

Inspiring young unemployed people

Some examples of successful programmes

Finding your first job after leaving education can be a very difficult and stressful process, and around **1 in 10 young people** aged 16 to 24 in the UK are currently not in full-time education, employment or training (NEETs). Even if a young person has received good careers education at school, securing your first job is **still too dependent on chance**, who you know and what opportunities you hear about at the right time.

An accessible opportunity for a young unemployed person to get their foot on the ladder towards their first job can be a **life-changing experience** and can be the deciding factor that determines whether they will be able to go on to flourish in their career rather than become trapped in a cycle of underemployment.

How your business can benefit

In return for supporting young unemployed people, your business will benefit by gaining another stage in your talent pipeline which equips young people with exactly the sort of skills and experience that will make them **perfect candidates for your entry level roles**. This will also help to create **positive associations** with your brand and establish strong links with your local communities.

Examples of successful programmes

Here are examples of some excellent ways that employers are already supporting young unemployed people, and some of the successful local and national initiatives that your business can get involved with:

Innovative schemes designed by individual employers

Inspiring young people through sport

Jaguar Land Rover and **Manpower** support hundreds of unemployed young people nationally into employment each year through their programmes including Premiership Rugby's HITZ programme. Through a structured programme of rugby, life skills training and mentoring, HITZ acts as an entry point aims to help young people address barriers of disillusionment, conflict and frustration and provide support round financial literacy and career direction.

[Visit the HITZ website](#)

Backed by  City & Guilds Group

Secret Kitchen pop ups

Employers including **Compass** have collaborated with the charity 2nd Chance to run Secret Kitchen pop up restaurants to give young unemployed people the opportunity to gain catering and customer service skills, and participate in a fun work placement taster.

The pop ups provide participants with several weeks of training from top industry professionals and culminate in a large celebratory event which give participants the opportunity to showcase their new skills and cater for real customers. Previous locations have included the Oval Cricket Ground.

[Read more about Secret Kitchen](#)

LifeSkills

LifeSkills, created by **Barclays**, aims to equip young people with the key skills needed in the workplace – since 2013 more than 1.8 million young people have participated in the programme. LifeSkills brings together educators, businesses, young people and parents to achieve this, as increasingly young people need to leave education not only with appropriate academic results but with the skills that businesses need now and in the future. It provides educators with more than 55 hours of free curriculum linked employability resources, as well as dozens of interactive tools for young people to learn in their own time or in conjunction with their parents.

LifeSkills supports businesses to offer work experience opportunities, traineeships and apprenticeships.

[Visit the LifeSkills website to find out more about the programme and how businesses can get involved.](#)

National schemes

Sector Based Work Academies

Sector Based Work Academies are structured work placement and employability programmes run and fully funded by Jobcentre Plus in collaboration with employers. The programmes last up to 6 weeks and consist of 3 elements: A sector-based work academy can last up to 6 weeks and has 3 main components: pre-employment training focusing on employability skills, a work experience placement and a guaranteed job interview.

Participants include **Premier Inn**, who as part of their recruitment programme align their Sector Based Work Academies with the opening of their new hotels in order to maintain a strong talent pipeline.

[Read the Government's guidance on Sector Based Work Academies](#)

Traineeships

Traineeships are run by the National Apprenticeship Service and are designed to help young people who have just left school gain the basic employment skills they need to prepare them to start an Apprenticeship. Like Sector Based Work Academies, Traineeships offer support around employability skills and enable participants to gain up to six months' work experience.

Traineeships are a great way to help you to build up your talent pipeline and create a pool of apprenticeship candidates with exactly the skills and experience you need them to have. To find out more, read our Guide to Traineeships.

Movement to Work

Movement to Work is a voluntary collaboration of UK employers committed to tackling youth unemployment through provision of high quality vocational training and work experience opportunities for young people.

Participants include **Marks & Spencer**, one of the founding organisations, who run a work placement programme to enable young people to gain exposure to the company and gain a wide range of customer service skills.

[Visit the Movement to Work website](#)

Support and initiatives from Business in the Community

Ready for Work

Ready for Work is Business in the Community's national programme to support some of the most disadvantaged people to enter employment, with businesses involved every step of the way. Many of the programme participants are young people who are at risk of facing long term unemployment and increasingly limited life opportunities.

As well as homelessness – either a past experience or a risk for their future – the people the programme supports face a range of challenges. These can include being in care, long term unemployment, criminal convictions and a lack of qualifications, amongst others.

Ready for Work currently works with 150 businesses in 18 locations providing training, work placements and post-placement support to equip people with the skills and confidence they need to gain and sustain employment. The programme also provides opportunities for personal and professional development for employee volunteers, cost-effective recruitment and stronger links with the local community.

[Read more about Ready for Work](#)

Talent Match

Talent Match is a Big Lottery Funded programme led by Greater Manchester CVO which is delivered in 21 areas of Manchester where there are particularly high levels of young people who have been unemployed for over 12 months.

Business in the Community is the delivery partner for employee engagement and run an employers' group of 60 members. The group meets twice a month to discuss best practice for making recruitment practices as accessible as possible, especially for young people.

[Read more about Talent Match](#)