

Impact Report 2018



Raising
Aspirations

Creating
Access

Achieving
Diversity




**THE
BROKERAGE**

A message from our Executive Director



Bridget Gardiner

For over 21 years The Brokerage has been connecting disadvantaged young Londoners and employers.

But what do we mean by disadvantage? 2018 was the year we took a step back and considered our definition.

We believe the best proxy measure of disadvantage in education is 'Ever 6 FSM', which means a pupil has been eligible for free school meals at any point over the previous six years.

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Eligibility

Our work with individuals:

Students are Ever 6 FSM or previous generations in their family have not attended university. Students will also hold a minimum grade 5 (C+) in their maths and English GCSEs.

Our work with London state schools:

Schools are above national average for Ever 6 FSM.

By having a clear understanding as to what the problem is we are trying to solve, and who our beneficiaries are, we can make sure we're reaching young people who are most in need of our support.

We look forward to seeing our impact grow over the next three years and reporting further on the success of our candidates.

Thank you to all our supporters, including those who wish to remain anonymous.

Our vision

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

MISSION	RAISING ASPIRATIONS	CREATING ACCESS	ACHIEVING DIVERSITY
PURPOSE	Experience of work	Employability skills	Jobs
PROGRAMMES	Corporate visits Workshops Employee engagement	Mentoring Networking Careers advice Interview & presentation skills Assessment centres Masterclasses	Placements Internships School-leaver jobs Apprenticeships Graduate entry jobs
BENEFICIARIES	Years 6-13 (age 10-19) from London state schools	Years 12-13 and undergraduates (age 16-21)	School-leavers and undergraduates



51%

of leaders and 34% of recent intakes in the banking sector went to independent schools, compared to 7% of the UK population.

(Leading People, 2016)

81%

of senior people in financial services think that the way candidates from disadvantaged backgrounds present themselves at interview prevents them from getting a job in the sector.

(The Sutton Trust, 2017)

45%

of businesses that operate in finance think that they don't support young people from disadvantaged backgrounds to access jobs in their sector.

(The Sutton Trust, 2017)

The issue

- Students educated at state schools are statistically less prepared for the world of work compared with those that are privately educated (Association of Graduate Careers Advisory Services, 2018).
- Only 37% of schools report that the majority of their pupils have at least one meaningful encounter every year that they are at school (National Careers Strategy, 2017).
- Those from private schools remain over-represented throughout the UK's professional sectors (Social Mobility Commission, 2017).

Our work

Our mission is to work with young people to raise aspirations, create access and provide opportunities within financial and professional services to achieve diversity in the workplace.

The Brokerage is a social mobility charity connecting disadvantaged young Londoners and employers.

Through our partnerships with businesses across London's financial districts, we're working to ensure fair and equal access to careers in financial, professional and related services.

Through employability sessions, experiences of work and paid opportunities, we help our candidates to become work-ready and compete on a level playing field with their more advantaged peers.



RAISING ASPIRATIONS

Linking the national curriculum with careers and employability skills, our aspiration-raising sessions help the workforce of tomorrow to make better-informed decisions about which subjects to study and the career routes that might be for them.

Through volunteer and in-kind support provided by businesses across London, we are able to give young Londoners aged 10-19 an interactive insight to the world of work, opening doors often closed to young people who have no contacts in financial or professional services.

In 2018 we ran the following programmes:

Introduction to Working Life in partnership with The Nomura Charitable Trust and QBE Foundation

One-day workshops offered an exciting opportunity for Year 6 pupils to gain valuable insights into the working world.

City Careers Open House Secondary in partnership with the City of London Corporation

Workshops held in City businesses gave students in Years 8-10 first-hand experience of using their skills in a modern working environment.

Working in the City in partnership with the Worshipful Company of International Bankers and Societe Generale

A two-part workshop that helped students in Years 10-13 build their knowledge of careers in financial services and understand how to market their skills to employers.

Maths in the City in partnership with the Worshipful Company of Actuaries

Sessions aimed at GCSE and sixth form students focused on how maths of the classroom can be utilised in the workplace.

The Right Career Goal For You in partnership with Rothschild & Co and the Insurance Industry Charitable Foundation (IICF)

Sessions that showcased business services and support roles found in financial and professional services companies to students in Year 12.

Schools Essay Competition in partnership with the Worshipful Company of International Bankers (WCIB)

A competition that invited young people to write an essay on a given subject, with essay winners invited to take part in our Creating Access programme, Gateway to City Careers.

“ I learnt that in order to be successful you don't always need a degree. Sometimes you need the correct mindset. I wish the workshop could have been longer.”

**Year 12 student,
The Right Career Goal for You**

“ It was a pleasure to work with the students and help them with their interview techniques. They were extremely keen to speak to the volunteers.”

**Corporate volunteer,
Working in the City**

Students at our introductory workshops said:



**Across our aspiration
raising programmes
in 2018...**

790 hours of support were provided by corporate volunteers.

3,059
students were supported.

135 workshops were provided for young people aged 10-19.

CREATING ACCESS

For young Londoners without connections to the professional world, getting their foot in the door can be difficult.

We provide our candidates with access to career and development opportunities in financial and professional services through mentoring, employability programmes and events.

By working with employers across London's financial districts, our candidates are able to build their professional skills and knowledge of the business world so they're better prepared for the workplace and have a greater understanding of the career options available.



Companies that provided Year 12 work experience include:

- National Audit Office
- ArgoGlobal
- Forsters LLP
- FactSet
- Lloyd's
- MUFG
- RBS
- Reed Smith
- UniCredit

81 work experience placements were provided for Year 12 students.

108 young people attended our insight events.

675 young people were supported across our Creating Access programmes.

224

young people gained support through masterclasses.

Mentoring

Our mentoring programmes support young people who are preparing themselves for the world of work, with opportunities available for sixth form and undergraduate students.

Through a series of structured mentoring meetings with a business professional, our young people have developed specific skills such as goal-setting, interview performance and presenting to a professional audience.

Each programme is designed in partnership with the host company, ensuring candidates can learn about the values of the business and the sector in which it operates.

79 young people took part in our mentoring programmes.

727

hours were provided by corporate volunteers across our mentoring programmes.

“ If you are thinking about being a mentor, just do it, it's so rewarding! The fulfilment gained from seeing your mentee develop professionally and personally within such a short space of time gives you immense pride.”

**Mentor, Lloyd's Community Programme
IntoWork Mentoring**

In 2018 we ran the following mentoring programmes:

Aspire in partnership with State Street and Haberdashers' Aske's Hatcham College

CFC Mentoring in partnership with CFC Underwriting and Oasis Academy Hadley

Forsters Mentoring in partnership with Forsters LLP and The Convent of Jesus and Mary Language College

Lloyd's IntoWork Mentoring in partnership with Lloyd's Community Programme

Reed Smith Mentoring in partnership with Reed Smith

TechStart in partnership with FactSet, St Angela's Ursuline and St Bonaventure's RC School

74%

of participants felt they had improved their presentation skills.

85%

of participants felt they had improved their CV writing skills.

Talent development

In partnership with London businesses, we've provided sixth form and undergraduate students with opportunities to develop their employability skills and knowledge of careers within financial and professional services.

In 2018 we ran the following programmes, sessions and events:

Getting There Together in partnership with ArgoGlobal

A talent pipeline programme providing insight and employment opportunities.

Insuring Human Progress in partnership with Lloyd's Community Programme

Insight days and masterclasses for undergraduates with an interest in insurance.

JumpStart in partnership with MS Amlin

An insurance-focused talent development scheme.

Lloyd's Community Programme IntoWork Conference

A one-day conference developing employability skills of students.

Planning for the Future in partnership with the Mercers' Company, City Academy Hackney and Hammersmith Academy
Mock assessment sessions for

students looking to prepare themselves for companies' recruitment practices.

RBS Legal First Step in partnership with RBS

A week-long insight to in-house law.

Mock Assessment Centres in partnership with UBS

Interactive sessions introducing different recruitment practices, such as psychometric tests, interviews and group tasks.

Inside Insurance in partnership with the Worshipful Company of Insurers (WCI)

A networking event focused on careers in the insurance, risk and actuarial professions.

Insuring my Future in partnership with the Chartered Insurance Institute (CII)

An apprenticeship-focused networking event, exploring opportunities in the insurance sector.

74% of participants felt they were better able to explain what happens within insurance having attended an insight day at MS Amlin.

85% of attendees at the Lloyd's Community Programme IntoWork Conference left feeling more confident about talking to a potential employer.

ACHIEVING DIVERSITY

Through internships, apprenticeships and school-leaver opportunities, we match our candidates with some of London's most prestigious businesses.

We provide our young people with personalised support and guidance so they can be at their very best when taking that all-important first step on the career ladder.

Firms that took part in our 2018 Achieving Diversity programmes include the Association of Accounting Technicians (AAT), Asta Capital Ltd, Beazley Group, Commerzbank, DWF, Newton, Talbot and UBS.

92%

of candidates placed were from BAME backgrounds.

51%

of candidates placed were female.

Over 50

companies worked with us on their diversity initiatives.

112

paid placements were provided for our young people.

63%

Insurance

7%

Accounting

19%

Banking

5%

Other

3%

Law

2%

Technology

1%

Marketing/
PR



Internships

Our young people gained paid internships of 6-13 weeks with leading London employers, giving them a taste of working life within financial and professional services.

With the aim of boosting social mobility, the internships provided London-based employers with access to our bright cohort of local young people.

over 400
learning opportunities,

including masterclasses, insight days and workshops, were provided for our young people.

95

paid internships
were provided by
32 companies.

Apprenticeships and school-leaver opportunities

Our Fast Track programme, funded by the Worshipful Company of Insurers, supported young people looking for apprenticeship and school-leaver opportunities within financial and professional services.

166
candidates

were supported
through CV surgeries,
interview coaching
and mock assessment
centres.

“ I would like to thank The Brokerage team for helping me during such a difficult period of my life. The recruitment stage after leaving school can be very daunting and I wouldn't have got to where I am today without their support!”

**Fast Track candidate placed at
Talbot Underwriting Ltd**



Alumni and volunteer support

Throughout 2018 we received amazing support from our alumni members (former beneficiaries who are now working and looking to give back), as well as individual volunteers.

Our alumni members and volunteers have helped us in many ways, from admin and marketing support, to hosting masterclasses and development events for our young people.

over **200**
hours of support

were provided by our alumni members and individual volunteers.

“ I secured my first job in financial services through The Brokerage in July 1999 (20 years ago) and have kept in touch with the team throughout my career, ensuring to introduce The Brokerage to my current and former employers. Whether it's through work experience, volunteering or mentoring opportunities, the feedback from colleagues who have got involved in the various initiatives has always been outstanding.”

**Amera Otaifa, senior advisor,
talent inclusion and learning,
BMO**



Our work with businesses

We partner with employers to offer young people experiences and opportunities within London's leading businesses. Our invaluable partners support our work in a diverse range of ways from providing volunteer mentors for sixth formers to hosting internships and work experience placements.

These opportunities help businesses meet their community engagement goals whilst also supporting the development of employees.

Raising Aspirations

We bring young people into businesses to visit our partners, who give them an insight into the different roles and sectors available in financial, professional and related services. Employees volunteer through office tours, networking with students and interactive tasks. Our Raising Aspirations programmes are made possible by the support of our corporate volunteers.

In 2018

1,213

employee volunteers gave

2,039

hours of volunteering.

Creating Access

Our partners enable young people to access businesses and improve their core skills through networking, mentoring, mock assessment centres and careers advice. These opportunities are mutually beneficial giving corporate volunteers a chance to develop their communication, mentoring and leadership skills.

Achieving Diversity

Our ultimate aim is to get disadvantaged young Londoners into paid employment, whilst boosting diversity and social mobility within the capital. We work with London businesses to facilitate apprenticeships, internships and job opportunities, helping them meet their requirements through advertising vacancies, shortlisting candidates and arranging interviews.



88%

of volunteers in 2018 felt that volunteering was useful to their personal development.

Paid internships make a difference

We know, from a study of students who we placed into paid internships at least five years ago, that...

61% are still working in financial and professional services.

59% earn over **£25,000**

These role models help to inspire the next generation - demonstrating that the playing field can be levelled.

Where are they now?

We have over 300 alumni members who champion our work by introducing us to their companies, supporting our programmes and working with their old schools to inspire the next generation.

We are so proud to see many of our alumni members excelling in their careers within financial and professional services. Here's where some of them are now:

- Director, Finsbury
- Associate, Goldman Sachs
- Trainee cyber underwriter, Tokio Marine Kiln
- Vice president, Credit Suisse
- Senior manager (risk assurance), PwC
- Client services specialist, Commerzbank
- Vice president, JP Morgan
- Senior manager, Accenture
- Vice president, Legal Counsel, Swiss Re
- CEO and founder, Chatterbox

A year of impact

8,068 young people
have been supported.

2,243

hours of support were
provided by volunteers.

135

aspiration-raising workshops
were provided for young
people aged 10-19.

79

young people were supported
through mentoring programmes.

112

paid placements
were provided for
our young people.

90

young people received
interview coaching.

81

sixth form work experience
placements were provided.

Across our mentoring programmes:

85%

of participants felt they
had improved their CV
writing skills.

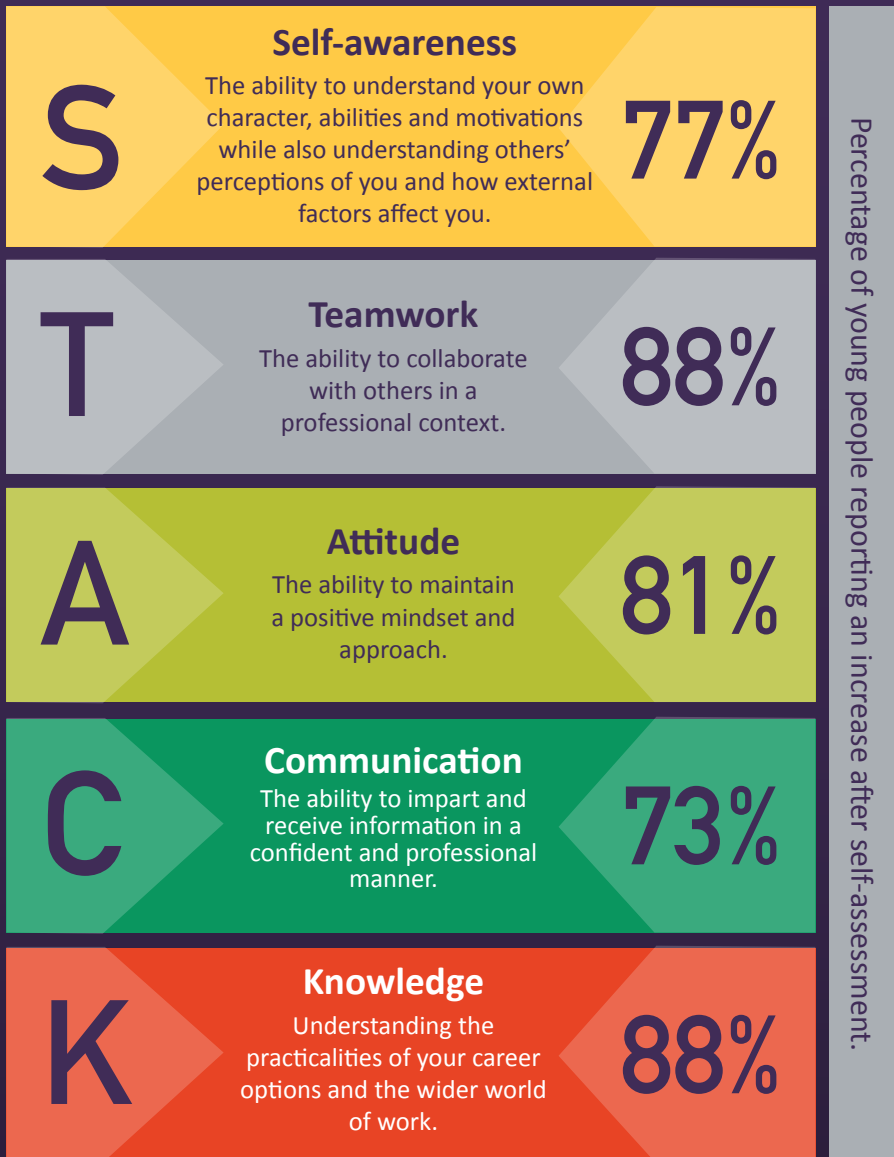
74%

of participants felt they
had improved their
presentation skills.

Impact measurement

Our STACK framework measures changes in the core skills and qualities we seek to develop in our young people, focusing specifically on self-awareness, teamwork, attitude, communication and knowledge.

In 2018, we used this tool to monitor the impact of our key programmes.



Challenge fundraising

From the Royal Parks Half Marathon to the AJ Bell London Triathlon, we were blown away by the support of our corporate partners, alumni members and friends in taking on our Challenge Fundraising activities in 2018!

We were also delighted to be part of the Capsicum DA Charity Cup tournament, which saw 27 football teams take part, raising a fantastic £20,000 for three chosen charities.

Through these activities, the valuable funds will help to support disadvantaged young Londoners in becoming work-ready. The money will help to provide the workforce of tomorrow with the necessary information, guidance and support to compete on a level playing field.



Total raised:

£23,525

“ I was delighted to have the opportunity to raise money for The Brokerage when I took part in the Royal Parks Half Marathon in October 2018. It was a chance for me to take on a personal challenge and get fit, whilst raising money for a very worthwhile cause.”

Tom Porter, Tokio Marine Kiln

The Big Give Christmas Challenge

The 2018 Big Give Christmas Challenge has helped us raise funds towards the launch of The Brokerage Skills Academy – a free service for state educated young Londoners wanting to pursue a career in business.



We're grateful to: Asta Capital Ltd, Bryan Cave Leighton Paisner, BMO, Boies Schiller & Flexner (UK) LLP, Clifford Chance, Deutsche Bank, EQ Foundation, Max Fordham, Northern Trust and Talbot Underwriting, along with many of our individual supporters who successfully helped us unlock all matched funds, more than doubling the value of each donation received!

Total raised:

£15,762

Funders and donors

In 2017/18, our programmes were supported by funding and donations from the following organisations:

- ▶ Allen & Overy Foundation
- ▶ Asta Capital Ltd
- ▶ ArgoGlobal
- ▶ Bank of England
- ▶ Barnett Waddingham
- ▶ BMO
- ▶ Boies Schiller & Flexner (UK) LLP
- ▶ Bryan Cave Leighton Paisner
- ▶ Capsicum
- ▶ CFC Underwriting
- ▶ Citigroup
- ▶ City of London Corporation
- ▶ Clifford Chance LLP
- ▶ Deutsche Bank
- ▶ DWF Foundation
- ▶ EQ Foundation
- ▶ FactSet
- ▶ Forsters LLP
- ▶ Herbert Smith Freehills LLP
- ▶ Insurance Industry Charitable Foundation
- ▶ Lloyd's Community Programme
- ▶ Max Fordham
- ▶ Mazars
- ▶ MS Amlin
- ▶ Northern Trust
- ▶ QBE Foundation
- ▶ RBS
- ▶ Reed Smith
- ▶ Rothschild & Co
- ▶ Royal Bank of Canada
- ▶ Sidley Austin LLP
- ▶ Societe Generale
- ▶ State Street Corporation
- ▶ State Street Global Advisors
- ▶ Talbot Underwriting
- ▶ The Mercers' Company
- ▶ The Nomura Charitable Trust
- ▶ Tindall Riley Ltd
- ▶ UBS
- ▶ Worshipful Company of Actuaries
- ▶ Worshipful Company of Insurers
- ▶ Worshipful Company of International Bankers

Thank you to everyone who has supported us - we couldn't have done it without you!



Funded by

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Acknowledgements

We would like to thank all our partner schools, corporates and everyone who supported us in 2018.

Dedicated to Bill Whitehead, trustee and friend of The Brokerage.

Further information

To find out more about our work, please visit our website: www.thebrokerage.org.uk

Our annual reports and accounts can be found at: www.thebrokerage.org.uk/annual-report-and-policies



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