

Investors in Young People

Second Generation Framework

A new award for changing times



Attracting & Recruiting Young People				Supporting, Guiding and Developing Young People			Retaining Young People		
01	02	03	04	05	06	07	08	09	10
Strategy	Attraction & Recruitment	Developing Young People	Leading Young People	Transition to Work	Support & Guidance	Effective Learning & Development	Impact on the Organisation's Strategy	Impact on Young People	Continuous Improvement
<p>Rationale for how Young People contribute success</p> <p>Strategy for how the organisation works with Young People</p>	<p>Be clear about how to attract Young People</p> <p>Uses a range of methods to effectively recruit and select Young People</p> <p>Understand the support available to attract and recruit Young People</p> <p>Engage with education to inform strategy</p>	<p>A clear approach to recruiting and developing Young People that is understood</p> <p>Resources are used effectively to support Young People's learning and development</p>	<p>The capabilities needed to lead, support and develop Young People are defined & understood</p> <p>Young People are effectively led, managed and supported</p>	<p>Young People's transition into work is effective</p> <p>Young People's induction into their job and team is effective</p> <p>Young People's working patterns accommodate learning and development activities</p>	<p>Young People benefit from feedback that values and develops them</p> <p>Leaders and Managers understand the importance of role modelling</p> <p>Young People are encouraged to have a voice in the organisation</p>	<p>Young People are aware of appropriate career pathways in their organisation</p> <p>Young People are able to develop their talents and skills</p> <p>Leaders and Managers are clear about the impact of Young People's learning and development</p>	<p>People understand the positive impact that investing in Young People makes on the organisation</p>	<p>Young People are retained in the organisation</p> <p>People are clear about the opportunities for career progression</p>	<p>Young People are asked for their views about the way the organisation develops them</p> <p>Leaders actively consider Young People's ideas and suggestions</p>
<p>Actively influencing opportunities for Young People</p> <p>Investment in Young People is a key part of the Strategy</p> <p>Being an ambassador for employing Young People</p> <p>The Strategy for Young People is used in marketing and recruitment</p>	<p>Young People participate in recruitment activities</p> <p>Recruitment and selection is fair and provides an accessible route to work</p> <p>Leaders engage with stakeholders about recruitment of Young People who have barriers to work</p> <p>Offer meaningful work placements</p> <p>Supply chain and stakeholders are encouraged to recruit Young People</p> <p>Young People are involved in reviewing recruitment processes</p> <p>The organisation recruits Young People who have barriers to work</p> <p>Partnerships with education providers develop employability and skills</p>	<p>Young People are involved in developing how learning supports Young People</p> <p>Appropriate resources are used to support Young People to gain qualifications</p> <p>Long term development activities are used to support Young People</p> <p>Resources are provided to help Young People overcome barriers to work</p>	<p>Managers are involved in defining capabilities</p> <p>Managers receive feedback and develop their capabilities further</p> <p>Organisational capabilities are regularly reviewed</p> <p>Best practice in management capability is shared</p>	<p>Young People understand and reflect the organisation's values and expectations of them</p> <p>Young People are effectively integrated into their job and team</p> <p>Learning and Development combines life skills and job skills</p> <p>Young People gain experience across the organisation</p> <p>Young People build on existing and new transferable life skills</p>	<p>Young People gain confidence in their abilities and their contribution</p> <p>Young People believe that Leaders and Managers are role models</p> <p>Young People are involved in decision making in their team</p> <p>Young People with high potential receive feedback to support a fast track career plan</p> <p>Leaders and Managers and Young People share their knowledge and skills acting as role models for others</p>	<p>Career development is supported for Young People in the organisation</p> <p>Young People demonstrate new skills and talents</p> <p>The benefit of Young People's learning and development is understood</p> <p>Career development is supported internally and externally</p> <p>Young People are included in talent management and succession planning across the organisation</p> <p>Young People's learning and development is understood throughout the organisation</p>	<p>Celebrating Young People's success is part of the culture</p> <p>The impact of investing in Young People on the bottom-line is measured</p>	<p>There are clear success measures of long-term employment of Young People</p> <p>Young People have progressed within or outwith the organisation</p> <p>The organisation reviews levels of retention of Young People and makes improvements</p> <p>Young People have progressed and hold senior roles</p>	<p>Young People believe their feedback helps the organisation improve</p> <p>Young People's views are taken into account in developing the strategy for Young People</p> <p>Young People are involved in reviewing strategies for recruiting and developing Young People</p> <p>Young People are involved in the development of the strategy for Young People</p>