



**How can government initiatives support the short and long-term development of your workforce?**

*Part 4 of 4*

**Bringing in young talent  
– supporting young people in  
the workplace**

# The series

**WEBINAR 1** Emerging from the pandemic – short-term workforce planning  
WEDNESDAY 9 JUNE, 12.00-1.00PM

**WEBINAR 2** Long-term workforce planning – establishing a talent pipeline  
WEDNESDAY 23 JUNE, 12.00-1.00PM

**WEBINAR 3** Helping trainees flourish in a virtual working environment  
WEDNESDAY 14 JULY, 12.00-1.00PM

**WEBINAR 4** Bringing in young talent – supporting young people in the workplace  
WEDNESDAY 8 SEPTEMBER, 12.00-1.00PM

# Introduction



**Tim Chewter**

Host  
SDN



**Karen Kelly**

Senior Associate - SDN



**Sally Hopper**

Assistant Director of HR –  
Hertfordshire County  
Council

# Today's agenda

- Introduction
- Strategy to Reality
  - What do young people need from us?
  - How do we manage this?
- Case study – employer experience
- Suitable Government Programmes
- Q & A panel
- Next steps

# Hearing from you...

## POLL

# Bringing in young talent



Firstly,

Be clear on your **WHY?**



...and then,

Think about your **HOW?**

# Generation Z Talent



By 2025, research suggests, Millennials and Gen Z's will make up 75% of the workforce.

# Tips for Managers

- Involve them in big picture
- Try a start up mindset
- Trust them, believe in them
- Culture/ Insider knowledge
- Use existing strengths
- Give them some autonomy
- Coach them
- Feedback





# Employing Young People

How do we do it well?

Are there additional requirements?

# Reflections

## Hearing from an Employer – Sally Hopper





## Definitions of young people and children by age:

A young person is anyone under 18 and

A child is anyone who has not yet reached the official minimum school leaving age (the school year in which they turn 16)

## Management of Health and Safety at Work Regulations

Under the Management of Health and Safety at Work Regulations 1999, an employer has a responsibility to ensure that young people employed by them are not exposed to risk due to:

- lack of experience
- being unaware of existing or potential risks and/or
- lack of maturity

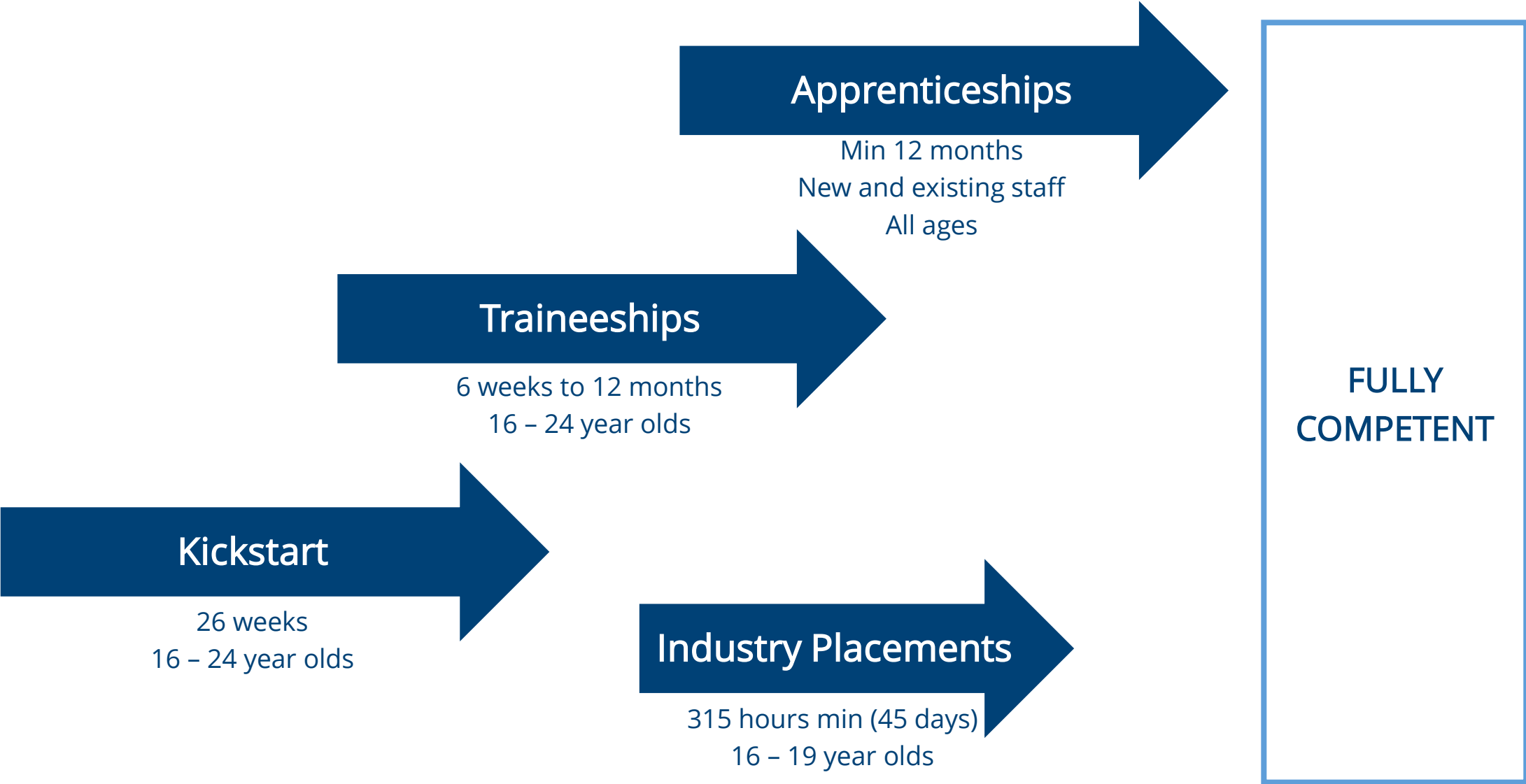
## An employer must consider:

- the layout of the workplace
- the physical, biological and chemical agents they will be exposed to
- how they will handle work equipment
- how the work and processes are organised
- the extent of health and safety training needed
- risks from particular agents, processes and work

# Working hours

- Children can only start full-time work once they've reached the minimum school leaving age
- From school leaving age, they can then work up to a maximum of 40 hours a week.
- Once someone reaches 16, you may need to pay them through PAYE.
- Once someone reaches 18, adult employment rights and rules apply.
- In England, a young person must be in part-time education or training until they're 18.

# Short Term Opportunities To Engage



# Government Incentives

Opportunity	Incentive	Ends
Kickstart	100% minimum national wage for 6 months*	31 Dec 2021
Traineeships	£1000	Ongoing
Industry Placements	£1000	31 July 2022
Apprenticeships	£3000 £1000**	30 Sept 2021 Ongoing

\* 16-24 year olds in receipt of Universal Credit

\*\*16-18 year olds/ Under 25 with EHCP

# What are the essentials?

- Ask yourself (and YP) if your profile and recruitment processes work? You are likely to be recruiting for attitude rather than skill and experience
- Induction and onboarding
- Training – programmes and informal/in-house
- Support – what roles make sense? Mentor, buddy, coach...
- Guidance and feedback - engage line managers early in shaping
- More regular check-ins
- Mental Health awareness

# Planning Model

Ref: Investors in Young People, Scotland





# Recognition and support

## The principles of Good Youth Employment

- Creating opportunity
- Recognising talent
- Fair employment
- Developing people
- Youth voice

Organisations signing the charter show young people that they are working towards being more youth friendly.



The **Youth Friendly Employer Mark** is the symbol showing an employer is invested in recruiting and supporting young people.

<https://www.youthemployment.org.uk/>

# Questions & Answers

Type your questions into the Q&A panel

# Next steps

- Face any fears, dispel any myths and take a step / further step
- Strategise your workforce needs - work out your Why....
- Consider how to offer young people:
  - 'World of Work' experiences – talks, virtual/physical tours, taster days, interview practice
  - Work experience or Industry Placements (IP) – school placement, traineeship placement, T Level IP, graduate placement
  - Employment – Kickstart, Apprenticeships, a job
- Find / manage your Training Provider partners to the outcome you need
- Plan for the Essentials
- Reach out internally and externally for ideas / support, e.g. LinkedIn and other networks

# Bringing the series together...

Identifying the  
needs of your  
workforce

Understanding  
how govt.  
initiatives can  
support WFD

Mapping training  
content to the  
needs of your  
organisation

Developing  
relationships with  
high quality  
providers

Preparing to host  
young people in  
the workplace

Maximising your  
training resource  
(e.g. apprenticeship  
levy)

## What is your next step?

## What support would help you?



**THANK YOU  
FOR JOINING US**

# After This Session

You will receive:  
Webinar recording  
Slides

Looking for support, or want to chat with the team?

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