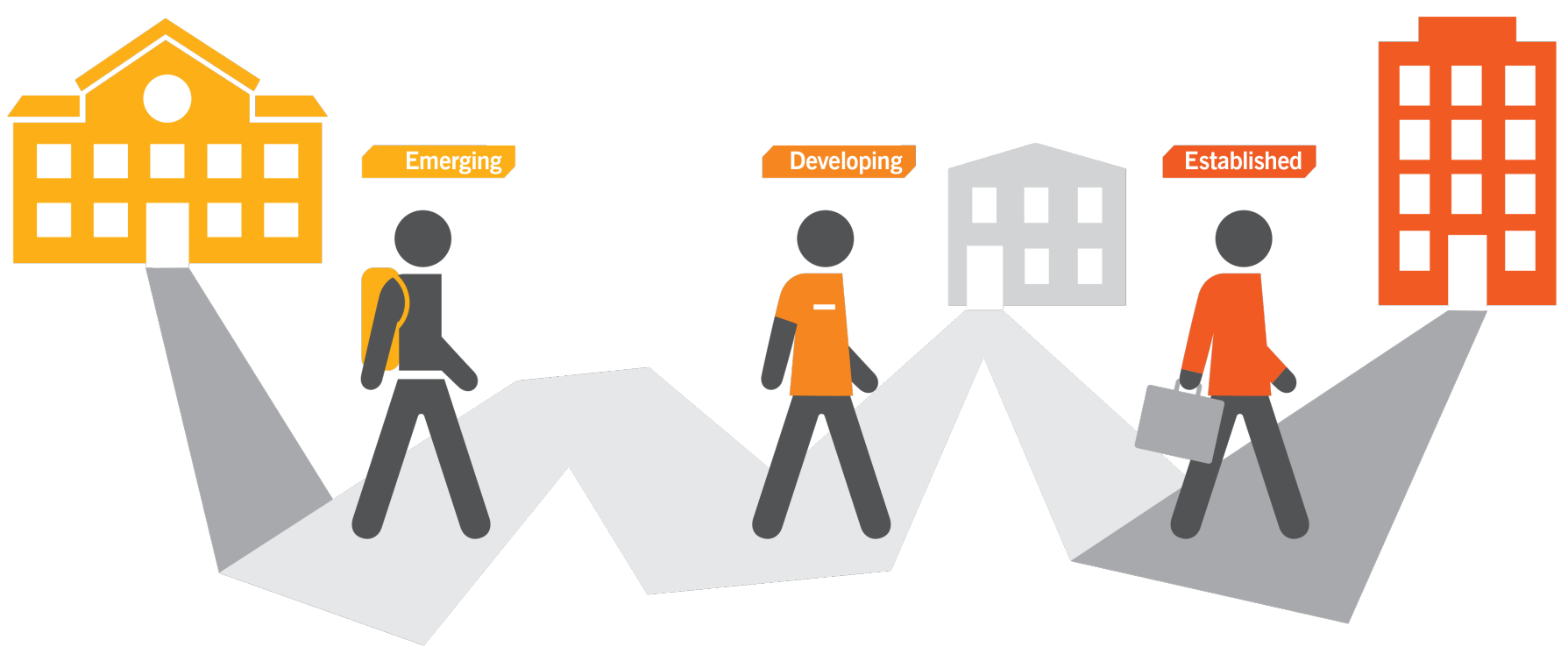


Ready for Work

The UK job market has changed dramatically over the past 20 years. Many young people, particularly those from disadvantaged backgrounds, find it increasingly difficult to make a successful transition from education to employment. At the same time, employers express concerns about the level of training and support they need to give to young recruits.

Working directly with UK-based employers, we have identified **six essential capabilities** that young people are expected to demonstrate in order to get and keep a job. As a young person builds these capabilities, they advance through the stages of development – emerging, developing and established – further increasing their employability.



Self-aware

Takes responsibility for themselves and others, exhibits self-control, accountability for one's actions, does not shift blame and recognises their own strengths and weaknesses.



Receptive

Willing to address weaknesses, takes feedback and advice, open to new ideas and working in different ways, open-minded, patient and flexible.



Driven

Displays a positive attitude, applies oneself consistently, reliable, motivated, punctual, well-organised, hard-working and goes the extra mile.



Self-assured

Has good levels of self-esteem, willing to ask questions and seek more information, can work alone without clear direction, displaying physical signs of self-esteem, such as a firm handshake.



Resilient

Copes with rejection and set-backs, learns from mistakes, open to constructive criticisms, determined to overcome obstacles, perseveres and does not panic under pressure.



Informed

Has an understanding of the job market, able to search for job vacancies, does background research, understands office etiquette, well-presented, can effectively describe their achievements verbally and has a representative CV.