

Bridging The Gap: UMO's University-to-Workplace Transition (UWT) Programme Supporting Young Talent into Employment

umo

Situation

Graduates with mental health conditions, neurodiversity, disabilities or broader wellbeing needs face a cliff edge when transitioning from university into employment.



- ▶ Youth worklessness in the UK is now at a 10-year high, exacerbated by the mental health crisis (The Times, 2024; ONS, 2022).
- ▶ HEI support often ends at graduation, leading to worsening outcomes for students already at risk.
- ▶ APP targets and equality of graduate outcomes remain unmet across many institutions.

Aims

UMO's UWT programme supports inclusive graduate outcomes by:

- ▶ Extending tailored, specialist support beyond graduation
- ▶ Increasing graduate agency and confidence
- ▶ Creating new channels for employer collaboration
- ▶ Strengthening HEI delivery against APPs and frameworks including TASO, UMHC, and Step Change

Interested in Phase 2?



Process

Inputs

- ▶ Specialist Mentors
- ▶ OneSpace digital passport
- ▶ Partnerships: HEIs, employers and graduates
- ▶ Research and evaluation frameworks aligned with TASO and UMHC

Activities

- ▶ Deliver 1:1 graduate mentoring post-university
- ▶ Graduates use Passport to communicate needs
- ▶ Engage employers in inclusive hiring
- ▶ Monitor & evaluate confidence, job readiness and employment outcomes

Outputs

- ▶ 1,000+ graduates will be supported in Phase 2
- ▶ 92% report a more positive outlook in Phase 1
- ▶ 82% felt better prepared for work in Phase 1
- ▶ Employer partnerships piloting inclusive onboarding via OneSpace

Impact

Outcomes

- ▶ **Short Term** – Graduates report increased confidence and job readiness; Enhanced graduate-employer communication; Improved continuation of support post-graduation
- ▶ **Intermediate Term** – Graduates are employed, retained, or engaged in further study; Reduced economic inactivity among young people with additional support needs; HEIs demonstrate APP impact with inclusive employment outcomes

Impact

- ▶ A scalable, sector-aligned model to address graduate equity gaps
- ▶ Reduced inequality in post-HE outcomes for priority APP groups
- ▶ Improved institutional performance against TASO and UMHC measures
- ▶ A measurable contribution to tackling youth economic inactivity

Rationale & Assumptions

- ▶ Transition support is essential but currently underprovided beyond graduation
- ▶ Relationships with trusted mentors increase confidence, continuity and outcomes
- ▶ Empowering graduates to share their needs improves onboarding and retention
- ▶ Employers will adapt inclusion practices when supported to do so