

## Appendix 4 – Early Life Influences Relating to Future Employment

### Article illustrating teacher and parent involvement in career decisions 2016

<https://www.allaboutschooleavers.co.uk/articles/article/251/who-has-the-most-influence-over-young-people-s-career-decisions>

#### Finding out:

- AllAboutSchoolLeavers research shows that 58.46% of pupils go to their teachers to find out about specific companies and their school/college leaver job opportunities, while only 32.15% go to their parents to access this information.
- Teachers are the third most popular source of information for school and college leaver career opportunities, behind Google (81.51%) and careers advice/job websites (58.75%)

#### Decision making:

- 80.75% of school/college students say that their parents help them make key career decisions. 61.25% of survey respondents deem that parents have “the most influence” on their career decisions.

#### Conclusion

- When engaging with the target audience from a wider industry perspective, i.e. working to raise awareness of an industry as whole or raising the profile of apprenticeships, school leaver programmes and sponsored degrees, it is advisable to focus on reaching parents with these messages.
- Teachers are vital in helping school and college students to refine their choices once these headline decisions have been made

### Making the links: poverty, ethnicity and social networks 2013

<https://www.jrf.org.uk/report/making-links-poverty-ethnicity-and-social-networks>

This article is centred on ethnicity and poverty however some of the conclusions of how social networks improve or hinder movement from poverty are useful

- Mentoring could be powerful in promoting positive use of networks for gaining work, setting up businesses and progressing to better jobs. There would be value in piloting peer mentoring within the workplace and for those finding a return to work problematic.
- Employer action is required to address the negative ‘grace and favour’ aspects of networks in recruitment and promotion. Organisations should routinely review the extent to which informal workplace networks discriminate in access to employment and progression in the workplace.
- As online access increasingly becomes the default for service provision, the need to promote digital fluency becomes more urgent. Social media clinics, with an emphasis on network awareness, could be developed and linked to digital champions in Job Centre Plus.
- High quality volunteering helps develop links beyond family and community: its importance needs to be recognised, as does the diversity of motivations for taking up unpaid work in the community.
- It is seen as important tool to be able to ‘Network’ away from the familiar networks of family and friends. It is also noted that it is hard for people in low paid, long hour jobs to find a way to network outside of this environment and therefore new opportunities may be limited.

## **Time to change report press release and a short summary 2017**

<https://www.gov.uk/government/news/an-analysis-of-2-decades-of-efforts-to-improve-social-mobility>

full document link: <https://www.gov.uk/government/publications/social-mobility-policies-between-1997-and-2017-time-for-change>

Working lives Chapter (pg68-85) Recommendations page 85

The Government should:

- Introduce a new ambition to make the UK the country with the lowest level of low pay in the OECD by 2030.
- Increase the number of high-skilled jobs in the regions and particularly in social mobility cold spots, by encouraging and incentivising public sector bodies and private companies to base themselves in those areas.
- Devolve accountability and resources to enable the development of local skills strategies that bring employers to those areas.
- Forge a new concordant with employers behind a national drive to improve career progression underpinned by increased investment in skills policies - including high quality apprenticeships.
- Make socio-economic diversity in professional employment a priority by encouraging all large employers to make access and progression fairer, with the Civil Service leading the way as an exemplar employer.

Young People Chapter (pg 49-67) Recommendations page 67

The Government should:

- Set a new aim to halve the attainment gap in level 3 qualifications within the next decade through new policies including T levels, apprenticeships, and extra support and accountability reforms for further education colleges.
- Refocus apprenticeship policy on young people and on higher-quality apprenticeships.
- Ensure careers advice and support is available in all schools via greater emphasis on destinations measures plus increased training and time in the curriculum.
- Ensure that higher education is available via further education colleges in social mobility coldspots.
- Encourage universities to focus on helping students succeed in the labour market by measuring graduate outcomes and offering better careers advice and work experience opportunities.