



GOOD YOUTH EMPLOYMENT SYMPOSIUM

2024



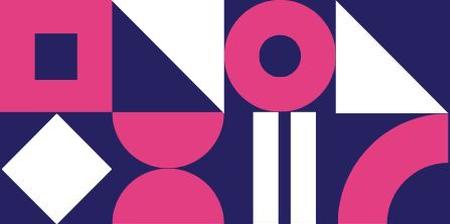
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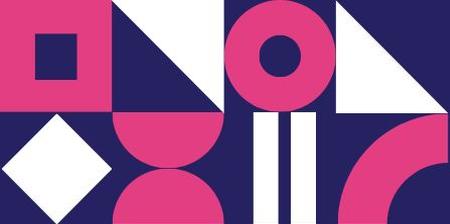


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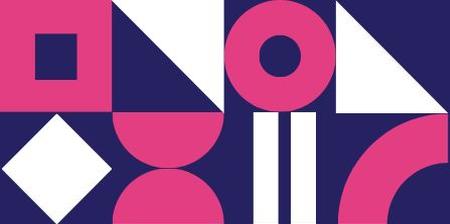
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Welcome

To the 2024 Good Youth Employment Symposium & Awards

#GYESymposium24



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Share your thoughts of the day on social media.

#GYESymposium24



@YEUK2012



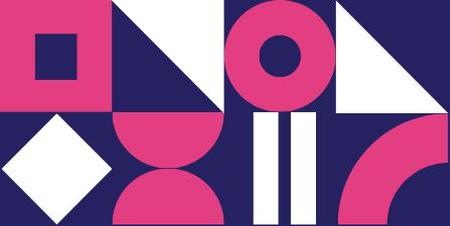
/YouthEmploymentUK



company/youth-employment-uk



@youthemploymentuk



#GYESymposium24



Youth Employment Landscape

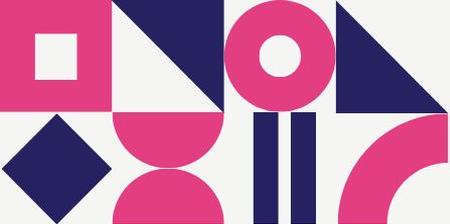


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Andrea Barry
Principal Economist at
Youth Futures Foundation



**Jan Richardson-
Wilde FIEP**
CEO of Occupational
Awards Limited



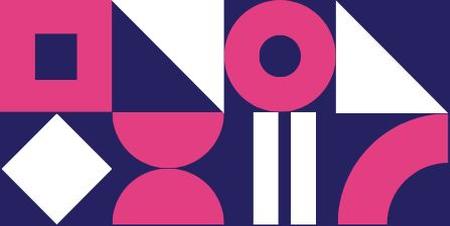
Laura Davis
CEO of BASE



Mahfia Watkinson
Policy Manager (Insight) at
the WMCA



Dr Rupal Patel
Policy & Research Director at
Youth Employment UK



#GYESymposium24



Youth Voice Census 2024



Rylie
Youth Ambassador



Ciara
Youth Ambassador

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1 Anxiety, safety, discrimination and financial concerns are the biggest worries for young people.

Anxiety continues to impact young people, it is one of the biggest barriers young people face.

43% of young people think anxiety will be one of their biggest barriers to finding work now or in the future.

44% of young people currently in work thought anxiety was a barrier when they were looking for work.

3 in 5 young people indicated feeling anxious in their daily life.

Discrimination is the biggest worry young people have for the country.

47% of young people in education had personally experienced at least one instance of bullying or harassment.

17% of those in work had personally experienced at least one instance of bullying or harassment.

61% had witnessed at least one instance of bullying or harassment in their education setting.

Young people are worried about safety where they live, work and study.

Young people are feeling 10 ppts less safe than last year.

49% of young people do not feel safe where they live.



Just over half felt they belong (**51%**) and **54%** feel that they can be themselves.

Money worries are increasing,

with the cost of living influencing decisions on what young people can access both in terms of work and social experiences.

- The **economy is a major worry** for young people aged 14 onwards
- **33%** of young people in college or sixth form have **sought financial support** whilst in education



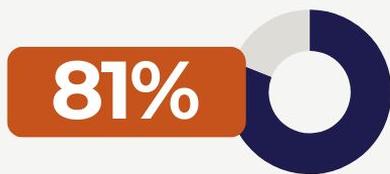
2 Readiness for next steps has dropped

Whether it is preparing for secondary school, college, training or work, young people feel less prepared than they did last year.

Life continues to lack stability.

Young people are reporting more disruption than last year, even higher than experienced at the height of the pandemic.

For those in education, this is up 28 ppts on last year and sits at **81%** reporting disruption.



This is predominantly driven by ill health and strikes.

There is greater uncertainty regarding study and career plans.

87% of those looking for work changed the type of work they were looking for.

2 in 5 young people in education have changed their study choices.

Over half

of young people in work have **changed their career plans** in the last 12 months.

Young peoples confidence in their skills is down from last year

It is leaving young people unsure what the best choices will be for their next steps.

Confidence continues to decline for those in education...

36% of young people in secondary school think they understand the skills employers are looking for.

A **third** of young people feel like their school supports them.

Young people in education feel less confident across all employability skills.

but remains steady for those on their journey to work.

51% feel they understand the skills employers are looking for, a rise of 6 ppts on last year.

Those out of education feel more prepared.

But, they still don't feel they will progress into a good job.

3 Opening up opportunities

Overall, opportunities for **enrichment, careers extracurricular activities and fun are down again this year.**

In addition the majority of careers exploration opportunities are down this year for young people in secondary school.

There are groups still getting less.

Marginalised groups are getting less opportunities than their peers.

Work experience is up for young people in secondary school, with the biggest increase seen for 14 - 16 year olds.

While more young people were able to go on school trips this year, we saw:

- Access to sports clubs is **down 6 pts**
- Access to learning a musical instrument is **down 7 pts**
- Access to enrichment and engagement activities is **down 9 pts**

Over **1 in 10** young people did not participate in any activity over the last 12 months.

36%

of young people had access to work experience in secondary school.

Where you live matters.

Location is a bigger factor in decisions about study and work than in previous years.

Young people in education are finding travel and location more challenging to manage this year

Cost, access and safety of travel play a big part in what extracurricular activities young people can participate in.

Parents are more likely to be picking up support for all areas.

This year it has increased by:

- **4 ppts** for mental health support
- **5 ppts** for financial support.

1 IN 4

young people reported that they cannot access support for their mental health issues.

1 IN 5

indicated that they could not access financial support.

4

Overall, work is a positive place for young people.

83%

think that their working environment is supportive.

70%

of respondents are happy in their current job role.

70%

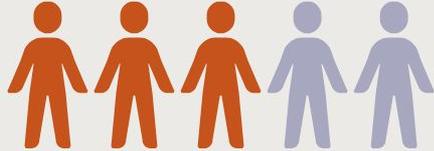
of respondents would describe their employer as youth friendly.

The number of respondents happy in their current job role is slightly down on last year. **This is largely driven by young people wanting fairer pay.**

This is **especially true for apprentices**, there are more young people considering another job alongside their apprenticeship this year.

But workload, stress and pressure is increasing

For young people in work, **3 in 5** have reported an increase in stress and pressure over the last year.



55%



Just over half of young people are confident that they will be able to **progress into a good job**.

For those looking, it is **harder to find and access quality work this year**, a growing trend for young people.

10%

of young people think that they will be able to access quality work where they live.



Young people are looking for an employer with fair pay, opportunities to progress and be promoted, and employers being supportive and inclusive of young people.

Recommendations

01

Ensure that opportunities to access youth provision, sports, volunteering and other forms of enrichment are accessible to young people where they live.



02

Ensure young people are better able to share their voice on what they need to progress.

Commit to making the services around young people work by ensuring that EHCP plans, mental health services, care support and support with housing is available when they need it.

03

Build the Young Person's Guarantee at a hyper-local level.

Ensure that there are quality training, apprenticeship and employment opportunities for young people where they live and that barriers such as transport and costs are removed.

04

Encourage employers to understand their role in developing good quality opportunities for young people, recognising the Good Youth Employment Standards and encouraging employers to measure their activity with the Good Youth Employment Benchmark.



Good Youth Employment Benchmark 2024

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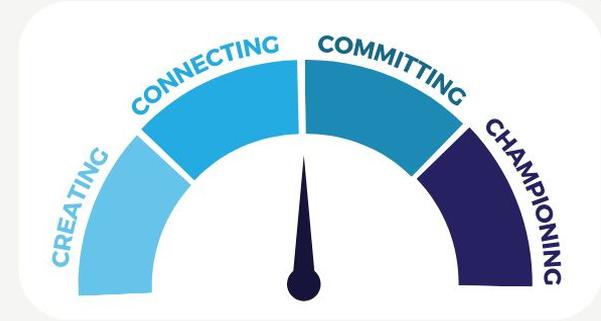
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Good Youth Employment Benchmark 2024



Youth Employment UK's first of its kind digital tool that supports employers to:



Benchmark:

Monitor and measure employer activities related to youth employment.

Bridge the Practice Gap:

Provide employers with insights and next steps to improve their practice.

Build the Evidence Base:

Explore the who, where, what, and how of youth employment activities.

Good Youth Employment Benchmark 2024



40,000+ young people supported with explore activities



18,000+ opportunities in the last 12 months



3,000+ placements in the last 12 months



18% SMEs, 82% Large Enterprises



1

Connecting Networks

Employers use mediators and networks to engage young people, focusing on ages 13-19.

Many lack targeted approaches to reach those who have protected characteristics or come from disadvantaged backgrounds.

81% of Explore activities are delivered through a provider

38% of Experiences are delivered through a provider

Youth voice activities are largely underutilised

8% offer the opportunity to stay connected after work experience

2 Creating evidence and evaluation

Employers need support for robust design, evaluation and impact measurement.

Measuring and connecting programmes ensures there is a pathway for young people from exploring employment into gaining paid employment.

23% have established learning outcomes for their programmes

17% assess the effectiveness and impact of activities

13% of employers sought any feedback post programme

23% used feedback to inform design or delivery of programmes

3

Committing to good work

Investment in employment is yielding results, with improved programme quality this year.

Employers are providing inclusive recruitment, pre-employment support, and sufficient training opportunities for young workers

74% of employment roles are designed to ensure that they are inclusive of young people

66% of always offer a training and development plan.



increase in prework support



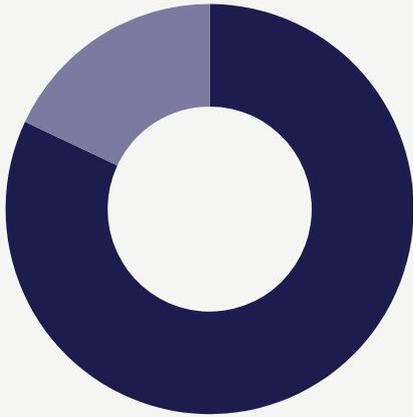
Good Youth Employment Benchmark 2025

Open for submissions

September 2025

EXPLORE | EXPERIENCE | EMPLOYMENT

EMPLOYERS INVOLVED IN 2024: 34



18% SMEs
82% Large Organisations

On average:

- **25%** of activities are delivered across the whole of the UK.
- **1 in 5** activities are in London, North West and South East.
- **Under 10%** of activities are delivered in the North East and Yorkshire and the Humber.

KEY FINDINGS

Creating evidence and evaluation:

Employers need support for robust design, evaluation and impact measurement.

Measuring and connecting all programmes to ensure there is a coherent pathway for young people from exploring employment, having work placements and gaining paid employment.

Connecting networks:

Employers use mediators and networks to engage young people, focusing on ages 13-19.

Many lack targeted approaches to reach those young people who have protected characteristics or come from disadvantaged backgrounds and consequently struggle to support NEETs.

Committing to good work:

Investment in employment is yielding results, with improved programme quality this year.

Employers are providing inclusive recruitment, pre-employment support, and sufficient training opportunities for young workers.

EXPLORE FINDINGS

Supporting over **40,000+** young people with explore activities.

- **40%** of activities are delivered in a hybrid model.
- **56%** offered all year round.

27% offered Explore opportunities all over the UK.



Employers are utilising intermediaries to reach young people.

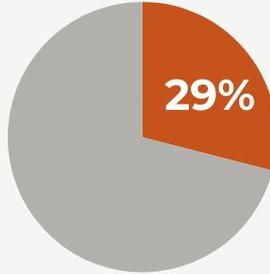
- **81%** of activities are delivered through a school, college or provider
- **70%** of activities intentionally engage underrepresented groups
- **Over half (56%)** of activities are being monitored for quality and impact
- **20%** of employers 'sometimes' saw an increase in target audience participation

EXPLORE

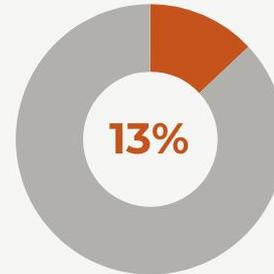
EXPLORE FINDINGS

Involving young people in delivery stages would support more relatable explore activities.

- **29%** of employers used feedback from young people to inform the design of programmes
- **4%** of activities involved planning sessions with young people



- **7%** of activities consistently include young people or young employees in the delivery
- **13%** gather feedback post-programme to assess its impact

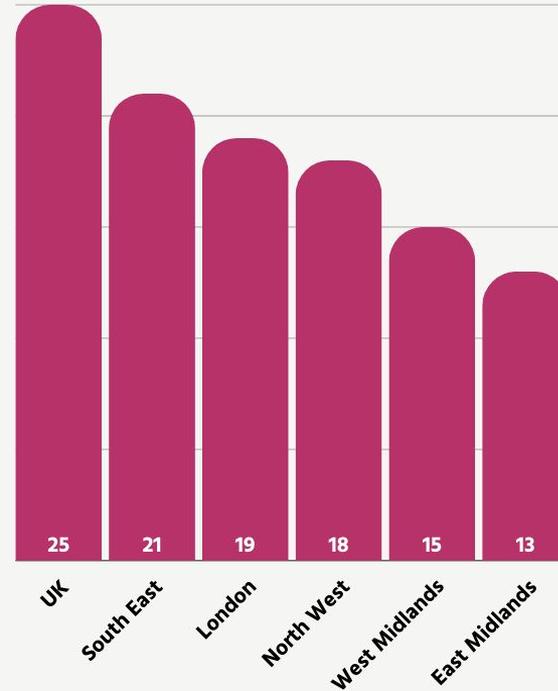


EXPLORE

EXPERIENCE FINDINGS

3,000+ placements in the last 12 months

- **25%** offered Experience opportunities all over the UK
- **21%** in the South East
- **19%** in London
- **18%** in the North West
- **15%** in the West Midlands
- **13%** in the East Midlands



EXPERIENCE

EXPERIENCE FINDINGS

Pre and on-programme support for work experience programmes is driving engagement and confidence.

Work experience can be a significant transition for many young people.

Employers who completed the Benchmark are increasingly mindful of the need to provide structured guidance and mentorship throughout the process.

A donut chart with a pink segment representing 70% and a grey segment representing 30%.

70% of work experience activities offer an induction session or an induction pack.

A donut chart with a pink segment representing 53% and a grey segment representing 47%.

53% of programmes offer a buddy or mentor.

EXPERIENCE

EXPERIENCE FINDINGS

Post work experience support could be **improved to drive better outcomes for all.**

8% of employers offer the opportunity to engage with their organisation at the end of their work experience.

8% provide a reference for a young person who has undertaken a work placement.

There can be a cliff edge at the end of work experience placements.

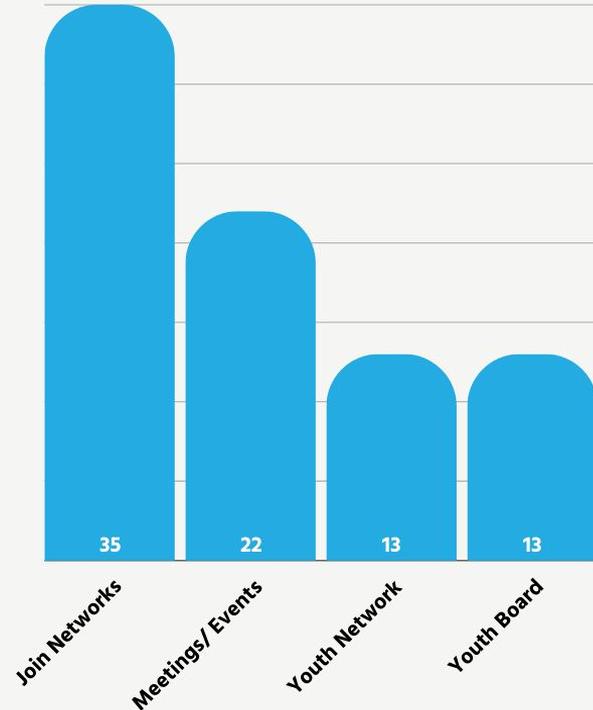
Most employers do not utilise systems to continue to engage with or build a pipeline from young people who engage in work experience programmes.

EXPERIENCE

EMPLOYMENT FINDINGS

18,000+ opportunities in the last 12 months

- **35%** provide the chance to join networks
- **22%** have young staff meetings/ events
- **13%** have a youth staff network
- **13%** have a youth board



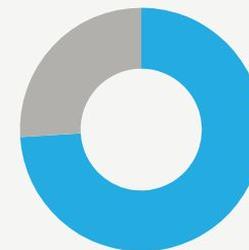
EMPLOYMENT FINDINGS

Employers are invested in providing clear development opportunities.

Employers are fostering continuous development by encouraging growth reflection during regular mentoring sessions, 1-2-1 meetings, and formal appraisals.

This approach ensures that employees have clear pathways for skill acquisition aligned with their current responsibilities and long-term aspirations within the organisation.

- **66%** of employers always offer young staff a training and development plan, and a further
- **10%** do it sometimes.



74% of employment roles are designed to ensure that they are inclusive of all young people, including those with special educational needs or disabilities.

EXPERIENCE FINDINGS

Post work experience support could be **improved to drive better outcomes for all.**

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Most employers do not utilise systems to continue to engage with or build a pipeline from young people who engage in work experience programmes.

EXPERIENCE

GOOD YOUTH EMPLOYMENT BENCHMARK



Eleanor Marsea
Engagement Manager at
Youth Futures Foundation



Aileen West
Emerging Talent & Careers
Manager at Haven

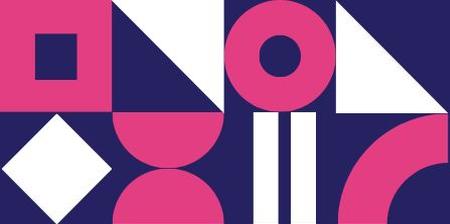


Lauren Mistry
Deputy CEO of
Youth Employment UK

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A stylized logo consisting of a dark blue square with a white graphic element resembling a building or a stylized 'Y'.



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See you back at 11:45

Enjoy your break

Meet Today's Exhibitors





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Explore

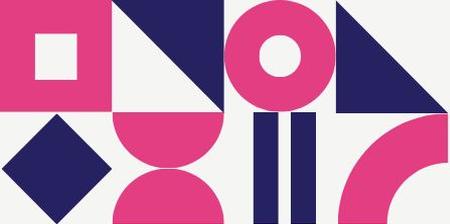


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Kelsey Hargreaves
Technical Manager at BICSc



Rylie
Youth Ambassador



Erica Chamberlain
Head of Strategic Business
Partnerships at the CEC



LJ Rawlings MBE DL
CEO of Youth Employment UK

EXPLORE

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**Introducing the next generation
of FM professionals**

Introducing the next generation

What do we need to think about?

- The experience of young people outside of the industry
- The experience of young people within the industry
- The experience of young people trying to join our industry
- Ways in which we, the FM industry, can combat issues of youth employment in our industry

My experience as a young person in the industry

Positive and negative treatment because of my age:

- Assumption
- Questioning
- Listening
- Learning

My experience as a young person in the industry

We don't know how to shout about ourselves:

- How are you trying to onboard young people?
- A generation of technology
- Offerings
 - Sustainability groups
 - Associations
 - Councils
 - Youth voice

No results for "cleaning"

Latest ▾

cleaning



No results for "hygiene"

Latest ▾

hygiene



[← Back](#)

CLEANING AND HOUSEKEEPING MANAGERS AND SUPERVISORS

Workers in this unit group manage and supervise cleaning and other housekeeping tasks within private households, hotels, schools, hostels and other non-private households, and in offices and other premises.

[Feedback](#)

How do I get a job like this?

People in these types of job started their career paths after studying courses like the ones below.

Routes to **this career**

[See all >](#)

No courses found for this career - try looking at related careers or industry guides below for more options.

Feedback (

What isn't working?

We are not speaking the same language as young people

- Accessibility of our advertisements
- Understanding what youth have experienced and what they have achieved
- We can sell ourselves as an intellectual industry without using jargon to sell ourselves
- Projection is perception

- Ensure yourself and others undertake all cleaning duties diligently and according to statutory and regulatory specifications, including compliance with operational policies on H&S, HACCP.
- Report any hazards or potential failures to line manager
- Be responsible for the suitable storage of materials and equipment in line with Health and Safety and COSHH
- Customer satisfaction and relationship building
- Effective communication with all levels of staff
- Providing ad-hoc training to new team members
- You will need to accurately record and feedback results to the Facilities teams
- Encourage standardisation across departments and services, and communication of best practice in the department
- Develop a thorough knowledge of the site
- Participate in training courses to develop knowledge

You must have:

*

- Previous experience in a similar role within a face paced environment e.g. Hospitality
- Knowledge and awareness of COSHH and working to set standards and procedures. It would be advantageous if you are BICS trained

John Smith – 18/03/2003

112 Baker way
Thornton
Lancashire
Fy5 1AA

Hello, my name is John. I am a hardworking and motivated young person looking for a career where I can develop and grow with a company. I am flexible and ready to work.

Work experience

2020 – Now : Volunteering at Charity shop

I am responsible for replenishing stock in the shop and serving customers. I have learned through this job how to be reactive and work efficiently, while working as a team and dealing with customers.

Qualifications

BTEC Business Management DDD

GCSEs:

English 8
Maths 8
Business 9
French 7
Science 8

Perception

There is more than one career in the cleaning industry

- What is the perception?

Perception

There is more than one career in the cleaning industry

- What is the perception?

“I thought the only jobs available were cleaning operative and supervisor”

“When you said cleaning industry, I thought you were joking”

“There are actually jobs that I can utilise my qualifications in?”

Perception

There is more than one career in the cleaning industry

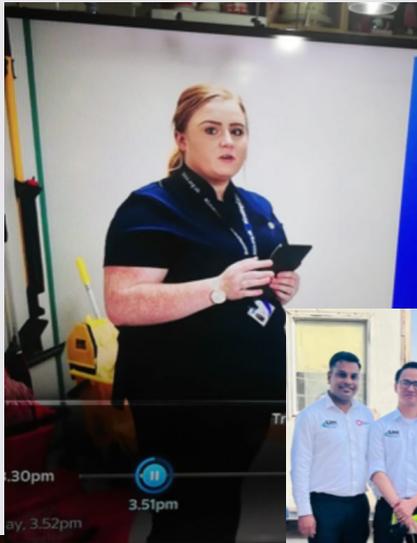
- What is the perception?
- What do we show?



Perception

There is more than one career in the cleaning industry

- What is the perception?
- What do we show?
- What do we want to show?



What can we do?

What can we do to attract more young people to the cleaning industry?

- Understand the needs of young people and be active in our response
- Shout about it in the right places
- Learn to shout positively
- Utilise our experience as a tool of development, do not use it as a separation tool

2 years on... what have we done?

Young people said:

Who do you go to for careers support?

Parents/guardians	73.6%
Teachers	51.2%
Friends	36%
Careers advisor	24.5%
Relatives	22.6%
Social media	21.4%
Family friends	18.7%
Siblings	17.7%
Careers and employability websites	14.9%

Online forums	11.2%
Other people I know who are employed	9.9%
Employers	5.9%
Mentor	5.7%
I don't have anyone to go to	5.2%
National Careers Service	3.8%
Other	2.1%
Jobcentre Plus	1.1%

When thinking about employers, what, if anything, could they do to help young people develop their skills?

If rejecting a young person, give constructive criticisms in order for them to develop their skills.

Provide talks to a school to inform and educate children.

Perhaps host job tasters or more experience building opportunities like that.

Maybe have an active role in schools/colleges throughout the year. If they want more young people to know about them then they should be present in our lives.

Opportunities to try different roles or work shadowing.

Employ them with the mindset that they can quickly acquire new skills on the job and don't have to already have past job experience.

We listened – we answered:



Cleaning professionals said:

“It’s ok reaching out to 18-year-olds, why aren’t you going younger?”

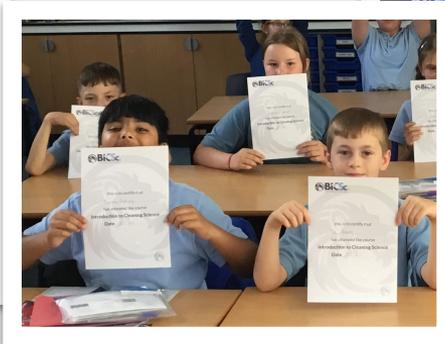
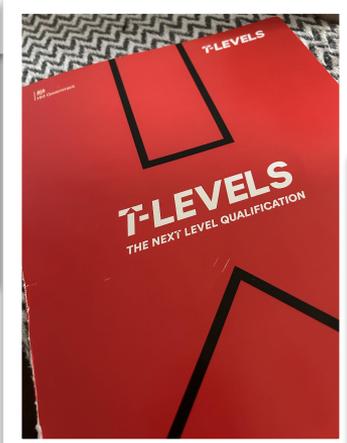
“Are you considering education outside of BICSc?”

“Not every opinion is going to be based off a university leaver”

We listened – we answered:

Northampton pupils awarded British Institute of Cleaning Science award after visit

Dozens of children were awarded certificates from BICSc (the British Institute of Cleaning Science) after a visit to St Andrew's Primary School in Northampton.



BBC Radio Northampton Visit BICSc

Young people said:

Did you face any barriers when you were applying for work?

Anxiety	51.7%
Travel/location	41.7%
Lack of work experience	41.4%
Mental health challenges	38.6%
There are no jobs where I live	30.7%
I have no contacts	30.7%
Not having the right skills	29.3%
Depression	28.6%
The cost of getting to work	23.4%
There are no jobs available	21.7%
Other	17.2%

Lack of flexibility from employer	16.9%
Sexual orientation discrimination	7.9%
Impact on family	6.9%
Physical disability	6.9%
Losing benefits	4.8%
Racial discrimination	2.4%
Carer responsibilities	1.7%
Criminal record	1%
Alcohol or drug dependency	0.3%

**Gender discrimination and transphobia were the most common additional responses.*

We listened – we answered:

All-Party Parliamentary Group for Youth Employment Report



appg



Youth Voice Forum: Mental Health

Our November Youth Voice Forum focused on Mental Health and Wellbeing. This session was chaired by Angel Fletcher (Youth Futures [...])

ESS trains 100+ staff to become mental health first aiders

TSA offers training courses to support mental health awareness in laundry industry

Young people said:

IN WORK

The young people we spoke to shared their experiences of being in work, and referenced some difficulties they had encountered. Some young people spoke about a lack of support for being neurodiverse in the workplace, where reasonable adjustments were not made, and they felt they could not seek support. Some young people also felt that employers should be more aware of their employee's mental health, and should offer mental health support in the workplace.

We listened – we answered:

Career Guidance Reversed: Youth-Led Events for Employers

- 21 June 16:00 Experiences of the Workplace
- 24 June 13:00 Inclusive Recruitment Practice
- 28 June 16:30 Accessible Pathways into Employment
- 3rd July 13:00 Supporting and Retaining Neurodivergent Employees

Logos: CAREERS & ENTERPRISE COMMUNITY, EY Foundation, YOUNG FOUNDATION

The graphic features a woman in a white shirt speaking to an audience, with a smaller inset photo of a young woman with blonde hair.

Neurodiversity - why is this a barrier?

CAREER GUIDANCE REVERSED

- **Bias and Prejudice:** Neurodiverse individuals may face bias and prejudice in the workplace, which can lead to discrimination and unfair treatment. They may be overlooked for promotions or lack opportunities to reach their full potential.
- **Lack of Understanding and Accommodations:** Employers and colleagues may not have a clear understanding of neurodiversity and the accommodations required to support neurodiverse individuals in the workplace. This can lead to a lack of adjustments or support, leaving neurodiverse individuals struggling to manage their workload or meet job demands.
- **Exclusive Recruitment Practises:** Not only does the typical setup of "CV - cover letter - interview" offer a limited view of an individual's overall talent, it can also be a barrier to entry for neurodivergent people.

Small video inset: Kelsey YBAK Youth...

Cleaning professionals said:

“There is currently no apprenticeship scheme for the sector which provides training in the technical skills needed by cleaning and hygiene operatives working outside healthcare. This leaves many cleaning and hygiene sector employers with no suitable option for investing Apprenticeship Levy funds in training staff”

Young people said:

What apprenticeship level are you currently undertaking?

Level 2	8.8%	Level 4	15.8%	Level 6	19.3%
Level 3	52.6%	Level 5	1.8%	Level 7	1.8%

Please indicate how likely you are to:

	Unlikely or very unlikely	Neutral	Likely or very likely	Don't know
Apply for a T Level course	56.2%	14.3%	7.1%	22.4%
Apply for an apprenticeship	34.7%	20.5%	30.7%	14.2%
Apply to university	15.6%	11.8%	65.2%	7.3%
Apply for a vocational qualification (e.g. BTEC, Cambridge National, Higher National)	46.4%	18.5%	16.9%	18.4%
Start your own business	43.5%	23.7%	23.1%	9.8%



Ben is currently finishing his second apprenticeship and will then move on to his third apprenticeship. Ben is a big advocate of the apprenticeship programme for younger people, and has thoroughly enjoyed his time on the different schemes he has been a part of. Ben was very clear that although apprenticeships can be offered to all and may work for a lot of people, we shouldn't dismiss other options out there for young people.

We listened – we answered:

BCC 'thrilled' to announce approval for the
Cleaning Hygiene Operative Apprenticeship



GOV.UK Find apprenticeship training for your apprentice

[Home](#) > [Apprenticeship training courses](#) [View shortlist 0](#)

Apprenticeship training course

Cleaning hygiene operative (level 2)

Providing a hygienically clean environment in which service users, staff and other users can thrive, work and develop.



Youth Voice Census 2023

Where did you find out about this job?

I found it on a job board (Indeed, Monster, GMFJ, Youth Employment UK)	26.3%
I found it on the employers website	24.3%
I got it through a Kickstart placement	1.4%
I got it through an apprenticeship	5.6%
A family member told me about it	5.6%
Family friend shared it with me	7%
A recruitment agent told me about it	8.4%

A careers advisor shared it with me	0.3%
Through the Jobcentre	0.6%
Through an employability programme	0.6%
I heard about it through a careers fair	1.1%
The employer visited my school/college	1.4%
Through social media	5.6%
Other	12%

We listened – we answered:



Cleaning Industry Careers Guide



About Cleaning Industry Careers

Do you aspire to work in an industry that has ground breaking innovations in sustainability, in a career where you'll help create safer environments every day with great career progression opportunities and be part of one of the biggest professional bodies in the world?

Then working in the cleaning industry is definitely for you!

Did You Know?

There are so many different, surprising, and incredible careers in the cleaning industry that you may never have even heard of!

Why not have a look at the opportunities below and see where a career in the cleaning industry could take you?

[CAREERS GUIDES](#)

Looking for employers that care? Look for the **YOUTH FRIENDLY EMPLOYER BADGE**

[JOB HUNTING HELP](#)[FREE COURSES](#)[FIND LOCAL OPPORTUNITIES](#)

Live your life with our **YOUTH ADVICE info**

Cleaning Industry Careers Guide

Below you can find information about various routes into the cleaning industry for differing levels of experience and qualifications. You can get access to work experience opportunities, first job tips, salary examples and discover youth-friendly employers who want to help you get ahead [Click here](#) for a list of even more careers you can explore in the cleaning industry.



Account Manager – Cleaning Careers



Area Manager – Cleaning Careers



Audit Compliance Manager – Cleaning Careers



Audit Compliance Officer – Cleaning Careers



Chemical Engineer – Cleaning Careers



Cleaning Consultant – Cleaning Careers



Cleaning Operative – Cleaning Careers



Cleaning Services Manager



Cleaning Supervisor – Cleaning Careers



Customer Support – Cleaning Careers



Digital Marketing Assistant – Cleaning Careers



Digital Project Specialist – Cleaning Careers



Finance Administrator – Cleaning Careers



Innovation Manager – Cleaning Careers



Mechanical Engineer – Cleaning Careers

YOUTH ADVICE info hub



Aged 14+? Get free **YOUNG PROFESSIONAL** training and boost your skills



Build career confidence with our free **CREATE YOUR FUTURE** online course this summer

PLUS: Find amazing opportunities

WHAT IS THE NATIONAL YOUTH OFFER?



Aged 16-24? **VOLUNTEER** with us, wherever you live in the UK!

So what are you waiting for? Grab your future.

Follow us on:

Twitter

Facebook

Youtube

LinkedIn

Cleaning Operative - Cleaning Careers



Want to join the team of heroes helping keep the world safe? Why not think about a role in facility management and join the cleaning and hygiene sector?

Cleaning/ Hygiene Operative careers: What's involved

You may never have thought about a role in the cleaning industry before, but you may be surprised at just how large the industry is and be surprised by the amazing careers it has to offer! The industry is a close to the heartbeat of so many different industries and there is a big call for the next generation of cleaning professionals! There are so many different routes you could take when starting as a cleaning and hygiene operative within the industry.

The cleaning industry spans so much of this world and so many different industries, you could be in anything from transport all the way to healthcare! Think about it! Everything in this world requires hygienic upholding!

The career of a cleaning operative can fit the needs of so many different people, so why not see where the industry can help you?

Digital Project Specialist



Are you interested in digital projects? And want to learn how you can gain access to a job with ever-changing exciting assignments?

Well, read on...

Digital Project Specialist careers: What's involved

A Digital Project Specialist is generally part of a larger project team working towards a business goal.

The role of the digital project specialist is as you would imagine, the more technical side of the project. Helping with the media, IT and e-learning side of the business.

Your stories: Matt's glad he got into Digital Project Specialist careers via the cleaning industry!



Cleaning and facility management career FAQs

+ Do you need qualifications for the cleaning industry?

+ Do you need any training to get started?

+ Why should young people get into the cleaning industry?

+ How are attitudes shifting in the domestic cleaning industry?

+ Did you know you can become a Chartered Practitioner in Environment Cleaning?

+ Which professional organisations can help?

Your stories: Matt's glad they got into marketing via the cleaning industry!



[Read more](#)

Cleaning and Facility Management Career Tips & Opportunities

I think how lucky I have been, achievements I have been part of, and the people I have met along the way

Jill, Head of Cleaning Services, FBICSc on her career journey

My Career In Cleaning: Jill's Story, FBICSc



Is domestic cleaning still the 'invisible' industry? How are attitudes shifting?



Becoming a Chartered Practitioner of Environmental Cleaning



5 Cleaning Industry Myths Busted! – BICSc



The cleaning industry is FULL of professional organisations who can help you get ahead



Explore 9 NEW Vacancies At The Discovery Centre from Sodexo: Cambridge



BICSc Awards 2023 Winners – Could This Be YOU With Cleaning Careers?



7 Reasons to get into a career in the cleaning industry – with Kelsey from BICSc



What qualifications get you started in the cleaning industry? Try FREE internationally recognised courses with BICSc

[SEE ALL](#)

Careers in Cleaning - Your Stories 🧑🏻‍💻



My Career In Cleaning: Jill's Story, FBICSc



From Administrator to Business Development: Sam's Journey with BICSc



Climbing the Career Ladder – Reimagining Cleaning Careers with CleanStart



From Classroom to the Cleaning Industry – Reimagining Cleaning Careers with CleanStart



Working Mother's Career in Cleaning – Reimagining Cleaning Careers with CleanStart



Working with customers to make a difference – Reimagining Cleaning Careers with CleanStart



Business Development is the Perfect Home for a Problem Solver – Reimagining Cleaning Careers with CleanStart



Warehouse Operative to Robotics Demonstrator: Reimagining Cleaning Careers with CleanStart



Paleobiology & Evolution to Cleaning and Hygiene – Reimagining Cleaning Careers with CleanStart



Careers in Cleaning – Jessica Dreninova's Story



Careers in Cleaning – Natalia's Story



Careers in Cleaning – Darrin McCartney's Story

[SEE ALL ↻](#)

Free Cleaning Industry Courses

Want to add some qualifications to your CV? Let's start at the very beginning...

With these **FREE courses** you can add some AMAZING skills to your CV and learn something new! All courses are certificated and are written by the largest educational body within the cleaning industry!



Introduction to hand hygiene



Introduction to colour coding



Introduction to PPE



Understanding Chemical Hazard Pictograms



Robotics - I am your automatic cleaner

In all parts of the industry you can expect to:

- Carry out all cleaning tasks, as instructed, to an acceptable standard and in accordance with company/ site work instructions.
- Liaise daily with your supervisor or Manager reporting to them any information or occurrences relevant to the service your team are providing.
- Carry out tasks relating to cleaning, these tasks may involve specialist equipment and machinery!

health and safety policies and risk assessments in place – this helps you keep being a hero and keeps others around you safe!

- Maintain all equipment used in a clean, tidy and safe condition.
- Undertake any training deemed relevant to the position and keep informed with changes that impact your role, the environment you work and the standard in which you follow.

How To Find Cleaning / Hygiene Operative Jobs: Next Steps

To find jobs for young people in this role, search on jobs boards for early career roles and opportunities with these words in the title:

- Cleaning operative
- Hygiene operative
- Domestic Assistant
- Housekeeper
- Facilities assistant
- Scout

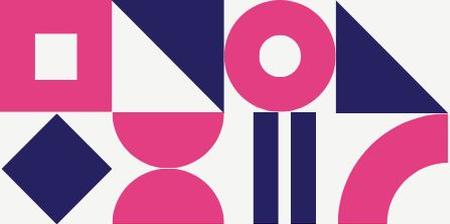
You can also take a look at our database of **local opportunities** to see if there are any relevant jobs, work placements, or careers events and workshops to help you get started.

Get Into Cleaning Careers With Caring Employers

These employers and organisations are here to help. They care about your potential and desire to learn, not just your qualifications and experience. They may be able to offer **traineeships, apprenticeships, graduate** schemes, **first jobs, careers advice, wellbeing support** and much more.



“Experience isn’t what happens to you, it’s what you do with what happens to you.”



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Kelsey Hargreaves
Technical Manager at BICSc



Rylie
Youth Ambassador



Erica Chamberlain
Head of Strategic Business
Partnerships at the CEC

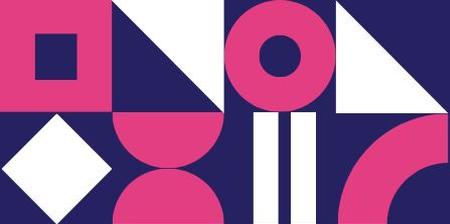


LJ Rawlings MBE DL
CEO of Youth Employment UK

EXPLORE

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2024



3RD
DECEMBER



See you back at 13:30

Enjoy your lunch

Meet Today's Exhibitors





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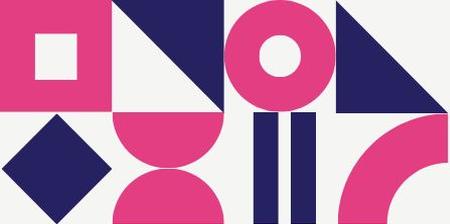
Experience



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Dean Giles

Head of Learning and
Development at Haven



Kitan

Youth Ambassador



Sareena Bains

CEO of Movement to Work



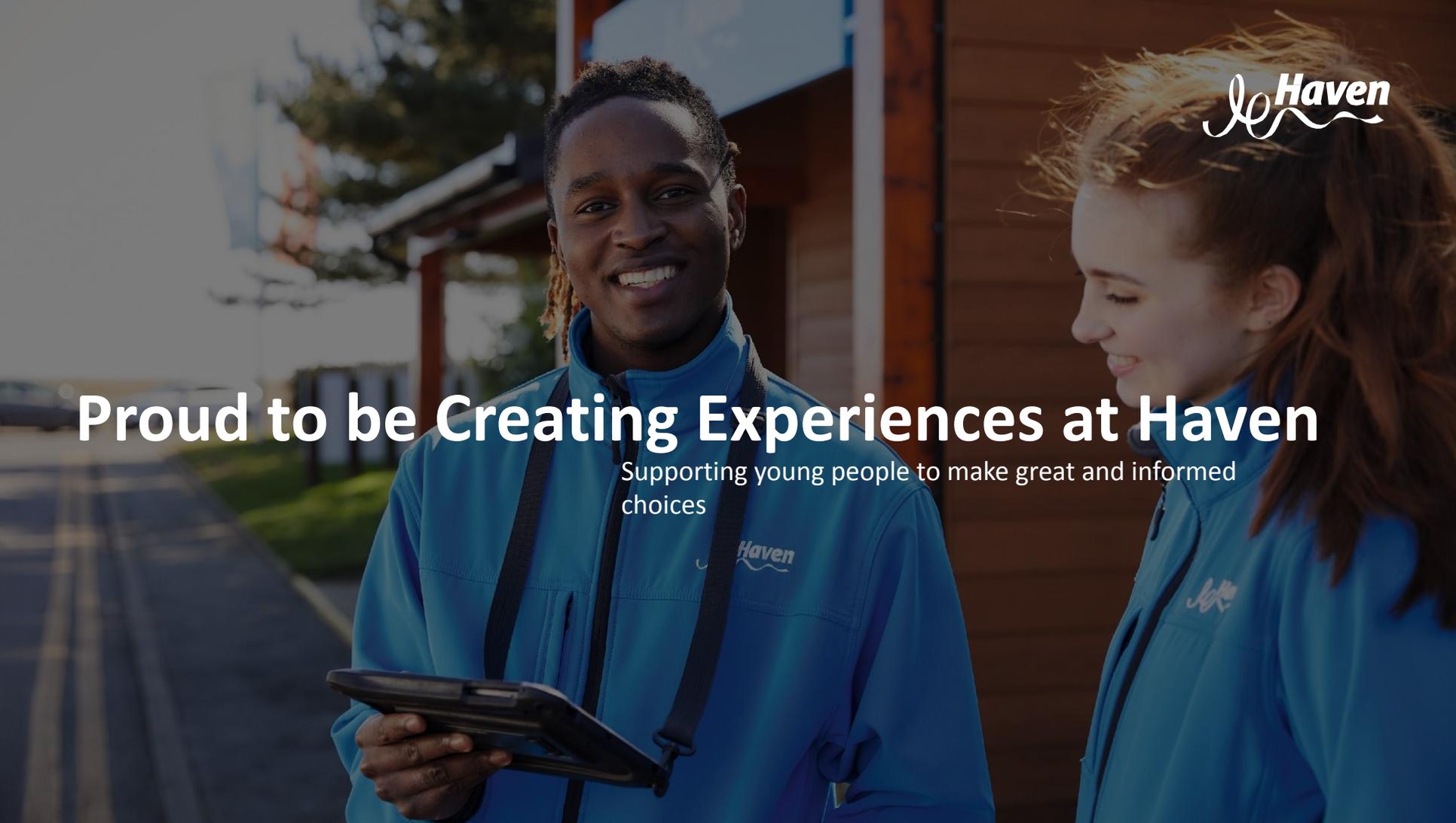
Dr Rupal Patel

Policy & Research Director at
Youth Employment UK

EXPERIENCE

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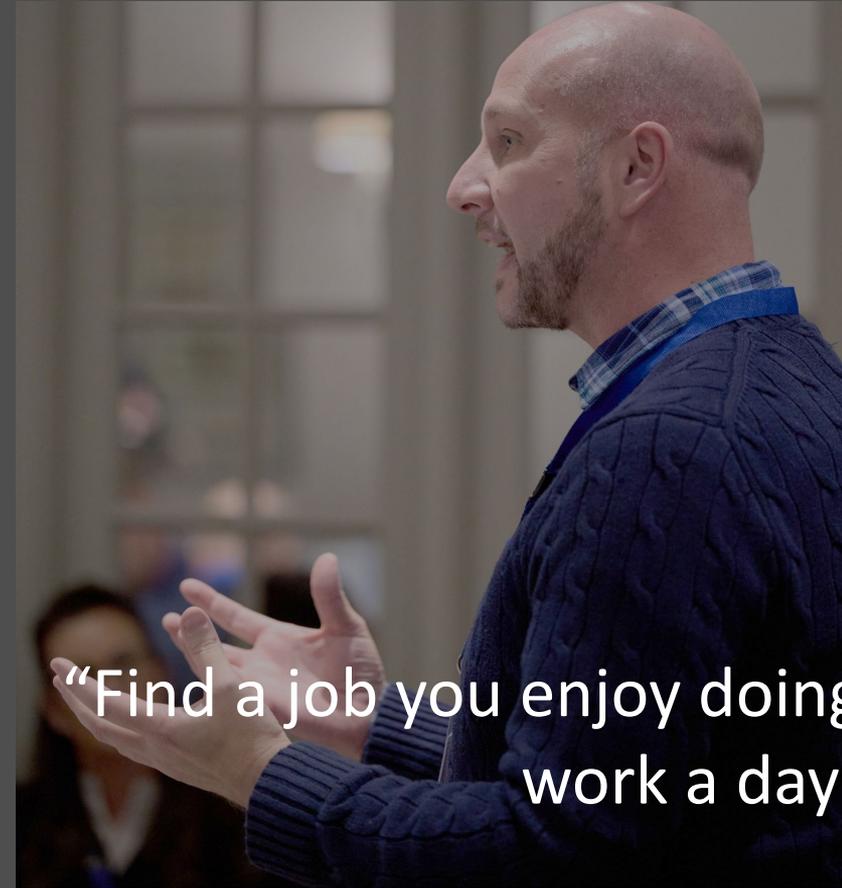




Haven

Proud to be Creating Experiences at Haven

Supporting young people to make great and informed choices



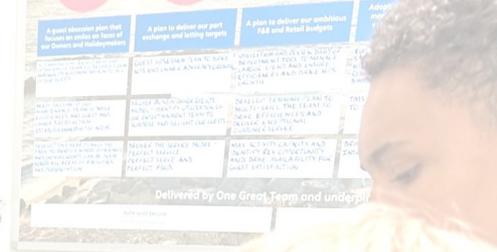
“Find a job you enjoy doing, and you will never have to work a day in your life.”

Mark Twain



Focused on the Future...

- What is the business need for creating opportunities for young people
- Why did we decide to go in person and virtual
- What does the journey look like for young people
- What considerations did we have
- What works, what didn't, what have we learnt
- How we are capturing the impact
- Our future aspirations

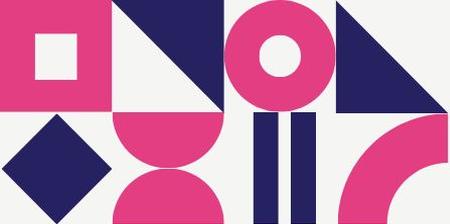




Thank you

To our park teams as they deliver the magic! But also, Youth Employment UK for being such a brilliant partner from the start of our journey.





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Dean Giles

Head of Learning and
Development at Haven



Kitan

Youth Ambassador



Sareena Bains

CEO of Movement to Work



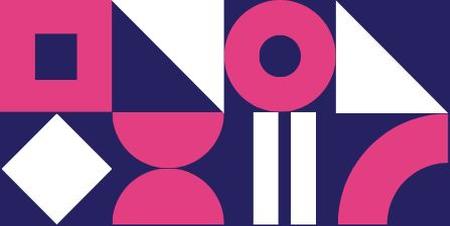
Dr Rupal Patel

Policy & Research Director at
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Employment

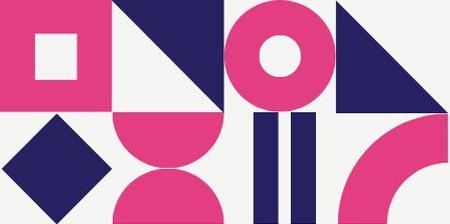


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Hayley White
Early Careers and Skills
Manager at Greencore



Ciara
Youth Ambassador



Ola Kolade
Director of Employment &
Skills at BITC



Lauren Mistry
Deputy CEO of
Youth Employment UK

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GREENCORE EARLY CAREERS

Hayley White

Early Careers and Skills Manager



Making every day taste *better*

£1.9
billion

annual turnover



Leading the industry with food safety



779
million

sandwiches and other food to go items each year



132

million

chilled prepared meals per year



1,600

products

across 20 categories



10,400

direct to store

deliveries each day



45

million

chilled soups and sauces per year



439

million

Yorkshire puddings per year



13,600

colleagues

Greencore

Making every day taste

better

245

million

bottles of cooking sauces, pickles and condiments per year



The world's largest fresh pre-packaged sandwich maker



Our strategy is built on three horizons:



Stabilise



Rebuild



Grow

Pioneering the way in inclusion



28

million

quiche each year



35

locations



155

million

salads each year



Award winning products

The Greencore Way

OUR DIFFERENTIATORS DRIVE OUR STRATEGY

People at the Core

By embedding a safety culture, providing inspiring leadership and having engaging and effective teams, we ensure that people are at the core of our business

Sustainability

Sustainability underpins all areas of our business from sourcing with integrity, to making with care and then feeding with pride

Great Food

Protecting food safety, leading on taste and winning on quality are all essential to our continued success

Excellence

We strive for excellence in everything we do by building capability, driving efficiency and delivering value for all our stakeholders





Launch	2018	2020	2021	2020	2024
Duration	4 years	3 years	4 years	2 years	1 year
Insights	30 on programme 12 alumni	9 on programme 3 alumni	61 on programme 0 alumni	2 on programme 3 alumni	4 on programme 0 alumni
Business area	Operations, DtS, Technical	Finance	Engineering	Technical	Commercial
Target end role	Zone Manager, Warehouse Shift Manager, Quality Assurance Manager	Financial Accountant	Maintenance Engineer	Quality Assurance Manager	
Qualification	Level 6 Chartered Manager or Food Industry Technical Professional	Level 7 Accountancy and Taxation Professional (CIMA)	Level 3 Food and Drink Maintenance Engineer		

The Learning Experience

Induction and
onboarding

A structured
development plan

Manager and
Mentors

Exposure

Accelerated
learning
interventions



What we've learnt



EXPECTATIONS



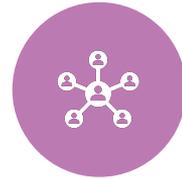
PASTORAL
SUPPORT



AMBASSADOR
S



CELEBRATE



NETWORK

Measuring the impact

Our under 26's are our most engaged colleague community, and most likely to recommend Greencore as a place to work, scoring 3% more than average across the group.

Our under 26's are the community who most value career progression and skills growth, they feel more supported by their line managers than all other age groups

Early careers colleagues remain loyal and intend to stay to build meaningful careers with us, with a 94% retention on programme rate

Young people feel most able to make mistakes at Greencore and can see others like them progressing their careers



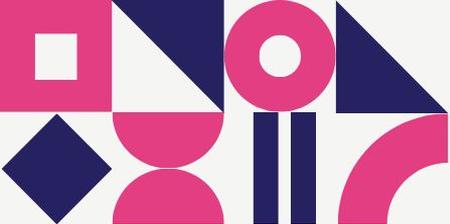
Greencore 

THANK YOU

Greencore Group
Midland Way
Barlborough Links Business Park
Barlborough
Chesterfield
S43 4XA



Making every day taste *better*



#GYESymposium24



Hayley White
Early Careers and Skills
Manager at Greencore



Ciara
Youth Ambassador



Ola Kolade
Director of Employment &
Skills at BITC

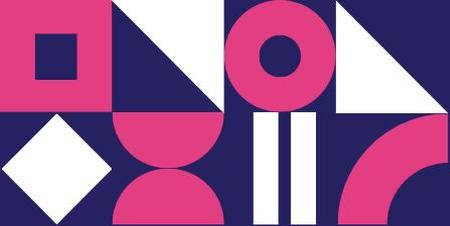


Lauren Mistry
Deputy CEO of
Youth Employment UK

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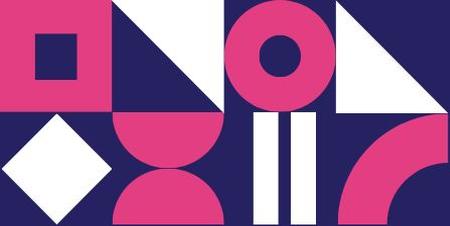


See you back at 16:00

Enjoy your break

Meet Today's Exhibitors





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Our Year In Focus

Impact Report 2024

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Good Youth Employment Awards 2024

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Explore Award

The Explore Award is given to the organisation that has showcased an outstanding commitment to engaging with young people at the start of their career journey.

They have shown that they are leading the way with their school outreach, building young people's work readiness.

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Haven

**EXPLORE AWARD
WINNER**

Haven



Experience Award

The Experience Award is given to the organisation that has shown an innovative approach to how they offer Experience opportunities to young people.

Providing meaningful workplace experiences to develop young people's employability skills.

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A stylized white icon of a building or structure, composed of geometric shapes, positioned to the right of the text.

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careersinracing

**EXPERIENCE AWARD
WINNER**

Careers In Racing



Employment Award

The Employment award is presented based on the level of quality early careers opportunities that an organisation is committed to.

This employer has an award-winning recruitment strategy and provides training and development to their young talent so that they can confidently move forward in their career journey.

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**MOLSON
COORS** beverage
company

EMPLOYMENT AWARD WINNER

Molson Coors



Corporate of the Year

The Corporate of the Year is awarded to the large employer that has made great strides in developing and innovating their youth employment practices and activities.

This organisation follows the Good Youth Employment Standards and sets the stage for how large employers can recruit and engage with young talent.

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A graphic element consisting of a stylized white building icon with a grid pattern, positioned to the right of the text.

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CORPORATE OF THE YEAR

Severn Trent



SME of the Year

The SME of the Year is all about the small and medium-sized enterprise that has done the most with their resources.

Despite having less resources at their disposal, this employer has followed the Good Youth Employment Standards to provide excellent support to young people in all stages of their professional development.

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A stylized white icon of a building with a curved roof and vertical bars, positioned to the right of the text.

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 **COACH
CORE**

SME OF THE YEAR

Coach Core



Youth Ambassador of the Year

The Youth Ambassador of the Year is awarded to one of our excellent Youth Ambassadors for championing and supporting young people wherever possible.

A young person who inspires others and is giving back to their community and to the systems around young people.

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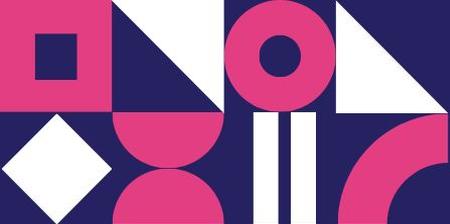


3RD
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YOUTH AMBASSADOR OF THE YEAR

Rylie



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Thank You

For joining the 2024 Good Youth Employment Symposium & Awards

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Headline Sponsor



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