



Thursday 12th March 2026



JOBS, EMPLOYMENT AND TRAINING

HAVE YOUR SAY SEFTON



SEFTON

Sefton Young Advisors

Sefton Young Advisors are a group of young people aged **15–22 (25 with SEND)** who are paid and trained professionals employed by Sefton CVS.

Young Advisors work with **young people** and **professionals** to improve youth voice in Sefton.

This is done in ways such as youth proofing, training, focus groups and working with organisations.



YOUNG ADVISORS

HAVE YOUR SAY SEFTON



Have Your Say Sefton is an opportunity for young people in Sefton to share their views with Senior Leaders and Elected Members in Sefton. Young people decide on the topic that we focus on and then the topic is facilitated by Sefton Young Advisors who visit schools, youth organisations and put together surveys to reach a wide variety of young people in Sefton. Once we have spoken to young people, we feed this back to Senior Leaders and Elected Members in Sefton to make a difference.

JOBS, EMPLOYMENT AND TRAINING

Sefton Young Advisors asked young people in a survey what topic that they would like to discuss for Have Your Say Sefton.



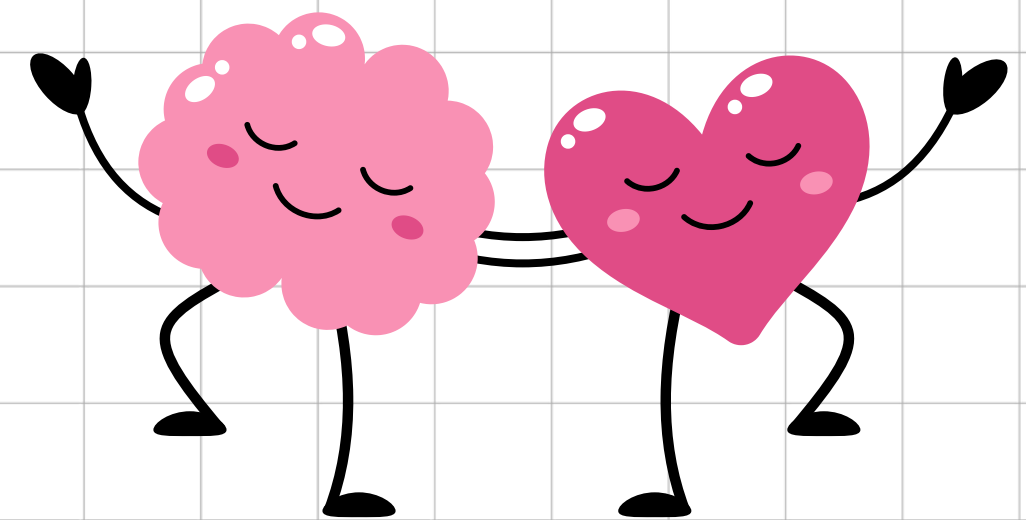
Jobs, Employment and Training came out as the most popular topic!



UPDATE

UPDATE FROM PREVIOUS HAVE YOUR SAY SEFTON TOPIC OF HEALTH AND WELLBEING

- We have linked in with the Healthy Weight Strategic Meeting and plan to take this to a future meeting to discuss.**
- The presentation from the health and wellbeing meeting has been sent to Liverpool John Moores University to link into the new Sefton Health and Wellbeing Strategy.**
- The presentation was delivered at the Every Child Matters Forum, Thrive Network and Sefton Youth Voice Strategic Steering Group.**



We used focus groups, surveys, interviews and other methods to gather Youth Voice.

We conducted focus group consultations at four youth groups and created and shared a Sefton-wide survey consisting of themes:

- Where young people look for information
- What barriers there are for young people to get jobs, employment or training
- What would make it easier for young people

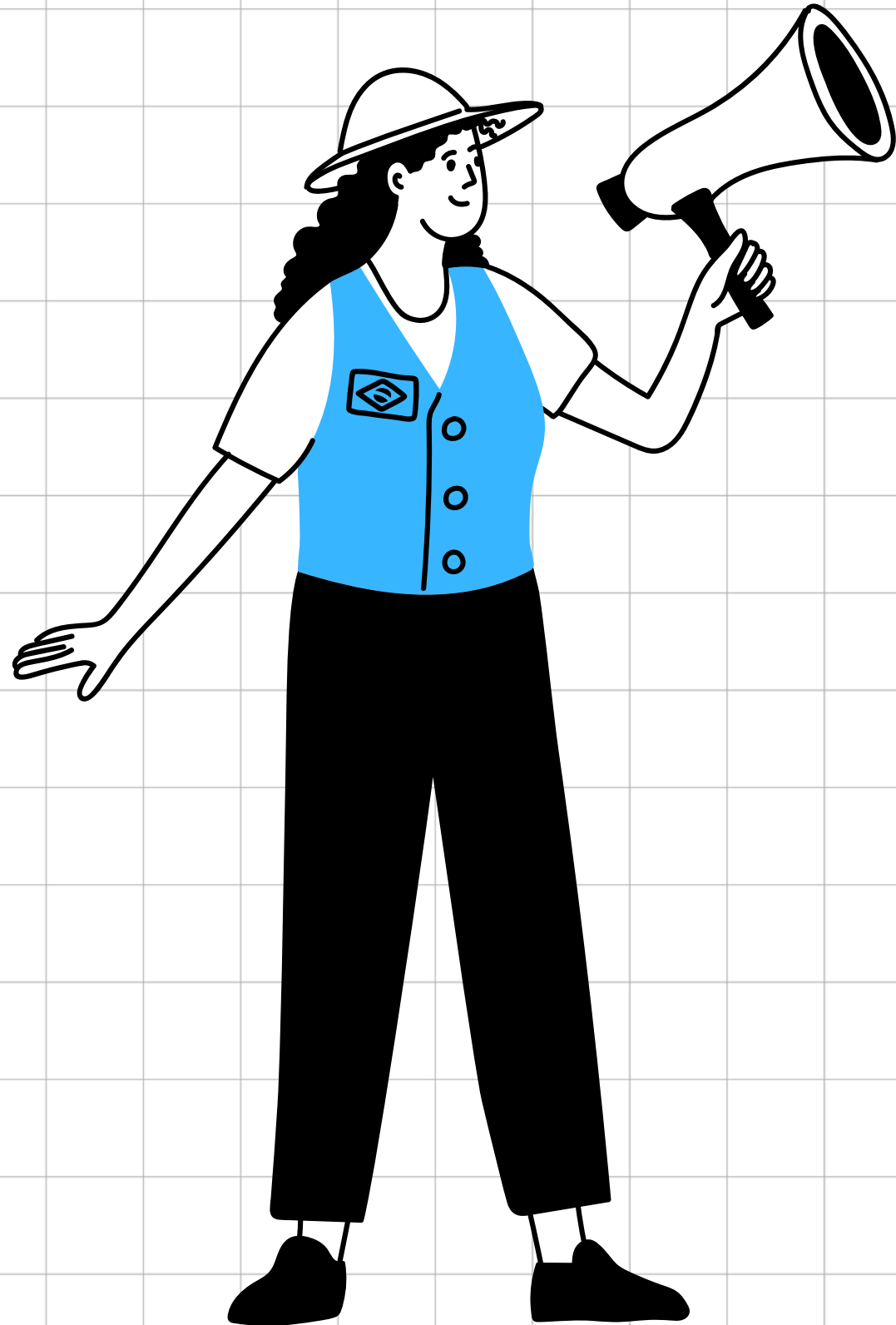


HOW WE ENGAGED



WITH YOUNG PEOPLE

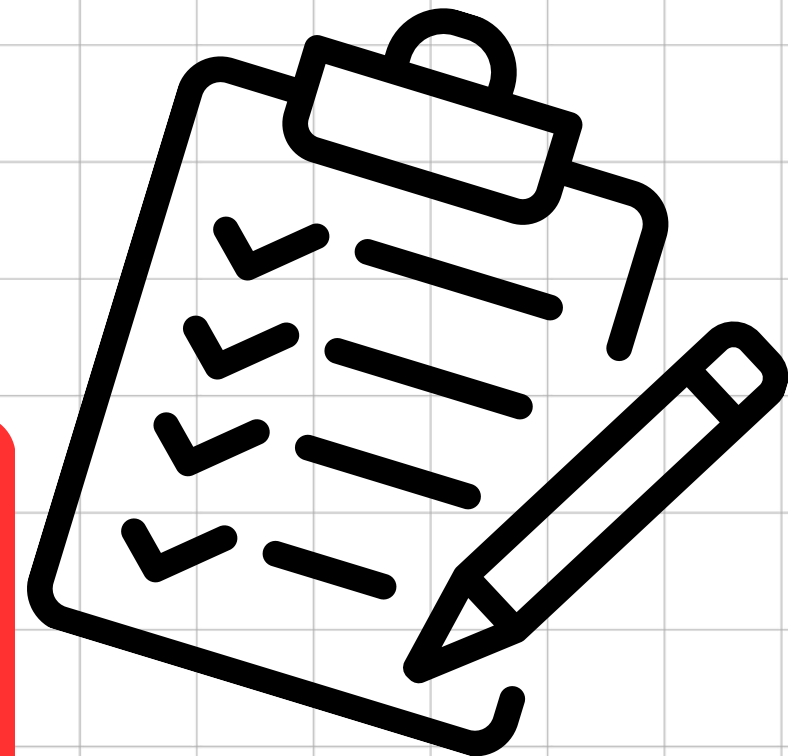
AIMS FOR THIS MEETING



We want to:

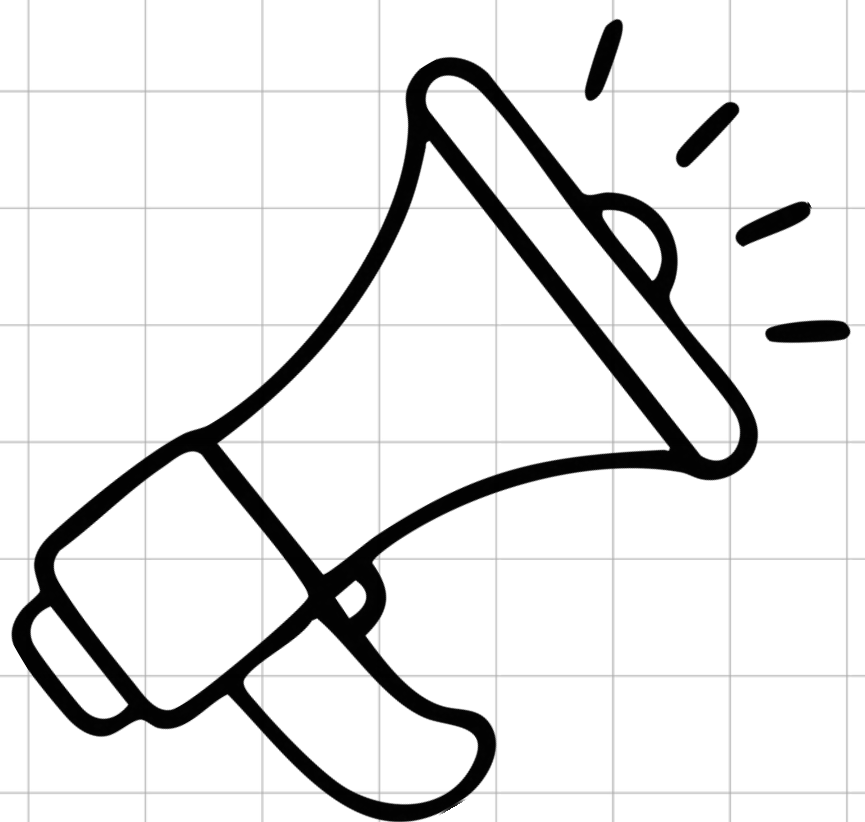
- Share the voices of young people from across Sefton in relation to **jobs, employment or training**
- Making a **tangible change** to Jobs and employment in the Sefton area.
- **Establish a link** between Young People and Senior Leaders.
- Ensure a commitment from Senior Leaders for meaningful action to be taken based on this meeting.
- To be able to **feedback to young people** actions based on what they have told us.

CONSULTATION



In total we engaged with 75 young people via face-to-face workshops, virtual workshops and via an online survey.

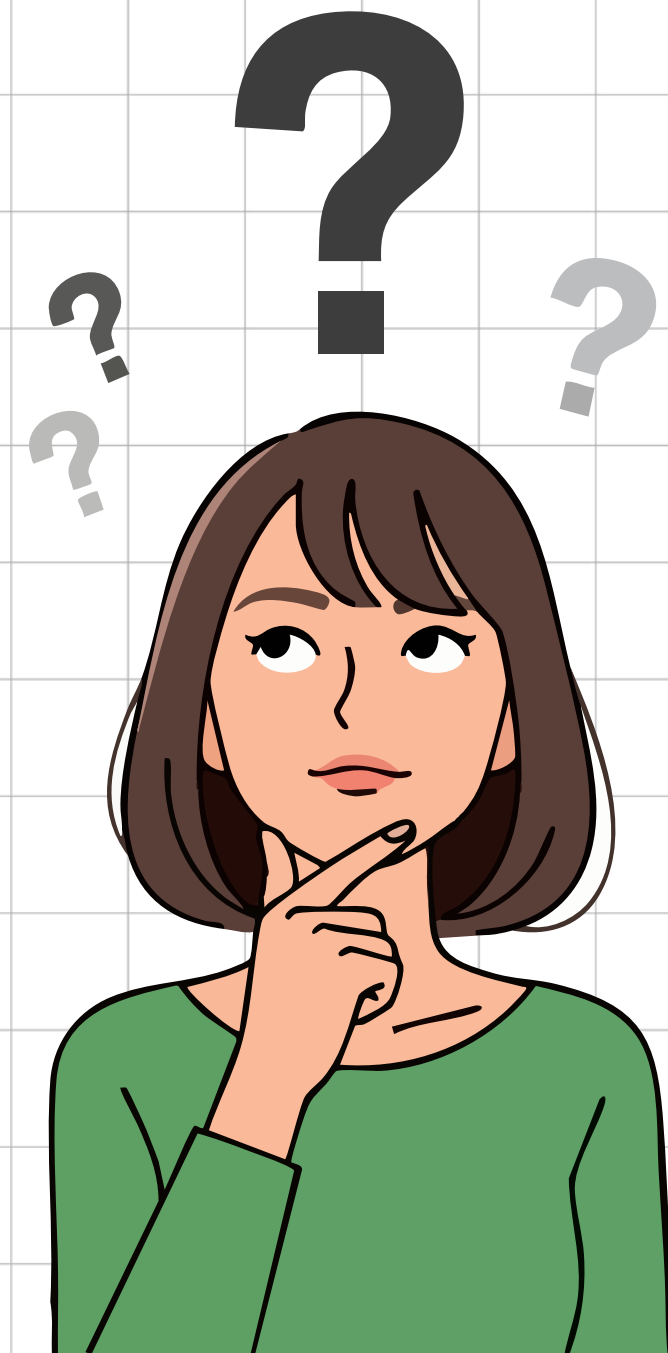
We delivered 3 face-to-face workshops with local youth organisations and groups and one virtual workshop.



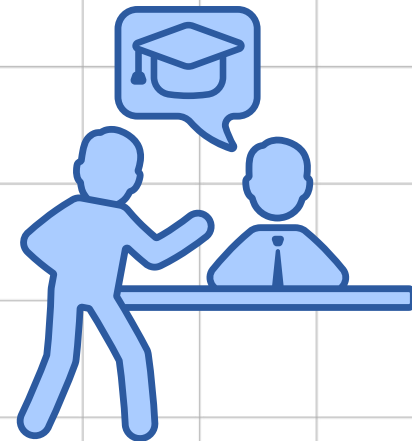
FEEDBACK

THEMES OF WORKSHOP

During the workshops, Young Advisors asked young people questions about the accessibility of employment information, what barriers they think that there are to accessing jobs or training and the solutions that they think could make this easier, as well as what they think employers should be considering when interacting with young people.



WHO AND WHERE DO YOU GET INFORMATION ABOUT JOBS EMPLOYMENT AND TRAINING?



jobcentreplus



Young People talked about a wide range of places they get their information from. The most common places were online for example on Indeed, The Job Centre, careers advisers, friends and family, and information boards including flyers and posters. Others mentioned general web searches, Career Connect, Sefton @ Work, the Sefton Council website, GOV.uk, youth groups, colleges or further education, a quiz at school, the Prince's Trust and word of mouth.

IS IT EASY TO FIND INFORMATION?

- Generally easy to find
- Good support from college (e.g. with placements and information)

- Depends if you know what job you want
- Information doesn't always suit their interests

- Not easy to find
- Apprenticeship information is difficult to access
- Not sure where to look



Overall, responses were mixed, with some young people finding information easy to access information while others found it more difficult

WHAT DO YOU FIND DIFFICULT ABOUT FINDING INFORMATION ABOUT JOBS/TRAINING?

Location & Travel

- Depends where you live
- Travelling to work
- Some employers prefer you to live closer

Workplace Barriers

- Told they must volunteer first
- Promised training but given low-level tasks
- Not gaining meaningful skills
- Companies not sharing full details (e.g. pay)
- Job information not always updated

Finding Information & Support

- Not knowing where to look for jobs
- Not knowing who to ask
- Not feeling comfortable asking for help
- Harder to find training opportunities
- Apprenticeship information difficult to access

WHAT BARRIERS ARE THERE TO ACCESSING JOBS/TRAINING?

Accessibility Barriers

ADHD, dyslexia, additional needs, disabilities

Not being able to read forms

Not understanding questions

Physical accessibility

Language barriers

Individual needs

Opportunity Barriers

Lack of experience and qualifications

Limited access to internet/computers

Travel and related costs

Not having an NI number

Age

WHAT BARRIERS ARE THERE TO ACCESSING JOBS/TRAINING?

Employer-based Barriers

Lack of preparation or unexpected panel members

Low wages

Other

Not knowing what you want to do

Impact on Universal Credit

Feeling uncomfortable

Confidence

WHAT WOULD MAKE IT EASIER TO ACCESS JOBS/TRAINING?



Recruitment

- Phone conversations instead of long application forms
- Shorter application forms
- Grades not being a dealbreaker
- Focus on character and skills, not just grades
- Skills tests before starting a role



Advice

- Careers advice for first part-time jobs
- Support before first interviews
- Clear information about the interview process
- Feedback after interviews

WHAT WOULD MAKE IT EASIER TO ACCESS JOBS/TRAINING?



Opportunity

- More work experience placements
- More job opportunities
- Jobs that don't require qualifications
- Jobs that are not purely academic



Support

- Free or subsidised travel
- Public transport-to-work schemes
- Employers understanding individual needs
- Accommodations for disabilities

WHAT GUIDELINES DO WE WANT EMPLOYERS TO CONSIDER FOR YOUNG PEOPLE?

Fair Treatment



- Treat young people the same as other staff
- Show respect and understanding
- Be trustworthy (e.g. paying on time)
- Give young people a chance



Flexibility



- Flexible hours that work around school
- Good break times
- Relaxed dress where appropriate
- Not expecting too much too soon



WHAT GUIDELINES DO WE WANT EMPLOYERS TO CONSIDER FOR YOUNG PEOPLE?

Guidance



- Clear onboarding and explanation of the role
- Introduction to colleagues
- Buddy system to learn from others
- Trial shifts to build confidence
- Collaboration between school and employers



Fair Recruitment



- Don't judge someone on one interview
- Provide all the information needed
- Give feedback and opportunities to improve



To watch a video detailing the survey responses please Click below

[survey video](#)



SURVEY

VIDEO



RECOMMENDATIONS

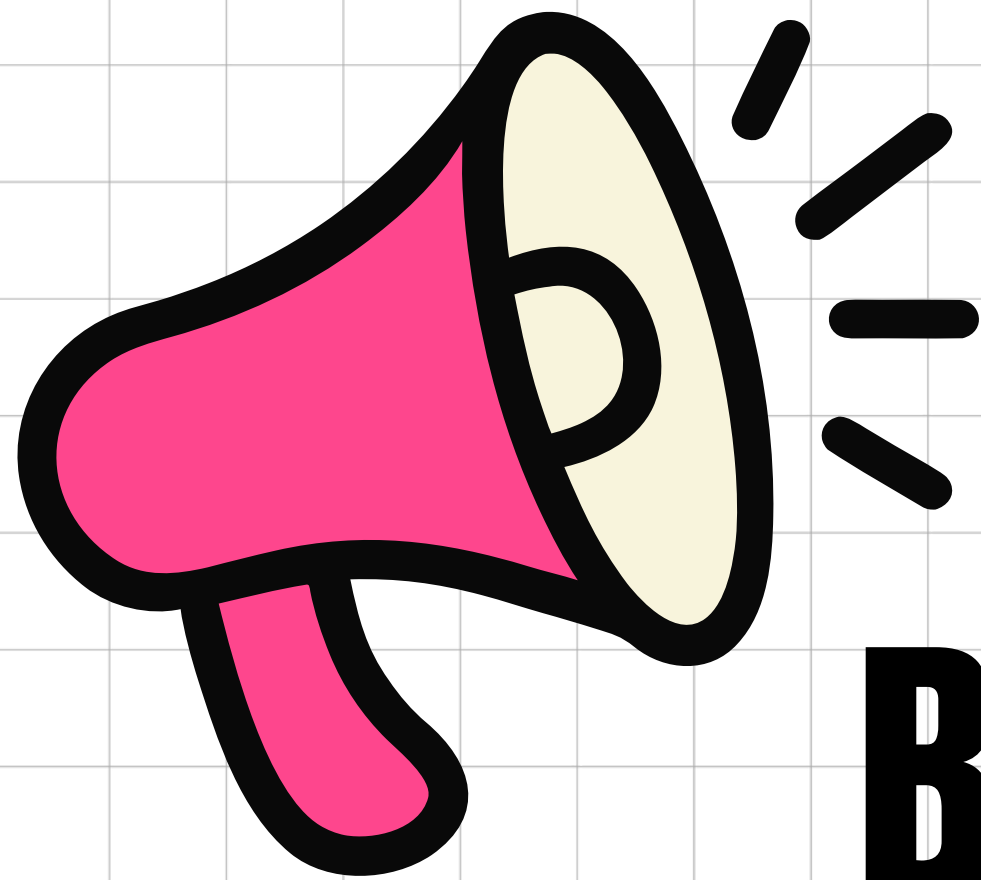
Based on the feedback gathered from the survey and focus groups, Sefton Young Advisors have made some recommendations...

- More support in education settings for writing a CV (not just a one off lesson)**
- Top tips resource created for young people to know their rights when going into the workplace, about fair wages, breaktimes etc. This should be in an easy read format and available in different languages.**
- Better promotion of local job services such as Sefton @ Work and Career Connect.**
- More conversation amongst Leaders around access to transport and how to reduce the cost of transport for Children and Young People.**

RECOMMENDATIONS

Based on the feedback gathered from the survey and focus groups, Sefton Young Advisors have made some recommendations...

- Have vacancy/training boards in local schools/colleges and in areas where young people are with QR codes for more information.**
- Local businesses to link in with local youth groups etc to advertise local jobs to reduce travel related costs.**
- Employers to promote that they are a youth friendly employer. There could be a pledge or a badge that states this.**



BREAK OUT ROOM

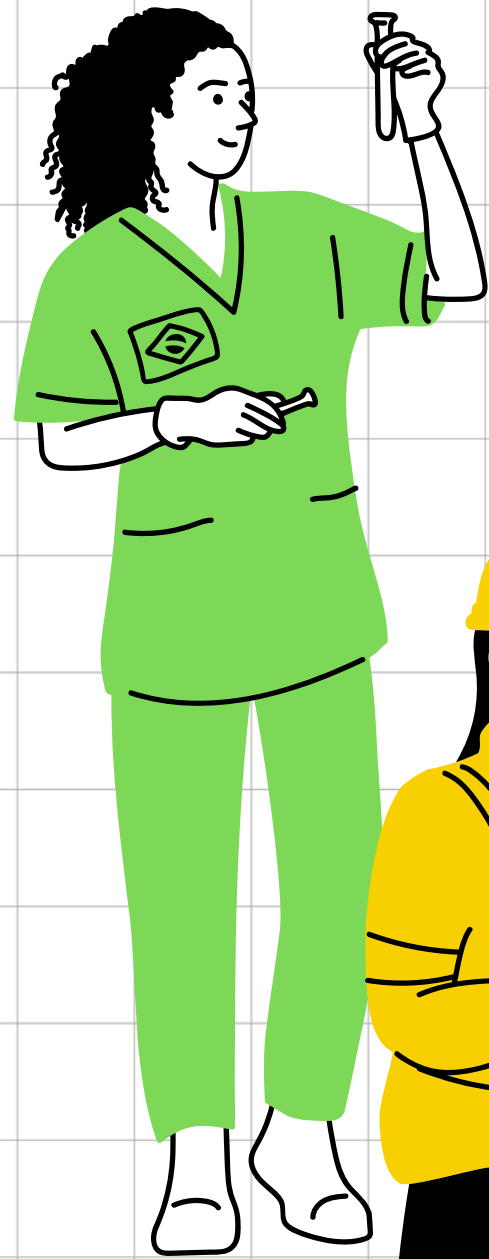
DISCUSSIONS





**HOW CAN WE WORK WITH YOU TO
IMPROVE JOBS, EMPLOYMENT AND
TRAINING FOR YOUNG PEOPLE IN
SEFTON?**





THANKS!

**THANK YOU FOR LISTENING AND TAKING
PART IN OUR MEETING THIS EVENING.
FOR MORE INFORMATION PLEASE CONTACT:
YOUNG.ADVISORS@SEFTONCVS.ORG.UK**

