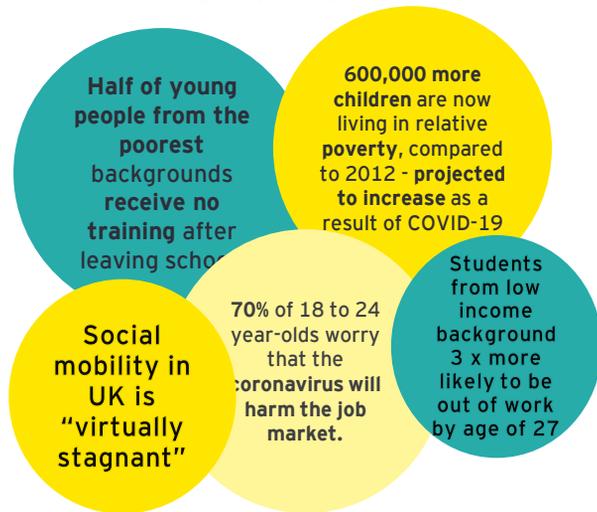


Secure Futures: A sector collaboration to help diverse young people access careers in security

The challenges young people face



What is the EY Foundation?

- The EY Foundation is an independent UK charity, supporting young people who face significant barriers to employment.
- Through our deep understanding of **both sides of the labour market**, we bring young people and employers together to close the **skills gap** between UK business and hidden talent.
- We work closely with **employers** to deliver **employability skills programmes**, and ultimately to help young people access the meaningful jobs that they want to do.

Business Benefits for your business and the security industry

- ▶ Secure Futures is an opportunity to **support diverse young people into future careers in security, future proofing your sector.**
- ▶ **Working collaboratively** with security organisations from across the sector, this is a fantastic **opportunity to network** with likeminded organisations to **improve your sector and public perceptions**
- ▶ Your organisation and people will have the opportunity to **inspire young people, sharing your skills and expertise** as they make **important choices and take the first steps** in their career
- ▶ Throughout the programme, you can **bring real world challenges** to young people, who will surprise you with their **fresh insights and perspectives**, approaching existing and future issues with an enthusiasm to make the world safer

“I loved the sessions where different professionals from all backgrounds spoke about their experience, their success, the challenges they faced and the lessons they learned from it. Their wisdom greatly inspired me and I learnt a lot from it.”

Secure Futures student

“Partnering with the EY Foundation was a no-brainer, they get our vision. They've delivered with incredible drive, energy, professionalism and enthusiasm.”



Programme supporters include:



Security Industry Authority



Security Awareness Special Interest Group



Programme Details

- ▶ We target ambitious and bright young people aged **16-17 from low income backgrounds**
- ▶ Recruit from schools in your **target locations**
- ▶ Participants receive **one week of paid employability skills** training (ILM accredited programme)
- ▶ We deliver sessions to **boost 'future' skills** in collaboration with you and other organisations who are supporting the programme.
- ▶ Participants then undertake **3-5 days of paid work experience** with a business host where they provide answers and insights for real business challenges, and develop some technical skills (virtual or in person depending on employer preference and government guidelines).
- ▶ **Graduation ceremony** held by EY Foundation on the final day of business experience to celebrate the young people's achievements.
- ▶ Each young person receives **1:1 mentoring** by an employee from a Secure Futures funder organisation for up to 10 months - mentors commit to meet their mentee once a month.
- ▶ **Ongoing networking and skills-boosting events** for young people via EYF alumni network events.

Funding and volunteering options

	Type of supporter	Key details
Funder	Funder <u>and host</u> - fund & host same amount of Young People	<ul style="list-style-type: none"> • Fund and host a minimum of 2 students, at a cost of £4,400. • Please note that you may be asked to host more young people than funded (e.g. fund 2, host 4). • Opportunities for people to volunteer/mentor • Opportunities to collaboratively fund and host young people with your clients and supply chain
	Funder only (employer)	<ul style="list-style-type: none"> • Your organisation makes a donation. • No hosting • Volunteering/mentor opportunities. • Note that EYF may request support with introductions/promotion of programmes to their networks.
	Funder only (individual)	<ul style="list-style-type: none"> • Individual makes a donation. • No hosting • Volunteering/mentor opportunities. • EYF may request support with introductions/promotion of programmes to their networks
Host	Host only	<ul style="list-style-type: none"> • You need to be able to host a minimum of 2 students.
Volunteer	Volunteer (facilitator/speaker)	<ul style="list-style-type: none"> • Volunteer to share career/employer/sector insights, or support with facilitation of sessions during week one or week two of the programme.
	Dragon's Den judge	<ul style="list-style-type: none"> • VIP Volunteering opportunity for senior leaders of funder employers, or individuals making donations.
	Mentor	<ul style="list-style-type: none"> • Individuals from any participating employer who volunteer to mentor.

Our role: How we deliver high quality programmes

Our programmes are delivered by an experienced team who manage the **end to end service**, enabling your organisation to **add value** and **maximize impact** through hosting young people and volunteering. Delivering virtually or in person, we will:

- **Recruit ambitious young people.** Applicants are interviewed by EY Foundation to understand their motivations and interests, **ensuring commitment** and a **good match** with business hosts and mentors. Schools are required to certify the character and attitude of successful candidates.
- **Put in place legal and safeguarding requirements** such as DBS checks and training for mentors, health, safety and risk assessments for business hosts, as we have done for other employers with complex requirements including the Met Police
- **Be a continuous point of contact** during work experience weeks, keeping in touch with employers and young people to check in
- **Assure programme quality** through rigorous planning and using tried and tested content with elements aligned to your businesses
- **Pay the young people** for the full programme through our payroll
- **Evaluate the programme** through pre and post programme surveys and case studies, working with you to understand additional metrics you require
- **Produce comms content** and case studies to promote this programme across the sector
- Links with our large **alumni network** who can give insight beyond the programme



FAQs

What are the next steps?

Once our proposal is agreed and our letter of engagement 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 some online NSPCC safeguarding modules before the programme starts, organised by EY Foundation.
- **Communications:** Work together to agree a communications plan to promote the work we're doing together to support young people.

Where do the costs go?

Your funding covers the end to end service provided by the EY Foundation. This includes our outreach to schools, recruitment and onboarding, the young person's salary, accreditations, lunches, travel and the delivery of the programme including, volunteer training, DBS checks, alumni network resources and events. We also courier laptops to all young people on the programme and support with internet connectivity where possible.

Would our employees receive the opportunity to engage with any of the programmes?

Yes! Our programmes will provide skills based volunteering opportunities for employees, from work experience hosts (3-5 days), mentors (once a month for 10 months) and skills session facilitators (1-2 hours). The amount of time a volunteer gives to a young person is flexible and all volunteers will receive training.

Secure Futures 2021: Case Study

Employability skills week: February 2021

We were delighted to be joined by **27 diverse young people** from London on the first week of the virtual programme. The programme was positively received by all the students, testament to the **support of all the sponsors** and the **17 security professionals** who joined us throughout the week representing **13 businesses**.

Employer insights: We were joined by seven security professionals from across the sector who shared insights into their interesting and varied career journeys, and their hopes for the future for a more diverse and inclusive security industry.

Leadership panel: Three security leaders shared their **experiences of leadership**, answering lots of questions to help students understand **what makes a good leader** and **top tips on taking care of yourself and business**

“The business team project was extremely fun and engaging! **Working in a team really taught me a lot** and allowed me to **develop my communication, teamwork and problem solving skills**. The moment we had to present our project was very exciting and we were all nervous... I had to answer questions from judges and while it was intense, it greatly **helped me build my confidence**. When we finally finished presenting, we were all very happy with how we did and understood the **importance of each member in making our project come into life.**”
Ifaz, Secure Futures student

Business experience week: April 2021

All the students joined us for the second week of the virtual programme. Over four days, students experienced **a day focused on three of the key areas of security; physical, cyber and personnel**. Security professionals from across the public and private sector shared insights into **real security challenges**. Students particularly enjoyed taking part in **scenario challenges**, using a Lego tabletop exercise to protect a power plant, and **developing a security plan** for a red carpet event in central London. On the final day students joined a webinar where they **shared their experiences** of the programme, and concluded the week with a **graduation ceremony to celebrate their achievements**.

“The security industry is much more than just security guard outside of malls. Its about thinking ahead, thinking as a criminal, thinking about the different events that can happen and **how to prevent them and how to act if they do happen**. It requires a lot of **problem solving and critical thinking and understanding the ever changing field of security**”.
Secure Futures student



Dragon's Den: Young people were set a challenge to design an app to help young people learn about careers in security, as well as tips for personal security. The young people rose to the challenge, with the four groups coming up with some fantastic ideas and wowing the judges!

“I found the programme highly beneficial and interesting, **I had no idea there was such a vast variety of sectors within the security industry**. This has definitely made me **open to exploring career paths within security**. The business presentation during Dragon's Den has also helped me **to develop my communication and presentation skills**... Overall this was an **incomparable and beneficial experience!**”

Secure Futures student

