

Employer Engagement: Boosting Attainment and Wellbeing

Anna Trocme Latter, Career Ready
Adam Wilson, Opinium





About Career Ready

Career Ready is UK-wide charity at the heart of a network of employers and educators who all believe that every young person deserves the opportunity to enjoy a rewarding future.

Together, we transform young lives, boost social mobility, and give undiscovered talent a platform from which to flourish.

To better understand the longer-term impact of programmes like Career Ready, in 2019 we commissioned a longitudinal study of programme alumni.





72,000
students reached



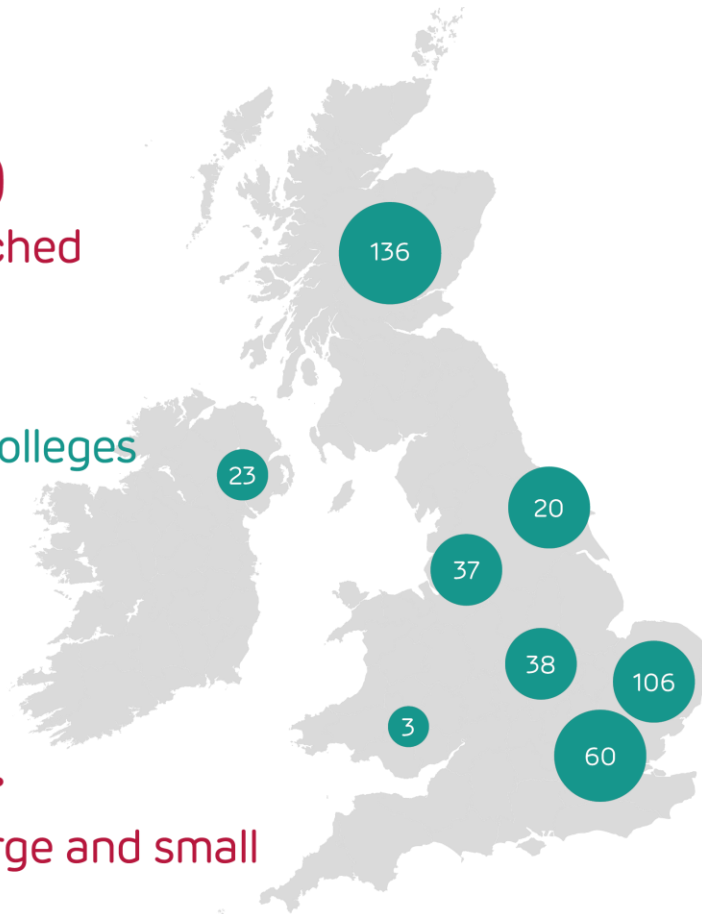
420+
schools and colleges



2,000
volunteers



1,000+
employers, large and small



66%

We work in 66% of the 50 most disadvantaged Local Authorities in England



61%

61% of our young people will be the first in their family to go to university



42%

42% of our young people are from diverse ethnic backgrounds, rising to 83% in London

Research and findings

- Quantitative and qualitative research
- A test and control approach



411 Career
Ready Alumni



500 control
sample



10 in-depth
interviews with
alumni



5 in-depth
interviews with
business
representatives





Finding 1: Enhanced social mobility and capital at a local level

- The programme helps keep people local
- But expands their wider social capital
- And helps them in their longer term career prospects



72% of alumni said it helped them build a local network who could support them with future career opportunities



43% of our alumni had not moved out of their local area



Finding 2: Increased academic and career attainment



- 95% of alumni secured HE or FE qualifications, compared to 77% of their non-programme peers, despite often lower levels of attainment at GSCE level.
- More likely to be in full-time education or full-time employment.
- Alumni have stronger key workplace skills and therefore better set to succeed in the workplace.



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Finding 3: Wellbeing through workplace experiences



87% of alumni say that
the programme had a
positive impact on their
life



Alumni are twice as
likely to view themselves
as hardworking after the
programme,
62% vs 31%



80% of alumni said they
have the things they consider
important in life, compared
to 72% of non-programme
peers

Finding 4: The power of internships

Paid internships transform lives by giving young people a realistic experience of the workplace



63% of alumni said that they would not have the careers they now have without their internship



59% of alumni said their internships improved their planning, cited by employers as a key workplace skill



Recommendations



1 Employers should invest further in paid internships

- Multiple benefits for multiple people
- Unlocking the Apprenticeship Levy
- Career Ready has ambitious targets in this area

2 SMEs are a gateway to boosting local opportunities

- Strongly linked to local social mobility
- Encourage partnerships to share the load

3 Mentoring across every organisation

- Employers should offer mentoring to young people in their local community and within the workplace



Looking ahead: system change

- The benefits of working with organisations like Career Ready are not limited to young people
- Measuring and articulating wider impact creates scope to effect wider change
- Not just preparing young people for the world of work but also preparing and influencing the world of work itself



READ THE REPORT:

<https://careerready.org.uk/career-ready-at-18>

www.opinium.com