

# Board Director Recruitment Pack



@YEUK2012



# WELCOME

Thank you for your interest in joining the Youth Employment UK Board of Directors. I have been a supporter and then Board Member of Youth Employment UK since 2013. It is an organisation that I am proud to be a part of with an unwavering commitment to improving the opportunities for all young people across the UK.

The organisation enters 2020 with a very clear growth ambition, with plans to grow its youth and employer networks as well as its expertise and support to government. Measuring impact and ensuring the financial stability of the organisation will be tasks the Board will focus on this coming year. We are keen to recruit new Board Members who can help to fulfil that ambition and are passionate about improving the prospects of young people.

*Stewart Segeal*

Chair of the Board of Directors



As a Youth Employment UK Ambassador and Chair of the Ambassador Board, I have seen the commitment from the team at Youth Employment UK to support all young people to achieve their potential.

It is great to be part of an organisation so committed to young people and their voices.

Patrick Cantellow  
Youth Ambassador Youth Board Chair



# About us

## **Youth Employment UK is looking to recruit two non-executive directors to join its board at an exciting period of growth and development.**

We are an independent, not for profit social enterprise founded in 2012 to tackle youth unemployment. As experts on youth employment and unemployment we are ideally placed to understand the complex landscape facing young people, employers and policy makers.

### **We are actively tackling youth unemployment by :**

- Giving young people a voice on the youth employment issues that affect them
- Supporting young people with the skills and careers support they need to progress
- Connecting young people to youth friendly employers
- Providing expert insight across all youth employment policy areas



# 2019 IMPACT REPORT

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## **Giving young people a voice on the youth employment issues that affect them**

- 47 Youth Ambassadors have volunteered with us
- Young people have spent 162 hours in parliament with us
- 3,008 young people shared their voice in the 2019 Youth Voice Census

## **Supporting young people with the skills and careers support they need to progress**

- 1,000,000+ page views across our skills and careers content
- 90%+ of young people completing the Young Professional said they felt more confident that they knew what the key employment skills were, why they were important and how they could grow them
- 80%+ of young people felt that they will continue to use the Young Professional resources to keep growing their skills
- 906 schools have registered with us

## **Supporting employers to develop and be recognised for their youth friendly employment practice and connecting young people to those Youth Friendly Employers**

Our Youth Friendly Employers created :

- 62,054 quality opportunities for young people to explore the world of work
- 2,117 quality work experience opportunities
- 2,028 quality employment opportunities for young people

## **Providing expert insight across all youth employment policy areas**

- Led an APPG inquiry into the role employers play in youth employment through the All-Party Parliamentary Group for Youth Employment
- Published the Youth Voice Census which was shared with every Minister, MP and across key government departments. The report was also shared and referenced in national press and with policy colleagues across the EU
- Published a Manifesto for Youth Employment recommending key policy changes that would have a positive impact on youth unemployment



# Why our work matters

Youth unemployment peaked in 2011 when 1 million young people were not in education, employment or training (NEET). Although the numbers declined over the last decade, youth unemployment still remains too high with nearly 800,000 16-24 year olds currently NEET equating to almost 1 in 4 young young people. This figure has been stubbornly consistent over the last few years seeing only marginal fluctuations. This tells us that despite significant investment from government, third sector and UK businesses, the issue of youth unemployment is yet to be fully addressed,

Youth unemployment has a significant impact on both young people and the economy; young people who experience periods of unemployment are less likely to achieve higher income levels, can often find themselves in cycles of unemployment and may face mental health and anxiety challenges. For the economy, there are costs associated with the loss of income as well as the funding of support and welfare for young unemployed people. Business are also impacted in terms of skills shortages.

Unemployment is more likely to be experienced by young people who already face other forms of disadvantage including those from poorer socio-economic backgrounds, those with disabilities and young people from ethnic minority groups. Young people who are disadvantaged are sometimes some of the most vulnerable groups in society, and when they continue to face unemployment challenges their futures can be very limiting.



Youth Employment UK was set up in 2012 with a very clear mission; to tackle youth unemployment. We have created a unique approach to our work by putting young people at the very heart of our organisation, ensuring that they have a voice on the issues that affect them nationally as well as helping us shape our own organisation, services and policy positions. We have created services that bring young people and employers together and help to address some of the inequalities that exist. For young people these inequalities include support during key transition periods, skills development and differing experiences of careers information. For employers it is about creating more inclusive quality opportunities.

We have ambitious plans for our work in 2020 and beyond; having invested in building our knowledge and developing our services, we now have a deep understanding of what works and we will be using this evidence based insight to grow our organisation and extend our impact. We want more young people to feel confident in their skills and their future, as well as more employers offering the very best opportunities for all young people to fulfil their potential.

In 2020 we will begin to work in a number of regions on more localised campaigns, helping towns and cities become youth friendly places. We will grow our work across the UK, with the government, including the devolved areas. We will give more young people a voice and help to make sure that their futures are bright. We will also be extending our work with key partners such as The Careers and Enterprise Company, The Skills Builder Partnership, and World Skills UK.

To support us as we grow, we are now looking for two new board members to join our Board of Directors and help us to develop and deliver our strategy. We are hoping to recruit board members who have an energy and passion for our work and believe in what we are doing at Youth Employment UK. We are looking for new members who can contribute to our success by bringing their own skills, knowledge and network to our team. In return for your time, energy and support, you will be provided with a great opportunity to make a real difference, a chance to further your own board member skills and extend that to working closely with a youth board. We also like to have a little fun with our work too.



# ROLE DESCRIPTION & PERSON SPECIFICATION

## Aim of the board of directors

- Ensure that Youth Employment UK makes a difference and that it stays on course in terms of its theory of change and strategic objectives
- Ensure Youth Employment UK complies with law and regulation
- Support the CEO and senior leadership team, ensuring that Youth Employment UK is well run and efficient
- Support the CEO and senior leadership team to ensure that problems are identified early and dealt with appropriately
- Ensure the preservation of the reputation and integrity of the sector
- To advocate for Youth Employment UK and promote it widely through personal networks

## Details of the role

Board members are expected to attend four board meetings per year and in addition to provide support by attending key events and sharing insight and expertise with the CEO and leadership team to a maximum of four additional days per year.

## Key information

- 6 - 8 days per year
- Non remunerated but expenses will be paid
- 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
- Planned Board meeting dates 2020 - March 17th, June 16th, September 8th, December 16th
- Youth Employment UK uses Google Drive and WorkPlace to communicate with colleagues, you will be asked to engage with these platforms
- Role will be offered subject to reference and DBS checks



# Person Specification

- Passion for the work of Youth Employment UK
- Experience of working with or being on a Board of Directors
- Ideally experience of financial systems, forecasting and budgeting
- Ideally experience of fundraising and funding management
- Ideally access to a broad personal network



## How to apply and the application process

Youth Employment UK is a Disability Confident and Youth Friendly Employer, committed to providing a fair and open recruitment process.

**Please submit a CV and a Covering Letter to Laura-Jane Rawlings, CEO of Youth Employment UK by the 7th February 2020 - [ljr@youthemployment.org.uk](mailto:ljr@youthemployment.org.uk)**

Applications will be reviewed by our current board and leadership team and applicants will be invited for interview week commencing 17th February.

**Interviews will be held with Laura-Jane Rawlings, a board member and youth board member. Offers will be made week commencing 24th February subject to reference and DBS checks.**

## Queries

If you have any queries regarding the role, require additional support, resources in an alternative format or you wish to submit your application in another way please contact Laura-Jane Rawlings - [ljr@youthemployment.org.uk](mailto:ljr@youthemployment.org.uk) or call 01536 513388.





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