

# STRATEGY 2025-2028

## OUR VISION

A society where every young person can unlock their potential regardless of their background or the barriers they might face.

## OUR MISSION

We equip young people from low-income households to develop **careers knowledge, employability skills, confidence and connections** that will help them to broaden their horizons and prepare for fulfilling futures.

## THE NEED

**Household income is the key predictor of the future opportunities a young person will have and their earning potential<sup>1</sup>.**

The average earnings at age 30 for those who received Free School Meals (FSM) is £17,000, compared to £22,700 for those who did not receive FSM and £33,000 for those who attended private schools<sup>2</sup>.

In London, 27.7% of secondary school children are eligible for FSM, equating to around 36,400 young people<sup>3</sup>. At the same time, 18.1% of Londoners aged 16-24 are unemployed, compared to 14.8% of young people nationally<sup>4</sup>.

The infographic 'The Opportunity Gap' is set against a dark blue background with a white vertical bar on the left. The title 'The Opportunity Gap' is in white. The 'future FRONTIERS' logo is in the top right. Four white rounded rectangles contain text, each with an icon: a head with gears for 'Insight and Understanding', crossed wrench and screwdriver for 'Confidence', a person jumping for 'Employability Skills', and a person standing for 'Role Models'.

### The Opportunity Gap

**Insight and Understanding**  
Two thirds of young people do not recall meeting with a careers advisor and **fewer than 1 in 11 has visited a workplace** during secondary school<sup>5</sup>.

**Confidence**  
Young people whose households rely on state benefits are nearly three times more likely to **feel they lack life opportunities** than those with professional parents<sup>7</sup>.

**Employability Skills**  
Over half (52%) of employers do not agree that **young people are well-prepared** to move from education to work<sup>6</sup>.

**Role Models**  
**Fewer than 15%** of pupils entering our programme say they have met someone who works in a job they are interested in<sup>8</sup>.

<sup>1</sup> Institute of Fiscal Studies, 2022

<sup>2</sup> Office for National Statistics, 2022

<sup>3</sup> Local Government Association, 2024

<sup>4</sup> Office for National Statistics / Statistica, 2025

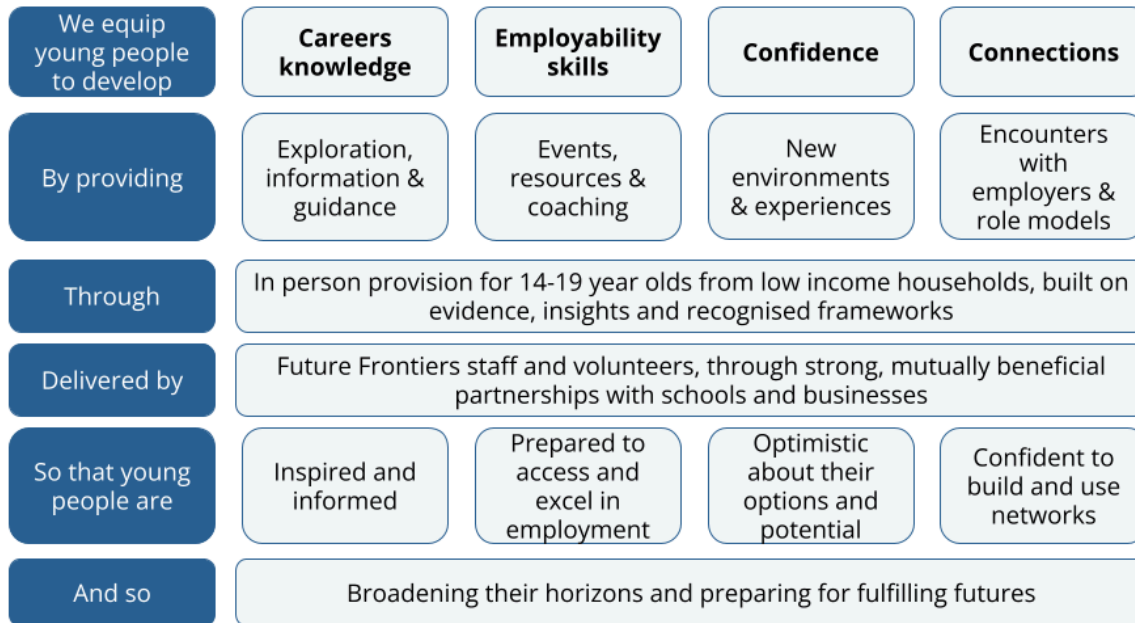
<sup>5</sup> Youth Employment UK, 2023

<sup>6</sup> Department for Education, 2025

<sup>7</sup> Office for National Statistics, 2023

<sup>8</sup> Future Frontiers internal data, 2025

## WHAT WE DO



## MEASURING OUR IMPACT

Our purpose is to drive positive outcomes for the young people we work with. We will measure the % increases and satisfaction rates for the young people we work with in outcomes relevant to the programmes they engage in, across:

<b>Careers knowledge</b> <ul style="list-style-type: none"> <li>labour market information</li> <li>educational pathways</li> <li>careers planning skills</li> </ul>	<b>Employability skills</b> <ul style="list-style-type: none"> <li>core skills such as teamwork, leadership, communication</li> <li>ability to identify skills and interests</li> </ul>
<b>Confidence</b> <ul style="list-style-type: none"> <li>self-belief</li> <li>career and education choices</li> <li>wellbeing and optimism</li> <li>motivation to succeed</li> </ul>	<b>Connections</b> <ul style="list-style-type: none"> <li>businesses</li> <li>coaches and role models</li> <li>understanding of workplace culture and environments</li> </ul>

## THE RATIONALE

We know from existing research that providing opportunities and resources will help a young person to progress further than those who are not offered this type of support:

Young people who have **four or more professional employer encounters** while at school are **five times more likely** to transition to employment, education or training, and **earn** on average **16% more** than their peers who did not have such opportunities<sup>9</sup>.

<sup>9</sup> Education and Employers, 2015