



Job Search Coach (Young People)

Many young people struggle to successfully enter the work place, some also face other hurdles that make getting their dream job more challenging. To ensure more young people get the support they need the CIPD Trust pairs 18-30 year olds with people professionals who will coach them through the job search and application process, improving their chances of getting a job.

Commitment: Up to 6 months, which will generally consist of regular 30 minutes or hour-long coaching sessions. A coach can support up to 3 jobseekers at a time.

When: Generally sessions take place once a month but frequency of sessions are agreed by coach and jobseeker during dates and times that suit both. Coaching relationships are run in cohorts and will have pre-set beginning and end dates.

Where: Virtually but can also be in person if coach and jobseeker live close to one another.

Who can help?

Steps Ahead coaches are people professionals who have experience of different recruitment and selection methods. They understand that people learn and develop in different ways and how to use coaching methods to support someone's learning. We're looking for people who work in Recruitment, Human Resources, Learning and Development or Organisation Design at any level.

What is the impact?

Job search coaches support young jobseekers to access work by sharing their experience of recruitment processes and boosting their resilience and confidence in the future. The coaching relationship gives the coaches the opportunity to learn more about the experience of young people in today's job market and understand how recruitment processes can create barriers to accessing work.

Next steps

Please complete the online application form. Once your application has been received, we'll arrange time to chat about your interest in the programme.

Once you are accepted you will be sent some information on how best to support the person you are matched with. We will also give you access to our job search and career development resources to help you support the person you are coaching and we'll invite you to regular drop in sessions with other Job Search Coaches.