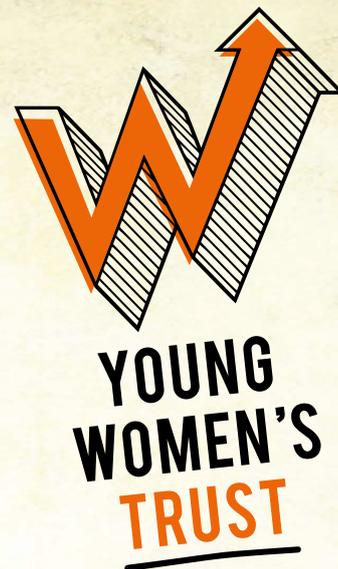


WORK IT OUT: SUPPORTING YOUNG WOMEN WITH CONFIDENCE AND EMPLOYABILITY



Work It Out supports young women to increase their confidence and employability and move towards work. It offers free coaching over the phone and online, and personalised feedback on CVs, covering letters and job applications via email.

The service is specifically designed to be accessible, convenient and flexible – provided remotely to meet young women's needs and with a distinctly personalised approach. For many young women **Work It Out** has been a game changer: transforming their confidence, reducing their anxiety, improving their job applications and enabling them to get a job.

Work It Out is a key part of Young Women's Trust's work supporting and representing women aged 16-30 struggling to live on low or no pay in England and Wales, and who are at risk of being trapped in poverty.

"Really helpful CV feedback. It gave me a big confidence boost at a really difficult time and I was offered two jobs in the week afterwards. I am happily employed."

2017/18 IN NUMBERS:



2,102 YOUNG WOMEN
WERE SUPPORTED BY
WORK IT OUT

"Outstanding service. In one week I have made massive improvements."

 **55%** OF YOUNG WOMEN
STARTED A NEW JOB, TRAINING,
VOLUNTEERING, AN INTERNSHIP,
AN APPRENTICESHIP OR SELF-EMPLOYMENT
WITHIN 6 MONTHS
OF USING **WORK IT OUT***

*55% OF YOUNG WOMEN WHO RECEIVED BOTH COACHING AND CV FEEDBACK REPORTED THESE OUTCOMES; 49% FOR COACHING ONLY AND 33% FOR CV FEEDBACK ONLY

 **95%** OF YOUNG WOMEN
WHO USED
WORK IT OUT
REPORTED
POSITIVE CHANGES
RANGING FROM IMPROVED MENTAL HEALTH
TO GAINING EMPLOYMENT

HOW WORK IT OUT IS TRANSFORMING LIVES

In the evaluation of *Work It Out* young women reported highly positive outcomes in terms of mental health and wellbeing, confidence and employability.

WORK IT OUT – COACHING OUTCOMES

Proportion of young women who:	Before coaching	After coaching	Positive change
Felt confident	32%	75%	✓
Able to cope with difficult situations	50%	69%	✓
Felt anxious/stressed	69%	28%	✓
Felt isolated and without support	49%	22%	✓
Felt motivated and optimistic about the future	41%	79%	✓
Felt they had good transferable skills and were employable	57%	74%	✓
Felt prepared for job interviews	40%	64%	✓

“Thanks to my coach, I was able to be more confident for an interview I was preparing for. I took all her advice and managed to get my dream job.”

WORK IT OUT – CV FEEDBACK

Proportion of young women who:	Before CV feedback	After CV feedback	Positive change
Said they understood what employers are looking for in a CV	28%	92%	✓
Felt confident in how their CV presented them	39%	89%	✓
Felt confident that their CV would help them get the job they wanted	43%	92%	✓

WHO USED WORK IT OUT IN 2017/18?

Work It Out continues to reach young women in need of our support.

- Almost half (46%) came from the top third most deprived households in the UK.
- 44% of young women were unemployed, 27% were in some form of employment (including zero-hours contracts, part-time and low-paid employment), 27% were studying and 2% were self-employed.
- We increased our reach to a younger audience, reaching twice the proportion of 16-20-year-olds than in 2016/17. 34% were aged 16-20, 29% aged 21-24 and 37% aged 25-30.
- We increased our reach to young women with low qualifications; one in three of young women’s highest level of education was GCSE standard or below.
- One in ten young women had a disability.
- We reached young women from a diverse range of ethnic backgrounds. The top five groups were White British (44%), Black African (12%), White Other (8%), Black Caribbean (6%) and Pakistani (6%).

SATISFACTION WITH WORK IT OUT

- 98% were able to speak to a coach at a time that suited them, including in the evening or at the weekend.
- 88% said they were happy with how quickly they received feedback on their CV/job application.
- 97% said the feedback was helpful and easy to understand.
- 93% said they would recommend *Work It Out* to a friend.

THANK YOU

Young Women’s Trust would like to thank the following organisations for their generous support of *Work It Out*:

Balcombe Charitable Trust, Cadogan Charity, Chapman Charitable Trust, Constance Travis Charitable Trust, Dulverton Trust, Eleanor Rathbone Charitable Trust, Gale Family Charity Trust, Garfield Weston Foundation, G J W Turner Trust, Gowling WLG (UK) Charitable Trust, Norman Family Charitable Trust, PIMCO Foundation, Progress Foundation, Santander Foundation, Smallwood Trust and Thomas Farr Charity.