

MOVEMENT TO WORK

England & Wales · Charity number 1160325

Details

Status Registered

Legal form CIO

Registered 2015-02-04

Register [View on the Charity Commission register](#)

Contact

Address c/o Kings Trust
8 Glade Path
London
SE1 8EG

Phone 07921867103

Email info@movementtowork.com

Website www.movementtowork.com

Activities

Objects: THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT IN SUCH WAYS AS MAY BE THOUGHT FIT, INCLUDING ASSISTANCE TO FIND EMPLOYMENT.

Activities: The object of the CIO is the relief of unemployment for the public benefit in such ways as may be thought fit, including assistance to find employment.

Classification

- **How:** Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** Children/young People

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£868,117	£859,567	£140,197	0
2024-03-31	£721,340	£735,787	£131,647	0
2023-03-31	£636,649	£645,676	£146,094	0
2022-03-31	£767,885	£680,148	£155,121	0
2021-03-31	£600,569	£584,947	£67,384	12

Trustees

Name	Role	Appointed
Andrew Mines		2025-01-06
Charles Nicholas Woodburn		2020-01-09
Emma Taylor		2023-07-18
OLLY BENZECRY		2015-02-04

MOVEMENT TO WORK

England & Wales - Charity number 1160325

Accounts

**MOVEMENT TO WORK (MtW)
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st MARCH 2025**

CHARITY NUMBER: 1160325

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Reference and administrative details

Trustees

Charles Woodburn (Chair)

Olly Benzecry

Emma Taylor

Andrew Mines

Secretary and registered office

Sareena Bains, CEO, Movement to Work, c/o The King's Trust, 8 Glade Path, London SE1 8EG

Independent Examiner

Anthony Epton

Goldwins Ltd, 75 Maygrove Road, West Hampstead, London NW6 2EG

Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall, London SW1Y 5EZ

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street, London EC4N 6AF

Charity registration number

1160325

CHAIR'S REPORT

Since our inception in 2013, I'm proud to report that, together with our employer members and partners, we have delivered over 235,000¹ opportunities for young people² across the UK. This is a significant milestone; however, with youth unemployment still three times the national average and 946,000³ young people currently not in education, employment, or training, much work remains.

The 2025 Youth Employment UK Youth Voice Census highlights the continued urgency of our mission. NEET young people report the lowest levels of wellbeing, the weakest access to support, and the poorest confidence in their skills – with only one in four saying they understand what employers are looking for. At the same time, access to work experience has declined, even though young people identify it as one of the biggest barriers to securing employment. These findings underscore the vital role of Movement to Work in creating high-quality pathways that build confidence, develop capability, and provide clear routes into sustained work.

Over the past year, I have once again seen the transformative impact of our work, in partnership with our employer members and partners. In the twelve months to 31 March 2025, Movement to Work delivered 39,774 opportunities, with 82%⁴ of participants achieving a positive outcome.

A major development this year was the completion of our Gen AI Research, undertaken in partnership with Accenture, Microsoft, GetMyFirstJob, The King's Trust and Oxford Insights, exploring how AI is reshaping opportunities for young people. In response, we launched our Gen AI Youth Engagement Plan, delivering nationwide upskilling sessions for young people and frontline youth workers (including DWP work/youth coaches). This programme has been extremely well received and forms the foundation of our next phase of work on AI skilling.

We also launched YouthPath, our new place-based model developed with the West Midlands Combined Authority to mobilise employers in creating pathways for NEET young people aged 16–30. Early results from the West Midlands have been highly encouraging, and discussions are now underway with further Combined Authorities.

We have significantly expanded our employer network this year, welcoming 18 new employer members alongside 12 new Youth Engagement Network partners. To all our members and partners, both longstanding and newly joined, thank you for your continued commitment to supporting young people into meaningful employment.

Looking ahead, our focus is on expanding our reach, strengthening our partnerships, and continuing to create life-changing opportunities for young people facing barriers to work. Together, we will grow the Movement and support even more young people across the country to realise their full potential.



Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com
Date: 09/12/2025

¹ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2025

² Young People = aged 16-30 facing barriers to employment

³ As estimated by the Office for National Statistics for the period July to September 2025

⁴ A positive outcome is based on the number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'24-Q1'25) MtW delivery = 39,774 made up of 26,029 placements started (6,106 completed), and 13,745 direct entry roles started. Of the 6,106 placements completed, 43% led to positive outcomes (2,601). In addition to this, 13,745 direct entry roles are also considered as positive outcomes therefore overall positive outcomes = (2,601+13,745)/(6,106+13,745) = 82%

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31st March 2025. The financial statements comply with the Charities Act 2011, the charity's Constitution, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work-experience, training and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

- **Influence:** Understand the wider landscape of youth employment and work with businesses to address the youth unemployment challenge with quality work placements and direct employment opportunities.
- **Delivery:** Work with businesses and partners to increase delivery across all sectors to increase the number and diversity of opportunities available for young people;
- **Connection:** Bringing employers and partners together to provide a bridge for young people into opportunities, to improve their outcomes.
- **Relevance:** Keeping young people at the heart of everything we do and leveraging the learnings of employers and partners to constantly evolve our offering to ensure we meet the needs of young people.

We do this by encouraging UK employers to join Movement to Work and offer meaningful work experience and direct-into-work opportunities, accompanied by training and pre-employability coaching, to young people who are not in education, employment or training (NEET), with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by a vast network of businesses, the Government, the TUC & CBI.

In the year ending 31 March 2025, MtW delivered 39,774 opportunities to NEET young people across the UK with positive outcomes of 82%⁶. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement. We make this happen in four key ways:

1. **Build our employer network:** Identifying and targeting key sectors and industries where there is a need for young talent;
2. **Build our Youth Engagement Network:** We work with a range of expert partners – including The King's Trust, The Launch Group and Shaw Trust. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Connecting our network:** Connect our employer and partner networks individually and collectively for greater impact;
4. **Youth engagement:** Ensuring young people are at the centre of everything we do, leveraging their insights and experiences to drive change.

⁶ See footnote #4 in Chair's report

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2025 (CONTINUED)

In support of these, in 2024-25, we progressed the following key priorities:

1. **Scale Delivery & Outcomes:** We delivered more, at pace, to a wider cohort of young NEET people, whilst ensuring opportunities are linked to employment or further training. This was done through achieving over 235k opportunities delivered across our network during FY24-25, and the onboarding of 18 new employers and 12 new partners;
2. **Position work experience as an Employment Pathway:** We promoted a standard of work experience that positions MtW work experience programmes as a meaningful pathway into employment. This was done through preparing for the launch of our 'Work Experience Works' campaign at our Youth Employability Summit in April 2025;
3. **Catalyse Employer & Partner Collaboration:** We convened employers and partners to share best practices and collaborate on youth employment programmes and future skills, as well as helping employers to gain better access to young people. We did this through the creation of innovative partnership and collaboration initiatives between employers and partners;
4. **Drive System Change:** We continued to break down barriers to employment opportunities for NEET young people, recognised across business, government, civil society & other policy makers. We did this through the launch of our Gen AI Research and the roll-out of our Gen AI youth engagement plan;
5. **Elevate Youth Voice:** We strengthened our pulse on Young People's experiences and perspectives to help employers to create better job opportunities and supporting youth in developing the skills they need to get into work. We did this through the refresh and re-launch of our Youth Voice Survey, whilst expanding its reach across NEET young people;
6. **Future-proofing Operations:** We prepared effectively for team succession, explored Steering Group membership expansion, as well as maximising & diversifying our revenue streams through the creation of a Youth Employability Awards Sponsorship programme. We also laid the groundwork for the replatforming of our website (to be delivered in 2026).

Over the past 12 months, we've delivered a range of highly successful initiatives aligned to our strategic priorities. To build on this momentum and accelerate the Movement's impact, in 2025-26, we are doubling down on those with the greatest potential:

1. **Reach 250k opportunities delivered by 2026,** whilst ensuring opportunities are linked to employment or further training;
2. **YouthPath:** Expand to other priority regions beyond the West Midlands, in collaboration with Combined Authorities and explore YouthPath collaboration opportunities with our youth-facing delivery partners.
3. **Gen AI Youth Engagement:** Broaden our Gen AI youth engagement strategy to our Next-Gen AI Skills Programme, this will include not only AI, but also digital and complementary skills, essential for the AI-enabled world of work. Develop a short online Generative AI learning curriculum to integrate into MtW programmes, and regularly deliver youth upskilling sessions in communities through DWP Youth Hubs and Football Clubs in collaboration with our partner and employer network. . As part of this programme, we will also explore additional strategic partnerships.
4. **'Work Experience Works':** Launch our 'Work Experience Works' campaign at the 2025 Youth Employability Summit. Then continue to expand the campaign by co-developing targeted guidance with partners (e.g., work experience support for young people with special educational needs) and increasing collaborative events and marketing on this topic to drive awareness and action. To also build a work experience starter toolkit for SMEs, and collaborate with partners and employers to bridge the gap between education and employment e.g., by offering wide-reaching virtual work experiences that serve as a pathway to in-person opportunities
5. **Continue to advance key operational priorities,** including the improvement of digital accessibility via the upgrading of our Talent Platform and re-platforming of our website.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2025 (CONTINUED)

Our operating model

MtW is a collaboration of UK employers, Government and Civil Society who have come together to support young people not in education, employment or training, into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these placements are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements, either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and are included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including The King's Trust, Springboard, Catch 22, The Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who run the charity day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in-kind being recognised for these services. The operations team reports to the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2024-25: Accenture, BAE Systems, Civil Service, Diageo, M&S and Tesco.

The Steering Group is chaired by Charles Woodburn. It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Andrew Mines, Managing Director of Electric Thermal Solutions, Spirax Group
- Emma Taylor, Chief People Officer, Tesco
- Charles Woodburn, CEO, BAE Systems Plc
- Chris Jackson, Group Head of Colleague Experience, Centrica
- Debbie Alder, Director General of HR, DWP
 - Succeeded by Julie Blomley, Director General People & Capability, DWP
- Joanna Chugh, Area Vice President, UK, Ireland and Nordics, Marriott International
- Jonathan Townsend, CEO, The King's Trust
- Kevin Rowan, Head of Organising, Services and Learning, TUC
 - Succeeded by Sian Elliott, Head of Organising, Services & Skills, TUC
- Nuno Teles, Managing Director UK, Diageo
- Olly Benzecry, Chair, Shaw Trust
- Rain Newton-Smith, Chief Executive, CBI
- Shaheen Sayed, Market Unit Lead United Kingdom, Ireland, and Africa, Accenture
- Sacha Berendji, Retail, Operations & Property Director, M&S
- Tristram Roberts, Group HR Director, Barclays
- Zahra Bahrololoumi, CEO UK/I, Salesforce

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025 (CONTINUED)

Achievements and Performance

MtW has helped thousands of unemployed young people by giving them the skills and confidence to find employment. Between launching and the end of March 2025 over 235,000 opportunities were delivered⁷.

Financial Review

Collaboration sits at the heart of MtW. The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY 2024-25, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of the charity. Where appropriate, this will include the provision of consultant services.

Additional gifts in-kind and pro bono support have also been provided by participating employers and partners. These include provision of Trustee insurance (Marks & Spencer), provision of events space (Marriott and Salesforce), provision of event food (M&S and Tesco), provision of event beverages (Diageo), provision of legal services (CMS & Ashurst), provision of CRM licences (Salesforce), and provision of marketing, PR and creative services (SMARTS).

In the period, the charity has recognised income amounting to £868,117 of which £542,849 was in relation to donations in-kind and expended £859,567 in furtherance of its objectives. At 31 March 2025 the charity held unrestricted reserves amounting to £140,197.

Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The current reserve minimum is set at £50,000 as of 31 March 2025.

Plans for future periods

In FY 2025-26 we anticipate the funding of a Head of Marketing and Communications and Head of Brand and Digital to support with activating our network of influence to amplify our external brand and comms presence, and one Regional Development Lead to support with continued business development in the South and Midlands.

Trustees and management

The trustees and officers serving during the financial year were as follows:

A. MtW Trustees:

- Oliver Benzecry, Chair, Shaw Trust (appointed on 4 February 2015, re-elected 5th Dec 2023)
- Charles Woodburn, MtW Chair and CEO, BAE Systems Plc (appointed 9 January 2020, re-elected 6th Dec 2024 and assumed Chair 1 February 2023)
- Emma Taylor, Chief People Officer, Tesco Plc (appointed on 5 July 2023)
- Andrew Mines, Managing Director of Electric Thermal Solutions, Spirax Group (appointed on 6th January 2025)

B. Key MtW management personnel:

- Sareena Bains, CEO, Movement to Work, January 2024 - Present

⁷ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2025

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2025 (CONTINUED)

Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4th February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

Appointment of trustees

As set out in the Constitution:

- The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.
- Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-quarter of the charity trustees shall retire from office.
- Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.
- All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

- He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);
- He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;
- He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

Trustee induction and training

Orientation guidance is shared with new trustees to ensure awareness of their legal obligations under charity and company law alongside the latest Charity Commission guidance, covering areas such as decision making, managing risks, and declaring conflicts of interest. In addition, key documentation is shared for review, including the charity's constitution, latest trustee report & financial statements, and relevant internal policies.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO, seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2025 (CONTINUED)

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees



Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com

Date: 09/12/2025

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Anthony Epton

Anthony Epton BA FCA CTA FCIE
Goldwins Chartered Accountants
75 Maygrove Road,
West Hampstead,
London NW6 2EG

08 January 2026

Movement to Work
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2025

	Note	Unrestricted Funds £	2025 Total Funds £	2024 Total Funds £
Income from:				
Donations:				
Contributions from steering group members		325,268	325,268	250,000
Donated services		41,000	41,000	53,322
Donated goods		119,000	119,000	100,769
Donated staff		382,849	382,849	317,249
Total Income		868,117	868,117	721,340
Charitable activities:	3	859,567	859,567	735,787
Total expenditure		859,567	859,567	735,787
Net income/(expenditure) for the year	4	8,550	8,550	(14,447)
Other gains / (losses)		-	-	-
Net movement in funds		8,550	8,550	(14,447)
Reconciliation of funds:				
Total funds brought forward		131,647	131,647	146,094
Total funds carried forward		140,197	140,197	131,647

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

**Movement to Work
Balance sheet
As at 31 March 2025**

	Note	2025 £	2025 £	2024 £	2024 £
Current assets:					
Cash at bank and in hand		<u>172,237</u>		£173,687	
		172,237		<u>173,687</u>	
Liabilities:					
Creditors: amounts falling due within one year	7	<u>32,040</u>		42,040	
Net current assets			<u>140,197</u>		<u>131,647</u>
Total assets less current liabilities			140,197		131,647
Creditors: amounts falling due after one year	17		<u>-</u>		<u>-</u>
Net assets excluding pension asset / (liability)			140,197		131,647
Defined benefit pension scheme asset / (liability)	18		<u>-</u>		<u>-</u>
Total net assets			<u>140,197</u>		<u>131,647</u>
Funds					
Unrestricted funds			<u>140,197</u>		<u>131,647</u>
Total funds			<u>140,197</u>		<u>131,647</u>

Approved by the trustees on
and signed on their behalf by:

09 December 2025



Dr Charles Woodburn (Chair)

The attached notes form part of the financial statements.

**Movement to Work
Statement of cash flows
For the year ended 31 March 2025**

	2025	2024
	£	£
Reconciliation of net movement in funds to net cash provided by / (used in) operating activities	8,550	(14,447)
Increase/(decrease) in creditors	(10,000)	(85,000)
Cash provided by / (used in) operating activities	(1,450)	(99,447)
Change in cash and cash equivalents in the year	(1,450)	(99,447)
Cash and cash equivalents at the beginning of the year	173,687	273,134
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the year	172,237	173,687

Movement to Work

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

d) Donations of gifts, services and facilities

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 3.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2025

3 Expenditure on charitable activities

	Seconded staff £	Direct costs £	Support costs £	Total 2025 £
Recruitment of new employers	78,751	87,896	571	167,218
Engagement with existing employers	135,847	96,775	629	233,250
Building strategic partnerships & driving innovation	84,148	148,270	963	233,381
Enablers	94,104	128,737	2,877	225,718
	392,849	461,678	5,040	859,567

Expenditure on charitable activities 2024

	Seconded staff £	Direct costs £	Support costs £	Total 2024 £
Recruitment of new employers	£55,437	90,952	678	147,067
Engagement with existing employers	130,729	146,923	1,095	278,747
Building strategic partnerships & driving innovation	36,582	54,062	403	91,047
Enablers	94,501	121,481	2,945	218,927
	317,249	413,418	5,121	735,788

Support costs consists of:

	2025 £	2024 £
Basis of allocation		
Equipment	571	678
Trustees indemnity insurance	629	1,095
Independent examiner fee	963	403
Other	2,877	2,945
Total	5,040	5,121

Movement to Work
Notes to the financial statements
For the year ended 31 March 2025

4 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2025	2024
	£	£
Independent examiner's fees	<u>2,040</u>	<u>2,040</u>

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £382,849 (2024: £317,249) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 11 (2024: 14), and the FTE equivalent of these staff amounted to 10.4 (2024: 13).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals	2,040	2,040
Deferred income	30,000	40,000
	<u>32,040</u>	<u>42,040</u>

Deferred income

	2025	2024
	£	£
Balance at the beginning of the year	40,000	125,000
Amount released to income in the year	(40,000)	(125,000)
Amount deferred in the year	30,000	40,000
Balance at the end of the year	<u>30,000</u>	<u>40,000</u>

Deferred income comprises funds received for the next financial year.

8 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	140,197	-	140,197
Net assets at the end of the year	140,197	-	140,197

Analysis of net assets between funds 2024

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	131,647	-	131,647
Net assets at the end of the year	131,647	-	131,647

9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

10 Related party transactions

There are no related party transactions to disclose for the year (2024: none).

MOVEMENT TO WORK

England & Wales - Charity number 1160325

Accounts

**MOVEMENT TO WORK (MtW)
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st MARCH 2024**

CHARITY NUMBER: 1160325

MOVEMENT TO WORK



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Reference and administrative details

Trustees

Charles Woodburn (Chair)

Olly Benzecry

Emma Taylor

Secretary and registered office

Sareena Bains, CEO, Movement to Work, c/o Prince's Trust, 8 Glade Path, London, SE1 8EG

Independent Examiner

Anthony Epton

Goldwins Ltd, 75 Maygrove Road, West Hampstead London NW6 2EG

Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall London SW1Y 5EZ

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street London EC4N 6AF

Charity registration number

1160325

CHAIR'S REPORT

Since our inception in 2013, I'm proud to report that, together with our employer members and partners, we have delivered over 184,000¹ opportunities for young people² across the country. This is a significant milestone; however, with youth unemployment still three times the national average and 872,000 young people currently not in education, employment, or training, much work remains to support this group.

It's undoubtedly a challenging time for many young people across the UK. The latest Youth Employment UK Youth Voice Census shows that young people are feeling less positive about their future this year, with only 10% of young people believing they can access quality work where they live. Anxiety also remains a significant barrier, as 43% of young people report that it may be one of their biggest obstacles to securing work now or in the future.

Movement to Work is committed to supporting young people by working closely with our network of employers, partners, and the Government to equip them with the experience, skills, and confidence needed to succeed

During my time as Chair and Trustee of the charity, I've seen first-hand the transformative impact of our work in partnership with our employer members and partners. Together, we're creating meaningful pathways to employment that empower young people to pursue fulfilling careers. Over the past 12 months, I'm proud that programme delivery has continued to grow and in the year ending 31 March 2024, Movement to Work delivered 28,787 opportunities for young people across the UK, with 92%³ of those achieving a positive outcome.

This year, we have focused on expanding our network of employers, welcoming new members from the recruitment, construction, engineering, leisure, retail, and hospitality sectors. Alongside these new additions, we continue to support our existing employers and training providers in delivering impactful programmes. To all our employer members and partners, both new and longstanding, thank you for your invaluable support.

We have continued to evolve our delivery partner network (Youth Engagement Network) to increase participation in Movement to Work programmes and attract more young people to opportunities, signing strategic partnerships with ThinkForward UK and YMCA England and Wales, amongst others.

We have also launched our Youth Voice programme which will provide the Movement's employer and partner members with access to real-time, data driven insights on key youth employability challenges, ensuring our programmes continually adapt to meet the evolving needs of young people.

Looking ahead, we are focused on extending our reach across more employers to create even greater opportunities and pathways for young people facing barriers to employment. Our members remain dedicated to providing quality opportunities that offer young people a route into long-term careers, while exposing their businesses to diverse and untapped talent.

We look forward to continuing our work, to further grow the Movement, and helping even more young people across the country realise their full potential.



Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com
Date: 06/12/2024

¹ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2024

² Young People = aged 16-30 facing barriers to employment

³ A positive outcome is based on the number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'23-Q1'24) MtW delivery = 28,787 made up of 10,180 placements started (4,225 completed), and 18,607 direct entry roles started. Of the 4,225 placements completed, 55% led to positive outcomes (2,311). In addition to this, 18,607 direct entry roles are also considered as positive outcomes therefore overall positive outcomes = (2,311+18,607)/(4,225+18,607) = 92%

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31st March 2024. The financial statements comply with the Charities Act 2011, the charity's Constitution, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work- placements, training and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

- **Influence:** Understand the wider landscape of youth employment and work with businesses to address the youth unemployment challenge with quality work placements and direct employment opportunities.
- **Delivery:** Work with businesses and partners to increase delivery across all sectors to increase the number and diversity of opportunities available for young people;
- **Connection:** Bringing employers and partners together to provide a bridge for young people into opportunities, to improve their outcomes.
- **Relevance:** Keeping young people at the heart of everything we do and leveraging the learnings of employers and partners to constantly evolve our offering to ensure we meet the needs of young people.

We do this by encouraging UK employers to join Movement to Work and offer meaningful work experience and direct- into-work opportunities, accompanied by training and pre-employability coaching, to young people who are not in education, employment or training (NEET), with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by a vast network of businesses, the Government, the TUC & CBI.

In the year ending 31 March 2024, MtW delivered over 28,787 opportunities to NEET young people across the UK with positive outcomes of over 92%⁶. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement. We make this happen in four key ways:

1. **Build our employer network:** Identifying and targeting key sectors and industries where there is a need for young talent;
2. **Build our Youth Engagement Network:** We work with a range of expert partners – including The Prince's Trust, The Launch Group and People Plus. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Connecting our network:** Connect our employer and partner networks individually and collectively for greater impact.
4. **Youth engagement:** Ensuring young people are at the centre of everything we do, leveraging their insights and experiences to drive change.

⁶ See footnote #3 in Chair's report

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024 (CONTINUED)

In support of these, in 2023-24, we progressed the following key priorities:

1. Continue to broaden delivery of Movement to Work programmes across a greater number of employers and diversification of sectors to increase overall programme delivery, while supporting and driving delivery across our existing employer base;
2. Ensure Movement to Work continues to stay relevant by evolving our offering, including the exploration of new and additional pathways to support young people into employment and improve positive outcomes;
3. Deliver a proactive brand and communications strategy to raise awareness of Movement to Work and drive engagement with key audiences, ensuring youth employment continues to remain high on the agenda for businesses and government.
4. Continue to deliver value to our employer base through the reinvigoration of the Movement to Work network;
5. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.
6. Continue to evolve our Youth Engagement Network, identifying strategic partnerships to support employers with the delivery of programmes and inspire more young people to take up opportunities;
7. Ongoing focus on operational rigour, including adequate resourcing and funding, and process improvement to drive increased efficiencies across the charity.

In 2024-25, as a new government has been appointed and youth unemployment continues to rise, we are focusing on the following key strategic and operational priorities:

1. **Scale Delivery & Outcomes:** 250k opportunities by 2026. Deliver more, at pace, to a wider cohort of young NEET people, whilst ensuring opportunities are linked to employment or further training;
2. **Position work experience as an Employment Pathway:** Promote a standard of work experience that positions MtW work experience programmes as a meaningful pathway into sustained employment;
3. **Catalyse Employer & Partner Collaboration:** Convene employers and partners to share best practices and collaborate on youth employment programmes and future skills. Help employers to gain better access to young people;
4. **Drive System Change:** To break down barriers to employment opportunities for NEET young people, recognised across business, government, civil society & other policy makers;
5. **Elevate Youth Voice:** Strengthen our pulse on Young People's experiences and perspectives to help employers to create better job opportunities.
6. **Future-proofing Operations:** Prepare for team succession, expand Steering Group membership, maximise & diversify revenue streams, and improve digital accessibility.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2024 (CONTINUED)

Our operating model

MtW is a collaboration of UK employers, Government and Civil Society who have come together to support young people not in education, employment or training, into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these placements are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements, either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and are included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including The Prince's Trust, Springboard, Catch 22, The Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who run the charity day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in kind being recognised for these services. The operations team reports to the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2023-24: Accenture, The Prince's Trust, BAE Systems, Civil Service, Diageo, M&S and Tesco.

The Steering Group is chaired by Charles Woodburn. It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Olly Benzecry, Chair, Shaw Trust
- Emma Taylor, Chief People Officer, Tesco
- Simon Eaves, Market Unit Lead United Kingdom & Ireland, Accenture
 - Succeeded by Shaheen Sayed, Market Unit Lead United Kingdom, Ireland, and Africa, Accenture
- Debbie Alder, Director General of HR, DWP
- Zahra Bahrololoumi, CEO UK/I, Salesforce
- Sacha Berendji, Retail, Operations & Property Director, M&S
- Chris Jackson, Group Head of Colleague Experience, Centrica
- Tony Danker, Director General of the CBI
- Ed Petter, Group Corporate Affairs Director, BT Group
- Nuno Teles, Managing Director UK, Diageo
- Joanna Chugh, Area Vice President, UK, Ireland and Nordics, Marriott International
- Richard Sharp, Head of Unilever UK and Head of HR for Unilever UK & Ireland
- Tristram Roberts, Group HR Director, Barclays
- Kevin Rowan, Head of Organising, Services and Learning, TUC
- Jonathan Townsend, CEO, The Prince's Trust
- Charles Woodburn, CEO, BAE SystemsPlc
- Andrew Mines, Managing Director of Electric Thermal Solutions (ETS), Spirax Group

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2024 (CONTINUED)

Achievements and Performance

MtW has helped thousands of unemployed young people by giving them the skills and confidence to find employment. Between launching and the end of March 2024 over 184,000 opportunities were delivered⁷.

Financial Review

Collaboration sits at the heart of MtW. The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY 2023-24, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of the charity. Where appropriate, this will include the provision of consultant services.

Additional gifts in kind and pro bono support have also been provided by participating employers and partners. These include provision of Trustee insurance (Marks & Spencer), provision of events space (Marriott), provision of event food (M&S and Tesco), provision of event beverages (Diageo), provision of legal services (CMS & Ashurst), provision of CRM licences (Salesforce), and provision of marketing, PR and creative services (SMARTS).

In the period, the charity has recognised income amounting to £721,340 of which £471,340 was in relation to donations in kind and expended £735,787 in furtherance of its objectives. At 31 March 2024 the charity held unrestricted reserves amounting to £131,647.

Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The current reserve minimum is set at £50,000 as of 31 March 2024.

Plans for future periods

In FY 2024-25 we anticipate the funding of a Head of Brand and Communications and Head of Digital to support with activating our network of influence to amplify our external brand and comms presence, and two Regional Development Leads to support with continued business development in the South and Midlands.

Trustees and management

The trustees and officers serving during the financial year were as follows:

A. MtW Trustees:

- Oliver Benzecry, Shaw Trust Chair (appointed on 4 February 2015, re-elected 5th Dec 2023)
- The late Ivan Menezes, CEO Diageo (appointed on 1 May 2017, re-elected 6 Jan 2021 until 6 June 2023)
- Charles Woodburn, MtW Chair and CEO BAE Systems Plc (appointed 9 January 2020, re-elected 13th Dec 2022 and assumed Chair 1 February 2023)
- Emma Taylor, Chief People Officer Tesco Plc (appointed on 5 July 2023)

B. Key MtW management personnel:

- Gillian Churchill – CEO, February 2022 – January 2024
- Sareena Bains - CEO, January 2024 - Present

⁷ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2024

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2024 (CONTINUED)

Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4th February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

Appointment of trustees

As set out in the Constitution:

- The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.
- Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-third of the charity trustees shall retire from office.
- Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.
- All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

- He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);
- He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;
- He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

Trustee induction and training

Orientation guidance is shared with new trustees to ensure awareness of their legal obligations under charity and company law alongside the latest Charity Commission guidance, covering areas such as decision making, managing risks, and declaring conflicts of interest. In addition, key documentation is shared for review, including the charity's constitution, latest trustee report & financial statements, and relevant internal policies.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO, seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2024 (CONTINUED)

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees



Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com

Date: 06/12/2024

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Anthony Epton BA FCA CTA FCIE
Goldwins Chartered accountants
75 Maygrove Road West Hampstead
London NW6 2EG

Date: 21/10/2024

Movement to Work
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2024

	Note	Unrestricted Funds £	2024 Total Funds £	2023 Total Funds £
Income from:				
Donations:				
Contributions from steering group members		250,000	250,000	259,300
Donated services		53,322	53,322	53,322
Donated goods		100,769	100,769	10,000
Donated staff		317,249	317,249	314,027
Total income		721,340	721,340	636,649
Charitable activities:	3	735,787	735,787	645,676
Total expenditure		735,787	735,787	645,676
Net (expenditure)/Income for the year	4	(14,447)	(14,447)	(9,027)
Other gains / (losses)		-	-	-
Net movement in funds		(14,447)	(14,447)	(9,027)
Reconciliation of funds:				
Total funds brought forward		146,094	146,094	155,121
Total funds carried forward		131,647	131,647	146,094

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

**Movement to Work
Balance sheet
As at 31 March 2024**

	Note	2024 £	2024 £	2023 £	2023 £
Current assets:					
Cash at bank and in hand		<u>173,687</u>		£273,134	
		173,687		<u>273,134</u>	
Liabilities:					
Creditors: amounts falling due within one year	7	<u>42,040</u>		<u>127,040</u>	
Net current assets			<u>131,647</u>		<u>146,094</u>
Total net assets			<u>131,647</u>		<u>146,094</u>
Funds					
Unrestricted funds			<u>131,647</u>		<u>146,094</u>
Total funds			<u>131,647</u>		<u>146,094</u>

Approved by the trustees on *06/12/2024*
and signed on their behalf by:

Charles Woodburn

Dr Charles Woodburn (Chair)

The attached notes form part of the financial statements.

**Movement to Work
Statement of cash flows
For the year ended 31 March 2024**

	2024	2023
	£	£
Reconciliation of net movement in funds to net cash provided by / (used in) operating activities	(14,447)	(9,027)
(Decrease)/increase in creditors	(85,000)	55,240
Cash provided by / (used in) operating activities	(99,447)	46,213
Change in cash and cash equivalents in the year	(99,447)	46,213
Cash and cash equivalents at the beginning of the year	273,134	226,921
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the year	173,687	273,134

Movement to Work
Notes to the financial statements
For the year ended 31 March 2024

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

d) Donations of gifts, services and facilities

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 3.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2024

3 Expenditure on charitable activities

	Seconded staff	Direct costs	Support costs	Total 2024
	£	£	£	£
Recruitment of new employers	55,437	90,952	678	147,067
Engagement with existing employers	130,729	146,923	1,095	278,747
Building strategic partnerships & driving innovation	36,582	54,062	402	91,046
Enablers	94,501	121,481	2,945	218,927
	317,249	413,418	5,120	735,787

Expenditure on charitable activities 2023

	Seconded staff	Direct costs	Support costs	Total 2023
	£	£	£	£
Recruitment of new employers	50,170	44,396	419	94,985
Engagement with existing employers	130,082	90,225	851	221,158
Building strategic partnerships & driving innovation	28,748	31,985	302	61,035
Enablers	105,027	159,923	3,548	268,498
	314,027	326,529	5,120	645,676

Support costs consists of:

	2024	2023
	£	£
Basis of allocation		
Equipment	678	419
Trustees indemnity insurance	1,095	851
Independent examiner fee	402	302
Other	2,945	3,548
Total	5,120	5,120

Movement to Work
Notes to the financial statements
For the year ended 31 March 2024

4 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2024	2023
	£	£
Independent examiner's fees	1,700	1,700

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £317,249 (2023: £314,027) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 14 (2023: 10), and the FTE equivalent of these staff amounted to 13 (2023: 9.6).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2023: £nil) neither were they reimbursed expenses during the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	2,040	2,040
Deferred income	40,000	125,000
	42,040	127,040

Deferred Income

	2024	2023
	£	£
Balance at the beginning of the year	125,000	70,000
Amount released to income in the year	(125,000)	(70,000)
Amount deferred in the year	40,000	125,000
Balance at the end of the year	40,000	125,000

Deferred income comprises funds received for the next financial year.

8 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	131,647	-	131,647
Net assets at the end of the year	131,647	-	131,647

Analysis of net assets between funds 2023

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	146,094	-	146,094
Net assets at the end of the year	146,094	-	146,094

9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

10 Related party transactions

There are no related party transactions to disclose for the year (2023: none).

MOVEMENT TO WORK

England & Wales - Charity number 1160325

Accounts

**MOVEMENT TO WORK (MtW)
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st MARCH 2023**

CHARITY NUMBER: 1160325

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Reference and administrative details

Trustees

Charles Woodburn (Chair)
Olly Benzecry
Emma Taylor

Secretary and registered office

Gillian Churchill, CEO, Movement to Work, c/o Prince's Trust, 8 Glade Path, London, SE1 8EG

Independent Examiner

Anthony Epton
Goldwins Ltd, 75 Maygrove Road, West Hampstead London NW6 2EG

Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall London SW1Y 5EZ

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street London EC4N 6AF

Charity registration number

1160325

CHAIR'S REPORT

This year marks ten years of Movement to Work. Over the last decade, along with our employer members and partners, I'm proud to report that we have collectively delivered more than 161,000¹ opportunities for young people² across the country since 2013. While this is a significant milestone, with youth unemployment still three times the national average and the number of young people not in education, employment or training currently sitting at nearly 800,000, there remains much to be done to help this group.

It's undoubtedly a trying time for many young people across the UK. The aftermath of the Covid-19 pandemic continues to be acutely felt by young people, exacerbated by the cost of living crisis and other significant world events. The latest Youth Employment UK Youth Voice Census shows that young people are feeling disenfranchised and disconnected, with the mental health crisis in this group worsening³. A lack of work experience, anxiety and mental health challenges are the biggest barriers young people feel they face in finding a job⁴.

Movement to Work is dedicated to helping these young people, working with our network of employers, partners and Government, to equip them with the experience, skills and self-confidence they need to succeed.

During my time as Chair and Trustee of the charity, I've seen first-hand how working in partnership with our employer members and partners is helping more young people to confidently enter the workplace and embark on their chosen path. Over the past 12 months, I'm proud that programme delivery has continued to grow and in the year ending 31 March 2023, Movement to Work delivered 19,486 opportunities to young people across the UK, with 87%⁵ of those achieving a positive outcome.

We have focused this year on further growing our network of employers, with new members joining from across the recruitment, construction, engineering, leisure, retail and hospitality sectors, as well as continuing to support our network of existing employers and training providers in the continued delivery of programmes. To our employer members and partners new and old, thank you for your support.

We have continued to evolve our delivery partner network (Youth Engagement Network) to increase participation in Movement to Work programmes and attract more young people to opportunities, signing strategic partnerships with Youth Employment UK, YouthBuild, YMCA, amongst others.

We have also launched our Youth Voice programme which will provide the Movement's employer and partner members with access to real-time, data driven insights on key youth employability challenges, helping to ensure our programmes continue to meet the ever-changing needs of young people.

Looking ahead, we remain focused on broadening delivery across a greater number of employers to deliver even more opportunities and pathways to a greater number of young people who face barriers to employment. Despite the ongoing challenges, our members are committed to creating quality opportunities that give young people a route into long-term employment, while helping their business access the talent they need to succeed.

We look forward to continuing our work, to further grow the Movement and help even more young people up and down the country fulfil their true potential.

Charles

Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com Date:
05/12/2023

¹ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2023

² Young People = aged 16—30 facing barriers to employment

³ [Youth Voice Census 2023](#), page 11

⁴ [Youth Voice Census 2023](#), page 79

⁵ A positive outcome is based on the number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'22-Q1'23) MtW delivery = 19,486 made up of 8,170 placements started (4,129 completed), and 11,316 direct entry roles started. Of the 4,129 placements completed, 51% led to positive outcomes (2,100). In addition to this, 11,316 direct entry roles are also considered as positive outcomes therefore overall positive outcomes = $(2,100+11,316)/(4,129+11,316) = 87\%$

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31st March 2023. The financial statements comply with the Charities Act 2011, the charity's Constitution, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work-placements, training and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

Influence: Understand the wider landscape of youth employment and work with businesses to address the youth unemployment challenge with quality work placements and direct employment opportunities.

Delivery: Work with businesses and partners to increase delivery across all sectors to increase the number and diversity of opportunities available for young people;

Connection: Bringing employers and partners together to provide a bridge for young people into opportunities, to improve their outcomes.

Relevance: Keeping young people at the heart of everything we do and leveraging the learnings of employers and partners to constantly evolve our offering to ensure we meet the needs of young people.

We do this by encouraging UK employers to join Movement to Work and offer meaningful work experience and direct- into-work opportunities, accompanied by training and pre-employability coaching, to young people who are not in education, employment or training (NEET), with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by a vast network of businesses, the Government, the TUC & CBI.

In the year ending 31 March 2023, MtW delivered over 19,486 opportunities to NEET young people across the UK with positive outcomes of over 87%⁶. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement.

We make this happen in four key ways:

1. **Build our employer network:** Identifying and targeting key sectors and industries where there is a need for young talent;
2. **Build our Youth Engagement Network:** We work with a range of expert partners – including The Prince's Trust, The Launch Group and People Plus. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Connecting our network:** Connect our employer and partner networks individually and collectively for greater impact.
4. **Youth engagement:** Ensuring young people are at the centre of everything we do, leveraging their insights and experiences to drive change.

⁶ See footnote #3 in Chair's report

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023 (CONTINUED)

In support of these, in 2022-23, as we emerged from the pandemic and its aftermath, we progressed the following key priorities:

1. Enhancing and protecting MtW's reputation for quality of delivery and relevance in the marketplace to ensure youth employment continues to remain high on the agenda for our businesses and government;
2. Broadening delivery of MtW programmes across a greater number of employers and diversification of sectors, while supporting programme delivery across our existing employer base;
3. Supporting our network of employers to deliver relevant and quality work experience, drawing on government-funded programmes where appropriate and the provision of guidance to help them navigate the complex landscape of youth employability programmes;
4. Continue to grow our Youth Engagement Network (formerly the Approved Partner Network), identifying strategic partnerships in order to support our business network with the delivery of programmes and inspire more young people to take up opportunities;
5. Continue to evolve the Movement's offering, including the exploration of additional pathways to support young people into employment and improve positive outcomes;
6. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.

In 2023-24, as the country struggles with a rising cost of living and a forecasted significant increase in youth and overall unemployment, we are focusing on the following key strategic priorities:

1. Continue to broaden delivery of Movement to Work programmes across a greater number of employers and diversification of sectors to increase overall programme delivery, while supporting and driving delivery across our existing employer base;
2. Ensure Movement to Work continues to stay relevant by evolving our offering, including the exploration of new and additional pathways to support young people into employment and improve positive outcomes;
3. Deliver a proactive brand and communications strategy to raise awareness of Movement to Work and drive engagement with key audiences, ensuring youth employment continues to remain high on the agenda for businesses and government.
4. Continue to deliver value to our employer base through the reinvigoration of the Movement to Work network;
5. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.
6. Continue to evolve our Youth Engagement Network, identifying strategic partnerships to support employers with the delivery of programmes and inspire more young people to take up opportunities;
7. Ongoing focus on operational rigour, including adequate resourcing and funding, and process improvement to drive increased efficiencies across the charity.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023 (CONTINUED)

Our operating model

MtW is a collaboration of UK employers, Government and Civil Society who have come together to support young people not in education, employment or training, into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these placements are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements, either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and are included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including The Prince's Trust, Springboard, Catch 22, The Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who run the charity day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in kind being recognised for these services. The operations team reports to the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2022-23: Accenture, The Prince's Trust, BAE Systems, Civil Service, Diageo, Sage and M&S.

The Steering Group is chaired by Charles Woodburn (previously Olly Benzecry until February 2023). It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Emma Taylor, Chief People Officer, Tesco
- Simon Eaves, Market Unit Lead United Kingdom & Ireland, Accenture
 - o succeeded by Shaheen Sayed, Market Unit Lead United Kingdom, Ireland, and Africa, Accenture
- Debbie Alder, Director General of HR, DWP
- Zahra Bahrololoumi, CEO UK/I, Salesforce
- Sacha Berendji, Retail, Operations & Property Director, M&S
- Chris Jackson, Group Head of Colleague Experience, Centrica
- Tony Danker, Director General of the CBI
- Ed Petter, Group Corporate Affairs Director, BT Group
- the late Ivan Menezes, CEO, Diageo
 - o succeeded by: Nuno Teles, Managing Director UK, Diageo
- Joanna Chugh, Area Vice President, UK, Ireland and Nordics, Marriott International
- Sebastian Muden, Executive Vice President & General Manager, Unilever UK & Ireland.
 - o succeeded by: Richard Sharp, Head of Unilever UK and Head of HR for Unilever UK & Ireland
- Tristram Roberts, Group HR Director, Barclays
- Kevin Rowan, Head of Organising, Services and Learning, TUC
- Jonathan Townsend, CEO, The Prince's Trust
- Charles Woodburn, CEO, BAE Systems

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023 (CONTINUED)

Achievements and Performance

MtW has helped thousands of unemployed young people by giving them the skills and confidence to find employment. Between launching and end of March 2023 over 161,000 opportunities were delivered⁷.

Financial Review

Collaboration sits at the heart of MtW. The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY 2022-23, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of the charity. Where appropriate, this will include the provision of consultant services.

Additional gifts in kind and pro bono support have also been provided by participating employers and partners. These includes provision of Trustee insurance (Marks & Spencer), provision of events space (Marriott), provision of events space, food, and refreshments (BT), provision of legal services (CMS & Ashurst), provision of CRM licences (Salesforce), and provision of marketing, PR and creative services (SMARTS).

In the period, the charity has recognised income amounting to £636,649 of which £377,349 was in relation to donations in kind and expended £645,676⁸ in furtherance of its objectives. At 31 March 2023 the charity held unrestricted reserves amounting to £146,094.

Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The current reserve minimum is set at £50,000 as of 31 March 2023.

Plans for future periods

In FY2023-2024 we anticipate the funding of a Head of Communications and Brand and Digital Lead to support with activating our network of influence to amplify our external brand and comms presence, and two Regional Development Leads to support with continued business development in the South and Midlands, as well as funding of a secondee from The Prince's Trust to manage partnership activation across our network.

Trustees and management

The trustees and officers serving during the financial year were as follows:

A. MtW Trustees:

- Oliver Benzecry, MtW Chair (appointed on 4 February 2015, re-elected 8th Dec 2021)
- the late Ivan Menezes, CEO Diageo (appointed on 1 May 2017, re-elected 6 Jan 2021)
- Charles Woodburn, CEO BAE Systems (appointed 9 January 2020, re-elected 13th Dec 2022 and assumed Chair 1 February 2023)

B. Key MtW management personnel:

- Gillian Churchill – CEO, February 2022 – Present

⁷ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2023

⁸ Higher expenditure in FY2022-2023 was largely attributed to increases in resourcing costs to support the furtherance of the charity's objectives, resulting in a net loss of £9027.00 at financial year end. Resourcing costs are expected to increase in FY2023-2024 due to a reduction in donated (seconded) staff, with resourcing costs forecasted to reduce significantly in FY2024-2025 due to an increase in donated (seconded) staff.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023 (CONTINUED)

Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4th February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

Appointment of trustees

As set out in the Constitution:

The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.

Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-third of the charity trustees shall retire from office.

Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);

He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;

He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

Trustee induction and training

Orientation guidance is shared with new trustees to ensure awareness of their legal obligations under charity and company law alongside the latest Charity Commission guidance, covering areas such as decision making, managing risks, and declaring conflicts of interest. In addition, key documentation is shared for review, including the charity's constitution, latest trustee report & financial statements, and relevant internal policies.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO, seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2023 (CONTINUED)

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees

Charles

Dr Charles Woodburn
Chairman of Movement to Work
www.movementtowork.com

Date: 05/12/2023

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink that reads "Anthony Epton".

Anthony Epton BA FCA CTA FCIE
Goldwins Chartered accountants
75 Maygrove Road West Hampstead
London NW6 2EG

Date: 05/12/2023

Movement to Work

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2023

		Unrestricted Funds £	2023 Total Funds £	2022 Total Funds £
Income from:				
Donations:				
Contributions from steering group members		259,300	259,300	266,500
Donated services		53,322	53,322	74,177
Donated goods		10,000	10,000	44,099
Donated staff		314,027	314,027	383,110
Total income		636,649	636,649	767,885
Charitable activities:	3	645,676	645,676	680,148
Total expenditure		645,676	645,676	680,148
Net income/(expenditure) for the year	4	(9,027)	(9,027)	87,737
Other gains / (losses)		-	-	-
Net movement in funds		(9,027)	(9,027)	87,737
Reconciliation of funds:				
Total funds brought forward		155,121	155,121	67,384
Total funds carried forward		146,094	146,094	155,121

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

**Movement to Work
Balance sheet
As at 31 March 2023**

	Note	2023 £	2023 £	2022 £	2022 £
Current assets:					
Cash at bank and in hand		<u>273,134</u>		<u>226,921</u>	
		273,134		226,921	
Liabilities:					
Creditors: amounts falling due within one year	7	<u>127,040</u>		<u>71,800</u>	
Net current assets			<u>146,094</u>		<u>155,121</u>
Total net assets			<u>146,094</u>		<u>155,121</u>
Funds					
Unrestricted funds			<u>146,094</u>		<u>155,121</u>
Total funds			<u>146,094</u>		<u>155,121</u>

Approved by the trustees on 5/12/2023.
and signed on their behalf by:

Charles

Dr Charles Woodburn (Chair)

The attached notes form part of the financial statements.

**Movement to Work
Statement of cash flows
For the year ended 31 March 2023**

	2023	2022
	£	£
Reconciliation of net movement in funds to net cash provided by / (used in) operating activities	(9,027)	87,737
Increase/(decrease) in creditors	55,240	(35,000)
Cash provided by / (used in) operating activities	46,213	52,737
Change in cash and cash equivalents in the year	46,213	52,737
Cash and cash equivalents at the beginning of the year	226,921	174,184
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the year	273,134	226,921

Movement to Work
Notes to the financial statements
For the year ended 31 March 2023

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

d) Donations of gifts, services and facilities

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2023

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 3.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2023

3 Expenditure on charitable activities

	Seconded staff	Direct costs	Support costs	Total 2023
	£	£	£	£
Recruitment of new employers	50,170	44,396	419	94,985
Engagement with existing employers	130,082	90,225	851	221,158
Building strategic partnerships & driving innovation	28,748	31,985	302	61,035
Enablers	105,027	159,923	3,548	268,498
	<u>314,027</u>	<u>326,529</u>	<u>5,120</u>	<u>645,676</u>

Expenditure on charitable activities 2022

	Seconded staff	Direct costs	Support costs	Total 2022
	£	£	£	£
Recruitment of new employers	100,195	56,830	1,095	158,119
Engagement with existing employers	121,922	68,899	1,327	192,148
Building strategic partnerships & driving innovation	72,940	32,458	625	106,023
Enablers	88,053	131,471	4,333	223,857
	<u>383,110</u>	<u>289,658</u>	<u>7,380</u>	<u>680,148</u>

Support costs consists of:

	Basis of allocation	2023	2022
		£	£
Equipment	Time spent basis	419	1,095
Trustees indemnity insurance	Governance	851	1,327
Independent examiner fee	Governance	302	625
Other	Time spent basis	3,548	4,333
Total		<u>5,120</u>	<u>7,380</u>

Movement to Work
Notes to the financial statements
For the year ended 31 March 2023

4 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2023	2022
	£	£
Independent examiner's fees	1,800	1,800

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £314,027 (2022: £383,110) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 10 (2022: 12), and the FTE equivalent of these staff amounted to 9.6 (2022: 11.4).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	2,040	1,800
Deferred income	125,000	70,000
	127,040	71,800

Deferred income

	2023	2022
	£	£
Balance at the beginning of the year	70,000	105,000
Amount released to income in the year	(70,000)	(105,000)
Amount deferred in the year	125,000	70,000
Balance at the end of the year	125,000	70,000

Deferred income comprises funds received for the next financial year.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2023

8 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	146,094	-	146,094
Net assets at the end of the year	146,094	-	146,094

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Analysis of net assets between funds 2022			
Net current assets	155,121	-	155,121
Net assets at the end of the year	155,121	-	155,121

9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

10 Related party transactions

There are no related party transactions to disclose for the year (2022: none).

MOVEMENT TO WORK

England & Wales - Charity number 1160325

Accounts

MOVEMENT TO WORK (MtW)
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st MARCH 2022

CHARITY NUMBER: 1160325

MOVEMENT TO WORK

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2022

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Reference and administrative details

Trustees

Olly Benzecry (Chair)
Ivan Menzes
Charles Woodburn

Secretary and registered office

Gillian Churchill, CEO, Movement to Work, c/o Prince's Trust, 8 Glade Path, London, SE1 8EG

Independent Examiners

Goldwins Ltd, 75 Maygrove Road, West Hampstead London NW6 2EG

Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall London SW1Y 5EZ

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street London EC4N 6AF

Charity registration number

1160325

MOVEMENT TO WORK

CHAIR'S REPORT

The Covid-19 pandemic and its aftermath continue to negatively impact young people across the country. Those who were already at a disadvantage prior to the pandemic, now find themselves at an even further disadvantage - unsure of how to navigate life post lockdowns and unaware of the opportunities and support available to them. This is compounded by the mental health crisis we are witnessing in young people, with an increase in mental health conditions and low self-confidence reported as key factors which are preventing a rising number of young people from entering employment.

It is these young people that Movement to Work is dedicated to helping build brighter futures, working with our network of employers, partners and Government, to equip them with the experience, knowledge and skills they need to succeed, now and in the future.

During my time as Chair, I've seen first-hand how working in partnership is helping to break the cycle of 'no job - no experience; no experience - no job'. I am delighted to report we have delivered more than 140,000¹ opportunities for young people² across the country since 2013. Over the past 12 months, placement delivery has continued to grow, despite some of this time being spent in lockdown. In the year ending 31 March 2022, Movement to Work delivered 14,624 placements to young people across the UK with positive outcomes of over 90%³.

We have focused this year on supporting our network of existing employers and training providers in the continued delivery of programmes, during and post pandemic. We have also continued to activate our delivery partner network to increase participation in work placements and attract more young people to opportunities. This work continues.

Following almost two years of virtual events, we successfully returned to the delivery of in-person events, with our annual Youth Summit in October 2021 and CEO Summit and Youth Employability Awards in March 2022. These events are central to the Movement being able to both collect and share insights which are key to our core objective – tackling the issue of youth unemployment in the UK.

Despite living with Covid-19 for the last two years, at the time of writing this report, we continue to find ourselves in a time of economic uncertainty here in the UK, with high inflation, a predicted recession and households facing rising cost of living pressures. From a Movement to Work perspective, negative impacts will be felt most severely by disadvantaged people furthest from the jobs market, so the need to come together, to create life changing employment opportunities for those who need it most, has never been more important.

Looking forward, we are focused on broadening delivery across a greater number of employers to deliver even more career opportunities and pathways to a greater number of young people who face barriers to employment. We are also focused on delivering even more value to our employer network, through our 'Youth Action Forum' for example, which brings together employers and partners for a facilitated discussion on pertinent topics relating to youth employability and the challenges young people face.

Despite the ongoing challenging backdrop, our employers understand the value of creating quality work opportunities - for business, for young people and for the economy. We look forward to supporting this; to further expand the Movement and help even more young people up and down the country to fulfil their potential.



Oliver Benzecry
Chairman of Movement to Work
13/12/2022
www.movementtowork.com

¹ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2022

² Young People = aged 16—30 facing barriers to employment

³ A positive outcome is based on the number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'21-Q1'22) MtW delivery = 14,624 made up of 4,055 placements started (2,948 completed), 9,682 direct entry roles started, and 887 Kickstart placements started. Of the 2,948 placements completed, 66% led to positive outcomes (1,935). In addition to this, 9,682 direct entry roles are also considered as positive outcomes therefore overall positive outcomes = $(1,935+9,682)/(2,948+9,682) = 92\%$

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31st March 2022. The financial statements comply with the Charities Act 2011, the charity's Constitution, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work-placements, training and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

- **Influence:** Understand the wider landscape of youth employment and help businesses harness the available opportunities;
- **Delivery:** Work with businesses and partners to increase delivery across all sectors to increase the number of opportunities available for young people;
- **Connection:** Bringing organisations together to improve the outcomes for young people. We do not hold any financial interests so can provide neutral and objective support enabling quality outcomes for young people. Our priority is sharing best practices across our network to enable the best possible opportunities for young people facing multiple barriers to work;
- **Keeping young people at the heart of everything we do, supported by businesses every step of the way.**

We do this by encouraging UK employers to join Movement to Work and offer meaningful work experience and direct-into-work opportunities, accompanied by training, to young people who are not in education, employment or training (NEET), with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by the Government, the TUC & CBI.

In the year ending 31 March 2022, MtW delivered over 14,624 placements to NEET young people across the UK with positive outcomes of over 90%⁴. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement.

We make this happen in three key ways:

1. **Sector engagement:** Identifying and targeting key sectors where there is a potential need for young talent and encouraging employers to join MtW;
2. **Approved Partner Network:** We work with a range of expert partners – including Jobcentre Plus, The Prince's Trust, The Launch Group and People Plus. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Engagement of Commercial Networks:** Participating MtW employers are encouraging organisations within their own commercial networks (i.e. suppliers, customers and business relationships) to get on board, delivering a significant "multiplier effect".

⁴ See footnote #3 in Chair's report

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022 (*CONTINUED*)

In support of these, in 2021-22, as we moved into the second year of the Covid-19 pandemic, we progressed the following key priorities:

1. Upholding and maintaining high quality delivery of work placements, either virtually or hybrid, and recruitment of young people facing barriers to employment, including ensuring placements were financially and digitally inclusive (e.g. through MtW's collaboration with Vodafone and Barnardo's around device and data donations to young people looking for employability support and work);
2. Activating MtW's Partner Network to amplify opportunities and increase participation of young people in MtW programmes;
3. Leveraging our insight and influence to help simplify the employer journey;
4. Evolving the Movement – moving to a North, Midlands and South operating model to ensure coverage across the UK whilst dedicating time and resources to specific regional initiatives e.g. Commonwealth Games Stand Out Project in Birmingham;
5. Ensuring our employers continued to focus their efforts on helping those farthest from the job market, build relevant skills and gain meaningful and sustainable employment, ensuring youth employment remained high on the agenda for businesses and Government – through our Emerge Stronger campaign.

In 2022-23, as we continue to emerge from the pandemic and its aftermath, we are focusing on the following key strategic priorities:

1. Enhancing and protecting MtW's reputation for quality of delivery and relevance in the marketplace to ensure youth employment continue to remain high on the agenda for our businesses and Government;
2. Broadening delivery of MtW programmes across a greater number of employers and diversification of sectors, while supporting programme delivery across our existing employer base;
3. Supporting our network of employers to deliver relevant and quality work experience, drawing on government-funded programmes where appropriate and the provision of guidance to help them navigate the complex landscape of youth employability programmes;
4. Continue to grow our Youth Engagement Network (formerly the Approved Partner Network), identifying strategic partnerships in order to support our business network with the delivery of programmes and inspire more young people to take up opportunities;
5. Continue to evolve the Movement's offering, including the exploration of additional pathways to support young people into employment and improve positive outcomes;
6. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022 (CONTINUED)

Our operating model

MtW is a collaboration of UK Employers, Government and Civil Society who have come together to support young people not in education, employment or training, into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these placements are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements, either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and are included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including Jobcentre Plus, The Prince's Trust, Springboard, Catch 22, the Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who help run MtW day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in kind being recognised for these services. The operations team report to the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2021-22: Accenture, The Prince's Trust, BAE Systems, BT, Civil Service, Diageo, Sage and Unilever.

The Steering Group is chaired by Olly Benzecry. It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Natasha Adams, Chief People Officer, Tesco
- Debbie Alder, Director General of HR, DWP
- Zahra Bahrololoumi, CEO UK/I, Salesforce
- Sacha Berendji, Retail, Operations & Property Director, M&S
- Chris Jackson, Group Head of Colleague Experience, Centrica
- Tony Danker, Director General of the CBI
- Ed Petter, Group Corporate Affairs Director, BT Group
- Ivan Menezes, CEO, Diageo
- Tristram Roberts, Group HR Director, Barclays
- Kevin Rowan, Head of Organising, Services and Learning, TUC
- Jonathan Townsend, CEO, The Prince's Trust
- Charles Woodburn, CEO, BAE Systems

Achievements and Performance

MtW has helped thousands of unemployed young people by giving them the skills and confidence to find employment. Between launching and end of March 2021:

- Over 140,000 placements were delivered⁵
- Over 60% positive outcomes

⁵ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2021

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022 (CONTINUED)

Financial Review

Collaboration sits at the heart of MtW. The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY2021-22, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of the charity. Where appropriate, this will include the provision of consultant services.

Additional gifts in kind and pro bono support have also been provided by participating employers and partners. These includes provision of Trustee insurance (Marks & Spencer), provision of consulting services (Accenture), provision of events space (Marriott), provision of event food & drink (Marks & Spencer & Tesco), provision of event refreshments (Diageo), provision of video production (Bravespark), provision of CRM licences (Salesforce), and provision of marketing and PR services (SMARTS).

In the period, the charity has recognised income amounting to £767,885 of which £501,385 was in relation to donations in kind and expended £680,148 in furtherance of its objectives. At 31 March 2022 the charity held unrestricted reserves amounting to £155,121.

Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The current reserve minimum is set at £50,000 as of 31 March 2021.

Plans for future periods

The following year we anticipate the ongoing funding of a specialist Head of Communications and Brand role being fulfilled by 2 part time external contractors as well as the funding of a secondee from The Prince's Trust to manage partnership activation across our network. In addition, we anticipate having to pay for up to 2 external contractors to undertake regional development lead roles to support with continued business development in the South and Midlands.

The charity has also received funding in FY2021-22 from WMCA for participation in the 'Stand Out' project. The 'Stand Out' Project is a National Lottery funded programme, started in Summer 2021 to December 2022, aimed at providing unique training, volunteering, and employment opportunities to disadvantaged young people across the West Midlands. Movement to Work partnered with Participation People to establish a Youth Steering Group to support WMCA in the delivery of the Stand Out programme.

Trustees and management

The trustees and officers serving during the financial year were as follows:

A. MtW Trustees:

- Oliver Benzecry, MtW Chair (appointed on 4 February 2015, re-elected 8th Dec 2021 following retirement from Accenture)
- Ivan Menezes, CEO Diageo (appointed on 1 May 2017, re-elected 6 Jan 2021)
- Charles Woodburn, CEO BAE Systems (appointed 9 January 2020)

B. Key MtW management personnel:

- Sam Olsen – CEO, February 2020 – February 2022
- Gillian Churchill – CEO, February 2022 – Present

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021 (CONTINUED)

Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4th February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

Appointment of trustees

As set out in the Constitution:

- The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.
- Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-third of the charity trustees shall retire from office.
- Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.
- All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

- He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);
- He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;
- He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

Trustee induction and training

New trustees undergo an orientation day to brief them on their legal obligations under charity and company law and the Charity Commission guidance on public benefit; and inform them of the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022 (CONTINUED)

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees



Oliver Benzecry
Chairman of Movement to Work
www.movementtowork.com

Date: 13/12/2022

MOVEMENT TO WORK

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Anthony Epton

Anthony Epton BA FCA CTA FCIE

Goldwins

Chartered accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Date: 13/12/2022

Movement to Work
Statement of financial activities
 (incorporating an income and expenditure account)
For the year ended 31 March 2022

	Note	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:					
Donations:					
Contributions from founding member		266,500	-	266,500	185,173
Donated services		74,177	-	74,177	36,629
Donated goods		44,099	-	44,099	-
Donated staff		383,110	-	383,110	378,767
Total income		767,885	-	767,885	600,569
Charitable activities:	2	680,148	-	680,148	584,947
Total expenditure		680,148	-	680,148	584,947
Net income for the year	3	87,737	-	87,737	15,622
Net movement in funds		87,737	-	87,737	15,622
Reconciliation of funds:					
Total funds brought forward		67,384	-	67,384	51,762
Total funds carried forward		155,121	-	155,121	67,384

All of the above results are derived from continuing activities.
 There were no other recognised gains or losses other than those stated above.
 The attached notes form part of these financial statements.

Movement to Work
Balance sheet
As at 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Current assets:					
Cash at bank and in hand		<u>226,921</u>		174,184	
		226,921		<u>174,184</u>	
Liabilities:					
Creditors: amounts falling due within one year	7	<u>71,800</u>		106,800	
Net current assets			<u>155,121</u>		<u>67,384</u>
Total net assets			<u><u>155,121</u></u>		<u><u>67,384</u></u>
Funds					
Unrestricted funds			<u>155,121</u>		<u>67,384</u>
Total funds			<u><u>155,121</u></u>		<u><u>67,384</u></u>

Approved by the trustees on 13/12/2022...
and signed on their behalf by:



Oliver Benzecry (Chair)

The attached notes form part of the financial statements.

Movement to Work
Statement of cash flows
For the year ended 31 March 2022

	2022	2021
	£	£
Reconciliation of net movement in funds to net cash provided by / (used in) operating activities	87,737	15,622
Increase/(decrease) in creditors	(35,000)	75,000
Cash provided by / (used in) operating activities	52,737	90,622
Change in cash and cash equivalents in the year	52,737	90,622
Cash and cash equivalents at the beginning of the year	174,184	83,562
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the year	226,921	174,184

Movement to Work

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

d) Donations of gifts, services and facilities

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2022

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 2.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2022

2 Expenditure on charitable activities

	Seconded staff	Direct costs	Support costs	Total 2022
	£	£	£	£
Recruitment of new employers	100,195	56,830	1,095	158,120
Engagement with existing employers	121,922	68,899	1,327	192,149
Building strategic partnerships & driving innovation	72,940	32,458	625	106,023
Enablers	88,053	131,471	4,333	223,857
	383,110	289,660	7,380	680,148

Expenditure on charitable activities 2021

	staff	Direct	costs	2021
	£	£	£	£
Recruitment of new employers	102,244	48,000	308	150,552
Engagement with existing employers	125,800	59,692	383	185,875
Building strategic partnerships & driving innovation	69,126	26,667	171	95,964
Enablers	81,597	68,718	2,241	152,556
	378,767	203,076	3,103	584,947

Support costs consists of:

	Basis of allocation	2022	2021
		£	£
Equipment	Time spent basis	1,095	308
Trustees indemnity insurance	Governance	1,327	383
Independent examiner fee	Governance	625	171
Other	Time spent basis	4,333	2,241
Total		7,380	3,103

Movement to Work
Notes to the financial statements
For the year ended 31 March 2022

3 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2022	2021
	£	£
Independent examiner's fees	1,800	1,800

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £380,616 (2021: £378,767) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 12 (2021: 12), and the FTE equivalent of these staff amounted to 11.4 (2021: 11.6).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals	1,800	1,800
Deferred income	70,000	105,000
	71,800	106,800

Deferred income

	2022	2021
	£	£
Balance at the beginning of the year	105,000	30,000
Amount released to income in the year	(105,000)	(30,000)
Amount deferred in the year	70,000	105,000
Balance at the end of the year	70,000	105,000

Deferred income comprises funds received for the next financial year.

Movement to Work
Notes to the financial statements
For the year ended 31 March 2022

8 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	155,121	-	155,121
Net assets at the end of the year	<u>155,121</u>	<u>-</u>	<u>155,121</u>

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Analysis of net assets between funds 2021			
Net current assets	67,384	-	67,384
Net assets at the end of the year	<u>67,384</u>	<u>-</u>	<u>67,384</u>

9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

10 Related party transactions

There are no related party transactions to disclose for the year (2021: none).

MOVEMENT TO WORK

England & Wales - Charity number 1160325

Accounts



MOVEMENT TO WORK (MtW)
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st MARCH 2021

CHARITY NUMBER: 1160325

MOVEMENT TO WORK

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31st MARCH 2021

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Reference and administrative details

Trustees

Ivan Menezes
Oliver Benzecry
Charles Woodburn

Secretary and registered office

Sam Olsen, CEO, Movement to Work, c/o Prince's Trust, 8 Glade Path, London, SE1 8EG

Independent Examiners

Goldwins Ltd, 75 Maygrove Road, West Hampstead London NW6 2EG

Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall London SW1Y 5EZ

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street London EC4N 6AF

Charity registration number

1160325

MOVEMENT TO WORK

CHAIR'S REPORT

The Covid19 pandemic has, and will continue to have, a pervasive impact on young people; whether it's disrupted schooling, mental health issues, financial worries, the generation of young people 'growing up' through the pandemic has many burdens to shoulder. Those who were already at a disadvantage prior to the pandemic, now find themselves at an even further disadvantage and it is these young people that Movement to Work is dedicated to helping build brighter and more prosperous futures.

As Chair, I've seen first-hand how partnership-working has helped to break the cycle of 'no job - no experience; no experience - no job'. Movement to Work harnesses the power of its network in creating quality work opportunities for young people by joining forces with others in a 'coalition of the willing' bringing the best of UK Business, Government and Civil Society together to tackle the problems faced by young people farthest from the job market. I am delighted to report we surpassed a momentous milestone this year with 125,000¹ young people participating in structured work placements to-date, with over 60% of those completing a placement going on to gain employment or a route back into training and education. In a time of labour market uncertainty and personal economic instability, the opportunities created and delivered by MtW's network serves as an example of how the power of the collective can make a real tangible difference to young lives.

We have focused this year on preserving and supporting our network of existing employers and training providers, adapting our offering to the evolving needs of MtW's participants and campaigning for the inclusion of young people facing multiple barriers to employment. We delivered our 'Emerge Stronger' campaign which promoted putting *Young People First* as part of business recovery planning, we created a Virtual Work Experience toolkit to help employers deliver MtW placements to an even greater audience, we have joined forces with Vodafone and Barnardo's to promote digital inclusion for young people seeking employment as well as campaigned for and promoted government-back youth employment schemes such as Kickstart, Traineeships, Apprenticeships and more. The youth employability landscape is complex and often difficult to navigate for both businesses and young people; in response to this, we have launched a Toolkit to help employers *decode* and navigate the myriad schemes aimed at helping young people build skills, confidence and experience to thrive in the workplace.

MtW placement delivery has continued to grow despite the challenges faced by businesses and young people through the Covid19 pandemic. In the year ending 31 March 2021, MtW delivered 29,429 placements to young people (ages 16-30) across the UK with positive outcomes of over 70%². Such a significant increase in our annual delivery can be attributed to high quality engagement and delivery from the public sector with the Army, NHS and Civil Service making up over 80%³ of the delivery.

We are now looking to the next 200,000 and beyond and how we can deliver more placements and career opportunities to a greater number of young people facing barriers to employment. At the time of writing this report, there is a concern around impact on young people of businesses opening back up as restrictions are lifted (July 2021) and furlough ending (September 2021); we anticipate changes in the youth labour market as a result. Despite this backdrop, businesses are positively engaged in creating opportunities for young people. The next challenge at MtW is to activate our delivery partner network to increase participation of work placements and attract young people to those opportunities.



Oliver Benzecry
Chairman of Movement to Work
1st December 2021

¹ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2021

² A positive outcome is based on number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'20-Q1'21) MtW delivery = 26,454 made up of 13,878 placements started (13,354 completed) and 15,576 direct entry roles started. Of the 13,354 placements completed, 40% led to positive outcomes (5,395). In addition to this, 15,576 direct entry roles are also considered as positive outcomes therefore overall positive outcomes = (5,395+15,576)/(13,354+15,576) = 72%

³ 83% derived from 2020 annual delivery

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31st March 2021. The financial statements comply with the Charities Act 2011, the charity's Constitution, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work-placements and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

- **Influence:** Understand the wider landscape of youth employment and help businesses harness the available opportunities
- **Delivery:** Work with businesses and partners to increase delivery across all sectors to increase the number of opportunities available for young people
- **Connection:** Bringing organisations together to improve the outcomes for young people. We do not hold any financial interests so can provide neutral and objective support enabling quality outcomes for young people. Our priority is sharing best practices across our network to enable the best possible opportunities for young people facing multiple barriers to work
- **Keeping Young People at the heart of everything we do, supported by Businesses every step of the way**

We do this by encouraging UK employers to join MtW and offer meaningful work experience and direct-into-work opportunities accompanied by training to young people who are not in education, employment or training with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by the Government, the TUC & the CBI.

In the year ending 31 March 2021, MtW delivered over 29,429 placements to NEET people across the UK with positive outcomes of over 70%⁴. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement.

We make this happen in three key ways:

1. **Sector engagement:** Identifying and targeting key sectors where there is a potential need for young talent and encouraging employers to join MtW;
2. **Approved Partner Network:** We work with a range of expert partners – including Jobcentre Plus, The Prince's Trust, The Launch Group and People Plus. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Engagement of Commercial Networks:** Participating MtW employers are encouraging organisations within their own commercial networks (i.e. suppliers, customers and business relationships) to get on board, delivering a significant "multiplier effect".

⁴ See footnote #2 in Chair's report

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021 (*CONTINUED*)

In support of these, we had six key strands of activity that formed our strategic priorities for 2020-21:

1. Protecting MtW's reputation for quality of delivery and relevance in the marketplace to ensure youth employment continue to remain high on the agenda for our businesses and Government – through our Emerge Stronger campaign
2. Supporting programme delivery across our existing employer base, whilst continuing to break into new sectors where strategically viable and sustainable
3. Enabling our network to deliver relevant and quality work experience either virtually or hybrid (virtual & face-to-face) and drawing on government-funded programmes where appropriate
4. Ensuring our employers continue to focus their efforts on helping those farthest from the job market build relevant skills and gain meaningful and sustainable employment
5. Enabling digital inclusion and mobilising a network of organisations to support connecting young people farthest from the job market to the greatest number of opportunities to upskill, gain experience and enter employment

In 2021-22 as we move into the second year of the Covid19 pandemic, we will now look to consolidate our focus to the following key strategic priorities:

- A. Upholding and maintaining high quality delivery of work placements and recruitment of young people facing barriers to employment including ensuring placements are financially and digitally inclusive (e.g. through MtW's collaboration with Vodafone and Barnardo's around device and data donations to young people looking for employability support and work)
- B. Activating MtW's Partner Network to amplify opportunities and increase participation of young people in MtW programmes
- C. Leverage our insight and influence to help simplify the Employer journey when navigating the complex landscape of young employability programmes
- D. Evolving the Movement – moving to a North, Midlands and South operating model to ensure coverage across the UK whilst dedicating time and resources to specific regional initiatives e.g. Commonwealth Games in Birmingham 2022
- E. Ensuring MtW's existing partnerships are robust and existing employers continue to deliver high quality placements and programmes. Pre-pandemic, MtW delivery came from over 60 employers whereas by this reporting period around 20 employers are delivering a greater number of placements.

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021 (*CONTINUED*)

Our operating model

MtW is a collaboration of UK Employers, Government and Civil Society who have come together to support young people not in education employment or training into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including Jobcentre Plus, The Prince's Trust, Springboard, Catch 22, the Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who help run MtW day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in kind being recognized for these services. The operations team report into the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2020-21: Accenture, BAE Systems, BT, Civil Service, Sage and Unilever.

The Steering Group is chaired by Olly Benzecry. It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Natasha Adams, Chief People Officer Tesco
- Debbie Alder, Director General of HR DWP
- Olly Benzecry, Chairman & MD Accenture UK&I
- Sacha Berendji, Retail, Operations & Property Director M&S
- Iain Conn, former CEO Centrica
- Carolyn Fairbairn, former Director General of the CBI (until November 2020)
- Marc Allera, CEO BT Consumer
- Ivan Menezes, CEO Diageo
- Tristram Roberts, Group HR Director Barclays
- Kevin Rowan, Head of Organising, Services and Learning, TUC
- Jonathan Townsend, CEO The Prince's Trust
- Charles Woodburn, CEO BAE Systems

Achievements and Performance

MtW has helped thousands of unemployed young people, giving them the skills and confidence to find a job. Between launching and end-March 2021:

- Over 125,000 placements were delivered⁵
- Over 70% positive outcomes

⁵ Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2020

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021 (CONTINUED)

Financial Review

Collaboration sits at the heart of MtW. We are led by employers and run by employers.

The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY2020-21, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of charity. Where appropriate, this will include the provision of Consultant services.

Additional gifts in kind and pro bono support have also been provided by participating employers and partners. These includes provision of Trustee insurance (Marks & Spencer), provision of consulting services (Accenture) and provision of marketing and PR services (SMARTS).

In the period, the charity has recognised income amounting to £600,569 of which £415,396 was in relation to donations in kind and expended £584,947 in furtherance of its objectives. At 31 March 2021 the charity held unrestricted reserves amounting to £67,384.

Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees agreed to increase the ideal level of reserves as at 31 March 2021 from £30,000 to £50,000.

Plans for future periods

The following year we anticipate the ongoing funding of a specialist Head of Communications and Brand role being fulfilled by an external contractor as well as the funding of a new secondee from The Prince's Trust to manage Partnership Activation across our network. We will also take on a Young Person, ideally through a government-funded scheme such as Kickstart via the Prince's Trust or the DWP.

The charity has also received funding in FY2020-21 for a research project taking place in FY2021-22 a formal research initiative in collaboration with Youth Futures Foundation around surveying businesses around their appetite, preferences and strategies around youth employment. The project will be delivered and launched in October 2021.

Trustees and management

The trustees and officers serving during the financial year were as follows:

A. MtW Trustees:

- Ivan Menezes, CEO Diageo (appointed on 1 May 2017, re-elected 6 Jan 2021)
- Oliver Benzecry, MD Accenture UK&I (appointed on 4 February 2015, re-elected 11 Jan 2019)
- Charles Woodburn, CEO BAE Systems (appointed 9 January 2020)

B. Key MtW management personnel:

- Sam Olsen – CEO, February 2020 – present

Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4th February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021 (*CONTINUED*)

Appointment of trustees

As set out in the Constitution:

- The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.
- Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-third of the charity trustees shall retire from office.
- Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.
- All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

- He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);
- He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;
- He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

Trustee induction and training

New trustees undergo an orientation day to brief them on their legal obligations under charity and company law and the Charity Commission guidance on public benefit; and inform them of the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

MOVEMENT TO WORK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021 (CONTINUED)

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees



Oliver Benzecry
Chairman of Movement to Work
1st December 2021
www.movementtowork.com

MOVEMENT TO WORK

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Anthony Epton BA FCA CTA FCIE

Goldwins

Chartered accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Date: 08/12/2021

Movement to Work
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
Income from:					
Donations:					
Contributions from founding member		185,173	-	185,173	119,700
Donated services		36,629	-	36,629	94,074
Donated facilities		-	-	-	87,620
Donated staff		378,767	-	378,767	446,866
Total income		600,569	-	600,569	748,260
Charitable activities:	3	584,947	-	584,947	743,459
Total expenditure		584,947	-	584,947	743,459
Net income for the year	4	15,622	-	15,622	4,801
Net movement in funds		15,622	-	15,622	4,801
Reconciliation of funds:					
Total funds brought forward		51,762	-	51,762	46,961
Total funds carried forward		67,384	-	67,384	51,762

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

**Movement to Work
Balance sheet
As at 31 March 2021**

	Note	2021 £	2021 £	2020 £	2020 £
Current assets:					
Cash at bank and in hand		<u>174,184</u>		<u>83,562</u>	
		174,184		83,562	
Liabilities:					
Creditors: amounts falling due within one year	7	<u>106,800</u>		<u>31,800</u>	
Net current assets			<u>67,384</u>		<u>51,762</u>
Total net assets			<u>67,384</u>		<u>51,762</u>
Funds					
Unrestricted funds			<u>67,384</u>		<u>51,762</u>
Total funds			<u>67,384</u>		<u>51,762</u>

Approved by the trustees on 1st December 2021.
and signed on their behalf by:



Oliver Benzecry (Chair)

The attached notes form part of the financial statements.

**Movement to Work
Statement of cash flows
For the year ended 31 March 2021**

	2021	2020
	£	£
Reconciliation of net movement in funds to net cash provided by / (used in) operating activities	15,622	4,801
Increase/(decrease) in creditors	75,000	(35,000)
Cash provided by / (used in) operating activities	90,622	(30,199)
Change in cash and cash equivalents in the year	90,622	(30,199)
Cash and cash equivalents at the beginning of the year	83,562	113,761
Change in cash and cash equivalents due to exchange rate movements	-	-
Cash and cash equivalents at the end of the year	174,184	83,562

Movement to Work
Notes to the financial statements
For the year ended 31 March 2021

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

d) Donations of gifts, services and facilities

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

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1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 3.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

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Notes to the financial statements
For the year ended 31 March 2021

3 Expenditure on charitable activities

	Seconded staff	Direct costs	Support costs	Total 2021
	£	£	£	£
Recruitment of new employers	102,244	48,000	308	150,552
Engagement with existing employers	125,800	59,692	383	185,875
Building strategic partnerships & driving innovation	69,126	26,667	171	95,964
Enablers	81,597	68,718	2,241	152,556
	<u>378,767</u>	<u>203,077</u>	<u>3,103</u>	<u>584,947</u>

Expenditure on charitable activities 2020

	Seconded staff	Direct costs	Support costs	Total 2020
	£	£	£	£
Recruitment of new employers	143,242	104,967	3,581	251,790
Engagement with existing employers	148,128	86,404	2,947	237,479
Building strategic partnerships & driving innovation	78,772	40,661	1,387	120,820
Enablers	76,724	53,036	3,610	133,370
	<u>446,866</u>	<u>285,068</u>	<u>11,525</u>	<u>743,459</u>

Support costs consists of:

	2021	2020
Basis of allocation	£	£
Equipment	308	3,581
Trustees indemnity insurance	383	2,947
Independent examiner fee	171	1,387
Other	2,241	3,609
Total	<u>3,103</u>	<u>11,524</u>

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4 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2021	2020
	£	£
Independent examiner's fees	1,800	1,800

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £378,767 (2020: £446,866) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 12 (2020: 16), and the FTE equivalent of these staff amounted to 11.6 (2020: 14.6).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

7 Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals	1,800	1,800
Deferred income	105,000	30,000
	106,800	31,800

Deferred income

	2021	2020
	£	£
Balance at the beginning of the year	30,000	65,000
Amount released to income in the year	(30,000)	(65,000)
Amount deferred in the year	105,000	30,000
Balance at the end of the year	105,000	30,000

Deferred income comprises funds received for the next financial year.

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8 Analysis of net assets between funds 2021

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	67,384	-	67,384
Net assets at the end of the year	67,384	-	67,384

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	51,762	-	51,762
Net assets at the end of the year	51,762	-	51,762

9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

10 Related party transactions

There are no related party transactions to disclose for the year (2020: none).