



EY Foundation Secure Futures

A sector collaboration to help diverse young people access careers in security

What is the EY Foundation?

- ▶ The EY Foundation is an **independent UK charity**, born out of EY in 2014. We support young people from **low-income backgrounds**, using their eligibility for free school meals (FSM) as a core criterion for our programmes.
- ▶ Our approach is to understand the specific challenges faced by different sectors in building a more diverse workforce, accessing hidden talent and demonstrating commitment to social impact.
- ▶ Our ten-year ambition is to enable **all FSM-eligible young people** to have an employment and earnings potential that is equitable to other young people in the UK. We aim to do this through:

All young people eligible for FSM have an employment and earnings potential that is equitable to their peers

The impact of new interventions will be used to help shape the policies and actions of employers and government at a national and regional level.

Digital will be harnessed to develop new ways to expand the reach of employability training and work experience.

Collaborate with employers, schools, colleges, charities and other organisations to raise awareness, influence behaviour change and promote new insights to influence the number of young people supported.

Young people programmes - delivered with employers and utilising insight from both sides of the labour market.

A year at the EY Foundation:

2,916

FSM eligible young people supported

3,082

volunteering opportunities

353

employers engaged

8

regions reached across the UK



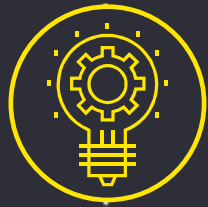
Programme overview: Secure Futures

In collaboration with The Security Institute, Secure Futures is an **8 day employability programme** followed by up to **10 months of mentoring**, which combines our expertise of delivering programmes for young people together with security leaders seeking to **invest in the future of the industry**. The programme is designed for young people **aged 16-18**, in London and Manchester, who want to develop their knowledge of **careers within the security industry** and core employability skills, such as leadership, presenting and networking.



Week 1 - Paid Employability Skills Week

Delivered by the EY Foundation with **volunteering opportunities for professionals from the security industry**. Session include a Leadership Panel, employer insights session, Dragon's Den challenge and cv/mock interview support.



Week 2 - Paid Business Experience

Students are hosted for a **minimum of 3 days** by a participating employer with support from the EY Foundation for the design and set up to gain a further insight into the sector.



Graduation Ceremony

A celebration hosted by the young people on the programme where they share **key learnings and takeaways** from the programme and receive awards. The invitation is extended to supporters, volunteers and business hosts from the programme.

Post Programme: Mentoring and Evaluation Report

Each student will be matched to a mentor, who they will meet during the two week programme. Following the programme, students will be able to meet their mentor monthly for a minimum of 6 months with the option of 10, for support and guidance as they take the first steps in their career. Following the programme, the EY Foundation provide a full impact evaluation report to participating employers (including stats on the skills development of young people and their perceptions of the industry).

The role/ask from employers:

Sponsor

£2,200 per young person
(a minimum of 2 young people)

Host

Commit to hosting these young people for **3 days** in one of the programme locations –
London or Manchester

Mentor

Commit to providing mentors for these young people

How the programme benefits the security industry

Although some young people may be determined to pursue a career in security, most young people don't grow up wanting to join the security industry purely because of the **lack of awareness** about careers within the sector.

Our Secure Futures programme positions security as **attractive employment**, giving industry experts a fantastic opportunity to connect with young people and **create a talent pipeline**.

Through supporting the programme, industry experts have an opportunity to showcase the wealth of **careers and pathways** the industry offers and educate young people about the **role security places in society**, how it **impacts them as individuals** and **upcoming entry level roles**.

Employers also have an opportunity to gain an **insight into their organisation** through a young person's perspective by setting projects during the business experience placement focussing around recruitment of entry level roles and where and how they should be advertised, for example.

Our programme provides high quality **volunteering and training opportunities for security professionals** to get involved in a purpose driven initiative.



“
My knowledge of the security industry was very minimal and basic, but I learnt so much from this experience and had the opportunity to meet so many security professionals and gained great advice for my future

Secure Futures 2022 programme participant

What is your investment used for?

- **To recruit ambitious young people.** Applicants are asked to complete an application for and invited to interview with EY Foundation to understand their motivations and interest, ensuring commitment and a good match for the programme.
- **To pay young people** for the duration of the programme through the EY Foundation payroll and subsidise travel and lunch costs during the programme.
- **To raise awareness of careers within the security industry** and allow the industry to tap into hidden talent.



Next steps

Set up a call with our team to talk through the best options for you. We want to support your business objectives around talent, social mobility and DEI.

Sign a contract to take part in our Manchester Secure Futures programme by end of December 2023 or our London Secure Futures programme by February 2024.

Once our proposal is agreed and our contract is signed, our partnership begins! Next you can expect:

Kick off meeting to discuss the objectives for our partnership and agree key actions for both sides to make our programme a success for young people and your organisation.

Planning for work experience placement. We will provide a template and guidance on activities, you might want to think about a range of people across your organisation who can host young people to help them learn about your organisation and the careers available.

Recruit mentors. Mentoring is a key part of our programmes and we will provide you with communications templates to help you recruit a diverse range of volunteers. Mentors will need to have a DBS check and complete online NSPCC safeguarding modules before the programme starts, organised by the EY Foundation.

Communications. Work together to agree a communications plan to promote the work we're doing together to support young people.



The EY Foundation

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