



**We  
champion  
potential**

# Career Ready

Transforming the lives of young people  
Benefitting your organisation

# We are Career Ready



We are a social mobility charity that works across Scotland and England.

We believe that every young person should have access to opportunities that empower them to achieve their potential in life.

However, the futures of far too many are determined by background, not potential.

Our mission is to change this. In partnership with employers and schools, we deliver an 18-month programme of mentoring and a paid four-week internship for young people aged 16-18.

Our work is made possible by our employer partners who see lasting benefits and social value impacts in their organisation and the communities where they work.



875

young people aged 16-18 on  
our 2024-26 programme in  
Scotland



19

local authority partners



300+

employers supporting our  
programme



160

secondary school partners

# Why we exist



The futures of far too many young people are determined by their background, not potential



Those from more affluent backgrounds are **80%** more likely to have a professional job  
The Social Mobility Commission



The least advantaged students in Scotland are **2.8 times** less likely to enter higher education than their more advantaged peers  
UCAS



Social mobility has become harder than at any point in more than half a century  
Institute of Fiscal Studies



The economic impact of all businesses investing significantly in social mobility could be up to **£19 billion to GDP**  
The Co Op and Demos

# Our transformational programme delivered through partnerships



Delivered over 18 months (Oct 2025 – April 2027) for S5/S6 students in Scotland

## PROGRAMME LAUNCH



S5 student and mentor matching and separate preparatory sessions, lead to meeting for the first time at an area-wide launch event

## MENTORING



Monthly (60-90 mins) mentor meetings in mentor's workplace or school

## PAID INTERNSHIP



A four-week paid internship at mentor's workplace, June- July

## MASTERCLASSES



Skills sessions delivered by volunteers, occasionally as part of a workplace visit

## ALUMNI NETWORK



Sustained support for young people beyond school when they graduate in S6.

There is the opportunity for our employer partners to deliver and host skills masterclasses, opening your doors to Career Ready students from partner schools, and raising awareness of what your organisation has to offer.



# Who we support



Young people who often lack support networks, access to opportunities, and job / career awareness due to their socio/economic background

75% are from a low socio-economic background

\*meeting at least 1 of IMD, FSM, EMA criteria

61% live in Indices of Multiple Deprivation deciles 1-4

32% have been eligible for Free School Meals

38% have been eligible for Education Maintenance Allowance (EMA)

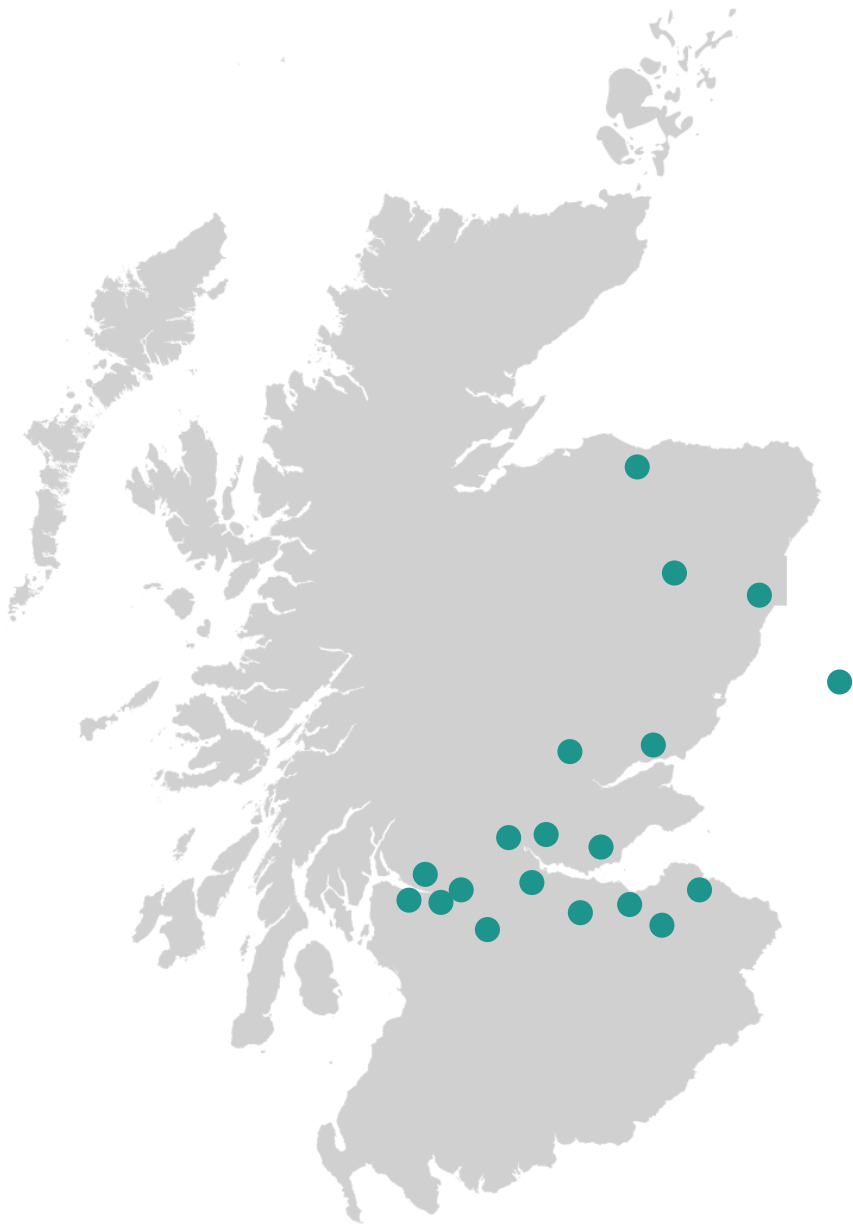
54% have no parental history of higher education

34% are from ethnic backgrounds other than White British

12% are disabled or have additional needs

11% are young carers  
5% have been in care

# Where we work: Scotland



- Aberdeen
- Aberdeenshire
- Angus
- Clackmannanshire
- Dundee
- Edinburgh
- East Lothian
- Falkirk
- Fife
- Glasgow
- Inverclyde
- Midlothian
- Moray
- Perth and Kinross
- Renfrewshire
- South Lanarkshire
- Stirling
- West Dunbartonshire
- West Lothian

## Existing Career Ready Housing Association partners:

- Kingdom Group
- Clydebank HA
- Link Group
- Clyde Valley HA
- Glasgow West HA
- Maryhill HA
- Oaktree HA
- Elderpark HA

# Impact for young people

Empowering young lives, developing skills & confidence, unlocking talent



## POSITIVE DESTINATIONS

99%\*  
of Career Ready alumni go on to positive destinations



## EDUCATION BOOST

Alumni are **X2** times more likely to go onto higher education than similar demographics



## SOCIAL CAPITAL

Alumni have a network **X2** the size of their non-Career Ready peers



## WELLBEING

87% of long-term alumni said the programme had a positive impact on their life

[Click here for our latest Career Ready Scotland 2024 impact report](#)



\*Notes: From Skills Development Scotland verified current destination data as at April 2025 – [click here for full details](#)

# Value added to employer partners

Shape future talent, engage, inspire and develop your people



91% of our employers would hire their Career Ready intern



93% of mentors said Career Ready improved their mentoring and coaching skills



80% of Career Ready interns would work for their internship employer in the future



89% of mentors better understand young people and social mobility

Click here for our latest Career Ready Scotland 2024 impact report





# Hear from Career Ready beneficiaries

Empowering #1000Futures



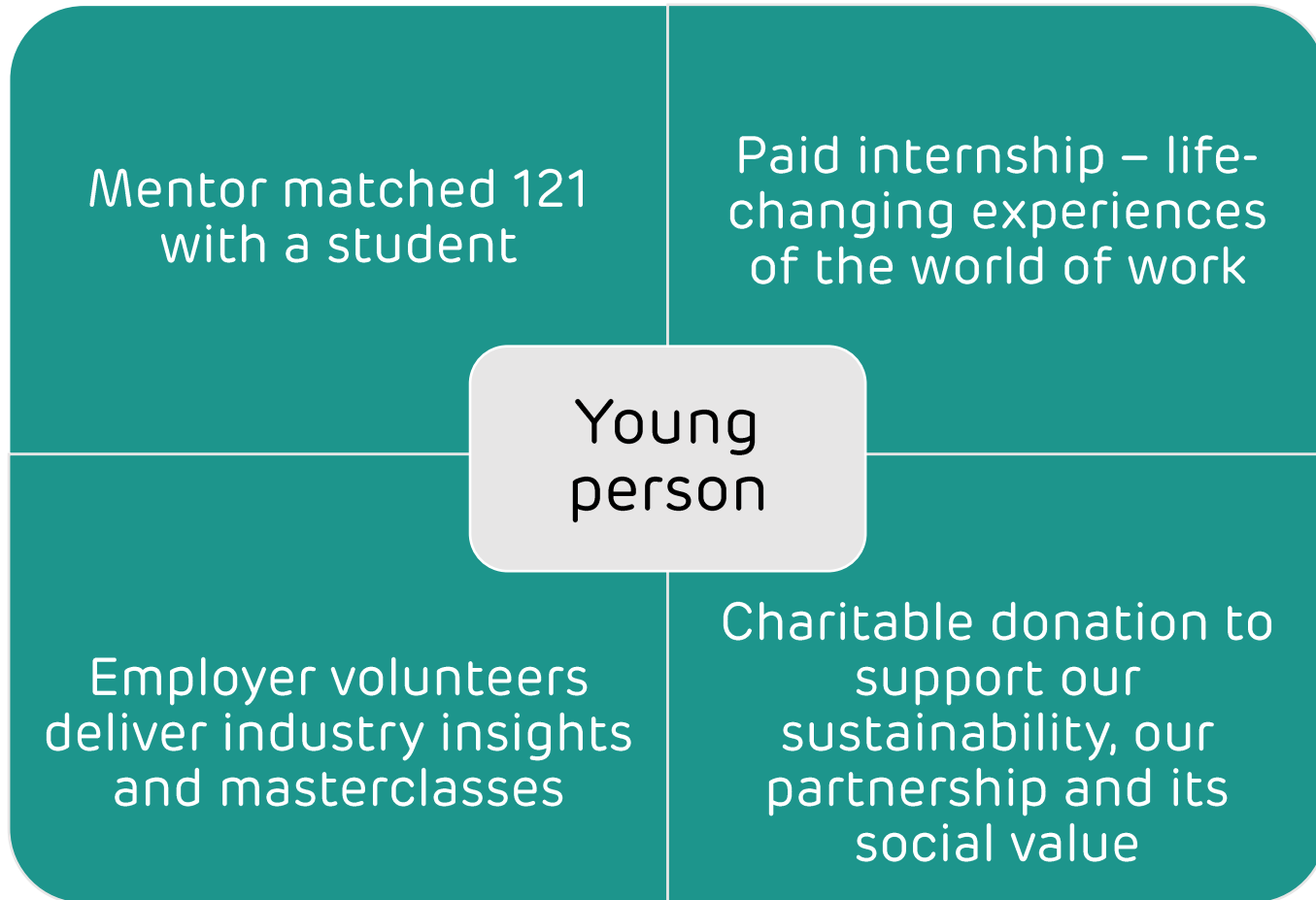
# Creating a mutually beneficial partnership



# How our partnerships work



Young people and volunteering at the heart of our partnerships



“

Kingdom are a proud partner of this fantastic social mobility charity. I, and colleagues including our Chief Executive, have been mentors and found it rewarding. Career Ready gives young people support, guidance, workplace experience, and insight into work to pursue their chosen career. For mentors, it offers insight into young people's wants, desires, challenges and expectations. Kingdom's mission is to provide More Than A Home—supporting young people in our communities to have fulfilling careers and Career Ready helps us do that.

**Andrew Latto, People and Business Services Director at Kingdom**

# How we support you

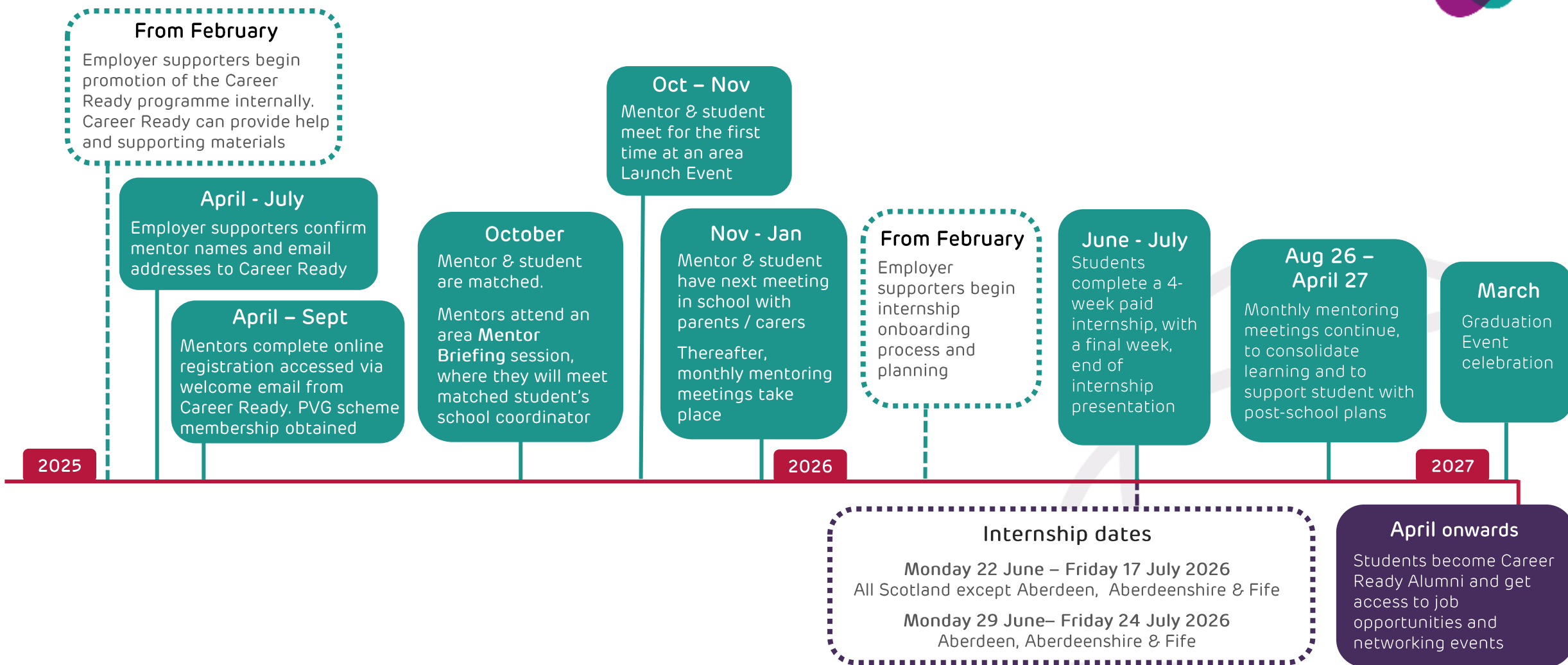
## Dedicated support throughout our partnership



- A [Regional Manager](#) to support you and our relationship
- Materials and support to help you identify your employee volunteer mentors
- Training and materials to support your volunteer mentors such as our mentor and mentee [Programme Handbook](#)
- Ongoing mentor support and development (including PVG check)
- Support and guidance to plan internships and onboarding
- Feedback and impact data (dependent on partnership charitable funding commitment)



# 2025-27 programme timeline



# Our corporate partners

Just some of our many corporate partners across Scotland



BLACKROCK



BNP PARIBAS



CBRE

concentrix




DIAGEO



Morgan Stanley





career  
ready

# Thank you

Contact: [leanna.sinclair@careerready.org.uk](mailto:leanna.sinclair@careerready.org.uk)

Visit: [www.careerready.org.uk/1000Futures/](http://www.careerready.org.uk/1000Futures/)

[careerready.org.uk/scotland](http://careerready.org.uk/scotland)