

OUR PROGRAMMES



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THE BROKERAGE

IMPACT REPORT

Stage 1

23-24

Assessment
Centre



TALENT
CAREER PROGRAMME



TOGETHER, WE ARE **CHANGEMAKERS**



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THE BROKERAGE

Where Talent Meets Opportunity



PURPOSE

To champion a professional workforce driven by aspiration, ability, and dedication - where success is defined by talent and drive not background.



MISSION

A young person's ability and aspiration alone determine their career path.



VISION

Work with employers to offer enriching experiences that connect ambitious young people with professional careers.

Foreword from the CEO

2023/24 was a year of firsts for us. The first time we started working in engineering, in partnership with the Royal Academy of Engineering; the first time we had outside confirmation of our positive impact, when Sainsbury's data philanthropy analysed our alumni data and found that our candidates are 1.75 times more likely to secure a professional role than other similar young people. It was also a year that saw more than 4000 young people supported in their journey to a professional career. This impact report is a fantastic testament to the hard work and determination of the young people The Brokerage

supports, and also to the commitment and passion for change from all our partners and funders.

But just as importantly, 2024 is the start of a new journey, with the pilot of the Next Gen Talent Programme, an exciting new way to give young people exactly the support they need to get started in their careers.

Young people's interests and behaviours are ever-changing; therefore, we can never stand still. The education system is a long way from perfect, and the world's problems continue to grow. Our future is in the hands of the next generation, and I would like to give them the best chance of getting it right - wouldn't you?"



Sarah Devonport:
The Brokerage CEO





Why The Brokerage is needed

Social mobility remains an essential issue in the UK. People from lower socioeconomic or 'working class' backgrounds are less likely to access professional careers. On average, they earn about £6000 less every year and take longer to progress in their careers than their better-off peers.

In 2024 we published 'Building Connections', a report looking at why young people need The Brokerage. Through interviews and surveys of our candidates, as well as looking at research from other organisations, we identified the following themes:



The UK is an unequal place

Brokerage candidates often face financial hardship and/or miss out on career education.



There are barriers to professional employment

for those from lower socioeconomic backgrounds, for women, and for those from ethnic minority backgrounds.



Brokerage candidates lack the networks and connections.

Brokerage candidates do not have family or friends with connections to professional jobs.



Brokerage candidates do not lack aspiration or confidence.

They aim high and want to achieve in their chosen careers



Brokerage candidates think things are changing for the better.

While aware of the barriers they face in entering their chosen careers, Brokerage candidates often say that they see things as changing for the better.



Our Programmes provide a compass of support to aid candidates in their early career journey



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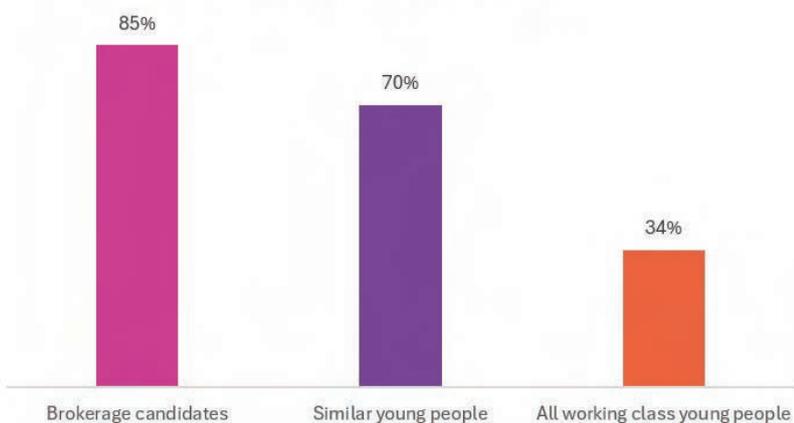
Career Destinations

Brokerage candidates enter professional jobs at a higher rate than their peers

We looked at career destination data for 191 recent Brokerage candidates, comparing them to a control group of 79 candidates from a similar background who had not taken part in Brokerage Programmes.

85% of the Brokerage candidates had secured a professional job. In comparison only 70% of the control group were in professional jobs. 34% of all people from lower socioeconomic backgrounds work in such jobs. (see infographic to the right)

Securing a professional role



93% Brokerage Candidates who achieved two milestones - completing the Brokerage Essentials course and also securing a paid placement such as an internship - secured a professional position.

This reaffirms what we learned from analysis of destination data in 2023, conducted by Sainsbury's Data Philanthropy.

This insight is crucial to the redesign of our programmes that has led to the creation of the Next Gen Talent Programme



Case Study

Mashhood A

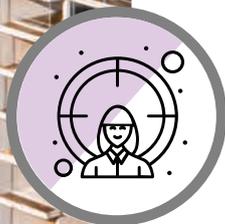
Mashhood joined The Brokerage when he was in 6th form. He took part in various workshops and masterclasses including CV writing workshops, an introduction to Cyber Insurance, and a 'Working in the City' insight session.

"My school didn't really talk about careers or internships much and I wasn't sure what I wanted to do. The Brokerage helped to narrow down my options."

"These programmes give you much more confidence. If I was applying for jobs without any internships or mentorship it would be much more daunting."

One of the most important things The Brokerage has helped Mashhood with is building his networks. His parents did not go to university and don't have corporate jobs. The Brokerage helped him meet people who did and helped him develop his confidence.

After graduating from his PPE course at Warwick, Mashhood has started working at Santander.



Talent meets Opportunity





The Brokerage

We are a social mobility charity committed to **breaking the corporate mould**.

We believe in **equal access to opportunity** irrespective of background or race, and talented young people getting the jobs they deserve in a world where their ability and aspiration alone determine their career path.

For 25 years we have **supported less-advantaged young people to achieve their career potential**; providing opportunities and helping them take their first step into a professional career.

We have offered **3900** work placements to our Brokerage candidates.

Our award-winning programmes have helped **over 83,000** talented young people.

Pathways to the City Programme

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Developing Essential Skills

The Brokerage Pathways to the City programme helped candidates develop the skills and knowledge necessary to successfully start professional careers. Our partner companies support us to help young people develop their 'Brokerage Essentials' skills, through a series of masterclasses, bootcamps, conferences and 1 to 1 'micro-mentoring' sessions.

The Pathways to the City Programme this year included:

30

30 outreach events for 1000 students at our partner schools/colleges

86

86 masterclasses for 800 candidates who subsequently signed up to The Brokerage

6

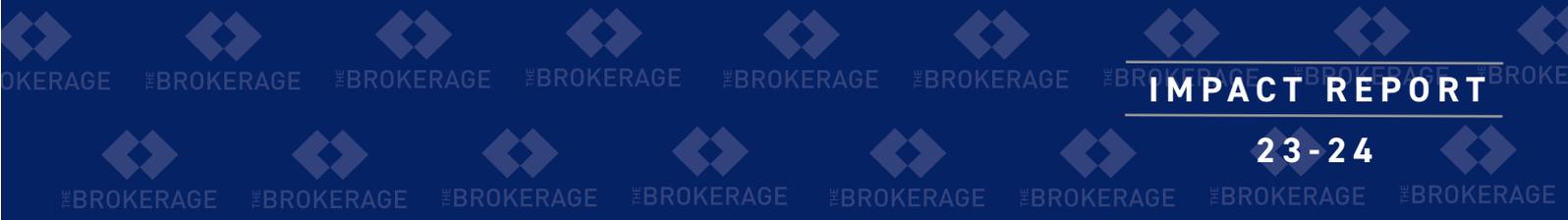
6 Bootcamps with 162 candidates in attendance

4

4 career conferences with 221 candidates in attendance

100

100 micro-mentoring sessions pairing candidates with volunteers to look at a specific topic (e.g. interview practice)



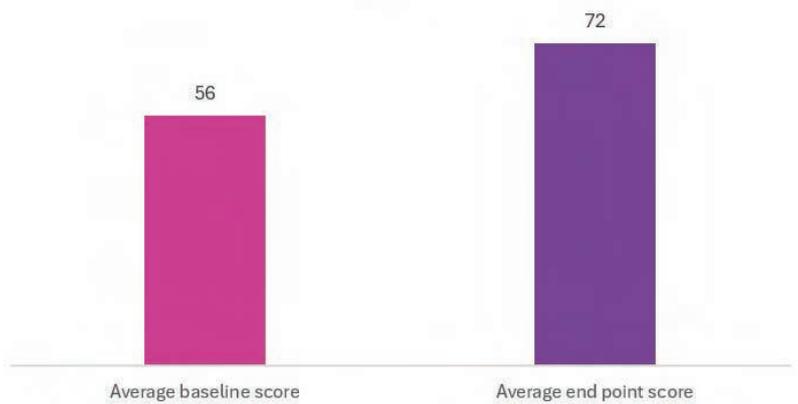
Outcomes

Candidates increased their skills

By completing our programmes, Brokerage candidates develop their work related skills, especially **'Networking'**, 'Applications and Interviews' and **'Career Knowledge'**.

Using our Skills Mapper assessment framework, **87% of candidates reported an increase in these skills, with the average score rising from 56 to 72 points (out of a possible total of 84).**

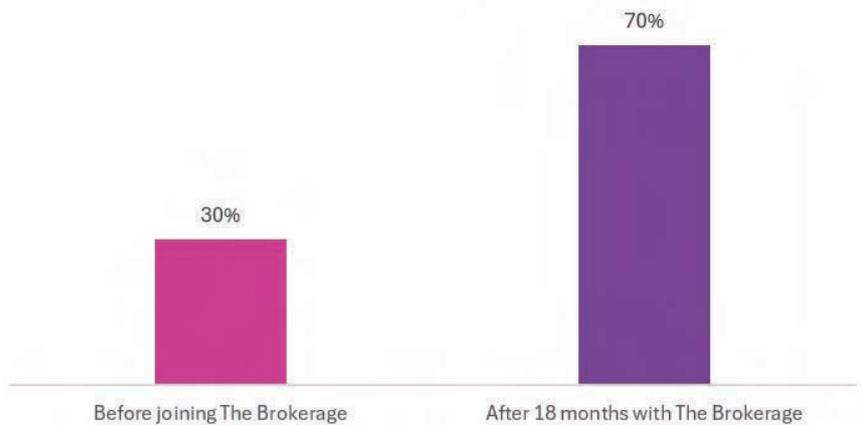
Skills mapper change



Candidates secure work experience

70% Of candidates secured career-relevant work experience (compared to only 30% who had such work experience when they joined The Brokerage).

Secured work experience



"I enjoyed the insights into the jobs, the tips on the presentation skills, the presentation we had to create and the project topic was also great and relevant."

- Bootcamp attendee

"I enjoyed the trading game as I was able to interact with my peers and gain an insight into what careers in the financial industry could be like."

- Attendee, Working In The City

"Everything about the event was brilliant: from the host company office to the knowledge and networking opportunities I was able to get."

- Attendee, HL Careers Conference



Meta Mentoring

"My mentor was really kind and knowledgeable. He helped me greatly improve my programming and showed me how to tackle coding interview questions in a structured way."

Faezan M - Mentee

We were pleased to work with Meta once more on their Elevate mentoring programme. This saw 40 young people matched with 40 volunteers from Meta to work through a structured mentoring programme focussed on career knowledge and employability skills.

4 out of 5 When asked to rate out of 5 how much they felt the programme had improved their career prospects, the average reply from mentees was 4 out of 5.

4 out of 5 When asked whether they would recommend mentoring to a colleague, the average reply from mentors was 4 out of 5.

Meta

"Having a mentor from a similar academic background really supported me in understanding how to approach university so that I can use it to its full advantage."

Elazar E - mentee

"My mentor, Janpreet was just fantastic, so encouraging and welcoming. I never felt any anxiety speaking to her and felt so open to discuss my professional fears openly!"

Shreya P - mentee

"The programme was extremely rewarding, I'm so happy I've been able to participate!"

Ema P - Mentor

"Very rewarding and had the right amount of challenge for the mentees. Mentees gain critical skills necessary to build a successful career in tech (and beyond) so early in their academic and developmental journey"

David P - Mentor



The Royal Academy of Engineering's Graduate Engineering Engagement Programme (GEEP) is an initiative designed to support and enhance diversity in the engineering sector. This was a new initiative for 2023/24, delivered in partnership with The Royal Academy, Brightside, The Talent People and Causeway Education.

GEEP's main focus areas were:

- Increasing diversity and inclusion in engineering by supporting under-represented groups.
- Enhancing students' skills and knowledge.
- Facilitating connections between students and industry.

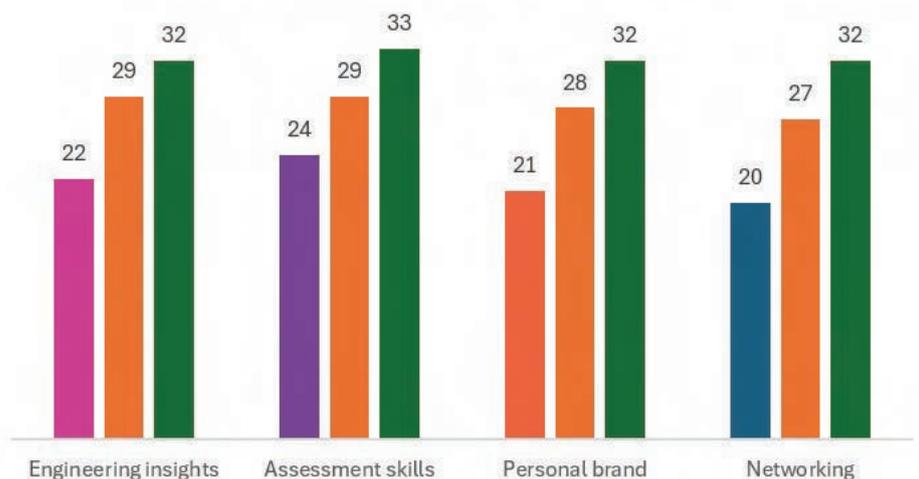
This was achieved through the delivery of 24 different events and one to one support for 280 students, as well as one to one mentoring provided by programme partner Brightside.

96%

**INCREASE
IN SKILLS**

96% Of candidates reported an increase in skills and knowledge as measured by the GEEP skills mapper framework.

GEEP Skills mapper average scores



Candidates reported increases in all four skill areas, with the most significant increases in networking skills and personal branding.





**The Youth Voice
is at the centre
of our work**



Partnership Programme

In 2023/24 we continued to work with our partner companies to help them develop a programme of activity to make a cultural shift in their workplace and develop meaningful change through carefully designed programmes.

Highlights included:

12 Inclusive Experience Workshops for 66 people, helping industry professionals learn about the challenges and barriers that young people, and others from under-represented communities, face when navigating corporate careers. Ultimately building empathy and practical strategies to support young talent from recruitment and beyond.

8 Social Mobility 101 Workshops for 189 people, providing an introduction to social mobility, and helping partners to understand more about the impact of socio-economic background and class and how it relates to the wider diversity and inclusion agenda.

1 Youth Focus Group, helping one of our partner companies understand the perspectives of our young leaders' perception, and getting feedback and actionable insights on recruitment marketing material and early careers programmes.

"I liked everything about the focus group. Topics were clearly defined and each young leader was given enough space to speak, meaning we could fully explore the differing opinions. The young leaders were honest, insightful and listened intently, creating a light-hearted but intentional atmosphere.

"I felt the session was an invaluable window to how we are perceived as a company and I'm looking forward to putting the recommendations into action."

Harley Marjoram, Senior Talent Acquisition Specialist at tms following their Youth Focus Group





**TALENT
MATCHING**



**EARLY CAREER
PROGRAMMES**



PARTNERSHIP PROGRAMME



VOLUNTEER HUB



**LEADERSHIP
LEARNING**



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