



**THE BROKERAGE**



**WHO  
WE ARE**  
and  
**WHAT WE  
OFFER**



[www.thebrokerage.org.uk](http://www.thebrokerage.org.uk)

# WHO WE ARE



We are a social mobility charity committed to breaking the corporate mould.

We believe in equal access to opportunity irrespective of background or race, and talented young people getting the jobs they deserve in a world where their ability and aspiration alone determine their career path.

For 25 years we have supported less-advantaged young people achieve their career potential; providing opportunities and helping them take their first step into a professional career.



THE BROKERAGE

We also work with employers to drive a culture shift in the workplace, helping to create more inclusive workplaces that embrace talented individuals irrespective of background or race.

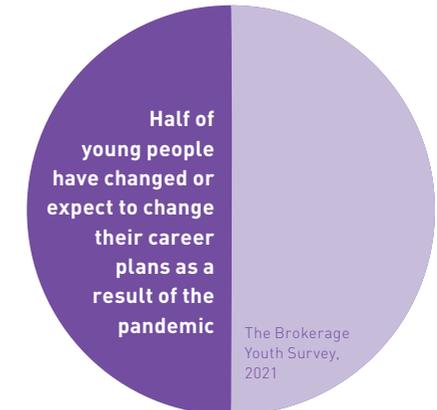
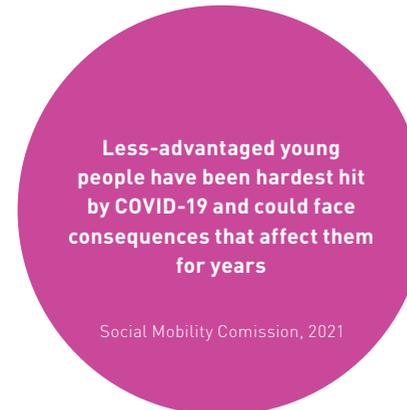
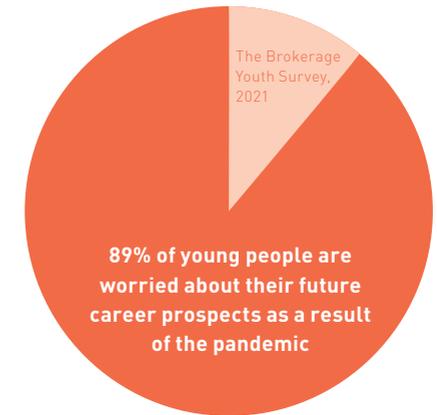
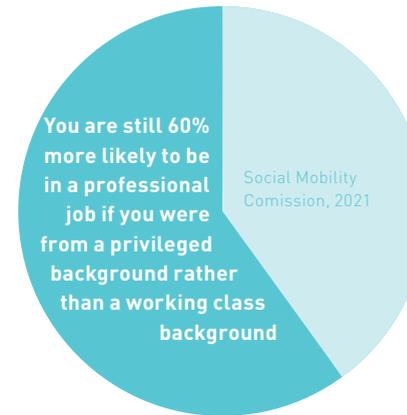
Via our programmes and our Changemaker services, we work with our corporate funding partners, alongside our young people and alumni, to deliver the wider organisational changes that we know will create a lasting impact.



## WHY WE DO WHAT WE DO...

Individuals from **lower socio-economic backgrounds** have long faced huge barriers, impacting their life chances and ability to fulfil their potential. This is particularly evident when it comes to **accessing higher level professional careers**.

Prior to Covid-19 **fewer than 20% of people** working in higher level professions such as law, management consultancy or financial management were working class (Social Mobility Commission, 2017) and there is already evidence that suggests **the pandemic will further exaggerate existing divides** within our society.



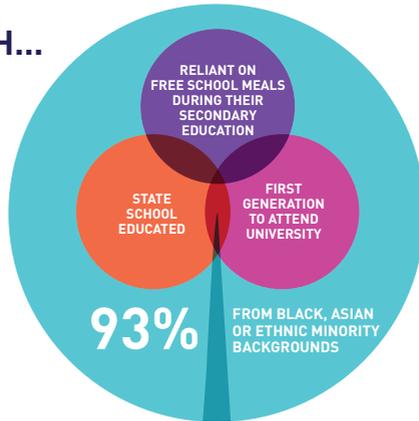


# WHO WE ARE...

# PARTNERING WITH THE BROKERAGE

## WHO WE WORK WITH...

The profile of the talented young people we work with (our candidates), is as follows:



We work with 20+ corporate partners (ranging from large organisations to SMEs) from high level professions, including:



## OUR IMPACT

**ALUMNI OF OUR PROGRAMMES ARE NOW WORKING IN PROFESSIONAL ROLES ACROSS THE CITY.**

Their job titles include Directors, Associate Directors, Senior Analysts and many more.

Many of these current and future leaders put much of their success down to the input of The Brokerage at that critical early stage of their career.

number of years we've been established:

25

number of young people who've accessed our services:

83,000

number of work placements offered:

3,500

average number of active candidates:

1,500

## OUR LIFE CHANGING WORK IS ONLY POSSIBLE DUE TO OUR PARTNERSHIPS WITH INCREDIBLE COMPANIES WHO ARE COMMITTED TO MAKING A DIFFERENCE.

**IF YOU ARE INTERESTED IN WORKING WITH US, PROVIDING OPPORTUNITIES FOR YOUNG PEOPLE AND BECOMING A MORE INCLUSIVE WORKPLACE, WE CAN HELP YOU.**

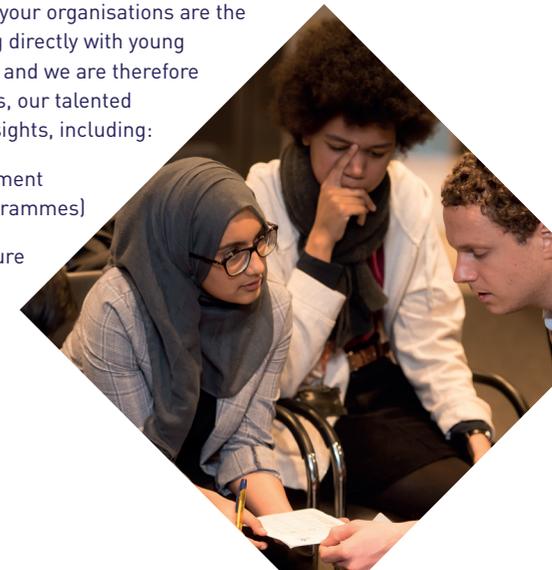
While we recognise that not every organisation is at the same stage in terms of its journey towards diversity and inclusion (which is reflected in our different partnership levels), we believe that a holistic offer is important. Drawing on our 25-years' of experience we have created a partnership offer that we know will support organisation to become more diverse and inclusive. Each level (Associate, Bronze, Silver and Gold) of partnership provides access to a range of our unique services, this includes:

## CHANGEMAKER SERVICES

This allows us to corporates to deliver the organisational wide changes that we know will have a long term impact your organisations culture and increase inclusivity. As well as providing a platform to network and share ideas with other professional organisations working towards becoming more diverse as part of our **Corporate Leaders Forum**, we also offer a unique **Youth Consultancy** service.

We know that the group best placed to help businesses understand what young people from diverse backgrounds want and need to accesses and thrive in your organisations are the young people themselves. In our experience, engaging directly with young people can really enrich decisions made in a business and we are therefore excited to be able to offer this service. Supported by us, our talented young leaders are able to provide a range of useful insights, including:

- Consultations on policies and projects (e.g. recruitment practices, talent propositions & Early Careers Programmes)
- Expert advice on lived experience & corporate culture
- One-to-one reverse mentoring of leaders and line managers



# PARTNERING WITH THE BROKERAGE

## VOLUNTEERING OPPORTUNITIES

We work with our corporate partners to engage their employees in high quality, skills based volunteering opportunities that can help to shift mind sets and perceptions of young people while also developing staff management and leadership capabilities. In response to the pandemic we have moved to a hybrid approach to our volunteering offer, with a combination of online and face to face opportunities, this includes:

- Insight days, which provide young people with an overview of different types of professions
- Expert talks on a range of things like CV writing and interview preparation
- Leadership masterclasses for our highly talented group of Young Leaders
- Work experience hosting

## PLACEMENTS AND RECRUITMENT SERVICES

Organisations should be reflective of the communities in which they are placed and their wider customer base. However, we know that large numbers of City based businesses do not reflect the socioeconomic and ethnic make-up of London and the surrounding areas and one of the barriers is how to engage and attract diverse talent. We can work with you to provide access to our diverse, driven talent pool; both as part of our placement offer and our entry and graduate level recruitment services, which include:

- Shortlisting candidates
- Interview scheduling and support
- HR/on-boarding documentation support
- Regular pastoral support for entry-level recruits, including apprentices



## CASE STUDY:

### BREWIN DOLPHIN

Wealth manager Brewin Dolphin signed up as a partner with us in September 2020. During their first year as a partner they have taken advantage of our suite of services to deliver a wide range of activities with us as a fundamental part of their wider diversity and inclusion strategy. This includes:

- 6-week mentoring programme, matching Brewin Dolphin volunteers with talented young people
- 3 x summer paid summer internship placements, where successful candidates will learn about funds, equities and investment strategy, and will each get the opportunity to complete a research project.
- Working with our youth consultants who delivered an insightful session on the organisation's recruitment processes and marketing collateral

**Explaining the partnership, Caroline Lake, head of diversity, inclusion & wellbeing at Brewin Dolphin, said:**

“ At Brewin Dolphin we are striving to create a workplace that is welcoming and inclusive for everyone. We've worked closely with The Brokerage over the last year and we have seen how the young people they work with are talented and have the potential to add real value to any business.

I'm delighted that we have begun our first mentoring programme and both this and our summer internship placement hosting were a great success. The young people who inputted into our recruitment and marketing session were also incredibly professional and prepared.

The Brokerage's partnership model has enabled us to learn from their young people about their aspirations, challenges and what we can do to become a more accessible employer to young people from all backgrounds. This continues to provide invaluable insights. As we work towards recovery from the pandemic, it is vital that businesses take steps to ensure that less advantaged young people are not left behind.”



**BREWIN  
DOLPHIN**



# THE BROKERAGE

## NEXT STEPS

We appreciate and recognise that every organisation will be at a different stage in their journey and our partnership levels and associated costs are based on our long history and feedback from working with corporate organisations across the City and beyond. We are realistic about what it takes to make a successful partnership and believe our offer provides good value for money whilst delivering tangible successes.

We would be happy to set up an introductory chat with you or your contacts and can provide further details of our different partnership levels and costs at that stage. We look forward to hearing from you!

## KEY CONTACTS

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**TOGETHER**  
**WE ARE**  
**CHANGEMAKERS.**

**JOIN US TO CHANGE FOR GOOD**