

Mobile Team Challenge Ltd

Unleash the Potential of Your People

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One Million Young People Left Behind: Why Emotional Intelligence Could Be the Missing Link to increasing Employment Opportunities

The latest government figures reveal a stark reality: more than one million young people aged 16-24 in the UK are now not in education, employment or training (NEET). The number has risen to 1.012 million, representing 13.5% of all young people in this age group, the highest level seen in over a decade. Of these, approximately 928,000 are aged 18-24.

Behind these statistics are young people whose aspirations, confidence and opportunities have been steadily eroded by a combination of economic uncertainty, declining entry-level jobs, reduced apprenticeship opportunities and increasing mental health challenges. Recent government-backed research warns that the UK risks creating a "lost generation" unless urgent action is taken.

While policy reforms, investment and employer engagement are all essential, there is growing evidence that employability programmes focused on emotional intelligence (EI) could play a transformative role in helping young people move into meaningful employment.

The Skills Employers Are Really Looking For

For decades, employability initiatives have concentrated heavily on technical qualifications, CV writing and interview preparation. These remain important, but employers increasingly report that the skills most difficult to find are often the most human.

Communication, resilience, self-awareness, adaptability, teamwork and problem-solving consistently rank among the attributes employers value most. These capabilities sit at the heart of emotional intelligence.

Emotional intelligence is the ability to recognise, understand and manage emotions in

ourselves and others. It influences how individuals respond to setbacks, navigate workplace relationships, handle pressure and communicate effectively.

In an increasingly automated economy, these skills are becoming more valuable rather than less.

Why Emotional Intelligence Matters for Young People

Many young people who are currently outside employment or education face barriers that extend beyond qualifications. A significant proportion report anxiety, low confidence, poor mental wellbeing or negative experiences of education and work. Government research has highlighted a sharp increase in young people citing health-related conditions as a reason for economic inactivity.

Traditional employability programmes often focus on what young people know. Emotional intelligence programmes focus on how young people think, relate and respond.

Workshops centred on emotional intelligence development can help participants:

- Build self-confidence and self-belief
- Improve communication and interpersonal skills
- Develop resilience and emotional regulation
- Strengthen motivation and goal-setting behaviours
- Improve teamwork and collaboration
- Enhance interview performance and workplace readiness
- Increase adaptability in changing work environments

These are not "soft skills"; they are essential employability skills.

From Job Readiness to Career Readiness

The challenge facing the UK's young people is not simply getting a job. It is sustaining employment and building long-term careers.

Young people with higher levels of emotional intelligence are generally better equipped to manage workplace relationships, receive feedback constructively, resolve conflict and adapt to new responsibilities. These capabilities can significantly improve both job acquisition and job retention.

For employers, this translates into a more engaged, productive and resilient workforce.

For young people, it creates a stronger foundation for career progression.

A Smarter Investment in Employment Support

Current approaches to tackling youth unemployment often focus on short-term outcomes. However, emotional intelligence development represents a preventative investment that addresses many of the underlying factors contributing to disengagement from education and employment.

Workshops that combine emotional intelligence training with practical employability support can provide young people with the confidence and capability needed to re-engage with work, apprenticeships or further learning.

Such programmes are particularly effective when delivered in schools, colleges, community organisations and employment support services before young people become long-term NEET.

Turning the Tide

The rise in the number of young people not in employment, education or training should concern policymakers, employers and communities alike. The economic costs are substantial, but the human costs are even greater.

Yet this challenge also presents an opportunity.

By investing in employability programmes that develop emotional intelligence alongside practical job-seeking skills, we can equip a generation of young people with the attributes employers need most. More importantly, we can help them build confidence, resilience and a stronger sense of purpose.

At a time when over one million young people risk being left behind, emotional intelligence may prove to be one of the most effective tools available to help them move forward.

For further information on these “career-starting” and “life skills-changing workshops, click on the link below

[Increased Employability Workshop - Youth & CJS - Mobile Team Challenge](#)



Mobile Team Challenge partner with DWP to deliver Employability Workshops

DWP
Department for
Work and Pensions



Increased Employability Workshops

The Areas of Impact with Mobile Team Challenge Award Winning Experiential Learning Concepts

Personal Development	Trust / Teamwork	Confidence Building	Problem Solving	Communication	Self Awareness	FUN!
Self Awareness Self Control Confidence Decision Making Trust Values Community Empathy Communication Conflict Management Co-operation Honesty Integrity Influence Respect Responsibility Critical Thinking Goal Setting Planning	Confidence Social Skills Empathy Honesty / Integrity Respect Responsibility Influence Values Working with others Acceptance of Others Diversity Leadership & Followership	Trust Team Work Caring Coaching Self Esteem Self Confidence Self Belief Co-operation Collaboration Rapport Optimism Winning Behaviours & Attitudes Healthy Self Awareness Getting into "The Zone" – Brain / Heart Coherence	Adaptability Flexibility Values Team Awareness Communications Conflict Management Co-operation Collaboration Influence Creativity Innovation Critical Thinking Decision Making Goal Setting Solution Focussed Thinking Vision	Trust Values Listening Skills Communication Clarity Co-operation Collaboration Developing Rapport Influence Respect Empathy Non-Verbal Messages Receiving Feedback Social Skills Clarity Openness	Self Control Values Empathy Caring Developing Rapport Social Skills Self Esteem Critical Thinking Emotional Intelligence Understanding "styles" Receiving Feedback Self Improvement mindset Healthy Self Image	Relaxation De-Stress Competition Challenge Learning New Skills Enjoyment Making Learning FUN! Experiential Learning guarantees the BEST retention of learnings Safe Environment in which to practice new skills