

A photograph of three young people standing outdoors under a large, leafy tree. On the left, a young woman with curly hair, wearing a grey t-shirt, is smiling and pointing towards the center. In the middle, a young woman with long, braided hair and glasses, wearing a pink cardigan over a white shirt, is also smiling. On the right, a young man with dark hair, wearing a grey hoodie, is looking towards the camera. The background is filled with green foliage and a blurred building.

2021-22 Impact Report

The voice of young
people sits at the heart of
everything we do

The EY Foundation logo, featuring a yellow triangle pointing to the right, followed by the text "EY Foundation" in white.

EY Foundation

Welcome!



Hi there, this is Dazo! I'm the Chair of the Youth Advisory Board (YAB) and a Trustee to the EY Foundation. It is my great pleasure to welcome you to the EY Foundation's Impact Report, which covers the 12-month period from July 2021 to June 2022. For young people, the last year has posed many challenges, as we slowly emerged from regular COVID-19 lockdowns, navigated an uncertain jobs market, and faced a fast-growing cost-of-living crisis. But there are also emerging sectors of the economy, such as technology, along with an increased focus on work-life balance and improving wellbeing in the workplace, which provide new opportunities and support. I believe too that it is my generation who are best placed to affect the future of work, so that people of all backgrounds can thrive in a modern and diverse workplace.

At the EY Foundation, we have seen the return of in-person programmes, a refreshed long-term ambition and new strands of work focussing on growing our regional reach across the UK, scaling up our wider influence, and developing our digital presence. Sitting at the heart of everything the Foundation does is a constant focus on the needs of young people and providing a platform to highlight the issues we face.

We've also seen the introduction of our brand new employment programme, Your Future, which has seen a 71% conversion into job offers directly after the programme – a really impressive outcome!

Why am I involved?

I was part of the Smart Futures Birmingham programme four years ago where I felt first-hand the Foundation's impact and I'm now fortunate to play a role in shaping its future. I was able to benefit from this opportunity, though many of my friends and family did not, as they did not feel programmes like this were for people like them. I joined the YAB to break down these barriers and make sure young people, from all backgrounds, have access to these opportunities.

As a group, we feel connected by our desire to get young people into work in three main ways: increasing our current reach, spreading awareness on social media and co-producing programmes alongside the EY Foundation team.

We feel the diversity in our upbringings and paths to employment can help build programmes to tackle the challenges young people face today. We are passionate about supporting those from

low-socioeconomic backgrounds as we've felt first-hand how support and mentorship can change your perspective on what is achievable. We are excited to get the opportunity to improve the lives of those who will come after us and we stand with the Foundation and their ambitious plans so that we can leave a lasting legacy after our tenure as the Youth Advisory Board.

I hope you enjoy reading our Impact Report. Please use the navigation tabs to explore each section of our report.

What is the YAB?

The YAB is a group of young people from a diverse range of backgrounds who advise the EY Foundation on youth related matters and fulfil their role for two years. The Chair and Vice Chair of the YAB also sit on our Main Board.

Dazo, YAB Chair



The problem we tackle

Over **2 million** 4-18 year-olds, or 1 in 5 young people, are eligible for Free School Meals in the UK.

Those on Free School Meals are **3 times** more likely to be unemployed by the age of 27 and **23% less likely** to be in sustained employment.

Poverty costs the UK **£78 billion** a year, which is £1 of every £5 we spend on public services*.

*Statistics taken from: [GOV.uk](https://www.gov.uk), [JRF.org](https://www.jrf.org.uk) and [ONS.gov.uk](https://www.ons.gov.uk).

**Statistics taken from: [homeforgood.org.uk](https://www.homeforgood.org.uk)



Free School Meals

Young people qualify for Free School Meals if they live in a household that is in receipt of one or more of the following: universal credit, child tax credits, income-based job seeker's allowance or income-related employment and support allowance. To find out more, follow the [link](#).

Eligibility for Free School Meals, a college bursary or Education Maintenance Allowance (EMA) is a key component of the criteria we use for assessing whether a young person can apply for some of our programmes.

We also recognise that the challenges facing young people from low-income backgrounds are being further exacerbated by the growing cost-of-living crisis.

Other programme criteria

In addition to our focussed support for young people eligible for Free School Meals, we run two other programmes:

- ▶ With 41% of care leavers aged 19-21 years not in education, employment, or training (NEET) – compared to 12% of all 19-21 year-olds – Beyond Your Limits (Page 15) supports care-experienced young people**
- ▶ Accelerate (Page 18) supports social entrepreneurs either running a social enterprise that supports young people or social entrepreneurs aged 18-30

Our ambition



Enable **all young people** 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 accredited employability skills **training and targeted programmes**.

This is a **10-year ambition**, which will be achieved through a combination of interconnected interventions.

- 1 Programmes** Our programme delivery will always be the backbone of what we do. Through **Smart Futures**, **Our Future, Your Future** and **Beyond Your Limits**, we will continue to offer accredited skills training to young people all around the country to boost employability skills and ease the transition from school to employment. We will also support social entrepreneurs through our **Accelerate programme**.
- 2 Digital** Greater use of technology will enable our programmatic impact to be scaled up through online delivery, meaning we can increase the depth of our impact as well as reach more young people.
- 3 Collaborate** Through working with other organisations across the social mobility sector and with employers, we will increase the number of young people we support.
- 4 Influence** 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 accredited skills training.

A year at the Foundation

2205

young people supported

65

programmes run

246

employers engaged

44

social entrepreneurs supported through our Accelerate programme

2319

volunteering opportunities

8

regions reached across the UK

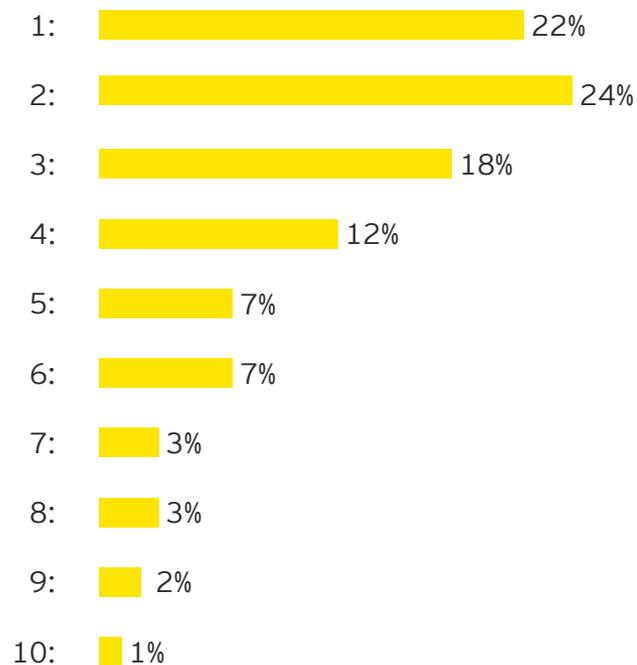


Who are our young people?



The percentage of our young people by postcode deprivation

(1 being the most and 10 the least deprived deciles)



2205

▶ young people supported

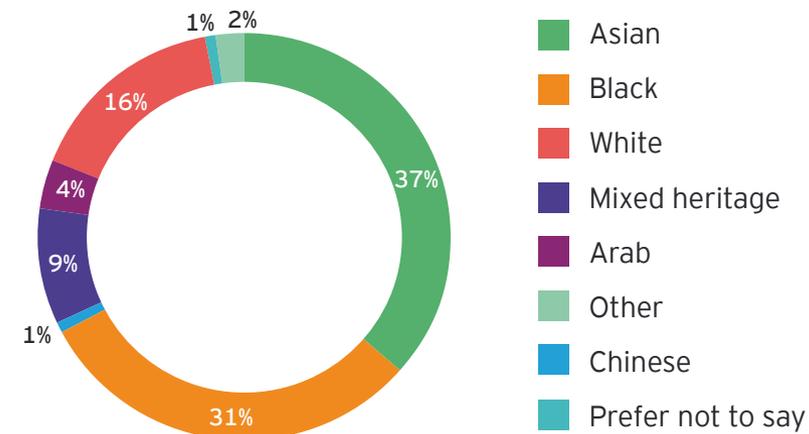
100%

▶ of young people qualified for Free School Meals in the last two years

686

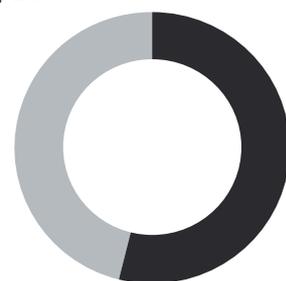
▶ young people supported on the Smart Futures, Our Future, Beyond Your Limits & Your Future programmes

Demographics



Gender split

46% identify as male



54% identify as female

5%

▶ are currently a carer for someone

59%

▶ don't have English as their first language

40%

▶ have been victims of racism

14%

▶ are currently in care

85%

▶ are from a workless household

52%

▶ have felt lonely or isolated

What does impact really mean?

On the surface, impact can appear easy to define, like the number of young people supported or the number of employers we've worked alongside. But what does a number really tell us? Sometimes they are just outputs and, whilst useful, don't provide an insight into our impact on someone's life.

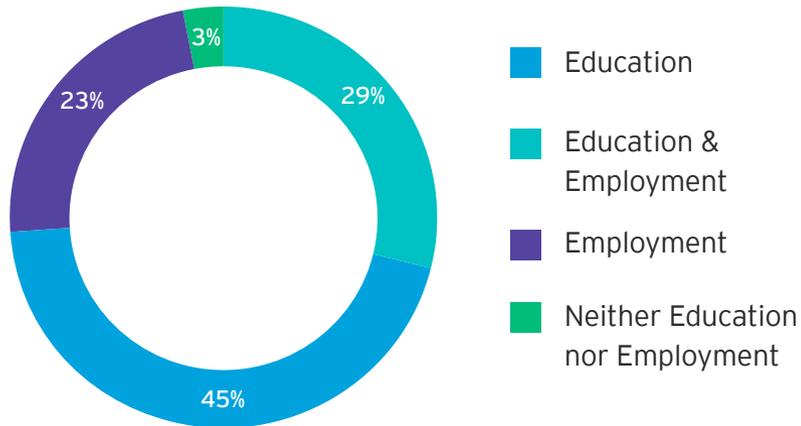
This short film looks at some of the stories sitting behind the headline numbers.



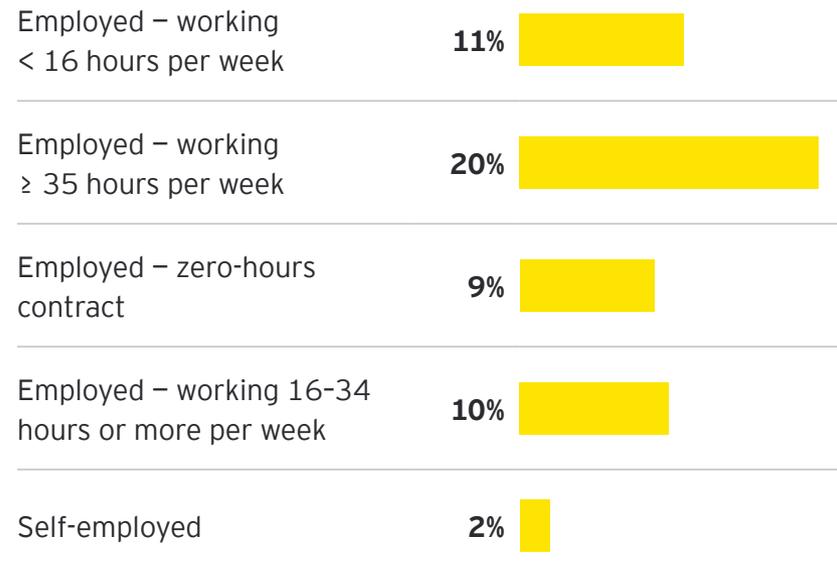
Long-term impact

We surveyed the young people from the last eight years of Smart Futures and Our Future delivery; here's where they say they are now*.

Employment/education status at the time of the survey



Employment type



*Statistics based on 326 responses from young people engaged across 2014 to 2022

Top 5 sectors of employment



81%

who are in full time employment earn more than living wage

20%

volunteer in their spare time

91%

believe that their participation in the EY Foundation's programme had improved their career prospects

78%

were satisfied in their present job

84%

believe that EY Foundation programme helped them decide what they were going to do

Influence

Influencing the actions of others is critical to achieving our long-term vision. This strand of our work generated a number of successes:

- ▶ Our two-year research project with the North East Local Enterprise Partnership (LEP) was completed: 'Career Benchmarks – Primary Pilot'. The purpose was to understand what action is needed in response to the insight that children begin to form ideas about their futures when they're as young as five or six. The pilot translated career support designed for secondary schools, testing it with children in 70 primary schools across the North East. Read about the results [here](#).
- ▶ Our research with the Learning and Work Institute into the impact of virtual training following COVID-19 showed the need to develop flexible models of employment support delivery

that range from wholly online to wholly face-to-face, varying according to the needs and preferences of young people and employers. This led to media coverage and invitations to present at employability events. Read about the results [here](#).

- ▶ Core to our approach to influence is to empower the voice of the young people we serve. We piloted our first virtual youth voice event, which provided a platform for young people to celebrate their achievements and voice their opinions and hopes for the future. This live one-hour discussion was designed by EY Foundation ambassadors and recent programme alumni. After this successful pilot, we are now collaborating with others to grow the reach and impact of this approach. To watch a discussion about Social Mobility from the event, click [here](#). To watch the full event, click [here](#).

Across our social media platforms (LinkedIn, Twitter and Instagram), we have...

Grown our number of followers by

14%

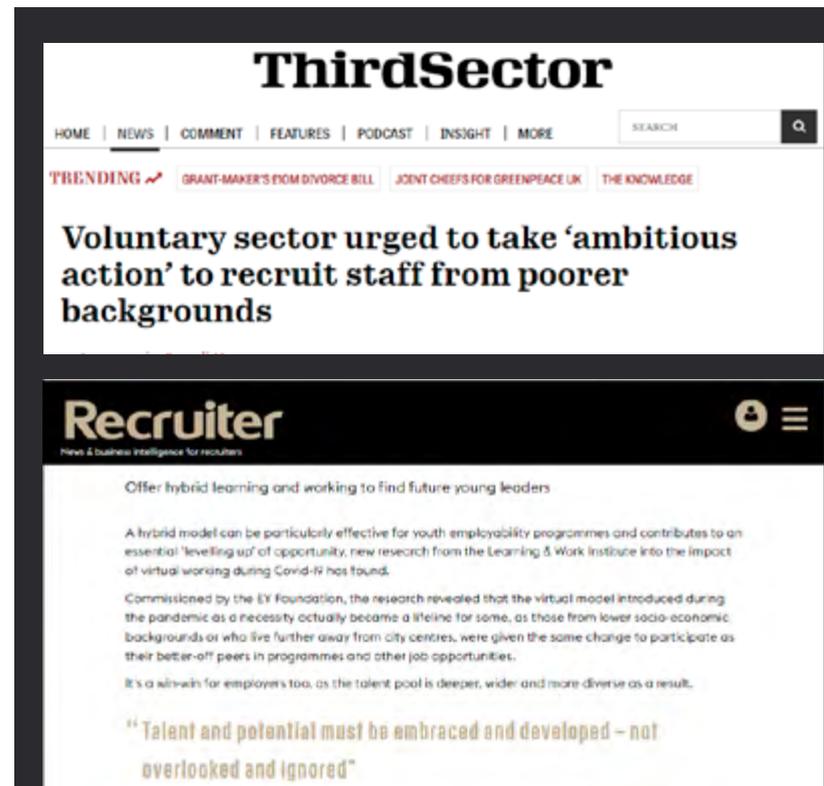
Maintained consistent engagement rates:

LinkedIn
4.7%

Twitter
2%

Instagram
4%

Gained over
590,000
impressions



Data-driven decisions

We are using national datasets to transform the way we deliver programmes. Specifically, we are leveraging government data on education, employment and demographics at a regional, local authority and school level, to aid our decision making.

Multiple sources of complex data can appear inaccessible and difficult to turn into a practical tool. In response, we've developed a dashboard to demystify our data. Our interactive platform means we can better understand youth education and employment, and deprivation across the UK. This ensures that decisions about where we focus our work are based on the latest evidence.

This level of insight helps us to understand the different needs of young people throughout the country, meaning we can make changes to our programmes in response to labour market needs, such as introducing our new into work programme, 'Your Future' in targeted areas of the UK.

It also helps ensure our delivery teams work with the most deprived communities in the UK by highlighting areas of deprivation on a school, local authority, regional and national level. For example, we are using our analysis to target future activity in areas such as Bradford and Wolverhampton.

How have we used data?

Example: Data enabled us to target the most deprived areas of the UK when we recruited for our Tech Futures programme, using a four step journey:

Step 1

Defined the project needs and the data insights needed from our dashboard.

Step 2

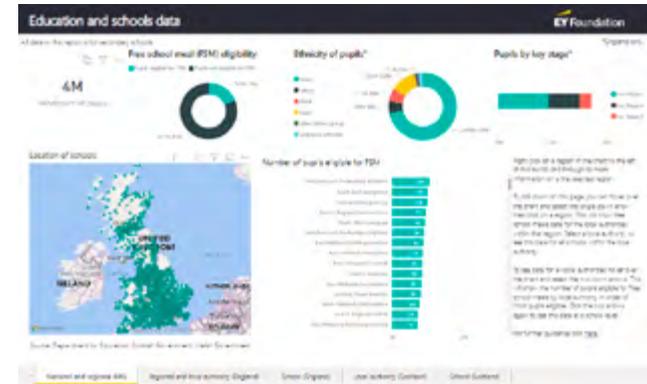
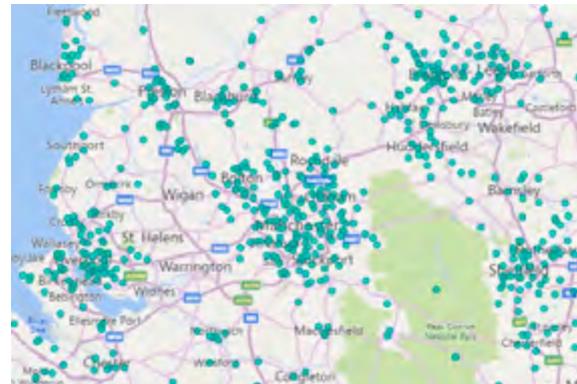
Step 2

Identified the relevant government data sources.

Used these insights to choose the North of England as an area to target. As shown below, we were then able to identify the relevant locations and schools to work with.

Step 3

Visualised the data as shown in the dashboard below. It provided insights such as the number of pupils eligible for free school meals in different regions of the UK.



Diversity, Equity and Inclusion (DEI)

- ▶ The diversity of background within our Youth Advisory Board (YAB) and ambassador network helps to inform and improve our work so we can effectively support young people from a wide range of backgrounds. Our YAB and ambassadors do this through co-production, feedback and taking an active role in our communication channels. Internally, we have ambitious **race commitments**, and we know that greater diversity of thought is fundamental to improving our impact.
- ▶ Looking across the charity sector, we have identified the need to increase diversity. We worked with the Bayes Business School's Centre for Charity Effectiveness, who concluded that the charity sector has lower levels of diversity across ethnicity and socio-economic background than other parts of the economy. Also, **a nationwide survey** with 1000 young people from a low-income background showed there is an appetite to work in the sector, but a number of real or perceived barriers sometimes prevent this from happening. We will work alongside other charities to develop actions

that respond to the issues identified in our research.

- ▶ We hosted three employer events, attended by over 25 organisations including Imagine Talent and Penna, where examples were shared of action that can be taken to address racial inequality in the workplace.
- ▶ DEI is now at the forefront of our internal communications, such as celebrating key cultural and inclusive moments, like PRIDE, Diwali and Ramadan.



- ▶ In collaboration with EY, we are working with seven major employers on the 'CEO Action Forum for Black Equality in the Workplace' project. Its purpose is to identify how the hidden barriers to inequality can be removed.



“

In the last year, it's been great to become the EY Foundation's first dedicated DEI leader. We're making good progress against our 2020 race commitments, but there are also challenges and we know there is still a long way to go. Later this year, we will be reporting against our five-year targets, which will also be a chance to share our experiences of what's worked and where we need to improve.

Anu Law, EY Foundation DEI Leader

Income

EY provides core funding for the EY Foundation and we're grateful for their continued help and pro bono support. Like many charities, however, we raise funding from many different income streams, including non-EY sources such as employer partners, grants, fundraising and other donors. Broadening our funding pool helps us to reach more young people and accelerate our progress towards achieving our long-term ambition.

20 paying corporate partners generated a record £565k. Retention rate was strong, with 75% repeat partners in the last year. Our biggest contract was with UiPath, which supported 40 young people in London and Manchester.

Other income included a £45k grant from the LNER Customer and Community Investment Fund to support young people in Glasgow. The Mud Trial returned after a two-year absence due to COVID-19, with a record turnout of 350 people, who together raised £23,236!

We place a relentless focus on ensuring our income is used to maximise the help we give to young people, as demonstrated in our fundraising and charitable activity figures below.



Key income data

£3.99m

Total Income

£3.68m

Total Expenditure

£7.40

raised for every £1 invested in Fundraising



in every £1 spent on charitable activities

Figures correct as of 22 September 2022

Smart Futures

Number of young people supported: 574

Smart Futures provides paid employability skills training, paid work experience and business mentoring, which forms part of a 10-month programme for Year 12/Fifth Year students from a low-income background.

Young people are given a chance to develop core skills, such as leadership, presenting and networking.

Following insight gained from [research](#), we have created three models for delivery: virtual, hybrid and face to face. This flexibility allows us to adapt to the varying needs of young people.

We also run Smart Futures programmes targeted at specific sectors of the economy, such as Tech Futures, focussing on technology, and Secure Futures, on the security sector.



“

Leading professionals have been so impressed with what the young people have delivered, their questioning, confidence and ability to get things done! I look forward to continuing this journey with EY Foundation!

Caroline Grey, UiPath

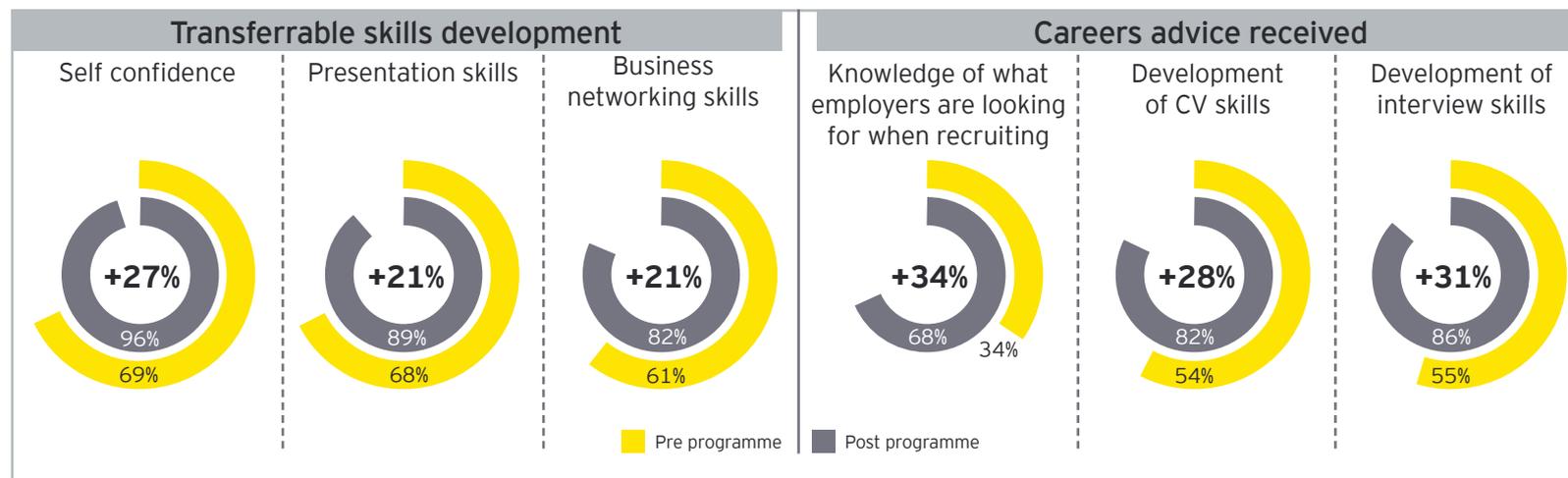
“

Tech Futures helped increase my skill base, widen my knowledge of the industry, and showed me a career in tech is open to someone like me!

My dream is to fulfil a career in marketing, working with products, big corporations and being digitally skilled enough to be able to promote myself to big roles within the field.

Overall, the programme has prepared me for the world of work and made me excited to start my journey.

Nahima



Statistics based on 282 young people who completed both a pre and post survey and their stated answer was 'Good' or 'Excellent'

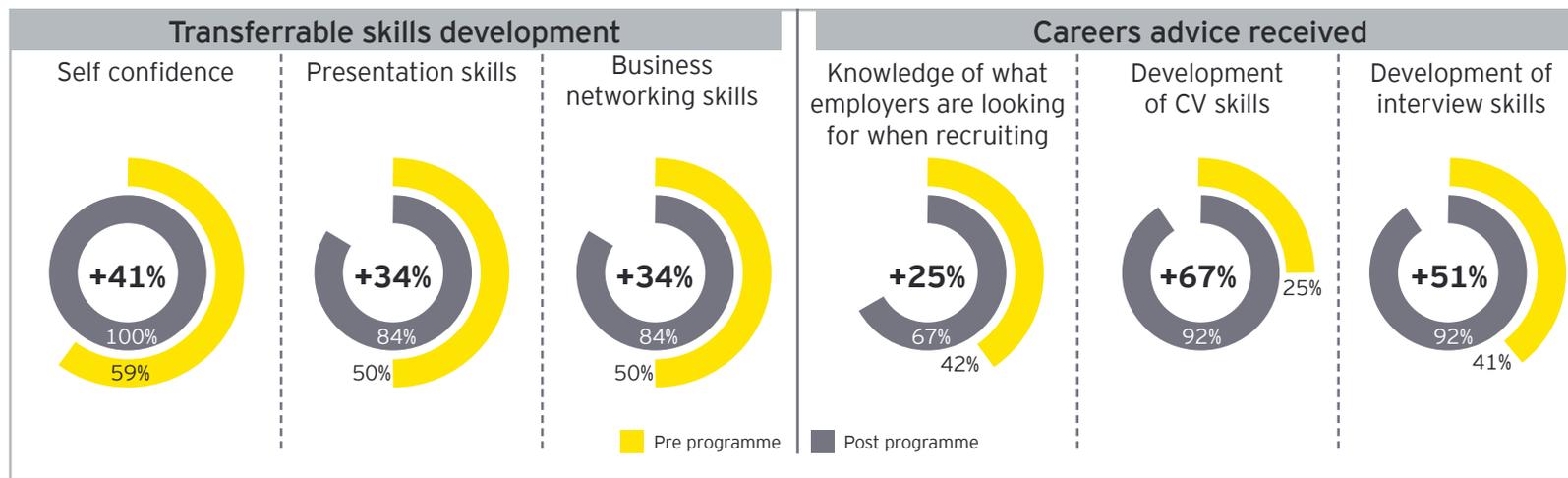
Our Future

Number of young people supported: 29

Our Future offers paid employability skills training, paid work experience and business mentoring to students in full-time/part-time education. It supports young people from low income families who also face a combination of other barriers which can include low academic attainment, attendance or behavioural issues and special educational needs.

In the last year, Our Future has moved to a mix of hybrid, face to face and remote delivery, which allows better flexibility to accommodate different learning requirements.

In the long-term, the Our Future programme will be replaced with the Your Future programme (Page 16) which has a strong focus on getting young people into work.



Statistics based on 12 young people who completed both a pre and post survey and their stated answer was 'Good' or 'Excellent'

“

One of our three founding values is 'Diversity makes the world better', so it's fantastic to partner with the EY Foundation to act on this belief. Young people from diverse backgrounds are the future of our industry and we have a responsibility to provide the opportunities, support and access they deserve. But it's a responsibility that is a pleasure when you meet such interesting and talented young people.

Will Worsdell, The Park

“

The programme was a great experience for me. I got the chance to work with lots of great colleagues, helping me build my teamworking skills and learn how to work alongside a mix of different people.

I learnt other soft skills such as patience and listening as well as how to prioritise work when given a high volume of tasks.

I am really grateful for this opportunity and would recommend Our Future to anyone!

Emmanuel



Beyond Your Limits

Number of young people supported: 54

The Beyond Your Limits programme provides young people who are care-experienced with a range of support, including: paid employability skills and financial literacy training, two work experience placements, mentorship for up to 10 months, and an employment coach for up to 2 years.

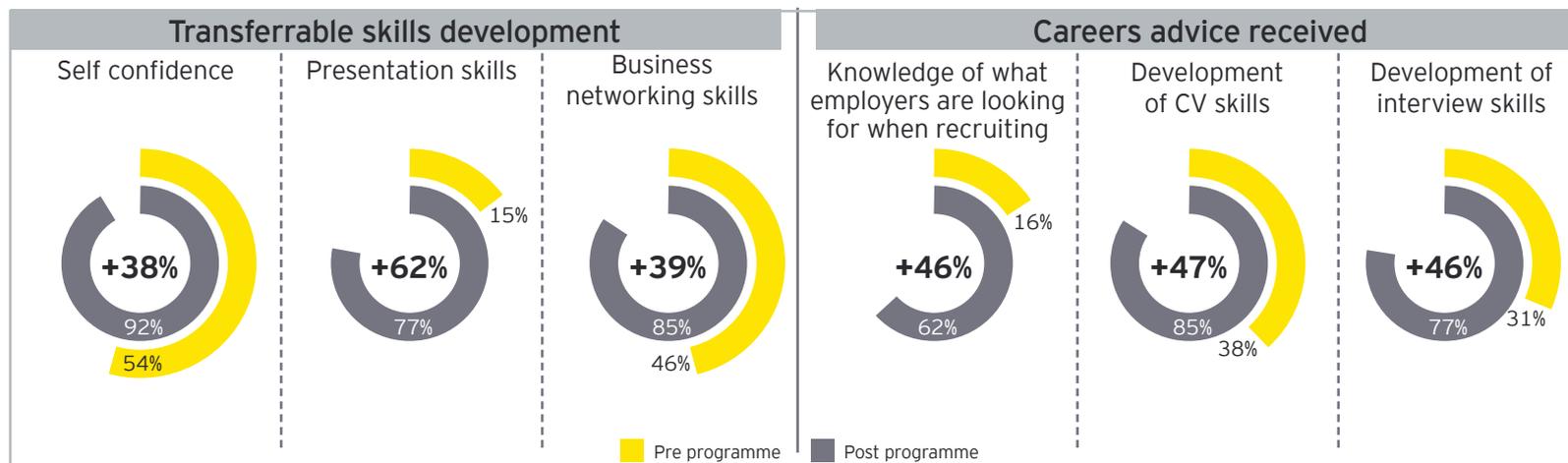
This year, the Beyond Your Limits programme expanded to the Midlands, supporting young people in Coventry and Birmingham as well as Manchester, London and Glasgow.

“
I feel very fortunate to lead on the partnership between the University of Warwick and EY Foundation. I have met some remarkable young people and to witness their growth, watch their confidence increase and see their determination to overcome obstacles is inspiring. I wish them all the very best and look forward to seeing what the future holds for them all.
Claire Algar, University of Warwick



“
The scheme has made me see myself in a completely new way. It has taught the kinds of skills which aren't covered in school but will be so good when I start to apply for jobs!

Through the programme I have also met so many fantastic people who have helped me be the best that I can. EY Foundation has also given me friends who I hope to stay in touch with throughout our journeys into adulthood. Doing Beyond Your Limits has made me feel like I can do amazing things!
Navien



Statistics based on 13 young people who completed both a pre and post survey and their stated answer was 'Good' or 'Excellent'

Your Future

Number of young people supported: 29

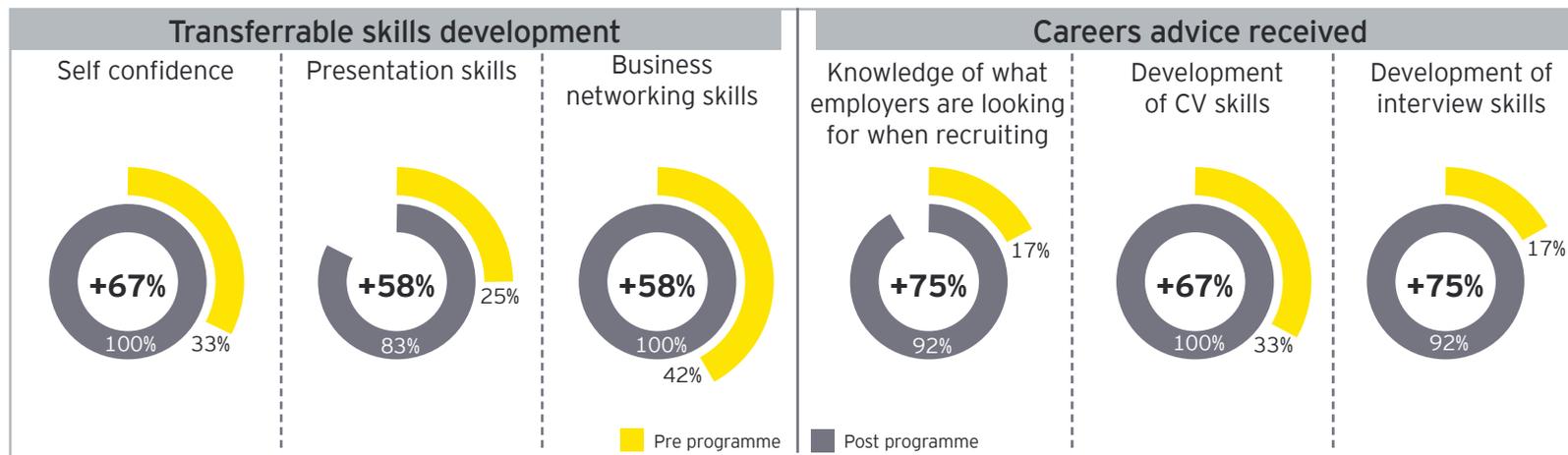
Your Future is a new programme, which launched this year. It reflects our ambition of not only supporting young people to 'get ready for work' but also to help them 'get into work'. Your Future targets young people from low-income families leaving school and college without a clear path forward, whether that be further education, training or a job.

In addition to paid employability training and work experience, each participant has a dedicated employment coach for 6 months.



In April 2022, the programme was delivered for the first time, in partnership with Benchmarx in the Midlands. All seven participants were subsequently offered an interview, with five being immediately offered places in a Kitchen Designer role. All seven participants are now in employment.

Looking ahead, Your Future will run across our four regional delivery Hubs, with over 50 young people signed up to join the programme in Summer 2022.



Statistics based on 12 young people who completed both a pre and post survey and their stated answer was 'Good' or 'Excellent'

“

Hosting the young people was as insightful as it was enjoyable. I was in awe of the ambition and drive they provided at such a young age and it opened my eyes to the talent available to us as a business if we open up to these opportunities and further diversify our network of colleagues. The young people are keen to learn and have a lot to offer. We were absolutely delighted to give them a platform and support the start of their careers.

Jodie Spray, Benchmarx

“

The Your Future programme granted me such an extraordinary opportunity to secure an apprenticeship at Benchmarx. During the programme and even now at my placement, I am respected, supported and understood. I'm so grateful for the friendly team at EY Foundation and Benchmarx that allow young people like me to enter the working world with guidance and confidence.

Laura

Employability Skills and Networks

Number of young people supported: 1519

Employability Workshops

Employability workshops are delivered in schools across England and Scotland. They introduce information about local labour market opportunities and provide a chance to meet employers from across a range of sectors. They also provide students with key employability skills and a greater understanding of the pathways into employment from apprenticeships to graduate roles. Our Employability Workshops engaged 1227 young people in 18 schools across 4 regions in the UK.

Young Men's and Women's Networks

The Young Women's and Young Men's Networks give access to events and interactive workshops covering diverse topics such as health and wellbeing, careers and aspiration as well as confidence and motivation. Young people in the networks are introduced to role models across a variety of sectors, and work with their peers to share employment experiences and insight. Our Young Women's and Young Men's Networks engaged 292 young people in 12 schools across 3 regions in the UK.

Statistics based on 57 responses

1497 | young people supported through employability workshops

The workshop improved my understanding of why teamwork is important

100%

The workshop has improved my understanding of what employers are looking for when they recruit new people

96%

Following the workshop, I now feel more confident networking with people in business

96%

I have increased my confidence working in a team as a result of the workshop

79%

I would recommend the workshop to a friend or classmate

100%

I would rate the workshop as good or excellent

100%



Accelerate

Number of social enterprises supported: 44

Accelerate is a 3-month (previously 12-month) programme that provides support to social enterprises who work with young people and social entrepreneurs between the ages of 18 and 30. By supporting ambitious growth, Accelerate expands the pool of young people we can reach.

The programme offers tailored workshops, regular webinars, dedicated business coaches and networking opportunities.

In FY22, 44 social entrepreneurs took part in the Accelerate programme*.

1. 38% of businesses improved their turnover whilst on the programme
2. 75% of social enterprises felt that having a business coach helped them better understand what they needed to do next in order to achieve future business goals
3. 100% rated the impact of the Accelerate programme on themselves and their enterprises as 'positive' or 'very positive'

Following the pandemic, we saw an opportunity to review the length of our Accelerate programme and to promote positive changes to business practises. Through conducting research,

*Statistics based on 8 responses

**Statistic based on 5 responses from programme applicants

developing a business case and focussing on key components that businesses were looking for in the programme, we launched a 3-month immersive pilot in March 2022 with 9 companies, which saw 4 key changes to the original Accelerate programme:

1. Reduction in length of the programme
2. Increase in frequency of workshops
3. Introduction of the [EY Seven Drivers of Growth tool](#)
4. Introduction of business grants for the facilitation of work placements for young people

We received a positive response from our participants and were able to begin to deliver on our goal of influencing business behaviour. For example, prior to the programme, we observed that 80% of businesses had no employees under the age of 21**, therefore the facilitation of young people into the workplace was a key part of the programme, influencing businesses to take on people they normally wouldn't and gain access to a wider pool of talent.

Due to the success of this shorter programme, 3 months will become the standard duration of the Accelerate programme next year.

Watch this video to find out more about one Accelerate Alumni, Babz.

“

Building my relationship with my business coach was definitely the highlight for me. It gave me exactly what I needed and I was still able to get referrals to other networks and contacts through my coach.

3-month Accelerate pilot participant

Employers

Employers are crucial to changing recruitment practices and providing young people from lower income backgrounds with the same opportunities as their peers. We have a dedicated team focussed on building long-term, deep impact partnerships with employers. This includes running regular, sector specific focus groups to ensure young people receive the most relevant and up to date training. These focus groups also help us to better understand employer priorities around talent, future skills gaps and Diversity, Equity and Inclusion (DEI) goals.



83% of employers improved their understanding of the challenges faced by young people (those that said 'improved somewhat' and 'improved significantly')



83% of our business experience hosts would hire an EY Foundation student

246 | employers engaged

Statistics based on 23 responses

The benefits of working with us as an employer include:

- ▶ Contribute to Diversity, Equity and Inclusion (DEI) and Environment, Social and Governance (ESG) goals by supporting social mobility – 91% of EY Foundation alumni say participating significantly improved their career prospects.
- ▶ Convene employers across their sector to tackle social mobility issues; for example, through our work with membership bodies including the Chartered Banking Institute, Personal Investment Management & Financial Advice Association and the Security Institute.
- ▶ Provide high-quality volunteering opportunities and training for staff to get involved in a purpose driven initiative.
- ▶ Gain a fresh perspective on their organisation from the young people they work with.
- ▶ Build a diverse future talent pipeline.

“

CAF Bank was delighted to participate in the EY Foundation Smart Futures programme earlier this year. Thanks to the Foundation, it provided us with an ideal opportunity to proactively work with young individuals seeking to understand a little more about life in the Financial Services sector and at the same time support our mission to promote diversity and inclusion for all. Our friends at the EY Foundation were with us every step of the way, leading to a rewarding programme for us and our great students.

Neil Poynton, CAF Bank



“

It is an absolute pleasure working with the young people on Secure Futures and it is incredible to see their confidence grow throughout the programme. It is also a great opportunity for us to showcase the security industry to such a diverse and inspiring group of young people, with the hope of changing the future face of the industry.

Sabrina Bains, Disney Global Security

Collaboration

Working alongside others helps us extend our impact to a greater number of communities and draw on a broader pool of experience, insight and expertise.

We work closely with schools, colleges, youth organisations and care providers to provide pupils with opportunities to develop their employability skills and learn about how they can get ready for the world of work.

Partnerships with grant makers and trusts form an important part of our network and strategy to diversify our income base.

The Mercers' Company

In 2019, we secured funding from The Mercers' Company to support young people from the London Borough of Lewisham. Over the last 3 years, 230 young people have benefitted from paid employability skills training, work experience and business mentoring through the Smart Futures and Our Future programmes. We also engaged 900 young people through employability skills training sessions. Despite the challenge of COVID-19, this funding empowered

us to develop a virtual delivery model, a pilot for what became the Your Future programme and has left a legacy of school and employer connections in and around Lewisham. This project also included a report from Goldsmiths University, which identified an appetite amongst small and medium enterprises in Lewisham to work with young people and how that can be achieved.

The Haberdashers' Company

Funding will enable 430 young people attending Haberdashers' Knights Academy and Haberdashers' Crayford Academy to develop their employability skills and professional networks. 400 young people will benefit from employability workshops, and an additional 30 will take part in our Smart Futures programme.

LNER

Funding from the LNER Customer and Community Investment Fund will provide 160 11 to 17 year-olds from the Glasgow area with access to employability workshops and the paid employability programme, Our Future.



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EY Foundation are driving student aspiration, providing unique opportunities to learn from a range of employers, developing knowledge and understanding of the workplace and opening students' eyes to the opportunities that are available to them.

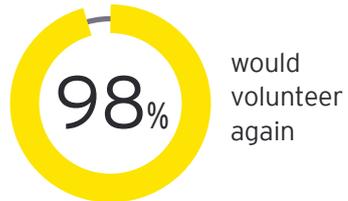
Little Lever School

Volunteers

Volunteers are critical to our success. They share their knowledge and capabilities with our young people and social entrepreneurs, playing a central role in supporting programme delivery. They are also critical to fundraising, raising crucial income to expand the impact of our work.

We will continue to evolve the way we work with volunteers to: grow the number of the people who support us, increase diversity in terms of background and experience, and explore new ways to recognise their contribution.

2319 opportunities facilitated



Statistics based on 88 responses



“

I've been volunteering with the EY Foundation for 7 years now and have had some incredibly rewarding experiences across that time. From mentoring and coaching various young people, to running employability workshops, carrying out telephone interviews, and newly taking on a job coaching role, each and every volunteering experience has been unique and I am always in awe of the young people I meet. To be able to guide them through what I remember being a really scary time has been truly invaluable to me.

Marie Murphy, Volunteer

Lessons learned

To ensure we respond to the evolving needs of young people, we must constantly seek new ways to further embed their views into all aspects of our work. We need to better understand how to harness and promote authentic co-production, whilst providing support and guidance to the young people who work with us.

Our recruitment of a Youth Engagement Co-ordinator has been crucial to strengthening the link between the Foundation team and the young people we support, and has shown the importance of our young people having one central figure with whom they can communicate. To give a greater platform to young people, we will also collaborate with other organisations to raise the scale and impact of our inaugural youth voice event.

Our **research** into the impact of hybrid working is being used to evolve our programmes. By delivering a mixture of face-to-face and virtual training, we can support young people in a way that reflects the working world's adjustments in recent years. It is also cost-effective, allowing us to commit our resources efficiently and maximise impact.

New research is important to better understand the barriers facing young people, but we must find ways to turn ideas into action on the ground. Our **insight** into primary school careers guidance, charity sector diversity and barriers facing young Black people will be used as a basis for identifying and implementing the specific interventions that will unlock opportunities for the young people we support.



Next year

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The YAB will help drive the EY Foundation towards achieving its new long-term ambition. The future of work is something I'm particularly excited about, with many of the jobs available in ten years' time not even existing today.

This offers huge new opportunities, but we must also act now to ensure all young people – no matter their background – have the chance to succeed in new industries and workplaces. I'm looking forward to being part of that process.

Maria, YAB Vice Chair



With our strong team, Board and Patrons, brilliant YAB and fantastic volunteers we are ready to rise to the challenges facing the young people we exist to support. We seek to both deepen our impact and increase the number of young people we reach. Some of the ways we will do this include:

- ▶ Further grow our regional presence with a Bradford pilot, an area chosen due to the low level of training provision within the region. The pilot will support 220 young people through our Smart Futures programme and additional employability workshops.
- ▶ Extend our reach by using the insights we gain from supporting young people in specific areas of high deprivation, to influence the action taken in other parts of the country.
- ▶ Looking to the future of work and working with our employer partners, we will develop a deeper understanding of the impact of artificial intelligence, Web 3.0 and the metaverse on social mobility.
- ▶ We will design a digital skills training approach for 2000 young people in existing hub locations through our partnership with EY. Through this proof-of-concept work, we hope to demonstrate the huge potential for reaching larger numbers of young people through remote delivery.
- ▶ Working with employers will continue to sit at the centre of our work. We will grow our sector-based approach to

corporate partnerships, with organisations in the tech and public sectors, and within other growing industries of the economy.

Looking further ahead, we will move towards achieving our long-term ambition by:

1. Combining a focus on addressing the specific needs of each young person with a greater use of technology, and
2. Collaborating with others to secure the systemic change needed to ensure all young people from low-income backgrounds have the same earnings potential as their peers.

We want to conclude by extending a huge thank you to those who have supported the EY Foundation over the last year. The impact outlined in this report is only possible because of the ambition, energy and dedication of every single person and organisation who has worked with us. We look forward to accelerating our impact together over the next year.



Lynne Peabody,
EY Foundation CEO



Patrick Dunne,
EY Foundation Chair

Thank you and get involved

On behalf of everyone at the EY Foundation, we want to say thank you to all the employer partners, volunteers, funders and other supporters who have enabled us to reach so many young people and given us the confidence to pursue our new ten-year ambition.

To find out more about our work and how you can get involved, please visit eyfoundation.com.

We look forward to working alongside you again in the coming year!

Get in touch to find out more:

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About the EY Foundation

The EY Foundation is a UK registered charity that works directly with young people, employers and social entrepreneurs to create or support pathways to education, employment or enterprise. EY Foundation operates and is incorporated independently of EY and is governed by a separate trustee board.

The EY Foundation is a charitable company registered in England and Wales and Scotland with registered charity number 1157154 and SC045076. It is also a member firm of Ernst & Young Global Limited.

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