



EY Foundation
Young Trustee

Application Pack
October 2023

EY Foundation

Welcome

Dear Prospective Applicant,

Thank you for your interest in becoming a Trustee of the EY Foundation. Helping to build an organisation that addresses one of the most urgent issues facing the UK - unlocking the potential of young people who are too often left behind - is a tremendously uplifting, energising and fulfilling role.

Since we were founded in 2014, we have developed an approach which has delivered a strong track record of impact and created significant momentum for the future. An approach powered by a highly talented and committed team, volunteers, supporters and Board as well as innovative partnerships with EY and a range of other employer partners across the UK. Our **Trustees** make up a multi-skilled, multi-generational and experienced Board, comprised of independent and EY personnel. Our Young Trustees, complemented by our pioneering Youth Advisory Board (YAB) and Youth Ambassadors, also help us to ensure that young people are at the head and heart of all we do. Indeed, we expect our younger trustees to play a full trustee role and provide the support to enable them to do this.

This is a pivotal moment for us as we approach our 10-year milestone in 2024 and embark on our next phase of development and growth. We set a bold target to impact all young people eligible for Free School Meals by 2032. To achieve this, we are building on our unique experience, expertise, and networks to transform the way we drive impact to help deliver systemic change. Our Trustees will play a key role in helping shape the direction and scale-up of the charity to deliver on our ambition.

A passion for the mission and work of the EY Foundation is a must and lived experience would be very helpful. Obtaining a secure and fulfilling job is still a major hurdle for many young people. This issue is more urgent than

ever before for the increasing number of young people living in poverty, and we must drive urgent action to provide the support needed to build a more equitable society. We also know that employers are increasingly concerned about the shortage of skilled young people and the need to build a more diverse workforce.

We recognise the importance too of looking ahead to the future of work. What, for example, will AI mean for the job opportunities available in five, ten years' time? What new skills and experiences do young people need today to prepare them, what will be the key employment sectors, and is regulation needed to ensure new technology is fully inclusive? These are key questions that we are well placed to answer and provide leadership on.

If you are inspired by our story so far and have a passion for our cause and vision for our future, please consider applying to join us as a Trustee. This is a unique opportunity to lead the next phase of our development to ensure every young person in the UK, whatever their background, has the opportunity to succeed.

We look forward to hearing from you.

Kind Regards,



Patrick Dunne, Chair

Who we are

The EY Foundation (EYF) is an independent charity founded in 2014. At EYF, 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 and 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 by 2032 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](#).



What we do

An independent charity, we bring young people and employers together to deliver high-quality employability skills training, paid work experience, and mentoring. **Our programmes** build aspiration, confidence, and a greater sense of purpose.

To date, we have supported over 20,000 young people and created over 21,000 volunteering opportunities.

We operate in regions across the country, collaborating closely with employers to enable our insights-based approach to benefit them too, progressing towards our aim of building a more diverse, accessible and inclusive workforce.

We are not a grant-giving organisation and therefore rely on the support of our funders, a core one of whom is EY. We are a Member Firm of EY Global Limited and are grateful to have a five-year funding and Master Services Agreement in place with them.



What we can offer

We are currently recruiting for two Young Trustees (aged 18-30) to join our Board of Trustees. At EYF, we are committed to championing Youth Voice and it is vital to us that the thoughts, opinions and lived experience of young people are represented at each level of our organisation. We are committed to including young people in our strategy development and key decision-making processes, and have had young people sit as Trustees on our Board for several years.

This is a fantastic opportunity for someone committed to breaking down barriers for young people to enter the workplace who would like to learn how a charity operates, collaborates, influences and raises funds. Becoming an EYF Trustee will provide you with the opportunity to develop your communication, decision making and analytical skills and expand your network while working alongside likeminded people with a range of experiences.

We will match you with a buddy within the Board of Trustees to support you as you start your journey with us - your Buddy will be someone with charity experience who can help you get to grips with your new role and responsibilities as well as build your knowledge of the Foundation.

In line with Charity Commission guidelines, this is a voluntary position and therefore unremunerated; however, we do cover travel and reasonable expenses in line with our expenses policy.



What we are looking for

We are looking for someone who will be a proud advocate of the Foundation and drive our ambition forward. It is not essential that you know a lot about the charity sector or the labour market and we do not require previous Trustee experience. What we do ask is that you are passionate about the work of the Foundation with ideas about how to help us reach our ambition.

The successful candidate may have a selection of the following skills, experience and attributes:

- ▶ A strong commitment to driving social mobility and championing youth voice to make the working world equitable for young people across the UK
- ▶ Lived experience similar to the young people with whom we work
- ▶ Demonstratable decision-making skills and the ability to think analytically
- ▶ Experience of campaigning or influencing decision makers
- ▶ Experience of marketing or communications
- ▶ Understanding of finance and/or business development

We encourage applicants from across our regional hubs, the South (London), the Midlands (Birmingham), the North (Manchester) and Scotland and from underrepresented groups.



What we expect

Trustees share the ultimate responsibility of governing the Foundation.

As a Trustee, you will be expected to:

- ▶ Ensure the Foundation has the right strategy, resources and governance to fulfil its purpose and oversee the management of these responsibly and with care.
- ▶ Act in the best interest of the Foundation and our beneficiaries at all times.
- ▶ Delegate day-to-day functions and operations of the Foundation to the Leadership Team, Sub-Committees or other such entity as appropriate.
- ▶ Attend four Board meetings per year plus one Board Away Day.

We also operate a **Youth Advisory Board (YAB)** which advises the Foundation on matters relating to Youth Voice. **The Young Trustee(s) will be expected to be a focal link between the YAB and the Board of Trustees.** This will be done through regular interaction with the YAB Chair. We expect the successful candidate to also be open to support the YAB through attendance at meetings or events in an ad hoc capacity.

Meeting dates for 2024

- ▶ Monday 8 January, 17.00-18.30 (Induction)
- ▶ Wednesday 13 March, 10.00-13.00
- ▶ Wednesday 5 June, 12.30-17.00
- ▶ Wednesday 4 September, 14.00-17.00
- ▶ Wednesday 9 October, 10.00-16.00 (Away Day)
- ▶ Wednesday 4 December, 10.00-13.00

All Board meetings are held at EY, 1 More London Place, London, SE1 2AF.



How to apply

Stage one:

Apply Online - deadline:
Wednesday 15 November

Complete an application form where you will be asked to answer the following questions:

1. Please tell us why you would like to be a member of the EYF Board of Trustees?
2. What experience, skills and personal qualities do you think will help you succeed in this role?
3. If successful, how do you see yourself being an advocate for Youth Voice while serving as a Trustee?

Stage two:

Shortlisted Interviews:
Wednesday 29 and Thursday 30
November

If you are shortlisted, you will be asked to attend a virtual panel interview (45minutes) with EYF Team Members. Shortlisted applicants will be sent a selection of questions in advance of their interview.

Stage three:

Final Round Interviews:
Tuesday 5 December

Successful candidates will attend a panel interview (45minutes) with one of our Trustees and one of our Leadership Team.



Our commitment to diversity, equity and inclusion

EYF is an Equal Opportunity, Diverse and Inclusive Employer. At EYF, we welcome and encourage applications regardless of background, nationality, age, gender identity, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, sexual orientation and disability.

With over 80% of the young people we work with coming from Black, Asian or Ethnic Minority communities, our team and Board need to reflect the young people we support. In 2019, we made diversity and inclusion a strategic priority, with a differential focus on race, and in 2020 we published eleven race commitments. You can find out more [here](#).

If you require any reasonable adjustments, accommodation or support during the application, selection or interview process, please contact Grace Brown, Governance and Assurance Officer on grace.brown@eyfoundation.ey.com



The EY Foundation

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