

The Good Youth Employment Symposium



#GYESymposium
23 - 27 NOV 2020



This Youth Employment UK event has been funded by
The National Lottery Community Fund

With support from
City & Guilds Group

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news.co.uk

Building skills for today and tomorrow

We help people develop the skills they need to progress into a job, on the job and onto the next job.

The City & Guilds Group is made up of City & Guilds, ILM, Kineo, The Oxford Group, Gen2 and Intertrain.

Our brands provide professional and technical skills education and corporate learning development training programmes. Together, they support more confident and work-ready school leavers, more capable and inspiring managers, more productive workforces, and, ultimately, growing economies.

As a Group, our combined products and services provide a comprehensive range of

work-relevant qualifications, assessment, training, and learning support services.

The City & Guilds Foundation is part of the City & Guilds Group, and has a specific focus on high impact social investment, recognition and advocacy programmes. Each of the programmes we run acts as a catalyst for us to make a difference to people, organisations and society through investing part of our surplus and resources into helping everyone, no matter who they are or where they come from, get opportunities to succeed.

To find out more about City&Guilds group visit our website at:
cityandguildsgroup.com



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Welcome from Youth Employment UK

Thank you for joining us for The Good Youth Employment Symposium being held online from 23-27 November 2020.

This week-long event explores the barriers to employment young people are facing and provides practical support from experts, employers and the young people facing these challenges right now.

With the number of young people not in education, employment or training expected to rise to 2 million, the UK must create 1000 opportunities per day to bring youth unemployment levels back to pre-covid rates.

It's a mammoth task. We must support organisations to understand how they can create quality opportunities for all, particularly for those who are furthest from the labour market. Throughout this week you will hear from young people, employers and sector experts as we aim to provide practical and inspirational information to help you further develop your work in this area.

We hope you will rise to our challenge and use this platform to pledge even more opportunities for young people within your communities.



Laura-Jane Rawlings
CEO, Youth Employment UK

The work of Youth Employment UK has never been more important. We will continue in our role to prepare young people on their journey to work, to support employers to be Youth Friendly and to ensure young people are represented in the ever developing policy around youth employment.

I want to take the time to thank all our speakers for sharing their stories with us and also thank the National Lottery Community Fund and our Sponsor City & Guilds for their support. Together we are committed to reaching even more organisations and will be making best practice content available online post the event. Thank you again for joining,

Laura- Jane Rawlings,
CEO, Youth Employment UK



About Youth Employment UK

Youth Employment UK is an independent, not for profit social enterprise founded in 2012 to tackle youth unemployment.

As experts on youth employment and unemployment, we are ideally placed to understand the complex landscape facing young people, employers and policy makers.

We are actively tackling youth unemployment by:

- Giving young people a voice on the youth employment issues that affect them
- Supporting young people with the skills and careers support they need to progress
- Supporting employers to develop and be recognised for their youth friendly employment practice
- Connecting young people to Youth Friendly Employers
- Providing expert insight across all youth employment policy areas



Follow the event on
Twitter 23-27 Nov:

#GYESymposium

Contact us:

Info@youthemployment.org.uk

The Good Youth Employment Symposium

Thank you for signing up to the Good Youth Employment Symposium. Enjoy a high-impact week of interactive events that will support you to understand how your organisation can better support, engage and employ young people who are furthest from the labour market.

The outcomes of symposium sessions will be to:

- Give an overview of the landscape and policy context
- Hear from young people with lived experience
- Get best practice from employers and sector specialists
- Receive practical steps to removing barriers

Week's agenda for 23-27 November:

Monday

12:00 - 13:00
**Opening Panel
Session**

13:15 - 14:45
**Disability &
creating
opportunity**

Tuesday

12:00 - 13:30

**Creating a diverse
workforce: Race &
ethnicity**

Wednesday

12:00 - 13:30

**Supporting young
people with
experience of the
justice system into
work**

Thursday

12:00 - 13:30

**Supporting young
people's Mental
Health**

Friday

12:00 - 13:30
**Creating fair
opportunities for
disadvantaged
young people**

13:45 - 14:30
**Youth Friendly
Employer &
Ambassador of the
Year Awards**



1000 Opportunities Opening Panel Session

Monday 23rd November 2020

12:00 - 13:00

Don't miss the opening session for the Good Youth Employment Symposium.

Key outcomes:

- Delegates understand the current youth employment landscape
- Delegates understand the developing opportunities to support young people
- Delegates understand the challenges for young people, particularly those who are furthest from the labour market
- Delegates encouraged to become Youth Friendly and access the range of free support available to them

Session Chair



Diane Modahl MBE

Olympian & Commonwealth Games Gold Winner,
Athlete & Motivator

Panelists



Minister for
Employment
Mims Davies MP



Laura-Jane Rawlings
Youth Employment
UK



Tony Wilson
IES



Patrick Cantellow
Kreston Reeves



Clare Bodden-Hatton
WMCA

Disability & Creating Opportunity

In this session we will support delegates to understand the barriers and challenges faced by young people with disabilities and additional needs. In every session we are looking to inspire and support delegates to remove barriers and pledge to create opportunity for young people furthest from the labour market.

Key outcomes

- An overview of the landscape and policy context
- Hear from young people with lived experience
- Best practice from employers and sector specialists
- Practical steps to removing barriers

Session Chair



Harvey Morton

Youth Employment UK Youth Ambassador

Panelists



Kim Forsythe
Humber LP



Rabia Lemahieu
Disability Rights UK



Susie Pearson-Giddings
St. James's Place

Youth Voice



Arron
Youth Employment UK
Youth Ambassador



Ella
Youth Employment UK
Youth Ambassador



Notes

This image shows a full page of white paper with horizontal grey ruling lines. The lines are evenly spaced and run across the width of the page. There is a vertical margin line on the left side, creating a narrow left margin. The paper appears to be from a notebook or a standard ruled document.

IDENTIFY: What does your organisation do well?

This image shows a full page of white paper with horizontal grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. A single line near the top serves as a header space. The rest of the page is filled with these uniform lines, providing a template for writing or drawing.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There is no handwriting or other markings on the paper.



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Creating a Diverse Workforce- Race & Ethnicity

In this session we aim to help delegates understand the barriers and challenges faced by young people from BAME and ethnically diverse backgrounds. In every session we are looking to inspire and support delegates to remove barriers and pledge to create opportunity for young people furthest from the labour market.

Key outcomes

- To give an overview of the landscape and policy context
- To hear from young people with lived experience
- Best practice from employers and sector specialists
- Practical steps to removing barriers

Session Chair



Ciara O'Donnell

Youth Employment UK Youth Ambassador

Panelists



Harriett Booth
Department of
Health & Social Care



Balvinder Jassal-Jones
Department of
Health & Social Care



Nathan Dennis
First Class Legacy

Youth Voice



Sope Otulana
Youth Futures Foundation



Tenika
Youth Employment UK
Youth Ambassador



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Supporting Young People with Experience of the Justice System into Work

In this session we aim to help delegates understand the barriers and challenges faced by young people who have experienced the youth justice system. In every session we are looking to inspire and support delegates to remove barriers and pledge to create opportunity for young people furthest from the labour market.

Key outcomes

- To give an overview of the landscape and policy context
- To hear from young people with lived experience
- Best practice from employers and sector specialists
- Practical steps to removing barriers

Session Chair



Patrick Cantellow

Youth Employment UK Youth Ambassador

Panelists

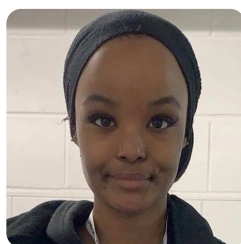


Keith Fraser
Youth Justice Board



David Parkes
The Skill Mill

Youth Voice



Amran
Youth Employment UK
Youth Ambassador



Nicole
Youth Employment UK
Youth Ambassador

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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There is no handwriting or other markings on the paper.

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Supporting Young People's Mental Health

In this session we aim to help delegates understand the barriers and challenges faced by young people with poor mental health and mental health challenges. In every session we are looking to inspire and support delegates to remove barriers and pledge to create opportunity for young people furthest from the labour market.

Key outcomes

- To give an overview of the landscape and policy context
- To hear from young people with lived experience
- Best practice from employers and sector specialists
- Practical steps to removing barriers

Session Chair



Deuvaunn Darroux

Youth Employment UK Youth Ambassador

Panelists



Drue Hammond
McDonald's



Dan Charlish
Snow-Camp

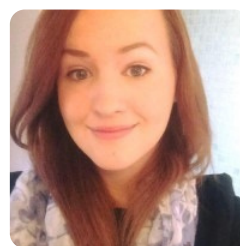


Martina Kane
Health Foundation

Youth Voice



Laurence
Youth Employment UK
Youth Ambassador



Sophie
Youth Employment UK
Youth Ambassador

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Creating Fair Opportunities for Disadvantaged Young People

In this session we aim to help delegates understand the barriers and challenges faced by young people from economically disadvantaged backgrounds. In every session we are looking to inspire and support delegates to remove barriers and pledge to create opportunity for young people furthest from the labour market.

Key outcomes

- To give an overview of the landscape and policy context
- To hear from young people with lived experience
- Best practice from employers and sector specialists
- Practical steps to removing barriers

Session Chair



George Greaves

Youth Employment UK Youth Ambassador

Panelists



Ashely McCaul
ThinkForward



Sam Windett
Impetus



Sharon Blyfield
Coca-Cola European Partners

Youth Voice



Gertrude
Youth Employment UK
Youth Ambassador



Victoria
Youth Employment UK
Youth Ambassador

Youth Friendly Employer Awards

Join us as we celebrate and champion the organisations recognised as Youth Friendly Employers in 2020.



Youth Friendly Employer of the Year 2020

Youth Friendly Employer 2020 : Best Newcomer

We will also be recognising two of our Youth Employment UK Youth Ambassadors for their dedication and commitment.

Thanks to our Sponsors

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Company Information

City & Guilds

cityandguildsgroup.com

City&Guilds Group

We help people develop the skills they need to progress into a job, on the job and onto the next job.

Our purpose : Everything we do contributes to achieving our purpose: helping people, organisations and economies develop their skills for growth. This purpose drives everything we do.

We reinvest our surplus to support our social purpose, which aims to change people's lives through skills.

A leader in global skills development: We work with education providers, employers and governments in over 100 countries across the world to help people, businesses and economies grow by shaping skills systems and supporting skills development.

The Group is made up of City & Guilds, ILM, Kineo, The Oxford Group, Gen2 and Intertrain.

Our brands provide professional and technical skills education and corporate learning development training programmes. Together, they support more confident and work-ready school leavers, more capable and inspiring managers, more productive workforce, and, ultimately, growing economies. As a Group, our combined products and services provide a comprehensive range of work-relevant qualifications, assessment, training, and learning support services.

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Find out how we help break down barriers to meaningful employment for young people, visit the website and get in touch.

Coca-Cola European Partners

cocacolaep.com

Coca-Cola European Partners is the world's largest independent Coca-Cola bottler.



Coca-Cola European Partners (CCEP) is the sole licensed bottler for products of The Coca-Cola Company (TCCC) in Andorra, Belgium, France, Germany, Great Britain, Iceland, Luxembourg, Monaco, Netherlands, Norway, Portugal, Spain and Sweden.

In Great Britain (GB) we employ some 3,600 people across England, Scotland and Wales at manufacturing sites, offices and depots. CCEP GB makes, sells and distributes soft drinks for every occasion and we sell more than four billion bottles and cans every year. We make 97 per cent of our products in GB - a fact we are proud to put on our cans and bottles.

Department of Health and Social Care



The Department of Health and Social Care (DHSC) aims to help people live more independent, healthier lives for longer. The importance of the health and social care system is a clear reality for everyone who lives in the United Kingdom and almost all of us have direct experience, either personally or through friends and family.

Our policies are paramount to the functioning of the country

We are a ministerial department, supported by 15 Arm's Length Bodies (ALBs) and a number of other agencies and public bodies, and employ over 2,100 staff across the country.

Disability Rights UK

disabilityrightsuk.org



We are disabled people leading change, working for equal participation for all

First Class Legacy

legacyconsultants.co.uk



Legacy Consultants are an award winning company with over 12 years experience, specialising in bridging the gap between communities determined 'hard to reach' (BAME) and products and services including staff training.

The Health Foundation

health.org.uk



Our aim is a healthier population, supported by high quality health care that can be equitably accessed. We learn what works to make people's lives healthier and improve the health care system. From giving grants to those working at the front line to carrying out research and policy analysis, we shine a light on how to make successful change happen.

We make links between the knowledge we gain from working with those delivering health and health care and our research and analysis.

Our aspiration is to create a virtuous circle, using what we know works on the ground to inform effective policymaking and vice versa. We believe good health and health care are key to a flourishing society. Through sharing what we learn, collaborating with others and building people's skills and knowledge, we aim to make a difference and contribute to a healthier population.

Impetusimpetus.org.uk

Over 2 million young people live in poverty in Britain today. They do less well at school, are less likely to make it to university and struggle to find and keep jobs. The figures are stark.

Our Focus:

Education: Young people from poor families are half as likely to gain essential English and maths GCSEs and go to university compared to their better-off peers.

Employment: Young people from poor families are three times less likely to be in a job or course after leaving school. They're also less likely to keep a job.

Institute of Employment Studies

employment-studies.co.uk

IES is a leading independent centre for research and evidence-based consultancy. We provide insights on employment policy and human resource management to help improve policy and practice..

McDonald's

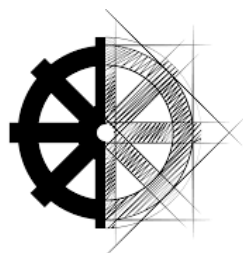
mcdonalds.com/gb/en-gb

McDonald's is proud to be one of the largest private sector employers of young people in the UK. Three-quarters of our employees are aged 16-25. For just under half of our people, their job with McDonald's is their first.

McDonald's is a great place to learn business skills that last a lifetime. Communication, teamwork and time management are vital to the job our employees do every day. But they are also transferable to many different career paths.

Great opportunities like this come with training to match. Every year, we invest over £43 million in developing our people. Every one of the 120,000 employees working for McDonald's has the opportunity to take part in structured training, whether it's in customer service, team work or financial management.

The Skill Mill

theskillmill.org

The Skill Mill is a multi-award-winning social enterprise which provides employment opportunities for young people aged between sixteen and eighteen. We employ only ex-offenders, actively reducing reoffending whilst increasing engagement, participation, employability and educational levels of the young people to increase their life chances.

The Skill Mill is supported by an Advisory Board of representatives from the public, private and voluntary sectors. It is this partnership which makes the Skill Mill unique and brings significant added value.

THE SKILL MILL

Snow-Camp Charity

snow-camp.org.uk



Snow-Camp Charity was founded by Dan Charlish in 2003. Working as a youth worker on an estate in Stockwell at the time, Dan overheard his group saying, whilst playing a snowboarding X-Box game, that this was the closest they were ever going to get to snowsports.

A snowboarder himself, Dan realised that snowsports could be the mechanism to bring about positive social change for his young people. The shift from inner-city estate to the mountain environment was so extreme, that in itself created a response in young people, widening their horizons and raising their aspirations.

In 2007, our work evolved from residential trips abroad into a UK based training programme taking place at the Snow Centre in Hemel Hempstead. Many years later and we're now working with youth projects and youth service providers nationally to target those most in need of our support.

St Jame's Place Wealth Management

sjp.co.uk



We are a FTSE 100 Financial Services organisation offering a range of wealth management services via our network of financial advisers. This network is referred to as the St. James's Place Partnership and is made up of all types of Partner businesses.

As a business we seek to protect and grow the wealth of our clients through trusted advice and our unique investment approach. This is underpinned by continued investment in our products and services, people and technology, as well as a strong service delivery ethos for both our advisers and clients.

We have grown consistently since we began trading in 1992, to become a leading wealth management business today. Headquartered in the Cotswolds, Gloucestershire we have 22 office locations across the UK, as well as premises in Hong Kong, Singapore, Shanghai and Dublin. Across our locations you will find the core business functions that ensure, we operate in the most effective and efficient way. Our business is inclusive and varied, with employees spread across teams including: Client Services, Finance, Risk and Compliance, Investment Management, Pensions and Tax, Technology, HR, Research and Development, Legal and Marketing.

Think Forward

thinkforward.org.uk



ThinkForward is a charity that works to empower young people in the UK through an innovative long-term coaching programme. We equip young people with the skills and experience they need to move into work after they finish school.

Everything we do is centred around giving young people the autonomy and confidence they need to be successful so that they have control over their own lives and futures. Our coaches are embedded in schools and provide one-to-one and group coaching to the young people on our programme from age 13 to 18.

Young people on ThinkForward develop the skills they need, learn to overcome the barriers that keep them from being successful in school and in later life, and take part in employability activities to broaden their horizons and provide experience of the workplace.

This Ability

this-ability.org.uk



This-Ability is aimed at finding 200 young people with a disability, learning disability/difficulty or a long term health/mental health condition sustainable employment.

The aim of the project is to provide specialist support and training for young people to access work and learning. This will give young people the opportunities to explore and experience specific occupational sectors, with job opportunities, within the Hull and East Riding area. Participants will also complete an 'Employability Passport'. Humber Learning Consortium run a variety of learning programmes for adults aged over 16.

West Midlands Combined Authority

wmca.org.uk



**West Midlands
Combined Authority**

We are 18 local authorities and three Local Enterprise Partnerships (LEPs) working together to move powers from Whitehall to the West Midlands and its locally elected politicians, who know this region best.

Youth Futures Foundation

youthfuturesfoundation.org



The Youth Futures Foundation (YFF) is a new, independent, not for profit organisation set up to tackle youth unemployment with a £90million endowment from the Reclaim Fund.

Our innovative grants programme forms just one part of our ambitious strategy to transform the lives of young people by unlocking potential and addressing the root causes of youth unemployment. We are looking for bold and impactful ways to help young people— particularly those who are facing the greatest barriers to securing meaningful employment—find and keep good jobs.

Youth Justice Board

www.gov.uk/government/organisations/youth-justice-board-for-england-and-wales



Youth Justice Board
Bwrdd Cyfiawnder Ieuencid

We are a non-departmental public body responsible for overseeing the youth justice system in England and Wales.

We are an organisation of around 100 people and our headquarters is in London. Our vision is for a youth justice system that sees children as children, treats them fairly and helps them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims.

Good Youth Employment Charter

Becoming a Youth Friendly Employer

The Good Youth Employment Charter has been developed in collaboration with a range of youth employment experts and young people including The Youth Employment Group. It aims to provide a framework to support, inspire and recognise all those employers who are committed to providing good quality opportunities to young people.

The principles of Good Youth Employment:

- Creating opportunity
- Recognising talent
- Fair employment
- Developing people
- Youth voice



Organisations signing the charter show young people that they are working towards being more youth friendly.

You can sign up to become a Youth Friendly Employer on our website and receive support and guidance from Youth Employment UK when employing young people.

<https://www.youthemployment.org.uk/the-good-youth-employment-charter/>

Download your Good Youth Employment Toolkit ↓



DOWNLOAD THE TOOLKIT ↗





@YEUK2012



youthemploymentuk



Youth EmploymentUK



Youth EmploymentUK



www.youthemployment.org.uk



info@youthemployment.org.uk



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