

YOUTH FUTURES
FOUNDATION

A photograph of three young adults sitting on a school bench, laughing and talking. On the left is a young woman with long dark hair, wearing a green zip-up hoodie and sunglasses on her head. In the center is a young man with short dark hair, wearing a white t-shirt with red lettering and a black backpack. On the right is a young woman with long blonde hair, wearing a white t-shirt with a rainbow stripe. The background shows school lockers.

WHO ARE WE?

FUTURE



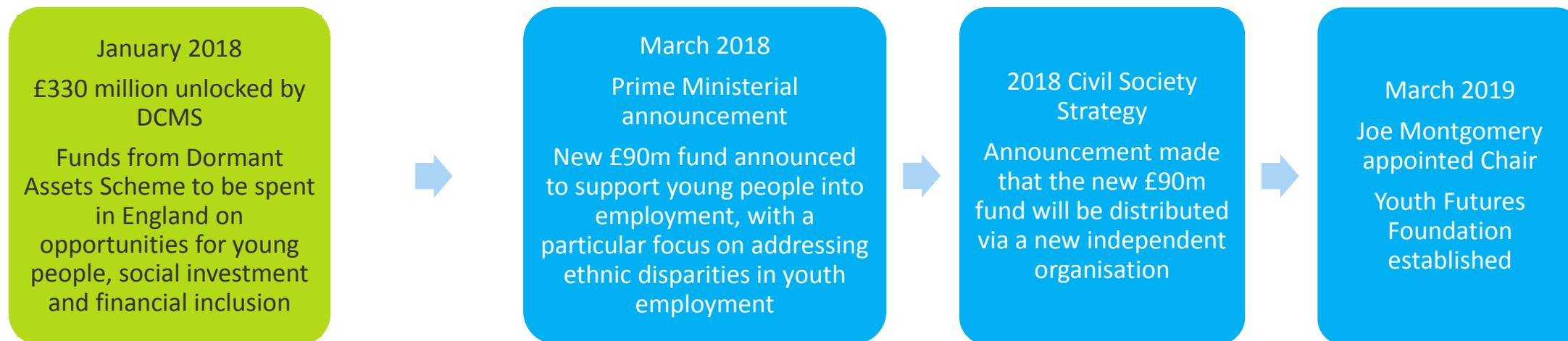
We are the Youth Futures Foundation.

We exist as an independent organisation to remove barriers for those young people a long way from the labour market; to support them into employment and to address ethnic disparities in youth employment.

With initial funding from dormant assets, we have the opportunity to deliver real and lasting change by identifying and championing what works.



How we came about



A photograph of three young adults sitting on a school bench, laughing and talking. The woman on the left has long dark hair and is wearing a green zip-up hoodie. The man in the middle has short dark hair and is wearing a white t-shirt with red graphics. The woman on the right has long blonde hair and is wearing a white t-shirt with a rainbow graphic. The background shows school lockers.

**WHAT'S THE PROBLEM WE
ARE TRYING TO SOLVE?**

FUTURE

11.3% of 16-24 year olds in England are neither earning or learning

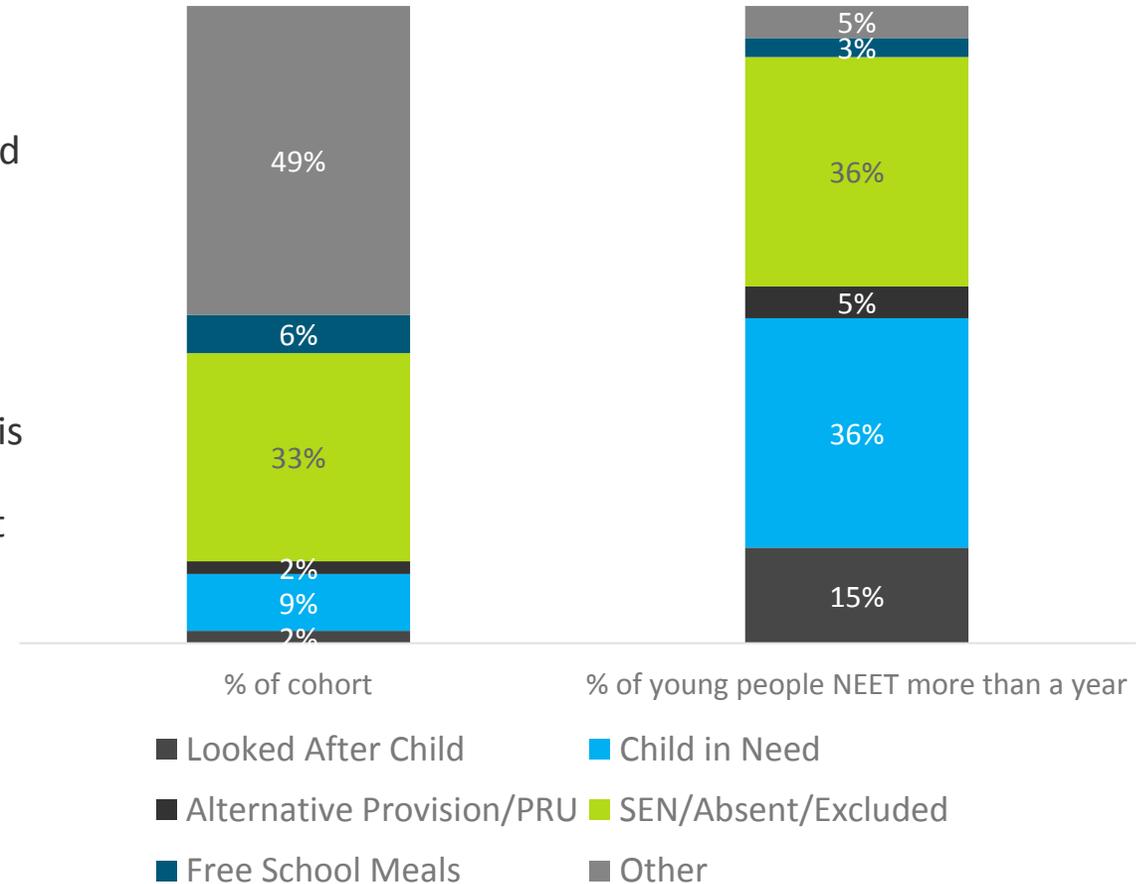
Despite falls in overall NEET numbers, a steady number of around **400,000** are *not* actively looking for work.

Some young people are much more likely to fall out of education and work than others.

For example, *young people who have direct experience of the care system* account for just 11% of the cohort but **more than half** (51%) of those NEET for over a year.

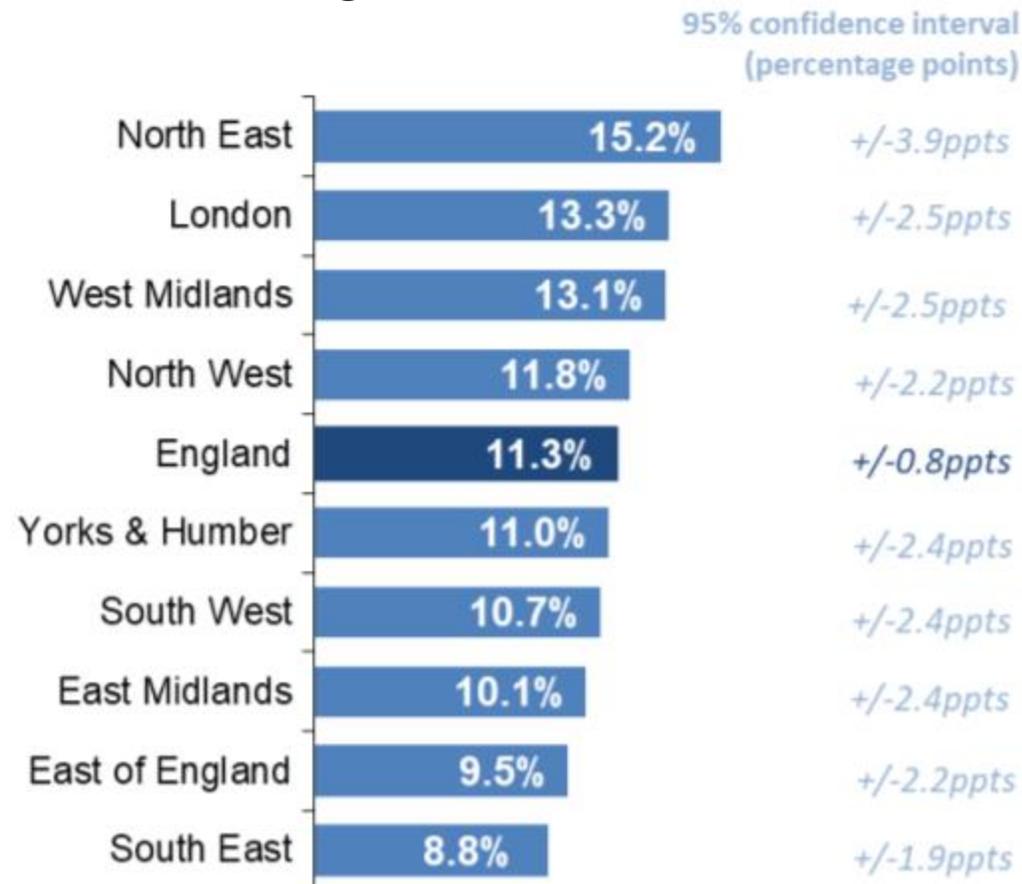
Recent Impetus/NIESR analysis suggests that *growing up in poverty* is itself a huge driver of disparity: Disadvantaged young people are around **50% more likely to be NEET** than their similarly qualified but better-off peers.

This has knock on effects for their later life. **A young person who experiences a period NEET will, on average, lose up to £50,000** in earnings over their working life when compared to a peer who doesn't experience a period NEET.



NEET rates vary hugely both *between* and *within* regions

16-24 NEET rates in England 2018



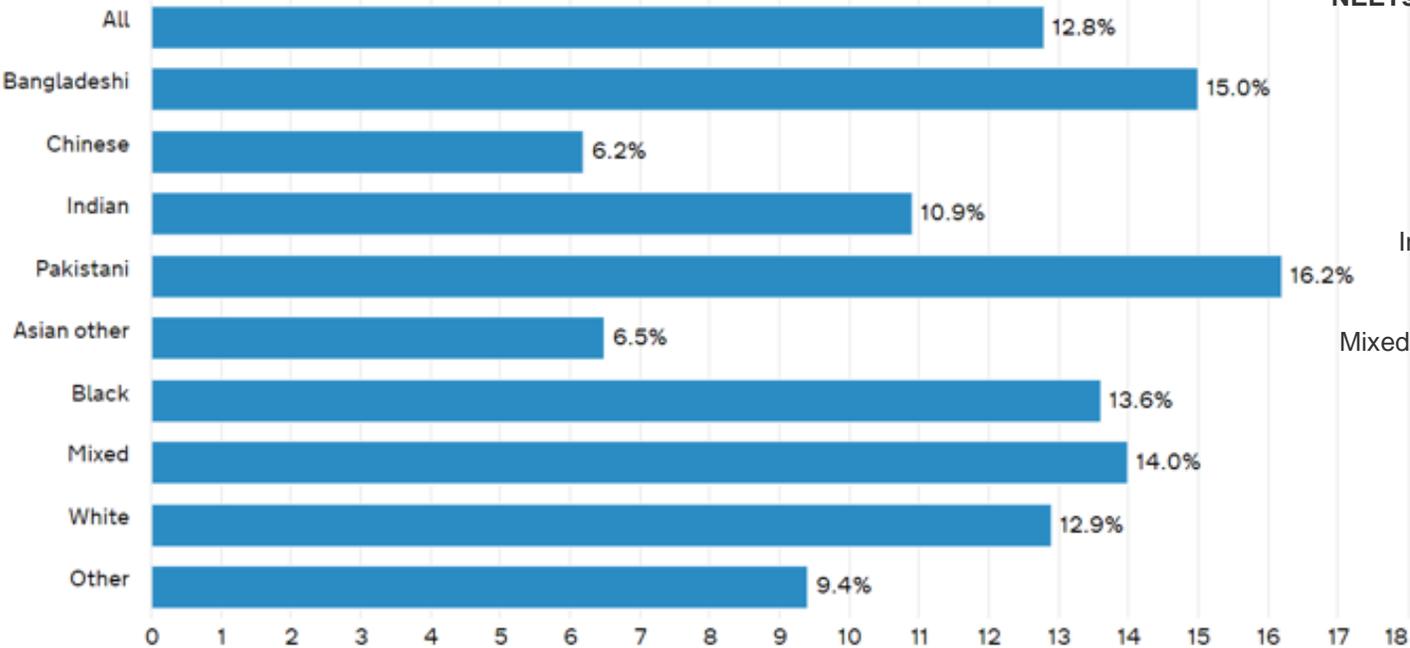
18-24 NEET rates in LAs in West Midlands

Local authority area	NEET rate
WMCA	17%
Sandwell (WMCA)	20%
Walsall (WMCA)	18%
Stoke-on-Trent	18%
Birmingham (WMCA)	17%
Wolverhampton (WMCA)	17%
Dudley (WMCA)	16%
Telford and Wrekin	15%
Coventry (WMCA)	15%
Herefordshire (1)	15%
Worcestershire	13%
Shropshire (2)	13%
Staffordshire	13%
Solihull (WMCA)	12%
Warwickshire	11%

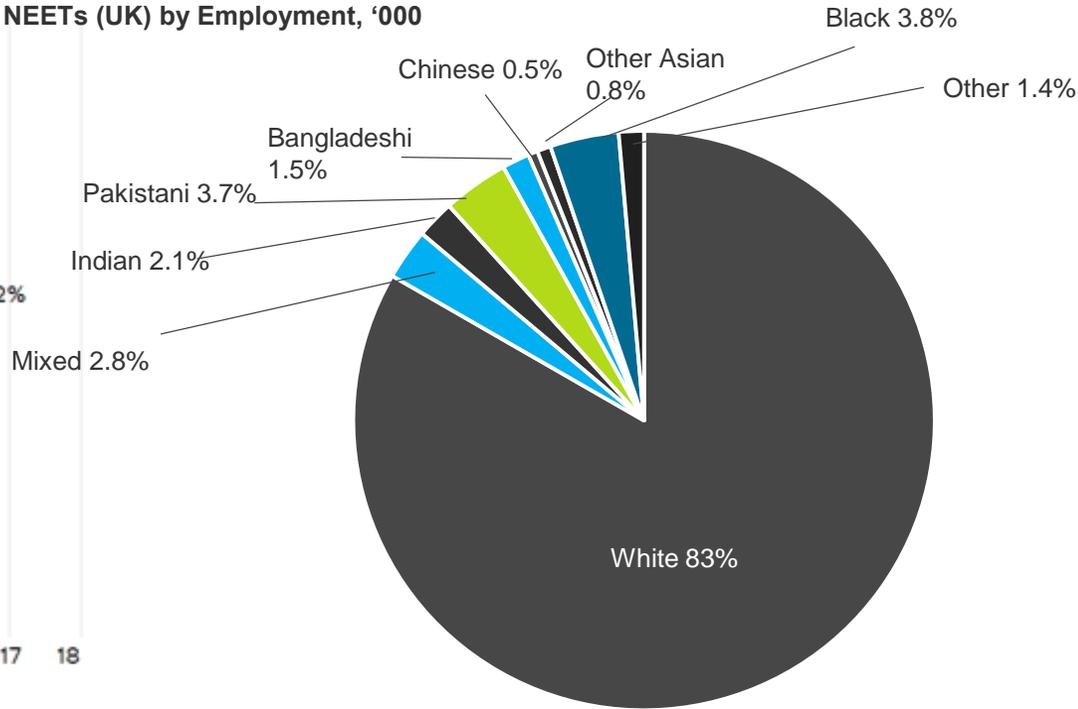
There are significant ethnic disparities in youth employment

The Race Disparity Audit identified how unemployment rates vary across different ethnicities – revealing some startling disparities. There are complexities in analysing these, as they vary across areas in terms of size and causes, and vary between groups.

Percentage of young people aged 16 to 24 years not in employment, education or training by ethnicity



NEETs (UK) by Employment, '000



Young people face both individual and systemic barriers to fulfilling their potential

Systemic barriers

Housing and transport

- Lack of stable housing
- High housing costs
- Or high transport costs to get to where jobs are

Communities

- Deprived areas with limited opportunities
- Competition for jobs from e.g. local undergraduates, apprenticeship levy spent on other workers

Offending

- Living in high crime area.
- Contact with YOTs
- Experience of offending (or victim of crime)
- Experience of exclusion

Ethnicity

- Some groups suffer 'ethnic penalties' such as a lack of available provision/ support compared to others, and/ or employer discrimination

Other employer barriers

- Inappropriate qualifications required for entry level jobs
- Recruitment and retention processes not designed with young people in mind

Benefits/pay

- Available jobs may not be more financially attractive than benefits
- Benefit system does not encourage e.g. traineeships

Individual barriers

Health

- Mental health
- Physical disability
- Learning disability
- Substance abuse

Family functioning

- Lack of 'social capital' support structures and networks e.g. parents not working
- Experience of care system
- Have care responsibilities themselves

Skills and education

- Left school/college with low skills
- Essential, social and emotional skills
- Limited experience of workplace
- Missed out on mainstream schooling due to truancy

These factors are themselves strongly correlated with poverty and low qualifications

A photograph of three young people sitting on a bench in a school hallway, laughing and talking. The woman on the left has sunglasses on her head and is wearing a green hoodie. The man in the middle is wearing a white t-shirt with red graphics. The woman on the right is wearing a white t-shirt with a rainbow graphic. The background shows school lockers.

WHAT'S OUR APPROACH TO SOLVING THIS PROBLEM?

FUTUREES



Our vision

All young people, whatever their background, should have the support and opportunities to fulfil their potential

This is what we want the world to look like in the future

Our mission

The Youth Futures Foundation improves the way **young people are supported into meaningful employment**, particularly those a long way from the labour market and taking into account the issues highlighted in the race disparity audit

This is our role in achieving the vision. This defines our social purpose. Everything we do will be judged against it supporting this purpose.

When young people are supported into meaningful employment, everyone benefits

Benefits for the individual

- Wellbeing
- Sufficient income for financial independence
- Control and autonomy
- Confidence
- Avoids social exclusion -connecting to other people and the wider context
- Health benefits
- Stability
- Structure and routine

Benefits for society

- Social cohesion
- Social mobility
- Increased income tax gains
- Reduced cost of benefits
- Increased GDP
- A futureproofed workforce
- Reduction in anti social behaviour and crime



We spoke to young people and the community to understand what meaningful work means...

- **Paid:** Young people need legitimate - at least minimum wage - paid jobs.
- **16+ hours a week on average:** Young people might initially start on fewer hours, but regularly working 16 hours is when Benefits entitlements change. Moving on and off benefits as hours fluctuate poses significant challenges.
- **Good quality:** Any job is the best defence against future unemployment. But we must ensure we do not trap young people in “dead end” jobs when that is not the best course of action for them. In work support and progression pathways are vital.
- **Sustainable:** Young people should still be in a job 6-12 months after starting one.
- **Access to education and training:** Young people - particularly those aged 16-18 years - should be receiving high quality training and support alongside paid work.

Young people told us that **self employment** is a positive outcome, provided it is “meaningful” in the same way as any other job needs to be.

In contrast, there was widespread agreement that zero hours contracts do not constitute meaningful work.

Our work will be built around three pillars



- Grant making
- Capacity building
- Build local eco-systems



- Share “what works”
- Spread good practice
- Commission research



- Influence funder policy and spend
- Bring employers to the table
- Play a leadership role in a disparate sector

We are interested in both the supply side and demand side

- Do young people have the right skills & opportunities to secure and retain meaningful work? (supply side)
- Are employers equipped and prepared to hire and retain young people in meaningful work? (demand side)

Here are some of our immediate priorities...

Understanding and mapping the employment ecosystem

- We have commissioned a “rapid evidence assessment” of what works for supporting young people facing barriers into employment and will publish it to help the sector understand where the evidence is strong and where there are gaps.
The governmental and non-governmental funding for the sector is hard to navigate. We have begun to map the flows of funding, and will make this resource available to the sector.

Support promising practice

- We will offer grant funding to support and evaluate good practice
 - Prototypes – capacity building support to analyse and improve promising practice / innovation
 - Pilots – support for delivery and evaluation of established practice to expand reach and understand what works

Youth involvement

- Appointment of two young Trustees with full voting rights
- Employment of young people within the core YFF team
- Involvement of young people on committees, grants panels and advisory groups

Employer engagement

- Our workplan includes significant work to engage employers on this issue
- This will involve multiple visits to areas of need to enrol employers into becoming part of the solution

Some national changes we hope to see..

Ethnic pay gap reporting to be implemented across all sectors, responding to this government's consultation and expecting public sector employers to lead the way.

A robust evidence base that informs policy and funding development/practice

Employers creating high quality opportunities for young people.

A structural solution to enable existing philanthropic funders to pool funding to address a specific issue

Local Enterprise Partnerships to ensure that their Local Industrial Strategies include strategies for a) supporting underserved groups and b) youth employment

Jobcentres offering flexible, evidence-based support to disadvantaged young people, working with local youth employment experts.

Joined-up government approaches to addressing the systemic issues that drive youth unemployment

Local coordination of services for young people that meaningfully and effectively engage employers and LEPs to ensure young people are skilled and equipped to learn and earn.

A group of five diverse students are gathered in a school cafeteria, laughing and talking. From left to right: a young woman with long brown hair wearing a grey and black long-sleeved shirt and blue jeans, carrying a maroon backpack; a young man with short black hair wearing a white t-shirt and a plaid jacket; a young man with short brown hair wearing a grey t-shirt and a dark blue hoodie, carrying a black backpack; a young woman with long dark curly hair wearing a pink t-shirt and light blue jeans, carrying a brown bag; and a young woman with long blonde hair wearing a plaid shirt and blue jeans, carrying a yellow backpack. The background shows a bright, modern cafeteria with wooden tables and chairs, and large windows. The text "THANK YOU" is overlaid in the center of the image.

THANK YOU