



Access to employment means access to growth

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“ Barclays cannot succeed or prosper unless the societies and communities in which we live and work also succeed and prosper. This means using our skills, resources and commitment to drive and deliver the best results for all stakeholders. ”

Jes Staley
Group Chief Executive Officer

Helping society to succeed helps us to succeed

Our Shared Growth Ambition recognises that when our customers and clients do well, we do well. When the communities that we serve thrive, we thrive. And when society prospers, we all do.

Our Shared Growth Ambition

That's why we're working together with our colleagues, clients and suppliers to realise Shared Growth – giving us all access to a more prosperous future. Supporting access to employment is one of the three key areas we're focusing on to help achieve this.

Developing skills to meet demand

Access to employment is a worldwide issue, with 38% of employers globally* reporting they are experiencing difficulty filling jobs due to lack of available talent.

Businesses need individuals with the right skills to be able to grow. Yet individuals may not be aware of the roles businesses are looking for, which means they don't train to gain the skills needed to fill them. So we're helping people develop the vital skills they need to get into work and supporting our clients and suppliers to connect with job-ready individuals.

*Manpower Talent Shortage Survey, 2015.

Access to Financing

This helps to fund crucial social and environmental infrastructure, while giving us access to growing markets.



Access to Financial and Digital Empowerment

This ensures customers and communities can benefit from financial and digital services, while helping us increase loyalty and engagement.



Access to Employment

This addresses a major global challenge, while also building long-term demand for banking services.

Building skills

We're helping millions develop the vital skills and pathways to employment.

Creating jobs

We're supporting high-growth businesses to create new jobs.

Supporting our communities

Unemployment continues to be a major issue in many of the communities where we work, including the UK.

These facts show the scale of the challenge – and highlight the importance and advantages of working together to help address unemployment, improving individual social and economic prospects and creating broader opportunities for growth and increased resilience.



Supporting our clients and suppliers

Getting involved in our employability programmes brings tangible benefits to businesses.

Addresses the skills gap which is considered one of the most important issues preventing growth for businesses.

CIMA's 2015 study found 31% of firms took more than two months to fill junior roles due to the incorrect skills match.

Enables businesses to develop a diverse workforce.

As well as reflecting their customer base, diverse workforces improve productivity and drive innovation into business.

Supports recruitment and decreases attrition by appealing to socially conscious millennials.

A study by Deloitte showed that almost 90% of millennials feel business could do 'a great deal' or a 'fair amount' to address unemployment.

Plus there's support for businesses to leverage the new government apprenticeship levy which will be applied in April 2017.

We and our partners can support HR teams to set up employment opportunities that enable businesses to benefit from the latest regulation.



How we help businesses get involved



Barclays Connect with Work

Removing barriers to entering work

Barclays Connect with Work is an innovative employability programme that's aimed at individuals with the aptitude and attitude to enter the workplace, but who face barriers such as a lack of qualifications, experience or confidence. The programme connects individuals aged 16 and over with businesses that are recruiting but struggling to find skilled and motivated individuals for their workplace. Together with a selection of charity partners we train people in the job-specific skills that businesses are looking for and support them into jobs or apprenticeships.

In addition we support high-growth businesses and entrepreneurs, as well as our clients and suppliers, to create entry-level jobs for these individuals. Through our small coalition of experienced charity partners, the programme trains individuals and provides individual support to help them succeed in those roles. The aim of our approach is to create a strong link between upskilling individuals and a clear route into employment or apprenticeships.

At the same time, nearly 40% of employers say a lack of skills is the main reason they are unable to fill entry level jobs,* while unemployment in the UK costs around £2.4bn in unemployment benefits.

Although there are many employability programmes that offer general skills, there are very few programmes that offer real skills training with actual jobs at the end of it. Barclays Connect with Work helps to address the skills gap and gives businesses the opportunity to develop a diverse and skilled workforce.

How it works



Search and selection

Businesses sign up for a consultation with expert partners and individuals are sourced by partners for the programme.



Matching

Businesses outline employment requirements and initial assessment is completed. Individuals are matched to job training.



For-the-job training

Individuals are trained during a 4 –12-week period that is bespoke to the business. Specific skills required by the business will be included in the training.



Final interview

Individuals complete a final interview with the business. The business has the final decision on whether to offer employment to the candidate.



Mentoring

Ongoing support is provided to the employee and the business during the first 12 months of employment.

*UK Office for National Statistics, 2015.



To get involved and tap into new talent through Barclays Connect with Work, email connectwithwork@barclays.com

VETS

Improving outcomes for veterans and employers

Barclays supports businesses to source job-ready candidates through the military VETS programme. VETS (Veterans Employment Transition Support) finds full-time employment for ex-military personnel of all ages who are experiencing barriers to entering work. It brings together businesses, leading military charities and the Ministry of Defence to give ex-military personnel support to transition into civilian life. With approximately 12,000 personnel leaving HM Forces each

year, businesses that participate will gain access to well-trained, motivated and talented individuals with transferable skills.

VETS has a five-step model to provide end-to-end transition support to ex-service personnel and to make sure businesses can access the individuals with the skills needed.

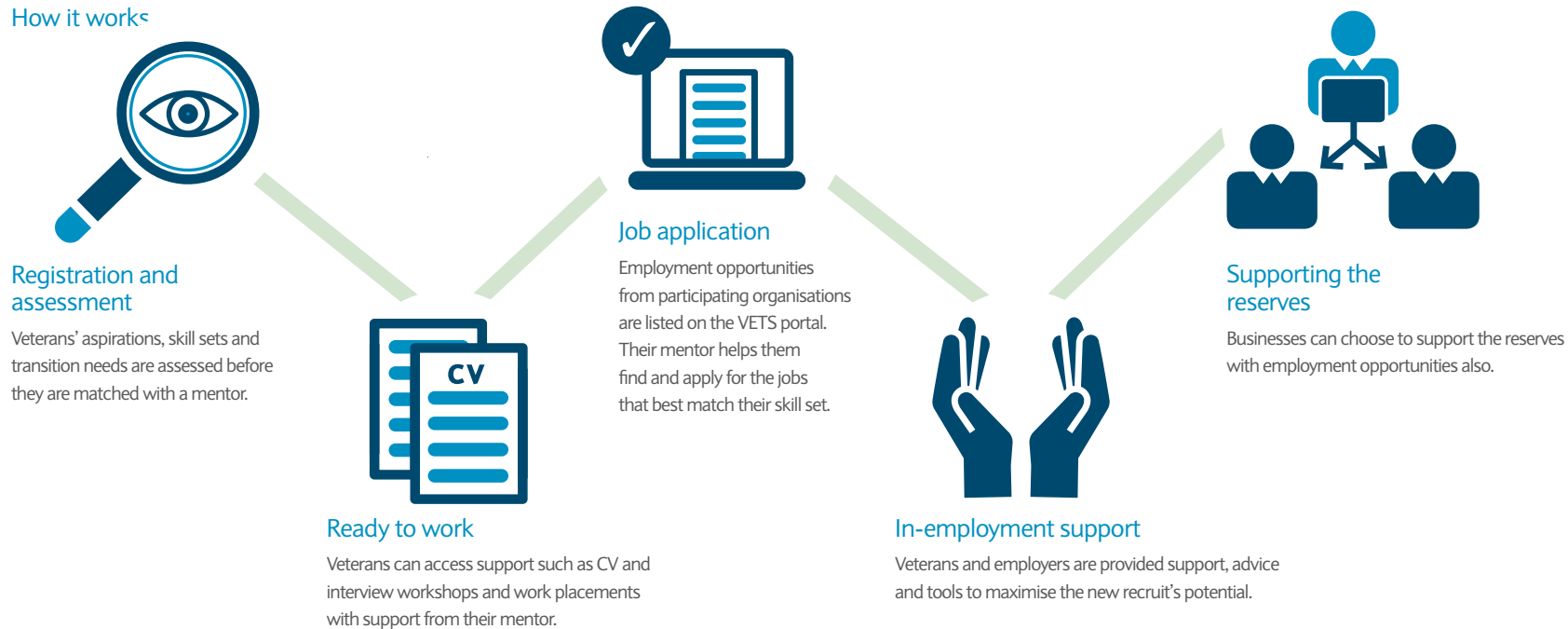
Why is it important?

While many individuals successfully make the transition from the armed forces to civilian employment, a significant number

struggle to translate their skill set. Many are either unable to find meaningful employment or have accepted jobs that don't match their expertise, aspirations or true potential.

The VETS programme understands the responsibility we have to help this valued section of society. By recognising the extensive skills veterans develop through years of military service, such as leadership, integrity, project management and dealing with uncertainty, we aim to bring these skills to the commercial world.

How it works



To get involved with VETS, visit www.veteranemployment.co.uk or email team@veteranemployment.co.uk

LifeSkills

Inspiring young people

LifeSkills inspires millions of 11–24 year olds to get the skills they need to move forward in the 21st-century workplace and offers work experience for 14–19 year olds. As one of the biggest youth employability programmes in the UK, LifeSkills works with teachers, parents and businesses to help young people by providing free tools, tips and work experience opportunities that help build confidence and boost employability. It also provides support to UK businesses – they can upload work experience placements on the LifeSkills platform, which teachers use to find their students a suitable opportunity.

Why is it important?

With just under one million young people currently unemployed, progressing from school to the workplace is more challenging than ever. This is compounded by the fact businesses require new starters to have a broad range of skills and an understanding of the working environment many young people don't have. LifeSkills offers support to bridge that gap, focusing on work skills, people skills and money skills.



We offer free, curriculum-linked activities and lesson plans, and online resources to build students' employability skills – delivered by educators, or via interactive tools for young people and parents.



There are also volunteer-led lessons in schools and colleges delivered by Barclays colleagues.



Barclays and external businesses can upload work experience opportunities for teachers to search for and book for their students.

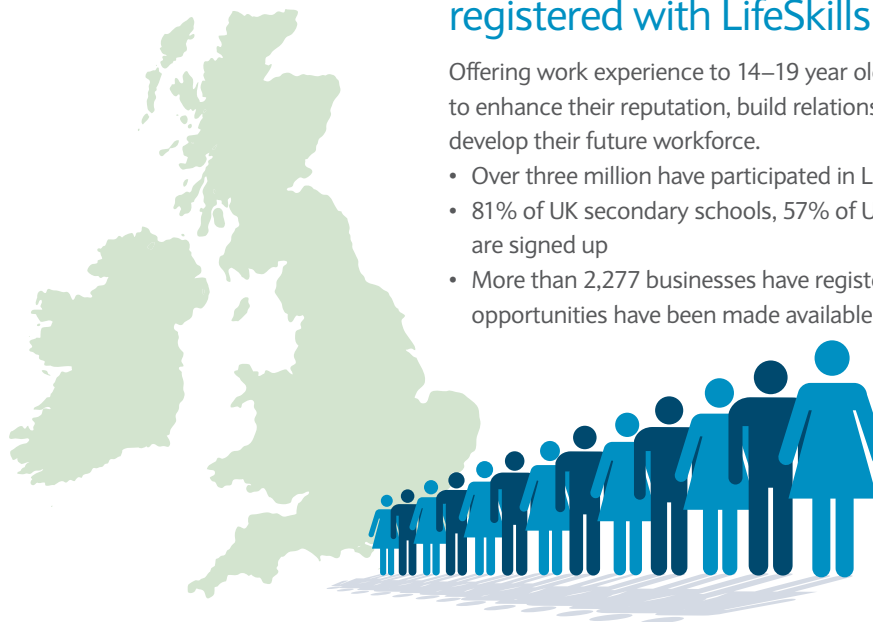


The programme is guided by an external advisory council and independently quality endorsed by City & Guilds.

81% of UK secondary schools are registered with LifeSkills

Offering work experience to 14–19 year olds through LifeSkills can help businesses to enhance their reputation, build relationships with schools and colleges and develop their future workforce.

- Over three million have participated in LifeSkills to date
- 81% of UK secondary schools, 57% of UK FE colleges and 32% of universities are signed up
- More than 2,277 businesses have registered, and over 29,400 work experience opportunities have been made available so far.



To get involved with LifeSkills, visit www.barclayslifeskills.com or email us at barclayslifeskills@barclays.com

Case studies

A look at our programmes in action.

Connect with Work and Gibbs S3

Gibbs S3 is a talent and human capital business and Europe's fastest growing hybrid workforce solutions company.

Following the company's 52% growth in 2015, and having spoken with Barclays about the Connect with Work programme, CEO Farida Gibbs concluded that her own business could benefit from opening its doors to apprentices.

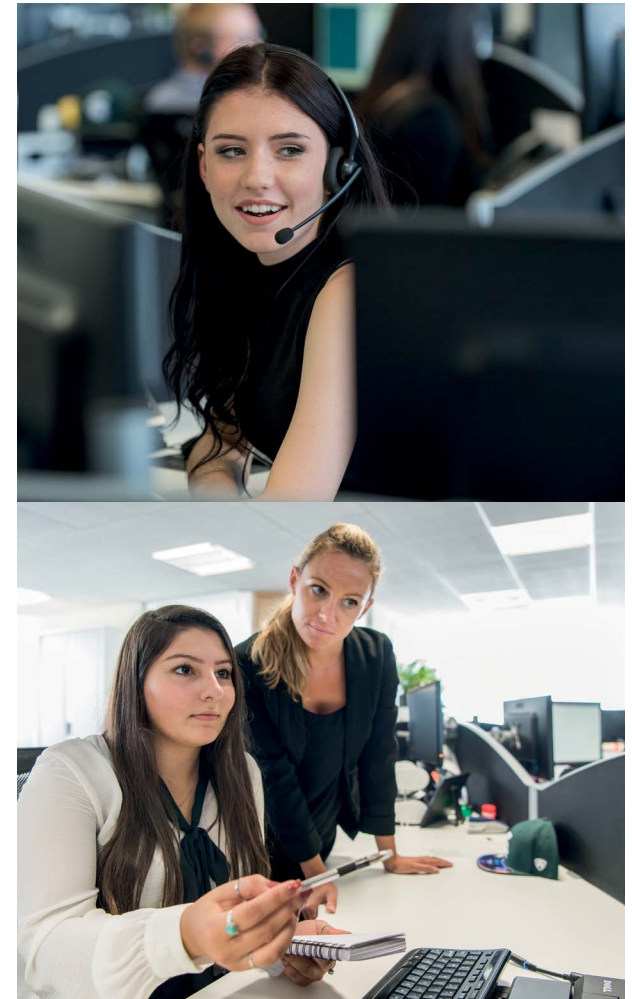
Barclays, charity partner Catch22, and Gibbs S3 worked together to run an assessment centre to search for potential candidates. As a result 10 screened, trained and promising candidates were put forward for interview by Gibbs S3. Farida found this to be a very effective approach: "It was a great way to find young talent in a collaborative way." Two successful candidates have already started their apprenticeships. 16-year-old Connie is a front office coordinator who keeps admin up to date while 17-year-old Camilla has joined the digital marketing team and has a focus on social media. More apprentice positions will be filled soon and further opportunities are likely to become available as the business continues to grow.

Each apprentice is receiving training on the job and undertaking an NVQ course aligned to their chosen area, so they are gaining qualifications as well as experience. A Barclays mentor is also assigned to each young person, providing support throughout the apprenticeship period.

Farida is impressed with the dynamism the apprentices have brought to her business: "These young people are passionate, motivated and willing to work hard. They want this opportunity." The benefits have extended beyond what she expected. She points out: "It helps to rebalance your business. We have seen a significant difference in how the teams operate. The apprentices are adding value and energy."

Gibbs S3 is now a keen advocate of Connect with Work.

“ Our apprentices have come with a fantastic attitude and, while you can teach people skills, you can't teach a good attitude. Their motivation and fast pace of learning will contribute to our continued success. We're proud to be helping young people take their first steps into employment. ”



VETS and ISS

Having worked with the VETS programme since its inception, global facility services provider ISS has found that participation has provided significant business benefits.

Recognising the innate skills that ex-service personnel bring to the table, they have even created roles specifically for veterans. The objective of VETS is to support those who have served us. ISS already employs hundreds of ex-military personnel across a range of sectors and levels, as well as a significant number of current reserves. And the VETS programme gives them access to even more from this valuable talent pool. ISS needs people they can rely on to ensure their services are delivered, regardless of the challenges that come up along the way. Veterans are comfortable working autonomously, are readily adaptable, and good at thinking on their feet. All of this helps ensure the job is done.

However, nine times out of 10, a veteran will not have commercial experience. Prior to ISS's involvement in VETS, their recruitment processes would have often prevented these veterans from being shortlisted for an interview – despite their skills making them ideal candidates. As part of their work with VETS, ISS has now adapted its HR policy to support this transition.

Since joining VETS, ISS has been uploading over 20 management-level jobs to the VETS website every week. All VETS applicants who fulfil the essential criteria on the job description receive an automatic interview for any role in the public side of the business.

Complementing this, ISS has mentors across the business helping veterans seek employment as well as offering training, such as CV workshops and helping to identify areas the candidate might flourish in.

With 75% of veterans believing that employers don't fully understand their transferrable skills, the positive impact of VETS is obvious to see. Both for the veterans themselves, and for forward-thinking businesses like ISS.

“ ISS needs people they can rely on to ensure their services are delivered, regardless of the challenges that come up along the way. ”



LifeSkills: inspiring young people

Mohammed turned his life around to pursue his goals.

Having attended a school at the bottom of the education league table where motivation and aspirations were low, he decided to focus on developing his skills and helping his community. LifeSkills became the first step of this journey.

What appealed to Mohammed about LifeSkills was that, after working his way through the content, he was able to put all the skills he'd gained into practice through a work placement with Barclays. This proved to be valuable, "LifeSkills has allowed me to gain valuable people and interpersonal skills and helped improve my confidence."

He has put his skills developed through LifeSkills to good use ever since. So much so that his work and achievements with charities have been recognised with the Diana Award. Plus, being Bradford born and bred, he was honoured to receive a Yorkshire Children of Courage Award.

Mohammed is now a youth advisor to the #iWill Campaign, spreading the message of social action and its benefits to young people. And, due to his inspiring successes, he was chosen as Deputy Chair for the LifeSkills Youth Advisory Council, which he calls "the apex of my journey so far".

Through this role he has been sharing his experiences with young people, parents and businesses. "I hope I can continue inspiring those around me that you can achieve anything, regardless of your background, if you work hard and believe in yourself."

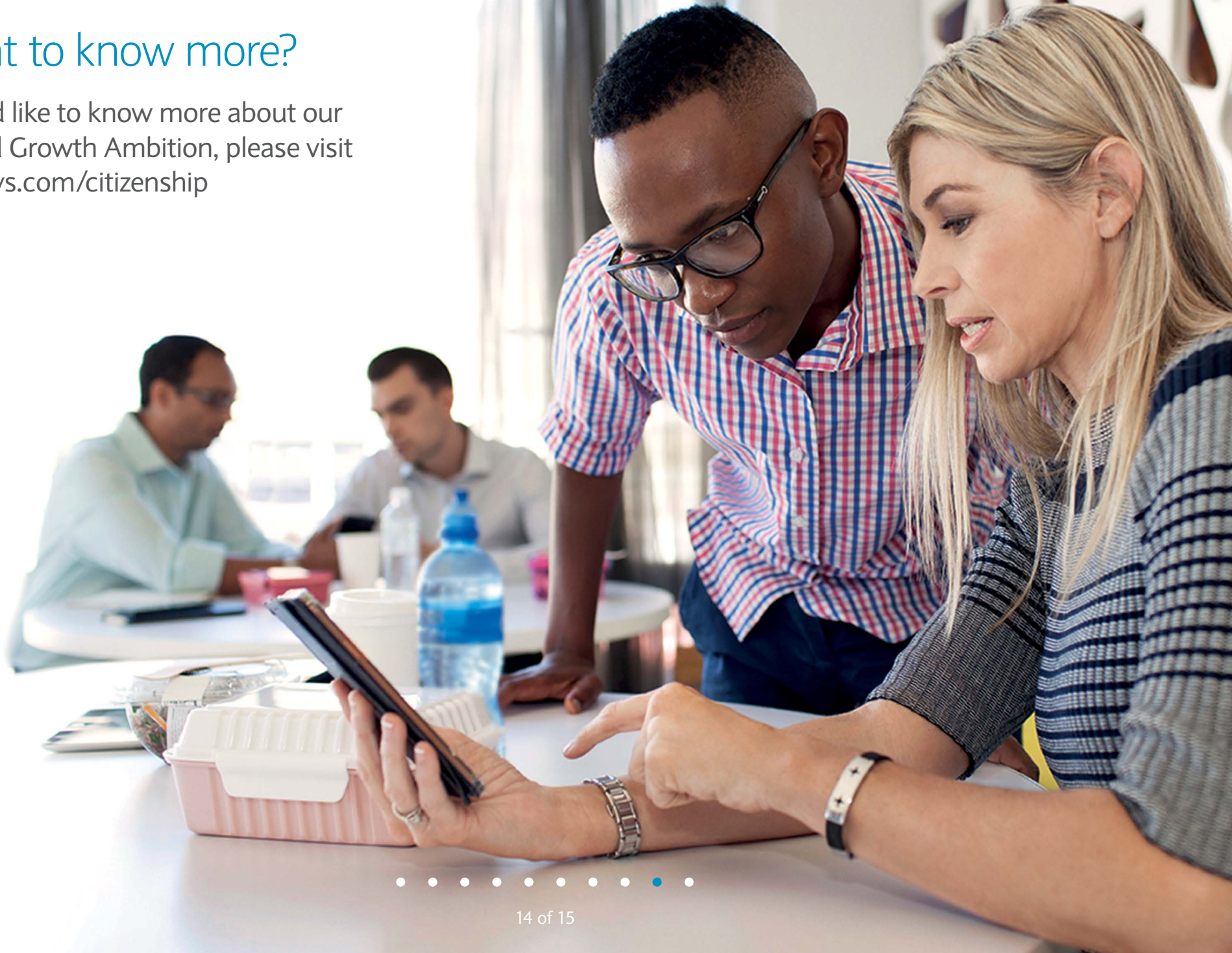
Mohammed is currently studying accounting and finance at the University of Warwick and has plans to re-launch his own social enterprise. Plus he's helping other young people to launch social enterprises themselves. His long-term aim is to become an MP, "Every day I'm getting closer and closer to the goal."

He credits LifeSkills with helping him on his way:

“ The LifeSkills programme has opened me up to a world of opportunities that would have never been available to me before, and for that I'm forever grateful. Looking back, it's been an incredible journey. ”

Want to know more?

If you'd like to know more about our
Shared Growth Ambition, please visit
[barclays.com/citizenship](https://www.barclays.com/citizenship)



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