
What Employers Want – England Impact Forum Meeting

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Aim of the project

- What does an 'employable' young person look like?
- What are the skills and attributes that employers are looking for when they recruit a young person?

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Phases 1 and 2:

Southway Housing, England.

ACT Training, Wales.

Glasgow City Council, Scotland.

NOW Project, Northern Ireland.

- Over 50 young people took part in three one-day training sessions.
- They conducted interviews with over 60 employers.
- They discussed and reviewed the interview responses, agreed the key messages and fed them back to.
- Findings informed the 'Guide for young people' and the 'What Employers Want' website.

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Employers like young people...

www.whatemployerswant.org

Employers want...



A positive attitude

Show enthusiasm, commitment and energy.



'Soft skills'

Including **communication, problem-solving, time management, teamwork** and **working well under pressure**.



'Hard skills'

Sometimes specific to certain jobs but almost all employers highly value **literacy, numeracy** and **digital skills**.



Experience

A range of different types of experience, particularly work experience and volunteering.



Qualifications

Even though not all the qualities they are looking for can be measured through qualifications, qualifications are valued by employers.

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Impact on young people:

- Practical skills.
- Breaking down barriers with employers.
- Improved understanding of what employers are looking for.
- Confidence in interviews.
- Links with employers – work experience.
- Jobs!

Current phase:

Working with groups of young people who experience particular barriers to learning and work:

Drive Forward.
Sheffield Futures.

CareFree Young Carers.
Communities First.



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