Youth employment recommendations

Recommendations emerging from the Kailo project to better support young people into employment in Northern Devon

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Kailo

Summary of Youth Employment Recommendations

1

Connect employers and young people through trusted partners

2

Improve communication between employers and young people

3

Create safe spaces to build and showcase skills

4

Make entry level opportunities easy to find

5

Make youth employment a system wide responsibility

6

Review resourcing and funding decisions to embed recommendations

01. Connect employers and young people through trusted partners

Connect employers to young people through partnerships with schools, colleges, youth and community organisations, and other trusted adults who engage with young people, to inspire and raise awareness of career opportunities in Northern Devon.

How could we do this? Where do we need further innovation?

- Youth centres, and other youth orgs, partnering with employers who host interactive, engaging sessions, and youth workers spending time with young people on employment goals and opportunities.
- A redesigned careers advice, guidance and support model in schools and colleges that is well resourced, prioritised and relevant to the local area.
- Strong collaborations and partnerships between schools, youth centres and employers.
- Focus on equity: initiatives, activities and ways of working that ensure we are reaching the young people who most need support

What are we doing already? (Some) local examples:

- **Earth Scholars** - Skills building, work experience, connecting to employers
- **Landmark Theatres -** well-designed, planned work experience
- **SEA** - well-designed, planned work experience

What other local examples of good practice exist already?

02. Improve communication between employers and young people

Improve communication between employers and young people (and the organisations working with young people) to ensure transparency and clarity around recruitment, and the skills, experience and expertise required.

Where do we need further innovation? What could we test and fund?

- Ways for employers to share their recruitment needs and expectations with young people and the organisations working with them, such as schools, colleges, and youth and community organisations.
- Local career pathways set out clearly and accessibly for young people, through programmes, activities, platforms and support.
- Flexible and accessible routes into employment.

What are we doing already?

(Some) local examples:

- Earth Scholars · North Devon
- Project SEARCH and supported internships
- **DWP/Job Centre Youth Guarantee**
- **AECOM and Tor Bridge High School** Plymouth, curriculum
- **Hinkley Point C** · Somerset

What other local examples can you think of?

National examples:

- **Greater Manchester Beeline**
- Skills Builder Partnership

03. Create safe spaces to build and showcase skills

Create safe spaces for young people to build the skills, experiences and capabilities that local employers need, and that showcase these skills to employers.

Where do we need further innovation? What could we test and fund?

- Inclusive, equitable and accessible work experience opportunities for young people.
- Support and capacity for employers, particularly small and medium-sized organisations across diverse sectors, to take part in youth employment pathways and activities.
- Every young person has access to a trusted adult, inside or outside education, for early, person-centred, one-to-one support that grows their goals and dreams, recognises their strengths and supports their journey into employment.

(Some) local examples: What are we doing already?

- Earth Scholars · North Devon
- **North Devon Moving Image** experience opportunities
- **DWP Job Cente** Sector-based Work Academy Programme (SWAP)
- **Youth and employment hub**

Examples from other places:
The King's Trust support programmes

What else can we think of? What is missing?

04. Make entry-level opportunities easy to find

Invest in clear, accessible and widely advertised ways of finding entry-level jobs and opportunities in the local area, both online and in person.

Where do we need further innovation? What could we test and fund?

- Making less visible local opportunities better known
- More awareness of courses and training at different colleges
- Online resources to go alongside in-person sessions

What are we doing already?

(Some) local examples:

- **North Devon College- Talent Pool platform**
- **Makers Map** (in development/ construction?)
- **Youth and Employment Hub, DWP/Job Centres**
- **Indeed**

What else can we think of? What is missing?

Are the offers providing what young people want/need?

05. Make youth employment a system-wide responsibility

Youth employment should be seen as a system-wide responsibility, so that the different organisations supporting young people can consider the small things they can do to help young people into employment.

This is not about asking organisations to change the focus of their work or to develop new skills.

Where do we need further innovation? What could we test and fund?

- More opportunities for cross-sector learning and working
- More awareness for organisations of how youth employment intersects with wider youth outcomes (e.g. mental health, skills, wellbeing, support) and what different organisations can do to support

What are we doing already?
(Some) local examples:

- Northern Devon Futures Children and Young Person Action Group
- **Barnstaple Youth Network**