

2016/7 IMPACT REPORT







WELCOME

WITH YOUTH UNEMPLOYMENT A PERSISTENT SOCIAL AND ECONOMIC CHALLENGE, MOVEMENT TO WORK IS PROVIDING THOUSANDS OF YOUNG PEOPLE WITH MEANINGFUL WORK EXPERIENCE AND GIVING THEM THE SKILLS AND CONFIDENCE TO FIND A JOB

FOREWORD BY MARC BOLLAND

It has been another successful year for Movement to Work. As a collaboration of the UK's leading employers, we provide work experience placements to young people Not in Education, Employment or Training (NEET) including those from disadvantaged backgrounds. This impact report, the second of its kind since our registration as a charity, highlights our achievements.

Over 2016/17, the Movement delivered 17,600 placements to young people that are NEET. Over the three years we have been in existence, we are proud of our scale of operations and our cumulative total of 59,400 placements delivered to date. Of those completing placements, ~54% have achieved positive outcomes having moving into paid employment/apprenticeships, training or further study.

This impact is only possible through the dedication and hard work of our member organisations. We were delighted to have over 40 employers join the Movement over 2016/17 - including Starbucks UK, Thales, Veolia and Yum Foods – bringing total membership to over 250. It is amazing to see organisations across the private, public and third sectors collaborating to transform the lives of young people.

It has been my privilege to have been Chairman since the Movement's inception and I would now like to handover to a new Chair. I have asked Ivan Menezes, CEO of Diageo and he will become my successor as Chairman. He is a fantastic Business leader to chair our Movement further. I would like to express my sincere thanks to all who have contributed so greatly to our progress. All of you have changed the lives of over 59,000 young people in need of help.

Marc Bolland,
Chairman of Movement to Work,
2013 - May 2017





FOREWORD BY IVAN MENEZES

I am honoured to be the new Chairman for Movement to Work and would like to thank Marc for his significant investment in time and energy to progress the Movement over the years.

At a time when there are labour gaps in many UK sectors, associated with ageing workforces and decreases in labour mobility, the Movement offers employers, specifically those with entry-level roles, great opportunities to help tackle their talent and skill requirements. In doing so, we will continue to ensure alignment with the Government's skills, full employment, collaborative and inclusive growth, social mobility and youth agendas. This can only be a good thing for society as a whole.

I feel passionately that the Movement has shown that it is possible to use work placements to equip young people with the experience, skills and confidence necessary to progress into employment. With your support we can do so much more to benefit young people, employers and the UK.

Ivan Menezes,
Chairman of Movement to Work,
from May 2017

WHAT WE DO

THE PROBLEM

Youth unemployment continues to be a persistent social and economic problem in the UK. Though numbers have fallen over the course of 2016 (by 53,000), there are nevertheless 800,000 young people (aged 16 to 24) who are currently classified as NEET: Not in Education, Employment or Training.¹ This means that there are thousands trapped in the cycle of 'no experience, no job; no job, no experience'.

¹Office for National Statistics figures, 25 May 2017.



OUR SOLUTION

As a collaboration of the UK's leading employers who provide work experience placements to people who are NEET, we have witnessed the transformative impact experience in the workplace can have on the lives of young people. Participating employers typically offer between 4-6 weeks' quality work experience and training. Where possible, these are linked to jobs. We have more than 250 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, TUC and the CBI.

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. Members of the Steering Group are:

- Chairman, 2013 to May 2017 - Marc Bolland, Head of European Portfolio Operations Blackstone
- Chairman, from May 2017 - Ivan Menezes, CEO Diageo
- Andy Adcock, MD M&S Food
- Debbie Alder, Director General of HR DWP
- Olly Benzecry, CEO Accenture UK & Ireland
- Iain Conn, CEO Centrica
- Ian King, CEO BAE Systems
- Martina Milburn, CEO The Prince's Trust
- Gavin Patterson, CEO BT
- Kevin Rowan, Director Unionlearn TUC



WHAT WE'VE ACHIEVED

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



59,400
PLACEMENTS

54% PLACEMENTS COMPLETED THAT HAVE
TURNED INTO POSITIVE OUTCOMES^{1 2}



250+ 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

**CASE STUDY: BEN FOX ,
DIGITAL CUSTOMER SUPPORT ADVISER, CIVIL SERVICE**



Ben completed a Movement to Work placement with the Civil Service in Bradford before successfully applying for a permanent role in HMRC.

“On my first day in my Movement to Work placement I was very nervous and didn’t know what to expect. It was totally outside my comfort zone. I needn’t have worried. Everybody was friendly from the start and there was a really good atmosphere in the office. I was told I brought a fresh perspective; I am relatively young and my work background is probably a bit different from some of my HMRC colleagues.

“Before I started, I wouldn’t have described myself as a computer or technical type of person. That’s one of the unexpected things about the placement – it opened my eyes to job roles I might not have considered pursuing otherwise. I’ve since gained many IT skills and feel more competent using them. I’ve increased my knowledge of tax too.

“Getting to grips with the various processes around the office was a bit challenging but I soon picked them up. I was assigned to one of the teams and helped with administrative tasks. Even though I wasn’t taking on as much as my more experienced colleagues, I felt like I was contributing.

“I went into the placement with a positive can-do attitude and that must have come across because my new colleagues suggested I apply for my present job, Digital Customer Support Adviser.

“To be honest, I’ve had disappointing experiences of work in the past which knocked my self-esteem and confidence. This placement turned the tables and has been a game-changer, reinvigorating my professional life, and also my personal life too.

“It’s no exaggeration to say I owe where I am today to that placement, and to those who helped me onto it. I couldn’t be happier with where I am at this moment in time.”

“I always thought working for a company like Accenture you’d need a degree and years and years of experience, but the Movement to Work scheme gives people like me an amazing opportunity – a different route into the company, along with the resources and support you need to build up your skills on the job.”

**Michelle Taylor, 24, Accenture Skills to Succeed Academy,
currently Accenture Apprentice**

CASE STUDY: DAVID CRAIG,
LEARNING FOR LIFE PROGRAMME, DIAGEO



Programme: Diageo's Movement to Work, 'Learning for Life'

Location: Glasgow

Age: 25

DIAGEO

David was unemployed and wasn't sure what he wanted to do with his career. After visiting the Jobcentre Plus, his advisor informed him of the Diageo 'Learning for Life' programme run as part of Movement to Work.

Having applied for the programme, David was given a work experience placement at a popular gin bar in Glasgow's city centre and instantly loved the energy of the establishment.

"The course really appealed to me. I knew I would enjoy the mixture of classroom-based and on-the-job experience. Moreover, on top of the work experience, it offered official qualifications to work in the hospitality industry. The training was an intense experience and staying focused throughout was a challenge. However, the fact that we were constantly learning different things every day kept it really exciting. Also, unlike other courses, we instantly put the skills we were learning into practice.

"I really liked all aspects of the course. The industry visits showed us that there was more to the hospitality industry than working behind a bar, including drinks companies, breweries, distilleries and hotels. The course really was an eye opener to the world I was about to enter into."

The programme gave David the focus he had been missing and an insight into the hospitality industry. Most importantly, it provided David with the confidence he required to successfully apply for a job in the industry after graduation from Movement to Work.

"I would definitely recommend the programme to my friends. It's a great experience – even if you don't get a job straight away, you gain qualifications and the work placement is invaluable. I encourage anyone that is interested in Hospitality to find out about Diageo / Movement to Work placements in their area. I knew after three days on the programme that I wanted to do this for a living!"

"The programme was life-changing. I joined with nothing to give and I came out a completely different person. I am now able to give back to people who are in a similar situation to me."

**Bradley Bebbington, 20, Marks and Spencer
and The Prince's Trust 'Make Your Mark'
Movement to Work programme**

CASE STUDY: EMMET CANNING,
MOVEMENT TO WORK SCHEME, RIGHTON LTD.



Programme: Movement to Work scheme

Location: Glasgow

Age: 23

RIGHTON

After a series of temporary jobs and needing to care for his father, Emmet faced long-term unemployment. Having decided to make a change in his life and pursue a career, Emmet found out about Righton's Movement to Work scheme through Street League UK, Righton's training partner provider.

Following an initial assessment, Emmet began his placement at Righton's Glasgow warehouse site and over the course of a three-week placement developed the skills necessary to progress within the company, from general warehousing to parts identification and quality assurance procedures.

Since completing his Movement to Work placement, Emmet has begun a full-time role at the Righton Glasgow warehouse site and is moving from strength to strength in his new career.

"I'm very pleased to be here. Where I come from in Glasgow there are very few opportunities and it takes me over an hour to commute to work. Despite this I enjoy coming in every day.

"My confidence has not only improved, but I've learnt skills on the job, allowing me to contribute to the company as much if not more than people who have had traditional training. I've also seen a big impact in my personal life in the way I organise myself and see through my objectives."

In addition to what he learnt during his Movement to Work placement, Emmet is working towards gaining formal vocational qualifications through his new job at Righton which will provide recognition of the skills and expertise he has developed in his new career.

"Having a Movement to Work placement offered us a recruitment pipeline opportunity for young talented people that we may previously not have had, and provided an opportunity for staff to develop new skills in coaching, supporting and mentoring. It had a positive impact on the home, its residents and staff."

Daniel Bishop, Head of UK Learning Operations, Bupa



**CASE STUDY: ANASTACIA JAMFREY,
BUSINESS MANAGEMENT APPRENTICE,
MILITARY AIR & INFORMATION, BAE SYSTEMS**



Programme: BAE Systems Movement to Work

Location: Warton, Lancashire

Age: 26



After several years of part-time and temporary work, Anastacia began searching for new opportunities through Jobcentre Plus. Her advisor told her about Movement to Work and she took up an opportunity to take part in a work placement at BAE Systems.

The four-week placement consisted of two weeks of vocational and employability training delivered by The Prince's Trust, and a two-week work experience placement with the Central Quality Assurance team at BAE Systems in Warton, Lancashire. During the placement, Anastacia was given meaningful tasks that contributed to the team's performance – this gave her confidence in her abilities and made her feel a valued member of the team.

After finishing her Movement to Work placement Anastacia successfully applied for a Business Management apprenticeship with BAE Systems.

"Movement to Work changed my life. It sounds clichéd but it's the truth. I had no sense of purpose or direction

and my confidence was so low I genuinely believed I didn't deserve any sort of job at all. Everyone involved in the scheme helped me to see my potential and I'm on my way to building a successful career. I've already gained qualifications I only dreamed of having and I now have planned to study a degree – something I thought I would never be able to do.

"I strongly believe that I wouldn't have made it on to the apprenticeship scheme at BAE Systems if I hadn't attended the Movement to Work scheme based on the lack of confidence I had at the start. It is very important to me that I continue to let other young people know what the scheme can do for them and how successful they can be as a result."

One of 71 Movement to Work graduates to secure an apprenticeship with BAE Systems, Anastacia hopes to complete an engineering degree and to progress through the company to become a Programme Director with BAE Systems in the future.

"The Movement to Work programme was a great mix of customer calls, out with engineers and time in the classroom as well. I feel like a completely different person now. For the first time, I have a wage, and I can do the things I like. It's great that British Gas is willing to help young people like me."

**Aimee Hearn, 23, British Gas Customer Service Adviser and
past Movement to Work participant**

**CASE STUDY: NICOLA STAFF,
MARRIOTT AND THE PRINCE'S TRUST**



Programme: Prince's Trust Movement to Work

Location: London

Age: 26



Nicola was bullied at school and had a difficult upbringing with her parents at home. While studying, she suffered from a breakdown and, because she was so unhappy, she dropped out of her Hospitality Management course, left home and ended up living in a tent for three months. Three years later, at the age of 21, Nicola was diagnosed with lymphoma. She recovered, but suffered another breakdown.

"That's when I was diagnosed with OCD, social phobia, low self-esteem and confidence issues. I needed medication and intense psychotherapy."

Nicola eventually turned to The Prince's Trust's 'Get Into' programme – part of Movement to Work – which aims to build the confidence and motivation of disadvantaged young people.

Nicola was offered a work placement at the five-star Grosvenor House JW Marriott Hotel in Mayfair, London, where she gained experience in a number of different

departments. After overcoming some initial nerves, she enjoyed the role and asked to extend her placement when it came to an end.

Nicola now works full-time in the Pastry Kitchen at The JW Marriott Grosvenor House and has ambitions of travelling to France to train as a pastry chef before continuing her career in the hospitality sector.

"Before Movement to Work, I couldn't think about the next day, but everyone at The Prince's Trust and Marriott Hotels was so supportive, and now I am planning my future."

In March 2017 Nicola won the HomeSense Young Achiever Award at The Prince's Trust and TK Maxx 'Celebrate Success' Awards, aimed at recognising the achievements of young people who have overcome disadvantages with the support of The Prince's Trust.

"My eight weeks at the Government Digital Service (GDS) have made me feel more confident in my abilities than ever. To successfully complete a task to an excellent standard, whilst doing something completely new is an exhilarating experience. More than anything, the support of the people that I have worked with has been overwhelming. I'm incredibly grateful and humbled by how much time and energy has been invested into my experience at GDS. Their dedication to providing me with the best platform to succeed will have a lasting impact on my confidence when taking the next step in my career."

**Broch Anglestone, 22, Government Digital Service trainee
and Movement to Work participant**



**CASE STUDY: NICOLE MELIA,
BT WORK READY PROGRAMME**



Programme: BT Movement to Work 'Work Ready'
Location: Manchester
Age: 19



**CASE STUDY: SHAJIDA AKHTAR,
ACCENTURE GO TECH PROGRAMME**



Programme: Accenture's Movement to Work
Location: London
Age: 21



Nicole took part in a BT work placement through their 'Work Ready' Movement to Work programme. It is designed to develop key employability skills, like CV writing and interview techniques, as well as giving valuable experience in a real work place. During her time on the programme, Nicole got to experience what it's like to work in different parts of the business. She also volunteered with a BT charity, fundraising and organising an event at a local food bank.

After successfully completing her placement, Nicole was invited to an apprenticeship assessment centre. After a successful interview, Nicole started with BT in November 2016 as a full time Advanced Finance apprentice in Stockport.

She said: "The programme really helped build my confidence and skills. It gave me experience in a full-time work environment. Traveling to and from the office every day was something that took a bit of getting used to.

"During my work experience I was involved in organising charity events for the local food bank and visited the BT Fleet team. These experiences definitely helped me get through the interview, and I've been able to use my new skills since becoming a full time Advanced Finance Apprentice. The support from the onsite coaches was great, they helped me with interview preparation and my CV. I was struggling to nail my CV and with their support, I got it right! The BT team were brilliant and always there to help."

Shajida started an Accenture Movement to Work 'Go Tech' work placement in 2015 after studying A-levels in college. She had found the traditional educational route in college difficult, and instead of applying to universities she decided to apply for the 'Go Tech' programme which provides an insight into a career in technology.

"Before I started the programme I was in college for two years studying electronics, maths and computing, but I didn't know what I wanted as a career for myself in the future. Then the Movement to Work 'Go Tech' programme came about and I saw it as an opportunity for work experience."

The programme became the platform for Shajida to apply for Accenture's apprenticeship programme, giving her the necessary skills to develop her career. She received advice from Accenture's recruitment team and undertook mock interviews with them, receiving useful feedback at the end of the process.

"Being offered a place on the Accenture apprenticeship programme has completely changed my life. I went from college to actually working in the city. Everyone just seems astonished that a 19-year-old was doing what I was doing. It's really helped me to develop myself as a person by giving me the confidence to present my own opinions and ideas. There have been many opportunities for growth where I've developed a variety of technical and soft skills, and now I'm in my final year of the apprenticeship."

Shajida is now in her final year of the Accenture Apprenticeship programme, balancing work with studying for an IT degree.

