



2019-2020  
Impact  
report

**EY** Foundation



# Review of the year

We are very pleased to introduce ourselves as members of the EY Foundation's new Youth Advisory Board (YAB).

I'm Adam, I just graduated with a 1st in Computer Science, am a language geek and travel enthusiast. Having experienced adversity, it is imperative for me to help provide opportunities to those in similar situations.

And my name is Yusirat, I'm 18 years old from Glasgow, and I'm very pleased to be a YAB member this year. So far it has been a phenomenal experience to be able to work directly with Trustees and the team, and to develop ideas on how we can make the Foundation more visible and better known across the UK.

It has been amazing to see just how committed the Foundation is to embedding youth voice into all its work over the last reporting year (July 2019 to June 2020), not only through the launch of the YAB, but also a new Ambassador network across the UK.

We are part of a group of young people who are regularly consulted and involved in all aspects of the Foundation's work, from input into the development of new projects, to active involvement in the recruitment and selection of new Board members.

Another way young people have been involved is when over 80 care-experienced young people helped develop a new Care to Employment programme. Based on their feedback, this programme – specifically aimed at helping young people in the care system into work – will feature additional support, such as bursaries for each student. This programme will be launching next year.

With 80% of the young people supported by EY Foundation coming from an ethnic minority background we were really pleased to see accelerated ambition to support racial equality, highlighted by the Black Lives Matter movement. The Foundation went on to launch their [11 race commitments](#) after the end of the reporting year in July 2020.

It has also been an exciting year of growth. The Foundation launched a fourth Hub in the Midlands to expand its presence across the UK. We also secured funding from the Careers & Enterprise Company, the Mercers' Charitable Foundation (for which the Mercers' Company is Corporate Trustee) and the CareTech Foundation to scale up delivery, and from Impetus to support development of the long-term strategic direction. Collaborating with others has also been a focus, which you can read more about later in the report.

Covid-19 created a shift to virtual delivery. In a period of so much uncertainty, it was great to see the Foundation listening to young people and innovating to provide new forms of support, such as online mentoring and employability skills webinars. Online delivery is an area of work that will grow significantly in the next reporting year.

We hope you enjoy learning about the impact that has been achieved in the past year.



**Yusirat and Adam**



---

# The challenge we tackle

Major events over the past year have transformed – and will continue to transform – the landscape we work in and the lives and future prospects of our young people.

[Click on the numbers for more details.](#)

At the EY Foundation, our ability to bring employers and young people together has never been more important. Action is needed on both sides of the labour market to help young people in poverty overcome the challenges they face to securing quality employment, and we commit to making a significant contribution to achieving this ambition.





# Our response to Covid-19

With Covid-19 making face-to-face delivery impossible, we innovated to deliver our programmes virtually. By listening to our young people through our #voiceforyoungpeople social media campaign, we were able to understand their concerns and help them.

As part of our response, we delivered online employability skills training over Easter and launched an online mentoring pilot connecting 72 mentors with 71 young people.



Based on 67 survey respondents

We know that not everyone has easy access to digital learning, so we worked to ensure we could provide laptops to all young people due to take part in our programmes over the summer. Using insights from Easter, we developed 10 fully accredited online programmes, including a virtual work experience placement for each student.

**46%** were worried about the impact on their schooling and exams

**22%** were worried about work experience and other opportunities being cancelled



“  
Even in a global pandemic, I’ve gained experience which I could not gain anywhere else, thanks to the EY Foundation.”



---

# Headline impact across all activity

We supported:

**6,781** Young people

**174** Social enterprises

With the help of:

**2,176** Volunteers

**341** Employers

This short animation sets out our overall impact in numbers.



# Who are our young people?

Backgrounds of the young people we supported in 2019/20 on our two high impact programmes

297

young people supported on the Smart Futures & Our Future programmes.

100%

young people qualifying for free school meals in the last two years.

## Gender Split

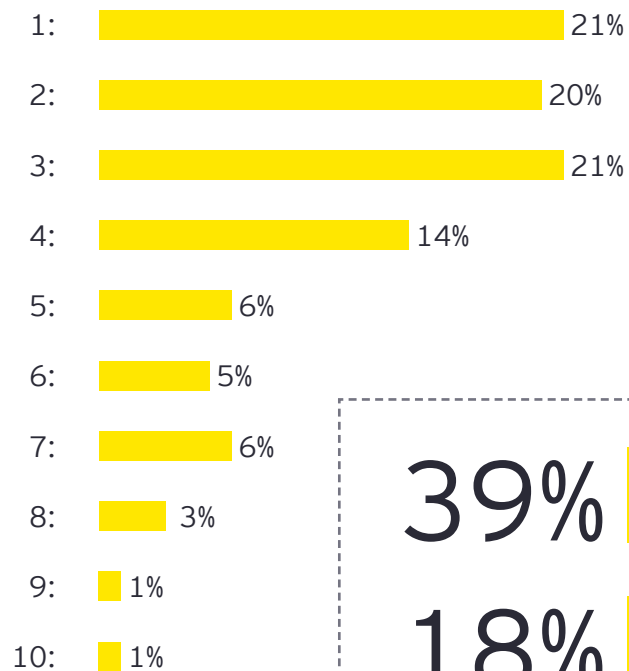


100%

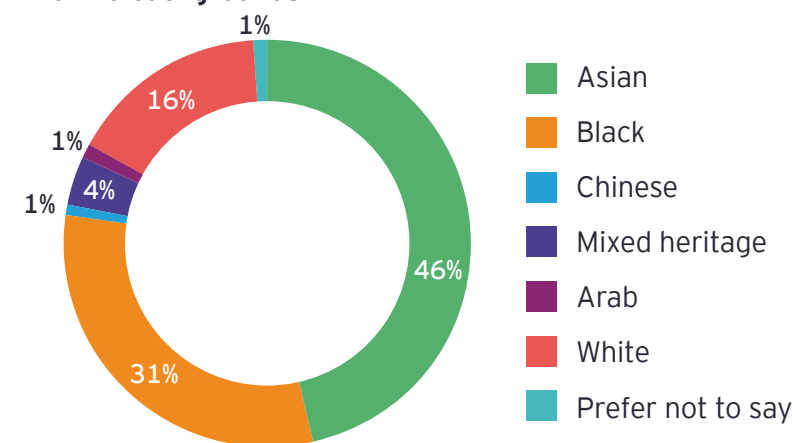
achieved a Chartered Management Institute (CMI) qualification.

## The % of our young people by postcode deprivation

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



## Ethnic backgrounds



39% do not have English as their first language at home.

29% have been a victim of racism.

18% have been offered or encouraged to try drugs in the last 12 months.

6% are currently a carer for someone.

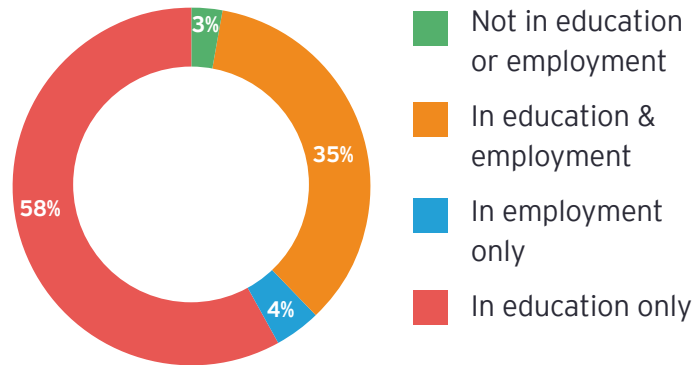
Results based on 297 Smart Futures and Our Future surveys.



# Our long term impact

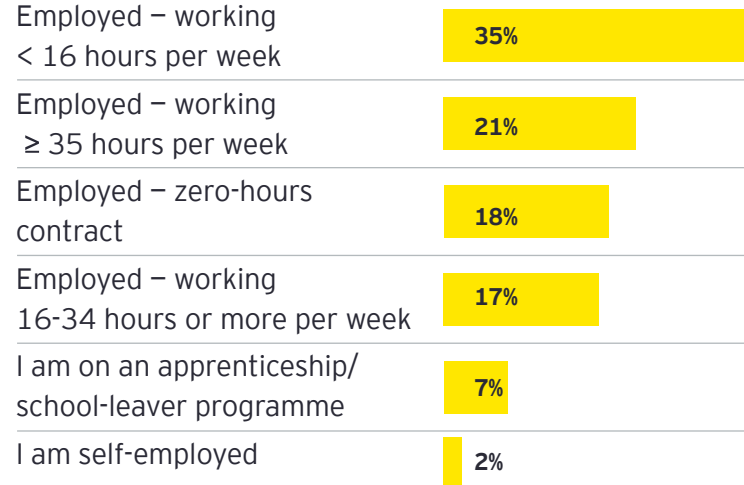
We surveyed the young people from the last six years of Smart Futures and Our Future delivery; here's where they say they are now.

## Employment/education status at the time of the survey



Results based on 319 survey responses.

## Employment type



## Top 5 sectors of employment:

31%

Retail & Sales

25%

Hospitality, events management & tourism

11%

Accounting, banking & finance

8%

Teaching & Education

3%

Engineering & manufacturing

Results based on 126 young people who said they were in employment at the time of the survey.

96%

who are in full time employment earn more than the National Living Wage.

14%

volunteer in their spare time

92%

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

76%

were satisfied in their present job (those who said: 'Mostly', 'Somewhat' or 'Completely Satisfied')

78%

thought that being on our programme helped them decide what they were going to do once completing their school education (those who said 'Somewhat' and 'To a great extent').

70%

felt that completing the Chartered Management Institute (CMI) Level 2 qualification had improved their chances of going into employment, education or training (those who said 'Somewhat' and 'To a great extent').



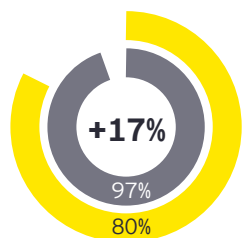
# Smart Futures

**Young people supported: 248**

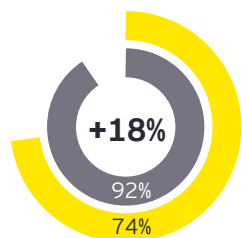
Smart Futures is a 10-month programme for young people who have been eligible for free school meals or a college bursary. The programme develops employability skills and offers a paid two-week work experience placement. Students achieve a Chartered Management Institute (CMI) Level 2 adult qualification and receive 10 months of mentoring support.

## Transferrable skills development

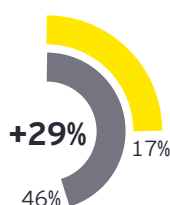
Self confidence



Presentation skills



Business networking skills

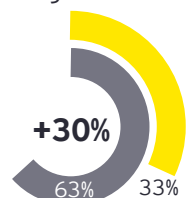


“

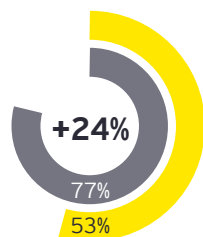
I really enjoyed my time on the programme and feel like it gave me the confidence I was lacking in the workplace. I managed to secure an Apprenticeship with EY. I don't think I could have done it without the EY Foundation's help.

## Careers advice received

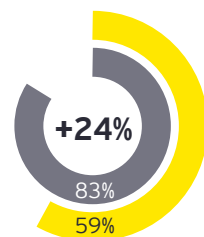
Knowledge of what employers are looking for when recruiting



Development of CV skills



Development of interview skills



■ Pre programme ■ Post programme

“

A lot of young people are unsure what to do, the advice and guidance that I received on the EY Foundation programme has been one of the most impactful things in my life. I was successful in getting a job with Taylor Wimpey and I'm not sure where I would be without the help I got.

Bradley Campbell, Smart Futures Alumni, London



Analysis based on 248 young people who completed both a pre and post survey and their stated answer was "Good" or "Excellent"

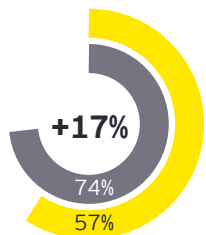
# Our Future

Young people supported: 49

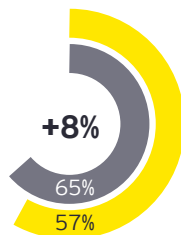
Our Future is a six-month programme for young people qualifying for free school meals who face significant barriers to entering the labour market. This programme develops transferrable skills, and all students receive paid work experience, gain a CMI Level 2 adult qualification and six months of mentoring support.

## Transferrable skills development

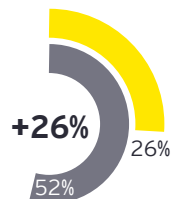
Self confidence



Presentation skills

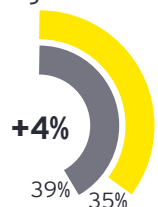


Business networking skills

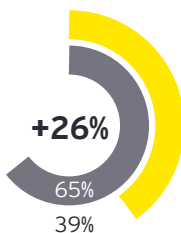


## Careers advice received

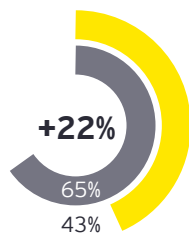
Knowledge of what employers are looking for when recruiting



Development of CV skills



Development of interview skills



■ Pre programme ■ Post programme



“

My biggest challenge was actually travelling to the EY office in Canary Wharf; I'd never been on a train on my own before, especially so far away. My biggest achievement would be completing this programme, I have social anxiety and it was difficult for me to present in front of people but I was really proud of myself when I did it successfully. I made it and I'm much more confident now.

Millie, Our Future, London

Analysis based on 49 young people who completed both a pre and post survey and their stated answer was "Good" or "Excellent"



# Accelerate

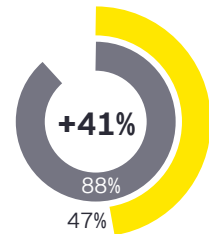
**Social enterprises supported: 174**

The Accelerate programme helps social enterprises to grow and thrive, increasing their impact on local economies and creating social change. It provides in-depth business support and mentoring, with access to skills training from business coaches, workshops and networking opportunities. Each social enterprise receives at least 35 hours of pro bono support over a twelve-month period.

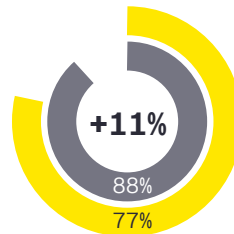


## Transferrable skills development

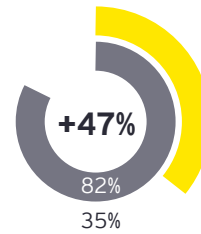
How effective and efficient did you feel at your job?



How confident are you at growing your network of contacts?



How confident are you in your ability to lead and grow your organisation?



■ Pre programme ■ Post programme

Analysis based on 17 social enterprises on our full programme who completed both a pre and mid survey and their stated answer was "Very" or "Fairly"

“

The Accelerate programme has positively impacted us in ways that are beyond words. We have grown twice our size and got on more clients.



# Employability workshops

**Young people supported: 6,484**

These workshops are delivered to students in England and Scotland. Each session introduces young people to a range of careers, employability skills training and quality employer connections. They develop skills such as interview preparation, presentation, teamwork, attitude to work, confidence and raise awareness of the career options available.

## Feedback from young people (those who said "Yes" or "Partially")

The workshop improved my understanding of why teamwork is important

95%

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

96%

After the workshop I now feel more confident networking with people from business

82%

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

78%

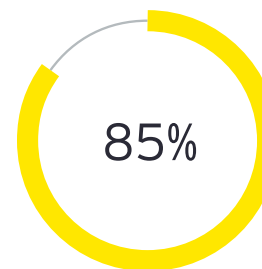
Would you recommend the workshop to a friend or classmate?

83%

Analysis based on 1,217 young people who completed a post workshop survey.



**Young people who rated our workshops as Good or Excellent**



“

It's important to engage with young people still in school to help them develop the skills needed for employment and to interest them and make them aware of the different roles available out there.

Employability workshop panellist, Bristol



# Young Women's and Men's Networks

**Young people supported: 227**

Our networks provide young men and women aged 14-21 with access to a series of interactive workshops and events to meet employer role models across different sectors. The networks respond to feedback and input from their members, with workshops on topics such as confidence, career aspirations and health and wellbeing.



“

I attended the Young Men's Network event and I wanted to let you know that it was an amazing experience. I really enjoyed the event and was really inspired by it. I believe it will help me a lot in my career and to fulfil my dreams.

Student, Harris Boys' Academy, East Dulwich

## Feedback from young people (those who said "Yes")

Did the workshop help you to:

Decide what sort of career you want to pursue after you've finished education

41%

Understand different career pathways you may not have considered

89%

Meet real people who's career journey has inspired you

90%

Better understand the skills and qualifications

67%

Meet and connect with new employers

76%

Analysis based on 88 young people who completed a post workshop survey.



“

EY Foundation always bring in such a great group of speakers — it's fantastic! It opens the students' eyes to what is out there.

Teacher, Little Lever School, Bolton

# Employers

**Employer engagement opportunities facilitated: 341**

We connect young people and employers, helping organisations to see the potential of bringing diverse groups of young people into their workforce. Employer partners include the UK Government's Cabinet Office, technology company Blue Prism and legal firm Linklaters.

Some of the employers we have worked with this year:

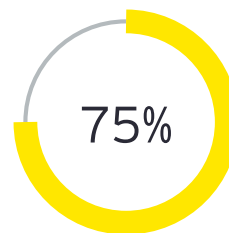


Cabinet Office

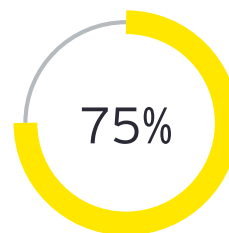


## Feedback from business experience hosts who said that they:

Would hire an EY Foundation student as a result of the programme



Improved their understanding of challenges faced by young people



“

Partnering with the EY Foundation was a no-brainer, they get our vision. They've delivered with incredible drive, energy, professionalism and enthusiasm.





# Volunteers

**Volunteering opportunities facilitated: 2,176**

Without our thousands of volunteers, we could not carry out our work to change young people's working prospects. From sharing their knowledge and capabilities with our young people and social entrepreneurs to supporting programme delivery and fundraising to support us, they add value in so many ways and are vital to our work.



Analysis based on 20 volunteers who engaged with the Smart Futures and Our Future Programmes

“

I think it's fantastic I have this opportunity to give back as I recognise I'm in a position of privilege having had a successful career, it's great to be able to support someone as they step onto the career ladder.



# Income generation

Our increasingly diverse funding mix includes funding from employers, traditional fundraising and new funding partners, such as the Mercers' Charitable Foundation (for which the Mercers' Company is Corporate Trustee) and the Careers & Enterprise Company. Core funding comes from a five-year agreement with EY.

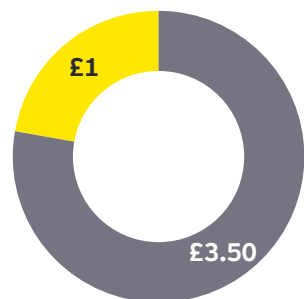
The cost of youth unemployment over the next decade is estimated at around [£28bn](#). Our programmes respond to this challenge by helping employers to recognise the potential of young people, whilst preparing young people better for the world of work.



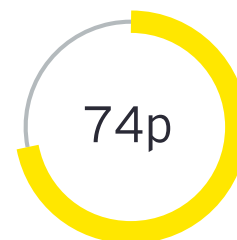
## Key income data

£3.06mn Total income

£3.33mn Total expenditure



£3.50 raised for every £1 invested in fundraising



in every pound spent on charitable activities



Figures correct as of 17/09/2020

---

# Collaboration

**Collaboration was a key focus this year:**

Working with others allows us to contribute to wider, systemic change, and extend our impact to help more young people across the UK.

Hover the mouse on the buttons below





# Lessons learned

Impact reporting not only highlights the success of our work and positive outcomes, it also helps us improve.

- ▶ In September 2019, we committed to taking increased action on race as part of our overall diversity and inclusion strategy. The Black Lives Matter movement demonstrated the importance of further accelerating the work we are doing. [Our 11 race commitments](#) will shape all aspects of our work over the coming years.
- ▶ Increased input from young people such as our YAB has been invaluable; however we will continue to develop the ways in which they can contribute to our work and challenge us.

- ▶ The importance of collaboration and learning from our sector peers has grown. Our Impetus partnership has shown that external funders can help us rethink how we best achieve our long-term aims.
- ▶ We have learned that as an organisation we can respond to a crisis quickly and innovate our programme delivery to protect opportunities. We must continue to understand from our data who the young people we work with are, and how we can best support them online.
- ▶ Lastly, the implications of Covid-19 on our employability workshops will affect the scale of our impact in the coming year. We will have to take this into account.

“

Given the current situation, I was quite anxious that I would not get access to opportunities that I was successful in obtaining — thank you for alleviating this stress and running these programmes that I can still learn from.

Amandeep  
Smart Futures, Birmingham





# Looking to the future

With the fantastic news that we have secured five more years of funding from EY, our focus will now be on the depth of our impact and influence in the wider sector. Over the next year we will focus on securing greater depth in our impact, growing partnerships so we can make the biggest difference and working with new employers to improve opportunities for young people. We will:

- ▶ Launch our Care to Employment pilot in the London Borough of Hounslow and further develop our partnership with the CareTech Foundation.
- ▶ Launch two new sector-wide employer programmes:
  - ▶ Impactful Futures, in partnership with Prospectus, will offer young people opportunities in the non-profit sector.
  - ▶ Secure Futures programme, run in partnership with The Security Institute, will introduce a bespoke programme highlighting the variety of careers in the security industry.
- ▶ Accelerate the development of our virtual offering in response to Covid-19, with independent research to validate and improve our approach. This will help us to reach more young people across the UK.
- ▶ Partnering with Impetus will help to support how we tackle the demand side of the labour market and refine our approach to working with more employers.
- ▶ Invest in technology, an area we can build capabilities, and which presents an opportunity to increase our future impact and sustainability.



# Thank you and get involved!

We could not deliver any of our work without the willing support of volunteers, fundraisers and partners. A huge thank you to everyone who has supported us in the past year, we really appreciate everything you have done.

If you would like to get involved in our work or find out more, please get in touch with us at [enquiries@eyfoundation.ey.com](mailto:enquiries@eyfoundation.ey.com).

Get in touch to find out more:

E: [enquiries@eyfoundation.ey.com](mailto:enquiries@eyfoundation.ey.com)

T: 020 7951 3133

[eyfoundation.com](http://eyfoundation.com)

[@EY\\_Foundation](https://twitter.com/EY_Foundation)

[@EY\\_Foundation](https://www.instagram.com/EY_Foundation)

[EYFoundationUK](https://www.facebook.com/EYFoundationUK)



## The EY Foundation

### 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.

The EY Foundation, 1 More London Place, London SE1 2AF

© 2020 The EY Foundation. Published in the UK, All Rights Reserved.

[eyfoundation.com](http://eyfoundation.com)

ED None

EY-000123486.indd (UK) 09/20. Artwork by Creative Services Group London.