Eagles: 20 years of flying starts



Eagles is a six-month, paid graduate development programme that connects businesses with extraordinary and ambitious talent. We facilitate social mobility by working with disadvantaged communities to find talented, hardworking and motivated graduates that go on to shine in a corporate environment.

WHY CHOOSE EAGLES?

Businesses can make a seismic difference to the trajectory of a young person and their family's life by seeking talent in places they don't normally look.

- We recruit interns based on their **potential rather than their past academic achievements**. To be part of the programme, candidates must have recently graduated and meet specific social mobility criteria.
- Once accepted, **we start with 3 weeks of training** to help prepare for the world of work using top quality trainers including the National Theatre and Happy Computers.
- By the time Eagle interns join a business for a six to twelve month placement, they have had training in that sector and have picked up a wide range of employability skills. **This means that graduates arrive 'day-one ready'** with a good understanding of their role and where it fits into the business.
- We continue to support the interns throughout the programme with mentors, additional training days and review meetings
- ELBA makes life easy for you as the **interns are on our headcount not yours.** We believe the programme represents excellent value for money for the business as well as an unparalleled experience for the interns themselves.
- Our 20-year track record speaks for itself: **96% of Eagles go on to find graduate level employment.**

"Through the Eagles programme over the last 10 years, we have attracted a diverse range of expectational talent. Our Eagles are presented with the unique opportunity to develop key skills, work directly with senior leaders and build their confidence. We are incredibly proud of what our Eagles have achieved."

- Kelly Jo Lihaven, Head of Philanthropy & Social Investment, EMEA, at Bank of America

"We want to ensure that the Eagles are not just the evidence of social mobility, but agents of it, becoming the leaders, employers, and mentors who drive social mobility in their own right in the future."

- Sally Roberts, former Eagles programme director

Eagles
A Flying Start

eagles.org.uk



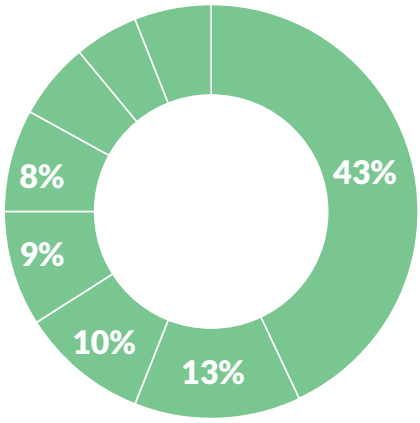
SOCIAL MOBILITY CRITERIA

We use the following social mobility criteria as part of our recruitment process:

- Parents did not go to university
- Received free school meals
- Attended a state school
- Worked (paid) 16+ hours pw while at university

We do not select by grades or university attended but by potential.

ETHNICITY



43% British Bengali
13% British other
10% White British
9% British Black African
8% British Pakistani
6% British Indian
5% British Black Caribbean
6% Other

"Our primary objective is to create long-term change, recognising the value of a diverse workforce to our business, and the future potential of our candidates regardless of their education or socio-economic background. We are proud of our ING Eagles programme and will continue to foster and develop the strong pipeline of talent it has helped us identify."

- Anjali Tull, Head of Human Resources, Wholesale Banking EMEA, ING

JOIN US

We have great relationships with employers offering fantastic placements for young people. Our partners include Bank of America, CBRE Investment Management, CMS, Fitch, ING, NatWest, M&G, MUFG, Royal London, Slaughter & May, Stephenson Harwood and Zurich among many others.

We want more employers on board so that we can get more talented candidates into places where they can flourish.

Please get in touch to find out more at eagles.org.uk or contact Sophie Critchlow: sophie.critchlow@elba-1.org.uk.

EAGLES IS A FLAGSHIP ELBA AND LONDON WORKS PROGRAMME

Eagles
A Flying Start

LW

ELBA

FINALIST
RECRUITMENT PROGRAMME OF THE YEAR 2020
UK Social Mobility Awards™