
How do we ensure a better deal for young people?

The case for a Youth Commission

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Agenda

1. About the Youth Commission
 2. Key challenges facing young people
 3. Policies and systems which aim to address these challenges
 4. Examples of good practice
 5. Discussion
 6. Next steps
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About the Youth Commission

What is the Youth Commission?

- Commission into Education and Employment Opportunities for young people (primary focus on 16-24 year olds)
- Work will last one year, be led by L&W and informed by 4 Commissioners and Advisory Group
- Consists of quantitative and qualitative analysis, desk research, polling and focus groups, policy development

Commissioners

- **Maggie Galliers CBE**, Chair of Learning and Work Institute
- **Kate Green MP**, MP for Stretford and Urmston
- **Amy King**, Founder of Glamsci
- **Jo Maher**, Principal of Boston College

Advisory group

- Graham Hasting-Evans (NOCN)
- Nick Denys (Tory Workers)
- Andy Ratcliffe (Impetus-PEF)
- Brenda Cabras (Prospects)
- Andy Wilson (Capital Colleges Group)
- Joe Dromey (IPPR)
- Dave Innes (JRF)
- Sandra McNally (CVER)
- Javneet Ghuman (Sutton Trust)
- Julie Nugent (WMCA)
- Paul Gregg (Bath University)
- Ryan Shorthouse (Bright Blue)
- David Hughes (AoC)
- Kathleen Henehan (Resolution Foundation)
- Mark Dawe (AELP)
- Mike Simmons (LSBU)
- Tom Richmond (Reform)
- Bill Watkin (Sixth Form Colleges Association)
- Andy Westwood (UoM)
- Jane Gratton (BCC)
- Katherine Mackridge (TUC)

Key topics

- What are the current education and employment outcomes for young people?
- What are the likely impacts of future changes in the labour market?
- Which areas are doing best for youth outcomes and what can we learn?
- What impact will planned policy reforms have?
- What changes and commitments do we need to see?
- **Throughout:** underpinned by engagement with and views of young people

Three phases of work

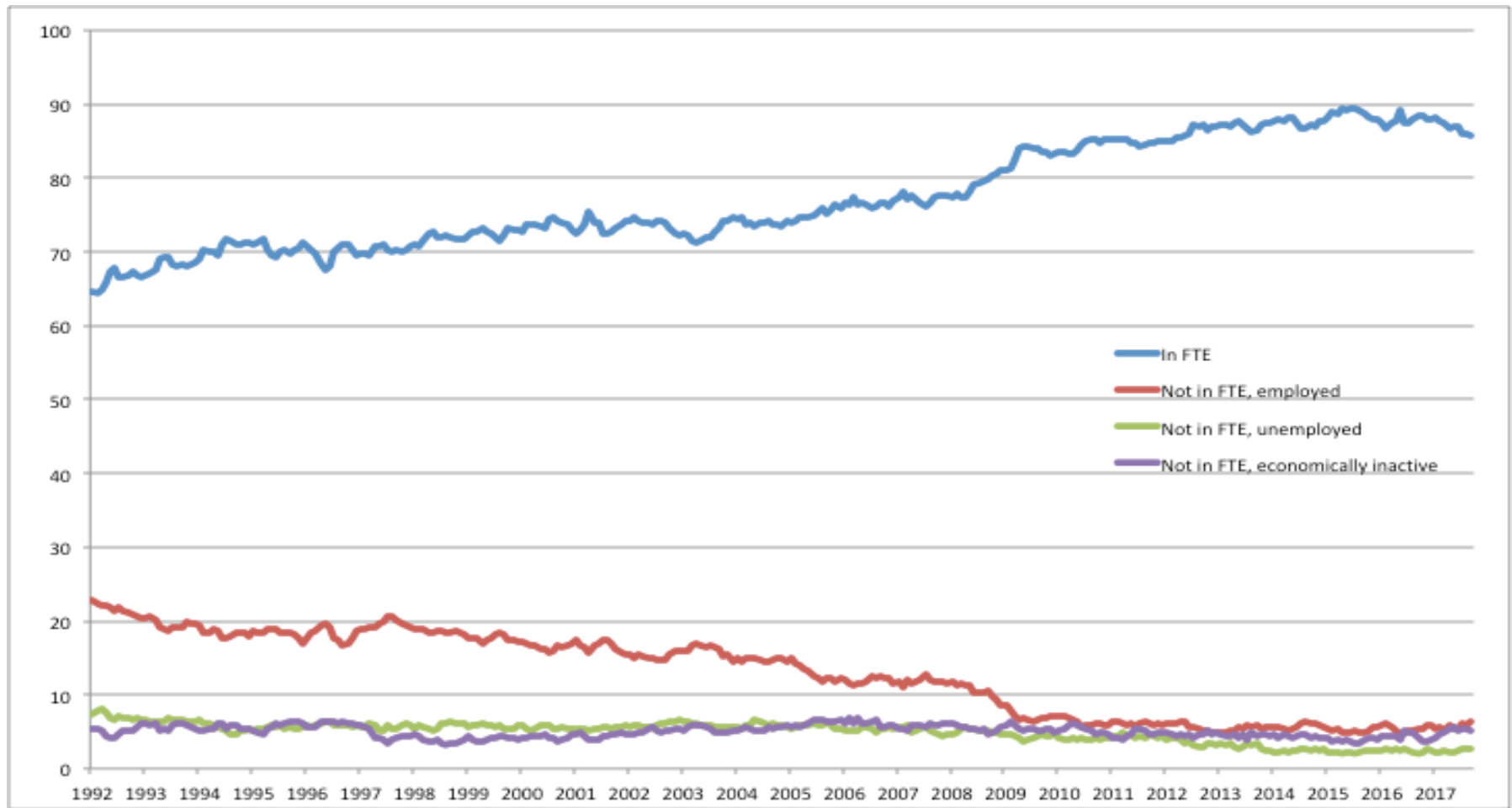
- **Present:** Current state of play
- **Future:** Potential impact of labour market and policy changes
- **Ambition:** What should we aim for and how do we get there?

The current state of play

Key challenges facing young people

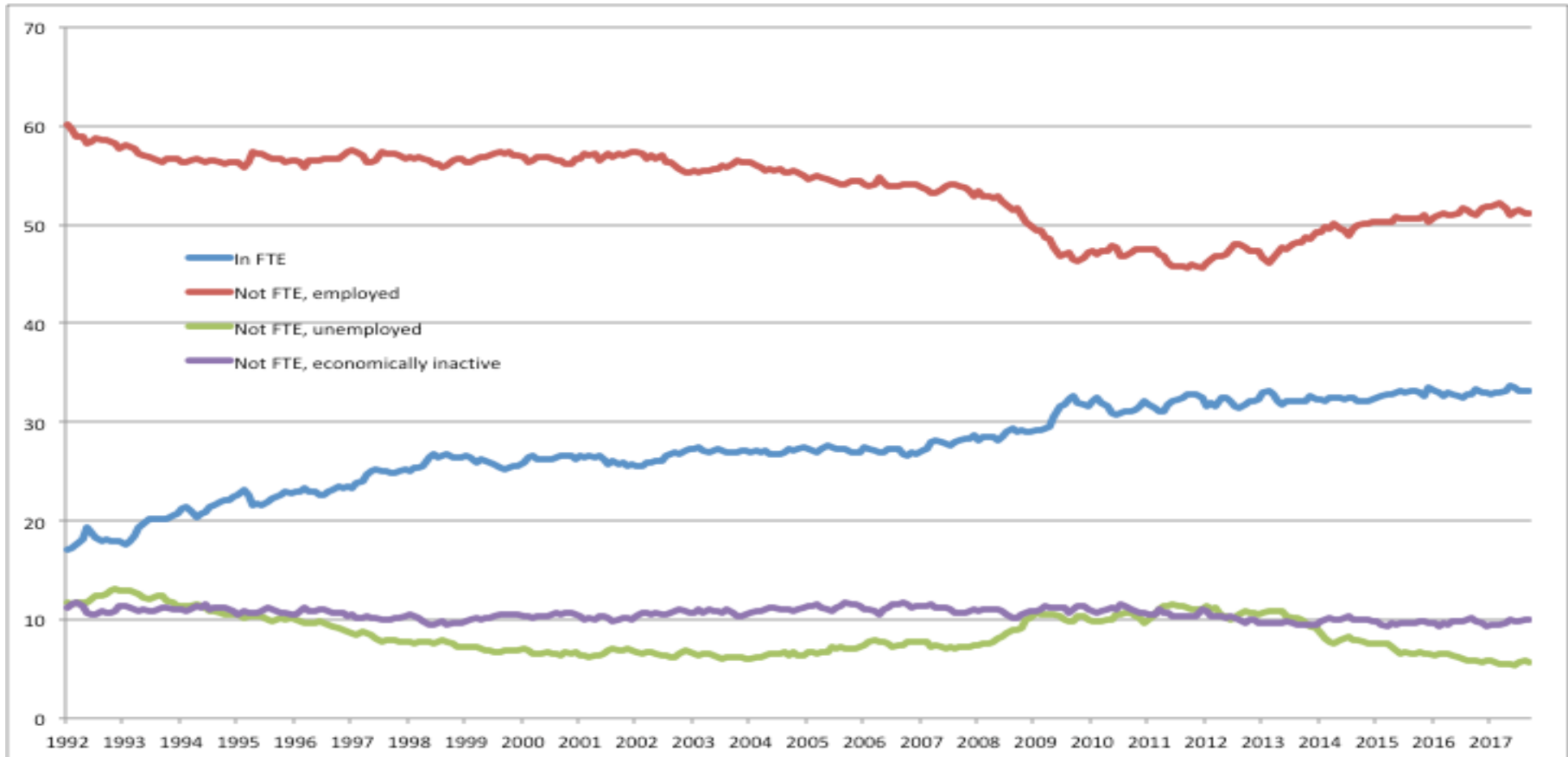
Too many not in education, employment or training

16-17: Rise in education, fall in employment. But 40,000 (5%) still NEET



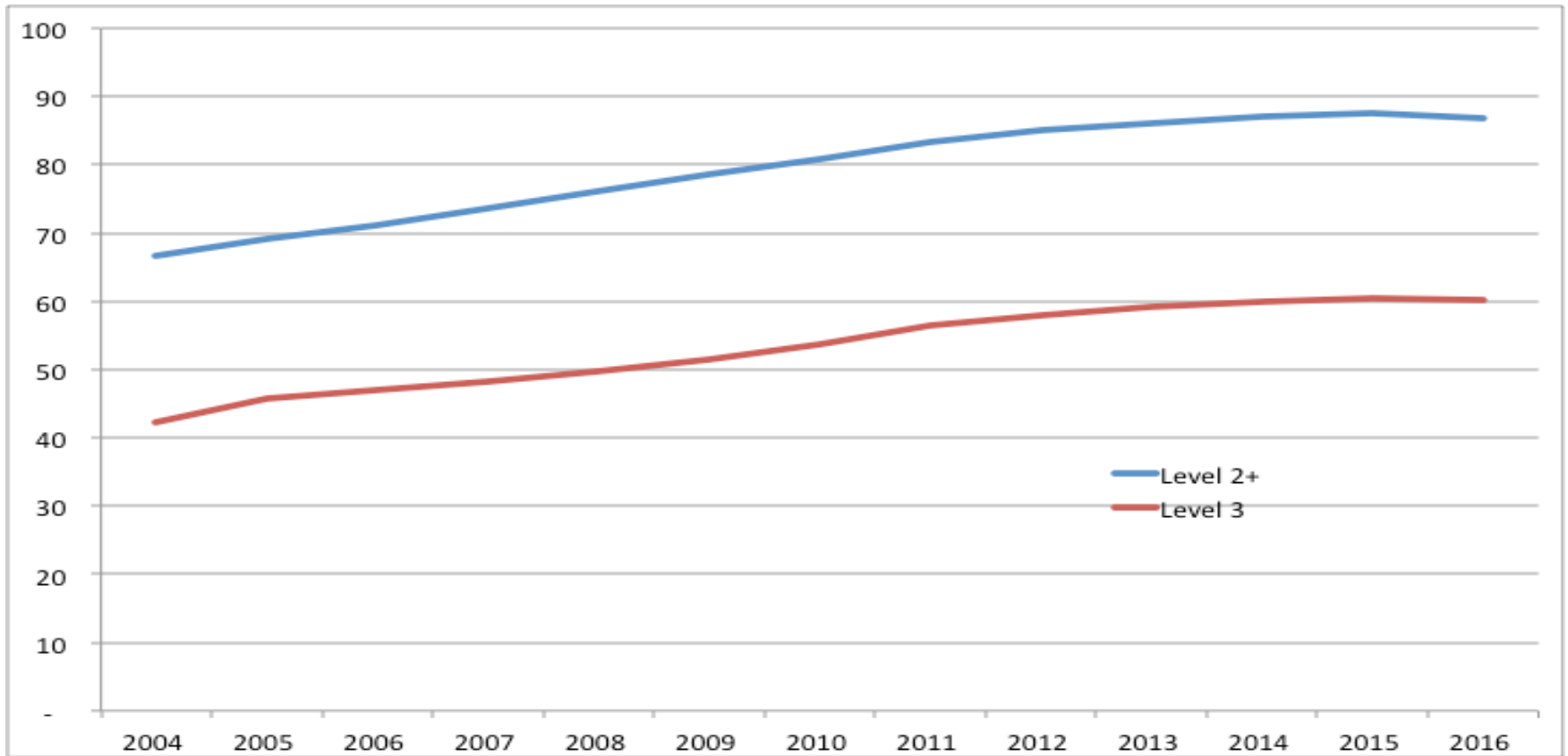
Too many not in education, employment or training

18-24: Rise in HE, fall in employment. But 600,000 (10%) still NEET and rise in long-term NEETs



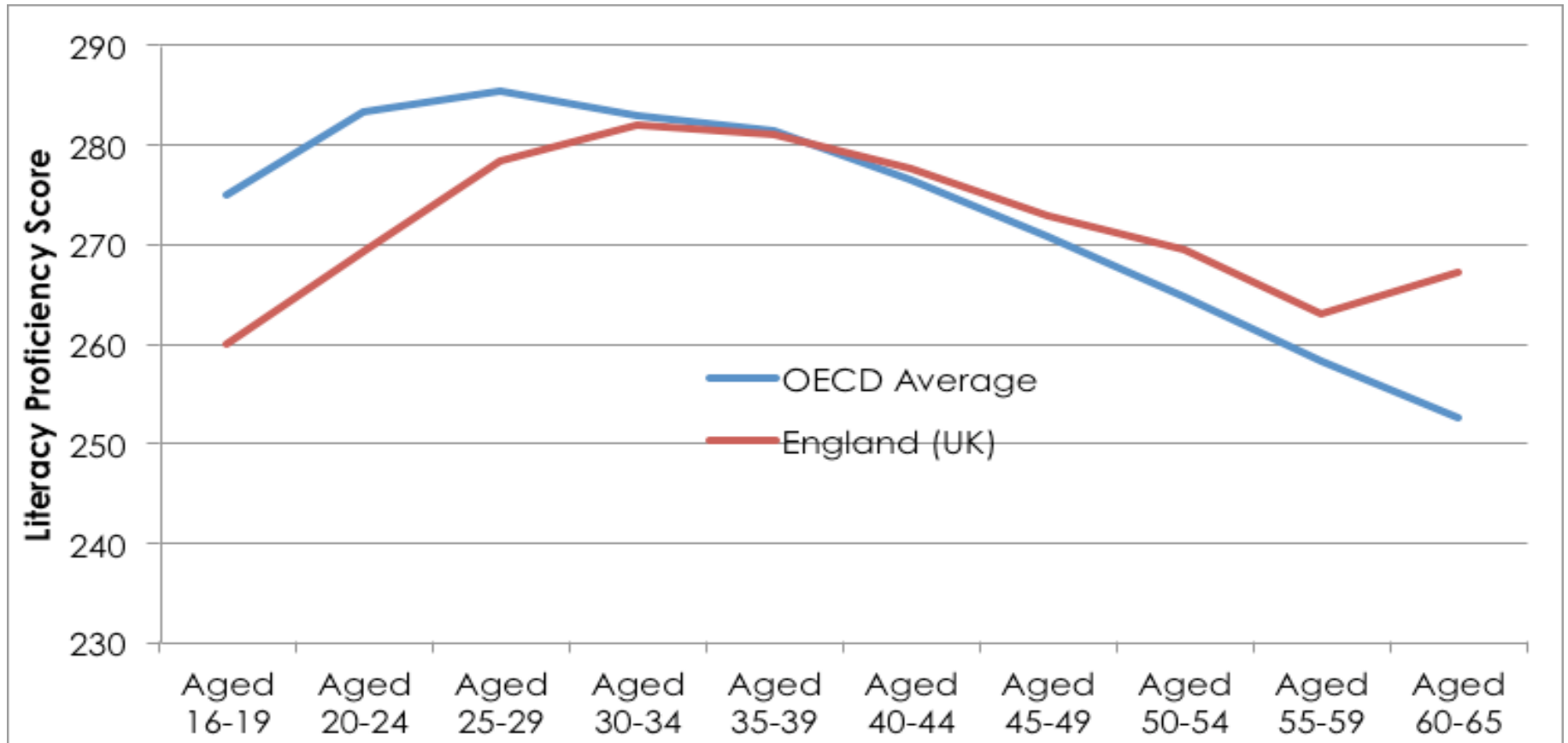
Education

Improvement in qualification attainment by age 19 over time, but still lower than many international comparators primarily due to lower technical education take-up



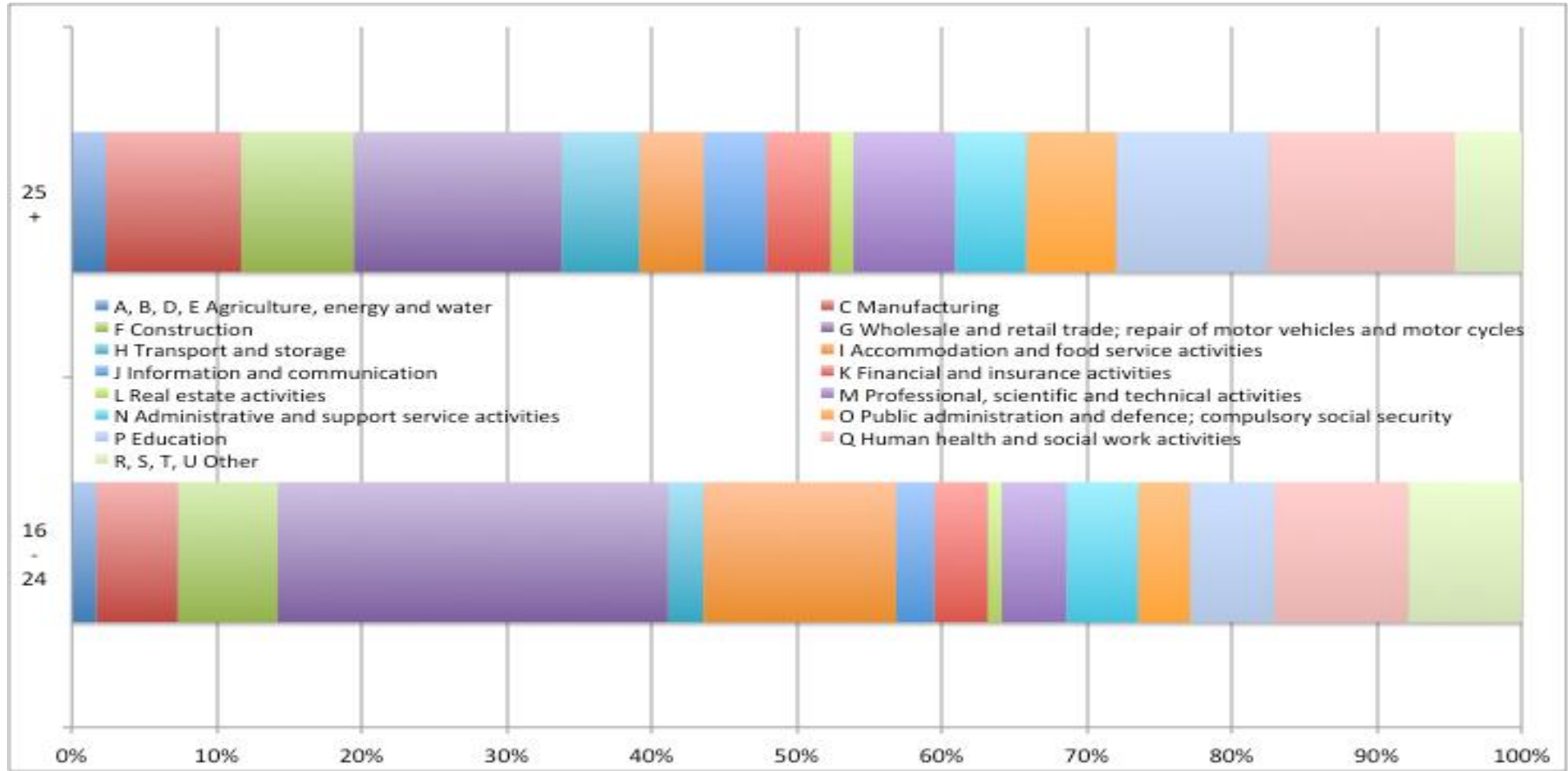
Education (2)

Dismal literacy and numeracy performance, driven by drop off in performance post-16 and large inequalities in attainment



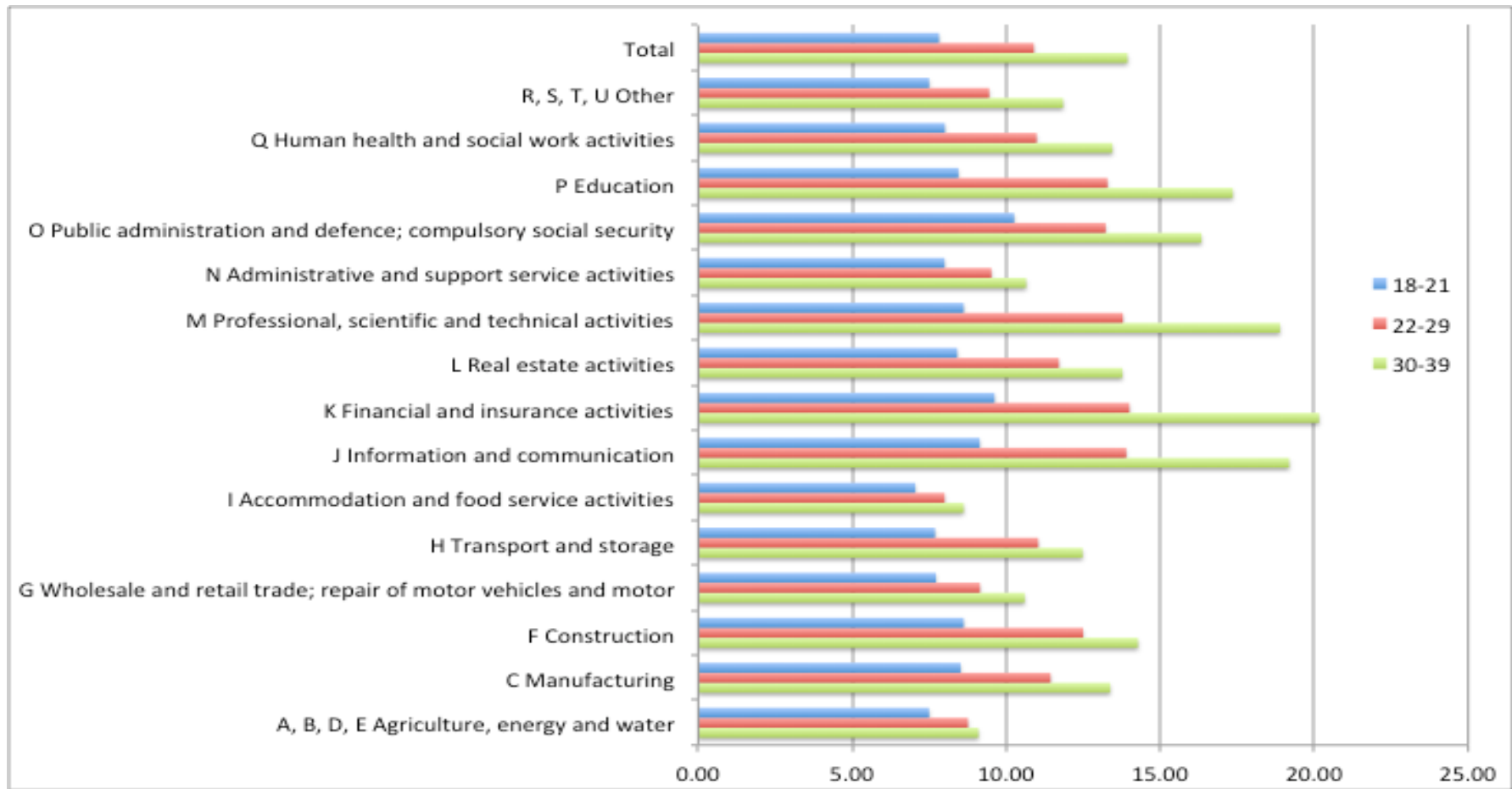
Employment and earnings

Young people are most likely to work in sectors which are lower paid and have greater prevalence of insecure work



Employment and earnings (2)

Earnings progression by age lowest in sectors YP most employed in. So need to move sectors or raise pay in them to boost future earnings



Summary challenges

KEY CHALLENGE 1: Better engaging the 700,000 16-24 year olds who are not in education, employment or training, including narrowing gaps for groups and areas

KEY CHALLENGE 2: Improve attainment at Level 3 and for literacy and numeracy, narrowing gaps between groups and areas, including through development of high quality technical education and apprenticeship routes

KEY CHALLENGE 3: Create a greater diversity of higher level learning routes, including for people to learn through their lives and narrow participation gaps

KEY CHALLENGE 4: Supporting all 800,000 young people not in education or employment, including those on Employment Support Allowance and not on benefits at all

KEY CHALLENGE 5: Support job quality, earnings growth, employment security and career progression, particularly for young people in low paid sectors

Policy and Systems

Systems reform

- **Apprenticeships:** Big expansion over recent decades, now underpinned by Levy and employer-led standards. *But we're concerned over quality & access, particularly for young people*
- **T Levels:** Development of tech ed Level 3 qualifications with industry placement. *But will they learn the lessons of history (e.g. Diplomas) and how do they link with other education routes?*
- **Youth Obligation:** Requiring young people on benefits to do work-related activity. *But DWP have no management data on take-up or impact. Is it NDYP without the money?*
- **Post 18 review:** Looking at funding across post-18 systems with wide terms of reference. *But it is constrained by ToR saying no more money and risk it could focus mostly on university fees*

Summary: the current state of play

- More than 1 in 10 of England's young people are NEET
- Increasing proportion of YP are in insecure work with little prospect of a pay rise
- Lower take-up of vocational/technical education routes and lack of 'second chances' mean inequality in education continues with age
- Public share these concerns, are worried about the next generation and think that a greater experience of work is a big part of making a difference.
- Our nation's future prosperity and fairness depends on tackling these challenges.

Examples of good practice

Youth Employment Gateway

- Initiative for unemployed 18-24 year olds in Liverpool City Region
- Offered personalised support, employability advice and training, £500 personal budget, referrals to other local services
- High proportion of participants securing sustainable job outcomes
- Evaluation: appeared to contribute to greater fall in claimant count than in comparable city regions

MyGo

- Dedicated employment service for young people aged 16–24 in Suffolk
- Partnership with JCP to overcome negative perception of jobcentres
- Hosted in appealing and accessible buildings and run drop-in sessions
- Personalised and holistic caseworker support
- Triage system based on labour market need
- Interim evaluation: effective in enabling unemployed young people to make transitions into employment

What Employers Want

- L&W initiative: trained young people to conduct interviews with employers about what they want from young job applicants
- Participants experienced a range of benefits. Some were offered jobs by employers they interviewed
- Employers recognised value that young people could bring to their business and reviewed recruitment processes
- Developed a website (whatemployerswant.org) and guide for young people

Discussion

- What examples of good practice do you know of that should we look at (national and international)?
- Have we got the challenges right? Are there other issues we should be looking at?
- What should be our next focus?

For more information, visit
**[www.learningandwork.org.uk/
youth-commission](http://www.learningandwork.org.uk/youth-commission)**

Thank you