DHL UK Foundation - Theory of Change

PROBLEM

Youth unemployment remains a persistent issue disproportionately affecting underserved young people, contributing to poorer educational and life outcomes. While multiple socio-economic factors shape this issue, we have identified four main drivers that we could have a tangible influence on:

1. **Childhood conditions**: Support for young people to overcome socio-economic barriers, through a focus on working with those in underserved communities or with additional needs.
2. **Educational opportunities** including teaching and learning and access to careers advice
3. **Job preparedness** including opportunities to develop work related skills
4. **Specific needs** such as disabilities or additional learning needs

ACTIVITIES

We support underserved young people who are at risk of unemployment by providing job preparedness guidance. We do this by delivering:

Strategic funding for charities that support underserved young people and are aligned with one or more of our identified drivers of youth underemployment.

GoTeach partnerships with charities to deliver employability programmes that leverage the resources of the DHL Business and engage DHL employees in volunteering.

Impact and research activities, including evaluating the impact of this support and investing in research that amplifies the impact of our strategy and the programmes we fund.

INTERMEDIATE OUTCOMES

OUTCOMES FOR YOUNG PEOPLE

- Improved employability skills
- More young people in education, employment or training (EET)
- Increased career confidence
- Increased awareness of the world of work

LONG-TERM OUTCOMES

- Increased youth employment rates
- Increased career self-efficacy

OUTCOMES FOR THE SECTOR

- Increased awareness of the issues affecting youth employment
- A stronger evidence base on effective interventions

ULTIMATE IMPACT

The Foundation addresses the inequalities and barriers that affect underserved young people in their access to employment, positively involves DHL employees in delivering this mission, and supports a culture of evidence and learning in the education and employability sector.

Ultimately, this helps underserved young people in the UK access decent employment and thrive in their careers.

Strategic commitments

- *Strategic funding is multi-year and unrestricted, creating more capacity for charities to deliver impact aligned with our mission.*
- *The Foundation's target age range for young people is ages 11-25.*
- *GoTeach activities have a minimum of 3 young person interactions.*
- *There are routine and relevant learnings from research and impact activities that inform operations.*

Enabling assumptions

- *There is sufficient income for the Foundation to enable delivery of activities at this level*
- *The Foundation is well run operationally*
- *There is effective governance of the Foundation*

Barriers and risks

- *Social and economic circumstances beyond the immediate influence of the Foundation may negatively affect youth employment rates*
- *The Foundation's route to impact is through partnerships, so its impact will be heavily influenced by the quality of partnerships and delivery*
- *The Foundation has a small central team and limited resources to deploy*