



Movement to Work

CEO Summit & Youth Employability Awards
Event report // May 2024



Executive summary

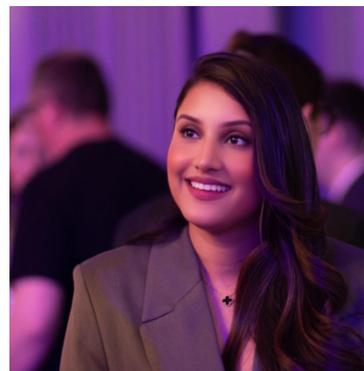
On Monday 15th April 2024, Movement to Work hosted its annual CEO Summit in London with more than 100 attendees from 41 organisations. We convened young people alongside leaders from business, government and youth organisations to discuss youth employment and inspire positive action in the year ahead. The summit was followed by our annual Youth Employability Awards. Here, we welcomed a further 200+ guests to highlight individuals and organisations across the network who have been particularly extraordinary in their efforts to tackle youth unemployment, including amazing young people who are overcoming barriers to work. This document provides a brief overview of the events, including key learnings and next steps.

"We were delighted to host so many wonderful members of our network at the Movement to Work CEO Summit & Youth Employability Awards 2024. Thank you for joining us and being part of our special events!"

Our collective commitment is shaping a future where young people have access to meaningful employment opportunities and businesses thrive through the inclusion of diverse, untapped talent.

We look forward to continuing to work together to invest in our young people, break down barriers and create systemic change."

Sareena Bains
CEO, Movement to Work



ABOUT MOVEMENT TO WORK

Who we are

Founded in 2013, Movement to Work (MtW) helps employers design high quality employability opportunities for young people aged 16-30 who face barriers to work. Together with our network, we have helped to deliver over 180,000 opportunities for young people with over 89% positive outcomes

We are a registered UK charity offering 100% no-cost support to businesses interested in youth employment. All we ask is that you join our community and create worthwhile experiences for young people.

Why we do it

Young people are our future. The more we invest in them, the more we secure the wellbeing of future generations. With over **900,000** young people not in education, employment or training, and over **580,000 economically inactive**, we have a responsibility to help them into work and set them up for success.

Get involved!

W: www.movementtowork.com

E: info@movementtowork.com

@MovementoWork #YoungPeopleWork



"It gives me great pleasure to work alongside the inspirational leaders that join me in the Movement to Work Steering Group, and to see the commitment shown by all the employers and partners that make-up the Movement's community.

Together, we are leading the way in the hope that more businesses will be inspired to help tackle youth unemployment with us.

Together, we are helping to change the lives of young people all over the UK. "

Dr Charles Woodburn CBE, CEO, BAE Systems
Chair, Movement to Work

EMPLOYER CASE STUDIES



DIAGEO



This year, we invited Movement to Work Steering Group members Diageo and Spirax Group to share their approach to youth employment. Each gave short presentations and answered questions, explaining their approach to supporting young people through their organisation, their successes and their challenges.

SPIRAX GROUP

In 2023, Spirax Sarco joined the Movement to Work's Steering Group for their BreakThrough Programme, aimed at young people not in education, employment, or training (NEET). Partnering with The Launch Group, this initiative offers 6 months of paid work experience, training, and support to boost employability and confidence.

With 10,000 employees across 66 countries, Spirax Group's early career programmes seek to reflect their broader company culture. The BreakThrough Programme covers expenses for 6 months and includes benefits like paid holidays, medical insurance, wellbeing support, and inclusive policies.

The Launch Group conducts virtual assessment days, focusing on informal interactions, icebreakers, group discussions, and mini 1-1 interviews. Successful candidates start the pre-employment training the following week, supported by a Whatsapp group and bitesize learning sessions.

The programme culminates in a presentation showcasing the candidates' growth in confidence.

Speakers:

- Gregor Thain, Group Head of Talent and Organisation Effectiveness, Spirax Group
- Laura Caluori, HR Advisor & Programme Manager, Spirax Group

DIAGEO & SPRINGBOARD UK

We also heard from Kate Gibson and Chris Gamm who told us about their longstanding partnership to deliver Diageo's Learning for Life programme. Diageo's Learning for Life programme, delivered in partnership by The Springboard Charity offers five different delivery models based on need and with interventions aimed at helping unemployed people from disadvantaged backgrounds into the hospitality industry.

Their unique courses support the development of key skills and offers industry recognised qualifications, Diageo specific training modules, industry visits and workshops on employability and soft skills to help set participants up for success in their chosen career in the hospitality industry.

The scheme is also designed to help address the challenges that the hospitality industry is experiencing. For example, the rising costs of running and managing an outlet for operators and the continued struggle to recruit and retain staff.

By offering a hybrid model of digital and face to face training interventions based on both individual needs and the needs of the hospitality industry, Diageo has adapted their Learning for Life programme to ensure they reach 1100 people in 2024.

To date, 6000 unemployed people have been trained in the UK and in 2024 70% of those immediately achieved a positive destination (full-time employment or further education); growing to 92% after 12 months. 3000 HLT businesses have engaged with the course, in 27 locations in the UK.

Speakers:

- Kate Gibson, Director of Society, Diageo
- Chris Gamm, Chief Executive Officer, The Springboard Charity & Springboard UK

KEY LEARNINGS

- Offering paid Work Experience helps to break down financial barriers and ensure equal opportunities and accessibility.
- Providing quality programmes and creating meaningful pathways, whether it be within your organisation or your wider ecosystem, is key to the long term success for the individuals at the heart of the programmes.



EMPLOYERS & YOUNG PEOPLE IN CONVERSATION

We hosted a panel discussion featuring three representatives from Accenture, BAE Systems and The Department for Work and Pensions alongside three young people who have completed one of their employability programmes.

Speakers:

- Richard Hamer, Education & Skills Director, BAE Systems
- Soph Haschka, BAE Systems (youth rep)
- Diahann Abraham, Apprenticeships & Internships Manager, Accenture
- Emma Charles-Wilson, Technology Degree Apprentice, Accenture (youth rep)
- Nicki O'Connor, Strategic Partnership Manager – North West Area, Department for Work and Pensions (DWP)
- Bradley Hadlington, Administrative Officer, Department for Work and Pensions (youth rep)

Soph Haschka was part of BAE Systems first intake of Kickstart recruits back in April 2021. Now an Assembly Technician at BAE Systems, Soph completed a six-month paid Kickstart placement, after intermittent unemployment. Soph provided an insight into the struggles that young people can face during periods of unemployment but how this can be turned around with the help of a supportive employer.

We also heard from Richard Hamer who explained that BAE Systems use work experience as a vehicle rather than a traditional interview, giving young people the confidence and opportunity to demonstrate their unique qualities and potential.

Emma Charles-Wilson, a degree apprentice at Accenture, found it challenging to secure a job in the creative industries during the pandemic. Participating in Accenture's Movement to Work programme introduced her to tech careers and prepared her for her apprenticeship.

Emma was joined by Diahann Abraham who shared the importance of Movement to Work programmes in supporting Accenture's future talent pipeline. In 2023, 42% of apprentices for Accenture's London Technology Degree apprenticeships came through Movement to Work Programmes.

accenture

BAE SYSTEMS

 Department for Work & Pensions

Bradley Hadlington, now employed full-time at The Department for Work and Pensions, overcame work barriers through the Movement to Work programme. Initially interested in music or mechanics, he shifted to the Civil Service after meeting his work coach, Kirsty, and is now considered a potential future coach himself.

His colleague Nicki O'Connor, shared the importance of flexibility for young people,, their programmes flex between 2 and 8 weeks depending on the needs of the individual.

KEY LEARNINGS

- Evaluate and evolve to support the ever-changing needs of young people.
- Start small and expand, young people make the programmes what they are.



"I have found my place here, I couldn't wire a plug before I started, now I'm working in microelectronics!"

Soph Haschka,
Assembly Technician, BAE Systems

DATA POINTS

LIVE POLL RESULTS

During the summit, we engaged the audience in live polling to gauge their views on some key topics.

WHAT ARE THE KEY FEATURES OF HIGH QUALITY WORK EXPERIENCE?

As part of the event icebreaker, attendees formed a word cloud in response to the prompt. Themes such as “linked to jobs”, “mental health”, “mental health and “soft skills development”, getting the most traction, alongside “buddies”, “feedback” and “transparency”.

Movement to Work has compiled employer guidance on what good looks like when it comes to work experience as the vital breaker of the “no experience, no jobs” that many young people find themselves in. We are also increasingly looking to motivate our employers to ensure quality over quantity, and connecting work experience to genuine career pathways. We are also wanting to work with government to have the apprenticeship levy become more flexible, allowing employers to use work experience as a stepping stone in the apprenticeship onboarding journey providing a win-win for businesses and young people. Watch this space for more thinking around innovating our approaches to work experience and get in touch to access free advice!



7%

of attendees thought work experience meets the needs of young people today



58%

of attendees said employers should link work experience to jobs / apprenticeships as a top priority



71%

of attendees said the biggest benefit of youth employability programmes was a stronger talent pipeline

WITH THE EMERGENCE OF GENAI, HOW MUST EMPLOYERS ADAPT?

The dominance of GenAI has forced us all to consider how this rapidly advancing tech might help or hinder our individual and collective circumstances. We asked our audience what are the top two things businesses should consider to evolve in response to GenAI. The highest proportion of votes went to “more emphasis on human and soft skills” (51%) and “upskill recruitment on GenAI” (50%).

This tells us that there is a dual need to rapidly upskill HR teams to understand GenAI better and at the same time, to remember, in a world where tech can write stellar CVs, that soft skills still have enormous value and so human-centred and in-person recruitment processes are critical, especially for young people.

Here at Movement to Work, we are actively exploring what this means for employers, but more importantly, what GenAI means for NEET young people who are struggling most. Stay tuned for more updates and let us know what you’re learning in your organisation.



“I’m blown away by the impact of Movement to Work. This is a fantastic reminder that young people should be in the front of our minds”

Tammy Fevrier,
Deputy Director, Youth and Skills,
Department for Work and Pensions (DWP)



AWARDS & ACKNOWLEDGMENTS

Our annual awards event highlights the individuals and organisations across the network who have been particularly extraordinary in their efforts to tackle youth unemployment, including amazing young people who are overcoming barriers to work. This year we received a record number of nominations, revealing the length and breadth of our amazing community. Congratulations all!

For a full list of 2024 nominees please see [here](#).

2024 WINNERS & HIGHLY COMMENDED

- **Best Newcomer – Employer**

Winner: Strive Developments

Highly Commended: N Brown Group

- **Best Newcomer – Partner**

Winner: YMCA England & Wales

Highly Commended: YouthBuild Ventures UK

- **Employer of the Year**

Winner: Marriott Hotels

Highly Commended: HMRC Debt Management

- **Mentor of the Year**

Winner: Elsie Vivian, MBDA UK

Highly Commended: Rebecca Slade, Springboard

- **Partner of the Year**

Winner: Catch 22

Highly Commended: People Plus

- **Innovator of the Year Award**

Winner: Salesforce with Catch 22

Highly Commended: Georgina Hurtle, Manpower Group

- **Rising Star Award**

Winner: Gabrielle Howell BAE Systems

Highly Commended Shane Lee – M&S

- **Breakthrough Star Award**

Winner: Toni Hollywood, BAE Systems

Highly Commended: Brandon Tattersall, BAE Systems

Acknowledgements

Movement to Work's biggest annual event simply could not be possible without the dedication and support of our generous sponsors and partners. A huge thank you to our hosts at Marriott for the stunning venue of The Ballroom at JW Marriott Grosvenor House London. In addition, many thanks to Tesco, Diageo, M&S, The Prince's Trust, Smarts / MSQ and Powwow Events for their valuable contributions. Thank you to our wonderful MC Angellica Bell for hosting both events once again.

Special thanks to our fantastic speakers in order of appearance:

- Angellica Bell (Event MC)
- Charles Woodburn CBE, BAE Systems CEO and Movement to Work Chair
- Tammy Fevrier, Deputy Director, Youth and Skills, Department for Work and Pensions (DWP)
- Gregor Thain, Group Head of Talent and Organisation Effectiveness, Spirax Group
- Laura Caluori, HR Advisor & Programme Manager, Spirax Group
- Kate Gibson, Director of Society, Diageo
- Chris Gamm, Chief Executive Officer, The Springboard Charity & Springboard UK
- Richard Hamer, Education & Skills Director, BAE Systems
- Soph Haschka, Assembly Technician, BAE Systems
- Diahann Abraham, Apprenticeships & Internships Manager, Accenture
- Emma Charles-Wilson, Technology Degree Apprentice, Accenture
- Nicki O'Connor, Strategic Partnership Manager – North West Area, Department for Work and Pensions (DWP)
- Bradley Hadlington, Administrative Officer, Department for Work and Pensions

FEEDBACK

Thank you to those of you who took the time to feedback on the CEO Summit. This really helps us to understand what works well and how we can continue to evolve these events in the future. Here's some insight we've had so far:

- Facilitate more round table discussions; it's really valuable to share with other organisations and learn from each other to reach a common goal.
- Include a spotlight feature on more employers, both large and small.
- The young speakers sharing their stories is truly inspiring – could more of these be shared please!

ACTIONS & NEXT STEPS

- Over the coming weeks and months we will use the insights from the CEO Summit to further drive positive change throughout our network and beyond.
- With the support of our employer and partner network, we are aiming to help more #YoungPeopleWork.
- We will be hosting a series of employer and partner engagement events and initiatives to share best practice and together, face into some of the key challenges impacting the employment opportunities of young people.
- Employers - join the Movement! If you are not already involved with Movement to Work, consider joining today. There is no fee for your organisation - all we ask is that you support our mission to deliver quality programmes and life-changing opportunities for young people. Watch more case studies [here](#).
- Existing employers - introduce us to people in your network so we can grow the community together!
- Young people - join our Youth Ambassador programme! Have you completed a MtW programme and would now like to be part of a growing community of young people committed to adding their voice and inspiring employers to break down barriers to work? Register your interest here: www.movementtowork.com/youth-ambassadors
- If you have any questions about this report or ideas for how we can work together - please get in touch with a member of the team to talk further!



Stay in the know!

- Please follow us on our social media channels and tag us in content that you want us to see! Here you will also see the latest updates from the Movement to Work network and how you can get more involved.
- Sign up for our [newsletters](#) to know what's happening in the community as well as tracking live youth opportunities.
- For more information on any of the above please contact: info@movementtowork.com or reach out to your dedicated Movement to Work account manager.

W: www.movementtowork.com

E: info@movementtowork.com

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