



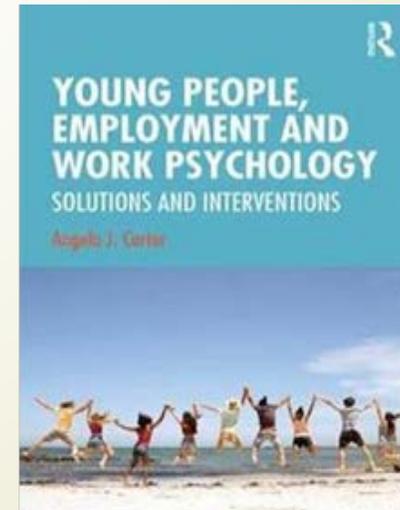
Tough times ahead if you are young and looking for work

Dr Angela Carter
Occupational Psychologist
Just Development

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In this session we will:

- Explore the REALITY of youth employment in the UK, today
- Examine why youth unemployment affects US ALL
- Look at why this is an important CURRENT issue
- Consider the NEED for multi-focal solutions
- Offer TOP TIPS increasing employing opportunities for young people and organizations.



REALITY of UK youth employment today aged 16 to 24 years – data from ONS

- ▶ 2015 (Dec) **625,000** young people unemployed, **848,000** not in education, employment or training (NEET, Nov) total 1,465, 000 – **3.74 times that of the adult population**
- ▶ 2018 (Nov) **476,000** unemployed, **783,000** NEET (Aug) total 1,259, 000
- ▶ 2019 (Aug) **792,000 NEET**; unemployment now not recorded by age!
- ▶ *Difficult data to understand: school leaving age has risen, numbers in higher education continue to rise, many students need to work and study, but **ONLY ONE IN FOUR ORGANIZATIONS EMPLOY YOUNG PEOPLE** (SKOPE, 2012)*
- ▶ More useful to consider the value of **human capital** – accounting for skills, qualifications & earning over the working lifetime
- ▶ 2018 review (2004 to 2017) showed stock of human capital > 35 years growing by 7% compared to **only 3.6%** for those < 35 years
- ▶ Validate **inequities of employment & development** for young people today.

Youth unemployment affects us all

Young people are trying very hard to be seen as credible employees – rarely acknowledged

Parents struggle to support psychologically and financially

Lacking independence - an extended adolescence halts growth and identity development

Outcomes - poor mental health, alcohol / drug abuse, suicide
Antisocial and criminal behaviours affecting society

Huge cost to local and national government to provide health and welfare support

- ▶ **Significant increase** in suicides last year changing a trend of continuous decline since 2013. Exact reasons unknown, data show an increase among men; **and In recent years, increases in the rate among young adults, with females under 25 reaching the highest rate on record for their age group** (ONS, 2019)



The exclusion of young people from the workplace is a diversity issue; but rarely recognised as such.

An important CURRENT issue

Young people more likely to be **unemployed, underemployed**, or in **precarious work**; for multiple reasons – but mainly because the labour market, work and the context of working have changed:

Labour market

Decline of industry – loss of jobs
Recessions reducing need for labour
Globalisation opening up markets
More people looking for work WITH experience
Result - less stable market crowding out young people

Working practice

To remain competitive orgs smaller, less levels
Intensified working
Low paid roles are off-shored
Loss f/t, increase in p/t & contingency working (home, tele working, zero hours, contracting)
Nervous to invest in development
Result - less opportunities for young people

Context

Technology, travel and communications improvements
More people need to work
People adapt to different ways of earning a living - taking multiple job roles, self-employed
Result - young people take what work is left in the labour market or stay in education.



Need for multi-focal solutions for *wicked problem* of youth employment

- ▶ **Acknowledge** significant issue – don't talk about record average employment /similarities with other developed countries
- ▶ **Recognise** complexity of problem encouraging multi-agency activities where **education, government and organizations WORK TOGETHER** to simplify STW transitions
- ▶ **Highlight the advantages of employing** young people bringing energy, innovation and new learning that benefits organizational development
- ▶ Encourage **long-term perspective of work** (for 10 years+) building in succession / developing specific roles for young people
- ▶ Bring **education closer to work**
- ▶ Adopt a **psychological focus** to job design increasing GOOD WORK for young people and others.

Top tips increasing youth employment

Employers

- Appreciate **benefits of diverse workforce** building strong case to employ young people
- Take a **work psychology approach to design** of entry roles including variety, autonomy, goals, challenge and feedback
- Develop and support young workers using **group approach**
- **Support managers and supervisors** in their early years of working with young people
- **Build organizational culture** supportive of young people; esp. leadership, recruitment, offer feedback
- Work with community and local education suppliers to show **what work is available**
- **Evaluate** with multiple stakeholders.

Young people

- Take every opportunity to **find out about work**; even things you don't like
- **research** 4/5 roles, visit workplaces, present and **discuss with a mentor** in work
- **Work alongside education** – **reflect** on what you are learning
- Understand your **strengths** and **learn** how to describe these to others
- Does your choice of HE **fit alongside your work aspirations** (are there placements / secondments?)
- **Plan specific** job-search processes, set targets, reflect with mentor; accept setbacks
- First job may not be “the one” but **continue to build skills, seek opportunities** with companies with youth-friendly cultures.



Thank you

angela_carter@justdevelopment.co.uk