

Youth Employment UK

Being a Youth Friendly Employer

youthemployment.org.uk



Who we are



Experts in youth employment

Youth Employment UK is a not-for-profit social enterprise actively tackling youth unemployment. We are experts in youth employment.

Our expertise, services and advice is centred around what young people tell us they are experiencing, what they want and need.

We understand the root causes of youth unemployment, what works and what doesn't.

Our core aims :

- Giving young people a voice on the youth employment issues that affect them
- Support young people on their journey to employment with a range of skills and careers support
- Support organisations to develop and be recognised for their youth friendly employment practice and connecting young people to those Youth Friendly Employers
- Providing expert insight across all youth employment policy areas

The young people in our network

250k+ views of skills and careers content every month

56% Female	16% BAME Background
17% with additional needs	12% eligible for free school meals

UK reach: our site is accessed by over 750 locations across the UK

30,000+ people engaged across our social media platforms which include Twitter, Instagram, Facebook and LinkedIn.

Over 2,800 registered teachers and careers leaders receiving our resources to support skills and employability in their schools and networks.



Who works with us?



Labour Market

Todays Data - Labour Market Overview ONS (Jan 2022)

All age unemployment rate: 4.1%
Youth unemployment rate: 11.1%
900,00 est. NEET young people

Whilst steady economic recovery is healing the labour market, which some young people are benefiting from, the number of young people medium and long-term unemployed has doubled since June 2020. The effect of this will see long-term scarring on some of the more vulnerable young people in the labour market.



Systemic Challenges

Labour market - job creation, economic confidence, new economies, industry 4.0

Employer perceptions of young people - lack of employability skills, attitudes and work experience, skills mismatch

Quality of work - young people often find themselves in low paid, precarious work, last in first out

Discrimination - gender, race and ethnicity, social class, disability

Regional variances

Social Mobility - lack of social, economic or cultural capital

Education, training and access to information

Covid has widened the gaps at every level



Covid - scarring a generation

Covid has amplified many of the inequality gaps that already existed.

- Young people have had their hopes and aspirations knocked, the plans they had for their futures turned upside down
- Education experiences are entirely different with many young people missing out on the opportunity to sit exams, experience the extra curricular support education can offer and even missing graduations and proms
- Lockdown has seen rises in mental health challenges and increased anxiety and loneliness
- If you live in poverty you will be less likely to engage with online learning and support
- Those in work have been put at risk and many young people in precarious jobs or in sectors that have been hardest hit have been further disadvantaged
- If you were already unemployed you are now competing with people who have been made recently redundant and those young people who are leaving education for the first time



Youth Voice Census 2021

The Youth Voice Census Report launched in September

+3400 young people aged 14-24 took part, questions spanning the education to employment experiences, what is working and what is not. An additional set of questions were asked this year about the impact Covid has had on young people.

Key Findings

1. Growing Mental Health Concerns
2. Catching Up
3. Accessing Quality Work
4. No Place For Young People



Young people and work



9.9% of young people are confident that they will find quality work where they live

54.1% of those age 19 plus were 'confident' or 'very confident' that they would be able to progress into a good job

25.9% think employers are supportive of hiring young people

Work experience, recruitment processes and the requirements of employers are included amongst the barriers young people face on their journey to work.

Good Youth Employment



Creating Opportunity - Provide opportunities for young people to gain the skills and experiences they need, through meaningful and good quality experiences of the world of work that raise their aspirations, skills and personal networks


Recognising Talent - Recruit young people based on their ability, talent and potential, recognising they may have limited experience. Ensure young people from Black, Asian and ethnic minority groups, as well as those from lower socio-economic backgrounds or those with additional needs or barriers are not unfairly excluded.

Fair Employment - Provide good quality employment opportunities for young people, such as apprenticeships, graduate roles, entry level jobs and supported internships. Offer fair and safe opportunities and rewards in accordance with the highest industry standards.

Developing People - Promote the development of all young people through on and off the job training and support so they are motivated to take ownership and responsibility for their careers, and they are equipped to progress.

Youth Voice - Listen to young people. Actively provide opportunities for their voice to be heard within a community or organisation

Creating Opportunity:



Provide opportunities for young people to gain the skills and experiences they need. Through meaningful and good quality experiences of the world of work raise their aspirations, skills and personal networks

How can this principle be met?

By offering quality work-related learning experiences, these can be digital and/or face to face:

Career talks	Taster days
Career fairs	Work experience
Employability skills training	Traineeships
Digital content	Mentoring
Workshops	Traineeships


What does good look like?

Ensure that the opportunity has good learning outcomes such as supporting career aspirations and improving employability skills.

Deliver opportunities that meet the needs of diverse young people. Recognise and overcome the barriers that those from lower socio-economic background, those with disabilities, care leavers and other protected groups will have when designing, promoting and undertaking this activity.

Wherever possible co-create opportunities with young people and provide opportunities for feedback.

Recognising Talent:



Recruit young people based on their ability, talent and potential, recognising they may have limited experience. Ensure young people from Black, Asian and ethnic minority groups, as well as those young people from lower socio-economic backgrounds or those with additional needs or barriers are not unfairly excluded.

How can this principle be met?

Look to use skill-based recruitment methods and evaluate systems for bias, acknowledging that some young people face additional barriers into work, such as lower socio-economic, race and ethnicity, disability and those from care.

Understand the barriers any process may create and actively look to remove those barriers.

Provide support during the recruitment process for candidates, simple and clear messages, setting out the expectations of the process and hints and tips for good applications.

Provide personal support and guidance to young people who have additional barriers.

Review all new vacancies to ensure that the job description and person specification are relevant to the role and remove unnecessary grade requirements and work experience expectations along with unnecessary recruitment questions such as criminal records, university name etc

What does good look like?

Fair Employment



Provide good quality employment opportunities for young people, such as apprenticeships, graduate roles, entry level jobs and supported internships.

Offer fair and safe opportunities and rewards in accordance with the highest industry standards.

How can this principle be met?

Review workforce development needs and identify areas where young people can be brought into the organisation such as apprenticeships, school leaver, entry level or graduate roles.

Ensure your pay and reward system for young staff is aligned to industry standards, or the Living Wage Foundation.

Regularly review workforce development plans and look for opportunities to employ young people.

Become a Living Wage employer and work with industry bodies and providers to set pay scale bands

Review reward structures on a regular basis with colleagues across the whole business

Look to offer flexible working options for young people

Promote good health and safety practice

Offer an inclusive working environment where people are confident and able to bring their whole selves to work

Create roles that meet the needs of diverse young people. Recognise and overcome the barriers that those from lower socio-economic background, those with disabilities, care leavers and other protected groups will face when applying to and accessing work

What does good look like?

Developing People:



How can this principle be met?

Provide a welcoming and appropriate onboarding programme with regular 'keep in touch' points from date of acceptance to start date.

Create and regularly update a development programme which supports each young person to fulfil their potential.

What does good look like?

Ensure young people benefit from good induction programmes and regular personal reviews

Provide ongoing formal and informal training and personal development opportunities

Support young people with mentoring or coaching

Consider offering pastoral care for young people who need additional support

Youth Voice



How can this principle be met?

Work with existing young colleagues to develop programmes and services.

Provide young people with an opportunity to share their ideas and be able to give feedback.

What does good look like?

Invite young people to participate in the development of the youth employment strategy

Set up youth voice forums

Empower young people to take a lead on different initiatives including early careers and supporting other young people

Encourage young people to take part in organisations outside of the employer – social action, youth councils, surveys etc

Recognise and overcome the barriers that those from lower socio-economic backgrounds, those with disabilities, care leavers and other protected groups may have in participating and sharing their views and experiences

Best practice support



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Good Youth Employment Charter

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Advice For Employers

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Kickstart Guide For Employers

Aged 14+?
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COVID & YOUNG PEOPLE ✨

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Now that you have signed the Charter, there are

Thank you

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