



Youth Parliament
MAKING OUR MARK

United Kingdom



All Work & Low Pay?

Young people's experiences of work and
employment in the South West

**Friday 27th October 2006,
at The Loop Centre, Exeter
10.30 – 3.00 pm**



1 Introduction

This debate was initiated by the South West region of UK Youth Parliament (UKYP) and the South West Regional Assembly (SWRA). Members of the Youth Parliament (MYPs) were concerned that many young people did not know about their rights in the workplace and had shared their own experiences of getting low pay compared to other staff they worked with and the lack of training opportunities being offered by their employers. This fitted well with the SWRA's need to explore work and employment issues in the region as part of their scrutiny of the South West Regional Development Agency (SWRDA). At the same time, UK Youth Parliament were encouraging regional debates between MYPs and decision makers on important issues for young people.

After further discussion with MYPs, it was agreed to organise a regional consultation event for both MYPs and also other young people who were recruited via Local Authority Youth Services. The morning session would focus on young people's experiences in the workplace today and the afternoon would focus more on skills, training and what the economy of the South West might look like in the future. Adult guests from relevant organisations across the region were invited to participate in the day as 'experts'. These are listed in section 3. Members of the SWRA were also invited to listen to the young people's views and experiences and participate in the discussions. A full list of delegates is provided in section 8.

During the event, young people and adults worked together in small groups (circle debates). Each circle was given some background information in advance and also a set of 'talking points' to start the discussion. The circles were facilitated by young people and the 'experts' were invited to contribute where appropriate. The talking points along with notes of the discussion points from all the groups are given in section 6 – Feedback.

The day concluded with thoughts on 'what next' and how UKYP could work with other partners to continue to support young people on this issue.

2 What Next?

Key issues from the discussions

| Issue | Actions / Who could help UKYP? |
|--|---|
| Rights in the workplace | |
| More information & advice is needed for young people about their rights at work. | Some areas were producing their own cards for young people – these could be shared across the region. Youth Services, schools & colleges, TUC. |
| Education & training | |
| The system is confusing for young people and employers. Employers look for what they got at school e.g. O levels and don't understand how qualifications have changed. | Schools & colleges, Learning & Skills Council. |
| University tuition fees put students off – the thought of so much debt is frightening. UKYP should campaign against fees. | UKYP, NUS |
| You should ask yourself the question what will I get out of this course and can I do it differently? Students should be directed to look at other routes e.g. apprenticeships or employers who might pay uni fees for you – they do exist! | Schools & colleges |
| Young people need to understand things like money & bills etc before they leave home. PSHCE is not good on teaching about money. | Schools, colleges & citizenship co-ordinators |
| Careers advice is not good at school – advisers could be more helpful. Young people wanted the chance to talk to an adviser – the computer careers questionnaire used by schools wasn't always very good. | Schools, colleges & careers advisers / connexions. |
| Needs of employers | |
| Work experience is a good opportunity to see what certain careers are like. | |
| Employers are looking for a range of general skills anyway – often not a specific qualification. | |

What should UKYP do next?

| Issue | Actions / Who could help? |
|--|---|
| Ask the Regional Assembly to support UKYP on various issues eg employment, housing and transport (joint commission work along side each other). | UKYP & Regional Assembly Regional Development Agency |
| UKYP should work with Members of the Assembly and others on how to talk, listen, relate and understand young people. | UKYP & Regional Assembly |
| UKYP to target schools/educational establishments to provide industry days for young people. | Schools & colleges Learning & Skills Council Connexions Local businesses & employers groups. |
| UKYP to challenge the 'media' on stereotypes that are portrayed about career choices. There needs to be a better and more even depiction of careers for men & women. | UKYP, Equality South West Young People Now magazine |
| UKYP should campaign against tuition fees. | UKYP , NUS |



3 Guest Panel

The Chair, Holli Baker, welcomed the following experts to the debate:

Jonathon Coe – SW Regional Development Agency (SWRDA)

Nigel Costley & Natalie Cook – Trades Union Congress (TUC)

Paul Dunn – Equality South West

Liz Georgeson – SW Regional Development Agency (SWRDA)

Jackie Longworth – Fairplay South West & SW Regional Assembly

Ian Munro – Association of Colleges & SW Regional Assembly

Ben Nield – Assistant Director at Marchmonth Observatory

Sarah Paine – National Union of Students (NUS)

Keith Quinn – Essential Computing

Hilary Stevens – SW Opportunities for Older People (SWOOP)

4 Plan of the day

Programme

Welcome to UKYP in the South West

Holli Baker – UK Youth Parliament Procedures Group

Setting the scene – who is listening today?

David Fletcher - South West Regional Assembly

The South West – is it all work & low pay?

Nigel Costley - Trades Union Congress

Focus on working in the South West today - Circle debates

Introduction of our experts by Holli Baker

Groups 1 & 2 - The rights of young people in the workplace (X2 Circles) - Facilitated by Justin &

Jacob and notes Ben & Jaz

With Nigel Costley & Natalie Cook - TUC and Sarah Paine – NUS

Group 3 - Equalities & age discrimination - Facilitated by Jenny

With Paul Dunn – Equality South West

Group 4 - Women in the workplace & the gender pay gap - Facilitated by Holli

With Jackie Longworth – SWRA & Fairplay South West

Icebreaker – Led by Holli from SWAT (South West Amazing Trainers)

Looking forward to the future – Learning & skills in the SW

Ian Munro – SWRA and Association of Colleges

Afternoon - Looking forward to the future - Circle debates

Introduction of our experts by Holli Baker

Group 5 - Education & training - Facilitator - Jenny & notes Jacob

With Ian Munro – Association of Colleges & SW Regional Assembly

Group 6 - The needs of employers

With Keith Quinn - Essential Computing

Facilitated by Justin & notes Jaz

Group 7 - Demographics - young & old in the South West - Facilitated by Ben

With Hilary Stevens – SW Opportunities for Older People project and

Ben Nield - Assistant Director at Marchmonth Observatory

Group 8 - What work will young people be doing in the future? Facilitated by Holli

With Liz Georgeson – SW Regional Development Agency

5 Setting the scene

Setting the scene – Who is listening today?

David Fletcher from the South West Regional Assembly (SWRA) explained that today's event was part of the SWRA's overall support of UK Youth Parliament in the South West and supporting a voice for young people. They were keen to hear ideas, concerns and suggestions of how to do things differently.

Discussions today would be listened to by Members of the Regional Assembly and also the political leaders, policy makers and other organisations here today.

Today's event would also help the SWRA in their 'scrutiny' of the South West Regional Development Agency (SWRDA). The 'scrutiny' was to review the economic policies of the SWRDA, test and reality check them. The views of young people here today would contribute to that scrutiny process and policy in the future.

All work and low pay?

Nigel Costley from the Trades Union Congress explained the role of the TUC in helping to improve things for young people in the workplace. The TUC are made up of over 70 different trade unions and they campaign and work with employers and Government on issues such as pay, training and rights for students in the work place.

He highlighted some key issues for the South West

Career options – in some rural parts of the South West, there were less career and employment options for young people.

Gender segregation – even though girls often perform better at school than boys, in the workplace women earn less than men and this pay gap was growing in the South West. The main cause of this was because of career choices where women were not encouraged in to jobs such as engineering and construction, which were seen as 'male' professions. Girls were encouraged more into caring professions and these are very low paid in the region.

Student debt – there was an increase in the proportion of students having to work and a growing problem of student debt. A ¼ of students miss lectures for work. Many students work in retail and the hospitality industry which have the lowest levels of pay – it all adds up to a poor first experience of work.

The culture of the South West region is that low pay is good for the economy as businesses will be attracted to an area where they can pay low wages. This needs to change.

The TUC campaigned for a long time for the need for a minimum wage and welcomed the Government introducing this. However, they still feel it is unfair to discriminate against young workers aged 18-21yrs who receive £4.45 an hour compared to £5.35 for workers aged 22 and over. The same job should get the same pay and the TUC feel there should be one rate of pay at 18 years old.

It is important that young people are aware of their rights at work and the TUC is one source of advice. Young people need to know about pay, the hours of work they can do, rights to holidays (Trade Unions are the people who brought you the weekend!), what to do if you are sick, your rights to training and health and safety and also not to be bullied, discriminated against and receive fair treatment at work.

Looking forward to the future – Learning & skills in the South West

Ian Munro from the Association of Colleges explained that there is a Government drive to increase skills as 49% of learners do not get a level 2 qualification (equivalent to a GCSE). The Government feels that if the UK is going to compete in a global economy then learners need to get a level 3 qualification (equivalent to A level). They hope that 90% of the population can achieve this.

What is driving changes in learning and skills?

It is hard to make your option choices at 13 years and we must listen to the voice of learners better. We must also avoid duplication of systems and provision and decrease bureaucracy.

We have had lots of Education Policy in the past few years, but these have been very much focussed on schools and colleges and not necessarily on skills.

So what do we want?

We want a single over-arching framework for qualifications.

Keep the external scrutiny (OFSTED), but also self-regulation by schools and colleges. We also need to recognise that young people need to know that what they are studying is of a good standard.

6 Feedback

Groups 1 & 2 - All work & low pay? The rights of young people in the workplace

The South West believes that the Government must do more to ensure that young people in employment are aware of their rights and protected from exploitation. This includes a decent minimum wage for all, health & safety issues and arrangement for time off which takes into account educational circumstances.

The National Minimum Wage for adult workers over 21 years old is £5.35. If you are aged 18-21 it is £4.45 and if you are 16 – 17 it is £3.30. We believe there should be minimum wage protection for young people under 16 years old.

UKYP South West regional manifesto

Since 1st Oct 2006, age discrimination in the workplace has become illegal. Age discrimination means making a decision or judgement about someone because of their age. This includes assuming someone is too young or too old to do a particular job, making derogatory comments, or excluding people because of their age.

In a recent survey almost a third (31%) said they'd worked somewhere where an older person doing exactly the same role as a younger person was being paid more due to their age.

Talking points

What is your own experience of working in the region? Do you get a fair deal at work? Is your employer fair about pay, time off and health & safety?

Do you know what your rights are in the workplace? How can young people get this information?

What do you think about the Minimum Wage Levels – is this a fair amount? If you are doing the same job as an older person, should you get the same pay?

Have you ever been a victim of age discrimination at work?

Why should there be minimum wage protection for young people under 16?

Who should UKYP work with to help let young people know about the minimum wage and their rights at work?

Answers with Nigel Costley & Natalie Cook – TUC and Sarah Paine - NUS

Group 1:

- Charged tax when we shouldn't be
- Discrimination in minimum wage is still legal
- Young people are not given/don't know their rights
- Unsure of where to go for advice
- Young people work too long shifts
- No decent system for help in the UK
- Many young people unaware of Unions
- Unions too expensive for minimum wage
- Young people sometimes given 'Duff' jobs
- Some local areas are producing cards for young people on their rights
- Only 1 person thought they had seen age discrimination
- Feeling that a bad job is better than no job
- Young people are pleased with less money
- Young people need to understand real costs of living
- Lower paid jobs can act as a stepping stone
- Young people should be encouraged to take jobs with career prospects

Group 2:

- Often no local jobs available for young people eg – Loswithiel in Cornwall
 - Taken by older people
 - Limited transport - can't get to work easily especially in the evenings
- Work experience gives you some information
- Prototype card being made – explains rights for young people at work
- Contracts not always agreed
- Young people don't always have set routine, holiday or sick pay
- Unfair treatment/wages for same job – depending on type of work
- Young people taken advantage of to benefit the employer
- In theory the same job should equal the same pay
- Depends on level of training – start at 16 and work you way up with skills learnt
- Big threat from elderly as they also need support – seen as more experienced/reliable



Group 3. Equalities & Age discrimination - From hip-hop to hip-op!

Discrimination can come in many forms and there is now legislation in place covering the 6 equality strands – disability, gender, race, religion / faith, age and sexual orientation.

Since 1st Oct 2006, age discrimination in the workplace has become illegal.

Age discrimination means making a decision or judgement about someone because of their age. This includes assuming someone is too young or too old to do a particular job, making derogatory comments or excluding people because of their age. In law, ageism is now as unacceptable as racism or sexism.

According to research by the Employers Forum on Age, ageism is rife in UK companies. A survey in September 2006 revealed that-

- 16.6 million workers (61% of the workforce) have witnessed ageist practices at work.
- Almost half (50%) of all working Brits are unaware that age discrimination at work became unlawful on 1st October.
- Almost a third (31%) said they'd worked somewhere where an older person doing exactly the same role as a younger person was being paid more due to their age.
- Four in ten (41%) have worked somewhere where people doing the same job were managed differently depending on their age.
- Almost one in four (23%) had heard of a younger person in their workplace being overlooked for promotion in favour of an older person, regardless of their having more experience.

The survey then asked what is the ideal age for certain jobs?

- **Bar tender** - The majority (53%) think that the ideal age for this job is under 30 years old. 14% said 31-40 years old; Just 6% said over 40 years old.
- **Police Officer** - The majority (41%) think that the ideal age is between 31-40 years old. 30% said under 30; Only 8% said over 40.
- **Air steward / stewardess (flight attendant)** - The majority (58%) think that the ideal age is under 30 years old. 20% said between 31-40 years old; Only 3% said over 40 years old

Talking Points

Have you ever been a victim of age discrimination at work?

Did you know about this new legislation on age discrimination? Do you think many young people know about it? Do you think it will help young people?

Do you agree that age discrimination should be covered by law?

Are there certain jobs that you think would be best done by an older or younger person?

What's the best age for a youth worker? Are younger workers better as they can relate to young people, or might they not have enough experience to help you? Would older workers be out of touch with young people?

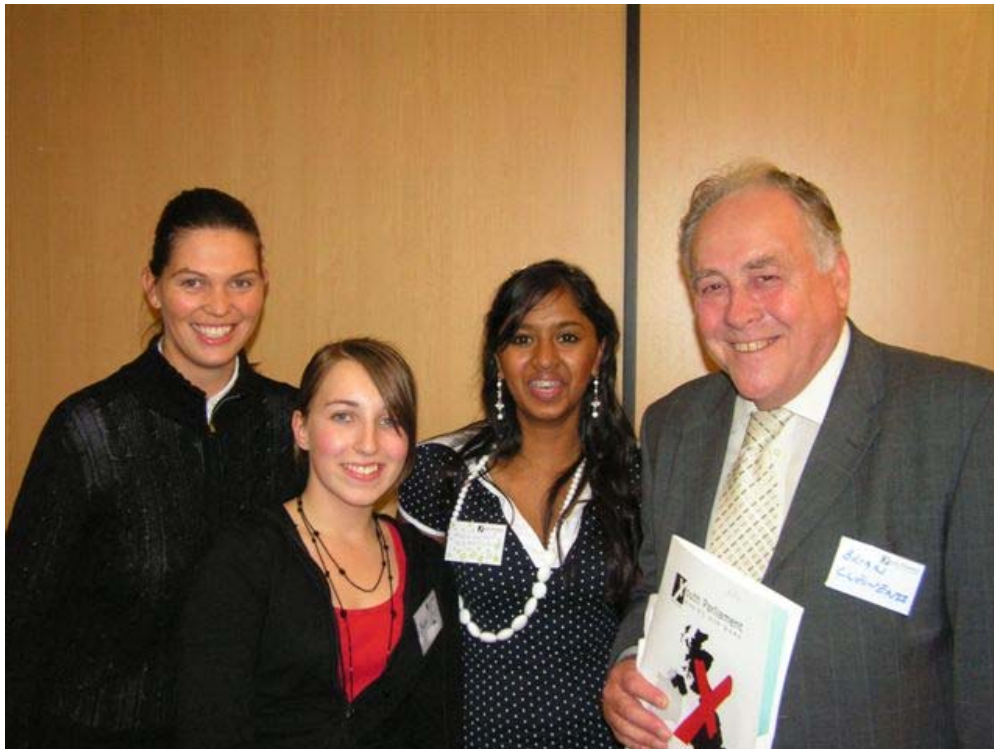
What's the best age for a councillor?

Do you think MYPs should promote the new age discrimination legislation? If yes, how and who should we work with?

Does this legislation help UKYP promote their positive image for young people campaign?

Answers with Paul Dunn – Equality South West

- Winston Churchill was in his 70s when he was Prime Minister during WW2
- Cllr average – 60+, white, male, middle class (England)
- “ “ - 70+, white, male, working class (Wales)
- UKYP – MYP role is like a councillor, but less time commitment
- Bus Fares is an example where there is a age discrimination
There should be one constant turning age between child / adult fares – but 16/18 or 21?
- Consult young people – issues to raise at UKYP
- Leaflet on rights & discrimination legislation needed
- Allowances – pension for young people



Group 4. Women in the workplace & the gender pay gap

All across the South West region men are being paid more than women (see the graph in appendix) Statistics show that ¾ of working women are still found in just 5 occupational groups and in the five 'c' s – cleaning, catering, caring, cashiering and clerical.

Jobs which are classified as 'women's work' command lower wages than men's work, even when they require similar qualification levels, leading to inequalities in pay and income. Women working full time are paid on average 18% less than men. Women working part time get paid on average 41% less than men.

It makes financial sense for women to choose training and work in sectors where men dominate the workforce, as pay tends to be higher in those areas. But while women are increasingly moving into law, medicine and accountancy, there is no similar movement into science, engineering, ICT and the skilled trades.

At GCSE and A level, South West girls perform better than boys.

4 out of 5 MPs are men. Fewer than 9% of Conservative MPs are women and Britain is low down the world rankings for political sex equality. Countries such as Mexico & Iraq have more women representatives in their parliament than Britain.

Talking Points

Why do you think this pay gap exists for women? Is it fair? Can anything be done about it?

Think about any careers advice you have had at school or college or advice on which subjects you should study. Do you think women are pushed into certain careers (eg caring) and away from more 'male' careers such as engineering? Is your school, college or connexions service doing anything to reverse this?

In the 1990s the Labour party doubled the number of its women MPs by introducing a rule of all-women short lists. Do you agree with this sort of 'positive discrimination'? Do you think it would make a difference if all companies and governments had equal numbers of males & females?

Only 1 out of 5 MPs is female, yet UKYP in the SW has an even split between the numbers of male & female MYPs and deputies. Why do you think this happens? Is UKYP better as a result?

Answers with Jackie Longworth – SWRA & Fairplay South West

Why does the pay gap exist?

- Historically
- Women often have a break in their career to start a family
- Pay gap between men & women is up to 30% in South West
- Segregation between the types of jobs women and men choose to do
- Higher paid jobs are less flexible – women are often carers & need flexibility

Fair?

- Women are victimised
- Men working in care jobs are considered genetically inferior
- In some professions women are not able to complete tasks as well as men
- Armed forces – women are not allowed on the front line

Women pushed into certain careers?

- Stereotype
- Lack of careers education up to a certain age – too late?
- Work experience – it can be useful and prepare you for full-time work. However, some young people do not get a good placement, just what is on offer.
- Career advice comes from home. Parents do not want them to be far from home.

Positive Discrimination:

- Complete opposite – discriminates against people of a certain group
- Discrimination against certain genders on job applications
- Helps to get over the perception that one gender is more capable than another
- No evidence of pay gap reducing
- Pensions – individual's choice



Group 5. Education & training

According to a government report by Lord Leitch, the UK is in danger of falling behind the rest of the world due to a lack of key skills. His report found that more than a third of adults of working age lacked a basic school-leaving qualification and 5 million adults had no qualifications at all.

In the future, knowledge & technical skills will be at a premium. The region will need people with high levels of skills and who are adaptable. The government want to encourage young people to get qualifications and get a degree.

The adult population in the South West is generally well qualified. In comparison to national averages, the region has more adults qualified to the highest levels.

At GCSE and A level, South West girls perform better than boys.

It makes financial sense for women to choose training and work in sectors where men dominate the workforce, as pay tends to be higher in those areas. But while women are increasingly moving into law, medicine and accountancy, there is no similar movement into science, engineering, ICT and the skilled trades.

Talking Points

Do you think you will be looking for a job in the South West once you finish full time education?

Has the introduction of fees made any difference about going to university, or your choice of university?

Think about any careers advice you have had at school or college or advice on which subjects to study. Do you think women are pushed into certain careers (eg caring) and away from more 'male' careers such as engineering?

Are schools, colleges or connexions doing anything to reverse this?

Answers with Ian Munro – Association of Colleges & SW Regional Assembly

- 14 – 19 initiatives - some people had not heard of it. It started for young people who were disaffected:- in fact the skills they gained were very useful. Now it is open to any student. Friends who are doing it feel that it is aimed at the not so clever and so very simple.
- In one school YP were selected if they had special education needs to do 14-19 initiatives.
- Young men particularly lose motivation once they are 14+ yrs old. Seems like a good idea of motivation.
- Is there more of a selection of national diploma at A-level?
- A-levels advised by teachers even though some students wanted to do National Diploma.
- Re-doing 14-19 – Rebranded not just for low-achievers
- Pressure – choice that is good for person and not what is good for the school

- University Fees – Could be £15,000 a year
- Campaign
 - In London on Sunday against tuition fees.
 - Clever people are artistic
 - Find another route to Uni
 - Range of skills
- Student tuition fees make you consumers and give you more rights /opportunities
- Rising student fees – if you are aged 14 now, could be £15k fees when you go to Uni.
- How long does it take to pay back student loan? New apprenticeship schemes stop debt gained as a student at University
- “You ought to get away and go to University”
 - Cost
 - Can I get to where I need to get to? Putting it back on employer
- Is work a real choice at 16 as you lose lots of benefits
- Key stage 4 gives you an example of choice – to help you see if making the right choices
- Responsibility to learn
 - What is your priority
 - Job
 - Studies
- Careers teachers & parents are the 2 things that have the biggest impact on your choices
- Careers/PSHE days – “I think that I want you to go to...6th form!”
- Peoples aspirations/future choices thought about too much before actually getting GCSE results
- What can we do to make it better? – Change perception of vocational courses for everyone rather than those not engaged – teachers views of it
- Perception that if you are clever you can't be arty – waste of brains – “can do better than that”
- Drama being selected seen to be an easy subject – this holds people back
- Range of different skills achieved in whatever you choose
- Different degrees at different universities
- Degree subject isn't usually looked at – just the fact/level of qualifications
- Scotland has slightly different system
- Range of options in some places
- B-Tec being seen differently to A-Levels.
- Employers might start to judge degrees on how much they cost
- Discussion around Oxford & Cambridge
 - Are they the best?
 - How are they perceived
 - Leeds best in the country
- If University places aren't taken up fees would have to go down
- nusunline.co.uk – find out what is going on
- How have league tables impacted on choice of Uni?

Group 6. Looking forward to the future – the needs of employers in the region

The South West has the oldest population structure of all the regions in England; 38% were aged 50 or over in 2004. Official projections suggest that by 2010, 40% of the workforce will be aged 45 and older. The number of residents aged over 50 will rise by over 300,000 over the ten years, raising their share of the total population to 41%.

Early retirement may exacerbate existing labour and skill shortages in the region. It is therefore important that workers approaching retirement age are encouraged to remain in work. Policies to promote lifelong learning and flexible working patterns may help to ensure older workers retain marketable skills and help older workers move into retirement gradually

According to a government report by Lord Leitch, the UK is in danger of falling behind the rest of the world due to a lack of key skills. His report found that more than a third of adults of working age lacked a basic school-leaving qualification and 5 million adults had no qualifications at all. The adult population in the South West is generally well qualified. In comparison to national averages, the region has more adults qualified to the highest levels. At the moment, the South West has the lowest rate of unemployment than any region.

Affordable housing is a key issue for the region. By 2011 the average house price is forecast to be £300,000. At the moment, the average house price is 8 times the average salary. However, in most parts of the South West, average house prices are **10 times** the average salary.

Talking points

What are the problems for employers in the region dealing with a workforce that is getting older?

What skills do you think employers are looking for? Do you think schools and colleges are helping you develop these skills?

Do you agree that IT is a good example of an industry where jobs should be done by younger people? Older people are not familiar with new technology & software and would struggle to keep ahead.

Do you think you will be looking for a job in the South West once you finish full time education?

Do you think young people will move out of the South West because house prices in the region are so high? Do you think businesses in the South West might have trouble recruiting people as house prices here are too high?

Answers with Keith Quinn – Essential Computing

- Dependant on jobs
- Situation in the region is ever changing
- By 2020 SW will have the highest proportion of people aged over 85yrs and a shortage of younger people
- House prices going up in SW faster than other parts of the countries
- In SW average pay is less than most other parts of the country.
- Employers are looking for a range of skills
- Most have retired
- People don't want to re-train
- Flexibility
- Over qualified
- Choices
- Apprenticeships
- Attitude
- Communication
- Longer work experience
- No experience in life – money etc
- Moving forward – talks in schools
- Paperwork puts people off
- Taught relevant skills
- Life skills should be taught at a younger age – year 7&8
- Special diplomas
- Teach us rights
- People to talk to/places to go – youth matters
- Flag up YP rights
- Incorporate in curriculum
- Set up an age discrimination network for the region



Group 7. Demographics – Young & old in the South West

The South West has the oldest population structure of all the regions in England; 38% were aged 50 or over in 2004. Official projections suggest that by 2010, 40% of the workforce will be aged 45 and older. The number of residents aged over 50 will rise by over 300,000 over the ten years, raising their share of the total population to 41%.

Early retirement may worsen existing labour and skill shortages in the region. It is therefore important that workers approaching retirement age are encouraged to remain in work. Policies to promote lifelong learning and flexible working patterns may help to ensure older workers retain marketable skills and help older workers move into retirement gradually.

Unemployment is low in the South West – just over 4% of the population aged 16 and older. There are about 15,000 unemployed people aged 50 and older in the South West of whom almost 9,000 are claiming unemployment-related benefits. Unemployment amongst older people is estimated to cost the economy between £19 and £31 billion per year in lost output, taxes and increased welfare repayments.

Talking points

With so many older people by 2010, what sort of place will the South West be like for young people?

What kind of impact might more older people have on the region? For example what kinds of health and social services might they need – do we have enough of these services to cope? What might be the impact for young people's services?

Would more older people in the South West create opportunities for younger people eg more local jobs in the health & care sector. Are these jobs you would think of doing?

Are there certain jobs that you think would be best done by an older or young person?

Have you thought about retirement? At what age would you like to stop working & retire? Would you be happy to continue working in your 60s, 70s even 80's – do you think you might have to?

Answers with Hilary Stevens – SW Opportunities for Older people and Ben Nield – Assistant Director at Marchmonth Observatory

- In moving away young people gain more experience, but some want to come back after university
- Changes in retirement patterns
- YP paying into pensions sooner and also still paying back uni fees etc
- Should there be a compulsory retirement age? Still have personal freedom/choice – reviewing performance and skills? Moving to part-time or advisory lower paid roles – *but this affects pensions*
- If people in South West are here to retire – who does the jobs?
- Redundant people who might like to work – retrain – gain new skills – interviews/job applications
- Impact of older generation needing more care – who will do the jobs?
- Unaffordable housing and lower paid jobs a problem in the SW

- Keeping young people here – University in Falmouth, surfing etc. Increase of YP into region.
- YP move away for better work, more prospects
- Older people may have more experience.
- Does age matter? Sometimes there can be some physical limitations
- YP are more flexible around issues
- Does it matter what age you are?
- Confidence to do what you want to do
- What are the driving forces that motivate YP in chosen careers: influence of parents, careers advice – enough?
- More life skills, personal motivation, help and advice, vocational training, UKYP – future action
- Lobbying for:
 - More opportunities than Uni
 - Directly into work – vocational training – good advice – qualifications – perception vocational careers are lower paid
 - More information and awareness of various career routes – work place experience leading to qualifications
 - Could MYP's survey areas about local evidence? Or has this already been made irrelevant? Curriculum offering alternatives already? Emphasis still on Uni campaign to get targets and league tables scrapped? Targets often put before YP.



Group 8. What work will young people be doing in the future?

The Regional Economic Strategy for South West England identifies a number of industry sectors that are important to the region now and some that will be increasingly important in the future.

Economically important sectors now

Food and drink

Advanced Engineering (such as aerospace, automotive and medical devices)

Information and communication technology (ICT)

Tourism

Marine (such as boatbuilding and marine technologies)

Retail

Financial services

Construction

Creative industries (such as film, TV & design)

Health care

Emerging sectors for the future

Environmental technologies

Bio-technologies

Affordable housing is a key issue for the region. By 2011 the average house price is forecast to be £300,000. At the moment, the average house price is 8 times the average salary. However, in most parts of the South West, average house prices are **10 times** the average salary.

Talking points

Do you think you will be looking for a job in the South West once you finish full time education?

Think about any careers advice you have had at school or college or advice on which subjects to study. Do you think women are pushed into certain careers (eg caring) and away from more 'male' careers such as engineering? Are schools, colleges or connexions doing anything to reverse this?

Is your school or college encouraging you to study subjects that might help you get a job in one of the 'economically important sectors' listed above? Which of these jobs would you be interested in doing?

Do you think you will be able to afford to buy a house in the South West? Would you consider moving out of the region where housing is cheaper? Do you think businesses in the South West might have trouble recruiting people as house prices here are too high?

Answers with Liz Georgeson – SW Regional Development Agency and Jonathon Coe – SW Regional Assembly

Will you stay in SW after education?

- No – 3
- Yes – 3
- Don't Know – 1

No: Not many job opportunities/not got the variety (focus is on certain professions in certain areas).
Earn more money elsewhere
Get away from what I know – job could link to travel

Yes: Modern communications – opens the access
Easier to stay here
May go to a bigger city???

Careers advice:

- Some YP have 'career' lessons. Do the internet tests, re the most appropriate career (YP feel this is too general)
- General concerns re advice/lessons
- Some careers advisors are helpful and supportive

Subjects at school:

- IYP – Good independent advice
- Labour market info? Do young people get this?
- Still limited options re subjects to be taken
- Plymouth – push to join Navy etc

Housing:

- Need a more varied 'rented' system
- Hard to get mortgage re: wages etc – coming out of Uni with large debts
- Large demand for houses, so need low priced houses/more rental
- People living longer/split families
- Way forward may be joint buying/renting
- Link to housing, jobs & transport

7 Evaluation

Evaluation was done at the end of the event and some individual feedback was also received afterwards.

Venue & food

- The majority felt Exeter was a good location for this event, but some had very early starts to get here.
- Approximately 2/3rds today thought the food today was good. Some were fussy eaters!
- The main room was too dark.

The Circles

- It was good that more Members of the Regional Assembly and councillors had joined UKYP today to contribute to the debate. However, some of the groups were not well balanced between adults and young people.
- There were good numbers of young people here today.
- Some (adults) expected more of a debating chamber and would have preferred a mock parliament event and lively debate.
- Perhaps there should have been an employer's perspective on trade union activity and employee rights to balance the TUC perspective.
- More time to prepare would have been nice – MYPs could perhaps have gathered more views, feelings and experiences of those young people they represent before the event.
- Some of the language on the sheets was hard to understand – care should be taken to use Plain English and make the information accessible to all.

Overall

The majority of people at the event felt -

- Today had been useful
- They had met new people
- They had learnt something new
- Young people had learnt more about their rights at work as young people
- Young people had been able to give their opinions today.
- Adults responded that they had found the event very worthwhile, had got a lot from it, valuable input and engagement with young people of which they get precious little.

8 Appendices

- Full Programme
- Delegate List
- Low Pay Graph