

MOVEMENT TO WORK™

**THE BUSINESS CASE FOR
EMPLOYABILITY**

JAMES ASHALL & DEBBIE GORDON

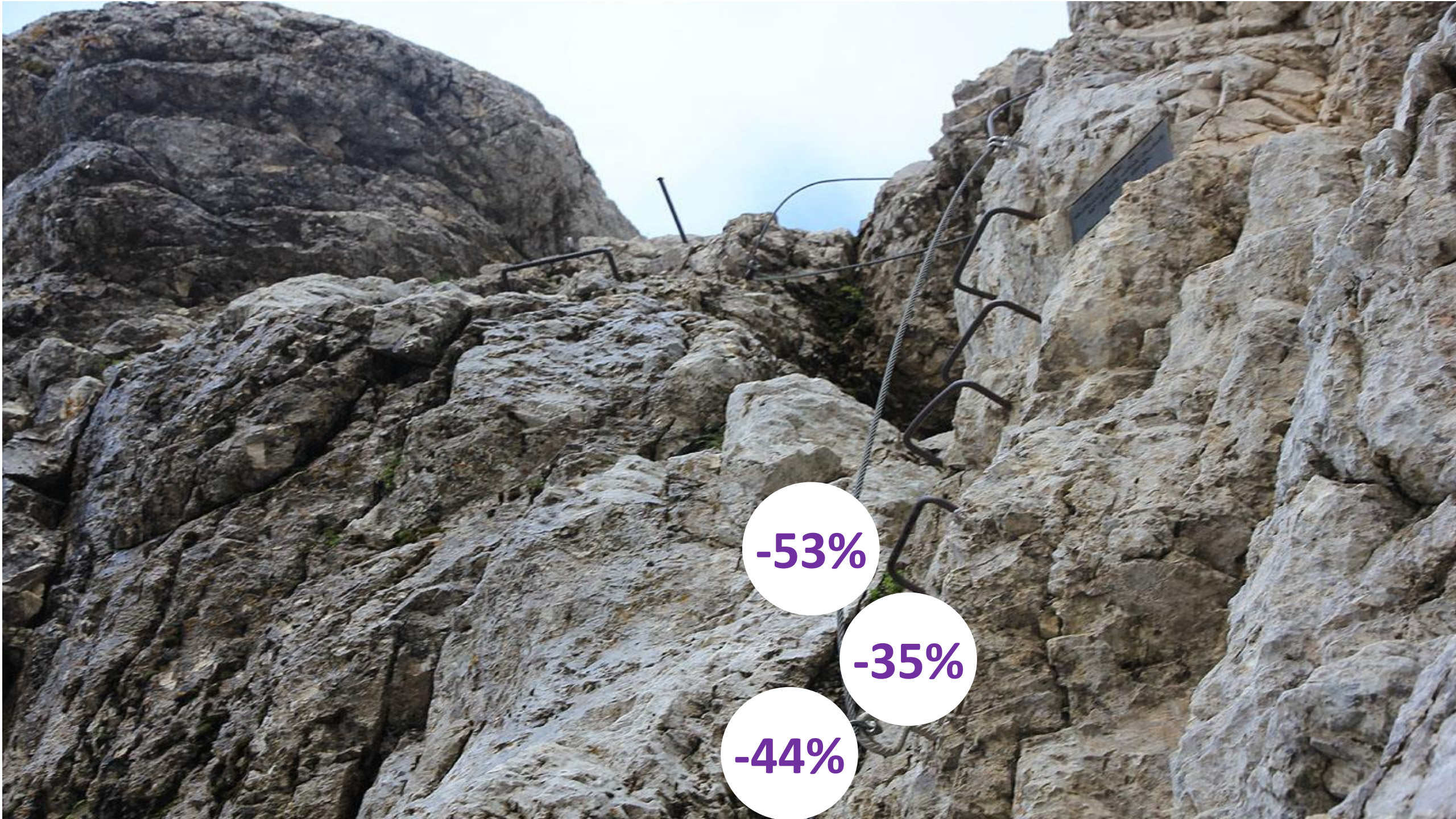
A welder wearing a blue long-sleeved shirt and clear safety goggles is working in a factory. Sparks are flying from the welding point. On the sleeve of the blue shirt, there is a logo with three stylized figures in white, green, and blue, and the text 'SAFETY 1ST' below it.

WE EXIST TO EMPOWER YOUNG PEOPLE, WHO MOST NEED OUR SUPPORT, TO FULFIL THEIR POTENTIAL THROUGH WORK.

Driving quality across our network to improve conversion to jobs

Building our Youth Outreach network (with a focus on those most in need of support)

Raising the profile of Youth Unemployment with Government and Media

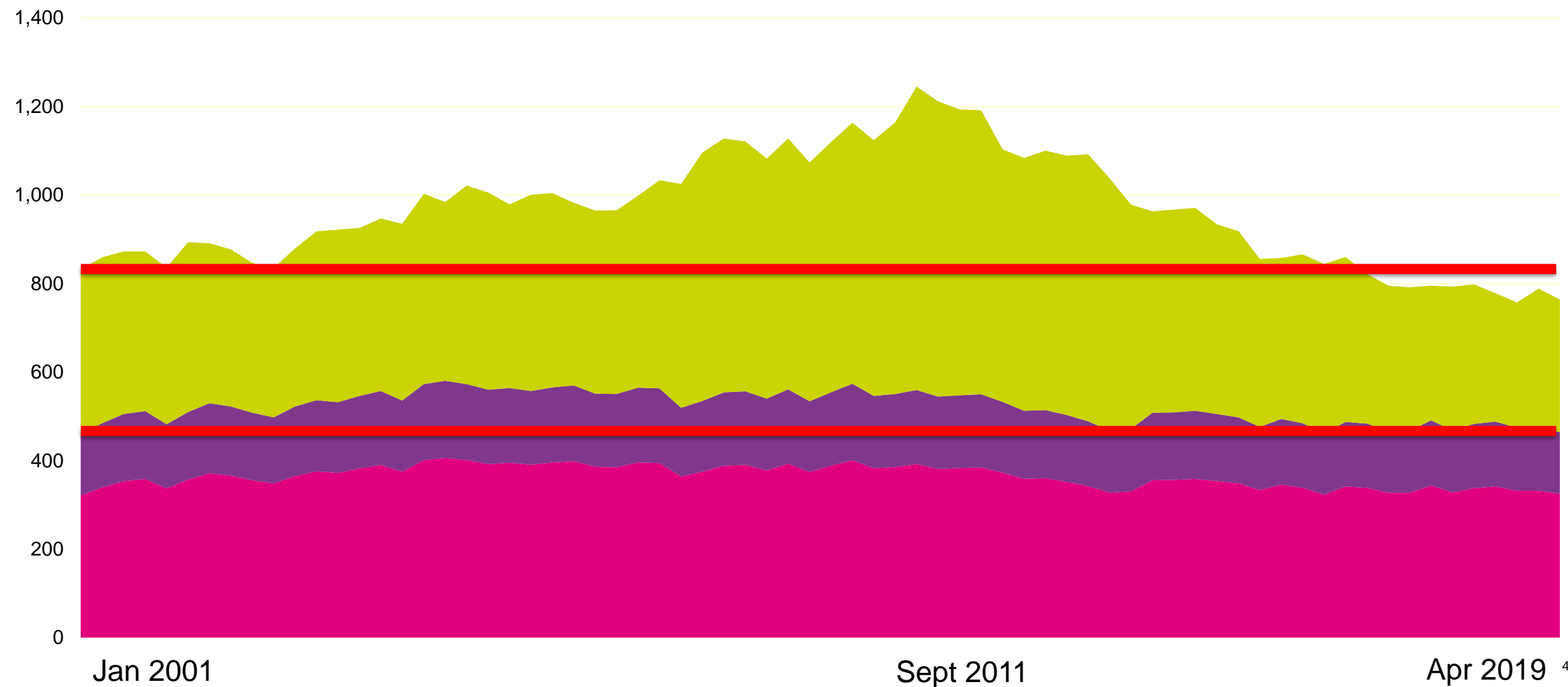


-53%

-35%

-44%

DECLINE IN UNEMPLOYMENT → RECORD EMPLOYMENT BUT NOT BETTER FOR THOSE FURTHER FROM THE JOB MARKET



OUR JOBS IS CRITICAL – TO GROW THE OPPORTUNITES

OUR MEMBERS CONTINUE TO DELIVER FOR YOUNG PEOPLE

Movement to Work
placements delivered
in 2018

13.3K

Positive outcomes
from MtW
placements in 2018

56%

Year on year, like for
like growth in MtW
Placements

5%

Our positive
outcomes target for
2019

60%

A VIEW FROM OUR EMPLOYERS

**WHY THEY DO IT IN THEIR WORDS - VIDEOS TOO LARGE TO SHARE
– BUT YOU WILL FIND THEM ON SOCIAL ON THE 26TH JUNE**



- <https://www.linkedin.com/company/movement-to-work>
- Twitter, Insta, FB: @MovementtoWork

WE FOCUS ON 4 KEY AREAS IN BUILDING OUR BUSINESS PLAN

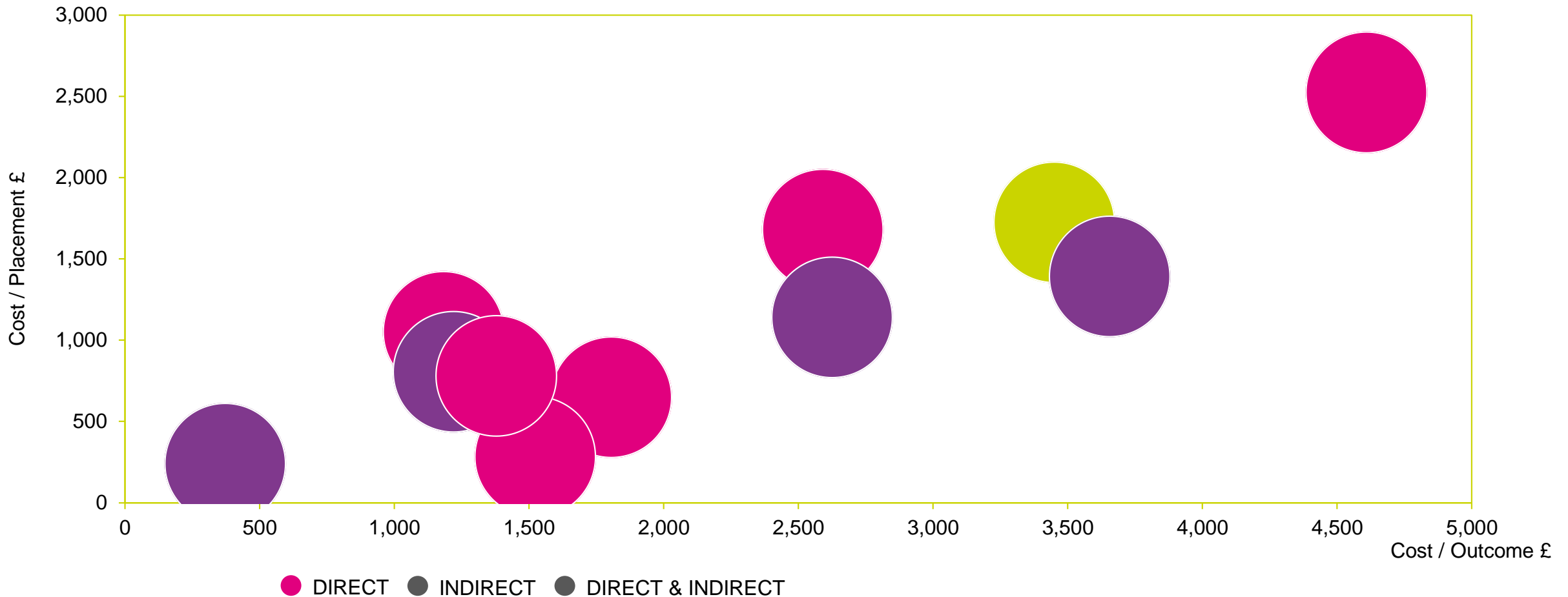
**Effective
resourcing
strategy**

**Building diverse
workforces**

**A more engaged
workforce**

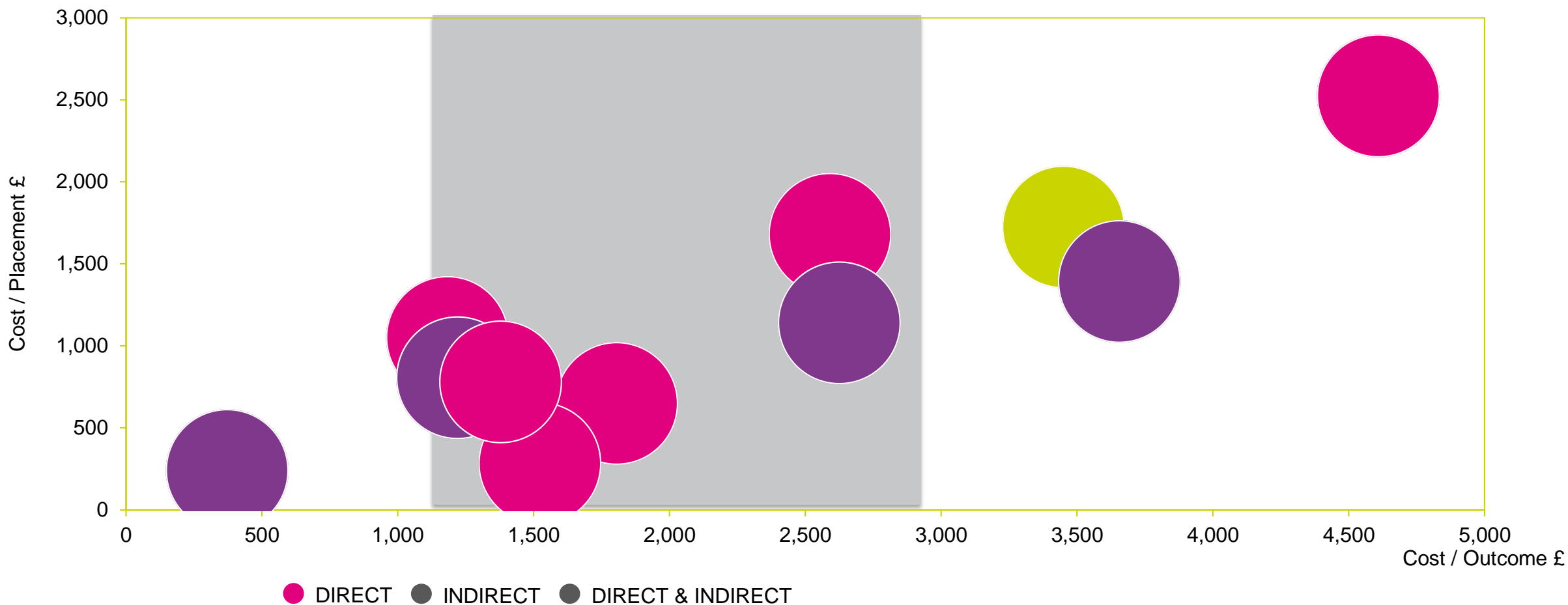
**Success breeds
success**

EFFECTIVE RESOURCING - PROPERLY UNDERSTANDING & BENCHMARKING COSTS ENABLES A SOLID BUSINESS CASE



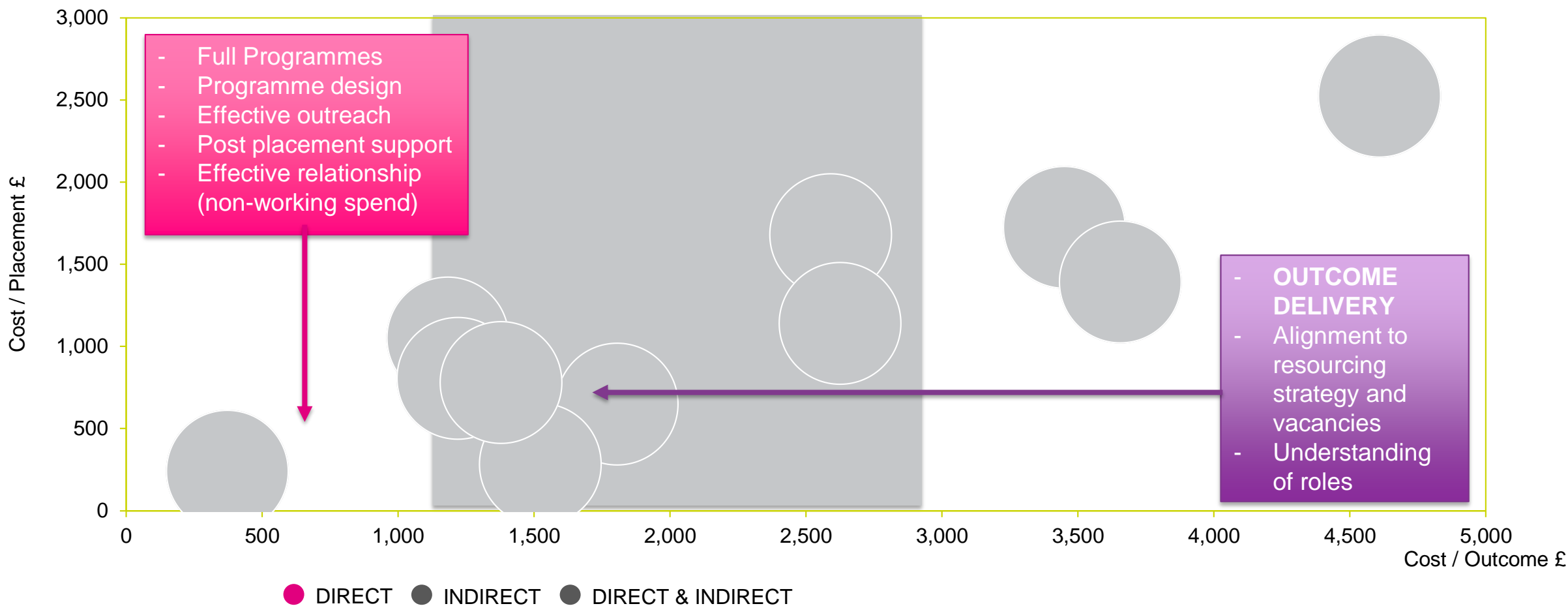
- **Direct:** cost to company. Either delivered in-house or through an external training provider
- **Indirect:** “£0” cost to company. Delivered through an external training provider and funded by the government (SBWA / Traineeship)
- **Direct & Indirect:** portions of the training are delivered/paid for directly by the company, with majority of the training delivered by an external training provider which is funded by the government (SBWA / Traineeship)

IT'S IMPORTANT THAT WE KNOW THIS RELATIVE TO CORE RECRUITMENT COSTS



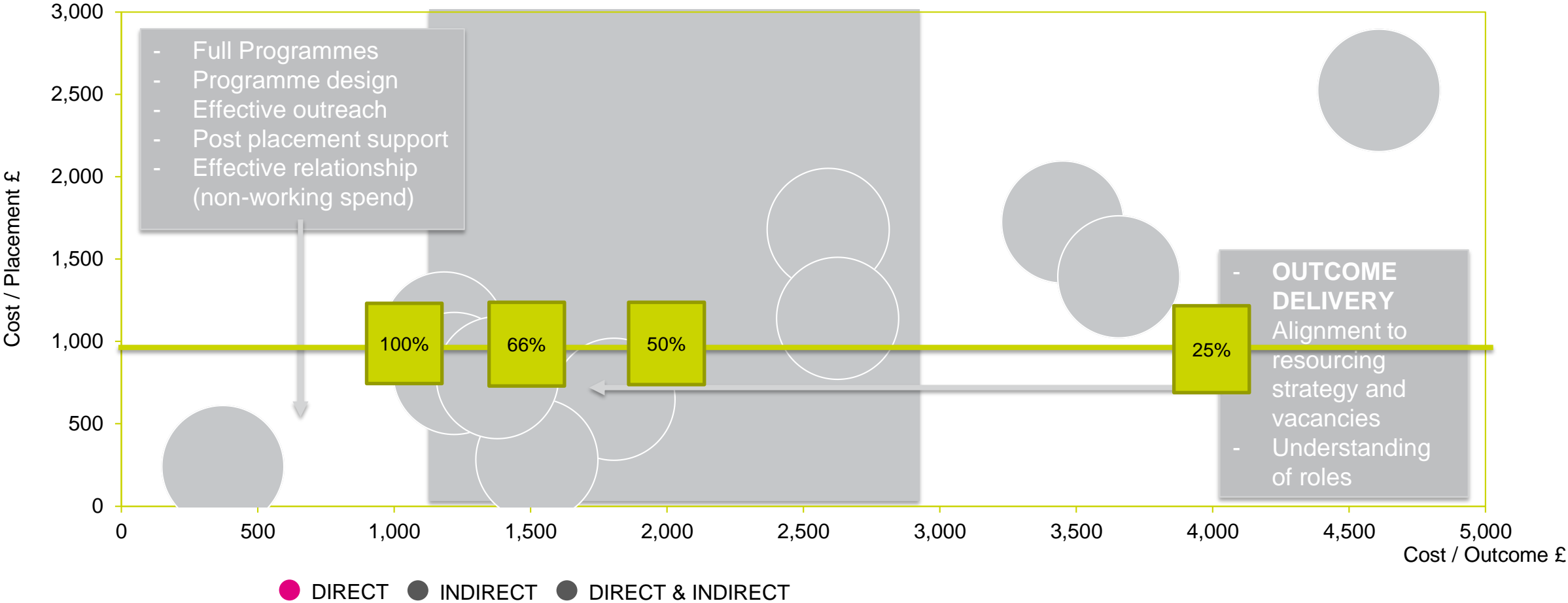
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AND UNDERSTAND THE LEVERS TO DRIVE CHANGE



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OUTCOME DELIVERY IS CRITICAL



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THIS WORK BENEFITS SOCIETY AND EMPLOYERS WANT TO TALK ABOUT THEIR SOCIETAL IMPACT



Government benefit

Societal benefit

Driving diversity and
social mobility –
a workforce
representative of your
community

Economic benefit:
£2.7bn a year (£15k+
per person) (JRF 2014)

IT'S ALSO CRITICAL THAT THEY ENGAGE THEIR WORKFORCE
A MORE ENGAGED WORKFORCE IS MORE PRODUCTIVE

A more engaged
workforce

Better line
management

"We believe in
unlocking the
potential of
young people"

Ivan Menezes,
Chairman Movement to Work
& CEO Diageo Plc.

YOUNG
PEOPLE
WORK



We believe in
the potential of
young people

YOUNG
PEOPLE
WORK

INSPIRING NEW
possibilities

YOUNG
PEOPLE
WORK



energy
passion
diversity

YOUNG
PEOPLE
WORK



Over **50%** of young
people who complete a
Movement to Work
placement progress into
jobs or education.

YOUNG
PEOPLE
WORK

EMPOWERING FUTURE
leaders

YOUNG
PEOPLE
WORK



We've supported over
80,000
young people to fulfil
their potential through
work placements.

YOUNG
PEOPLE
WORK

"Time and time
again we hear about
the confidence the
programme gives
people, and how it
breaks the cycle of
not having the
experience"



Debbie Alder
HR Director General
Department for Work and Pensions

YOUNG
PEOPLE
WORK

WHAT WE THINK MAKES THE DIFFERENCE

1. Effective resourcing strategy

2. Building Diverse workforces

3. Success breeds success

4. A more engaged workforce

1. Owned by hr/early careers and part of the talent plan

2. Know your data – they may not know theirs

3. Clear and timely reporting, focus on tracking outcomes – share the success stories

4. Ensure that your programme is adopted across the business and not in a silo