

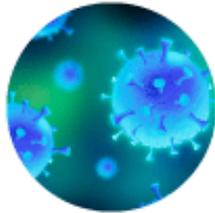
WELCOME

CIPD Social Impact Team

**Be the change you want to see: How
our volunteers are making an impact
during the pandemic**

23 June 2021

#StrongerWithCIPD



**Covid-19
resources**



**NEW Well-
being helpline**



**Employment
Law helpline**



**Communities
and branches**



**People
Management**



**Knowledge
and content**



Free learning



**Careers
support**



**Professional
credibility**



**Financial
support**



**64 SMEs supported
by CIPD members**

during the pandemic



379

mentoring relationships

completed since Steps Ahead relaunched in
October 2020

Outcomes



61 jobs secured

following completion of Steps Ahead
mentoring

77 charities

were supported with people-
related issues during the
pandemic



2020-2021

Impact



**22 New success
stories**

showcasing your impact



**86% of Steps Ahead
jobseekers had a clear sense of
how to find a job**



**990 EAs reached
49,500 students**

3.3 million young people are now having
regular encounters with employers



**39 Aspiring HRD
mentees**

have been/are going through the programme
with our fifth cohort starting soon



**77% of schools
improved on the
careers benchmark
as a result of EA work**

“



“I was working full time and I was so career focused. Five years later, it felt like everything had disappeared. I had no idea how to switch from being a full-time mum. Thanks to the mentoring I felt seen again”

Tatia - parent returner

‘The opportunity to be able to help someone, even in just a small way, to find their place in the world of work is really rewarding. But one of the things I really like about the Steps Ahead programme is the flexibility to focus your firepower wherever it is needed most.’



Lucy – Steps Ahead mentor

”

“



‘Mentoring is about having a relationship with someone, sharing your experience and seeing that person flourish as a result of that.’

Jonathan – parent returner mentor



‘Success is really evident when I get to witness students having lightbulb moments during careers events and conversations and watching their eyes light up with enthusiasm!’

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Sarah - Enterprise Adviser



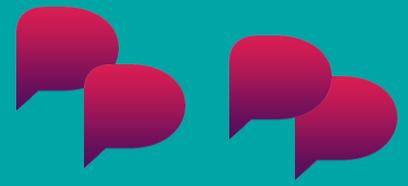
You always have takeaway learnings from each interaction; leadership demands, the future of work, organisational trends, as well as unforeseen events like coronavirus – these are the challenges that every HR leader is facing....When you follow the process of talking through these issues, it helps you structure your own thoughts. ㄱㄱ

Tim Pointer, SVP – People & Culture, and Aspiring HRD Mentor



I feel 100% better than I did – and I’m on the right page and know where I want to get to. You couldn’t have paired me with a better mentor.....a balanced individual and the epitome of what I got into HR for. ㄱㄱ

Aaron Smith, Aspiring HRD mentee



I found the whole experience as a mentor very rewarding. I had a great mentee, we were a good match. I think the programme is a fantastic idea, and if you have good mentors willing to do it, I think it could continue irrespective of covid. Charities don't have funds for executive coaching or paid mentoring, so I think for an HRD to have a professional mentor via a CIPD programme is a great idea.” ㄱㄱ

Charity mentee



My experience of the programme has been really excellent and I am so grateful for the opportunity. I was very happy indeed with my allocated mentor who was available to me at what was also a very busy time for her, and was so helpful in helping me to shape what I already knew but was having difficulty in pulling together into a cohesive picture. ㄱㄱ

Charity mentee

Be the change you want to see ...

Be the changemakers in the
people profession



Inspire and support
school leavers in the
transition to the fast-
changing world of work



Make a difference to
your community



Take learnings
back to your
workplace



Develop your core
knowledge and
behaviour
standards set out
in the People
Profession Map



Connect with
other volunteers
and local
delivery
partners



Work together to
unlock more routes
for young
jobseekers to
access support



Spread the word
amongst your
networks.

Thank you!