

Not just any job, good jobs!

Youth voices from across the UK

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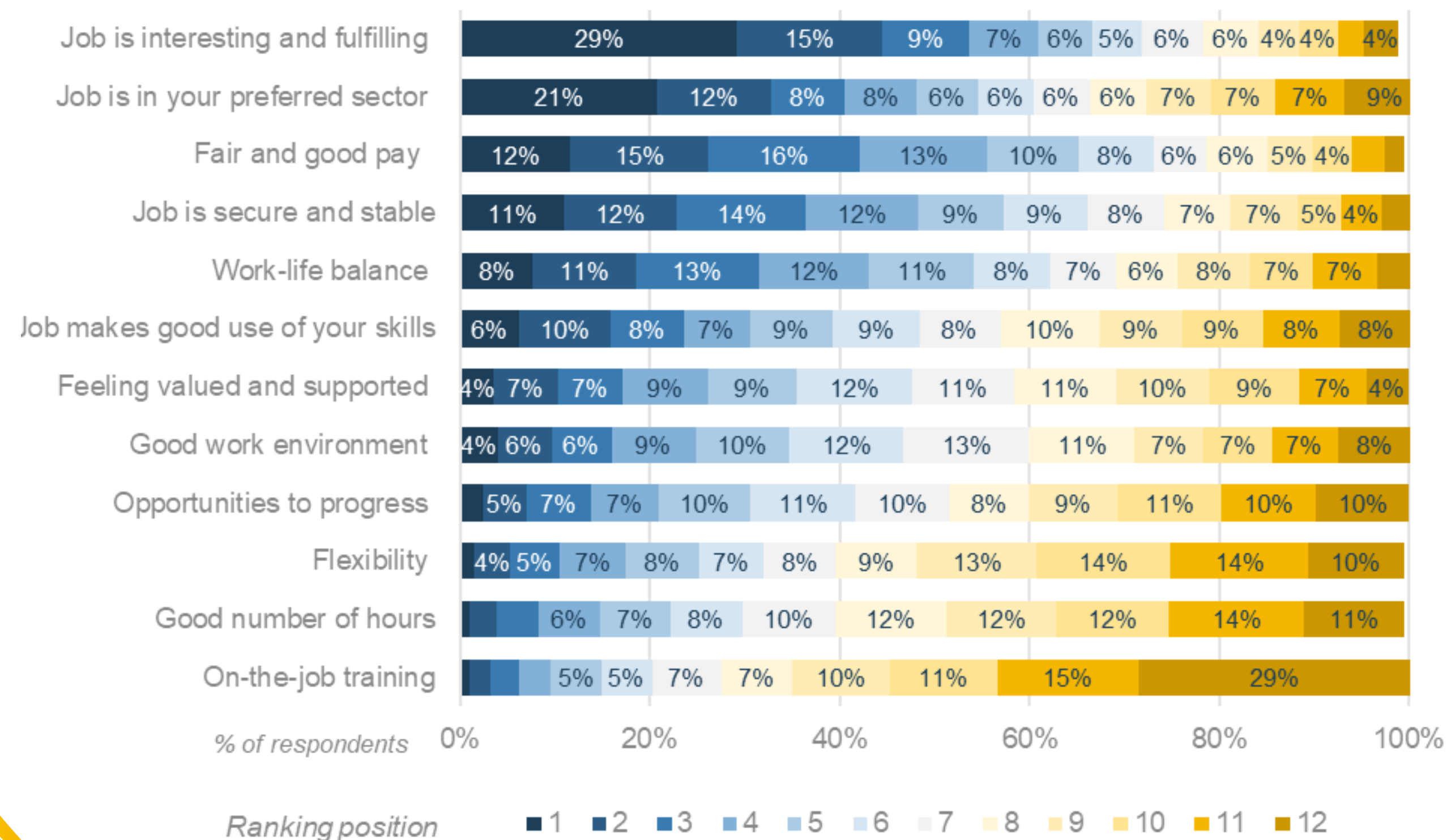
Background to the research

- Part of the Health Foundation's Young people future health inquiry
- Focused on understanding 'good quality work' from young people's perspectives – their perceptions, attitudes, aspirations, and experiences
- Mixed methods research - survey of 1,275 young people across the UK, interviews and focus groups with 70 more
- Two-wave survey in April and September 2021; interviews and focus groups July - September 2021
- Sub-group analysis published in December 2021



Young people's views of good work

When defining good quality work, young people prioritise a job which is interesting and fulfilling, is in their preferred sector, and pays fairly



But when talking about the realities of work...

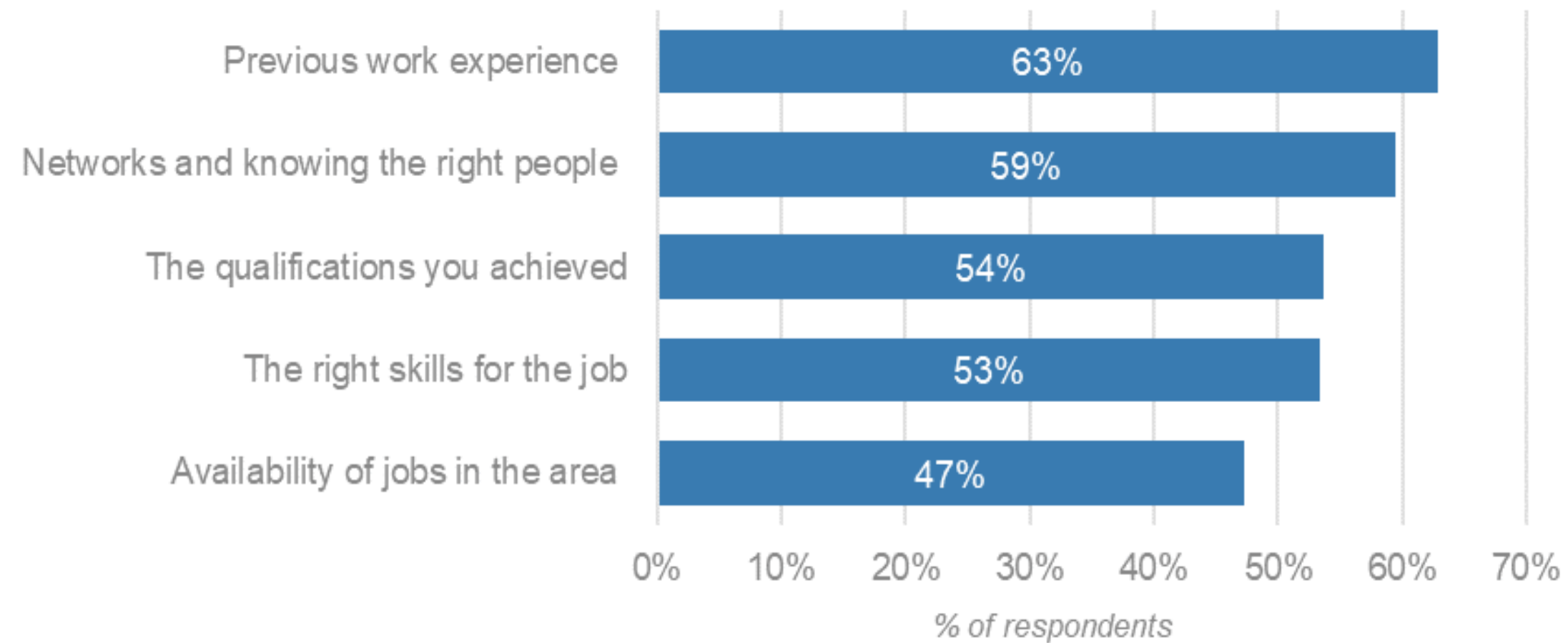
If I needed to, a job's a job. I am in a very *privileged* position where I find my work meaningful and aligned with my values

I was in a desperate position where I really needed work. I went into that job with mindset that I just need to take it regardless of the quality

The jobs available to us are not great, not rewarding. But the type of work we tend to do, you don't do it to feel rewarded, it's just a financial matter

Factors influencing access to good work

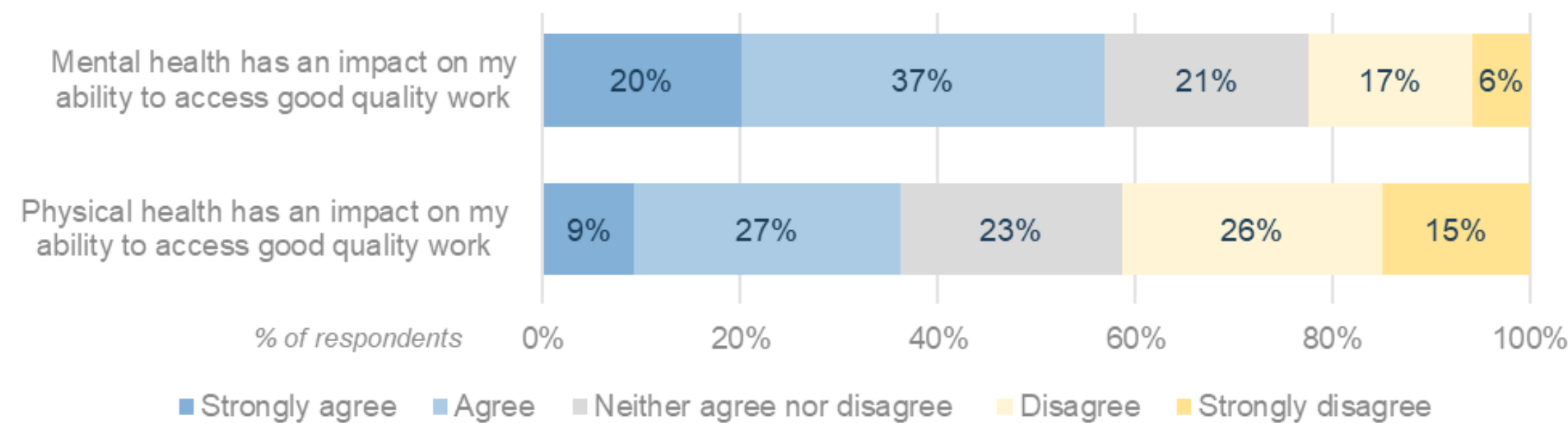
The five most important factors that influence access to good work are:



I applied to seven different places and got nowhere with it. Was only through a family friend with industry connections that I was able to do any work experience

Living in a poor rural village, the [fast food chain] is the only real option here, the nearest big town is one hour by bus. It costs money and takes lots of time

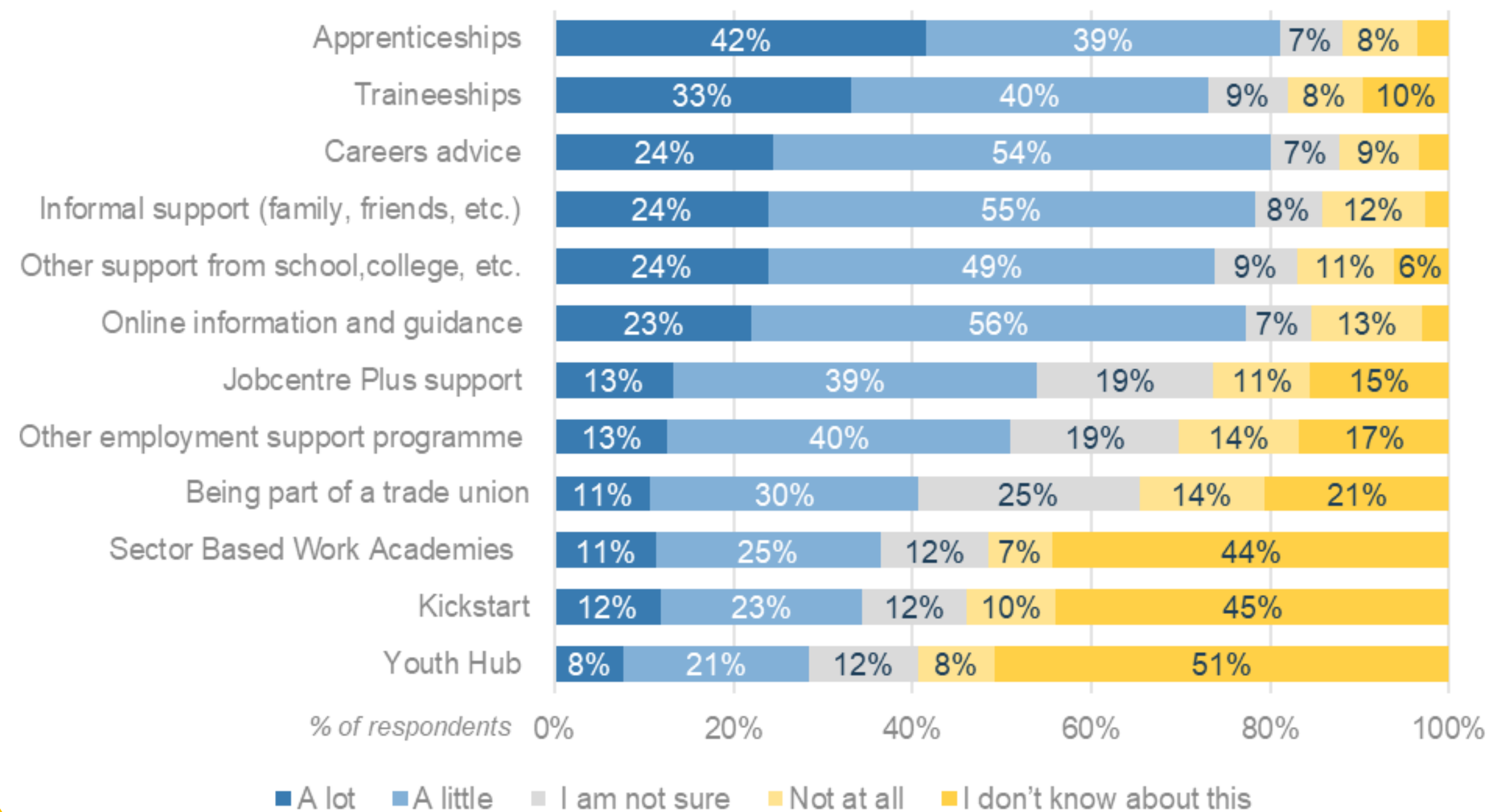
And health plays a major role...



Health conditions can be a big barrier, a lot of employers are not supportive of that. They say they don't discriminate, but they do

Young people's access to support

The support which is most useful to help access to good work is:



But the support that young people get is not always useful...

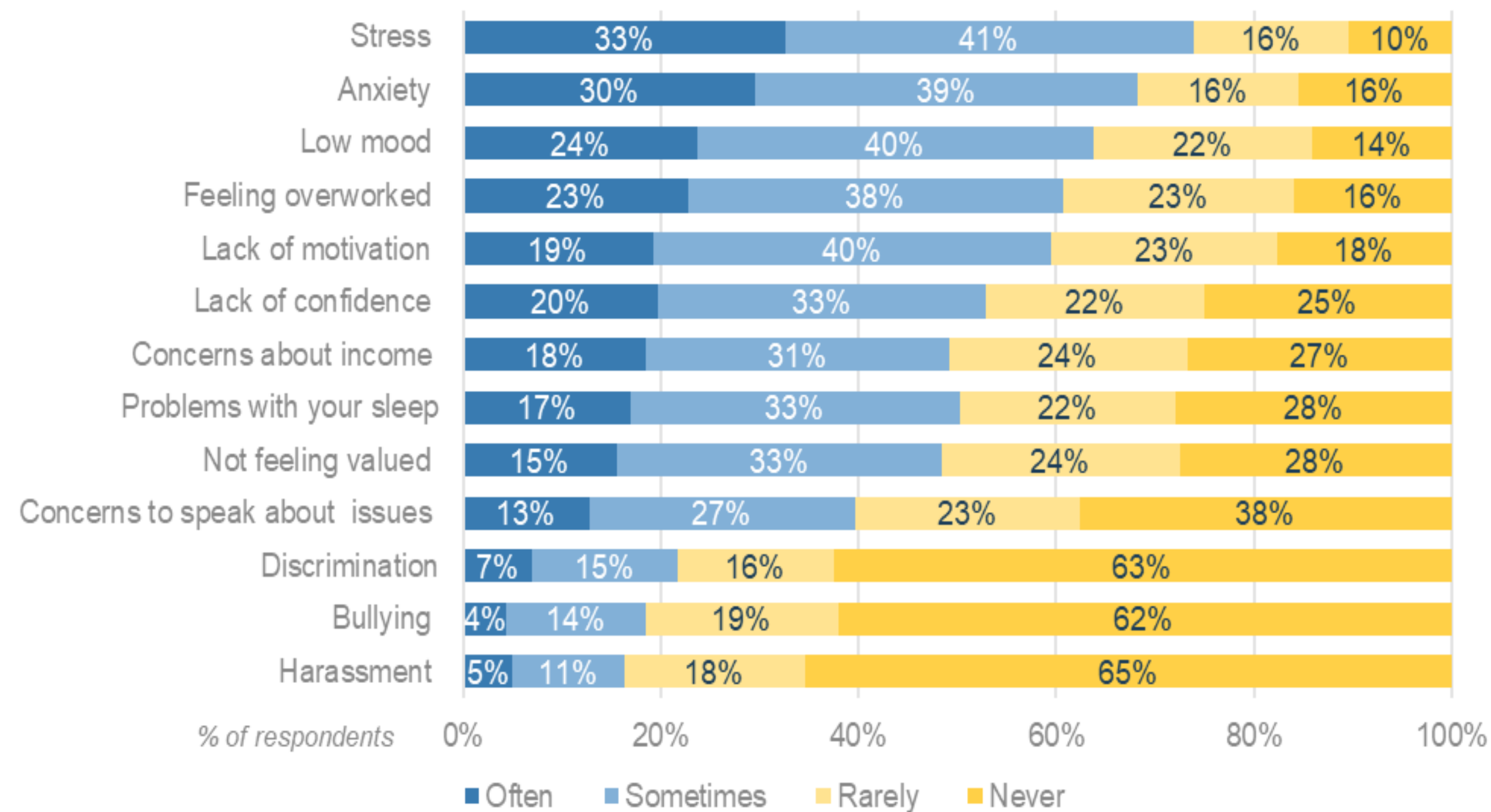
I can't remember there being a single workshop that was 'if you don't want to go to university, these are your options'. I had to do the first year of my degree and waste it before discovering apprenticeships

They would ask what I was interested in and I would say maths and they would try and push me down medicine and pharmacy instead

I haven't learnt much from careers people, much more from my own friends and family. At school it was kind of a sort yourself situation

Young people's experiences of work

Young people struggle with their health and wellbeing at work and don't know where to go for support



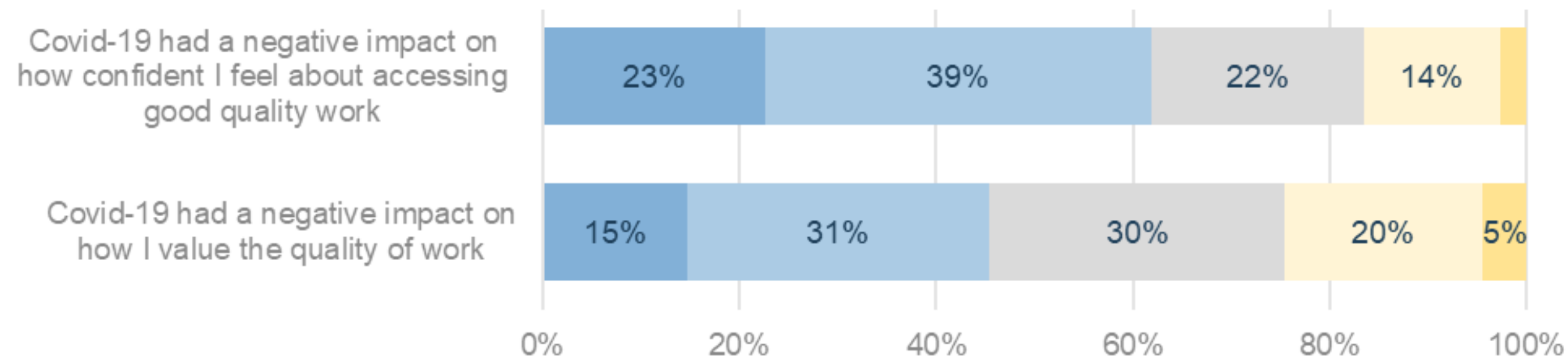
There were really heavy expectations at [fast food chain] to achieve targets which many times were unachievable. Definitely felt that I could never have a break, that was most detrimental to my mental health

Not many young people are aware of the actual procedures and places to go to if you feel like you're being taken advantage of

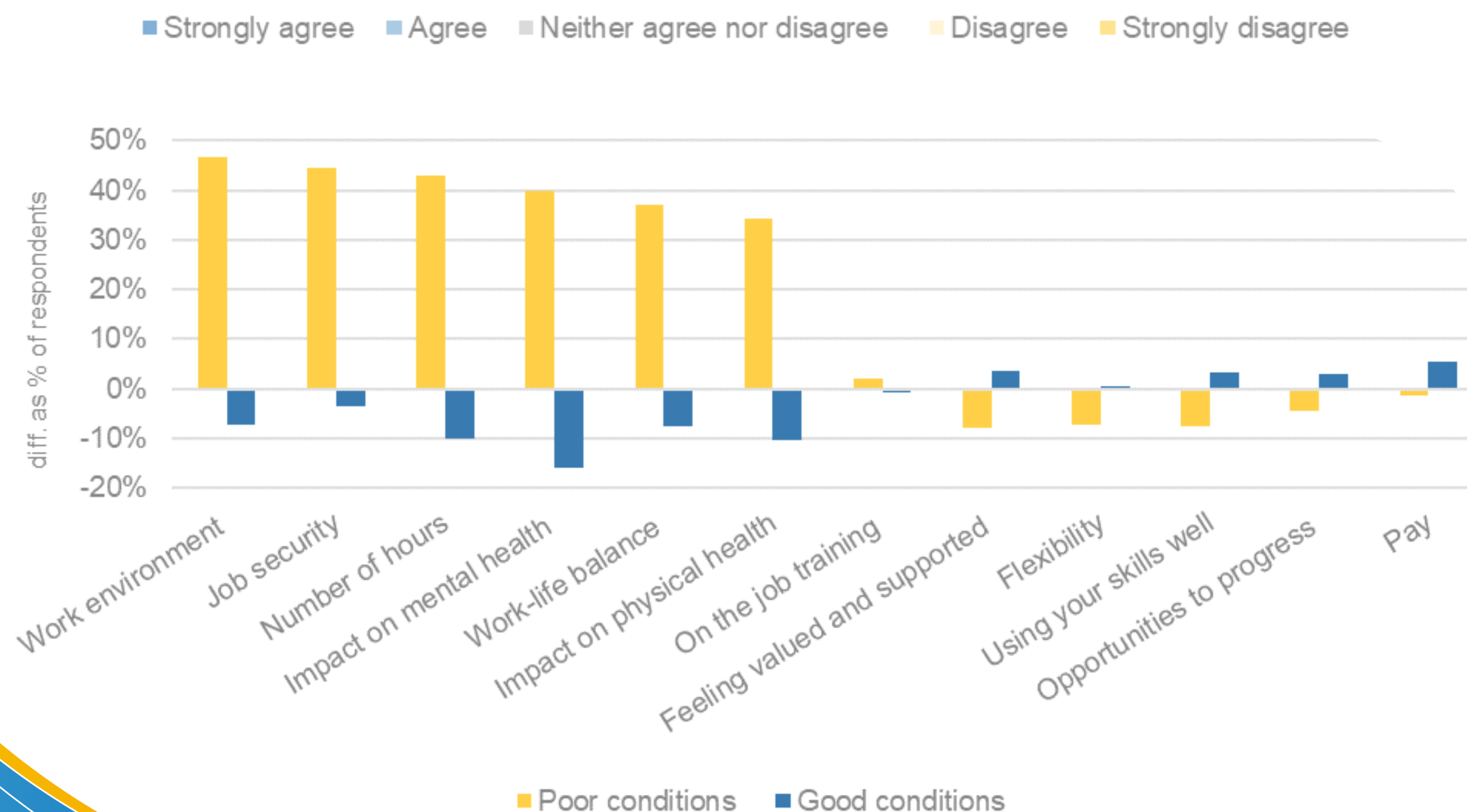
I am on a Zero Hour Contract if I reported something I'd get no shifts – when people have spoken up, they got their shifts cut. I would never say anything.

The impact of Covid-19

The pandemic had a strong impact on both attitudes towards and experiences of work



My course is normally very hands-on but due to covid I could not do any lab work. I missed out on lots of hands-on experience, that matters for getting work



[My friends] are really struggling to find work, particularly in some sectors, and panicking about it. For me I wasn't even looking at skilled work, I got lucky

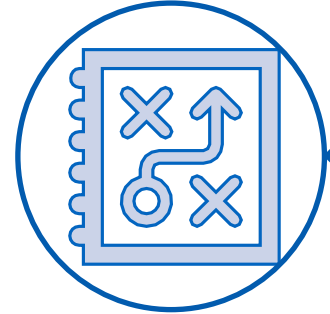
The first job after lockdown was not a good experience. Just having no job for a bit made me jump into the first thing I was offered.

Looking ahead: improving access to good work



Prioritising good quality training and work opportunities.

- Strengthening employment regulation, investing in good quality jobs (including through levelling up and net zero transition plans), supporting a culture shift among employers and making 'best practice' central to partnership approaches.



Rethinking journeys from education to work.

- Improving the quality of careers guidance and support, investing in enhanced forms of support, extending eligibility for the DWP Youth Offer, repurposing and promoting national careers service offers and building systematic education-business engagement.



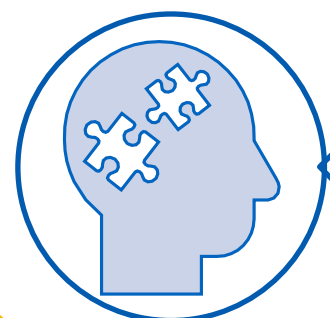
Increasing support for the 16-18 age group.

- Developing an enhanced 16-18 support offer, improving access to vocational routes and increasing young people's awareness of their rights and responsibilities.



Scaling-up investment in place-based approaches.

- Supporting local businesses to employ young people, supporting young people to enter local businesses and investing in local transport and digital infrastructure.



Improving mental health support and literacy.

- Supporting young people to build confidence and resilience, supporting employers to develop mental health literacy, developing robust support pathways and normalising mental health.



The background is a vibrant red. On the left side, a large white arrow points horizontally towards the right. The arrow is composed of many thin, parallel white lines that create a sense of motion and depth. The text is positioned to the right of the arrow, centered vertically.

THE FUTURE OF WORK FOR YOUNG PEOPLE

The Prince's Trust



Prince's Trust



The Role of The Prince's Trust

- Support **11- to- 30-year-olds** who are unemployed, struggling at school and at risk of exclusion
- Helped **over a million** young people to date, with **three quarters** moving into positive outcomes at least
- Work with employers across many different sectors, all over the UK
- Deliver programmes focused on education, employability, enterprise, and personal development
 - **Enterprise**
 - **Achieve**
 - **Get into/ Get started/ Employability Online**
 - **Team/Explore/Development Awards**
- Deliver two core qualifications up to Level 2
 - **Personal Development and Employability**
 - **Employment, Teamwork and Community Skills**



Prince's Trust

Prince's Trust Censuswide Research- The path ahead for young people

- Pandemic has caused **“crisis of confidence”** among young people about their skills for work
- Over half of young people agree they've “lost confidence in themselves” as a result of the pandemic, rising to 60 per cent among those from lower income backgrounds
- Less than a quarter of young people (22%) say they feel confident in their future career
- However, 45 per cent agree that the **time to retrain and gain new skills** has made them feel optimistic about their future



Prince's Trust

Prince's Trust Group: Future of Work

- **6,073 young people** (16-35) surveyed across Canada, Ghana, India, Pakistan, UK and USA
- **10 focus groups** with young people (16-30) across India, Jordan, Kenya, UK, USA
- Young people want to develop **life skills** that will prepare them for world of work
- Shift in attitudes towards **entrepreneurship**
- Young people want to work in emerging green (74%) and digital (71%) industries
- Income remains the central purpose of work but 84% would consider the **ethics** of a company or sector in considering a job.

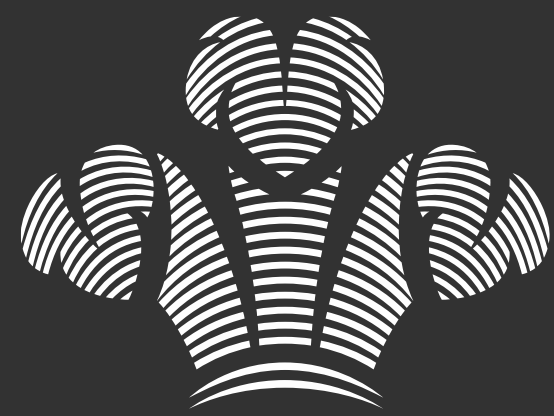




‘FACING THE FUTURE’

**PRINCE’S TRUST RESEARCH WITH...
THE LEARNING & WORK INSTITUTE
AND HSBC**

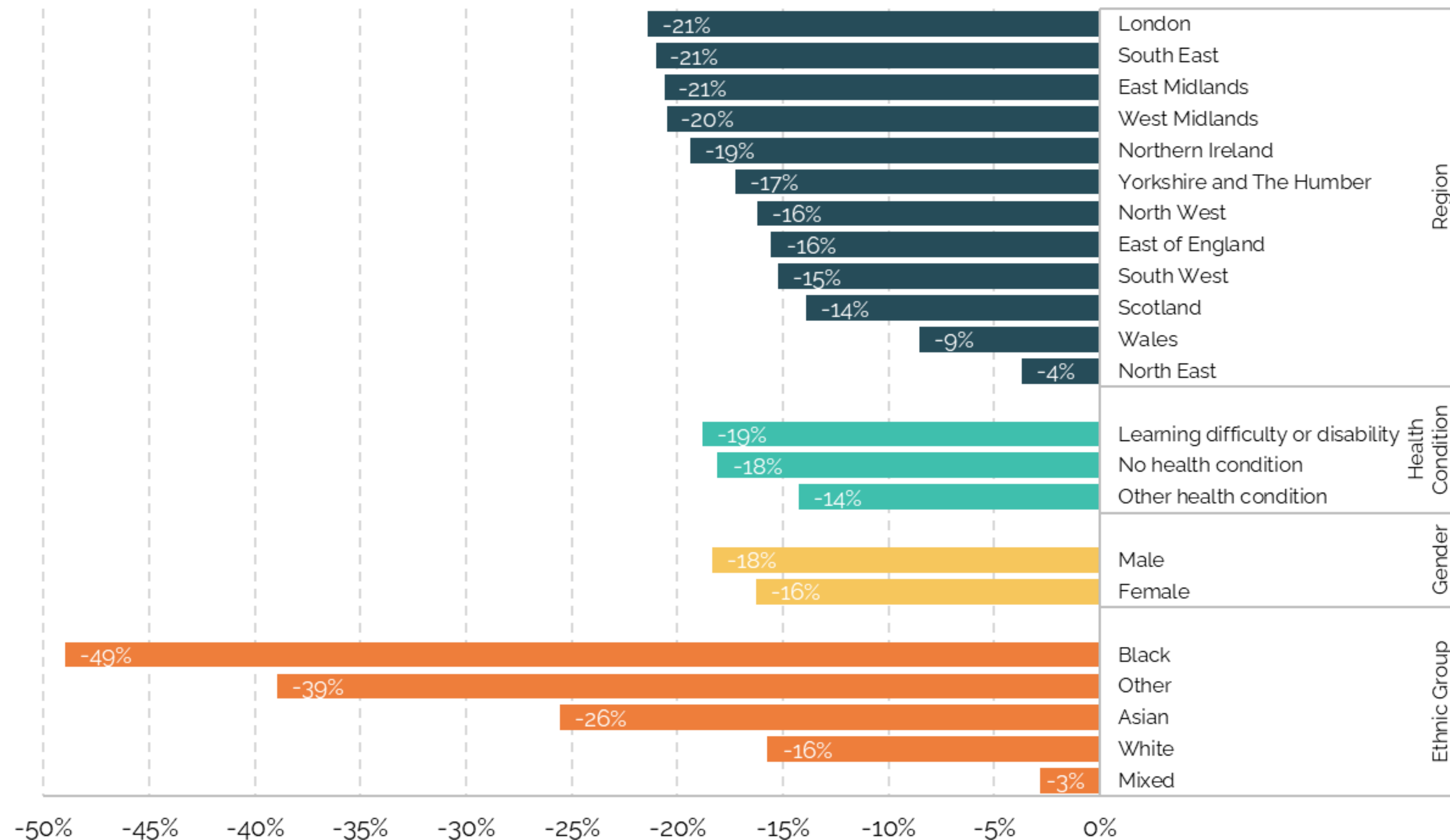
**1. Young people
have not been hit
equally by the
pandemic**



Prince's Trust

Is there a disparity in reduced worked hours between groups of young people?

Figure 9: Percentage change in hours worked, by various demographic characteristics



Source: Labour Force Survey (2019-2020)

**2. Many of the jobs
that young people
tend to do are set to
disappear**

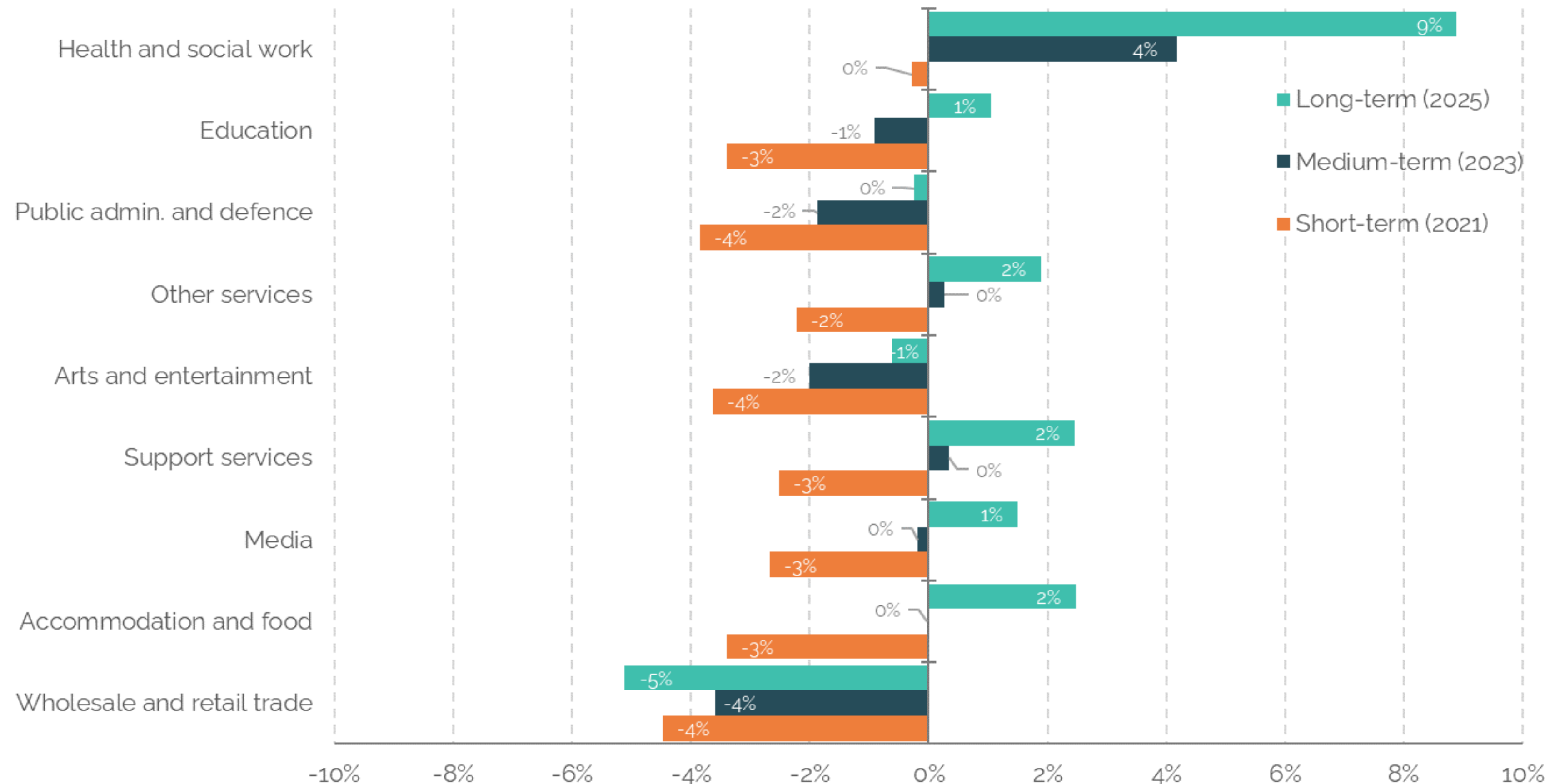


Prince's Trust



How will demand for employment change in the future?

Figure 17: Short, medium, and long-term change in demand (all employees), by sector



Source: L&W analysis of Working Futures (2017) and OBR forecast (2020) data

Notes: Sectors where young people are substantially under-represented have been excluded from figure 17. Short term is defined as the percentage change from 2019-2021; medium term is defined as the percentage change from 2019-2023; long term is defined as the percentage change from 2019-2025

**3. Higher
qualifications
will become
even more
important**

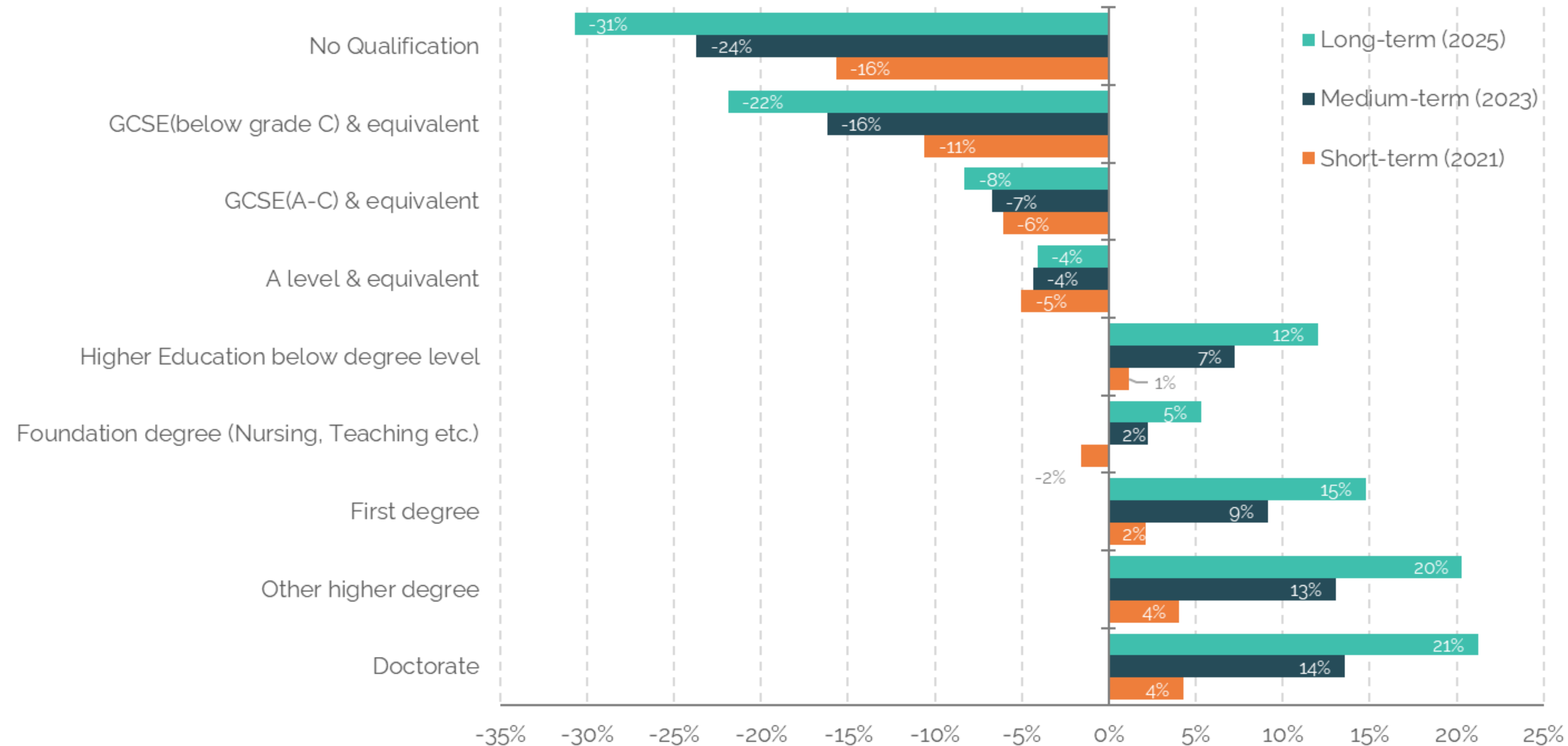


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How will demand for employment change in the future?

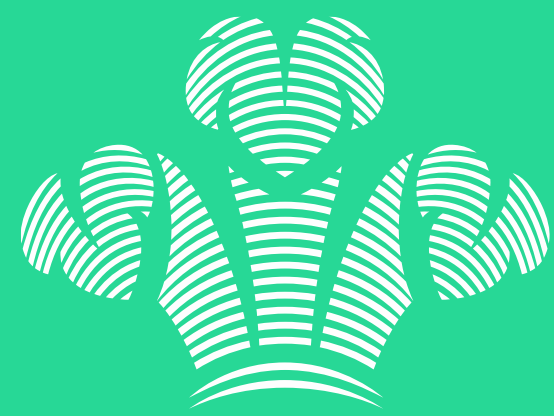
Figure 19: Short, medium, and long-term change in demand (all employees), by highest qualification



Source: L&W analysis of Working Futures (2017) and OBR forecast (2020) data

Notes: Short term is defined as the percentage change from 2019-2021; medium term is defined as the percentage change from 2019-2023; long term is defined as the percentage change from 2019-2025

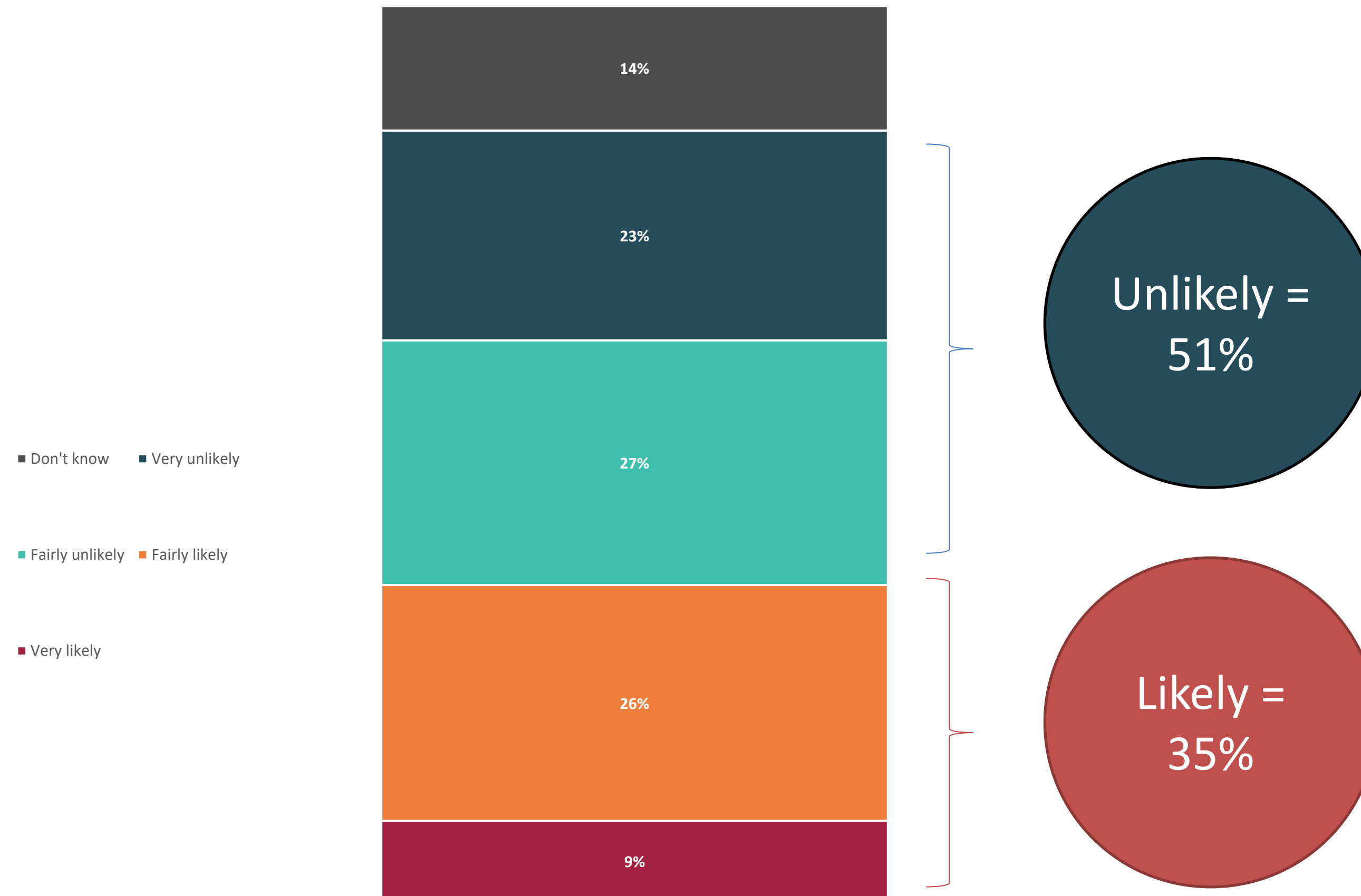
4. Net Zero *could*
create jobs for
young people,
but...



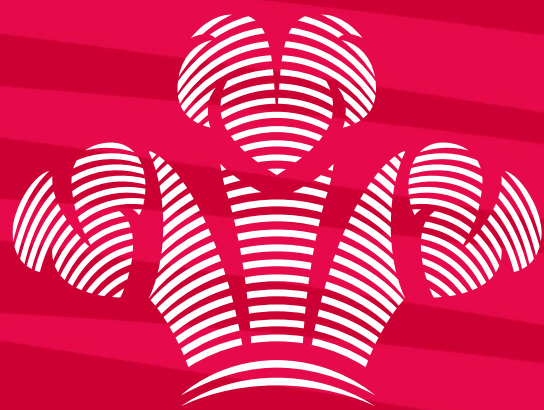
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Likelihood of Net Zero commitment to create jobs for young people



“Q8. How likely or unlikely do you think it is that this transition [to Net Zero by 2050] will create new employment opportunities for young people (i.e. 16-24 year olds) in your sector?” All responses. Unweighted sample base: 1280.



YOUTH VOICE CENSUS 2021



#YouthVoiceCensus

Key Findings

1

Growing Mental Health Concerns

2

Catching Up

3

Accessing Quality Work

4

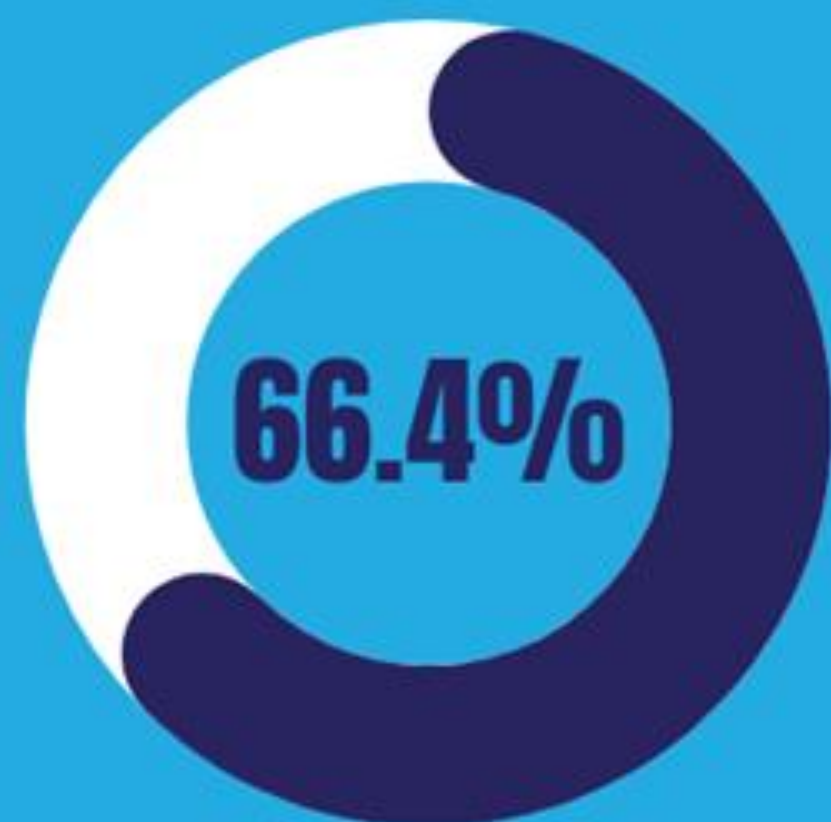
No Space For Young People



#YouthVoiceCensus

Growing Mental Health Concerns

Impact of COVID 19 : In Education



of those in education said learning was disrupted 'A Lot' or 'A Great Deal'



rated how their education provider handled coronavirus as 'Good' or 'Very Good'.

Growing Mental Health Concerns

Impact of COVID 19 : Looking for Work



#YouthVoiceCensus

26.8% had lost a job due to coronavirus

56.2% stated that coronavirus had impacted their mental health 'A Lot' or 'A Great Deal'

42.1% said their motivation to apply for jobs had been impacted 'A Lot' or 'A Great Deal'

Growing Mental Health Concerns

Impact of COVID 19 : In Work



29% 'Agree' or 'Strongly Agree' that they struggle with their wellbeing at work.



45.5% stated that their work had been disrupted 'A Lot' or 'A Great Deal'

64.7% rated how their employer had handled COVID-19 as 'Good' or 'Very Good'

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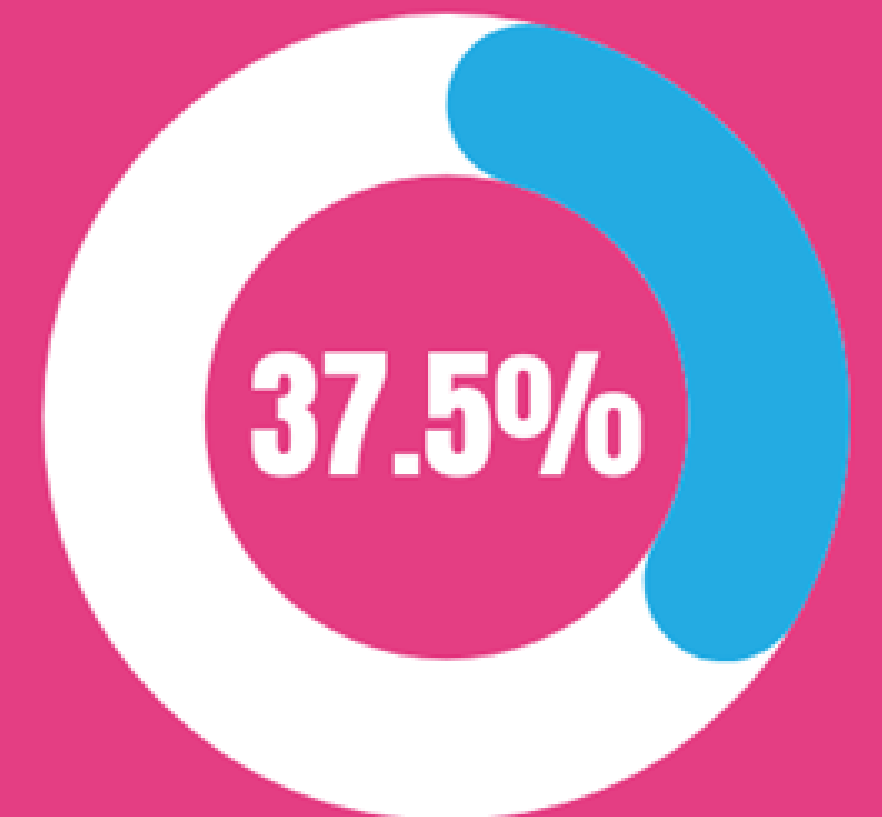
#YouthVoiceCensus

Careers Education : In School



42.7% of young people in secondary school had access to a careers advisor

37.5% of young people in secondary school had access to work experience

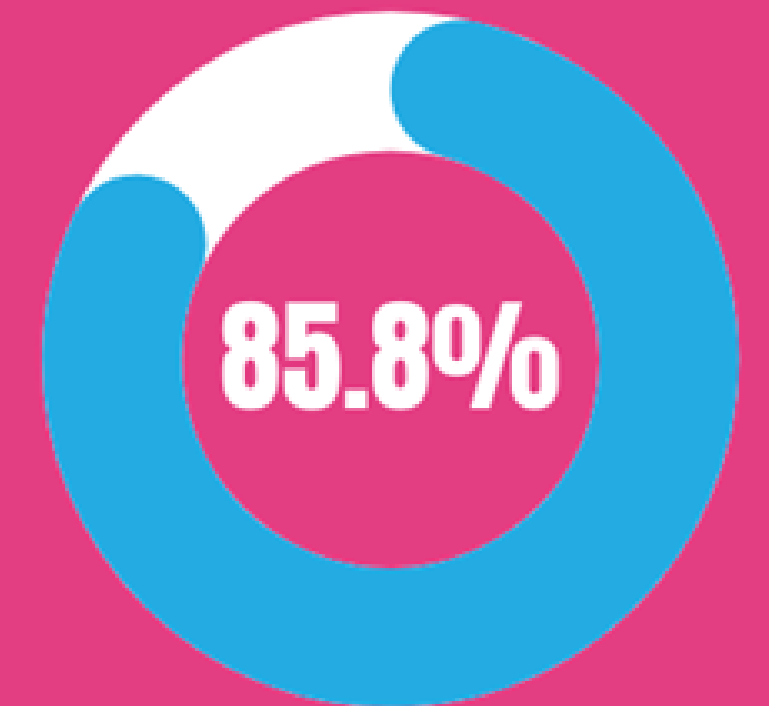


Choices : In School



Traineeships and T levels were never discussed with 65.6% & 72.7% of young people

85.8% of those in secondary school had apprenticeships discussed with them



6.6% of young people are 'likely' or 'very likely' to apply for a T Level

28.6% of young people are 'likely' or 'very likely' to apply for an apprenticeship

In University



Half of University Students have accessed any careers support



43.5% of those in university had had their work experience plans impacted by coronavirus.

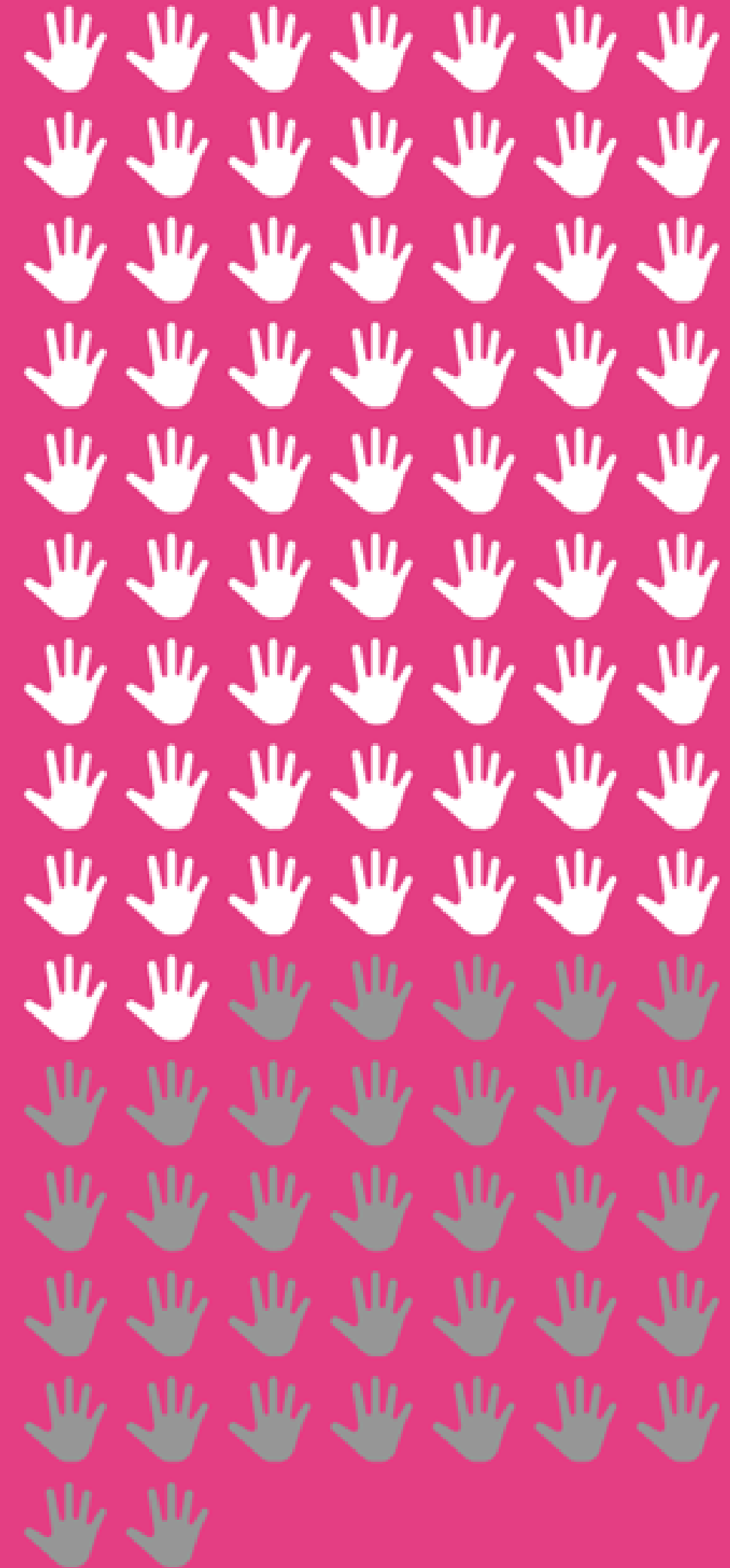
4.4% thought value for money of their experience was 'Good'

Volunteering, Social action & Extra Curricular



65% of young people thought it was 'Important' or 'Very Important' to take part

There were disparities in what could be accessed by those with additional needs and those eligible for free school meals



#YouthVoiceCensus

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#YouthVoiceCensus

Accessing Quality Work: Preparing for work



33% of those in school think they understand the skills employers are looking for

Young people are least confident that they have the knowledge to prepare for and attend an assessment centre, 29.3% 'Agree' or 'Strongly Agree'.

30.7% of young people were not confident that they had a good personal network

Accessing Quality Work: Finding work



9.9% of young people are confident they will be able to find quality work where they live

54.1% of those aged 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

Accessing Quality Work: In Work



65.6% of young people would rate their employer as Youth Friendly

79.9% 'Agree' or 'Strongly Agree' that they are building useful skills in their job

25.7% rated their opportunities for promotion as 'Poor' or 'Very Poor'.

Key Findings

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No Space For Young People



#YouthVoiceCensus

No Space For Young People



81.9% of young people do not think there are enough opportunities to share their views on important issues in their area



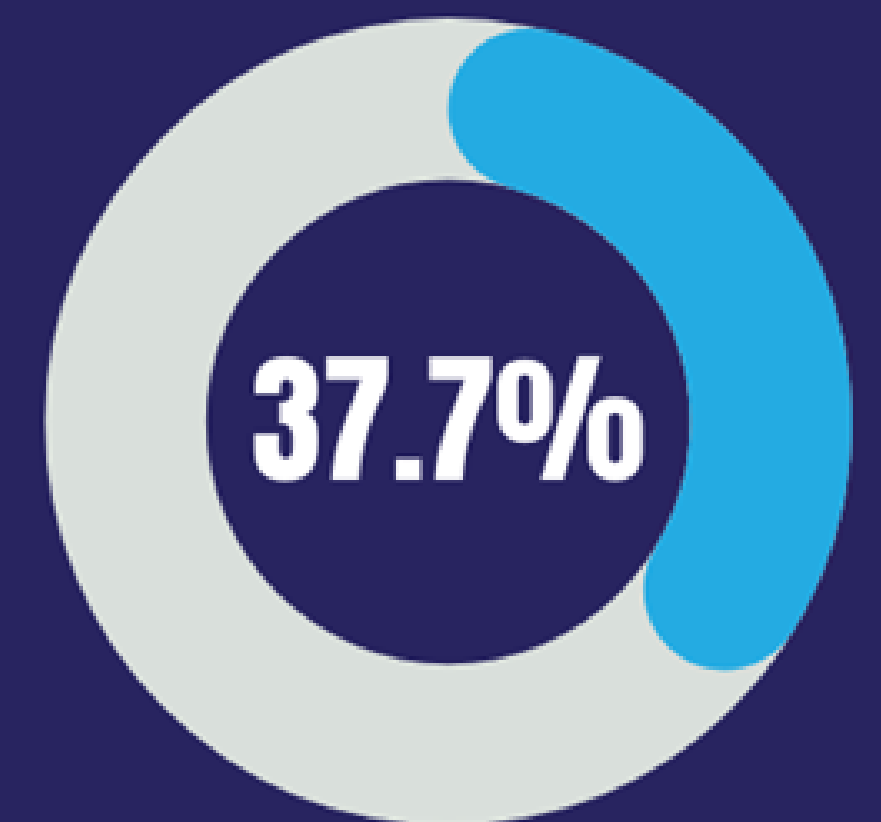
#YouthVoiceCensus

No Space For Young People



Young people do not think services are designed for them:

37.7% of young people who were NEET (or had been) had engaged with Jobcentre services



37.1% of those not engaging in JobCentre services thought that they were not applicable to them

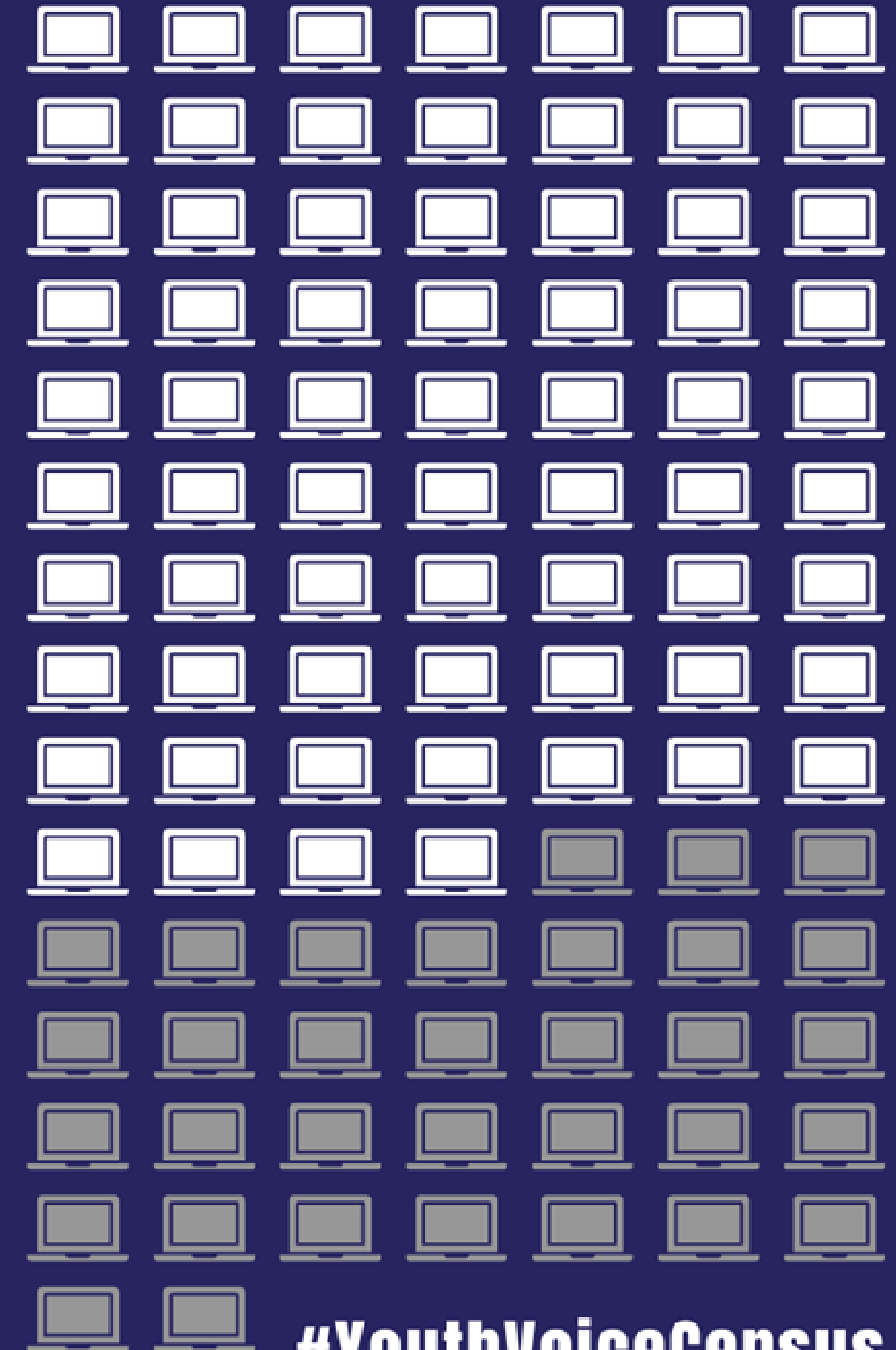
#YouthVoiceCensus

No Space For Young People



27.3% of young people do not have a quiet place to do their school work

67% share their device with more than one other person.



#YouthVoiceCensus

YOUTH EMPLOYMENT UK



Alesha Patel

Youth engagement and ambassador coordinator

Young people told us

1. Young people have no sense of their rights and responsibilities and find it difficult to know who to report to for particular issues
2. Young people do not always recognise what skills they are gaining and developing
3. Opportunities are not equal based on location
4. Mental health has taken a huge hit during the pandemic
5. Young people are struggling to find disability-confident employers
6. Young people do not know where to start looking for information, support and guidance

What young people want from employers:

- An open and safe spaces for constructive criticism
- Link between employer expectations and what young people have actually been exposed to
- Utilise virtual working and spread opportunities more fairly throughout the country
- One central information hub that young people can go to for support and guidance around careers, education, advice and more
- Good Youth Employment Charter

Contact us

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Visit the website :

<https://www.youthemployment.org.uk/>

