**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 18-30 struggling to live on low or no pay in England and Wales, and who are at risk of being trapped in poverty.

"I am blown away at the detail of the feedback on my CV. It is invaluable. Thank you so much for this. I really look forward to putting all the pointers into practice."

2018/19 IN NUMBERS:

2,496 YOUNG WOMEN WERE SUPPORTED THROUGH

"My coach was incredible, she was such a good listener and really helped me think about what I wanted in a career and what I value…

…Fast-forward to now and I am about to start a new job that I think I will really like. Speaking to my coach before my interview really helped to both ease my nerves but also to think about how I would articulate my skills and experience in an interview. I am really, really grateful for Work It Out coaching."

53% OF YOUNG WOMEN STARTED A NEW JOB, TRAINING, VOLUNTEERING, AN INTERNSHIP OR SELF-EMPLOYMENT WITHIN 6 MONTHS OF USING WORK IT OUT*

97% OF YOUNG WOMEN WHO USED WORK IT OUT REPORTED POSITIVE CHANGES RANGING FROM IMPROVED MENTAL HEALTH TO GAINING EMPLOYMENT*

*53% of young women who received coaching and CV feedback reported these outcomes; 31% for coaching only and 36% for CV feedback only

*97% of young women who received coaching and CV feedback reported these outcomes; 84% for coaching only and 97% for CV feedback only
HOW WORK IT OUT IS TRANSFORMING LIVES

Young women reported very positive outcomes in terms of mental health and wellbeing, confidence and employability.

WORK IT OUT – COACHING OUTCOMES

<table>
<thead>
<tr>
<th>Proportion of young women who:</th>
<th>Before coaching</th>
<th>After coaching</th>
<th>Positive change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felt confident</td>
<td>44%</td>
<td>82%</td>
<td>✓</td>
</tr>
<tr>
<td>Able to cope with difficult situations</td>
<td>61%</td>
<td>78%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt anxious/stressed</td>
<td>81%</td>
<td>37%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt isolated and without support</td>
<td>60%</td>
<td>16%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt motivated and optimistic about the future</td>
<td>42%</td>
<td>82%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt they had good transferable skills and were employable</td>
<td>71%</td>
<td>82%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt prepared for job interviews</td>
<td>51%</td>
<td>71%</td>
<td>✓</td>
</tr>
</tbody>
</table>

“Before the Work It Out coaching, I was unemployed, depressed and felt as if I had no one. I had absolutely zero self-esteem and hated myself so much. I felt worthless and a waste of space. I wanted to do something with my life and I had no idea where to start. I was anxious that I wouldn’t have a good future and I’d end up jobless my entire life. Work It Out has helped me with literally all of those things.”

WORK IT OUT – CV FEEDBACK

<table>
<thead>
<tr>
<th>Proportion of young women who:</th>
<th>Before CV feedback</th>
<th>After CV feedback</th>
<th>Positive change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Said they understood what employers are looking for in a CV</td>
<td>30%</td>
<td>86%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt confident in how their CV presented them</td>
<td>38%</td>
<td>84%</td>
<td>✓</td>
</tr>
<tr>
<td>Felt confident that their CV would help them get the job they wanted</td>
<td>49%</td>
<td>88%</td>
<td>✓</td>
</tr>
</tbody>
</table>

WHO USED WORK IT OUT IN 2018/19?

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

- Four in ten (39%) came from the top third most deprived areas in the UK.
- 36% were unemployed, 44% were in some form of employment (including zero hours contracts, part-time and low paid employment), 15% were studying and 4% were self-employed.
- 45% were aged 24 or under, while 55% were aged 25-30.
- One in eight (13%) said they had a disability.
- One in six (15%) had no qualifications or only GCSEs.
- We reached young women from diverse range of ethnic backgrounds. The top five groups were White British (54%), Any other White (12%), Black African (7%), Asian Indian (5%) and Black Caribbean (3%).

SATISFACTION WITH WORK IT OUT

- 99% were able to speak to a coach at a time that suited them, including in the evening or at the weekend.
- 92% 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: