

EY Foundation's Youth Voice Forum

Recruitment Handbook: 2026 - 2027

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Lynne Peabody,
CEO of the EY Foundation



Welcome

At the EY Foundation, we are excited to launch the recruitment for our brand-new Youth Voice Forum (formerly known as the Youth Advisory Board).

At the EY Foundation, we place young people, their thoughts, and opinions, at the heart of what we do. This role will give a diverse group of young people the opportunity to have a real input into how EYF operates, as well as helping to shape its future growth.

Who are we?

The EY Foundation, an independent charity, was founded in March 2014. We believe that every young person in the UK can succeed in the workplace, and that every employer (regardless of size or sector) has a role to play in giving young people a better start to their working lives.

Our mission is to reduce the barriers to work many young people face, supporting them to successfully transition into higher education, employment or self-employment. The EY Foundation helps young people to fulfil their work potential. We are unique in our position as the link between employers and young people, having strong relationships with both.

Our ambition is that we will enable all young people who are eligible for Free School Meals to have an employment and earnings potential that is equitable to other young people in the UK. We will do so in collaboration with employers and key partners, through employability skills training and targeted programmes, and by leveraging our convening power to influence systemic change.

Check us out at [EY Foundation](#).

Youth Voice at EYF

Our Youth Voice work is underpinned by three core principles to building inclusive participation:

1. Creating opportunities for Young People from low-income backgrounds to influence our work and be empowered as experts of their own experience.
2. Creating meaningful connections so that young people know that their involvement was valued and made a positive impact throughout the entirety of a project. This means that young people can see the result of their contributions, feedback on their experiences, and feel a part of the bigger picture.
3. Providing young people with resources to meaningfully engage. Whether this be through providing training, having young facilitators, or co-designing the workshops, young people should be involved throughout the whole process.

See the next page for examples of our Young People at work!

What is Youth Voice?

The collective ideas, opinions, and actions of young people. It can include a variety of perspectives and experiences. It should be a commitment made by an organisation to embed across their work and not act as an isolated activity.



Why is Youth Voice important at EYF?

- Young people from low-income backgrounds suffer inequality of participation & voice.
- They are more inclined to believe that their voice & ideas will not be taken seriously.
- They are less likely to be recognised for their civic participation than their peers.

Examples of our Young People at Work



Alumni were consulted on our 'Access Their Skills' campaign, with two even working on the film's production!



Young people contributed their insights to our policy and research, such as our AI and Social Mobility report.



Youth Representatives for EYF attended our Parliamentary Reception in November 2024, celebrating our Decade of Impact.



Alumni volunteer to help support programme delivery,



Alumni regularly contribute to our Communications, including sharing their experiences of EYF on our Social Media platforms.



Members of our Youth Voice Forum regularly speak directly to our employer partners, sharing their insights.



Alumni co-design and facilitate events, like our Alumni networking events.



The Opportunity

What is the Youth Voice Forum?

EYF's Youth Voice Forum (or YVF for short) is our brand-new core Youth Voice group, ensuring that the thoughts and opinions of young people are central to our work.

We want to ensure that young people have a say in what we do, and how we develop as an organisation, ensuring that we are meeting their diverse needs.

This group will also support our external influencing work, ensuring more equitable outcomes for young people from a low-income background by advocating for Social Mobility.



What does the role involve?

- Support a growing charity and ensure young people have a say in key strategic decisions and plans which are taken to our **Board of Trustees**.
- Help the EY Foundation implement our **Youth Engagement Framework**, ensuring that young people are included and listened to at each level of our activity
- Assist with our youth voice projects, supporting the growth of our **influence** work and embedding our youth voice strategy.
- Have the opportunity to work with senior figures across the business and charity sector
- Be a youth spokesperson to raise the profile of the Foundation and highlight our work to external stakeholders
- Be an 'Advocate for Change', passionate about **Social Mobility** and providing a young person's perspective on the issue

The Opportunity

What do you get?

- By becoming a member of our YVF, you will receive opportunities and training to help support your personal and professional growth (e.g. Public Speaking, confidence, strategic thinking.).
- You will have the opportunity to work on and develop youth voice projects and give your insights into key decisions to help the growth of the charity. This includes specific project work in-line with our **YVF Representative roles** and working on whole group projects with your team members.
- Opportunity to create individual Personal Development Plans and a portfolio of work where you can demonstrate everything you have learnt over your tenure.
- Support from the Youth Engagement Lead and a Buddy, and the wider EYF team.
- Expenses will be covered for travel, accommodation, and other reasonable to take part in in-person meetings and opportunities. All expenses will be processed in line with the EY Foundation's Expenses Policy.

What do we ask you to commit to?

- Attend the **two day in-person induction** at our London office on Saturday 17th and Sunday 18th January 2026. This induction will include, but not limited to:
 - Understanding EYF and our Ambition
 - The role of our YVF and Youth Voice
 - Youth Advocacy Training
 - Socialising and team bonding!
- Fulfilling the duties of being a YVF member for **two years**, with a six month and then 12-month check-in point to reconfirm your commitment.
- **Attend all formal YVF meetings** in person at one of our offices (6 meetings a year, 12 in total. These will take place roughly every 2 months). More information about these meetings can be found on the next page.
- All members of our YVF will be required to undergo an **Enhanced DBS (Disclosure and Barring Service) / PVG** and adhere to any relevant policies and procedures the Foundations requires (this will be discussed in more detail with successful applicants).

EYF Youth Voice Forum 2026 Meeting Dates

To ensure full transparency about the role, we want you to be aware of the planned meeting dates as early as possible. Below, you can find the dates for 2026*. All perspective YVF members should ensure they are willing to attend these dates.

We understand that many of our YVF lead very busy lives, either in school, work or in volunteering roles. As such, to make the meeting dates work as best as possible for everyone, we hold our meetings on a Saturday.

1. **Saturday 17th and 18th January, 10am - 5pm**
2. **Saturday 21st March, 10am - 5pm**
3. **Saturday 16th May, 10am - 5pm**
4. **Saturday 18th July, 10am - 5pm**
5. **Saturday 12th September, 10am - 5pm**
6. **Saturday 14th November, 10am - 5pm**

** These dates will only be changed in exceptional circumstances.*

What can you expect from these meetings?

- **Representative Role Discussions:** This is the opportunity for you to update and discuss with the team on your activities.
- **Learning & Development:** After review with the group to find out some of your keen interests, we will put together a group learning plan, which compliments your individual needs and those of the group. This could include training on advocacy, public speaking, strategic thinking and much more!
- **EYF Strategic Activity:** We will often come to our YVF for deep-dives into new activities at the organisation and understand your thoughts and opinions on them. Previously, this has included our Ambition Strategy, Business Planning and Special Project work.
- **Socials and Team Bonding:** We want to ensure that we give you plenty of opportunity to get to know each other, build your networks, and ultimately become a great team!

Person Specification and Eligibility

Key Criteria

- Aged between **16 - 25 years** old by January 2026
- The EY Foundation operates out of four hub locations (London, Birmingham, Manchester, and Glasgow). Successful candidates must be able to demonstrate a **willingness to attend in-person meetings or events at these hubs**.
- Applicants **must live/work/study in the areas which we operate** (South, Midlands, The North and Scotland). Unfortunately, we are unable to accept applications from candidates who live outside of England and Scotland.
- Interest in at least **one of our key areas of activity** and ability to support associated project work
- Committed to attend **all in-person meetings** ([dates can be found here](#))
- Passionate about **Youth Voice, youth employment issues** and **Social Mobility**, willing to become 'Advocates for Change' to support EYF's Ambition.

[Click here to read out DEI statement](#)

We especially welcome applicants who...

- Are a member of our Alumni community (having completed one of our High Impact programmes such as Smart Futures, Your Future and Our Future etc)
- Come from a low-income background
- Live in areas which are traditionally underrepresented
- Have no previous experience of serving on a Youth Board before (this could be a Youth Voice Forum, Youth Advisory Group etc)

Why do we encourage these applicants?

As an organisation dedicated to providing equitable outcomes for low-income young people, we want to ensure that we are leading the way in providing opportunities for young people from under-represented backgrounds to share their voice and experiences. We want our YVF to be representative of the diverse needs of the young people we serve, who will bring a range of knowledge and skills.

Unfortunately, we are not able to accept applications from those who currently work at the EY Foundation or have previously been members of the Foundation's Youth Advisory Board or other iterations.



Skills and Values

As part of our shortlisting process, we will be looking for evidence of the following...

Skills

- **Responsibility:** you can act as a representative and role model for the EY Foundation and take on the responsibility of being a committed member of the YVF.
- **Accountability:** Independent, self-motivated and committed to communicating with the wider group and EYF. This could be in-person or virtually (e.g. attending online meetings, responding to emails etc).
- **Knowledgeable:** Demonstrate an understanding of the issues or challenges a young people might face when leaving education, either entering further education or employment. This could be through lived-experience.
- **Teamwork:** Able to work within different teams, considering different opinions, to create shared positive outcomes.

Values

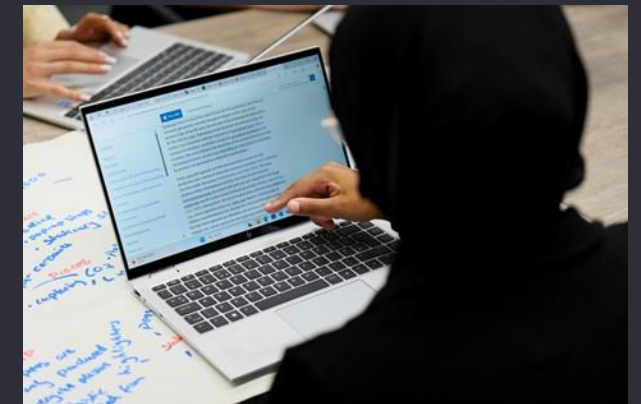
- You are **passionate** about **Youth Voice**, **youth employment issues** and **Social Mobility**
- You are **enthusiastic** about creating **positive change** for young people
- You are interested in **creating positive change** around **employment outcomes** for young people from low-income backgrounds.
- **Growth Mindset** is central to EYF's Values - we want our YVF members to be willing to challenge themselves and grow. We do not expect any of our YVF members to be 'the finished article', but should be willing to learn throughout their tenure, developing relevant skills. Not everything always goes to plan - but your commitment to trying is key!

Youth Voice Forum Representatives

While serving as a member of the YVF, there will be plenty of opportunity to get involved with the projects based on the key areas of activity at EYF. Young people applying for the role should be able to demonstrate an interest in these areas and a willingness to get involved with this project work. This would range from co-creating projects, to giving your insights and opinions.

These areas are:

- **Influence and Impact**
 - *Working collaboratively (with local and national government and employers) to identify and address gaps in support and remove employment barriers for all young people eligible for Free School Meals. You can find out more about this work [here](#).*
- **Communications (including social media / content creation)**
 - *How we communicate both internally and externally about what's going on at the EY Foundation*
- **Fundraising**
 - *The different ways in which we secure sustainable income to support our work. You can find out more [here](#).*
- **Employer and Corporate Partnerships**
 - *Building a network of employers who are passionate about our work and want to support us. You can find out more [here](#).*
- **Digital**
 - *Finding new innovative ways to provide work experience and employability skills training. You can find out more [here](#).*
- **Young People Services**
 - *Our direct programme delivery work, ranging from short term interventions to our high impact programmes, and how we engage with our [volunteers](#). You can find out more [here](#).*



Application Process

Do you think this sounds like an opportunity you want to take part in? Great! Here are your next steps:

1

Apply Online!

Applications open on ***Monday 1st September 2025 and close at 23:59 on Friday 26th September.***

We are advertising this role on EYF's Vizzy Jobs Board - you can find it by [clicking this link](#). Vizzy allows you to be super creative, sharing videos, pictures and telling stories - so do your best to tell us all about you!

Please note we are only able to accept applications via Vizzy - applications sent via email will not be considered.

Want to know how best to complete this application form? Check out [page 11](#) for how to ace your Vizzy

2

Telephone Interview

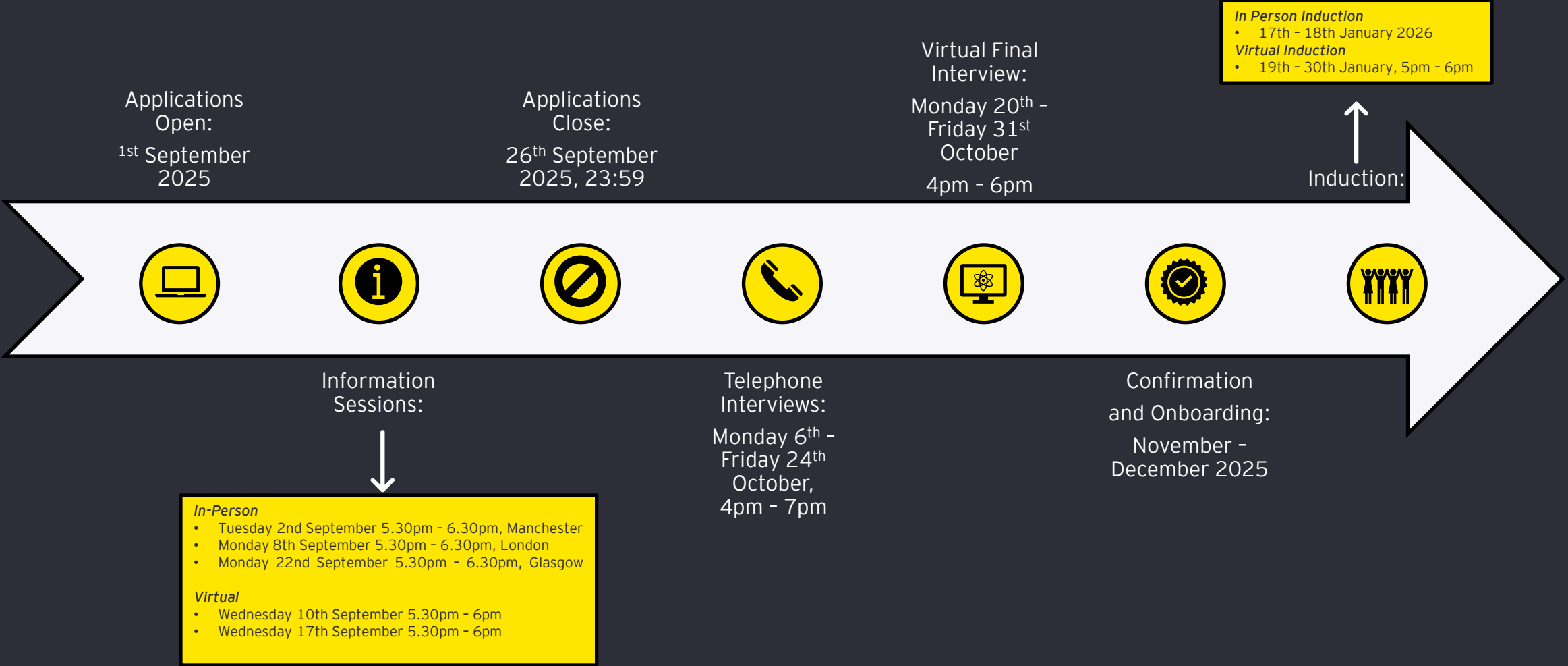
If you are shortlisted, you will be asked to attend a telephone interview which will last no longer than 30 minutes. Applicants will be sent questions and guidance in advance of their interview. These will be scheduled Monday 6th - Friday 24th October, between 4pm and 7pm.

3

Final Round Interview

Final round interviews will take place via Teams with the Youth Engagement Lead and a member of our Senior Leadership Team. This interview will be an opportunity for us to get to each other better and explore the opportunity in more detail. These will be scheduled Monday 20th - Friday 31st October, between 4pm and 6pm.

Application Process



Information Sessions: Want to learn more?

EYF will be hosting four in-person YVF introduction sessions to allow potential applicants to learn more about the role. These will be held at the following locations/dates:

- Tuesday 2nd September 5.30pm - 6.30pm, Manchester
- Monday 8th September 5.30pm - 6.30pm, London
- Monday 22nd September 5.30pm - 6.30pm, Glasgow

If you are unable to join us in-person, we will also be running three virtual calls:

- Tuesday 9th September 5.30pm - 6pm
- Friday 12th September 5.30pm - 6pm

If you would like to either of these events, **please sign up using this link**. Please note, for our in-person events spaces are limited and will be offered on a first come first serve basis, with a waitlist in operation where necessary.

What will these sessions involve?

- Opportunity to learn more about the role and what it involves
- Meet members of our Alumni community and current YAB to hear about their experiences of Youth Voice at EYF
- Meet members of the EYF team to hear more about our work and how the YVF will be involved



Application Guide

We know that writing applications can be a bit daunting, so we have provided a 'how to guide' for your YVF application.



Introducing Vizzy



[Click here to find out more!](#)

Your Vizzy Profile

After answering our Perquisite questions, you will be directed to complete your Vizzy profile.

This includes...

- Psychometrics (5 - 10 minute test)
- Skills
- Projects
- Interests
- Passions & Aspirations
- Work experience
- Education

We will ask questions about the following themes to better understand why you want to join our YVF

- Youth Voice
- Social Mobility
- Your Motivation
- EYF's work

♥ A great read

♥ A trend to watch

♥ A cause I believe in

♥ A brand I'm rooting for

DEAR LONDON,
CREATIVITY IS A WAY OF DREAMING.
LET'S KEEP DREAMING.

LOV

Q&A

Emma Price

She / Her

Marketing & Communications

Brighton, UK

French Technology

Sustainability Writing

Film Fashion

CONTACT

UNREAL, INTERN

PROJECT

ual: UNIVERSITY OF THE ARTS

+2 Projects

Google Analytics Copywriting Branding

Google Ads Adobe InDesign Figma

PSYCHOMETRICS

"Emma is an ENTHUSIASTIC and articulate MOTIVATOR."

92% EXTROVERTED FEELING

74% EXTROVERTED THINKING

65% INTROVERTED FEELING

25% INTROVERTED THINKING

Three entrepreneurs I would invite for dinner:

Key things to remember

When completing your application, remember these things:

- Demonstrate that you understand the role you are applying for - read this recruitment handbook closely.
- Show us who you are! You can use text, image, video etc when completing your profile - so be creative.
- You will not be able to submit your application until you have added something for each of the sections. This is tracked at the top of your profile.
- Once you have submitted your application, you will not be able to change any of your answers to the 'EY Foundation' set questions (the mandatory YVF questions). So, make sure you are happy with your answers before submitting!
- You will be able to add more information using the Media Cards, Projects and Q&A functionality until the deadline.

Emma Tan
She / Her
Marketing Graduate
London, UK

I am a marketing graduate looking to blend creativity, strategic thinking, and cutting edge technology to engage audiences and create memorable brand connections.

[Cantonese](#) [British](#)
[Hong Kong](#) [Travel](#)
[Cooking](#) [Tennis](#)

[Contact](#)

Unreal Events

WHAT SUSTAINABLE INITIATIVE DO YOU THINK HAS MADE A DIFFERENCE?

The growth in fashion rental is incredibly exciting. Over 92M tonnes of clothing ends up in landfill each year, but rental clothing brands such as Hurr, By Rotation and Hirestreet ... [Show more](#)
[independent.co.uk](#)

WHO IN THE WORLD OF WORK INSPIRES YOU, AND WHY?

Radhika Jones, Editor-in-Chief of Vanity Fair is an incredible leader. After becoming Editor-in-Chief in 2017, Jones has moved the magazine and online content to be more representa...
[Show more](#)
[youtu.be](#)

PSYCHOMETRICS

Emma is “A scientific and imaginative innovator.”

She is a free spirit who is will work ceaselessly for a team goal once she is committed to it. She is a creative free spirit, with passionate personal beliefs, strong values and the highest integrity. She is a logical thinker and likes to be totally analytical in her approach to work. [Read more](#)

67% INTROVERTED THINKING
Introspective, factual, meticulous and analytical

63% EXTROVERTED FEELING
Expressive, enthusiastic, engaging and out-going

50% EXTROVERTED THINKING
Decisive, proactive, forthright and objective

Your Application and Generative AI

During this application process, we want to hear from you about your skills, knowledge and experience and why you would make a good member of our YVF.

We acknowledge that Generative AI resources (like ChatGPT, Gemini, Co-Pilot etc) are great resources to find inspiration for your responses.

If you choose to use one of these resources, we **highly recommend that you make sure these still represent your thoughts, opinions and experiences - don't just 'copy and paste' but adapt to show off the 'real you'.**

While these resources are excellent, some of them are still in their infancy, and may give the exact same answer to a lot of people. As such, you don't want to be simply 'copy and pasting' as we may get similar answers from people.

This application is an opportunity for you to show yourself off, and why you would make an excellent member of our YVF. So, make sure you put the time into your application to truly stand out!

If you have any questions, you can always submit a Query via this [form here](#).



EYF's Diversity, Equity and Inclusion Statement

At the EY Foundation, diversity, equity, inclusion, and belonging are at the heart of everything we do. We believe in the transformative power of embracing differences and creating a culture where everyone feels valued, respected and empowered to be their authentic selves.

We are committed to fostering an environment that celebrates diversity in all its forms, ensuring that everyone – regardless of background, identity, or experience – feels safe, accepted and that they truly belong. Our dedication to diversity, equity, inclusion and belonging means continuously learning, improving, and challenging ourselves to build a workplace where every individual can thrive.

We are an Equal Opportunities Employer and are proud to be a diverse and inclusive organisation. We welcome applications from individuals of all backgrounds, identities and experiences. If you share our commitment to creating a culture of belonging and inclusion, we encourage you to join us and help to make a difference.

If you require any reasonable adjustments, accommodation or support during the application, selection, and interview process, please submit a query using this [form here](#).



Frequently Asked Questions

While we have tried to provide you with as much information as possible, we know you may still have questions – and we love encouraging questions!

What is your relationship with EY?

Great question! The EY Foundation is a charity established in 2014 to help young people from a low-income background to develop the skills needed to succeed in the workplace. We were founded by EY, the professional services firm, who continue to be our primary funder. We also work with several other Corporate Partners who provide funding for our programmes.

This means that we do not hold any influence over EY decisions or recruitment practices (including their School Leavers and Graduate Programmes). If successful, you will be a YVF member for the EY Foundation not EY.

I would like to discuss the role with a member of the team – how can I do this?

We will be running 3 in-person and 2 virtual information sessions – you can find information about these [here](#). Unfortunately, individual members of the team will not be able to respond to requests to discuss the role. However, if you have a query about the recruitment process or role, you can submit a questions using this [form](#). All the information you should need to apply is in this handbook! Current and former members may respond to queries – but this is at their discretion.

I haven't completed one of the EY Foundation Programmes – can I still apply?

We welcome applications from any young person who feels they could make a difference on our YVF and are passionate about Youth Voice and Social Mobility. If you meet the essential criteria (concerning age, location, availability/commitment) then we welcome your application!

I don't meet the criteria for the YYF – are there other ways I can get involved?

Thank you for considering an application to our YAB! If you do not meet our essential criteria but still want to get involved with supporting the Foundation's work, we welcome you to reach out to our Volunteering team. There are always lots of opportunities available. Please email volunteering@eyfoundation.ey.com

When will I hear about the outcome of my application?

We aim to respond to all applicants by the end of October 2025.

I want to apply but do not have a Vizzy account – Can I still apply?

Yes! All you need to do it create an account, which you can do through this [link](#). Unfortunately, we are not able to accept applications sent via email.

I have a disability – can I still apply?

Yes of course! We welcome applications from a variety of people to bring different perspectives to the forum. Please submit your request using this [link](#).

You mention reasonable adjustments – what are these?

Reasonable adjustments are changes that employers make to help someone do their job or take part in a recruitment process – especially if they have a disability, health condition, learning need, or anything that might create a barrier to equal access. These adjustments are not special treatment – they're about making sure everyone has a fair shot and the support they need to succeed. If you would like to submit a request, please use this [form](#).

What happens if I am unsuccessful?

We thank you for your application and the time you took to complete it. Unfortunately, due to the volume of applications we will not be able to offer feedback on the initial application form. However, if your application is shortlisted for interview, you will be able to request feedback at that point.

I have a question, but it is not listed here.

Not a problem! Please follow use this [form](#) to submit your query about the recruitment process. We aim to get back to you ASAP during working hours (Monday – Friday)

Unfortunately, we will not be able to respond to queries sent via email to EYF staff members, so make sure you use this form.

Our Key Terms

At EYF, we may use some terms which might be unfamiliar to you. Do not worry! Use this glossary to understand some of these words and phrases

Board of Trustees

Is an elected and/or appointed group who act in the charity’s best interests, set the strategy or plan, make key decisions, oversee the running of a charity, and hold the highest level of accountability within the charity. Our Board is made of up volunteers, both independent (no relationship with EY) and from EY.

Business Plan

Each year we create a new Business Plan which helps set out what work we will do over the next financial year (July-June), and what our key areas of activity are. This is also where we look at our finances, and work on our budget for the forthcoming year.

Digital Strategy

Looking at new technological ways in which we can provide quality work experience and employability training to help us support even more young people'. This work also looks at how the world of work is changing, and how things like AI and emerging technology might affect our working lives.

Impact Report

Is a report that communicates the impact we've had over the past year including statistics e.g., how many young people we've supported; case studies from people who have worked with us; and projects we've delivered or are exploring

Influence (Work)

Through our work delivering programmes, we will generate insights that can help shape the policies of employers and government at a national and regional level. Through this, we will ensure all young people eligible for Free School Meals can access skills training.

Youth Engagement Framework

A live learning document: we acknowledge that approaches change, and we want to best empower staff, volunteers, trustees, and partners to best serve our young people in a meaningful and impactful way.

Youth Voice

Ensuring that the thoughts, opinions and needs of young people are at the centre of what we do. This includes empowering young people to share their opinions on a variety of issues affecting them, including youth employment, education, and many more!

Social Mobility

- The ability for individuals to improve their socio-economic status over time. AT EYF we focus on removing barriers and creating opportunities so that a person's background doesn't limit their future potential.
- Social mobility is about change over time: *It refers to how someone's socio-economic situation can improve, particularly through education, employment, and access to networks.*
 - Background shouldn't define opportunity: *EY Foundation believes that progressing in life and work should depend on where you want to go, not where you come from.*
 - Barriers are real and persistent: *They highlight how socio-economic background can affect access to resources, networks, and opportunities, and how stigma or pressure to "fit in" can impact career progression.*
 - Storytelling and lived experience matter: *They use personal stories from young people and professionals to raise awareness and drive change, helping others understand the challenges and opportunities tied to social mobility.*
 - Future-focused: *They also explore how emerging technologies like the Metaverse and AI could impact social mobility, aiming to ensure these innovations are inclusive and accessible.*

The EY Foundation

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eyfoundation.co.uk

