



THE BROKERAGE

Impact report  
2022/23

TOGETHER | WE ARE CHANGEMAKERS.

# A word from our CEO

Brokerage programmes work. That's the big news from the last year. Working with analysts from Sainsbury's Data Philanthropy, we took a look at career outcomes for our alumni. What we found was that Brokerage candidates who completed internships were 1.75 times more likely than similar young people to secure a professional career in financial services. Brokerage candidates who completed other programmes with us (mentoring, or a series of skills workshops) were 1.5 times more likely to secure such a career. Surprisingly, this effect was most pronounced for young women, who were much more likely to benefit from our programmes than young men.

So we know that over the last 27 years we have helped thousands of people start professional careers they might otherwise not have been able to access. But right now, young people do not feel the outlook for them is positive.

The Prince's Trust's annual survey this year found that the majority of young people from poorer backgrounds are worried about job security and that economic uncertainty made them 'feel hopeless about the future'. The Sutton Trust's COSMO study found that sixth formers that attended state schools and colleges were significantly less likely to have received careers information, advice and guidance. Access to professional jobs remains disproportionately the preserve of those whose parents already do those jobs, with the Social Mobility Commission this year noting that there are three times as many people from more affluent backgrounds in 'higher professional' jobs than there are people from 'lower working class' backgrounds.

This chimes with what our young people tell us. When we speak to them, the repeated refrain is that no-one in their family had ever worked in professional roles and that they lack the networks and knowledge to access these sort of careers, despite their talents and aspirations.



Alumni Che said, "I don't think I could have accessed the sort of experiences and internships I did without the help of The Brokerage". That's a common sentiment young people express. Working with The Brokerage allows them to learn about and access professional opportunities that they otherwise would never have had access to. And it works!

That's why I'm so proud of what The Brokerage team achieved in 2022/23. Over three thousand young people accessed our services or applied for work placements with us. With the help of more than 500 volunteers from our partner companies, we helped those young people develop their skills and knowledge, access work experience and internships, and begin their journey into the sort of careers that we know they have the talent for.

I started work at The Brokerage in April 2023. Already I'm impressed with our candidates and our team and I can't wait to see what we can achieve, next year and beyond.

**Sarah Devonport, CEO**

# Brokerage programmes help young people secure professional careers



Young people who complete Brokerage internships are 1.75 times more likely to secure a professional job in financial, professional and related services (FPRS).

That was the headline from an analysis conducted by Sainsbury's analysts as part of the Sainsbury's Data Philanthropy programme in Autumn 2023.

They compared career destinations of 424 people who completed Brokerage programmes with a control group of 234. They discovered that our internships increase the likelihood of getting a professional job in FPRS 1.75 times and that completing any of our programmes (including mentorships and learning events) increased that likelihood by 1.5 times.

This chimes with the feedback from our alumni, who highlight the importance of completing internships to their career destinations. Across the country, the story is different, with young people from more privileged backgrounds being 60% more likely to secure professional employment than those from lower socioeconomic backgrounds.

Over the last year, The Brokerage has worked with 3,863 young people to help them make a similar journey to our alumni, developing their skills and knowledge and helping them make a successful transition into professional careers.

1.75x



Young people who complete Brokerage internships are 1.75 times more likely to secure a professional job in FPRS

1.5x



Young people who complete any Brokerage programme are 1.5 times more likely to secure a professional job in FPRS

"The Brokerage Internship was my first internship - it was an opportunity I wouldn't have had otherwise. [It] gave me a genuine insight into the industry. It showed me little things like how people dress and interact, as well as the day to day expectations of the role... The Brokerage really set me up."

- Anthony Mgbeike, Brokerage Alumni



"Talent is equally distributed but opportunity is not. The Brokerage gave me access to opportunities that I otherwise would not have had"

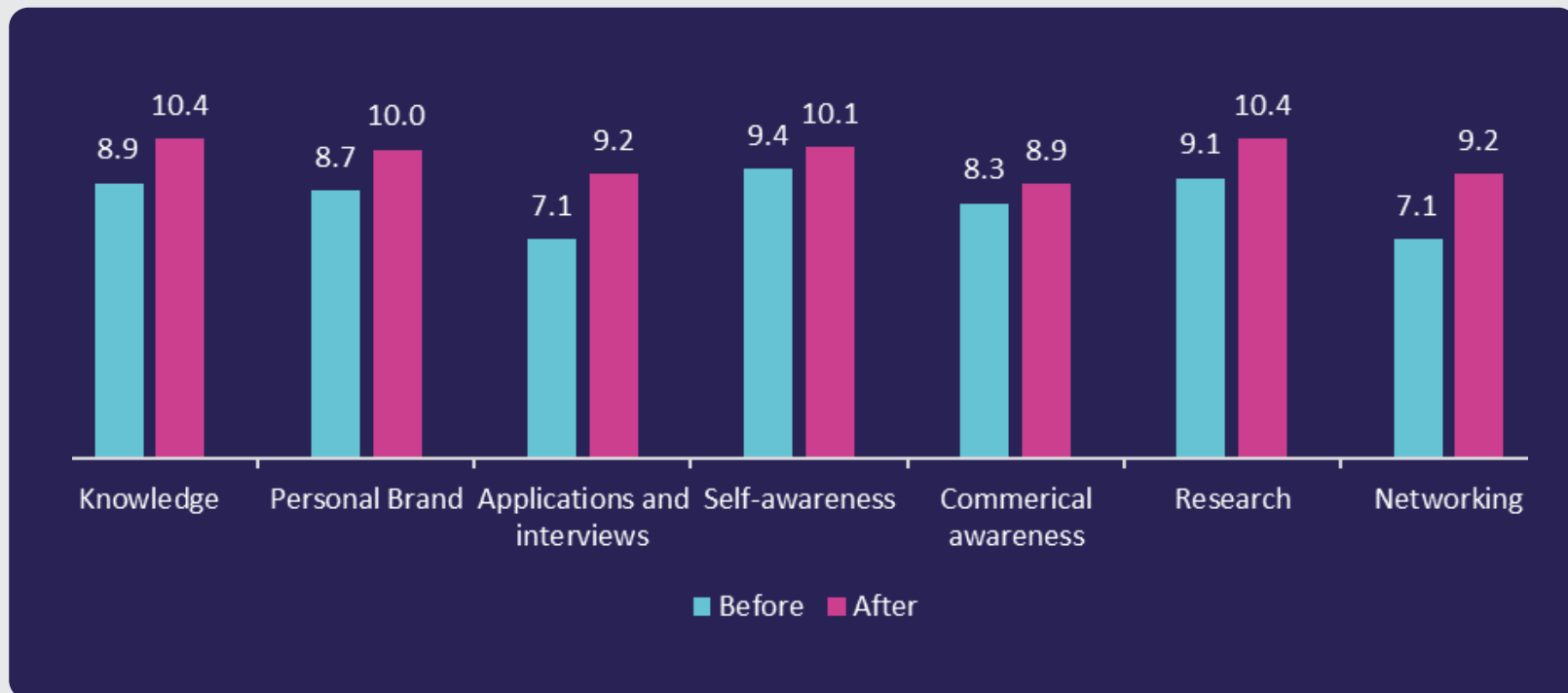
- Ama Ankobia, Brokerage alumni

# Brokerage programmes help young people develop their skills and knowledge

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, 76% of candidates reported an increase in their skills.



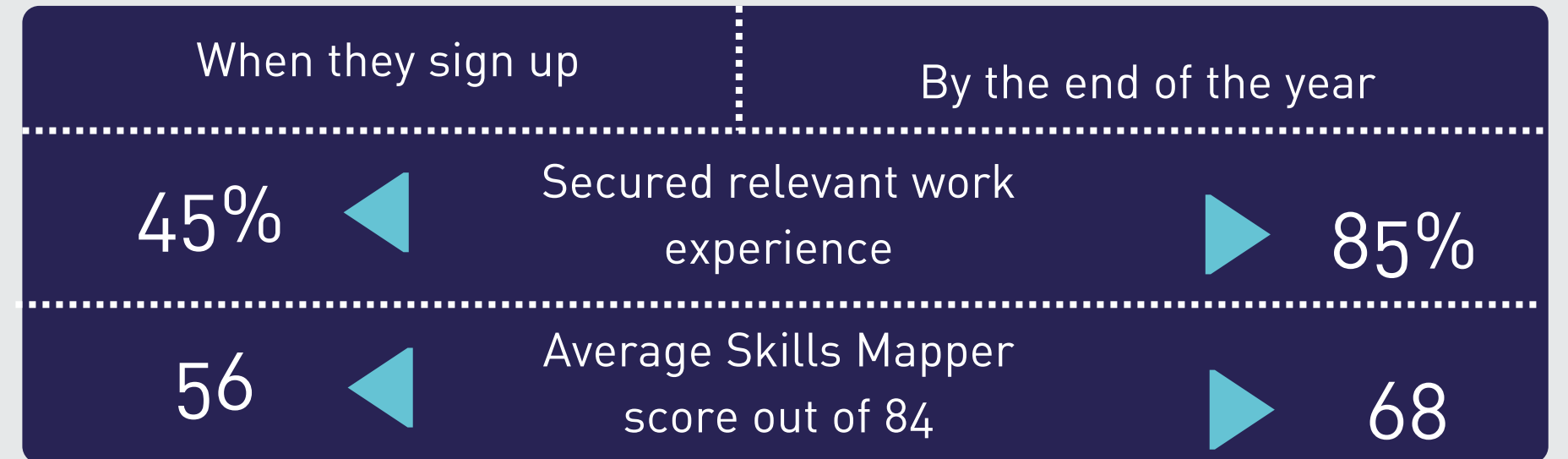
**76%**  
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# Brokerage candidates secure work experience

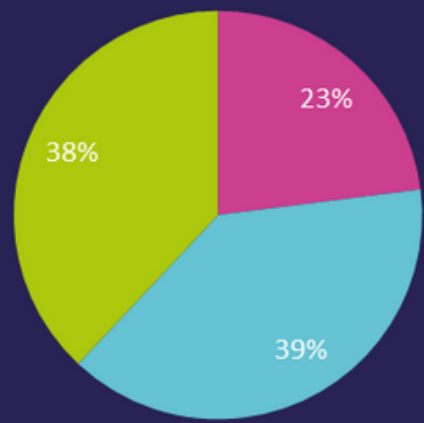


When they sign up with us, 45% of Brokerage candidates have already taken part in work experience related to their career aspirations. By the end of the year, 85% had secured relevant work experience.



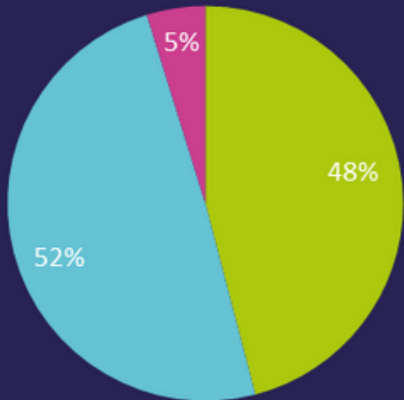
# Who are our candidates?

Social mobility criteria met



■ 2 ■ 3 ■ 4+

Gender



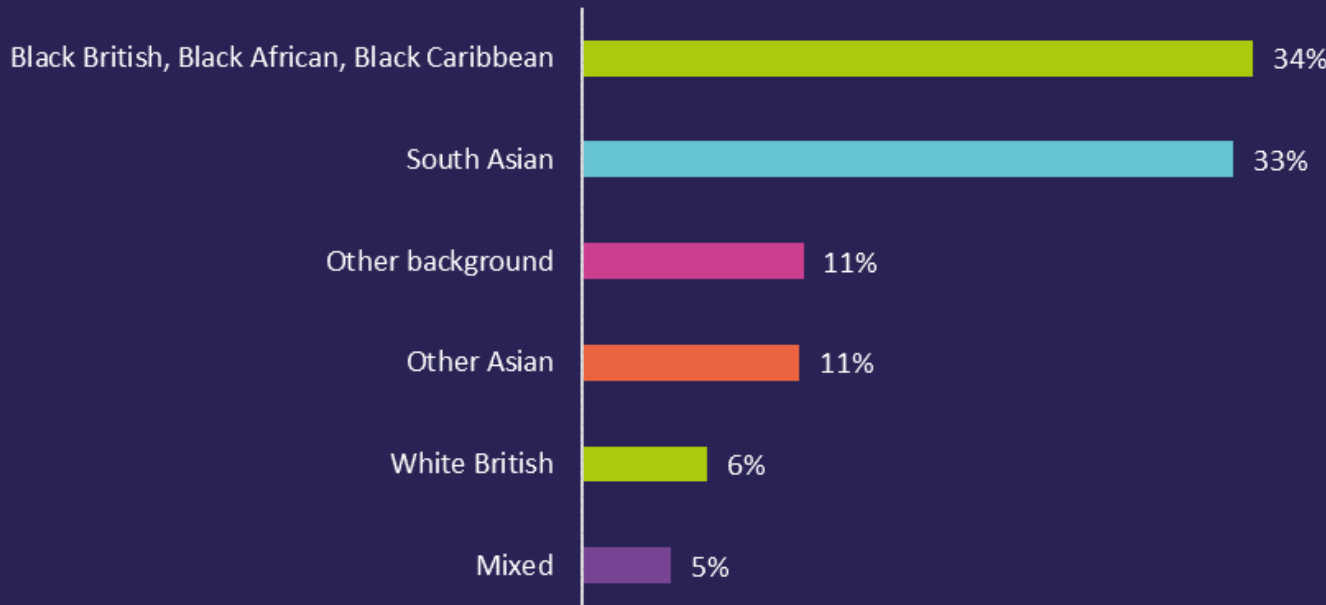
■ Male ■ Female ■ Other

The Brokerage works with young people from working class backgrounds between the ages of 16 and 25. To be eligible, candidates must have attended state school and meet one other of our social mobility criteria:

- Eligible for free school meals
- First generation in family to attend university
- Parents do not have a professional job
- A care leaver

The majority of our candidates (96%) are also from ethnic minority backgrounds and 52% are female.

Ethnicity



# Our theory of change

Brokerage candidates

Partner companies

Brokerage programmes to improve:

- Knowledge of businesses and career paths
- Skills such as interview technique
- Improved work experience portfolio

The Changemaker programme to improve:

- Understanding of people from working class backgrounds
- Improved recruitment practices

Candidates are well equipped to begin their careers

Companies are well equipped to recruit people from working class backgrounds

More working class people working in professional careers

Our theory of change involves two strands of work: our programmes for our young people, or Brokerage candidates, and our 'Changemaker' programme with our partner companies. Both strands come together to meet the aim on increasing the number of people from working class backgrounds working in professional careers.

For candidates, we provide a suite of educational events and workshops. These help develop their knowledge of businesses and potential career paths. They also help to develop important work related skills such as how to make a good application or how to do well in job interviews.

We also help candidates develop their work experience portfolio, including through our own placements such as internships and work experience with our partner companies

With our partner companies we run our 'Changemaker' programme.

The programme includes a suite of events and workshops, including:

- Social Mobility 101
- Experiential Workshop
- Reverse Mentoring

These aim to educate employees, ensuring they understand the issue of social mobility and the experiences of young people from working class backgrounds.

This will help our partner companies more successfully recruit and retain Brokerage candidates and people from similar backgrounds.

# The Year in Numbers

3,863

Candidates took part in our programmes, including 1527 taking part in Outreach events and 2336 accessing our Academy services, by using resources or attending events online and in person.

115

Candidates placed directly into roles with our partner companies. This includes: internships, work experience, apprenticeships, graduate and school leaver roles

846

Candidates attended events as part of our Academy to work towards their 'Brokerage Essentials'

71

Candidates completed internships as part of our Summer Placement Programme (SPP)

468

Candidates completed their Essentials and became 'Brokerage Advanced'

86

Candidates took part in one to one mentoring

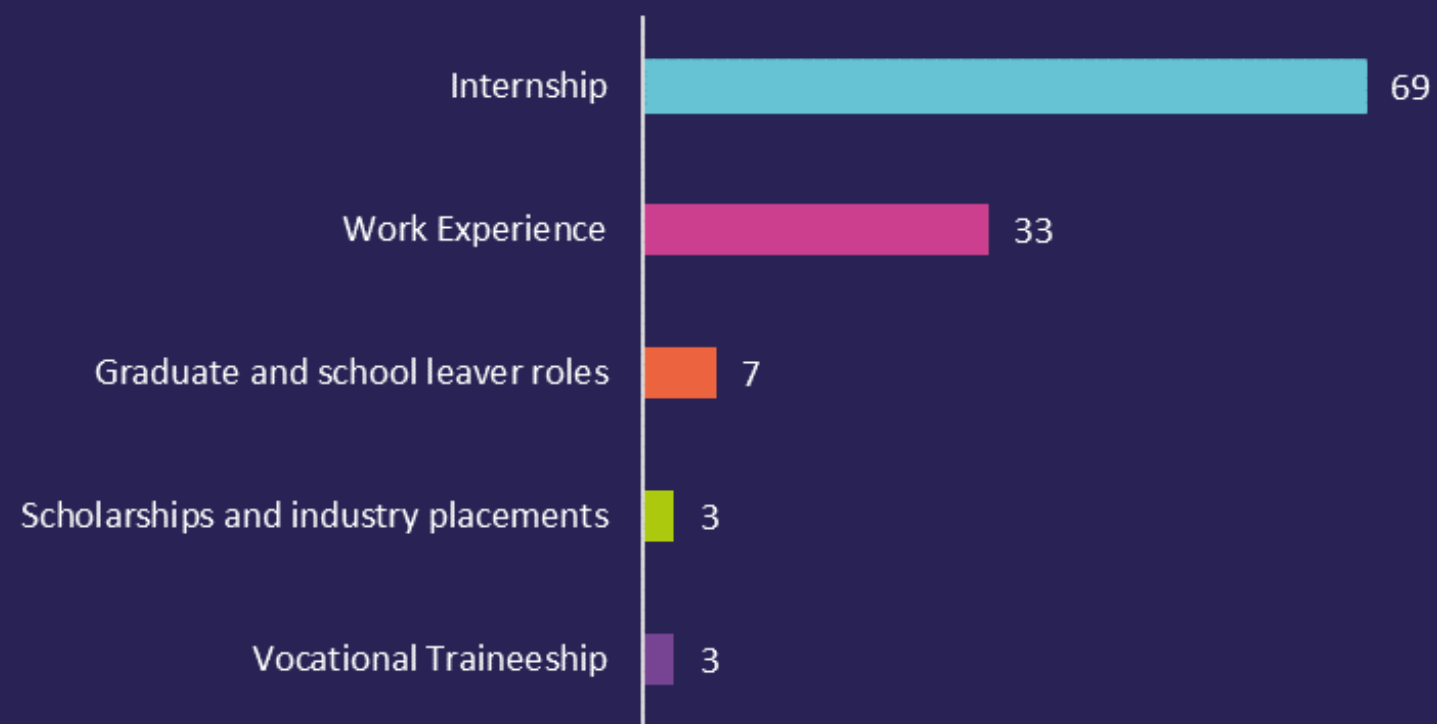


# Brokerage placements help young people gain work experience and begin their careers

In 2022/23, we placed 115 candidates directly with our partner companies. Placements included work experience, paid internships, vocational traineeships, school leaver and graduate roles.

This included 69 internships at 14 different companies as part of our Summer Placement Programme. This programme sees candidates recruited onto paid internships of at least 4 weeks across the summer.

## Placement types



"The internship experience at IQUW is one that I would wholeheartedly recommend to others. It offers a unique blend of independence and support, where interns are entrusted with meaningful tasks while having access to a supportive team and mentorship when needed."  
- Sanah S, intern at IQUW



"This internship was a great experience [of] an industry I had no idea about. Working with St Luke's was such a good experience... It's also a company that values you, they are so open for accommodating employees and care about you as an individual."  
- Takbir R, intern at St Luke's

"The internship... enabling me to take ownership of my tasks while having a supportive team to offer assistance and mentorship. The exposure to various projects and teams broadened my perspective and deepened my understanding of the sector."  
- Nadir R, intern at Riverstone





# Our Changemaker programme help our partners become even better employers



Our Changemaker work aims to help our partners learn more about social mobility and think about how they can change their own practices. We do this through various means, including our popular Experiential Workshop, where employees consider the skills and experiences of people from working class and ethnic minority backgrounds, and how this understanding can be applied to recruitment practices.

Similarly, our Social Mobility 101 session introduces the issue of social mobility, how it intersects with gender and ethnicity, and what companies can do to help address the issue.

Through the Changemaker programme we can ensure companies can better recruit and retain people from working class backgrounds.

121

people took part in Experiential Workshops to learn about the experiences, challenges and barriers that face people from working class and ethnically minoritized backgrounds.

113

people took part in Social Mobility 101 workshops, learning about social mobility in the workplace and how it intersects with ethnicity and gender.

1

Youth Focus Group, where Brokerage Young Leaders provided feedback to help a company make their recruitment activities more attractive to young people.

7

people took part in our Reverse Mentoring and Inclusive Leadership course, learning how to lead inclusively and building their understanding of people from working class backgrounds.

96%

Agreed or strongly agreed Changemaker sessions gave them an insight into some of the challenges and barriers that young people from lower social-economic backgrounds face.



Agreed or strongly agreed changemaker sessions helped them better understand the skills that young people from lower social-economic backgrounds have developed from their lived experience.

94%

"I enjoyed the fact it was a very open and honest discussion and everyone had the ability to give their perspectives. We had the ability to understand biases we have and how we can challenge them."  
- Attendee at Experiential Workshop

"I liked that it was really interactive and prompted good discussion. The team were really good at making it a safe space where we can speak without fear of 'getting it wrong' in order to learn."  
- Attendee at Experiential Workshop

# Brokerage candidates benefit from the support of our partners and volunteers

Brokerage programmes rely on the support of hundreds of volunteers every year. Volunteers support in all kinds of ways, from speaking on careers panels and taking part in practice job interviews, to mentoring or supervising work experience and internships.

This year over 500 volunteers gave their time to help Brokerage candidates develop the skills and knowledge they need to start their careers. Along the way, the vast majority told us that they enjoyed volunteering and that working with our young people helped them with their own professional development.



"[Mentoring a Brokerage candidate] was one of the most rewarding things I've done outside of my direct job responsibilities. Seeing my advice being helpful to my mentee in building his self-confidence and providing assurance that he can achieve what he sets his mind to is the best reward"  
- Anna T, volunteer mentor

"I was impressed by how focused the young people that we met were. They were really engaged, taking lots of notes and asking for tips and advice. It made it a pleasure to take time out of my day to volunteer."  
- Rhea S, volunteer at a Brokerage masterclass

508

Volunteers donated 875 hours to help Brokerage candidates develop their skills and knowledge

5/5

Average answer to the question 'How much did you enjoy volunteering?'

5/5

Average answer to the question 'How useful was this session for your professional development?'

9/10

Average answer to the question 'Would you recommend volunteering with The Brokerage to a colleague?'

# Thank you to our funders, partners and supporters



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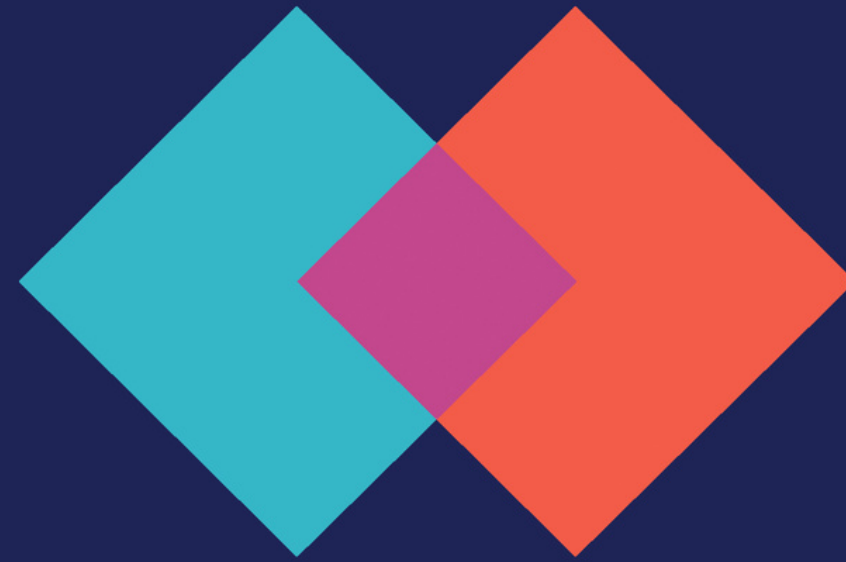


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