

COVID-19's impact on Young People and Employability

ENABLE Works Employability Fund

Edinburgh and West Lothian Stage 3

How should Government involve young people when they are making plans to help with their employment?

- Young people could get involved by polls; through school or in another way, each young person would get a link and submit their views; that would be a great starting point.
- Social media is the main platform for engaging with young people; polls and surveys are good - what about an open question where people can submit ideas and experiences.
- Scottish Parliament or Government employees could come out and speak to youngsters directly to get their views.
- Reaching out to people that are registered on job seeking sites or who are seeking benefits like JSA and all other work related benefits and see what barriers they are having.
- Digital Job Fairs - employers have slots to present on Zoom - could be a slot for YPG questions and feedback.
- Groups like the Young Person's Guarantee Jam - led by young people; direct link to Government.

What sorts of things would help you find and keep work in your area?

- More jobs that are open to under 18's - because jobs open to 16 and 17 year olds are generally taken by older people with more experience making it nearly impossible to get any initial experience
- There needs to be more work experience on offer from larger companies, even just a couple of weeks experience with the possibility of an interview or job at the end would really help
- In the suburbs there are many locally run shops that are seldom hiring and will keep workers a long time making it very difficult to find job without going into town were young people more work opportunities, maybe by paying a portion of wages for workers under a certain age
- Trial periods need to be amended in certain ways, employers need to be taught more about mental health issues as currently they can unfairly impact those who have them, as they can create difficulties with motivation, here there is more competition. The government need to work with smaller businesses to help for employers need to be taught to be more lenient when employing someone with mental health issues

Have you heard of the Young Persons Guarantee? Would it work for you? What would make it better?

- Site is clean and user friendly - not as confusing as other sites
- Midwifery apprenticeships - no entry criteria which is good
- Wasn't able to find anything that would be suitable for me (x3)
- Search is good and pupils in specific jobs based on your search and location
- A lot of the courses require a college qualification but some that didn't - good there are actual entry level positions
- Would revisit as I think there would be opportunities for me

Have you had involvement with community jobs Scotland? Is that helpful?

- Young people could get involved in polls; through school or another way, each young person would get a link and submit their views; that would be a great starting point.
- Social media is a main platform with engaging with young people: polls and surveys are good- what about an open question where people can submit ideas and experiences.
- Scottish Parliament and government employees could come out and speak to youngsters directly to get their views.

What would help you get more work experience?

- Individuals asking if they are open to talking on voluntary work.
- A program called Jet (job education + training) Supported me a lot but as it is for 14-17 but i am now out of that age criteria. I think there should be other places like that exactly or get jet to broaden their age criteria (nurseries, law society of scot, registrars, shops, army, HW uni) - often lead to permanent jobs.
- Volunteering is often so different to real jobs - it's good experience but often vary far from the real thing. There needs to be uptake from industries other than third sector to with transferable skills.
- Time bound - so i know how long I'm there and will get a paid job - otherwise i can look somewhere else rather than volunteer for more than i should.
- Should be agreement about possibility of a job upon reaching targets/outcomes
- More jobs exclusively aimed at younger and more inexperienced people - as there is so much competition.
- Closer links to careers advisors - more follow-ups.
- 1 off payments for new starts is extremely helpful.