

Learning and Work Institute: What Employers Want

What Employers Want was designed in 2014 to support young unemployed adults to gain a better understanding of the skills and attributes that employers are looking for when they recruit a young person. The project supports organisations across the UK to equip young people with the confidence and skills to carry out direct interviews with local employers to find out what they look for in young job applicants. This innovative approach has resulted in positive outcomes for young people, partner organisations and employers.

To date over 75 young people have been trained as action researchers (including young people who are NEET, those with learning difficulties and disabilities, young adult carers and care leavers). Learning and Work Institute has worked with partners to ensure the programme is flexible and adaptable, and meets the needs of all young people taking part. Partners have reported that the project provides a new approach to supporting young people to develop their employability skills, new resources to share and use with unemployed young people, and new and stronger relationships with local employers

Outcomes for young people include:

- Development of a range of skills, for example, communication, team work and research.
- A better insight in to the skills and attributes that employers value.
- Increased confidence in applying for jobs and speaking directly to employers.
- An improved understanding of what can help increase their chances of gaining employment.
- Knowledge and awareness of local employers who offer apprenticeships and work placements to young people.

I would definitely research more and work harder on a CV to be more proactive.

I know that they are willing to employ younger people.

It's made me more confident making that initial contact.

For employers, there have been the following outcomes:

- Satisfaction in being able to give young people practical advice to help them be more competitive in the job market.
- Business benefits in telling young people about their industry, company, recruitment processes and the skills they look for and why.
- Useful feedback and insight from a young person's perspective.

As a result of the project Learning and Work Institute have developed practical and accessible information and resources for young people and providers, including:

- [What Employers Want](#) website (including information for young people)
- A [Guide for Young People](#) booklet
- [What Employers Want Project in a Box Provider Toolkit](#)