



Midlands Youth Labour Market Forum No. 3

23rd November 2016

College Court Conference Centre, Leicester





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Programme

0930 – 1000: Arrival and registration. Welcome, tea, coffee, etc. in lounge.

The forum will begin at 10.00am

Welcome (Mel Simms) and Introduction (Kate Purcell)

After a formal welcome, Round Table introductions and Paths2Work Project introductory remarks, there will be four sessions, reporting on work on the four component projects of the research programme: analysis of the historical development of policy and practices designed to facilitate transitions between education and work, in contexts of economic depression (Project 1), research on the experiences of young people entering the labour market directly after school or FE college studies (Project 2), research of the experiences of recent graduate entrants (Project 3), and research among Midlands employers to investigate their views and practices related to the recruitment and deployment of young people.

In each case, members of the research team will make a 20-minute presentation, which will be followed by a five-minute commentary by an invited expert stakeholder, leaving five minutes for questions and comments from delegates. The final session will be an open discussion where delegates are encouraged to respond to the research findings and draw on their own experiences of the issues.

10.15 – 10.45:

Delivering youth employment services- the evolving role of the voluntary sector. (Project 1, Anne Green and Sharon Chohan)

This presentation will consider how changes in public sector funding and management have influenced the efficiency and effectiveness of policy delivery and the accountability of voluntary organisations. The Midlands offers a good perspective (being outside London and suffering from sporadically high unemployment) from which to assess advantages and problems. Is the contemporary voluntary sector more efficient than was the case in the past? The presentation will include analysis and findings from detailed research on a case study of a well-established voluntary organisation.

Commentary: Jonathan Dawson, Head of Talent Match, The Prince's Trust

10.45 – 11.15:

'And Click. That's All I Do': Young People's Uses of Temporary Work Agencies in the Transition to (Precarious) Work (Project 2, Phil Mizen, Gaby Atfield, Arlene Robertson)

The scope and scale of temporary work agencies (TWAs) has grown significantly in recent years. This presentation thus considers the role and value of TWAs from the perspective of young job-seekers. Drawing on focus group discussions and interviews with young school and college-leavers in Leicester, Birmingham and Coventry, we examine we examine how TWAs feature in young people's aspirations for work, and their experiences and assessments of the value of agencies in realising these.

Commentary: Sheila Bates, Children's Champion, Coventry City Council

15 minute break: Coffee and tea provided

11.30 – 12.00 noon

The value of different forms of work experience in building a graduate career (Project 3, Kate Purcell, Gaby Atfield and Charoula Tzanakou)

This presentation will draw on over 100 interviews with Midlands graduates seven years after graduation, where they were asked about their career progression, the opportunities and obstacles that they had encountered, the choices they had made, and in particular, their experience and evaluation different kinds of paid and unpaid work experience and internships. The relative impact of these will be assessed. What are the implications for young people and those concerned with their successful labour market integration?

Commentary: Martin Perfect, Employer Relationships Manager, The University of Leicester

12.00 – 12.30:

Labour markets are changing for young people. How have employers driven and responded to these changes? (Mel Simms, Arlene Robertson)

Reporting on case study research in organisations in the Advanced Automotive, Food Processing, Hospitality, Healthcare, Business Services, Creative, and Voluntary Sector industries, this question will be addressed. What is the perspective of employers on the youth labour markets, and what are their recruitment and training strategies? How do employers within and between sectors vary in their approaches? How do employers respond to the challenges of recruiting and managing highly precarious young workers?

Commentary: John Mortimer, Group CEO, Angela Mortimer Plc.

12.30 – 13.00: Open discussion and comments, ending with 'wrap up' by Anne Green.

13.00 – 14.00: Buffet lunch

Chair

Adam Suddaby, Leicester City Council



Adam Suddaby is the Strategic Lead 13-19 at Leicester City Council. A key part of his role is concerns young people's education at Key Stage Four at school and 16-19 education and training at college, school sixth forms and in apprenticeships. He works closely with the City Council's Department for Economic Development and with the Leicester and Leicestershire Enterprise Partnership to understand better the issues around young people's preparation for and progression to employment and to make this increasingly difficult process more successful. Prior to working for the City Council he was the Vice-Principal of a large FE college and a local authority FE inspector.

External expert contributors

Jonathan Dawson, The Prince's Trust



Jonathan Dawson has worked for The Prince's Trust in a variety of roles for over 8 years and has been involved in the development, management and delivery of the Enterprise, Awards and Volunteer programmes across the region. The Trust Mission is to 'Help disadvantaged young people in the UK to change their lives and get into work, education, training and volunteering'.

Jonathan now heads up the 'Talent Match' project team for the Trust, which leads on 5 of the 21 big lottery investment projects that works with young people 18 to 24 who are furthest from the labour market into meaningful employment. These 5 year funded youth led, partnership consortium projects have a consistent relationship through 1-to-1 advocacy at the heart of its delivery and are based in Middlesbrough, Leicestershire, Lincolnshire, New Anglia and the South East.

Sheila Bates, Coventry City Council



My day job is Children's Champion at Coventry City Council. It has to be one of the best jobs in the world. I work with children, young people, parents and carers to ensure they are involved in the decision-making processes that impact upon them and champion their rights. No two days are the same, I work across the council and its partners involving service users and their families in the design, commissioning, monitoring and evaluation of services, recruitment and selection of staff, development of policy and practice as well as event planning/delivery.

When not at work I am studying for a Masters in Disaster Management. The dream would be to combine the participation skills I use at work with my academic knowledge and offer support to victims in disaster zones.

Martin Perfect, The University of Leicester



Martin joined the University of Leicester in January 2016 and he leads a team focused on the account management of over 100 key employer relationships such as PwC, Rolls-Royce, Allen and Overy and Teach First to name just a few.

He recently joined the University of Leicester from Jaguar Land Rover where he worked closely with their supply chain companies on a variety of skills development activities. This activity focused on establishing future talent pipelines in the areas of apprenticeship and graduates to allow sustainable business growth.

Martin has previous experience of the Higher Education sector having spent three years at Coventry University where he developed employer engagement strategies and focused his efforts developing the Institutes yearlong placement offer. These efforts were recognised by twice winning the National Undergraduate Employability award for ‘Best

University Placement Service’ in the UK.

John Mortimer, Angela Mortimer Plc.



John Mortimer is the co-founder and Group CEO of Angela Mortimer Plc. one of Europe’s leading quality office staff recruitment agencies. Established in 1976, the company currently employs more than 100 recruitment consultants in its London, Birmingham, Manchester, Paris, Brussels, Amsterdam, Geneva, Hong Kong, Shanghai and New York offices.

Angela Mortimer Plc. was founded with the aim of offering superior, quality recruitment services that were not available within the market place at the time, and it still leads the way with a reputation for maintaining successful long-term client and candidate relationships.

Celebrating 40 years (in 2016) with John at the helm, Angela Mortimer Plc. has become a multi million pound company with a lasting reputation as an industry leader, placing two thousand individuals into permanent jobs each year, as well as supplying several hundred temporary staff to customers each day.

Having changed nothing in 40 years, the company remains truly unique within the recruitment industry.

John has also been instrumental in the development of Angela Mortimer’s unique graduate ‘Ops’ scheme. This scheme to date has proved an undeniable success accounting for 65% of the leaders within the business.



The Paths2Work Project Team



Kate Purcell is Professor at the Institute for Employment Research at the University of Warwick. She is a sociologist with research interests in employment flexibility, the graduate labour market, occupational change and gender at work, most recently focusing on survey and mixed-methods research on early graduate careers.

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Phil Mizen is Professor at Aston University. His research focuses on children and young people with a particular interest in child work and youth labour, the informal sector, political protest and qualitative research methodology.

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Anne Green is a Professorial Fellow at the Institute for Employment Research at the University of Warwick. Her research interests span local and sub-national labour markets, the changing nature of employment and non-employment, local economic development and policy evaluation.

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Melanie Simms is Professor of Work and Employment at the University of Leicester School of Management. Her research interests include young people's transitions into the labour market and wider issues of worker representation.

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Noel Whiteside is Professor of Comparative Public Policy at the University of Warwick. She is a contemporary historian of social and public policy development with specific interests in

labour markets and constructions of social dependency in comparative (European) perspective.

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David Wilson is Professor and Associate Dean for Research at the Open University Business School. His research field is organization theory and the sociology of

organizations.

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Peter Elias is a Professor at the Institute for Employment Research. He is a labour economist and statistician whose research interests

include the study of occupational change and the relationship between further and higher education and vocational training and labour market outcomes.

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Gaby Atfield is a Research Fellow at the Institute for Employment Research, University of

Warwick. She has a background in geography and research interests in differential access to the labour market and the relationship between education and employment and social inclusion and exclusion.

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Arlene Robertson is a Research Fellow at the Institute for Employment Research, University of Warwick. Her research interests include the

transitions of young people in the labour market, precarious work, job insecurity, agency working, and international migration, integration and cohesion.

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Charoula Tzanakou is a Research Fellow in Politics and International Studies (PAIS), University of Warwick. Her research interests include precarious employment, European higher education and research policy, doctoral education and

labour market, and gender in academia.

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Matthew Cooper is a PhD candidate at the Institute for Employment Research. His interests include youth unemployment, the politics and history

of the welfare state, and the relationship of social policy to its wider social context.

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Sharon Chohan is a PhD candidate at the Institute for Employment Research. She has a background in working for local charities and research

interests in addressing youth unemployment, in particular the evolving contribution of the voluntary sector.

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