



# Make DofE Business your business

Developing young people for life and work



## We mean business

**DofE Business** is an award-winning development programme for young employees. It is a highly flexible tool that can be integrated into, or complement, existing training and development programmes and apprenticeships, A-level, graduate or other schemes.

### Your people

We can support your company to run the DofE. **DofE Business** develops employees' key skills that aid productivity in the workplace, such as confidence, teamworking, communication, leadership and resilience.

### Your business

Our team will work with you to create a DofE corporate programme that focuses on the needs of your business. **DofE Business** will make you a more attractive employer and will engender loyalty, helping you to retain your staff, as well as find and develop potential leaders of the future, for the benefit of your business.

### Your community

**DofE Business** helps deepen your company's impact on the local community and enhances your corporate responsibility agenda. DofE Business promotes community involvement, a better understanding of the world we live and work in, and a healthier, fitter workforce. Each young person doing their Gold DofE contributes a minimum of 52 volunteering hours.

### Join us

By partnering with the DofE, you are helping to give more young people from all backgrounds the opportunity to do their DofE and develop the skills they need to succeed. Access to **DofE Business** is available to any organisation, regardless of size, by becoming a funding supporter of our Charity.

## A great return on investment

80% of DofE Business Award holders reported that they have:

- Developed in confidence
- Developed leadership skills
- Increased motivation and self-management

89% improved their physical fitness

93% developed better teamworking skills

88% improved their communication skills

70% feel they have become more mature

75% developed problem-solving skills



*"The DofE is a life changing experience and you don't know how much it will improve you personally until you complete it."*

**Ryan**  
Amey apprentice

*"I think everybody should participate in the DofE, it has had such an impact on my life and shows how people can develop through different experiences."*

**Alex**  
VINCI Apprentice





## What people say about us

Companies that run **DofE Business** have found it speeds up young people's development, makes them better at their jobs, and improves the skills, attitudes and key attributes that employers are crying out for in their workforce: commitment, communication skills, leadership and teamwork.

### Amey

While training at the Amey Apprenticeship Academy, all young Amey engineers do their Gold DofE programme. The DofE helps bring out the distinctive characteristics of hard work, leadership and teamwork, key to Amey's business. It also helps develop confidence, customer service skills, responsibility and commitment in employees.



*"We believe the DofE is incredibly important, offering young people the opportunity to experience fresh challenges and achieve new skills, whilst contributing to their local community."*

**Mel Ewell**

Chief Executive, Amey

### Lloyds

Lloyds Banking Group introduced **DofE Business** as standalone training opportunity, with a focus on spotting, developing and re-training young talent in parts of the business that would previously have seen a higher staff turnover. All staff that completed the DofE business programme have been promoted, with 40% achieving promotions more than three times. It is now a core element of the new Lloyds apprenticeship.

**LLOYDS  
BANKING  
GROUP**



*"The DofE allows our employees to apply the development and learning back into the work place straight away."*

**Paul Baker**

Director, Lloyds Banking Group

### Scotrail

Scotrail's pioneering apprenticeship in customer service is the first of its kind in the rail industry. Young staff are equipped with a Customer Service Level 2 SVQ and a Gold Duke of Edinburgh's Award. Scotrail scooped the Best Business Newcomer title at the Scottish Modern Apprenticeship Awards 2011.



*"Nurturing young talent is an excellent way of creating a highly skilled and loyal workforce."*

**Steve Montgomery**

Managing Director, Scotrail



*"The heart-warming feeling you get from volunteering is well worth the experience and it provides you with lifelong skills and a sense of wellbeing that everyone should feel."*

**Beth Howes**

Gold Award holder

# DofE Business

This is a programme of activities carried out for an average of one hour a week in five areas, which can take around 18 months to complete:

- Volunteering:** Can be completed individually or in teams. It can be integrated and aligned to corporate responsibility agendas and other charity partnerships.
- Physical:** Promotes fitness and a healthy workforce. Organised by employees individually.
- Skills:** This section will stretch employees and add skills useful for role enhancement and career progression.
- Expedition:** Provided by an approved partner of the DofE. The expedition is a key part of the programme and it is proven to develop confidence, leadership and teamwork.
- Residential:** A five-day networking and teambuilding residential activity that can kick start the DofE programme. This can include an expedition introduction day.

## Together we can transform young people's lives

The Duke of Edinburgh's Award is a Charity that has been working with young people from all backgrounds for more than half a century.

Over time, we build confidence, dedication and commitment, attributes we all want to see in our young people in the workplace and beyond.

*"When you see a DofE Award on a candidate's CV, you automatically know that they have a proven capacity to get results practically and emotionally through dedication and commitment; you can't achieve an Award without it."*

**John Roberts**, Founder & CEO of AO.com



*"Our partnership with the DofE fits perfectly with our company values and our social responsibility agenda. Through our partnership, our employees make an invaluable contribution to their local communities whilst developing all those skills that we treasure and foster in our workforce. The social value of volunteering by our apprentices to date is well in excess of £300,000."*

**Angela Williams**  
HR Director, British Gas

## Some of our DofE Business partners:

- Amey
- Heathrow LHR Limited
- British Gas
- AO.com
- Lloyds Banking Group
- Royal Mail
- VINCI Construction UK
- ScotRail
- Balfour Beatty
- Halfords

## Find out more

If you want to grow your business and develop your staff, please get in touch with us now.

Contact the DofE team on **0207 630 9039**  
Or email **support@DofE.org**

[www.DofE.org](http://www.DofE.org)

