



# Measuring what matters

The latest report on how Springpod is supporting their clients to impact young people's lives.

How and why we're committed to extending our methodology each year, and what it means for the 346,747 young people at the heart of it.

April 2026 | In partnership with Social Value Portal



## Executive summary

This white paper tells the story of Springpod's commitment to a single, uncomfortable question. Are we really measuring what we create?

Since 2022, Springpod has provided Virtual Work Experience, Micro Internships, and career exploration programmes to young people across the UK. For many of those young people, particularly those from lower-income households, rural communities, or without professional networks, what Springpod provides is not a supplement to other opportunities. It is the opportunity.

In 2025, we published our first social value white paper in partnership with GIST Impact. That report estimated £98 million in social value generated since 2022, using a methodology built on conservative assumptions, acknowledged limitations, and a public commitment to improve.

This paper is the result of that commitment.

In early 2026, we commissioned Social Value Portal (SVP) to stress-test, extend and improve our methodology. We knew the GIST framework was robust, but we also knew it only measured one dimension of impact, namely the employment and earnings benefit to learners. The truth is that Springpod programmes do much more than improve employment prospects. They reduce anxiety. They build soft skills that employers actually need. They widen access to opportunity for young people who would otherwise be shut out. They contribute to healthier, more financially secure futures. We had not yet found a way to count any of that.

So we did. Working with SVP, we identified six additional blocks of social value (value blocks) and built a robust, independently verified framework to measure them.

The result is £325 million in social value generated in 2025 alone, our biggest year yet, bringing the all-time total to £508 million since 2022. At £1,467 per learner and a 45.6:1 return on investment, the evidence is more complete than it has ever been.

The number, though, is not the point. The point is what it represents. 346,747 young people who completed a Springpod programme and left with greater clarity, more confidence, and a real pathway into the world of work. And a methodology that is now more rigorous, more transparent, and more defensible makes the evidence not just larger, but more honest.

# £325M

**Social value in 2025**

Our biggest year yet

# 45.6:1

**Social return on investment**

Per £1 invested

# 346,747

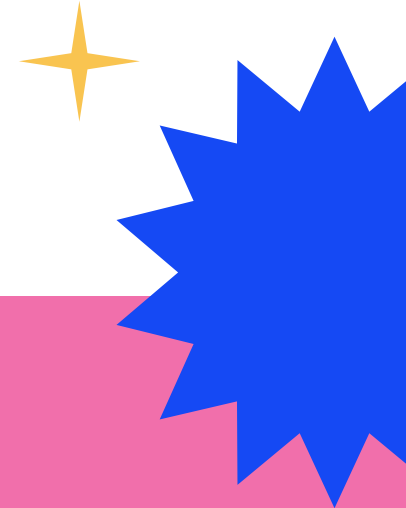
**Young people reached**

At 75%+ completion

# £1,467

**Value per learner**

GIST + SVP combined



## What this paper does and does not claim

It does claim that for every pound invested in Springpod programmes, the evidence shows £45.60 of social value is created, conservatively measured, independently verified, and transparently explained.

It does not claim that every learner who completed a programme will avoid poverty, ill health or unemployment. These are population-level probabilities applied to a cohort who have demonstrated meaningful engagement, not individual predictions.

It does claim that our methodology has become more rigorous this year, not more generous. Even so, the evidence came back stronger.

It does not claim the work is done. Longitudinal tracking, programme-specific modelling, and a formal theory of change are the next chapter.



## Foreword from Sam Hyams, CEO

Nearly a million young people are outside the labour market. Entry-level roles are down by 32%. A generation that is more motivated, more ambitious, and more capable than any headline gives them credit for is being told there is no room for them yet.

That is the context for this white paper and it is the reason a bigger social impact number is still not enough.

When we published our first social value report in 2025, we committed to treating our methodology as a living framework. To invite challenge, to accept that our early estimates were conservative floors, not ceilings and to push ourselves to keep raising the bar on the impact Springpod generates for young people.

This year, working with Social Value Portal, we have taken a meaningful step towards that goal.

The changes we have made are not a simple expansion of the model to increase the numbers. They are a heavily researched and tested improvement to make it more realistic of the genuine benefits to learners and society.

The £325 million we generated in 2025 is an incredible number but the risk with any large figure is that it becomes the story, rather than what it represents. 221,747 young people

who completed a Springpod programme this year and left with greater clarity, more confidence, and a real pathway into the world of work. Our all-time total of £508 million matters too, because it shows the compounding effect of sustained investment in young people over time. But this year's number is the one that tells you where we are right now.

We did not create that impact alone. Springpod provides the platform, the infrastructure, the measurement framework and brings our student audience. The impact belongs to our partners, the employers, universities, schools, sector organisations and public bodies who have collaborated with us, opened their doors to young people, and demonstrated through action their commitment to the futures of the next generation.

£325 million in one year is proof that what we are doing together is working. But it is not enough. We want more young people reached, more partners committed, more futures changed. Our aim is to enrol over a million young people into our programmes and create more than £1 billion in social value by the end of 2027.

### **Sam Hyams**

Chief Executive Officer, Springpod | April 2026



“ This is not a simple expansion of the model to increase the numbers. It is a heavily researched and tested improvement to make it more realistic of the genuine benefits to learners and society.”

— Sam Hyams, CEO, Springpod



## 1. A generation locked out

For too many young people in the UK, the transition from education to employment is not a journey. It is a wall.

**Work experience** has long been the bridge between classroom learning and the professional world. It gives young people career clarity before they make costly decisions about further education or training. It builds the soft skills that employers consistently rank above academic results. It provides the confidence to apply for roles that might otherwise feel out of reach.

But access to that bridge has always been deeply unequal. It depends on where you live, who you know, whether your school has relationships with local employers, and whether your family has the connections to open doors. Young people from lower-income households, from rural and coastal communities, from schools without dedicated careers support, have always faced higher barriers. And those barriers are getting higher.





## The scale of the problem

The numbers in 2026 are stark.

- 957,000 young people are classified as NEET in the UK as of October to December 2025 (ONS), the highest level since 2014.
- Youth unemployment stands at 16%, nearly double the headline adult rate.
- Entry-level roles requiring a degree have fallen by two-thirds since the widespread adoption of AI tools (British Chambers of Commerce, March 2026), compressing the pathway just as more young people are trying to get onto it.\*
- Two in three young people say that a lack of work experience is the biggest barrier to making informed career decisions.
- Fewer than one in five young people gains access to meaningful work experience before leaving education.

*\* This data correlates as strongly with post-pandemic labour market uncertainty as with the launch of AI tools; the precise cause is difficult to isolate. The impact, however, is clear regardless of cause.*

These figures describe a labour market that is narrowing faster than young people can prepare for it. They also obscure the inequality embedded in the system. Access to in-person work experience has always favoured those who already have advantages.

# Why access is so unequal

The work experience gap is not a coincidence. It is the predictable result of four compounding barriers that the traditional system has never resolved.



## Geographical constraints

Students in rural, coastal, and remote areas have limited or no access to local employers offering placements. Transport costs, distance, and time make in-person work experience practically impossible for a significant proportion of the student population. This is not a marginal group: large parts of the UK are more than an hour from any professional employer hub.



## Limited employer engagement

Many employers are unable or unwilling to offer work experience placements due to resource constraints, liability concerns, capacity limitations, or a simple lack of awareness of the benefits. The supply of meaningful in-person placements has never come close to meeting demand, and the gap has widened as employer caution has increased.



## Financial barriers

The costs associated with travel, accommodation, and appropriate professional attire are prohibitive for students from lower-income families. Work experience has historically been available primarily to those whose families can absorb those costs, a structural advantage that compounds, over time, into unequal career outcomes.



## Discriminatory practices

Unconscious bias and informal networks mean that in-person work experience is disproportionately accessed through personal connections, family contacts, school relationships, geographic proximity to professional networks. Young people from underrepresented backgrounds, those without professional family networks, and those from communities with limited employer presence are structurally disadvantaged before they have submitted a single application.



Virtual Work Experience does not eliminate all of these barriers. But it directly addresses the first three, and substantially reduces the fourth. A programme accessible from any device, at any time, with no travel requirement and no cost to the student, removes geography, finance, and employer capacity from the equation. What remains is the content and the quality of the experience. That is where Springpod's partners focus their investment.

It is important to be clear about what Virtual Work Experience is and is not. It is not a replacement for in-person work experience. In-person placements, done well, remain valuable. But they have never been available to most young people, and for those who do access them, the quality varies enormously. In-person work experience is often little more than shadowing, a day or two of observation with limited structure, content, or relevance to the young person's actual interests.

What Virtual Work Experience does is complement and amplify in-person experience. A young person who has already completed a Springpod programme with an employer arrives at an in-person placement with something most of their peers do not have: genuine knowledge of the role, the company, and the culture. They know what questions to ask.

They understand what the work actually involves. That confidence and preparation means more is gained from every in-person experience they access. The two go hand in hand. For the majority of young people who currently access no in-person experience at all, virtual programmes provide a consistently high-quality, employer-built alternative that removes the barriers of geography, cost, and connection entirely.

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At AWS, we believe that access to digital skills should not be determined by geography or circumstance. Through the Education Equity Initiative, we are proud to partner with organisations like Springpod that are turning that belief into reality, giving underserved young people the tools, confidence, and opportunity to build careers in the digital economy.”

— Global Leader, Aanya Niaz, AWS Education Equity Initiative

## The cost of getting this wrong

When a young person does not get meaningful work experience before leaving education, the consequences are not abstract. They are borne by the individual, by employers, and by society.

For the individual, career missteps, lower starting salaries, longer periods of unemployment, and the compounding disadvantage that comes from entering the labour market without confidence or clarity. For employers, skills mismatches, high early-career attrition, and recruitment processes that favour those with connections over those with potential, narrowing the talent pool and reinforcing inequality.

For society, the sustained cost of supporting young people who are NEET has been estimated at over £56,000 per person over a lifetime (University of York, 2010). With 957,000 currently NEET, the systemic cost is already being paid.

The £325 million generated in 2025, and £508 million since 2022, is not simply a benefit Springpod created. It is a cost that was avoided.

## A note on the data

Springpod is the UK's leading platform for virtual career education. Through Virtual Work Experiences, Micro Internships and skills experiences including Employability, Digital and AI Skills, and an AI Interview Coach, Springpod gives young people aged 13 to 21 direct, immersive access to real employers and real careers. This comes at no cost to the learner, with no travel required, and no geographic limit on who can participate. Employers partner with Springpod to host branded programmes and, in doing so, they fund access for young people while building a motivated, informed talent pipeline for themselves, and their suppliers and partners.

Every commercial partnership is simultaneously a social value event. This report measures that social value, specifically what changes for a young person who completes a Springpod programme, and what that change is worth to society.

Several learner counts appear in this report. They refer to different things, and the difference matters. Here is what each one means, and which one this report uses.



- Figure
- Count
- ☀ What it means

# 1.1 million

Fully onboarded students (all-time)

Young people who have created a Springpod account, completed onboarding, and begun engaging with the platform. This is the broadest measure of Springpod's reach. It is not used in social value calculations.

# 490,484

Programme enrolments (rolling 12 months)

Total programme enrolments on the platform in the rolling 12 months to April 2026. One student may enrol in multiple programmes. Not used directly in social value calculations.

# 346,747

SROI cohort: 75%+ completions (all-time)

Young people who completed 75% or more of at least one programme since 2022. This is the cohort to which all social value in this report is attributed. It is the primary learner figure used throughout.

The 346,747 figure is deliberately the most conservative of the three. A learner who completes 74% of a programme is not counted. A learner who enrolls in five programmes but completes only one fully still counts once. This is intentional. Social value attribution requires genuine, meaningful engagement (5-7 hours of learning), and the 75% threshold is Springpod's quality gate for what that means in practice.

The 1.1 million fully onboarded students represent a larger group whose journeys are real but whose outcomes are, at this stage, harder to measure with the same rigour. As Springpod's longitudinal tracking and destination data methodology matures, the ambition is to extend measurable social value attribution further into this broader cohort. For now, the 346,747 figure is the honest number.

## 2. What Springpod does

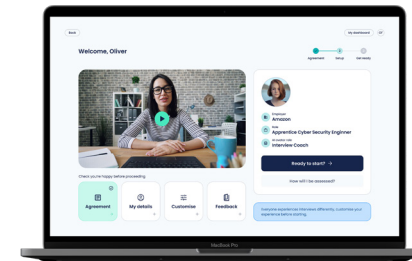
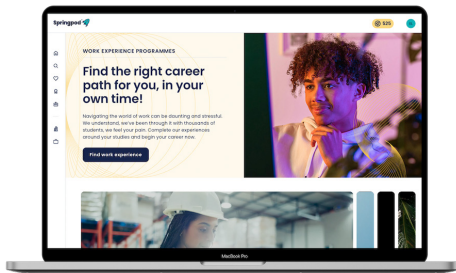
Springpod is the UK's leading platform for virtual career education. Through three core programme types, it gives young people aged 13 to 21 direct, immersive access to real employers, real careers, and the real demands of the professional world.



## Virtual Work Experience

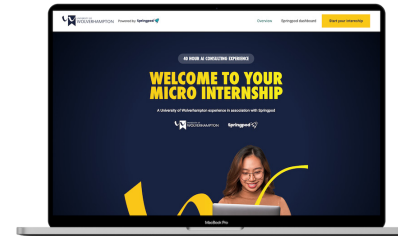
Typically five to seven hours in length, Virtual Work Experience programmes place students inside real employer environments. It gives them the chance to try simulated activities, complete tasks, meet professionals and explore different roles to gauge their interest and aptitude for the kind of work involved in that career. There are no travel requirements, no minimum qualifications, and no geographic limits. A student anywhere in the UK has the same access to an Airbus or Barclays programme as someone in central London

Partners include Airbus, Amazon, Barclays, Siemens, Rolls-Royce, ICAEW, Fujitsu, JLR, TLT and more than 150 others across engineering, finance, technology, law, healthcare and the creative industries.



## Career Readiness

Springpod offers a variety of skills experiences to equip young people with the transferable skills they need to thrive in the workforce. From employability and digital modules, which teach key skills like conflict resolution and data analysis, to our AI Interview Coach, providing a low-stakes environment to build their confidence and get instant, personalised feedback. These experiences are designed to equip young people with the core skills needed to succeed in real hiring situations.



## Micro Internships

At forty hours or more, Micro Internships provide a deeper level of engagement, moving beyond awareness into genuine skill-building and career pathway development. They carry a higher direct link to employment outcomes than shorter programmes, and the social value they generate per learner reflects that depth of engagement.

The core hypothesis at the heart of the Micro Internship is that professional services firms create the best training for early-career professionals due to their focus on people development and AI now enables young people to add value with those skills in 2 weeks rather than 2 years. In conjunction with Accenture and the University of Liverpool, we created a four-week training programme:

1. The first two weeks focus on problem-solving and solution design.
2. The next week is around the use of AI to superpower those skills.
3. The final week is working on a real-life business challenge connected with an explicit employer to practise and demonstrate the skills that they've learned.

### Scale in 2025 to 2026

**490,484**

Programme enrolments  
(rolling 12 months to April 2026)

**+40%**

Year-on-year  
enrolment growth

**268,956**

Unique students  
engaged

**221,747**

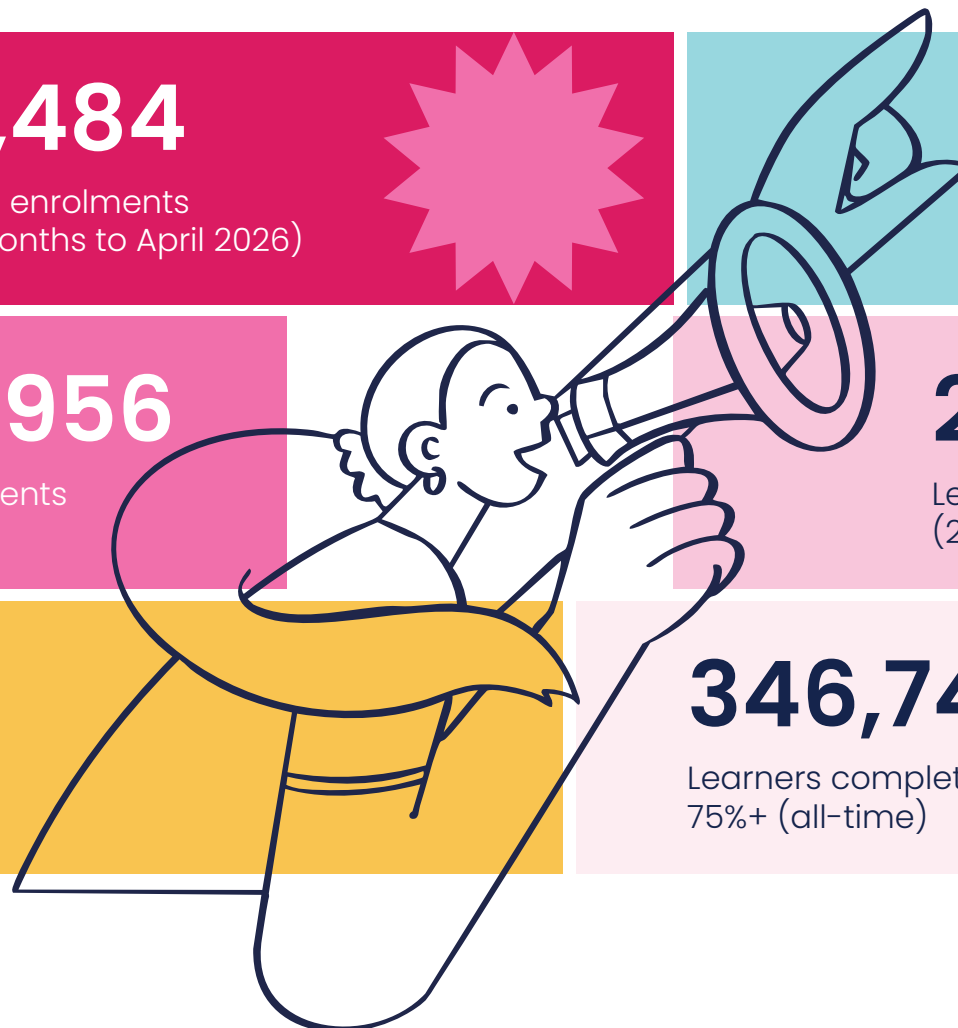
Learners completing 75%+  
(2025)

**162**

Employer  
partners

**346,747**

Learners completing  
75%+ (all-time)

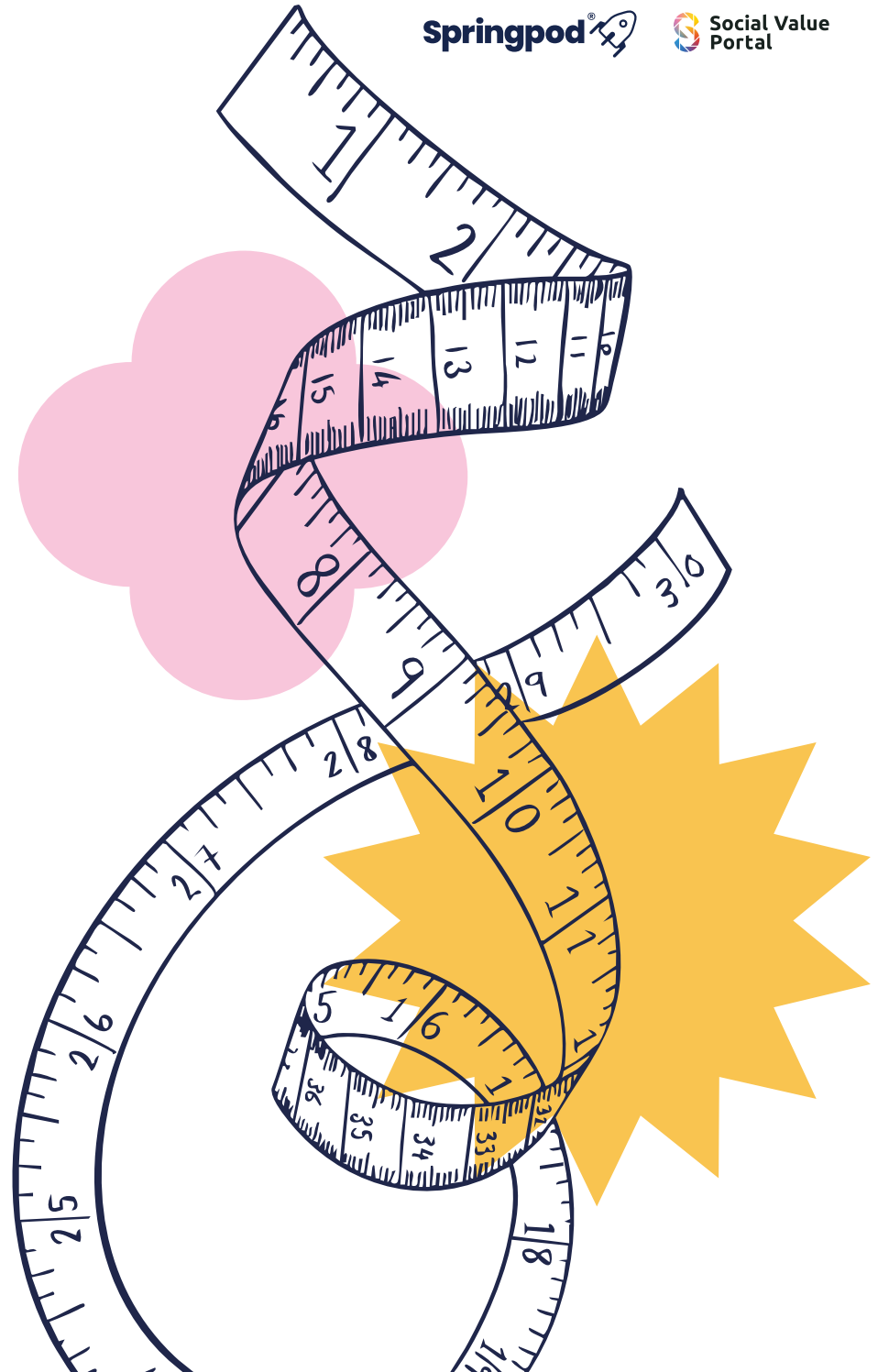


### 3. Our commitment to rigorous measurement

#### Why measurement matters

Social Return on Investment (SROI) measures the social, environmental, and economic value that conventional accounting ignores. Where financial returns measure money generated for investors, SROI measures the value generated for the world, expressed in monetary terms so it can be compared, communicated, and used to drive better decisions.

For Springpod, rigorous SROI measurement matters for three reasons. First, credibility. If virtual career education is to attract the investment it needs to scale, the case for it must be evidence-based. Second, accountability. Publishing our methodology openly, including its assumptions and limitations, means anyone can challenge it. That is not a vulnerability; it is the point. Third, improvement. Understanding which value blocks our programmes generate tells us where to focus product development, partnership strategy, and programme design, so we can continue to increase the value we both measure and generate year on year.



## The story so far: GIST Impact and our first measurement

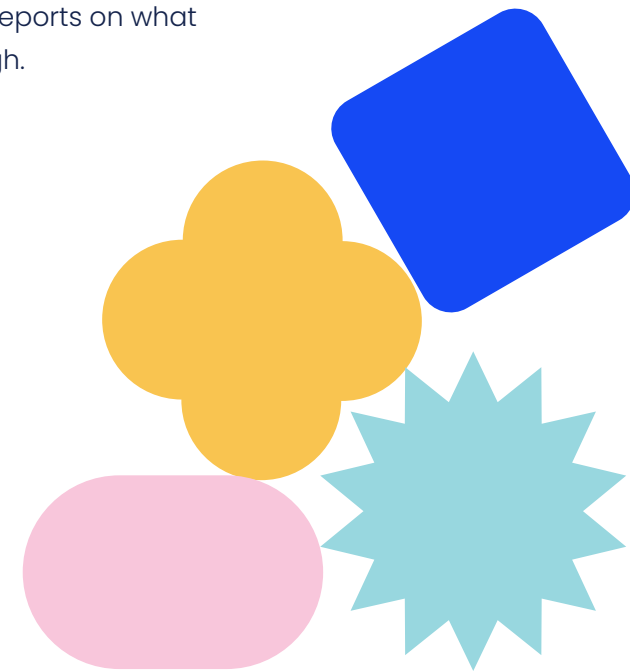
Springpod first began measuring social value in 2024, working with GIST Impact, a global leader in impact economics, to develop a bespoke SROI framework for virtual career education. The methodology was designed from the outset to be conservative, transparent, and open to challenge.

The GIST framework captured one core outcome: the employment benefit to young people who complete a Springpod programme and enter the workforce. It applied three standard adjustment factors, deadweight, attribution, and displacement, to ensure that Springpod claimed only the portion of that benefit genuinely attributable to its programmes. A 75% completion threshold acted as a quality gate, ensuring that value was only attributed to learners who had genuinely engaged.

In 2025, we published our first social value white paper and impact report. It reported an all-time total of £98 million in social value across 125,000 learners, at £785 per learner, with a 19.9:1 SROI. It was a strong foundation. But we knew it was just the start.

The GIST framework measured employment outcomes. It did not measure the mental health benefits of career clarity. It did not measure the long-term fiscal value of young people entering sustained employment. It did not capture the value of reduced crime, improved soft skills, or wider social inclusion. These outcomes were real. They were just uncounted.

So we made four commitments for the year ahead. To embed empirical research on destination outcomes, to refine our adjustment factor assumptions, to explore additional impact measures, and to develop a formal theory of change. This white paper reports on what happened when we followed through.



## Going further: Social Value Portal

In January 2026, Springpod commissioned Social Value Portal (SVP) to conduct an independent review and extension of the GIST methodology. SVP is a leading authority on social value standards in the UK, with deep expertise in the TOMs (Themes, Outcomes, Measures) framework and national social value benchmarking.

SVP's contribution within this framework has focused on the expansion of value blocks based on the structure and assumptions provided by GIST. SVP has reviewed these assumptions, and the changes have been reflected in the project specific modelling.

Their research identified six additional blocks of value it had not yet measured. Each of those blocks is now part of our framework. The result is more complete than anything we have published before.

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The GIST model provided a starting point. But it applied a single value across all programme types and did not capture secondary benefits that the evidence strongly supports. Our research focused on identifying what values were missing and building a more complete picture.

— Social Value Portal

## On scepticism, and why it is welcome

We anticipate that some readers will approach a £325 million annual headline with scepticism. We think that is the right instinct, and this paper is designed to hold up under scrutiny.

A common concern is that Virtual Work Experience cannot replicate the depth of in-person placements. We agree that they are different things. A seven-hour virtual programme is not the same as a week in an office. In-person work experience has never been available to most young people, with fewer than one in five accessing it before leaving education. But while solving the access problem is critical, even in-person was available for all, virtual work experience would remain essential.

A single week in one workplace cannot give a young person the breadth of career exploration and education they need. Virtual programmes complement in-person experiences by letting young people explore dozens of industries and roles, helping them discover what genuinely excites them, and just as importantly, what doesn't, before they make decisions that shape their futures. This means virtual experiences make in-person ones better. Young people turn up better informed, motivated and ready to learn. A full career education requires both.

A second concern is that confidence increases are easy to manufacture and hard to trust. We agree that self-reported confidence data alone is not sufficient. That is why this report grounds its social value claims in independently verified SROI methodology, conservative adjustment factors, and increasingly, tracked destination data that shows where young people actually end up, not just how they felt when they finished a programme.

A third concern is that the methodology can be gamed to produce larger numbers. The published detail in this paper and in the accompanying methodology documentation (see our [2025 white paper](#) for the original GIST framework) is specifically designed to prevent that. The adjustment factors remove the majority of gross value before any figure is reported. The 75% completion threshold removes passive users. And the engagement of Social Value Portal as an independent reviewer was precisely to stress-test the assumptions, not validate them.



#### 4. How the methodology works

### The adjustment factors: making the numbers conservative

Before social value can be attributed to Springpod's programmes, three adjustment factors are applied to every value block. These factors reduce the gross value to account for the realistic limits of what Springpod can claim credit for.

An Attribution rate of 85% does not mean Springpod claims 85% of the value. It means Springpod claims only 15%. The combined effect of all three adjustments removes a significant proportion of the potential gross value before any figure is reported. This is intentional, and it is why the £325 million 2025 headline, and £508 million all-time, should be understood as a conservative floor, not a ceiling.

GIST found that these assumptions are almost certainly more conservative than the evidence warrants. For the cohort of 346,747 learners who crossed the 75% completion threshold, many were in areas with no local employer access, making the deadweight assumption particularly difficult to justify. The Attribution floor of 15% is similarly cautious. For a young person who completes a twenty-one-hour engineering programme and goes on to an engineering career, Springpod's contribution is likely far higher. A 3.5% discount rate (HM Treasury Green Book guidance) is applied to all five-year projections.

#### Deadweight

**75%** → **25%**  
removed of gross value

75% of outcomes would have happened anyway without Springpod

#### Attribution

**85%** → **15%**  
removed of gross value

85% of the outcome is attributed to other factors; Springpod claims 15%

#### Displacement

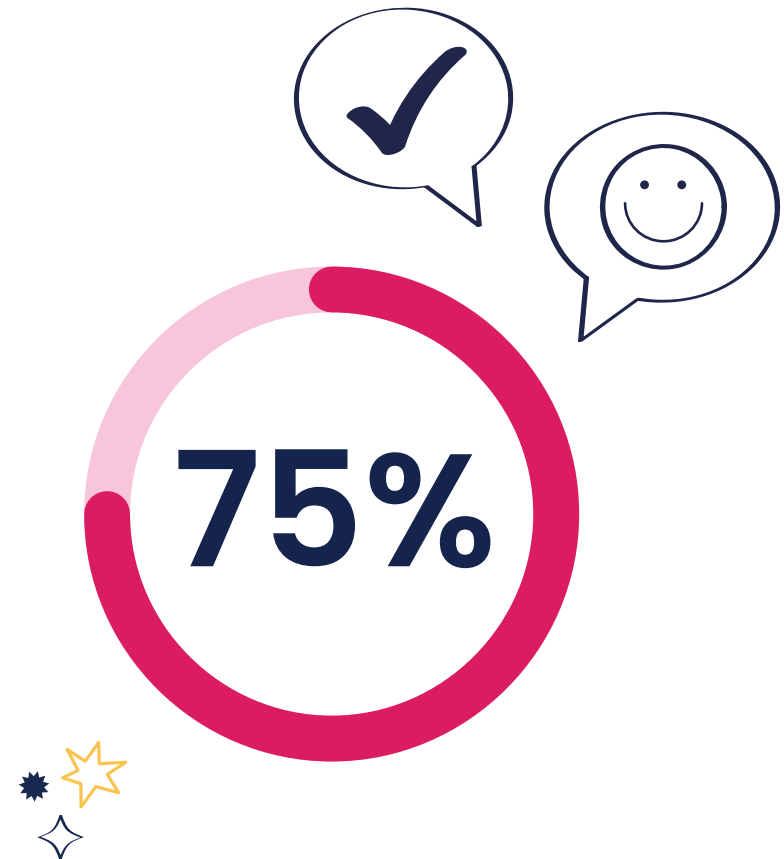
**40%** → **60%**  
removed of gross value

40% is assumed to displace value that would have been generated elsewhere

## The 75% completion threshold

Social value is attributed only to learners who complete 75% or more of a programme. This threshold exists for one reason only. Quality. A learner who enrolls and watches a few minutes of the first module has not had the experience that drives outcomes. A learner who completes 75% of a seven-hour programme has.

This is why the learner count in this report (346,747 all-time; 221,747 in 2025) is lower than total enrolments (490,484 in the rolling twelve months to April 2026). The gap is not a failure of the platform. It is the quality gate working as intended.

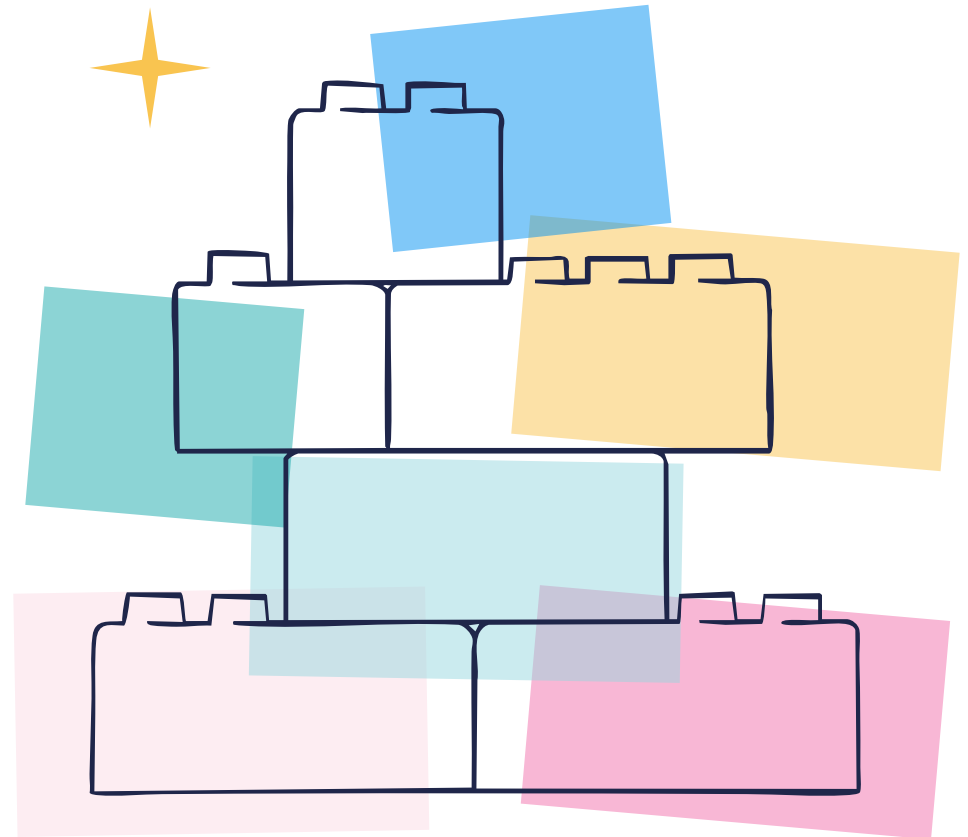


## 5. Six blocks of social value

The GIST framework measured one outcome, the employment benefit to young people who complete a Springpod programme. That was the right place to start. But employment is not the only thing a young person gains from a Springpod experience. And their employment is not the only thing society gains.

SVP's 2026 analysis identified six additional blocks of social value, each grounded in peer-reviewed research and government datasets, each subject to the same conservative adjustment factors as the GIST value, and each representing a real outcome that was always being generated but never counted.

Together, these six blocks add £682 per learner over five years to the £785 GIST core value, bringing the combined total to £1,467 per learner. Below, each pillar is explained in full.



## 1. Widen Social Inclusion

*"How can equal access to opportunity create a true sense of belonging?"*

For many young people, the professional world is not just practically inaccessible. It feels culturally inaccessible. It belongs to people who look different, sound different, or come from different places. The signals of exclusion begin long before a young person applies for a job, in the schools that do not have employer relationships, in the families that do not have professional networks, in the communities where a career in engineering or law or finance does not feel like something available to people like them.

Virtual Work Experience, by design, removes those signals. Every student logs in to the same platform, completes the same programme, and is assessed on the same criteria. When we look at who the young people actually are that partners like Siemens Energy are reaching, the picture is striking. Their programme in 2024 to 2025 reached 5,728 young people across 1,655 schools, with 26.35% eligible for free school meals, 5.96% care experienced, 6.54% with SEND or disabilities, and 21.17% first-generation university hopefuls. These are the young people who typically do not get into rooms like this. Virtual Work Experience put them there. The proxy value for this block captures the cost of providing equivalent access through traditional inclusion programmes, what it would cost society to replicate this outcome through conventional means.

**£1.63**

Value per learner

**£7.37**

5-year value

## 2. Reduce Anxiety

*“What impact does career confidence have on mental health?”*

Career uncertainty is not a minor inconvenience. For young people navigating the pressures of education, identity, and an uncertain economic outlook, not knowing what comes next is a significant source of chronic anxiety. The research evidence is clear. Employment-related uncertainty is a driver of mental health deterioration, and early career clarity is a protective factor.

A Springpod programme does not just provide career information. It provides experience. A young person who has completed a Virtual Work Experience with Siemens Energy or Barclays leaves with a concrete understanding of what that career involves, whether it suits them, and what they would need to do to pursue it. That specificity reduces anxiety in ways that generic careers advice cannot. The evidence for this is not just theoretical. Eden, a Year 12 student from Nottinghamshire, described completing a Siemens Energy programme as something that “reduced a lot of my anxieties about

my future career.” Anjali, a Year 13 student from Greater London, said the experience “bridged a lot of gaps I had in my understanding on how to progress in the future.” Both entered with self-reported nervousness about their careers and left with measurably higher confidence.

Across the Siemens Energy cohort alone, learners moved from “slightly nervous” to “very confident” on career confidence measures. These responses are representative, not exceptional. This block applies a conservative 5% reduction in career anxiety to learners who complete a programme, using Public Health England’s valuations of the health cost of anxiety as the proxy value.

**£0.16**

Value per learner

**£0.73**

5-year value

### 3. Build Soft Skills

*“How do real-world experiences bridge the gap between learning and industry expectations?”*

Employers consistently report a gap between what young people learn in school and what they need to do in work. The gap is not in technical skills. Those can be taught. It is in communication, problem-solving, resilience, teamwork, and self-presentation. These are skills that cannot be learned from a textbook. They are only developed through practice in real contexts, with real stakes and real feedback.

Springpod programmes are built around exactly that. Students complete tasks set by real employers, receive feedback from professionals, and navigate the kind of ambiguity and complexity that characterises actual work. Where a student struggles, they can step into a dedicated skills experience programme to strengthen that specific capability before returning to the challenge. The result is not just exposure to work, but genuine development of the transferable skills that underpin long-term employability. When we look at where JLR’s programme participants actually end up, the breadth of what transfers is clear. 30% of those with verified destinations are

now in engineering related roles, but the organisations they work for span BAE Systems, GTR, Siemens Energy, Thales, Atkins Realis, and Rolls-Royce as well as JLR itself. The skills acquired in one programme context are being applied across the entire sector. This is how soft skills work. They are not employer-specific, they are portable

The evidence base for this block draws on the Essential Skills Tracker 2023, produced by the **Skills Builder Partnership and the Edge Foundation**, which models the £3.8 billion annual workforce impact of the soft skills deficit. This block assigns a proportional value to the skill development Springpod programmes generate.

£10.12

Value per learner

£45.67

5-year value

## 4. Reduce Crime

*“How does meaningful opportunity affect social participation?”*

The relationship between youth unemployment and crime is well established. Young people without structured engagement in education or work are more likely to become involved in crime, not because of individual failing, but because structured participation in working life is a powerful protective factor for social engagement. The Department for Work and Pensions has modelled this relationship extensively.

This is one of the larger value blocks by monetary value, not because Springpod’s programmes are primarily crime-prevention interventions, but because the cost to society of youth crime is so substantial that even a small reduction in its probability generates significant measured value. The proxy value draws on DWP employment and crime reduction analysis, adjusted through the same conservative deadweight, attribution, and displacement factors applied to every other block.

£27.23

Value per learner

£122.93

5-year value

## 5. Improve Future Outcomes

*“What is the long-term value of early career exposure on financial futures?”*

This is the largest single value block, and the most forward-looking. A young person who gains early, meaningful exposure to a career pathway is more likely to enter sustained employment, and the long-term fiscal consequences of that are substantial. Higher tax revenues. Lower welfare costs. Pension contributions that compound over decades. These are not hypothetical. They are the documented outcomes of sustained youth employment, and they are already being generated by Springpod’s programmes.

The proxy value is drawn from Office for Budget Responsibility modelling on the lifetime fiscal value of sustained youth employment. It is discounted at 3.5% over five years and adjusted for the probability of the pathway occurring, making it conservative by design. The actual long-term value is almost certainly higher: the five-year horizon captures only a fraction of the fiscal benefit of a young person entering a stable career.

**£72.74**

Value per learner

**£328.42**

5-year value

## 6. Lower Health Costs

*“How can early intervention improve lifelong health and wellbeing?”*

The relationship between unemployment and poor health is one of the most extensively evidenced findings in public health research. The Health Foundation’s longitudinal studies on youth unemployment show not just that the unemployed are less healthy, but that the experience of unemployment leaves lasting health effects that persist even after re-entering work. Early and stable employment is strongly protective. It is associated with lower rates of depression, lower rates of substance misuse, better cardiovascular outcomes, and substantially lower lifetime NHS costs.

By improving the likelihood of young people entering stable careers, Springpod programmes generate a proportional reduction in long-term health expenditure. This block assigns a value to that reduction, drawing on The Health Foundation’s research and applying the same conservative adjustment factors as every other block in the framework.

**£39.18**

Value per learner

**£176.92**

5-year value

## Combined: what the six pillars add up to



### Widen Social Inclusion

Key source: Replacement cost of equivalent access programme

**£1.63**

Per programme

**£7.37**

5-year value



### Build Soft Skills

Key source: Essential Skills Tracker 2023 (Skills Builder / Edge Foundation)

**£10.12**

Per programme

**£45.67**

5-year value



### Improve Future Outcomes

Key source: OBR pension and fiscal benefit modelling

**£72.74**

Per programme

**£328.42**

5-year value



### Reduce Anxiety

Key source: Public Health England, health cost of anxiety

**£0.16**

Per programme

**£0.73**

5-year value



### Reduce Crime

Key source: DWP employment-crime analysis

**£27.23**

Per programme

**£122.93**

5-year value



### Lower Health Costs

Key source: The Health Foundation, unemployment and health research

**£39.18**

Per programme

**£176.92**

5-year value



### Total (SVP pillars)

**£151.06**

Per programme

**£682.03**

5-year value



### GIST core value

Key source: GIST Impact employment and earnings

**£785.00**

5-year value



### Combined per learner

Key source: GIST + SVP combined

**£1,467**

5-year value

## 6. The evidence: 2025 results

## All-time headline figures

Value/Metric

**£508,570,357**

Total all-time social value generated

**45.6:1**

Overall SROI ratio

**£1,467**

Social value per learner

**£11,154,575**

Total investment (all-time)

**346,747**

Total learners completing 75%+ (all-time)

**162**

Partner employer organisations



## Year-on-year comparison

The most important story in the data is not the growth in the headline number. It is the growth in the methodology that produced it.

Period	Learners (75%+)	Social value generated	Methodology
2022 to 2024 (cumulative)	125,000	£98,000,00	GIST
2025	221,747	£325,234,107	GIST + SVP six pillars
All-time total	346,747	£508,570,357	GIST + SVP combined

The 2025 figure of £325 million is driven by two factors: substantial growth in learner numbers (221,747 in 2025 compared to 125,000 across the prior three years), and the addition of the six SVP value pillars, which contribute £151 million of the 2025 total. The remaining £174 million comes from the core GIST methodology, directly comparable to the prior year's reporting.

## All-time headline figures

Component	Value per learner	What it represents
GIST value (core employability)	£785	Employment, earnings potential, and career readiness, carried from 2025 methodology
New SVP value pillars (5-year)	£682	Six additional dimensions: inclusion, anxiety, skills, crime, future outcomes, health
Combined value per learner	£1,467	Total social value per learner completing 75%+ of a programme



“

£325 million in 2025 is not money we earned. It is money society does not have to spend on what happens when young people do not get opportunities.”

## 2025: A Platform for Scale

490,484 total programme enrolments in the rolling twelve months to April 2026

268,956 unique students engaged in the same period

40% year-on-year growth in enrolments

221,747 learners meeting the 75%+ completion threshold in 2025, the cohort to whom social value is attributed

## 7. What this looks like in practice: partner-level impact

Springpod's social value is not generated by Springpod alone. It is generated by the 162 employer partners who have opened their programmes to young people and invested in high-quality, engaging virtual experiences. This section recognises the specific contribution of those partners, and shows, where destination data is available, what actually happened to the young people they reached.

### The platform at scale

Every partner who runs a programme on Springpod generates measurable, attributable social value. The leaderboard below ranks partners by total social value generated in 2025, calculated using the combined GIST and SVP methodology. Social value is a function of learner numbers, completion rates, and the depth of engagement the programme creates. Partners who invest in high-quality, immersive programmes consistently see higher learner engagement, more completions above the 75% threshold, and greater attributable value.



The full partner dataset, including social value totals, learner counts, SROI ratios, and demographic breakdowns for all 162 partners, is available in the accompanying SROI Results Framework.

Partners at the top of the leaderboard table show the largest programmes by scale of learners. They have typically invested in programmes that generate deep engagement through longer content, interactive tasks, and real employer voices, meaning more learners cross the 75% completion threshold and generate attributable value. Having said that, all of our partners and programmes are critical in creating a broad library of content, offering the widest choice of industries and roles to explore.

# Amazon Future Engineer

1

## Amazon

No. of programmes: **34**

Social value (2025):

**£34,176,699**



2

### Barclays

No. of programmes: 17

Social value (2025):

**£30,598,686**

6 **TLT LLP**

No. of programmes: 6

Social value (2025): **£13,330,629**

7 **Airbus**

No. of programmes: 5

Social value (2025): **£12,815,712**



3

### Rolls-Royce\*

No. of programmes: 10

Social value (2025):

**£24,190,830**

8 **Siemens**

No. of programmes: 2

Social value (2025): **£12,539,916**

4 **Heathrow**

No. of programmes: 1

Social value (2025): **£15,862,671**

9 **ICAEW**

No. of programmes: 19

Social value (2025): **£11,259,225**

5 **Anglia Ruskin University**

No. of programmes: 21

Social value (2025): **£14,203,494**

10 **University of Sunderland**

No. of programmes: 11

Social value (2025): **£10,577,070**

*\*Rolls-Royce have been a partner of Springpod since October 2025, so we only have a partial set of impact data. At present they have the fastest enrolment growth of any programme.*

## The partner stories: real destinations, real outcomes

Between September 2024 and August 2025, the Siemens Energy Virtual Work Experience programme on Springpod reached 5,728 young people across 1,655 schools nationwide, generating 23,088 hours of active engagement with the Siemens Energy brand. The programme generated £2,585,000 in social value. The demographic profile of those 5,728 learners tells a significant part of the story. 26.35% were eligible for free school meals. 5.96% were care-experienced. 6.54% had SEND or disabilities. 21.17% were first-generation university hopefuls. These are precisely the young people for whom the traditional work experience system fails most completely. For them, the Siemens Energy programme was not an alternative to in-person work experience. It was work experience.

The destination data, tracked through verified LinkedIn profiles of participants who have since left school, shows that 17% are now working in Energy and Utilities-related roles, and 50% have gone on

to study Energy and Utilities-related courses at universities including Birmingham, Manchester, LSE, and Glasgow. 163 participants are forecast to join an Energy and Utilities-aligned industry, with 10 joining Siemens Energy directly.

The learner voices behind these numbers are equally telling. Zitong, a Year 12 student from Shropshire, said the programme “motivated me to explore a career in the energy field even more.” Josh, a Year 13 student from Yorkshire, said: “I feel now that I have learnt so much just from the programme and I now see the opportunities available.” Ashwin, a Year 10 student from Greater Manchester, moved from “it is a possibility” to “very likely” in his career consideration of the sector. For a fifteen-year-old in Greater Manchester, that shift in intent matters.

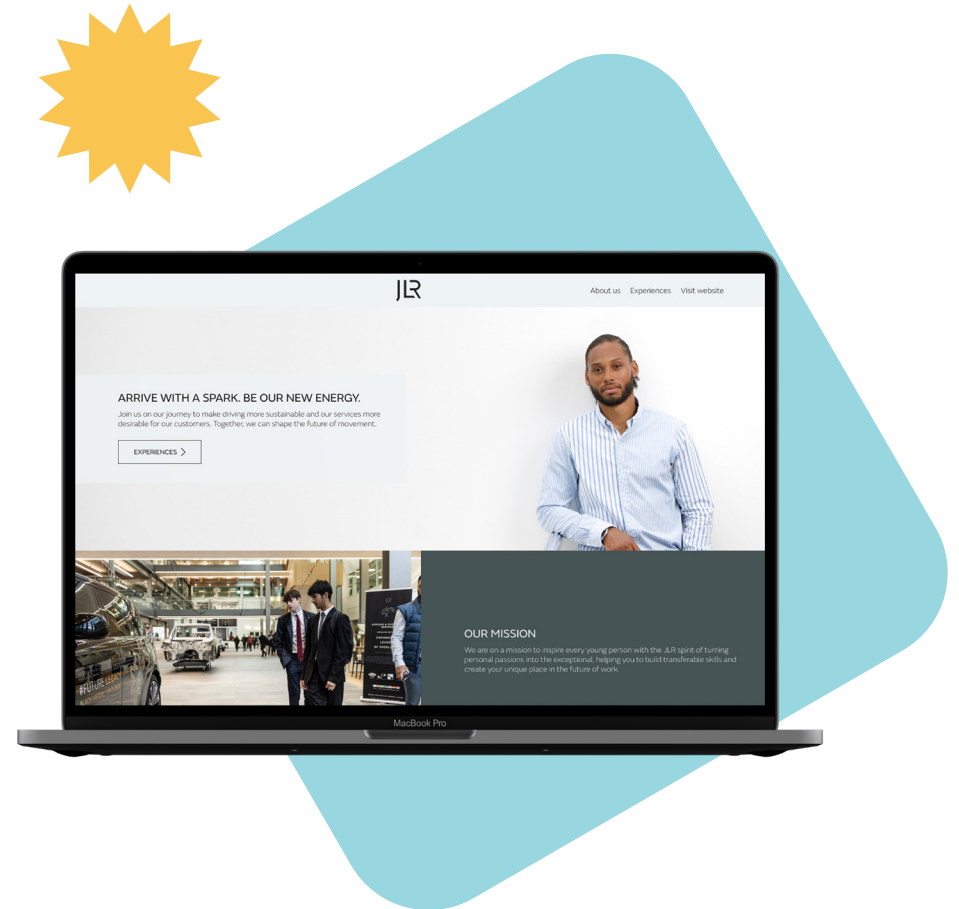


## JLR: from virtual experience to real employment

Between September 2024 and August 2025, the JLR Virtual Work Experience programme on Springpod reached 5,093 young people across 1,490 schools, generating 16,579 hours of active engagement with the JLR brand and £1,856,826 in social value.

The demographics of those learners tell a story the headline number alone cannot: 21.89% were eligible for free school meals, 5.21% were care-experienced, 6.18% had SEND or disabilities, and 21.65% were first-generation university hopefuls. Notably, 21.28% of participants were female, already exceeding JLR's own reported female workforce of 14.6%. Access to the programme is widening the pipeline before it even reaches the recruitment stage.

The destination data, tracked through verified LinkedIn profiles of 130 programme participants who have since left school, shows that 30% are now working in engineering-related roles at organisations including JLR, BAE Systems, GTR, Siemens Energy, Thales, Atkins Realis, and Rolls-Royce. A further 41% have gone on to study engineering-related courses at Warwick, Liverpool, Nottingham, and Loughborough. 1,528 participants are forecast to join an engineering-aligned industry, with 235 joining JLR directly, at a cost equivalent to £76 per eventual placement through this pipeline. Two alumni illustrate what those numbers look like in practice.





Zachary (learner 645 of 5,093) completed the JLR programme in February 2025 while still at high school. He is now a Level 3 Light Motor Vehicle Apprentice at JLR. Farida (learner 1,235 of 5,093) completed the programme in April 2024. She is now completing an APEP PDD Degree Apprenticeship at JLR while studying at the University of Warwick.

The learner voices reinforce the pattern. Kareena, a Year 12 student from the West Midlands, said the programme “[gave] me hope in what career I want, it has helped my personal growth and made me focus deeply into what I want for the future.” Eleanor, a Year 12 student from Hertfordshire already heading to university for a Master’s in mechanical engineering, said it made her goal “seem more attainable.” Charlene, a Year 11 student from Lancashire, moved from “slightly nervous” to “very confident” on career confidence. Rayyan, a Year 12 student from Greater London, walked in “knowing very little about what to expect” and walked out considering sustainability, design, and the future of the industry.



## Amazon Future Engineer

### Amazon: building a generation of tech talent

Amazon's Virtual Work Experience programme is among the highest-volume on the platform. For many who completed it, it was their first meaningful encounter with the technology sector. The 1-in-3 destination outcome is not a modelled probability. It is a tracked outcome for a defined cohort, substantially higher than the baseline rate at which young people from comparable backgrounds enter technology careers without such an intervention.

“

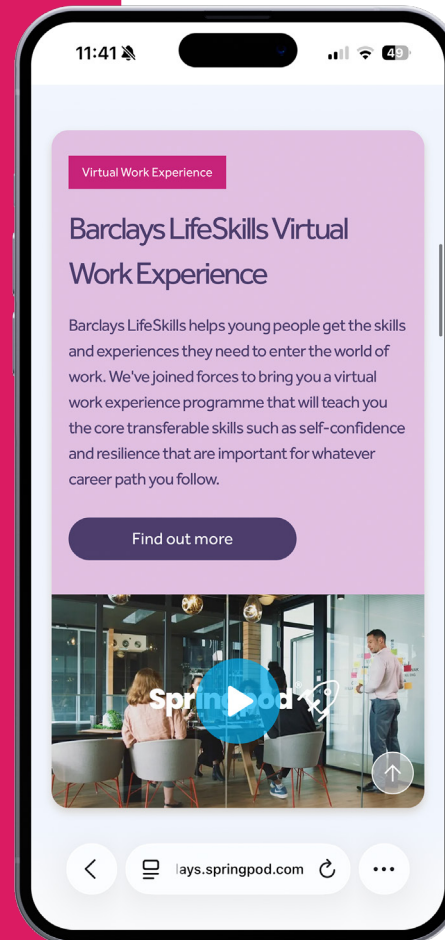
Of students who completed Amazon's programme on Springpod and have since left school, nearly 1 in 3 are now in a technology-aligned role or course.”

— Tracked destinations, Amazon programme cohort

“

More than 6,000 students who completed Barclays programmes on Springpod are now on track to enter a financial services career.”

— Tracked destinations, Barclays programme cohort



## Barclays: pathways into financial services

Barclays has been among Springpod's most committed partners, running multiple programmes across retail banking, investment banking, technology, and operations. The 6,000+ figure is particularly significant given the demographics of the Springpod learner population: 63% female, 45% from Black, Asian or minority ethnic backgrounds. Pipeline diversity begins with access.

## The young people: in their own words

The destination data and cohort statistics in the sections above show what happened at a population level. This section is different. It is about the individual experience, what a young person felt when they started a programme, what shifted, and what they are going to do next. The voices below are from learners across different sectors, different regions, and different starting points. They are not selected to be exceptional. They are selected because they are representative.

We lead with a voice that captures why access matters as much as content.

This is the access argument made plainly. In-person work experience was not an option. Virtual Work Experience was. The programme existed. That was enough.

“

Thank you so much for making such a detailed online course! It means a lot to me to be able to get some online work experience hours as I have special needs and a physical disability that makes it hard to complete physical work experience especially during the winter.”

— Young person, Midlands

## Access and opportunity

No industry named. No destination yet confirmed. But the thing that mattered, access to knowledge that was not otherwise available, is stated plainly. This is what the 1.1 million young people who have onboarded on Springpod have in common, a platform that met them where they were.

“

It genuinely helped me gain a lot of knowledge as someone who did not have much chance to get to know about this industry. This taught me a lot and gave me a wide and clear idea on what I want to do in the future.”

— Young person, Greater London

## Technology and creative industries

Two things shifted here: motivation and anxiety. The programme did not just open a door. It showed that there were multiple doors. That reduction in anxiety is one of the six social value blocks this report measures. It is not an abstract outcome. It is this.

“

Thank you for the online work experience. It has made me more motivated to working towards the film industry. I feel less anxious as I know I have multiple options and that there are many roles in the film industry that I can look for.”

— Young person, Greater London

## Psychology and specialist careers

This learner had the aspiration before the understanding. The programme filled the gap between wanting something and knowing what it actually involves. That shift, from vague intent to informed commitment, is precisely the kind of outcome that improves educational alignment and reduces the risk of course dropout. It is also one of the six blocks of social value this report measures.

“

I was quite unsure about what forensic psychology is all about and the only thing I knew was that this is what I want to become in future. Now that I know what this course is about I feel much more excited to study it in university.”

— Young person, East England

## Engineering and civil engineering

This learner arrived at the programme already curious about civil engineering but without a clear path. The experience gave them the confidence to commit. They have since attended an ICE Early Careers event in London, met degree apprentices, and are now actively applying. The programme did not just inform the decision. It made the next step feel reachable.

“

I have decided to pursue civil engineering and am looking to apply for degree apprenticeships and universities. This Virtual Work Experience will be great for my personal statement and I learnt a lot.”

— Young person, Greater London, pursuing civil engineering degree apprenticeship

The social value headline figures measure benefits to learners and to society. They do not include a separate set of benefits that Springpod programmes generate for the employers who hire alumni. SVP's analysis modelled these employer benefits separately:

These figures are excluded from the £325 million 2025 headline because the headline measures societal value, not commercial value. They are real, they are material, and they represent a direct return on the investment partners make in Springpod programmes.

The cost-per-hire economics are equally compelling. When Springpod looked at the JLR programme cohort, forecasted JLR hires through the Springpod pipeline cost an equivalent of £76 per eventual placement. Against average industry recruitment costs, this represents a compelling commercial case

# £107.00

Higher productivity (better-matched skills)

# £42.19

Reduced early staff turnover

# £18.51

More effective onboarding

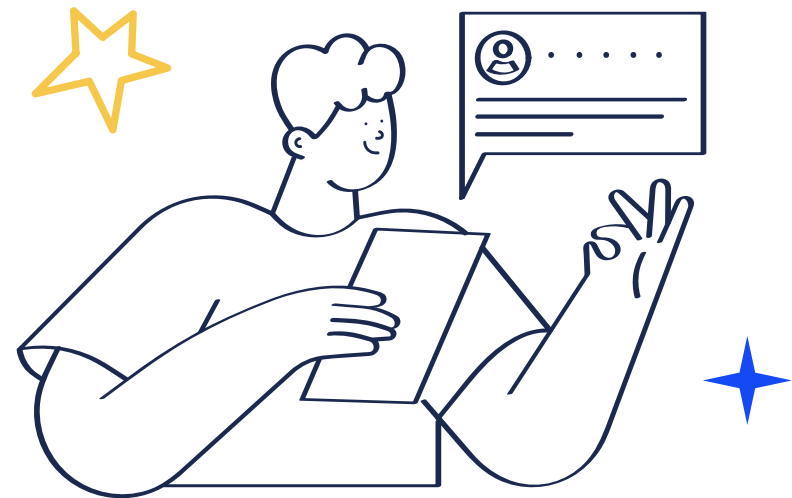
# £167.70

Total per Springpod hire per year

## 8. What we have not yet counted

Transparency about what is in a social value calculation matters. Transparency about what is not in it matters equally, and is rarer.

The £325 million 2025 figure in this report is, by the design of its methodology, a conservative understatement of the value Springpod programmes create. The following categories of value are real, supported by evidence, and not yet included.



## What the adjustment factors remove

The three adjustment factors, deadweight at 75%, attribution at 85%, and displacement at 40%, are calibrated to be conservative. The SVP review identified reasons to believe they may be more conservative than the evidence supports. For the cohort of 346,747 learners who crossed the 75% completion threshold, the deadweight assumption that three-quarters would have found equivalent work experience without Springpod is particularly difficult to justify for learners in areas with no local employer access. This assumption will be reviewed as programme-specific modelling matures.

## Outcomes beyond five years

According to GIST, all projections apply a five-year horizon, discounted at 3.5% per annum. In reality, the benefits of early career exposure extend across a lifetime. A young person who enters a stable career at 18 through a Springpod programme will be contributing economically, socially, and fiscally for decades. The five-year cap is conservative by design.

## Employer investment efficiency

The £167.70 per hire employer productivity benefit is not counted in the headline SROI. Nor are the benefits to educational institutions whose students complete Springpod programmes, including higher destination rates, reduced careers support costs, and improved school reputation for preparing students for work.

## The community effect

When a young person enters a professional career, the effect is not confined to that individual. Communities with higher rates of youth employment have lower rates of crime, better physical and mental health outcomes, and higher rates of civic participation. These community-level multipliers are significant and measurable, but not yet part of the Springpod framework.

The £325 million 2025 figure is the floor of Springpod's annual social value, not the ceiling. The all-time total of £508 million is equally conservative. The ceiling is substantially higher, and reaching it through more rigorous data, more longitudinal tracking, and more sophisticated modelling is the agenda for the next chapter of this work.



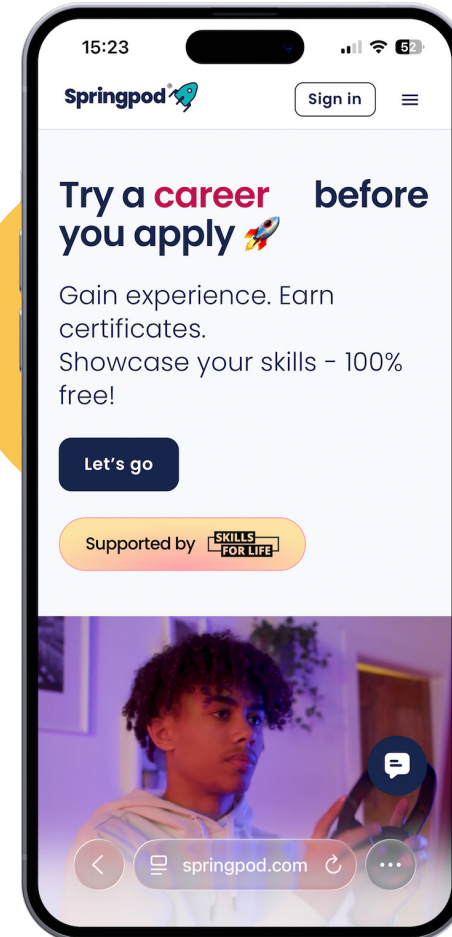
## What comes next

### Programme-specific modelling

The next iteration of the methodology will differentiate between Springpod's three programme types, recognising that Virtual Work Experience and Micro Internships, create different outcomes through different mechanisms, for learners at different stages of their journey.

Under this more nuanced approach, Virtual Work Experience generates immediate fixed value plus a per-hour skills component that grows with completion depth. Micro Internships carry a higher direct employment pathway assumption, with a fixed value per completed internship of £926.27, reflecting the more intensive employment preparation they provide.

This more differentiated model will be piloted in parallel in the next reporting cycle, allowing direct comparison and gradual transition to the more nuanced approach.



## Longitudinal tracking and destination data

The most powerful evidence in this report is not the modelled social value. It is what we can see when we look at where the young people who completed partner programmes actually ended up: the 1-in-3 Amazon alumni in technology, the 6,000+ Barclays alumni in financial services, the 17% of Siemens Energy alumni in Energy and Utilities roles, the 30% of JLR alumni in engineering roles including at BAE Systems, Rolls-Royce, and Thales. These are facts, not projections.

Springpod builds this destination data using publicly available LinkedIn profiles from students who have chosen to share their completion certificate. This creates a reliable cohort linked directly to a specific employer experience. Outcomes are tracked using only information those individuals have made public and are analysed in aggregate to understand patterns aligned to the programme and employer focus. The methodology is transparent, privacy-respecting, and independently reproducible.

Expanding this kind of longitudinal tracking, covering more partners, more sectors, and more years after programme completion, is the single highest-value investment Springpod can make in the credibility of its social value evidence.

£508 million is a strong start, but the work isn't done. We are committed to updating our measurement yearly, ensuring it's always at its most rigorous, and pushing for more value created. A big thank you to all our partners who made this possible. If we're not working together yet, we'd love to talk.

The plan for the coming year includes:

Expanding destination tracking to all our employer partners

Tracking learner destinations at 6, 12, and 24 months post-programme completion

Working with partners to share aggregate employment outcome data where learner consent is given

Developing a standardised destination data methodology applicable consistently across all partner



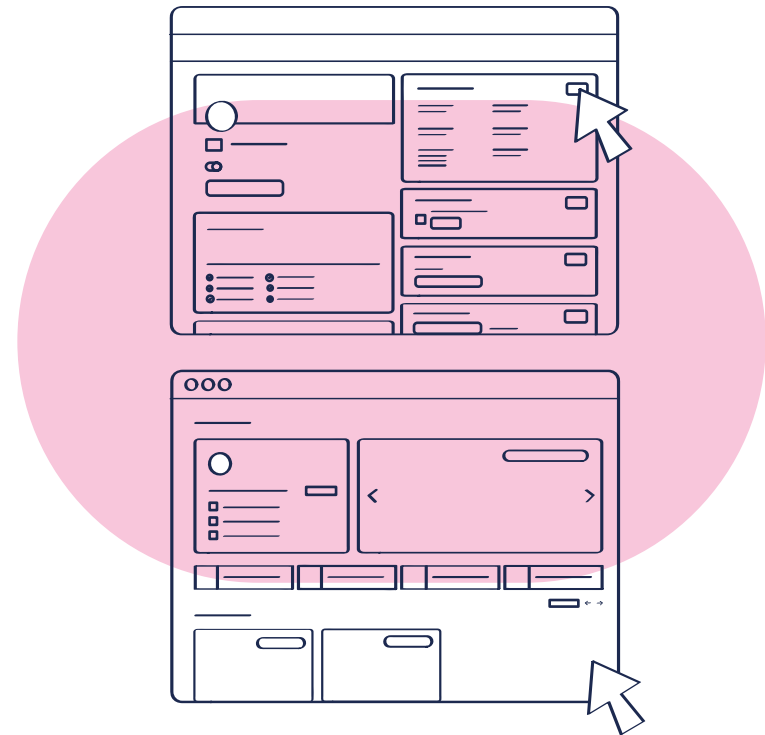
## Refining the adjustment factors

The deadweight, attribution, and displacement assumptions in the current model are drawn from general guidance that predates the specific context of UK virtual career education at scale. The next phase of work will include:

- Commissioning primary research on what proportion of Springpod learners had access to equivalent work experience through other routes, to test and potentially revise the deadweight assumption
- Developing partner-specific attribution models that reflect the varying depth of employer engagement
- Building a control group study, working with schools, to measure counterfactual outcomes for young people who did not complete a Springpod programme

## Towards a theory of change

Behind every robust social value measurement is a well-evidenced theory of change: a clear articulation of how activities produce outcomes and why those outcomes matter. Springpod will develop a formal theory of change and logic model to underpin its SROI framework in the next reporting cycle, making every assumption traceable back to evidence and every outcome traceable back to an activity.



This work is not just for external audiences. It is how Springpod will continue to improve the programmes themselves, designing Virtual Work Experiences that maximise the outcomes that matter and ensuring that every young person who logs in leaves with more than they arrived with.



## What we want to measure next: the value of role awareness

One dimension of value that the current framework does not yet capture is what we call role awareness, the benefit to a young person of discovering, early, whether a particular career is or is not right for them.

The current model attributes value when a young person engages with a programme and goes on to a related career. But there is a second, equally important outcome that is not yet measured: a young person who completes a programme and concludes that this particular path is not for them. That is not a failure. It is a highly valuable signal, one that saves them from years of mis-aligned study or work, and saves employers and institutions from the costs of early attrition.

Finding out early, whether the answer is yes or no, has measurable economic value. It reduces the likelihood of a wrong degree choice, reduces dropout rates, reduces the cost to employers of early-career mis-hires, and reduces the

personal cost to young people of discovering the wrong path too late. Quantifying both sides of this outcome, positive career confirmation and informed career elimination, is one of the areas we plan to develop in the next phase of the methodology.



## Conclusion: the real work continues

In 2025, we reported £98 million in social value and made a commitment: to treat measurement as a living process, not a fixed output. To invite challenge. To raise the bar each year.

In 2026, we can say we did.

The £325 million generated in 2025, our biggest year yet, is the result of commissioning an independent review of our methodology, accepting its critique of the original model, extending the framework to capture six additional blocks of real social value, and publishing the result, with all its assumptions, limitations, and conservative adjustments, in full. Since 2022, the all-time total now stands at £508 million.

The young people at the heart of this report are not composite figures or illustrative examples. They are real.

They are Zachary, who completed a JLR programme while at high school and is now a Level 3 Apprentice at JLR. They are Farida, who completed the same programme a year earlier and is now on a Degree Apprenticeship at Warwick. They are the Siemens Energy learners from Nottinghamshire, Shropshire, Yorkshire, and Greater Manchester who walked in nervous about

their futures and walked out with clarity. They are the young person from the Midlands with a physical disability for whom online work experience was not a compromise but the only viable option.

Some came to Springpod knowing exactly what they wanted and left with the confidence to pursue it. Some had no idea and left with clarity for the first time. Each of those outcomes has value. We are getting better at measuring it.

But the number, however large, however credibly arrived at, is not the point. The point is: not yet. Not nearly enough. There are still 957,000 young people outside the labour market. Entry-level roles are still disappearing. Access to meaningful work experience is still, in 2026, a privilege rather than a right.

The progress we are making together is real. The methodology is more rigorous than it has ever been. The destination data is more compelling than it has ever been. The number of young people we are reaching, 40% more than last year, is growing faster than at any point in Springpod's history.

“

A young person arrives at Springpod with no idea what they want to do, and leaves with the experience, the skills, and the confidence to go and get it.”

– Sam Hyams, CEO, Springpod

## Be part of what comes next

Whether you are an employer looking to open your programmes to the next generation, a policymaker interested in the systemic potential of virtual career education, or an educator who wants to give your students equal access to the professional world, we would like to work with you.

Employer partnerships: [partners.springpod.com](https://partners.springpod.com)

General enquiries: [springpod.com](https://springpod.com)

Social value enquiries: [contact@springpod.com](mailto:contact@springpod.com)



## Appendix A: methodology summary

### The GIST framework

The GIST (Global Impact Statistics Tool) model, developed by GIST Impact, was the foundation of Springpod's original social value measurement. It captures the employment and earnings benefit to young people who complete a Springpod programme, using:

- A proxy for the income difference between youth employment and youth unemployment (£12,000 minimum wage vs £3,728 Jobseeker's Allowance)
- A five-year benefit horizon, discounted at 3.5% per annum (HM Treasury Green Book)
- Three standard adjustment factors: deadweight (75%), attribution (85%), displacement (40%)
- A 75% completion threshold for value attribution

The GIST value per learner is £785.



## SVP extension: the six value pillars

Social Value Portal's March 2026 analysis added six value blocks to the model. Each uses an independent proxy value sourced from peer-reviewed research and government datasets. All are subject to the same three adjustment factors as the GIST value.

Value pillar	Proxy source	Per programme	5-year value
Widen Social Inclusion	Replacement cost of equivalent access programme	£1.63	£7.37
Reduce Anxiety	Public Health England, health cost of anxiety (5% reduction assumed)	£0.16	£0.73
Build Soft Skills	Essential Skills Tracker 2023, £3.8B workforce impact, pro-rated	£10.12	£45.67
Reduce Crime	DWP employment-crime analysis	£27.23	£122.93
Improve Future Outcomes	OBR fiscal benefit modelling for sustained youth employment	£72.74	£328.42
Lower Health Costs	The Health Foundation, unemployment and lifetime health outcomes	£39.18	£176.92
Total SVP blocks		£151.06	£682.03

## Per-hour equivalents

Value per hour/Measure

**£28.77**

SVP new value blocks only

**£129.91**

SVP blocks (5-year projection)

**£279.37**

GIST + SVP combined (5-year)



## Key data sources

- Department for Education: graduate statistics, FE outcomes
- Office for National Statistics: Annual Survey of Hours and Earnings (ASHE), labour market statistics
- Skills Builder Partnership / CIPD / Edge Foundation: Essential Skills Tracker 2023
- Public Health England: employment ROI, mental health and employment outcomes
- The Health Foundation: unemployment and lifelong health outcomes
- Department for Work and Pensions: crime reduction, welfare and employment analysis
- Office for Budget Responsibility: pension and fiscal benefit modelling
- HM Treasury Green Book: discount rates, SROI adjustment factor guidance
- National Youth Voice Census 2020: youth work experience participation rates
- British Chambers of Commerce, March 2026: entry-level role availability data
- ONS, October to December 2025: NEET statistics

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That's our wrap up of the previous 12 months and where we're looking to make a difference in 2027 and beyond. We're excited to see where this journey of democratising careers education takes us and if you'd like to get involved we'd love to hear from you.

[partners@springpod.com](mailto:partners@springpod.com)

