



# Movement to Work



# What is Movement to Work?

Movement to Work is a 2 – 6 week work experience programme for 18 – 30 year olds who are not in education, employment, or training (NEET).

-  **Movement to Work is a charity coalition** of the UK's leading employers, civil society and government.
-  **The Movement are tackling youth unemployment and creating systemic change;** getting young people into jobs is investing in the future of our economy.
-  **The Movement has a diverse & proactive membership base,** made up of public and private sector organisations of all sizes, across all industries.
-  **The charity draws on the collective knowledge** and experience of NGO partners and are supported by the CBI, DWP, and TUC.

**Founded  
2013**

  
Civil Service  
*Founding  
Member*

  
**accenture**

**BAE SYSTEMS**



**centrica**

**HSBC** 



Civil Service

**M&S**



Prince's Trust

**TUC**  
Changing the world  
of work for good





## Key figures

- Youth unemployment is estimated to cost the UK £28 billion over the next decade
- 40% of all unemployed in the UK are between the ages of 16-24
- 88% of businesses believe school leavers are unprepared for work. 76% of firms believe a lack of work experience is the reason young people are unprepared
- 57% of employers cite lack of skills such as communication, resilience and team working, as the main reason why young people are unprepared for the world of work
- 50% of young people who undertake a MtW placement gain employment, an apprenticeship or go onto further education.



# The impact of youth unemployment is devastating...

Movement to Work seeks to break the vicious 'no job – no experience' cycle that is preventing around 800,000 young people, not currently in education, employment or training, from stepping onto the career ladder.

The civil service works to unlock the potential of these young people by offering quality work placement opportunities, that can help both to drive business performance and bring about lasting social change.





## Movement to Work in the Civil Service

- **Debbie Alder**, DWP's HR DG leads Movement to Work in the Civil Service. Debbie sits on the Movement's National Steering Group.
- Since 2014, the Civil Service has given nearly **20,000 young people a work experience.**

*“You know what gets us out of bed in the morning... we care about making a difference. Movement to Work, as an employer, and as a partner in Jobcentre Plus, makes a huge, huge difference to those young people. It's the difference between the confidence and the experience that help them bridge into work.”*



*Debbie Alder, HR Director General,  
Department for Work and Pensions*



# How does Movement to Work benefit the Civil Service?

## Benefits for the Civil Service:

- ❖ Helps the Civil Service be more representative of the people we serve
- ❖ Gains insight from people who often come from disadvantaged backgrounds that adds value to service delivery
- ❖ Meets the Civil Services corporate social responsibility as a large UK employer to improve the life chances of young people
- ❖ Is a vehicle for social mobility, which contributes to the Civil Service's aim of being the most inclusive employer by 2020

## Benefits for business areas:

- ❖ Attracts young people into different Civil Service Professions
- ❖ Enhances a regional profile for the Civil Service
- ❖ Feeds into the talent pipeline via apprenticeships. DWP has a Social Mobility apprenticeship which has been offered to many Movement to Work participants.
- ❖ Increases return on investment – A NHS study into return on investment showed a 17% increase in ROI from those in their employability programmes (see slide 8 for the NHS ROI case study)

## Benefits for employees:

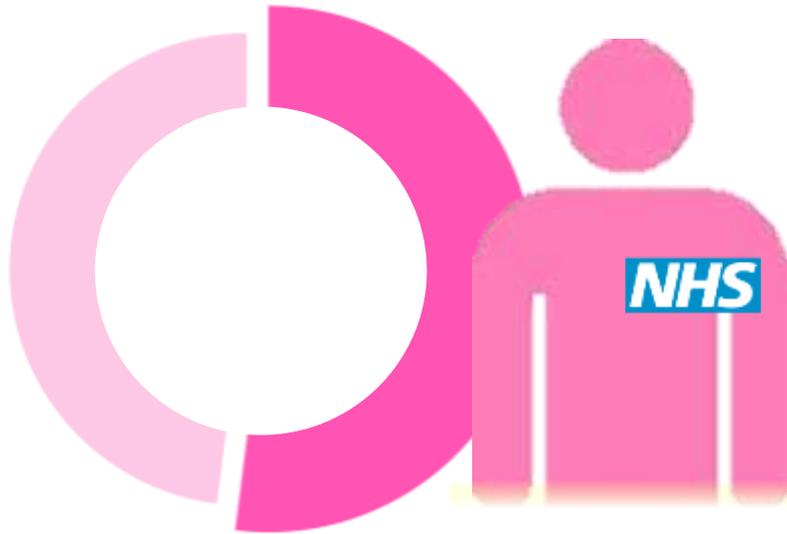
- ❖ Opportunities for employees who don't have line management experience to develop their leadership skills
- ❖ Enhances knowledge by adding the unique insight that young people have to offer
- ❖ Adding diversity to teams can increase productivity and enjoyment at work



Photo taken at the 2019 Movement's Award ceremony where John Manzoni speaks with DWP mentor Tracy-Jane Fielding who won Mentor of the Year 2019.



# NHS Cost Analysis



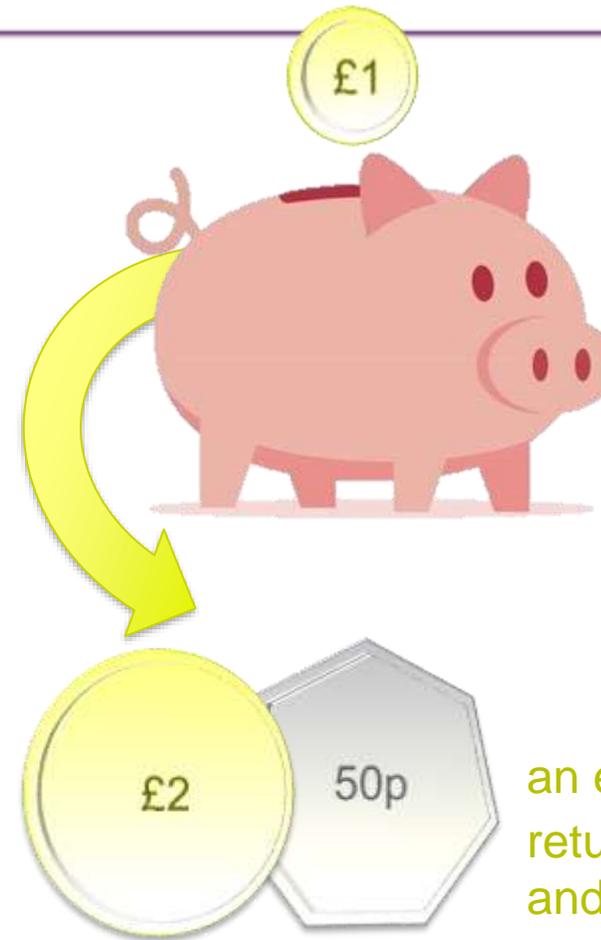
**52%** of work experience participants were accepted onto apprenticeships or permanent positions within the NHS.



**2%** reduction in staff absence.



**9%** reduction in staff turnover.



For every **£1** spent,

an extra **£2.50** is returned in financial and economic benefits



# Movement to Work and Social Mobility

- Movement to Work is a vehicle for Social Mobility as it brings those from disadvantaged backgrounds into the Civil Service.
- DWP has created the Social Mobility apprenticeship, which has been offered to several Movement to Work participants to bring them into the Civil Service.
- **Bernadette Kelly**, Permanent Secretary for Social Mobility Champions in the Civil Service sees a natural join-up between Movement to Work and Social Mobility:

*“You definitely need to think about [Movement to Work] as an important aspect of your wider strategy for tackling inclusion. It’s really important that we represent the people that we serve and that means representing people from lower socio-economic backgrounds.”*



*Bernadette Kelly  
Permanent Secretary for DfT, and Permanent  
Secretary for Social Mobility Champions  
in the Civil Service*



# Improving social mobility in the Civil Service

- Broch Anglestone is one of many great examples of how the Civil Service has helped to change a life, and reap the benefits of doing so. Broch is currently building a successful career in the Civil Service – having being promoted since joining.



Broch Anglestone

*“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, Government Digital Service trainee  
and Movement to Work participant

  
Cabinet Office  
Government Digital Service



# How it works



MOVEMENT  
TO WORK™



2-6 weeks  
Work Experience  
Placements



Participants  
are benefit  
claimants

Improving  
employability  
& building a  
Talent pipeline

Providing  
access to CS  
opportunities

Sustainable  
Talent Pipeline





## Get in touch

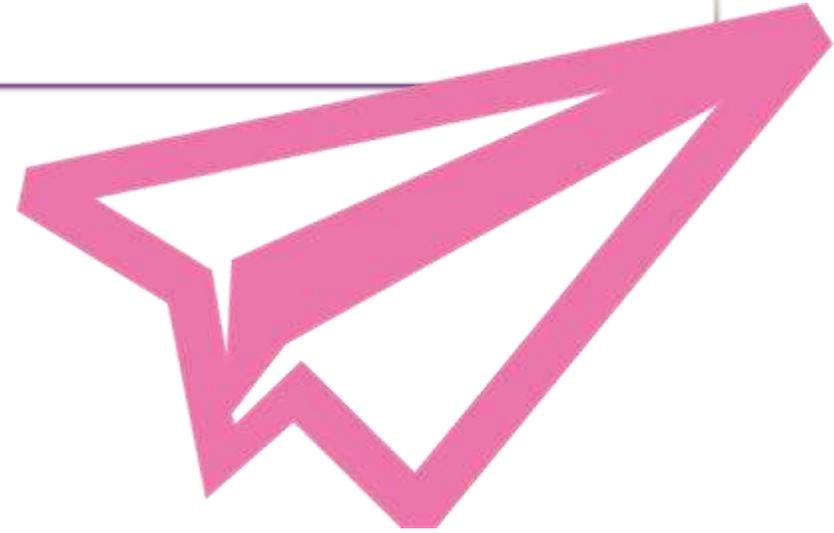


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