Entrepreneurial Scotland... Foundation

SALTIRE SCHOLAR INTERNSHIP PROGRAM - CALIFORNIA

Entrepreneurial Scotland... Foundation

Who We Are...

Scotland's future and its place as an influential world leader will be shaped by those who think, act and lead in an entrepreneurial way.

The Entrepreneurial Scotland Foundation (ESF), founded by GlobalScots and headquartered in Glasgow, is Scotland's largest independent foundation with a 15 year track record in helping to shape future business leaders with its transformative programs.

In the US ESF (USA) is a 501c(3) with a presence in Houston, Boston, Atlanta, DC, Philadelphia and San Francisco.

Partner with us as we invest in the future.



Our Challenge…

Scotland has proven itself as one of the most highly educated countries in the world with its 19 world-class universities – 5 of which are in the global top 250.

Its foreign investment is second only to London.

Over 50% of the working population has further education.

The challenge now is to provide the tools to expedite the careers of young people in order to increase business scale-ups, economic growth, and productivity.


THE SCOTSMAN
SCOTLAND'S NATIONAL NEWSPAPER

Scotland is best-educated country in Europe

"So far as science is concerned, no place in the world can pretend to be in competition with Edinburgh"

Thomas Jefferson

What We Do...

Our internationally acclaimed **Saltire Scholar Internship** program discovers and nurtures entrepreneurial talent from every background, every Scottish University, and matches it to organizations around the world.

California presents a unique, diverse and sizeable environment in which to scale meaningful engagement across our network by matching Scotland's future leaders with globally minded people and companies.

At the heart of ESF is an ecosystem of networks, opportunities, internships, mentors, and peer-to-peer sharing. We equip businesses with access to high potential talent.

Since its inception in 2007 the Saltire Program has grown to nearly **200 interns placed in globally each year**, including the successful launch of our **virtual program in '20** in response to travel restrictions.

To date, 130 of our interns have been placed in California.

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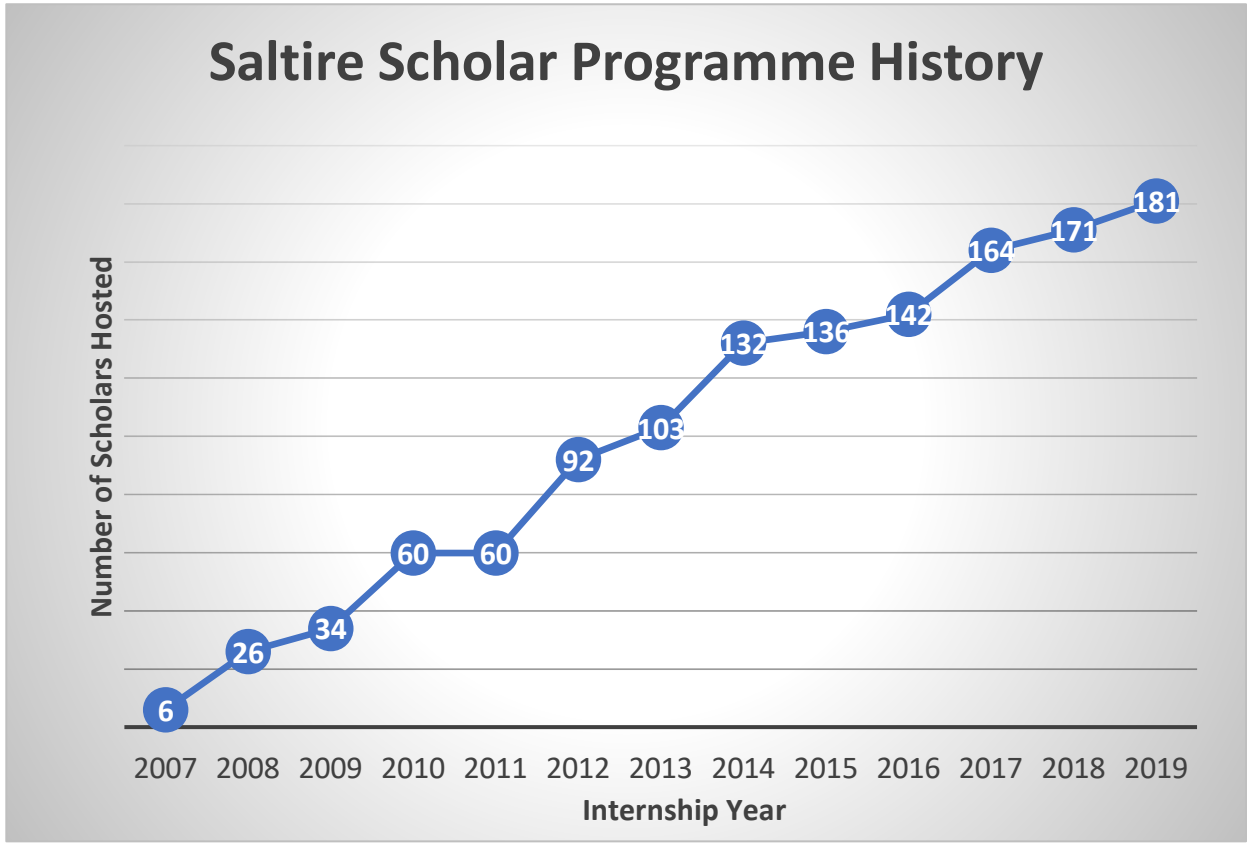
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SaltireProgrammes

How the Saltire Intern Program is unique…

- The only national pre-graduate program in Europe
- Attracts diverse applicants from all degree backgrounds who are in their penultimate year of study at Scottish Universities.
- Highly **competitive process**: in 2019 there were over 1,300 applicants for 200 placements.
- ESF team conducts initial interviews and shortlisting, providing a host organization with three finalists for them to interview and make the final decision.
- ESF organizes student visas, insurance, travel and support so Hosts can focus on oversight. Cost = $750/week for full-time Intern. All logistics are handled by our Foundation. ('22 Fees may see a small increase due to visas.)

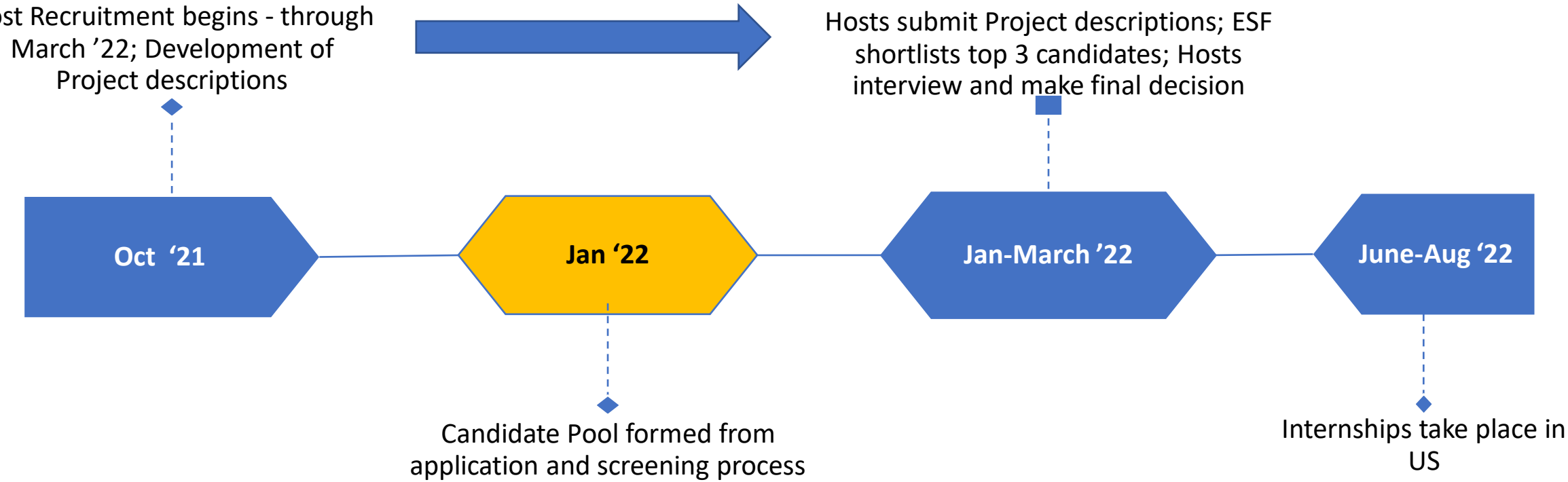


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100 New Businesses

1,500 Alumni since '07

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gsk

Baker Hughes

EDRINGTON

PVH

EthosEnergy

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Investing in Talent...

The US is Scotland's largest overseas market for trade, investment and tourism. Indeed, more than 100,000 people in Scotland are employed by US companies.

Since 2007 we have been matching Saltire Interns with US companies of every size and sector, providing them with challenging opportunities and career-defining experiences.

Now is the time to scale our reach by matching more companies and organizations across America with the high potential talent ESF identifies each year.

The intended outcome is the harvesting of future generations of business leaders and subsequently their longer-term contribution to their respective economies, wherever they reside.

"The more than 24 Scholar interns we've hosted over the last decade have provided such measurable value to the company, so it made sense to pivot and host virtually. The projects and calibre of work in marketing and human resources this summer truly add value to us."

Mark Bamforth, CEO Arranta Bio
Cambridge, MA

Impact

ESF's overall impact is significant: we have supported over 3,000 young leaders since 2007 via our Leaders and Interns Programs.

In that time Scotland's entrepreneurial ecosystem has moved up to 5th in the Global Entrepreneurship Development Index, from 13th in 2013.

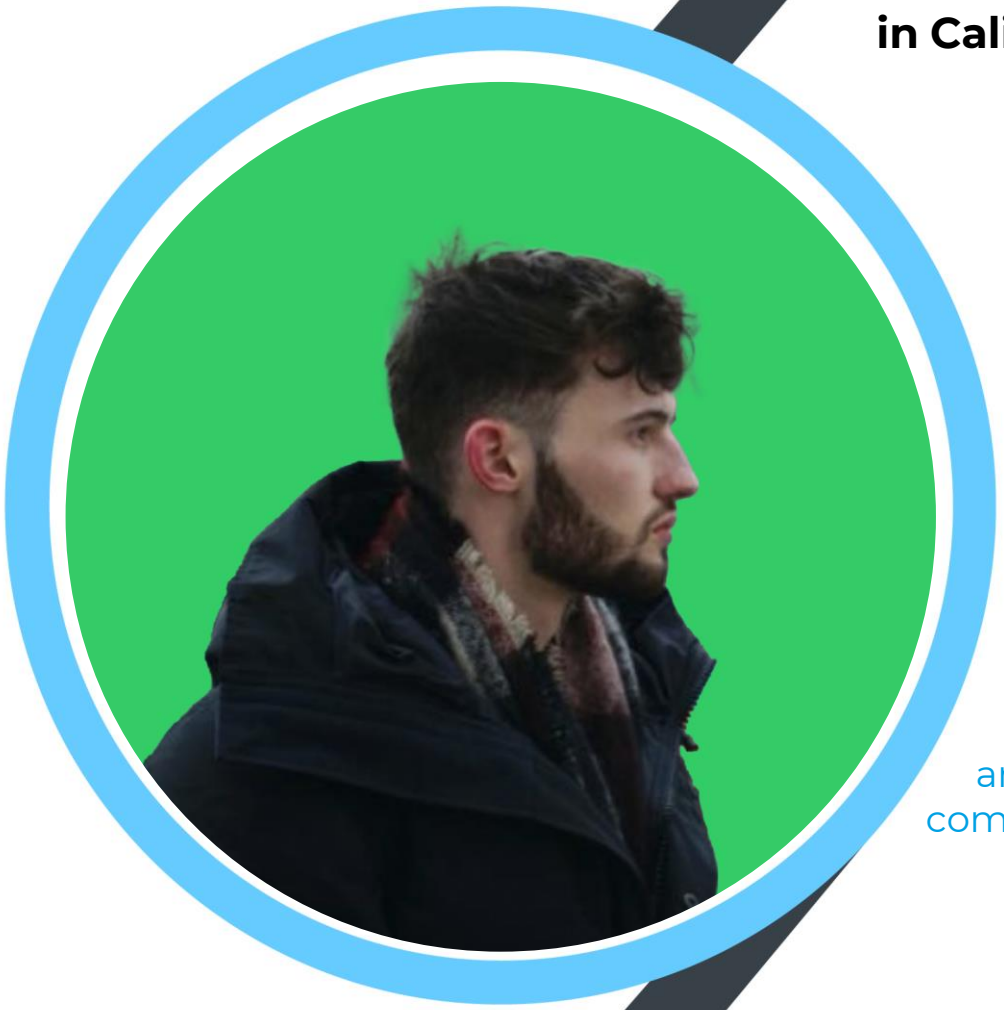
We equip entrepreneurial leaders and talent with the skills, mindset and connections to go forward and create economic and social value. In time, they will nudge forward our entrepreneurial culture, laying the ground for future generations.

It is a virtuous circle.



"We see the Saltire Scholars as a Pipeline for future leaders, that can really add value by bringing energy and drive, as well as a fresh new perspective to projects and to the wider business. It's a way for us to seek out the best talent. Every single Saltire Scholar that I've hosted has been full of energy, passion and a desire to learn."

Eilidh Dillon, GlaxoSmithKline, who in 2020 hosted 11 interns.



Scott Grant is Finance Manager at Indie Semiconductor – an auto tech company based in California, with offices all around the world.

He is a former Saltire Scholar who interned with them and was offered a full-time position following graduation. Today he is based in London and oversees finance and accounting across the entire Indie Group.

"I know I wouldn't be here if I hadn't been on the programme. It's amazing to see companies like ours support the next generation of talent, investing in the future and opening opportunities for people. The support provided by Entrepreneurial Scotland exceeds all expectations – for scholars and host companies. I don't know any other programme that comes close to what Saltire are doing."

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Timothy is in his final year at Glasgow Caledonian University and interned with Moving Analytics, a CA based medical tech company focused on cardiac rehabilitation. Through his connections at the company he has expanded his peer network and gained confidence in taking on new challenges.

"My entrepreneurial mindset has really changed and my experience has had a significant impact on my outlook. I want to inspire others in the same way that I have been inspired and I want to support others to follow their dreams."

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Thank You

Kristen Hirst
Business Development Director – USA
Atlanta, GA

e: kristen.hirst@entrepreneurialscotland.com
t: (404) 964-7216

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