

Local London Youth Employment (16-25)

Roadmap to Better Youth Outcomes



Introduction

01

This roadmap sets out how Local London and our partners are working to improve employment outcomes for young people aged 16 to 25 across the sub-region.

It is intended for young people, employers, practitioners, supportive organisations, borough partners and funders, including the Greater London Authority, to provide a clear, shared direction of travel.

This sits within the wider pan-London Youth Guarantee Trailblazer programme, a £5+ million initiative led by the Greater London Authority (GLA) and backed by the UK Government's Department for Work and Pensions to support young people who are NEET (Not in Education, Employment, or Training).

This roadmap responds to challenges in this part of London, identified through research conducted on our behalf by Renaisi-TSIP, stakeholder engagement and feedback from our Youth Employment Summit in 2025. This highlighted key themes, including gaps in support at key transition points, limited access to meaningful work experience, and difficulties navigating the system. The activities in this roadmap are being delivered through our Youth Integration Network (YIN), a partnership bringing together young people, employers, public services and the voluntary sector to

help 16-25-year-olds navigate their way through the skills and employment landscape in our nine boroughs.

Rather than a static plan, this is a live, framework that outlines what we have done, the priorities we are focusing on, and the actions we are taking collectively. It shows how insights from young people and partners are being translated into practical change, with a focus on building a more joined-up, accessible and effective system that supports all young people into employment and careers they can be proud of.



In January 2025, in response to the Get Britain Working White Paper, we set out to identify what approach to take if we were to become a Youth Trailblazer site for the sub-region.

Our problem statement at that time was "What do we need to do as a sub-region to create better outcomes for local young people (16-25)?"



Our Approach

03

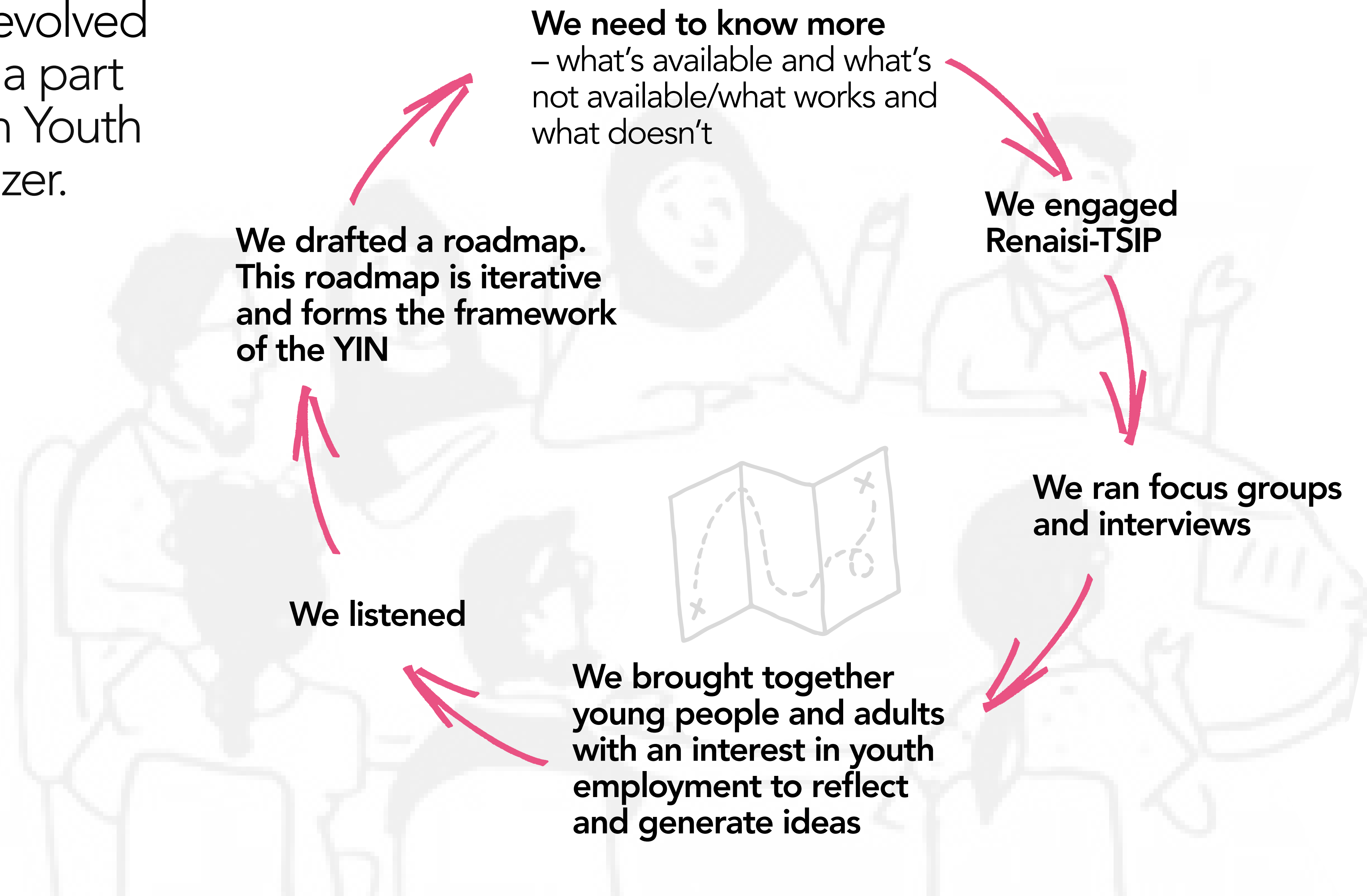
We commissioned Renaisi-TSIP, leaders in place-based change, to conduct interviews and research and held a lively Youth Employment Summit to hear from young people and those working with them to guide our thinking.



Our Methodology

04

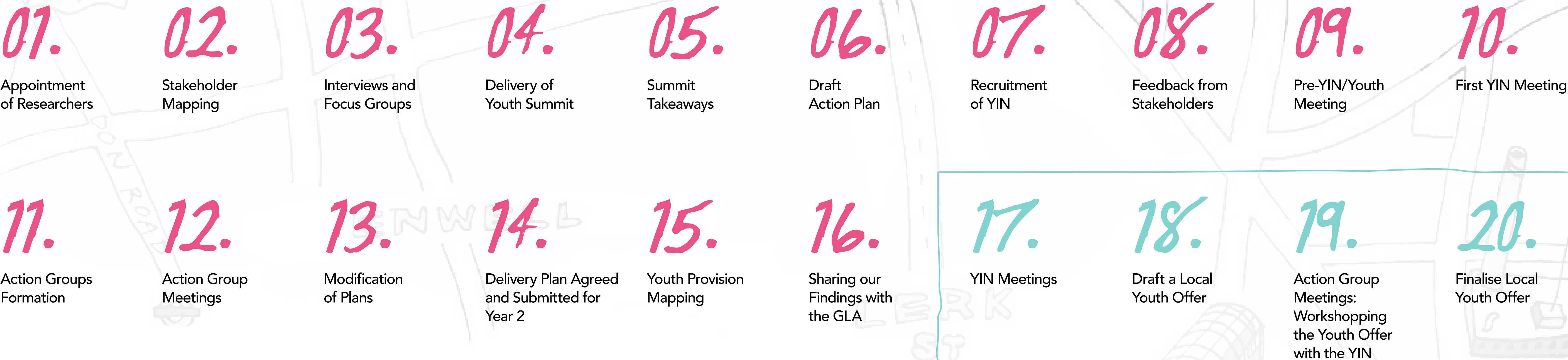
This work quickly evolved and later became a part of the Pan-London Youth Guarantee Trailblazer.



Delivery Plan

20 steps taken

This roadmap sets out our delivery plan. Below are the 20 steps we are taking, to make this ambition a reality.



Steps 17-20 are still to come

01.
Appointment
of Researchers

Local London hired an agency to help deliver our first ever Youth Employment Summit on 25th June 2025 at Woolwich Works, Greenwich. We appointed Renaisi-TSIP to lead research ahead of our Youth Employment Summit, and to create a report with recommendations and an action plan.

02.
Stakeholder
Mapping

We began the project with a stakeholder mapping exercise in which four key groups of stakeholders emerged as follows:

Young people

It was critical that we understood and sought answers to the problem statement from the point of view of young people themselves. Working with Renaisi-TSIP, we ensured many diverse voices of young people were at the centre of our research and Youth Employment Summit.

Employers/business community

This group were critical to the discussion to highlight what employers are looking for, but we were aware they could be difficult to engage given competing time and business demands.

Public sector

Comprising representatives from education, statutory services, local/regional/national government, this group was pivotal to steering the discussion. We were also keen for this group to hear from others (especially the youth voice as the end user).

Third sector

It was also important to engage this group whose work complements and fills gaps in public services; often with deep expertise in areas that can support the most vulnerable young people in our sub-region.



03.

Interviews and Focus Groups

We conducted interviews with key stakeholders from across the Local London employment and skills landscape. We had conversations with 16 people, this included a focus group with seven young people facilitated by Renaisi-TSIP in May 2025. The group consisted of five 16-18-year-olds and two 22-24-year-olds (including a young parent, care experience and SEND groups). Other people interviewed were from across the remaining three stakeholder groups. Outside the interviews and focus groups, we engaged with 60 young people.

Early feedback told us...

- Young people feel as though employers see them as a risk and are not prepared to give them a chance.
- A lot feel fundamentally disadvantaged because of their age.
- Young people not choosing to continue the traditional routes of further education and then higher education feel as though they are not given a chance. The system doesn't help them to explore different alternatives.
- Young people feel pressure around having to figure out a career, when most are just looking for a job and haven't decided what they want to do yet.
- Practitioners feel frustrated by headlines and comments from employers. There is a belief that there is a lack of understanding of what teachers, schools and services are up against when trying to support young people.
- Employers echoed the same concern that, there is a lack of understanding of the challenges faced by businesses and that a lot is asked of them.

04.

Delivery of Youth Summit



Purpose of the Summit

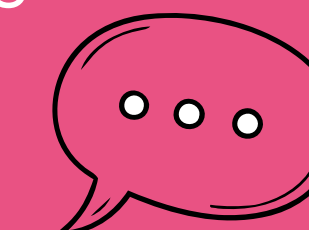
Understanding what is working and what is not working.



Generating ideas on what stakeholders would like to see going forward.



Meaningful dialogue between our young residents, policy makers and employers.



An action plan or roadmap for the sub-region to take forward.



The Youth Employment Summit created a safe space bringing together different voices to be heard and collaborate on solutions.

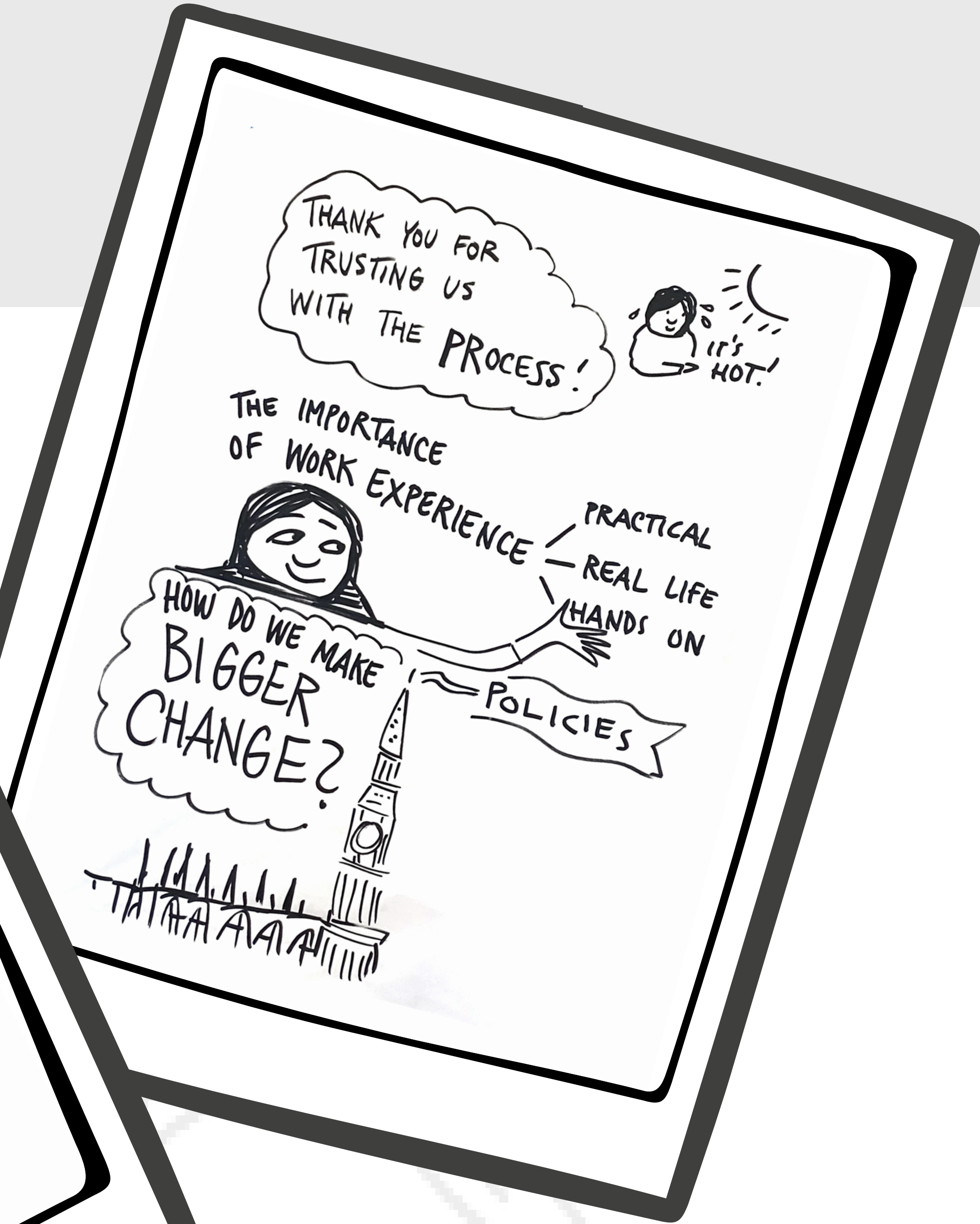


Summit in Summary...

In this section, is a summary of the key discussions that emerged from the Summit, represented by the images on this and the next page Following a passionate keynote speech by Chisola Chitambala (Entrepreneur and BBC The Apprentice Finalist in 2025), the 175 attendees took part in panel sessions and discussions to generate ideas. The emerging themes from the day included transition points, exposure to work, in-education support and engagement, awareness and access.



This way to more Summit findings
[Click here](#)



05.
Summit
Takeaways

The event was aimed at the four stakeholder groups identified in step 2 above.

The event was attended by:

175 delegates

37 young people

29 employers

Four main themes emerged from analysing the key summit takeaways and which conversations generated the most energy at the Youth Employment Summit. These themes have been converted into four action areas: Transition Points; Exposure to Work; In-education Support; Engagement, Awareness and Access. There is more information in the graphic on this page.

06.
Draft
Action Plan

Following the summit, Renaisi-TSIP produced a draft action plan. We decided to hold further conversations and workshops to test the findings and recommendations in the draft plan.

On 19th August 2025 we workshopped themes and ideas that had emerged from our Youth Employment Summit with our partners (23 colleagues and representation from all nine boroughs, as well as from the Department for Work and Pensions) to better understand the feasibility of what the action plan was proposing. See how the discussion unfolded on [Miro](#).

Action Areas 1-4

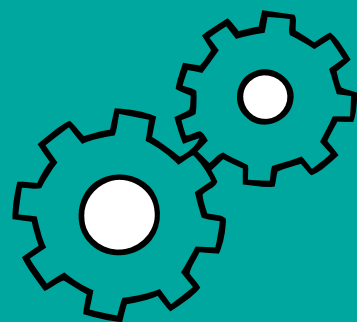
Action Area 1
Transition Points

Finding ways to address issues in the system to provide holistic support.



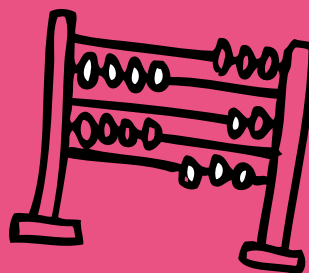
Action Area 2
Exposure to Work

Young people are connected with employers and opportunities to build understanding of the world of work.



Action Area 3
In-education Support

Ensuring that education prepares young people for employment.



Action Area 4
Engagement, Awareness and Access

Young people, families and communities are connected to available support, opportunities and routes to access them.



07.

Recruitment of YIN

One of the core components of the Pan-London Youth Guarantee Trailblazer, is to establish YINs in each sub-region of London. The role of the YIN is to convene youth organisations, employers and young people to improve the services that affect youth employment.

We recruited a range of stakeholders in the sub-region with an interest in youth employment and/or representatives who could help address youth employment issues, as well as young people themselves.

We also made sure that we included and are working with Local London's 14-19 officers' group (ensuring representation across all nine of the boroughs). This included sending them out formal invitations to join the YIN, attending and presenting at the November 2025 14-19 officers' group meeting, and sharing the draft action plan for review.

08.

Feedback from Stakeholders

We worked with Renaisi-TSIP to finalise the action plan.

The plan is ambitious and a live document. Through the YIN we have established a continuous feedback loop from all stakeholder groups that continues to shape our work. This roadmap presents the main takeaways.

09.

Pre-YIN/Youth Meeting

On 3rd December 2025 we held a Youth Representative Pre-YIN meeting in Stratford, which nine young people attended.

The meeting was designed to:

- Onboard the young people and confirm the role.
- Set the scene.
- Obtain commitment and answer questions and prepare for the YIN.
- Renaisi-TSIP were requested to share a written copy of the Action Plan with the young people.
- Young people were asked to complete a form to capture a baseline measure of youth services and support services known to them.

The results from this initial survey prompted us to dig deeper. [Click here](#) to see the outcomes in our service mapping analysis exercise.







10.

First YIN Meeting

On 10th December 2025, we held our first YIN meeting online, facilitated by Renaisi-TSIP. 24 people took part, including seven youth representatives.

Actions and lessons learnt from the meeting include:

- Exploring holding in-person or hybrid meetings in future.
- Action areas to be formed into Task and Finish Groups (each with its own chair).
- Action areas to finalise the action plan, that will remain dynamic.
- Local London to publish roadmap containing timeline and headlines, in place of the action plan – giving room to changes and pivots as necessary.

This way to see the [meeting summary](#) and [meeting agenda](#)

11.

Action Groups Formation

Following the first YIN, members formed four action groups to drive the action areas identified by the earlier Youth Summit and draft report. The action groups bring together members spanning the breadth of stakeholders that make up the YIN, with a focus on what needs to happen to develop each action area in line with the problem statement.

This way to see [ToR](#) for each action group

12.

Action Group Meetings

Throughout 2026, we will convene action group meetings periodically. Although the dates are not set in stone, we plan for these meetings to take place in around the following dates at 4:00-5:30pm. All are welcome (especially young people in our sub-region aged 16-25). If you would like to join an upcoming meeting please connect with us [here](#).

Action group	Round 1	Round 2	Round 3	Round 4	Round 5
1. Transition points	January 2026	March 2026	July 2026	October 2026	January 2027
2. Exposure to work	January 2026	March 2026	July 2026	October 2026	January 2027
3. In-education support	February 2026	March 2026	July 2026	October 2026	January 2027
4. Engagement, awareness, and access	February 2026	March 2026	July 2026	October 2026	January 2027

This way to see [meeting agendas and minutes](#)



Whole-network meetings

Local London will also bring together the full YIN at key points across the year. These in-person meetings will be an opportunity to share learning, reflect on progress, and connect work happening across the different action groups. Proposed dates are:

Meeting	Date
YIN 1	Winter 2025
YIN 2	Summer 2026
YIN 3	Autumn 2026
YIN 4	Winter 2026

13.

Modification of Plans

Following the inaugural YIN and the first round of action groups, plans for the YIN were modified to better reflect the needs of the network whilst simultaneously aiming to achieve the outcomes originally set out in the draft action plan.

[Click here to see outputs and workplan](#)





14.

Delivery Plan Agreed
and Submitted for Year 2

On 12th March 2026, we submitted our delivery plan the YIN 26-27 to extend our work into the next financial year. This plan took into consideration the feedback from further conversations and workshops.

Given that many of our year 1 ambitions had not yet concluded, our delivery plan includes flexibility, allowing us to update the plan by the end of Q2 of 26-27.

15.

Youth Provision
Mapping

One of the minimum expected outcomes of the YIN was for us to collectively produce an up-to-date map of available local services for young people identifying:

- ▶ Local gaps in service provision.
- ▶ Referral drop-offs.
- ▶ Duplication in the local system.



This journey map is a live document and is being developed further in year 2 of our YIN delivery. Click on the Employment Journey Map above to enlarge.



16.
Sharing our Findings with the GLA

In April 2026, we submitted a brief report to the GLA outlining key takeaways and insights from six months of engagement with stakeholder partners and YIN action group meetings. The report also included feedback from young people gathered through their involvement in the action groups and the Youth Employment Summit.



17.
YIN Meetings

I loved being able to engage with different professionals and give them my experience to hopefully, change how companies approach employing young people. Additionally, I love being given the opportunity to be able to engage with action that can make real changes to how we can make work more accessible for us young people.

Young Resident, Local London Youth Summit 2025

We heard from people from various qualifications and backgrounds. We learnt a lot about different services already available and what services need to be implemented to further aid the connection between the youth and employers.

Joseph, Young Resident, Local London Youth Summit 2025

The exposure to a range of different people. It allows us as young people to flourish and network in a positive environment where we know we are being heard and seen and that we can actually make a difference. The variety of jobs that people have as well allows for exposure to industries I didn't even know previously existed.

NUSAYBA, Young Resident, Local London Youth Summit 2025

My experience as a Youth Rep has been insightful and very engaging. I have been able to chat with other Youth Reps and especially professionals by representing young peoples' concerns on the barriers in accessing support to find employment. Moreover, participating in the Youth Summit was a truly unforgettable experience.

Local London Youth Representative, March 2026

Young people need to be given opportunities to network and then taught what to do with those networks... This is how they will gain the confidence that they need for today's workplaces...

Sabrina Ben Salami, Local London Enterprise Adviser and Parent March 2026

Although initially planned to review progress against the action areas and problem statement, these in-person events have emerged as a powerful opportunity for young people to learn and network. During the 2025 summit, we saw genuine connections being made and job offers to some of the near 40 young people that attended the event. Not only do these types of opportunities give young people something to add to their CV's, but it also gives them confidence and drops them into an environment in which their voices are the most important in the room.

Our biggest measure of progress as a YIN is what the young people in our sub-region are saying and doing, and by facilitating these regular meet ups, we are hearing and seeing first-hand the impact we are having. We are also able to sense-check in real time (all of us) if what we are doing is working and is fit for purpose.







18.

Draft a Local Youth Offer

At Pan-London level, the GLA are working with Savanta to develop the Pan-London youth offer. Whilst our work is feeding into the Pan-London offer, through our YIN it has become apparent that there is an appetite for a youth offer for Local London that feels more localised. Therefore, we intend to:

- 1. Build on the already existing Adviser Services Directory**
 - to support widespread awareness and use of the Youth Offer by local practitioners.
- 2. Create a journey mapping resource**
 - so that every young person can find the support they need quickly and plan their next steps.
- 3. Create easy access to networking opportunities for young residents**
 - as per feedback from the summit and youth representatives.
- 4. Build a youth offer access form**
 - this will be a digital platform where all young people can go to get the help they need. We anticipate that this build could take up to two years to finalise and as such we are advocating for multi-year funding to make this ambition a reality. If funding is approved, we believe that this platform will provide frictionless universal support for all young people in Local London.



19.

Action Group Meetings: Workshopping the Youth Offer with the YIN

We will conduct a series of action group meetings with the YIN and special interest groups to workshop, review and launch the Youth Offer. During these sessions we will capture feedback and test fitness for purpose in line with the problem statement – capturing feedback and recommendations on late-stage fixes and modifications.

20.

Finalise Local Youth Offer

This will be a complete mapping of the local youth offer that will feed into the Pan-London offer and (if multi-year funding is granted) the completion of our digital form.

**When complete it will be available
for you to access here.**

