

EY Foundation 2023-24 Impact Report TEXT ONLY DOCUMENT

10 years of transforming young people's lives

Welcome

Hello!

I am delighted to welcome you to the EY Foundation's latest impact report, covering the period from July 2023 to June 2024. EY Foundation welcomed a new Youth Advisory Board (YAB) in January 2024, and I'm honoured to have been appointed as Chair.

During our two-year tenure, we're keen to ensure that the needs and viewpoints of young people from low-income backgrounds are heard far and wide. As YAB Chair, I will be guiding the YAB to make positive suggestions and actionable changes that are young person-focussed, enabling progress to be made towards EY Foundation's strategic ambitions.

I am particularly excited to share this report during the year of EY Foundation's 10th anniversary. This significant milestone provides us with the opportunity to reflect on a decade of transforming young people's lives.

Since 2014, we have:

- Supported over 24,000 young people who qualify for free school meals (FSM).
- Created over 23,000 volunteering opportunities.
- Fulfilled over 2,200 employer engagement opportunities, working closely with hundreds of employers each year.

We've also seen the evolution of our programmes, strengthened employer collaborations, created a community of passionate supporters, and more recently have expanded our work to include trailblazing digital initiatives and how we can begin to influence systemic change.

As we look back on our achievements, we are committed to delivering even more positive change over the next decade and beyond, fulfilling our ambition to enable all young people who qualify for free school meals — that's over two million young people — to have the same opportunities to succeed in the workplace as their peers.

We recognise the scale of what we want to achieve against a backdrop of rising numbers of young people who are eligible for FSM and the skills shortages being experienced across the country. But this also means that it is more important than ever that organisations like the EY Foundation step up to this challenge.

Our approach to achieving systemic change is evidence-led, founded on insights from programme delivery, testing new approaches and working closely with employers to influence organisational behaviour.

In the last year, we have expanded our programmes into new and growing sectors, worked closely with employers to champion diversity in the workplace, and shared insights into technological developments and skills initiatives to ensure that we continue to break down barriers for young people from low-income backgrounds.

Youth voice remains central to our work. We've introduced our new YAB Representative roles, whereby YAB members are assigned to different departments of the EY Foundation in order to feed directly into our strategy — you will hear from some of our YAB Representatives throughout the report.

Thank you to those who have enabled the last decade of impact with EY Foundation. We can all play a part in driving positive change for young people; I hope finding out more about the achievements and direction of EY Foundation throughout this report inspires you to join us for the next 10 years.

Natalie Stuart
YAB Chair, EY Foundation

The problem versus the potential

In the UK, [one in four](#) young people are eligible for free school meals (FSM). Growing up in a low-income household can mean that — compared to their better off peers — a young person is unable to access opportunities to get ahead and prepare for the world of work.

At the EY Foundation, we know there is so much potential to be unlocked in young people and that by investing in improving social mobility, employers can access and develop this untapped talent, reaping the benefits for organisations, staff and wider society.

- An increase in the UK's social mobility level could result in a 9% increase in GDP*, equivalent to £170 billion.
- Diverse teams are [87% better](#) at making decisions.
- More than [three out of four](#) job candidates seek companies that have diverse workforces.

We support young people from low-income backgrounds to succeed in the workplace, using eligibility for free school meals as a core criterion for our programmes, [which equates to a household income of £16,190 or less](#). We connect both sides of the labour market, to benefit young people from low-income backgrounds, employers seeking diverse talent, and society as a whole.

*Statistic from The Sutton Trust's 2017 report 'Social Mobility and Economic Success'

“I am incredibly grateful for the EY Foundation programme that has been a transformative journey, unlocking my full potential and empowering me to develop skills I never thought possible. It has been the catalyst for growth and self-discovery, and I will [...] never forget the invaluable lessons it has taught.” - Musadaq, Smart Futures Professional Services Programme Participant

“Every year we get to work with inspiring young people who always make us think about some aspect of our organisation and our customer experience in a new and insightful way.” - Alison Taylor, CEO, CAF Bank & CAF Financial Solutions

A year at the EY Foundation

- 3,471 FSM-eligible young people supported
- 322 employers engaged
- 3,268 volunteering opportunities fulfilled
- 39 programmes delivered
- 9 regions reached across the UK

[Statistics relate to our financial year July 2023 to June 2024]

Who are our young people?*

- 26% guardian(s) completed a university degree or equivalent
- 45% don't have English as their first language
- 9% are or have been in care
- 14% are from a workless household

Gender split

- 50% identify as female
- 49% identify as male
- 0.3% identify as non-binary
- 0.9% prefer not to say

Demographics

- 40% Asian
- 32% Black
- 16% White
- 5% Mixed heritage

- 4% Arab
- 1% Prefer not to say
- 2% Other

* These statistics are based on 663 responses from participants on our Smart Futures, Your Future, Beyond Your Limits and Our Future programmes. Our Future has now been discontinued, but we hosted a final cohort of 16 young people this year.

Long-term impact

We surveyed young people from the last nine years of Smart Futures, Your Future, Beyond Your Limits and Our Future* delivery; here's where they are now:

- 91% are in education or employment
- 71% of those in full time employment earn more than the minimum wage
- 92% believe that their participation in the EY Foundation's programme improved their career prospects
- 85% believe that EY Foundation's programme helped them decide what they were going to do
- 29% volunteer in their spare time
- 85% are satisfied in their present job

Employment/education status at the time of the survey

- 28% in education
- 39% in employment
- 24% in education and employment
- 2% volunteer
- 7% neither in education nor employment

Statistics based on 339 responses from young people who completed our destinations survey

*Our Future has now been discontinued.

“I participated in the 2017 Smart Futures programme, where I gained a certification in leadership, but more importantly I developed a technical proficiency in professional working. Having no experience in office-based environments prior, it was insightful to begin the steps which led to my current career prospects working in central government. EY Foundation gave me my first taste of what working in the Civil Service could be like, and I

haven't looked back since, unless to help pave the way forward for those to come." - Elijah Amoako, Smart Futures Participant 2017

"I attended the Smart Futures programme in 2019 in my first year of sixth form. This programme gave me the tools to navigate the professional world. Tools that now enable me to be an effective communicator, allowing me to speak at events across the UK and winning awards, awards I didn't believe I could obtain at a younger age. I have now completed a law degree and I am eager to begin my career. EY Foundation programmed my brain to believe I can, and so I have." - Gabriel Okafor, Smart Futures Participant 2019

10 years of EY Foundation

This year, we celebrated our 10th anniversary at the EY Foundation - a significant milestone made possible by dedicated people who have been a driving force for change.

- EY Foundation was created - 2014
- Opened Manchester hub – 2015
- First international trek – 2015
- First employer partner – 2016
- Opened Glasgow hub – 2016
- 10,000 EY volunteers – 2018
- First Youth Advisory Board (YAB) formed – 2018
- 10,000 young people supported – 2019
- Opened Birmingham hub – 2019
- First sector-based programme: Secure Futures – 2020
- First young person speaker on national TV – 2020
- Maintained programme delivery during Covid by pivoting online – 2020
- Launch of new 'Your Future' programme – 2022
- 20,000 young people supported – 2022
- Launch of new 'Step into Business' programme – 2023
- Celebrated our 10-year anniversary, over 24,000 young people supported – 2024

Smart Futures

Smart Futures provides paid employability skills training, paid work experience and up to six months of mentoring for 16–17-year-olds.

Young people are given a chance to develop their knowledge of careers alongside core employability skills, such as leadership, presenting and networking.

We have three different models for delivery: virtual, face-to-face and hybrid. This flexibility allows us to adapt to the varying needs of young people and employers. Each version of the

programme is tailored to the needs of specific sectors of the economy, providing young people with the skills and experiences they need to succeed.

We constantly evolve and improve our programmes in response to the evaluation data we collect from our participants. Some new additions to Smart Futures offering will include Data Driven Futures and Real Estate Futures, which will provide insight into the fields of actuarial science and real estate, respectively.

As a regionally focussed charity, we also continued to build upon last year’s expansion of our work to Bradford, supporting 20 young people in the region.

“My experience has been a roller-coaster. It has boosted my confidence and increased my network. It has helped me cultivate a strong work ethic that will be beneficial in any future role, and it has helped me gain a wider understanding of careers I may want to pursue in the future.” - Shalom, Smart Futures Professional Services Programme Participant

- 635 young people engaged

Transferrable skills development

	Pre programme	Post programme	Difference
Self confidence	53%	97%	+44%
Presentation skills	44%	92%	+48%
Business networking skills	48%	97%	+49%

Careers advice received

	Pre programme	Post programme	Difference
Knowledge of what employers are looking for when recruiting	45%	94%	+49%
Development of CV skills	43%	85%	+42%
Development of interview skills	49%	95%	+46%

Statistics based on 494 young people who completed both a pre and post programme survey and their stated answer was ‘Good’ or ‘Excellent’

Your Future

As young people complete school or college, many feel certain that they don't want to go on to further education.

Your Future provides young people who want to go straight into a job with two weeks of paid employability skills training and work experience, as well as a dedicated employment coach for up to six months.

We work directly with employers with entry level roles, which reflects our ambition of not only supporting young people to get ready for work but also to help them get into work.

“My time at People’s Partnership began with a three-week work experience through the EY Foundation, which opened doors I never imagined. The experience was transformative, and securing a job there afterwards felt like a dream come true. It proved that dedication and opportunity can truly change the course of your career.” - Chelsey, Your Future Programme Participant

- 105 young people engaged

Transferrable skills development

	Pre programme	Post programme	Difference
Self confidence	44%	95%	+51%
Presentation skills	29%	90%	+61%
Business networking skills	43%	95%	+52%

Careers advice received

	Pre programme	Post programme	Difference
Knowledge of what employers are looking for when recruiting	32%	91%	+59%
Development of CV skills	37%	94%	+57%
Development of interview skills	30%	95%	+65%

Statistics based on 79 young people who completed both a pre and post programme survey and their stated answer was ‘Good’ or ‘Excellent’

Step into Business

Entrepreneurship is an attractive pathway for many young people, who often lack the opportunity, support or network required to get started.

We listened to the ambitions of young people on our programmes who were keen to start their own businesses, and, following a successful pilot, we introduced our new Step into Business programme last year. This programme supports 16-19-year-olds who are interested in entrepreneurship and are eligible for free school meals or a college bursary to develop their knowledge of how to start a new business or social enterprise.

The programme begins with a one-day intensive workshop where young people meet and learn from inspiring entrepreneurs. Participants are then paired with a business coach for six months and are given the opportunity to pitch for a £2,000 start-up grant to pursue their business idea.

“Participating as a Step into Business Coach has been both inspiring and enriching. Working with talented young individuals allowed me to pass on my entrepreneurial insights, helping them to overcome obstacles and pursue their goals with greater clarity. It has been a joy to watch their progress and I am grateful for the opportunity to contribute to their success through this programme.” - Yotam, Step into Business Coach

“The privilege to present my work and my brand has truly been amazing as it gave me the opportunity and further motivation to achieve my aspirations and goals for my business. My future plans involve expanding to mobile services and providing quality care for my customers using new and improved products and equipment.” - Natasha, Step into Business Grantee, Hairdressing Business

- 142 young people engaged
- 86% of participants said the programme helped improve their network for discussing business ideas

Business knowledge, skills and network development

	Pre programme	Post programme	Difference
Awareness and understanding of different companies	26%	82%	+56%
Ability to communicate and	25%	73%	+48%

explain your business idea			
Understanding of how to research and grow your knowledge of your chosen market	29%	73%	+44%

Statistics based on 120 young people who completed both a pre and post programme survey and their stated answer was 'Good' or 'Excellent'

Beyond Your Limits

This programme is targeted at young people who are care experienced.

Being care experienced might mean young people have spent time living with foster carers under local authority care or in residential care (such as a children's home).

The six-month Beyond Your Limits (BYL) programme provides young people who are care experienced with a range of support, including paid employability skills training, financial literacy training, two paid work experience placements, a personal development grant and a mentor for up to six months.

Looking forward, we will be pausing this programme so we can understand how we can better collaborate in this space to take the work to scale and impact more young people.

- 44 young people engaged

Transferrable skills development

	Pre programme	Post programme	Difference
Self confidence	44%	94%	+50%
Presentation skills	47%	85%	+38%
Business networking skills	76%	97%	+21%

Careers advice received

	Pre programme	Post programme	Difference
Knowledge of what employers are	41%	56%	+15%

looking for when recruiting			
Development of CV skills	53%	91%	+38%
Development of interview skills	47%	97%	+50%

Statistics based on 34 young people who completed both a pre and post programme survey and their stated answer was ‘Good’ or ‘Excellent’

Employability and enrichment workshops

Supporting thousands of young people each year, our workshops are delivered in schools or EY offices across England and Scotland.

They connect young people with information about local labour market opportunities and offer a chance to meet with prospective employers from 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.

During our sessions, students hear inspiring career stories from diverse professionals, take part in a team challenge and work on their presentation skills, providing them with a great start on their journey to becoming work ready.

“I had the incredible opportunity to work with EY Foundation in their Employability Skills Workshop. This experience has been invaluable, providing me with insights and practical skills that are essential for career development.” – Zaid, Employability Workshop Participant

- 2,529 employability workshop participants (FSM)
- 1,030 employability workshop participants (Non FSM)*

Career Awareness

	Pre programme	Post programme	Difference
Awareness of different career paths	34%	68%	+34%
Awareness of what employers are	26%	65%	+39%

looking for when recruiting			
Understanding of what a job application requires	26%	58%	+32%

Motivation and confidence

	Pre programme	Post programme	Difference
Confidence and optimism felt about your future	51%	68%	+17%
Motivation felt towards achieving your future career goals	61%	76%	+15%
Confidence in working in a team with other people	58%	70%	+12%

Statistics based on 325 young people who completed both a pre and post programme survey and their stated answer was ‘Good’ or ‘Excellent’

*We deliver these workshops in schools in areas of high deprivation, however we do not filter participants by FSM-eligibility, and therefore we work with some young people who are not part of the core group we aim to support.

Bringing employers and young people together

We work closely with employers to transform how they work with young people and drive social mobility.

Our long-term, impactful relationships and strong collaborations drive meaningful and sustainable change.

Our approach is to understand the specific challenges faced by employers within their sector or local area, such as building a more diverse workforce, accessing a wider pool of talent, or securing future skills. Then, we co-design and implement solutions, such as employability programmes, that equip young people with the skills, experience, and networks they need to unlock opportunities and thrive in the workplace. This approach benefits employers by:

- Contributing to diversity, equity and inclusion (DEI) and environmental, social and governance (ESG) goals.
- Building a diverse future talent pipeline.
- Providing high-quality volunteering opportunities and training for staff to get involved in a purpose-driven initiative and give back to the community.
- Gaining a fresh perspective on their organisation and new ideas from the young people they work with.
- Enhancing relationships with their local communities and creating local career awareness.
- Leveraging our networks, experience and expertise to provide a trusted service.

Our collaborative approach: Sustainable Tech Futures

Sustainable technology is evolving rapidly and is an exciting and rewarding space to build a career.

However, the sector is failing to attract and retain talent from low-income backgrounds.

A [recent report](#) highlighted that only 9% of UK tech employees come from low socioeconomic backgrounds, despite this population making up [22% of the public](#).

In line with our collaborative approach targeting programmes in growing sectors of the economy, we launched our first Sustainable Tech Futures programme in Spring 2024 with the support of Extreme E and EY's Climate Change and Sustainability Services. The programme provides young people from low-income backgrounds with first-hand insight into the field and offers the opportunity to develop knowledge of sustainable technology alongside core employability skills.

- 17 young people engaged
- Over 20 volunteers engaged
- 92% of participants said they would want to work in Sustainable Tech following the programme

The programme was fully co-designed and co-delivered by Extreme E who, as well as being committed to having a positive environmental impact, are equally determined to have a

positive social impact on local communities. Extreme E [shared their views](#) about the impact of the programme on all parties involved.

The programme has been an excellent opportunity to contribute to our Equality pillar and to promote the benefits of sustainable technology to young people, both as potential employees and as consumers. - Extreme E

[Click to see the Sustainable Tech Futures programme in action.](#)

Driving systemic change

“Hello! Henry Hughes DLY (Deaflympian) here, the Influence Representative at the EY Foundation. I am always giving my opinion as a young person on how we influence our strategy, plan of action and policy to deliver our best work, dedicating my time to ensuring that the work we do at the EY Foundation, particularly within the Influence Team, has a life-changing impact on young people eligible for FSM.

With AI set to transform the way we live and work – [the global AI market is expected to grow annually by 37%](#) – and with the [UK’s poverty rate increasing to 22%](#), it is imperative that the future of young people is considered as we navigate the changes and issues being faced across society.

Meeting our bold ambition requires transformation on a systemic level. The insights generated through direct programme delivery, piloting new interventions, original research, and collaborating with others, will be used to influence the actions of business and government and drive change for young people.”

Henry Hughes DLY (Deaflympian)
Influence Representative, EY Foundation YAB

Creating a fairer labour market

Collaborating with young people and employers is core to enabling the inclusion of young people from low-income backgrounds in employment opportunities.

Breaking Barriers in Greater Manchester

We are committed to understanding and addressing the barriers to employment facing young people from low-income backgrounds across the UK.

In November, we released our [‘Breaking Barriers’](#) report, which dives into the specific issues faced by young people in Greater Manchester and summarises the key findings and

recommendations for both employers and policymakers. We've shared insights and best practice at party conferences, as well as events such as Open University's Elevate Equity Event, Anthropy and The Employment Related Services Association (ERSA) Youth Employment Conference.

Social Mobility in the Charity Sector

In April, we released our '[Social Mobility in the Charity Sector](#)' report, in collaboration with Duncan Exley, author of 'The End of Aspiration'. The report identifies factors that prevent or deter individuals from entering this area of employment and provides recommendations to increase the representation of low-income backgrounds in the charity sector.

This has influenced the development of our [Impactful Futures](#) programme, which provides young people with paid employability skills training and work experience within the charity sector. We've delivered the programme in partnership with charities including Alzheimer's Society, Breast Cancer Now, Surfers Against Sewage and Smart Works Charity.

We are now convening charities to take practical action in response to our findings, to tackle recruitment, retention, and progression in the charity sector, including understanding how entry level pathways can be made more appealing and inclusive.

"I joined a wonderful cohort for a week full of amazing workshops delivered by people working in the charity sector. It allowed me to strengthen my creativity, teamwork, presentation and communication skills. This has allowed me to broaden my options towards the career path I choose and gain a greater understanding of the charity sector." - Dahlen, Impactful Futures Programme Participant

Influencing employer behaviour

"Hello! We are Huma and Ife, the Corporate Partnerships Representatives on the EY Foundation YAB. We are dedicated to engaging employers to drive positive changes in employment practices, as we recognise the crucial role they play in shaping opportunities for young people.

One of our main goals is to work with businesses to ensure they take proactive steps towards enhancing social mobility. We believe that by closely collaborating with employers, we can influence their behaviours and strategies to create a more equitable environment for young people entering the workforce. By addressing the barriers that hinder social mobility, we can collectively create pathways that lead to sustainable careers and economic empowerment for all."

Huma Kiyani and Ife Obasa, Corporate Partnership Representatives, EY Foundation YAB

Since 2023, we've held three roundtables across London and Manchester, attended by a total of 22 employers from sectors including law, tech, construction, and financial services. Discussion topics have included:

- overcoming challenges to implementing work experience,
- tangible actions employers are taking to further social mobility, and
- articulating the business case for investing in diverse talent and social mobility.

Over the next year, we will build on this work, collaborating closely with employers to support them to take action and delivering further events to share knowledge on how to best support diverse young talent. We will be exploring topics including the future of work and the impact of AI, whilst maintaining our focus on gaining deeper knowledge of how to advance social mobility in specific sectors.

- 8 sectors represented across our roundtable discussions

“I had a fantastic time with EY Foundation, talking all things social mobility and how business can make improvements. It's both rewarding and refreshing to come away with new ideas, share ideas, but also get the opportunity to hear from businesses of all sizes, on how they are making changes.” – Antoni Davis-Phillip, Managing Consultant at Signify Technology

“It was a pleasure to take part in discussions with likeminded professionals from different industries, some great ideas and best practice being shared.” – Sam Johnson, Regional Social Value Manager at SES Engineering

Ensuring the future of work is inclusive

Technology is set to significantly transform the future of work, with [over 75% of companies](#) looking to adopt technologies such as big data, cloud computing and AI in the next five years. We are committed to ensuring that social inclusion is considered throughout this rapid evolution, so that technology removes rather than reinforces the barriers to employment faced by the young people we work with.

Social Mobility and technology

As virtual worlds develop, it is crucial they are not only accessible and inclusive, but also appealing, to all young people. Our '[Social mobility inside the Metaverse](#)' report released in collaboration with Manchester artist Alina Akbar, EY Metaverse Lab, Ofcom, School of Digital Arts (SODA) and EY Manchester, uncovers the enablers for building social inclusion in the Metaverse.

We've shared our thoughts on topics such as [how we empower young people in an AI-driven recruitment landscape](#), and our '[How does AI impact social mobility?](#)' article, published by TechUK, taps into the opportunities and challenges AI poses for social mobility. We also explored the impact of technology on social mobility at the Festival of Education.

Piloting digital solutions

During our February programme delivery period, we piloted a number of digital solutions to test where technology, such as virtual reality (VR), could enhance employability training. Our blog reflects on the [power of these methods](#), but also the technical challenges they present.

Our Digital Twin event hosted participants from across the charity sector in our virtual London office to discuss how immersive technology could transform their work. We heard from tech experts and learnt some of the exciting ways charities are using this technology for good, such as hosting virtual marathons in the Metaverse.

Collaboration is key to navigating digital interventions, and we will continue to seek insights from employers and young people as we test further pilots.

This year, our YAB hosted a Future of Work event and we introduced AI training on our Smart Futures programmes.

“Serving as a panellist at the YAB-hosted Future of Work event last year was a profound experience. Young people, employers and technology experts explored the persistent barriers young people face in securing employment and how technology could reshape opportunities. [My blog](#) highlights the crucial need for a sense of belonging in the workplace and the innovative use of technologies like virtual reality (VR) for work experience. I also discuss how the EY Foundation is implementing these insights, including introducing AI training on our Smart Futures programmes and advocating for inclusive technology practices to ensure no one is left behind.” – Huma Kiyani, EY Foundation YAB

Revolutionising work experience

This year, we conducted independent research into the UK's current work experience landscape and the potential for digital solutions to support the reimagining of work experience for young people from low-income backgrounds.

Research conducted in collaboration with Groundswell Innovation has shown that whilst digital can form part of the solution, a larger overhaul is needed for true systemic change.

You can learn more about our findings in our [Work Experience Research Insight Report](#).

We will continue to explore how work experience can be revolutionised, and these findings will inform the place-based design of a new, upcoming project in the heart of Bradford.

“The persistent barriers to accessing work experience require us to experiment with new solutions. The research shows technology can play a role in increasing work experience opportunities which are vital for supporting young people from low-income backgrounds preparing for the world of work.” - Henry Hughes DLY (Deaflympian), EY Foundation YAB

Listening to young people

“Hello! We’re Harry and Syeda, the Youth Voice Representatives at the EY Foundation. For us, youth voice is not just giving us a seat at the table, but is about empowering young leaders whose experiences shape the future they want to see. By valuing youth voice, we open up an intergenerational dialogue to fuel change, and allow young people to fulfil their role as keyholders for the future.

Working on real-life initiatives and speaking with like-minded individuals has allowed us to shape impactful policies which will reduce the barriers young people like us face in education and employment. Youth voice is therefore integral to creating a more equitable society, and we hope that with the growing tide of young people ready to take action, this goal will be achieved.”

Harry Sharma and Syeda Islam
Youth Voice Representatives, EY Foundation YAB

Our Youth Advisory Board (YAB)

This year, we welcomed our new YAB, who over their two-year tenure will act as advisors to the EY Foundation. We introduced our YAB Representative roles, whereby members are assigned to different departments of the EY Foundation to directly feed into our strategy and ensure that the perspective of young people is considered across all we do. It was fantastic to also welcome two Young Trustees onto our Board, to embed youth voice in our strategic and policy decisions.

Youth Engagement Framework

It is crucial that young people sit at the core of our work and that they have the space and support to share their thoughts and experiences with our staff, trustees, volunteers, and employer partners. Our new Youth Engagement Framework is a structured model to ensure that young people get the opportunity to have a say in all areas of our work and how

we evolve as an organisation, so that we can continue to meet their diverse and changing needs.

Communications Academy

We are committed to championing and embedding youth voice across our work and the wider youth sector. This includes developing ways to support our young people to advocate for themselves and for what they believe in. This year, we piloted a Communications Academy with five young people who had previously taken part in our programmes, designed to provide them with the skills and experiences needed to advocate, campaign, and amplify youth voice. We took away valuable learnings from the pilot and are excited to see how this develops and influences other youth voice-focussed initiatives.

Our Alumni

We truly value our Alumni network and are committed to supporting their personal growth and encouraging their continued engagement with us through post-programme opportunities such as volunteering and focus group discussions.

Volunteers

Our work wouldn't be possible without the support of volunteers, who bring invaluable knowledge, skills and passion when engaging with our young people.

We consistently receive positive feedback from our programme participants about the powerful impact that volunteers have made on their lives.

We also understand that volunteering is a two-way experience and work to ensure that our volunteers benefit too by placing growth and purpose at the forefront. Our skills-based volunteering allows volunteers to apply and develop their specialised skills and knowledge. We also offer development opportunities such as online coaching, training sessions, and access to discussions about workplace skills development to all volunteers.

Celebrating our volunteers is very important to us; each year we recognise and thank those who have gone above and beyond to support young people and make a difference at our annual Impact Awards.

- 79% said that they would talk about their volunteering activities at their performance review
- 96% said that they would volunteer again with the EY Foundation

- 53% agreed or strongly agreed that the skills and experience gained through volunteering have put them in a better position to apply for a more senior position with their employer
- 97% would recommend our volunteering opportunities to colleagues or friends

Statistics based on 321 responses from volunteers who completed our feedback survey

“I give back, but I gain at the same time. Volunteering has helped my confidence as I am new to this country. I feel energised when I speak to my mentee, I learn a lot.” – Ahsan Munir, Manager in Risk Consulting, EY

“As a young person with minimal experience in the corporate world, the programme has allowed me to grow in confidence and pushed me to step out of my comfort zone. I was blown away by all the support I received and I greatly appreciate this amazing opportunity to network and build on important skills for the future.” – Habeebah, Programme Alumni

Income

Support from individuals, companies and grant funders is critical to our success. It allows us to reach more young people across the UK, and to provide and promote better opportunities, accelerating positive change.

Every pound invested, donated or fundraised makes a difference and moves us closer to meeting our ambition.

In addition to other fantastic supporters and funders, EY provides core funding and a range of services to the EY Foundation, which reduces our costs and ensures our work remains sustainable. We were set up by the firm 10 years ago and our close collaboration continues to create change for young people across the UK. We are grateful for their ongoing support in ensuring we can maximise our impact on young people’s lives.

- £3.82m Total Income
- £3.75m Total Expenditure
- £3.58 raised for every £1 invested in fundraising

*Figures correct as of 2 September 2024 and are subject to audit

“The partnership between TFG London and the EY Foundation to date has been a great honour to influence and positively impact the lives of emerging talent. Our commitment to removing barriers to work and encouraging young people to unlock their potential is a key focus and underpins our joint work.” - Gabrielle Johnson, Head of Talent at TFG Brands London

Bigger, better and bolder

“It is exciting to review not just a year but a decade of impact with EY Foundation as we mark our 10th anniversary.

I joined the EY Foundation a few months before it launched back in 2014 and it has been amazing to see it grow from a small charity supporting 250 young people in its first year, to impacting the lives of over 24,000 young people.

In the past year, we have been delighted to welcome our new YAB, our new Chair, Edel Harris, expand the sector-focussed programmes we offer, reach thousands of young people, share best practice with employers to help them reach their goals, and advocate for emerging technology to enable greater social inclusion.

Whilst we celebrate what we have achieved, there is much more to be done. Young people face larger obstacles and opportunities than ever before, but these obstacles and opportunities are not equally distributed. Social mobility in the UK is the worst it has been in the [last 50 years](#). In the face of this, you will see us become bigger, better and bolder in the actions we take and the impact we achieve.

We will continue to run our high-impact programmes for young people with employers, and we aim to double the number of young people we support over the next decade. However, we know direct delivery alone will not create the systemic change needed to truly transform the outcomes for young people. This is why we will:

- Launch an innovation fund to seed fund promising scalable solutions which tackle social inequities for young people.
- Create a disruption lab to identify new tactics, solutions and ideas to increase social mobility across the UK.
- Run national campaigns co-designed with young people, employers and others, to target specific future of work challenges.

Social mobility is a multi-faceted challenge, and one that requires young people, employers, government, decision makers, and charities to come together with a common goal. We recognise that we don't have all the answers and only by working in collaboration can we truly unlock more powerful solutions.

Where you come from should not determine where you end up. Societal change is difficult but, together, we can change the narrative and ensure all young people have the same opportunity to succeed.

If you'd like to help shape a better and more equitable future for young people, then please get in touch."

Lynne Peabody
CEO, EY Foundation

"I was delighted to be appointed as Chair of the EY Foundation in December 2023. I knew something of the charity's work having supported programme activity in Scotland when I was CEO of Cornerstone, a Scottish charity.

As a passionate and life-long campaigner for social justice, I feel very strongly that one's life chances should not be determined by where you were born or by the circumstances of your upbringing. The EY Foundation's commitment to social mobility is admirable. But more than that, the impact the activity of the charity has on young people's lives is literally life-changing and it is this that attracted me to the role.

As someone who grew up in poverty, I understand first-hand some of the challenges faced by young people who are eligible for free school meals. I hope the skills and experience I have gained from working in senior and Board level roles in the public and charitable sectors over many years will help the charity to expand its reach and have a positive impact on many more lives.

As we celebrate a decade of impact, we also have one eye on the future. Our new strategy is bold and ambitious, and I am excited to see what we can achieve over the next ten years."

Edel Harris
EY Foundation Chair

Thank You

A huge thank you to everyone who has contributed to our impact over the past 12 months and over the past decade! In particular, we'd like to thank EY for their continued support and for being our core donor.

We hope you continue to support us in the coming year, and we are confident that together, we can continue to transform the lives of young people.

There are four ways you can be a part of our success:

- [Volunteer](#)
- [Fundraise](#)

- [Partner with us](#)
- [Advocate for change](#)

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

“This placement has been the best experience of my life. Genuinely, whilst hosting Graduation today, I could not stop smiling! I am so incredibly thankful for the opportunity that you have given me.” - Tayyeb, Programme Alumni

Get in touch to find out more:

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