



Talent RISE

2023

ANNUAL REPORT & FINANCIAL STATEMENTS

Registered Charity Number:
1183457

Approved by the Trustees
08/12/2023

FORWARD & SUMMARY

Chair's Forward

The 2022-23 financial year proved to be a year of progress and also a year of change. We continued to work with existing partners and also found new ones. In particular JBR Capital proved to be a great sponsoring partner as detailed in this report. It was particularly inspiring how all the staff of our principal sponsor, Talent, rallied together to raise significant funding which will be used to launch new initiatives hopefully around tech training opportunities. The year concluded with Talent's UK and German business being purchased by SwipeJobs, an innovative global operator in the labour hire sector. We're delighted that the new owners have committed to continue supporting our charity as its major sponsor and have also asked myself to continue as Chair which will now be in an independent capacity. This allows us to appoint Talent's CEO Darren Wells to the Board of Trustees which is a huge positive. I'd like to acknowledge the outstanding contribution by Andy Chaggar during this period. He has worked tirelessly to uncover new opportunities and continues to deliver heartwarming stories from within the RISE community. We look forward to continuing to provide life changing employment opportunities to young people with challenges in the year ahead.

- Richard Earl, Chair, Talent RISE

Executive Summary

Our 2023 was both impactful and eventful. Like in our previous year we continued to work with well-known employer partners such as *Fujitsu UK* and *Direct Line Group*. However, we also actively sought to engage new employers and, while these included other large company's such as *Autotrader*, we also worked hard to engage smaller organisations. Although these smaller employers don't carry the same brand recognition as the likes of Fujitsu, they can sometimes have more flexibility to meaningfully engage with us in shaping opportunities for young people.

For example, at the start of the year we launched a partnership with a high-end vehicle finance company called JBR Capital. While a fast-paced organisation of around 100 staff, JBR's leadership also had the willingness and ability to work closely with us to develop a paid internship programme to help diverse young people to start building careers in professional services. JBR also gave us a generous financial donation to support our wider work, and I'm pleased to say that the first year of partnership went so well that JBR renewed their support at the end of our 2023 year.

Closer to home, our supporting company, *Talent International*, continued to encourage their brilliant recruitment experts to volunteer as job-mentors for young people, and in September 2022 we worked with our counterpart charities in Australia and New Zealand to mobilise the company's 400 global staff in raising over £60,000 from almost 1,300 donors. An incredible result!

Thanks to this overall support, we again made a vital impact for young people. During the year covered by this report we supported 342 young people who collectively benefitted from 16 workshops and 300 hours of 1:1 job mentoring. In doing so we helped at least 27 young people to prepare for, access and succeed in 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

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REFERENCE, ADMINISTRATION & DECLARATION

Charity's full name	Talent RISE
Other name the charity is known by	RISE UP
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	Resigned 23/06/23	

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: 08/12/2023

Chair



OBJECTIVES & ACTIVITIES

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

During our 2023 we continued our core activities of help young people (aged 16-30), especially those facing barriers to employment, to prepare for, access and succeed in job, apprenticeship and work experience opportunities.

Happily, the country remained free from Covid-19 restrictions, and this meant that we were able to undertake more face-to-face work in both London and Manchester where our staff-members are based. However, and as expected, we continued with a blended approach to service delivery, using tools like *Zoom* and *Microsoft Teams* to deliver digital services in Bristol, Birmingham and across the UK.

As in previous years, the vast majority of our services were free to access for everyone, be they young people, partner charities or employers. However, in order to diversify our income streams and increase our resilience we also undertook some Primary Purpose Trading by charging for employability workshops where appropriate, including once again with the prestigious *National Citizen Service (NCS) Trust*.

Our specific activities with young people in 2023 were much the same as in previous years 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 prepare for, 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 2023 year and Talent RISE was able to share information, learnings and opportunities with our ever growing network of Community Partners to safely and effectively support even more young people that we did in the previous year.

ACHIEVEMENTS & PERFORMANCE

Our Programme Achievements & Partnership Performance

We achieved significant, measurable results during our 2023 year which the trustees would like to highlight. During the year we delivered:

16

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*

27

young people helped to secure jobs, apprenticeships or work experience placements, either with our employer partners or through their own independent job search (2022 21).

342

young people supported on their journey towards meaningful employment, either via group workshops or 1:1 job mentoring and coaching (2022 251)

300

hours of 1:1 job mentoring and coaching to help young people to access and succeed in job, apprenticeship and work experience opportunities (2022 250)

4

young people helped to secure meaningful paid internships with our generous sponsor *JBR Capital*

6

further employers partnering with us to offer opportunities, including brilliant brands (*Autotrader, Fujitsu* and *Direct Line Group*)

50

Community Partner organisations either referred young people to Talent RISE or collaborated with us to support them during our 2023 year (2022, 40)

Empowering Diverse Young Talent with JBR Capital

At the start of our 2023 year, we were delighted to launch a new partnership with JBR Capital, the UK's only independent lender dedicated solely to high-end vehicle finance.

JBR's generous support included a donation of £7,500, and the company also worked closely with us to develop a meaningful internship programme to help 2 diverse young people build careers in professional services. These amazing internships paid the London Living Wage to ensure they were accessible to those without other means of financial support.

The programme was a brilliant success, with one of the first interns progressing into longer-term employment as she became a highly valued member of the JBR team. As a result, and at the end of our 2023 year, we were proud to renew our partnership with JBR Capital for another year as 2 more young interns joined the company.

Developing this partnership took time and effort from the JBR team on top of their busy day jobs, and we want to say a huge thank you to everyone involved. JBR's engagement and wider sponsorship, including both funding and opportunities for young people, is a model for the type of employer partnership our charity aims to prioritise moving forward.

JBR
CAPITAL

**FUND
YOUR
PASSION**

"I think last year's intern Lidya was absolutely a great addition to our growing talent pool at JBR because she added diversity from a number of perspectives. To see them flourish at JBR at such a young age was inspirational to all new joiners. I would strongly encourage all companies to work with Talent RISE for the simple reason that if we have a hundred more companies like us working with Talent RISE, we will have more equal opportunities across all our communities"

Nayan V. Kisnadwala, Chief Executive Officer, JBR Capital.

Muna's Story: The Power of Job-Mentoring

Muna first engaged with Talent RISE in September 2022 as part of our RISE Day mentoring programme. She was referred to us by the *Coding Collective*, hosted by the *Albany* in South-East London, having taken part in their Digital Talent partnership programme with *London Youth*.

As part of our mentoring programme, we connected Muna to one of our brilliant volunteers Matt Beesley. Matt is passionate about diversity and inclusion and as a Principal Consultant in tech recruitment he was uniquely placed to offer Muna advice, guidance and support.

With Matt's help Muna secured a role as a Software Test Consultant with *FDM Group* in April 2023. Muna's story shows once again the incredible impact our charity makes thanks to our supporting company, Talent International (UK & Germany), who encourages its staff to volunteer as job-mentors to the young people accessing our services.

Talent RISE has been an amazing support, giving me the confidence and guidance to succeed in my job search. Matt's coaching and feedback on my CV and LinkedIn page helped in securing my current role.

They also advised me on interview questions and believed in the value I bring. Thanks to their help, I discovered my passion as a Software Tester, a challenging role that keeps me learning and allows me to problem solve.

I'm genuinely grateful for Talent RISE's support and the safe environment they provided to refine my goals.

Muna,
Young Person



Our Fundraising Achievements & Performance

Our charity is fortunate to enjoy generous financial donations from our supporting company, Talent International, who cover most of our programme and operating expenses.

However, our Trustees have also always been mindful of the risks of being overly reliant on a single income stream. So, in our 2023 year, we placed more emphasis on raising funds from other sources, albeit in some cases by leveraging the company's networks.

RISE Day 2022: The Step-Up Challenge

On September 2, 2022, we joined forces with our counterpart charities in Australia and New Zealand to mobilise staff from across the global offices of our supporting company, Talent International. Organised by teams, these staff stepped-up to take on physical challenges to raise money for our global work with young people facing barriers to employment.

The date was designated "RISE Day" and the global event was an incredible success, raising over £60K from almost 1,300 donors. Of this total, around £15K was raised from over 400 UK donors to support our charity's work in this country.

These fantastic results were in part thanks to our use of the *JustGiving* fundraising platform and its inbuilt "team page" functionality. As our charity was already registered with the platform, we elected to use our JustGiving account, meaning that all global donations were subsequently paid into our UK bank account. Accordingly, an allocation of a little over £44K in donations has been agreed by our Trustees for disbursement to our counterpart charities in Australia and New Zealand in the year ahead.



Piloting an Innovative Donation Model with Talent International

As well as enjoying generous financial donations from our supporting company, Talent International (UK & Germany), we are also fortunate to benefit from connections to potential employer partners in their network.

One notable example is *Fujitsu*, who we were introduced to by our supporting company in our previous year. This introduction led to our charity helping young people to secure technology apprenticeships with Fujitsu, who were delighted with the results. In turn, this led to a strengthening of the original relationship between Fujitsu and Talent International.

In recognition of this strengthening, our supporting company agreed to donate 6.7% of revenue from its commercial recruitment work with Fujitsu to our charity, on top of its normal contributions. This innovative, per transaction donation model has resulted in £4,588 in additional contributions from Talent International during our 2023 year.

Having piloted this model during the year we aim to roll out to more employers in our supporting company's network moving forward.

Employability Workshops with NCS Trust and Mediorite

Traditionally, all our services have been totally free to everyone, be they a young person, partner charity or employer. However, during our 2023 year we have looked for opportunities to ask partners to contribute to covering costs where appropriate.

As a result, we sold 3 CV workshops to long-standing partner and London based social enterprise *Mediorite*, as well as 1 CV and 1 LinkedIn workshop to the *National Citizen Service* (NCS) Trust.

These workshops, which were delivered either face-to-face or online, all related to our charitable object of helping young people, including those facing barriers to employment, to develop their employability skills and support their journey towards meaningful employment.

We will continue to provide our services free of charge whenever possible, but the £1,800 generated from this Primary Purpose Trading in our 2023 year shows that we can also seek to further diversify our overall income when appropriate.

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 normally recruits Trustees based on a mix of personal recommendation and open recruitment and appoints them as the need arises.

Additional Governance Issues

For the majority of our 2023 year our charity was the 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 our charity.

However, in May 2023, Talent International elected to sell its European business, Talent International (UK & Germany) to another global company. Although legal control of our charity obviously remained with our Trustees, this commercial transaction did have consequences for us.

Firstly, we receive most of our funding via Talent International (UK & Germany) and their ongoing support for us needed to be discussed with, and authorised by, the new parent company. While details of this ongoing support were still being finalised at the end of our 2023 year, both Talent International (UK & Germany) and its new parent company are committed to continuing to cover most of our programme and operational costs. We expect details to be formalised early in the year ahead, but we are confident donations from Talent International (UK & Germany) will cover at least the costs of our 2 full-time staff members.

Secondly, our original name and brand of Talent RISE (UK) was closely associated with the original parent company, and our counterpart charities in Australia and New Zealand, and needed separating as a result. At the end of our 2023 year, our Trustees were still considering a new brand name, but we expect a proposal to adopt a new working name of "RISE UP" to be approved and filed with the Charity Commission early in our 2024 year.

In all cases, our trustees remain extremely grateful to Talent International (UK & Germany) for their support and are conscious of the need for independence and acting only to further our charitable purposes. As a result, our trustees are committed to ensuring that a majority of their number remain independent from the supporting company, a commitment that was met for our entire 2023 year.

At the end of the year, one of our Trustees did resign her position. However, the previous sale of Talent International (UK & Germany) also meant that our Chair, Richard Earl, no longer has any financial connection to our supporting company, moving him into an independent position. Our remaining Trustees therefore expect to appoint a new Trustee, connected to Talent International (UK & Germany), early in our 2024 year. This appointment will maintain the independent majority.

Further, 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

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.

An Eye to the Future

As noted above we expect a proposal to adopt a new working name of "RISE UP" to be approved and filed with the Charity Commission early in our 2024 year. We are excited to continue our vital work in the year ahead under a new name and new brand.



FINANCIAL REVIEW

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

During the period a total of £115,065 in payments were made to cover the charity's programme, operational and governance expenses, £100,914 of which was covered by donations from the charity's supporting company Talent International. The remaining payments were covered through independently generated income.

For example, £11,000 was independently generated by the charity through donations from other corporate supporters, and £1,800 by selling employability services (workshops) to partner organisations. A further £11,571 was received as an Access to Work grant, all of which was spent supporting a new staff member with disabilities with specialist equipment and training.

An additional £60,989 was raised by Talent International's staff taking part in fundraising challenges, although £44,189 of the latter has been allocated for disbursement to our counterpart charities in Australia and New Zealand.

Overall, our income grew by 94.5% during the period and we are carrying forward £27,947 in unrestricted reserves into the year ahead.

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

As noted previously, our charity is the foundation of Talent International (UK & Germany), a digital-tech recruitment specialist with offices in 4 UK cities. Historically, the company has covered the majority of our programme and operating expenses, and the continuation of this support is considered strategically essential to the company due to the associated reputational benefits and the structure and focus the charity provides in terms of meaningful volunteer opportunities for the company's staff.

However, and as also noted previously, Talent International (UK & Germany) was sold at the end of our 2023 year, and the exact nature of their ongoing support for us is still being finalised with their new parent company.

Based on discussions held prior to the end of our 2023 year, our Trustees are confident that donations from Talent International (UK & Germany) will cover at least the costs of our 2 full-time staff members. However, this will leave some costs to be covered through other fundraising. The charity was already working towards diversifying its income streams, and these efforts will now increase moving forward. In the interim, funds raised to date will be held in reserve to cover any shortfalls in our 2024 year as we adapt to these new circumstances.

Amount of reserves held

£27,947

Reasons for holding zero reserves

n/a

ACCOUNTS

Independent Examiner's Report on the Accounts

I report on the accounts of the CIO: **Talent RISE** for the period ending **30th June 2023**, which are set out on pages 15 to 19

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:

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 2023

Talent RISE
(CIO Number 1183457)

Receipts & payments accounts for the period ending:			30th June 2023	
	Unrestricted	Restricted	2023	2022
	funds	funds	Total	Total
	£	£	£	£
Receipts				
Donations from Talent International	100,914	-	100,914	93,114
Individual giving	-	-	-	5
Access to work grant	-	12,055	12,055	
Corporate donations	11,000	-	11,000	-
Just giving donations	16,800	44,189	60,989	
Workshops	1,800	-	1,800	2,900
Total receipts	130,514	56,244	186,758	96,019
Payments				
Staff costs	95,680	-	95,680	91,565
Pension set up costs	-	-	-	500
Travel & subsistence	3,046	-	3,046	734
Staff training	24	3,782	3,806	-
DBS checks for staff & volunteers	206	-	206	83
Candidate support	220	-	220	163
Events & workshops	1,047	-	1,047	140

Marketing costs	49	-	49	1,689
Telephone, internet & office costs	754	-	754	290
Insurance costs	466	-	466	-
Bank & just giving charges	2,396	-	2,396	84
Computers & office equipment	(1,391)	3,965	2,574	-
Independent examination	350	-	350	350
Subscriptions	163	4,308	4,471	
Total payments	103,010	12,055	115,065	95,598
Net of receipts/(payments)	27,504	44,189	71,693	421
Balance Brought forward	443	-	443	22
Balance Carried Forward	27,947	44,189	72,136	443

Statement of Assets & Liabilities at 30th June 2023

Talent RISE

(CIO Number 1183457)

Statement of assets and liabilities
at:

30th June 2023

			2023	2022
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
Assets	£	£	£	£
Cash at bank and in hand				
Current bank account	27,947	44,189	72,136	443
	27,947	44,189	72,136	443

			2023	2022
	Unrestricted	Restricted	Total	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 2023

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

1 Basis of preparation

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

2 Restricted funds

Fund name	Purpose
Tang Hall Big Local	As part of it's Local Plan, THBL allocates money to commissions, and specific budgeted activity to help make the area a better place to live.

Access to work

Government grant to support workers with disabilities to help pay for specialist equipment, travel and training

Talent RISE Australia	Donations specifically given to benefit Talent RISE Australia
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Talent RISE New Zealand

Donations specifically given to benefit Talent RISE New Zealand

	Balance b/fwd	Incoming resources	Resources expended	Trf of funds	Balance c/fwd
	£	£	£	£	£
Restricted funds					
Access to work	-	12,055	12,055	-	-
Talent RISE Australia	-	38,404	-	-	38,404

Talent RISE New
Zealand

-

5,785

-

-

5,785

-

56,244

12,055

-

44,189

The donations were paid to the intended beneficiaries on 19th July 2023

Approval of Accounts for the period ending 30th June 2023

The financial statements were approved at a meeting of the Trustees on 08/12/2023

Signed for and on behalf of the Trustees

Richard Earl:

Date: 08/12/2023

Chair

