What challenges do you face as a young woman?

“I’ve experienced a lot of stigma and discrimination in the work place and when looking for work as a young mum. I couldn’t afford to pay for childcare while working on the minimum wage. It can be even more difficult if you don’t have a secure income. Many people see you and just don’t want to give you a chance when you try and look for better work. This left me feeling low and had a huge impact on my self-esteem. I’ve found many jobs, especially the better paid ones, are catered to young men, not young women. We aren’t given the same opportunities and people assume we should just be happy with the minimum wage and zero hour contracts. This just isn’t possible when you also have caring responsibilities.”

How has your coach supported you?

“My coach acts as a sounding board when I feel down, especially as I don’t have anyone else to talk to about these things. She motivates me to keep positive, build myself up when I feel low and provides me with different techniques to help me manage things that I struggle with.

How do you feel about the future?

“I recently found out that I had an interview for a job that I really wanted. I only had two days to prepare for the interview and I felt very nervous and panicked a lot. I contacted my coach and she helped me prepare. She showed me that I was capable of doing the job and made me aware that I do have the natural skills and experiences for the job. I had doubts about my long term career path but the coaching service has inspired me to never give up and to continuously focus on my long term goals.”

She has made such a difference to my confidence. I was always sceptical when applying for jobs because I never thought I had the right skills and abilities. I’d applied for so many and was left feeling like this. I thought there was something wrong with me! My coach has helped me to recognise my capabilities and that I have many skills. I feel much more confident when I apply for jobs or in interviews now I know that I can bring something good to the job.”

AMONG THOSE WHO HAVE ONLY HAD MINIMUM WAGE JOBS IN THE LAST TEN YEARS, ALMOST FOUR IN FIVE ARE WOMEN

Work It Out is the employability support service offered by Young Women’s Trust. It’s an innovative and flexible service for young women aged 18-30. To find out more call 0808 808 8099 or email workitout@youngwomenstrust.org
Apprenticeships are an important route to skills development and work for young people. However, evidence shows that they are not working as well for young women as they are for young men.

We have seen many cases of discrimination towards young women. Glynn, 25, told us how she started an apprenticeship in construction but did not complete it because of the discrimination she experiences.

“I wanted to be a bricklayer so I started an apprenticeship. I was 17 and couldn’t wait to get muddy! From the moment I stepped on to the building site I was automatically treated differently. I experienced constant sexist remarks like ‘get us a cuppa tea’ or ‘be careful you don’t want to break a nail’. When I approached my course coordinator the general response was ‘it’s only banter’ or my favourite ‘don’t be emotional’. The whole experience was irritating and emotionally draining.”

This should not be happening to young women today. We are calling for employers and the Government to make a number of recommendations to make apprenticeships work for young women. These include:

- **Positive action** to actively encourage the recruitment and retention of young women.
- **Greater transparency** by collecting and publishing apprenticeships data including by gender to increase accountability.
- **Greater availability of flexible and part-time apprenticeships** to allow for caring and other responsibilities.
- **Increased pay and financial support for apprentices** including childcare provision and the introduction of a single National Minimum Wage for all age groups regardless of apprenticeships status.

Our apprenticeship campaign has received some great coverage since the launch in March and MPs are really starting to understand the issues young women face and want to help us in our work.

**APPRENTICESHIP CAMPAIGN**

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AN UPDATE FROM OUR PARTICIPATION TEAM

Emma, our Participation Officer, is responsible for ensuring the voices of young women are heard. She shared her thoughts on what we have achieved and our commitment to reaching even more young women in the future.

In the past year we have worked with over 300 young women who got involved in our work, from surveys to blogging, to appearing on TV! Young women came to us from all over the country to share their experiences.

Our closed Facebook group for young women is also growing in members and it’s great to be involved to hear the views of young women. We asked why they liked the group and they told us they enjoy it because:

“IT ENCOURAGES ACTIVISM.”
“IT'S GREAT TO FIND OUT ABOUT THE WORK YOUNG WOMEN'S TRUST ARE DOING!”

“We can talk to young women in the same situation as us.”

At Young Women’s Trust we want young women to be at the heart of everything we do. Our continued commitment to listening to young women and enabling them to have a voice is part of what motivates me in my role. But the real motivation for me is having the pleasure of working with some fantastic young women and hoping that, in some small way, I’ve played a part in their journey for change.”

“I have the pleasure of working with some fantastic young women. In March this year I spent a weekend with our Advisory Panel, a group of young women from all across England and Wales who help shape our work, influence key policy-makers and help us to understand what it’s like to be a young woman in today’s society. We went to Crewe for our two day residential, which included sessions about Young Women’s Trust’s policy priorities, training in public speaking and coaching skills, and even some spoken word poetry!

Young women are members of our Advisory Panel for two years. It’s amazing to see how their confidence grows in this time, and how much just meeting young women who share their experiences, helps enormously in building self-esteem.
RUN THE ROYAL PARKS HALF MARATHON FOR US THIS OCTOBER

The Royal Parks Foundation Half Marathon is one of the most scenic city runs in the world. The beautiful 13.1-mile autumnal route takes you through four of London’s magnificent Royal Parks and past some of the capital’s most iconic landmarks.

As a member of our team you will have the chance to be an ambassador for the work that we do and make a difference to the one million young women who are at risk of spending a lifetime in poverty.

Registration is only £5 and your fundraising target is £350. We will provide you with:

- a guaranteed running place for this event
- a fundraising pack
- sponsorship forms
- a Young Women’s Trust running vest
- dedicated fundraising support and advice

Apply on our website www.youngwomenstrust.org/royalparkshalf, email rebecca.richards@youngwomenstrust.org or call us on 020 7600 7451 for more information.

YES, I WOULD LIKE TO GIVE A GIFT TO HELP MORE DISADVANTAGED YOUNG WOMEN BUILD THEIR CONFIDENCE AND GAIN EMPLOYMENT

Full name: ____________________________
Address: ____________________________ Postcode: ____________________________

Method of payment
☐ Cheque/postal order/CAF voucher made payable to Young Women’s Trust
☐ Debit/Credit/CAF card. Amount: £

Card number: ________________
Start date: __________ Expiry date: __________ Security code: __________ Switch issue number: __________

Signature: __________ Date: __________

☐ We would like to keep you updated on our work and how your gift is helping. If you do not want to receive this please tick here.

Make your gift worth more at no extra cost
☐ Yes, I am happy for all gifts of money that I have made to Young Women’s Trust in the past 4 years and all future gifts of money that I make to be Gift Aid donations

I declare that I pay an amount of income tax and/or capital gains tax, that is at least equal to or higher than the tax claimed by all charities and CASCs from HM Revenue & Customs on my donation(s) in each tax year. I also understand that taxes such as VAT and Council Tax do not qualify. Young Women’s Trust will reclaim 25p of tax on every £1 you give. Please tell us if your donations cease to qualify for Gift Aid.

Please return to:
Young Women’s Trust
7-8 Newbury Street,
London EC1A 7HU

THANK YOU FOR SUPPORTING YOUNG WOMEN’S TRUST

Young Women’s Trust is the operating name of YWCA England & Wales a registered charity, number 217868.

www.youngwomenstrust.org