Impact Report 2022-23

SCULPT
SHAPE YOUR FUTURE

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Sculpt does an amazing job at personalising your experience and finding the work that will help you succeed in your career and studies...I am so grateful for my placement with Sculpt

Young Person, aged 15

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Foreword

2022 was very critical for Sculpt and in late December, we secured some remarkable funds, which was a milestone for the organization, and later in January 2023, we started to grow and expand our team. Our Youth Advisory Board meetings continued, ensuring that youth voice remained heard and prioritised.

I feel proud to say that even though IARS has turned into Sculpt, the core value for the organisation remained almost untouched. We continue to support young people, equip them with the necessary knowledge and skills to lead more positive and successful lives, and encourage them to use their voices to enact change in their local communities.

This report sheds the light on the 2022-2023 journey of Sculpt and shares the positive impact that our programmes have had on young people.

Amal Amra-Tutuianu,
Youth Advisory Board Member

The past year has been an exciting time for Sculpt. From successfully delivering on our youth employability programmes to expanding the diversity of our incredible YAB team, Sculpt has been fantastic for young people to seek new opportunities from all walks of life! I look forward to another year of success for the YAB with the guiding hand and support of our fabulous Sculpt team.

Kristian Mower,
Youth Advisory Board Chair

Note from the CEO

I am delighted to be able to report back on our first full year as Sculpt, our new name and identity.

This year we completed the transition from IARS to Sculpt, completing our existing EU projects and moving towards a different model of UK-based programmes with a greater emphasis on directly delivering projects that help young people navigate their transition to adulthood and supporting every young people we work with to shape and feel confident about their own futures.

As we move through this transition I would like to give my personal thanks to our Chair of Trustees, Simon Goldhill, who stepped down as Chair of Trustees in February this year. Simon joined the Board in 2019 in order to ensure the transition from our Founder to a new CEO and team, and has skillfully navigated that and our rebrand to Sculpt. We are grateful for his leadership during this transition phase, and delighted that he is able to have achieved his aim before he stepped down.

This year was the final year of a very successful period of IARS lifecycle in delivering high quality youth-led research projects across Europe through our Erasmus+ programme funding. We were grateful to have the opportunity to deliver so many programmes that engaged with partners from across Europe and allowed us to focus deeply on a range of issues that affect young people. This year we continued to look at the value of entrepreneurship in influencing social change in a variety of fields, from sustainability to digital to the cultural and creative arts.

We also continued to think about the damage that stereotypes can do, with our Shanarani project focusing on gender stereotyping in film and TV, and our Queer Migrants project educating professionals on the double stigma affecting migrants and refugees who are in danger both because of where they have come from, but also because of their sexual or gender identity.

One thing that hasn't changed is our commitment to bringing young people together to share their experiences, learn from each other and break down the barriers that can exist between people of different backgrounds and nationalities. We were delighted to move beyond covid restrictions to welcome European Solidarity Corps volunteers from Romania, Spain, Finland and Italy to London and to send one volunteer from the UK to Spain. We also welcomed 9 interns from the USA, all of whom contributed richly to our organisational life and programmes. You can read about some of their experiences on page 8.

As we continued our transition in programming, our priorities this year have been in three areas -

- Employment Support
- Leadership training and Mentoring
- Youth Voice

We conducted 11 projects in the areas of employability, gender discrimination, entrepreneurship, environmental sustainability and mental health during the course of this year.

I am also delighted that we have been able to refresh our Youth Advisory Board with a new group of young people and a new Terms of Reference that bring the YAB even closer to the heart of governance at Sculpt.

With a fresh visual identity and a new energy, we look forward to building the work of Sculpt to support more young people to shape their own futures and that of their communities.

Dr. Claire Bonham,
Chief Executive

Young people in the UK

524k approximate number of people aged 16-24 that are currently unemployed (Gov.uk, 2023)

Young people in the UK have among the lowest life satisfaction in Europe (The Children's Society, 2022)

Only **34.4%** of those in education thought they understood the skills employers were looking for (Youth Employment UK, 2023)

56.6% of those looking for work thought their biggest barrier to employment was a lack of work experience (Youth Employment UK, 2023)

Young people with protected characteristics are around **20%** less likely to feel safe in their local community and the most likely to feel 'very unsafe' in their local area. (Youth Employment UK, 2023)

Only **3%** of trustees in the UK are under 30 years old (Young Trustee Movement, 2022)

Over **70%** of young people don't feel listened to in their communities (The Children's Society, 2022)

3x Young people with a learning disability are three times more likely to be NEET (not in education, employment and training) than those without a learning disability (Mencap, 2022)

Our year in numbers

9 youth-led programmes designed and delivered

5 community events hosted to celebrate and recognise the achievements of young people

21 partners brought together to deliver and develop support for young people

944 young people participated in our programmes to build key skills, knowledge and confidence.

431 professionals reached through our programme pilots, supporting them in their work with young people.

12 Youth Advisory Board meetings

13 excellent internships hosted for young professionals

42+ hours of social action delivered

100% of young people, partaking in our flagship employment programme, felt more employable following completion

100% of participants of our annual youth led magazine felt as if their voice has been listened to

100% of our Youth Advisory Board members felt their communication skills have been nurtured and developed

The words of young people

Case Studies

Liisa Antola

I am Liisa and I took part in the ESC volunteering programme with Sculpt in summer 2022. The advertisement for programme recruitment popped up on my screen while I was living in California. I had recently quit my stable permanent job in my home country of Finland due to a value misfit and I was looking for a new direction in my life. Although California and the entrepreneurial program I was part of at the time were great, it was not the right time to begin a company of my own.

The ESC programme at Sculpt not only satisfied my urge to take part in activities that met my altruistic needs, but it also allowed me to develop a range of transferable skills that are vital in my journey to self-employment. The project topics we engaged in felt more meaningful than I could have ever imagined and I still take great pride in talking about my volunteer placement with every person I meet.

Now my volunteer placement has come to an end, I have taken the skills and experience developed and I am pleased to say I have now secured a permanent employment opportunity in the UK in a dream position where I can have an impact on the state of diversity, equity and inclusion in the financial services sector. I do not think I could have landed this job without the opportunity Sculpt provided for me in London.

Jacapo Casini

My experience with Sculpt all begun on the European Youth Portal website, where a lot of organizations offer placements for flexible internships. I applied to do an internship with Sculpt because I wanted to improve my project management skills, something that I knew I needed to develop if I wanted to proceed with my future career plans.

Furthermore, working in one of the biggest cities was initially a daunting thought so I knew that if I could accomplish it then I would feel a great sense of achievement having built my own self confidence.

During my time at Sculpt I worked with the team by writing articles for the EmpowHer program (a social action project working to reduce gender based discrimination in our local communities), collaborated on various active projects, and assisted in managing Sculpt's social media pages.

These activities allowed me to develop my teamwork abilities, enhanced my English language proficiency, and most importantly allowed me to develop my project management that I really wanted to focus on during my internship.

These three months were really important in the development of my career, enabling me to now to secure full time employment.

Project Spotlight

EmpowHER

Co-designed with young people, EmpowHER was a project delivered in partnership with UK Youth. Aiming to address the worryingly low levels of wellbeing amongst young women and girls in the UK, this project facilitated creative opportunities for young people to give back to their local communities with inclusive, meaningful social action. Through this project young people wrote and published a magazine, featuring a variety of creative pieces, written by the participants of the project, all of which campaign to make society safer and more inclusive of women.

Following project completion:

100%
of participants felt like their voice had been heard

100%
of participants felt like they were contributing to a change in their communities

100%
of participants reported a growth in communication skills

"The inspiration for this magazine comes from the shared experiences and understanding of being a woman, and having all felt at risk or uncomfortable before in our lives. I am proud to have a voice and stand up to ending inequality"

EmpowHER project participant, aged 18

Project Spotlight

Igniting Futures

With young people telling us that employability remains a challenge, Sculpt launched Igniting Futures. Igniting Futures is a Greater London based programme, partnering with schools to support young people aged 15-18 on their journey to employment.

The feedback and surveys conducted at the end of the programme showed that of those young people who participated:

100%
felt employable

74%
reported a growth in leadership

100%
felt the programme had developed their professional skills

100%
believed their voices were valued and listened to

"Sculpt does an amazing job at personalising your experience and finding the work that will help you succeed in your career and studies...I am so grateful for my placement with Sculpt."

Igniting Futures Student 2022, 17 years old

Our partnerships with schools continued to flourish as we collaborated closely with education professionals.

Our students really enjoyed participating in Igniting Futures with Sculpt which built confidence and positive self-esteem. One of the students subsequently made an application to be on Sculpt's youth advisory board which had a tremendous impact on their feeling of self-worth and personal agency.

Teacher at the Quest Academy, 2023

Project Spotlight

Reimagining the Future

In January 2023 Sculpt was commissioned by Education Development Trust and Croydon College to deliver a programme for Art and Design students aged 16-18 that encouraged them to creatively use their voice. During the “Reimagining the Future” project, students were asked to think about the issue that affects young people, and how we could reimagine a future where this problem no longer exists.

Following a programme development workshop, we created a call to action where we tasked the young people to openly discuss issues faced by the younger generation. Together, we developed these issues further by exploring how they could work with Sculpt to change it. Each young person then designed a poster and/or media output, giving them the opportunity to shape and use their voice through a creative medium.

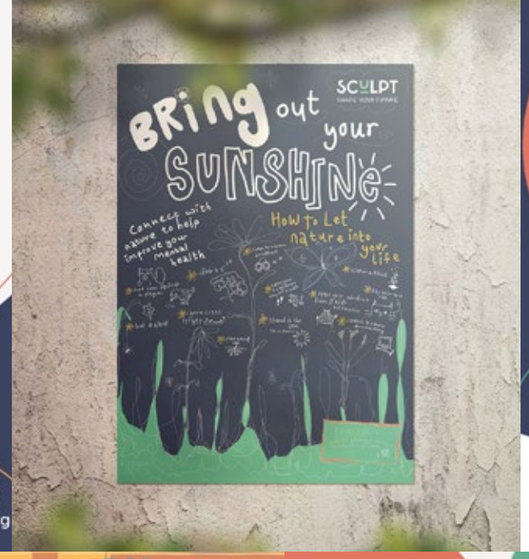
"It has opened my eyes to how a piece of art can affect people's minds."

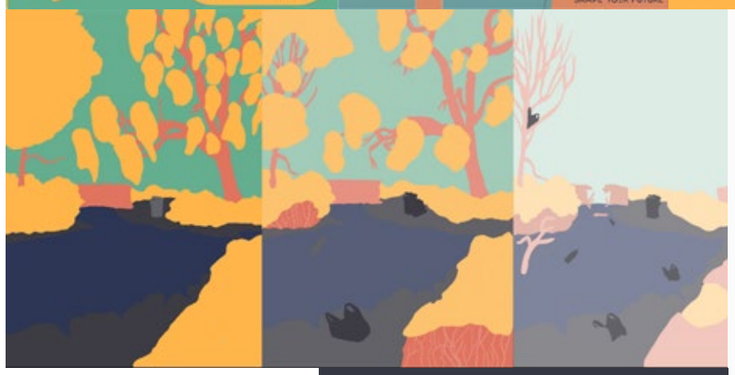
Rosie, one of the Year 13 participants

The young people who were surveyed at the end of the project expressed their belief that the project encouraged them to use their voice and expand their understanding of how employability aligns to social action. Young people felt listened to and valued by the project team, felt engaged in the process, and said they had learnt key personal development skills in the process.

"This has been an invaluable experience for our learners, empowering them to use their voice and has given them a better insight into creative employment opportunities within the charity sectors."

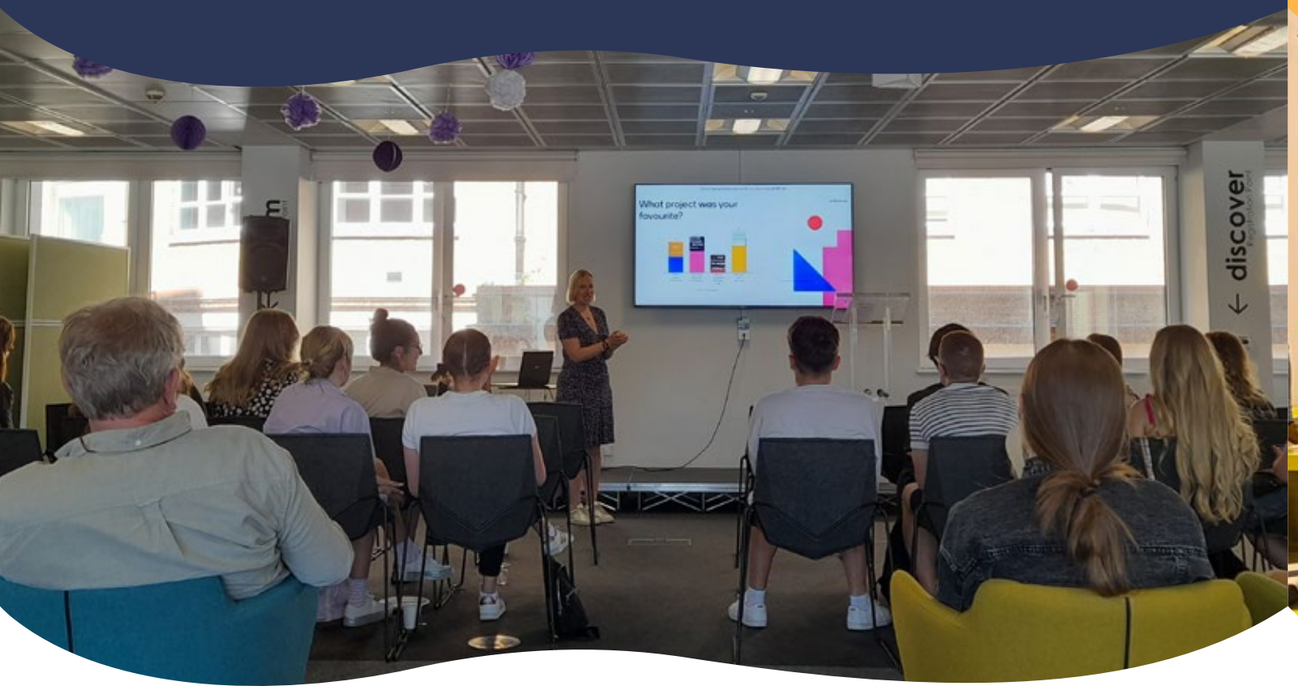
Croydon College Art and Design teacher





Programme Updates

EDEEY



EDEEY (Ethical Digital Entrepreneurship for European Youth) is an Erasmus+ funded project taking place in the UK, Czech Republic, Cyprus and Greece. It offers an innovative, accredited training course to prepare those without access to infinite capital on how to utilise digital entrepreneurship as a way of poverty alleviation, whilst also increasing the creation of jobs for their peers. The independently accredited courses include business planning, access to finance, marketing, social enterprise and other digital skills. The e-learning platform and the courses were pilot tested by 80 youth workers/ professionals/youth educators & 200 young people per country.

The Ethical Digital Entrepreneurship for European Youth project concluded this year with four business competitions, one in each partner country, where young people received training from expert entrepreneurs and competed to develop the best ethical business idea. Our final conference in London was a fantastic showcase of these ideas, with the UK youth teams having their entries voted on by conference attendees - the winning idea was a vegan skincare brand!

Programme Updates

Shanarani

Shanarani is a youth-led, transnational project that aims to prevent and combat discrimination, stereotyping and social exclusion caused by gender stereotyping in the cultural and creative industries. The project is developing innovative, CPD accredited tools to explore gender stereotyping, particularly in the areas of film and TV.

Outcomes achieved were:

1. Workshops for youth workers, for the training manual to teach them how to implement activities to engage young people in learning about gender stereotypes and recognising them. Implemented with 138 youth workers across Europe.
2. Workshops for young people, directly implementing the developed activities to raise their competences in identifying and reducing gender stereotypes. Implemented with 166 young people across Europe.
3. Piloting of the online game to test for user-friendliness, quality of learning content and impact of the online learning approach with over 100 young people
4. Piloting of the mobile application to also test for user-friendliness, quality of content and impact of the learning, as well as, to improve the reach of the project and its learning content, with 100 young people.
5. Two books with all the results, learnings and recommendations.

Programme Updates

YouWeen

YOUWEEN promotes entrepreneurship education and activities amongst ‘green’ young women. It does this through training in green thinking, raising awareness of sustainability and gender equity, promoting ‘green’ development in rural/isolated areas or green urban areas, exchanging good practices, and providing expertise and knowledge for young women. The project is funded by Erasmus+ with partners from the UK, Poland, Lithuania, Spain, Italy, Greece, and North Macedonia collaborating for holistic results.

The project ended in January 2023, and in that time the project team:

- Delivered train-the-trainer session for Youth Workers with 35+ participants from seven countries
- Participated in a 4-day training event for youth workers, taking place in Krakow, Poland with 30 participants in attendance
- Ran over 30 coaching circles with over 100 young women, looking at the challenges of being a female entrepreneur
- Produced 14 Educational Videos on different aspects of female-led green and sustainable businesses from across Europe
- Created an online virtual platform with over 190 young women from across Europe coming together for training, discussion and sharing ideas and best practices
- 9 Green Challenges, where teams from different countries competed on sustainably-themed challenges
- 56 grassroots activities that helped young women understand an aspect of running a green and sustainable business

Programme Updates

CASYE

CASYE (Cultural and Social Youth Entrepreneurship) project develops innovative CPD accredited tools to support marginalised young people become entrepreneurs in the social and cultural sectors. This project is funded by Erasmus+ and works in the UK, Belgium, Spain and Italy to build the capacity of youth workers and other professionals, by giving them new approaches to support and strengthen their mentoring practices, improve their skills, and increase the quality of their interventions.

The project concluded in August 2022, and the outcomes of the project included:

1. Background research on “young people: the situation, needs and challenges” in the UK, Belgium, Italy and Spain and a collection of European good practices of youth social and cultural enterprises
2. An online ecosystem to support youth entrepreneurs in European creative, cultural and social sectors (casyeproject.eu)
3. The Casye Handbook, designed to support young entrepreneurs in taking the first steps of their cultural enterprise
4. A mentoring programme to match young and experienced entrepreneurs in a mentoring relationship

Programme Updates

Queer Migrants

The key aim of this project was to strengthen the capacity of professionals (of the social and employment sector) in answering the needs of LGBTQI+ refugees, migrants and asylum seekers. We achieved this by developing a sustainable training programme that educated professionals on the challenges posed by the double stigma attached to this community.

The programme was designed to give insight into basic concepts related to LGBTQI+ people's rights and needs, as well as the culture of the LGBTQI+ migrants'/refugees' countries of origin, with a view to providing personalised support and a specific methodology regarding their integration into the culture and reality of the host country.

Specific aims were:

- Enhancing the skills of professionals working in the field (e.g. human rights/migrants'/ LGBTQI NGOS, Asylum Service etc.)
- Developing a capacity building and training e-learning programme to help those working with LGBTQI+ migrants
- Piloting the capacity building programme with educators and professionals in the employment and social sector who are supporting migrants
- Raising awareness of the needs and challenges that one of the most vulnerable population groups face through innovative and creative methods

Through the life of the project we completed the following outcomes:

- 88 Educators and Professionals supporting migrants from UK, Greece, Cyprus and Italy, as well as a number of non-partner country participants increased knowledge and built capacity on how to efficiently promote the integration of LGBTQI+ migrants into formal and informal Adult Education settings
- 60 migrants had the opportunity to learn about the newly developed capacity building programme for educators and professionals of the employment and social sector supporting migrants and its envisaged benefits
- Project results disseminated to over 19,000 people
- Needs assessment reporting on the status of LGBTQI+ migrants and refugees in the UK, Italy, Greece and Cyprus, relevant initiatives and policies implemented in each country (English with exec summaries in partner languages)
- CPD certified e-learning platform consisting of 4 courses created in English, Italian and Greek
- 4 webinars showcasing the learning platform created (UK, Italy, Cyprus and Greece)
- 4 online exhibitions exploring the views and needs of LGBTQI+ migrants (UK, Italy, Cyprus and Greece)
- 3 open days and an international conference were organised in the UK, Italy, Greece and Cyprus, promoting the project and its results to 150 people

Programme Updates

ESC - The European Solidarity Corps

The European Solidarity Corps is an EU initiative that creates opportunities for young people in Europe. The mission is simple: it aims to bring together young people to build a more inclusive society, supporting vulnerable people and responding to societal challenges. It offers an inspiring and empowering experience for young people who want to help, learn and develop. This project allows young people aged 18-30 to take part in unpaid and full-time voluntary activities in the UK or abroad.

This year saw the completion of the programme and we were delighted to welcome five young people from across Europe to be part of our team for three months. We hosted students from Romania, Spain, Finland and Italy and sent one person to Spain. Our young people fully involved themselves in the life of the organisation, even representing us at a project meeting in Portugal.

"

The most important takeaway I would say is that my future isn't set in stone and I shouldn't be afraid to go out of my comfort zone.

Sculpt project participant

Partners and Funders

As an organisation, we are committed to partnership working. We enjoy collaborating and would like to take this opportunity to thank you all for your hard work and commitment to our shared values and mission:

Allianssin Nuorisovaihto
Finland

CARDET
Cyprus

Symplexis
Greece

Youth Included
Czech Republic

CSCD
Romania

Caminos
Spain

DIESIS Network
Belgium

Egina
Italy

IASIS
Greece

CDR
Poland

EURO-NET
Italy

InEuropa
Italy

Helping Hand
Greece

FACE
North Macedonia

Centre for Social Innovation
Cyprus

Asociatia Comunitati Pentru
Romania

Innetica
Lithuania

Associazione Interculturale Universo
Italy

Efektas Group
Lithuania

Fondazione Triulza
Italy

Central Careers Hub
England

Croydon College
England

Education Development Trust
England

West London Careers Hub
England

Quest Academy
England

Oasis Academy
England

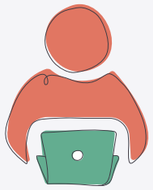
Our Funders

Future Focus

In 2021 we embarked on an ambitious change programme to refocus our identity as Sculpt.

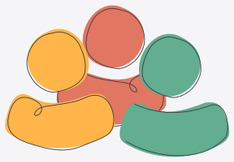
Over the last year we remained committed to fulfilling the programme commitments of our previous European work. However looking to 2023 and beyond we are excited to launch a new strategy for development. Sculpt is an organisation dedicated to supporting the most disadvantaged young people across the UK aged 14-25 as they navigate the often complex transition to adulthood. Sculpt's international and European outlook has now shifted as we work at UK community level, equipping young people with the life-skills, knowledge and practical work experience to support them to shape their futures by working directly with young people and professionals/employers to break down barriers to opportunity.

As we move forward we will now provide support with:



Employment and work readiness

We support young people on their journey to employment, facilitating employer encounters and deliver professional and personal skills training.



Leadership training

We train and mentor young people into becoming strong and self-reliant individuals, preparing them to become the new generation community and business leaders.

Youth Voice

We empower young people to find and use their voice, stimulating social action and making change.

We continue to offer new and exciting opportunities for participation so visit our website or social media channels to find out about how you can get involved.

We continue to offer new and exciting opportunities for participation. Some examples include:

Less than 3% of trustees in the UK are under 30 and we are on a mission to change this! Through training, mentorship and social action we are supporting young people on their journey to trusteeship. We are also providing support and guidance to existing trustees on having young people on their boards.

Igniting Futures supports the most disadvantaged young people aged 14-16 from across Greater London at an early stage in their employability journey by coaching them with the mindset and skills they need to take the next step in their career pathway. Typically though a six week placement young people take part in professional skill development workshops, life skills training, CV development workshops and mock interview training (among much more).

Working specifically with young people aged 16-18 with special educational needs and disabilities, Learn2Work is an employment support programme that connects young people with employers by facilitating workshops and placements with industry experts. We deliver skill based training, offer networking opportunities and facilitate work experience placements.

To get involved, visit our website or social media or contact us at: contact@sculptuk.org.

sculptuk.org

Sculpt

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Interning with Sculpt has given me experience, confidence and the knowledge that I can succeed working in an environment relevant to my interests

Robert, Sculpt Intern

SCULPT
SHAPE YOUR FUTURE

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