



Sign up to the **Youth Champion Employer** Pledge

The Youth Champion Employment badge is the benchmark for employers on the Isle of Man who want to attract young people to work for their organisation.

There are three pillars to the pledge:

1. Fair Recruitment and Selection Process
2. Fair Employment Opportunities
3. Support and Development for Young People

When you sign up to the pledge you will be given a badge to display on your social media and website.

You will also be listed on justthejob.im as a Youth Champion. This is a website designed for young people (aged 14 – 25) to find jobs on the Isle of Man

Junior Achievement reserves the right to withdraw the use of the badge if the pledge is not being followed.

The ‘Youth Champion Employer’ Pledge has been

developed by Junior Achievement Isle of Man is the largest educational charity in the Isle of Man that works across all primary and secondary schools. The aim of our charity is to help young people develop skills for the workplace. We help them to make the connection between school and the world of work, enabling them to develop the skills and knowledge they will need to get a job or start their own business.

For more than 40 years, we have been providing financial literacy, employability and entrepreneurship education to students in the Isle of Man. On average, we work with 5,000 students each year.

We are a member of JA Worldwide, one of the world’s most impactful youth-serving NGOs, working in over 100 countries with more than 10 million students.

In 2022 and in 2023, JA Worldwide was nominated for the Nobel Peace Prize and has been ranked the No7 NGO in the world.

Research shows that post-COVID young people are less confident than ever before about finding and accessing quality jobs. They are concerned that they don't have the tools that they need to apply for work and they don't have the skills that employers are looking for.

With access to work experience declining, there is great uncertainty about where they can build the skills and knowledge that employers require. The work of Junior Achievement is helping to support these young people and to empower them to build a brighter future.

To find out more about the work of Junior Achievement and how you can support the work of our charity visit

www.jaiom.im

How can your organisation help?

Attracting young talent to your organisation is key to your future success.

Junior Achievement conducted a piece of research involving more than 300 young people aged 17 – 24 who had all been educated on the Isle of Man. We asked what needed to be done to help make that link between education and employment.

What this research proved is that this generation of young people has a different set of expectations and businesses need to adapt to survive.

80% of respondents stated that they would not apply for a job if they did not understand the job description

What is a Youth Champion Employer

A Youth Champion Employer is an organisation that puts young people at the heart of what they do.

They understand that starting on the career ladder can be daunting and will offer proper training and support to young people from all backgrounds.

In return for signing up for the pledge, you can carry the badge. Junior Achievement will feature you on the just the job portal as a Youth Champion Employer with a direct link to your website.

Just the JOB.im
Powered by JA IOM



FAIR RECRUITMENT AND SELECTION PROCESS

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What does a fair recruitment and selection process look like?

- Understand the barriers that might prevent a young person from applying to your company and remove those barriers
- Writing job descriptions in plain English and free from jargon, relevant to the age group. For example not asking for 3 years of experience when the applicant is 17 years old
- Acknowledging the receipt of all job applications
- Provide support during the recruitment process and help young people understand what is expected of them
- Optional - Where possible, provide constructive feedback to help improve future job applications
- Inform the young person of the outcome of their application or job regardless of whether they have been successful or not



FAIR EMPLOYMENT

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Starting a new job can create a mixture of confusion, anxiety and excitement. It is important for employers to recognise that young employees may be more likely to make mistakes. They are resilient and will absorb information like a sponge when given the right teacher. It helps if the person supporting is a strong communicator and will not be afraid to spend lots of time interacting with and developing them.

What does fair employment look like?

- Inform the employee exactly what is expected of them and teach them about workplace conduct
- Assign a workplace buddy that can help a young person settle into the job
- Provide an induction programme that includes your expectations and employee rights
- Pay a living wage in line with recommendations from the Isle of Man Government
- Create jobs that suit the diverse needs of young people



SUPPORT AND DEVELOPMENT

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Young workers will thrive on a variety of tasks, which will help them upskill. Try to provide opportunities for them to take on new projects or important tasks.

- Provide comprehensive training and promote good health and safety practices
- Hold regular reviews and provide constructive and helpful feedback on performance and any areas for improvement
- Encourage a culture that allows young employees to come forward if they have made a mistake without fear of blame
- Empower young people to get involved in any community, workplace initiatives or volunteering
- Optional - Where possible consider creating a committee or an opportunity for young people to voice their opinions and feedback on how to attract and retain young people to your business



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There is an annual administration fee of £150 to feature as a Youth Champion Employer.

To apply please contact:

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