SCULPT

SHAPE YOUR FUTURE

Impact Report

2024

Contents

1 YAB Reflection of the Year

2 Note from our CEO

4 Young People in the UK

5 Our Year in Numbers

6 Igniting Futures

8 Igniting Futures Case Studies

10 Learn2Work

12 Bankside Futures

14 Trust in You

16 Partners and Funders

Kristian Mower
YAB Chair

YAB Reflection of the Year

Our Youth Advisory Board has empowered teenage and twenties groups so that Sculpt's strategy develops for them.

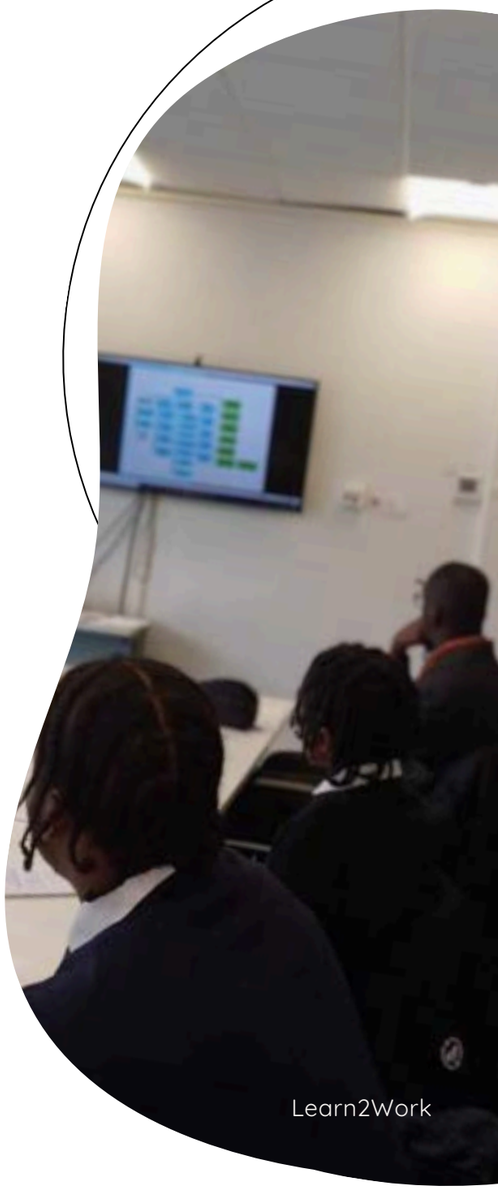
This year has been a fantastic year for the Youth Advisory Board! My name is Kristian Mower, and I have been the YAB Chair for over a year. I have been a member of the YAB for about five years!

As a board, our objective has been to further diversify and increase our membership. This has been instructive in achieving our overall goal of youth voice. By empowering young people within the organisation we have not only improved the overall quality of our consultations to match Sculpt's underlying objectives but also provided a unique context in which we have effectively understood the opinions of young people in the teenage and twenties demographic. This has meant we have positively influenced the strategic development of Sculpt and the programmes we deliver.

The staff at Sculpt have been invaluable in assisting the board and readily helping us when need be. They have been equally as committed as the YAB to supporting the development of youth voice, allowing the YAB to take ownership of our meetings by holding the organisation to account.

What Sculpt continues to provide is an impeccable atmosphere for young people to learn valuable skills, particularly teamwork and developing interpersonal skills for employment.

In 2024-25, the primary objective of the YAB will be to increase the number of YAB members to create a more consistent attendance pattern at monthly meetings, but there has been a remarkable improvement from 2023-2024.



Learn2Work

Note from our CEO

Our focus areas remain three-fold - leadership training, youth voice and employment and work readiness.

Claire Bonham
CEO

It's been a joy to reflect back on this last year, as we consolidated our new Sculpt identity and focused on providing wonderful opportunities for our young people. Our focus areas remain three-fold - leadership training, youth voice and employment and work readiness - but we have made a definite shift away from our previous focus on EU-funded research programmes to offering more direct, 'hands-on' interventions.

On the leadership and youth voice side we started Trust in You - a two-year project funded by the City Bridge Foundation to support young people aged 18-25 who want to become charity trustees, through a training programme with mentoring and the opportunity to sit in on Board meetings from a range of charities.

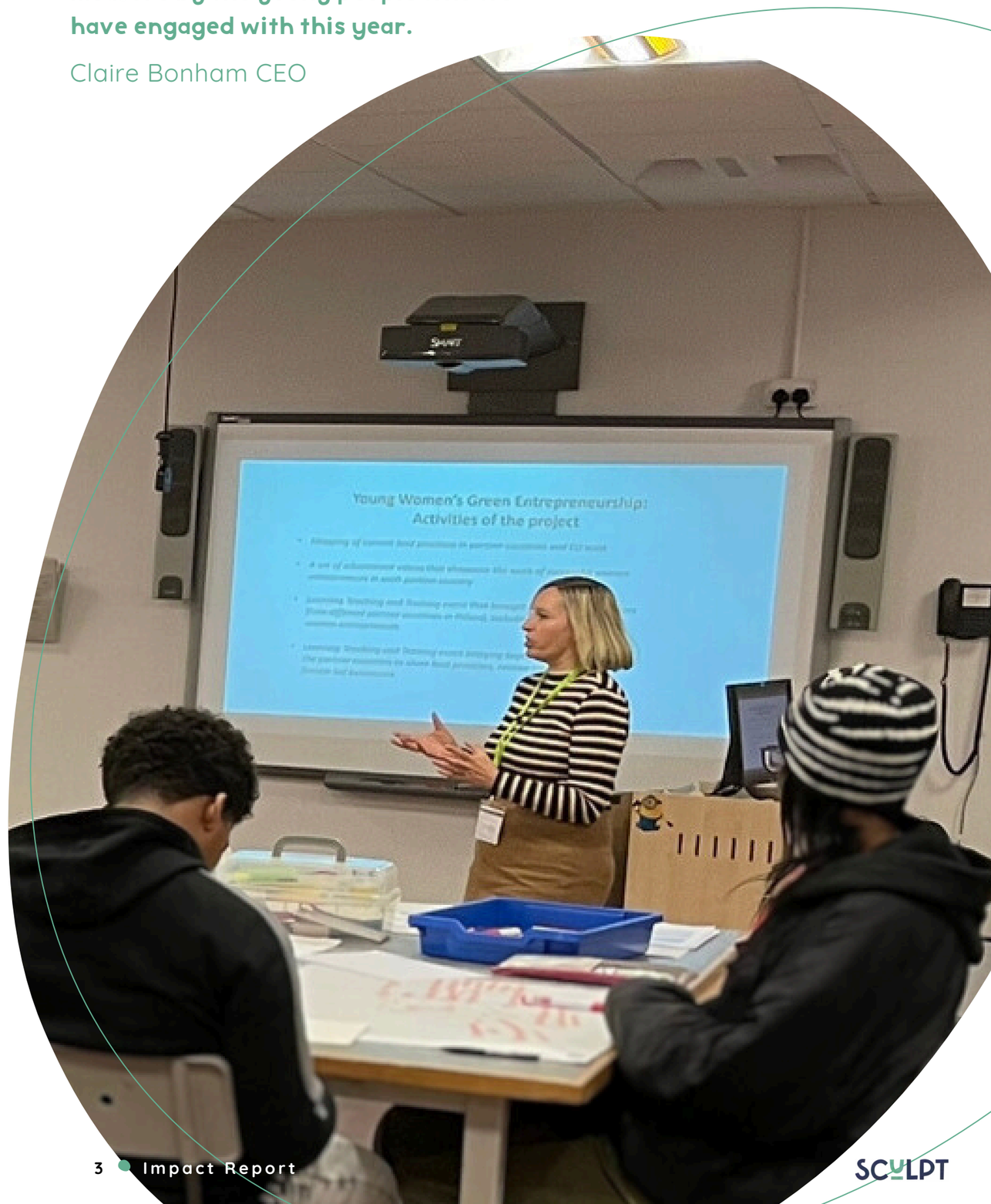
However, most of our work this year has been focused on employability - supporting young people aged 14+ to shape their futures through developing essential skills, challenging stereotypes and assumptions about what careers they could aspire to, and learning work-readiness skills that they don't get to do at school. Working with young people to build their confidence, skills and aspirations also allows them to explore using their voice and leadership skills on issues that matter to them, helping them to be change makers in their communities.

One of the highlights for me this year has been growing and deepening our partnerships across London, and particularly working at a strategic level with the London Careers Hubs. As a Cornerstone Employer for the West and Central Careers Hubs we are able to support and influence the strategic direction and implementation of good quality careers provision to young Londoners. We also worked with the Better Bankside Business Improvement District to run Bankside Futures. This gave us the opportunity to work with a range of businesses and inspire them to think differently about how they reach out to a diverse range of young people - one firm was so inspired by Bankside Futures that they have decided to start their own apprenticeship scheme!

I know I speak for the Sculpt team when I say that I've been humbled, amused, impressed and inspired in equal measure by the number of young people who we have engaged with this year. I have no doubt that they will make the world a better place as they confidently use their voices for good both now and in the future. It's a privilege to be able to share some of that journey with them.

I've been humbled, amused, impressed and inspired in equal measure by the young people who we have engaged with this year.

Claire Bonham CEO



Young People in the UK

Over **70%** of young people don't feel heard or represented in their local communities
The Children's Society

Special Educational Needs and Disabilities

SEND students are **5X** more likely to be excluded from school
National Education Union

Over **1/2** of young people say the cost-of-living crisis and pandemic has had a negative impact on their mental health and general happiness
Youth Employment UK

Children who qualify for free school meals are **twice as likely** to be out of work in later life when compared to their better-off peers
Impetus

Only 1 in 3 young people think employers are supportive of hiring them and just under half are not confident that they will progress into a good job
Youth Voice Census

There were **502,000** young people aged 16 to 24 who were unemployed in November 2023 to January 2024
House of Commons

Only **1/2** of young people felt confident that they are ready to start work
Youth Voice Census

and

young people with additional needs were **15%** less likely to feel confident

41% of young people leaving AP were recorded as not having a sustained destination
OxLep

compared to **9%** of students attending mainstream schools

Our Year in Numbers

27 partnerships formed with local schools across London

21 employer partnerships created to support the delivery of programmes

51 corporate volunteers engaged in our work experience support programmes

5 youth-led projects delivered

12 Youth Advisory Board meetings

6 Internships hosted for young professionals

2 community of practice events facilitated

1 celebration event hosted to reward and recognise the achievements of young people

Igniting Futures

NEET

Not in Education, Employment or Training.

This year Sculpt launched Igniting Futures, an employability support programme for young Londoners aged 14-16 who are at greatest risk of NEET.

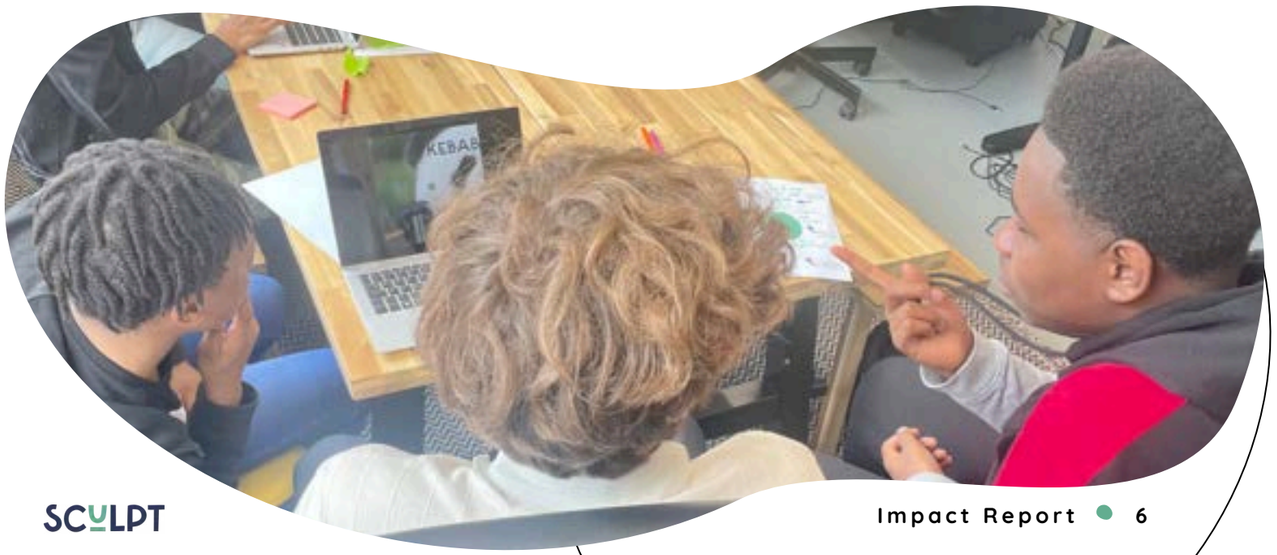
Recognising that holistic and bespoke intervention is most effective, we offered three streams of intervention:

a single week intensive programme open to all young people who face a challenge and/or barrier to employment

a six week placement supporting young people who experience significant socio-economic disadvantage

a six week placement supporting young people who have special educational needs and disabilities

Within each individual programme we support young people to realise their potential by coaching them to develop the confidence, skills and motivation that they need to succeed in the next stage of their career journey. This programme offers both professional and essential life skills training, career insight workshops, mock interview training, CV development workshops and bespoke career planning sessions.



I improved my communication skills

Aidan, 16

I have a better understanding of what a CV is and why it is essential for future plans to get a job. I now know how this is to 'sell yourself' to employers. I didn't really understand the process of getting a job before this programme.

Thomas, 14

I have gained a better and more realistic understanding of money and the ways it should be spent. Ihave a better insight into my skill set and how this can help me in the future. I am sociable and kind and this will be essential for my future working in animal care.

Zoe, 15

I enjoyed all the activities. I found it challenging to travel here every week but it was really helpful.

Jesiah, 15

I feel like this has been a great experience for me.

Khashan, 16

I really enjoyed the sessions of communication, I understand business and money better now.

James, 16

I understand money and teamwork better after this programme with Sculpt.

Jack, 14

Igniting Futures

Case Studies

Bobby, 16
Power Up Participant

Hi my name is Bobby and I spent six weeks on work experience with Sculpt UK through the Igniting Futures: Power Up Programme. During my time at Sculpt I was able to identify my strengths and skills.

I am confident, being confident means not being scared of anything and thinking of new ideas. I think I am confident because I can think of new ideas and tell people about them.

I am good at teamwork, this means teaming up and is more about listening than talking and more about understanding than telling people what to do. I am good at teamwork because I play ‘right wing’ in football and I am good at listening and understanding my teammates.

I also think I’m okay at managing my time as I often turn up on time and understand different units of time well (e.g. the difference between a second, minute, hour etc). Time management is all about getting time sorted and turning up on time. Through my time at Sculpt I learnt about customer service, personal finance and how to help people.

The best part of the work experience was doing it with my friends, we worked together and got to spend time together at the office. It’s important that work experience isn’t boring and that you can spend time with people you have things in common with.

100%

of participants increased or sustained their understanding of the charity sector

97%

of participants increased or sustained their understanding of using social media for social change

100%

of participants increased or sustained their understanding of personal finance

100%

of participants increased or sustained their confidence in presentation skills

88%

of participants increased or sustained their confidence in identifying their strengths and skills

Queenie, 18
Power Up Participant

Hi my name is Queenie and I spent six weeks on work experience with Sculpt UK through the Igniting Futures: Power Up Programme. I am autistic with ADHD and my favourite colour is yellow! I love swimming, drawing and spending time with my family and I’m scared of lifts and heights (but I’m working on overcoming my fears). I am really interested in building my skills around first aid and helping people because my dream job is to be a doctor or lifeguard. It’s important to me that the work I do in the future is all about helping people!

Working with Sculpt I was able to identify my skills. I am creative, being creative can look a lot of different ways: telling stories, swimming or drawing. I think I am creative because I am good at drawing, creating in minecraft, gaming and writing!

I am good at problem-solving, this means figuring out what to do if something goes wrong or if someone needs help. I am good at this because I know what to do in difficult situations and I am good at listening.

I also think I’m good at working in a team. Teamwork means helping everyone and working in a team for example in football giving everyone a chance and working together. I am good at teamwork because I am good at letting everyone else speak and asking for help and putting people ahead of me.

Through my time at Sculpt I learnt about customer service, personal finance and how to plan and set up my own business ideas. I understand ‘expense’ and ‘income’ better.

I am really sad to be leaving this work experience programme with Sculpt. I really enjoyed meeting everyone and the staff were all so kind and helpful and everyone from my school enjoyed themselves. I really liked how calming the office was.

76%

of participants increased or sustained their understanding of personal finance

88%

of participants increased their confidence in identifying their strengths and skills

82%

of participants increased or sustained their understanding of customer service

Learn2Work

In 2023, we secured funding from The National Citizens Service to launch Learn2Work, a programme for young people aged 16-18 who have special educational needs and disabilities (SEND).

Learn2Work is a bespoke employment support programme, designed to help navigate the journey to employability. This programme connects young people with employers, delivers skill building workshops and facilitates networking opportunities.

Specifically through participation, young people take part in:

- **Work experience placements with employers that meets their interests and career goals**
- **Personalised life skill training**
- **Professional skill development workshops**
- **CV development workshops, mock interviews and networking opportunities**

Stats

71%

of participants have increased their confidence in identifying their skills

85%

of participants have increased their understanding of the charity sector

71%

of participants increased their understanding of personal finance

85%

of participants increased their understanding of customer service

57%

of participants increased their confidence in presenting their ideas to friends and classmates

71%

of participants felt more knowledgeable of different career options and job roles

Horace, 18
Work Experience Participant

Hi, my name is Horace and I spent 8 weeks on a work experience programme at Sculpt. I have ASD and social communication difficulties, but that did not stop me from accomplishing the Learn2Work programme. I love spending time with my little sister, but I hate spiders and loud noises! I also love to read Marvel/ DC superhero comics and watch the movies. While I am not certain what job I would like, I enjoy writing books and I am currently writing one right now!

Working with Sculpt I was able to identify my skills: Creativity - I am a creative person and I use my imagination to write books and experiment with styles on Canva Team player - I enjoyed being able to work in a group with my classmates and then present our ideas together. We worked better together! Listening - I am a great listener and always show respect when I am engaging in a conversation.

Through my time at Sculpt, I learned how to better understand and manage finance. We had a big and interesting group discussion about taxes. In addition, I learnt how to practice and improve customer service.

As part of this programme our Chief Executive was invited to take part in the NCS internal podcast, talking about the results of the youth census and how that translates in the young people who take part in Learn2Work.

Bankside Futures

In 2023 we launched Bankside Futures in partnership with Better Bankside, a Southwark based business improvement district.

Bankside Futures is a two-week summer programme for young people aged 16 - 19 years old who work, live or study in Southwark. The programme was designed to get young people ready for the world of work by meeting a range of employers, participating in skill building workshops and creating a social action project in their community.

Working closely with local businesses and corporate volunteers, we successfully supported young people on their journey to employment.

100%
of young people increased their confidence in understanding different career options and job roles

100%
of young people increased their confidence in identifying and applying their strengths and potential to work

100%
of young people increased their confidence in presentation skills

100%
of young people increased their understanding of equity, diversity and inclusion

100%
of young people increased their confidence in creating social change projects

>1/2
the young people increased their understanding of sustainability

It's a great programme and it was an honour to take part in it and help young people work on their employability.
Corporate Volunteer

Overall, I had a positive experience at Bankside Futures, thanks to the very supportive staff who fostered a good learning atmosphere throughout my time here. I learned a lot about different career paths and the employee journey to reach them. As a direct result of this enriching experience, I now possess increased confidence in professional environments, networking, and public speaking.
Project Participant, 17

Trust in You

We know, from research by the young trustee movement, that less than 3% of trustees in the UK are under 30 and we are on a mission to change this!

As a result, this year we launched Trust in You, a programme that aims to develop young people's skills around leadership and governance, working in the charity sector and social action. The goal of this project is to get more young people on trustee boards in the UK, and to train and guide trustees on having young people on their boards.

Each participant engages in a 6 month programme that offers skill training sessions, coaching circles, mentorship, participation in a charity board meeting and the opportunity to plan and deliver a social action project.

Cohort one has begun and we can't wait to launch cohort two.

Trust in You exemplifies Sculpt's attitude towards empowering young people to positions of trust and governance within the charity sector. The program's main components are charity accountability, learning the practices of Trustees and charity finances (financial management & mitigating risk). These are helpful tenants to individuals seeking to establish careers in both the charity and private sector

Project Participant, 22

Trust in You is a great opportunity to develop my personal skills around leadership and governance. I love volunteering and find it extremely fulfilling and see becoming a Trustee, as a perfect future role to apply all of my knowledge and skills that I have gained through my professional career. I hope to gain valuable experience and insight into what being a Trustee entails, which will enable me to apply for such positions. I also believe the programme enables diverse representation of all communities to reach board rooms accelerating change.

Project Participant, 25

Partners and Funders

We would like to extend a massive thank you to all our partners, supporters and funders who make our work possible.

Partners:

ABTA

Axon Communications

Better Bankside

Borough Market

Central London Careers Hub

Corcoran Chemicals

Deerns

Engineering UK

Grounded Practice

Humanity and Inclusion

Impact on Urban Health

Informa

MMGYGlobal

PensionBee

Red Ant

West London Careers Hub

SmartyTrain

South London Careers Hub

Start Profile

Steer

Talentino

Tate Modern

TMS

Unlock Democracy

West London Careers Hub

Funders:

Better Bankside

Central London Careers Hub

City Bridge Foundation

National Citizens Service

Postcode Society Trust

Shaftesbury Young People's Trust

South London Careers Hub

The National Lottery

Tottenham Grammar School Foundation

Woodroffe Benton Foundation

We continue to offer new and exciting opportunities for participation.
To partner with us, please contact us at: contact@sculptuk.org.

The funding landscape for small charities is harder than ever, and so we are delighted that we have been able to build relationships with new funders that have enabled us to pilot these new projects. We are grateful that they have seen the value in our work.

Claire Bonham
CEO

We empower young people to become change makers in their communities

sculptuk.org

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IARS International Institute is now operating as Sculpt.

NYA Quality Mark