

Youth Futures Foundation Impact Report 2022





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Foreword from our chair

Our vision is for a society in which all young people have access to good jobs. One which does not leave any young person behind regardless of their circumstances or vulnerabilities.

With that in mind, Youth Futures achieved a huge amount in 2022. We focused on changing the system so that young people facing disadvantage are supported into good quality jobs. We launched our first place-based approach to systems change, commissioned research into what works to employ young people from marginalised backgrounds, and ramped up our face-to-face engagement with stakeholders.

In early 2022, as we emerged from the pandemic, there were encouraging signs of economic growth, with employers struggling to fill the surge in vacancies. Despite this, the recovery was not felt equally. Young people facing disadvantages still encountered the biggest challenges, including an increase in mental ill health and long-term unemployment.

This was worsened by the cost-of-living crisis, which deepened existing disparities for the most vulnerable. Unemployment and NEET (Not in Employment, Education or Training) levels have both increased, while the number of young people in employment has remained lower than pre-pandemic levels.

Systems change

The UK youth employment system is fragmented with multiple agencies delivering services, making it difficult for young people to navigate them. When young people told us what they want from employment support, they talked about changes to the whole system. Here's how we addressed some systemic challenges in 2022:

- We launched our flagship national place-based programme, [Connected Futures](#), with seven areas receiving Phase 1 funding
- We commissioned a rapid evidence review, data analysis and a survey of over 2,200 young people from [ethnic minority backgrounds](#)
- We launched a new youth participation initiative with the Department for Work & Pensions and the Department for Education called 'Your Voice, Your Say, Your Future', in partnership with [Youth Employment UK](#).



Seyi Obakin,
Chair

Building capacity

We work with Infrastructure organisations that have a long-standing, intermediary role in supporting young people from marginalised backgrounds into employment. Enhancing the capacity of frontline charities and social enterprises, and the practitioners delivering their programmes to deliver effectively for young people, is crucial. Here's how we made progress:

- We highlighted a potential £38bn dividend to the economy for improving NEET outcomes by co-producing a report with PwC on the [Youth Employment Index](#)
- We gained official What Works Centre status, becoming the tenth member of the government's [What Works Network](#)
- We announced a further £1.73m to [nine diverse infrastructure organisations](#) to build the evidence base with their members and networks delivering youth employment support.

Creating opportunities

Employers are central to the youth employment ecosystem: they create and develop opportunities within the youth labour market. Collaborations included:

- Completing two Rapid Evidence Assessments setting out the international evidence base on what works in [1\) recruiting](#) and [2\) retaining](#) disadvantaged young people in the workplace
- Sponsoring and attending a ground-breaking new event, [Anthropy](#), and joining panels focused on employer practice
- Holding three successful meetings with our [Employer Advisory Board](#), which examined our research and initiatives, and provided invaluable insights.



Organisational health

Our ability to deliver our objectives depends on our dedicated team, supportive systems and stable finances. As we transitioned into our third year, we made positive steps towards securing a stronger foundation for Youth Futures. Steps included:

- Being awarded £20m additional Dormant Assets funding (taking our total to £110m)
- Appointing [three new young Non-Executive Directors](#) to help to steer and shape our work whilst ensuring that lived experience is represented throughout our governance
- Making key staff appointments, including a permanent CEO.

Youth voice

Youth voice is central to Youth Futures' work. This year, our activity gathered pace as we entered the second year with our pilot Future Voices Group (FVG) cohort. Activities included:

- Establishing three Youth Reference Groups to support our research activities
- Recruiting a new, larger cohort of FVG for the coming two years
- Ensuring young people were at the heart of our flagship events.



It looks likely that the economy will be stagnant in 2023 and that means we face a pivotal time for the youth labour market. Yet, our core mission of supporting marginalised young people into good jobs remains critical, perhaps even more so. Thus, our strategic focus will be on using evidence to mend a fragmented system, influencing how employment and training services are delivered and ramping up activity to improve employer recruitment and retention of young people. Thus our strategic focus will be on using evidence to mend a fragmented system, influencing how employment and training services are delivered and ramping up activity to improve employer recruitment and retention of young people.

2023 is also our fourth full year of operation so the nature of our activities will change as the first wave of grants and evaluations end or evolve, and a new set of programmes is developed that builds on the last three years' insights. Working with our partners and stakeholders, we shall keep driving long-term systemic change so that young people from marginalised backgrounds achieve their full potential.



2022 in
numbers:

£20m

Additional Dormant Assets
funding awarded

12

Pieces of content
developed by our
Future Voices Group

2

Large policy and
engagement events,
including our first
parliamentary event

38%

Of organisations on
our Infrastructure grant
programme are led
by an ethnic minority
CEO or MD

£25m

Cumulative grant funding awarded to 162 grantees

£7.5m

Cumulative total
of match funding
secured

14

Organisations recruited to
our Employer Advisory Board

3

Government submissions
by Youth Futures

250,000

HR professionals reached with our evidence
review aimed at employers, published in
partnership with the Chartered Institute of
Personnel and Development (CIPD)

1

Youth Employment
Evidence and Gap
Map updated

3

Parliamentary mentions in
the House of Lords related
to the Dormant Assets Bill
recognising the impact
of our work

19,710

Cumulative total of
young people reached

£4.9m

Cumulative total committed
to the largest ever range
of youth employment
evaluations in England through
our What Works programme

2,200

Black, Asian and minority
ethnic young people were
surveyed on their experiences
of learning and employment

4

Policy papers
produced

16

Research and
evaluation papers
produced

18

New grantees
supported

2

New grant schemes
launched (Connected
Futures and place-
based programmes)



Our strategy

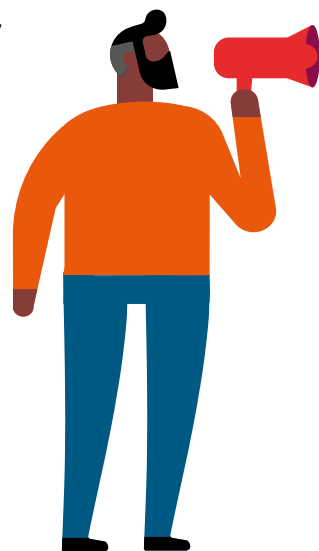
Our vision

A society where all young people have equal access to good quality jobs. This includes:

- Equal employment outcomes for young people who face discrimination or disadvantage
- Fewer young people outside the labour market or in insecure work
- Improved progression pathways for young people.

Our mission

To narrow the employment gap by identifying what works and why, investing in evidence generation and innovation, and igniting new ideas that change behaviour and practice.



youth
futures

Our strategic approach

We are an ambitious organisation that takes a systemic approach to supporting young people from marginalised backgrounds to move into good quality jobs.

From 2023–25 we will be focusing on four strategic priorities:

- 1 Building capacity** – Influence the commissioning and delivery of youth employment and training services to be routinely based on evidence of what works.
- 2 Systems change** – Use evidence, learning and practice, driven by young people, to mend a fragmented system and influence place-based policy.
- 3 Creating opportunities** – Develop evidence-based and practical business cases for employer behaviour change, based on best practice in recruiting and retaining young people from marginalised backgrounds, scaling up that learning to target places, expanded networks and key partnerships.
- 4 Organisational health** – Deliver a strong foundation for Youth Futures, based on a well-resourced, positive and financially stable environment in which our people thrive, risk is effectively managed and we deliver our mission.



youth
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Systems change

We believe a place-based approach is important to finding out what works when supporting young people into good jobs.

The youth employment system is convoluted and involves many different types of organisations, from local and national government to public and private sector, as well as not-for-profit organisations. Support is typically organised around disparate and conflicting policy and funding incentives, leading to disjointed journeys towards work for young people.

These flaws in the system have the most impact on young people who already experience other barriers or challenges, with young people from ethnic minority backgrounds facing even greater barriers to work. We recognise that these systems should work for, and not against, the young people who need them the most, by putting young people at the heart of education and employment system(s).

We are focusing on how young people experience support where they live so that we can help to improve local support and opportunities through our flagship Connected Futures programme and two placed-based initiatives in the North of England. From Burnley to Brent, and Durham to Derby, we are funding and evaluating innovative, multi-agency partnerships in areas where young people are most in need.



A place-based approach

Grantee: Durham County Council

Location: Durham

Programme: Impact pilot

In July, we announced a new place-based partnership with Durham County Council to help boost youth employment. Set to support over 200 young people across the next two years, the £1.2m grant was awarded to the council and its partner, DurhamWorks, helping to support 16- to 24-year-olds furthest from the labour market.

"It is fantastic that this funding has been secured to assist those young people in our county who are currently out of work and in need of support. We know how important it is that this type of help is offered so that the younger generation of job seekers can achieve their full potential. Our hope is that this programme provides a significant boost to the employment prospects of those it will work with."

Cllr Ted Henderson,
Cabinet member for children and young people's services, Durham County Council



Connected Futures:

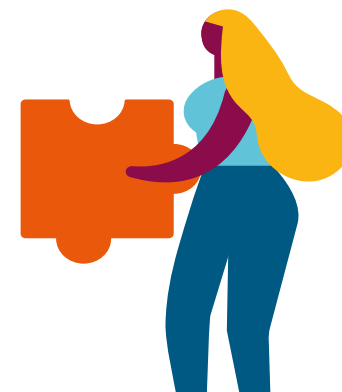
When we spoke to young people facing exclusion about their experiences of employment support, they told us about services that don't take account of their circumstances, pull them in different directions, or simply don't offer what they need.

Their stories around services that don't provide joined-up, consistent help to find work informed the development of our £16m Connected Futures programme.

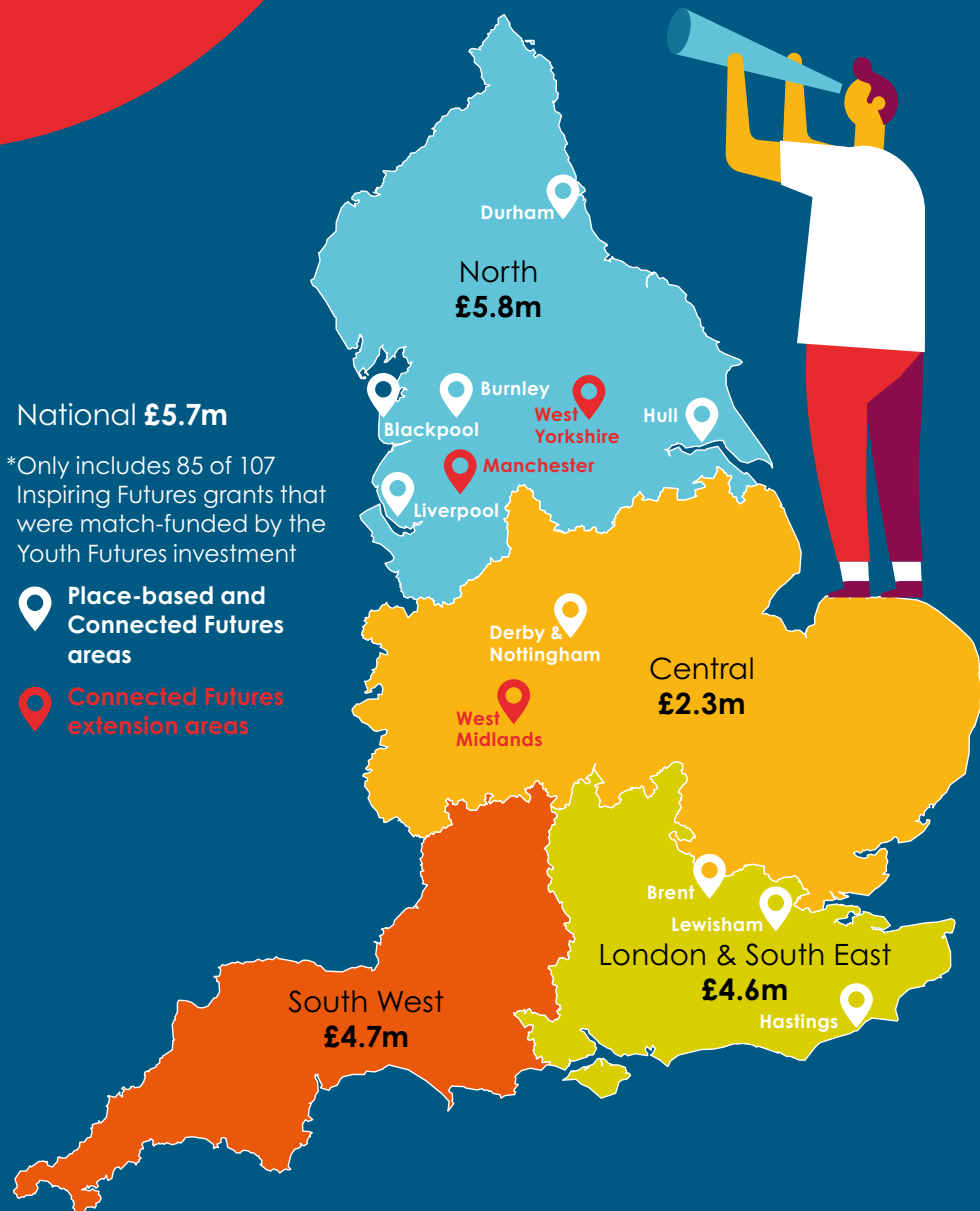
Through this programme, we are funding partnerships involving local government, the voluntary and community sector, housing providers, employer bodies and others to develop new approaches that put young people at the heart of locally tailored solutions.

"It's great news. When we – as a group of young people – sat down with Youth Futures and told them how it was, it felt like it really hit home, it felt real – that we were heard and that we were trusted to know best about the reality of how it is for us."

Danni, 22,
The Warren, part of our Connected Futures partnership in Hull



Grant awards by region*



"As a young person, I'm excited to be working with the Youth Futures' Connected Futures programme because when they say 'we want youth leadership' they really mean it."

Andrew Speight,
Youth advisor, Right to Succeed, part of our Connected Futures partnership in Blackpool

Researching systems change

We commissioned an ambitious programme of research in support of Connected Futures and our wider systems change work. This includes an analysis of data on local labour markets, a review of funding flows that support youth employment, a literature review exploring 'what works' in systems change and a review of studies on understanding the drivers of employment outcomes for different groups of marginalised young people.

Read more here:
<https://youthfuturesfoundation.org/wp-content/uploads/2022/11/Youth-Futures-Foundation-Narrowing-the-gap-tackling-ethnic-disparities.pdf>

60%

60% of stakeholders recognise us as **actively addressing / focusing** on the experiences of **ethnic minority young people**

Tackling ethnic disparities

To better understand the systemic barriers and ethnic disparities in youth employment, we commissioned a rapid evidence review, data analysis and a survey of over 2,200 young people from ethnic minority backgrounds. It showed 71% of those surveyed had experienced discrimination at work. We launched the findings to key stakeholders at our first event in the House of Lords in November where we were delighted to be joined by Mims Davies MP, who announced her appointment as Parliamentary Under Secretary of State (Minister for Social Mobility, Youth and Progression).

"I'd like to say how grateful I am for the extensive engagement of our partners here today, including the Youth Futures Foundation, as we continue to develop our support package for all young people – but particularly those young people who need additional help and intervention to fulfil their potential."

Mims Davies MP
Minister for Social Mobility, Youth and Progression

"To tackle this issue, we intend to target a further £5million on Connected Futures partnerships that address the challenges young Black, Asian and minority ethnic people face at a local level."

Lord Simon Woolley,
Non-Executive Director at Youth Futures



Building capacity

Frontline charities and social enterprises, and the practitioners delivering their programmes, have a long-standing role in supporting young people from marginalised backgrounds into employment.

Building and improving the capacity of these organisations, and those who fund and support them, to deliver effectively to and for young people is a crucial part of achieving systemic change.

Many practitioners play a key role in supporting young people into employment, such as job coaches, career advisors and youth workers. It is vital that practitioners, and the organisations they work for, apply knowledge of what works to support those most marginalised young people into good jobs if we are to see systemic improvement in the skills and support given to young people.

We equip practitioners, intermediaries and commissioners with additional evidence and skills to help them in this vital work. We are identifying best practice, investing in promising interventions, and sparking a shift in culture and practice.

88%

Nine in ten (88%) stakeholders trust the research and evidence produced, stating that Youth Futures continues to be equal to government departments and bodies as a source of research and **evidence on Youth Employment**



Inspiring Futures

The Covid-19 pandemic intensified existing challenges for children and young people looking to access further education, training and work. In partnership with BBC Children in Need, we delivered £7m in grants through the Inspiring Futures Fund to 107 frontline charities and social enterprises. As this programme comes to an end, over 15,000 young people have been supported, exceeding its target by 15%.

Grantee: Young Women's Trust

Location: London

Programme: Inspiring Futures

This grant funds coaching and employment support sessions for 2,500 young women affected by a range of disadvantages. The activities aim to improve confidence, entry to employment and skills.



"Before the pandemic, I'd secured an admin role that I loved and it felt exciting to learn new skills. However, like so many others I was made redundant. To keep my head above water, I moved back to a part-time retail role, but I felt like I'd taken one step forward and two steps back. I found out about Work it Out on Instagram and thought I'd check out Young Women's Trust's website to see if they were able to help me.

"It had such a positive effect – I felt more confident, I could vocalise all my great points without questioning them.

"I'm so proud of all the things that I've achieved since getting involved with Young Women's Trust. I have a job I love in the civil service, and I have a successful business making book-themed jewellery."

Maryam,
Young beneficiary of Young Women's Trust's Inspiring Futures programme

Infrastructure Resilience Fund

We work with infrastructure organisations that can demonstrate how they help young people who face intersectional barriers move towards and into work, by equipping the organisations in their networks with the knowledge, skills and connections to provide world-class employment support and training. In 2022 we announced nine new grants worth £1.73m.

Grantee: The Traveller Movement

Location: England

Programme: Infrastructure Evidence

"Our Reaching Out project will mainstream Gypsy, Roma and Traveller youth work provision by, for the very first time, bringing together public and private youth sectors, employers and the Gypsy, Roma and Traveller charitable sector to build pathways to employment for young people. This is important work; young people from all sorts of backgrounds are being disadvantaged by a lack of access to opportunities and an increasingly precarious and casualised labour market, but the situation is even more stark for young Gypsies, Roma and Travellers who are amongst the most marginalised and discriminated against groups in society. We're very grateful for Youth Futures Foundation's support for this initiative, which will help us to deliver on the recommendations from our peer-led research project."

Yvonne MacNamara,
CEO, Traveller Movement



What Works programme

Our What Works programme helps us identify what does and doesn't work when supporting young people to secure good jobs. We invest in approaches and interventions that can be tested, evaluated and, where proven to be effective, scaled up.

Grantee: 1625ip

Location: West of England

Programme: Development & Impact / What Works

In partnership with the West of England Combined Authority, we are supporting the West of England-based charity 1625 Independent People. It supports care experienced young people aged 16-25 who are at risk of becoming homeless, or are already homeless, through a range of specialist projects and services. Young people will receive 1-2-1 support from coaches over two to three years. The frequency and type of support will vary during that period but is based on a youth version of Acceptance and Commitment Therapy, called DNA-V. The Behavioural Insights Team is leading the evaluation of this programme.

"Young people leaving care are hugely talented and we are determined that they can access jobs, education and training so they can succeed in life. This is a partnership with 1625ip coaches working alongside local authority leaving care teams, employers and training providers, with the success of our approach being a credit to everyone involved, and most importantly to the young people who have shown such strength and perseverance through these hard times."

Dom Wood,
CEO 1625ip

Assessing the UK's performance

We collaborated with PwC to produce the Youth Employment Index, which showed that the UK could benefit from a £38bn GDP boost by improving youth employment prospects.

£38bn

The Youth Employment Index showed the UK could benefit from a **£38bn** GDP boost.

Scaling up insights and learning

In July, we delivered our first in-person event attended by nearly 150 grantee organisations and stakeholders as 25 speakers shared insights and first-hand experiences of issues in youth employment. Shadow Minister (Work & Pensions) Ali McGovern gave a keynote address.

"We owe young people a great debt given the impact of the pandemic. But there is a broken deal for young people as wages stagnate and job insecurity is at an all-time high."

Alison McGovern MP



Read more here:

<https://youthfuturesfoundation.org/wp-content/uploads/2022/04/PwC-Youth-Futures-Foundation-Youth-Employment-Index-2022.pdf>

Creating opportunities

Employers are central to youth employment as creators of the opportunities within the labour market, determining how accessible those opportunities are and the level of progression possible.

We know that young people from marginalised backgrounds are particularly disadvantaged in this journey and are more likely to face barriers partly because of employers' approach to recruitment. We also know that employers face a range of challenges and barriers in changing their practice and behaviour and are operating within a difficult and highly pressured labour market.

At the same time, there exists a complex space of differing information, advice and guidance available to employers about their workforce development, which itself can be tricky to navigate.



Building the business case to recruit young people

To understand the international evidence based on what works in 1) recruiting and 2) retaining disadvantaged young people in the workplace, we completed two Rapid Evidence Assessments with the Centre for Evidence-Based Management.

In partnership with the Chartered Institute of Personnel and Development (CIPD), we turned this evidence into usable practice summaries for employers, which were distributed to their 250,000+ network, and received a very positive level of engagement. It was also shared through Department for Work and Pensions local partner network. This was in support of CIPD's One Million Chances campaign.

Another new partnership was established with ReGenerate, an innovation, research and movement-building coalition to build the 'business case' for employers to recruit young people from marginalised backgrounds.

Youth voice at the heart of the debate

In November 2022, we helped shape a vision for Britain's future at a brand-new event, Anthropy, held at the Eden Project. Bringing together the nation's leaders and influencers to help build back from the Covid-19 period, we helped lead the way for youth voice by participating in discussions on how we can #ChangeTheNarrative and collectively work together to make a real difference for marginalised young people in our communities.

"When it comes to reaching out to young people about a job, the evidence suggests that it's worth investing in getting to know the target group – their activities, interests, networks and where they hang out. It's important to adapt to the context – a national or uniform approach is less likely to work."

Chris Goulden,
Director of Impact
and Evidence,
Youth Futures Foundation



Read more here:

https://www.cipd.co.uk/Images/recruiting-disadvantaged-youth-practice-summary-web-2_tcm18-107324.pdf

https://www.cipd.co.uk/Images/retaining-disadvantaged-young-people_tcm18-109092.pdf



"Working with Youth Futures has been exciting and eye-opening. The methodology of developing the stakeholder voice from young people to employers of all shapes and sizes; in-depth research on a topic usually dealt with by emotion and hearsay; and the sharing of data and willingness to explore partnerships has been exemplary, in my opinion. I am keen to see how this can be used increasingly as the issues addressed by Youth Futures have seemed intractable and it is time for a significant change which, I believe, Youth Futures can help to do."

Sara Williams OBE,
CEO at Staffordshire Chamber of Commerce

Spotlight on the Employer Advisory Board

Our Employer Advisory Board (EAB) was set up in 2021 to ensure that we could work more closely with a wide range of employers. Since then, the board has helped us to test our ideas with employers, gain new insights into how organisations work, and explore how organisations recruit young people.

Our 14 EAB members work together with us to support our thinking, helping us to develop strategies to support more marginalised young people into the labour market.

It was great to be joined by our fellow EAB members throughout the year. Dina Potter (National Grid) joined as a panel speaker at our employer engagement event. Helping to share key insights into youth employment from an employer perspective, Dina was also joined by Lambeth Council.

David Adair (PwC) joined us at our parliamentary event in November, where he spoke about our ethnic disparities research and why it's important to employers. In 2022, we also welcomed new members from Legal & General and the Federation of Small Business.



Grantee: London Progression Collaboration
Location: London
Programme: Infrastructure Evidence

The London Progression Collaboration (LPC) exists to support employers to create new apprenticeships for low-paid Londoners, which support progression into and in work. The initiative is incubated by think tank the Institute for Public Policy Research and has created over 700 new apprenticeships since its launch in 2020.

This grant supports LPC to work with small and medium-sized businesses to create 1,000 new apprenticeships for young Londoners over two years, focusing on those from disadvantaged and under-represented backgrounds, as well as to expand its mission-driven apprenticeship levy transfer service. In addition, the funding will enable the LPC to pilot a new "progression support programme", working with apprentices' line managers to boost the impact of young people's apprenticeships. Finally, the LPC will develop an enhanced knowledge-sharing programme within its extensive networks of employers and apprenticeship training providers.

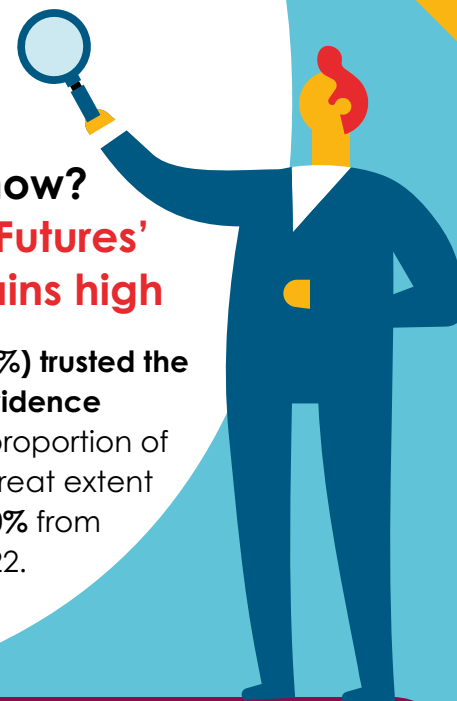
"We're delighted to be working with Youth Futures. Their support will allow the London Progression Collaboration to continue to build on our successful pilot, and to develop our work supporting small and medium-sized businesses to create high-quality apprenticeship opportunities that support disadvantaged young Londoners to progress into and in work."

Anna Ambrose,
Director, London
Progression Collaboration,
IPPR



Did you know? Trust in Youth Futures' research remains high

In 2021, **nine in ten (88%)** trusted the research and evidence produced, with the proportion of those trusting to a great extent **increasing by 10%** from 2021 to 2022.





Future Voices Group

Following the principle of 'nothing about us without us', youth voice is woven throughout every element of our work. Young people from marginalised backgrounds with lived experience of facing barriers to employment help shape our strategy and lead our mission.

Highlights of how we have put young people at the heart of our work this year include:

- Recruiting three new young Directors, extending the number of young Non-Executive Directors on our Board from two to three
- Recruiting a second, expanded cohort of the Future Voices Group (FVG), building on the success of the pilot programme by recruiting another 20 young people from across the country to act as strategic advisors across our work
- Sharing 12 pieces of content on Future Voices Digital, publicising young peoples' stories and perspectives on a range of complex topics relating to youth employment
- Enhancing the role of young people in our research activities, through the recruitment of eight young people to our ethnic disparities sub-group and five young people to advise on our Youth Employment Toolkit
- Placing youth participation at the heart of our Connected Futures programme, with the FVG reviewing our long-listed applications and all funded places committing to at least giving young people a stake in decision-making in their work.



Spotlight on the Future Voices Group

As we welcome a new cohort of Future Voices Ambassadors, we caught up with Isha and Roshan, former members of our Future Voices Group, to reflect on their experiences over the past couple of years.



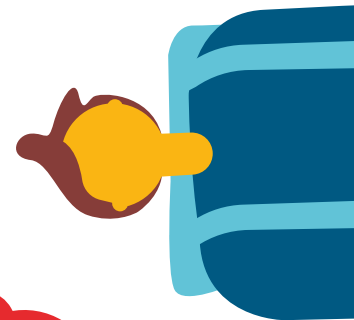
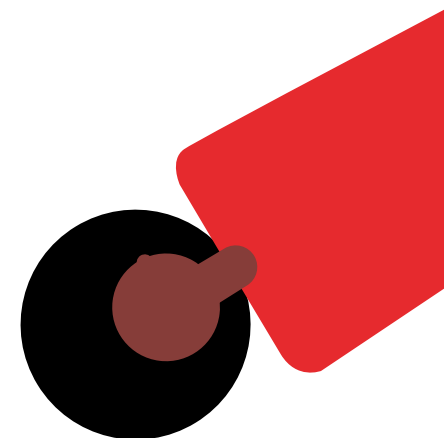
Why did you apply to be a Future Voices Ambassador?

Roshan: As a visually impaired person of colour, I have often felt that there are a lack of role models within the sector I wish to pursue. Youth Futures appealed to me because I felt leaders of the organisation had a mindset which aligned with my own views on the state of youth unemployment statistics within the UK.

Isha: I had the desire to change the education system for young people from ethnic and religious minority backgrounds. Being the only ethnic minority and Muslim in state school in the North East, I have faced systematic discrimination. I felt like my experiences could be used in a positive way when I saw the Youth Future Foundation's advert. I had a lot to say, and I wanted to make a change for future generations. I felt the agendas and motives of the Future Voices Group in removing barriers for young people were aligned with my own.

Furthermore, I felt that being from the North East, I could shed light on the unique struggles young people from my area face.

Reflecting on my experience as Future Voices Ambassador, as the only Muslim woman of colour, I joined the Future Voices Group wanting to do justice to the people I represent. I hope that during my time, I have done that.



What are some of the highlights of your time as an Ambassador?

Roshan: One of my highlights was working on an employment podcast where I was able to speak about my experience as a visually impaired person of colour and some intersectional issues I've faced navigating a corporate sector career. It was a fantastic opportunity because I networked with people who had completely different experiences to my own and I was able to learn from their lived experiences and push myself out of my own lived experience.

I also have to say speaking at the House of Lords is an experience I will remember for the rest of my life. It was a pivotal moment for me and really helped boost my confidence. I could never have imagined that I would one day be able to engage in such an opportunity, but I feel the opportunities I've been given at Youth Futures, like speaking at this event, have made me a far better legal professional.

Isha: One of the main highlights for me was speaking at the parliamentary event in the House of Lords. It gave me a chance to really share my experience in a safe space and also reinforced the key research Youth Futures Foundation was there to launch, which put a spotlight on the barriers young people from ethnic minority backgrounds face. It was a great opportunity. Giving my speech was the highlight of my life so far, and I am eternally grateful to the Youth Futures Foundation for the opportunity.

Another key highlight was taking part in the first Future Voices Group residential. I found meeting other Ambassadors in-person to be a positive experience and the team-building exercises helped me form friendships. It was also great hearing from Directors and Board members about how they include youth voice within their policies and within the route that Youth Futures wants to pursue.

I also think working on my article as part of Islamophobia Awareness Month was another highlight. It allowed me to give purpose to my healing, whilst also informing its audience about systemic discrimination in state education. I enjoyed being able to suggest improvements to the system in my own words.

Finally, I really enjoyed being able to speak to members of the Youth Futures Foundation's Employer Advisory Board. I made so many new contacts, and met people from different sectors who were truly passionate about tackling the barriers that young people from ethnic minority backgrounds face. I felt heard and had meaningful conversations with those members.



Our plans for 2023

We aim to ensure that future generations have access to fulfilling work, no matter what their background. We hope to do this by identifying and sharing knowledge, providing a bridge between employers and practitioners, and influencing decision-makers. We have identified four priority areas for 2023. These initiatives support our mission and will be the foundation from which we will collaborate with others, gain credibility and expertise, and influence behaviour:

1 Continue building on and sharing our growing systems change expertise

We will extend our flagship Connected Futures programme to new places that have regional and ethnic disparities in youth employment. This includes Greater Manchester, Yorkshire and West Midlands.

By using evidence learning and practice, driven by young people, we aim to mend a fragmented system and influence place-based policy. We will ramp up our stakeholder engagement to build a shared understanding of how to tackle disparities by improving awareness of how the youth employment system impacts young people.



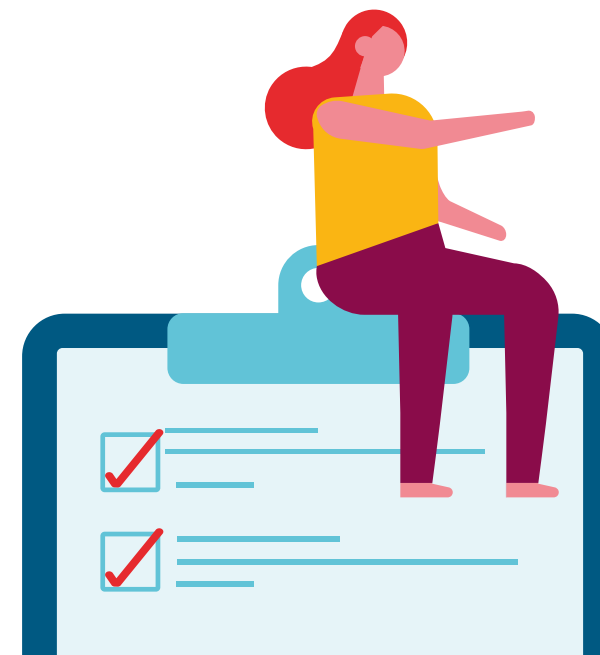
Stakeholders feel **local and / or regional issues should continue being a priority for the future**, as well as the continued influencing of employer practice.

2 Building capacity by creating tools to change behaviour based on our growing set of evidence

We aim to influence the commissioning and delivery of youth employment and training services so that they are based on evidence of what works.

To achieve this in 2023, we will launch our Youth Employment Toolkit, a free and accessible online resource to support evidence-based policy and practice to improve youth employment outcomes. In a user-friendly format, it will summarise evidence along with practical guidance on how to use different kinds of interventions including subsidies to employers, apprenticeships, short 'on the job' training, 'off the job' vocational training, basic skills development, 'life skills' development, and mentoring and coaching.

Alongside the Toolkit, we will launch our online Data Dashboard that will provide the latest youth labour market data analysis, insight on local funding flows and job markets and more.



3 Creating opportunities by building the business case for employers to change behaviour

In 2023, we will boost our contribution to employer practice and behaviour by building and maintaining impactful partnerships and engaging wider employer networks, through which we can share evidence of effective approaches to recruiting and retaining young people from marginalised backgrounds. We will continue to utilise our existing place-based approach to draw further employer insights from our Connected Futures areas, enabling us to gain and leverage opportunities to improve employer practice and behaviour in specific parts of the country.

Building on our 2022 survey of ethnically minoritised young peoples' experience of work and progression, we will continue to track their views with an annual survey. We will use our research findings, tools and resources to equip employers to address the challenges and barriers that young people from ethnically minoritised backgrounds face in the workplace.

4 Ensure that Youth Futures has a strong and sustainable future


Our team will continue to build on a values-led culture focused on high performance. We will undertake activities to secure future funding and will continue to develop Youth Futures' profile and build on positive stakeholder perceptions of our work.



Get in touch:

www.youthfuturesfoundation.org

 **@YF_Foundation**

 **company/youthfuturesfoundation**

