

# Stonewall YOUNG FUTURES

## How can employers support LGBTQ+ young people?

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# SHUT OUT

The experiences of  
LGBT young people not  
in education, training or  
work



## Shut Out report

In 2016, the Government commissioned a review of all existing research into LGBTQ+ inequalities in the UK. They found that young people who weren't in education, training or work was the only area where no research existed whatsoever.

We commissioned BritainThinks to conduct qualitative research with LGBTQ+ young people who are not in education, training or work across Britain and non-LGBTQ+ peers.

We then explored solutions with LGBTQ+ young people not in education, training or work.



# CORE FINDINGS

Growing up, many LGBTQ+ young people face significant LGBTQ-specific challenges at home, school, college, university and work. On top of that, they also experience challenges that many young people in general face –such as poor physical health, bereavement and caring responsibilities.

Together, these compounded challenges can profoundly impact on LGBTQ+ young people's mental health and lead them to become disengaged from education, training and work, and prevent them from re-entering later on.

# RECOMMENDATIONS

We also worked with another group of LGBTQ+ young people who were not in education, training or work to ask what they needed most from us at Stonewall to take the next step on education, training or work.

The answer was clear - an LGBTQ-specific online platform with career advice, guidance and support **all in one place**, including case studies from other LGBTQ+ people and signposting to useful tools and resources.

# Stonewall YOUNG FUTURES

Supporting LGBTQ+ young people  
to take the next step in  
education, training or work



Stenonwall  
**YOUNG  
FUTURES**

# Advisory group

Stonewall Young Futures is supported by an advisory group of leading organisations with experience and expertise in education, training, skills, apprenticeships, careers advice, and youth work. The following organisations meet regularly, sharing knowledge and strategic guidance to ensure the best outcomes for LGBTQ+ young people.



# Corporate partners



"At Aviva we recognise the strength in the diversity of our people, and we want our workforce to reflect the customers and communities we serve. Creating a diverse, inclusive organisation is a fundamental part of living up to our purpose: being with you today, for a better tomorrow. We are proud partners of Stonewall Young Futures, enabling LGBTQ+ young people to kick start their careers. Our Pride Community is committed to creating a workplace where our LGBTQ+ colleagues can thrive and we are excited to welcome more young, LGBTQ+ talent into Aviva in the future."

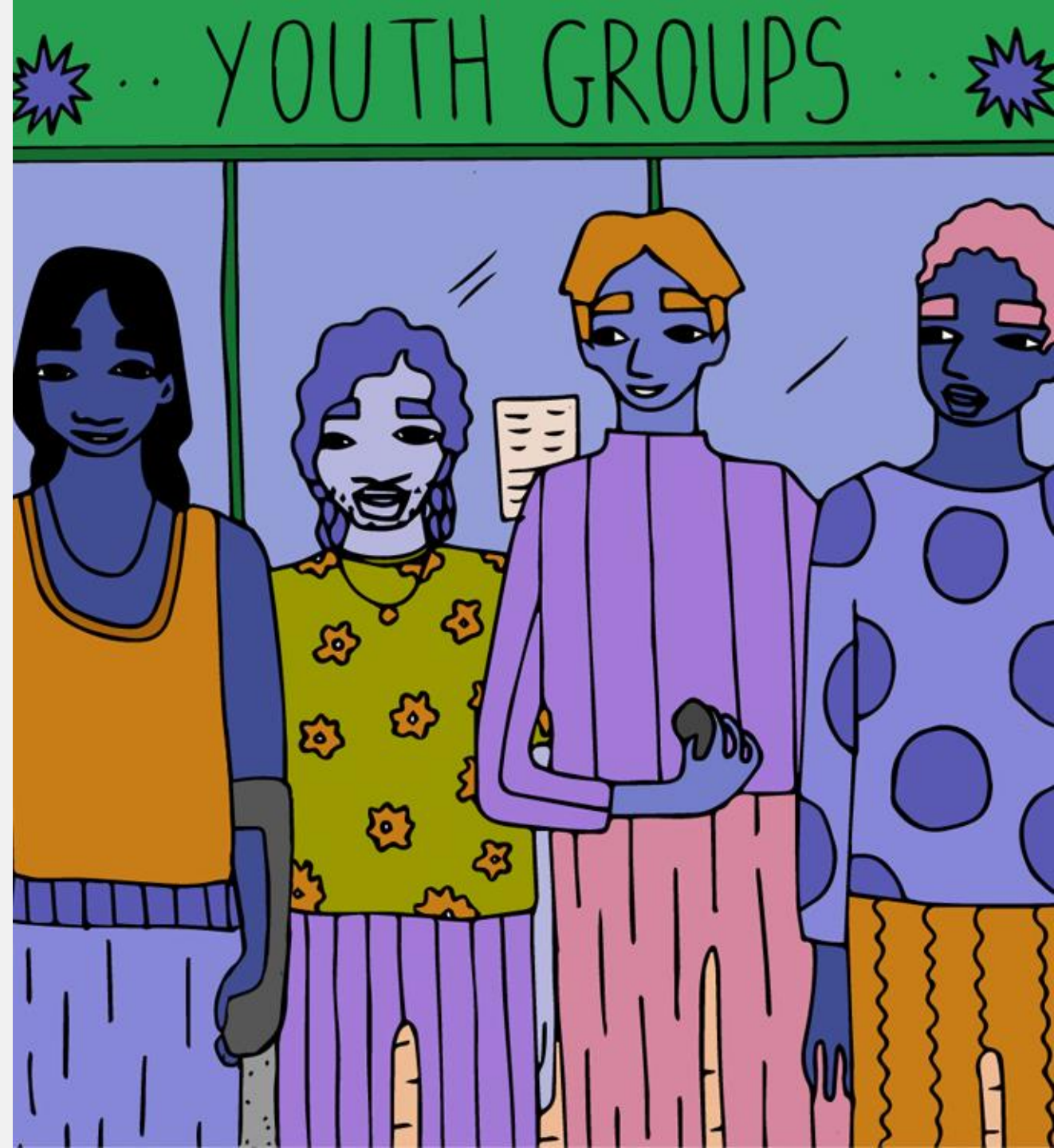


"Naked Smoothies is a brand that celebrates inclusion and is committed to supporting equality. We are very proud to partner with Stonewall Young Futures which supports LGBTQ+ young people who are not in education, training or work. We are pleased that our donation in 2021 went to such a worthy cause and look forward to partnering with Stonewall in 2022, and for many more years to come."



# Youth engagement

- Co-production approach
- Social media campaign to recruit young people
- Over 120 applicants
- 21 LGBTQ+ young people have taken part so far



# Focus groups

- 2 focus groups, November '21 and January '22
- 42% LGBTQ+ young people of colour, 63% trans young people, 42% LGBTQ+ disabled young people
- All young people offered payment
- 5 Stonewall staff, 2 external consultants (wellbeing and SEND)





# Insights and themes

## Barriers to education, training and work

- Expectations, and past experience, of discrimination
- Fear of coming out in the workplace
- Fear of a lack of understanding, especially the needs and rights of trans people
- Lack of self-esteem
- Uncertainty about the future
- Mental health





**“We’re told things  
like, ‘be confident’,  
but we’re never told  
how to do it”**





**“It can be really hard to build up self-esteem after lots of knock-backs”**





# Insights and themes

What would help LGBTQ+ young people to take the next step into the workplace?

- Visibility: seeing and hearing from LGBTQ+ people and their testimonies
- Resources which specifically mention LGBTQ+ people
- Community: support from peers and other LGBTQ+ people



# Insights and themes

What would help LGBTQ+ young people to take the next step into the workplace?

- Diversity and intersectional experiences must be recognised
- Reassurance: safe and uncertain
- Honesty: better prepared to know what to expect in the workplace





**“I think hearing older people’s perspectives helps you think about the future, and hearing people your age helps you realise that you can do something now”**





**“A great job for anyone else may not be ideal for queer young people entering employment. Seeing real queer young people’s opinions would be hugely helpful!”**





**“I think I would click on this website purely with it being associated with Stonewall and knowing they have my best interests in mind.”**





# User testing insights

Having spent time exploring the Stonewall Young Futures platform:

- 88% of respondents said they were more or somewhat more aware of different options and opportunities for the next step in their future
- 81% of respondents said they were more or somewhat more confident to take the next step in their future
- 85% of respondents said they felt more or somewhat more empowered to be themselves as an LGBTQ+ person when they take the next step





# Comments & feedback

“I loved the concept of the website- having information about inclusive employers, universities, apprentices and other courses take into all future choices a young LGBT+ individual might consider. Plus, the links to mental health and other support networks all in one place is very useful”

“I loved the illustrations! very stimulating and showed a range of experiences, also made it less daunting and was more inviting than a typical job website that too overly professional.”

“Just that it is refreshing and nice to have a website specifically for young LGBTQ+ people who are struggling to figure out their next steps in life”

“The info is very useful and reassuring for someone who is worried about future career prospects (like me!) and the website is very professional and easy to use”





# How can Stonewall support you?

- Diversity Champions Programme
- The leading employers' programme for ensuring all LGBTQ+ staff are free to be themselves in the workplace
- We work with over 900 organisations across the UK
- Our core belief in the power of a workplace that truly welcomes, respects and represents LGBTQ+ employees
- Workplace Equality Index – recruitment, onboarding, early careers

**Stonewall**  
**DIVERSITY  
CHAMPIONS**

# Q&A

