

# Our Social Impact Framework

From surviving to thriving. From getting by to giving back.  
Our framework reflects the entire human experience – with people and careers woven into every stage.

01

## Stability & Support

Honouring the real-world challenges people face before career growth is even possible.

### What does this look like?

- Gift drives for children and families during seasonal holidays.
- Donations and time to food banks, local shelters and community kitchens.
- Supporting charities working on illness recovery and mental health access.
- Helping people feel human, included and hopeful before they're workforce-ready.

02

## Impact & Ambition

Early exposure to opportunity, hope, and positive role models.

### What does this look like?

- School Partnerships, Career Awareness Events and Volunteering.
- Early Years & Education Support.
- School Engagement Programmes.
- Social Giving & Community Engagement.
- Apprenticeships, Academies & Work Experience.
- Global Impact – PLAN International.

03

## Future Ready

Building job skills, confidence, and real access to employment.

### What does this look like?

- CV Clinics.
- Mentoring.
- Apprenticeship pathways.
- Career Bootcamps.
- Employability Skills Workshops.
- Connecting Graduates with Mentors.

04

## Climb & Connect

Supporting career growth through skill development and building valuable networks.

### What does this look like?

- Upskilling and Inclusion initiatives.
- Coaching support.
- Roundtables.
- Industry insights.
- Matching candidates with the right roles for them.
- Industry-led roundtables.

05

## Reboot & Return

Guiding those at career crossroads or re-entering the workforce.

### What does this look like?

- Returnship volunteering and support.
- Long-term unemployment support.
- Career changers.
- Working with charities supporting prison leavers, refugees and homeless to play a part in their integration back into society.
- Playing our part in supporting global Ageing Workforce campaigns.

06

## Sustain & Inspire

Empowering people to give back, share their knowledge, and create meaningful exits.

### What does this look like?

- Mentoring.
- Purpose-led retirement.
- Legacy storytelling.
- Mentorship and Knowledge Sharing.
- Volunteer Opportunities.