



Policy Secondment

Improving employment and skills outcomes for young adults not in employment, education or training.

Background

As part of the deep dive into the nature of youth unemployment in Islington, Islington Council's Employment, Skills and Culture team has trialled estate-based /locality led youth employment support. The success of the initiative underlines that a community based approach is key to engaging 'hard to reach' young adults. They have also trialled providing employment coaching for young people supported by the Youth Offending Service, which has highlighted the need for dedicated specialist expertise. This specialist, community-based employment and skills team for young adults will operate alongside existing council services with the aim of delivering targeted interventions to improve outcomes for specific cohorts who are either not progressing, or not engaged with existing council services. The new resource will be co-designed with vulnerable young adults, in collaboration with community-based youth organisations. The resource will also act as a catalyst for wider a cultural change by increasing expectations for vulnerable young peoples' employment and skills outcomes. For example, the team will support existing targeted services by providing employment coaching CPD for practitioners. Critical to the success of the initiative is stepping-up engagement with Islington's anchor institutions and businesses, to create a cadre of local employers who want to play their part to give our vulnerable young adults the experiences the need to succeed at work.

The Secondee will support the team to develop an evaluation framework and devise a plan on mapping the development of the pilot programme as well as setting up best practice of the cohort.

You will work with the Youth Employment, Progression and Skills service at Islington Council to deliver this project, specific tasks will include:

- Mapping the development of the pilot
- Help to implement the evaluation framework
- Understanding and remodelling best practice of the cohort
- Best practice for care leavers
- Qualitative data – transformation of young people
- Assessment of successful interventions
- Organising a best practice workshop between UCL academics and practitioners
- Help delivering training for employers on good models and practices with supporting vulnerable groups. We are considering a framework to show that we have endorsed employers for having undertaken our training for example (similar to a charter).
- Help to collate, package and showcase evidence of what good practice looks like to share with other local authorities and stakeholders through a range of resources and materials.
- Help to create/ deliver CPD and resources.

About you

**Skills required:**

- Good working knowledge of youth employment or ability to quickly learn about complex policy areas in this space
- Experience of:
 - o developing evaluation frameworks and plans;
 - o identifying appropriate evaluation methods and on implementing evaluation methods;
 - o prioritising evaluation questions;
 - o providing guidance on analysing data (quantitative and qualitative);
 - o providing guidance on embedding learning from evaluation.
- Ability to synthesise multiple data sources and present complex policy issues in clear written prose accessible to a wide variety of audiences
- Strong stakeholder management skills and ability to work effectively with a wide range of project partners
- Excellent organisational and project management skills

Skills desirable:

- Experience in event organisation
- Experience of engaging young people i.e. 'youth voice' through innovative evaluation methods

About us

Islington is a borough that is rich with opportunity, offering some of the best jobs in the world on our doorstep across virtually all sectors. Despite the many advantages that Islington offers to young people, barriers including child poverty, overcrowding at home and unemployment prevent many of them from benefitting from the opportunities around them. Addressing these inequalities that exist in the borough is at the core of our work in Islington Council, and we do this through innovative and collaborative work across council services and with local partners.

More recently the impact of Covid-19 on the labour market and the extent to which young people, especially BAME or those who are from vulnerable backgrounds, are disproportionately affected, mean we are facing a scale of youth unemployment unlike anything we have seen in recent years. The council has committed to supporting the most vulnerable young people with the new Youth Employability and Skills programme as part of a wider approach to improving education, employment and training outcomes for young people.

Secondments at Islington Council

Secondments at Islington Council are an exciting opportunity for researchers and professional services staff to gain insight into the delivery of new policy ideas through research, evidence, political meetings and sector engagement. The Secondee will benefit from working among Islington's policy experts and benefit from the different perspectives and strengths of local authority officer. The Secondee's valuable skills in the development and deployment of evaluation framework will be further complemented by a greater understanding of how policy is developed and implemented by the public sector. The Secondee will also gain valuable experience of working on live, complex issues related to youth employment, which will benefit their research/career development and ability to innovate. Additionally, the Secondee will be able to work with data and partners that would otherwise be unavailable.



Funding

This Secondment is funded by UCL's Higher Education Innovation Fund (HEIF) up to £14,982.

Location

The placement will be based at Islington Council's office in 222 Upper Street, London N1 1XR. During Covid-19 restrictions the team will work in accordance with local Public Health guidance, working remotely as appropriate, with advisers delivering face to face support to vulnerable young people where it is safe to do so.

Duration

The placement is for up to 6 months (part-time or full time), starting in May 2021 (or as early as possible thereafter).

Eligibility

This policy placement is open to registered UCL staff and PhD students. Students who are successfully awarded a placement would generally be expected to interrupt their studentship for the duration of the post and will be funded by the placement award during this time.

To Apply

Please email [Dr Helen Tsui](mailto:helen.tsui@ucl.ac.uk) at [UCL Innovation & Enterprise](#) (helen.tsui@ucl.ac.uk) with a cover letter explaining your suitability for the placement (max. 1 page) and a short CV by 5.00pm, 31 March 2021. Interview is expected to take place on 21 & 22 April 2021.