**Written evidence submitted by the Young Person's Network (BYC002)**

1) The young person's network believes that the Government should create resources to support young people in finding work, we are particularly concerned about the level of support from the government when young people with disabilities are attempting to find both paid employment and work experience opportunities in their local area.

2) We believe that every local member of parliament should engage with their local job Centre plus to find ways to support young people in finding work experience placements, we aware that some MPs currently offer work experience opportunities within their constituency office. In our opinion all MPs should offer work placement opportunities to young people.

3) This would show that the MP is actively engaging with their local communities to actively source placements are supporting young people wanting a pathway into the work of work, we also would suggest that the Government considers introducing work place trials in all organizations which should be compulsory.

4) By introducing compulsory work place trials, it would mean that young people who are disabled would have a better chance at succeeding within the place of work, we are aware that disabled young people are less likely to succeed in work experience opportunities and paid employment because some employers struggle to understand the individuals needs and what work place adaptions are needed for that person's

5) The young person's network in Herefordshire also has concerns that the currently funding level injected by the government into young people finding work is not enough for them to simply find suitable work placements and make a career out of the placement.

6) We also believe that the government should have a separate pot of funding to support young people who are disabled this would be incorporated in to the current DWP budget. This would allow more people with disabilities to find work experience opportunities which could lead to paid employment.

7) We would also recommend that the Government considers the introduction of apprenticeship model scheme for work experience placements for young people, this would then mean that they would be offered the same support/level of training throughout a work placement.

8) This would also mean that the work experience student would leave a work experience placement with a work-based qualification whilst still in education, this would also show that the government are attempting to prepare young people who are currently still in education for the world of work. The young person's network in Herefordshire believes that this type of scheme would be of potential benefit to all marginalized young people.

9) As it would mean that employers would have supported there would experience student to actively complete a work-based qualification, but also with the support a training provider within their local area. This would also mean that training providers and employers would work together to make sure that work experience placements work for all students no matter what their circumstance is.

10) We also know from our own personal experiences that collaboration between employer and training provider does that it is something that as an organization standing up for the rights of young people with disabilities we would support. The young people who are disabled tend to struggle during work experience placements because they are not the given the same level of support at work that they would be a school or college.

11) We believe that the government should consider looking at schemes which would offer better academic support for students with learning difficulties/disabilities as we know that this would give them a better chance of succeeding during the placement.

12) We are aware of a number of young people with Herefordshire who would benefit from a support scheme being introduced to offer them a better level of support to suit their needs. We also aware of some young people would have benefitted from support.

13) young people in our experience have got a lot of work experience placements because they have been given opportunities by employers that they would have been given by their school or college, we have particularly been impressed by the way disabled young people have been received and supported by organizations in Herefordshire.

14) We also know that our local county council offers an extensive range of work placements to young people from across the county including those who disabilities, these young people have gained self-confidence with the support of the council because they have been made to believe in themselves during the placement.

15) Some employers in Herefordshire even offer work experience placements that are not for a set period of time as this gives the student involved as much time as they require to succeed during their work placement and that is what set Herefordshire apart from the rest of the country.

16) We also believe that Resources designed to support young people into get into work do work including Interview skills classes with in schools/colleges do have an impact of young people getting on well when on work placements as many employers require students to go through an interview style progress prior to beginning their placement.

17) In many cases this can be of some benefit to students because it will prepare them to be successful when finding paid employment and attending interviews, we have been on many interview panels and this can be young people the chances to learn how to answer interview style questions in the best possible way.

18) We also believe that there should be more support from the government when young people are beginning to write their CV as again it would it give young people a better of getting work experience opportunities and then paid employment. Why can employers offer young people advice with regards to their CV when they see it prior to a work experience as this would be from people who have experience of reviewing CVs when conducting an interview process.

19) The Government should also give some funding to schools and colleges across the United Kingdom to improve their student work placement programme and the skills base of students prior to beginning work experience placements, this would mean that education establishments would become top quality programs.

20) The young person's network in Herefordshire also believes that compulsory work experience placements for those in full time education should be reinstated because it can offer a wide range of opportunities to schools and they can also build sustainable relationships with employers within their local area.

21) The Government should support schools and colleges from across the United Kingdom to offer quality work experience placements to all young people by introducing a similar scheme to the 2 ticks one, this would mean that employers would have to offer work experience to young people if they meet some set criteria set out by both the employer and government.

22) The criteria would mean that all young people have the best chance of both finding work experience opportunities and paid employment opportunities, in our opinion this would stop some employers from singling out young people because of their age,race,gender or disability and this should not be happening in this day and age.

23) this would make disabled young people much more confidant that they would have some chance as there able-bodied in gaining paid employment or work experience opportunities, not that many employers in Herefordshire will turn away disabled young people from a work experience opportunity, in actual fact many employers are keen to invite young people with disabilities to their organizations for work experience.

24) The recruitment and advertising processes for employers should be made up of a number of different things to make them, more interact and interesting so that young people can become attracted to a job in the first place and then go onto enjoy the recruitment process offered by the employer.

25) young people who we support to have an equal voice in Herefordshire have experienced a number of different interview processes including group interview. They do prove very popular with young people especially the disabled because it very be easier for these marginalized young people to partake in the interview process.

26) We also believe that the government should consider the possibility of make the interview process more disabled friendly because in our opinion more disabled young people would be applying for jobs through the power of work experience.

27) We believe that Businesses can engage with advertising processes to make look attractive for all young people because as we all know it is the first impression that counts, businesses in my opinion should also meet with young people before beginning a recruitment campaign to find out what would attract them to applying for a job with an organization.

28) In our opinion business are motivated to have work experience students when these young people take a keen interest in both their work and the organisation, we also know that young people with disabilities will take a keen interest in placements that they can actually do and enjoy.

29) In terms of small businesses offering work experience opportunities, we believe that these placements should lead to paid employment because this would mean that it would have been worth the while of the business.

30) We have firsthand experience of small business offering work experience students paid employment post work experience because many of these businesses are ran by families or one person which means that they are in a better position to offer the students paid employment opportunities.

31) The Young Persons Network knows that the United Kingdom government could learn lessons from other countries when it comes to work experience opportunities because they may have devolved better ideas around work experience that the UK could learn from to make our work experience system better for all young people.

32) This could be done in a number of different ways which may include ministers from the Department from work and pensions visiting other countries from around the world to review their work experience programs and see if the United Kingdom government could maybe adopt these practices into our work experience system for young people.

33) We would also be in favor of the suggestion that compulsory work experience placements for 16-18-year old's because this would of course give this age bracket a better chance of finding paid employment opportunities post further education, this measure was stopped in secondary schools about 4 years ago due to funding cuts by the government, but we believe that this should be reintroduced to give the young people the best opportunity in getting paid employment.

34) When it comes to reintroducing work experience opportunities for those aged between 14 to 16 years of age, we believe that this is not such as good idea because this age group could be classed as being under-mature. This could be a massive turn off for some employers, I have never heard of cases where 14-16-year old's have been offered especially in Herefordshire. Having said that this would maybe give this age range an insight into the world of work.

35) The young person's network in Herefordshire is not against the idea of the introduction of work experience opportunities for 14-16-year old's but would urge the United Kingdom government to be very careful when considering this potential motion in the uk.

36) if work experience opportunities were to be introduced by the government for this age bracket maybe these placements could be introduced within the school setting to begin with as we feel that this would allow the school to monitor the progression of each of the students who would be on work experience placements.

37) The school could maybe introduce departmental work experience placements for this age bracket would be more acceptable, and we are aware that in the past some Herefordshire secondary schools have trialed this with their younger students and it has proved to be a total success with students getting a great deal out of the in-house placement.

38) This has been tried and tested by Hereward College in Coventry when they introduced an in-house work placement program in 2013 to give all their disabled students the opportunity to undertake work placements with a familiar environment, this scheme was proven a success and has now developed on internships for their students with external employers.

39) In our opinion in house work placements should be introduced by all schools and further education establishments or in affect be made compulsory by the government as they can be successful.

**In Summary**

40) The young person's network in Herefordshire urges the UK government to consider what it can do to support young people who have disabilities in both finding paid employment and work experience opportunities.

41) We do accept that there are already well-established schemes being led by the government but has a group that support young people with disabilities within our local area, we feel that there is still more that can be done by the government to support these marginalized young people to find both paid and work experience opportunites.

42) We would like to praise the government for the work that they are already doing to support marginalized young people to find work placements and paid employment but as we have outlined in our evidence we recognize and feel that more can still be done.

43) We would also like to take the opportunity to praise the United Kingdom youth parliament and the youth select committee for choosing this issue of topic for there 2018 inquiry.

Young person's network Herefordshire

Biography

The young person's network was established on the 30th March 2017 with the vision of giving all young disabled people who are aged between 11 and 18 years of age an equal voice.

Since our launch over a year ago we have tackled many issues on behalf of disabled people in our county who have struggled to speak out.

We feel that by submitting this evidence to the youth select committee for their inquiry into work these marginalized young people finally be heard by young people who want to make changes on their behalf.

We hope that this submission speaks volumes for the young people whom we support and that they will be listened to.

**May 2018**