



The Duke of Edinburgh's Award and Amey Impact Report 2024/2025

INSPIRING IMPACT TOGETHER

Our long-standing partnership with the Duke of Edinburgh's Award (DofE) since 2002 remains a cornerstone of our commitment to youth development, social value, and skills-building.

In 2024/2025, we expanded our reach and aligned the programme more closely with our Environment, Social and Governance (ESG) and business objectives.

This report highlights the remarkable outcomes achieved over the past year. It showcases how our partnership is delivering the social dimension of our ESG strategy—particularly our shared goal of enhancing the wellbeing of the people and communities we work in.

As part of the wider DofE ecosystem, we play a vital role in delivering lasting impact for young people nationwide.

Through this partnership, we are collectively advancing progress towards the UN Sustainable Development Goals, ensuring that every young person has the opportunity to thrive.

We invite you to explore this report to see the broader change we are driving together.





“ We’re proud to partner with Amey in supporting young people through both the Duke of Edinburgh’s Award and Youth Justice initiatives. Their commitment is helping to open doors, build confidence, and create lasting opportunities for those who need them most. Partnerships like this are vital in ensuring every young person has the chance to discover their potential. ”

- Ruth Marvel, Chief Executive, The DofE

PARTNERSHIP HIGHLIGHTS

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CHAMPIONING DIVERSITY AND
DEVELOPING FUTURE TALENT

23

23 Amey colleagues successfully completed their Gold DofE Award, building leadership capabilities and helping develop them into the leaders of tomorrow.

350

We engaged with over 350 young people through interactive workshops at the DofE's Youth Without Limits Live events—bridging the gap between education and employment and showcasing career opportunities in our industry.

35

We delivered two Workplace Taster Days, reaching over 35 students. A Workplace Taster Day is a hands-on experience designed to introduce young people to career opportunities. It connects their DofE Award journey with real-world skills and workplace insights, helping them explore future pathways in a practical and engaging way.

DELIVERING BESPOKE PROGRAMMES
FOR GREATER IMPACT

LAUNCHED

Launched the Step Ahead Youth Justice project, a pioneering initiative supporting young people in the UK criminal justice system by improving their employment prospects post-release.

DESIGNED

Designed the first-ever DofE Engineering Modules—a structured, skills-based programme to support Bronze, Silver, and Gold participants. These modules offer engaging, educational experiences aligned with real-world engineering disciplines, helping young people fulfil the Skills section of their Award.



OUR WIDER IMPACT

Through our continued partnership with the Duke of Edinburgh's Award and a dedicated annual contribution to the charity, we have helped deliver wide-reaching impact that aligns with our business and ESG priorities.

Our donation has helped ensure that the DofE is more accessible than ever before.

OUR FINANCIAL CONTRIBUTION HAS ENABLED:

333

333 young people across the UK to access the Award, including those from marginalised communities, equipping them with new skills and confidence on their journey towards employment.

£4,400

This translates to over £4,400 worth of social value per young person, driven by improvements in wellbeing and increased inclusion and contribution within their local communities.

THE WIDER IMPACT OF THE DOFE

Every year, the DofE empowers hundreds of thousands of young people to build essential skills, resilience, and self-belief. With a strong commitment to inclusivity, the DofE places particular emphasis on supporting young people from marginalised backgrounds, ensuring that opportunity is not limited by circumstance.

For the third consecutive year, the DofE has seen record-breaking participation, reflecting its growing relevance and accessibility. In 2024 alone 330,984 young people began their DofE journey and together, participants contributed an extraordinary 4.7 million hours of volunteering, making a tangible difference in communities across the UK.

THE DOFE CONTINUES TO BREAK DOWN BARRIERS:

15% of participants are experiencing poverty 27% are from minority ethnic backgrounds 8% have additional needs

“ I struggled with mental health growing up, the DofE gave me confidence and purpose. ”



OUR GOLD DOFE BUSINESS AWARD

IMPACT

EMPOWERING FUTURE LEADERS: THE 2024 GOLD DOFE PARTICIPANTS

In 2024, 28 young colleagues across our organisation enrolled in the prestigious Gold DofE Award, embarking on a transformative journey of personal growth and leadership development.

Watch DofE 2024 video 1

Watch DofE 2024 video 2

“It was the most amazing week and a great opportunity to step out of my comfort zone.”

- Gold Award participant, 2025 Cohort



RESIDENTIAL AT BRATHAY HALL

Brathay Hall set the scene for a week full of growth, connection, and transformation. Everyone got stuck into building teamwork, boosting communication, and developing real resilience. There were plenty of personal breakthroughs and strong bonds formed along the way—setting the stage for confident, capable future leaders. And to top it off, they were joined by our senior leadership team, showing their support and getting involved in the experience too.



SKILLS PRESENTATION DAY

Our colleagues stepped up as changemakers, presenting bold, forward-thinking ESG initiatives directly to our senior leadership team. These proposals were not just ideas—they were strategic visions rooted in a deep understanding of sustainability, social value, and the challenges facing our communities.

We aligned the Skills Builder Partnerships Essential Skills framework to assess the impact of the Skills Module, and participants reported measurable growth in speaking, listening, teamwork and leadership skills.



EXPEDITIONS

Our DofE participants undertook both practice and qualifying expeditions as part of their Gold Award journey—challenging themselves across multi-day treks that built resilience, teamwork, and leadership. These experiences pushed individuals out of their comfort zones, strengthened communication and problem-solving skills, and fostered a deep sense of achievement and personal growth that continues to benefit their careers and confidence.

IMPACT STATS:

100% Made positive memories

100% Made new friends

86% Came out of their comfort zones

95% Had new experiences

SKILL GROWTH:

91% Improved their speaking skills

100% Improved their listening skills

82% Improved their teamwork skills

91% Improved their leadership skills

CELEBRATING EXCELLENCE THROUGH OUR 2023 GOLD DOFE PARTICIPANTS

In 2025, 23 Amey participants from the 2023 cohort, successfully completed their DofE Award

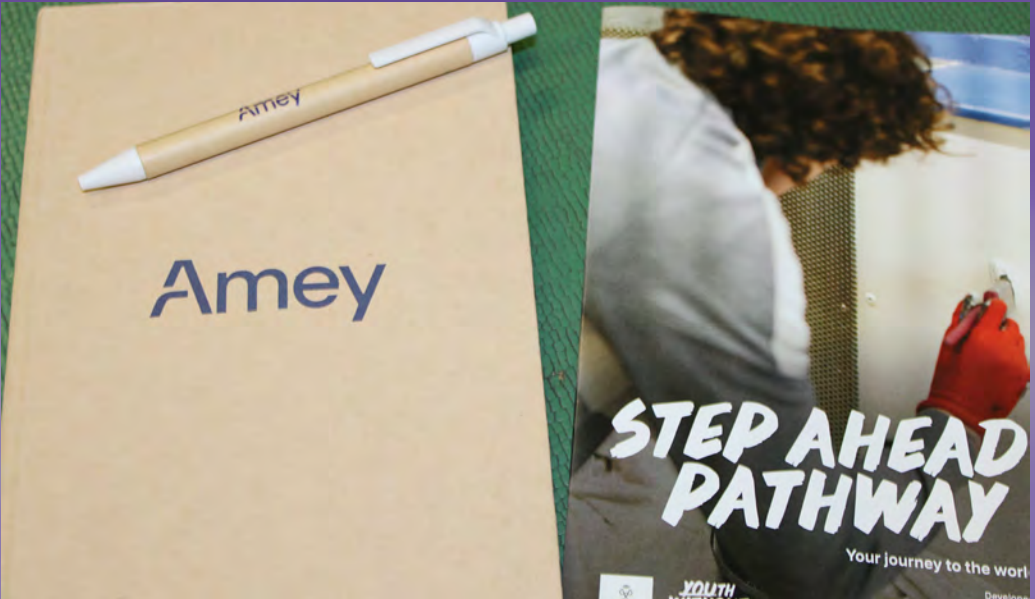
“Completing the Gold Duke of Edinburgh Award has been a pivotal part of my personal and professional development.”

- Millee Warren, Bid Manager



TRANSFORMATIONAL IMPACT

The development journey of our young colleagues has been truly inspiring. Every participant reported enhanced teamwork skills and a renewed ambition to progress their careers, reflecting the programme’s power to unlock potential and inspire future leaders.



CAREER PROGRESSION

The programme has proven to be a catalyst for career growth. Participants reported significant gains in confidence, communication, and leadership—with several advancing from entry-level roles to senior engineering and management positions, demonstrating the tangible value of the Gold Award in shaping future talent.



CELEBRATING AND SHARING IMPACT

We were proud to welcome 19 young colleagues to the Gold Award Celebration in May 2025—an uplifting event that celebrated their dedication, growth, and achievements. Held at Buckingham Palace, the occasion honoured their resilience, leadership, and personal development. With senior leaders in attendance, participants shared heartfelt reflections on their journey and the valuable skills they’ve gained along the way.

IMPACT STATS:

100% Felt more ambitious

82% Increased their confidence

83% Increased their fitness

75% Learnt how to overcome challenges

92% Made new contacts in Amey

83% Felt more connected to Amey

CHAMPIONING YOUTH DEVELOPMENT

EVERETT

YOUTH WITHOUT LIMITS LIVE: INSPIRING FUTURE TALENT

Amey proudly partnered with the DofE to deliver high-impact workshops at the **Youth Without Limits** Live events—designed to inspire, upskill, and connect with the next generation of talent.

166

In October 2024, we engaged with **166 young people** at the Scotland event held at **Strathclyde University's Institute of Technology**.

208

In February 2025, we connected with **208 DofE participants** and Award holders at the Wales event at **Cardiff City Stadium**.

Our workshops received an **outstanding average rating of 4.3 out of 5**, with participants praising the sessions for being insightful, engaging, and confidence-building. We also hosted a stand in the event's Marketplace, sparking conversations about career pathways and increasing visibility among potential future employees.

“ **Brought my personality into light, making me understand more.** ”



STEP AHEAD: TRANSFORMING FUTURES IN YOUTH JUSTICE

With over 44,000 young people currently in the UK criminal justice system—many disengaged from education, training, or employment—the Step Ahead programme, developed in partnership between Amey and the DofE, offers a life-changing pathway to personal growth and employability.

The programme integrates the DofE Bronze Award, our CRED and Journey to Work programmes, to create a tailored development experience for young people in custody. In its first year (2024–25), Step Ahead has already delivered significant milestones:

Launched in **2 prisons** in 2025.

Redesigned the **DofE Impact Measurement Framework** for prison settings, following extensive stakeholder engagement.

Shared the programme vision across social channels to raise awareness.

The programme is designed to boost post-release employment prospects and provide a structured, skills-based journey that builds confidence, resilience, and purpose.





DOFE TASTER DAYS: OPENING DOORS TO FUTURE CAREERS

Launched in 2024, our Workplace Taster Days have provided young people—particularly those from schools in areas of high deprivation—with a unique opportunity to explore careers in infrastructure and engineering. Delivered in Sheffield and Motherwell, the events reached over 35 students across seven schools, offering hands-on exposure to the world of work and the essential skills employers value.

This initiative helps future generations navigate the transition from education to employment.

Students met Amey professionals from diverse roles, learned how their DofE experiences align with real-world expectations, and left feeling more confident and motivated.

IMPACT STATS:

72% Said they would consider a career at Amey

72% Felt inspired to work in the industry

66% Would consider an apprenticeship

“ It was brilliant and so much fun – can’t wait to actually start working! ”

ENGINEERING SKILLS MODULE

The Engineering Skills Module, designed in early 2025, is a structured learning programme developed by Amey's apprentices and graduates to support Bronze, Silver & Gold DoFE participants outside the organisation.

As the first engineering module of its kind, it offers young people a hands-on introduction to Civil and Electrical Engineering, helping them build practical skills and explore career pathways in STEM.

We are becoming a DoFE Approved Activity Provider (AAP), allowing participants to use this module as part of their official DoFE Skills section

The module is designed to stretch and challenge learners while inspiring future engineers.



Civil Engineering workbook

Name:

eDofE ID:

Level: Bronze ☐ Silver ☐ Gold ☐

Start date:

What is civil engineering About	
Amey DE	
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and reflections	Page 83

Engineering principles
What makes bridges strong

Amey

Amey

Design, construction and
bridges to flood defences, wind

piers. They work in harmony
towns and cities running and to

structure engineers.

Disciplines that are part of civil

L O E G W A E N Y
O R G N R I N O A
E R T S E R V I N
S I S R E P I T Y
S H O S G O R A A
E H E W N R O T W
S G A E E T N R L
D T A R N S M O I
E L T A E S E P A
G Y O A R R N S R
G E T R G N T N I
R O R O Y T A A S
E N T I A L L R E
R V O I R S I T V

Brick as a building material:

Bricks have a high compressive strength; they can withstand a lot of compressive (think squashing) forces without breaking. As the bridge is made of the same type of material with the same properties, the bridge works as a compressive system in which every brick plays a part.

Arch:

By arranging the bricks in an arch formation, the vertical forces on the bridge are distributed through each brick in the arch and redirected to the pier supports.

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Longitudinal beams:

Longitudinal beams span the length of the bridge, distributing the load forces throughout the truss system.

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*pictures to be replaced

13

7

CHAMPIONING YOUTH DEVELOPMENT

Throughout the year, our colleagues have proudly represented the business at several high-profile DofE Award events—deepening our understanding of the impact of our partnership and reinforcing our commitment to supporting young people’s development.

MAY 2024

We attended the prestigious **Gold Award Celebration at Buckingham Palace**, where the award holders were inspired to hear from **HRH The Duke of Edinburgh**. The event celebrated the achievements of young Gold Award holders and highlighted our long-standing support for youth development.

AUG 2024

Emily Davies, ESG Director, was invited to the launch of the **Youth Voices advocacy report** in Parliament. The report, shaped by over 3,000 young people, called on government and employers to address key concerns such as mental health, cost of living, and career uncertainty. Our presence reinforced our role in amplifying youth voices and shaping inclusive policy.

DEC 2024

We attended the **This Is Youth celebration evening** at the London Transport Museum. This inspiring event showcased the stories of young people who have overcome challenges and made a positive impact in their communities.

MAY 2025

Laura Fox, Chief Communications Officer, represented Amey at the **DofE Business Lunch** hosted by **HRH The Duke of Edinburgh**. The event provided a personal thank-you for our long-standing support, highlighted the programme’s impact, and shared strategic priorities—including plans for the **DofE’s 70th anniversary** in 2026. It reinforced Amey’s role as a key partner in driving youth development.

LOOKING AHEAD

VIBRANT

LOOKING AHEAD: 2025/2026

The DofE programme continues to be a powerful platform for personal growth, professional development, and social impact at Amey. We are proud of our participants' achievements and the collective effort across the business to support them. Looking ahead, we remain committed to expanding access, deepening impact, and championing the potential of every young person.



Launch of the **2025/26 cohort** with **30 new participants**.

Expansion of **Taster Days** to at least **three events** across the UK.

Launch the **Engineering Modules** on the DofE system.

Continue to deliver and expand the **Justice Partnership**.

Participation in national DofE events including **Youth Without Limits Live, Dragon Boat Race** and the **70th Anniversary Celebration**.

Celebrate the completion of another **28 Gold Award holders**.

