



"We've got an untapped resource of young people who really want to do something, improve their lives, access a career that's sustainable and that they can develop in"

UNTAPPED RESOURCE: Homeless young people's employment experiences and aspirations

**CENTRE
POINT**

**ENDING YOUTH
HOMELESSNESS**



Contents

| | |
|---|----|
| Introduction | 4 |
| Key findings | 5 |
| Recommendations | 6 |
| Methodology | 7 |
| Policy context | 8 |
| Discussion | 9 |
| Homelessness as a barrier to employment | 9 |
| Identity and barriers to employment | 10 |
| Earnings and benefits | 12 |
| Aspirations | 15 |
| Apprenticeships | 18 |
| Support | 19 |
| · Centrepoint Works | 19 |
| · The role of the Jobcentre Plus | 19 |
| · Potential over experience | 21 |
| Conclusion | 22 |
| Appendix | 24 |
| End Notes | 26 |

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Pseudonyms are used throughout the report to protect the privacy of the research participants.

Author: Frankiebo Taylor
Centrepoint, 2024

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Together's vision is to be the UK's most valued lender. We've been opening the door to people's property ambitions since 1974 and believe that everyone deserves a place that they can call home.

We are proud to work with Centrepoint and support their mission. In addition to our ongoing funding to help build modular homes for homeless young people in Manchester, Together is delighted to have funded a national poll, which allowed the Centrepoint team to survey over 1,000 young people as part of this research project. Through this support, Together aims to play its part in helping those most underserved by the housing and employment market with opportunities to build an independent future.

Introduction

Youth unemployment remains a pressing issue in the United Kingdom, with significant implications for the economy and wellbeing of young people. Recent youth unemployment rates were the highest they have been since early 2021 - there was 570,000 young people aged 16 to 24 who were unemployed between February and April 2024, an increase of 15 per cent from the same period the previous year.¹ Young people experiencing homelessness face distinct challenges in accessing and sustaining employment, such as issues with the interaction between wages and social security benefits, housing, and mental and physical health. These factors often mean that it is significantly harder for homeless young people to access jobs and realise their employment aspirations. Therefore, it is important that barriers to meaningful employment are reduced for homeless young people, and that they are supported to realise their aspirations.

Using a national poll of young people, a survey of homeless young people, interviews with young people with lived experiences of homelessness and interviews and focus groups with expert stakeholders, this report explores the unique employment barriers faced by homeless young people in the UK. Additionally, it highlights the employment aspirations and motivations of this cohort, and identifies potential policy interventions and practices that may support their journeys towards stable and meaningful employment.



Key findings

Barriers

- **The current benefit rules disincentivise young people from working more hours and becoming financially independent** - 43 per cent of homeless young people reported that they had to turn down a job or more hours because of the effect it would have on their benefits.
- Of the 21 young people with experiences of homelessness who were interviewed, **two thirds reported that they had struggled or currently struggle with their mental health**. Many of these young people reported experiencing challenges when entering workplaces because they did not feel like their mental health was understood or taken seriously.
- National poll and survey respondents who disclosed that they had a physical or mental health condition or illness reported that they expected that their **disability** would have a negative effect on their future job prospects – a greater proportion of homeless young people (50 per cent) reported this than the general youth population (37 per cent).

Support

- The national poll found that young people value practical support such as **flexible hours** and **equipment** being provided - with 72 per cent of respondents stating that they would find this helpful.
- Young people who were interviewed expressed **mixed experiences of Jobcentre support**. Several young people living in supported accommodation highlighted that they had experienced difficulties when explaining their limited work capacity to Jobcentre staff.
- However, interviews with young people show that well trained and empathetic Jobcentre staff often encouraged young people to think long term and pursue their aspirations.
- Stakeholders and employers emphasised the importance of **recognising the potential in a young person rather than their experience**.

Aspirations

- The national poll found that **business and finance** (23 per cent) is the top sector young people want to work in. The survey of homeless young people found that **construction** and **health and social care** (both 16 per cent) were the most popular sectors.
- Additionally, young people were motivated to access work which allowed them to **help other people**. This was often rooted in their past experiences of homelessness which promoted the desire to help others who are experiencing similar issues.
- A significant proportion of homeless young people also said that they **did not know what sectors they would like to work in** – a higher proportion (12 per cent) compared to national poll respondents (4 per cent).
- Around a third (32 per cent) of UK young people surveyed in our national poll stated that they were **not confident** they would be able to achieve their employment goals and access the jobs they want. Homeless young people were much **less likely to be confident** that they personally will be able to achieve their employment aspirations (16 per cent less than the general population).
- The national poll found that three quarters (75 per cent) of respondents identified the **availability of local jobs** as a barrier to them achieving their employment aspirations. Stakeholders highlighted that this can prevent homeless young people from accessing their employment goals.





The Department for Work and Pensions should make work pay for young people living in supported accommodation by:

- Reducing the Housing Benefit taper rate from 65 per cent to 55 per cent to bring it in line with Universal Credit;
- And increasing the applicable amount in Housing Benefit.



The Treasury and Department for Work and Pensions should make apprenticeships pay for young people living in supported accommodation by:

- Extending the National Minimum or Living Wage to apprentices of all ages after their first year to reflect increased skills and experience gained.
- Introducing innovative employment schemes and apprenticeships specifically designed to suit the needs of young people living in supported accommodation.



The Department for Work and Pensions should ensure homeless young people living on benefits have enough to live on by:

- Introducing a new Youth Independence Payment for homeless young people and care leavers. This would raise their overall Universal Credit entitlement to the rate that over 25s receive in recognition that they face the same living costs.
- Additionally, continue to uprate benefits in line with inflation.



The Department for Work and Pensions should support homeless young people from under-represented groups or with long-term physical or mental health conditions or disabilities by:

- Ensuring that employment schemes are designed to empower and support young people with long-term conditions or disabilities in to work.
- Instituting employer incentives to promote the employment of young people with long-term conditions or disabilities and increase financial support to improve workplace accessibility.
- Incentivising businesses to improve equality, diversity and inclusion practices and implement inclusive recruitment which increases representation of under-represented groups within workforces.



The Department for Work and Pensions should improve employment support for homeless young people by:

- Recognising the hyperlocal barriers to employment for homeless young people and work with other relevant Government departments to overcome these barriers.
- Ensuring all work coaches are trained to be trauma-informed by working with expert stakeholders, such as homelessness charities, to build and introduce mandatory trauma-informed training courses undertaken during staff probation periods.
- Allocating more time and resources for work coaches to interact with claimants to promote understanding of complex needs and provide more appropriate support.
- Increasing the number of Youth Hubs to ensure that homeless young people and care leavers are able to access multiple forms of essential support under one roof and are successfully prepared for employment.

Methodology

A **policy and literature review** to develop wider understanding of existing evidence around homeless young people's employment experiences and aspirations.

In depth semi-structured interviews and focus groups with: 21 young people with lived experiences of homelessness living in London, Yorkshire and the Humber, and North West England; 14 homelessness sector staff members; six staff representing four different employers; and 14 Jobcentre Plus and Department for Work and Pensions staff members.

A **national survey** of 246 young people exploring their employment experiences and aspirations. These young people were recruited through Centrepoin services and partner organisations, as well as via other homelessness charities.

A **national poll** of a representative sample of 1,000 young people (aged 16 – 25) from the general population to determine the employment experiences and aspirations of the wider age cohort. Polling agency Opinium were commissioned to conduct this poll between 14th March and 20th March 2024.



Policy context

Last year, Centrepoint's Youth Homelessness Databank found that almost 136,000 young people approached their council for help because they were homeless or at risk of homelessness.² England currently has the highest youth homelessness rate amongst the four nations, with around 1 in 50 people aged 16 - 24 homeless or at risk of homelessness.

Recent Centrepoint research, *Human Costs and Lost Potential: The Real Cost of Youth Homelessness*, also found that each homeless young person costs the Government £27,347 a year.³ Approximately 70 per cent of this cost is due to short-term loss from young people being unemployed and not contributing to societal economic output and lost productivity in the long-term. These findings highlight that homelessness generates a significant opportunity cost for UK society, and that Government and relevant stakeholders could benefit from savings should they support young people to avoid and escape homelessness, develop independent living skills and access sustainable employment.

One reason for the inaccessibility of employment amongst young people experiencing homelessness is the benefits system. For young people living in supported accommodation, such as care leavers and those who have experienced homelessness, access to employment can be a critical step in their journey to independence. However, the current benefit rules disincentivise young people from working more hours and becoming financially independent. Complicated benefit rules can mean that earning over a minimal amount each week will reduce their entitlements to Housing Benefit – meaning that some young people will have to make up shortfalls in rent through their earned income. In some cases, taking on more hours or increasing earnings above a certain point can actually make young people financially worse off.⁴

Another reason is low benefit rates for under 25s. Recent research from YMCA England and Wales found that only 6 per cent of homeless young people reported that Universal Credit definitely provided enough money to live on – meaning that young people struggle to buy essentials and maintain living standards.⁵ Struggling financially can have detrimental effects on physical and mental health which can make it harder for young people to apply for and access work.

Young people's lack of experience in work is another major reason for the inaccessibility of employment. Since 2023, competition for jobs has doubled and vacancies have declined.⁶ This increase in competition is partly attributed to the rise of over-50s active in the labour market, most of whom will have had up to 30 years' experience in work. For young people without work experience, it can, therefore, be challenging to be acknowledged amongst the competition. In fact, research shows that this phenomena can result in a 'Catch 22' situation where young people are unable to access employment without experience but they are unable to gain experience without employment.⁷

These barriers to work can have a significant impact on homeless young people. Research by the Prince's Trust (2023)⁸ found that young people who are not in education, employment or training (NEET) reported the lowest wellbeing scores.⁹ This is because young people who are unable to access employment can feel like their progress to independence is delayed. For example, young people living in supported accommodation who are unable to access employment can find that they are blocked from moving into the private rented sector. While legislation currently moving through Parliament aims to address rental discrimination, recent Centrepoint research has found that many private rented sector landlords prefer to accept tenants who are in full time employment as opposed to those who rely on benefits.⁹ This form of discrimination can prevent young people with experiences of homelessness from living independently – causing them to feel isolated and unable to progress with their adult lives.

In recent years, however, Government has sought to combat unemployment amongst young people. The Kickstart Scheme was created to support employers to create new jobs for 16 to 24 year olds on Universal Credit who were at risk of long-term unemployment following the economic impact of the COVID-19 pandemic.¹⁰ Kickstart was found to be a positive experience for a large proportion of young people, with seven in ten reporting that they were satisfied with their Kickstart job.¹¹ However, around 20 per cent of young people reported that they were dissatisfied with their Kickstart placement and stated that they were unhappy with how they were treated in their role.^b

Moreover, the Apprenticeship Levy was introduced by the Government in 2017 to create long term funding for apprenticeships and to encourage large businesses to hire apprentices.¹² All employers paying a wage bill of more than £3 million per year are required to pay 0.5 per cent of their payroll each month as a levy tax. This levy can then be reinvested back into their organisation in the form of apprenticeship training.¹³ In March 2024, the Prime Minister announced £60 million of new investment to create up to 20,000 more apprenticeships, including for young people and small businesses.¹⁴ The Government will fully fund apprenticeships in small businesses from April 2024 by paying the full cost of training for anyone up to the age of 21. This expansion of the policy aims to reduce costs for businesses and deliver more opportunities for young people to start their careers. However, trade unions have identified the low apprenticeship wage as exploitative and argued that they are not inclusive as the apprentice must rely on familial support, which homeless young people do not have, to manage low rates of pay.¹⁵

a. In this research NEET young people had the lowest wellbeing score compared to other groups measured such as those from a low income background, those with a lack of qualifications, and young people who are disabled.

b. The evaluation of the Kickstart Scheme found this level of dissatisfaction for young people who had left their Kickstart placement at 7 months



Discussion:

Homelessness as barrier to employment

It can be difficult for young people to focus on employment while navigating their homelessness journey. For example, some young people may be processing trauma, trying to access benefits and housing, or waiting for their leave to remain status. **As such, participants working in the Jobcentre and in homelessness charities regularly described the importance of ensuring that homeless young people's basic needs are met before beginning to focus on employment.**

“You've got to start at the bottom, then you work your way all the way up. You can't just suggest, ‘oh, there's this to go on, or there's that course to go on’ - you really have to look at the base level and until they get to that base level, until they can improve on that foundation, I know they'll build up after that. But getting them to that foundation level, it's all historic as well, isn't it? What they've come with, the baggage they've come with and that makes them more challenging and more complex.”

– Supporting families employment advisor, DWP, London

It is important that young people enter employment only when they are ready to do so. Stakeholders reported that if young people put too much pressure on themselves to access employment when they are still processing trauma and navigating their housing situation, they are unlikely to be successful in their job placement.

“Young people that are street homeless or living in homeless hostels that have got complex needs. So there's a lot of mental health, there's a lot of a lot of young people that are involved with drugs, alcohol and things like that. So I think it's encouraging those young people to get the relevant support in order to get into the idea of work and get them in the best place because the last thing we want to do is set them up for failure.”

– Outreach worker, DWP, London

As outlined in the quote above, homeless young people often need to work on their mental wellbeing before they are ready to enter employment. This preparation regularly takes the form of attending therapy sessions, working on keeping to a routine and practicing healthy living such as eating well and exercising. Many young people also recognised the importance of focusing on their mental wellbeing to prepare themselves for work – enabling them to build self-efficacy and ensure that their transition into employment is sustainable:

“It [employment] just doesn't feel like a priority at the moment. Yeah, which is good by the way. It's good to not see it as a priority at the moment... Like, if I jump straight into something, it's gonna be temporary. I'm trying to build myself up a little bit at the moment.”

– Sam, London

However, findings show that mental health difficulties do not solely impact on unemployed young people. **In fact, mental health was reported as a barrier to getting and/or staying in a job by 57 per cent of respondents in our national poll of a thousand young people living in the UK.** One reason for this, cited by the young people interviewed, is that difficulties with mental health make it challenging to socialise with colleagues, focus on tasks, and travel into work.

“Oftentimes I find that the young people I work with do face anxiety in big crowds. I do have quite a few autistic young people as well, so it can be just that, like, things might trigger them e.g. too loud of environments might be a bit too much for them to handle. So they are constantly trying to think about ‘how can I manage this?’ and ‘would the manager be okay with me maybe taking a couple breaks?’ and things like that. So sometimes it is a risk assessment of knowing whether you can put that young person in a good environment where they would feel comfortable.”

– Centrepunkt Works staff member, London

Of the 21 young people interviewed, two thirds reported that they had struggled or currently struggle with their mental health. Many of these young people reported experiencing challenges when entering workplaces because they did not feel like their mental health was understood or taken seriously. As such, mental health support from an employer was reported as something that would be helpful by 60 per cent of national poll respondents.

W I feel like with me and work, I would have to work for an employer who understood my mental health. **W**

– Chiara, London

Interviewees also highlighted that neurodivergency often intersects with homelessness and, thus, impacts on young people's capacity to sustain employment. Of those who took part in our survey of homeless young people and identified as being neurodivergent (excluding those who selected not applicable), a third reported that they felt like their neurodiversity would have a negative effect on their ability to achieve their employment goals. As with mental health, young people frequently reported misunderstandings from colleagues about their neurodiversity. For example, one young person spoke about how previous employers and colleagues had made assumptions about their neurodiversity:

“Mental health isn't visible. So therefore, people have opinions on whether or not you have it. So if I tell someone I'm on the autistic spectrum, they go you don't look autistic, or you don't sound autistic, or you don't seem autistic.”

– Sam, London

Furthermore, several young people spoke about how behaviour related to their neurodiversity was construed negatively by employers and colleagues. They reported that they were labelled as lazy or seen to be using their condition as an excuse to eschew responsibilities. This lack of understanding meant that their employer did not understand that reasonable adjustments may have been required to ensure that they could actively and successfully participate in the workplace. For example, their employer often viewed the young person as coping with their work so would then overload them with additional responsibilities – creating unnecessary pressure and resulting in the deterioration of their wellbeing:

“It all becomes a catch 22 where I will be doing better mentally, and therefore I will be treated less like someone who is neurodivergent. So then I'm given more responsibilities, and more pressure. And then I'll start to break down again, and then I'll be given less responsibilities.”

– Sam, London

Identity and barriers to employment

Our national poll of young people in the UK found that age and disability have a significant effect on young peoples' employment prospects. **When considering the barriers different groups may face when looking for employment in the future, three in ten (31 per cent) said that they expect their age to negatively impact on their ability to achieve employment goals and get the kind of job they want.**

Findings suggest that young people are less likely to have extensive job experience due to their age and, as a result, are frequently rejected from entering employment. Research by Virgin Media O2 found that seven in ten young jobseekers in Britain have been rejected from entry-level jobs because they don't have enough experience.¹⁶ **Additionally, three quarters (75 per cent) of national poll respondents identified their lack of experience as a barrier to them achieving their employment aspirations.** This perspective was frequently reported in interviews with homeless young people:

“It was so hard to find the first job. Oh my god, I used to have breakdowns every other day. It was so hard everywhere... ‘Oh, we can't hire you if you don't have any job experience.’ And I'm like, how am I gonna get a job if I don't have a job experience? But how am I gonna get experience if you're not gonna give me a job.”

– Myra, Yorkshire and the Humber

In addition to age, a significant minority of participants identified that physical or mental health conditions or illnesses were barriers to employment. Almost half (46 per cent) of young people with experiences of homelessness and 31 per cent of young people in our national poll reported that they had a physical or mental health condition or illness that has lasted or was expected to last 12 months. Of those who reported a health problem, illness or disability, 38 per cent of homeless young people said that it reduced their ability to carry out day-to-day activities, versus 30 per cent of national poll respondents.

Young people with long-term physical or mental conditions often encounter disproportionate barriers to entering and maintaining employment, including workplace discrimination, challenges in accessing transport and public services, and employers' reluctance to implement necessary adjustments to improve workplace accessibility.¹⁷ **This is reflected in the results of the survey and national poll with respondents who disclosed that they had a physical or mental health condition or illness reporting that they expected their disability would have a negative effect on their future job prospects.** A greater proportion of homeless young people felt that their job prospects would be negatively affected by their disability than the national poll respondents (50 per cent vs 37 per cent).

In November 2023, the Government announced a new Back to Work Plan to help people with long-term health conditions, disabilities or long-term unemployment to look for and stay in work.¹⁸ The plan includes several elements including increased Universal Credit support. However, other elements include harsher sanctions and mandatory work placements which if refused

can result in the loss of a person's benefits. While support to improve access to work for young people with disabilities or long-term conditions is welcome, the threat of benefit sanctions and mandatory work experience can put added strain on young people's mental health – pushing them further from sustainable employment.¹⁹ It is, therefore, important that Government take an empowerment-first perspective: ensuring that young people with long-term health conditions, disabilities or long-term unemployment are supported to develop confidence in their skills and abilities so that they can take on work when they feel ready. Furthermore, the Government should institute employer incentives to promote the employment of young people with long-term conditions and increase financial support to improve workplace accessibility.

Recommendations:

- **The Department for Work and Pensions should ensure that employment schemes are designed to empower and support young people with long-term conditions or disabilities in to work.**
- **The Department for Work and Pensions should institute employer incentives to promote the employment of young people with long-term conditions or disabilities and increase financial support to improve workplace accessibility.**

Similarly, a third (32 per cent) of ethnic minority young adults who responded to the national poll believe that their job prospects will be negatively affected by their ethnicity. A survey of over 3,000 young people by Youth Futures Foundation found that nearly half (48 per cent) of young people from an ethnic minority background have experienced prejudice or discrimination when seeking to enter employment. These experiences are reflected in interview evidence, with one homeless young person reporting that they were treated differently because they are originally from South Asia:

“People used to treat me like I'm from a different planet, not even earth... And like I know nothing. Like I'm just some silly girl who doesn't have any sense.”

– Myra, Yorkshire and the Humber

When assessing the possibility of gender affecting their chances of achieving their desired role, homeless young women (24 per cent) who responded to the survey were more likely to believe their gender will have a negative effect than homeless young men (15 per cent).

Additionally, the national poll found evidence of the gender pay gap among the general population of young people in the UK - young men earn on average £13 an hour and young women earn £10.75 meaning that men are paid 21 per cent more than women. Additionally, young men on average are paid nearly 10 per cent more than the national living wage of £12 an hour while young women are paid just over 10 per cent less than the living wage.



Recommendation:

- **The Department for Work and Pensions should incentivise businesses to improve equality, diversity and inclusion and implement inclusive recruitment which increases representation of under-represented groups within workforces.**

Lastly, some young people reported that they had been discriminated in employment due to the fact that they were homeless or living in supported accommodation. One young person noted the stigma around the label of being “homeless” and reported that people perceived them differently once they had disclosed their situation.

“Biases will always be prevalent... there is a thing that happens to people's faces when they hear the word homeless. And it isn't exactly a pleasant face to see.”

– Sam, London

Another young person spoke about the assumptions that employers make upon hearing someone lives in supported accommodation:

“Because someone is living in supported accommodation, people kind of assume stuff like, ‘Oh, what if this? What if she does this? What if she does that?’ I've seen people doing stuff like this and seen people and the way they act and it feels like they kind of treat them differently. Or maybe they're just concerned or just scared, they might hurt them, or they might have a criminal record, or she might doesn't have her paperwork, like Visa and stuff.”

– Myra, Yorkshire and the Humber

Earnings and benefits

Nearly three quarters (72 per cent) of national poll respondents identified the cost of living as a barrier to achieving their employment goals. This finding is reflected in recent research by the Prince's Trust showing that unemployed young people are having to turn down jobs because they cannot afford associated costs such as clothes and transport.²⁰ Additionally, it is affecting the type of jobs which young people opt to do, with one person highlighting how their values in employment had shifted as a result of the cost of living crisis:

"If it was back a few years ago the money wouldn't be of much importance to me but now with cost of living and stuff, it definitely is a massive issue"

– Leena, North West

Nearly half of national poll and survey respondents said that their current or last job did not pay enough (42 per cent and 49 per cent respectively, excluding respondents who have never worked). When respondents reported that their current or last job did not pay enough, they expressed that it had an impact on a number of aspects of their lives including their ability to save, pay bills, and pay for travel costs. Homeless young people reported a greater negative impact as a result of not being paid enough than the general youth population across all options given (see figure 1). This is because a large proportion of homeless young people are not able to turn to their families for financial support in times of hardship.²¹

Young people under 21 receive a lower minimum wage than those who are older than 21.²² The lower minimum wage for young people is based on the assumption that they will be supported by their families. However, this is not the case for many homeless young people. Similarly, young people receive a lower rate of benefits due to a similar assumption that they will have access to familial financial support. Government should, therefore, **uprate homeless young people's benefits to be in line with over 25s**, while also ensuring that they rise with inflation in order to mitigate for the continuing impact of the cost of living crisis. Additionally, the Government should consider eliminating or reducing the gap between the minimum wage for under and over 21s and continue to uprate the minimum wage in line with inflation.

Recommendation:

- **The Department for Work and Pensions should introduce a new Youth Independence Payment for homeless young people and care leavers. This would raise their overall Universal Credit entitlement to the rate that over 25s receive in recognition that they face the same living costs. Additionally, continue to uprate benefits in line with inflation.**

Negative effects of employment not paying enough

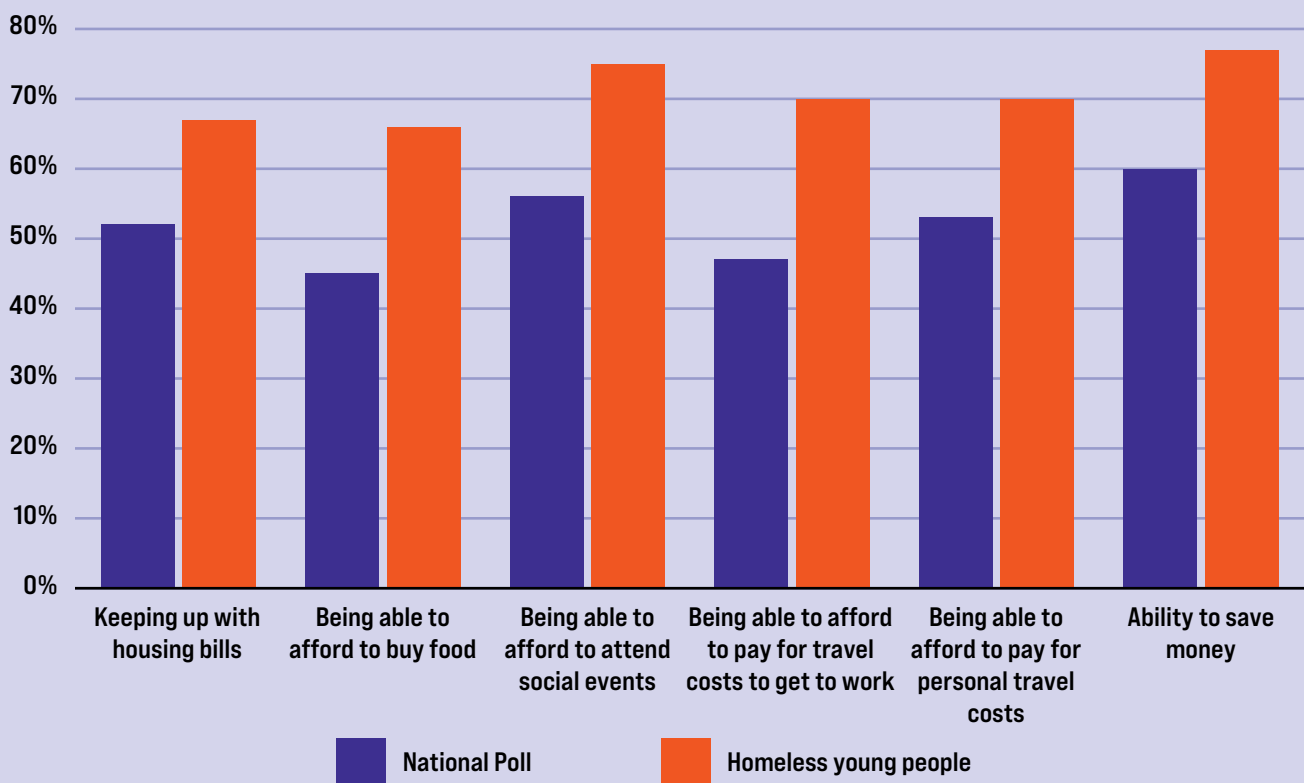


Figure 1: National poll and survey of homeless young people findings of the effects of not being paid enough in employment

One subsection of the youth homelessness population that is particularly affected by benefit rules is the cohort of young people living in supported housing. As highlighted previously, **the current benefit rules disincentivise young people from working more hours and becoming financially independent**. This happens because young people living in supported accommodation receive benefits through Universal Credit (UC) and Housing Benefit (HB), while their peers in the private rented sector only receive UC, which include a housing element.

The rates at which UC and HB are withdrawn from young people in work are different as demonstrated in figure 2.

When a young person starts working, a 55 per cent taper rate is applied to their UC entitlement. Until UC is tapered to £0, HB covers their rent in supported accommodation in full. However, when UC is tapered to £0, a similar process starts for HB - but using HB rules where there is a less generous 65 per cent taper applied at a much lower point in the earning scale.

When a young person earns more than £137.28 per week – roughly equivalent to 12 hours of work at the minimum wage for a 21-22 year old (16 hours for an 18-20 year old or 22 hours for a 16-17 year old) - their UC will be tapered to nil and they will face a financial disincentive in working additional hours.

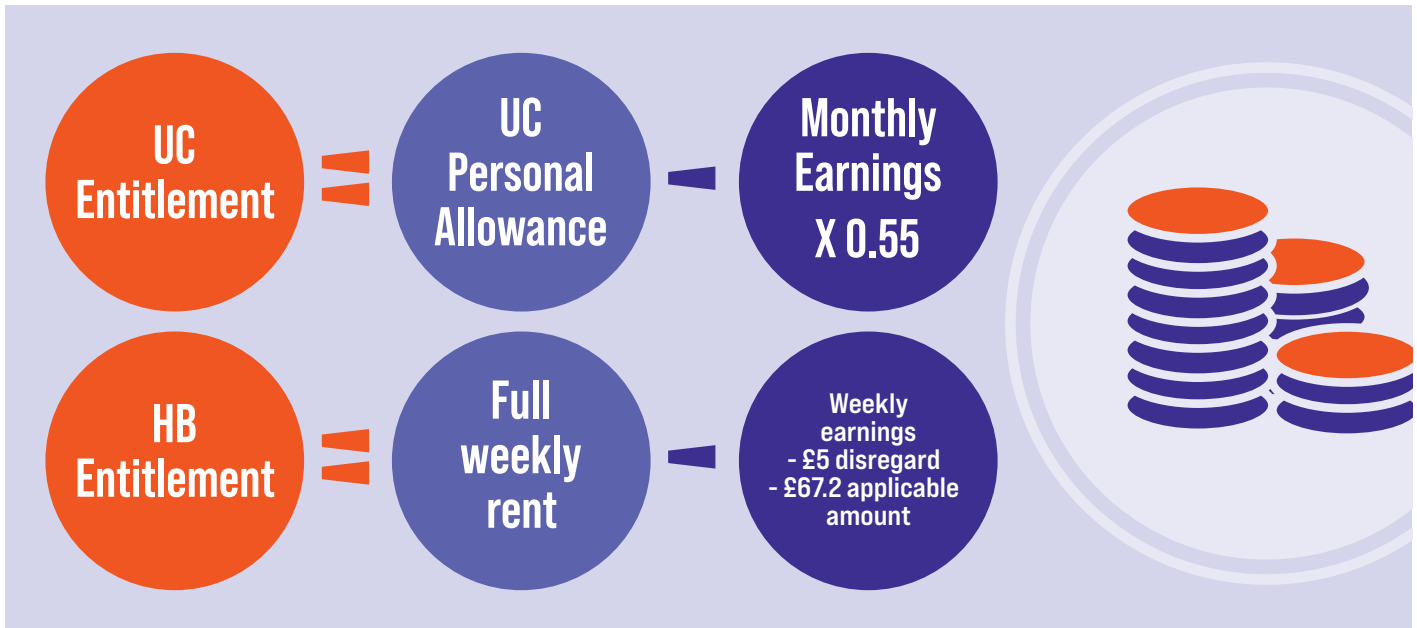


Figure 2: Universal Credit and Housing Benefit entitlement calculations

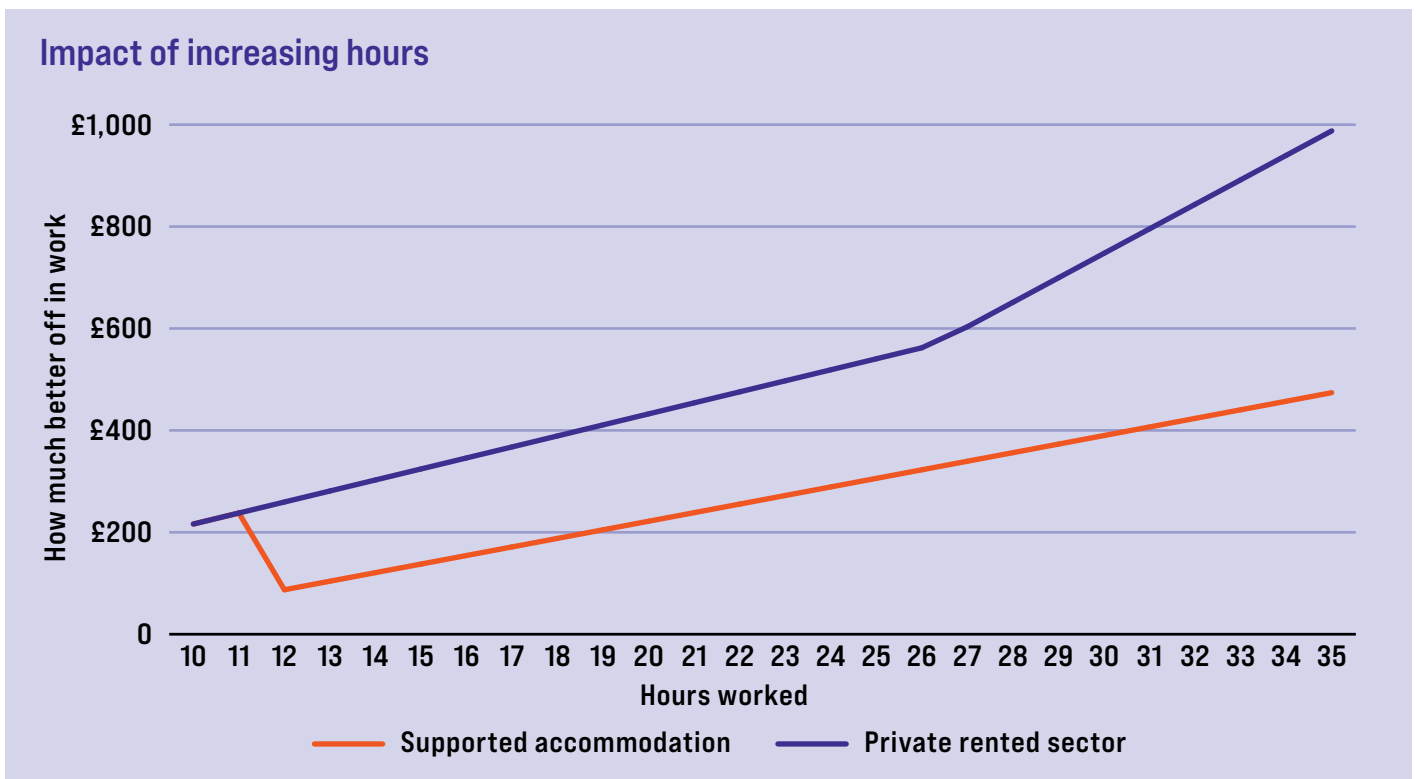


Figure 3: The impact of working more hours and the effect on income in supported accommodation.

Nearly all young people and stakeholders interviewed highlighted this issue as a barrier to homeless young people achieving their employment aspirations. Additionally, **43 per cent of homeless young people who are either in work or have worked before reported that they had to turn down a job or more hours because of the effect it would have on their benefits.**

“**When their Housing Benefit is reduced significantly, that's when they think - I don't wanna do this anymore because I'm not actually seeing any of the money I'm earning.**”

– Employment support staff, London

Many young people interviewed expressed a significant desire to access paid work. However, they were frustrated by delays caused by the benefits issue meaning that they often had to wait until they had moved out of supported accommodation. **One young person spoke about how the problem of being unable to work on benefits and this made them feel like they had no immediate options.** As such, they were unable to imagine a future for themselves wherein they had long term purpose and professional sustainability:

“**I felt depressed, or I felt really like, in the lowest because there's nothing to be optimistic about when you're down about the future ... But if I can sort the short term, or even just for now that I am getting into work, the clouds will clear. So then I can look more into the future and think I can do this next year or in a couple years I can do this. Whereas I've not had any... It's just been like, everything has been clouded. And I've not been able to see that far ahead.**”

– Callum, North West

In order to allow young people living in supported accommodation the opportunity to access work and realise their employment aspirations, Centrepoin recommends that the Government: reduces the taper rate from 65 per cent to 55 per cent to bring it in line with Universal Credit; and increases the applicable amount in Housing Benefit so that young people do not face a steep cliff edge when entering employment or increasing their hours. Overall, Centrepoin has estimated that these policy recommendations would have a net positive impact for the Treasury, by saving £4 million a year.²³ This is the result of the increased tax revenues and decrease in benefit payments generated by young people working more hours.

Recommendation:

- **The Department for Work and Pensions should make work pay for young people living in supported accommodation by reducing the Housing Benefit taper rate from 65 per cent to 55 per cent to bring it in line with Universal Credit; and increasing the applicable amount in Housing Benefit.**



Aspirations

Looking at national poll respondents who have worked before, the top three current or past occupations were **retail & customer service** (17 per cent), **business & finance** (11 per cent), and **hospitality & catering** (11 per cent). Similar current and past job roles were held by homeless young people, who had current or past occupations in **hospitality & catering** (21 per cent), **retail & customer service** (16 per cent), construction (9 per cent) and **business & finance** (7 per cent).

In terms of employment aspirations, the national poll found that **business and finance** (23 per cent) is the top sector young people want to work in. By contrast, our survey of homeless young people found that **construction** (16 per cent) was the most popular sector. **Health and social care** was popular both in the national poll (14 per cent) and in the homeless young person survey (16 per cent). Figure 6 outlines the most popular employment sectors in the national poll and homeless young person survey.

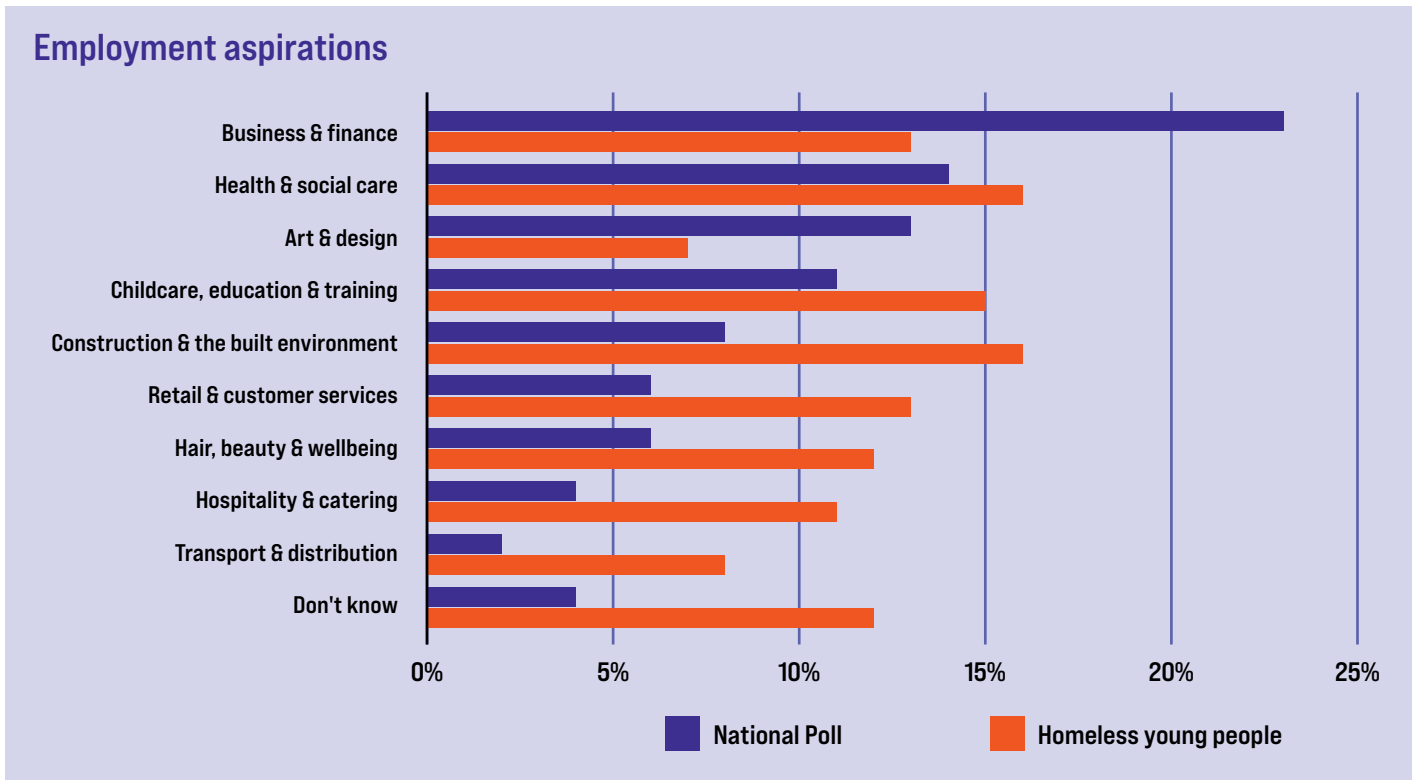


Figure 4: National poll and homeless young people survey findings of the most common employment sectors respondents wanted to work in.

Employment support staff who were interviewed spoke about how a large proportion of the young people they support aspire to work in the construction and hair and beauty sectors because they would like to be self-employed. Stakeholders expressed that this desire to be self-employed is often rooted in past issues with authority figures, such as teachers in school. These experiences, they argue, promote an appreciation of the values of independence and autonomy – leading to a greater desire to work for themselves and be their own bosses.

Beyond the motivation for workplace autonomy, many homeless young people also value working in jobs that they enjoy - with **53 per cent valuing enjoyment over all other options and only 7 per cent citing that they would like to work in a role in which they can earn a lot of money.** By contrast, the national poll found that only a third of young people in the general population want to work in a job they enjoy, followed by a fifth (19 per cent) who would like to work in a role which pays a lot of money.

“I learnt from doing them jobs that just because you’re earning a lot, it doesn’t make you happier just cos you’ve got all that money. It’s like you sacrifice your time... and if it’s one of them where you realise the job isn’t worth your time but then you’re stuck in it.”

– Callum, North West

Additionally, the notion of being responsible for your own future came up frequently in interviews with young people. One young person expressed that they could not rely on external support from the government or family and friends, and that they had to develop self-reliance:

“How I see it is that the government is not always there for you. People can’t be there for you 24/7, you know, you have to do it on your own. You know and this is why I’m coming out of homelessness because I’ve done it on my own.”

– Mohammed, North West

Similarly, young people reported that experiences of insecurity, both in terms of their housing and family situations, had driven them to feel a distinct sense of self-responsibility. For instance, the experience of repeatedly moving house while homeless was highlighted as a catalyst for the formative development of a strong sense of self-reliance:

“Because I’ve been on my own and moving from houses to houses, I had to look after myself. You become very independent and you get into the habit of just understanding - ‘okay cool, things are not going my way yet, it’s all down to me’ and you kind of apply that same principle to everything else that you do automatically”

– Kai, London

Additionally, young people were motivated to access work which allowed them to help other people. This was often rooted in their past experiences of homelessness which promoted the desire to help others who are experiencing similar issues.

“I feel like if I had someone, or if I read someone else's stories that are something similar to what I went through, like, maybe I wouldn’t have felt so alone when I did.”

– Chiara, London

Homeless young people were more likely to value their employment allowing them to help other people (78 per cent) than the general youth population (67 per cent). This motivation was reflected as important in a large proportion of interviews with young people and stakeholders.

“Because I understand how it is. So say if I was to be in that role...and say they [a young person] explained something that had happened to me before...”

– Leena, North East

In particular, some young people interviewed were passionate about a career working with vulnerable young people. This is supported by the fact that **childcare & training** (15 per cent) and **health & social care** (16 per cent) were some of the most popular employment goals within the survey of homeless young people.

While many young people with experiences of homelessness articulated desires to work in particular sectors, a significant proportion also said that they did not know what sectors they would like to work in – a higher proportion (12 per cent) compared to national poll respondents (4 per cent). Some of the homeless young people interviewed were unsure of what they wanted to do, expressing that they had not had the mental capacity to think about long-term employment. Instead, they highlighted they were focusing on navigating their homelessness journey and processing their trauma. These findings suggest that many young people with experiences of homelessness will likely fall behind peers – losing and/or missing opportunities to gain work experiences at formative ages.

Moreover, around a third (32 per cent) of UK young people surveyed in our national poll stated that they were not confident they would be able to achieve their employment goals and access the jobs they want. A skills gap may be contributing to this feeling of low confidence, with only two thirds (66 per cent) of young people believing that they currently have the right skills to achieve their employment goals and get the type of job they want.

However, young people also believe that access to education may mitigate this skills gap. Confidence in education is high, with seven in ten (70 per cent) young people reporting that they are confident that they will develop the right skills through education, training, or an apprenticeship to get the kind of jobs they want.

Homeless young people were much less likely to be confident that they personally (13 per cent less than the general population) and that today’s generation of young people will be able to achieve their employment aspirations (16 per cent less than the general population).



Confidence to achieve goals

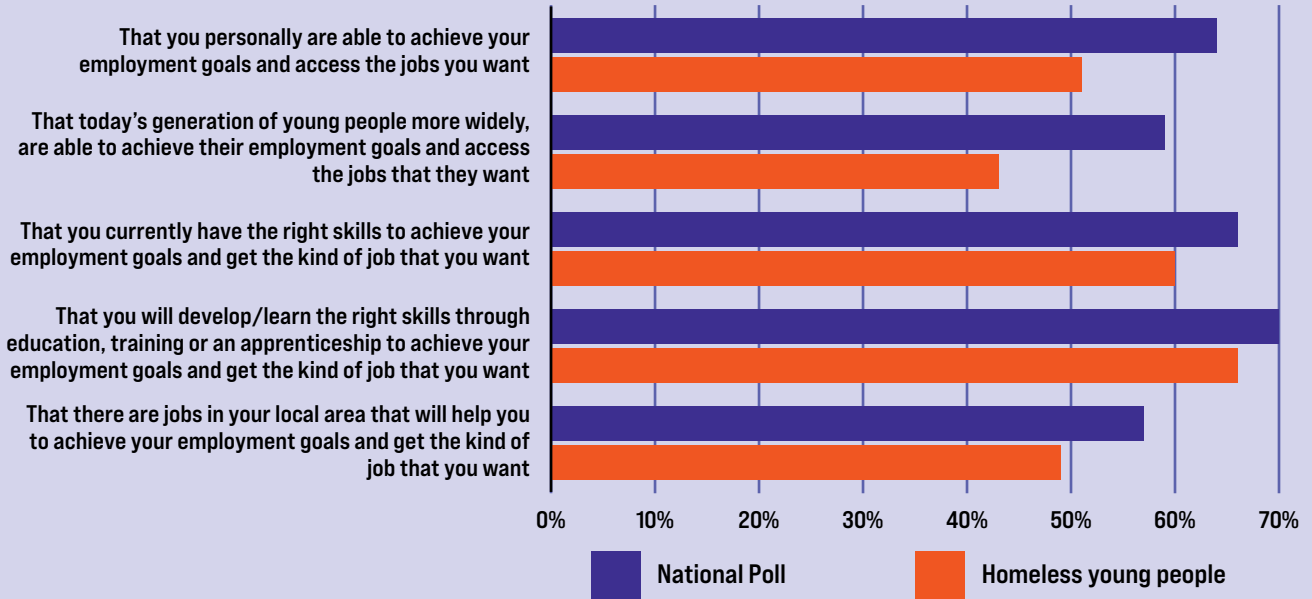


Figure 5: National poll and homeless young people survey findings of respondents' confidence to achieve their employment goals.

The national poll found that **three quarters (75 per cent)** of respondents identified the availability of local jobs as a barrier to them achieving their employment aspirations.

Additionally, two fifths (40 per cent) stated they are not confident that there are jobs in their local areas that will help them to achieve their employment goals. Regional analysis suggests that relatively low confidence pervades the majority of UK areas - with respondents being less confident in the North, devolved nations, and the South (excluding London) (56, 56, and 53 per cent respectively) than in London (62 per cent) and the Midlands (62 cent).

Stakeholders outlined that locality can dictate the roles that young people regularly access. For example, one stakeholder in the North of England highlighted that, while retail is favoured by many homeless young people in their area, access to this sector can be limited because town centres are often small and shops are abandoning high streets.

Additionally, expensive or insufficient public transport was reported by stakeholders as a barrier to employment for homeless young people. Some young people reported that the cost of living had greatly impacted their ability to afford travel expenses which limited them to job opportunities which were within walking distance.

Regional employment support, such as that offered by Jobcentres, can help to reduce the barrier of local job availability. This support can widen the opportunities available to them through providing travel expenses or

finding employment options where it is possible to work remotely. Furthermore, DWP outreach and community workers offer support to homeless young people within supported accommodation and bring the support to them which reduces barriers to accessing employment support.

Confidence that there are jobs in the local area that will help to achieve employment goals

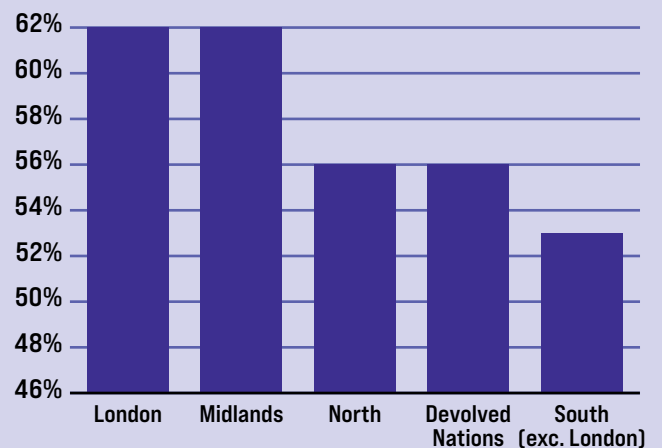


Figure 6: National poll findings of respondents' confidence that there are jobs in the local area that will help to achieve employment goals

Recommendation:

- The Department for Work and Pensions should recognise the hyperlocal barriers to employment for homeless young people and work with other relevant Government departments to overcome these barriers.

Apprenticeships

An apprenticeship involves paid employment through which apprentices acquire valuable employment skills and experiences. In addition to practical on-the-job training, apprentices dedicate a minimum of 20 per cent of their work hours to classroom-based learning with a college, university, or training provider, leading to an officially recognised qualification. **Some of the young people interviewed who had undertaken apprenticeships reported that they felt like they were treated differently by colleagues or employers.** For example, one young person noted that employers had a negative view of apprentices because previous apprentices had let them down:

“Nobody really likes apprentices. Apprentices have a bad rep because of other people that have just basically messed it up for everybody else, where they don't listen and they cost money and it's not worth it”

– Daniel, London

This meant that it could be challenging for young people to enter into apprenticeships as employers were reticent to take them on due to their negative experiences or views of apprentices.

Many young people also spoke about how the apprenticeship wage was not enough for them to live on. As previously outlined, earning the right amount of money is an issue for homeless young people. Benefits can be impacted by earnings, resulting in them paying a large amount of rent and being worse off compared to those who are not in work.

“We need to look at benefits and the trap that it places on young people and especially young people in supported accommodation... Apprenticeships are basically inaccessible for our young people because the wages either too low or too high.”

– Employment support worker, youth homeless charity, London

Many young people interviewed reported that they had enjoyed being an apprentice because of the opportunity that it gave them to study and learn on the job. They reported that they had relished learning the practical on-the-job skills that they would not get from completing a university course, and that these experiences often meant that they felt more prepared for full-time employment at the end of their apprenticeship. However, these positive experiences were often outweighed by the low wages offered by an apprenticeship and the potential impact that their earnings had on their benefits. Young people spoke particularly about the experience of being on an apprenticeship wage for several years which meant they were unable to save and keep up with bills for extended periods of time.

As of April 2024, apprentices aged 19 and over who have finished the first year of their apprenticeship are entitled to the National Minimum (£8.60 for 19 – 20 year olds) or Living Wage (£11.44 for 21 and over). Therefore, these apprentices should be better able to support themselves financially during their apprenticeships. However, those who are under 19 or 19 and over in the first year of their apprenticeship still receive the apprenticeship rate (£6.40).

Consequently, it is likely that young people who are not entitled to the higher rates of pay will remain susceptible to issues associated with low wages. For example, young apprentices may not be able to cope with the rising cost of living and, thus, may be forced to end their apprenticeships prematurely:

“So if my wages don't go up, I'm not going to be able to carry on like this. I'm just struggling every month to live... I'm paying to go to work. Because I'm not earning enough for me to be able to be sustainable.”

– Connor, Yorkshire and the Humber

Stakeholders emphasised the need to make apprenticeships work for homeless young people. In doing this, stakeholders argued that wages should be sufficiently flexible to ensure that they do not have a negative impact on those living in supported accommodation. Therefore, stakeholders proposed a specific apprenticeship designed to meet the needs of young people living in supported accommodation. This apprenticeship would have an emphasis on employers understanding the complex needs of homeless young people and, subsequently, equip them to be able to support the young person while living in supported accommodation. Through this, the apprenticeship would help young people to develop their skills and gain relevant experience to access future work opportunities – while ensuring that they do not lose access to their benefits.

“There's plenty of industries where there's actually like lack of talent or we don't have the skills currently and we've got an untapped resource of young people who really want to do something, improve their lives, access a career that's kind of like sustainable and that they can develop in.”

– Employment support worker, youth homeless charity, London

Recommendations:

- **The Treasury and Department for Work and Pensions should extend the National Minimum or Living Wage to apprentices of all ages after their first year to reflect increased skills and experience gained.**
- **The Department for Work and Pensions should introduce innovative employment schemes and apprenticeships specifically designed to suit the needs of young people living in supported accommodation.**

Support

Centrepoint Works

Centrepoint Works gives young people the opportunity and the tools they need to complete their education, gain crucial skills and prepare for a career. Centrepoint Works' jobs & education advisors provide young people with impartial Careers Education Information, Advice & Guidance.

The team is able to support young people with equipment, clothing and travel expenses when they are taking on a new job or taking part in work experience opportunities. This can be helpful while young people are struggling financially while they are waiting to receive their first pay check. **The national poll found that young people value practical support such as flexible hours and equipment being provided - with 72 per cent of respondents stating that they would find this helpful.**

Other forms of support identified as helpful in the national poll include **more opportunities to access work experience while in education** (68 per cent), **more personalised career guidance** (68 per cent), and **mentoring** (65 per cent).

Beyond practical support, stakeholders also emphasised the value of holistic support. Centrepoint Works staff reported that they would have frequent check ins with the young people to ensure that they are happy and feel comfortable in their employment. **They expressed that many homeless young people struggle to navigate working relationships and office etiquette when entering employment.** Therefore, stakeholders expressed the importance of being there for them to talk through their issues and supporting them to understand why processes and practices exist in workplaces:

"It may be easy for them to go - 'Do you know what I'm going to give up because I don't understand why that is in place. I don't understand why that's happened.' So for me, the financial stuff is great and the bursary is fantastic. But it's also that holistic support around the understanding things that are going on... so making sure that they've got that continued, you know, pastoral support as well."

- Centrepoint Works staff member

This was reflected in interviews with young people, with some reporting that they had struggled with workplace relationships causing them to feel like there were cliques and complicated hierarchies. It is essential that young people feel like they belong in their employment – with young people interviewed regularly highlighting how important it was to enjoy working with colleagues. It is, therefore, key that young people are supported to adjust to their working environments and navigate workplace relationships. As such, support, such as that provided by Centrepoint is vital in providing consistent, in-work support to young employees – enabling them to overcome unfamiliarity with workplace cultures and develop understanding of relevant norms and processes.

Beyond supporting young people while in work, organisations like Centrepoint Works also regularly support young people to try out different employment opportunities. This allows them to learn about their own skills and preferences so that they can think long term about their employment goals. Centrepoint Works staff repeatedly highlighted the effectiveness of work experience and trial days in giving young people the opportunity to learn about themselves - discovering what they enjoy, what they are good at and, often, what they do not want to do:

"At least when they're doing work experience, and I mean it might be that they say 'Actually I've done the work experience. This isn't for me'. Great, they can walk away, but know that that isn't for them and they need to look into something else, but at least they're getting that experience."

- Centrepoint Works staff member

The role of the Jobcentre Plus

The Jobcentre Plus helps people to find work, apply for benefits such as Universal Credit and manage their benefits claims. **Young people who were interviewed expressed mixed experiences of Jobcentre support.** Several young people highlighted that they had experienced difficulties when explaining their limited work capacity to Jobcentre staff. Moreover, some young people felt their work coaches didn't believe them and had to bring supported housing staff to advocate for them.

"I thought 'does she maybe think I'm lying when I say I can't work?' So it was frustrating. I think the first few months I moved in, I ended up having to get my housing management officer to actually come down to the Jobcentre with me."

- Callum, North West

A homelessness case worker also highlighted a case in which they were told they were not permitted by the Jobcentre to provide advocacy for a vulnerable young person with complex needs:

"A young person I was working with who was fleeing domestic abuse and... they kept on missing appointments at the Jobcentre because they didn't have a working phone or weren't able to charge the phone because they were homeless. And when I contacted the Jobcentre on their behalf and I had their consent to try and make an arrangement to come into the Jobcentre, they outrightly said to me we don't talk to advocates, which was a bit of a shock."

- Homelessness case worker, London

Additionally, being required to attend the Jobcentre despite being unable to work was reported as challenging for many young people living in supported accommodation. Some young people interviewed reported that they felt like they were there effectively box-ticking when engaging with the Jobcentre and that they were not offered appropriate support that acknowledged their lived experience and current situation. Stakeholders, therefore, expressed the need for Jobcentres to find another way of working with homeless young people:

“Well, I think as well like for our young people because of their situations that they're in... they're not gonna be able to work. The Jobcentre does not function as a Jobcentre for them. They're not going to the Jobcentre to for support to get a job. They're going to collect benefits. So it's like totally different. So that can obviously breed apathy... So there's just a missing piece in the system, basically where young people... should be working towards their long term aspirations. But actually they're working with us [charity staff] to achieve that because they can't do that through the Jobcentre because just of the nature of the service, like they're exempt from it and essentially it doesn't work for them.”

– Employment support worker, youth homeless charity, London

Interviews with stakeholders and young people also highlighted the need for greater consistency with the support offered by the Jobcentre and work coaches. Some work coaches reportedly had more awareness than others of the issues affecting homeless young people and would, therefore, personalise their approaches to working with them. However, many interviewees expressed that there was a disparity between work coaches and that there is a high chance of a young person being assigned a work coach with limited understanding of youth homelessness.

“ I got very fortunate with the job coach that I had at the time, being someone who is ready to understand and to have an open mind. Because not every Jobcentre worker is going to be the same. There is a little element of luck. ”

– Sam, London

While the Jobcentre does do excellent work to support vulnerable young people into employment, evidence suggests that this is not consistent across locations and some interviewees were unaware of the specific support that was available for homeless young people. It would be beneficial for work coaches across the board

to receive training around youth homelessness from a trauma-informed approach, and for specific support which is available for homeless young people to be promoted so that young people and support staff are aware that they can access it.

However, interviews with young people show that well trained and empathetic Jobcentre staff often encouraged young people to think long term and pursue their aspirations. For example, by offering training courses that reflect young people's interests and encouraging young people to think about what skills they can bring to employers in the future:

“Yeah, to be fair, the Jobcentre helped a lot. Because for the past two years, they've had it known that I can't work. So they have spoken to me about courses that could do or informing me of what's out there and what kind of routes that I could take to get jobs.”

– Callum, North West

This was reflected in some interviews with homelessness sector stakeholders who highlighted that specific youth and homelessness advisors at the Jobcentre are likely to understand homeless young people's circumstances and are, therefore, more aware of their support needs. For example, work coaches who have understood young people's situations have paused job search requirements so that they do not face sanctions when they are unable to work more hours while living in supported accommodation or are suffering with mental health issues. These work coaches make a commitment to a trauma-informed approach with their claimants and take the time to understand all aspects of the young person's circumstances in order to provide appropriate support. Understandably, it can be challenging to spend long amounts of time with claimants to provide this support with large caseloads to manage. Therefore, we recommend that a trauma-informed approach is used consistently by all work coaches; and that more time and resources are allocated to allow for greater capacity to understand complex needs and thus to be able to provide more appropriate support.

Work coaches noted that young people engage better and feel more comfortable in Youth Hubs compared to the Jobcentre. Youth Hubs are an agreed external provider site where DWP work coaches are co-located alongside other support sources such as housing, domestic violence and food banks. This co-location of services is particularly helpful for homeless young people as work coaches are able to communicate with other organisations and ensure that the young person's multiple needs are met in order to prepare them for employment.

“The attendance rate is quite high here at the Youth Hub compared to the Jobcentre because at the Youth Hub you know they've got access to so many different organisations that can actually help them to support them with their complex issues.”

– Work Coach, London

Recommendation:

- **The Department of Work and Pensions should ensure all work coaches are trained to be trauma-informed by working with expert stakeholders, such as homelessness charities, to build and introduce mandatory trauma-informed training courses.**
 - **The Department for Work and Pensions should allocate more time and resources for work coaches to interact with claimants to promote understanding of complex needs and more appropriate support.**
 - **The Department for Work and Pensions should increase the number of Youth Hubs to ensure that homeless young people and care leavers are able to access multiple forms of essential support under one roof and are successfully prepared for employment.**
-

Potential over experience

Stakeholders and employers emphasised the importance of recognising the potential in a young person rather than their experience. As such, stakeholders suggested skills-based job descriptions and applications to help young people identify suitable roles. Additionally, work experience and specific schemes such as the Jobcentre's Sector-based Work Academy Programmes (SWAPs) can be helpful in providing a level of experience and training to prepare young people for employment. SWAPs offer job opportunities to unemployed people looking to apply for jobs in a different sector or new sector. They offer participants: pre-employment training; a short work placement with a business; and a guaranteed job interview. SWAP employers should prioritise treating participants like regular employees as much as possible. This work experience aims to offer young people direct exposure to the job's demands while allowing them to showcase their skills and demonstrate value and potential to the employer. Having a guaranteed interview at the end ensures that young people feel like they are working towards a goal throughout their work experience.

Other novel schemes specifically set up for homeless young people would be greatly beneficial. For example, Stepping Stone Accommodation, such as Centrepoint's Independent Living and St Basil's Live and Work programmes, allows young people to earn and live, while living in sub-market accommodation. Stepping Stone Accommodation provides genuinely affordable housing to young people who would otherwise struggle to access tenures in the private and social rented sectors. In doing this, Stepping Stone Accommodation enables tenants to transition to employment, move away from using benefits and pay their rent through their earned income. One young person who was interviewed spoke about how Stepping Stone Accommodation had helped them to be able to build on their employment experiences and aspirations:

"Because I was paying a third of my wages, it gave me that confidence to start doing a bit more stuff because I had the financial means to do it."

- Daniel, London

There is evidently a need for more employment schemes for young people living in supported accommodation. Employers need to have an understanding of the interaction between benefits and wages in order to effectively support homeless young people in employment. Additionally, the young person needs experience in order to progress with their career aspirations. An example of a potential scheme which could work to support young people in supported accommodation into work would be one year 'ready to move on' apprenticeships which would be specifically tailored to provide young people with hands-on work experience and would equip them with skills to progress into long-term employment. As with the SWAP schemes, these apprentices should have guaranteed interviews at the end of the placements in order for the young person to feel that they are working towards an attainable goal.

"But I think what needs to happen within the hostel space is there needs to be some sort of awareness raised and there needs to be some sort of a transitional process where these young people are supported for the world of work where they are encouraged and prepared at different stages, what to expect and the expectations are managed on that level. So when they get into the workplace, they can adapt and they can like progress. We don't want them to go in and go back to square one again because then that's a catch 22 situation. So there needs to be a scheme, some sort of transitional process for them that can guide them through that whole scenario of the world of work and staying in work and progressing and actually enjoying work."

- Outreach worker, DWP, London



Conclusion

The findings of this report outline the variety of employment aspirations and motivations of young people and how these can be shaped by experiences of homelessness. Despite their aspirations and motivations, systemic challenges such as low benefits and wages, limited availability of local jobs and discrimination in the jobs market continue to impede employment access and opportunities to realise employment goals. These barriers highlight the need for targeted interventions and policy measures to create supportive pathways to employment for homeless young people. By increasing benefits and wages, providing practical support, and offering personalised employment schemes, homeless young people can be supported to achieve their employment aspirations and develop in their lives.





Appendix

National Poll

| Gender | % of 1000 respondents |
|-------------------|-----------------------|
| Male | 50% |
| Female | 49% |
| Other | 1% |
| Prefer not to say | 1% |

| Age | % of 1000 respondents |
|-----|-----------------------|
| 16 | 4% |
| 17 | 7% |
| 18 | 18% |
| 19 | 10% |
| 20 | 11% |
| 21 | 8% |
| 22 | 9% |
| 23 | 11% |
| 24 | 13% |
| 25 | 9% |

| Region | % of 1000 respondents |
|--------------------------|-----------------------|
| Scotland | 8% |
| Northern Ireland | 3% |
| Wales | 5% |
| North East | 4% |
| North West | 11% |
| Yorkshire and Humberside | 8% |
| East Midlands | 7% |
| West Midlands | 9% |
| East of England | 9% |
| South East | 13% |
| South West | 8% |
| London | 14% |

| Employment situation | % of 1000 respondents |
|--|-----------------------|
| I'm studying full time | 30% |
| I'm studying and working in part time job | 20% |
| I'm working full time while studying | 6% |
| I'm not studying and I'm currently looking for a job | 3% |
| I'm working part time while searching for a full-time job | 5% |
| I'm working part time, with no current plans to find a full time job | 3% |
| I'm working full time in a job | 24% |
| I'm not working or studying at the moment | 5% |
| I'm having a gap year | 2% |
| Other (please specify) | 1% |

Survey of homeless young people

| Gender | % of 246 respondents |
|-------------------|----------------------|
| Male | 49% |
| Female | 48% |
| Non-binary | 2% |
| Other | 0% |
| Prefer not to say | 2% |

| Age | % of 246 respondents |
|-----|----------------------|
| 16 | 2% |
| 17 | 4% |
| 18 | 12% |
| 19 | 18% |
| 20 | 18% |
| 21 | 14% |
| 22 | 10% |
| 23 | 10% |
| 24 | 7% |
| 25 | 6% |

| Region | % of 246 respondents |
|--------------------------|----------------------|
| North East | 7% |
| North West | 24% |
| Yorkshire and the Humber | 17% |
| East Midlands (England) | 3% |
| West Midlands (England) | 4% |
| East of England | 0% |
| London | 37% |
| South East (England) | 5% |
| South West (England) | 2% |

| Employment situation | % of 246 respondents |
|--|----------------------|
| I'm studying full time | 21% |
| I'm studying and working in part time job | 3% |
| I'm working full time while studying | 2% |
| I'm not studying and I'm currently looking for a job | 19% |
| I'm working part time while searching for a full-time job | 3% |
| I'm working part time, with no current plans to find a full time job | 2% |
| I'm working full time in a job | 7% |
| I'm not working or studying at the moment | 29% |
| I'm having a gap year | 2% |
| Other (please specify) | 12% |

End notes

1. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/summaryoflabourmarketstatistics>
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