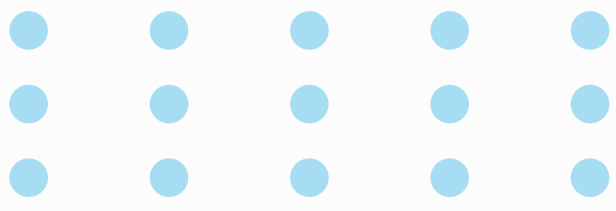


Non Executive Board Member

RECRUITMENT PACK



About Us

Founded in 2012 as a not for profit, community interest company Youth Employment UK is the expert voice on youth employment.

To achieve full youth employment, support the economy and ensure all young people are able to fulfil their potential we must:

- Improve transitions from education to employment
- Support employers to attract, retain and develop young people
- Ensure no young person is left behind

For organisations:

- Our **membership service** provides guidance, best practice, support and recognition through the Good Youth Employment Standards.
- With our +Recruitment packages we can support clients to engage, inspire and recruit young people from across the UK.

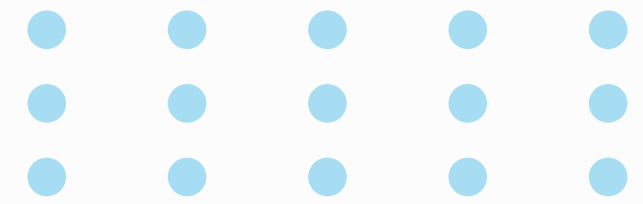
For Young People:

- We provide a trusted space for sharing their **voice** on the youth employment issues that impact them.
- Our **careers, skills and employability** content supports them to be more informed and prepared to navigate their next steps.

For policy and research professionals:

- Our **expertise, connections and counsel** offer a unique breadth of insight and support.
- We provide the highly anticipated and respected annual **Youth Voice Census**.
- We are the secretariat for the APPG for Youth Employment.





Thank you for your interest

Thank you for your interest in this role with us. Youth Employment UK is a not-for-profit organisation that was set up to tackle youth unemployment. Now in our 13th year we are considered one of the leading experts on youth employment in the UK.

We are immensely proud of the work that we have done to date, we know that we have played an important role in championing the voices and needs of young people, changing the system around them and connecting young people to good quality opportunities.

Despite our efforts and those of our partners and network youth unemployment is still a significant challenge in the UK and there is still much more to be done.

In 2025 we will launch an updated strategy that will take us through to 2030, our strategy continues to build on our work to date, but also aims to drive further impact and positive change for young people and employers.

We pride ourselves on being a small and mighty team with big ambition and big impact, the team and ethos we have built is one of unwavering commitment to our work and we are very much looking forward to adding new colleagues to our board team. I hope that you will feel this role and organisation is the right next step for you and look forward to your application.

**Laura-Jane
Rawlings MBE DL**
CEO & Founder





Our Impact in 2024

Champion. Change. Connect.

Champion

Being a safe space for young people to share their voice is central to who we are but our biggest privilege is being able to amplify and share those voices.

We grew the breadth and depth of our youth voice activity in 2024:

- Growing our reach of the Youth Voice Census
- Supporting youth voice in projects across the West Midlands, the Careers & Enterprise Company and for Gatsby.

In addition, our Youth Ambassadors have:

- Represented us at national events including AAC, Good Youth Employment Symposium and the Youth Voice Census.
- Contributed to the increase in the minimum wage through submissions to the Low Pay Commission.
- Met regularly with DfE and DWP, currently establishing the youth voice panel for the Youth Guarantee.

Beyond our youth voice work we continued to grow our free skills, careers and opportunity content for young people. Creating a one stop shop for young people on their transition between education and employment.

5,000+

VOICES SHARED

4 million+

PAGE VIEWS OF OUR CONTENT

55,000+

ENGAGED WITH WORK EXPERIENCE

Change

We know that employers have the key to unlocking great opportunities for young people. We have always known it. Our work with employers goes as far back as our work with young people, across 2024 we levelled up our employer offering.

We created a membership offer that reflects the needs of the landscape:

- Adapting our employer dashboard to better serve and search
- Enriching our content offer
- Adding new events and opportunities for our Members to develop and connect

We also launched the Good Youth Employment Benchmark which actively changed employer behaviour. Helping employers to improve their knowledge and skills and put in practical actions to improve the quality and inclusivity of their opportunities.

In 2024 we also launched a new Employer Forum bringing together key sectors to explore, share and learn from each other.

72

NEW EMPLOYER MEMBERS

EMPLOYERS ARE NOW

50%

**MORE LIKELY TO HAVE A YOUTH
EMPLOYMENT STRATEGY**

Connect

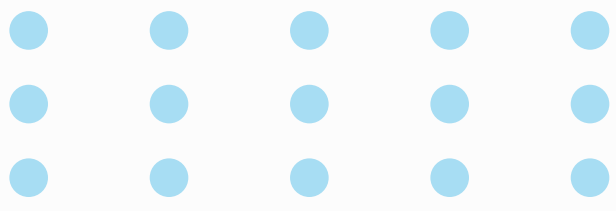
In a world of change, a cost of living crisis, unprecedented levels of challenge and isolation one of our core values as an organisation is collaboration.

This year through our work with the Youth Employment Group, we have seen a political party adopt our recommendations in their manifesto and then as they have come into power put our recommendations into action. The Get Britain Working White Paper has truly got the Youth Employment Group and Youth Employment UK's stamp all over it.

In addition:

- We continue to work at local levels with Combined Authorities to implement change.
- We have supported partnership expansion with NCS, CEC and Gatsby new partnership growth with the SRAG, AELP.
- Launched reports including the Commission on Post-16 education reform and NEET exploration of 16-18 year old's.

SECURING A
**Youth
Guarantee**
FOR YOUNG PEOPLE



The Purpose of this Role

We are looking to recruit three non-executive directors to join our Board at a pivotal period of growth and development. We are seeking individuals who are passionate about youth employment and possess the skills, knowledge, and networks to contribute to our ongoing success.

- **Steer Strategic Direction:** Provide guidance and oversight to ensure Youth Employment UK effectively delivers its mission and delivers against our strategic objectives.
- **Champion Good Governance:** Ensure compliance with all legal and regulatory requirements, upholding the highest standards of integrity and accountability.
- **Empower the Leadership Team:** Offer support and constructive challenge to the CEO and senior leadership team, fostering an environment of efficiency, innovation, and impact.
- **Enhance Organisational Resilience:** Proactively identify and mitigate potential risks, ensuring the long-term sustainability and reputation of Youth Employment UK.
- **Amplify Our Impact:** Act as advocates and ambassadors for Youth Employment UK, leveraging personal and professional networks to promote our work and extend our reach.

Board members are expected to:

- Attend four Board meetings per year (2 in person and 2 online)
- Have the option to support the Risk & Finance Committee, which meets an additional four times a year.
- Contribute to key events, representing Youth Employment UK and actively engaging with stakeholders.
- Be available to the CEO and leadership team to share insights, expertise, and guidance as needed.





Who you are

We are seeking passionate colleagues who are committed to empowering young people and tackling youth unemployment. Our ideal candidates possess a strong understanding of governance and have experience serving on boards, along with expertise in areas such as strategy development, business growth, digital development, IT & Operations, finance, safeguarding and/or impact reporting.

Given our ambitious growth plans, we particularly welcome candidates with a background in finance and fundraising, as well as those with experience in government policy development. We also would welcome candidates with strong employer networks and experience of working in and around the world of Membership, our growth plans focus heavily on supporting more employers to benefit from our Membership offering in 2025.

Beyond skills and experience, we value candidates who align with our culture of collaboration, innovation, and impact. We believe in working together with a shared passion and focus on our mission.

Youth Employment UK are a Disability Confident and Youth Friendly Employer. We encourage applications from a diverse range of candidates and ask you to let us know if we can make any adjustments to the recruitment process to support your application.



The Details

- 6 - 10 meetings/events per year
- Non remunerated but expenses will be covered
- Two year commitment with an opportunity to extend a further two years
- Youth Employment UK is a not-for-profit social enterprise Limited by Guarantee, all Board Members will become Non-Executive Directors and have legal responsibility for the organisation and be listed on Companies House
- Board Members report to the Board Chair
- Board Meetings held in Kettering, Northamptonshire or virtually.
- Youth Employment UK uses Google Drive to communicate with colleagues, you will be asked to engage with this platform
- Role will be offered subject to reference and DBS checks





Application process

We require interested applicants to send through a CV and Covering Letter to our Office Manager Kathryn Johnson - kathryn@youthemployment.org.uk

Please answer the following questions in your Cover Letter:

What areas of Youth Employment UK's work most interest you?
What skills would you bring to the board that would support our strategy?

Once applications have been reviewed there will be a 2 stage interview process.

- **Stage 1:** informal interview via zoom with the CEO
- **Stage 2:** an in person interview with the Chair and a selection of board colleagues, meeting the staff team and visiting our Kettering base.

Offer is subject to references being received and a DBS check being complete.

Deadline for application
is the **7th February 2025**