



Department
for Work &
Pensions



Young people and work: Diagnostic report

This report tells you why lots of young people are out of work or not doing any learning or training



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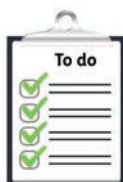
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Young people and work



At the moment, nearly 1 million young people do not have a job. And they are not doing any learning.



Not doing learning means they are not at school, college or university.



And they are not learning skills to help them get a job.



A lot of young people who are out of work have never had a job.



And a lot of young people who are out of work are not looking for a job.

Why the Government needs to look at young people and work



The number of young people out of work or learning is going up.



Young people who are out of work have less money and are less happy in their lives.



The longer they are out of work or learning, the harder it can be for them to get a job.



When people are out of work, it costs the Government a lot of money.



They have to pay more for things like **benefits**. **Benefits** means money from the Government for people who need help to pay for things.



This might be because they are unwell, disabled, or do not have a job.



The Government may also have to pay more for training to help young people into work.



If things don't change, it will cost more money every year.



We need to support more young people into work.



We want all young people to have the chance to work and do well in life.



It does not matter where people come from or what school they go to.



No young people should miss out.

About this report



The Right Honourable Alan Milburn works with the Government.



He is looking at young people and work.



This report tells you about what Alan has found out so far.



Alan worked with a lot of people to write this report.



He worked with lots of people across different parts of the Government.



And he worked with people who know a lot about work, learning and health.

What the team did



Alan and the team got lots of information about young people and work.

They did things like:



- **A call for evidence.**

A **Call for Evidence** is when we ask lots of people to share what they think. There are questions for people to answer.



- Had lots of meetings with **employers** and local groups.

An **employer** is the person or place you work for.



- Spoke with hundreds of young people.



- Looked at other information that the Government already has.



- Did lots of surveys.

Health conditions and being Neurodivergent



A **health condition** is a problem that affects your body. Things like having pain. Or having problems with your heart or breathing.



Or it could be to do with your **mental health**. **Mental health** is things like your thoughts and feelings. And how you cope in everyday life.



We say **Neurodivergent** like this **new row die ver jent**.



Neurodivergent is when your brain works differently from other people's. Things like being autistic or having ADHD.



You might think and feel things differently.



And you may **communicate** in a different way. **Communicate** means being able to tell other people what you want and how you feel.



The main reason a lot of young people are out of work is because of a health condition or disability.



A lot of neurodivergent young people are out of work. This is because work cannot support them with the things they need.



Most young people who are out of work because of their health stay out of work.

Getting a job



Nowadays, it is harder for young people to get a job.



There are less jobs for young people who have just finished school or college.



There are less **apprenticeships**.
An **apprenticeship** is special training for young people.



For an apprenticeship, you have a job and you spend some time learning in college.



Employers often use computers to choose who comes for a job interview.



This makes it harder for young people to get an interview.



Employers choose staff who have done some work before.



But a lot of young people have not had a job before.



Young people often ask for lots of jobs. But they don't hear anything back.

Schools and colleges



Schools and colleges help young people to pass **exams**.

Exams are a test to see much you know about something.



They do not always give young people the right skills they need to get a job.

And too many young people do not get to do **work experience**.

Work experience is when a person works for a company for a short amount of time.



They learn about the company and get new skills.



This means lots of young people are not ready for a job when they leave school or college.



Some children and young people are more likely to be out of work when they are older.

This might be:



SEND

- Children who need extra support to learn. We say children who need extra support to learn have **Special Educational Needs and Disabilities**. We call it **SEND** for short.



- Children who have problems with their mental health.



- Children who are not ready to start school when they are aged 4 or 5.



- Children who do not feel safe, happy or well enough to come to school.



Schools and colleges can spot who might be more likely to be out of work when they are older.



But they do not do enough to support these young people to get jobs in the future.

Employers



Employers want to give jobs to young people.



But lots of young people are worried and do not feel **confident** about work. **Confident** means feeling able to do something.



Some young people have extra health needs too.



This can mean some young people need a lot of support to start work.



Employers do not know how to support young people properly.



It can be easier for them to give jobs to older workers instead. Older workers might have had a job before.

Health services



Doctors and nurses treat health problems.



If a person's health affects them at work, doctors might write them a **fit note**.

A **fit note** is a form that says you are not able to work.



But some people might not need to be off work. They might still be able to do some parts of their job.



Or they might just need some support or small changes to be able to do their job.



At the moment you work and do all of your job. Or you get a fit note and are off work.

Benefits



Some people with a health condition or disability cannot work.



Benefits should always support people who really need it.



But some young people who get benefits could work with some support.



A lot of people who get benefits when they are young do not get a job. They stay on benefits all of their lives.



Not many people stop asking for benefits once they get them.



The Government spends a lot of money on benefits for young people.



But they do not spend much money on supporting young people to move into work.



Some young people can get all the money they need to live from benefits.



They are worried that if they try to find a job or work, they will lose their benefits.

How Services work now



The services that support young people do not work together or share information.



Each service only looks at 1 thing.



Schools help young people to learn.



Health services treat health problems.



Benefits look at what someone can't do and what benefit they need.



Services do not look at a young person's whole life.



They do not help young people get ready for work.



Different parts of the Government and local councils run different services.



It can be hard to know who is in charge.

Young people nowadays



Young people's lives are different now to young people in the past.



Some things have changed around the world.



Things like COVID-19. This was a time when lots of people around the world had to stay home.



This affected young people's mental health.



And it meant lots of young people missed out on learning at school or college.

What needs to happen



We have spoken to lots of young people to write this report.



They told us they want to work.



To make this happen, lots of things need to change.



Schools, colleges, health services and benefit services all need to change.



There needs to be more jobs for young people.



Families need to help young people get ready for work too.



We need a better way of doing things.



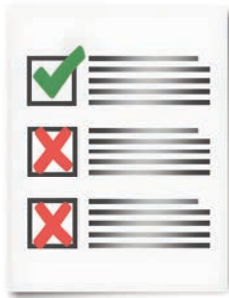
Services need to work together closely.



The Government needs to set the rules to make this happen.



We need to decide if we should keep supporting young people the same way as before.



Or if we need to change things to meet young people's needs today.

Next steps



Alan will write another report by the end of 2026.



It will give some ideas about how to make things better.



This will help the Government to decide what to do next.