The employment landscape for young people in the UK
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Foreword

Foreword

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Voting in the referendum on the UK’s membership of the EU exposed a number of fault-lines in UK society, with voting patterns varying markedly by age, level of education, geography and economic prospects.

In general, young people voted for the UK to stay in the EU: according to polls¹ published by Lord Ashcroft, 73% of 18-24 year-olds voted Remain, falling to 62% among 25-34 year-olds. In contrast, a majority of those aged over 45 voted Leave, rising to 60% of those aged 65 or over.

These figures suggest that, following the vote to leave the EU, the younger demographic groups are going to be watching particularly closely how events unfold. In the statement announcing her acceptance of the Queen’s invitation to form a new government², the incoming Prime Minister, Theresa May, commented:

“The government I lead will be driven not by the interests of the privileged few, but by yours... When it comes to opportunity, we won’t entrench the advantages of the fortunate few. We will do everything we can to help anybody, whatever your background, to go as far as your talents will take you.”

Given this commitment, it’s all the more important that the Government — and the UK economy — create and foster the right conditions for young people to flourish in work, regardless of their background or circumstances.

In the run-up to the referendum, EY, in association with the EY Foundation, decided to commission Oxford Economics to undertake research into the employment prospects facing young people in the UK. EY and the EY Foundation share a common belief that all young people, regardless of their background or circumstances, should have an opportunity to realise their career ambitions and make a successful transition into work through a variety of pathways.

Our aim in initiating this study was to understand the employment landscape for young people in the UK today, the challenges and the opportunities. By doing so we can collaborate with UK employers to drive change that will create action to improve young people’s skills and working prospects.

This report identifies some of the challenges we need to address to improve the life opportunities of young people. Subsequent reports will set out evidence based proposals on how this might be achieved.

The UK’s relative performance in international terms

A creditable showing – especially since 2011 ...

The rate of youth unemployment in the UK³ compares relatively well to that in most other countries in Europe. As Figure 1 shows, while the UK youth unemployment rate is almost double that in Germany and above that of the Netherlands, it is significantly lower than the rates seen in France, Italy and Spain. In the last of these countries youth unemployment in 2015 was exceptionally high at almost 50%, as it was in Greece. Among other countries, Sweden and Finland also had higher youth unemployment rates than the UK. Furthermore, since 2011 – a year that saw the peak of unemployment in most European countries – the UK’s level of youth unemployment has seen one of the biggest falls anywhere in Europe.

While the UK’s rate of youth unemployment is lower than most other European countries this appears to be partly due to its having lower total unemployment, this factor does not provide a complete explanation. In 2015 the UK’s youth unemployment rate was 9.3 percentage points (pp) above its total unemployment rate, whereas the overall youth unemployment rate for the EU’s 28 member countries – the EU-28 – was 11pp higher than total unemployment. Germany scores particularly well on this measure, while Italy, Spain and Greece perform especially poorly. So it seems other considerations are at play in the UK’s relatively strong showing on youth unemployment.

³ Note: using the standard Eurostat measure, which includes people aged 15-24
Trends in youth unemployment in the UK

Youth unemployment is consistently higher than for older groups...

The top-line finding from an analysis by age of the UK’s unemployment figures is that the unemployment rate for people aged 16-to-24 is relatively high compared to other age groups. As Figure 3 shows, this has been the case consistently in recent decades, although the differential between the rate of youth unemployment and the rate for other age groups has varied over time.

...but has now fallen back to 2006 levels

The latest official data for March to May 2016 suggests that in the UK there are 142,000 16-17 year olds, and 475,000 18-24 year olds, who are unemployed (see Figure 4). The unemployment rate for 16-17 year olds in the UK is 28.7% and 11.6% for 18-24 year olds, in contrast to 4.9% for all people aged 16 and over.⁴

More positively, these rates of youth unemployment are well below those reported in 2011, when the rate for 16-17 year olds peaked at 40% and for 18-24 year olds at 20%. Indeed, as Figure 5 illustrates, youth unemployment rates are now back to where they were in 2006, before the global financial crisis and subsequent recession.

Figure 3: Unemployment rates: UK, 1992-2016

Figure 4: Youth unemployment levels: UK, 1992-2016

Figure 5: Youth unemployment rates: UK, 1992-2016

Source: ONS

⁴ Source: ONS: UK Labour Market
As well as being driven partly by levels of unemployment, youth unemployment rates are also affected by shifts between employment and education. This is because the unemployment rate is defined as unemployed people as a percentage of those either employed or unemployed. As Figure 6 illustrates, there has been a long-term decline in employment for 16-17 year olds, while employment among 18-24 year olds has seen an uneven but fairly steady recovery since 2011.

At the same time, as shown in Figure 7, there has been a partially corresponding rise in educational participation among people aged 16-24. This has been accompanied by a long-term decline in the number of young people who are classified as not in employment or education, but also not unemployed, since they are not looking for work. Taking these findings together with the declining employment of 16-17 year olds highlighted in Figure 6, it appears that the recent fall in the number of unemployed 16-17 year olds is less due to a decline in the number of people of that age, and more the result of a shift from work into education.

All of this means that rising educational participation for 16-17 year olds has been linked more closely to declining employment than to declining unemployment, whereas the same is much less true for 18-24 year olds. And while the unemployment figures appear to have improved for 16-17 year olds, there is a question as to whether this shift to education is simply masking the underlying challenge of finding work.

Such concerns are given further weight by signs of some reluctance on the part of employers to recruit young people as shown by a higher rate of unemployment for young people in Figure 3. Furthermore, as Figure 8 shows, survey evidence indicates that a quarter of employers say 16-year-old school leavers lack work/life experience, and one in five say the same about 17-18 year old school leavers. One in five also refer to poor attitudes among all school leavers. College and university leavers score better, but with significant minorities of employers still citing problems.

Rising participation in education for 16-17 year olds...

...may be simply delaying the challenge of finding work

<table>
<thead>
<tr>
<th>Skills lacking among school/college/university leavers</th>
<th>16 yr old school leavers</th>
<th>17-18 yr old school leavers</th>
<th>17-18 yr old college leavers</th>
<th>University leavers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of work/life experience</td>
<td>25</td>
<td>20</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>Poor attitude</td>
<td>21</td>
<td>20</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>Lack of skills/competences</td>
<td>10</td>
<td>9</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Lack of common sense</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Lack of literacy/numeracy</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Poor education</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: UK Commission on Employment and Skills

5 Source: UK Commission on Employment & Skills

Figure 6: Youth employment levels UK, 1992-2016

Figure 7: Economic activity & education (16-24) UK, 1992-2016

Figure 8: Skills lacking among school/college/university leavers recruited to their first jobs (% of employer respondents)
Sectors: youth employment loses ground in high-growth, high-pay industries

An analysis of the UK’s official youth employment figures by industry sector provides further clues as to what is happening. As Figure 9 shows, young people are being recruited in relatively smaller numbers than older workers into higher-growth sectors. They’re also more exposed to economic volatility and industry restructuring than the population as a whole: of the 166,000 decline in youth employment from 2004 to 2015, the biggest single element has been a fall in manufacturing employment, with a decline of 109,000 or 28%. This suggests that the traditional route to work and skills has become harder to access.

In most sectors the declines in youth employment have outpaced the total falls in employment. Sectors that have reduced their employment of young people sharply are construction; transport & communication; and distribution, hotels & restaurants.

The only two exceptions, where young people’s share of employment has grown, are agriculture and public services – both of which tend to be lower-paid. What’s more, the latest Census shows that the proportions of people aged 16-24 working in lower-skilled roles, such as sales & customer service (22%) and elementary occupations (20%), are double the averages for workers of all ages.

Maturing workforces, demands for new skills in a knowledge economy and a forecast growth in high-skilled jobs over the next few years means that the need for employers to diversify talent has become a business imperative.

Flexible and dynamic businesses rely on continuously attracting new skills and experience and yet youth unemployment remains a significant problem in the UK, particularly in certain towns and cities, such as Middlesbrough, Swansea, Wolverhampton and Bradford.

The unemployment rate for young people is at least double that of the rest of the population (28.7% of 16-17 year olds and 11.6% for 18-24 year olds compared to 4.9% of all people over 16). And there has been a 130% rise (since 2011) in unfilled job vacancies, due to what employers see as a major skills shortage.6

What is clear is that we face a two-sided problem in the UK today. Young people, particularly from disadvantaged groups, are not getting access to the work experiences and skills training they need to transition into jobs and successful careers.

And employers are missing out on the opportunity to work with and employ local talented young people either because they are not recruiting from a diverse enough talent pool and/or because they perceive that young people do not have the skills required for entry-level roles.

At the EY Foundation we work with young people from disadvantaged groups to make them employer ready and we also help employers become young people ready. We do this by offering skills training, work experience and mentoring through our programmes, which are accredited by the Chartered Management Institute, helping young people to develop the skills they need to succeed in the work place.

The EY Foundation works with an increasing number of UK employers and corporate partners who share our vision of giving all young people access to opportunities, regardless of background.

It is an economic imperative that UK employers open their doors and invest in developing the skills of young people. The more employers that play an active role in developing young people, the more we can help young people to get a great start to their working lives – now and in the future.

“Before [the EY Foundation’s Our Future programme] my confidence was really low because I found it really hard to talk to people and get to know them, I also didn’t know what to do with my life when getting a job. But after the [Our Future] experience I have boosted my confidence to the point that I can have a really interesting conversation with someone I have never met before and this helped make my motivation stronger to do well with meeting people in the future.”

Our Future student, 2016

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Figure 9: Youth employment (16-24) by sector, UK

<table>
<thead>
<tr>
<th>Sector</th>
<th>Level 2015 (000s)</th>
<th>Change 2004-15 (000s)</th>
<th>Share of 16-64, 2004 (%)</th>
<th>Share of 16-64, 2015 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture &amp; fishing</td>
<td>33</td>
<td>7</td>
<td>10.5</td>
<td>11.5</td>
</tr>
<tr>
<td>Mining &amp; utilities</td>
<td>46</td>
<td>8</td>
<td>9.9</td>
<td>9.0</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>276</td>
<td>-109</td>
<td>10.5</td>
<td>9.6</td>
</tr>
<tr>
<td>Construction</td>
<td>235</td>
<td>-80</td>
<td>13.5</td>
<td>11.0</td>
</tr>
<tr>
<td>Distribution, hotels &amp; restaurants</td>
<td>1,448</td>
<td>-62</td>
<td>28.4</td>
<td>26.5</td>
</tr>
<tr>
<td>Transport &amp; communication</td>
<td>191</td>
<td>-67</td>
<td>9.7</td>
<td>7.2</td>
</tr>
<tr>
<td>Financial &amp; business services</td>
<td>514</td>
<td>-21</td>
<td>13.9</td>
<td>10.3</td>
</tr>
<tr>
<td>Public services</td>
<td>712</td>
<td>117</td>
<td>7.8</td>
<td>8.0</td>
</tr>
<tr>
<td>Other services</td>
<td>329</td>
<td>40</td>
<td>20.4</td>
<td>19.2</td>
</tr>
<tr>
<td>Total</td>
<td>3,784</td>
<td>-167</td>
<td>14.4</td>
<td>12.8</td>
</tr>
</tbody>
</table>

Source: ONS

6 UK Commission for Employment and Skills, Employer Skills Survey 2015: UK results
An analysis by region reveals significant variations in youth unemployment rates in the UK in 2015 from 11.2% in the East of England to 18.3% in the North East. These variations are only partly explained by differences in the number of young people in education and total unemployment across all age groups. London’s youth unemployment rate is relatively high at 17.9%, but it also has the highest proportion of population aged 18-24 who are in full-time education, at 39%. Meanwhile the East and the South West have the lowest proportions in full-time education (26% and 29.4% respectively), yet also the lowest unemployment rates for young people.

As well as the regional unemployment rates for 2015, Figure 10 also shows how these have changed in each region since the last recession in 2011. While the rates have declined in all regions, the biggest falls have been seen in the East Midlands and West Midlands and Yorkshire & Humber.

Over the longer timeframe of 2004-15, youth employment rose only in London and (marginally) the South West, and fell in the other ten regions. The North East saw the most pronounced fall in youth employment in percentage terms, which corresponds with this region currently having the highest youth unemployment rate.

While the variations in youth unemployment between regions are significant, they’re far exceeded by those between the UK’s cities. In every region, the majority of cities for which data is available had youth unemployment rates higher than their regional average. As Figure 12 shows, the largest gap was in the East Midlands, where Leicester’s 23.6% youth unemployment rate was 12pp above the regional rate. Four cities out of our sample of 48 had youth unemployment rates in excess of 25% – Middlesbrough, Swansea, Wolverhampton and Bradford – while only three had youth unemployment rates in single figures: Inverness, Aberdeen and Coventry.

The variations in youth unemployment between UK cities and their surrounding regional economies point to a need to inform future policy by learning more about the factors that drive youth unemployment variances locally. These differences also appear to underline the need for policy to focus at a local level.

### Youth unemployment rates in the UK varied by region in 2015: 11.2% in the East to 18.3% in the North East

### Youth unemployment change (16-24), 2004-15

### Region/City Rate (%) Region/City Rate (%) Region/City Rate (%)

<table>
<thead>
<tr>
<th>Region/City</th>
<th>Rate (%)</th>
<th>Region/City</th>
<th>Rate (%)</th>
<th>Region/City</th>
<th>Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>North East</td>
<td>18.3</td>
<td>East</td>
<td>18.3</td>
<td>South West</td>
<td>11.7</td>
</tr>
<tr>
<td>Newcastle</td>
<td>15.6</td>
<td>Peterborough</td>
<td>15.3</td>
<td>Swindon</td>
<td>10.9</td>
</tr>
<tr>
<td>Sunderland</td>
<td>19.5</td>
<td>Luton</td>
<td>19.1</td>
<td>Poole</td>
<td>11.7</td>
</tr>
<tr>
<td>Stockton</td>
<td>24.9</td>
<td>Southend</td>
<td>21.7</td>
<td>Bristol</td>
<td>14.2</td>
</tr>
<tr>
<td>Middlesbrough</td>
<td>27.3</td>
<td>Wales</td>
<td>17.4</td>
<td>Bournemouth</td>
<td>15.8</td>
</tr>
<tr>
<td>North West</td>
<td>13.9</td>
<td>Cardiff</td>
<td>11.6</td>
<td>Plymouth</td>
<td>16.2</td>
</tr>
<tr>
<td>Wigan</td>
<td>10.9</td>
<td>Newport</td>
<td>17.2</td>
<td>Cornwall</td>
<td>16.8</td>
</tr>
<tr>
<td>Bolton</td>
<td>18.4</td>
<td>Swansea</td>
<td>27.3</td>
<td>Scotland</td>
<td>14.3</td>
</tr>
<tr>
<td>Blackpool</td>
<td>19.9</td>
<td>West Midlands</td>
<td>15.5</td>
<td>Highland (Inverness)</td>
<td>7.9</td>
</tr>
<tr>
<td>Liverpool</td>
<td>22.1</td>
<td>Coventry</td>
<td>8.2</td>
<td>Aberdeen</td>
<td>9.4</td>
</tr>
<tr>
<td>Manchester</td>
<td>22.8</td>
<td>Solihull</td>
<td>11.0</td>
<td>Edinburgh</td>
<td>11.4</td>
</tr>
<tr>
<td>Yorkshire &amp; Humber</td>
<td>15.0</td>
<td>Stoke</td>
<td>17.3</td>
<td>Stirling</td>
<td>13.0</td>
</tr>
<tr>
<td>York</td>
<td>11.4</td>
<td>Birmingham</td>
<td>22.5</td>
<td>Perth and Kinross</td>
<td>16.1</td>
</tr>
<tr>
<td>Leeds</td>
<td>13.8</td>
<td>Wolverhampton</td>
<td>27.0</td>
<td>Glasgow</td>
<td>16.6</td>
</tr>
<tr>
<td>Hull</td>
<td>17.1</td>
<td>South East</td>
<td>12.6</td>
<td>Falkirk</td>
<td>18.7</td>
</tr>
<tr>
<td>Sheffield</td>
<td>19.4</td>
<td>Portsmouth</td>
<td>12.1</td>
<td>Dundee</td>
<td>19.4</td>
</tr>
<tr>
<td>Bradford</td>
<td>26.0</td>
<td>Reading</td>
<td>13.5</td>
<td>London</td>
<td>17.9</td>
</tr>
<tr>
<td>East Midlands</td>
<td>11.7</td>
<td>Southampton</td>
<td>15.4</td>
<td>UK</td>
<td>14.4</td>
</tr>
<tr>
<td>Nottingham</td>
<td>19.1</td>
<td>Milton Keynes</td>
<td>16.2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: ONS

*excluding Northern Ireland

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*Youth unemployment in the UK*
The outlook: bright spots amid a more complex landscape

In the more complex post-Brexit landscape, it’s harder to be sure how the UK economy will change and develop in the coming years. But the new Prime Minister seems keen to drive growth across the country, suggesting that more investment in skills may be in prospect.

Against this background, the sectors with the highest proportions of young people relative to their total employment – namely distribution, hotels & restaurants; and other services, which includes entertainment, sports and culture (see Figure 13) – are set to grow. We expect that between 2015 and 2030, UK youth employment in distribution, hotels & restaurants will grow by an average of 0.4% a year, matching the projected growth in the UK’s total employment. Over the same period, we forecast that employment in other services will grow at 0.9%, strongly outpacing the average across UK sectors.

So in the two most important sectors where young people currently tend to find work, youth employment appears to be in a relatively favourable position, with overall employment expected to grow either in line with, or ahead of, the UK’s total employment. However, one worry is that jobs in these sectors tend not to be among the best-paying.

In order to support young people out of poverty and into careers it is vital to ensure that progression routes are made available within these job roles and that young people are given the skills they need to transition into higher-skilled work in the future. But significant progress is needed here in order to make this a reality. For example better connections between employers across sectors and investment in leadership and management training, which equips young people with transferable skills. With the latest annual CBI/Pearson education and skills survey (2016) showing that 77% of employers expect to need more staff with higher skills in the years ahead, young people are going to need to focus on developing management and leadership and technical skills to ensure they are not locked-out of the labour market.

The sectors in which young people are most likely to have difficulties finding employment are mining & utilities, and manufacturing. Both are expected to see job losses overall, and tend to employ fewer than average young people. However, it’s possible that the decline in manufacturing could reverse after Brexit, given the potential for higher import costs and lower export costs, and the scope for growth in “modern” manufacturing.

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**Figure 13: Youth employment quotients vs industry forecasts**

<table>
<thead>
<tr>
<th>Source: Oxford Economics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial &amp; business services</td>
</tr>
<tr>
<td>Construction</td>
</tr>
<tr>
<td>Transport &amp; comms.</td>
</tr>
<tr>
<td>Other services</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
<tr>
<td>Distribution, hotels &amp; restaurants</td>
</tr>
<tr>
<td>Agriculture</td>
</tr>
<tr>
<td>Mining &amp; utilities</td>
</tr>
<tr>
<td>Manufacturing</td>
</tr>
<tr>
<td>Youth employment quotient (1=average)</td>
</tr>
</tbody>
</table>

Youth unemployment in the UK
Conclusions

Overall, our analysis suggests that although the level of youth unemployment in the UK is relatively low compared to other countries and the situation has improved in recent years, the absolute number of unemployed young people is too high. It appears that the historical rise in educational participation among young people – especially 16-17 year olds – has been more at the expense of employment than unemployment. Overall, it seems clear that there is more to do to help young people transition from education into work. This will require efforts to stimulate demand for workers and also to improve the capabilities of young people in the workforce.

On the demand side, action may also be possible at a sector level. In the past decade, three sectors have seen particularly large falls in employment of young people: manufacturing, construction, and financial & business services. Manufacturing is particularly important as it was historically a large employer of young people in the North and Midlands, regions which seemed to be amongst the most disaffected in our analysis of the EU referendum vote. Moreover, this work was typically relatively well paid and offered the chance to young people to develop their skills over their careers.

Industry-focused initiatives could be undertaken to help address this decline, although much depends on these sectors’ overall recruitment rates. And while the distribution, hotels and restaurants sector and other services (such as entertainment, sports and culture) are likely to provide relatively large numbers of job opportunities for young people, special efforts are likely to be needed to work with investors and businesses to create job opportunities in manufacturing.

Our geographical analysis shows that while there are clear differences in youth unemployment between different regions of the UK, these are outweighed by the much larger variations between cities and their regional economies. In particular, four cities in the UK have youth unemployment rates exceeding 25%. This suggests a need for policy to focus on creating local solutions based on analysis at a city/regional level, potentially accompanied by more devolution of skills and education to areas like the Northern Powerhouse and Midlands Engine. To move the dial on youth unemployment, more funding will also be needed.

Crucially, the task of tackling all these issues cannot simply be left to government. Business also needs to do more: employers can’t just complain about lack of skills and sit back. They need to engage more with schools and young people to help develop and inspire the next generation of employees across all sectors of the economy. At root, local employer-led solutions in collaboration with educators and local government, are needed to provide young people with the vital skills, experience and opportunities necessary to secure work in the 21st century.

A report out next month from the Chartered Management Institute (CMI) and the EY Foundation – An age of uncertainty: Young people’s views on the challenges of getting into work in 21st-century Britain – will say that the employability and skills agenda needs to underpin the strategy of every school’s curriculum, every employer’s business growth and talent model, and every local, regional and central government’s plan. Read against the back-drop of the youth employment data contained here, it is clear that greater collaboration is needed between employers, educators and government, to secure the working prospects of young people in the UK to ensure they are fit for the economy of today and tomorrow. The CMI and EY Foundation report will offer some recommendations for how this could happen.

Definitions

Cities:
All cities listed below are defined by their relevant local authority district except for London, which is the Greater London region.

Economically active:
those aged 16 or over, who are either employed or unemployed in the survey reference week.

Economic activity and employment rates:
calculated as a share of total population in the given age band.

Economically inactive:
those aged 16 or over who are neither in employment nor unemployed. This group includes, for example, all those who are looking after a home or family, have a long-term illness or disability which prevents them working, or are retired.

Employed:
those aged 16 or over, who are in employment if they did at least one hour of work in the reference week (as an employee, as self-employed, as unpaid workers in a family business, or as participants in government-supported training schemes), and those who had a job that they were temporarily away from (for example, if they are on holiday). Unpaid family workers also belong to the employed category, and are those who are doing unpaid work in a family business.

Economic activity includes all sectors, including public administration, the defence sector, and education.

Employment rates are calculated as a share of total population of working age in each city.

Unemployed:
those aged 16 or over, who are without work, have actively sought work in the last four weeks and are available to start work in the next two weeks; or are out of work but have found a job and are waiting to start it within the next two weeks.

Unemployment rate:
calculated as a share of economically active population.

*Not in full-time education*:
includes people in part-time education and/or some form of training. People in full-time education are employed if they have a part-time job or unemployed if they are looking for part-time employment.

*The report uses standard ILO definitions*
EY | Assurance | Tax | Transactions | Advisory

About EY
EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities. EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. For more information about our organization, please visit ey.com.

About EY Foundation
The EY Foundation is an independent fundraising charity that helps young people who face barriers in the labour market – such as living in a low-income household - to find pathways into work, higher education or self-employment. At the EY Foundation we want to make a measurable, positive social impact on the work prospects of young people from disadvantaged groups in the UK. We do this by designing, developing and running our own programmes and working with employers, social enterprises and local communities across the UK, from Aberdeen to Southampton.
Together with other employers and our growing network of corporate partners, we have helped to benefit hundreds of young people’s working lives by providing skills training, paid work experiences and mentoring in a diverse range of organisations. The EY Foundation - registered charity: England & Wales 1157154 Scotland SCO45076. Find out more at eyfoundation.co.uk

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