

ANNUAL REVIEW 2024

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As the national What Works Centre for youth employment, Youth Futures has continued its unique role in helping to transform employment outcomes for young people.

Barry Fletcher, CEO at Youth Futures Foundation





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Foreword from our Chair

Seyi Obakin Chair, Youth Futures Foundation



I am proud to continue offering my time and energy to Youth Futures Foundation during what has been a pivotal year in its growth and influence. What has inspired me most is the increasing leadership of young people at the heart of Youth Futures – through the Future Voices Group and the wide range of projects young people are helping to shape and guide.

Their energy, insight, and lived expertise have not only strengthened the work of Youth Futures Foundation, but also fuelled a growing sense of hope that meaningful progress can be achieved.

The youth employment challenge

As we reached the end of 2024, the scale of the youth employment challenge was stark: more than one in eight young people – close to one million – were not in education, employment, or training (NEET), the highest figure in over a decade. But this headline masks deeper inequalities. NEET rates vary sharply across regions, reminding us that where a young person lives still plays too big a role in shaping, and often limiting, their prospects. And while there have been small signs of economic recovery over the past year, those gains have not been felt by everyone – particularly by young people from marginalised communities, including Black, Pakistani, Bangladeshi and other minoritised ethnic groups, disabled young people, and care leavers.

The rise in the number of young people locked out of work or education due to ill health adds another layer of complexity. We know that unemployment can be a cause and a consequence of mental ill health in particular.

The persistence of these challenges drives home the need for evidence-based interventions to meaningfully support marginalised young people. But many interventions remain under-evaluated, leaving policymakers, practitioners, and funders without a clear sense of what works.

Renewed focus

There are grounds for cautious optimism. 2024 brought a renewed political focus on youth employment, with a new Government expressing clear ambition to tackle the issue. The Prime Minister's goal to 'eradicate inactivity and unemployment for young people – once and for all' was bold and welcome.

The 'Get Britain Working' White Paper, including the proposed Youth Guarantee, also signalled a commitment to addressing these challenges head-on. The Employment Rights Bill opened the door to discussing how we can create a labour market that works better for young people.

But progress is not guaranteed. Tight fiscal conditions remain a constant, and systemic barriers will take renewed effort and targeted investment to dismantle. Many young people still find themselves either out of work, or stuck in low-paid, insecure jobs with limited pathways for progression, while employers struggle to fill roles and access the diverse talent they need.

> The mismatch between young people's potential and the labour market's ability to nurture it is one of the defining challenges of our time.

Taking on the challenge

To truly unlock young people's potential, we must be ambitious about the change we want to see. The opportunity is clear. If we could match the NEET rate of the Netherlands, where one in 20 young people are not in employment or education, we would not only ensure young people can fulfil their potential, but also provide a £69 billion long-term boost to the UK economy.

To get there, we need bold, coordinated action, and to back interventions that are proven to work. And above all, we must centre the voices of young people in the design of the systems meant to support them.

This means creating more inclusive entry routes into work – through apprenticeships and employment support programmes – that reflect the diversity of young people's talents and aspirations. It means building a system rooted in equity. And it means ensuring that every decision, made by policymakers, employers, and funders, is informed by evidence and lived experience. As the What Works Centre for youth employment, we will need to bring rigour,

As the What Works Centre for youth employment, we will need to bring rigour, clarity, and a clear sense of direction to the mission of achieving good work for all young people. That is the work the team at Youth Futures is committed to. I am more hopeful than ever that we can rise to this challenge – because I have seen what is possible when young people are given a platform and a purpose.





Together, we can unlock opportunity and deliver lasting change.

Introduction from our CEO

Barry Fletcher CEO, Youth Futures Foundation



As the national What Works Centre for youth employment, with a focus on marginalised young people, Youth Futures has continued its unique role in helping to transform employment outcomes for young people.

In 2024 we remained committed to building the evidence base to better understand England's youth unemployment and inactivity challenge, learning what solutions work. We also mobilised this evidence to drive action from policymakers, employers, and our delivery partners.

Our achievements in 2024

Over the past year, we have made major strides towards transforming the youth employment system so that it is more evidence-based and responsive to the needs of young people.

With a cumulative £7.9 million invested in rigorous evaluations, representing the largest portfolio of youth employment research in

England, we continued to generate highquality evidence and improve access to existing studies.

We know the evidence base is only valuable if it reaches those who can drive change. The significant increase in visits to our Youth Employment Toolkit and our Data Dashboard show that our tools continue to make the evidence meaningful and accessible for change-makers. Similarly, over 1,000 employers have engaged with our evidence to embed more inclusive practices.

In a year of renewed national focus on the youth unemployment and inactivity challenge, our policy recommendations shaped national debate and a range of Government strategies. Most notably, the Government's flagship youth employment policy, the Youth Guarantee, was inspired by the Young Person's Guarantee - a set of proposals that Youth Futures and our fellow co-chairs on the Youth Employment Group called for over the last two years.

We also supported community-based systemic change – focusing our efforts to empower communities who face compounded barriers, including seven new grant awards to organisations led by ethnically minoritised groups. We also supported 17 new delivery partners, bringing our total investment to £39.3 million across 190 organisations.

Finally, we welcomed 15 inspiring young people into our third Future Voices Group ensuring youth voice remains a driving force in our work.

Moving into a new strategy

2024 marked the end of our inaugural strategy, and our ambition to transform employment outcomes for young people is only growing. Together with our team, youth ambassadors, and partners across sectors, we have shaped a bold new direction for 2025-2028.





The challenge: the proportion of young people not in education, employment, or training is consistently too high, with marginalised young people facing specific systemic barriers to participation.

Our strategy's new vision: to help build a society where every young person can achieve good work. This starts with setting a 'north star' goal of matching the lowest NEET rate in the OECD by 2050 and closing the employment gaps for marginalised young people. Beyond the moral imperative, it could also add \pounds 69 billion to our economy.

Over the next four years we will gather more evidence of what works for those most marginalised, and support policy makers, employers and funders, to put this evidence into action.

2024 in numbers

Driving systemic change



policy recommendation (Youth Guarantee) adopted by UK Government

mentions in Government White and Green Papers

new delivery partners supported

E39.3m

in cumulative grant funding awarded to 190 delivery partners

employers engaged with our evidence

Mobilising knowledge and tools

9,398 15,411 users of our Youth Employment Toolkit (up 151% from 2023)

Expanding reach and inclusion

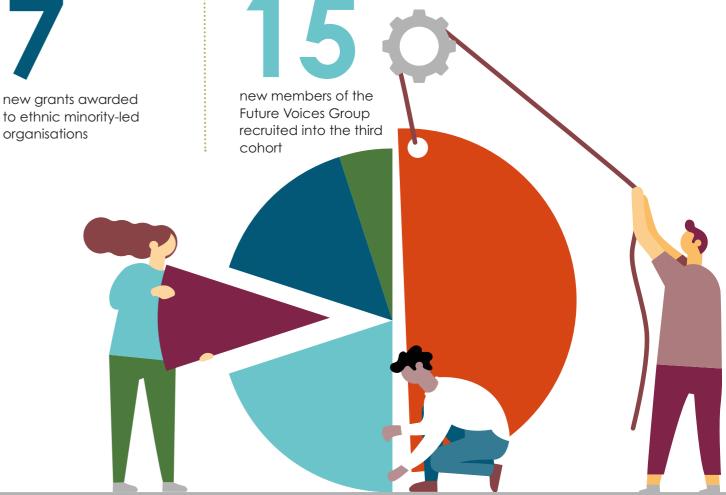
cohort

Building the evidence base

£7.9m 38

in cumulative funding for the largest ever range of evaluations of youth employment and training interventions in England









visits to our Data Dashboard (up 617% on 2023)

Our purpose and evolving strategy

Youth Futures Foundation is the national What Works Centre for youth employment, with a specific focus on marginalised young people.

In 2024, we operated under the final year of our inaugural strategy, guided by a vision for a society where all young people have equal access to good-quality jobs. This included:

- Equal employment outcomes for young people who face discrimination or disadvantage
- Fewer young people outside the labour market or in insecure work
- Improved progression pathways for young people

And a mission to narrow the employment gap by identifying what works and why, investing in evidence generation and innovation, and igniting a movement for change so all young people have fair access to good quality jobs.

As the year progressed, we developed a new four-year strategy up to 2028. We have an evolved vision and mission, which will guide us from 2025 onwards.

Strategy 2025-2028

Vision

A society where every young person can achieve good work.

Mission

To ensure marginalised young people can secure and thrive in good work, by finding out What Works and driving change in policy and practice.

The following report reflects progress made in the final year of our inaugural strategy, while laying the foundation for the strategic period 2025-2028.

Highlights: What we delivered

Throughout 2024 we continued to take an ambitious approach to achieving meaningful, systemic changes in the employment outcomes of marginalised young people.

We injected renewed energy, investment and focus into our core mission of understanding what works in youth employment, while also launching new programmes, influencing at scale, and developing a new four-year strategy to guide our transition from startup to a mature, high-impact organisation delivering for marginalised young people.



The highlights

Influencing systemic change:

Public policy

 Published a first-of-its-kind national Youth Employment Outlook, bringing together the latest data and evidence on the youth employment landscape to highlight both the challenges and opportunities, and to inform effective action. The report helped amplify the issue at scale, with national and regional media coverage, including a feature on BBC Breakfast. This report will now continue as an annual release for national consumption.

youth futures

- Responded swiftly to the change in government, reaffirming our role as an independent evidence expert and thought leader on youth employment.
- Our long-term recommendation (alongside our partners in the Youth Employment Group) for a Youth Guarantee was adopted by the new Government. Our insights and research were cited seven times in the Government's flagship Get Britain Working White Paper, and we were appointed as co-leads for the Youth Guarantee Youth Advisory Panel.
- Partnered with the Chartered Institute of Personnel and Development (CIPD) to launch a joint policy report uncovering why young people are being held back from taking up apprenticeships, and making a bold case for more flexible, inclusive apprenticeship pathways.

Employers

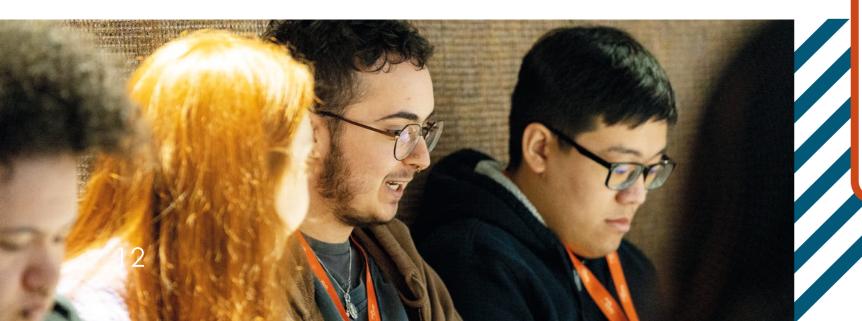
- Commenced development of groundbreaking Randomised controlled trial programmes with three employers (construction, transport and utility companies).
- Accelerated efforts to engage employers including a partnership with Business in the Community (BITC) to support young people from minoritised ethnic backgrounds to enter and progress in work.
- Successfully secured large and SME employer partners to support our work with employers to increase the supply of Level 2 and 3 apprenticeship opportunities.
- Delivered guidance to employers translating our strongest toolkit evidence relating to apprenticeships and mentoring in a new Toolkit Unwrapped series.

Leading the way to understand what works

- Published findings from the largest ever survey of young people (3,250) from minoritised ethnic backgrounds carried out in the UK to date, examining their experiences of discrimination and work.
- Commissioned a new national research project looking at the causes of the decline in young people's mental health (as a key driver of increasing inactivity

rates) and appointed Baroness Berger as Chair of its independent Mental Health Advisory Group.

- Launched a flagship £15m Building Futures programme, evaluating a mentoring intervention for secondary school students at risk of missing out on further education, training, or employment.
- Published a series of high-quality evaluations such as Drive Forward Foundation, Amber Foundation, and the North East Youth Employment Service.
- Invested in an exciting set of new evidence generation projects developing randomised controlled trials (RCTs): Jobs Plus - in partnership with Department for Work and Pensions (DWP), Summer Jobs with the Youth Endowment Fund, Step Up programme with PLIAS Resettlement, and Forging Futures with Cumbria Youth Alliance. We also funded a Quasi-Experimental Design (QED) study with DFN Project Search.
- Expanded commitment to place-based youth employment change through our Connected Futures Fund with an additional £2.3m invested into Blackpool, £1.7m to West Yorkshire and £1m into the West Midlands.
- Rolled out a new Evidence into Action programme to further understand what works by embedding learning from our Toolkit into frontline delivery.



Spotlight:

Discrimination in the labour market

Marginalised young people encounter entrenched, systemic discrimination in when seeking employment, and in the workplace.

In 2024, our research revealed the true extent of this discrimination. We surveyed 3,250 young people from minoritised ethnic backgrounds - the largest known survey of its kind to date shining a light on their experiences of discrimination and work. Almost half of respondents said they had experienced prejudice or discrimination when seeking to enter the workplace. And 79% of those who experienced workplace discrimination did not report it.

Equipped with these stark insights, we accelerated our drive for change.

We built a three-year strategic partnership with Business in the Community to drive behaviour change amongst employers, opening their eyes to the reality that with a **quarter** of the UK's future workforce coming from minoritised ethnic backgrounds, urgent action is needed to tackle the crisis of workplace discrimination.

We injected further funding into place-based change for young people from minoritised ethnic backgrounds, investing £2.7m to support young people of Pakistani and Bangladeshi heritage through Aaina Community Hub in the West Midlands and the Hamara Centre in Leeds and Bradford.

And we launched our Evidence into Action programme, with strategic support from Action for Race Equality, working with eight frontline organisations to embed the evidence on what works in delivering on- and off-the-job training for young people from Black, Pakistani, Bangladeshi, and GRT communities.

The stats:

In our survey of 3,250 young people from minoritised ethnic backgrounds...

- 48% had experienced workplace prejudice or discrimination.
- 73% of those considered leaving their jobs because of it.
- 79% did not formally report it.
- 41% said it had a negative impact in their every lives.
- 26% of all respondents said discrimination based on ethnicity was the main barrier in their careers.
- 76% felt they had to work harder than others to get the same treatment.





Talent Unlocked with Business in the Community

- In 2024, we entered a three-year partnership with Business in the Community (BITC) to drive evidence-based change in employer behaviour. Together, we began opening employers' eyes to the discrimination faced by ethnically diverse young people who are seeking work.
- In November, we took local business leaders out to meet young people in Brent. This was the first in a series of Seeing is Believing visits – shaped and co-facilitated by young people – offering employers a glimpse into the reality for ethnically diverse NEET young people in their communities.
- Participating employers shared that they came away with an increased understanding of unconscious bias in the labour market, and of the personal impact on the young people affected. These employers were inspired to make tangible changes in their organisations: increasing outreach to continue contact with young people, expanding work experience opportunities, and reconsidering role requirements to remove prohibitive barriers.
- In 2024 we also began onboarding a group of Employer Pioneers large employers from a diverse range of sectors including rail, construction, recruitment and consulting – who are receiving intensive support to develop best practice in fostering inclusive workplaces for ethnically diverse young people. Learnings from the Pioneers and Seeing is Believing visits will be shared widely throughout the lifetime of the partnership, driving nationwide employer action to tackle discrimination in the labour market and improve access to an untapped talent pool.
- With more Seeing is Believing visits planned in 2025 and 2026, we will continue building connections between employers and ethnically diverse young people who are not in education, employment, or training. Employers will be supported to develop action plans to convert their understanding into tangible change and to champion workplace equity locally and nationally.

There are still too many barriers facing Black, Asian, Mixed Race, and other ethnically diverse young people getting into and get on in work. Employers play an integral role in ensuring that all young people feel valued, respected, and safe at work, and we hope this partnership with Youth Futures Foundation will encourage more employers to act so that no one gets left behind.

Sandra Kerr CBE, Race Director at Business in the Community



Connected Futures with Aaina Community Hub

Aaina Community Hub based in Walsall in the West Midlands is the chosen lead organisation to deliver a systems change focused project for Bangladeshi and Pakistani young people aged 16 to 24 years in the West Midlands. Funded through Connected Futures and supported by Youth Futures Foundation the project will be working with four local partners to create employer-led momentum for change through building relationships with employers, supported by wider strategic alliances. This partnership will broker direct engagement between employers and young people in the community - both to access opportunities and to influence thinking and practice.

Aaina has identified three key objectives for the young people that will be targeted:

- An increase in Walsall's 16-24 employment rate for young people with Bangladeshi and Pakistani heritage.
- Greater diversity of opportunity, including access to progression, due tofhanges in employer practice.
- Increased access to skills and training opportunities.

This will be achieved through three workstreams:

- Employer engagement Building ownership among local employers of the business benefits of a diverse workforce and the practical steps they can take to develop more inclusive employment practices.
- Youth voice and engagement Providing outreach and brokerage with young people with Bangladeshi and Pakistani heritage, including those currently in lowpaid employment, to promote access to training and progression opportunities.
- Systems engagement Tackling systemic barriers in schools, colleges / training providers or families, as well as mainstream employment support, which limit young people's exposure and/or access to opportunities.

We are excited to be working with Youth Futures to deliver a groundbreaking project investigating systematic issues impacting Pakistani and Bangladeshi youth securing meaningful and progressive employment.

We will be challenging the status quo in local industry and will facilitate dialogue between stakeholders and young people to identify viable solutions that lead to lasting change in recruitment and progression within employment.

A'isha Khan, CEO at Aaina Community Hub







Connected Futures with Hamara

Hamara is a leading anchor organisation working at the heart of diverse communities in Leeds and Bradford. Through the Inspiring Futures Project, Hamara is helping to dismantle the systemic barriers that disproportionately affect young people from ethnic minority backgrounds as they navigate their pathways into employment.

Supported by Youth Futures Foundation through the Connected Futures Fund, Inspiring Futures is an ambitious and ongoing initiative designed to address deep-rooted inequalities by working collaboratively across sectors.

The project brings together partners from the public, health, private, and voluntary sectors to ensure young people receive the joined-up, culturally competent support they need to succeed.

Delivered across both cities, the programme provides a number of supportive infrastructures and access to real opportunities.

Crucially, the work is shaped by young people themselves - through their insights, lived experience, and active involvement in co-designing solutions that reflect the complexity of their lives.

Rather than addressing symptoms alone, Inspiring Futures is committed to systemic change.

The project seeks to influence how institutions engage with minoritised young people, challenge exclusionary practices, and build long-term, sustainable pathways to employment. It is also creating bridges between employers and communities, shifting perceptions, and embedding inclusive practices within local systems.

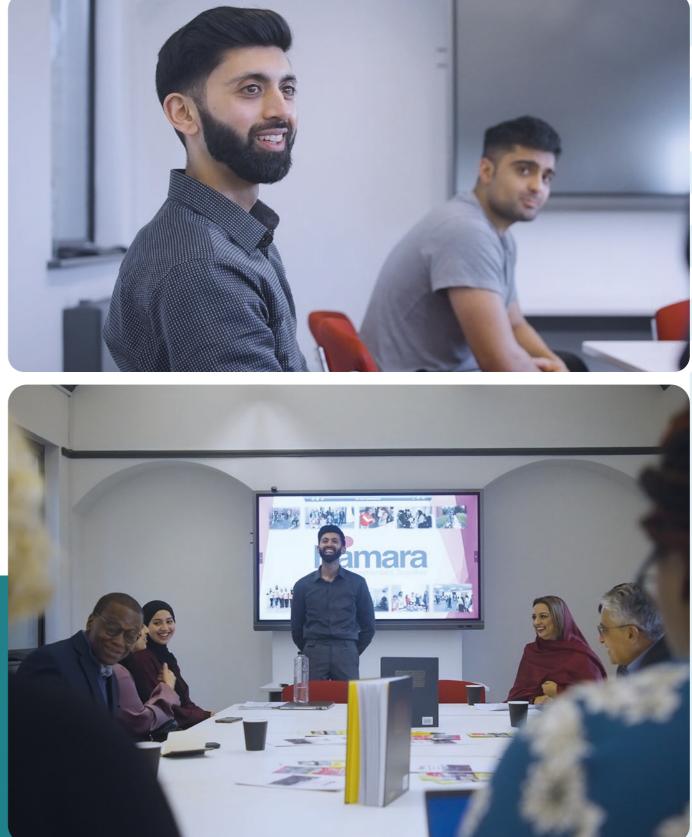
Though the work is ongoing, early outcomes point to a growing movement for change - one that's rooted in equity, representation, and collaboration.

Inspiring Futures is more than a project – it's a collective commitment to shifting systems that have long failed our young people. By working across Leeds and Bradford and bringing together partners from every sector, we're creating the conditions for young people to lead, thrive and shape the future on their own terms.

Mustafa, young person at Hamara: "The thought that there is tangible action being taken so that people will no longer have to endure the discrimination and disrespect I once faced brings me a sense of completeness and ease.

Raheem Mohammad, Director of Hamara







Spotlight:

Building Futures

A key milestone in 2024 was the launch of Building Futures, our flagship £15m NEET prevention programme testing mentoring support for young people in secondary schools.

The challenge:

A young person's path to employment starts long before they reach working age. Factors like poor school attendance, exclusion and low GCSE attainment can increase the likelihood of being out of work, education or training later in life. We know that more preventative support is needed to address these challenges at an earlier stage, but little is known about the most effective interventions to support better employment outcomes for young people.

Programme objective:

When delivered in the right way, mentoring programmes can be a powerful tool for students who are struggling in school. We want to build the evidence base on how mentoring can be used most effectively to reduce young people's likelihood of being NEET at age 18, and to increase their wellbeing.

Building Futures will develop, deliver, and evaluate a mentoring intervention for secondary school students at risk of missing out on further learning or future employment. This initiative places trusted adult relationships and young people's needs at its core, tackling key risk factors by strengthening and combining education, skills development, wellbeing, and enrichment opportunities.

Partner organisation:

Football Beyond Borders

Location:

Greater London, Greater Manchester, West Midlands

Football Beyond Borders was announced as our first delivery partner for the initial phase of the programme, which will see personalised coaching, mentoring, and wellbeing support delivered to up to 500 young people aged 12 to 15. The support will span a whole academic year. This multiyear programme will reach at least 5,000 young people from now until 2029, with nine schools from areas with high NEET rates across the West Midlands, North West and London among the first to participate.

Football Beyond Borders was chosen because of their successful track record of building trusted relationships with young people in schools from areas of socio-economic disadvantage and their experience in using therapeutic mentoring interventions. The quality of relationships between mentor and mentee has been found to be a key factor in achieving positive outcomes.



Examining the impact of early intervention:

The design of Building Futures builds on the strongest international evidence on mentoring. The impact of the mentoring intervention on young people's education and employment outcomes will be tracked in the years after it is delivered.

The first stage of the programme consists of a test-and-learn approach with the selected partner schools, to help craft the most promising version of this programme for wider delivery and testing. This will build to a multi-staged evaluation, including a randomised controlled trial to generate the most robust evidence.

The Building Futures programme with Youth Futures has been a helpful, exciting and meaningful way to take our learnings from the past decade and develop an approach to school-based mentoring which can be tested at national scale. We are only a year into this two-year process but already the 'test and learn' approach has enabled us to change, refine, and develop key parts of our programme offer, with the expert input and support of Youth Futures, BIT and NESTA. I'm excited by the potential of this shared project to provide thousands of young people with a trusted adult relationship in school, and to have a significant impact on the risk of young people becoming NEET.

Russell Winnard – CEO, Drive Forward Foundation

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Youth Inclusion

We believe that young people who are most affected by the system must be at the heart of efforts to change it, which is why young people with lived expertise continue to be integral to our mission and vision as the national What Works Centre for youth employment.

2024 highlights:

Systemic influence

- Selected as the co-lead of the Government's Youth Guarantee Youth Advisory Panel.
- Members of our Future Voices Group developed a youth-led Zine, Fully Focused, documenting their diverse experiences of being marginalised young people looking for work.

- Future Voices Group members collaborated with the British Council to discuss Next Generation UK and the challenges they face.
- Future Voices Group members assessed applications for Connected Futures investment in Blackpool and the West Midlands.

Developing our Youth Inclusion approach

- Recruited 15 new members of our Future Voices Group – now into its third cohort.
- Developed a new Youth Inclusion strategy with an underpinning Vision, Mission and Theory of Change.
- Launched a new Youth Advisory Group for our Building Futures Programme.
- Revised and revitalised an Alumni network of young people who have gone through our Youth Inclusion programmes.



In numbers

33

regular weekly meetings



internal and external consultations on youth hubs (with Demos), our Strategy development and our EDI framework



youth-led Zine published

youth voice ambassadors on our Connected Futures grant assessment teams

At Youth Futures, youth participation is taken seriously. I was placed in leadership positions, shadowed directing a film on ethnic disparities in youth employment, and sat on an interview panel for the selection of our current Head of Policy alongside senior figures in the organisation such as our CEO and Director of Finance. Zoya, Future Voices Group member



residential with the Future Voices Group and Connected Futures Ambassadors thinking about systems change with the Social Change Agency

co-produced Connected Futures Partnerships event led by Connected Futures Ambassadors.

Spotlight:

Empowering care-experienced young people

In 2024 we partnered with Drive Forward Foundation, a charity with 15 years' experience of supporting care leavers into sustainable employment.

The challenge:

Young people with experience of the care system face significant hurdles in their journey to employment. A disproportionately high rate (39%) of young care leavers aged 19-21 in England are not in education, employment, or training – a percentage three times greater than their peers without experience of the care system. Disrupted educational experiences and lower educational attainment often create barriers, excluding young people from conventional education, employment, and training pathways.

Programme objective:

Our programme with Drive Forward Foundation aims to robustly evaluate and understand how we can enhance outcomes for these young people and equip commissioners to deliver more impactful support.

Partner organisation: Drive Forward Foundation

Location: Greater London

Drive Forward Foundation's Care to Career programme stands out for its long-term, intensive, and highly personalised support package. Each young person is matched with a dedicated Careers Specialist who provides tailored guidance and one-to-one support. This comprehensive support extends to professional mentoring, access to ring-fenced employment opportunities with reputable public and private sector employers (such as John Lewis and Thames Water), networking events, practical skills workshops, social activities, and counselling services. This multi-faceted approach seeks to address the diverse needs of care-experienced young people, through helping them to develop essential skills and build vital networks for sustained, fulfilling employment.

Our prior evaluation of Drive Forward Foundation's programme demonstrated evidence of promise.

The path ahead:

We will now embark on a randomised controlled trial (RCT) to assess the causal impact of the Care to Career programme on young people's education, employment, and training outcomes.

This represents the next critical step in understanding and scaling effective support for young people with experience of the care system. Working with several Local Authority partners, we will refer 550 young people for support. Half will receive intensive support through the Care to Career programme, and the other half will receive their Local Authority's existing offer. The trial will compare the outcomes of both groups to estimate the impact of the Care to Career programme versus the usual local offer of Local Authorities.

A co-creation and mobilisation phase will run throughout 2025, during which time we will refine the trial design in collaboration with King's College London (the independent evaluator), Local Authorities, Drive Forward Foundation, and young people. The trial will launch in early 2026.



Supporting care experienced young people to navigate the multiple barriers they face brings a level of security and stability to some of the most vulnerable in our society. Combine this with potential reductions in welfare contribution and an increase in tax receipts, moving more care experienced young people into sustainable work not only helps achieve social mobility but also provides a long-term economic benefit. Drive Forward Foundation has been privileged to work with Youth Futures Foundation for the last few years exploring the areas that can make the greatest difference, and we are looking forward to advancing this to RCT in 2026.

Russell Winnard, CEO of Drive Forward Foundation







Being part of the Future Voices Group played a crucial role in my life as it contributed towards giving me a deeper understanding of issues that young people are facing and what can be done to help them in such a challenging world, I had the privilege to work alongside like-minded individuals where we worked together to improve the lives of young people.

Nedilson, Future Voices Group member



Looking ahead

Our plans for 2025

2025 will mark the first year of our second corporate strategy – a new chapter characterised by sharper focus, bold ambition, and deeper systemic impact.

Our 2025–2028 strategy represents a pivotal evolution from our start-up phase to a period of consolidation and purposeful growth, positioning us as a confident, mature organisation equipped to address the complex challenge of youth unemployment and inactivity. We remain driven by our vision: that every young person can achieve good work.

The strategy will solidify our dual role as an evidence generator and catalyst for systemic change, enabling us to focus on three key audiences: policymakers, employers, and funders. Our focus will be on:

- Advancing evidence generation of the highest quality: We will build on the trials and feasibility studies already underway and launch a new wave of robust trials with employers, on Summer Jobs and on our second What Works programme. Our employer trials will seek to generate actionable insights into what works to create inclusive workplaces and improve employment outcomes for young people.
- **Delivering impactful programmes:** Our Connected Futures programme will continue to support innovative solutions



in local systems, while Building Futures will complete its first full academic year of test delivery, and aims to provide invaluable learnings for scaling impactful interventions.

Driving employer and policy change:

We will deepen our employer partnerships to promote workplace behaviour change, harnessing evidence to drive inclusive hiring and retention practices. Simultaneously, we will engage closely with policymakers, influencing the development of the new government's policy agenda to best solve the youth unemployment and inactivity challenge.

• Strengthening operational foundations:

2025 will also see us fully establish the operational infrastructure necessary to support the ambitions in our new strategy. From refining our internal processes to investing in our diverse and talented team, we are building the capacity and capability to sustain long-term impact.





youth futures FOUNDATION



Working together

If you would like to work with Youth Futures Foundation to transform employment outcomes for young people from marginalised backgrounds, please get in touch with us.

Get in touch:

www.youthfuturesfoundation.org

@YF_Foundation

in company/youthfuturesfoundation