ESRC

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Research Grants
PROPOSAL

Document Status: With Council

ESRC Reference: ES/W009536/1

Transforming Working Lives Research Call 2021

Organisation where the Grant would be held

Organisation	University of Sheffield	Research Organisation Reference:	173867
Division or Department	Management School		

Project Title [up to 150 chars]

The Transitions of Young Workers in the UK Labour Market: Consequences for Careers, Earnings, Health and Wellbeing.

Start Date and Duration

a. Proposed start date	01 April 2022	b. Duration of the grant (months)	36

Applicants

Role	Name	Organisation	Division or Department	How many hours a week will the investigator work on the project?
Principal Investigator	Professor Jason Heyes	University of Sheffield	Management School	■
Co-Investigator	Professor Peter Wright	University of Sheffield	Economics	■
Co-Investigator	Dr Bert Van Landeghem	University of Sheffield	Economics	■
Co-Investigator	Dr Mark Tomlinson	University of Sheffield	Sociological Studies	■
Co-Investigator	Dr EDWARD YATES	University of Sheffield	Management School	■
Co-Investigator	Mr Jonny Gifford	Chartered Institute of Personnel and Dev	Head Office	■

Classification

International in nature?   No

Please outline the international aspects of the project and give details of the countries and/or international organisations involved.

Objectives

List the main objectives of the proposed research [up to 4000 chars]

[REDACTED]

Summary

Describe the proposed research in simple terms in a way that could be publicised to a general audience [up to 4000 chars]

This project will investigate the ability of younger workers living in the UK to make successful transitions in the labour market and the barriers that might prevent them from making progress in their careers. The motivating questions for the research are 'how do the labour market transitions of younger workers affect their employment prospects, physical health and mental wellbeing at subsequent stages of their life course?' and 'how can the likelihood of positive, empowering transitions for younger workers be increased?'. The pertinence of these questions has recently been further underscored by the negative impact of the COVID-19 pandemic on young workers, although the difficulties that many young workers face in progressing in the labour market are long-standing.

The concept of 'transitions', which has been influential in European labour market debates (Schmid, 2008; Salais et al., 2011), refers to work-related movements that workers might make during their life course (e.g. changing jobs, retiring). Research relating to younger workers has tended to focus on two types of transition: firstly, initial transitions from education into the labour market; and secondly, the ability of young people who are not in employment, education or training (NEET) to transition into work. Although these transitions are important to our project, its main focus will be on subsequent (and under-researched) transitions made by younger workers, including transitions between jobs, within jobs, and between lower quality and higher quality jobs. The project will also examine the consequences of early labour market experiences for workers' careers, earnings and physical and mental health during their life course, barriers and enablers of employment progression (e.g. to better jobs), and the consequences of young workers' transitions for the employment of other family members. These are issues that have received little attention to date.

The project will examine differences in the ability of younger workers to progress within the labour market and within their careers, comparing people who differ in respect of gender, race, ethnicity and disability and thereby enhancing understanding of diversity in labour market experiences and outcomes. In order to analyse the short and long-term consequences of positive (e.g. to a better job) and negative (e.g. from employment to unemployment) transitions we will draw on longitudinal datasets that cover substantial timespans. The project will also connect young workers' experiences to where they live in the UK through survey data and through a detailed qualitative investigation of young workers' lived experiences of transitions in two city-regions in England - Greater Manchester and Sheffield City Region.

In addition to making substantial contributions to academic knowledge and debates relating to younger workers, career progression and work-related health and wellbeing, the project will involve regular knowledge exchanges with national and local policymakers, practitioner bodies and other stakeholders and will lead to the co-production of resources to address barriers to progression and support young workers' transitions.

Academic Beneficiaries

Describe who will benefit from the research [up to 4000 chars].

[REDACTED]

Staff Duties

Summarise the roles and responsibilities of each post for which funding is sought [up to 2000 characters]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Ethical Information

Has consideration been given to any ethical matters raised by this proposal ?   Yes

Please explain what, if any, ethical issues you believe are relevant to the proposed research project, and which ethical approvals have been obtained, or will be sought if the project is funded? If you believe that an ethics review is not necessary, please explain your view (available: 4000 characters)

[REDACTED]

Summary of Resources Required for Project

Financial resources

Summary fund heading	Fund heading	Full economic Cost	ESRC contribution	% ESRC contribution
Directly Incurred	Staff	███████	███████	█
	Travel & Subsistence	██████	██████	█
	Other Costs	█████	█████	█
	Sub-total	██████	██████	
Directly Allocated	Investigators	██████	██████	█
	Estates Costs	██████	██████	█
	Other Directly Allocated	███	███	█
	Sub-total	██████	██████	
Indirect Costs	Indirect Costs	██████	██████	█
Exceptions	Staff	█████	█████	█
	Other Costs	███	████	█
	Sub-total	█████	█████	
	Total	**713158.02**	**574726.41**	

Summary of staff effort requested

	Months
Investigator	████
Researcher	██
Technician	█
Other	█
Visiting Researcher	█
Student	█
Total	█████

Other Support

Details of support sought or received from any other source for this or other research in the same field.
Other support is not relevant to this application.

Previous Proposals

Enter the ESRC reference numbers of any support sought or received from ESRC in the past five
years.

ES/P009255/1

Staff

Directly Incurred Posts

Role	Name /Post Identifier	Start Date	EFFORT ON PROJECT		Scale	Increment Date	Basic Starting Salary	London Allowance (£)	Super-annuation and NI (£)	Total cost on grant (£)
			Period on Project (months)	% of Full Time						
Co-Investigator	Mr Jonny Gifford*	01/04/2022	■	■	■	■	■	■	■	■
Researcher	PDRA ECN (Researcher)	01/11/2022	■	■	■	■	■	■	■	■
Researcher	PDRA SUMS (Researcher)	01/04/2022	■	■	■	■	■	■	■	■
									Total	■

* The cost is an exception and therefore not subject to FEC rules.

Applicants

Role	Name	Post will outlast project (Y/N)	Contracted working week as a % of full time work	Total number of hours to be **charged** to the grant over the duration of the grant	Average number of hours per week **charged** to the grant	Rate of Salary pool/banding	Cost estimate
Principal Investigator	Professor Jason Heyes	■	■	■	■	■	■
Co-Investigator	Professor Peter Wright	■	■	■	■	■	■
Co-Investigator	Dr Bert Van Landeghem	■	■	■	■	■	■
Co-Investigator	Dr Mark Tomlinson	■	■	■	■	■	■
Co-Investigator	Dr EDWARD YATES	■	■	■	■	■	■
						Total	■

Travel and Subsistence

Destination and purpose		Total £
Within UK	██████████████████████	████
	████████████████████	
Within UK	█████████████████████	████
	███████████████	
Outside UK	█████████████████	████
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	███	
Within UK	██████████████	████
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Within UK	██████████████████████	████
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Outside UK	███████████████████	████
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Outside UK	██████████████████████	████
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Within UK	████████████████	████
	█████████████████████	
	█████	
	Total £	████

Other Directly Incurred Costs

Description		Total £
██████████████		██
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	Total £	██

Project Partners: details of partners in the project and their contributions to the research. These contributions are in addition to resources identified above.

1	Name of partner organisation	Division or Department	Name of contact
	South Yorkshire Local Enterprise Partner	Local Enterprise Partnership	████████

Direct contribution to project		Indirect contribution to project	
Description	Value £	Description	Value £

			use of facilities/ equipment		
cash					
equipment/ materials			staff time	████	██
secondment of staff			other		
other			Sub-Total		██
Sub-Total		▮		Total Contribution	██

Total Contribution from all Project partners　　　　　| ████ |

Timetable estimates of the number of months after the start of the project to reach the following stages:

Stage	Number of Months
████████	▮
██████████	▮
██	
█████████	█
██████████	▮
██████	
███████	█
████████	█
█████████	█
█████	█

Data Collection

If the research involves data collection or acquisition, please indicate how existing datasets have been reviewed and state why currently available datasets are inadequate for this proposed research. If you do not state to the contrary, it will be assumed that you (as principal applicant) are willing for your contact details to be shared with the affiliated data support service (UK Data Service) working with the Research Councils.	██████████████
Will the research proposed in this application produce new datasets?	Yes
Will this data be:	Quantitative ✔ Qualitative
Please give a brief description of the datasets.	██████████
It is a requirement to offer data for archiving. Please include a statement on data sharing. If you believe that further data sharing is not possible, please present your argument here justifying your case.	██████████

Who are likely to be the users (academic or non-academic) of the dataset(s)?	████████████████████████████ █████████████████████
Please outline costs of preparing and documenting the data for archiving to the standards required by the affiliated data support service (UK Data Service) working with the Research Councils.	█████████████████████████████ ██████████

Classification of Proposal

(a) User Involvement

The nature of any user engagement should be indicated

Design	x
Execution	x
Dissemination	x
Training	x
Not applicable	

Proposal Classifications

Research Area:

Research Areas are the subject areas in which the programme of study may fall and you should select at least one of these. Once you have selected the relevant Research Area(s), please ensure that you set one as primary. To add or remove Research Areas use the relevant link below. To set a primary area, click in the corresponding checkbox and then the Set Primary Area button that will appear.

Please select one or more Research Areas

Subject	Topic	Keyword
Economics	Labour economics	
Management and business studies	Employment Studies [Primary]	Discrimination in employment
Management and business studies	Employment Studies [Primary]	Pay
Management and business studies	Employment Studies [Primary]	
Sociology	Economic Sociology	Work
Sociology	Economic Sociology	Industrial, human and employment relations
Sociology	Economic Sociology	

Qualifier:

Qualifiers are terms that further describe the area of study and cover aspects such as approach and geographical focus. Please ensure you complete this section if relevant.

To add or remove Qualifiers use the links below.

Type	Name
Approach	Exploitation of existing datasets
Approach	Knowledge exchange
Approach	Large new datasets
Approach	Longitudinal Studies
Approach	Modelling
Approach	Qualitative
Approach	Quantitative
Approach	Theory Development
Collaboration location region	UK & Ireland
Geographic Area	UK & Ireland
Project Engagement by Sector	Academic Users
Project Engagement by Sector	Business Sector
Project Engagement by Sector	Central and Local Government
Project Engagement by Sector	General Public
Project Engagement by Sector	Professional/Statutory Bodies
Public Engagement Audience	Audiences for diversity
Public Engagement Audience	Festival audience
Public Engagement Audience	Government/policy-makers
Public Engagement Audience	Those affected by issue
Public Engagement Audience	Young people (outside school)
Public Engagement Methodology	Publication

Public Engagement Methodology	Workshop
Time Period	Contemporary

Free-text Keywords:

Free-text keywords may be used to describe the programme of study in more detail. To add a keyword, you first need to search existing Research Areas by entering the keyword in the Search box and selecting the Filter button. If the keyword is adequately reflected by one of the terms displayed below, click in the corresponding checkbox then select Save. If no potential matches are displayed, or none of those displayed are suitable, select the Add New button followed by the Save button to add it as a descriptor. To add or remove those previously added use the links below.