



# Surrey Covid-19 Community Impact Assessment

Young People Out of Work Rapid Needs  
Assessment



**SURREY**  
COUNTY COUNCIL

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## EXECUTIVE SUMMARY

Mass unemployment is a key concern across the UK in light of Covid-19 and the implications the associated measures have had on industry, especially hospitality and retail. Both of these are industries which are comprised of a high proportion of employees aged 16-24. Furthermore, after the first wave lockdown there were fears around recession which were confirmed on the 12<sup>th</sup> August. This creates further concern in relation to youth unemployment as during the 2008 recession the youth unemployment rate soared and took a prolonged period to recover. In light of these concerns this rapid needs assessment was undertaken to understand the impact that Covid-19 and the first lockdown had had on young people in terms of employment.

A number of Industry professionals were interviewed to develop an understanding of how COVID-19 has impacted the young people from the perspective of those who work closely with them. Key Informants worked in a range of organisations and worked with young people aged 16-24 providing them with a variety of support and provision. Experiences shared from an industry professional point of view covered; pre Covid-19 challenges, impacts of lockdown, coming out of lockdown and future priorities.

Industry professionals felt that the messaging from central government was seen to be clear and provided with speed. Many key informants also noted that organisations who work with young people were skilled at interpreting this information into a digestible format that the young people themselves could understand. They found it useful to be able to share this with the young people they worked with and felt that often the young people felt more confident after receiving this information.

The innovative use of digital platforms throughout the career space to continue connecting with young people was also applauded. Many professionals found they were working with young people individuals who under normal circumstances would not access careers support due to an increase in digital accessibility. However, a common theme across the interviews was a concern for the most vulnerable of young people in this demographic who may lack digital access. All key informants expressed a concern that although they had continued to provide employment and education support throughout lockdown to many of the young people they worked with, the most vulnerable may be missed due to a reliance on digital infrastructure to access. This was also often compounded by the fact that many of the services were on a self-referral basis which require the young person to actively engage with services. The interviewees also noticed a reduced sense of aspiration in young people. For those under 18 this was primarily linked to disengagement from the education system after finding out they would not be sitting their final exams or a feeling that they did not get the opportunity to prove themselves. For those who worked with the older cohort of 18-24 said that they saw a decreased sense of aspiration in those who already had low aspiration or ambition however for those who already had high ambition and may have found themselves out of unemployment unexpectedly they saw an increase of ambition.

Looking forward, interviewees highlighted the role of Surrey employers within the youth employment space and expressed concern that if local businesses have to shut down on a temporary or permanent basis the opportunities available will be reduced. One key informant highlighted that since Covid-19 and lockdown employers had experienced a loss of confidence in the long-term financial stability and this would have a knock-on effect on the job market for young people as they lack experience and less businesses would be willing to take what is a perceived risk and hire them.

In order to gain a better understanding of lived in experience, young people who had been unemployed during lockdown or who were at risk of becoming not in education, employment or training (NEET) were also interviewed or took part in focus groups. Participants raised concerns about lack of employment opportunities and the knock-on negative impact this has had on their mental health. Mental health was further compounded by the wider mental health impacts of isolation and increased anxiety during lockdown. Participants also discussed the impact of financial stress. Many noted how this has altered their approach to looking for a job, with many applying for jobs that they are overqualified for.

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## ACKNOWLEDGEMENTS

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## DEFINITION

For the purposes of this insight, analysis focuses on young people aged 16-24 who were out of work, employment or training at any point during the first lockdown period, or those aged 16-18 who are in alternative education provision due to barriers with learning.

More broadly, the youth unemployment rate is the number of unemployed 16-24 year-olds expressed as a percentage of the youth labour force (OECD, [Youth unemployment rate](#)). According to ONS, [Unemployed people](#) are those who report that they:

- are without work but have been actively seeking work in the past four weeks and are available to start work in the next two weeks.
- are out of work, have found a job and are waiting to start it in the next two weeks are classified as unemployed.

People without a job, who have not actively sought work in the last four weeks, and/or are not available to start work in the next two weeks, are included in one of two groups; [NEET](#) (16-17 year olds Not in Education, Employment or training) or [economically inactive](#) (18+ who are out of work and not looking for work).

## POPULATION PROFILE

Across the UK 513,000 young people aged 16-24 were unemployed during December – February 2020, an increase of 7,000 from the previous quarter and an increase of 20,000 on the year before (Youth Unemployment UK, [Labour Market Overview : April 2020](#)). In June-August 2020 across the UK:

- 581,000 young people aged 16-24 were unemployed, an increase of 35,000 from the previous quarter
- 3.54 million young people were employed, down 220,000 from the previous quarter
- 2.74 million young people were economically inactive, an increase of 168,000 from the previous quarter

(House of Commons Briefing Paper, [Youth Unemployment Statistics](#))

According to the ONS in 2020 there are an estimated 117,000 16-24-year olds in Surrey. Locally, youth unemployment can be reliably explored using two key pieces of data: claimant count and NEET data. NEET data measures young people aged 16-17 who are not in employment, education or training. Claimant Count measures the number of people claiming unemployment related benefits<sup>1</sup>. However, due to the age parameters of the NEET classification and the requirement to demonstrate reasonable attempts to look for work in order to receive unemployment related benefits, it is important to note that this will not provide the entire picture of economically inactive young people.

In Surrey in March before Covid-19 and lockdown the claimant count in Surrey for 16-24 year olds was 1,470, with the highest figure being seen in Reigate and Banstead 215 (Figure 1). Prior to Covid-19 in Surrey the NEET or activity not known figure had been decreasing over the last 3 years and was as low as 820, which is 3.8% of the 16-17 population in Surrey, this is lower than both the South East and England overall, which stand at 6.4% and 5.5% respectively (figure 2) . Young people with SEND (EHCP or Statement) and young people with SEN support are more likely than those without SEND to be classified as NEET or Unknown (figure 3). This report touches lightly on this topic however for a deeper exploration as to the impact of Covid-19 on children with SEND see the [Children with Special Education Needs and Disabilities \(SEND\) Rapid Needs Assessment](#).

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<sup>1</sup> Between May 2013 and March 2015, the Claimant Count includes all out of work Universal Credit claimants as well as all JSA claimants and from April 2015 the Claimant Count includes all Universal Credit claimants who are required to seek work as well as all JSA claimants. Whilst most of the Universal Credit claimants in the Claimant Count will be unemployed, a small number will be in work with very low earnings.

Figure 1: Map of claimant count (16-24) by District and Borough (March 2020)

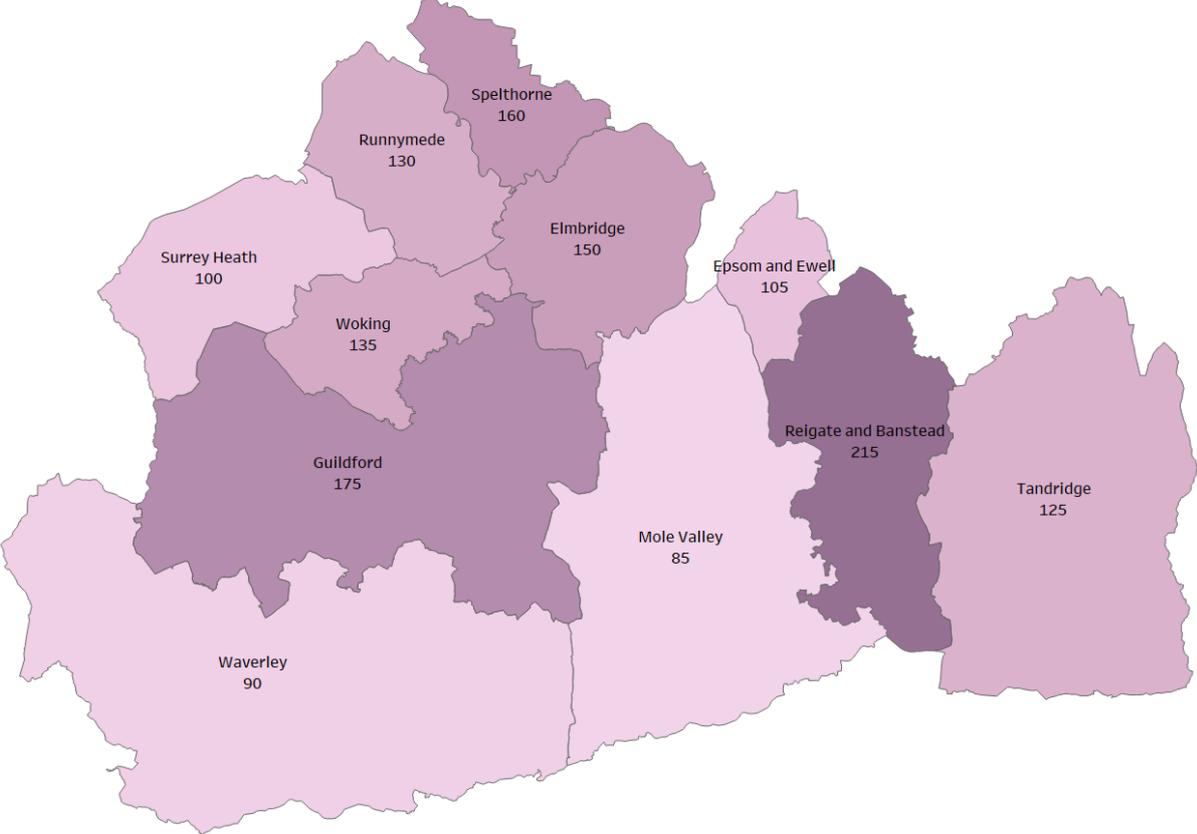


Figure 2: Proportion of NEET or not Known over time (December to February three month average)

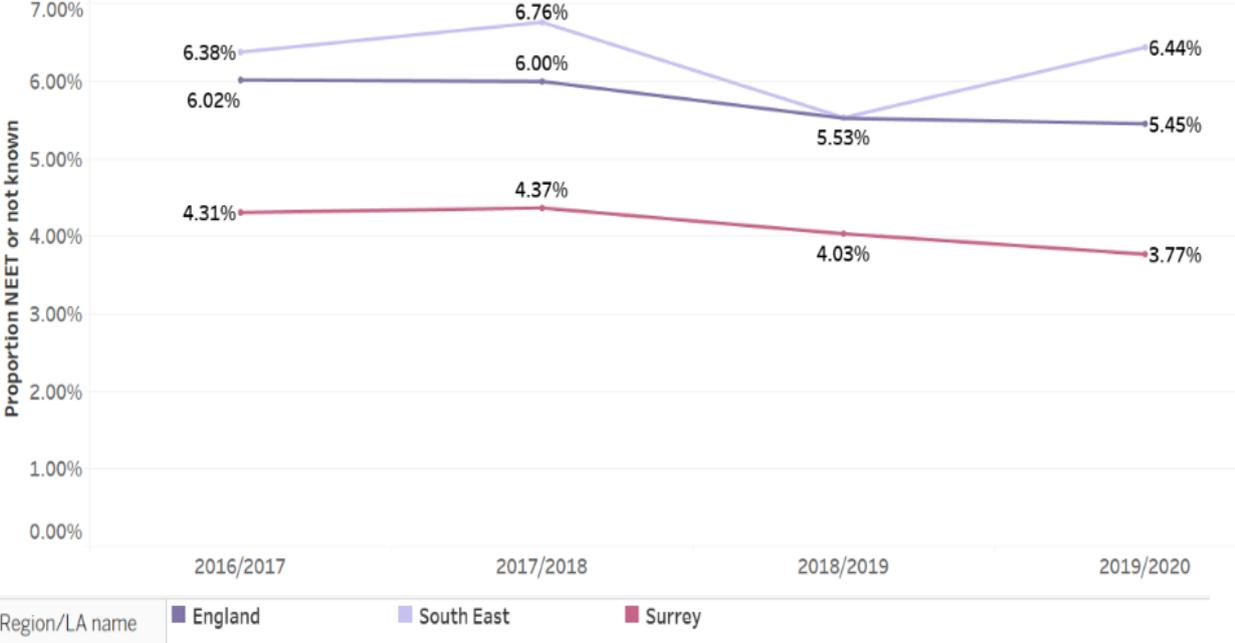
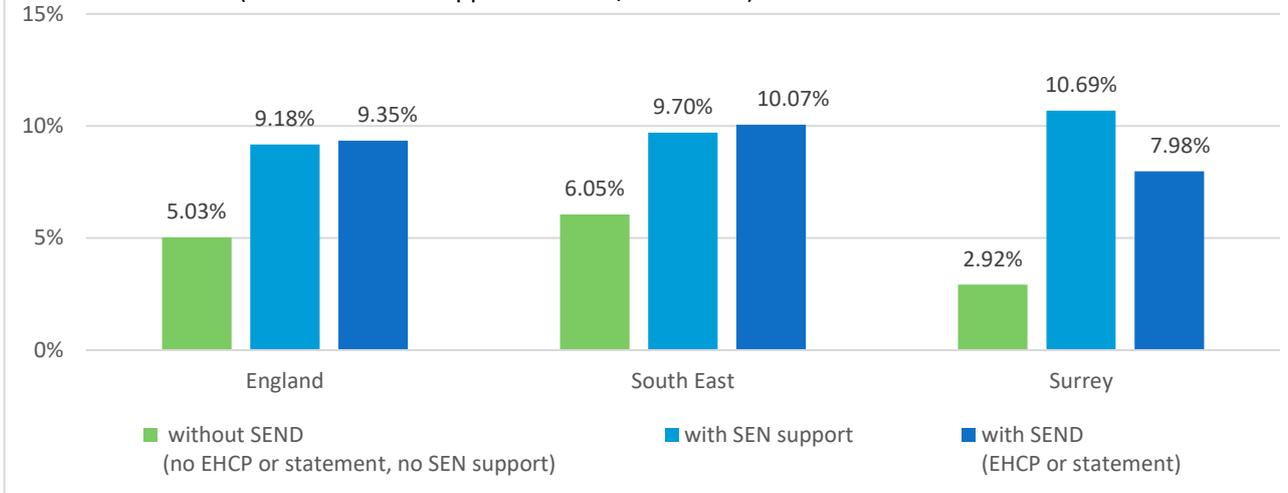


Figure 3: Comparison of the proportion of 16-17- year olds recorded as NEET or not known with SEND (with either SEN support or EHCP/statement) and those without SEND



## RELEVANT LEGISLATION AND SUPPORT SERVICES

### FINANCIAL SUPPORT

#### 18-24-YEAR OLDS

Across England, those who are out of employment could be eligible for financial support in the form of [Universal Credit \(UC\)](#) or [New Style Jobseeker's Allowance \(JSA\)](#).

UC is a means-tested benefit supporting people of working age on a low income. Working age means under State Pension Age. It replaced six previous means-tested benefits known as legacy benefits. These are: Income Based Jobseeker's Allowance, Income-related Employment and Support Allowance, Income Support, Working Tax Credit, Child Tax Credit and Housing Benefit. The standard monthly allowance that a single person under 25 could receive is £342.72, whilst for those over 25 it is £409.89. Your income and capital will affect the amount of UC you receive<sup>2</sup>. You may also be required to undertake activities such as: writing your CV, looking and applying for jobs and/or going on training courses

Although UC aims to replace a number of former benefits, some continue. Those unemployed under 25 could be eligible for two of these: New Style JSA or contribution or income-based JSA<sup>3</sup>. The maximum amount you can receive a week is £74.35 if you are 25 and over and £58.90 if you are 18-24. Your savings and capital, and that of a partner are not taken into consideration. However, if you are in receipt of any earnings or a private pension, this may affect the amount you receive. Other conditions for eligibility apply, these include taking reasonable steps to look for work.

#### 16-18 YEAR OLDS

The minimum age to claim Universal Credit (UC) is generally 18 but in some circumstances the minimum age is lowered to 16 where a person:

- has limited capability for work;

<sup>2</sup> If you have capital over £16,000, you are not eligible for UC. The first £6000 of capital is ignored. Capital between £6000 and £16,000 will affect the amount you receive. Some capital may be disregarded but you may also be treated as having capital which you do not actually have.

<sup>3</sup> The New Style JSA is provided for those who are unemployed or work less than 16 hours a week. This is a contribution-based benefit. Normally, this means you may be able to get it if you've paid and/or been credited with enough Class 1 National Insurance contributions in the 2 full tax years before the year your claim. This benefit is paid for up to 182 days.

- is awaiting an assessment to determine whether they have limited capability for work and has a statement given by a registered medical practitioner which provides that the person is not fit for work;
- has regular and substantial caring responsibilities for a severely disabled person;
- is responsible for a child or is pregnant, and it is 11 weeks or less before her expected week of confinement, or was pregnant and it is 15 weeks or less since the date of her confinement;
- is a member of a couple the other member of which is responsible for a child or a qualifying young person (but only where the other member meets all the basic conditions of UC entitlement);
- is without parental support<sup>4</sup>.

16-17-year olds who receive UC will receive between £58.90 and £74.35 depending on their circumstances. In Surrey the number of 16-18-year olds who received UC prior in February 2020 prior to Covid-19 was 23 (figure 6).

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## CAREERS GUIDANCE/SUPPORT

The Government's [Careers Strategy](#) set out in 2017 underpins all work done in the careers space across England. The strategy is part of the wider aspiration to make Britain fairer, improve social mobility and offer opportunity to everyone. It outlines the ambition that:

- all young people to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace;
- all young people in secondary school and college to get an excellent programme of advice and guidance that is delivered by individuals with the right skills and experience;
- everyone to get support tailored to their circumstances. All adults should be able to access free face-to-face advice, with more bespoke support for those who most need it;
- everyone to get the information they need to understand the job and career opportunities available, and how their knowledge and skills can help them in considering suitable careers

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## 18-24-YEAR OLDS

People aged 18-24 can receive careers guidance from many different sources. Whether this be through Work Coaches assigned through the Job Centre Plus when they apply for UC or JSA or the [National careers services](#). The National careers service offer free and impartial information, advice and guidance to help you with your decisions about careers, courses and work. The service is available to people who live in England and is supported by qualified careers advisers.

The [Careers and Enterprise Company](#) (CEC) is also undertaking work in this space facilitating a world-class careers education, inspiring and preparing young people for the world of work. At a local level this is supported by the CEC team at [Enterprise M3](#) and [Coast to Capital](#).

A further place that offers career dedicated careers services are universities who support not only their current students but also their Alumni too through Virtual Careers Fairs and other online activities.

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## 16-18 YEAR OLDS

The law requires all young people in England to continue in education or training until at least their 18<sup>th</sup> birthday. As such, local authorities are statutorily required to secure sufficient suitable education and training provision for all young people

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<sup>4</sup> A young person is without parental support if they are not being looked after by a local authority and they:

- have no parent; or
- can't live with their parents because they are estranged from them, there is a serious risk to their physical or mental health, or they would suffer significant harm if they lived with them; or
- are living away from their parents, and neither parent is able to support them financially because the parent has a physical or mental impairment, is detained in custody pending trial or sentence upon conviction or under a sentence imposed by a court or is prohibited from entering or re-entering Great Britain.

in their area who are either; over compulsory school age but under 19, or aged 19 to 25 and for whom an Education, Health and Care (EHC) plan is maintained (Department of Education, [Participation of young people in education, employment or training](#)). This is duty six under the [Education Act 1996](#)<sup>5</sup>. Tracking young people’s participation is a key element of these duties. Local authorities are required to collect information about young people aged 16-17 so that those who are not participating, or are NEET, can be identified and given support to re-engage.

Working in partnership with Surrey’s Further Education providers, training providers (for example Association of Learning Providers in Surrey, ALPS), neighbouring authorities and national agencies, we can collate information on those young people participating in state funded education and training in a timely manner. For those known to the local authority not participating in state funded education or training or for whom it has not been able to obtain the relevant information, local authority officers make every effort to contact individuals to ascertain their current circumstances.

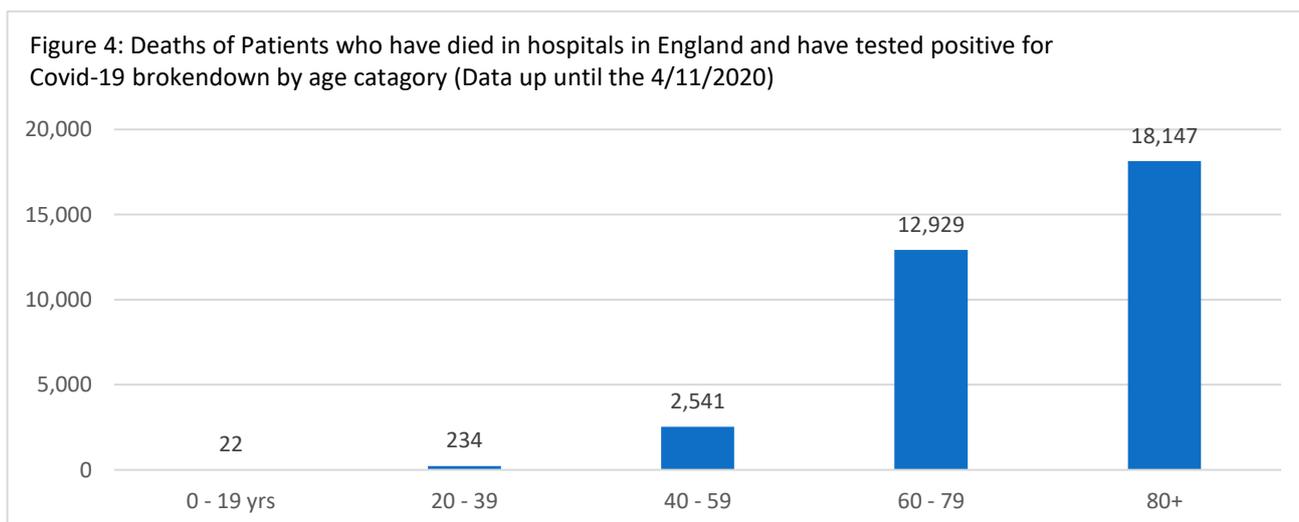
Surrey County Council commission a preventative service targeting those in Year 11 most at risk of becoming NEET which seeks to support and facilitate successful transition to a positive post-16 destination in Year 12. Other noticeable work being undertaken in this area is the [STEP programme](#), which is a programme of support for participants aged between 15-24 who are NEET or at risk of being NEET. For those who are identified as NEET and are considered vulnerable young people, support to re-engage will be facilitated by the relevant service team (such as Social Care or Targeted Youth Support).

Moreover, there are many not for profits or voluntary services which also provide career support and guidance. For example [SATRO](#), which is a not for profit working with schools and colleges across the South East to inspire and engage young people in Science, Technology, Engineering and Maths (STEM), both in terms of subject choices and the career paths they lead onto.

## RISK CONTEXT

### VULNERABILITY TO HEALTH COMPLICATIONS DUE TO CONTRACTION OF COVID-19

Young people are less vulnerable to the negative health impacts of contracting Covid-19. Mortality data for Covid-19 has shown that those in the 16-24 cohort are not likely to die as a result of Covid-19 (figure 4).



<sup>5</sup> Sections 15ZA and 18A of the Education Act 1996 (as inserted by the Apprenticeships, Skills and Children and Learning Act 2009) and Part 3 of the Children and Families Act 2014.

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## VULNERABILITY TO THE ECONOMIC IMPACTS OF LOCKDOWN

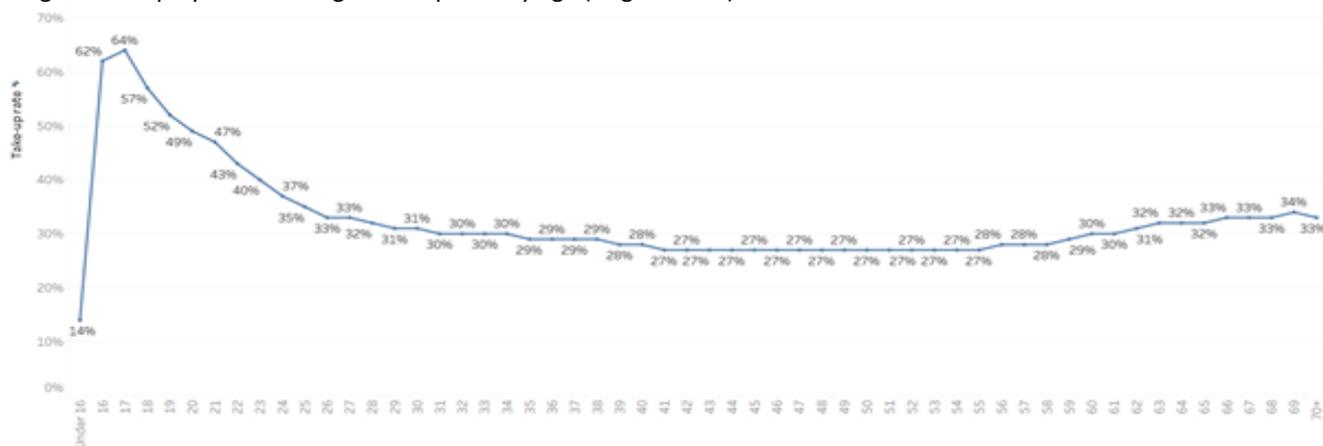
According to the Institute for Fiscal Studies (IFS) employees aged under 25 were about two and a half times as likely to work in a sector that was shut down due to Covid-19 related policies as other employees (IFS, [Sector shutdowns during the coronavirus crisis: which workers are most exposed?](#)). Nationally, those aged 16-24 are more likely to have been furloughed. Around two thirds of employments with an employee aged 17 were furloughed (64%) and around 20% of those on the furlough scheme are aged 16-24 (figure 5). According to the Resolution Foundation, one-third of 18-24-year-old employees (excluding students) have lost jobs or been furloughed, compared to one-in-six prime-age adults 35% of non-full-time student 18-24-year-old employees are earning less than they did prior to the outbreak, compared to 23% of 25-49-year-olds (Resolution Foundation, [Young workers in the coronavirus crisis](#)). The IFS find that those under 25 are more exposed to jobs that cannot be worked from home, these difference across age groups are larger for those with GCSE qualifications or less (IFS, [Covid-19: the impacts of the pandemic on inequality](#)).

There are other risk factors faced by those who are leaving education or training, as they will be entering a shrunken job market due to the economic recession that the country will face. Learning from the 2010 recession we know that during a recession youth unemployment sees a large increase, rising from 10% to 20% (Understanding Society, [Recession: the impact on young people and social mobility](#)).

Young people can also have other vulnerabilities and those who are NEET or at risk are known to have risk factors such as:

- Looked After, Leaving Care or on the Edge of Care;
- Have Special Educational Needs / Learning Difficulties and Disabilities;
- Excluded or at risk of exclusion from school or missing education;
- Involved in or affected by substance misuse;
- Teenage Parent;
- Young people who offend or at risk of offending;
- Young Carers;
- Affected by their own or their parents/carers mental health issues or drug and alcohol misuse;
- Living in inappropriate or inadequate accommodation;
- Refugees and unaccompanied asylum-seeking young people.

Figure 5: Employment furlough take-up rate by age (August 2020)



## THE IMPACT OF COVID-19 AND LOCKDOWN ON YOUTH EMPLOYMENT AND CAREER SERVICES IN SURREY

The latest analysis of data in relation to impact of Covid-19 shows that the coronavirus pandemic has not yet had a significant impact on the youth unemployment rate, but there are other indicators that show it is having an impact. Such as a rise in claimant count, the rise in NEET cohort, the number of young people on the furlough scheme and the decrease of apprenticeship vacancies.

### IMPACT ON JOB CENTRES AND CLAIMANT COUNT

At the start of lockdown, nationally, all Job Centres were closed, and the Government froze the requirement for UC claimants to actively look for work or make themselves available to work on March 30, 2020. This meant that all face-to-face consultation and support were halted. This decrease in available support coincided with a noticeable rise in claimant count.

In July 2020, 5,150 people aged 16-24 claimed unemployment related benefits in Surrey (figure 6). This was an increase of 3,805 claimants, or 283%, from March 2020, when the UK lockdown began. Since the start of the outbreak all of the Surrey Districts and Boroughs have seen a marked increase in claimants (figure 7). All of the Districts and Boroughs have seen their claimant figures more than triple in size. As seen in figure 7 Reigate and Banstead has the largest number of claims however, it is Waverley which saw the largest proportionate increase of 467% between March and July. While some of the increase in the Claimant Count will be due to people who have become unemployed, some increase will also be due to employed people who have become eligible for UC as part of the Government response.

Figure 6: Monthly claimant count figures in Surrey for 16-17-year olds and 18-24-year olds (January to July 2020)

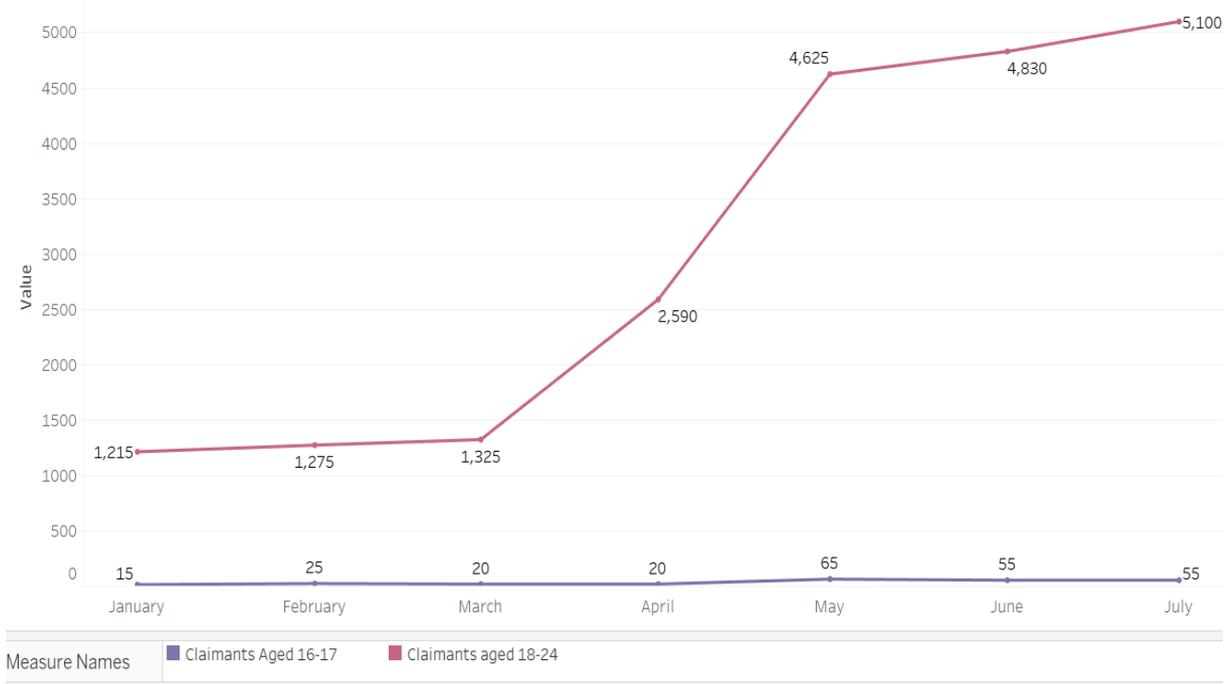
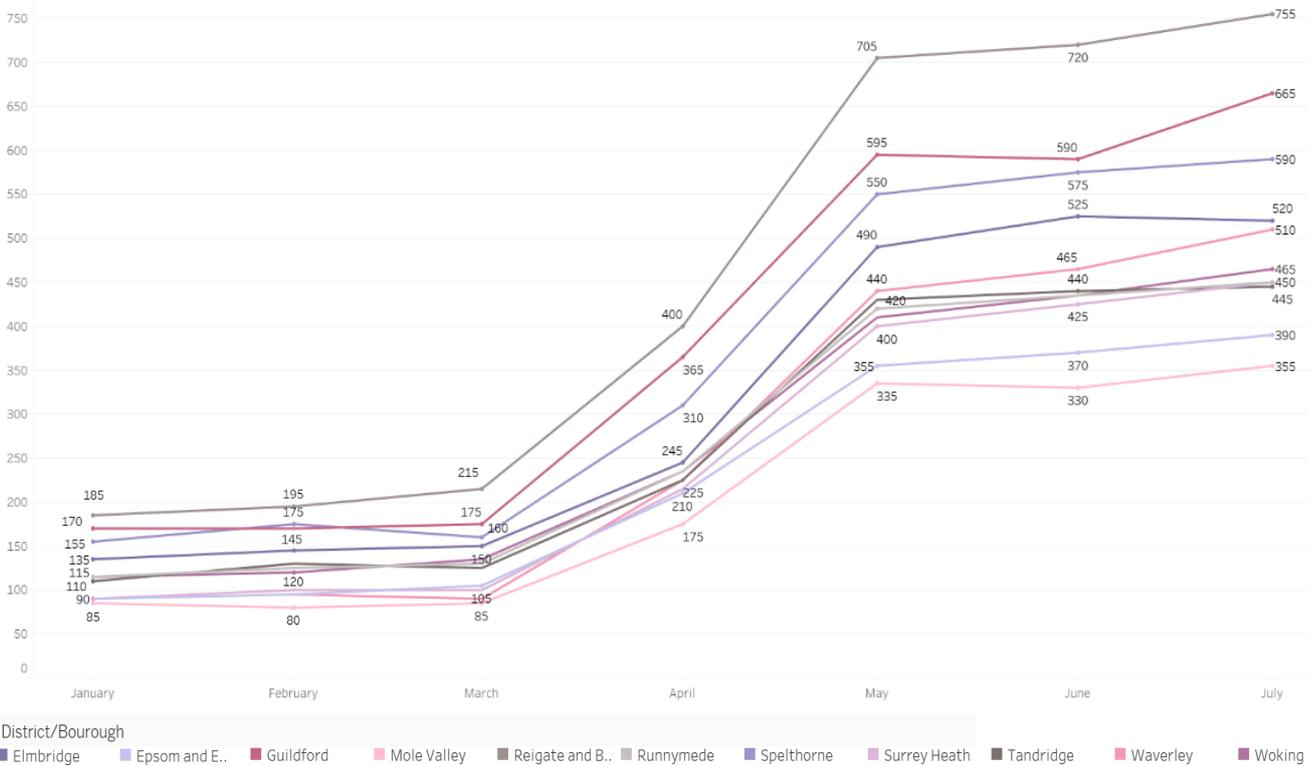


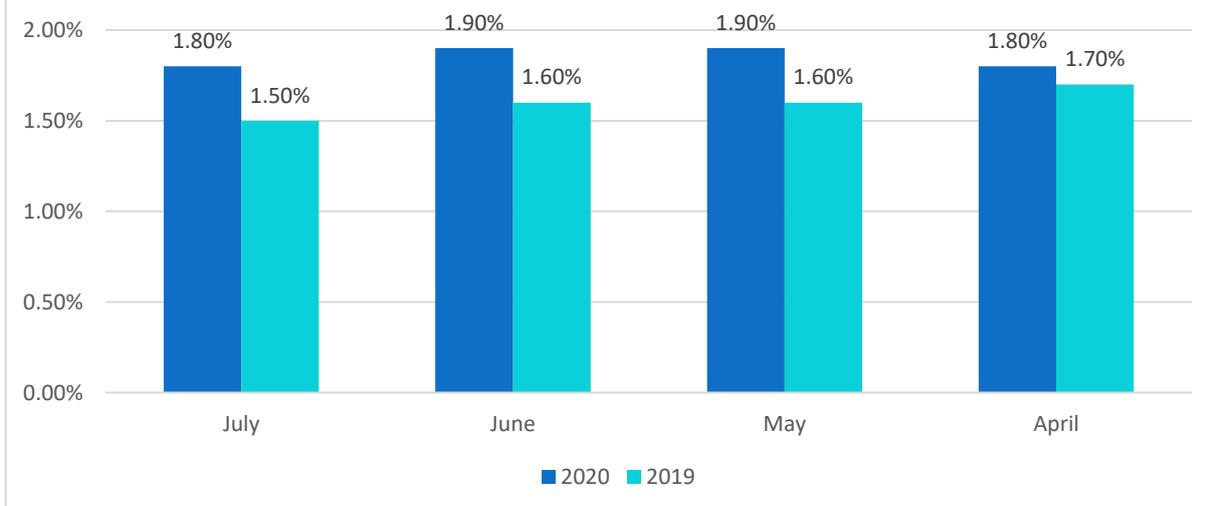
Figure 7: Monthly claimant count figures for 16-24-year olds by District and Borough (January to July 2020)



**IMPACT ON NEET, ECONOMICALLY INACTIVE OR THOSE AT RISK OF NEET**

Nationally the number of people who are economically inactive (not in or looking for work) was little changed from a year before but increased by 61,000 from the previous quarter. While the exact number of economically inactive young people is not available at a local level, we can look into the proportion of NEET 16-17-year olds in Surrey to provide a partial view of those who are economically disengaged. Figure 8 shows that there was an increase of 0.3% in the proportion of NEET young people in Surrey aged 16 and 17 in between May – July 2020 compared to the same period in 2019.

Figure 8: Monthly proportion of 16-17-year olds classified as NEET in Surrey (April- July 2019 and 2020 comparison)



## IMPACT ON APPRENTICESHIPS

The number of apprenticeship vacancies has decreased significantly. The number of apprenticeship starts reported to date for March 2020 was 19,600; in March 2019, the number reported at the same point was 25,600 meaning fewer opportunities available for Young People (Department for Education, [Apprenticeships and Traineeships, England: update May 2020](#); Figures 9 and 10). This has been exacerbated by an increase in the proportion of apprenticeships being taken up by those over the age of 25 (Department for Education, [Apprenticeships and Traineeships, England: update May 2020](#)).

Figure 9: Apprenticeship breakdown by age category 2018/19 (Reported by March 2019)

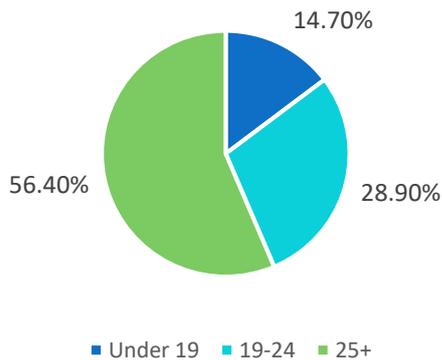
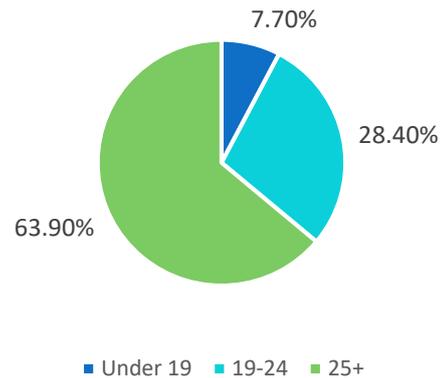


Figure 10: Apprenticeship breakdown by age category 2019/20 (reported to March 2020)



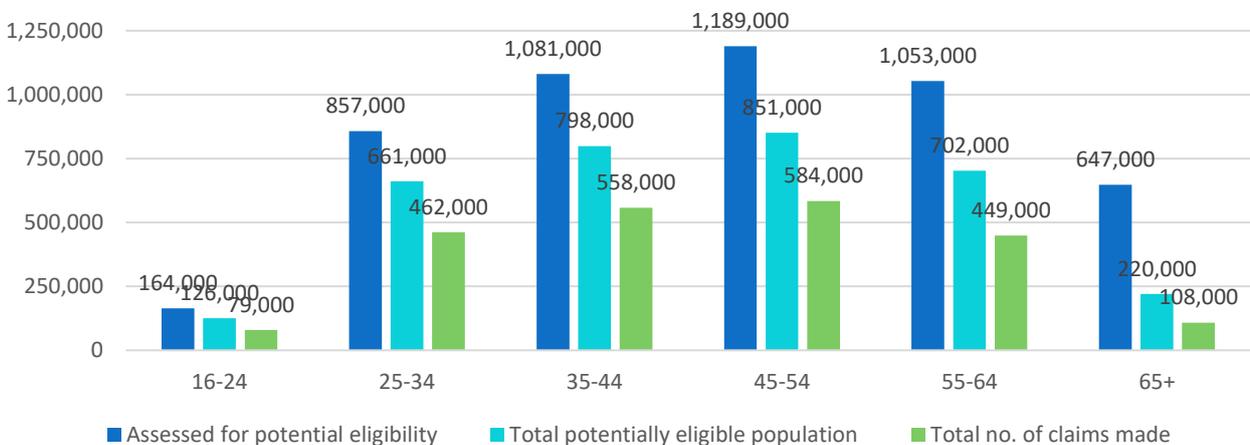
## GOVERNMENT MEASURES INTRODUCED TO PROVIDE ECONOMIC RELIEF FOR THOSE IMPACTED BY LOCKDOWN

As well as reducing requirements to access UC, the Government also introduced the Coronavirus Self-Employment Income Support Scheme (SEISS) and the Coronavirus Job retention scheme (CJRS), also known as the furlough scheme.

### CORONAVIRUS SELF-EMPLOYMENT INCOME SUPPORT SCHEME (SEISS)

The [SEISS](#) meant that if you were self-employed and had lost income anywhere in the UK, you could receive a taxable grant of 80% of your average monthly profits over the past three years - up to a cap of £2,500 per month. Initially, this was available for three months in one lump-sum payment with a "second and final" payment, covering another three months and representing 70% of profits up to a cap of £2,190 a month which was available from August. Unsurprisingly, 16-24-year olds made the lowest number of claims on this fund compared with all other age groups (figure 11).

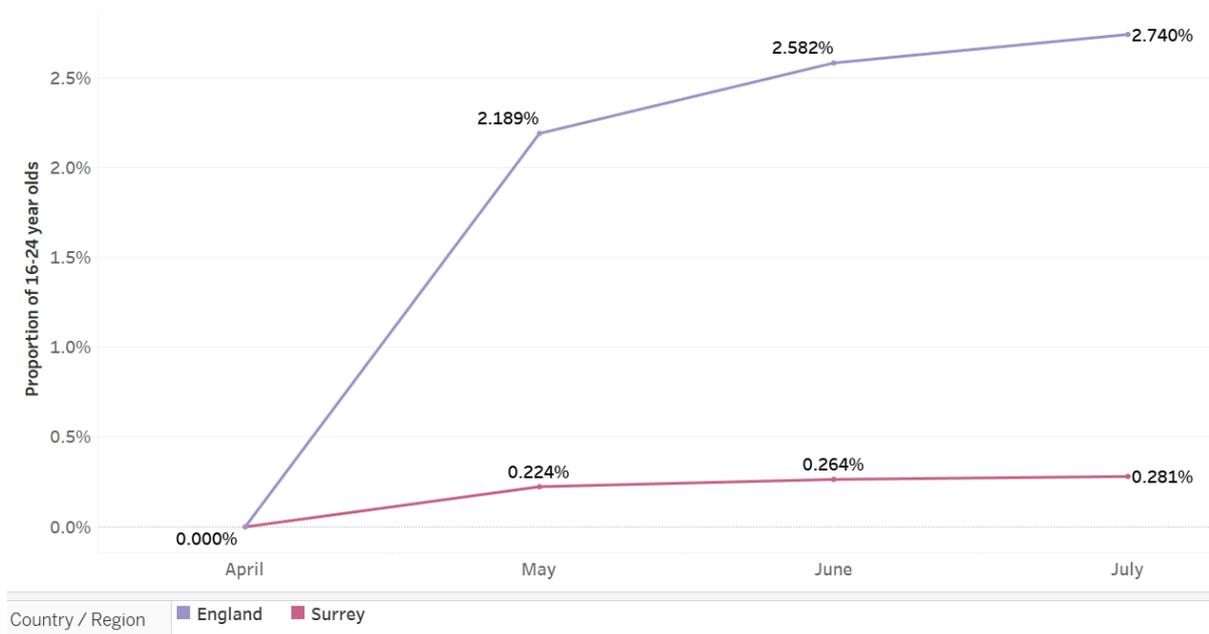
Figure 11: SEISS claims made broken down by age



## CORONAVIRUS JOB RETENTION SCHEME (CJRS),

The CJRS opened to applications on the 20 April 2020<sup>7</sup>. It provided 80% of salary for staff who were furloughed by their employer, covering wages of up to £2,500 a month. As of the 31<sup>st</sup> July 2020, young people in Surrey were less likely to be on the Job retention scheme, with only 0.3% of 16-24-year olds enrolled compared to 2.7% nationally (figure 12).

Figure 12: Estimated Number of 16-24-year olds on CJRS (April-July 2020)



## COVID-19 RESPONSE- CAREER INITIATIVES

In response to Covid-19, on the 2<sup>nd</sup> of September the Government, with support of Job Centre Plus, has introduced the [Kickstart scheme](#) which provides funding to employers to create job placements for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. Employers of all sizes can apply for funding which covers:

- 100% of the National Minimum Wage (or the National Living Wage depending on the age of the participant) for 25 hours per week for a total of 6 months
- associated employer National Insurance contributions
- employer minimum automatic enrolment contributions

As well as promoting and signposting to the Kickstart Scheme Gateway Organisations (e.g. [Surrey Chambers of Commerce](#)), Local Economic Partnerships (LEPs) are also stepping up to implement new advice services in this space such as the EM3 [Jobs Fuse service](#) which helps those made jobless as a result of the Covid-19 pandemic in the Enterprise M3 LEP area get back into employment while also supporting key regional employers with gaps in their staffing due to the pandemic, such as those in the care sector.

## FINDINGS FROM INTERVIEWS AND FOCUS GROUP DISCUSSIONS WITH INDUSTRY PROFESSIONALS AND YOUNG PEOPLE

### THE IMPACT ON INDUSTRY PROFESSIONALS

After a series of stakeholder interviews, more in-depth interviews were conducted with career professionals who worked with a variety of young people.

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## WORKLOAD

- Increase in workload
- Increased demand on the services
- Having to transition to virtual learning
- Having to regularly check and appropriately reword guidance into youth friendly wording.

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## SERVICE DISRUPTION

- Period where no support was given due to a temporary change in statutory requirements meant career support halted abruptly
- Struggling to access local market information,
- Reduced number of job vacancies being posed which disrupted their ability to adequately guide the young people.

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## EDUCATION GAP

- Concern around a growing education gap, which would be further compounded by any further disruptions in the next year
- Feelings of being cheated by lack of exams at pivotal levels
- Those who were the most vulnerable to disengaging from support were more likely to do so since they were no longer physically interacting with or providing any structure.

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## DIGITAL SKILLS DEFICIT, LACK OF EQUIPMENT AND INCREASEING DISADVANTAGE

- All recognised that many young people do not have access to adequate digital equipment or have the know how to use it
- Concern that it is the most vulnerable that are missing out
- All provided some form of digital support- either loaning equipment or providing support

## THE IMPACT ON YOUNG PEOPLE

The findings in this section draw on the interviews with career professionals as well as the interviews and focus groups conducted with 13 young people over July to September 2020.

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## EMPLOYMENT CHALLENGES

- Less opportunities about
- Lack of experience
- Entering a tougher marketplace
- Lack of qualifications or high levels of attainment mean job opportunities are more scarce
- Reliance on industries that have been toughest hit- retail and hospitality
- Lack of motivation/energy to access support

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## YOUNG PEOPLE MORE RELIANT ON PUBLIC TRANSPORT TO GET TO THE WORKPLACE

- Fear around using public transport
- Reduced timetables mean increased difficulty in getting to work
- Felt more keenly by rural residents

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## HOME SITUATION/ACCOMODATION

- Young people will have struggling to focus on job applications or work in non-ideal accommodation- whether this be due to homes being overcrowded and small and young people having to take on caring responsibilities which would under normal circumstances be covered by external care.



## RECOMMENDATIONS

Key informants and residents were asked what needed to happen, or be prioritised, should another major wave or an alternative crisis occur in the future. There were mixed views on this, but three key themes emerged and are identified below:

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### COMMUNICATION AND COLLABORATION:

- Provide clear and concise guidance using youth friendly language that can cut through any misinformation on social media
- Ensure that young people don't become disenfranchised from following guidelines by ensuring a youth positive perspective that lifts up and doesn't bring down their sense of community
- Increased collaboration and coordination between support providers to ensure that vulnerable individuals are receiving the level of support they need
- A more coordinated infrastructure between education, health and community should be implemented during any future

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### PROACTIVE INVESTMENT AND PRIORITISATION OF CAREER GUIDANCE

- Ensure that career support is maintained during any future lockdowns, whether this be through virtual technology or by allowing those who work with those most vulnerable to visit maintaining social distancing even during strict lockdown periods.
- Job or work coaches within youth centred spaces
- Encourage conversations about non-traditional routes into the workplace
- Provide more space within formal education for dedicated careers guidance

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### SUPPORTING EMPLOYERS AND INCREASING CONFIDENCE IN YOUNG PEOPLE

- Invest in schemes which encourage employer confidence in young people, such as short-term internships which provide vital experience and develop must have soft skills, as mentioned in [Supporting graduates in a Covid-19 economy](#) a report by Universities UK.
- Look at traineeships or mentoring and how these can connect young people and employers
- Work with chambers of commerce to open direct lines of communication and develop create ways of engaging both young people and employers
- Connecting employers up with established careers services such as those in universities to provide outplacement services