

THE

SUMMER JOBS PROGRAMME

Employer information pack



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The Summer Jobs Programme

July to September 2026

The Summer Jobs Programme is an exciting initiative running from **July to September 2026** 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 Summer Jobs programme is backed by leading organisations - including the Youth Endowment Fund and Youth Futures Foundation who are the programme's principal partners. In 2024 the programme was funded by the Department of Digital, Culture, Media & Sport.



Feedback so far

The Summer Jobs Programme has been running each Summer since 2024. The programme has supported almost 800 young people with 100 employers providing work placement opportunities. Participating employers included Nexfibre, Intact Insurance (RSA), 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 employers and young people here

66

Excellent scheme very rewarding to be part of

Placement Provider, 2025

99

66

It was a pleasure to have them working with us. Looking forward to host more young people next time around.

Participating Employer, 2025

99

66

Overall, we found the programme to be a valuable and worthwhile experience both for the young people involved and for our organisation. It provided meaningful opportunities for growth, learning, and reflection, and reinforced the importance of structured support and clear communication throughout the process.

Participating Employer, 2025

99

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.



Dedicated youth worker support.

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.

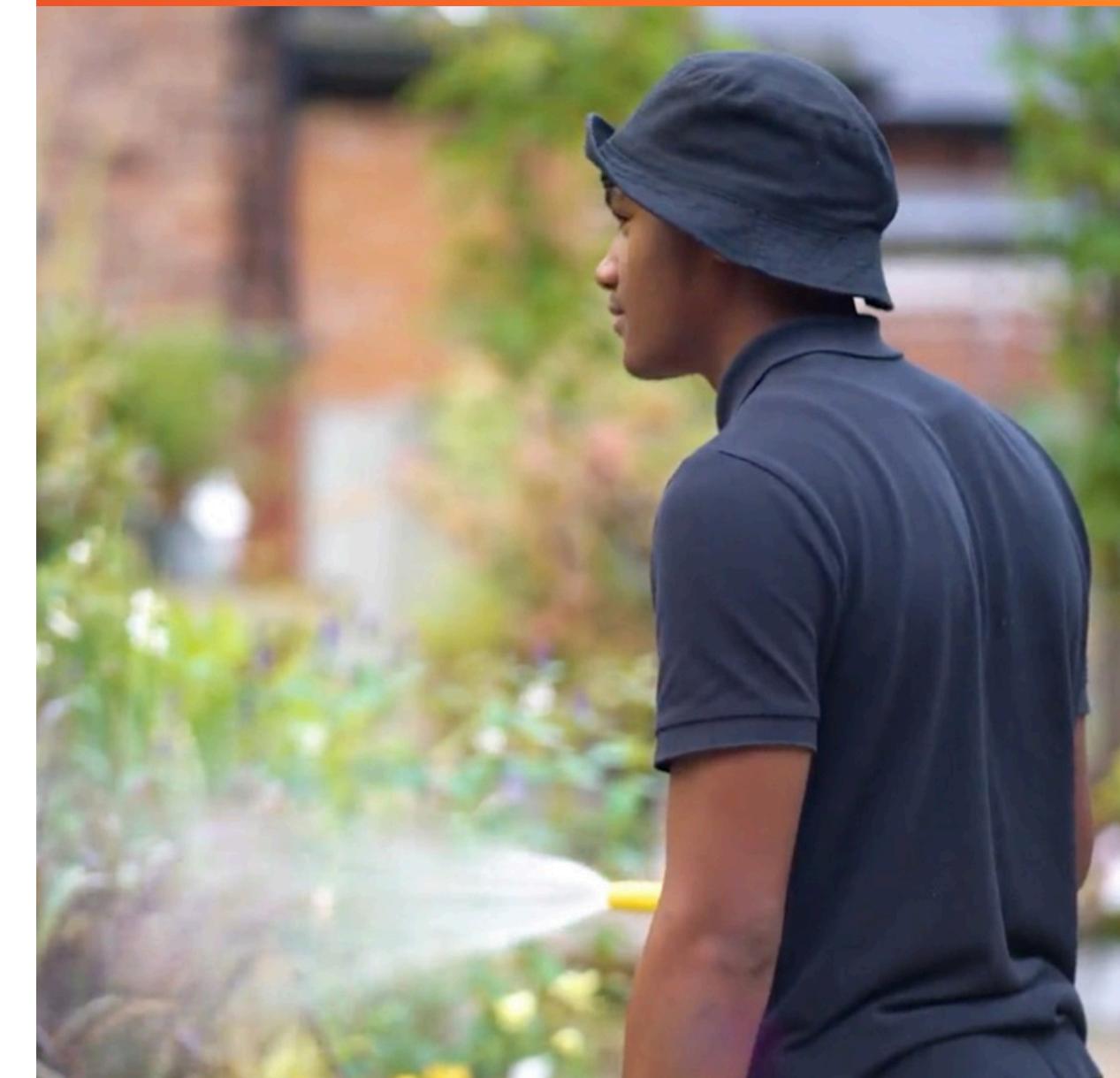
03

Partnering with placement supervisors to ensure placements are a positive experience for everyone, offering guidance and support using a youth work approach.

When does the programme run?

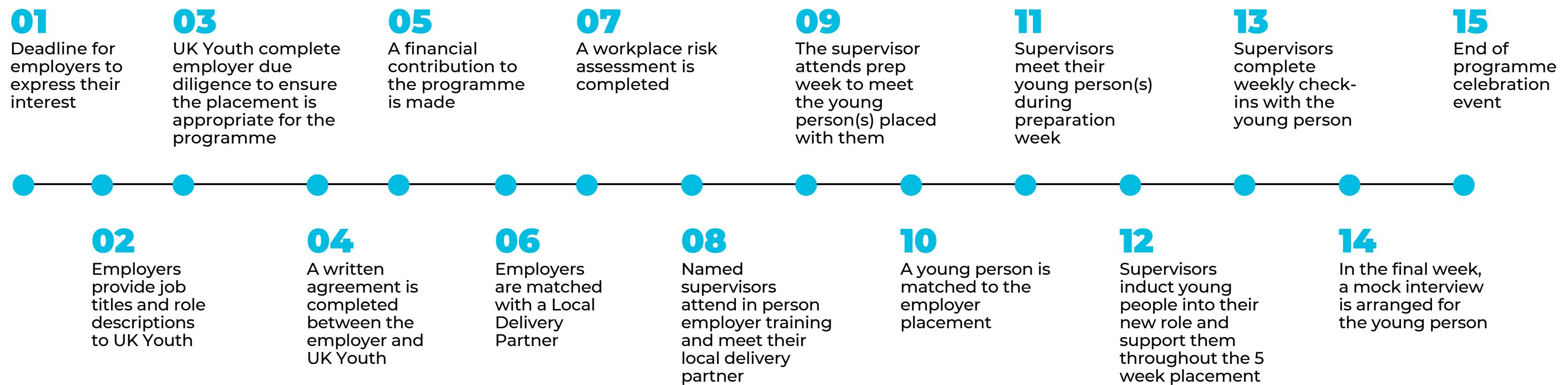
The **Summer Jobs Programme** runs for six weeks during the school holidays, typically starting at the end of July and continuing until early September. While exact school holiday dates may vary by location, you can expect the placement period to fall within this timeframe.

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.



Key dates

October 2025 - April 2026

Employer expressions of interest

March – April 2026

Due Diligence checks

June 2026

Face-to-face regional training workshops for supervisors.

January - May 2026

Completing contracts and being matched to Local Delivery Partners.

April – June 2026

Risk Assessments to be completed'

June – July 2026

Allocating placements to young people.

July 2026

Programme begins

Young person's journey

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

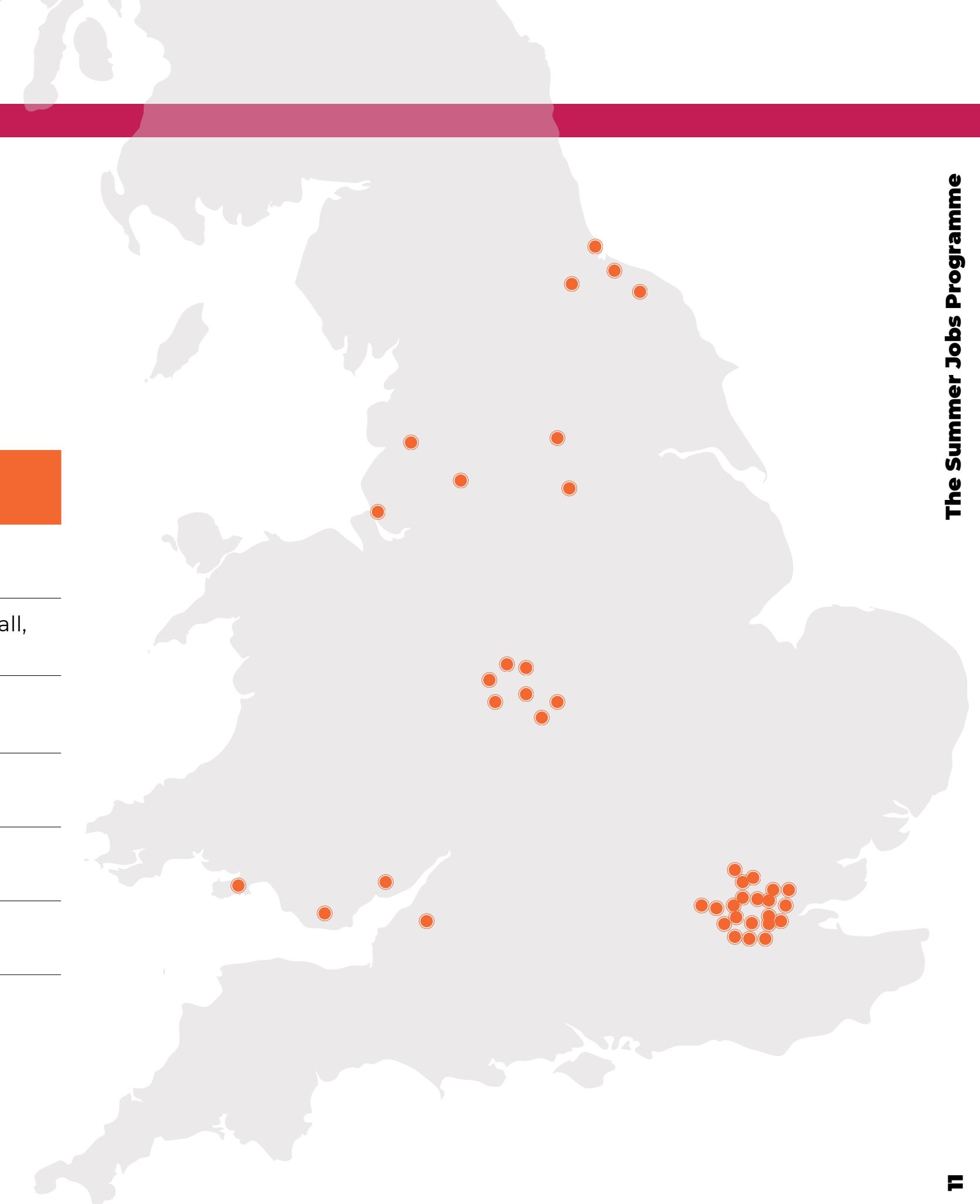


- 01**
Young people are recruited and screened for eligibility
- 02**
Young people are randomly allocated to a control or experimental group. Those in the experimental group move forwards with the programme
- 03**
A 1:1 between the young person and the youth worker to discuss future goals and allocate them to a placement
- 04**
Young Person Preparation week: 25 hours of pre-employment 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 2026 locations

Region	Areas Covered
Greater London	All boroughs
West Midlands	Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, Wolverhampton
Greater Manchester	Manchester, Wigan, Stockport, Tameside, Bury, Bolton, Oldham, Rochdale, Salford, Trafford
North East	Hartlepool, Darlington, Stockton-on-Tees, Redcar and Cleveland, Middlesbrough
Yorkshire	Sheffield
Wales	Newport, Cardiff, Swansea

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



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.

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** **Gambling**
Vaping products **Adult Entertainment** **Door-to-door Sales**

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.

- 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.
- Employers **must not alter** the young person's agreed-upon hours or job description.

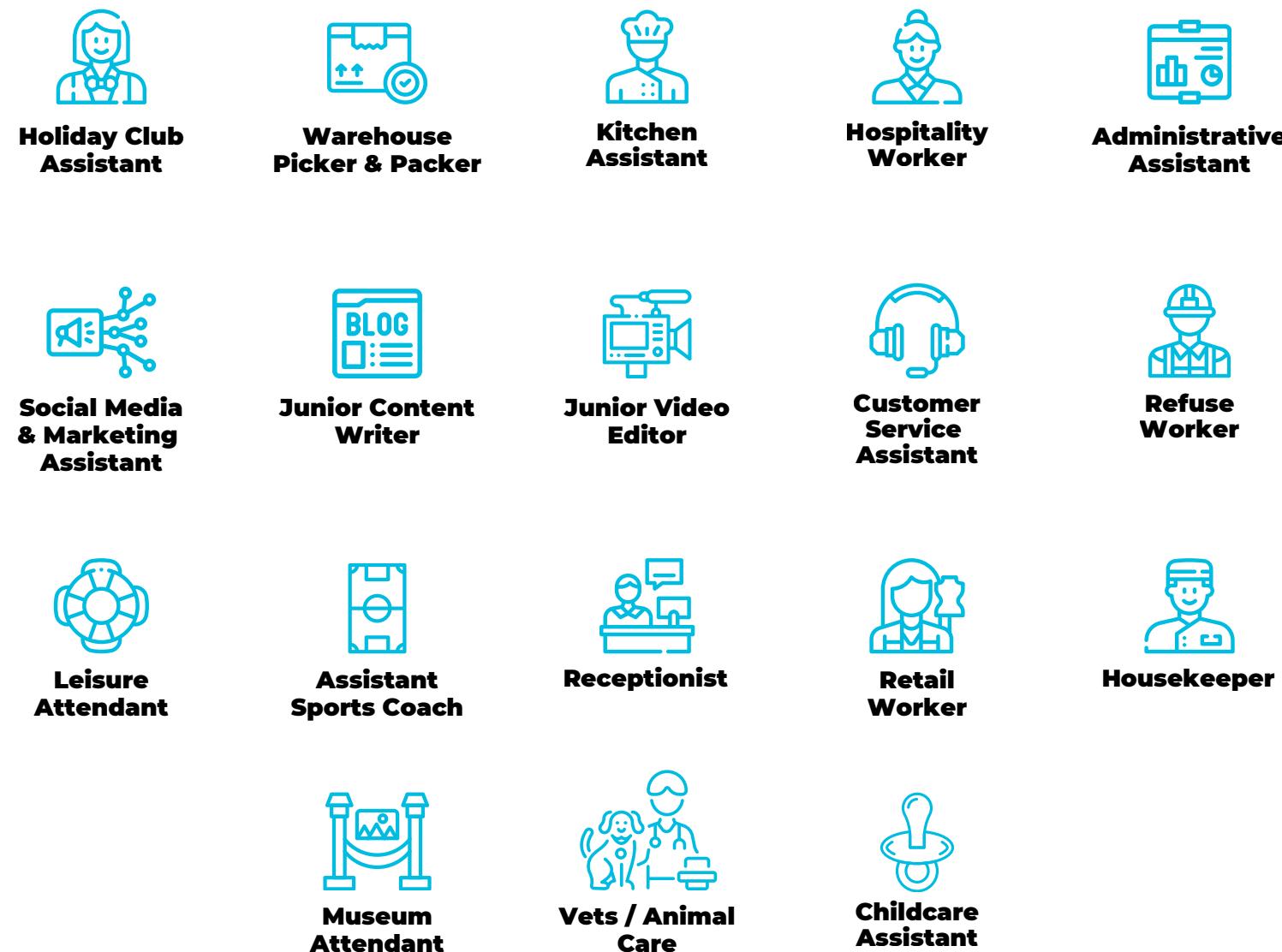
Placement and roles offered

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 and adds an additional barrier for the young person.

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 young person's wages. While some of these costs are funded by our programme sponsors, the remaining expenses must be supported through **corporate donations**.

While charity and public sector organisations are not expected to contribute financially, 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. A guide for suggested donation amounts will be provided when we meet.

Bespoke packages with a range of benefits are available.

	Less than 4 placements	Up to 10 placements	11 to 15 placements	16 to 20 placements	20+ placements
Charity/ Public Sector	FREE	FREE	FREE	FREE	FREE
<£750,000 Turnover	FREE	FREE	FREE	FREE	FREE
£750,000 - £1.5Million	£1,500	£3,000	£5,000	£8,000	Bespoke Package
£1.5Million - £5Million	£3,500	£7,000	£9,500	£14,000	Bespoke Package
£5Million +	£5,000	£9,500	£15,000	£20,000	Bespoke Package

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, email summerjobs@ukyouth.org

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 2025 on our website

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



It was a pleasure to have them working with us. Looking forward to host more young people next time around.

Participating Employer



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.

Participating Employer



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

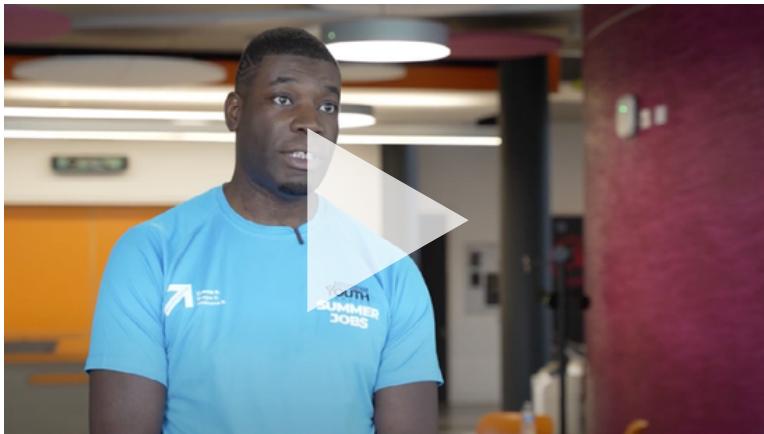


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Participating Employer



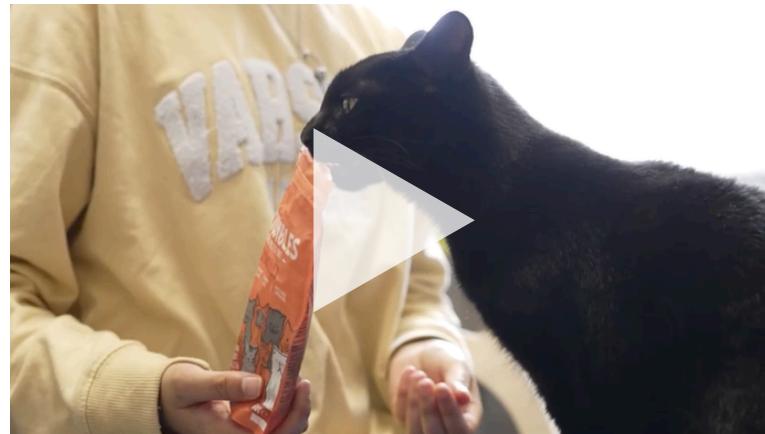
YouTube links



Employer support promotional



Sporting your futures
Case study



Sheffield Cats Shelter
Case study



Riverlution
Case study



Orange Bow, London
Case study



Birmingham botanical gardens
Case study



National Videogame Museum
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 900 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.

How many hours can young people work?

Young people must work 25hrs per week. Ideally this should be worked in person and across Mon-Fri, but we can discuss some shiftwork and hybrid options if these would better suit the workplace.

Across the 5 weeks of placement they will be paid for a maximum of 125hrs, which must include three days of annual leave. The cap on their hours is very important as the programme is only funded to support wage payments to this amount.

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.

Are there safeguarding measures that we need to be aware of?

Yes. Safeguarding is an integral part of the Summer Jobs Programme, ensuring the safety of the young people and supporting your staff as well. All placements must be risk assessed in partnership with your linked Local Delivery Partner. Your LDP will also help to tailor the risk assessment to the specific young people matched to your placement(s).

In addition any staff who may be required to work one-to-one with young people (with no other staff present) must undertake a DBS check, which will be paid for and facilitated through the programme.





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