



Inquiry into Youth Employment Data

Exploring the effectiveness of youth employment data in ensuring
young people get the most out of the job market.

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Foreword

Michael Tomlinson MP
Chairman
APPG on Youth Employment



I am very pleased with the work that the APPG has undertaken this quarter, holding a number of well-attended meetings on a variety of issues relating to the opportunities and challenges around the documenting of youth employment and how it helps us get more young people into work.

At the first meeting of the series, we welcomed Jatin Patel of Impetus Private Equity Foundation (PEF) to address the Group. He outlined the work Impetus PEF are doing on youth employment data – looking at the granular data and finding tailored solutions for young people.

Further meetings have looked at the key themes of government, and external organisations and how they use the data and how the data can be best utilised to further reduce youth unemployment.

I personally believe that gainful employment and the skills that come with that has a powerful role in improving social mobility for the most disadvantaged people in our most deprived communities, something that has become clear in evidence we have heard from groups like City Year UK and Centrepoint. It was a pleasure to have been able to witness this for myself when I met with City Year UK volunteers at Morningside Primary School.

Finally, thank you for taking the time to read the report and I hope you will find its contents interesting and informative. I am particularly pleased that we have been able to include the submissions from our partners in the appendices.

Executive Summary

Where there is good data about young people targeted support can be put in place.

Organisations that support young people use the national statistical data to design and target services for young people. However the data that is available does not provide a useful enough breakdown at a local level or for groups of young people.

If the information was broken down and produced in a clear visual way organisations would be able to further target their support of young people and put in place services that may prevent young people from becoming NEET (not in education, employment or training).

Funding will also be better targeted if this more granular detail was produced allowing for “hotspot” areas to get access to the level of financial support they need and see a greater return on investment.

Granular data would also allow for better reporting of the impact of services for young people, which could mean that the services having the greatest impact could be scaled and better supported.

The key recommendations from this inquiry are:

- Production and publication of the youth employment data at a more granular level, parliamentary constituency or local authority area
- More detailed breakdown of the youth employment categories to separate out young people in education, apprenticeships, in employment, receiving support, care leavers, homelessness.
- Inclusion of ethnography data within the NEET and economically inactive statistical breakdowns.
- Presentation of data in a more visual form to allow access to non-data/analytical users

Introduction

The All-Party Parliamentary Group for Youth Employment was set up in 2014, the aim of the group is to promote youth employment in all its forms and the role of young people within the economy; to ensure young people's voices are heard; to highlight the need for quality opportunities; and to share best practice.

Youth unemployment in the UK has remained at stubbornly high levels since before 2005, at its peak in 2011, 1 million 16-24 year olds in the UK were NEET (not in education, employment or training).

In the period since, the number of young people unemployed has reduced and as of December 2016, sits at 587,000, 13.1% of the proportion of the economically active population who are unemployed. 16.4% of unemployed 16-24 year olds had been unemployed for over 12 months.

In 2016/17 the APPG set three areas of focus for the group:

1. Youth employment data
2. Education to employment
3. Supporting young people furthest from the labour market

Each series will run a set of meetings where external speakers, MP's and young people will be invited to share evidence relating to the topic. An inquiry will run alongside the meetings to gain a wider insight into the topic from organisations from across the UK.

The APPG will then produce a report for each series using the information taken from the meetings and the inquiry itself. The report will be presented to relevant Ministers and Government departments to put forward any recommendation that come from each series.

Youth employment data

UK labour market statistics are published monthly by the Office of National Statistics (ONS).

The bulletin includes Estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK.

Regional labour market statistics are published monthly by the ONS. This data looks at the overall figures at a regional level (Scotland, Wales, North East, North West etc). The figures provided include a breakdown of male and female employment but not by age.

Young people not in education, employment or training (NEET), UK report is published quarterly by the ONS. This report provides estimates of young people (aged from 16 to 24) who are NEET (not in education, employment or training) broken down by age, sex and by labour market status (unemployed and economically inactive).

Everybody aged 16 or over is either employed, unemployed or economically inactive.

The employment estimates include all people in work including those working part-time.

People not working are classed as unemployed if they have been looking for work within the last 4 weeks and are able to start work within the next 2 weeks.

A common misconception is that the unemployment statistics are a count of people on benefits; this is not the case as they include unemployed people not claiming benefits.

Jobless people who have not been looking for work within the last 4 weeks or who are unable to start work within the next 2 weeks are classed as economically inactive.

Examples of economically inactive people include people not looking for work because

they are students, looking after the family or home, because of illness or disability or because they have retired.

Sources of data available

Labour market QMI

Labour Force Survey (LFS) QMI

Claimant count QMI

Vacancy Survey QMI

Workforce Jobs QMI

Meeting and inquiry response overview

The first meeting of this series took place in October 2016 and Jatin Patel, Policy and Campaigns Manager at Impetus – The Private Equity Foundation (Impetus PEF), presented information on the data that Impetus PEF have produced on youth unemployment. Using the same ONS data that is available and a labour force survey, Impetus PEF created a Jobs Index that looks deeper at the stages and challenges of youth unemployment.

Key findings in the Impetus PEF Jobs Index

- There are over 7 million 16-24 year olds in the UK.
- 1.3 million spend 6 months or longer out of education, employment or training.
- 700,000 spend 12 months or longer NEET.
- Only 20% of young people who were previously NEET get a job or enter education and stay there for a year.

In the second meeting of the series presentations were given by Derek Thomas MP (Conservative, St Ives Cornwall) and Neil Gray MP (SNP, Airdrie and Shotts). External presenters included representatives from Ark Consultancy/Talent Match, Essex County Council and GetMyFirstJob.

Neil Gray MP argued that the Scottish youth unemployment data was now better than the data in England. Citing the Scottish governments approach to youth unemployment as more agile, the Scottish government has worked closely with large employers to encourage job creation and training specifically for 16-24 year olds.

Derek Thomas MP shared that the challenges facing young people in Cornwall were very regional, seasonal work and low wages being two of the biggest barriers facing young people.

Young people in Cornwall feel that they must leave the area to find good well paid jobs, creating a further economic challenge for Cornwall.

Darren Connew from Essex County Council as a Local Authority they collate information about every school leaver each year (approx. 6000 young people) and have a team of staff who provide support and monitor the transition of school leavers into education, training or employment.

Helen Scurr from Ark Consultancy and Kim Babb from Black Country Talent Match work with young people who are furthest from the labour market.

They have found that in this group 30% of young people now declare they have mental health issues and 20% of young people do not apply for jobseeker's support, meaning that many young people are not receiving the support they need to support them into education, training or employment.

John Parkes from GetMyFirstJob explained how they use the data they have collated about young people to provide targeted support and increase engagement around apprenticeship, employment or education opportunities.

The data can be used with local education providers to ensure that the transitional support and information is in place.

Inquiry responses

Movement to Work a registered charity that provides high quality work placements to young people, responded to the inquiry by highlighting their reliance on data to target their work. With the data available the charity has targeted services in the North East region due to the high levels of youth unemployment and low job prospects.

Movement to Work use the ONS data on young people who are NEET and the regional data but call for more localised information so that they can further target services for a greater impact.

In the inquiry response from Rathbone Training a UK-wide youth charity, they identified the importance of good youth unemployment data. As a charity they use a myriad of data sources to identify “hotspots” and underlying issues so that they can develop their service and understand the impact of the services on young people.

Rathbone are finding that they are working more often with NEET young people aged 16-29 year olds and would benefit from further data on this extended age group.

In their response Rathbone also call for more localised data and wider information on the barriers young people face education, skills, recruitment etc. in local areas so that relevant support can be put in place.

Centrepont the leading charity working with homeless young people also use a number of sources to support their work.

In their evidence to the inquiry they cited that the information provided by government could be built on to allow for them to understand wider economic developments that would support their service delivery i.e. employment trends and growth areas.

Centrepoint also call for more raw data on young homeless people and care leavers so that services can be clearly focused.

Access Generation is a social enterprise that aims to support employers to make working environments more accessible to young people.

Access Generation use and will use data that is available to support and encourage employers to create opportunities for young people.

Data such as school leaver number, identifying ethnography and other characteristics will help them to encourage employers to provide the right types of opportunity for young people.

Youth Employment UK a national organisations working to tackle youth unemployment highlighted how better granulation of the data that is available could help target funding and services to allow for structural reductions in youth unemployment in the UK.

Conclusions and recommendations

Where there is good data about young people targeted support can be put in place. There are a plethora of organisations who work in the UK to support young people into employment. The organisation who responded to the inquiry use the national data to design and focus their services and support for young people.

The speakers across the two meetings identified that there is a bigger picture to youth employment than in the data provided at a national level. The local variations and challenges need to be considered, alongside the local economic drivers. This is echoed in the submissions from further organisations who all cite that there would be a benefit to breaking the data down at a local and granular level.

Better data will also allow for more accurate reporting on the success of assistance.

This will be helpful in determining what funding should be spent, where and with what type of provision based on a better understanding of the national and local landscape.

The key recommendations from this inquiry are:

- Production and publication of the youth employment data at a more granular level, parliamentary constituency or local authority area
- More detailed breakdown of the youth employment categories to separate out young people in education, apprenticeships, in employment, receiving support, care leavers, homelessness.
- Inclusion of employment/sector growth areas and skill needs aligned with regional employment figures
- Presentation of data in a more visual form to allow access to non-data/analytical users

Appendices: Submission Information & Written Evidence

Appendix I – Submission Information for Inquiry

Series 1 - Youth unemployment data

Deadline for submissions – 30th November 2016

Focus of the inquiry

This inquiry seeks to understand how youth unemployment data is used, how effective it is and if/how it can be made more meaningful.

Scope of the inquiry

The APPG for Youth Employment welcomes submissions addressing some or all of the following points:

- What data your organisation uses to understand the youth employment figures in the UK and how it develops services and information based on that data
- How easy your organisation finds it to analyse and use the data that is available
- How your organisation reports on its impact through data
- What information your organisation would benefit from in order to develop services for young people
- How that information could be presented for you to use

Submissions should be emailed to ljr@yeuk.org.uk

Guidance on giving evidence to an All-Party Parliamentary Group

If you have difficulty making a submission online, wish to submit evidence in an alternative format such as an audio file, or would like to make a submission after the formal deadline for evidence, please contact the secretariat for the APPG for Youth Employment.

Guidelines

To successfully make a submission documents need to:

- Be less than 25 MB in size
- Be in Word (doc, docx, rtf, txt ooxml or odt format, not PDF)
- Contain as few logos or embedded pictures as possible
- Contain no macros
- Comprise a single document. If there are any annexes or appendices, these should be included in the same document.
- It also assists the APPG if those submitting evidence adhere to the following guidelines. Each submission should:

- State clearly who the submission is from, i.e. whether from yourself in a personal capacity or sent on behalf of an organisation, for example the submission could be headed 'Written evidence submitted by xxxxxx'
- Be concise – we recommend no more than 3,000 words in length, unless otherwise stated in the inquiry terms of reference
- Begin with an executive summary in bullet point form of the main points made in the submission
- Include a brief introduction about yourself/your organisation and your reason for submitting evidence
- Have numbered paragraphs
- Include any factual information you have to offer from which the APPG might be able to draw conclusions, or which could be put to other witnesses for their reactions
- Include any recommendations for action by the Government or others which you would like the APPG to consider.

Notes on making a submission

Those making a submission to a APPG inquiry should note the following:

- The APPG will publish most of the written evidence they receive (where it will be accessible to search engines).
- If you do not wish your submission to be published, you must clearly say so and explain your reasons for not wishing its disclosure. The APPG will take this into account in deciding whether to publish. If you wish to include private or confidential information in your submission to the APPG, please contact the secretariat of the APPG to discuss this.
- An APPG is not obliged to accept your submission as evidence, nor to publish any or all of the submission even if it has been accepted as evidence. This may occur where a submission is very long or contains material to which it is inappropriate to give parliamentary
- Material already published elsewhere should not form the basis of a submission, but may be referred to within a submission, in which case it should be clearly referenced, preferably with a hyperlink.
- You should be careful not to comment on matters currently before a court of law, or matters in respect of which court proceedings are imminent. If you anticipate such issues arising, you should discuss with the secretariat of the APPG how this might affect your submission.
- Once submitted, no public use should be made of any submission prepared specifically for the APPG unless you have first obtained permission from the secretariat of the APPG. If you are given permission by the APPG to publish your evidence separately, you should be aware that you will be legally responsible for its content.
- APPG's do not normally investigate individual cases of complaint or allegations of maladministration.

Appendix II – Movement to Work

About Movement to Work

1. Movement to Work is a registered charity and coalition of Britain’s leading employers, backed by the Trade Union Congress and the UK Government. We are committed to providing high quality skills training and work experience placements to young NEETs (not in education, employment or training), particularly those from disadvantaged backgrounds.

So far, our model has been working. We now have more than 250 employers on board including FTSE 100 companies such as M&S and HSBC, SMEs, the Civil Service and the NHS and more than 50,000 young people have taken part in Movement to Work placements.

2. We are different from other organisations working in the youth employment arena because:
3. Where possible, our placements lead to jobs. So far, at least 50% of those young people completing their placements have secured jobs, apprenticeships or other positive outcomes through their experiences.
4. We are employer-led and self-sustaining. Our day-to-day activity is managed by a core team of secondees from our lead employers, reporting into a Steering Group that is chaired by Marc Bolland and comprises the CEOs of Accenture UK, BAE Systems, BT, Centrica and The Prince’s Trust, together with the HR Director General from The Department of Work and Pensions and the Director of UnionLearn.
5. We are a nationwide Movement.
6. We collaborate closely with the public, private and third sectors.
7. This submission will evidence our experience of using existing data on youth unemployment and how Movement to Work reports on the data that we collect from our employers.

Our growth as a Movement needs to be on well-founded empirical evidence, which in turn means we need access to accurate and statistically significant data.

Having accurate data also allows us to target our services to the young people that need our help most. Hence, we are keen to work with Government to develop their mechanisms for collecting data and to ensure policy utilises empirical or strong evidence-based practices.

Our Recommendations

What data does your organisation use to understand the youth employment figures in the UK and how does it develop services and information based on that data?

8. Movement to Work is reliant on data produced by the Office of National Statistics (ONS) and in particular the estimates of young people (aged 16 to 24) who are not in education, employment or training (“NEETs”). ONS currently provide these NEET estimates at national level and down to regional level, but not down to parliamentary constituency level unlike youth and adult unemployment data. We regularly use the total NEET national figures to highlight the scale of the challenge facing the UK, our existence as a Movement to contribute towards addressing this issue and our ambition to grow our social impact in the future. We have also carried out our own modelling to estimate the number of young NEETs at parliamentary constituency level, utilising the regional NEET and constituency-level unemployment data.
9. In conjunction, we also collect data on a quarterly basis from our employers to understand how many placements our employers are delivering. We measure our success based on the number of young people going on to positive outcomes as a result of completing their Movement to Work placement. We define positive outcomes by those young people going into education, employment (either with the employer who ran the Movement to Work placement or with a different employer), or training.
10. We collect information on the geographical regions of the placements delivered by our lead 25 companies. This is especially important to ensure we correlate this with ONS statistics to ensure we are targeting our placements in the areas of greatest need. As a result, we are currently aiming to target more of our placements in the North East region as, through in-house analysis, we have identified this as an area with high youth unemployment and low job prospects. As such, we are looking to recruit employers and delivery partners in the North East that we can work with to address these challenges.
11. In the future, we would like to collect more accurate geographical data, including the ability to track our placements down to city or postcode level. It would be helpful if there was more granularity in the geographical data available from the ONS to enable us to align our geographic regions with those in the ONS statistics. This could start with ONS providing NEET estimates down to parliamentary constituency level, in line with the granularity already provided for youth and adult unemployment.

How does your organisation report on its impact through data?

12. We report on our impact through several forums. These include our HR Directors Forum; our Supply Chain Directors Forum; and the Steering Group, which is drawn from the CEOs or equivalent senior executives from a subset of our 25 leading employers. The Steering Group includes representation of the Civil Service contribution through a Director General from the Department of Work and Pensions. We provide evidence of our success through statistical information of quarterly placement performance, employer’s annual pledges of the number of placements they forecast to provide and the reported number of positive outcomes as a result of completed placements. Reporting on our impact in these forums provides accountability of outcomes to our employers, and maintains the momentum of the Movement.
13. We also produce an Annual Impact Report where we outline key statistics of success, the number of employers involved in the Movement, case studies collected through anecdotal evidence and quotes from members of our Steering Board.

What information would your organisation benefit from in order to develop services for young people?

14. In terms of the economically active NEET population, we would benefit from having ONS NEETs information that is more granular than at regional level e.g. down to parliamentary constituency level in the first instance. With Job Centre Plus being a significant source of young NEETs for placements run by our members, it would also be extremely helpful to have NEET information by catchment area of local JCP offices.

15. We would like to expand our services into providing placements for “economically inactive” NEETs i.e. those people who have not been seeking employment within the last four weeks and/or are unable to start unemployment in the next two weeks. We believe this NEETs category contains young people whose circumstances are likely to be as difficult, if not worse, as their economically active counterparts but who are effectively invisible to support services. Hence we would benefit from more official information on economically inactive NEETs, including numbers down to parliamentary constituency level.

16. We would also benefit from any official ethnography studies that define standard archetypes amongst the economically inactive NEETs population (linked to categories used by other government policy and regulatory areas for the purpose of determining disadvantaged groups) and the number of young people associated with each archetype.

Appendix III - Rathbone

What data your organisation uses to understand the youth employment figures in the UK

We use a range of data (and wider information) to build an understanding of youth unemployment. We need to identify 'hot spots' within local authorities and understand the specific underlying issues. This includes:

- Department for Education NEET scorecard (16-17 year olds) (England)
- Scottish & Welsh Government NEET data
- ONS statistical bulletins and data for 16-18 and 16-24 year old NEETS (UK)
- National NOMIS data - claimant count by age
- Monitor and review research published by organisations such as Local Government Association (LGA); Impetus-PEF; Policy Exchange and IPPR
- Research / evaluation emerging from initiatives such as Talent Match
- LEP level research / evidence base – for example the New Economy Greater Manchester Skills Analysis 2015/16 and the published evidence bases that underpin regional strategies
- LEP/Regional level strategies including Skills Plans and Economic Strategies
- Local research and strategies, for example Health & Wellbeing Strategies
- Wider economic research and analysis, for example, worklessness and the Indices of deprivation
- Wider research (national, regional, local) on potential barrier issues including drugs, gangs, immigration, skills

How your organisation reports on its impact through data?

We use our data to understand the impact of our services on the young people we work with:

- We produce monthly outcome reports through which we measure performance against a range of criteria. For example, through this data we explore performance by age group, equality and diversity criteria and qualification level
- Each month we undertake a 'Deep Dive' report, exploring any difference in performance. For example, difference across different cohorts or geography. Through this activity we can identify specific issues in performance and evidence of good practice. This informs our Business Improvement practice; Self-Assessment Reports and Quality Improvement plans

What information your organisation would benefit from in order to develop services for young people?

For our needs, the data is incomplete:

- Increasingly, the young people we are working with on our NEET programmes are aged 16-29. The data is limited to 16-18 and 16-24 and does not extend to those aged up to 30 year olds
- We seek to target 'hot spots' within local authorities and there is little data available at sub-local authority level
- We would support a national youth survey that provided data on key topics of employment / unemployment / training, education, skills, barriers and recruitment experiences. We need data that helps to understand why young people are NEET or hidden NEET

Appendix IV – Young Woman’s Trust

1. Introduction

- 1.1. Young Women’s Trust is pleased to submit evidence about youth unemployment data to the All-Party Parliamentary Group for Youth Employment. Our research and own experience shows that good data enables service providers to assess the need for services and target resources effectively. However, without adequate publically-available data general employment support services cannot understand discrete, multiply-disadvantaged populations such as young women from a lower socio-economic status. Young Women’s Trust and the Fawcett Society, as coordinators of the APPG for Sex Equality, will be supporting the group in drawing attention to the importance of intersectional data in the results of our Invisible Women inquiry, to be published in early 2017.
- 1.2. Young Women’s Trust supports and represents women aged 16-30 struggling to live on low or no pay in England and Wales and who are at risk of being trapped in poverty. The charity offers free coaching and personalised advice on job applications, conducts research, runs campaigns and works with young women to advocate for fair financial futures. We use publically-available data about young women’s unemployment to campaign and to develop services, as well as our own research.

2. Summary of recommendations

- 2.1. We recommend that:
 - Unemployment data cut by multiple criteria – age, gender, region, economic activity – be more easily available to small organisations with limited research resource, as well as local authorities and other policymakers.
 - The Department for Work and Pensions (DWP) consider making further data publically available about the demographics of those who are economically inactive, their reasons for inactivity and their interest in work.
 - DWP further investigate and monitor the number of 18-24 year olds whose destination is unknown.
 - DWP collect and publish data about the ethnicity and disability of Universal Credit claimants and make it available on Stat-Xplore.

3. Using data as a base for young women’s employment support

- 3.1. Young Women’s Trust’s Work It Out service provides one-to-one coaching and personalised feedback on job applications to support women aged 18-30 seeking work. Both services are provided remotely. Young women can speak to a professional coach over the telephone, Skype, email, SMS and WhatsApp; they can also submit their CV, application form or cover letter by email to a volunteer HR professional and receive feedback within 5 working days. We began to offer coaching in 2013 and application feedback in 2015.

- 3.2. In 2013, when Young Women’s Trust first piloted the coaching element of the service we decided to focus on Greenwich as a pilot area for outreach in London based on high levels of young people NEET there. We further considered demographics, economic activity, education, social class and levels of teenage pregnancy in the borough using National Statistics Socio-economic classification data from the Office for National Statistics. To grow the service, and choose where to target outreach efforts, we have used regional data about NEET rates among young women aged 16-24 requested from the Office for National Statistics. Since we required NEET data cut by age, gender and region we had to request tables from the ONS. While acknowledging the ONS’ concerns about safeguarding research participants’ identities, Young Women’s Trust work would be improved if this data were more readily available.
- 3.3. In order to evaluate Work It Out’s effectiveness, every client is asked to fill out a short survey rating their experience and the effect the service has had on them. Their feedback is compiled in annual evaluation reports. Young Women’s Trust use the data to demonstrate the value of the service. For instance, 70% of young women receiving coaching report feeling more confident afterwards and 74% found job application feedback ‘very helpful’. We also monitor the demographics of our client group – age, ethnicity, employment status, qualifications and region – and the means through which they sign up for the service. This data influences our marketing strategy.
- 3.4. Young Women’s Trust’s services are targeted at the (approximately) 1 million young women in England and Wales who live on low or no pay. We originally calculated this figure from 2010 Census data, but we would be better able to adjust our services and direct our outreach and partnership work with regular data – at regional and national level – broken down by gender, age and socio-economic status. We know that being a mother or carer affects young women’s availability for work and would like to see published datasets explicitly reporting parenthood and employment status. Going forward, our services would also benefit from publically available data we could reference about mental health and employment. We are aware that there are a number of surveys such as the Labour Force Survey and the Adult Psychiatry Morbidity Survey that cover some of these issues but it is difficult as a small charity to regularly resource the skills, software and time required to access and analyse this data.

4. Sources of data for research and campaigning

- 4.1. Young Women’s Trust conduct regular research and analysis that underpins our campaigns to improve young women’s lives. Currently our priorities include young women who are NEET, apprenticeships, low pay, and employment support. In the course of this work we use a variety of datasets to shed light on the complex issue of unemployment among young women. These include:
- **From the ONS:** Monthly labour market, quarterly NEET and annual gender pay gap statistics.

- **From the Department for Work and Pensions:** Stat-Xplore for information about referrals to and completions of the Work Programme and Universal Credit by age and gender.
- **From the Department for Education:** Quarterly NEET estimates, apprenticeship starts and completions.

- 4.2. Of these we depend most on the quarterly NEET statistics from the ONS, based on the Labour Force Survey, as the only dataset which routinely publishes the breakdown of economic inactivity and unemployment within the NEET group, by age group and gender. We regularly monitor this data to understand the rates of unemployment and economic inactivity among young women and young men. It has also served as a starting point for our own analysis of the Labour Force Survey during two-year project to examine the situation of young women aged 16-24 who are NEET and economically inactive. In the course of this work we have examined the demographics and reasons for economic inactivity among 16-24 year old women which are not published elsewhere.
- 4.3. As a matter of course, Young Women's Trust find that few datasets are available in the detail we need to evidence the situation of young women in the labour market. This also affects other organisations and, more widely, the support young women receive. During our *Scarred for Life* inquiry in 2014-2015 we found that many organisations, even those working directly with NEETs, were not aware that young women dominate the NEET group. At the time there were 428,000 young women NEET compared to 310,000 young men.
- 4.4. At local level, where NOMIS is the most readily available data source on employment, there is a lack of data broken down by more than one of age, gender and economic inactivity vs unemployment; nor are there multiple breakdowns by ethnicity, disability or socio-economic status. Accordingly, Young Women's Trust believe there is a need for data about NEETs, unemployment and economic inactivity collated at national level and published by age, gender and ethnicity. We would like to see it presented to allow consistent comparisons between local authorities and regions, covering the whole age range 16-24.

5. Economic inactivity

- 5.1. Young Women's Trust's report *Young, female and forgotten* (2016) summarises the first year of our research about young women who are NEET and economically inactive (EI)– that is, they have not searched for work in the last 4 weeks and are not available to start a job within 2 weeks. We were driven to pursue the project because of the dearth of other research and analysis about this group. Subsequently, our research publishes for the first time information mined from the quarterly ONS Labour Force Survey about the demographics of young women EI, the reasons given for being EI and young women's attitudes to work. Our analysis shows that:

- Caring is one, but not the only reason for economic inactivity. 61% of EI young women were not seeking work because they were looking after home or family. A large proportion were disabled or had a long term illness (18%) but after small numbers who were temporarily sick, did not need work, believed it was not available, or had not started looking for it yet, almost as many specified 'any other reason' (14%).
- Being economically inactive is viewed as temporary status in young women's working lives. 29% of young women said they would like to work now and even more – 86% - thought they would work in the future. A third (31%) said this would be within a year.
- Young EI women come from a mix of households. 25% live with a partner and children, 25% are lone parents and 38% live with other relatives.

5.2. In-depth analysis of large panel surveys often has to be reserved for stand-alone research projects because of the resource it requires, but this example demonstrates the potential of the Labour Force Survey for DWP's work to support young people. Its findings shed new light on a group whose characteristics are not usually explored by government research. It also exposes the gaps where qualitative research is needed to unpick further the reasons why young EI women are not working and what may be done to help them work in the future.

6. The 'destination unknown' rate

- 6.1. In the process of researching *Young, female and forgotten?* researchers uncovered gaps in unemployment data which warrant further investigation. During interviews with local authorities, JCP, voluntary sector and training and support providers in June-August 2016, stakeholders voiced a concern about the growing number of young people whose status in 'unknown'. This group are not in education, employment or training; nor are they claiming benefits like Income Support, Employment and Support Allowance or Jobseeker's Allowance. They are therefore 'not in the system' and include both those under and over the age of 18. Our follow-up calculations show that there is indeed a gap between numbers of 16-24 year olds estimated NEET and the NOMIS claimant count. 74% of young women who are economically inactive are claiming IS or ESA and two fifths of young women who are economically active and seeking work are claiming Jobseeker's Allowance.
- 6.2. Local authorities are mandated to record the destinations of 16-17 year olds: whether they are in education or training, are NEET, or unknown. However there is no agency within the UK responsible for tracking the activities of young people aged 18-24 and there is no recorded 'unknown rate' for this group. Young Women's Trust would like to see more research and policy from government targeted at these 18-24 year olds, including a responsibility for monitoring the 'unknown' rate.

7. Universal Credit

- 7.1. Young Women's Trust are interested in the numbers of young women claiming Universal Credit, especially given that support under the forthcoming Youth Obligation will only be available to young people in Universal Credit full-service areas. For that reason we welcome the easy breakdown information by age and gender available on Stat-Xplore. However, we do expect ethnicity and disability to be as relevant to Universal Credit's outcomes as it is to other employment initiatives like the Work Programme and sanctioning. It would be useful, going forward, to have data about ethnicity and disability collected by DWP and published on Stat-Xplore.

8. Using qualitative and quantitative data in employment policymaking

- 8.1. Accurate and robust data from quantitative sources such as the ONS or DfE is essential for identifying policy problems and their prevalence, but there is also a place for qualitative work. Young Women's Trust have found that young women telling their own stories in their own words can change the way policymakers and researchers think about social problems and the language they frame them in. Qualitative methodologies can also enable policymakers to explain their decisions and the problems they face, and to bring up issues which researchers might not have previously considered. We value the evaluations and user-research that DWP continues to commission.

Appendix V - Centrepoint

Executive Summary

- Available youth unemployment data is easy to analyse, but not always relevant to Centrepoint.
- Centrepoint services would benefit from youth unemployment data including information on local regions, employment sectors and key demographic areas.

Introduction

1. Centrepoint is the leading national charity working with homeless young people aged 16 to 25. We are a registered social housing provider, a charity enterprise and a company limited by guarantee. Every year we work with 7,800 young people, providing tailored support to help them address their health and learning needs, and move on to independent accommodation in both the social and private rented sectors.
2. Over half of the young people we work with are not in education, employment, or training (NEET). For homeless young people, a job is almost as important as a home. When young people join Centrepoint, we do a learning assessment to work out what kind of support they need. During their stay with us, our support workers and dedicated learning team help young people to gain the skills and qualifications they need to succeed.
3. Centrepoint Works is Centrepoint's training company. It provides young people aged 16-24 with high quality apprenticeships, traineeships and functional skills training across London, the north east and west Yorkshire.

What data your organisation uses to understand the youth employment figures in the UK and how it develops services and information based on that data?

4. Centrepoint uses youth employment data and statistics from
 - i. The Employment Related Services Association (ERSA);
 - ii. The Department for Work and Pensions (DWP) and its associated supply chains, such as social support data;
 - iii. the Association of Employment and Learning Providers (AELP);
 - iv. Confederation of British Industry (CBI)
5. The AELP data is already filtered to focus on apprenticeships, traineeships and young people, which are areas relevant to Centrepoint.

6. Centrepoint does not have a streamlined approach to using unemployment data. Hence, often having to rely on being sent new information and focussing on snapshots and summaries.

How easy your organisation finds it to analyse and use the data that is available?

7. Centrepoint finds the unemployment data easy to use and analyse. As an organisation we are able to get to the crux of available information quickly. The available data does not need to be simplified as Centrepoint has a strong basis of understanding to draw from.
8. Youth unemployment data is used by Centrepoint to develop services when it is relevant to the client base of service users.

How your organisation reports on its impact through data?

9. Centrepoint has the systems and capacity to capture data on our impact through our learning programmes and client database. However, a large amount of data is captured at a local level which is then not consolidated into centralised data.
10. Data on specific programmes or contacts is easily found. This is on a micro level and not compiled into one report or data set.

What information your organisation would benefit from in order to develop services for young people?

11. Having more localised youth unemployment data would benefit Centrepoint in developing services for young people. Current unemployment figures are often irrelevant to Centrepoint due to geographical constraints. This is due to the focus being either too broad or not on areas where Centrepoint works. This limits the impact of how data can influence the development of Centrepoint services.
12. Centrepoint would benefit from having raw data on young homeless people and care leavers entering and staying in education. This would allow for us to develop services that are relevant to the young people with whom we work.
13. Yearly trends and projections would also benefit the development of Centrepoint services. In particular trends on employment sectors, specifically areas recruiting young people, would benefit Centrepoint in adapting available provisions and targeting booming industry areas.
14. Service development could be benefited from organisations sharing data.

How that information could be presented for you to use?

15. As discussed above interpreting data is not an issue for Centrepoint, and we are always able to analyse data as an organisation.
16. Centrepoint would benefit from future data being presented in a way that can be adapted to focus on work sectors and key demographics such as geographical regions. This would allow Centrepoint to focus on aspects of the data that are relevant to our client base and available services.

17. We tend to keep data and its interpretation between a few of us – if it were presented in a more visual and snapshotted form we would be more inclined to share it with service staff in the hope that they would find it interesting/relevant.

Appendix VI - Access Generation

1. Executive summary

This document recommends the following:

- Segmentation of youth employment data and information
- Using data to map the progress through education and the outcomes at each stage
- Seek to link interventions, effectiveness of policies and inputs with the measurement of outputs (ROI). What is the progress onto each level of education, apprenticeships, employment, unemployment or unknown?
- Seek to promote positive opportunities to businesses and consider terminology to be applied to different groups
- Report regionally and identify the impact of initiatives and share good practice where positive outcome are evidenced

2. About Access Generation

Access Generation is a social enterprise that launched in September 2016 to encourage and support businesses to make the workplace accessible to inexperienced young people. We are currently conducting research interviews with organisations that already actively employ young people to learn their best practice and gain their feedback. We turn our research findings into insights to provide free practical guidance to encourage the recruitment of the next generation of talent for SMEs. We also support businesses on a consultancy basis with their talent attraction and candidate processes. All profits are reinvested to help us achieve our primary purpose.

3. Objectives

We want to be able to produce and present data that better supports the promotion of the employment for young people. In short, to turn what is currently presented as an issue or challenge into an opportunity for businesses.

- To identify potential talent pools at each stage of the education system (e.g. no. leaving college)
- To better support targeted activities by third party agencies for those that are disadvantaged
- Help employers identify sources for future employees
- Help businesses identify what level of apprenticeships to offer based on the talent pools available (leaving college or university) and to best meet the business needs

- Create a knowledge resource using youth employment statistics that identifies the scale of the opportunity as and when young people come on to the employment market
- Identify self-employed and contract workers in the young people category as a potential talent pool (they have already taken the initiative to take on some work but they could still be seeking full time PAYE opportunities)
- Identify any unknown population within the demographic. Seek to understand and fill the gap in knowledge of any unclassified groups.

4. Analysis

Our experience to date

Started our research in June and launched as a CIC on 19 September 2016. Although we do not have in-depth analysis we have experience of trying to access meaningful data. Our perception following accessing data in its existing format is as follows:

- The data was not presented in a way that was coherent so it wasn't immediately apparent that those registered as unemployed were included within the total NEET figures
- To arrive at a total number of NEETs as a percentage we felt we had to do the calculations ourselves to fully understand this meaningfully
- It was confusing to see full time students with part time jobs classed as working and it felt like there was an element of double counting. Although this is an interesting number it is not pertinent to getting young people into full time work. This shows that young people work to sustain themselves whilst in education and they might not be economically supported. This figure does help the conversation with some employers who regard young people as lazy because this statistic states otherwise
- The required and relevant data is that which drills down on the total population of 16 - 24 year olds that represent the potential talent pool available to business and those groups that require specific additional support. Registered as unemployed and seeking work is only one segment.
- We also have feedback from up to 50 employers following research including anecdotal comments on the employment of young people including;
 - Negative perceptions of employing young people e.g Lazy; Likely to Job hop; Won't add value for a long time; Take up valuable resource (need hand holding); A perception that schemes available only to support disadvantaged young people

- Many young people avoid signing on for job seekers, if they are supported by family (living at home), feel that any opportunity offered may not meet their aspirations and want the freedom to take on short term work, internships etc. Many NEETs are likely to be educated to A level or degree level and supported by family, still living at home and strong candidates for employment, without the segmented data this cannot be understood.

5. Options

- We would like to see the data segmented and the transition through education showing the conversion to further education and the employment market at each stage e.g. how many leaving college, university and postgraduate or moving on to education, work or NEET status.
- Total demographic of 16-24 year olds Segmented further down by:

The table below gives an example of the segmentation required:

Segment	Source
Job seekers, registered unemployed	DWP
PAYE	HMRC
Contract workers	HMRC
Self-employed	HMRC
Disadvantaged groups eg vulnerable, care/health plans etc	Local Authorities
Unknown, not classified	Third party agencies

- Data shown as overall and by region to;
 - Show effectiveness of government initiatives on particular groups or segments (possibility that it could show more young people going straight into apprenticeship degree rather than university)
 - Identify positive outcomes from targeted activity providing the opportunity to share good practice across regions

- Employers better able to identify talent pools and know what relationships they need to establish locally (e.g. college, university and/or agencies)
- Identify the return on investment of the apprenticeship levy scheme and new standards

6. Recommendation

Segment the data to make it meaningful and easier to measure and monitor the progress of interventions, schemes and programmes to assess the return on investment (e.g. apprenticeship 2020 target, agency intervention for disadvantaged young people).

Consider the language/classifications used to describe young people (e.g. NEETs has a negative perception amongst the employers we have conducted research with to date).

Identify the talent pool available for businesses, to better understand where young people are, how they may be looking for work and where they are looking.

We believe that it is important that information regarding the employment of young people should have a more positive connotation and should be used to identify specific groups of young people, thereby ensuring a more targeted approach to interventions and support.

Appendix VII - Youth Employment UK

1. About Youth Employment UK (YEUK)

Youth Employment UK (YEUK) is a national not-for-profit organisation that was set up in 2011 with three core aims:

- To provide young people with a platform to have a voice on the issues of youth employment and to provide support to help them progress into employment
- To create a community of organisations who are interested in youth employment and supporting young people, the community will share best practice and create more opportunities for young people
- To support policy developments and government departments to include the views all of stakeholders in the youth employment space

YEUK uses national and localised youth employment data to provide commentary on youth employment in the UK and to target its activity from the analysis of the data.

2. What data your organisation uses to understand the youth employment figures in the UK and how it develops services and information based on that data?

YEUK uses the ONS data that is produced monthly UK labour market statistics and Regional labour market statistics to report to its members the scale and changes in youth unemployment in the UK. This data is used to support community members to ensure that they are working with the latest information. The information is also used to inform YEUK's policy work and wider expertise on youth employment in the UK.

YEUK also uses data information from Impetus PEF, Association of Education and Learning Providers, Institute for Learning and Work to create a broader picture of the youth employment landscape.

3. How easy your organisation finds it to use analyse and use the data that is available?

In its early stages YEUK had to seek external analysis support to ensure it understood and was able to report accurately on the data that is available. YEUK finds the groupings such as economically inactive, employed and NEET so broad that they do not allow for full analysis without seeking other data sources to interpret the detail within the groupings.

Separating out young people who are on work programmes with the DWP from the employed category, and young people who are in full time education from the economically inactive category are just two examples of where the data could be further grouped to allow for better analysis of the data and trends.

4. What information your organisation would benefit from in order to develop services for young people?

YEUK would benefit from a more detailed monthly breakdown of the youth employment data at a local authority level, as an example:

- Number of 16-24 year olds
- Number of 16-24 year olds in full-time or part-time education
- Number of 16-24 year olds in apprenticeships
- Number of 16-24 year olds in full-time or part-time employment
- Number of 16-24 year olds claiming job seekers allowance, and or receiving support from the job centre
- Information further broken down by number of, care leavers, disabled, and homeless young people

Alongside this information YEUK would look at the labour market information for each local authority to see what the availability of jobs are in each area, which sectors are recruiting or scaling back and what the future trends look like.

With this information available at a local authority level YEUK would be able to provide a really clear picture on the landscape of youth employment to its members. Helping them to target their services and the support they offer to young people in an effective way.

5. How that information could be presented for you to use

Having the above information produced quarterly in infographics alongside a full report would allow us to easily share the information widely. YEUK believes that producing more granular data will help inform policy, funding and services so that young people are getting the right support at the right time to prevent young people from slipping through the net and becoming NEET.

Appendix VIII – Officers & Secretariat of the APPG

Chairman

Michael Tomlinson MP (Conservative, Mid Dorset and North Poole)

Vice Chairmen

Amanda Milling MP (Conservative, Cannock Chase)

Baroness Stedman-Scott (Conservative)

Chloe Smith MP (Conservative, Norwich North)

Chris Green MP (Conservative, Bolton West)

Neil Gray MP (SNP, Airdrie and Shotts)

Stephen Twigg MP (Labour, Liverpool, West Derby)

Secretariat

Youth Employment UK CIC is the Secretariat to the All-Party Parliamentary Group for Youth Employment.

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