

Youth Friendly Employer Masterclass: Supporting young staff on furlough or at risk of redundancy



Welcome



Introductions, housekeeping and about us

Putting young staff on furlough

Supporting young staff on furlough

Making redundancies

Supporting line managers

Our resources and support

Introductions and housekeeping

A warm welcome from Laura-Jane Rawlings

- This session is being recorded
- You can use the chat box to speak with Kim if you have questions or technical issues
- Please stay in mute mode with your camera off
- We would love it if you could complete our short survey after the webinar

Share any insight #YouthFriendlyEmployer
@YEUK2012 or connect with us on [LinkedIn](#)

Issues young people are facing right now

Gaps in
learning

Social
isolation

Developing
new working
habits

Challenges
within the
home

Mental
Health &
Anxiety

Putting young staff on furlough

Key Considerations

- Ensure you understand the home circumstances
- Spending the time to explain the situation
- Follow up with written information
- Provide links to resources

Supporting young staff on furlough

Understand their circumstances

- Discussion
- Support
- Signposting

Keeping in touch

- Regular catch ups
- Team and individual
- Fun and developmental
- Practical resources

Returning to work

- Consultation
 - Surveys
 - Interviews
 - Briefings
- Safety preparations
- Setting expectations
- Flexibility
- Test and learn

Making redundancies

Key Considerations

- Question whether young people are being adversely affected
- Discuss the situation with young people, test back with them that they understand
- Provide a contact who they can talk to and seek additional advice or guidance from
- Set out the process in writing
- Provide an opportunity to co-develop a next steps plan
- Provide skills, careers and job hunting support
- Utilise networks and make contacts
- Agree regular check-in points

NB: This information is in addition to your requirements of redundancy consultation and practice and in no way forms a complete process. You must seek legal advice when making redundancies

Key Considerations

- Ensure your line managers are full briefed about the situation of their young colleagues
- Provide key resources to line managers to support with their check in calls and keeping in touch sessions
- Empower and train line managers so that they can recognise potential problems and understand how to deal with them or escalate them

What can we do to support young people

1

Talk to them

2

Involve them

3

Provide opportunities

4

Signpost to service

Young Professional



Aged 14-24?
Become a #YoungProfessional
Boost your life skills. For free.



CPD support for young people - focusing on core skills such as Communication, Teamwork, Problem Solving, Self Belief and Self Management

Weekly Newsletter - a new skills challenge, top tips and resources specific to Covid-19

Advice and inspiration from other young people

The opportunity to share their voice and even volunteer!

<https://www.youthemployment.org.uk/young-professional-training/>



What can we do to support young people

Support and resources for young people

- [Youth Employment UK](#)
 - Young Professional
 - Careers Hub & Opportunity Finder
 - Links to Youth Friendly Employers
 - Skills and Careers Booklet
- [Princes Trust](#)
 - Mentoring
 - Self Employment
 - Careers Support
- [National Careers Service](#)

Mental Health & Wellbeing

- [The Mix](#)
- [Young Minds](#)
- [Childline](#)
- [Relate](#)

Additional Services & Opportunities

- [UK Youth](#)
- [NCS](#)
- [Youth Work Support](#)

Our resources and support



Coronavirus Advice For Students And Young People

If you're feeling anxious because of the news or wondering what you should be doing right now, we're here to help.

Stay safe, stay home

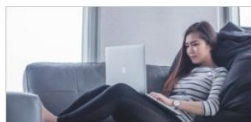
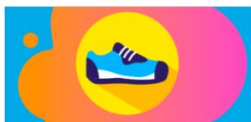
Wash your hands

Stay calm, stay kind

Plan your time

We are a one-stop ideas shop when it comes to your education, work and future – even when you're self-isolating at home. You can check out our [Careers Hub](#), boost your skills for free with our online [Young Professional](#) skills training, or get help with your [life choices](#).

General info for YOUNG PEOPLE 



[Coronavirus support for young people](#)



Information For Employers During Coronavirus

Supporting employers through the Coronavirus.

In this time of rapid and unprecedented change we are here to help you with information, best practice and practical support for staff. We'll continue to add resources including our policy expertise, youth voice and employer guides.

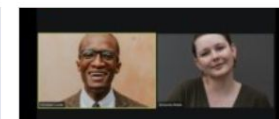
View our coronavirus resources for...

EMPLOYERS & MANAGERS 

APPRENTICESHIP PROVIDERS & TRAINERS 

EMPLOYEES 

Coronavirus information for [EMPLOYERS & MANAGERS](#)



[Coronavirus support for employers](#)

Working with us



www.youthemployment.org.uk
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- GET THE YOUTH FRIENDLY EMPLOYER MARK
- ACCESS SUPPORT, GUIDANCE & POLICY
- INSIGHTS FROM THE EXPERTS
- GET CONNECTED WITH EARLY & FUTURE TALENT
- EDUCATION AND TRAINING SUPPORT
- CSR
- YOUTH VOICE
- CONTENT & CAMPAIGN SUPPORT