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Department for Work & Pensions

Research and analysis

Employer views on hiring young people survey report

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Key findings

Hiring practices of employers and their views of young people

The key findings are:

- medium sized employers (with 50 to 249 employees) were the most likely to employ 16 to 24 year-olds, with 89% versus 42% overall employing

them - this means typically employing around 1 to 5 individuals in this age group

- the most common reason employers chose to hire young people was wanting to build a pipeline for future talent (29%), followed by bringing in new ideas and fresh perspectives (24%)
- nearly 1 in 3 employers (32%) reported that they were less likely to hire under 25 year-olds compared to those over the age of 25:
  - however, 50% of employers did say there was about the same likelihood to hire people aged under 25 than people older than this
- employers often felt that young people's priorities when looking for work was pay above industry standards (40%) and roles that are interesting and fulfilling (29%)
- the most important skill and characteristic for employers was for them to be motivated (95%), closely followed by having good time management (93%)

Employer engagement with education and employment support

The key findings are:

- there was a broadly equal split of employers engaging with education and employment support providers, with 55% having engaged with them and 42% having not:
  - the most common providers were colleges (38%), schools (26%) and universities (20%)
- the engagement was normally in the form of unpaid work experience (49%), apprenticeships (44%) and paid work experience (36%)
- the most common challenge when engaging with providers was finding the time for staff to manage it (41%)
- the majority of employers felt that the education system should offer more vocational pathways to young people (91%), while just under 9 in 10 agreed that schools, colleges and sixth forms should provide career guidance (89%)

Recruitment challenges and support needs

The key findings are:

- the main challenge employers found when hiring young people was the perceived lack of soft skills and work readiness (41%)
- employers were asked about what government incentives that they knew about and had used:
  - just under 9 in 10 knew about apprenticeships (88%)
  - just under half knew about employer National Insurance contributions (49%)
  - 3 in 10 knew about wage subsidy programmes (30%)
- of those that knew about government incentive programmes, 36% had used apprenticeships, 12% had used employer National Insurance contributions and 5% had used a wage subsidy programme
- those that had used incentive programmes said that it had a positive impact on their workforce (60%) but despite this, the incentives did not impact or influence their decision to hire more or fewer young people (72%)
- to create more opportunities for young people, around 7 in 10 employers felt that financial support or subsidies would be the most beneficial form of assistance (72%)

Introduction and methodology

Background and context

IFF Research were commissioned by DWP to conduct a survey exploring employers' views on hiring young people aged 16 to 24. This research forms part of the Milburn Review, which seeks to understand the causes of unemployment and economic inactivity among young people.

The aim of the survey was to gather evidence for the review and look at what changes can be made to inform policy. The survey looked at the views and experiences of employers when employing young people, barriers to employing them, and how they view the education system in getting them ready for work.

These findings aim to improve insight into employers' perspectives on hiring young people, helping to enhance support services aimed at increasing youth employment and opportunities for skills development and career advancement.

Research Approach

The sample was sourced from Market Research Location, which provided contact details for employers across a range of sectors and organisation sizes throughout the United Kingdom.

Fieldwork was carried out by IFF Research from 4 to 18 March 2026, resulting in 500 completed telephone interviews. The sample comprised employers from a broad range of organisation sizes, sectors and regions, with sole traders excluded to ensure insights were drawn from businesses with experience of recruiting young people.

When interviewing, interviewers aimed to speak to the owner or director of the company or any senior decision maker that would be able to speak to us about their experiences.

Larger businesses were typically harder to establish contact with, with most refusals being from businesses between the sizes of 50 to 250 and over. This was usually due to time constraints, with employers unable to complete the survey within the allotted timeframe or identify an appropriate person to speak to. Despite this, the research was still able to achieve a representative amount for this business size.

For fieldwork, quotas were put in place for size and sector of employers. Weighting was also applied once fieldwork was complete. A breakdown of this can be seen in Annex 1.

Hiring practices of employers and their views of young people

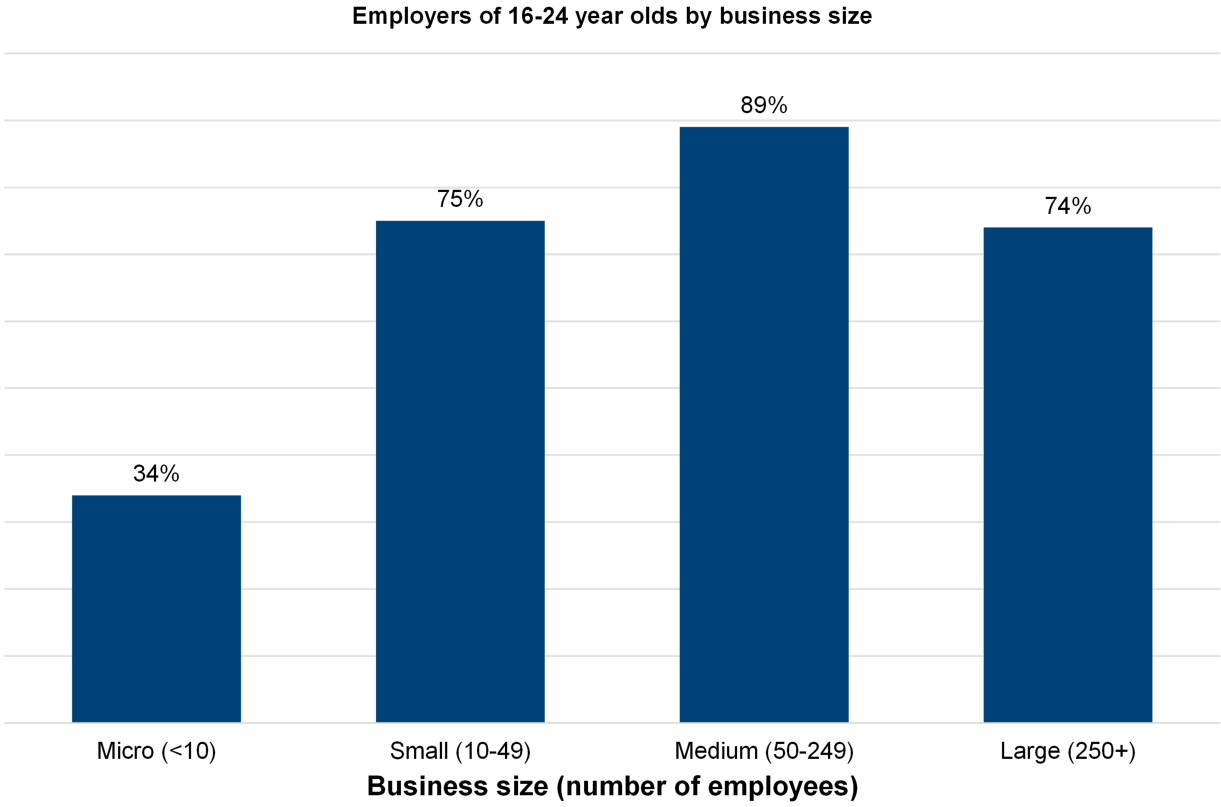
This chapter explores the extent to which employers hire young people aged 16 to 24, their perceptions of young people's work readiness, and the characteristics they prioritise when recruiting. It also examines perceived barriers that may affect young people's employment opportunities.

In this chapter we find that 32% of employers are less likely to hire those aged under 25 compared with older workers. This reluctance is most pronounced in the transport and storage sector, where nearly half of employers (47% versus 32% overall) report being less likely to recruit younger people. In contrast, employers in the hotel and catering sector are most likely to hire under 25s rather than those over 25 (36% versus 17% overall).

Hiring 16 to 24 year-olds

To understand the extent to which employers hire young people, employers were asked how many 16 to 24 year-olds their organisations employ which can be seen in Figure 1.1. Medium sized employers (50 to 249 employees) were the most likely to hire young people, with 89% versus 42% overall employing them: typically employing between 1 to 5 individuals (27%).

Figure 1.1: Employers of 16 to 24 year olds by business size



A bar chart showing the percentage of businesses that employ young people aged 16 to 24, by business size. The percentage rises from 34% of micro businesses to 75% of small businesses and peaks at 89% of medium businesses, before falling to 74% of large businesses.

Employers in the hotel and catering sector were more likely to employ 16 to 24 year-olds (74% versus 42% overall), typically taking on between 1 to 5 younger employees (56% versus 36% overall). In contrast, those in the transport and storage sector were the least likely to hire young people (25%).

When asked why they choose to hire young people, the most common reason given by employers was to build a pipeline of future talent (29%), followed by bringing in new ideas and fresh perspectives (24%).

Large employers (250 or more employees) most commonly selected building talent for the future as their main reason for hiring young people, whereas micro employers were most likely to choose accessing new ideas and perspectives (44% and 25%).

When looking at the specific characteristics of the young people they employ, over a quarter (27%) reported commonly hiring young people with children or dependents – a pattern driven largely by large employers, where this rises to 63%.

A breakdown of the top 5 characteristics employers were most likely to hire can be seen below in Figure 1.2.

Figure 1.2: How often organisations hire young people (aged 16 to 24) with the following characteristics

Change to table view

Group	Often	Sometimes	Never	Don't know/prefer not to say
With children or dependents	27%	37%	30%	6%
Highest qualifications are GCSE (General Certificate of Secondary Education) or equivalent	21%	41%	32%	7%
Highest qualifications are A level or equivalent	19%	44%	31%	5%
Little to no work experience	19%	48%	30%	3%
University graduates	12%	40%	44%	4%

Educational attainment also plays an important role in shaping employment opportunities. Research shows 1 in 5 employers (21%) said they often hired young people whose highest qualification was GCSEs or equivalent, with this being particularly common among large employers (56%).

In contrast, very few employers reported hiring young people with a mental health condition or cognitive impairment (3%). While this remains uncommon overall, the figure is notably higher among large employers (21%), again possibly pointing to differences in organisational capacity to

provide support or make reasonable adjustments and being able to recruit more people.

Similarly to this, very few employers reported hiring young people with a physical health condition or impairment (4%). This is notably higher amongst large employers (15%) though is not as often as those hiring with a mental health condition.

To better understand employers' perceptions of young people's priorities and work readiness, we asked them what they believe young people look for in a job. The most common responses were pay above industry standards (40%) and roles that feel interesting and fulfilling (29%). Perceptions were similar among employers who hire 16 to 24 year-olds and those who do not.

Figure 1.3: Young people's priorities when looking for work

Change to table view

Priority for young people when looking for work	Percentage
Pay above industry standards	40%
A job that feels interesting and/or fulfilling	29%
Enjoyable work environment	27%
Flexibility (when/how/where they work)	26%
Learning and development opportunities	25%
Work-life balance	23%
Opportunities to progress	23%
Security and stability (guaranteed hours, stable contract, sick pay)	21%
A job that makes best use of their skills	18%
Feeling valued and supported (through line management, peer support, representation)	11%
Autonomy and creativity in performing tasks and solving problems	8%
Don't know	4%

Priority for young people when looking for work	Percentage
None of these	2%

Large employers were the most likely to believe that pay above industry standards is a top priority for young people when looking for work (49% versus 40% overall), followed closely by opportunities for progression (42% versus 23% overall). Employers in the hotel and catering sector were significantly more likely to feel that young people prioritise flexibility (45% versus 26% overall), whereas those in the agriculture, mining, and energy sectors viewed higher pay as the most important factor (58% versus 40% overall).

Characteristics employers look for and the extent to which they see these in young people

The most important skills and characteristics to employers when hiring new staff was for them to be motivated (95%), closely followed by having good time management (93%).

Employers who identified these skills as important were then asked whether they associate them more with workers aged under 25 or those over 25. For motivation, 42% of employers associated this more with those over 25, while 6% associated it more with those under 25. For time management, 47% of employers were more likely to associate them with older workers, while 50% saw little difference by age and only 1% associated it more with those under 25.

Resilience and technical skills were the top characteristics that employers associated with those over 25 (57% and 47% respectively associating these skills with those over 25 versus 2% and 9% respectively associating these skills with those under 25).

In contrast, digital ability was the only skill more strongly associated with workers aged under 25, with 39% of employers linking this to younger workers compared with just 5% for those over 25, but this is considered of lesser importance to employers as when asked how important each skill was to employers, digital skills was reported the least important skill compared to other skills such as teamwork, time management and being motivated.

Employers were also asked how much they think young people are ready to excel at work compared to other generations. Research shows 6 in 10 employers felt that young people were less ready to excel at work (62%).

Small employers were more likely to say this (72% versus 62% overall). Employers who currently employ 16 to 24 year-olds were more likely to say young people are slightly less ready to excel at work compared to being ready to excel at work (40% versus 31% among employers who employ none versus 35% overall). The feeling that 16 to 24 year-olds were slightly less ready to excel at work was particularly common among employers who employ around 41 to 50 young people aged 16 to 24 (71%). Overall, this may indicate that employers' perceptions of work readiness vary with their level of exposure to young workers, though the survey does not identify the reasons for these views.

Employer's views on barriers to work for young people

Employers were asked what they felt were the main barriers to young people's employment opportunities as seen in Figure 1.4 below. The most commonly cited barriers were a lack of previous work experience and low levels of motivation (both 27%). This suggests that perceptions around motivation form part of employers' views on the barriers young people face, though it is one of several factors identified.

Figure 1.4: Barriers to young people's employment opportunities

Change to table view

Main barriers to employment	Percentage
Previous work experience	27%
Their level of motivation	27%
Work-readiness skills (organisation, time management, team work)	14%
Youth-friendly employers and recruitment processes	12%
Availability of jobs in the area	12%
Skills relevant to the job	11%
Don't know	5%
Other	3%

Large employers were significantly more likely to think previous work experience was a barrier to young people's employment opportunities (51% versus 27% overall). There were no differences between those that hire young people and those that don't, suggesting that exposure to hiring young people doesn't necessarily influence their view on young people's work experience being a barrier to their employment opportunities.

Employer engagement and views on the current education system

In this chapter, we will look at how employers engage with education and employment support providers, and the challenges they have faced in doing so. It then examines employer views on the current education system.

Engagement with education and employment support

Employers were asked which education and employment support providers their organisation engaged with. There was a fairly even split with 55% having some form of engagement with at least one support organisation and 42% not engaging with any. The most common education and employment support provider that employers had engaged with was colleges (38%), followed by schools (26%) and then universities (20%).

Micro-sized employers were less likely to have engaged with support organisations (51% versus 55% overall), while large employers were the most likely to have engaged with them (92% versus 55% overall). Those operating in the transportation and storage sectors (38%), and those based in England (53%) were all less likely to have engaged with support organisations.

Those that hired 16 to 24 year-olds were significantly more likely than those that don't, to engage with education or employment support providers, specifically colleges (55% compared with 25% of employers that did not hire 16 to 24-year-olds, and 38% overall), suggesting that increased engagement and increased hiring of young people are correlated.

Employers who engaged with education and employment support providers were then asked what their engagement looked like. The provision of unpaid work experience (49%), apprenticeships (44%) and paid work experience (36%) were the most common responses. Providing apprenticeships was the most common way employers who hire 16 to 24

year-olds engaged with education or employment support providers (58%) compared to those that do not hire them (28%).

The most common challenge that employers encountered when engaging with providers was finding the staff time to manage it (41%). This was followed by employers not having the resources to manage it (34%) and the benefits not being worth the cost (33%). Small and large-sized firms were especially likely to struggle with having the staff to manage it (54% and 59% respectively). Over a third (36%) of all employers said that they had not been approached by any providers to engage with.

Views on the current education system

Employers were asked the extent to which they agreed with several statements concerning the current education system. The results can be seen in Figure 1.5 below.

Over 9 in 10 (91%) agreed that the education system should offer more vocational pathways for young people. Agreement was lower among medium-size employers (82%).

Just under 9 in 10 employers agreed that schools, colleges, and sixth forms should provide careers guidance. Large employers were more likely to agree (98% versus 89% overall).

More than 8 in 10 thought that there should be greater focus on teaching young people soft skills needed for employment. However, large employers and those in the public sector were less likely to agree with this (73% and 71% respectively versus 85% overall).

Around three quarters (76%) agreed that the current curriculum does not adequately prepare young people for work.

Finally, just over two thirds (68%) agreed that the current curriculum was too focused on ensuring children and young people passed exams. Large employers were less likely to say this (54%). Those that hire young people were significantly more likely to agree with this statement (73%).

Figure 1.5a: Views on the current education system

Change to table view

Statement	Strongly agree	Tend to agree	Neither	Tend to disagree	Strongly disagree	Don't know
The education system should offer more vocational pathways for young people	61%	30%	3%	2%	1%	3%
Schools, colleges, and sixth forms should provide careers guidance	63%	26%	5%	2%	1%	3%
There should be more focus on teaching young people soft skills for employment	44%	41%	7%	1%	2%	5%
The current curriculum does not prepare young people for work	42%	34%	9%	7%	2%	7%
The current curriculum is too focused on children and young people passing exams	35%	33%	16%	6%	2%	9%

Figure 1.5b: Net agreement with statements about the current education system

Change to table view

Statement	Net agree
The education system should offer more vocational pathways for young people	91%
Schools, colleges, and sixth forms should provide careers guidance	89%
There should be more focus on teaching young people soft skills for employment	85%
The current curriculum does not prepare young people for work	76%
The current curriculum is too focused on children and young people passing exams	68%

Recruitment challenges and support needs

This chapter explores the challenges employers face when hiring young people aged 16 to 24, the steps they take in response, their awareness and use of government incentives, and what types of support they believe would help them create more opportunities for young people.

Challenges to hiring young people

The main challenge employers reported when hiring young people was a perceived lack of soft skills and work readiness (41%). Additional concerns included their resilience and level of work experience (32% and 40%). Small employers were significantly more likely than micro employers to feel that young people lacked soft skills and work readiness (50% versus 39%).

Figure 1.6: Challenges faced when employing young people

Change to table view

Factor	Challenging	Not challenging
Their health	23%	43%
Their level of technical skills	31%	27%
Their resilience	32%	19%
Their level of work experience	40%	25%
Their level of soft skills or work readiness	41%	22%

Employers who had encountered at least one challenge when hiring young people were asked how they had responded. The most common actions taken were improving progression opportunities (16%) and enhancing training and onboarding processes (15%). Medium-sized employers were particularly likely to focus on progression (26% versus 15% overall).

Employers were also asked about the potential impact of falling net migration on their workforce in the coming years. The majority (62%) felt this would have no impact on their workforce, while 27% believed it would have an impact but would not influence their decision to hire young people.

Government incentives used

The most common government incentive that employers knew about was apprenticeships (88%), followed by employer National Insurance contributions (49%) and a wage subsidy programme (30%). Of these, the most used by those that knew about them was an apprenticeship (36%), while 61% had used multiple government incentives, mostly used apprenticeships. Small employers were more likely to mostly use apprenticeships (76% versus 61% overall).

Employers who had used any form of government incentive programme reported that it had a positive impact on their workforce (60%), with this rising to 86% among large employers. However, despite these positive impacts, 72% of employers said that the incentives did not influence or increase the number of young people employers chose to hire.

The most common reasons employers had not used incentive programmes were a lack of awareness (22%) and having not recruited any young people (21%).

Response to challenges and support needed

Employers reported that, if they were to create more opportunities for young people, financial support or subsidies would be the most beneficial form of assistance for their organisation (72%). This was followed by sector-based business support (53%) and youth-specific business support (52%).

Financial support or subsidies were considered particularly helpful within the agriculture, mining, and energy sectors, where almost all employers (98% versus 72% overall) identified this as their top need. In contrast, small employers and those in the hotel and catering sector were more likely to value sector-based business support (63% and 76%, versus 53% overall).

However, despite employers saying that subsidies would be the most beneficial form of support, when asked how a wage subsidy would affect their decision to hire young people, 47% said it would make no difference, and only 17% reported that it would lead them to hire more young people than they otherwise would. Employers in the finance sector were significantly more likely to say a subsidy would have no effect (62% versus 47% overall). Among those who would consider hiring young people, the most common answer was a 50% subsidy would be the minimum level needed for it to be viable for their business: a view most common among small businesses (37% versus 29% overall) and private-sector organisations (31% versus 29% overall).

Annex 1

For fieldwork the following quotas were put in place:

Figure 1.7: Fieldwork quotas

	1 to 9 employees	10 to 49 employees	50 to 249 employees
Agriculture/Mining/Energy	23	7	5

	1 to 9 employees	10 to 49 employees	50 to 249 employees
Manufacturing	21	11	7
Construction	36	11	8
Retail /Distrib.	38	14	10
Hotel/Catering	27	14	7
Transport and Storage	20	8	6
Finance	19	7	5
Property/Management/Business Services/Administration	56	56	20
Total	240	127	69

Surveys were then weighted to the profile of Business Population Estimates (BPE) 2025 by size and sector to ensure the results were representative. Weighted and unweighted counts by size and sector are shown below.

Note: Quota targets were calculated using unrounded values but are presented as whole numbers. Consequently, some rows and columns may not sum exactly to the displayed totals because of rounding.

Figure 1.8: Unweighted completes by sector and size

Sector X Size	1 to 9 employees	10 to 49 employees	50 to 249 employees
Agriculture/Mining/Energy	16	12	6
Manufacturing	27	12	5
Construction	31	13	11
Retail /Distrib.	35	14	11

Sector X Size	1 to 9 employees	10 to 49 employees	50 to 249 employees
Hotel/Catering	18	16	12
Transport and Storage	18	8	8
Finance	27	10	2
Property/Management/Business Services/Administration	62	50	19
Total	234	135	74

Figure 1.9: Weighted completes by sector and size

Sector X Size	1 to 9 employees	10 to 49 employees	50 to 249 employees
Agriculture/Mining/Energy	21	2	0
Manufacturing	23	8	2
Construction	70	7	1
Retail/Distrib.	81	15	2
Hotel/Catering	43	14	1
Transport and Storage	15	3	1
Finance	27	3	1
Property/Management/Business Services/Administration	129	22	5

Annex 2

While responses were collected for all questions, this report focuses on those findings most relevant to its stated objectives given to us by DWP. As a result, not every survey question is reported. A full list of survey results can be found below.

Figure 2.1: Thinking about the people who work at your company, how many are aged 16 to 24?

	Total	1 to 9	10 to 49	50 to 249	250 and over
None	58%	66%	25%	1%	3%
1 to 5	36%	34%	51%	27%	8%
6 to 10	3%	<0.5%	18%	19%	4%
11 to 20	1%	0%	4%	22%	5%
21 to 30	<0.5%	0%	0%	6%	11%
31 to 40	<0.5%	0%	1%	6%	13%
41 to 50	<0.5%	0%	0%	5%	3%
More than 50	<0.5%	0%	1%	4%	29%
Don’t know	<0.5%	0%	0%	10%	23%
Employs 16 to 24	42%	34%	75%	89%	74%

Figure 2.2: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? A physical health condition or impairment

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	4%	4%	7%	7%	15%
Sometimes	25%	21%	40%	52%	55%
Never	59%	64%	38%	25%	6%
Don’t know	9%	9%	11%	17%	24%
Prefer not to say	2%	2%	4%	0%	2%

Figure 2.3: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? A mental health condition or cognitive impairment

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	3%	1%	7%	15%	21%
Sometimes	29%	27%	39%	52%	46%
Never	56%	62%	35%	16%	2%
Don’t know	10%	9%	15%	16%	29%
Prefer not to say	2%	2%	3%	0%	2%

Figure 2.4: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? Caring responsibilities

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	7%	6%	9%	11%	27%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Sometimes	24%	20%	39%	38%	36%
Never	58%	62%	40%	29%	5%
Don’t know	10%	10%	10%	21%	30%
Prefer not to say	1%	1%	3%	0%	2%

Figure 2.5: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? University graduates

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	12%	9%	20%	31%	59%
Sometimes	40%	38%	52%	46%	33%
Never	44%	49%	25%	14%	4%
Don’t know	4%	3%	3%	9%	3%
Prefer not to say	<0.5%	1%	0%	0%	2%

Figure 2.6: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? Little to no work experience

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	19%	16%	28%	36%	39%
Sometimes	48%	47%	53%	54%	50%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Never	30%	34%	16%	3%	6%
Don’t know	3%	3%	3%	7%	3%
Prefer not to say	<0.5%	1%	0%	0%	2%

Figure 2.7: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? Highest qualifications are A level or equivalent

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	19%	17%	29%	30%	42%
Sometimes	44%	43%	52%	48%	44%
Never	31%	35%	15%	8%	3%
Don’t know	5%	5%	4%	14%	10%
Prefer not to say	<0.5%	1%	0%	0%	2%

Figure 2.8: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? Highest qualifications are GCSE or equivalent

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	21%	17%	35%	37%	56%
Sometimes	41%	40%	47%	40%	31%
Never	32%	35%	14%	15%	5%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Don’t know	7%	7%	4%	8%	9%
Prefer not to say	<0.5%	1%	0%	0%	0%

Figure 2.9: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? Highest qualification below GCSE level

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	9%	7%	15%	25%	30%
Sometimes	34%	32%	43%	38%	32%
Never	50%	54%	37%	25%	26%
Don’t know	6%	6%	5%	12%	12%
Prefer not to say	1%	1%	0%	0%	0%

Figure 2.10: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? History of unemployment and/or employment support (for example registered at a Jobcentre)

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	8%	6%	14%	18%	33%
Sometimes	40%	38%	51%	52%	38%
Never	45%	49%	28%	23%	9%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Don’t know	6%	5%	6%	7%	20%
Prefer not to say	2%	2%	1%	0%	1%

Figure 2.11: In general, how often does your organisation hire young people (aged 16 to 24) with the following characteristics? With children or dependents

	Total	1 to 9	10 to 49	50 to 249	250 and over
Often	27%	24%	35%	52%	63%
Sometimes	37%	37%	43%	28%	24%
Never	30%	33%	17%	9%	0%
Don’t know	5%	4%	4%	11%	13%
Prefer not to say	1%	2%	0%	0%	0%

Figure 2.12: For what reasons would your organisation choose to hire young people?

	Total	1 to 9	10 to 49	50 to 249	250 and over
It is more affordable / lower wages	8%	8%	8%	6%	4%
To build a talent for the future	29%	27%	36%	32%	44%
To increase diversity in the workforce	2%	1%	3%	2%	8%

	Total	1 to 9	10 to 49	50 to 249	250 and over
To access new ideas, perspectives, ways of working and skills	24%	25%	21%	13%	14%
To benefit young people / do the right thing	14%	13%	14%	23%	26%
To access a bigger candidate pool	21%	19%	24%	36%	23%
To raise the profile of the business	2%	2%	3%	3%	3%
To meet corporate social responsibility goals	<0.5%	<0.5%	1%	4%	2%
Would not hire young people	2%	2%	2%	0%	0%
Other	1%	1%	1%	0%	0%
Don’t know	4%	4%	4%	4%	2%
Not applicable - there is no specific reason why my organisation does/ would hire young people	17%	18%	14%	11%	10%

Figure 2.13: In general, to what extent do you think you are more or less likely to employ people aged under 25 compared to those older than this?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Much less likely to hire people aged under 25 than people older than this	17%	19%	8%	5%	2%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Slightly less likely to hire people aged under 25 than people older than this	14%	14%	19%	17%	8%
About the same likelihood to hire people aged under 25 than people older than this	50%	48%	56%	60%	76%
Slightly more likely to hire people aged under 25 than people older than this	10%	10%	8%	8%	6%
Much more likely to hire people aged under 25 than people older than this	7%	7%	9%	9%	0%
Don’t know	2%	2%	1%	1%	8%
Summary: less likely	32%	33%	26%	23%	9%
Summary: more likely	17%	17%	17%	17%	6%

Figure 2.14: Which, if any, of the following do you think are the top factors that young people prioritise when looking for work?

	Total	1 to 9	10 to 49	50 to 249	250 and over
A job that feels interesting and/or fulfilling	29%	31%	19%	24%	14%
A job that makes best use of their skills	18%	19%	12%	13%	19%
Autonomy and creativity in performing tasks and solving problems	8%	8%	4%	2%	7%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Security and stability (for example guaranteed hours, stable contract, sick pay)	21%	21%	21%	21%	27%
Pay above industry standards	40%	40%	39%	33%	49%
Work-life balance	23%	22%	29%	27%	26%
Flexibility (that is when/how/where they work)	26%	24%	33%	30%	33%
Feeling valued and supported (for example through line management, peer support, representation)	11%	11%	8%	22%	11%
Learning and development opportunities	25%	23%	30%	33%	32%
Opportunities to progress	23%	23%	23%	32%	42%
Enjoyable work environment	27%	27%	27%	32%	20%
Don’t know	4%	4%	5%	2%	3%
None of these	2%	2%	2%	2%	0%

Figure 2.15: What do you think are the main barriers to young people’s employment opportunities?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Support, information and guidance	3%	3%	2%	3%	3%
Availability of jobs in the area	12%	12%	8%	11%	31%
Access to transport	5%	4%	8%	9%	7%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Previous work experience	27%	26%	29%	34%	51%
The qualifications achieved	7%	7%	3%	3%	16%
Skills relevant to the job	11%	11%	7%	16%	8%
Networks and knowing the right people	<0.5%	<0.5%	1%	0%	2%
Mental and/or physical health	1%	1%	0%	1%	0%
Learning difficulties or neurodiverse conditions, for example, dyslexia, dyspraxia, Attention Deficit Hyperactivity Disorder (ADHD) or autism spectrum disorder dyspraxia	1%	1%	0%	0%	0%
Lack of suitable or affordable childcare	<0.5%	0%	0%	0%	3%
Confidence	3%	3%	3%	8%	3%
Youth-friendly employers and recruitment processes	12%	12%	12%	7%	11%
Opportunities to meet with employers	2%	2%	3%	0%	5%
Work-readiness skills for example organisation, time management, team work	14%	13%	18%	18%	12%
Their level of motivation	27%	27%	28%	27%	8%
Automated/ artificial intelligence (AI) processes can make it difficult	2%	3%	1%	2%	3%
Government policy / legislation	9%	9%	8%	7%	3%
Other	3%	3%	3%	4%	2%
Don’t know	5%	5%	6%	6%	3%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Not applicable - I don’t think anything in particular is affecting young people’s opportunities to access good or better quality work	4%	4%	6%	8%	9%

Figure 2.16: Which of the following education and employment support providers does your organisation engage with?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Schools	26%	24%	38%	36%	71%
Colleges	38%	34%	52%	51%	81%
Universities	20%	18%	25%	34%	67%
Jobcentre	14%	11%	24%	32%	52%
Voluntary and community organisations	15%	14%	20%	24%	56%
Other training / apprenticeship providers	5%	4%	6%	14%	7%
Recruitment agencies	3%	3%	3%	12%	5%
Word of mouth	1%	1%	1%	0%	1%
Trade bodies / associations	1%	1%	2%	0%	0%
Other	<0.5%	0%	1%	0%	3%
Don’t know	<0.5%	0%	0%	0%	3%
Not applicable - my organisation does not currently support any	42%	46%	22%	23%	4%

	Total	1 to 9	10 to 49	50 to 249	250 and over
education and/ or employment					
Engages with employment/ educational organisations	55%	51%	74%	77%	92%

Figure 2.17: Which of the following types of engagement is your organisation involved in?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Provide apprenticeships	44%	41%	49%	65%	85%
Provide paid internships	18%	18%	17%	31%	54%
Provide unpaid internships	12%	13%	9%	17%	28%
Provide paid work experience	36%	34%	42%	43%	35%
Provide unpaid work experience	49%	48%	49%	57%	71%
Host workplace visits / taster experiences	30%	30%	29%	37%	60%
Conduct employability activities (for example careers talks, workshops, CV (curriculum vitae) and interview support)	22%	18%	31%	36%	71%
Recruit through a job centre	24%	21%	33%	38%	38%
Recruit through agencies / training providers	7%	7%	6%	22%	14%
Recruit through social media / word of mouth	3%	3%	1%	0%	2%
Other	1%	1%	1%	0%	1%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Don’t know	7%	7%	7%	1%	0%

Figure 2.18: Which, if any, of the following challenges does your organisation encounter in engaging with education and/or employment support providers?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Developing suitable opportunities	29%	27%	35%	43%	41%
Staff time to manage it	41%	39%	54%	41%	59%
Resources to manage it	34%	32%	46%	31%	52%
Benefits not worth the cost	33%	34%	32%	14%	8%
Communicating and/or coordinating with providers	22%	20%	32%	30%	28%
Never thought about it	30%	32%	21%	22%	12%
No one has approached us	36%	38%	26%	21%	21%
Other	<0.5%	<0.5%	1%	1%	0%
Don’t know	1%	1%	<0.5%	0%	3%
Not applicable - my organisation doesn’t encounter any challenges in particular	21%	22%	14%	25%	18%

Figure 2.19: Thinking about school, college, and sixth form, to what extent do you agree or disagree with each of the following statements? The current curriculum is too focused on children and young people passing exams

	Total	1 to 9	10 to 49	50 to 249	250 and over
Strongly disagree	2%	2%	4%	3%	1%
Tend to disagree	6%	5%	7%	9%	15%
Neither agree nor disagree	16%	16%	12%	21%	22%
Tend to agree	33%	32%	36%	37%	21%
Strongly agree	35%	35%	36%	23%	33%
Don’t know	9%	9%	5%	7%	8%
Summary: Agree	68%	67%	72%	61%	54%
Summary: Disagree	8%	7%	11%	12%	16%

Figure 2.20: Thinking about school, college, and sixth form, to what extent do you agree or disagree with each of the following statements? The current curriculum does not prepare young people for work

	Total	1 to 9	10 to 49	50 to 249	250 and over
Strongly disagree	2%	2%	<0.5%	0%	0%
Tend to disagree	7%	5%	12%	10%	6%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Neither agree nor disagree	9%	9%	11%	15%	13%
Tend to agree	34%	35%	34%	27%	42%
Strongly agree	42%	42%	39%	42%	33%
Don’t know	7%	7%	4%	5%	6%
Summary: Agree	76%	77%	73%	69%	75%
Summary: Disagree	8%	7%	13%	10%	6%

Figure 2.21: Thinking about school, college, and sixth form, to what extent do you agree or disagree with each of the following statements? There should be more focus on teaching young people soft skills for employment

	Total	1 to 9	10 to 49	50 to 249	250 and over
Strongly disagree	2%	2%	2%	2%	0%
Tend to disagree	1%	1%	4%	1%	3%
Neither agree nor disagree	7%	7%	5%	11%	22%
Tend to agree	41%	42%	35%	40%	39%
Strongly agree	44%	43%	51%	39%	33%
Don’t know	5%	5%	3%	6%	2%
Summary: Agree	85%	85%	86%	79%	73%
Summary: Disagree	3%	3%	6%	3%	3%

Figure 2.22: Thinking about school, college, and sixth form, to what extent do you agree or disagree with each of the following statements? Schools, colleges, and sixth forms should provide careers guidance

	Total	1 to 9	10 to 49	50 to 249	250 and over
Strongly disagree	1%	1%	2%	0%	0%
Tend to disagree	2%	1%	3%	4%	0%
Neither agree nor disagree	5%	5%	6%	5%	0%
Tend to agree	26%	27%	23%	23%	27%
Strongly agree	63%	62%	66%	67%	71%
Don’t know	3%	3%	0%	1%	2%
Summary: Agree	89%	89%	89%	90%	98%
Summary: Disagree	3%	2%	5%	4%	0%

Figure 2.23: Thinking about school, college, and sixth form, to what extent do you agree or disagree with each of the following statements? The education system should offer more vocational pathways for young people

	Total	1 to 9	10 to 49	50 to 249	250 and over
Strongly disagree	1%	1%	1%	0%	4%
Tend to disagree	2%	2%	3%	2%	0%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Neither agree nor disagree	3%	3%	6%	11%	7%
Tend to agree	30%	30%	28%	32%	36%
Strongly agree	61%	62%	60%	50%	52%
Don’t know	3%	3%	2%	6%	2%
Summary: Agree	91%	92%	88%	82%	88%
Summary: Disagree	3%	3%	4%	2%	4%

Figure 2.24: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Digitally able

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	7%	7%	5%	3%	14%
2	6%	5%	8%	8%	5%
3	24%	23%	26%	29%	23%
4	24%	24%	23%	33%	23%
5 Very important	39%	40%	37%	25%	31%
Don’t know	<0.5%	<0.5%	1%	1%	3%
Summary: Important	63%	64%	60%	58%	54%
Summary: Not important	13%	13%	12%	11%	19%

Figure 2.25: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Good teamwork

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	1%	1%	1%	0%	0%
2	2%	2%	1%	3%	0%
3	6%	6%	6%	6%	6%
4	21%	20%	25%	38%	30%
5 Very important	70%	71%	67%	53%	61%
Don’t know	<0.5%	0%	0%	0%	3%
Summary: Important	91%	91%	92%	91%	91%
Summary: Not important	2%	2%	2%	3%	0%

Figure 2.26: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Technical skills

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	4%	3%	5%	1%	9%
2	7%	6%	13%	9%	4%
3	34%	32%	37%	51%	47%
4	27%	27%	22%	32%	24%

	Total	1 to 9	10 to 49	50 to 249	250 and over
5 Very important	29%	31%	23%	6%	10%
Don’t know	<0.5%	<0.5%	0%	0%	5%
Summary: Important	56%	58%	45%	38%	34%
Summary: Not important	10%	9%	18%	10%	14%

Figure 2.27: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Motivated

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	1%	1%	1%	0%	0%
2	<0.5%	0%	1%	2%	0%
3	4%	4%	3%	3%	2%
4	15%	14%	21%	22%	27%
5 Very important	80%	81%	74%	72%	70%
Don’t know	<0.5%	0%	0%	0%	2%
Summary: Important	95%	95%	95%	94%	97%
Summary: Not important	1%	1%	3%	2%	0%

Figure 2.28: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Good time management

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	1%	1%	1%	2%	0%
2	<0.5%	1%	0%	0%	0%
3	5%	6%	3%	2%	14%
4	17%	16%	24%	21%	16%
5 Very important	76%	76%	71%	75%	66%
Don’t know	<0.5%	0%	0%	0%	3%
Summary: Important	93%	92%	95%	96%	82%
Summary: Not important	2%	2%	1%	2%	0%

Figure 2.29: Thinking about when you are hiring new people, how important are each of the following skills or characteristics? Resilience

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all important	1%	1%	1%	0%	0%
2	1%	1%	1%	2%	3%
3	16%	16%	14%	14%	21%
4	36%	35%	37%	52%	41%
5 Very important	47%	47%	46%	31%	33%
Don’t know	<0.5%	0%	1%	0%	2%
Summary: Important	83%	83%	83%	84%	74%
Summary: Not important	1%	1%	3%	2%	3%

Figure 2.30: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Digitally able

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	39%	40%	34%	41%	42%
Associate more with workers over 25	5%	4%	7%	10%	0%
About the same / don’t associate with age	53%	52%	59%	49%	58%
Don’t know	3%	3%	0%	0%	0%

Figure 2.31: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Good teamwork

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	3%	4%	3%	2%	1%
Associate more with workers over 25	32%	32%	36%	29%	25%
About the same / don’t associate with age	62%	62%	61%	69%	74%
Don’t know	2%	3%	0%	0%	0%

Figure 2.32: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Technical skills

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	9%	8%	12%	18%	9%
Associate more with workers over 25	47%	48%	36%	44%	45%
About the same / don’t associate with age	44%	43%	52%	38%	46%
Don’t know	1%	1%	0%	0%	0%

Figure 2.33: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Motivated

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	6%	6%	8%	5%	2%
Associate more with workers over 25	42%	40%	50%	48%	30%
About the same / don’t associate with age	50%	51%	42%	46%	68%
Don’t know	2%	2%	0%	0%	0%

Figure 2.34: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Good time management

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	1%	1%	1%	5%	4%
Associate more with workers over 25	47%	46%	55%	47%	46%
About the same / don’t associate with age	50%	51%	44%	48%	48%
Don’t know	1%	1%	0%	0%	2%

Figure 2.35: For each of the skills or characteristics you feel are important, to what extent do you associate those with workers aged under 25, compared to those aged over 25? Resilience

	Total	1 to 9	10 to 49	50 to 249	250 and over
Associate more with workers under 25	2%	2%	2%	4%	3%
Associate more with workers over 25	57%	57%	58%	50%	32%
About the same / don’t associate with age	40%	40%	39%	45%	65%
Don’t know	1%	2%	1%	0%	0%

Figure 2.36: To what extent do you think young people today are more or less ready to excel at work compared to previous generations?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Young people today are much more ready to excel at work	2%	2%	1%	0%	0%
Young people today are slightly more ready to excel at work	5%	5%	4%	11%	4%
Young people today are neither more or less ready to excel at work / I do not think they have	29%	30%	21%	21%	40%
Young people today are slightly less ready to excel at work	35%	33%	45%	35%	39%
Young people today are much less ready to excel at work	27%	27%	27%	29%	11%
Don’t know	2%	3%	1%	4%	6%

Figure 2.37: When hiring young people, what are the main challenges that your organisation most frequently experiences?

	Total	1 to 9	10 to 49	50 to 249	250 and over
It is too expensive to hire young people compared to other ages	6%	6%	5%	0%	4%
Competition from other employers	3%	3%	3%	2%	5%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Attracting young people to the role or sector	7%	8%	5%	4%	10%
Attracting young people due to pay	2%	1%	3%	1%	0%
Concerns about the resilience of young people	10%	11%	9%	9%	25%
Attracting young people due to other terms and conditions	2%	1%	7%	3%	8%
Tailoring the recruitment process to young people	3%	3%	<0.5%	3%	4%
Young people generally lacking work experience	9%	9%	10%	12%	12%
Young people generally lacking technical skills	7%	8%	7%	8%	3%
Young people generally lacking soft skills or work readiness	42%	39%	56%	46%	45%
Concerns about the health of young people	1%	1%	<0.5%	0%	5%
The time and money to train and upskill young people	8%	7%	9%	5%	3%
Remote location and/or transport	3%	3%	5%	6%	7%
Balancing employer’s and young people’s expectations	6%	6%	7%	10%	2%
Navigating government-funded support and schemes	3%	3%	2%	0%	0%
Other	1%	1%	0%	1%	2%
Don’t know	5%	5%	2%	3%	8%
None of the above / my organisation doesn’t face any	9%	9%	9%	19%	8%

	Total	1 to 9	10 to 49	50 to 249	250 and over
challenges in particular when recruiting young					
Not applicable - my organisation tends not to hire young people	15%	18%	2%	2%	0%

Figure 2.38: In your experience of hiring young people (aged up to 25), how challenging are the following factors on a scale of 1 to 5? Their resilience

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all challenging	12%	13%	7%	19%	6%
2	7%	7%	7%	12%	20%
3	39%	39%	43%	39%	39%
4	20%	18%	26%	21%	18%
5 Very challenging	12%	12%	15%	5%	10%
Don’t know	10%	11%	3%	3%	7%
Summary: Challenging	32%	31%	40%	26%	28%
Summary: Not challenging	19%	19%	14%	31%	26%

Figure 2.39: In your experience of hiring young people (aged up to 25), how challenging are the following factors on a scale of 1 to 5? Their level of work experience

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all challenging	11%	11%	9%	18%	10%
2	14%	15%	10%	22%	12%
3	28%	27%	33%	37%	47%
4	21%	21%	24%	14%	14%
5 Very challenging	19%	19%	22%	9%	12%
Don’t know	7%	8%	2%	0%	4%
Summary: Challenging	40%	40%	46%	22%	27%
Summary: Not challenging	25%	25%	19%	40%	22%

Figure 2.40: In your experience of hiring young people (aged up to 25), how challenging are the following factors on a scale of 1 to 5? Their level of technical skills

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all challenging	11%	10%	14%	19%	17%
2	17%	16%	22%	18%	19%
3	34%	33%	37%	52%	38%
4	20%	21%	13%	10%	21%
5 Very challenging	11%	12%	12%	1%	1%
Don’t know	8%	9%	1%	0%	4%
Summary: Challenging	31%	33%	25%	11%	22%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Summary: Not challenging	27%	25%	36%	37%	36%

Figure 2.41: In your experience of hiring young people (aged up to 25), how challenging are the following factors on a scale of 1 to 5? Their level of soft skills or work readiness

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all challenging	7%	7%	6%	11%	4%
2	16%	17%	10%	16%	21%
3	30%	29%	33%	35%	33%
4	23%	22%	25%	29%	29%
5 Very challenging	18%	17%	25%	10%	6%
Don’t know	7%	8%	1%	0%	7%
Summary: Challenging	41%	39%	50%	39%	34%
Summary: Not challenging	22%	23%	16%	27%	25%

Figure 2.42: In your experience of hiring young people (aged up to 25), how challenging are the following factors on a scale of 1 to 5? Their health

	Total	1 to 9	10 to 49	50 to 249	250 and over
1 Not at all challenging	29%	30%	26%	31%	26%
2	14%	12%	21%	26%	12%
3	24%	24%	27%	11%	39%
4	15%	15%	13%	19%	14%
5 Very challenging	8%	8%	10%	9%	4%
Don’t know	10%	11%	3%	5%	5%
Summary: Challenging	23%	22%	24%	28%	18%
Summary: Not challenging	43%	42%	47%	57%	38%

Figure 2.43: What, if anything, are you doing in response to these challenges?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Increasing pay	2%	1%	3%	0%	0%
Improving other terms and conditions (for example hours, security, flexibility)	2%	2%	2%	4%	1%
Improving accessibility (for example location, transport support, remote work)	1%	0%	4%	3%	1%
Providing perks or added benefits (for example. social, financial)	1%	<0.5%	4%	2%	2%
Improving the application and/or interview process	6%	5%	9%	17%	20%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Increasing the number of entry-level roles	2%	2%	1%	1%	2%
Lowering requirements for the roles	1%	1%	0%	2%	0%
Improving initial training and onboarding	15%	13%	23%	19%	25%
Improving progression opportunities or prospects	16%	15%	18%	26%	22%
Providing more schemes, internships, or work experience opportunities	5%	5%	5%	5%	16%
Engaging with support (that is government, education, business organisations)	6%	5%	8%	9%	20%
Hiring fewer young people / more experienced staff	12%	13%	12%	1%	0%
Other	2%	2%	2%	1%	4%
Not applicable - my organisation is not doing anything in particular in response to these challenges	40%	43%	28%	24%	14%
Don’t know	1%	1%	0%	1%	0%

Figure 2.44: Net migration is predicted to fall over the coming years. Which of the following is closest to your view on the impact it could have on your company’s workforce?

	Total	1 to 9	10 to 49	50 to 249	250 and over
It will have no impact	62%	64%	57%	33%	25%
It will make an impact and encourage me to hire more young people	5%	5%	1%	5%	5%
It will make an impact and discourage me from hiring more young people	2%	1%	1%	5%	0%
It would make an impact but would not affect my decisions about hiring young people	27%	24%	38%	51%	60%
Don’t know	5%	5%	3%	6%	10%

Figure 2.45: Which, if any, of the following would help your organisation provide young people with more work opportunities?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Practical guidance or a toolkit on employing young people	48%	48%	48%	44%	53%
Case studies and examples from other organisations like ours	39%	39%	42%	36%	53%
Financial support or subsidies	72%	72%	76%	54%	73%
Advice to navigate existing youth employability measures	47%	47%	46%	43%	57%
Advice to improve job attractiveness and/or design	42%	40%	48%	44%	64%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Sector-based business support	53%	52%	63%	36%	60%
Region-based business support	41%	40%	50%	29%	47%
Youth-specific business support	52%	51%	59%	33%	55%
Other	1%	2%	0%	0%	0%
Don’t know	<0.5%	<0.5%	1%	0%	1%
Not applicable - nothing in particular would help my organisation provide young people with	15%	16%	8%	15%	9%

Figure 2.46: Which, if any, of the following government employment incentive programmes you know about?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Sector-based Work Academy Programmes (SWAPS)	6%	5%	8%	10%	13%
Jobcentre Plus (JCP)/DWP Work trial programme	9%	8%	9%	21%	32%
Apprenticeships	88%	87%	95%	91%	98%
Skills Bootcamps	19%	18%	23%	30%	37%
A wage subsidy programme, for example Kickstart	30%	28%	36%	33%	50%
Access to Work	28%	26%	32%	40%	72%
Employer National Insurance Contributions relief for employees	49%	47%	55%	62%	59%

	Total	1 to 9	10 to 49	50 to 249	250 and over
under 21 and apprentices under 25					
None of these	10%	11%	5%	7%	2%

Figure 2.47: Have you used any of these government employment incentive programmes?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Sector-based Work Academy Programmes (SWAPS)	1%	1%	3%	4%	8%
JCP/DWP Work trial programme	2%	1%	3%	7%	10%
Apprenticeships	36%	32%	51%	58%	74%
Skills Bootcamps	3%	3%	1%	12%	9%
A wage subsidy programme, for example Kickstart	5%	4%	9%	4%	12%
Access to Work	5%	5%	3%	9%	26%
Employer National Insurance Contributions relief for employees under 21 and apprentices under 25	12%	8%	26%	29%	25%
None of these	60%	65%	40%	33%	17%
Don’t know	1%	1%	1%	1%	7%

Figure 2.48: Which of these have you used the most?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Sector-based Work Academy Programmes (SWAPS)	<0.5%	0%	0%	0%	3%
JCP/DWP Work trial programme	1%	0%	2%	0%	4%
Apprenticeships	61%	55%	76%	47%	78%
Skills Bootcamps	<0.5%	0%	0%	0%	4%
A wage subsidy programme, for example Kickstart	10%	11%	10%	6%	3%
Access to Work	7%	12%	0%	0%	0%
Employer National Insurance Contributions relief for employees under 21 and apprentices under 25	13%	12%	8%	47%	7%
None of these	4%	6%	1%	0%	0%
Don’t know	3%	4%	3%	0%	0%

Figure 2.49: To what extent did these programmes have a positive or negative impact on your workforce?

	Total	1 to 9	10 to 49	50 to 249	250 and over
Very positive impact	30%	32%	21%	36%	49%
Slightly positive impact	30%	25%	41%	33%	37%
Neither positive nor negative impact	27%	28%	26%	25%	12%
Slightly negative impact	4%	5%	2%	3%	0%
Very negative impact	9%	9%	9%	0%	0%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Don’t know	1%	1%	1%	3%	2%
Summary: Positive impact	60%	58%	62%	69%	86%
Summary: Negative impact	13%	14%	11%	3%	0%

Figure 2.50: What impact, if any, did the government employment incentive programmes have on your decision to hire young people?

	Total	1 to 9	10 to 49	50 to 249	250 and over
I have hired more young people as a result of the programme	24%	24%	23%	18%	33%
I have hired fewer young people as a result of the programme	5%	4%	6%	4%	0%
It has not had an impact / I have not changed the number of young people I hire	72%	72%	71%	77%	67%

Figure 2.51: Why have you not used government employment incentive programmes?

	Total	1 to 9	10 to 49	50 to 249	250 and over
No need	13%	11%	21%	30%	5%
Lack of awareness	22%	22%	19%	20%	10%
Have not recruited anyone	21%	21%	20%	5%	5%

	Total	1 to 9	10 to 49	50 to 249	250 and over
Do not hire young people	13%	13%	14%	7%	37%
Not relevant to our business / industry	11%	11%	9%	9%	10%
Benefits not worth the cost	6%	7%	0%	10%	0%
No suitable apprenticeships	2%	2%	1%	14%	13%
Poor previous experience	3%	3%	3%	0%	0%
Lack of interest from young people	2%	3%	2%	0%	0%
Too time consuming / Too much admin	8%	9%	6%	2%	0%
Never thought about it	3%	3%	6%	0%	0%
Other	<0.5%	0%	4%	0%	0%
Don’t know	4%	4%	2%	14%	24%

Figure 2.52: If a wage subsidy for hiring young people with limited work experience were available, which one of the following statements best describes the likely effect on your organisation’s hiring?

	Total	1 to 9	10 to 49	50 to 249	250 and over
We would create new roles for young people that we would not otherwise create.	12%	13%	10%	3%	11%
We would hire more young people into existing vacancies than we otherwise would.	17%	18%	14%	10%	27%

	Total	1 to 9	10 to 49	50 to 249	250 and over
We would hire the same number of young people as we otherwise would (no change).	19%	19%	19%	29%	4%
We would hire young people instead of other candidates we would otherwise hire.	2%	2%	7%	1%	1%
It would make no difference to hiring young people.	47%	46%	50%	56%	54%
Don’t know	2%	3%	0%	2%	3%

Figure 2.53: If your organisation were to consider hiring a young person with limited work experience or other barriers to work, what is the minimum level of subsidy for wages and support costs required for this to be financially viable?

	Total	1 to 9	10 to 49	50 to 249	250 and over
0% subsidy (we would participate without a subsidy)	18%	18%	16%	27%	25%
25% subsidy	20%	19%	24%	18%	17%
50% subsidy	29%	28%	37%	19%	19%
75% subsidy	8%	8%	7%	2%	4%
100% subsidy	11%	12%	8%	4%	3%
Don’t know	14%	14%	8%	29%	32%







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