



THE  
OUTWARD  
BOUND TRUST

A DECADE OF

EARLY CAREERS IMPACT

KEY FINDINGS



Over a ten-year period, October 2012 to September 2022, we evaluated our courses to understand how apprentices and graduates benefit from an Outward Bound programme\*. Results were analysed based on our participants' ability to demonstrate key competencies.

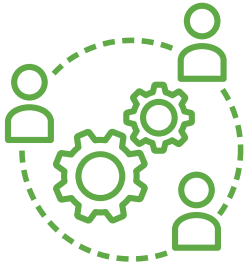
Overall, the data presented across a decade of Early Careers Development demonstrates **consistently strong outcomes across all competencies** for apprentices and graduates.

These include 'standout' outcomes that both our partners and trainers require such as **embedding organisational values**, **self-management** and **working with others**.

All of which are presented in this summary.



## WORKING WITH OTHERS

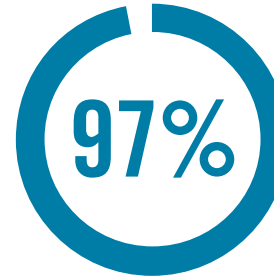


Supportive relationships are key to the overall effective functioning of a business. Working together towards a common goal highlights the value each individual brings to the team and builds collaboration and networking skills. Working alongside others, an appreciation and respect for different working and leadership styles is developed and individuals experience the benefits of being able to provide and receive support. A common language and communication culture is established, which encourages questions and challenge in a professional manner where individuals learn how to use and respond to constructive feedback.

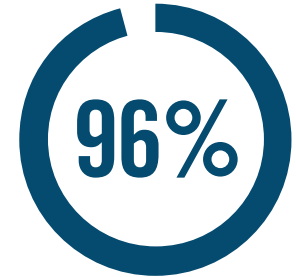
## LEADS TO

Effective teams result in employees feeling **valued, supported and trusted**. A cohesive workforce culture encourages a sense of safety, honesty and a place where constructive **communication is valued**. A unified workforce is a **confident, assertive and more productive** one, contributing to individuals' sense of purpose and overall general wellbeing.

## APPRENTICES



## GRADUATES



Following the Outward Bound residential, 97% of our apprentice and 96% of our graduate participants reported an increase in their ability to work with others.

“

[At Outward Bound I developed] better relationships with colleagues instantly meaning we could go straight in and get the work done without things being awkward. [The programme] encouraged me to be bold and have agile thinking, coming up with different solutions and suggesting them as well as listening to others' ideas.

Rolls Royce apprentice, 2019

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# UNDERSTANDING AND DEMONSTRATING ORGANISATIONAL VALUES

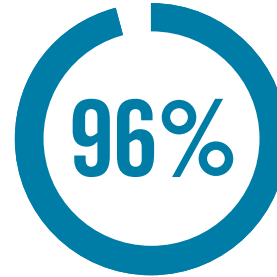


Applying organisational values to everyday behaviours and actions in a fun, memorable way enables the 'words on the wall' to be brought to life in a way that makes sense. Exploring what *professional* looks, sounds, and feels like helps a graduate or apprentice step into the world of work, focus and clarify what behaviours and attitudes are expected of them.

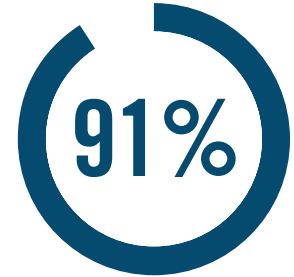
## LEADS TO

Demonstrating the links between personal values and those of the business aids workforce **loyalty, cohesion and morale**. With a clear understanding of what is expected of them, individuals are engaged and feel permitted and empowered to show their full potential.

## APPRENTICES



## GRADUATES



Following the Outward Bound residential, 96% of our apprentice and 91% of our graduate participants reported an increased understanding and ability to demonstrate the organisational values.

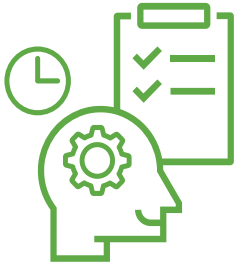
“

It was great to see how the values can be implemented into tasks not related to Airbus to improve delivery, quality and safety. I will take my better understanding of the values into my placement area to improve my reliability by being more honest, open and transparent.

Airbus apprentice, July 2023

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# SELF-AWARENESS AND MANAGEMENT

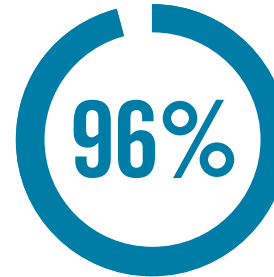


Reflecting on personal strengths and areas of development is the first step for a young person to be able to establish themselves in their role, and manage both themselves and their workload. Developing confidence, a sense of capability, purpose and value is key to an individual's productivity, motivation and the quality of their relationships with those around them.

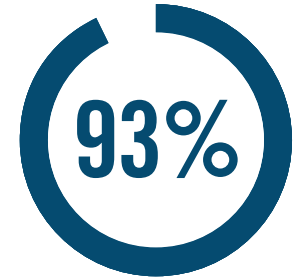
## LEADS TO

A more **confident, self-aware, reflective individual** will be more likely to take a positive approach to their work, take responsibility and be able to persevere through challenging situations. They will be more likely to attempt tasks with a **proactive, mature attitude** and learn and adapt their approach based on experience.

## APPRENTICES



## GRADUATES



Following the Outward Bound residential, 96% of our apprentice and 93% of our graduate participants reported increased levels of self-awareness and management.

“

[I received] consistent feedback on how I was perceived by others and learnt how I can implement the feedback into a development plan and ultimately the workplace.

Sellafield graduate, 2018

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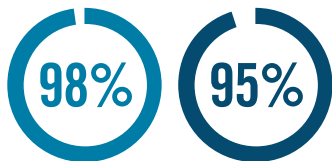
**Working with others, demonstrating organisational values** and **self management** have been identified as three key competencies for both apprentices and graduates by Outward Bound staff and our clients.

In addition to those, following a course participants consistently report improvements in the following areas:

## SAFETY & RISK MANAGEMENT

APPRENTICES

GRADUATES

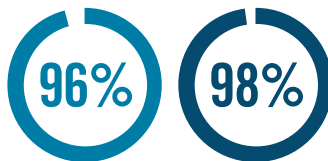


Identifying and managing risks to health and safety, developing safety awareness, following safety guidelines.

## RESILIENCE

APPRENTICES

GRADUATES

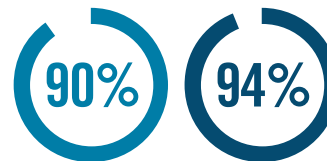


Coping with challenges, adversity, and change.

## LEADERSHIP

APPRENTICES

GRADUATES

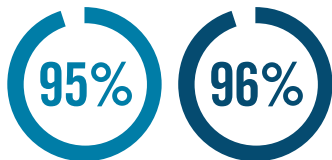


Opportunity to lead others, learning about leadership styles and developing leadership skills.

## PROBLEM SOLVING

APPRENTICES

GRADUATES

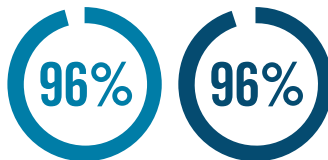


Using an evidence-based approach to solve problems, taking a solution-focused approach to solving problems.

## COMMUNICATION

APPRENTICES

GRADUATES



Listening to others, putting ideas forward, communicating clearly, adapting communication to a given situation, communicating to influence others and situations.

We've been driving behavioural change in young people since 1941, working with over 4,000 apprentices and graduates every year.

**HOW CAN WE HELP YOU?**

[outwardbound.org.uk/early-careers](https://outwardbound.org.uk/early-careers)