

# THE *pledge*

Movement to Work (MtW) is committed to helping young people (16-30) who are not in education, employment or training, to move closer to the world of work, by creating vocational workplace opportunities and work experience placements.

In order that quality outcomes are ensured and impact is maximised, we stipulate the following membership requirements.

- Commit to a sustained plan of work placements and direct entry level jobs (see appendix for definitions) that can impact the lives of young people who are not in employment, education or training:
  - Employers aim to offer placements and/or direct entry positions at a scale that is significant to their entry-level/apprenticeship recruitment;
  - Placements will last approximately 2 weeks\* combining vocational training, employability skills and work experience (\*in some sectors different length placements will be appropriate);
  - Placements can be run virtually or as a hybrid (virtual & face-to-face)
- Placements will, wherever possible, be linked to jobs - including apprenticeships, in order to meet
  - Movement to Work's aspiration to collectively support young people trained into employment – including apprenticeships, further study or training
  - Positive outcomes will be measured against completion rates of MtW placements and direct entry roles.
- Be a responsible employer in support of young people:
  - Adhere to our quality standards (as listed below);
  - Comply with applicable UK workplace legislation, including health and safety regulations, working time regulations, minimum wage regulations and data protection regulations;
  - Ensure appropriate safeguarding policies and procedures are in place - especially when working with vulnerable children and adults;
  - Have a clear plan on driving diversity and social mobility;
  - Offer a fair wage to all employees;
  - Drive opportunities for advancement and career progression within your organisation;
  - Listen to and respond to the needs of young people in the context of youth employment.
- Actively participate in sharing and learning across the network, by participating in our forums for best practice, and commitment to advertising all placements on our [Talent Platform](#).
- Share and promote your membership, alongside acting as an ambassador to other employers: Employers will cascade their commitment via their supply chains and business networks, where possible, to create a nationwide multiplier effect - encompassing employers large and small across the UK.
- Regularly nominate employed MtW graduates to become a MtW Youth Ambassador or Champion as part of the [MtW Youth Ambassador Programme](#).
- Commit to sharing the [Youth Voice Survey](#) with young people joining your youth employability programmes, which include work experience placements, direct entry to employment / apprenticeships (see appendix for full definition).
  - Employers aim to get the Youth Voice Survey filled by >50% of the young people that start your organisation's youth employability programme(s).
  - Employers will share the Youth Voice Survey as a part of the induction phase of the youth employability programme, providing time for young people to complete the survey as part of the programme. Note: approximately 10-15 mins are required to complete the survey.
- Commit to using the [Youth Data Dashboard](#) to pull out actionable insights to shape new and modify existing youth employability programmes so they meet the ever changing needs of young people.



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## Licence to use trademarks

By accepting the employer pledge, you are participating in the Movement to Work Programme. During your participation you may use the 'MOVEMENT TO WORK' name and logo - in accordance with our brand guidelines. Any goodwill arising from your use of these trademarks will accrue to Movement to Work. You may not sub-license the trademarks to anyone else, but if any of your suppliers wish to participate in Movement to Work, please refer them directly to the Operations Team.

## Termination

Your participation in Movement to Work and your licence to use the trademarks may be terminated by the Operations Team if you do not follow the principles of the pledge, do anything which could cause harm to a young person (including but not limited to failing to comply with any applicable legal requirements), or damage the reputation of Movement to Work.

## Movement to Work quality standards

- Young people receive appropriate wraparound / pastoral care and training, whether provided by the employer or by another specialist organisation, such as, a youth charity or training provider;
- Young people are supported in the workplace on a day-to-day basis, for example by a designated buddy or mentor;
- Young people undertaking unpaid work experience are not used as a substitute for paid staff;
- Young people are safe whilst on the placement – and where necessary, requisite safety clothing and equipment is provided;
- Costs, which might present a barrier to young people on low incomes participating, are alleviated – e.g. provision of uniform or specialist clothing, or making necessary food and travel arrangements;
- Where unpaid, placements are designed to allow young people to retain their Jobseeker's allowance whilst taking part;
- Digital Inclusion is considered as part of outreach and placement design: MtW requires all its members to consider the implications of Digital Exclusion for participants facing multiple barriers to work and ensure adequate funding and access is in place to support the participant in the work placement;
- Opportunities provided by employers are to be made open to, actively promoted to and inclusive of young people who are NEET with an emphasis on those facing barriers to employment. These may include, but are not limited to, one or a combination of: having been in contact with the Justice system, an ex-offender, from low socio-economic background, from a social mobility cold-spot, living with a disability, had free school meals, a care leaver, from a BAME background.



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## APPENDIX: DEFINITIONS

Work Experience Placements (WEX) are defined as:

A programme that is eligible for Government drawdown, e.g. Sector Based Work Academy or Traineeships generally delivered via a Training Provider leading to WEX with your company;

OR

Bespoke programme to suit your employer's requirements at your employer's cost, generally delivered via a Training Provider and leading to WEX with your company;

OR

In-house programme generally delivered by your L&D team with no involvement from a training provider.

In addition:

The participant must be NEET, i.e. not in employment, education or training at the time of joining with an emphasis on those facing barriers to employment (as outlined in point 8 under Quality Standards).

Work experience placements must provide an overview of your company and/or industry. If a participant completes the same task for the entire WEX alongside those doing the same job for a wage, this is not a suitable WEX and could be considered as unpaid labour.

Direct Entry into paid employment is defined as:

Opportunity to go into a sustainable role in your company with suitable training;

OR

Opportunity to join an apprenticeship in your company.

The Direct Entry or Apprenticeship will be counted as part of the employer's MtW contribution if

The participant is recruited as an employee of your company i.e. not a contractor/freelance;

AND

the employer demonstrates that the recruitment programme has been run and promoted to those aged 16-30 who are not in employment, education or training with an emphasis on those facing barriers to employment (as outlined in point 8 under Quality Standards);

and/or collaborated with MtW to develop a new or adjust an existing recruitment programme for direct entry or apprenticeship

This excludes any graduate 'milkrounds' and graduate fast-track programmes

