

OUR
PROGRAMMES



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THE BROKERAGE

IMPACT REPORT

Stage 1

23 - 24

Assessor
Centre

Talent
CAREER PROGRAMME



TOGETHER, WE ARE **CHANGEMAKERS**



Where Talent Meets Opportunity



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

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

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

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?"



Arka Khastgir

Two years ago, I attended a careers panel to learn about a new partner company. This year, I returned to the panel, but as an intern at that very company, now assisting prospective Brokerage candidates with their applications. Beyond sharpening my professional skills, learning from The Brokerage community has also helped me develop my personal brand and understand what I'd like to achieve in my career.

The Brokerage isn't just a community where I've upskilled and learned about the corporate world. It's an opportunity to amplify the voices of hundreds of talented students from underrepresented backgrounds, shaping the future of the corporate world as we begin our careers.

Through workshops, focus groups, and mentoring sessions, candidates articulate the changes needed to make an impact in the workplace. I'm proud to both learn from and contribute to this vital community."





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.



Hear what our candidates say:

"I am interested in a legal career but had to withdraw from university due to my parent's adverse financial circumstances. I just thought you might like to receive an update on how I utilised the skills I learnt at the Brokerage event to kickstart my career. As of this week, I have accepted an offer to work as a compliance Monitoring Associate at [an insurance company]."

- Brokerage Candidate following the 'Insider Careers Conference' 2024.

"I know the feeling of not having that much and I never want to feel it again - in my year 13 me and my family became homeless. Before we were sort of comfortable but being homeless was a whole new experience. I don't think I even told my friends. When you're homeless you meet other people who were homeless. They said they had been homeless for a long time - that was a huge wake-up call for me. I never wanted to be in such a vulnerable position again."

- Brokerage Candidate

"In my school, we didn't really receive much advice or career support. I'd seen some people talking about the Brokerage. I saw people who looked like me. It's very motivating to see people who look like myself and to know that anyone can get in and everyone deserves [a chance]."

- Fadumo, Brokerage Candidate (name changed for privacy reasons)



A Year In Numbers:

4,618
CANDIDATES

supported by
The Brokerage
across all
programmes.

2,100
CANDIDATES

candidates attending
skills building events

315
CANDIDATES

on the Royal
Academy of
Engineering 'GEEP'
programme.

359
CANDIDATES

completing the
Brokerage essentials
programme to become
'Brokerage Advanced'

708
VOLUNTEERS

volunteers
supporting our
work this year.

87%
CANDIDATES

on the Pathways to the
City programme
reported an increase in
their skills and
knowledge.

70%
CANDIDATES

secured
career-relevant
work experience.

96%
CANDIDATES

on the Royal Academy
of Engineering GEEP
programme reporting
an increase in their
skills and knowledge.

2,203
CANDIDATES

accessing online
resources through
our candidates hub.



Thanks to our valued partners, corporate alliance, funders and supporters, we continue to connect talent with opportunity.

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



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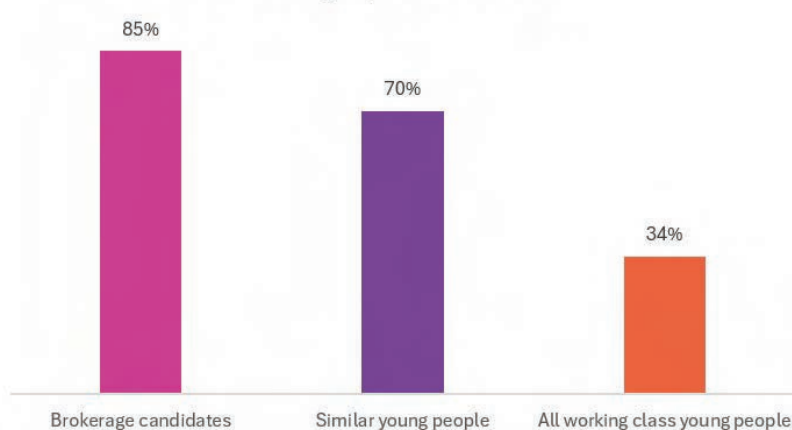
Career Destinations

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





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Pathways to the City Programme



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)



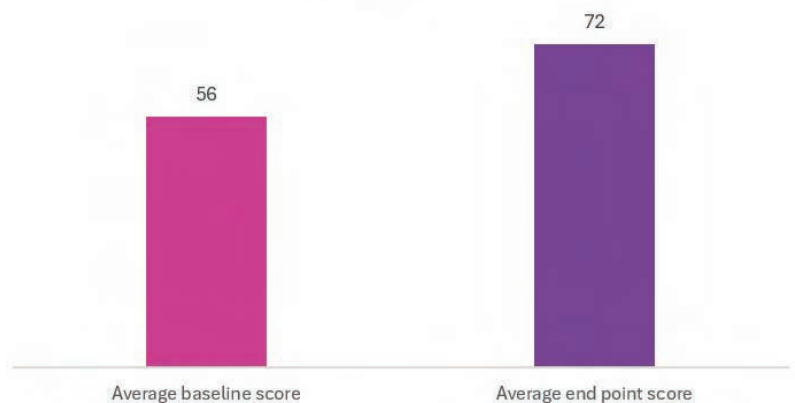
Outcomes

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).**

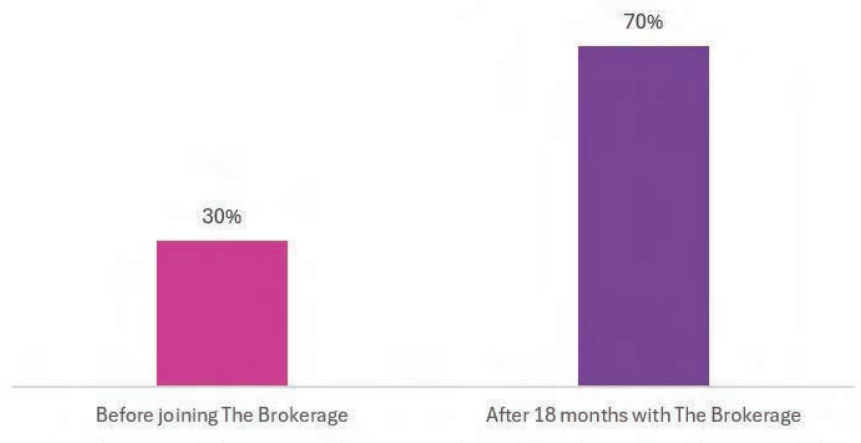
Skills mapper change



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.

"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:

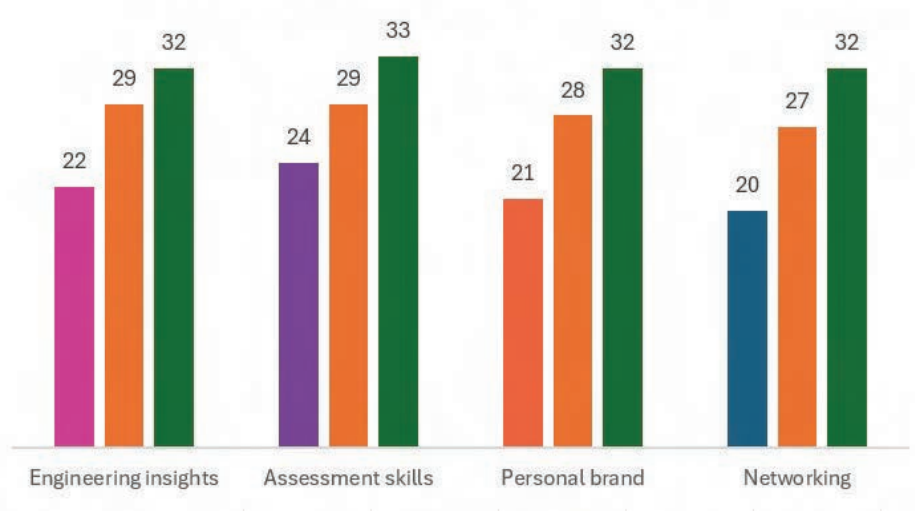
- Increasing diversity and inclusion in engineering by supporting under-represented groups.
- Enhancing students' skills and knowledge.
- Facilitating connections between students and industry.

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.



Tirzah is in her second year at Swansea University, studying Aerospace Engineering. Her university introduced her to GEEP, which she found to be a great opportunity to prepare for her career.

Tirzah completed the GEEP programme and will be interning with the Royal Academy of Engineering.

Paul joined GEEP in November 2023. He is in year 4 of an integrated master's course at Newcastle University.

"If I hadn't been a part of GEEP, I would have potentially struggled with the interviews. That's why I feel like GEEP really helped and gave me invaluable skills to achieve the role."

Paul has secured the role of Graduate Engineer at WSP.

"GEEP provided me more confidence to believe I can pursue a career in engineering and that engineering is for me."

"If I hadn't been a part of GEEP, I would have potentially struggled with the interviews.

That's why I feel like GEEP really helped and gave me invaluable skills to achieve the role."





"I've been with The Brokerage for four years. **I started as a timid 16 year old and through the different master classes I started learning like what I had to bring to the table...** So it's definitely empowered me in the way that I think about how I can approach different work experiences and different interviews and then just in general building my confidence.

[Being able] to speak at Deutsche Bank and Peel Hunt and Quilter, giving me the opportunity to talk about my experiences to both the corporate partners and the candidates has really supported my speaking skills. But there are also other programs. I've done reverse mentoring where I mentored the managing director of Argo Global which is an insurance firm, which allowed me to share my journey and to help others."

Sophie W - Young Leader

Young Leaders

Our young leaders are more experienced young people who have taken part in our programmes and are near the end of their educational journey or already starting their careers. They work with us to give back - for example by speaking at events, or acting as reverse mentors for our partner companies - and also to develop their leadership skills.

Highlights included:

- 28** Young Leaders took part in the programme
- 28** Young Leaders transitioned into the role of senior young leader.
- 5** masterclasses delivered on topics such as Public Speaking; Personal Branding; Diversity, Equity, and Inclusion.
- 13** Senior Young Leader Mentors mentored 28 Young Leaders in the capacity of group mentoring.
- 4** corporate speaking engagements.
- 1** corporate facing focus group with a partner company.

85% of young leaders said they had improved their skills in public speaking, personal branding

85% of young leaders agreed they had improved their ability to make change in diversity equity and inclusion and responsible business

The Youth Voice is at the centre of our work





**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



Industry Volunteers

Our partner companies continue to support our work by providing venue space and volunteers.

708 people gave their time and expertise to help Brokerage candidates develop their knowledge and skills.

"[The Brokerage] is something that I would have enjoyed as a young person, an opportunity which I could really see the benefit of, I could have learned so much if I had my time again and the people around The Brokerage, their dedication is sort of infectious so once you volunteer once you're going to want to do it again and again."

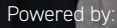
Wayne Lewis, Liberty Specialty Markets, Brokerage volunteer of the year 2024



**New for 2025 is
our Volunteer
Hub for easy
sign up!**

**NEXT
GEN
TALENT**
VOLUNTEER HUB

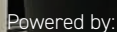




THE BROKERAGE

This internship has had a positive effect on my career trajectory. I now know that insurance is definitely an industry I would like to work in and I will tailor a lot of my grad scheme applications to the insurance industry. It has also developed a lot of my soft skills like the ability to build relationships, communicate effectively and be confident when navigating the corporate landscape. I want to extend my sincere gratitude to my manager for the opportunity to intern here. It's been an incredible experience, and I've learned so much

Tolulope O, Intern at Markel



139 candidates
**PLACED INTO
PROFESSIONAL
ROLES**

It has taught me a lot about Market Risk and has provided me with transferable skills, such as the following: soft skills, technical skills, finance knowledge, and technology use. This will be essential for my future plans, as I want to continue my path into Finance, and having these transferable skills, will help me to settle in well into my future career. **Cassiopeia H, Intern at BMO**

I would like to say a massive massive thank you to both the Brokerage and BMO for providing me with this excellent 2-month opportunity, everything I have learnt on this internship, I will carry with me for the rest of my professional career.



Job opportunities, graduate schemes, industry insights and resources are hosted on our Talent Network Platform

NEXT GEN TALENT

CAREER PROGRAMME

The Future - The Next Gen Talent Programme

In 2025 The Brokerage will launch the newest version of our programme for young people: The Next Gen Talent Programme.

The Next Gen Talent Programme is a social mobility programme that aims to help young people from working class backgrounds successfully begin professional careers by empowering them with the skills needed to secure a first paid role, and then working with them to make sure they secure that role.

It will do this through two stages:

Stage 1 involves a series of workshops that help beneficiaries develop the skills and knowledge to make an effective job application.

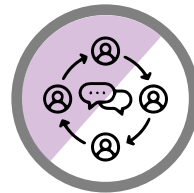
Stage 2 focuses on working with a career coach to apply these skills in order to search for and effectively apply for work opportunities.

A pilot for the Next Gen Talent Programme is already underway, and we look forward to welcoming young people into the programme in Sept 2025.





**TALENT
MATCHING**



**EARLY CAREER
PROGRAMMES**



**LEADERSHIP
LEARNING**



**INDUSTRY
VOLUNTEERING**

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