

The Youth Guarantee – External Briefing

BUILD YOUR FUTURE WORKFORCE AND SHAPE THE LIVES OF YOUNG PEOPLE

The Youth Guarantee is the government’s commitment to ensure that every young person aged 16 to 24 has the support and opportunities to get into work or education.

Over the next three years, the government will **invest £2.5 billion to help young people** build skills, gain experience and progress into employment or further learning. This investment will support almost one million young people and **unlock up to 500,000 jobs, training and learning opportunities**.

For employers, the **Youth Guarantee offers access to fully funded training, financial incentives and a pipeline of young talent**. This support is designed to help you fill skills gaps today while investing in your future workforce.

To sign up to be part of the Youth Guarantee, please visit business.gov.uk/recruit. We will connect you with the right teams across DWP to discuss how you can take part and ensure your opportunities are linked to young people across Great Britain.

OUR ASK – SUPPORT THE YOUTH GUARANTEE

Employers are **integral to the success of the Youth Guarantee and building our future workforce**. We are here to help you navigate the system and connect you to young people to provide a steady pipeline of young talent to help you fill skills gaps and deliver more opportunities.

How can you be part of the Youth Guarantee?

Be part of the Youth Guarantee by:	Government’s offer of support
Recruiting more young people into jobs or apprenticeships	• Apprenticeships: We are fully funding apprenticeships training for eligible 16–24-year-olds at non-levy paying employers from the next academic year, expanding foundation apprenticeships and introducing short courses to help businesses develop the skills they need in England. This builds on increased flexibility for employers, including reducing the apprenticeship minimum duration to 8 months, and making English and maths requirements more flexible for adult apprentices. • Apprenticeship incentives: A new £2,000 incentive for non-levy payers in England, recruiting a young person aged 16-24, delivered from October 2026. Employers could receive further incentives, including £1,000 for recruiting apprentices under 19-, or 19–24-year-olds with an EHCP or have been, or are in care, and £2,000 for eligible foundation apprenticeships. • Youth Jobs Grant: A £3,000 incentive, per hire, for employers recruiting young people aged 18-24 across GB who have been on Universal Credit (UC) and looking for work for six months. Payments will be made in two parts: £1,800 payment in the second month of employment and £1,200 in the fifth month.

- **Jobs Guarantee:** Guarantees a six-month paid job for up to 25 hours a week, at the relevant minimum wage for every eligible 18-24-year-old who has been on UC and looking for work for 18 months, **with the government covering 100% of employment costs**. Over 1,000 jobs are available from Spring 2026, with a full rollout of around 90,000 places from Autumn 2026. Find more information [here](#).
- **Employer NICs relief:** In most cases, **employers automatically pay no employer National Insurance (NI) Contributions** for employees [under 21](#) and are **not required to pay NI for apprentices under 25** (for wages below £50,270 a year).

Working with DWP to create more work experience placements and training places for young people	For young people on UC in Great Britain who are looking for work we are: • Creating up to 150,000 additional work experience placements. • Creating up to 145,000 bespoke training opportunities designed in partnership with employers, through our existing Sector-Based Work Academy Programmes (SWAP)
Partnering with Skills England to develop tailored sector skills packages	• We have invested over £1 billion in skills packages to strengthen talent pipeline into high-demand jobs in construction, digital and AI, engineering, and defence in England. Skills England will develop tailored sector skills packages in partnership with industry and government, supporting the development and implementation of sector-led Job Plans.
Partnering with DWP to set up and/or provide services within a Youth Hub	• We are expanding Youth Hubs to over 360 locations across Great Britain so that all young people – including those not on benefits – can access opportunities and wider support in their local area. These hubs will help match local employers with local talent and we welcome partners to increase hubs from current c. 130 to over 360.
Accessing DWP’s ‘employer commitment’	Employers benefit from a tailored recruitment service to help fill vacancies with Jobcentre candidates. This includes: • Support with job descriptions and speeding up recruitment and promotion of vacancies locally and online. • Use of Jobcentre space for interviews and invitations to recruitment events. • Access to free online job site Find a Job. • Expert advice from an expert Recruitment Manager from our Strategic Relationship Team.

Visit business.gov.uk/recruit