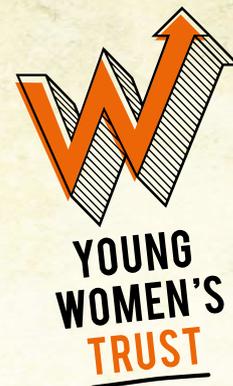


WORK IT OUT: SUPPORTING YOUNG WOMEN WITH CONFIDENCE AND EMPLOYABILITY



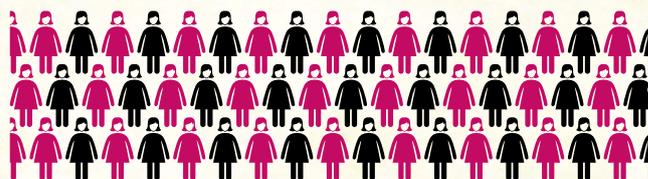
Work It Out supports young women to increase their confidence and employability and move towards work. It offers free coaching over the phone and online, and personalised feedback on CVs, covering letters and job applications via email.

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
WORK IT OUT

"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*

*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 USED
WORK IT OUT
REPORTED
POSITIVE CHANGES
RANGING FROM IMPROVED MENTAL HEALTH
TO GAINING EMPLOYMENT*

*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

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

“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

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

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*:

Balcombe Charitable Trust, Cadogan Charity, Coleman Charitable Trust, Colyer-Fergusson Charitable Trust, Constance Travis Charitable Trust, Corlan Charity, Drapers’ Charitable Trust, Dulverton Trust, Edgar E. Lawley Foundation, Edward Gostling Foundation, Eleanor Rathbone Charitable Trust, Florence Turner Trust, G. M. Morrison Charitable Trust, Gale Family Charity Trust, Garfield Weston Foundation, GJW Turner Trust, Haramead Trust, Investec, Joseph and Annie Cattle Trust, Lawson Trust CIO, Lord Leverhulme’s Charitable Trust, Lynn Foundation, Mary Sinclair Watson Charitable Trust, Norman Family Charitable Trust, Paul Bassham Charitable Trust, Paul Hamlyn Foundation, PIMCO Foundation, Pollock Memorial Missionary Trust, Progress Foundation, Roger Raymond Charitable Trust, Roger Vere Foundation, Santander Foundation, Smallwood Trust, Thomas Farr Charity, Worth Waynflete Foundation and all our Futures Fund members.