

BUILDING RELATIONSHIPS, CREATING VALUE



Social mobility occurs when individuals progress further in life, in terms of income and occupation, than their parents. It is in decline across the UK, but major employers have a role to play in changing this situation.

PwC has been identified by the Social Mobility Pledge as one of the country's leading businesses in proactively boosting social mobility. Between 2017 and 2022 PwC are on track to:

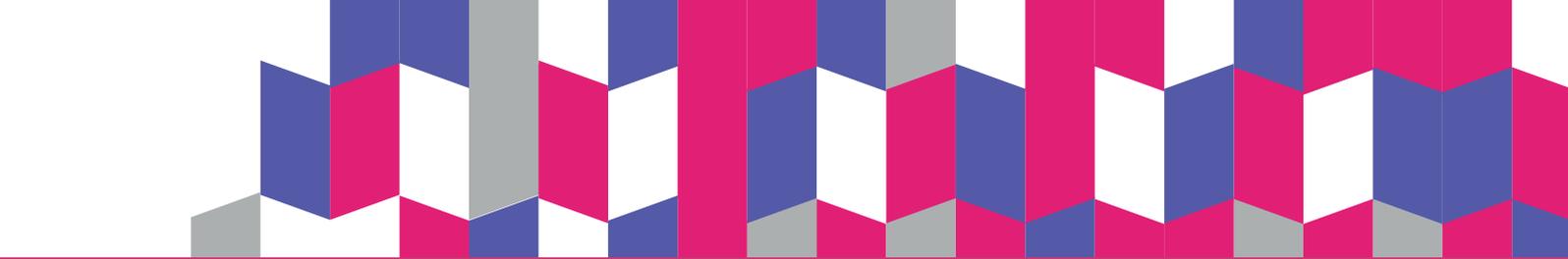
- Help 25,000 young people develop workplace skills through various programmes
- Provide paid work experience placements for at least 1,000 disadvantaged young people
- Give over 100 young people every year the chance to develop in-demand technology skills through technology degree apprenticeships, with no tuition fees
- Be a cornerstone employer in Bradford, where a third of adults are unemployed
- Support the development of 250 social enterprises across the country by spending at least £10m through their supply chain.



Social Mobility
PLEDGE



pwc



PWC'S SOCIAL MOBILITY STRATEGY

-  The use of key data in recruitment processes. Their aim by 2022 is that 15% of new hires to the business received free meals when at school - an indicator of disadvantaged backgrounds.
 -  Ensuring that at least 50% of work experience placements are given to disadvantaged young people. Furthermore, the Flying Start programme enables young people to earn a living while studying at university; while summer internships offer a taste of life in professional services.
 -  Providing additional coaching and support for individuals from disadvantaged backgrounds at both the point of recruitment, and progression throughout their work placement.
 -  Focusing on gender and ethnicity as vital factors in equality of opportunity. By 2020, PwC's targets are to reach 50/50 on gender diversity for new hires, and 30% on ethnic minorities. They have also set a target of having 24% female partners, and 10% from ethnic minority backgrounds, by 2020. PwC's Women In Business programme gives university students the opportunity to shadow women from all levels at PwC, encouraging them to join a PwC internship, work placement or graduate scheme.
 -  Opening and growing an office in Bradford as part of PwC's commitment to the Government's Opportunity Area scheme; which aims to engage every 11 to 18-year-old in Bradford with at least four 'meaningful workplace encounters'. Current plans will see PwC grow their Bradford team to 225 - many of which are school leavers from disadvantaged backgrounds in the area.
 -  Encouraging all employees to volunteer to help community causes. This programme of community engagement has delivered over 83,000 hours of volunteering over the last year and has supported over 30,000 community beneficiaries.
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