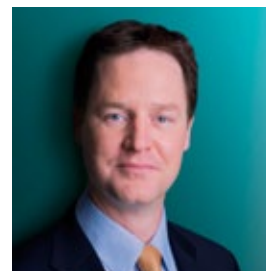


Supporting youth employment

An overview of the Coalition Government's approach



David Cameron
Prime Minister



Nick Clegg
Deputy Prime Minister

Foreword

The Coalition Government is determined to reverse the trend of rising youth unemployment that has held back our country for too long.

At the moment, almost one in ten of our young people are unemployed and not in full-time study. This needs to change. The sense of hopelessness that unemployment creates is difficult at any stage of life. But it is especially bad when people are young – robbing them of the opportunity to gain valuable skills and knocking their sense of self-esteem, potentially doing lasting damage to their prospects in life.

This is not a new problem. It has been years in the making. The recession has certainly made things worse but many of the barriers that prevent our young people from getting a job are long term. The Government is determined to get to grips with these barriers. And this document sets out some of the steps we are taking.

First, we are improving our education system, giving our young people the real qualifications they need in the modern workplace. That includes doing much more to support vocational and practical skills training and offering young people vital experience of the world of work.

Second, we are working with local authorities, charities, social enterprises and private sector organisations to provide the co-ordinated services young people most at risk of unemployment need to get a job.

Third we are working with employers in both the public and private sectors to give young people a chance. As was made very clear to us at the youth unemployment seminar we held in Downing Street earlier in the year, central government simply can not do this alone. All of society has a role to play.

And fourth, we are shaking up the welfare system so that it always pays to work and that all those on out of work benefits can benefit from more intensive job-search. Our Work Programme, for example, means that any young person out of work for longer than nine months receives tailored, flexible support such as interview preparation or job-search assistance to help them find work.

Finally, as a foundation for all of this, we are creating the conditions for the balanced, sustainable growth that means more jobs for our young people. That includes getting to grips with the crippling deficit that undermines the confidence needed for growth. But it means so much more – reducing red tape, simplifying and cutting business taxes and investing in our infrastructure. In every way we can we are spreading economic opportunity to every part of our country.

There is nothing that says our young people must be consigned to lives without work. We can tackle youth unemployment. We can give every young person the chance that previous generations took for granted. Together, we can help our young people get the jobs on which their future – and ours – depends.

Context

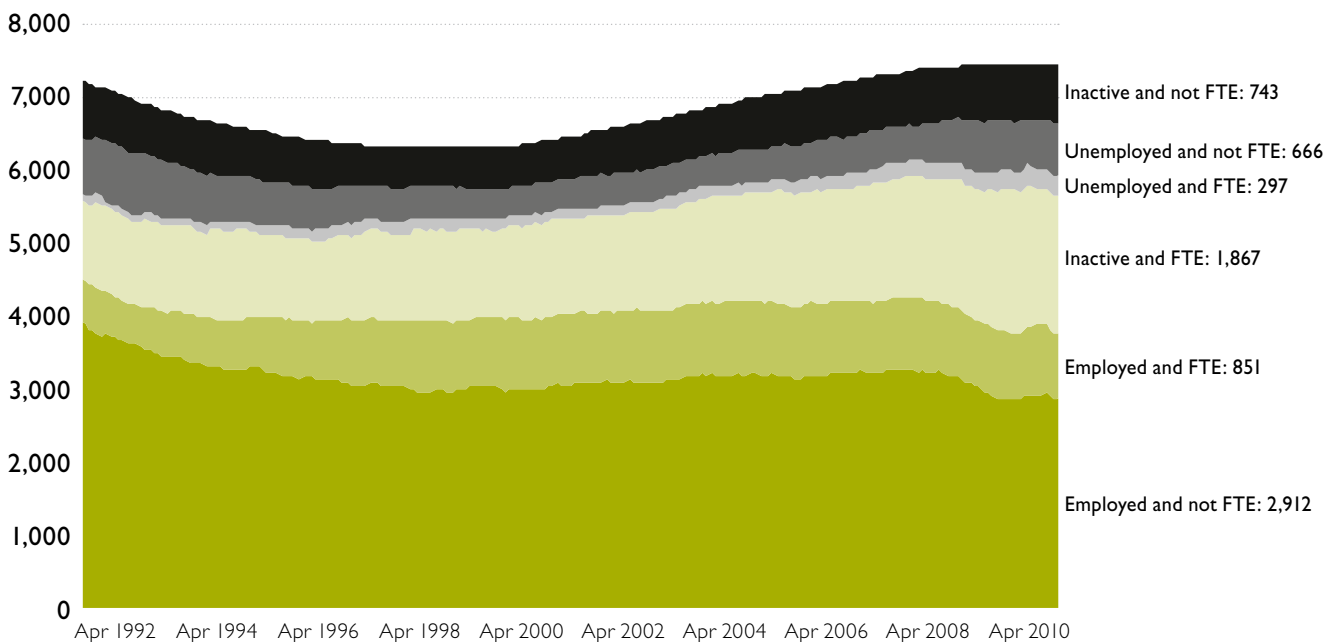
The Government is firmly committed to ensuring that young people have the opportunity to engage in the labour market in order to advance their career prospects, reduce the risk of long-term unemployment and welfare dependency, and encourage social mobility and economic growth.

This section therefore sets out the nature and extent of the current youth unemployment problem in the UK, including an analysis of its underlying cyclical and structural causes and its impact on individuals and communities.

The majority of young adults are either in work or in education, but there are still almost 670,000 young people who are unemployed and not in full-time study.

The great majority of young people in the UK are either employed or in full-time education (Figure 1). But there are still too many young people who do not have the opportunity to fulfil their potential or meet their aspirations, which can result in lasting effects in terms of an individual's self-esteem and their future career prospects. On the Office for National Statistics (ONS) measure there are almost 670,000 16–24-year-olds who are unemployed and not in full-time study. Using the Government's standard measure for 16–17-year-olds shows that there are 72,000 not in education, employment or training (NEET). The headline 670,000 figure represents 9% of the cohort. This is in comparison to 12% after the 1990s recession. The unemployment rate, which includes those in full-time education and is expressed as a proportion of the active labour force rather than the total cohort, is higher than this, at 20%.

Figure 1: Labour market status of young people (16–24-year-olds, thousands, 1992–2010)



Source: Office for National Statistics.
 Note: FTE = full-time education.

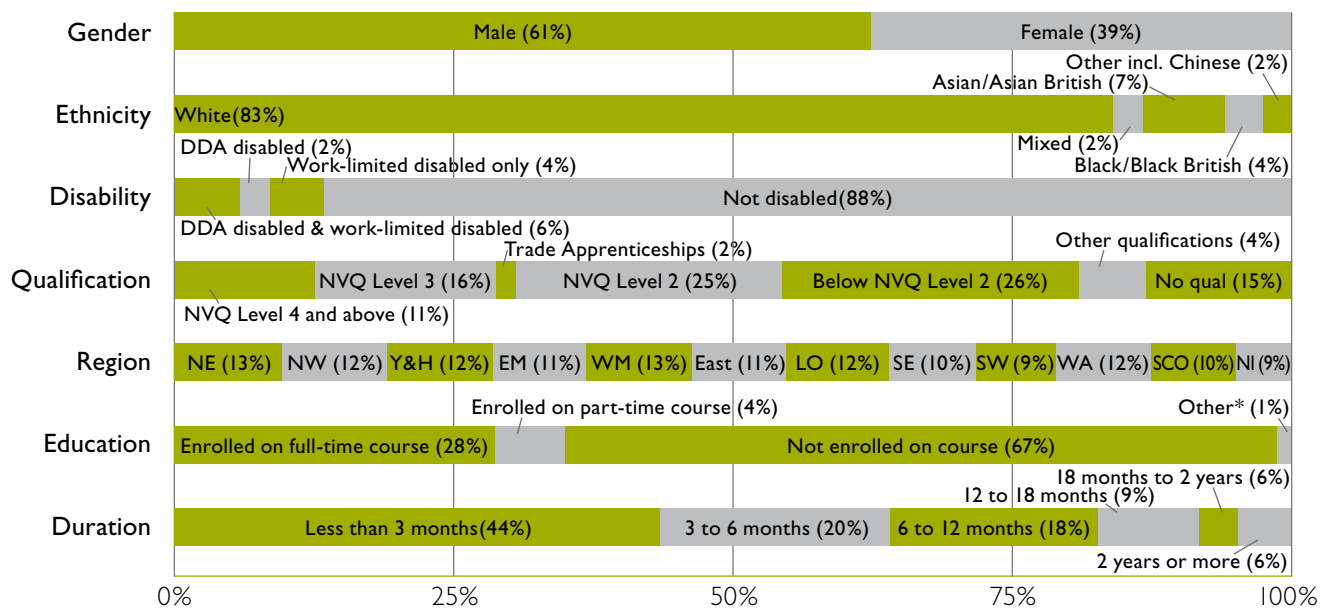
There is substantial evidence around the damaging effects of unemployment on young people, particularly long-term unemployment. Spending time NEET for six months or more at a young age is a major predictor of later unemployment as well as having wider costs for society in terms of welfare payments, costs to health and criminal justice services, and loss of tax and national insurance revenue.¹

There are two main causes of this problem of youth unemployment in the UK:

- the recent recession has had a significant impact on young people's labour market prospects. Although youth unemployment rates are below the OECD average,² the number unemployed for more than a year doubled between 2008 and 2010 and currently stands at 225,000. This has raised concerns around the potential 'scarring' effects on young people which can lead to welfare dependency, health problems and intergenerational disadvantage; and

- there is evidence of a long-term structural problem for certain groups of unemployed young people. Even before the recession unemployment remained a particularly challenging issue for the low skilled, certain minority ethnic groups, disabled people and those living in more economically depressed areas. Those with qualifications below Level 2, for example, account for roughly 75% of young people unemployed for more than six months. Figure 2 shows a full breakdown of youth unemployment by various characteristics. There is also some evidence of growing structural problems more generally – the percentage of 18–24-year-olds unemployed and not in full-time education, for example, started growing from 2004, several years in advance of the recent recession.

Figure 2: Breakdown of young unemployed by various characteristics (16–24-year-olds)



Source: UK Commission for Employment and Skills, Youth Inquiry (2011). Average of eight quarters of the Labour Force Survey (Winter 2008–Autumn 2009).

¹ Coles B et al (2010) *Estimating the Lifetime Cost of NEET: 16–18-Year-Olds Not in Education, Employment or Training*, York University Department of Social Policy and Social Work and Department of Health Sciences, cited in Audit Commission (2010) *Against the Odds*.

² OECD (2010) *Off to a Good Start? Jobs for Youth*, www.oecd.org/dataoecd/22/53/46729229.pdf

This uneven impact is one of the reasons why the Government identified addressing the problem of youth unemployment as a priority in the recent Social Mobility Strategy. We know that those from poorer backgrounds are more than twice as likely to be NEET at age 18 and that the transition from education to work is a critical time for young people with a long-lasting impact on their life chances. Therefore, in addition to the action we have already taken and the further measures announced today, we are committed to setting out a Participation Strategy for young people later this year.

The Government has five priorities for action for supporting youth employment, working with businesses, local government, voluntary groups and local communities.

1 Raising attainment and ensuring that young people have the skills they need to compete in a global economy, including through quality vocational education and training.

2 Helping young people at risk of falling through the net, by supporting local partners to provide effective, co-ordinated services.

3 Encouraging employers in both the public and private sectors to help inspire young people and to offer more work experience, internships and Apprenticeship opportunities to young people.

4 Promoting personal responsibility by ensuring that work pays and that those on out-of-work benefits who can work prepare and search for work effectively.

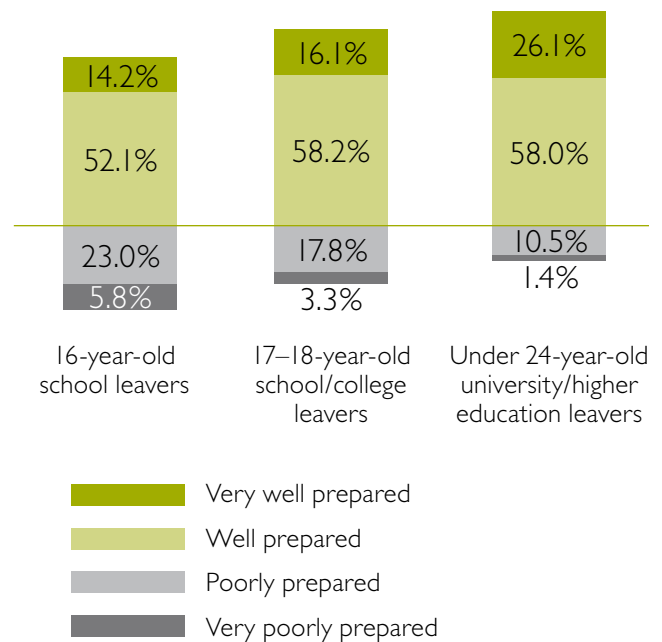
5 Creating the wider conditions for balanced, sustainable growth, including through protecting and extending the flexibilities of the UK labour market.

1 Raising attainment and ensuring young people have the skills they need to compete in a global economy, including through quality vocational education and training

Many young people have high ambitions for themselves but find that they lack the core skills necessary to achieve them. Therefore it is vital to ensure that young people are equipped with the skills, attitudes and experience necessary to encourage firms, increasingly operating in a global market, to recruit them.

For those aged 16–17, our priority is to help them to engage in high quality education or training that gives them the skills and qualifications to be attractive to employers. There is some evidence that many young people come to the world of work relatively well prepared, but there is still a long tail of under-performance. A lack of employability skills often ranks high on employers' lists of concerns – over two-fifths (42%) of firms are not satisfied with the basic literacy of school and college leavers and over a third (35%) are unhappy with levels of numeracy.³ Other studies suggest around a tenth to a third of young people are poorly prepared for work, depending on the age group (Figure 3).

Figure 3: Employers' views on how well prepared young people are for work



Source: National Employer Skills Survey, 2009.

The Government is enacting a range of reforms to help young people make the transition into work and adulthood, including:

- preparing to raise the age of participation in education or training to 17 in 2013 and 18 in 2015 to ensure that all young people have the opportunity to build the skills and qualifications they need for their future careers;

³ CBI Annual Skills Survey, 2011

- introducing a radical programme of reforms to the education system to improve standards, including the establishment of Free Schools, and the expansion of Academies and of Technical Academies, with at least 24 University Technical Colleges planned by 2014;
- providing schools with a Pupil Premium worth £625m in 2011–12 to boost the attainment of pupils from deprived backgrounds, many of whom may be at greater risk of becoming NEET once they leave school;
- reviewing the National Curriculum for 5–16-year-olds to ensure that it embodies rigorous high standards and that all children have the opportunity to acquire a core of essential knowledge;
- ensuring that more young people leave school having studied the subjects that higher education institutions and employers most value through the introduction of the English Baccalaureate;
- expanding and improving Apprenticeships to provide young people with the skills they need to sustain and progress in their employment; and
- providing fully-funded training for young people up to age 24 to extend the opportunity to achieve qualifications up to and including Level 3 (A-level standard), reforming adult and community learning to help the most disengaged get into learning and employment and offering flexible job-focused training for those on active benefits.

The Government recognises the need to go further, given how critical it is to ensure that young people have the skills they need to succeed in the labour market. It is therefore:

- improving Apprenticeships;
- enrolling students in colleges pre-16; and
- providing transparency in Performance Indicators and published information;
- introducing, through the Education Bill, a new duty on schools to secure access to impartial and independent careers guidance for every pupil in Years 9 to 11. The Government will also consult in summer 2011 on whether the duty should be extended down to Year 8 and up to Year 13;
- ensuring that more young people are able to experience the benefits of an Apprenticeship by introducing a new Access to Apprenticeships pathway within the programme that will benefit up to 10,000 vulnerable young people;
- introducing from August this year a sector-based work academy route for helping people into work. Sector-based work academies are a locally driven initiative and final numbers will depend on the level of take-up by employers, training providers and claimants. Jobcentre Plus is funded to provide support for up to 50,000 places over the next two years. People on active benefits – including young people over 18 – will have the opportunity to spend up to six weeks undertaking training and work experience, followed by a guaranteed job interview. The training will be flexible and focused on employers' needs, leading towards a unit of qualification where training is funded by the Skills Funding Agency. It is being trialled in the contact centre industry and there are plans to run further trials in both the retail and hospitality sectors; and
- enabling record numbers of students to go to university: the Government has funded an extra 10,000 university places in both 2010/11 and 2011/12. The funding reforms the Government is making could see public investment in higher education rise by 10% in cash terms by 2014/15. Our higher education reforms will also put a new focus on graduate employability, for example by ensuring that better information about graduate employment destinations is available.
- accepting the recommendations of the recent Wolf review of vocational education. This will result in a higher quality system of learning for 14–18-year-olds and help to address the long-term weaknesses in practical learning. Key elements are:
 - incentivising teaching of the best 14–19 Vocational Qualifications;
 - ensuring a coherent programme for 16–19-year-olds including meaningful work experience;

2 Helping young people at risk of falling through the net, by supporting local partners to provide effective, co-ordinated services

There is a wide range of support from local and central government to help young people at risk of falling out of education, employment or training and to support them to make a successful transition to education, training and work. This support is essential for ensuring that no young person is written off. The voluntary and community sector also has a strong track record of providing holistic support that can help young people turn their lives around, particularly the most vulnerable. We need to ensure that the Government provides sufficient support but also enough flexibility to allow innovative local practice to flourish. Action already under way includes:

- providing more education and training places up to age 19 and focusing a greater proportion of this funding on students from disadvantaged backgrounds;
- simplifying disparate grants into a new Early Intervention Grant to support local authorities to undertake preventative work, giving them the flexibility to meet the needs of individual children, young people and families;
- introducing a £180m bursary scheme to provide better targeted financial support to those who need it, including guaranteed bursaries of £1,200 per year to children in care, care leavers and those on income support;

- investing more than £12m over the next two years to fund voluntary and community sector organisations like The Prince's Trust and Tomorrow's People to support young people who are NEET or at risk of becoming so; and
- piloting 16 Community Budgets to test approaches to the pooling of funding locally, two of which (Blackburn and Croydon) specifically include indicators on young people who are NEET.

The new Work Programme is an example of a central programme that encourages local autonomy and drives innovation at a local level. From the summer of 2011, the Work Programme will be delivered by the best of the private, public and voluntary sectors. They will be given the freedom to innovate and do what works. Providers will be free to design support based on the needs of individuals and target the right support at the right time – not waste time delivering centrally specified support that will not provide the help a person needs. The programme will give priority to young people by ensuring that all young people receiving Jobseeker's Allowance for nine months will be given access to this programme, with up to 30,000 receiving even earlier access.

The foundations of a comprehensive and effective support system are in place to support vulnerable young people. The Government will build on that with a £60m investment in:

- more early access Work Programme places to vulnerable 18-year-olds who are likely to be struggling to make the transition from education to work, i.e. those who received Jobseeker's Allowance when they were 16–17, for reasons of hardship;
- increasing the capacity of Jobcentre Plus, in partnership with local authorities and careers services, to support the 5,000 most disadvantaged 16–17-year-olds claiming Jobseeker's Allowance each year, including through access to Work Experience and Work Clubs; and
- a new £10m per annum Innovation Fund which will give delivery organisations, in particular the voluntary and community sector, a real chance to develop innovative solutions to help disadvantaged people, focussing on young people who are NEET or at risk of becoming NEET. This will be linked to social investment models

As described above, the Government will publish a cross-departmental Participation Strategy later in the year setting out how we intend to maximise participation of 16–24-year-olds in education, training and work and tackle the long-term consequences of young people being NEET.

3 Encouraging employers in both the public and private sectors to help inspire young people and to offer more work experience, internships and Apprenticeship opportunities to young people

Ensuring young people have the right skills and the right support will maximize their chances of finding paid employment. However, not all young people will be able to move directly into a permanent paid job – for many the priority will be to secure some form of experience of the workplace to help prepare them for future paid employment and inform their choices for further study. Many businesses already support these routes into work through the provision of work experience and internships, and by placing Apprenticeships at the heart of their recruitment and training.

Work experience and internships are often formally integrated into an employer's recruitment structures so that successful placements or interns become future employees. The Government is supporting this agenda, both by placing work experience at the heart of its overall request to the business community through its 'Every Business Commits' initiative, and also by additional funding for 80,000 work experience places for young people, ensuring that up to 100,000 places will be available over the next two years. Evidence shows that work experience is highly valued by employers⁴ and can be more cost effective than job creation schemes – the Future Jobs Fund, for example, had a unit cost of over £6,000. For graduates internships are an excellent way to get into the professional jobs market. They

typically offer graduates the opportunity to spend several months with an employer and to apply their learning in a working situation to build the skills they need for employment.

We want to ensure that access to work experience and internships is as fair as it can be. As the Social Mobility Strategy set out, there is evidence to suggest that obtaining an internship often depends on who, rather than what, you know. Offering work experience and internships to young people from all walks of life will not just help remove artificial barriers to progression, but businesses will also benefit from having access to a much wider pool of talent. The Government will continue to encourage employers to open up their employment methods, and we are asking business to offer internships openly and transparently and provide financial support in the form of a wage or where appropriate expenses to ensure fair access.

Offered by a wide range of businesses, Apprenticeships are paid jobs that incorporate on and off the job training and which lead to nationally recognised qualifications. Apprenticeships are at the heart of our reform of vocational training and are supported by both the Government and industry to increase the skills base of the workforce. Many small and medium enterprise (SME) employers, in particular,

⁴ Snape D (1998) *Recruiting long-term unemployed people: Employers' views of the National Insurance Contributions Holiday Scheme*, Research Report (RR) 76.

recognise the benefits of recruiting apprentices and currently offer two-thirds of Apprenticeship places.⁵ The 2011 Budget provided for the further expansion of the programme with an extra £180m of funding which will allow for an additional 50,000 19+ Apprenticeships across the next four years. Up to 40,000 of these places will provide additional capacity to support young unemployed people. Overall, with these new measures the Government will support at least 250,000 more Apprenticeship places over the next four years compared to the previous Government.

The Government is also committed to ensuring that undergraduates are prepared for the workplace, and that is why we are working to improve the information available to prospective students. All universities have now published an employability statement, detailing how they work with their students to prepare them for employment.

The Government will continue to support this agenda. In terms of internships and work experience the Government will:

- encourage internships in both the public and private sector and ensure they are offered fairly in order to promote social mobility through:
 - leading by example in reforming the way internship opportunities are offered in Whitehall;
 - examining recent graduate internship policy initiatives to explore where there are lessons to be learned on internship provision;
 - calling on businesses to sign up to a new Business Compact, which builds on the “Every Business Commits” initiative and sets out practical ways businesses can avoid talent and ability going to waste; and

- providing funding to continue the Graduate Talent Pool internship vacancy and matching service and extending it to include 2011 graduates. As well as benefitting graduates this will enable employers from all sectors, particularly SMEs, to tap in to graduate knowledge and skills, and will allow them to test the benefits of employing enthusiastic graduates in the longer term;

- continue to encourage the use of Work Trials in Jobcentre Plus, currently benefitting some 46,000 people every year, many of whom will be young people;
- support jobseekers by allowing them to undertake work experience for up to eight weeks while still claiming out-of-work benefits. This started in January and has been extended nationally and to all 18–24-year-olds from 26 April. From October 2011 an extension to 12 weeks’ work experience will be available where an employer is willing to offer an Apprenticeship to the young person. To date 100 large companies have pledged to offer work experience places and tens of thousands of small companies around the country have also been engaged by Jobcentre Plus; and
- ensure a step-change in the public sector’s support for work experience with over 6,000 new places already committed to next year.

In terms of Apprenticeships it will:

- promote employer-led expansion of Apprenticeships through a significant reduction in data collection and audit, piloting an outcome-based payments system for large employers that would prefer this approach, while still ensuring robust mechanisms for monitoring quality. We are working closely with employers to confirm arrangements – BT, McDonalds and TUI Travel have already confirmed that they will work with Government to pilot this approach;

⁵ There were 279,700 Apprenticeship starts (16+) in 2009/10 – an increase of 16.6% compared to 2008/09.

- work through the National Apprenticeship Service with industry, including Government suppliers, to encourage them to provide Apprenticeship opportunities. Early in-year provisional data show that the Government has passed the target of 50,000 more 19+ Apprenticeship starts than the previous administration planned over the 2010–11 financial year; and
- help SMEs realise their potential and maximise opportunities for growth by examining what more could be done to facilitate greater SME engagement in skills and training, and Apprenticeships in particular. We will report on this in the autumn.

Many businesses and charities are also involved in a wide range of initiatives to inspire young people about their future. We recognise the value that these bring to young people, and welcome developments in this area. For example, Inspiring the Future is a programme led by the Employers and Education Taskforce that aims to get 100,000 people from all sectors and professions into schools and colleges to talk about their jobs and career routes. In addition, 'whatsyourdestination.co.uk' is a new, independent and charity sector led initiative that will try to make it easier to find and access the many organisations that aim to inspire young people. The initiative has support from a variety of organisations, such as The Prince's Trust, Work Inspiration, The Media Trust, WorldWide Volunteering, Microsoft and Facebook. It is still at an early stage, and is currently focused on bringing together all interested stakeholders to help shape the initiative for a launch later in the summer.

4 Promoting personal responsibility by ensuring work pays and that those on out-of-work benefits who can work prepare and search for work effectively

The priorities set out above emphasise the role of government and business in providing skills, support and opportunities to young people. For these actions to have maximum impact it is also critical that the Government helps to promote

personal responsibility in young people so that they can find employment through effective active labour market policies and reforms to make work pay.

Figure 4: Incentives to work – illustrative weekly increase in income from entering work at the minimum wage for sample individuals, with and without Universal Credit

	2014–15 excluding Universal Credit		2014–15 including Universal Credit	
	At 10 hours	At 35 hours	At 10 hours	At 35 hours
Lone parent with one child	£20	£105	£53	£102
First earner in couple, no children	£10	£67	£30	£79
First earner in couple, two children	£10	£89	£41	£90
Second earner in couple, no children				
First earner working 10 hours	£1	£95	£23	£72
Second earner in couple, two children				
First earner working 10 hours	£4	£93	£23	£72
Single, under 25, no children	£6	£72	£23	£72

Source: HM Treasury estimates.

Note: Assumes no Council Tax Benefit entitlement. Further details of the assumptions underpinning the estimates in this table can be found in the Budget 2011 Data Sources document: http://cdn.hm-treasury.gov.uk/2011budget_datasources.pdf.

Personal responsibility will be enhanced by radical reform of the welfare system which includes:

- introducing the Universal Credit. By combining in-work and out-of-work support and ensuring that benefits are withdrawn at a simple, single rate as earnings increase, the Universal Credit will make the transition into work simpler and easier to understand – helping to break the cycle of welfare dependency (Figure 4);
- introducing new requirements from June 2011 for those in the ESA Work Related Activity Group who are able to prepare for work to participate in work preparation activities;
- changing the Income Support entitlement conditions so lone parents with a youngest child aged 5 or over will have to claim Jobseeker's Allowance, if they are capable of work, or Employment and Support Allowance, if they have limited capability for work;⁶
- introducing Mandatory Work Activity – to which jobseekers of any age can potentially be referred. First placements will be available from mid May 2011 onwards; and
- requiring a firm commitment to preparing for and finding work and backing that up with stronger sanctions.

In the light of strong evidence that measures to support job search often have greater impact and value for money⁷ than other interventions the Government is making focused job search a core requirement for jobseekers. In particular it will ensure that jobseekers use their job search time more effectively so that they engage in substantial job search in a more systematic and determined way than might have happened in the past. Together with opportunities for voluntary work or part-time training, the norm should be job search as a full-time activity. Advisers will also be able to require more frequent attendance at job search reviews.

To support the focused job search requirement, from April 2012, for those aged 19 and over (or 18 and over if customers of Jobcentre Plus), the new National Careers Service, in partnership with Jobcentre Plus, will offer face-to-face advice and guidance about careers, skills and the labour market, to help unemployed adults make decisions that will help them progress. These and the other measures listed above will help ensure that these services stay relevant to needs of employers and jobseekers in the labour market of today and in the future, and that the UK remains at the forefront of international best practice.

⁶ Currently lone parents are able to claim Income Support until their youngest child is aged 7.

⁷ Refer to for example Hasluck C and Green A (2007) *What works for whom? A review of evidence and meta-analysis for the Department for Work and Pensions*, Research Report No. 407; US Department of Health and Human Services (2002) *Moving People from Welfare to Work: Lessons from the National Evaluation of Welfare-to-Work Strategies*.

5 Creating the wider conditions for balanced, sustainable growth, including through protecting and extending the flexibilities of the UK labour market

The final component of the Government's strategy for tackling the challenge of youth employment is to create the conditions where business can flourish and create jobs. Priorities include:

- identifying and removing barriers to growth in key sectors of the UK economy;
- introducing measures to help create the most competitive tax system in the G20, including through a reduction in corporation tax;
- encouraging investment and exports as a route to a more balanced economy, including through reforms to the planning system;
- introducing reforms to help make the UK the best place in Europe to start, finance and grow a business, including by reducing the burden of regulation;
- establishing a new Growth and Innovation Fund to overcome obstacles that get in the way of employer-led innovation to raise skills in sectors; and
- ensuring that the UK maintains the flexible labour markets that have helped to ensure high and stable levels of employment in recent decades, as indicated by the reforms to the employment tribunal system, for example.

All of this is underpinned by our strategy to tackle the deficit and put the public finances back on track. As the IMF stated last year, 'the consolidation plan and implementation of early measures to tackle the deficit – one of the highest in the world in 2010 – greatly reduces the risk of a costly loss of confidence in fiscal sustainability and will help rebalance the economy'. Consolidation will help to keep market interest rates lower for longer, supporting economic recovery and lowering the proportion of tax revenues devoted to debt service payments and it will provide businesses with the confidence they need to plan and invest.

A number of these reforms are likely to encourage youth employment in particular. For example, measures to support the retail and construction industries, announced as part of the growth review, will have a disproportionate impact on young people as these sectors account for a high proportion of total youth employment.

The Government believes this market-based approach to supporting youth employment is preferable to interventionist subsidy approaches which, historically, have had significant deadweight costs and had low take-up.⁸

⁸ Atkinson J and Meager N (1994) *Evaluation of Workstart pilots*, Institute for Employment Studies, University of Sussex; Hales J, Collins D, Hasluck C and Woodland S (2000) *New Deals for Young People and for Long-Term Unemployed: Survey of Employers*, Research and Development Report ESR58, Employment Service. *Support for Newly Unemployed and Six Month Offer evaluations: A report on qualitative research findings*. DWP Research Report no 691 (2010).

The Government will continue with its reforms to promote economic growth by:

- using the ongoing reviews of employment law and other burdens to determine whether there are more barriers to employment that should be removed. This will include the Employment Law Review considering any areas where the regulations that impact on employers for under-18s are tougher than those for adults; and
- delivering on the priorities identified through the growth review process, such as in retail, construction, tourism and digital and creative industries that employ a high proportion of young people, as well as embarking on a further series of intensive cross-government studies to promote growth.

Conclusion

Supporting youth employment is a key priority for this Government, both to ensure that the cyclical impact of the recent recession does not result in young people suffering from long-term scarring effects and to tackle the core structural barriers that lead to certain groups of young people being at risk from experiencing protracted periods of unemployment.

There are five core areas where the Government is planning to work with businesses, the voluntary sector, local authorities and communities in order to help support young people: promoting skills; encouraging more work experience, Apprenticeship and internship opportunities; supporting the most vulnerable; providing the right financial and non-financial incentives; and restoring growth.

The Government has delivered substantial reforms in each of these areas already, and will continue to deliver reforms to increase opportunities for young people so that they can fulfil their potential and be free from the lasting negative effects of long term unemployment.

The Government will publish a cross-departmental Participation Strategy later in the year setting out how we intend to maximize participation of 16-24 year olds in education, training and work and tackle the long-term consequences of young people being NEET.



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