

2024/25 IMPACT REPORTS

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OUR MISSION

At Upskill Me, we create safe spaces for under-represented talent with leading employers. We empower young people to realise their potential, build their skills and define their futures.

INSIGHT DAYS IMPACT



AY24/25 INSIGHT DAYS

Impact Report - Aims, Goals & Partners

WHAT IS AN INSIGHT DAY?

Insight Days are bespoke events that foster meaningful connections between under-represented talent and industry leaders. Each event includes a customised project task, panel discussion, networking opportunities and skill development sessions tailored to student needs.



CORE GOALS



CONNECT young people to employees and role models, and provide opportunities for professional development.



DEMYSTIFY our partners' application processes and build knowledge of opportunities for young people.



SUPPORT students to build the skills, knowledge and confidence they need to succeed in the workplace and beyond.

2024/25 INSIGHT DAY PARTNERS



GE HealthCare



e-on

AY24/25 INSIGHT DAYS

Impact Report - Students & Schools

248

**YOUNG PEOPLE INTERESTED IN
CAREERS WITH OUR PARTNERS**

ACROSS 105 SCHOOLS

SCHOOL LOCATIONS:

- LONDON
- BERKSHIRE
- BUCKINGHAMSHIRE
- GREATER MANCHESTER
- NOTTINGHAM

STUDENT DEMOGRAPHICS

72%

Were from minoritised ethnic communities/backgrounds.

48%

Had parents who did not go to university and gain a degree.

31%

Were eligible for Free School Meals or Pupil Premium.

6%

Faced additional barriers, e.g. refugee/young carer status.

STUDENT RATINGS

97%



Have better knowledge of the opportunities and careers available at our partners.

89%



Said attending increased their confidence levels in applying for an apprenticeship.

91%

17%
Increase from pre-event

Are interested in applying for an apprenticeship with the host organisation.

94%

**OF ATTENDEES SAID THEY WOULD ATTEND ANOTHER
EVENT WITH THE HOST ORGANISATION!**

AY24/25 INSIGHT DAYS

Impact Report - Volunteers

85

CORPORATE VOLUNTEERS
ACROSS 5 PARTNERS

SECTORS:

- TECHNOLOGY
- BIO-PHARMA
- HEALTHCARE
- FINANCE
- ENERGY



VOLUNTEER RATINGS

95%

Felt they added value to the students' experience.

100%

Felt more positive about their organisation.

100%

Said they found the volunteer support materials useful.

100%

Said they would recommend volunteering with Upskill Me.

VOLUNTEER FEEDBACK

4.8



Average rating for the session volunteers took part in (out of 5)

I think the sessions were really engaging and interesting! The students were lovely to work with and it was wonderful to answer their questions. The whole day was a very rewarding experience.

- Volunteer, Insight Day

AY24/25 INSIGHT DAYS

Impact Report - Attendee Quotes

It was so cool to actually see all the machines and behind the scenes, because when you imagine your **dream job**, you don't really know what it will actually be like. But I was able to see workers in action and it blew my mind that people actually do this really cool jobs in labs and **I could do it too**.

- UCB attendee

I found the online panel with the apprentices really insightful. It was great hearing their personal journeys and practical tips.

It made the idea of joining Barclays feel more approachable and realistic.

- Barclays attendee

All of the apprentices were very kind and I appreciated hearing their honest opinions on the company and application process.

- bp attendee

The panel was a really good insight into career prospects and changes after education.

- GE HealthCare attendee

The culture and friendliness of everybody made the day so enjoyable! I personally found it helpful to have conversations with people who work at E.ON, learn about their job roles and ask questions with real degree apprentices.

- E.ON attendee

I loved all the information provided and the way each woman's achievements were highlighted made it so engaging and inspiring!

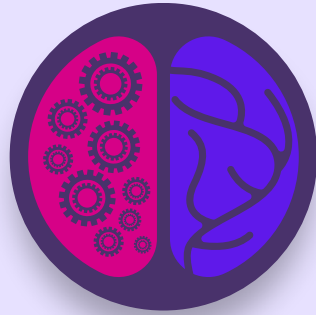
- bp attendee

I found the interview and test preparation insightful (the STAR+R and values approach) as I've not really come across it.

- Barclays attendee

I found it very helpful to talk to those who are already in an **apprenticeship programme**, and ask them about how they got there and what they enjoy most about working at **E.ON**.

- E.ON attendee



EMPOWER ME SERIES IMPACT





AY24/25 EMPOWER ME

Impact Report - Aims, Goals & Partners

WHAT IS THE EMPOWER ME STEM SERIES?

The annual Empower Me STEM Series consists of several in-person career accelerator events which support and prepare girls and all those who identify with womanhood in Year 12 and 13 for an exciting career in STEM. Participants can expect to connect with global employers, receive advice and guidance from leading women in STEM, boost their employability skills and collaborate with like-minded peers on real-world projects.



CORE GOALS



EMPOWER students to find and appreciate the value of their own voice



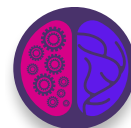
CONNECT students to a supportive peer and professional network



SUPPORT students to build the skills, knowledge and confidence they need to succeed in the workplace and beyond

2024/25 EMPOWER ME PARTNERS


THALES
GSK
colt
 **MACQUARIE**

AY24/25 EMPOWER ME

Impact Report - Students & Schools

246

YOUNG WOMEN INTERESTED IN PURSUING A CAREER IN STEM

ACROSS 106 SCHOOLS

SCHOOL LOCATIONS:

- LONDON
- BERKSHIRE
- BUCKINGHAMSHIRE
- ESSEX
- HAMPSHIRE



STUDENT DEMOGRAPHICS

85%

Were from minoritised ethnic communities/backgrounds.

46%

Had parents who did not go to university and gain a degree.

46%

Were eligible for Free School Meals or Pupil Premium.

11%

Faced additional barriers, e.g. refugee/young carer status.

STUDENT RATINGS

96%



Have better knowledge of the opportunities and careers available at our partners.

93%



Said they would attend another event with the Upskill Me!

91%

43%
reported a significant increase

Said attending increased their confidence levels in applying for an apprenticeship.

17%

OF STUDENTS WERE PREVIOUS ATTENDEES AT ONE OF OUR EVENTS OR PROGRAMMES!



AY24/25 EMPOWER ME

Impact Report - Volunteers

97 CORPORATE VOLUNTEERS ACROSS 14 PARTNERS

SECTORS:

- TECHNOLOGY
- BIO-PHARMA
- HEALTHCARE
- FINANCE
- ENERGY
- MEDIA



VOLUNTEER RATINGS

95%

Felt they added value to the students' experience.

95%

Felt more positive about their organisation.

73%

Said they found the volunteer support materials useful.

100%

Said they would recommend volunteering with Upskill Me.

VOLUNTEER FEEDBACK

4.5



Average rating for the session volunteers took part in (out of 5)

I found the event great!
The energy was very high and really informative. Loved meeting all the students and helping facilitate exercises. Fab event!

- Volunteer, International Women's Day



AY24/25 EMPOWER ME

Impact Report - Attendee Quotes

My time at this event changed the way I view the journey towards the right career. I'm looking forward to applying the knowledge I have gained...

This was a great chance to network with like-minded people and develop critical skills.

- Women in Tech & Engineering attendee

...I asked myself why I was waiting for role models to present instead of taking on the challenge myself. Although I could hear the slight tremor in my own voice, adrenaline soon kicked in and I was suddenly delivering a spontaneous speech in front of a hundred people I'd never met before.

I was rewarded with a boost of confidence for public speaking, as well as a packet of love hearts. By the end of the day, I was highlighted by my mentor, as an inclusive, dedicated leader, for which I received an award certificate and a badge that I will wear with honour!

Upskill Me by Talent Spaces never fail to host engaging yet educational days, packed with activities designed to hone our soft skills. Thank you to... the rest of the team that make these days possible. I can't wait to be at the next one! - International Women's Day attendee

The entire event was incredibly useful, informative, inspiring and enjoyable. This was my first Talent Spaces event and I can't believe I've only just discovered this organisation! I will most definitely be applying to other events.

- London STEM Apprenticeships attendee

This event provided a platform for young women to embrace our unique personalities and build the confidence needed to pursue our dream careers in STEM. - International Women's Day attendee

I loved the networking! The volunteers were actually the most wonderful people and the girls who attended even better! Being able to share experiences in an open atmosphere was the best. - London STEM Apprenticeships attendee

I learnt so much about myself... From team huddles to behind the scenes tours... I had the chance to speak with professionals across different roles, each passionate about what they do and eager to share advice -

Women in Tech & Engineering attendee

**INDUSTRY
SOCIETIES**

INDUSTRY SOCIETIES IMPACT

AY24/25 INDUSTRY SOCIETIES

Impact Report - Aims, Goals & Partners

INDUSTRY
SOCIETIES

Upskillme
By Talent Spaces

WHAT ARE INDUSTRY SOCIETIES?

Industry Societies are exclusive student-led societies to help Year 12 students get career ready. Students develop their employability skills across a four-month programme by completing two challenging industry projects, taking part in career-focused activities and visiting an inspiring industry space.



CORE GOALS



DELIVER impactful careers provision by connecting young people to employers and inspirational industry spaces.



NURTURE in-demand employability skills by supporting and raising confidence levels so young people are set up for success at the start of their careers.



DIVERSIFY early talent pools by connecting employers with under-represented talent. As a result, young people are better informed and more career ready.

2024/25 INDUSTRY SOCIETIES PARTNERS

AY24/25 INDUSTRY SOCIETIES

Impact Report - Student Demographics & Schools

INDUSTRY SOCIETIES

Upskillme
By Talent Spaces

60

YOUNG PEOPLE LOOKING TO START
THEIR CAREERS IN LAW AND FINANCE

2 COHORTS / 12 SCHOOLS

SCHOOL LOCATIONS:

- LONDON
- CHESHIRE
- GREATER MANCHESTER

STUDENT DEMOGRAPHICS

73%

Were from minoritised ethnic communities/backgrounds.

73%

Had parents who did not go to university and gain a degree.

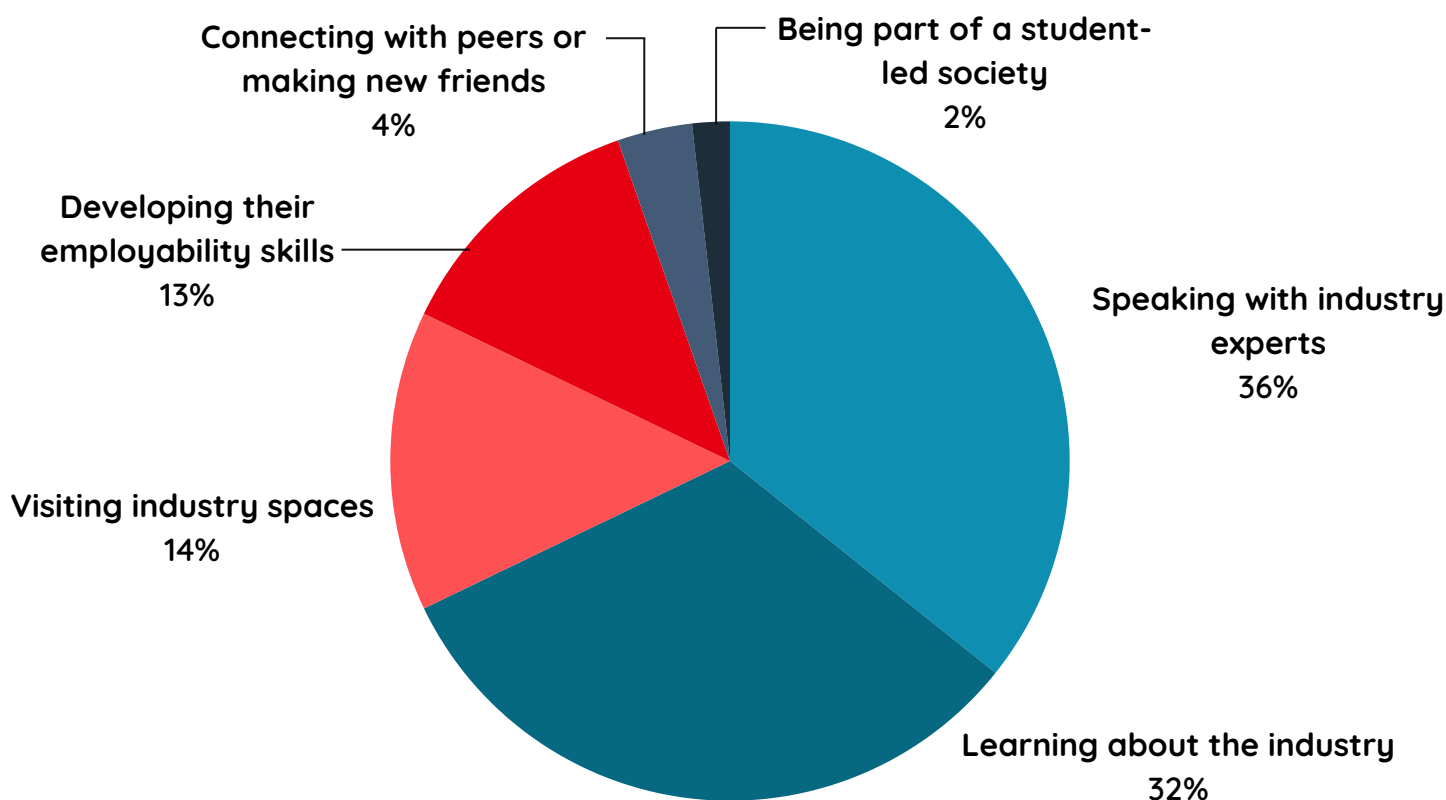
75%

Were eligible for Free School Meals or Pupil Premium.

4%

Faced additional barriers, e.g. refugee/young carer status.

WHAT EXCITED STUDENTS MOST?



AY24/25 INDUSTRY SOCIETIES

Impact Report - Student Outcomes

INDUSTRY SOCIETIES

Upskillme
By Talent Spaces

KEY EMPLOYABILITY SKILLS

Students reported greater confidence in applying key employability skills, with most feeling 'very' or 'fairly' confident in their ability to do the following by the end of the programme:

88%

I can help organise an event or project.

95%

I can comfortably share my ideas with others.

77%

I can take part in a presentation or speak with an audience.

88%

I can work well in a team with people I don't know.

95%

I can come up with ideas that benefit others as well as myself.

82%

I can take account of how my team are feeling when we work together.

88%

I understand and can easily identify my strengths and weaknesses.

89%

I can comfortably network with industry professionals.

KNOWLEDGE OF INDUSTRY & HOST

Students deepened their understanding of the host organisations and industries, with many agreeing their knowledge of career pathways and opportunities had grown.

100%

Understand what their host organisation does.

98%

Understand the career opportunities available to them.

96%

Understand where to find opportunities at their host.

98%

Gained a positive impression of their host organisation.

95%

Felt they could belong at their host organisation

89%

Plan to apply for a role at their host organisation.

AY24/25 INDUSTRY SOCIETIES

Impact Report - Student Outcomes

INDUSTRY SOCIETIES

Upskillme
By Talent Spaces

CONFIDENCE & FUTURE OUTLOOKS

Participation in our Industry Societies programme **positively influenced** students' outlooks for the future.

Across the board, significant numbers agreed that they felt more **motivated, capable and optimistic** about their next steps, reinforcing the role of the programme in supporting future aspirations.

100%

I understand the different routes and career pathways available in the industry.

I feel motivated to do well at school.

96%

98%

I am excited about the world of work and the opportunities ahead of me.

I feel connected to my peers with similar interests.

95%

91%

I would be a valuable asset to the industry.

I have a clear career goal and understand how to achieve it.

87%

95%

I feel capable of pursuing a successful career in the industry.

I feel hopeful and optimistic about my future.

95%



Average rating for the programme according to students (out of 10)

AY24/25 INSIGHT DAYS

Impact Report - Volunteers

INDUSTRY
SOCIETIES

UpskillMe
By TalentSpaces

92 **CORPORATE VOLUNTEERS**
ACROSS 2 PARTNERS

SECTORS:

- LAW
- FINANCE



VOLUNTEER RATINGS

100%



Felt they added value to the students' experience.

100%



Said they found the volunteer support materials useful.

100%



Said they would recommend volunteering with Upskill Me.

VOLUNTEER FEEDBACK

4.7



Average rating from volunteers across the programme (out of 5)

I really enjoyed seeing the students work together and gain confidence. The activities were varied and interesting and I felt really invested in the outcome for each group. I would very much like to get involved again in future and would recommend to my colleagues.

- Volunteer, Law Society

HUGE THANK YOU TO OUR PARTNER ORGANISATIONS & VOLUNTEERS!

AY24/25 INSIGHT DAYS

Impact Report - Society Member Quotes

INDUSTRY
SOCIETIES

UpskillMe
By Talent Spaces

It was a great honour to be chosen for this programme, and I thought it really **helped me come out of my shell** as well as meet other people with the same goals as me. Such a fantastic opportunity to learn about the legal world and about Addleshaw Goddard specifically.

- Law Society member

During this society experience, I have enjoyed meeting so many new people. I have always struggled to bond with new people, but genuinely this experience has helped me become better at communicating [...] Meeting those who work with [host] has improved my knowledge about banking and finance.

- FM&B Society member

Extremely meaningful, an experience I will carry with me throughout my career.

- FM&B Society member

The Law Society has been instrumental in shaping my journey and aspirations within the legal field and I enjoyed it very much!

- Law Society member

The Law Society has shown me that there are many ways into the legal profession and hearing the volunteers' experiences helped me understand how they navigated this to take on the careers they have.

- Law Society member

The way the Upskill Me team organised the presentations to fit in with [the host's] values made sessions really engaging and interactive that built up my confidence a lot.

- FM&B Society member

It has been a pivotal moment in my life as it has allowed me to plan my life out in terms of the career paths I want to take.

- Law Society member

It has boosted my ability to speak confidently in a group of peers I do not know, and also boosted my knowledge on different roles in Banking. It has definitely **changed my outlook** on Finance.

- FM&B Society member