

Want to attract the best young people for your entry level roles? Our Youth Panel can help...



## ***Be Clear, Remove Fear*** **Making entry level roles accessible for young people**

Greater Manchester's

# HIDDEN TALENT



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Employers can inadvertently create barriers to recruiting young people for entry level roles. Adverts, job specs, role descriptions and recruitment processes can be unnecessarily complicated - creating a sense of fear in young applicants. Employers may be unaware of what poses an obstacle to young applicants and what simple changes can remove these obstacles. This is where our Youth Panel come in...

### **Our Youth Panel will review how you recruit for entry level roles. This is a free service!**

The Panel is comprised of young people who have experienced periods of unemployment and/or barriers to employment. They offer invaluable insight as to what young people look for from a job and what stops them applying.

**We are flexible around employers' needs.** You may feel you've cracked your apps but want young people's opinions as to how you interview (and vice versa).

**To get involved please contact [ben.reese@gmcvo.org.uk](mailto:ben.reese@gmcvo.org.uk) / 0161 277 1046**

### **Common recruitment barriers include...**

- Overuse of jargon in specs e.g. 'servicing meetings', 'client facing'
- Overasking: requiring skills/knowledge/experience that can actually be learned on the job
- Recruitment processes and inductions not designed for young people with limited experience of the workplace
- Lack of specificity and clarity on what a role involves

