

ANNUAL REVIEW 2023





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Foreword from our Chair

At Youth Futures Foundation, we are working directly with young people to address the barriers and disparities that too many are facing when entering work.

I am proud to have had the opportunity to contribute my energy to this challenge. It has been deeply rewarding to see the fantastic work of the team at Youth Futures and our young ambassadors in the Future Voices Group during this past year.

Given the scale of the problems we are facing, I am encouraged by our achievements so far, particularly those that have been informed by working with so many talented and driven young people.

Where are we now?

Across the UK, 900,000¹ – 1 in 8 – of our young people are not in education, employment or training (NEET). The situation is especially acute in the North and the Midlands.

Marginalised young people are experiencing significant systemic barriers when they seek employment, and intolerant attitudes from colleagues when they do find work. Young people leaving social care, or who have learning disabilities, face the greatest hurdles to getting into work.

The 2021 England census figures made it clear that a quarter of the country's workforce will soon come from an ethnic minority background². Yet we know from our research this year with 3,250 ethnically minoritised young people – the largest known study of its kind – that they face discrimination getting into jobs³. They also experience unacceptable behaviour, including racist banter, in the workplace.

At a time when increasing numbers of young people are experiencing mental ill health⁴, we need to think about the long-term effect of these factors on young people in the workplace.



How we're addressing the challenge

Youth Futures' work to date has been focused on developing our understanding of the scale and complexity of the youth unemployment challenge. As the What Works Centre for youth employment, we are focused on identifying and testing the promising interventions that lead to practical solutions.

Through our partnerships with charities and social enterprises, government and businesses, we are sharing this evidence with decision-makers who have the power to scale up our learnings.

The Youth Employment Toolkit we developed in 2023 is the first of its kind in the world, containing powerful evidence and tools for action. This is making it easier than ever for key people in the sector to see what works and use this evidence in their decision making. To unlock the huge potential of young people in the UK, we need to be investing more in creating opportunities for them.

Realising our ambitions

Enhancing labour supply is crucial to economic growth and, especially with a tight fiscal outlook and an ageing population, young people must be part of the solution.

The Youth Employment Group calculated that if we could match the NEET rate of the Netherlands, where only 1 in 20 young people are not in employment or education, we would not only ensure young people themselves are able to achieve a better future but we could add £69 billion to the UK economy⁵ over the long term.

The complex employment barriers facing marginalised young people mean that lasting solutions will need to be delivered

through coordinated system change, and not just through one single approach.

Apprenticeships and entry-level positions offer practical and positive routes into work, but there has been a 36% drop in 19 to 24 year olds taking apprenticeships up – this number rising to 41% for under 19s⁶. At a time in their lives when entering the workforce is crucial to their successful transition to adulthood, young people need a way to find that first good job in order to begin to build their future.

Youth Futures has listened to young people about their challenges in finding good quality jobs and there is no doubting that the scale of the challenge is great, and we have some distance still to travel. But their compelling and practical insights have given us the basis we need to work in partnership to ignite a new era of opportunity for them.



Seyi Obakin
Chair, Youth Futures Foundation

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5. The Young Person's Guarantee [Internet]. Impetus. 2023. Available from: www.impetus.org.uk/news-and-views/2023/tackling-youth-unemployment-69bn-uk-economy
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Introduction from our Chief Executive Officer

Barry Fletcher

Getting young people on a successful and rewarding path to work is an essential first step in their long-term wellbeing, and key to our country's prosperity. I am therefore thankful to all those who have worked in partnership with Youth Futures to make some real progress in understanding what works in reducing youth unemployment.

The picture facing young people who are not in education, employment or training remains largely the same as it was two decades ago. All of us know that for a young person starting out in their adult life, having a good job is crucial to a happy and fulfilling future. It is a tragedy for the country, and the individuals, that so many young people are unable to successfully find their way into work. This is what we are aiming to change.

What we do

Youth Futures Foundation is the What Works Centre for youth employment. We are part of the national What Works Network of organisations committed to generating and collating the best evidence to identify, analyse and target the critical challenges facing our country.

At Youth Futures, we work directly with government, employers, civil society organisations and young people themselves

to influence policy and practice. Alongside our partners, grantees and young people, we have put our collective efforts into identifying the most effective strategies and tools to get us moving in a better direction.

In 2023, our team grew across our three locations in London, Birmingham and Leeds, and we welcomed new board and committee members with a breadth of skills and experience. A second cohort of Future Voices Group Ambassadors have also joined us, bringing with them their lived experience and fresh perspectives so crucial to our success. We believe all of this puts us in a unique position to change the system that currently does not serve young people well.

One of our most important innovations in 2023, the Data Dashboard brings together the latest youth labour market data and our own research, combining the best evidence on youth employment from across the UK and internationally. It is our way of making the evidence visible to policy makers and influencers to help them make informed decisions for change.

In 2024, we are continuing to implement and evaluate interventions to deepen our understanding of what works to get young people into employment. As we do so, we will expand our investigation of the underlying, multi-faceted causes of youth unemployment and grow the evidence base for action. And we will continue to bring that evidence to the right people, in the right way, to help make change a reality.





2023 in numbers

£15m

additional Dormant Assets funding awarded for our Building Futures programme

£5.2m

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

2,149

views of our Data Dashboard

27

research and evaluation papers published

07

youth employment interventions featured in our Youth Employment Toolkit, bringing the best evidence to decision makers

20

new Future Voices Group ambassadors welcomed in the second cohort

8,640

visits to our Youth Employment Toolkit

25,301

cumulative total of young people engaged

02

grant schemes designed and launched, taking our evidence and putting it into action

01

employer engagement strategy developed in consultation with Employer Advisory Board members, the Youth Futures Foundation Board and the Future Voices Group

811

employers representing SMEs*, public sector and large corporates engaged through our partnerships with DFN Project Search, Workwhile, Re:Generate and Youth Employment UK

3,250

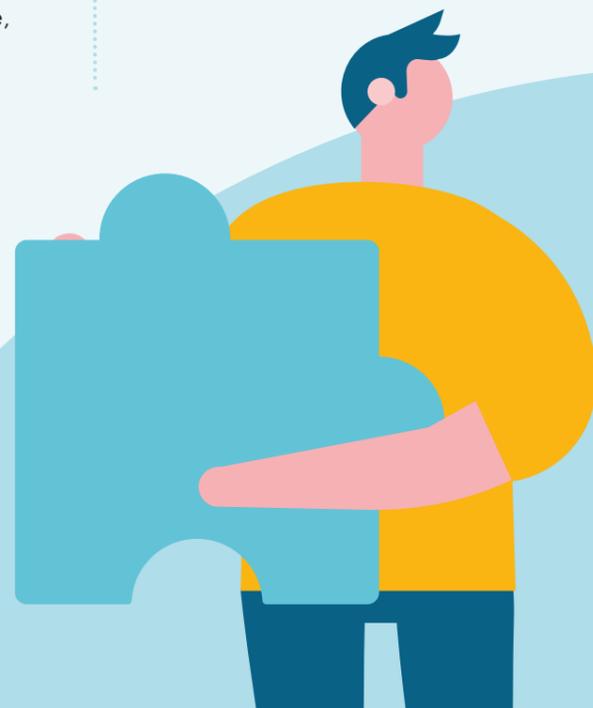
ethnically minoritised young people surveyed on their experiences of learning and employment

£29m

in cumulative grant funding awarded to 173 grantees

Unless otherwise stated, this report and these figures cover the period from January to December 2023.

*SMEs are small-to-medium-sized enterprises





How we make a difference

Youth Futures Foundation is the national What Works Centre for youth employment, with a specific focus on marginalised young people.

We want to see an equitable future society where all young people have the opportunity to be in good work.

Our work has two overarching objectives to bring about system change for marginalised young people:

- 1. To find and generate high-quality evidence** to better understand England's youth unemployment and inactivity challenge, and most importantly to learn what solutions work to address this. We do this through bringing together the best evidence already in existence and build on this by conducting original research and testing and evaluating promising interventions to produce much needed new evidence where there are gaps.
- 2. To put evidence into action with policy makers and employers** who have the means to make direct impactful change for young people. We do this through translating the evidence practically for stakeholders to use and understand, and through partnerships and engagement to influence, inform and support them as decision makers to back evidence-based interventions that work.

Throughout our work, we proudly involve the voices, perspectives and participation of young people experiencing marginalisation, through our Future Voices Group, our young Board members and beyond.

Building our understanding through original research and analysis

We commission and undertake research and produce analysis to better understand marginalisation, unemployment and inactivity amongst young people in England. We also curate evidence from studies from around the world on interventions to get young people into work. This informs everything we do from supporting organisations with evaluating their interventions to further building the evidence base on what works, to informing public policy and employer practice proposals.

Ethnically minoritised young people and discrimination at work

In 2022, we carried out our first survey of ethnically minoritised young people's experiences in the workplace. We built on that in 2023, speaking with 3,250 young people from ethnic minority backgrounds



in the largest such survey ever carried out in Britain. The experiences they shared fed into our Discrimination and Work report, which revealed that 48% of ethnically minoritised young people have experienced prejudice or discrimination when seeking to enter the workplace.

With almost a quarter of under 25s in the UK now coming from an ethnic minority background, the survey results revealed the stark impact discrimination is having on young people, our workplaces and our economy.

Exploring risk factors associated with young people becoming NEET

We commissioned the National Centre for Social Research to explore the extent and degree of overlap between different forms of marginalisation among young people aged 13 to 25 in England. The research showed that there are two groups of young people facing multiple types of marginalisation that are associated with a substantial increase in becoming NEET. Two 'clusters' recognised within the research are young people

identified as having Special Educational Needs with no academic qualification above level 1 and young people who have a limiting disability and poor mental health.

Generating new evidence through high quality evaluations

As a What Works Centre, a central part of our role is to generate evidence where none yet exists. Through collating nearly 600 high quality studies in our global Evidence and Gap Map we know there is very limited high quality evidence produced from within England and the UK.

To address this, we are collaborating with expert delivery organisations across the country to fund the largest range of youth employment interventions ever seen in England, underpinned by high quality evaluations to assess what works. This will help to plug the evidence gap that exists in this country, creating the opportunity to help move the system forward in addressing the stubborn youth unemployment challenge.

SPOTLIGHT:

Evaluating a therapeutic support programme to support care-experienced young people through a unique randomised control trial



Partner organisation:

1625 Independent People (1625IP)

Location:

West of England

In September 2023, Youth Futures invested £3m into 1625IP's Reboot West 3 programme to support young people aged 16-25 through flexible and holistic long-term relationship-based coaching. Reboot coaches work with care experienced young people on a one-to-one basis and in groups in a variety of settings including their homes and out in the community.

The Behavioral Insights Team (BIT) have been commissioned by Youth Futures to undertake a randomised controlled trial of the programme – the first ever in the UK looking at the impact of a therapeutic approach for care experienced young people and employment.

“ Youth Futures Foundation, as the What Works Centre for Youth Employment, have been a unique and massively valued partner for 1625ip, alongside the four local authorities and the regional authority with whom we work so closely. This hugely significant new funding will not only enable us to support many more care experienced young people into high quality employment and training opportunities, but will also enable the partnership to provide the strongest possible evidence base of “what works” in delivering better employment outcomes for young people.

Jamie Gill, Partnership Director at 1625IP

“ Reboot has been an invaluable source of support, offering a reintroduction to life and work that has transformed my perspective. With their ongoing commitment for an additional three years, they are extending their reach to assist 265 more individuals like me. Through their dedicated efforts, Reboot has not only helped me secure employment but also enabled me to find contentment and fulfilment in the real world.

Sam, a young person supported by 1625IP

Over
2,000
young people in 8 places
across England involved in
consultations, research and
developing new solutions

Designing and testing innovative programmes

In 2023, we used the evidence landscape to design our own innovative new flagship programmes where we will be able to test and evaluate these interventions in the coming years.

Connected Futures

Connected Futures, set up in 2022, is our £21 million programme to learn and test how changing employment, education and support systems at the local 'place' level can better support marginalised young people into work. We know that where a young person lives matters; it affects the schools and colleges they have access to, the opportunities in the local labour market, what employment support is available, their access to transport and so much more. All of this shapes how the NEET and unemployment challenge plays out locally for marginalised young people.

10
young ambassadors
working collaboratively in the
Connected Futures youth
steering group

The focus in 2023 has been exploratory: through collaborating with local partnerships and young people across the country we have sought to better understand the problems that matter to them, why these happen, and how we might address them in new ways. Through this initial exploratory work, young people are telling us they don't feel sufficiently prepared for work whilst in education, particularly if they are not on an academic track. They tell us they don't know what wider support is available to them, which means that many of them aren't accessing what is there. Similarly employers tell us that they find the education and employment support systems hard to navigate or engage with, so vital links to jobs and opportunities are not being made.

200
people attended our Connected
Futures conference in October as
we showcased learning, insights
and evidence from our place-
based journey so far

Heading into the next phase of this programme in 2024, local partnerships will use learning from the exploratory phase to test ideas and potential solutions to improve local education and employment services. From Blackpool to Brent, young people are starting to work on possible solutions, such as developing a curriculum that helps young people to get ready for work, changing how employers recruit, or establishing ways for young people to shape the decisions and priorities of support services.





SPOTLIGHT:

Blackpool Connected Futures partnership

Partners:

Right to Succeed, Blackpool Football Club Community Trust, Blackpool Council, Blackpool and the Fylde College, Business in the Community

Right to Succeed is a national charity focused on improving outcomes for children and young people through a place-based approach. With the support of Youth Futures, they have been working with local partners and young people to explore the youth employment challenges in Blackpool. At the forefront of this process are six paid youth advisers with lived experience of being not in employment, education or training (NEET), who set the direction of the work as well as connecting with young people in the community.

The challenges:

Blackpool faces several challenges and opportunities regarding young people moving on from education into employment. The current secondary school curriculum is limited in its ability to prepare young people for work and there is a need to integrate this with enhanced effective careers education, advice and guidance.

By placing a value on young people's time and expertise, Youth Futures Foundation and the Connected Futures project has broken down barriers to intergenerational collaborative working in Blackpool. This is challenging the socio-economic power dynamics that play out when some colleagues in a room are paid for their time and others are not.

Andrew, youth adviser, Right to Succeed

Teachers and parents often aren't aware of job opportunities in the area, while employers would like to do more to prepare young people for the workforce. Funding cuts have reduced some post-16 education options, limiting choices for local young people and there is a critical need for earlier and more targeted support for those at risk of becoming NEET.

Lessons from Blackpool:

As well as gaps in support, the youth advisers found that issues with data sharing and use among support agencies create additional barriers. Young people who are already NEET often have to retell their story repeatedly to different agencies, to make the case that they deserve support. Lack of consistent, shared data can even lead some young people to fall through the gaps altogether.

In the next stage of work, the Blackpool partnership will take forward solutions co-produced with young people, including a revised curriculum and new approaches to using data and understanding risk, to seek to improve employment outcomes for the young people of Blackpool.

Building Futures

Building Futures is our new £15 million early NEET prevention pilot programme that will test and deliver intensive, personalised interventions, including coaching, mentoring and wellbeing support for young people aged 14 to 16.

Our research into the factors associated with young people being at a higher risk of becoming NEET after leaving school shows that several risk factors are best addressed at a younger age with school attendance, exclusion and low attainment at GCSE being indicators of poorer life chances later on. However, to date there is limited evidence on what works to improve employment outcomes for young people at this stage of life.

Members of our Future Voices Group have been involved in the planning, development and design of Building Futures, from having a role in the bidding process, to sharing their experiences of what good support in education should look like.

I'm so pleased to see that our recommendations have been considered, the importance of youth voice should not be underestimated in moving things forward. I hope that this programme will be life changing to those young people who need it the most.

Ladajah, Future Voices Group ambassador

To bring this ambitious initiative to life, we will be recruiting a committed and experienced delivery partner to work with us on a 'test and learn' phase of the programme starting in 2024.

The multi-year pilot will begin in the West Midlands and the North West, in areas with high rates of young people at risk of becoming NEET. We aim to support 5,000 young people between 2024 and 2029, with evaluation continuing until 2033.

The programme will be rigorously evaluated to understand its impact on education, wellbeing and, eventually, employment.

Curating data and evidence to support policy and practice

As the What Works Centre for youth employment we know better use of high quality evidence in the system is essential to shift the dial for marginalised young people. But we also recognise that accessing it easily and interpreting it for practical use can be challenging.

More than nine in ten of our stakeholders surveyed said that they trust the research and evidence that we produce.

Youth Futures began to address this in 2021 through our youth employment Evidence and Gap Map tool. In 2023 we progressed our offering into a suite of free evidence tools through launching our Youth Employment Toolkit and our Data Dashboard.





10,789
visits to our Data Dashboard
and Youth Employment Toolkit
in 2023



- on-the-job training
- off-the-job training
- basic skills development
- life skills development
- mentoring or coaching.

As a living resource the toolkit will be regularly updated with new interventions as this becomes available through our evidence curation work.

Collaborating with and supporting policy makers, employers and practitioners to make change

In 2023, Youth Futures continued to engage, support and collaborate with key decision-makers who have the means to make direct impactful change for marginalised young people.

For the system to better serve marginalised young people, key actors – including policy makers, employers and organisations working on the front line – need to better understand and leverage what the evidence is telling us about both the structural causes of youth unemployment and inactivity, and the interventions that we know will work.

The feedback, support and commitment received from stakeholders through our annual perceptions survey conducted in 2023 has given us confidence that we are growing as a trusted and essential expert to inform better decision making for young people.

“ We have a good collaborative relationship with Youth Futures Foundation and value its work highly. Both the content they produce and the methods they use are admirable.

Practitioner



Data Dashboard

Our Data Dashboard brings together the most relevant available data (often spread across different locations), including labour market data and consumer price index changes, with our latest evidence and analysis.

Launched in November 2023 in collaboration with Open Innovations, it is designed to support policy makers, practitioners, employers and funders to analyse and understand, in granular detail, the data trends and issues young people across the country are facing to inform solutions.

Youth Employment Toolkit

Our Youth Employment Toolkit is an accessible online resource providing summaries of the best high quality evidence from around the world for common interventions deployed to help NEET young people get into work.

The toolkit is a world-first, and is aimed at those stakeholders with an interest in understanding and taking action to support better youth employment outcomes. These stakeholders include:

- policy makers and funders in central and local government
- intermediaries who work with different stakeholders to support young people
- practitioners delivering youth employment interventions
- employers and employer organisations supporting young people into work.

The toolkit launched in July 2023 presenting evidence on seven key interventions:

- wage subsidy programmes
- apprenticeships





Here's what our stakeholders told us in 2023:

- 68% say we are one of the most trusted sources of research and evidence on youth employment, with most stakeholders accessing information either from Youth Futures or Government departments
- A growing number of stakeholders now recognise us for our work influencing employer practices around youth employment (up to 59% from 48% in 2022)
- Use of our research reports increased in 2023, and the Evidence and Gap Map tool was regarded as useful for their organisation by 91% of stakeholders

“ In the charity world we discuss funders and [Youth Futures] is progressive in the way it funds, supportive of our work and collaborative in a way 90% of funders are not.

A youth employment practitioner who partnered with us



Cultivating trusting, impactful relationships with these key audiences is helping us to create an informed, empowered community of stakeholders that are capable of translating robust, high quality evidence into effective interventions for marginalised young people.

Employer engagement

Our ambition is to ignite change in workplace behaviours, culture and practice through translating and packaging our evidence of what works for employers in a way that they can easily understand and use. With the support of our Employer Advisory Board, we are establishing our profile and credibility among senior decision makers within the business community.

Working in partnership with organisations who can reach employers across sectors, size and region is central to delivering on our ambition for engaging employers. In 2023, key highlights included our collaboration with Workwhile to support them in creating 1,000 new apprenticeships with 250 SMEs, and our collaboration with DFN Project Search to support them in securing more employers to offer supported internships to young people with learning disabilities.

“ As an organisation they always offer support and clear project guidelines, there are plenty of engagement opportunities that are well presented and structured whilst offering a mix of in-person or online interaction.

An employer who worked with us



In 2023, we were also part of the Good Jobs Project, a collaborative initiative led by ReGenerate bringing leaders together to reduce the barriers that some groups face in accessing work. The project took an employer's perspective, designing solutions for our current tight labour market while acknowledging the barriers marginalised groups face when trying to access work.



“ Working alongside Youth Futures Foundation through the Employer Advisory Board has enabled me to learn from peers across other organisations as well as hear from young people about their experiences. It has also provided access to resources such as the Youth Employment Toolkit that have supported me as I shape our programmes and activity.

Ruth Hollick, Future Talent Lead, Legal & General



SPOTLIGHT:

Supporting transition to work interventions through DFN Project SEARCH

Employer:

Amazon

Location:

Doncaster

Intervention:

Supported Internships

Youth Futures' grantee DFN Project SEARCH provides work experience with training in employability and independent living skills to young people with a learning disability or autism spectrum conditions, or both. Delivered in a business setting, it is a partnership between a host employer, an education provider and a supported employment provider.

Wayne's story

Wayne finished college when he was 22 years old and began working in catering. After being approached by a colleague who told him about Project SEARCH, based at Amazon, he decided to apply. He explored a variety of roles through the structured programme, including packing customer orders and handling shipping at Amazon's fulfilment centre. After a few rotations in different areas of the business, he discovered the areas he most enjoyed working in.

He's supported by a tutor, manager and the wider staff team. Support like this for interns is a unique feature of this programme and has allowed Wayne, and others like him, the chance to grow in their roles.

“ I've got my fellow interns, I've got my tutor and then on the shop floor I've got my manager and team leads. Sometimes I can be a bit stubborn and not ask for help and then someone will come to me and give me a nudge to ask for help if I am stuck, or give me a hand. That's one of my targets at the moment. So, for me it's important so I can learn.

Wayne

Staff at Amazon have found that the programme has enriched their workplace culture in unexpected ways, from new approaches to problem solving to bringing a fresh perspective to the organisational culture, enabled them to source untapped talent. Youth Futures looks forward to working with DFN Project SEARCH to evaluate the impact of supported internships.



Policy engagement

Over the course of 2023, we built stronger and deeper relationships with government departments, helping to increase understanding of the role Youth Futures plays in informing good policy making for young people backed by evidence.

The launch of our Youth Employment Toolkit in Parliament was attended by Ministers and officials across Whitehall including the Treasury, No 10, the Department for Work and Pensions (DWP), The Department for Education (DfE) and the Department for Culture, Media and Sport (DCMS)

Drawing on our growing evidence base, research analysis and expertise, we made ten submissions to government departments, select committees, and All Party Parliamentary Groups (APPGs) on a range of issues affecting young people's ability to progress into work. These submissions covered topics including autism, mental health and the transition from education to employment, amongst other areas with many of our recommendations featuring in final reports.

We were also invited to speak and contribute to a wide range of events and policy roundtables, including facilitating panels focused on care leavers, ethnic disparities and more.



“ It’s a thank you from DWP, not only for the high quality Youth Futures Foundation analytical output – including innovations like the excellent Youth Employment Toolkit – but also the proactive way the organisation engages with stakeholders large and small to share their insight into what works to improve youth employment outcomes. In so doing, Youth Futures are helping to ensure that young people of all backgrounds are able to achieve their work and career goals and fulfil their potential.

Tammy Fevrier, Deputy Director – Youth and Skills, Department for Work and Pensions (DWP)



Putting young people at the heart of our work

Throughout our work, we proudly involve the voices, perspectives and participation of young people experiencing marginalisation, through our Future Voices Group, our young Board members, our partnerships, programmes and much more.

Future Voices Group (FVG)

The FVG brings together young people from diverse backgrounds and experiences to ensure youth voice continues to be central to our work. The second cohort of 20 young people from across the country joined the Future Voices Group in August 2022 on a two year tenure. Throughout 2023, the British Youth Council, FVG and Youth Futures worked together to develop a bank of resources and tools to support the group and increase its impact. This included an ‘expertise map’ based on members’ lived experience.



FVG members contributed to a wide range of areas. These included being engaged in policy development, acting as spokespeople at events, and providing input and advice on project management and communications.

As part of the All Party Parliamentary Group (APPG) for Youth Affairs inquiry on skills and youth employment, they developed their own submission and attended the launch of the report in parliament. The APPG Chair commended the group and the report clearly reflected the FVG’s views and recommendations on place based barriers, difficulty in accessing opportunities and restrictive apprenticeship options.

Future Voices Group members also received blog and media training and had the opportunity to work with national news outlets including the BBC, The Daily Express and the Metro to raise awareness of topics including apprenticeships and A-level results.





“ As someone who went through this whole process in the Systems Change Subgroup – it was a truly empowering experience where we were able to work together to decide how we would like to structure our submission, and eventually create strong relationships and network of allies within Youth Futures and beyond. I believe this is also a key opportunity for us to have further influence across the youth employment policy space.

Yi Kang, Systems Change subgroup member and Future Voices Group ambassador



“ The past year working with the Future Voices Group (FVG) has been an incredible experience. Working alongside a group of passionate, creative and determined young people, and being supported by a brilliant staff team across BYC and Youth Futures has meant that we have made huge achievements in a relatively small space of time. We have grown as a collective, within subgroups, and as individuals.

Oscar, Future Voices Group Chair



Future Voices Group in numbers

1548

hours spent on activities to improve youth employment

37

Youth Futures collaborations attended since January 2023

29

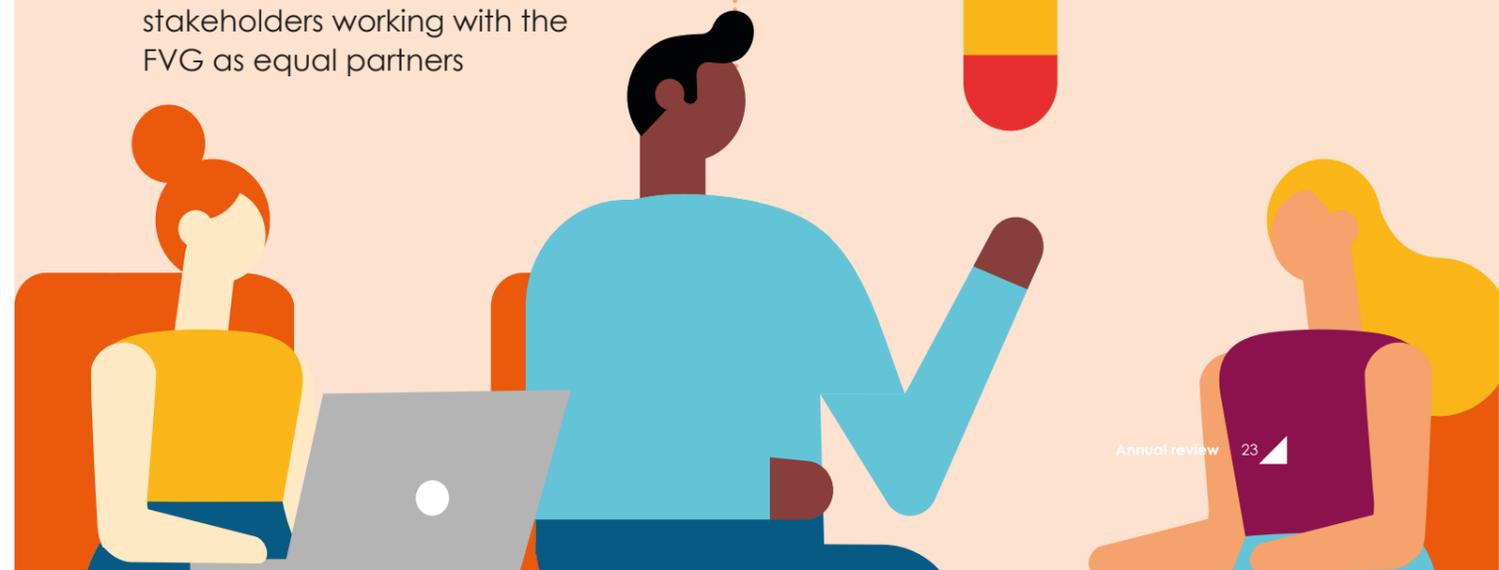
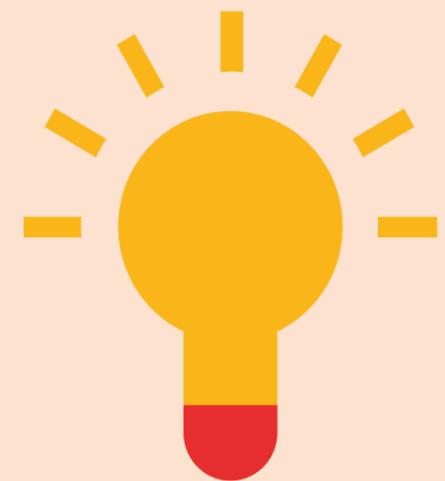
regular weekly meetings with 80% average attendance

07

consultations

01

residential where a collaboration agreement was developed for stakeholders working with the FVG as equal partners





Our focus in 2024

Across 2024 we are continuing to build on the strong foundations we have laid in 2023. As we deliver the final year of our current strategy, our areas of focus include:

Growing our knowledge of the barriers specific groups of young people face and testing interventions with employers

Building on our research with ethnically minoritised young people, we are collaborating with Business in the Community to drive evidence-based action by supporting employers to understand – and work towards removing – the barriers faced by ethnically minoritised young people when accessing and progressing in good jobs. We are also undertaking research looking at what kinds of challenges young people from ethnic minoritised backgrounds face in taking up apprenticeships.

We are taking forward new Connected Futures partnerships focused on young people from minoritised ethnic groups. Alongside developing and testing new solutions, we will carry out research into employer practice, and the barriers and opportunities for promoting inclusion.

We are publishing research into supporting young people with special educational needs and or autism into employment to better understand the current landscape of provision, what works, and the scale of need.

Building our understanding of promising interventions for marginalised young people

We are moving into the test and learn phase of our new Building Futures programme and young people at risk of NEET will begin to receive programme support in their education setting from the beginning of the 2024/2025 academic year.

We are moving into larger scale, systems change initiatives in the next phase of our £21 million Connected Futures programme, building on the youth-led exploration of problems and challenges, to develop and evaluate local solutions.

To improve the quality of evidence on youth employment interventions, we are moving into phase two of our What Works Programme, developing a series of randomised controlled trials, and moving through year two of our RCT with 1625 Independent People into the impact of mentoring for care leavers.

We are also working with Demos on new research to explore the effectiveness and impact of Youth Hub services around the country.

Evolving our evidence tools to ensure they are as useful as possible for decision makers

We are expanding our Data Dashboard to enable international comparisons and help local policy makers access and interpret relevant constituency-level insights.

Later in 2024 we will also update our Youth Employment Toolkit as new evidence on effective interventions becomes available.

Engaging and influencing key actors who can make change happen

We are ensuring that resources can be understood and used by experts and non-experts across sectors by presenting knowledge in relevant and compelling ways, including launching a 'Toolkit Unwrapped' series.

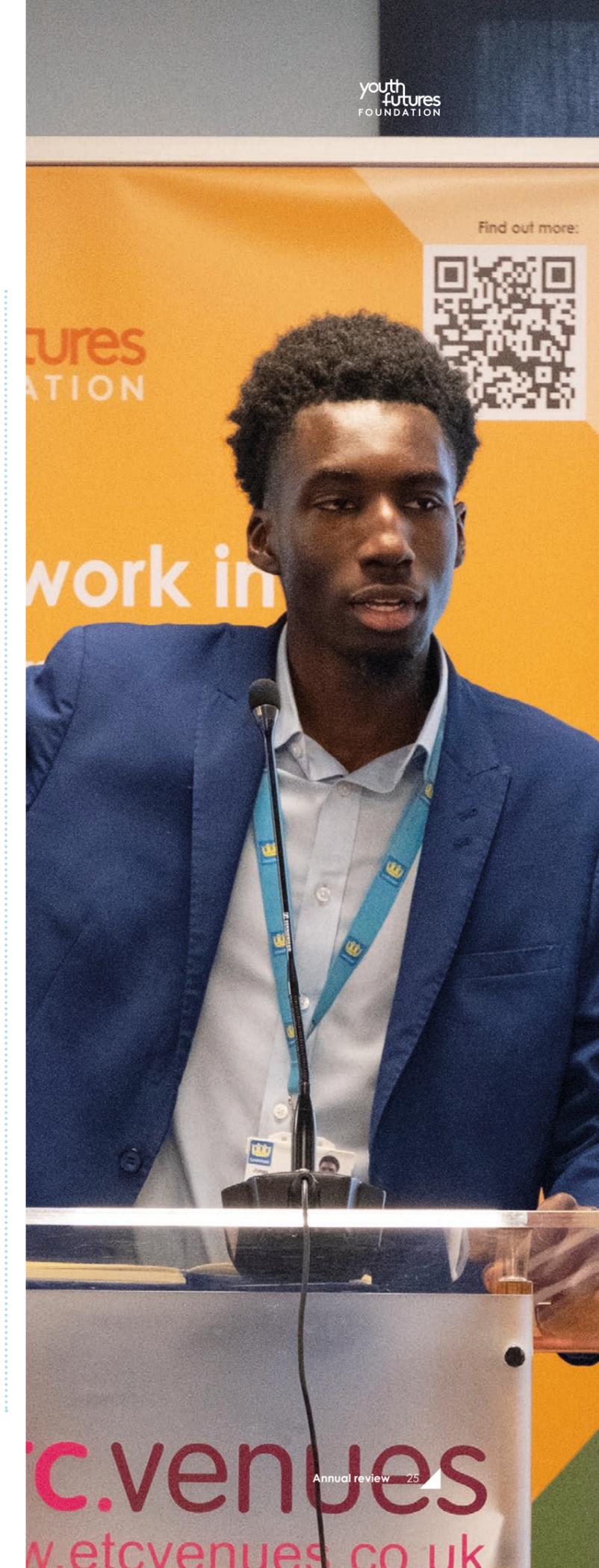
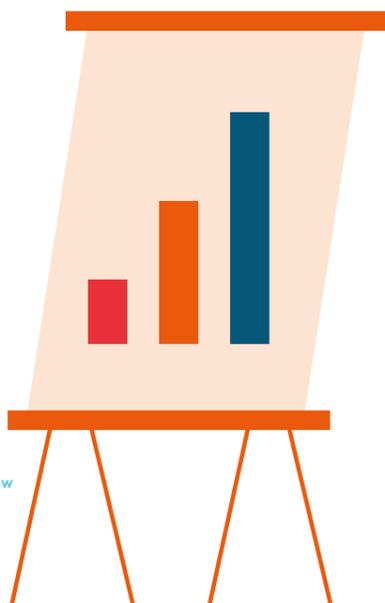
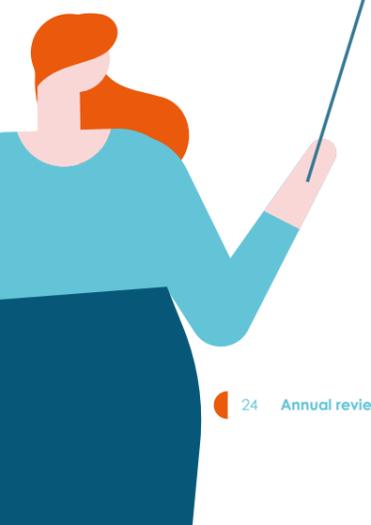
Knowing from our employer toolkit, that apprenticeships have the potential to be impactful in helping marginalised young people into work, we will seek to work with experts on developing helpful policy guidance and recommendations to increase participation. This includes partnering with the CIPD on a large employer survey and policy report.

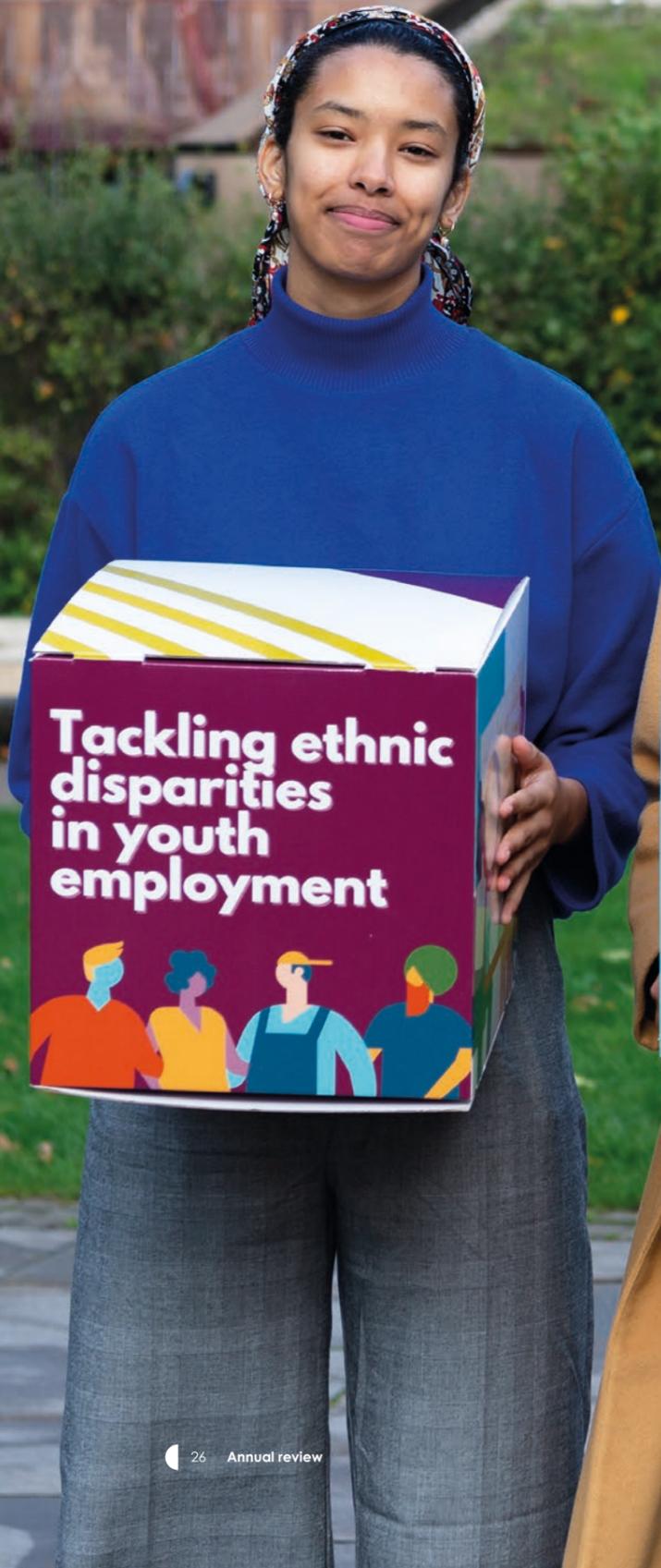
Platforming young people's voices and experience

We are continuing to support and grow the presence of young people's experience and perspectives through our Future Voices Group, our Connected Futures programme, and our new Building Futures advisory group.

Defining our new strategy

We are developing our new strategy, which will shape and clarify the next phase of our strategic work as the What Works Centre for Youth Employment.







Working together

If you would like to work with Youth Futures Foundation to transform employment outcomes for young people from marginalised backgrounds, please get in touch with us.

Get in touch:

www.youthfuturesfoundation.org

 @YF_Foundation

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