

Talent RISE (UK)

2022

***ANNUAL REPORT &
FINANCIAL STATEMENTS***

Chair's Forward

During our 2022 year the world started to emerge from Covid and return to some form of normality. This was good news for RISE which was able to get back to one of its mainstream activities of meeting people in person to provide vital mentoring and support. However, we've learned to become very capable with the digital approach which has still been used regularly with great effect. From a partnering perspective, we're delighted that we've been able to continue our great work with *Direct Line Group (DLG)* as well as adding *Fujitsu* as a high profile partner. It's also been really pleasing to see *Kickstart* produce excellent results with our supporting company taking 5 young people through this wonderful initiative.

During the year we also developed an ambitious 3-year strategic plan which will involve introducing RISE to new locations around the United Kingdom as well as a commitment from our supporting company *Talent* to commit to ensuring 1 in 10 of all its new employees will come from the charity. I'm therefore thrilled and proud of our progress during this period and very excited with what we can achieve in the coming years.

Richard Earl, Global Chair, Talent RISE

Executive Summary

I'm delighted to report that we achieved notable success in transforming young lives during our 2022 year. This was despite continuing to face challenges from Covid-19 variants, both in relation to youth employment as a whole and on our ability to deliver face-to-face services.

Like in our previous year we decided to meet these challenges head-on and continued to view digital service delivery as an opportunity, rather than a barrier, enabling us to provide services across the country. As a result, we were able to strengthen our partnership with *Direct Line Group (DLG)* by helping to improve gender diversity across its national network of Auto-service Centres, and also by continuing to identify and support young people in applying for remote customer service apprenticeships. We were also proud to start work with *Fujitsu UK*, helping this well-known and respected employer to improve socioeconomic diversity in its degree apprenticeship programme. Closer to home, we also partnered with our supporting company, *Talent International*, to provide brilliant opportunities via the Government's *Kickstart* scheme, and to engage their recruitment experts as volunteer job-mentors.

As a direct result of these meaningful partnerships, we made a vital impact for young people. During the year covered by this report we supported 251 young people who collectively benefitted from 22 workshops and 250 hours of 1:1 job mentoring. In doing so we helped young people to prepare for, access and succeed in 21 job, apprenticeship and work experience opportunities. We look forward to building on the successes described in the rest of this report during the year ahead.

Andy Chaggar, Director, Talent RISE UK

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REFERENCE, ADMINISTRATION & DECLARATION

Charity's full name	Talent RISE
Other name the charity is known by	Talent RISE (UK)
Registered charity number	1183457
Registered office	c/o Talent International UK LTD, Alpha Tower, Suffolk Street Queensway, Birmingham B1 1TT
Bankers	Lloyds Bank, PO Box, 100 Andover
Independent Examiner	Karen Wood, ACMA, CGMA, Outsource Accountancy Services & Independent Examinations. The Hiscox Building, Peaseholme Green, York, YO1 7PR

Names of the trustees who manage the charity

Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Richard William Earl	Chair	n/a	
Michael Gregory Reed	n/a	n/a	
Louise Sarah Campton	n/a	Appointed 31/01/2022	

Name of Chief Executive or names of senior staff members

Andrew Chaggar

Declaration

The trustees declare that they have approved the Trustees Annual Report and Accounts

Signed for and on behalf of the Trustees

Richard Earl:



Date: 17/04/2023

Chair

Our Objectives

At Talent RISE we know that meaningful employment can transform the lives of young people by giving them purpose, dignity and independence. We also know that for a variety of reasons many young people can struggle to access such employment on their own. Our charitable objective, stated below, reflects this:

The object of the charity is to act as a resource for young people, particularly but not exclusively those defined as having “barriers to employment” by providing information, advice and assistance and by organising programmes in the areas of employment support, education, mentoring, social skills, life skills and emotional development as a means of:

- (a) relieving unemployment;*
- (b) advancing education;*
- (c) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.*

“Barriers to employment” means unfavourable circumstances or conditions, including but not limited to physical or mental health challenges, low educational attainment, poverty or social and economic status, that reduces their chances of success or effectiveness in obtaining employment.

Our Activities

We continued to face Covid-19 related challenges during our 2022 year. Although many restrictions were lifted at the start of the period uncertainty often prevailed, and many employers and young people remained wary of engaging face-to-face.

As a result, we continued to deliver many of our services digitally, using tools like *Zoom* and *Microsoft Teams*, to engage young people and provide support. However, we were also quick to engage employers that were happy to open their doors when this was safe to do so, and this enabled us to place young people into face-to-face opportunities once again.

This blended approach brought many benefits. For example, we were able to plan workshops with certainty and partnered with other youth organisations, including the prestigious *National Citizen Service* to deliver these online. At other times we were able to partner with employers like *Direct Line Group* and *Fujitsu UK* to get young people back into offices and other onsite premises. We were especially delighted to do this with our supporting company *Talent International* with whom we worked to develop a *Kickstart* programme using funding from the Government.

Like everyone else we hope that the year ahead provides even more freedom, but we also hope to continue leveraging the benefits of a blended service delivery approach where it makes sense to do so.

Delivery methods aside our activities in 2022 were much the same as in the previous year and included:

// organising workshops and events to engage, inspire and upskill young people to help them to access jobs, apprenticeships and work experience placements, wherever possible in technology businesses.

// providing young people with 1:1 job mentoring and coaching to help them to access and succeed in jobs, apprenticeships and work experience placements, wherever possible in technology businesses.

// helping employers engage with and understand the barriers faced by young people and to support them in making reasonable adjustments to their recruitment and management processes.

// working with employers to secure job, apprenticeship and work experience opportunities for young people, wherever possible in technology businesses.

In all cases the trustees consider that they have complied with their duties to have due regard to the public benefit guidance published by the Charity Commission.

Our Partnership Model

While young people can refer themselves to Talent RISE, the majority are referred to us by a network of *Community Partners*, including other youth charities, schools and colleges. Some of these organisations provide specialist support services, including but not limited to mental health, housing and the provision of appropriate clothing for interviews and work. Building and maintaining strong, trust-based relationships with these partners is essential to our work in supporting young people because:

// we can cross-refer young people in need of specialist services to help them become ready for job, apprenticeship or work experience opportunities.

// we can leverage these partners' existing relationships with young people, and/or their specialist knowledge, to support young people placed with employers, ensuring they have the best possible chance of succeeding in the opportunities secured.

These partnerships continued to prove vital during our 2022 year as Talent RISE was able to share information, learnings and opportunities with our network to safely and effectively support many more young people that we did in the previous year.

Our Programme Achievements & Partnership Performance

We achieved significant, measurable results during our 2022 year which the trustees would like to highlight. During the year we delivered:

22

events & workshops (2022 22) to engage, inspire and provide skills to young people, including 2 online workshops run in partnership with the National Citizen Service

21

young people helped to secure jobs, apprenticeships or work experience placements, either with our employer partners or through their own independent job search (2022 34).

251

young people supported on their journey towards meaningful employment, either via group workshops or 1:1 job mentoring and coaching (2021 186)

250

hours of 1:1 job mentoring and coaching to help young people to access and succeed in job, apprenticeship and work experience opportunities (2021 234.5)

5

young people helped to secure 6-month placements with our supporting company via the UK Governments Kickstart

3

further employers partnering with us to offer opportunities, all of which were brilliant brands (The ONS, Direct Line Group and Fujitsu)

40

Community Partner organisations either referred young people to Talent RISE or collaborated with us to support them during our 2022 year (2021, 23)

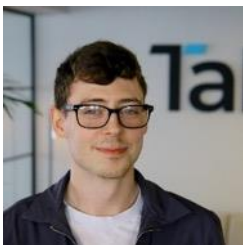
ACHIEVEMENTS ≠ PERFORMANCE

Kickstarting youth employment with Talent International

In late 2021 we were proud to partner with our supporting company, Talent International, to offer 6-month work placements to 4 young people via the Government's *Kickstart* scheme. A 5th young person also joined the company via the scheme a few months later.

The scheme provided a way for young people aged 16-24 who were deemed at risk of long-term unemployment to build their skills and experience. We worked with Talent International to design their programme and to provide coaching to the young people who joined their Sales, Marketing and IT teams across 3 different offices.

We are delighted to report that in our 2022 year 3 of these young people became permanent employees of the company. A 4th young person started university after her placement, meaning that 80% of our Kickstart participants achieved positive progression.



I've been given a chance to get in a career I never thought I'd be in. I was over the moon when I got the job, I'm still over the moon.

Carl, Kickstart participant, Talent International.



I can see so much progression for myself. I've never had a job that I could get up and actually feel excited about coming to work and that's how I feel now.

Lucy, Kickstart participant, Talent International.



I have been accepted back at university. Talent RISE has helped me so much and I couldn't have asked for a better mentor. Thank you!

Nada, Kickstart participant, Talent International.



I am beyond grateful for the opportunity RISE gave me. I couldn't have asked for a better role that helps me use and grow my skillset

Dylan, Kickstart participant, Talent International.

Patrick's journey into employment with Talent RISE

Patrick first engaged with Talent RISE (UK) in July 2020 when he was referred to us by the amazing Royal Society for Blind Children (RSBC). We initially tried to help him find a role in Human Resources but this proved challenging due a lack of experience in this area.

To help break down this barrier the incredible Ricoh UK offered Patrick some work experience to help build his CV, skills and confidence. However, Patrick then told us his dream career would be working in the Civil Service.

So, we then connected him to Matt, one of the brilliant volunteers from our supporting company Talent. Matt is passionate about diversity and inclusion and is also a Principal Consultant in the company's Public Sector team, so he was uniquely placed to offer Patrick mentoring, advice and guidance. With Matt's help Patrick secured an entry level role as a UK Visa and Citizenship Administrative Officer at the end of our 2022 year



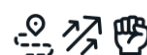
Having graduated from university in 2019, despite many interviews I was struggling to get a role in my chosen career. After contacting Talent RISE, I felt the immediate benefit of their support, helping me to improve my CV and personal statement. I also benefited from their help with mock interviews, improving how I should present my skills and experience to a potential employer. Talent RISE also helped me to gain experience on a work placement at Ricoh Europe in the Human Resources department. While on this placement I shadowed senior staff and was able to get a good understanding of HR practices and procedures. I have recently secured a role with the Civil Service, and I firmly believe that the practical support, encouragement and work experience Talent RISE has given me over the last two years, especially Matt over the last 6 months, has helped me to develop the practical skills and mindset needed to secure this position.



Patrick,
Young Person

talentrise.org

England and Wales
Registered Charity: 1183457



#RISEUp

STRUCTURE, GOVERNANCE & MANAGEMENT

How the charity is constituted

The charity was registered as a Charitable Incorporated Organisation (CIO) on 16th May, 2019

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

The charity recruits Trustees based on personal recommendation and open recruitment and appoints them as the need arises.

Additional Governance Issues

Talent RISE is the charitable foundation of Talent International, an award winning digital-tech recruitment specialist with offices in 17 cities around the world, including 4 in the UK. One of the company's values is to *Give A Damn*, and it partly demonstrates this through providing financial and in-kind support to Talent RISE. It also provides the charity with access to its commercial clients, encouraging them to offer job, apprenticeship and work experience opportunities to the young people Talent RISE supports.

While our trustees are extremely grateful to Talent International for this support, they are conscious of the need for independence and acting only to further Talent RISE's charitable purposes. As a result, the trustees are committed to ensuring that a majority of their number remain independent from the supporting company.

However, due to earlier resignations the charity ended its previous year 1 independent trustee short of this commitment. The remaining trustees were mindful of the need to resolve this issue quickly during the current year, and subsequently ran an open recruitment process as well as seeking personal recommendations to enable this.

While the recruitment process took several months a new, independent trustee was appointed just over half-way through our 2022 year, and this restored the independent majority to the charity's Board of Trustees.

In all cases the charity has a written conflicts of interest policy that all trustees are provided with before their appointment, when they also complete a conflict-of-interest declaration.

Before their appointment all trustees are also provided with a copy of the charity's constitution and access to the following guidance from the Charity Commission:

- // The Essential Trustee: (Guidance CC3)
- // Automatic disqualification rules for charity trustees and charity senior positions
- // Conflicts of Interests: (Guidance CC29)
- // Safeguarding and protecting people for charities and trustees

STRUCTURE, GOVERNANCE & MANAGEMENT

Prior to appointment trustees are also asked to complete a copy of the Charity Commission's "Declaration of Eligibility and Responsibility Form" to signify understanding of their responsibilities and acceptance of the role.

To further support the induction of trustees, the charity Director also presents them with the six main responsibilities of charity trustees. This was done on a 1:1 basis for the new, independent trustee appointed during our 2022 year.

17/04

Review of the charity's financial position at the end of the period

During the period a total of £95,598 in payments were made to cover the charity's programme, operational and governance expenses. Of this amount £93,114 was covered by donations from the charity's supporting company Talent International, and a further £2,900 was generated by the charity charging partner organisations for employability services, inline with its primary purpose.

An amount of £5 was also received from an individual donor via the charity's new *Stripe* donation processing platform account, bringing the charity's total receipts for the period to £96,019.

Overall, this resulted in net payments of £421 (£96,019 - £95,598) for the period, which was added to the £22 reserves held by the charity at the end of the previous financial year. The resulting £443 (£421 + £22) continue to be held by the charity as reserves moving forward. This equates to 0.46% of the charity's total expenses during the year, and so the charity essentially holds zero reserves at the end of the period. The reasons for this are explained below.

Financial Reserves

Statement explaining the policy for holding reserves stating why they are held

n/a

Amount of reserves held

£443

Reasons for holding zero reserves

As noted previously, Talent RISE is the charitable foundation of Talent International, an award winning digital-tech recruitment specialist with offices in 17 cities around the world, including 4 in the UK.

Talent International covers 100% of the charity's programme and operational expenses and provides extensive in-kind and voluntary support via the use of office-space and access to its expert team of recruitment, marketing, IT and operations staff.

Talent International's continued support of the charity is considered strategically essential to the company due to the associated reputational benefits and the structure and focus Talent RISE provides in terms of meaningful volunteer opportunities for the company's staff. Talent International's global business also remains in a very strong position, despite the pandemic and emerging uncertainties in the UK and global economies.

FINANCIAL REVIEW

As a result, the trustees are confident that Talent International is both willing and able to continue supporting the charity through the year ahead and beyond. However, the trustees are mindful of the need for Talent RISE to work towards diversifying its income streams and building reserves to better protect the charity and will explore related options and opportunities as these arise.

17/0

Independent Examiner's Report on the Accounts

I report on the accounts of the CIO: **Talent RISE** for the period ending **30th June 2022**, which are set out on pages 14 to 16.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the CIO accounts. The charity's trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the "2011 Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view, and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

- 1) which gives me reasonable cause to believe that in any material respect, the requirements;
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act
 have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Karen Wood:



Date: 17/04/2023

Outsource Charity Accounts Preparation & Independent Examination Service
The Hiscox Building, Peaseholme Green
York, YO1 7PR

Receipts and Payments Accounts for the period ending 30th June 2022

	Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
Receipts	£	£	£	£
Donations from Talent International	93,114	-	93,114	70,178
Individual giving	5	-	5	18
Contractor payments	-	-	-	37,941
Employability Services	2,900	-	2,900	-
Total receipts	96,019	-	96,019	108,137
Payments				
Seconded staff costs	91,565	-	91,565	74,040
Pension set up costs	500	-	500	-
Contractor expenses	-	-	-	29,261
Travel & subsistence	734	-	734	-
DBS checks for staff & volunteers	83	-	83	-
Candidate support	163	-	163	122
Events & workshops	140	-	140	360
Marketing costs	1,689	-	1,689	3,063
Telephone, internet & office costs	290	-	290	182
Insurance costs	-	-	-	419

Bank charges	84	-	84	63
Governance costs		-	-	22
Independent examination	350	-	350	650
Total payments	95,598	-	95,598	108,182
Net of receipts/(payments)	421	-	421	22
Balance Brought forward	22	-	22	
Balance Carried Forward	443	-	443	22

Statements of Assets & Liabilities at 30th June 2022

	Unrestricted	Restricted	2022 Total	2021 Total
	funds	funds	funds	funds
Assets	£	£	£	£
Cash at bank and in hand				
Current bank account	443	-	443	22
	443	-	443	22

	Unrestricted	Restricted	2022 Total	2021 Total
	Funds	Funds	Funds	Funds
Liabilities	£	£	£	£
Independent Examination fee	350	-	350	350
	350	-	350	350

Notes to the Accounts for the period ending 30th June 2022

The Trustees have taken advantage of section 144 (2) of the Charities Act 2011 and prepared the accounts on a receipts and payments basis.

Approval of Accounts for the period ending 30th June 2022

The financial statements were approved at a meeting of the Trustees on 17/04/2023

Signed for and on behalf of the Trustees

Richard Earl:



Date: 17/04/2023

Chair