

# YOUTH EMPLOYMENT 2030

The voices of young people aged  
16-25 living in England





# RESEARCH OUTLINE

## Research Objective

To support young people as they advocate for their experience and expertise, to be central to the design of interventions and decision-making processes that will impact on their employment opportunities in the future and to provide evidence that they can use to support this advocacy.

## Co-creation Group

A co-creation group of 10 young people worked closely with the CVR team to design the survey so that we could find out what our peers across England are experiencing, what they want their futures to look like and what support they need to achieve this. The survey was completed by over 1000 young people across England.

## Peer Researchers

A group of 13 peer researchers were supported by Leaders Unlocked to conduct a series of interviews and focus groups to find out more about young people's experiences during COVID19 and what they want and need to help them achieve their future goals. They spoke with 121 young people from across England.





# IMPOSSIBLE TO IGNORE THE UNDERLYING ISSUES THAT ARE JUST MORE PROMINENT NOW DUE TO COVID19

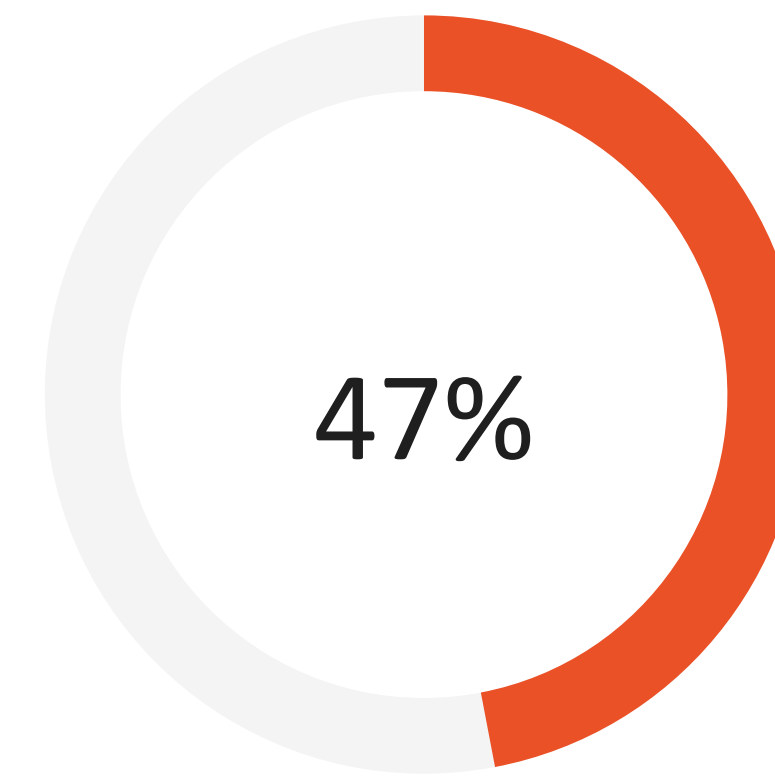
- Work experience opportunities
- Life skills training
- Better (& more diverse) career guidance
- Equal opportunity

*“All these barriers were already here before but COVID has enhanced them. It’s assumed that everyone has equal opportunities, but COVID has highlighted how difficult it is for people without their own networks to gain access to opportunities.”*

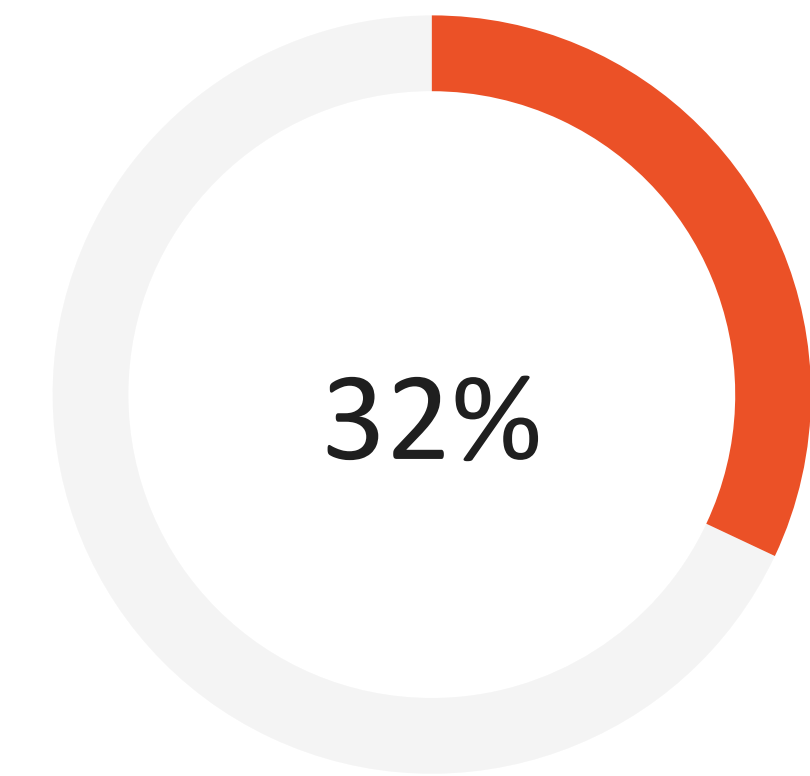




# WORK EXPERIENCE OPPORTUNITIES



of young people in England  
say that one of the top 3  
barriers to following the  
career they want is that  
getting access to work  
experience is very  
competitive



of young people in  
England rank work  
experience opportunities  
as the number 1 support  
opportunity that would be  
useful to them right now



# MISSING STEP IN PATHWAY TO CAREER



It's difficult to get a job without work experience but it's difficult to get work experience without getting a job!

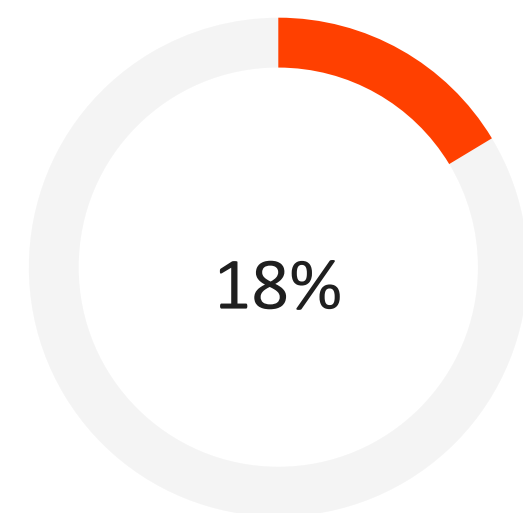
*“Not having experience was a barrier before covid. I found it really hard to find a job because everyone was saying ‘you have to have experience’ and I needed a job to get experience. Now it’s been intensified, there’s more pressure”*

Now it's even more difficult as young people feel they have to compete for less opportunities with people who are older and have more experience.

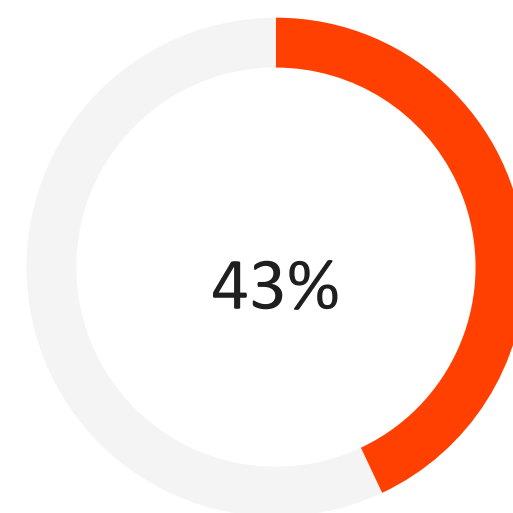
*“Quite a lot of the older generation have lost their jobs which makes it even more difficult for young people to find jobs cause, they don’t have much experience”*



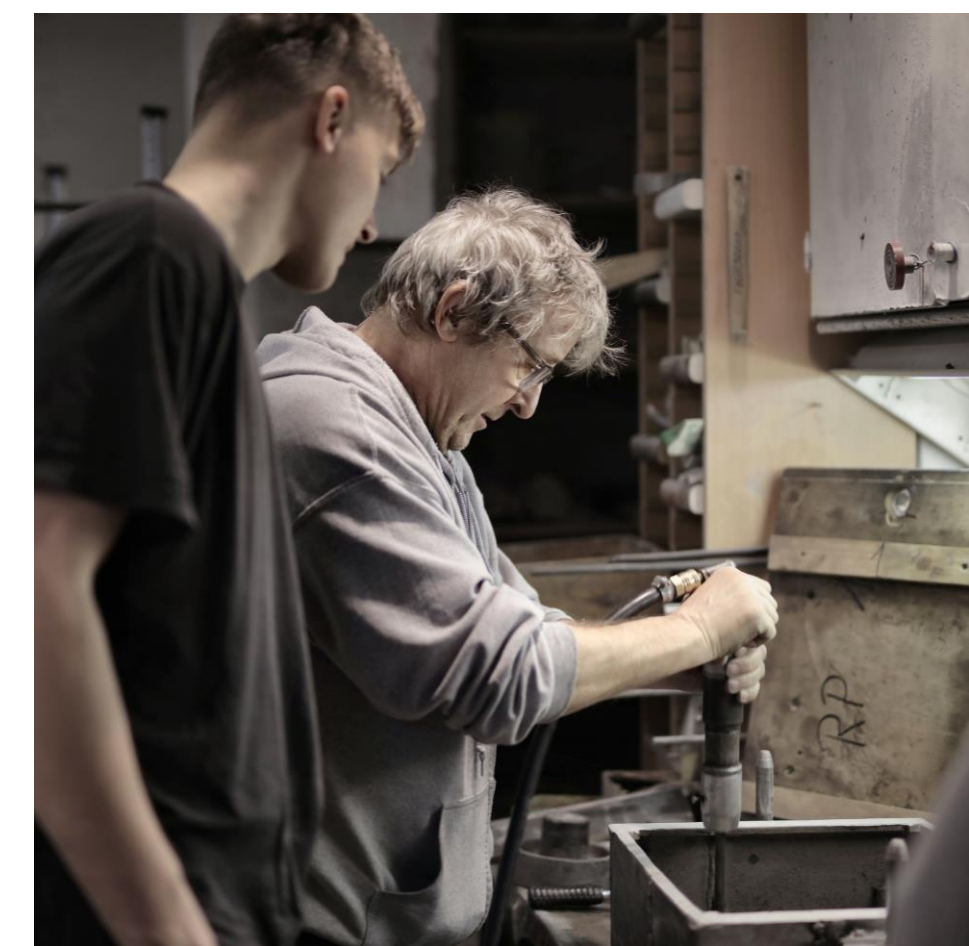
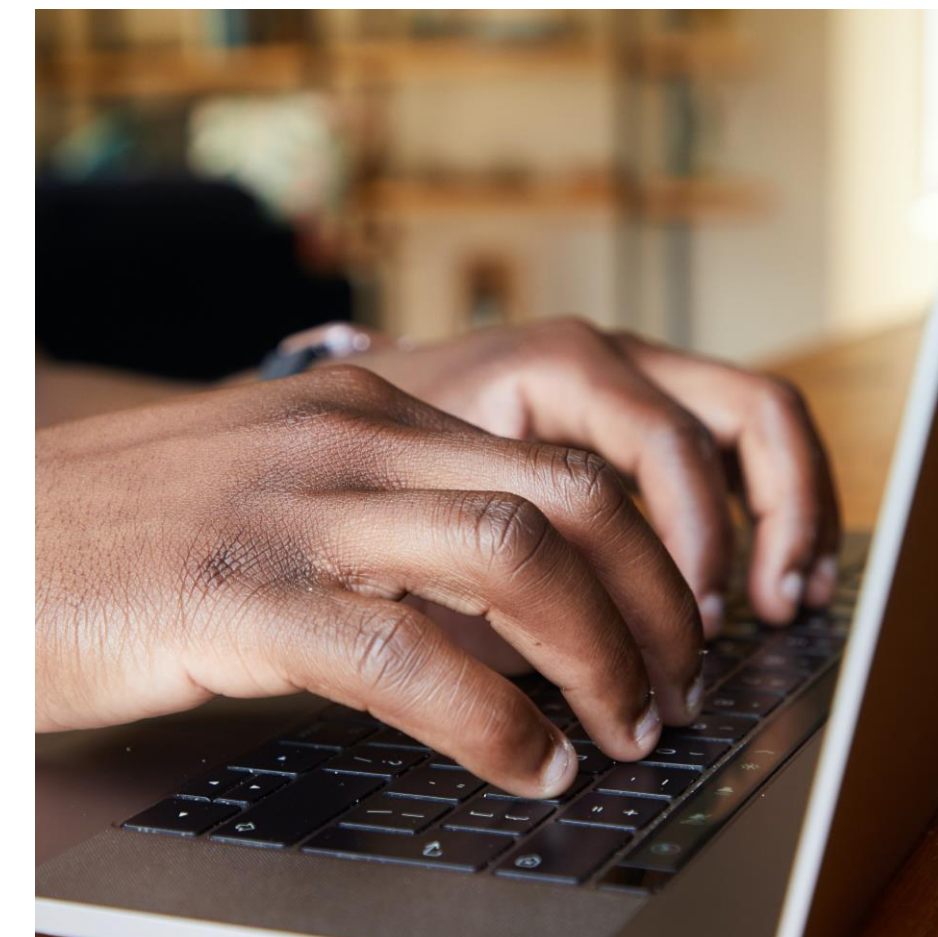
# LIFE SKILLS TRAINING



of young people in  
England rank life skills  
training such as financial  
education as the number 1  
support opportunity that  
would be useful to them  
right now



of young people in England  
rank life skills training such  
as financial education in their  
top 3 support opportunities  
that would be most useful to  
them right now





# PRACTICAL SKILLS THAT ARE USEFUL IN THE REAL WORLD!



Some young people already receive some training but feel it is missing key practical skills that would better prepare them for the world outside education.

*“We have PHSE lessons, they should focus on employment, I don’t know how long we’re going to last at school to be honest, but I think they should make that a priority.”*

The consensus was that training in how to manage personal finances is something that everyone should know before leaving school!

*“I wish at school they actually taught you how to use your money correctly. How to save up for the things you need. They don’t teach you how to do tax, and I know the stuff they teach you is important, but there should be a lesson on college that teaches you about real life. Then they get out into the world and it just hits you.”*



# 35%

## EXPERIENCED MENTAL HEALTH ISSUES

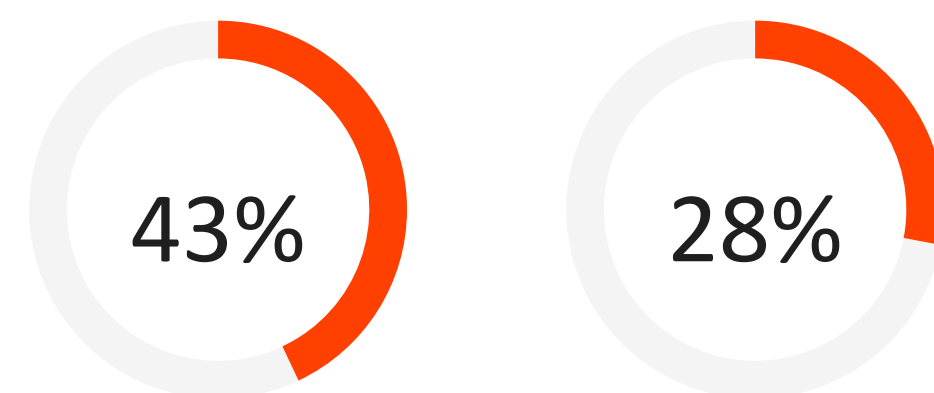
35% of young people in the UK have experienced mental health issues due to COVID19, and some groups of young people are even more affected than others





# MENTAL HEALTH IS A MAJOR CONCERN AND SOME YOUNG PEOPLE ARE AFFECTED WORSE THAN OTHERS

## YOUNG WOMEN

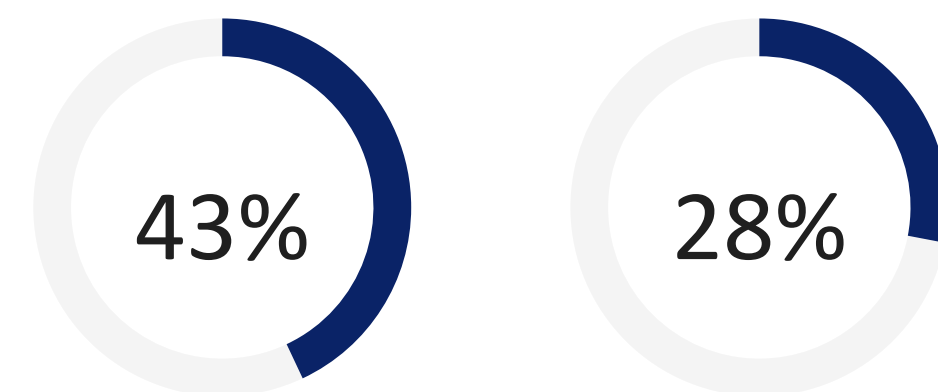


Woman

Man

Young women are 1.5 times more likely to experience mental health issues due to COVID19

## DISCRIMINATION

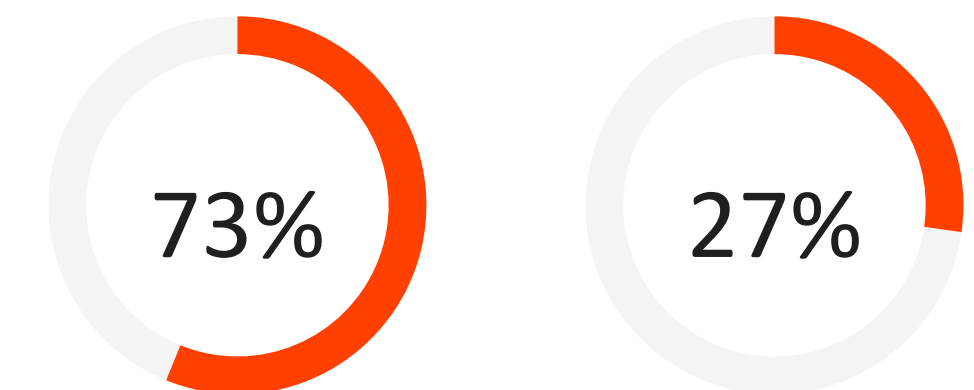


Discrimination due to sexual orientation

Discrimination due to gender

Young people who have experienced discrimination are more likely to have mental health issues due to COVID19

## DISABILITY



Identify as disabled

Do not identify as disabled

Young people who identify as disabled are almost 3 times more likely to have mental health issues due to COVID19



## MENTAL HEALTH SUPPORT NEEDS TO BE A PRIORITY.

Mental health needs to be a priority as when you are suffering from mental health issues it is impossible to focus on study or work, so that just has to be reprioritised.

*Your brain is the most important part of your body like it connects everything and it works so hard, and that's something we have to cherish. So, your mental health is a top priority because there's no job or status that comes after till you get that in check."*





# YOUNG PEOPLE FACING DISCRIMINATION FACE MORE CHALLENGES DUE TO COVID19

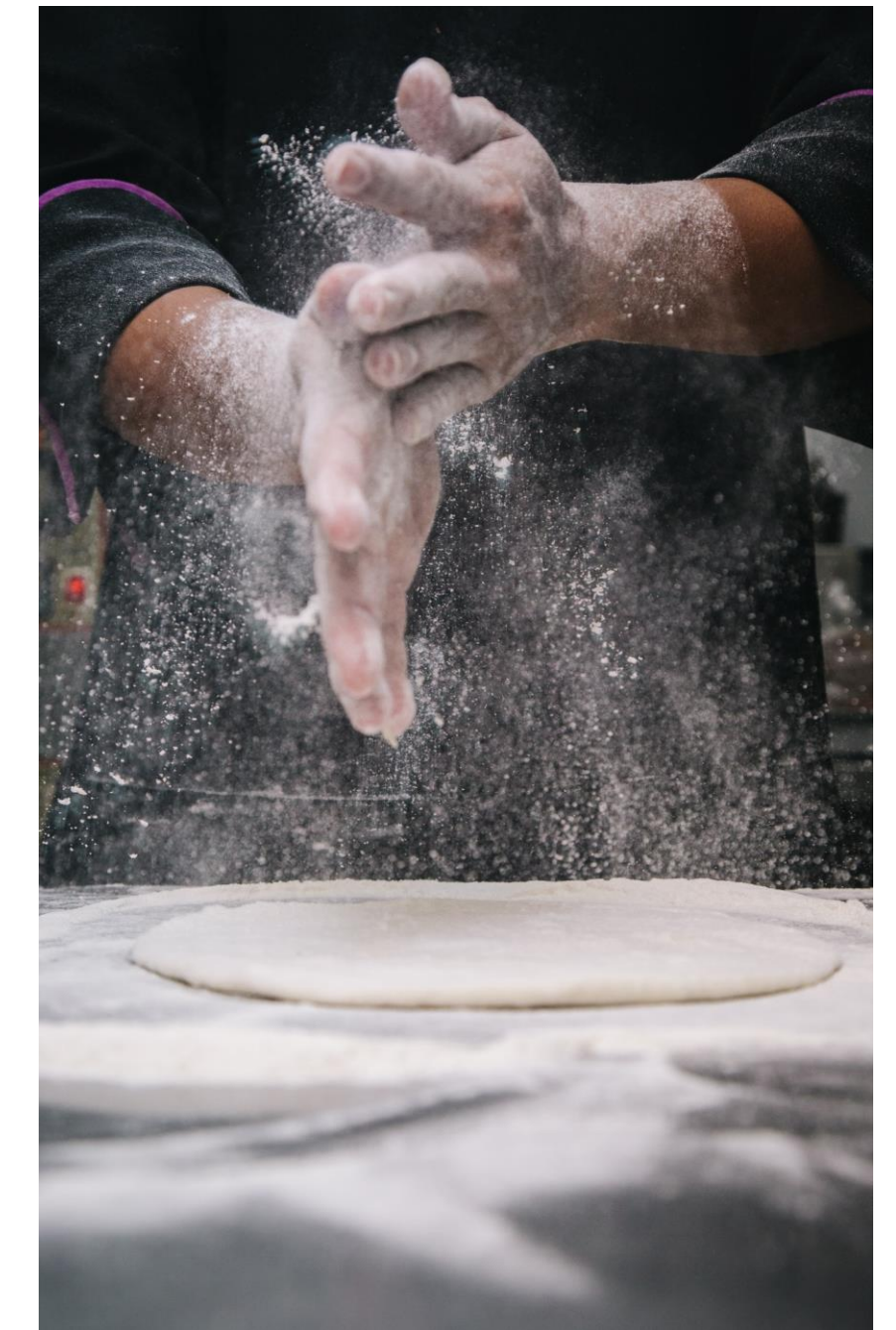
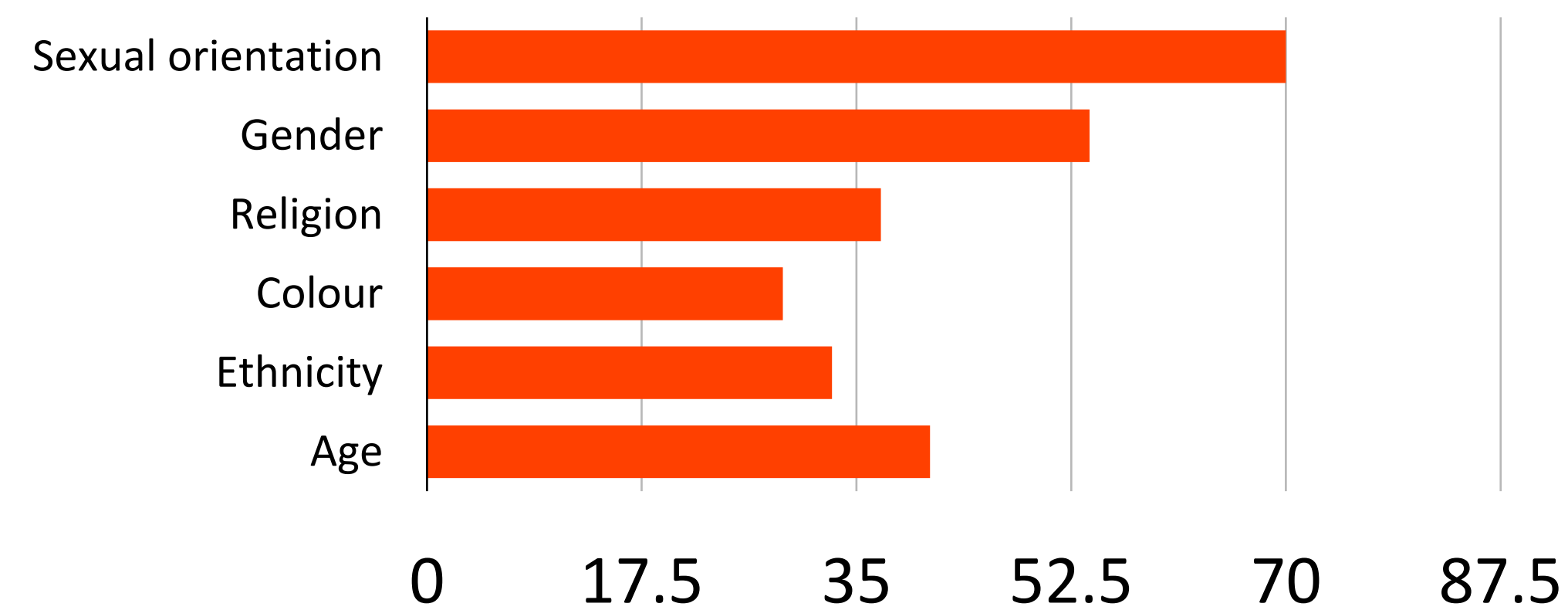
- Mental health issues
- Furlough
- Reduced working hours





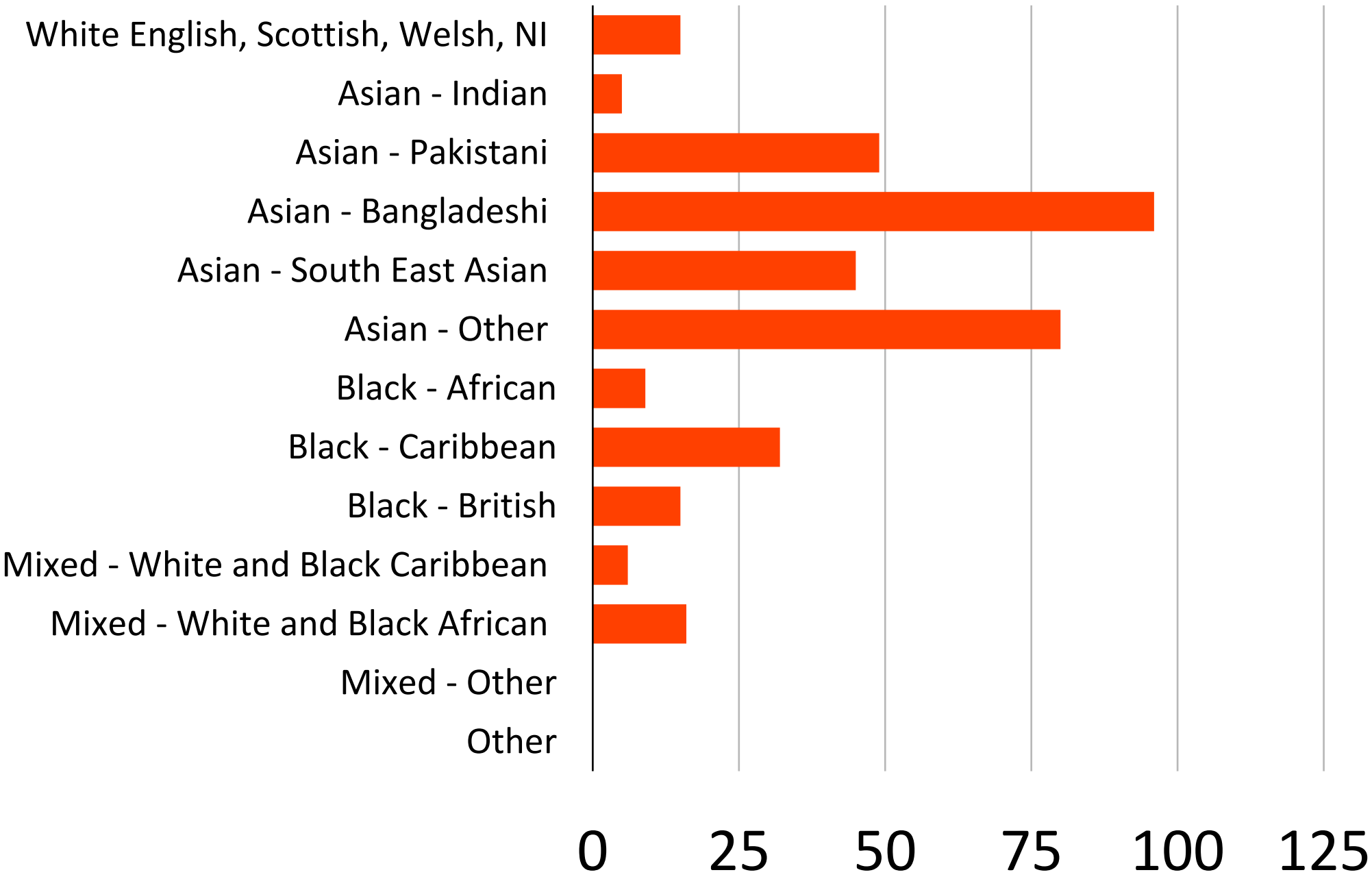
# YOUNG PEOPLE WHO ARE DEALING WITH DISCRIMINATION ARE EVEN MORE AFFECTED BY COVID19

Young people who have experienced discrimination due to gender or sexual orientation are more likely to experience mental health issues due to COVID19





Young people who identify as Black Caribbean are more likely to have been put on furlough and young people who are Black Caribbean or Asian Pakistani are more likely to have had their working hours reduced due to COVID19



WITH LESS OPPORTUNITY THE IMPACT OF DISCRIMINATION WILL BE WORSE.

With a reduction in job opportunities it is likely that the impact on those that face discrimination will be even worse than before COVID19 as they will be competing for opportunities with people who are not facing this added challenge.





# WHAT YOUNG PEOPLE WANT

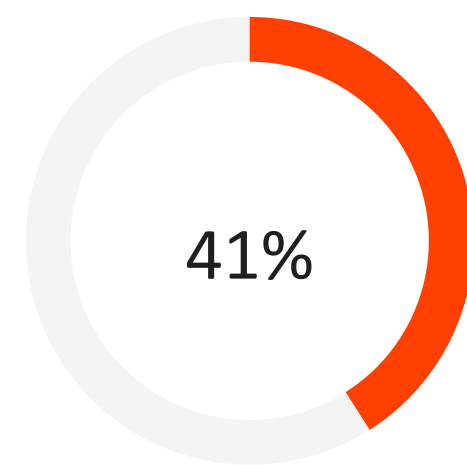
- Not confident working from home
- Education and training opportunities
- Individuality & diversity
- A job that is fulfilling

*"So just give us the tools to be able to explore individuality a little bit more and support our own methods of success. Don't pigeon hole us into the [existing] framework."*

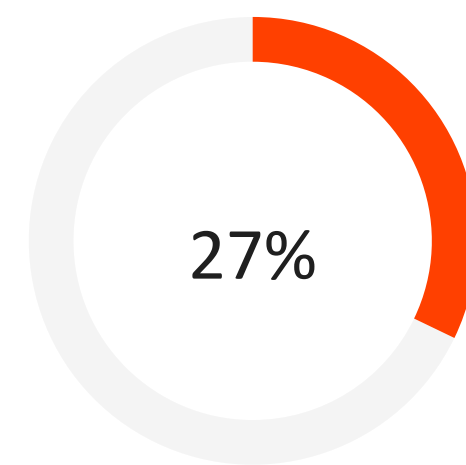




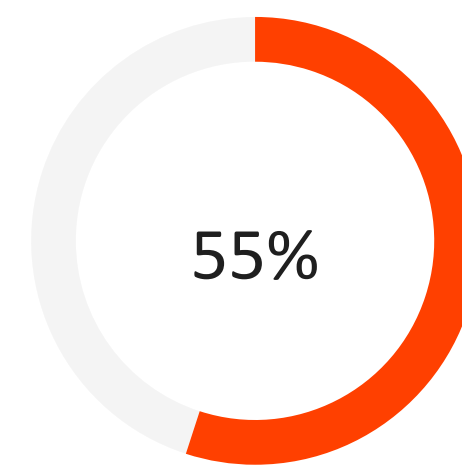
# YOUNG PEOPLE ARE NOT CONFIDENT WORKING FROM HOME



of young people in England have studied at home due to COVID19



of young people in England have worked from home due to COVID19



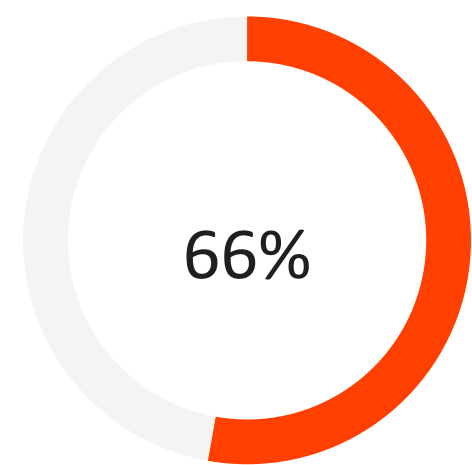
of young people in England are not confident working from home

YOUNG PEOPLE NEED PROPER SUPPORT TO ADAPT TO WORKING AND STUDYING FROM HOME.

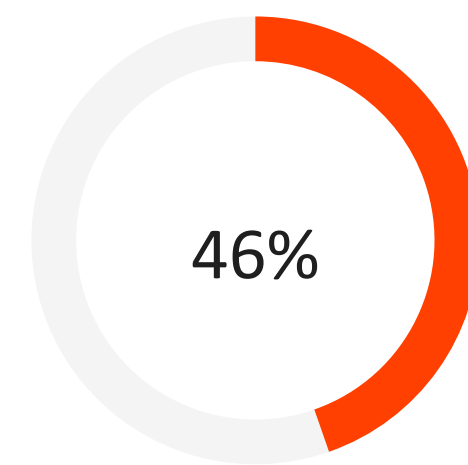
If studying and working from home is going to be a part of young people's futures then they need to be provided with the right equipment, training and support to improve their confidence and help them to adapt.



# MANY YOUNG PEOPLE WOULD CONSIDER RETURNING TO EDUCATION OR TRAINING IF THIS WAS AN OPTION



of young people in England, who are not already in full-time education or training, would consider this option if it was available



of young people in England would only consider this option if they could also receive benefits or pay while in education or training

LIMITED PLACES IN UNIVERSITIES, COLLEGES, AND TRAINING PROGRAMS CREATES A BARRIER TO YOUNG PEOPLES SUCCESS.

There are well documented benefits to staying in education or training until a recession passes it is in everyone's interest to make this a possibility and ensure that limited availability of education or training places is not a barrier to young people following their career goals.

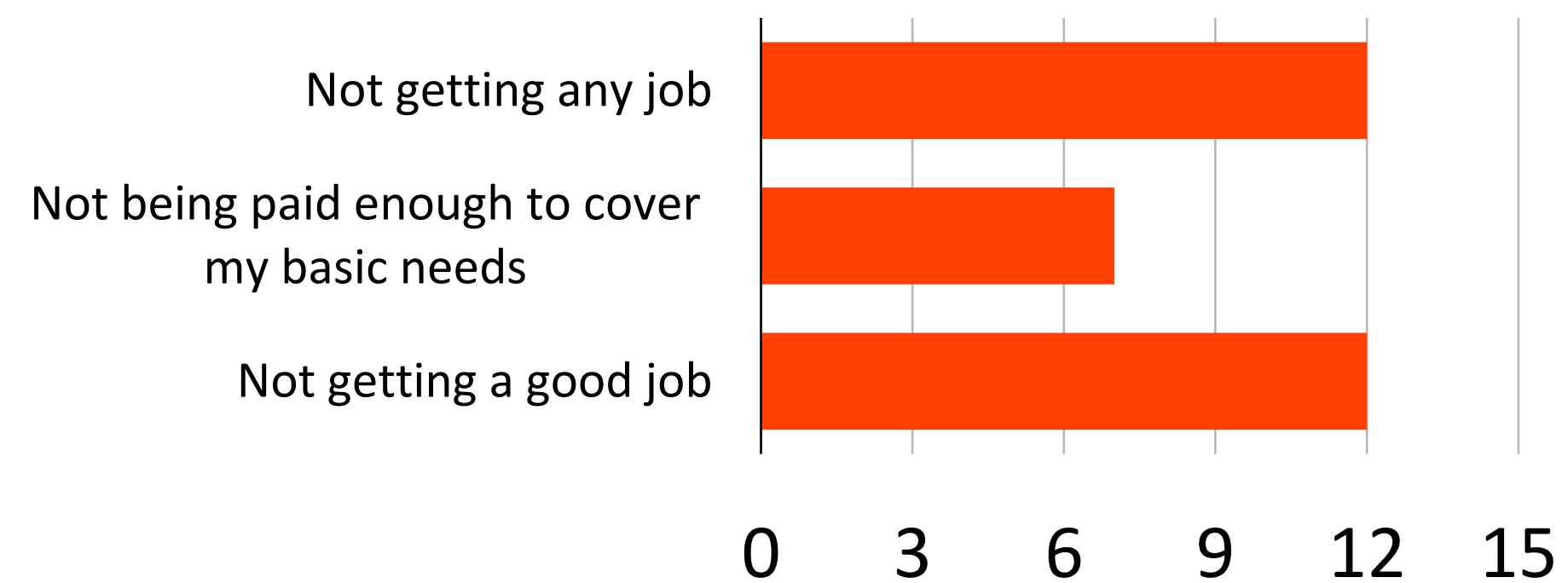


WHILE YOUNG PEOPLE ARE  
VERY CONCERNED ABOUT  
THEIR FINANCIAL SECURITY  
THEY ALSO WANT TO FIND  
WORK THAT IS FULFILLING

YOUNG PEOPLE  
WANT MORE FOR  
THEIR FUTURE  
AND THIS MAY  
MEAN CREATING  
NEW SYSTEMS TO  
ACHIEVE THIS.

In order to make these goals a  
reality we will need to look at  
introducing new systems and  
support to help this generation of  
young people achieve their goals.

Top 3 concerns for the future



Top 3 important things when looking for a job



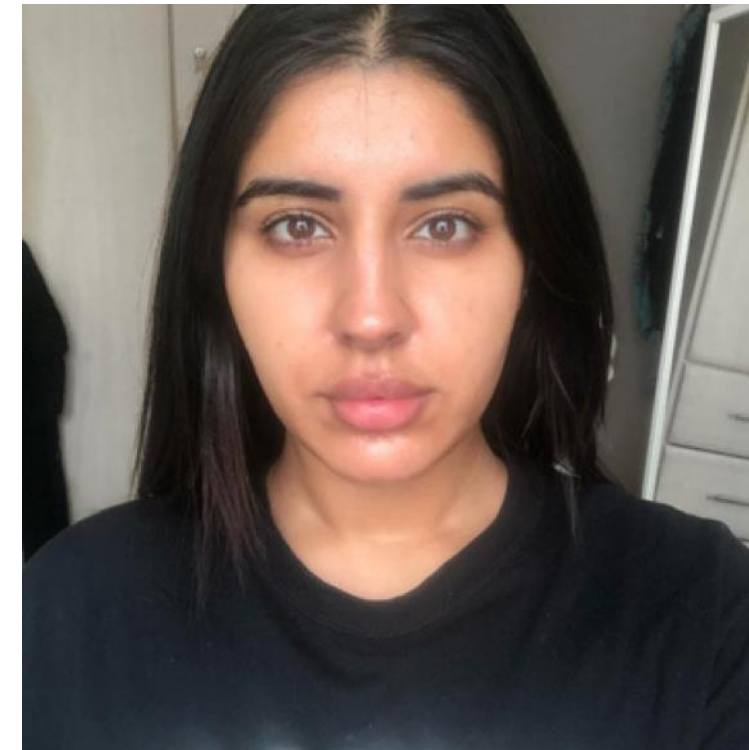


# Recommendations.

1. Increased and accessible work experience opportunities, especially in remote areas/specific regions of England where these are even more limited
2. Life skills training, including personal finance management, for all young people
3. Provide young people (& career advisors) with more information about alternative career paths rather than academic routes only
4. Create links between industry and schools so young people can get access to mentors in their field of choice
5. More training opportunities, including internships, apprenticeships and traineeships, with more appropriate payment
6. Develop an information hub that shares information with young people about all the opportunities available to them (not just academic opportunities)
7. Tailored support or advice to overcome the diverse challenges faced by young people
8. Further research into the effects of COVID19 on young people hardest hit
9. Create more meaningful investment opportunities for young people who want to become entrepreneurs
10. Increased training and university opportunities so this is not a barrier to success
11. Provide young people with support to work/study remotely
12. Mental health evaluation and support from a young age & better mental health support in the workplace



# The Team





Q & A





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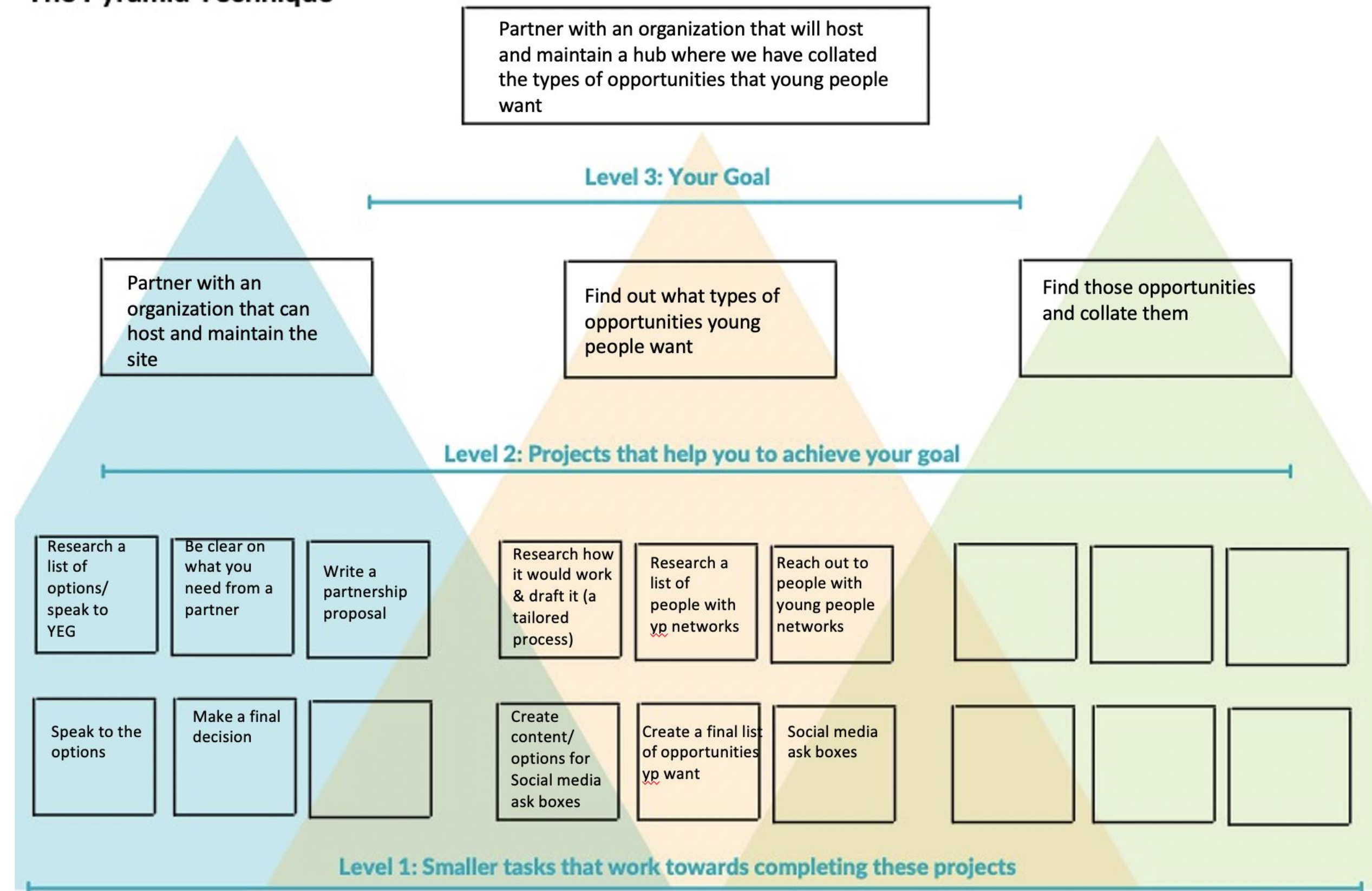
Youth Employment 2030 – The Campaign  
**MAKING CHANGE HAPPEN**



# MAKING CHANGE HAPPEN

**Recommendation 6:** Develop an information hub that shares information with young people about all the opportunities available to them (not just academic opportunities)

## The Pyramid Technique

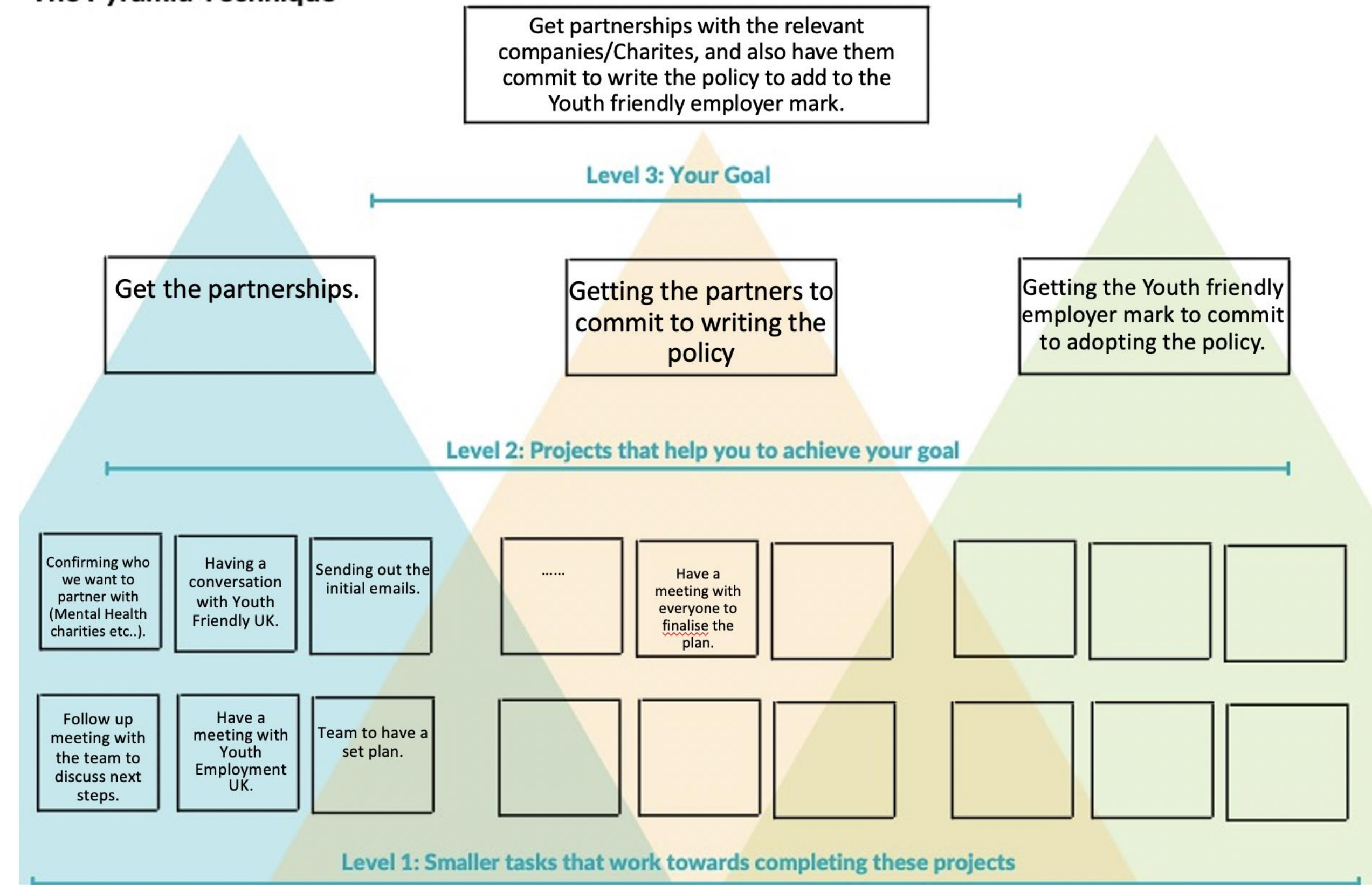




# MAKING CHANGE HAPPEN

**Recommendation 12:** Mental health evaluation and support from a young age & better mental health support in the workplace

## The Pyramid Technique





# WORKING WITH PARTNER ORGANISATIONS





Q & A



# LET'S TALK ABOUT...

- Co-production
- The recommendations – for young people by young people
- The future



# CO-PRODUCTION



- Why should we co-produce research and campaigns with young people?
- What are the challenges?
- How do we overcome these challenges?





# THE RECOMMENDATIONS

- Are they what you thought?
- Will you do anything differently now you know what young people want/need?
- What do you want to see happening next?





# THE FUTURE

- What does the future of youth employment look like?
- What will you do to support young people into employment?





# THANK YOU FOR FOLLOWING!

Find out more at  
[www.ye2030.co.uk](http://www.ye2030.co.uk)



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