

EAWOP SMALL GROUP MEETING ACTIVITY REPORT

YOUNG PEOPLE'S WORK, EMPLOYMENT AND CAREERS

EXECUTIVE SUMMARY

Meeting Overview

- Date and place: 29th June - 3rd July 2020, between 3-6pm BST daily, on Zoom.
- Organisers: Belgin Okay-Somerville (University of Glasgow), Dora Scholarios (University of Strathclyde) and Rosalind Searle (University of Glasgow).
- Topic: Young people's work, employment and careers. Subthemes:
 - Employability and Careers
 - Work and Wellbeing
 - Identity, Diversity and Inclusion
- Keynote: Dr Angela Carter
- Invited speakers included:
 - Iain Wedge (*European Youth Parliament*) and Calum Nimmo (*Scottish Youth Parliament*)
 - Maja Gustafsson (*Resolution Foundation*) and Anna Darnell (*Youth Futures Foundation*)
 - Sandra Cheyne (*Skills Development Scotland*)
 - Janet McCauslin MBE (*Centre for Workbased Learning*)
 - Rebecca Levi (*EDF Energy*)
 - Lee Knifton (*Mental Health Foundation*)
 - Lizzie Crowley (*Chartered Institute for Personnel Development*)
 - Kristy Reynolds (*Dawnfresh Seafoods*)
 - Coleen Wylie (*Police Scotland*)
 - Nancy Doyle (*Genius Within*)
 - Shelly Rubinstein (*Work with Impact*)
- Participants: There were 43 attendees from nine countries, 17 of which were policy-makers or practitioners

Key Highlights:

- The SGM was co-sponsored by the UK Economic and Social Research Council (ESRC).
- It was an opportunity to bring together policy-makers, practitioners and researchers to discuss issues pertaining to young people's work, employment and career and to draw agendas for improving youth employment.

Meeting outcomes:

- A special issue on young people's work, employment and careers in EAWOP In Practice
- A digital exhibition showcasing the key discussion points from the SGM, as part of the ESRC 2020 Festival of Social Science
- Policy briefs, launched as part of the ESRC 2021 Festival of Social Science, hosted by EAWOP Impact Incubator

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29th June – 3rd July 2020

EVENT GENERAL INFORMATION

The SGM took place between 29th June – 3rd July 2020. Initially the SGM was planned to take place at the Adam Smith Business School, University of Glasgow, Scotland. Due to the COVID-19 pandemic, we decided to run this SGM online on Zoom. In order to allow representation of time zones from which participants are from, the SGM was run over five days, three hours per day (3pm – 6pm British Summer Time).

The SGM was organised by Belgin Okay-Somerville (University of Glasgow), Dora Scholarios (University of Strathclyde) and Rosalind Searle (University of Glasgow).

There were 43 attendees from nine countries, 17 of which were policy-makers or practitioners. We worked with a research assistant and an illustrator throughout the SGM. The research assistant was key to the organisation of the event and to the seamless execution, considering that at the time of the SGM we had little/no experience of running online events. The illustrator attended all sessions and produced illustrations illustrating the key themes that were raised during the SGM.

PROGRAM OVERVIEW AND COURSE OF THE MEETING

This SGM was funded both by EAWOP and the UK Economic and Social Research Council (ESRC). In satisfying the requirements of both funders, the event comprised of both of a mix of research papers, as well as policy and practitioner presentations, and opportunities for discussion and cross-fertilisation of ideas between the academic and non-academic members of the SGM. Accordingly, the SGM was structured as follows (See Final Programme for a detailed programme):

Day 1: Introductions, keynote and plenaries focusing on contextualising young people's employment

- Keynote: Dr Angela Carter (*Just Development*)
- Plenary: Iain Wedge (*European Youth Parliament*) and Calum Nimmo (*Scottish Youth Parliament*)
- Plenary: Maja Gustafsson (*Resolution Foundation*) and Anna Darnell (*Youth Futures Foundation*)

Day 2: Theme 1 – Employability and Careers

Day 3: Theme 2 – Work and Wellbeing

Day 4: Theme 3 – Identity, Diversity and Inclusion

Day 5: Reflections, discussion of outstanding questions and wrap-up

SHORT DESCRIPTION OF THE SGM TOPIC DISCUSSION

Themes emerged from the submissions we received and represented the key topics in youth employment well. Based on these themes, the organisers developed a 'question of the day'

and asked each participant to comment on how their policy/practice/research contributes to that question. Themed days (Day 2, 3 and 4) all started with Policy and Practitioner Notes (~ three invited speakers), where invited non-academic speakers discussed the themes from their perspective. This was then followed by academic papers and the day ended with reflections and open discussion.

The SGM was successful in bringing together some of the key stakeholders: policy makers, employer representatives, careers practitioners, representatives of young people and researchers. One of the take-home messages from this SGM was that communication between stakeholders is key in tackling the youth employment challenge. Some of the key outstanding questions, relevant for research and practitioner agendas, that were identified by the participants during the SGM include:

- How do we help young people to navigate the career choices available to them? (importance of career guidance)
- What are the different types of experiences that are gained from work?
- How do we facilitate a 'systems' approach to improving young people's prospects and experience of the labour market?
- How can higher education systems help students/graduates to "feel" employable, so they can feel confident to access the labour market?
- Is adaptability really the magic bullet: is there a threshold after which even adaptability will not work?

On the final day of the SGM, each participant also received feedback on their work. Prior to the SGM, participants were asked to share their full-paper (or extended abstract). Each researcher then provided feedback in breakout groups to others in their themed submission.

MEETING IMPLICATIONS/OUTCOMES

The following outputs were created following the SGM:

- Special Issue on Young People's Work, Employment and Careers in *EAWOP In Practice*, edited by Belgin Okay-Somerville (event organiser) and Angela Carter (keynote), with contributions from five SGM presenters (access the special issue here:
http://www.eawop.org/ckeditor_assets/attachments/1507/inpractice_15_2_full_pdf_final.pdf)
- Illustrations of the Youth Employment Challenge: A Digital Exhibition: week-long event, organised by the SGM organisers, showcasing the illustrations from the SGM that were produced by Carlo Tramontano. The event was funded by the UK Economic and Social Research Council and was included in the 2020 Festival of Social Science. The exhibition attracted 107 attendees, with 25 registering for a closing webinar involving four invited speakers from the SGM. You can find out more about the digital exhibition here:

<https://www.linkedin.com/events/illustrationsoftheyouthemployme6726809870437294080/>

- Policy briefs: "Making Chocolate Teapots: Striving for 'Good' Youth Work" This webinar was organised by Belgin Okay-Somerville, Dora Scholarios and Ros Searle. During the webinar, we launched four policy briefs, based on SGM participants' research findings relevant for striving for good youth work. The webinar was funded by the UK Economic and Social Research Council and was included in the 2021 Festival of Social Science. In addition to the researchers, the webinar involved keynotes from Prof Anneleen Forrier (KU Leuven) and Dr Anthony Mann (OECD). The webinar and the policy briefs are hosted by the EAWOP Impact Incubator. Find out more here: <https://www.eawopimpact.org/youth-work>

SGM EVALUATION

Self-assessment of the SGM

What went well:

- The format of the SGM where we brought together policy-makers, practitioners and academics went very well, as stakeholders could bounce ideas off of each other and co-create agendas.
- Three-hours per day to accommodate time-zones meant that participants weren't zoom fatigued by the end of each day.
- The themes covered key areas of youth employment. There were also some interdisciplinary perspectives.
- Working with an illustrator allowed us to disseminate outputs of the SGM in different ways.
- Having an RA onboard, especially considering the novelty of Zoom conferencing in June 2020, worked very well. The RA made sure everyone understood the requirements, the timings and that logistics, e.g., zoom breakout rooms, were functioning.
- Daily reflection/discussion sessions worked well. These allowed participants some space to reflect on the diverse perspective they heard during the presentations.

Lessons learnt:

- Include more time/space for participants to reflect/interact.
- Make sure to include diverse stakeholders.
- Access to non-academic audiences is tricky but allows networking.
- In topics as broad as youth employment, it might be an idea to specify the topic further – e.g., each themed day could form a SGM on its own.

Participant feedback

Participants were asked to identify three things they thought went well and three things they wanted more of.

The feedback generally shows that participants enjoyed the format of the SGM and the opportunity to interact with different stakeholders. Examples of such comments include:

- Well organized session from pre setup to session management
- Good to hear of the research topics and a flavour of progression
- International element
- It felt like a small and intimate group, with a friendly atmosphere.
- Interesting exchange of ideas and insights
- Connections made over zoom
- Time management was great

More opportunities for interaction was also the thing that participants wanted more of, e.g., “More time for discussion. I cant think of anything else really”

We also asked participants how the SGM has changed their thoughts on young people’s work, employment and careers. Participants’ answers showed the value of working across multiple stakeholders, e.g.,:

- Gained an understanding of a wider range of research within a different discipline. Reinforced how diverse and heterogenous the category of 'young people' is. Further highlighted the need for multi-agency work and coordination (including working across different disciplines).
- Re-emphasized the value of research and practice/policy working closely together on this important area

Finally, we asked participants what they will do differently in their practice/research. The answers, again, show the value of communicating between stakeholders and the value of working together. For instance:

- I will give more attention to explaining the context in my own research - and in understanding the context when reading other research. It was also very inspiring to hear different stakeholders, but also also related stakeholders, talking about the same thing using a different language. This was very helpful for me, and it will guide me in doing a better job in mapping what we already know, and communicating with others as well.
- Seek more collaborative approaches
- I'd like my organisation to have a stronger role in linking practice with research that can in turn inform policy.

ANNEXES

FINAL PROGRAMME

EAWOP/ESRC SMALL GROUP MEETING ON YOUNG PEOPLE'S WORK, EMPLOYMENT AND CAREERS

29 JUNE – 3 JULY 2020 (3–6PM EACH DAY / TIME ZONE: BRITISH SUMMER TIME)

ORGANISERS: BELGIN OKAY-SOMERVILLE (*UNIVERSITY OF GLASGOW*), DORA SCHOLARIOS
(*UNIVERSITY OF STRATHCLYDE*) AND ROSALIND SEARLE (*UNIVERSITY OF GLASGOW*)

Final Programme

Instructions on how to join the live sessions and a detailed programme will be provided to all registered participants. We do hope you'll all be able to join us for this exciting meeting. Please don't hesitate to get in touch if you have any questions (Belgin.Okay-Somerville@glasgow.ac.uk).

Please register [here](#).

Don't forget to join our LinkedIn event group: <https://www.linkedin.com/events/eawop-esrcyoungpeople-work-employmentandcareerssm/>

Programme at a glance

Monday, 29 th June	Tuesday, 30 th June	Wednesday, 1 st July	Thursday, 2 nd July	Friday, 3 rd July
Introduction	Employability and careers	Work and wellbeing	Identity, diversity, inclusion	Reflections and discussion
Welcome and keynotes: Contextualising young people's employment	Policy and practitioner notes			Parallel huddles: Developmental feedback for research papers
	Research notes			
	Research notes			Discussion: Addressing the meeting questions
	Invited reflections and open discussion			Close: Wrap-up and next steps

DAY 1: INTRODUCTION & WELCOME (29TH JUNE 2020)

Setting the context of Young People's Work, Employment and Careers

15:00 - 15:10 Welcome and housekeeping

- Belgin Okay-Somerville, *University of Glasgow*
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15:10 - 15:15 Welcome

- Prof John Finch, *Head of Adam Smith Business School, University of Glasgow*
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15:15 - 15:40 Keynote: The wicked problem of youth employment

- Dr Angela Carter, *Just Development*
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15:40 - 15:50 Break

15:50 - 16:20 Policy context of Young People's Work, Employment and Careers

- Iain Wedge, *European Youth Parliament*
 - Calum Nimmo MSYP, *Scottish Youth Parliament*
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16:20 - 16:30 Break

16:30 - 17:20 Young people and COVID-19

Young workers in the coronavirus crisis

- Maja Gustafsson, *Resolution Foundation*

Youth Employment and COVID-19: The most disadvantaged young people

- Anna Darnell, *Youth Futures Foundation*
-

17:20 – 17:30 Break

17:30 – 18:00 Open reflection and discussion

DAY 2: EMPLOYABILITY AND CAREERS (30TH JUNE 2020)

How can we assist young workers to develop their human and social capital, identity and adaptability to enable their employability?

15:00 - 15:10	Welcome and housekeeping
15:10 - 15:50	Policy and practitioner perspectives Chair: Belgin Okay-Somerville <ul style="list-style-type: none">▪ Sandra Cheyne, <i>Skills Development Scotland</i>▪ Janet McCauslin MBE, <i>Centre for Workbased Learning</i>▪ Rebecca Levi, <i>EDF Energy</i>
15:50 - 16:00	Break
16:00 - 16:40	Research papers: Employability and Careers 1 (Chair: Dianna Dempsey) Integrated models of graduate perceived employability <ul style="list-style-type: none">▪ Gerardo Petruzzello^a, Marco Giovanni Mariani^a, Dina Guglielmi^a, Beatrice van der Heijden^b, Jeroen de Jong^b & Rita Chiesa^a, ^a<i>University of Bologna</i>, ^b<i>Radboud University</i> The development of career competencies in the transition to the labour market: career shock or sustainable growth? <ul style="list-style-type: none">▪ Ilke Grosemans & Nele De Cuyper, <i>KU Leuven</i> Can communities of practice enhance student's perceived employability and agency prior to work transitions? <ul style="list-style-type: none">▪ Michelle Trottier, <i>University of Glasgow</i>
16:40 - 16:50	Break
16:50 - 17:30	Research papers: Employability and Careers 2 (Chair: Ilke Grosemans) "The treatment of young people in the workplace is...very disrespectful": issues of age and 'employability' among NEET young people <ul style="list-style-type: none">• Beth Sutill, <i>Lancaster University</i> Promoting career preparedness in adolescents: testing two interventions <ul style="list-style-type: none">▪ Julian Marciniak, Andreas Hirschi, Claire Johnston, <i>University of Bern</i> Bridging the gap: career resilience as a facilitator of the school-to-work transition in emerging adults <ul style="list-style-type: none">▪ Dianna Dempsey, <i>MacEwan University</i>
17:30 - 18:00	Open reflection and discussion

DAY 3: WORK AND WELLBEING (1ST JULY 2020)

How can employers better develop and utilise young workers' knowledge, skills and abilities? Under what conditions do young people thrive at work?

15:00 - 15:10	Welcome and housekeeping
15:10 - 15:50	Policy and practitioner perspectives Chair: Dora Scholarios, <i>University of Strathclyde</i> <ul style="list-style-type: none">▪ Lee Knifton, <i>Mental Health Foundation</i>▪ Lizzie Crowley, <i>Chartered Institute for Personnel Development</i>▪ Kristy Reynolds, <i>Dawnfresh Seafoods</i>
15:50 - 16:00	Break
16:00 - 16:40	Research papers: Work and Wellbeing 1 (Chair: Soo Min Toh) Understanding young people's work: adverse working conditions and wellbeing in Europe <ul style="list-style-type: none">▪ Belgin Okay-Somerville^a, Beatrice van der Heijden^b Dora Scholarios^c and Edward Sosu^c, ^a<i>Univeristy of Glasgow</i>, ^b<i>Radboud University</i>, ^c<i>University of Strathclyde</i> Mental health among young workers in the UK: the role of person-job fit and perceived employability <ul style="list-style-type: none">▪ Magdalene Gilek, Dora Scholarios & Patricia Findlay, <i>University of Strathclyde</i> Lessons learned about overqualification: Its antecedents, consequences and dynamics <ul style="list-style-type: none">▪ José Ramos and Amparo Ramos, <i>University of Valencia</i>
16:40 - 16:50	Break
16:50 - 17:30	Research papers: Work and Wellbeing 2 (Chair: Magdalene Gilek) Are parents' work injuries associated with their children's mental health? The moderating role of children's work centrality <ul style="list-style-type: none">▪ Nick Turner^a, Steve Granger^b, Sean Tucker^b, Connie Deng^a and E. Kevin Kelloway^c ^a<i>University of Calgary</i>, ^b <i>University of Regina</i>, ^c<i>Saint Mary's University</i> Smartphone use, smartphone addiction and reattachment to work and learning young people <ul style="list-style-type: none">▪ Xian Zhao and Soo Min Toh, <i>University of Toronto</i> The occupational aspiration – achievement mismatch of young people in the UK: implications for wellbeing <ul style="list-style-type: none">▪ Jennifer Craik Nicoll, <i>University of Glasgow</i>
17:30 - 18:00	Open reflection and discussion

DAY 4: IDENTITY, DIVERSITY AND INCLUSION (2ND JULY 2020)

Are there systematic differences in how young people experience work, employment and careers? What are the implications of these differences for: (i) inclusivity at work; (ii) effective management of human resources; (iii) skills policies for improving employee wellbeing and productivity; and/or (iv) trust in the organisation and in society?

15:00 - 15:10	Welcome and housekeeping
15:10 - 15:50	Policy and practitioner perspectives Chair: Rosalind Searle, University of Glasgow <ul style="list-style-type: none">• Coleen Wylie, <i>Police Scotland</i>• Nancy Doyle, <i>Genius Within</i>• Shelly Rubinstein, <i>Work with Impact</i>
15:50 - 16:00	Break
16:00 - 16:40	Research papers: Identity, diversity and inclusion 1 (Chair: Daria Luchinskaya) 'Danger men (not) at work': the neglected role of work in reducing social exclusion & in ameliorating criminal and terrorist activities <ul style="list-style-type: none">• Rosalind Searle^a, Rami Al-Sharifa^a, Eva Selenko^b, ^a<i>University of Glasgow</i>, ^b<i>University of Loughborough</i> The intersectionality of neurodiversity and social exclusion in young people and employment <ul style="list-style-type: none">• Alexa Johnson, <i>Genius Within</i> Identity partnerships: mechanisms for organizational socialization for young employees <ul style="list-style-type: none">• Mingwei Li, Donald Vredenburg, <i>City University of New York</i>
16:40 - 16:50	Break
16:50 - 17:30	Research papers: Identity, diversity and inclusion 2 (Chair: Mingwei Li) Do "one size" employment policies fit all young workers? Heterogeneity in work preferences among the Millennial generation <ul style="list-style-type: none">• Nils Kraiczy^a, Thomas Köllen^a, Eddy Ng^b, ^a<i>University of Bern</i>, ^b<i>Bucknell University</i> Work experience during higher education in Italy and the UK: gendered labour market outcomes and the limitations of the individual employability perspective <ul style="list-style-type: none">• Luca Cattani^a, Daria Luchinskaya^b, Giulio Pedrini^a, Charikleia Tzanakou^c ^a<i>University of Bologna</i>, ^b<i>University of Strathclyde</i>, ^c<i>Oxford Brookes University</i>
17:30 - 18:00	Open reflection and discussion

**DAY 5: FEEDBACK SESSIONS, REFLECTION AND OPEN DISCUSSIONS
(3RD JULY 2020)**

15:00 – 16:00	Parallel huddles
16:00 – 16:10	Break
16:10 – 17:00	Open discussion: Revisiting questions of the meeting
17:00 – 17:10	Break
17:10 – 18:00	Wrap-up, next steps going forward, close (<i>bring your own drink closing reception</i>)

LIST OF PARTICIPANTS

	Name	Affiliation	Function
1	Angela Carter	Just Development	Practitioner
2	Iain Wedge	European Youth Parliament	Policy
3	Calum Nimmo	Scottish Youth Parliament	Policy
4	Maja Gustafsson	Resolution Foundation	Policy
5	Anna Darnell	Youth Future Foundation	Policy
6	Sandra Cheyne	Skills Development Scotland	Policy
7	Janet McCauslin	Centre for Workbased Learning	Policy
8	Kristy Reynolds	Dawnfresh Seafoods	Practitioner
9	Gerardo Petruzziello	University of Bologna	Researcher
10	Ilke Grosemans	KU Leuven	Researcher
11	Michelle Trottier	University of Glasgow	Researcher
12	Beth Suttill	Lancaster University	Researcher
13	Julian Marciniak	University of Bern	Researcher
14	Dianna Dempsey	MacEwan University	Researcher
15	Lee Knifton	MHF	Practitioner
16	Lizzie Crowley	CIPD	Practitioner
17	Rebecca Levi	EDF Energy	Practitioner
18	Belgin Okay-Somerville	University of Glasgow	Organiser
19	Dora Scholarios	University of Strathclyde	Organiser
20	Magdalena Gilek	Nottingham Trent University	Researcher
21	Jose Ramos	IDOCAL University of Valencia	Researcher
22	Nick Turner	University of Calgary	Researcher
23	Xian Zhao	University of Toronto	Researcher
24	Soo Min Toh	University of Toronto	Researcher
25	Jennifer Craik Nicoll	University of Glasgow	Researcher
26	Coleen Wylie	Police Scotland	Practitioner
27	Nancy Doyle	Genius Within	Practitioner
28	Shelly Rubinstein	Work with Impact	Practitioner
29	Rami Al-Sharif	University of Glasgow	Researcher
30	Rosalind Searle	University of Glasgow	Organiser
31	Eva Selenko	Loughborough University	Researcher
32	Alexa Johnson	Genius Within	Practitioner
33	Mingwei Li	The City University of New York	Researcher
34	Eddy Ng	Bucknell University	Researcher
35	Daria Luchinskaya	University of Strathclyde	Researcher
36	Giulio Pedrini	Kore University of Enna	Researcher
37	Charikleia Tzanakou	Oxford Brookes University	Researcher
38	Dawn Gosden	Dr. Angie Carter	Practitioner
39	Alvin Hadiono	University of Glasgow	Research Assistant
40	Emma Parry	University of Sheffield	Practitioner
41	Yasir Mansoor Kundi	IAE- Aix Graduate School of Management	Researcher
42	Esra Bal	DDI Turkey	Practitioner
43	Lesley Doyle	University of Glasgow	Researcher

ABSTRACTS

Papers presented in the SGM can be found here: [EAWOP SGM 2020 Papers](#)