

EAWOP/ESRC Small Group Meeting on Young People's Work, Employment and Careers

29 June – 3 July 2020 (3–6pm each day / Time zone: British Summer Time)

Organisers: Belgin Okay-Somerville (*University of Glasgow*), Dora Scholarios (*University of Strathclyde*) and Rosalind Searle (*University of Glasgow*)

Provisional Summary Programme

Instructions on how to join the live sessions and a detailed programme will be provided to all registered participants. We do hope you'll all be able to join us for this exciting initiative. Please don't hesitate to get in touch if you have any questions (Belgin.Okay-Somerville@glasgow.ac.uk).

Monday, 29 th June	Tuesday, 30 th June	Wednesday, 1 st July	Thursday, 2 nd July	Friday, 3 rd July
Introduction	Employability and careers	Work and wellbeing	Identity, diversity, inclusion	Reflections and discussion
Welcome and keynotes: Contextualising young people’s employment	Policy and practitioner notes			Parallel huddles: Developmental feedback for research papers
	Research notes			Discussion: Addressing the BIG questions
	Research notes			
	Invited reflections and open discussion			Close: Wrap-up and next steps

Important dates:

- Early June: Registration opens
- 22nd June: Deadline to send extended abstracts/full papers
- 25th June: Registration closes
- 26th June: Deadline to send presentation slides

Monday 29 June: Introduction & Welcome

Establishing protocols & guidelines for getting the most out of the online SGM

Opening sessions will include:

- A welcome from Prof John Finch, Head of Adam Smith Business School, Uni of Glasgow
- Policy note from the: Scottish Youth Parliament
- Keynote from Dr Angela Carter, Just Development
- Maja Gustafsson, Resolution Foundation
- Anna Darnell, Youth Futures Foundation

Tuesday 30 June: Employability & Careers

Policy & Practice Notes: Confirmed contributions include - Skills Development Scotland, Centre for Work-based Learning, Dawnfresh Seafoods

Break

- Integrated models of graduate perceived employability (Gerardo Petruzzello, Marco Giovanni Mariani, Dina Guglielmi, Beatrice van der Heijden, Jeroen de Jong & Rita Chiesa)
- The development of career competencies in the transition to the labour market: career shock or sustainable growth? (Ilke Grosemans & Nele De Cuyper)
- Can communities of practice enhance student's perceived employability and agency prior to work transitions? (Michelle Trottier)

Break

- "The treatment of young people in the workplace is...very disrespectful": issues of age and 'employability' among NEET young people (Beth Suttill)
- Promoting career preparedness in adolescents: testing two interventions (Julian Marciniak, Andreas Hirschi, Claire Johnston)
- Bridging the gap: career resilience as a facilitator of the school-to-work transition in emerging adults (Dianna Dempsey)

Break

Invited reflections and open discussion addressing question of the day: How can we assist young workers to develop their human and social capital, identity and adaptability to enable their employability?

Wednesday 1 July: Work & Wellbeing

Policy & Practice Notes: Confirmed contributions include – Mental Health Foundation, Chartered Institute of Personnel and Development

Break

- Understanding young people's work: adverse working conditions and wellbeing in Europe (Belgin Okay-Somerville, Beatrice van der Heijden, Dora Scholarios, Edward Sosu)
- Mental health among young workers in the UK: the role of person-job fit and perceived employability (Magdalene Gilek, Dora Scholarios, Patricia Findlay)
- Lessons learned about overqualification: Its antecedents, consequences and dynamics (José Ramos, Amparo Ramos)

Break

- Are parents' work injuries associated with their children's mental health? The moderating role of children's work centrality (Nick Turner, Steve Granger, Sean Tucker, Connie Deng, E. Kevin Kelloway)
- Smartphone use, smartphone addiction and reattachment to work and learning among young people (Xian Zhao, Soo Min Toh)
- The occupational aspiration – achievement mismatch of young people in the UK: implications for wellbeing (Jennifer Craik Nicoll)

Break

Invited reflections and open discussion addressing questions of the day: How can employers better develop and utilise young workers' knowledge, skills and abilities? Under what conditions do young people thrive at work, e.g., which occupations, industries, industrial regimes, macroeconomic conditions and so on?

Thursday 2 July: Diversity, Identity, Inclusion

Policy & Practice Notes: Confirmed contributions include - Police Scotland

Break

- 'Danger men (not) at work': the neglected role of work in reducing social exclusion & in ameliorating criminal and terrorist activities (Rosalind Searle, Rami Al-Sharif, Eva Selenko)
- The intersectionality of neurodiversity and social exclusion in young people and employment (Alexa Johnson)
- Identity partnerships: mechanisms for organizational socialization for young employees (Mingwei Li, Donald Vredenburg)

Break

- Do “one size” employment policies fit all young workers? Heterogeneity in work preferences among the Millennial generation (Nils Kraiczy, Thomas Köllen, Eddy Ng)
- Work experience during higher education in Italy and the UK: gendered labour market outcomes and the limitations of the individual employability perspective (Luca Cattani, Daria Luchinskaya, Giulio Pedrini, Charikleia Tzanakou)
- Career narratives of women university graduates in times of precarity (Maria Simosi, Maria Daskalaki, Denise M. Rousseau)
- Gender in the graduate labour market: diverging or converging graduate careers? (Kate Purcell, Gaby Atfield, Peter Elias, Erika Kispeter)

Break

Invited reflection and open discussion addressing questions of the day: Are there systematic differences in how young people experience work, employment and careers? What are the implications of these differences for: (i) inclusivity at work; (ii) effective management of human resources; (iii) skills policies for improving employee wellbeing and productivity; and/or (iv) trust in the organisation and in society?

Friday 3 July: Final Discussions

The final day will involve developmental huddles, structured collaboration between participants to consider the way forward with regard to our core questions and future plans.

Instructions on participation in developmental huddles and discussion groups will be communicated to all registered participants.