

THE

SUMMER JOBS
PROGRAMME

Employer information pack



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The Summer Jobs Programme

July to
September
2025

The Summer Jobs Programme is an exciting initiative running from **July to September 2025** to support the most vulnerable young people in England and Wales by keeping them safe and improving their future involvement in education, training, and employment. The Summer Jobs Programme aims to remove barriers to youth employment by providing key skills needed for future jobs, personal growth, and positive engagement. It is specifically designed to reduce the risk of youth violence by providing structured opportunities that empower young people and build brighter futures.

Participants begin with an intensive, one-week, paid pre-employment training course, preparing them for the workplace, followed by a five-week paid employment placement, offering practical experience in real work environments. Throughout their placements, they're supported by both a dedicated youth worker (based at their local youth organisation) and a workplace supervisor (provided by you), ensuring they receive ongoing guidance.



Inspired by successful youth employment initiatives in the USA, the programme is funded by the Youth Endowment Fund and backed by leading organisations, including the Department for Culture, Media and Sport and Youth Futures Foundation.

Feedback from the first year

The Summer Jobs Programme launched in Summer 2024. The programme supported over 350 young people with 100 employers providing work placement opportunities. Employers included Burger King, Timpson and Veolia along with smaller, independent employers.

Initial feedback from employers included:

82% of employers said that they were satisfied with the overall programme

80% of employers said that they would definitely or most likely take part in the programme next year

82% of employers said that they were satisfied with young persons' fulfilment of tasks'

You can find out more about the Programme from 2024 employers and young people here



[The Programme] has had a positive impact on our staff and colleagues by having the young people work with us, if you have the time and the resources, then it is definitely something you should participate in.

Courtney, Birmingham Botanical Gardens Employer Supervisor 2024



I'm glad that I got this placement, and I'm glad that I'm here doing something with my life

Dretwonn Carter, Summer Jobs 2024 participant



The young person was really quiet and shy when he arrived but he came out of his shell and from the start to the end of the programme his confidence improved dramatically. We didn't treat him any differently from the rest of the team, he exceeded our expectations and I like to think he left with some useful experience and a sense of pride in what he had achieved.

Supervisor



Why should employers take part?

By participating in The **Summer Jobs Programme**, your organisation can make a real impact while gaining significant benefits.

Benefits to your organisation



Lead the way as a trailblazing employer in the first youth employment programme of its kind in the UK, directly supporting young people at risk of violence.



Access subsidised talent through a highly affordable employee placement initiative, helping your business while creating opportunities for young people.



Boost your brand as a youth employer of choice, demonstrating your commitment to social impact and youth development.



Receive expert staff training on working with young people, making reasonable adjustments in the workplace and being an inclusive employer.



Develop your staff by offering them a unique opportunity to mentor and support the young people on the programme, enhancing their leadership and coaching skills. This also contributes to your employee volunteering commitments.



Receive expert support throughout the placement, including guidance from dedicated youth workers who will help ensure a positive experience for both the young person and your team.



Build, promote and diversify your future talent pipeline by reaching a harder-to engage audience.

Benefits to your community

- Make a difference by enhancing employment success for young people, giving them a chance to thrive in a supportive environment.
- Empower young people to reach their full potential by providing them with meaningful work experience that could shape their future careers.
- Build links with a local youth organisation and understand the opportunities for impact in your local community.
- Strengthen your corporate social responsibility (CSR) profile by contributing to a programme that tackles youth unemployment and helps prevent youth violence.



The Summer Jobs Programme

The **Summer Jobs Programme** is delivered through **UK Youth** in partnership with a network of dedicated Local Delivery Partners.

The **Local Delivery Partners** play a crucial role in ensuring the success of the programme by:

01

Running the preparation week, where young people receive comprehensive training and work-readiness support before starting their placement.

02

Providing ongoing support throughout the entire programme, both to the young people and to the employers hosting the placements.

03

Collaborating with placement supervisors, ensuring that employers receive the necessary guidance and that young people are fully supported in their roles.

When does the programme run?

The **Summer Jobs Programme** runs for six weeks during the school holidays, typically starting at the end of July and continuing until early September. While exact school holiday dates may vary by location, you can expect the placement period to fall within this timeframe.

Once you're matched with a Local Delivery Partner, you will receive specific delivery dates, including when the young person will be with you for their **five-week work experience placement**. This ensures the schedule is tailored to your region and allows you to plan accordingly.



Employer's journey

This infographic outlines the employer's journey, detailing how you will be involved and supported at every step of the way.

- 01** 31st March – Deadline for employers to express their interest
- 02** Employers provide job titles and role descriptions to UK Youth
- 03** UK Youth complete employer due diligence to ensure the placement is appropriate for the programme
- 04** A written agreement is completed between the employer and UK Youth (by 2nd May)
- 05** A financial contribution to the programme is made
- 06** Employers are matched with a Local Delivery Partner (by 6th May)
- 07** A workplace risk assessment is completed (by 13th May)
- 08** Named supervisors attend in person employer training and meet their local delivery partner (w/c 3rd and 10th June)
- 09** The supervisor attends prep week to meet the young person(s) placed with them
- 10** A young person is matched to the employer placement (deadline 21st June)
- 11** Supervisors meet their young person(s) during preparation week
- 12** Supervisors induct young people into their new role and support them throughout the 5 week placement
- 13** Supervisors complete weekly check-ins with the young person
- 14** In the final week, a mock interview is arranged for the young person
- 15** End of programme celebration event

Key dates

March

31ST

Deadline for expressions of interest

6TH

Last day to be matched to a Local Delivery Partner (youth organisation)

June

W/C 3RD & 10TH

Employer training (see above for dates by region)

July

End of July

Programme begins

2ND

Deadline for contractual paperwork to be completed

13TH

Deadline for workplace risk assessment to be completed

21ST

Deadline for young people to be matched to a placement

May

Young person's journey

We start recruitment for young people in March with the programme starting in July.

01

Young people are recruited and screened for eligibility

02

Young people are randomly allocated to a control or experimental group. Those in the experimental group move forwards with the programme

03

A 1:1 between the young person and the youth worker to discuss future goals and allocate them to a placement

04

Preparation week: 25 hours of preemployment workshops run by the local delivery partner

05

5 weeks of work experience, 5 hours a day, 5 days a week

06

3 individual check-ins from the youth worker at their workplace and weekly work placement supervisor check-ins

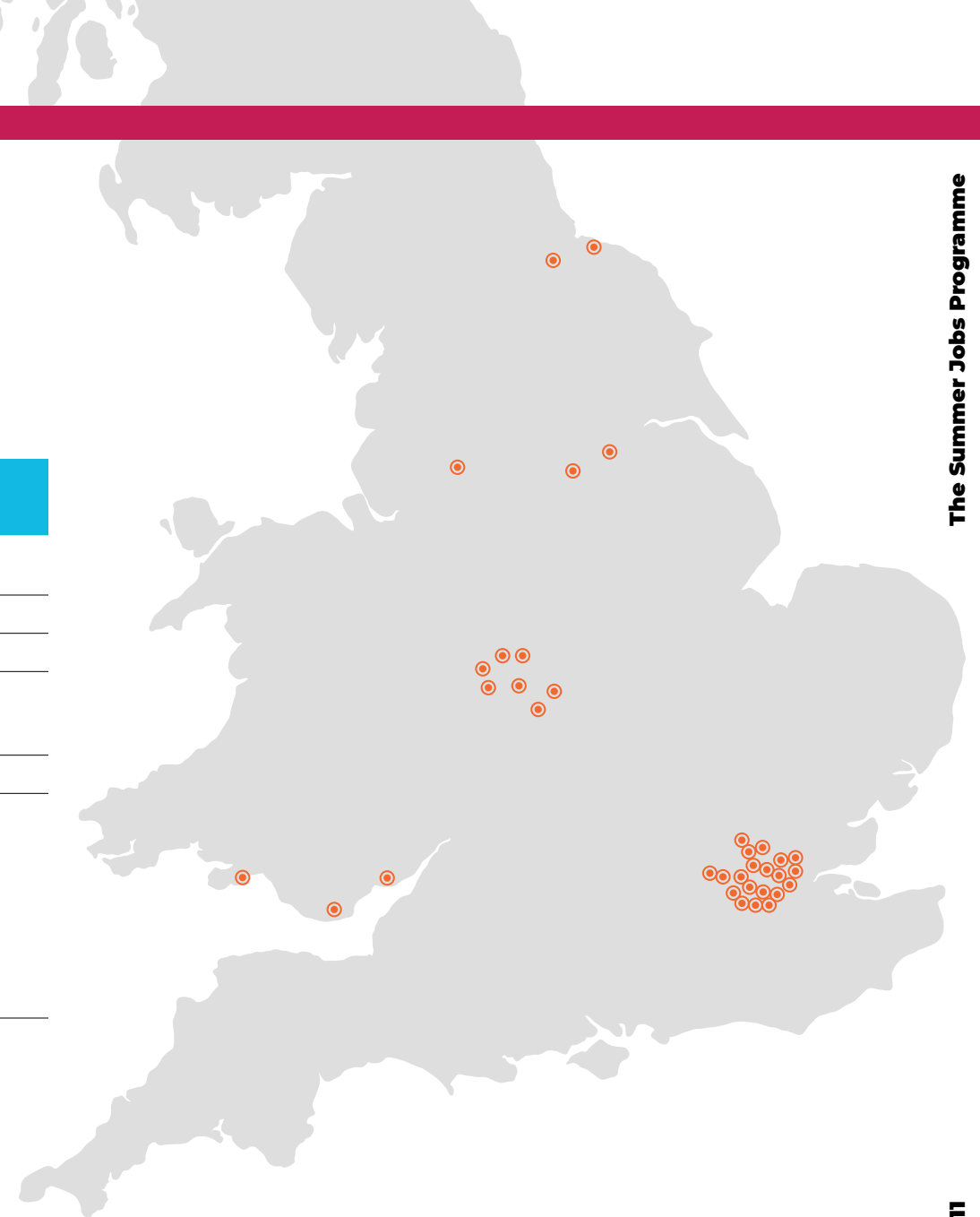
07

Final programme wrap-up and celebration

Summer Jobs 2025 locations

Region	Areas Covered	In Person Employer Training Date
North East	Middlesborough and Stockton-on-Tees	3rd June 2025
Yorkshire and the Humber	Sheffield and Doncaster	4th June 2025
Greater Manchester	All boroughs	5th June 2025
West Midlands	Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, Wolverhampton	10th June 2025
South Wales	Swansea, Newport and Cardiff	11th June 2025
London	Enfield, Haringey, Waltham Forest, Barking & Dagenham, Newham, Greenwich, Hackney, Tower Hamlets, Islington, Camden, Westminster, Lewisham, Southwark, Lambeth, Croydon, Kensington, Hammersmith, Wandsworth, Ealing, Hounslow	12th June 2025

All supervisors are required to attend the in-person training.



Employer requirements

To participate in The **Summer Jobs Programme**, employers must meet the following requirements:

- **Provide 5 weeks of work experience**, 25 hours per week, structured as 5 hours a day for 5 days, exclusive of breaks.
 - **Offer in-person support** for the young person at least **3 days a week**.
 - **Hold appropriate safeguarding and health and safety policies**.
 - **Complete a risk assessment** of the placement before the young person starts.
 - **Be able to provide a DBS check** for a named member of staff.
 - If you are a **private company**, make a **financial contribution** to the overall cost of the programme.
 - **Assign a named supervisor** to support a maximum of 5 young people throughout their placements.
 - Ensure that **all supervisors and main contacts** attend in-person employer training.
 - **Build and maintain a relationship** with the matched Local Delivery Partner (youth organisation) to facilitate support and guidance.
 - **Accept any young person** allocated to your placement. You can specify the skills and interests needed for the role and the youth worker will match you with an appropriate candidate. Additionally, you can refer an eligible young person to the programme through our referral system. However, it is not guaranteed that they will be offered a place on the programme, or that they will be placed with you.
- The named supervisor must attend **preparation week** at a pre-agreed time to meet the young person(s) they will support during the placement.
 - **Provide adequate training, support and feedback** to the young person(s) throughout their experience.
 - **Approve a weekly timesheet** to ensure the young person can be paid promptly.
 - **Conduct weekly check-ins** with the young person to monitor their progress, address any concerns and provide relevant feedback.
 - Arrange for a **mock job interview** to be held in the final week of the placement, to help prepare the young person for future opportunities and, if possible, help the young person prepare for that interview.
 - **Support the evaluation** of The Summer Jobs Programme by participating in interviews and responding to surveys.
 - **Provide a letter of recommendation** for young people placed with you to set them up for success in their next step in life.

Are any employers excluded?

While we welcome a wide range of employers to participate in The **Summer Jobs Programme**, there are a few exclusions to ensure the safety and wellbeing of the young people involved. Employers in the following industries are not eligible to take part:

Firearms **Businesses solely trading in alcohol**

Vaping products **Adult Entertainment** **Gambling**

Additionally, employers with **fewer than three employees or those operating entirely** remotely may be unable to participate. This is to ensure that the young people receive adequate in-person supervision and support during their placement, which is essential for their development and success.

Placement and roles offered

We encourage employers to offer **entry-level positions** that require **no prior qualifications** and provide **full training** to ensure success in the role. While we can consider positions that require a **DBS check**, please carefully evaluate whether it is truly necessary for the role, as this can add complexity to the programme.

We welcome a wide range of entry-level positions, whether they are existing roles within your organisation or newly created opportunities specifically for the programme. Think creatively about how a young person could be best accommodated across various areas of your organisation.

Here are some examples of suitable roles:



Programme funding and costs

The **Summer Jobs Programme** covers various costs associated with recruiting and supporting young people throughout their experience. This includes funding for local youth workers who provide essential guidance, support, and safeguarding, the overall management costs handled by **UK Youth** and the young person's wages. While some of these costs are funded by our programme sponsors, the remaining expenses must be supported through **corporate donations**.

For private businesses, we kindly request a **financial donation** to help offset these costs. We are happy to discuss the donation amount based on your organisation's capacity. Here are some suggested donation amounts to guide your contribution:

	Less than 4 placements	Up to 10 placements	Up to 20 placements	More than 20 placements	Total placements available for this group
Charity or public sector organisation	Free	Free	Free	Free	140
Less than £250,000 turnover a year	£600	£1,800	£4,000	Bespoke Package	60
Between £250,000 and £750,000 turnover a year	£1,200	£3,500	£7,000	Bespoke Package	70
Between £750,000 and £1.5million turnover a year	£1,800	£5,600	£11,000	Bespoke Package	100
Between £1.5 million and £5 million turnover a year	£2,400	£8,000	£15,000	Bespoke Package	110
More than £5 million	£3,000	£10,000	£19,000	Bespoke Package	120

Get involved

If you are interested in our bespoke packages, please contact summerjobs@ukyouth.org.

Your support is crucial to making this programme a success, and your donation will directly help young people gain valuable skills and work experience. By contributing, you'll also demonstrate your company's commitment to social impact and community development.

Want to hear more or signup?

We are holding weekly drop-in sessions every **Thursday from noon-1pm**. This is your chance to have your questions answered and find out more about the programme. To register [click here](#).

If you want to formally register your interest [click here](#).

If you have any further questions please email summerjobs@ukyouth.org

We have a selection of case studies from the Summer Jobs Programme in 2024 on our website

<https://www.ukyouth.org/what-we-do/our-programmes/summer-jobs-programme/>



I've definitely seen him grow in maturity and confidence, for sure, and I think that comes from being trusted. I think it comes from being paid well as well.

Supervisor



Recently, my life... hasn't been the most positive thing. So, it was just nice to see everyone was excited around me that I'm doing something good

Summer Jobs Participant



I'm just really glad that I had the opportunity to get on and actually get some skills and knowledge and stuff.

Summer Jobs Participant



To be honest, I've really enjoyed delivering the programme, seeing the journey, seeing them grow.

Local Delivery Partner



YouTube links



Employer support promotional



Sporting your futures
Case study



Orange Bow, London
Case study



Birmingham botanical gardens
Case study

Frequently asked questions

Who is responsible for paying the young people?

Young people will be paid by an external payroll provider. The only responsibility from the employer is to ensure the young person's weekly timesheet is approved by their supervisor in a timely fashion, allowing prompt payment.

Can I choose which young person is placed with me?

The young people participating in this programme are facing significant challenges and barriers to entering the workforce. Introducing a selection process would add an unnecessary hurdle and could increase dropout rates. However, you are encouraged to specify the skills, knowledge, and interests required for the role. The youth worker will then allocate a young person who is a suitable match.

You can also meet with your allocated Local Delivery Partner (youth organisation) to discuss the role's requirements and ensure the best match for both the young person and your organisation.

I know a young person who would be eligible for the programme, can I refer them to work with me?

Yes, you can refer a young person to the programme using the referral form, which will be available from March. Keep an eye on our website for the link. However, as the programme is part of a randomised control trial, we cannot guarantee that the young person will be selected. Half of the young people who register will be placed in a control group and will not participate in the programme.

If the young person is randomly selected for the programme, we cannot guarantee that they will be placed with your organisation. However, we encourage employers to remain open to supporting any young person allocated to them, as this approach has yielded the best outcomes.

If the young person assigned to me does not attend the entirety of the work placement, can the donation amount be refunded?

Your donation contributes to the overall costs of recruiting, training, and supporting young people throughout the entire programme. Even if a young person does not attend every day of their work placement, the costs of providing support, guidance, and safeguarding remain unchanged.

Please view your donation as a contribution to the success of the entire programme, which supports 600 young people as they gain skills and work experience. The donation helps cover programme-wide expenses, rather than just the wages of the young person assigned to you.

Frequently asked questions

Where can I find out more about the randomised control trial you're conducting as part of The Summer Jobs Programme?

The evaluation of the programme is being undertaken by an external evaluator, and details will be shared during employer training sessions. A comprehensive report will also be provided at the conclusion of the programme, which will be distributed to all participants and stakeholders involved.

What should I do if a disciplinary matter or grievance arises with the young person while they're working with me? Who is responsible for addressing it?

We recommend establishing a strong working relationship with the young person's youth worker, who is there to support both you and the young person if any disciplinary issues arise. Given that this may be the young person's first job, or they may be facing other challenges, we ask that you adopt a flexible, open, and trauma-informed approach in these situations. Collaborate with the youth worker to offer support, while also following your organisation's usual disciplinary procedures and keeping the youth worker informed of the steps taken.

What if the young person does not show up?

First, try reaching out to the young person directly to check in on their whereabouts. If you are unable to make contact, please get in touch with the youth worker, who can assist in establishing contact and determining the reason for their absence. It's crucial to discuss the importance of timely attendance or advance communication if the young person is unable to attend. Together with the youth worker, you can continue to monitor their attendance and engagement.

What if the young person raises a concern or needs support that I'm unable to provide?

Please inform the youth worker immediately if the young person brings up a concern or requires support that you cannot offer. The youth worker is trained in safeguarding and will follow the necessary procedures to ensure the young person receives appropriate support. Safeguarding and supporting young people are covered in depth during our in-person employer training sessions.

Can our organisation promote our involvement in The Summer Jobs Programme?

We recommend establishing a strong working relationship with the young person Absolutely! We encourage you to proudly share your participation in the programme. Feel free to send us any communications you plan to publish, so we can amplify your message as well.



UK YOUTH

UK Youth London Office

Fivefields, 8-10 Grosvenor Gardens, London, SW1W 0DH
020 3137 3810

Avon Tyrrell Outdoor Centre

Braggers Lane, Bransgore, Hampshire, BH23 8EE
01425 672 347

Charity number: 1110590
www.ukyouth.org

Find us on:

