

## Problems and Solutions table

| Example Theme  | Youth unemployment  |   |
|--|---|---|
| Problems   | Solutions   | Resources   |
| Lack of access to work experience placements, internships or temporary work opportunities leading to limited awareness of world of work and unpreparedness for work. | Increase exposure of young people to world of work: <ul style="list-style-type: none"> <li>- Engage with local employers to promote value and benefits of work placements</li> <li>- Increase interaction between education and business through school visits joint events (e.g. careers fair)</li> <li>- Use role models (young person or employer) with positive experience of work placement/internship to promote benefits of work placements</li> </ul>   | Partnership working between LA, education providers, business community, education and business intermediaries<br>No specific resources required other than partner staff time.   |
| Lack of employability skills amongst young people  | Raise level of employability skills of young people: <ul style="list-style-type: none"> <li>- Identify employability skills required by employers through surveys and direct interaction</li> <li>- map existing provision in employability skills training and identify gaps in provision</li> <li>- Explore possibility of developing tailor-made employability skills training programmes based on findings of survey with employers/provision mapping</li> <li>- engage employers in delivery of employability training</li> <li>- increase “real” world of work experiences (company visits, school challenges (i.e. create own business project)</li> <li>- Support young people in identifying and harnessing the skills they have (gained through school/college activities or out of school activities)</li> </ul> | Budget allocation for employer survey<br>Budget allocation for skills provision mapping<br>Partnership funding to support employability training. Existing resources could be re-directed<br>Staff time (partner organisations) |
| Longer life expectancy leads to longer working life and limits opportunities for new talent entering the labour market   | Promote engagement of older workers with young people: <ul style="list-style-type: none"> <li>- Develop mentoring schemes whereby older worker mentor students or young workers</li> <li>- Support employers in developing succession planning</li> </ul>   | Budget allocation to develop training sessions for employers (succession planning)<br>Staff time (partner organisations)  |
| Mismatch between supply and demand in the labour market.   | <ul style="list-style-type: none"> <li>- Build robust evidence-based and shared data to gain comprehensive information on current state of labour market</li> <li>- Identify current and future skills needs (skills forecasting)</li> <li>- Map existing education and training provision</li> <li>- Identify gaps between skills needs and provision</li> <li>- Develop demand-led training provision where employers are at the heart of development of training content</li> </ul>  | Budget allocation to populate skills forecasting tool (purchase of data sets)<br>Partnership funding to support development of tailor-made training<br>Staff time (partner organisations)                                       |
| Vacancies not filled as do not meet young people’s preferences linked to lack of an appropriate career guidance  | Develop effective careers guidance programme <ul style="list-style-type: none"> <li>- Raise awareness amongst young people of which career opportunities are available to influence choices</li> <li>- Map training and progression routes reflecting gaps in labour market</li> </ul>  | Partnership funding (redirection of existing resources allocated to careers guidance) or new budget allocation to support careers guidance schemes.<br>Possible use of volunteers to provide careers guidance.                  |