

2015/6 IMPACT REPORT



Movement to Work is helping thousands of unemployed young people, giving them the skills and confidence to find a job.



WELCOME

A FEW YEARS AGO, A GROUP OF UK EMPLOYERS DECIDED TO TACKLE YOUTH UNEMPLOYMENT HEAD ON. CONCERNED BY THE LACK OF OPPORTUNITIES FOR 16-24 YEAR OLDS NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET), WE CREATED MOVEMENT TO WORK.

Our model was simple.

We would offer work experience placements to young NEETs. Where possible, the placements would be linked to jobs.

The model has been working.

We now have more than 240 employers on board and more than 41,000 young people have taken part in Movement to Work placements. The majority have secured jobs through their experiences.

In March 2015, we became a registered charity. This is our first impact report and it looks at what we've achieved so far.

From our early beginnings as a group of employers committed to tackling youth unemployment, we've become an entity in our own right. I am incredibly proud of what we have achieved together so far.

But with 853,000* young people still not in education, employment or training, there are 853,000 reasons to keep pushing even harder to make Movement to Work even bigger and better.

We would like to encourage every employer in the UK to join us.

Marc Bolland,
Chair of Trustees Movement to Work

WHAT WE DO

THE PROBLEM

Youth unemployment is a persistent social and economic problem we can't afford to ignore. With 853,000 people aged 16-24 years old classified as 'NEET', there are thousands trapped in the cycle of 'no experience, no job; no job, no experience'.

We don't think that's right.



Jade Smith, 20, HSBC

"I left school at 16, and went on to work in retail and customer services, but it was always hard to find something permanent.

Before joining the course, I was applying for lots of jobs but never hearing anything back, which really knocked my confidence. It felt almost impossible to find work, especially in London where so many people are applying for the same jobs."

OUR SOLUTION

Movement to Work is a collaboration of UK employers who have come together to get young, unemployed people into jobs.

Participating employers typically offer between 4-6 weeks' quality work experience and training. Where possible, these are linked to jobs.

We have more than 240 employers involved, including FTSE 100 companies and SMEs.

We are also working with a range of expert delivery partners, including Jobcentre Plus, The Prince's Trust, Talent Match and Capita. Our partners help employers to source candidates and provide support and additional training.

To drive scale, employers are encouraging their supply chains and business networks to get on board, too.

We are also supported by the Government and the TUC.

MAKING IT HAPPEN

Some of our founding employers have seconded members of their organisations to form a small programme team group who help run Movement to Work day-to-day. These costs are covered by the respective employers, meaning the running costs of Movement to Work are kept very low.

The team report into the Movement to Work Steering Group, chaired by Marc Bolland. Members of the Steering Group are:

- Debbie Alder, Director General of HR DWP
- Olly Benzecry, MD Accenture UK & I
- Iain Conn, CEO Centrica
- Ian King, CEO BAE Systems
- Martina Milburn, CEO The Prince's Trust
- Gavin Patterson, CEO BT
- Liz Rees, Director Unionlearn TUC
- Antonio Simoes, CEO HSBC Bank



Marriott.

"It's hard work and long hours but all I think about is how amazing it is to be learning every single day. It's a big achievement to start my career at a five-star hotel – something I didn't dream would happen so early on in my life – but I'm over the moon to have had this opportunity. I'm grabbing it with both hands and not letting go!"

Umesh Narshi, 22

WHAT WE'VE ACHIEVED

Movement to Work has helped thousands of unemployed young people, giving them the skills and confidence to find a job.



41,000+
placements

91% of employers would encourage other companies to join Movement to Work*

54% placements completed that have turned into jobs**



241 EMPLOYERS

BUILDING FUTURES TOGETHER - MOVEMENT TO WORK IS ALSO:



Delivering a talent pipeline for the future



Offering a pathway to apprenticeship programmes



Helping employers build a more diverse workforce

*Based on results from an April 2016 Movement to Work Survey

**Where reporting is available

**CASE STUDY: GEMMA BLEWITT,
WAREHOUSE OPERATIVE, BT**



Gemma Blewitt, 19, Warehouse Operative, BT

Gemma was unemployed for two and a half years, and had no idea what she wanted to do with her life; her confidence was at rock bottom. When she found out about the BT traineeship, part of Movement to Work, near her home in Darlington she jumped at the chance of finally getting work experience.

Throughout her six week course, she covered various topics, mainly focusing on skills which help to get you employed, how to be a team player and problem solving. The course also gave her a chance to improve on her English and Maths functional skills and tested her in both.

Not only valuable written skills, but practical ones too, as Gemma explained: *“We gained work experience by spending two days a week in the warehouse gaining experience whilst also seeing first-hand what we were getting taught in the programme, i.e. team work, communication, equality, diversity etc. I received a lot of support from many members of staff during the course of the traineeship.”*

Following her traineeship, Gemma is now working as a Warehouse Operative. Speaking of how she felt after the experience she said, *“The programme has given me so much more confidence, I can now say I can work with other people and feel happy about it, as before my nerves took over. I feel a lot more happy within myself and I am now in a job which I enjoy and can hopefully progress in.”*

“My plans for the future are gaining more experience in the warehouse so I can become more flexible, being able to do different roles within my job. The traineeship is a great opportunity to get you into work by learning and gaining expertise along the way. The traineeship builds your confidence and opens so many doors, an overall brilliant experience that I would do all over again”

**CASE STUDY: ANEYSHA MOFFATT,
TECHNOLOGY APPRENTICE, ACCENTURE**



Aneysa Moffatt, Technology Apprentice, Accenture

“The Movement to Work programme helped me get an understanding of what the working world is like, how to behave at work and how time flies when you are doing something you enjoy and have a passion for. The programme really helped in giving me an insight into IT and I learnt that IT is not just all coding and sitting in big data centres.

“Before the programme I felt as if I had no career direction and did not know what profession I wanted to go into as I was not passionate about any subject. I had tried a few different subjects before but none were for me. This became very disheartening and resulted in me never pushing myself out of my comfort zone for a long while. This was the case until I joined the Movement to Work programme. Once on the programme I developed my interpersonal and team working skills. I developed my skills to the extent where I felt confident enough to apply for the Apprenticeship with Accenture with no fear or anxiety of being rejected.”

“My time at Accenture so far has been very pleasant and I’m looking forward to learning lots more. The Movement to Work programme really did help me develop as a person and without the programme I don’t believe I would have been able to apply for the great Apprenticeship I am working on today.”

BAE SYSTEMS

INSPIRED WORK

“BAE Systems is committed to investing in the skills of the country’s young people to meet our future capability requirements. We are keen to create opportunities for young unemployed people and have been delighted to be a founder member of Movement to Work.”

Ian King, Chief Executive Officer, BAE Systems Plc

CASE STUDY: NICK TAYLOR, CIVIL SERVICE EMPLOYEE POLICY, CIVIL SERVICE



Nick Taylor (centre), Civil Service Employee Policy, Civil Service

"I took part in the Movement to Work placement within the Civil Service having been out of work since graduating. The placement has been a thoroughly enjoyable and worthwhile experience, in which I have gained a lot of new skills and significantly improved confidence.

"I was made to feel like a valuable part of the team and got involved in a wide range of interesting and challenging tasks and projects. From attending and organising meetings, to giving presentations and conducting research, I completed all of these tasks successfully and this gave me a lot more confidence in myself and my ability. Owing to the high standard of work that I produced, I was given more and more responsibility from colleagues.

"I am really grateful to the entire team for their support, advice and encouragement. The Movement to Work placement has been a really valuable experience and has given me confidence and skills that will stand me in good stead to find a job in the near future."

CASE STUDY: STACEY FOX, FOOD DEPARTMENT, MARKS & SPENCER



Stacey Fox, Food Department, Marks & Spencer

Despite growing up with parents who were seriously ill, Stacey Fox, 23 from Swansea, achieved five GCSEs at school and a place at college to study an NVQ. However, when her father's bowel cancer became terminal, Stacey left college to care for her mother, meaning she had to grow up very quickly and missed out on many things that typical teenagers take for granted.

By the age of 18, Stacey had tragically lost both of her parents, throwing her whole world into turmoil, and leading to depression and a breakdown. Despite being offered anti-depressants by her doctor, Stacey was determined not to be dependent on tablets and made a vow with her brother that they would get through things together.

It was then, while claiming Jobseeker's Allowance, that Stacey was introduced to Make Your Mark, part of Movement to Work, a four-week employability programme run in partnership between The Prince's Trust and Marks & Spencer, and life began to change.

Working in the Swansea store's food department, she quickly learned how to deal with other people again and, as the weeks progressed, she began taking more initiative, faced up to new challenges and saw her confidence return. After impressing everyone with her attitude, she was offered a temporary contract and was delighted to be made permanent in June 2015.

"Before the course nobody would give me a chance and I felt worthless," she says. "I was terrified but knew I had to give it a go and, with the help of The Prince's Trust and M&S, I'm pleased to say I did just that. Without this chance I'd still be claiming benefits, too scared to try anything new. With my new-found confidence, my aim is to give others the boost they need to show they can get through the worst of times, just like I did."

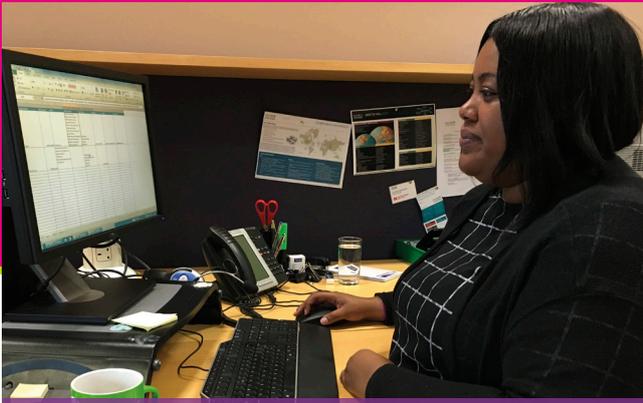


Civil Service

"Movement to Work is a fantastic initiative which helps young people get the experience and training they need to gain employment and I am delighted the Civil Service has been able to play such a key role. This Government is absolutely committed to ending long-term youth unemployment and building a country for workers, where nobody is defined by birth and everyone can achieve their potential."

Matthew Hancock, Minister for the Cabinet Office and Paymaster General

**CASE STUDY: SHENIKA HYLTON,
EVENTS TEAM, SQUIRE PATTON BOGGS**



Shenika Hylton, Events Team, Squire Patton Boggs

Shenika Hylton joined global law firm Squire Patton Boggs in their London office in mid-January as part of the Movement to Work programme and was a valuable part of the events team for six weeks.

Working with the EMEA events manager Kirsty Tod, she worked on a whole range of projects during her time with the firm, ranging from research around event venues, budgeting, stock control, setting up and attending client and internal events.

She met with a whole range of people from across the firm, including colleagues across the EMEA region, London office lawyer clients, right up to the office managing partner.

“Shenika’s abilities were first class. She showed a keen interest in learning about the different aspects of Business Development and Events and was quick to make the connections including understanding how each piece worked. She just needs a bit more confidence in herself and her abilities to really shine at anything she does. Overall, we have no doubt that Shenika’s skills will grow and she will be a valuable member of any team that she is a part of,” explained Kirsty. And Shenika’s view?

“I found everyone to be very friendly, helpful and welcoming. I enjoyed my time in a really good working environment. I have learnt a lot and the support I received was really good.”

**CASE STUDY: HUZAIFA ABOWATH,
CUSTOMER SERVICE, BRITISH GAS**



Huzaifa Abowath, 25, Customer Service Apprentice, British Gas

Huzaifa Abowath, 25, from Leicester, applied for the Movement to Work programme with British Gas at its services contact centre in Leicester. Like many young people, Huzaifa struggled to get a job that would lead to a long-term career. He said “I applied for jobs daily but I rarely got a response back. I had a mixed career history after leaving school, so I knew that my lack of relevant experience was definitely an issue, but I felt like people were making unfair assumptions about how committed I was to actually find a job. Getting the place on the programme gave me an instant boost. I finally felt like I was being given a chance by somebody” Huzaifa’s new-found confidence led him to securing a role as one of British Gas’ first ten customer service apprentices at the contact centre.

Paula Knight, from Learning and Development at Centrica said “Movement to Work is very different to other programmes we’ve been involved in - normally we are dealing with adults who are in work already and have the necessary skills to get through the applications process. These young people were different. Often they were struggling with confidence, self-esteem and self-regard. Many were capable of working for us, but they just didn’t believe that. I was shocked at how challenging it can be for some young people to move into the world of work.

“You meet these people and they have such determination to succeed. They just needed someone to give them that opportunity and somebody to open the door.”

DIAGEO

“It’s a brilliant opportunity for anyone who is young and unemployed and the practical advice and hands-on experience that I now have from working in a bar will hopefully help me to build a career in the hospitality industry”

Stacy Allen, 20



“The programme opened a lot of doors for me, giving me not only the chance to work, but also the chance to expand my skill set and break out of my shell a little”

Jacob Grant, 21

"From my own experience I can tell you that M&S has changed dramatically as a result of taking on young people who were chronically out of work - and it has boosted morale in ways I could not have imagined."

Marc Bolland,
Chair of Trustees Movement to Work
Former CEO Marks & Spencer



accenture
High performance. Delivered.

ASDA

BAE SYSTEMS
INSPIRED WORK

BARCLAYS

BT

Bupa

centrica

Civil Service

COMPASS
GROUP

DHL

DIAGEO

gsk

HSBC

ISS

M&S
EST. 1884

Manpower

Marriott

nationalgrid

NHS

sodexo

TESCO

Unilever

vodafone

WHITBREAD

WPP

MOVEMENT
TO WORK™

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