

YOUTH VOICE CENSUS 2023 REPORT



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CEO FOREWORD

I want to extend my personal thank you to all of those partners who have made this year's Youth Voice Census possible. Most importantly I want to thank young people across the UK who have taken the time to complete this year's dataset. The Youth Voice Census grows more important each year.

We always worry that our question set is too long, or that young people will not want to share with us their views and experiences, but once again we have seen thousands of young people trust us with their time and sometimes quite difficult stories.

I am deeply troubled by the stories that we have heard this year. Young people feel more disconnected and disenfranchised than we have ever seen before. Through their responses they have told us how opportunities are more scarce and that their experiences in their communities, schools, colleges and work is harder.

There was a promise of catching them up, investment into services and levelling up that has simply not materialised. Instead there has been a very public focus on identity politics and young people are feeling that in their lives.

Young people want to succeed, they want to do well in education and they want to have careers that matter to them. But for some young people and especially those with protected characteristics that feels simply impossible. They feel that they are competing with each other for every scrap of opportunity and that they are beholden to the political winds around them, without agency in their own experiences.

It is not fair to say that nothing has improved and that it is a bleak picture for all young people. We were delighted to see that the experiences



Laura-Jane Rawlings

of careers education and information is improving, young people are hearing about apprenticeships and university education in near equal measures. Those young people in apprenticeships are also doing really well, they are growing and developing and feel optimistic about their futures. Young people who are able to lean into their parents are also getting more support and parents are filling in the gaps for many services that are not available.

Despite the clear evidence that young people have missed and continue to miss key education and life experiences, the world has begun to expect pre-Covid behaviours. Grade boundaries are being pushed for young people taking exams, there is an expectation of young people to begin to behave and respond in ways that they have not been prepared for and employers have returned to setting high expectations from new recruits, including looking for work experience, which is even more behind this year.



The scale of inequality is huge and this needs to be recognised and owned. We need to see leadership from politicians, the third sector and our education system that is willing to stand up for young people and the struggles that they have. It often feels like there is not a vision for young people across the UK, often an afterthought rather than a priority and if this year's Youth Voice Census is a moment for anything it is a moment to ask for the leaders of the UK to make a choice in prioritising young people.

Youth Employment UK will continue to lead the way in championing the voices of young people, and help our network of employers to continue to create good youth employment opportunities. We are looking forward to the role that we can play with our members and partners in supporting all young people to achieve their potential.

Laura-Jane Rawlings,
Chief Executive Officer,
Youth Employment UK

YOUTH EMPLOYMENT UK

is an independent, not for profit social enterprise founded in 2012 to tackle youth unemployment.

As experts on youth employment and unemployment, we are ideally placed to understand the complex landscape facing young people, employers and policy makers.

We are actively tackling youth unemployment by:

- Giving young people a voice on the youth employment issues that affect them.
- Supporting young people with the skills and careers support they need to progress.
- Supporting employers to develop and be recognised for their commitment to Good Youth Employment Standards.
- Connecting young people to Youth Friendly Employers.
- Providing expert insight across all youth employment policy areas.

HELP US DRIVE GOOD YOUTH EMPLOYMENT STANDARDS

This year young people have told us that when work is good, it is really good for them. But they also told us that they don't believe there are enough good opportunities for them.

We are already working with over 1,000 organisations who want to support young people and who are creating quality opportunities for them, but we have to collectively drive quality and quantity, it is also imperative that young people can find these opportunities.

To make a step change for young people we have redesigned our Membership offer for all organisations who support and employ young people. At the heart of our Membership you will find the Good Youth Employment Standards, 10 standards that we require all organisations working with us to commit to.

Once an organisation has joined our Membership they benefit from a range of benefits that will help them to continue to develop their practice, champion young people and create quality opportunities.

Young people will have the confidence too, that wherever they see the Good Youth Employment Standards that the organisation is a safe and positive place for them to be, whoever they are.

We believe that we can drive real change within our community by coming together and showing our commitment to young people, and we also believe that we can add value to our Members who are the real changemakers of opportunity.



Youth Employment UK Membership



Good Youth Employment Badge

Demonstrate to young people that you're committed to meeting the Good Youth Employment Standards by displaying the Good Youth Employment Standards Badge.



Take part in Youth Employment Week

Our Members will have exclusive opportunities to get involved in Youth Employment Week. A huge moment to showcase the opportunities and potential that is out there for young people.



Exclusive content & events

Access support and best practice including early careers strategy, expert webinars, downloadable resources and articles on key topics.



Good Youth Employment Benchmark

Access the Good Youth Employment Benchmark which provides a custom report on organisational practice. Your bespoke report will give you a guide to where you are meeting best practice and where there is opportunity for further development.



Good Youth Employment Awards

A huge moment for our Members to have the opportunity to be recognised and celebrated in our Annual Awards.



Find out more at www.youthemployment.org.uk/good-youth-employment-membership

FOREWORD

The findings from this year's census once again provide us with crucial insight into the views of young people and their circumstances.

It is really pleasing to see that awareness about apprenticeships has risen however, our work in the apprenticeships sector now really needs to focus on matching that demand with a healthy supply of high-quality, local opportunities for young people to access.

We clearly need to focus on pre-employment support to help to bridge the gap into employment. We need accessible programmes and support services that will help young people to increase their confidence, learn how to find and apply for vacancies and encourage them to demonstrate their many talents to future employers.

Once in employment, we need to ensure that the support continues. We need to address the overall 'affordability' of being in employment by looking at travel costs and low salaries. Underpinning all of this, we need further investment in mental health services and support for all young people.

Anna Morrison CBE,
Director,
Amazing Apprenticeships



Anna Morrison CBE

AMAZING APPRENTICESHIPS

is a leading organisation in the education sector, working with more than 4,500 schools, colleges and employers, tackling misconceptions and promoting the benefits of apprenticeships and technical education.

As experts on apprenticeships and technical education, we influence the way that apprenticeships are perceived and drive forward innovative and creative work in England, to ensure that more individuals and businesses can access the benefits of apprenticeships.

We have already brought about a huge culture change amongst schools in the way that apprenticeships are perceived and promoted to students... but there is always more to do.



FOREWORD

It is so powerful but also so heart-breaking to hear from young people themselves about the challenges they are facing.

High quality vocational education can be a powerful positive influence, developing young people's skills and inspiring them about their future career. So it's really positive to hear that experiences of careers education and information about apprenticeships have continued to significantly improve.

But there is so much more to do if all young people are truly able to access the training and opportunities they so badly need. We simply need more apprenticeship opportunities for young people, who should be the clear focus of that programme. We want T-Levels to grow but we need to recognise that they will never be the right option for all young people – we need to keep high quality standalone vocational options like BTECs to offer another path to success. We need more creative and technical education in schools to prepare and inspire young people from an early age with a truly broad and balanced curriculum.



Olly Newton

THE EDGE FOUNDATION

is an independent, politically impartial education foundation and our mission is all around making education relevant to the twenty-first century.

We want all young people to be equipped with the skills that today's global, digital economy demands and believe this can be achieved through a broad and balanced curriculum, high quality training, engaging real world learning and rich relationships between education and employers. Educational policy should be shaped by the people it impacts the most, which is why it is crucial that more young people have their say in order to engage, campaign, and respond to the current issues facing them.

Olly Newton,
Executive Director,
Edge Foundation

EXECUTIVE SUMMARY

Young people are struggling this year and fearing for a future they feel wholly unprepared for, a story that feels all too familiar for us to write. What is new this year though is the prevalence and frequency we see young people disengaging from the systems around them and most worryingly, each other.

2023 saw more disruption and uncertainty for young people set amidst a cost of living crisis that is driving fear and competition for services, support and opportunities. The sense of worry for what the future holds is palpable. These factors are leaving young people in fight or flight mode, fighting for opportunities and disconnected from their peers. Or in flight mode, disaffected and not seeing the point in striving for their next steps.

Resources are more stretched than ever before and young people are telling us in their thousands that there are not enough opportunities for them where they live or further afield. Opportunities for work feel impossible to access so do opportunities to develop; engagement levels in work experience, enrichment and extracurricular activities are all down this year and young people are less likely to recognise having access to local amenities too. There is simply not enough to go round.

The work to 'catch up' post Covid-19 for young people has at best been inconsistent and at its worst a failure to young people in the UK:

- We have shamed young people for exam results this year being back to pre pandemic levels without putting in any additional support on the disruption and inconsistency young people have and continue to face in their learning
- We continue to insist young people are not work ready without rectifying the chronic under supply of work experience activities and supporting enrichment and engagement services for young people

Our biggest failure though is the lack of support for young people who have transitioned out of education in the years since Covid-19, there is much to do to support these young people with the confidence and skills to thrive. We have failed to provide mental health support at the rates needed for young people leaving those in education, in work but in particular those out

of work struggling with anxiety, depression and mental challenges.

We see positive action in our secondary schools with young people receiving more career experiences this year and young people feeling the benefit of this support more than ever before. We see the closest level of parity between apprenticeships and university ever and we see apprentices in work thriving. We know we need more and we know too that this support must travel further through education both into early years and follow through more formally to college and university students too.

Young people in work are struggling under more intense workloads, stress and pressure, wellbeing scores in work are down this year and whilst overall work is a good place for young people to be we have to recognise the changing landscape and needs of young people particularly those new to their career. They have joined the workforce having missed key moments and will need the support of their employers to thrive.

In the six years that the Youth Voice Census has run we have built a picture of the key issues young people needed us to know. The building picture we now see tells us that rather than improving the landscape for young people it is growing more complex and certainly more difficult.

It must be reiterated again this year that whilst all young people are feeling the escalation of these barriers and challenges we still see those with protected characteristics fare worse, in particular young people, people who are Black, African, Caribbean and Black British, care leavers or those who are transgender are suffering most and most frequently.

We might recognise that where you live matters, the inequalities and access to opportunities is evident at hyper local levels, but yet we have failed to level up for young people where they live.

The system recognises the challenge yet the dial does not move, this is being felt by young people everywhere and this year's Youth Voice Census should be taken as a warning that continued failure to reset and catch up for young people will have severe consequences on young people themselves and the role they will play in the future.

INTRODUCTION

The Youth Voice Census is the biggest collection of youth voice and insight in the UK. It provides a unique understanding of the experiences young people are having in the systems around them, how they are doing right now and how they are feeling about their future.

Now in its 6th year the Youth Voice Census provides us with a repository of information for young people in education or training, looking for work, in work or those currently not engaging with these systems. Over the last six reports we have been able to build a picture of the changing landscape of young people, what is working and what is not. The insight from the Youth Voice Census through Covid-19 provided us with key intelligence that allowed Youth Employment UK to adapt its services to meet the

needs of young people, but also help our wider network to better support young people through a most challenging time.

This information provides us the chance to explore how the things young people can not control (including their race and ethnicity, gender, sexual orientation, free school meals status, care experience and more) are impacting what they are receiving today and their perceptions of how these factors will affect their future.

This year 4,276 young people completed the Youth Voice Census, our largest number of responses to date. In addition young people continue to be more vocal than ever about their experiences and their wishes for the future.



METHODOLOGY

The 2023 Youth Voice Census was opened from March 31st - 5th June 2023, and collected the voices of over 4,000 young people aged 11 - 30. The survey structure had a core question set for all respondents; the results to these questions were weighted and reflect young people aged 11 - 30 in England. In addition to this core question set we included short, non-required question sets allowing us to explore areas in more detail. Whilst some of the supplementary questions were not able to be weighted we have included them to showcase how young people in our network are experiencing these areas right now.

This year we have supplemented the quantitative Youth Voice Census responses with a series of in-person qualitative interviews. Supported by Bourne Leisure, MYA, St Basil's, Stonewall and Youth Employment UK's Youth Ambassadors we heard the varied voices and experiences of young people living in coastal towns, with experience of being NEET, at risk of homelessness and from the LGBTQ+ Community.

* Responses have been rounded up to the nearest decimal place as such not all answer sets will add up to 100%.

DEMOGRAPHICS

Whilst not required we ask all young people a series of identifying questions to better assist our understanding of the support and access all young people receive and to further understand the importance of intersectionality in young people's journey from education to employment.

We ask identifying questions relating to age, race and ethnicity, gender, sexual orientation, additional needs, free school meal status, experience of the care system, caring responsibilities, English as a second language, highest level of education, experience of exclusion from education. In addition this year we asked those 18 years and older about their housing status.



KEY FINDINGS

1. DISAFFECTED AND DISCONNECTED

Last year's mental health crisis hasn't gone away. The anxiety, worry and loss of control young people felt has largely gone unsupported making way for fear and isolation. This year we have heard, at length, from young people that this has left them feeling disconnected with a growing sense of disenfranchisement.

Everything feels scarce: job opportunities, housing, physical and mental health care, so young people feel they are competing against each other for services and support. The systems around young people have failed to address the impact of, and ongoing disruption of Covid-19 leaving a crisis of confidence and too many young people feeling like they are always playing catch up.

4 in 10 young people do not feel safe where they live and 3 in 10 feeling unsafe within their learning environment. Young people do not feel like they belong in their local communities and just 3 in 10 young people feel that they have a role model in their local community.

The disconnection from communities can be seen at every age and stage. We still recognise the disparity in opportunities for those with protected groups, there are groups getting less support and access to opportunities than their peers, but the reality is that all young people are telling us there is nothing for them.

The free text commentary throughout the report speaks to rising anti-social behaviour, a growing sense of apathy and a very real sense from young people that they are on their own in navigating what comes next. We see a growing "them' and 'us" narrative amongst young people of all ages. This has raised many instances of concern throughout the census with resentment growing amongst peers, neighbours and friends.

Change and uncertainty are the new normal for young people who have, since Covid-19 seen political, environmental and economic challenges stack up. 42.9% of young people have changed their study choices in the last year and 51.6% of young people currently in work changed their career plans and choices in the last 12 months. A sense of planning for the long term appears futile, young people are making choices based on what they get, what they can afford, what is safe to access and what is accessible to them - the challenge set to continue though is that there is no equality or equity in what can be accessed, who you are and where you live will continue to leave young people feeling isolated and disconnected.

2. CATCHING UP

ON DISRUPTION

The reality of the last 12 months for young people has been one of disruption and delay. The after effects of Covid-19 will play out for years to come, it has changed how we live, work, study and engage with each other. But now layered onto the issues of Covid-19 is the disruption of industry strikes, which continue to disrupt young people and their education experiences.

55.1% of young people in education agreed that their learning had been disrupted, up by 3 ppts on last year's scores. We heard from young people that they had missed time in school due to illness, both physical and mental, much more often this year. We heard too that the time missed in previous years was directly impacting motivation to participate in education. We also heard across the UK that teachers had been absent too, illness most often kept teachers away, we also heard that school strikes and teachers leaving education altogether had played a part in young people's disruption score rising this year.

ON WORK EXPERIENCE, EXPERIENCE OF WORK AND COMMUNITY ACTIVITIES

Work experience is down on last year for all; by 6.8 ppts for those in school, college and sixth form. Just 17.3% of young people in university have access to work experience, a reduction of 2.1 ppts from last year.

A lack of work experience, has for the past 6 years, featured as one of young people's biggest barriers to work. It is currently the biggest barrier young people not in work face.

Access to local facilities, enrichment and extracurricular support is down too. Young people have less access to sports, leisure facilities and youth clubs than last year. In addition, participation in extracurricular activities has reduced too with around half of young people having not participated in any.

ON RECEIVING SUPPORT

Based on last year's scores parents are 40% more likely to be providing support than in 2022. The biggest increase in parental support can be seen for support for mental health with a 16.10 ppt increase and support for physical health with 10.80% increase.

This reliance on parents will exacerbate the inequalities that exist where parents do not have the means to support their children or where parents are not an option for certain groups of young people.

FOR THOSE WHO ARE STILL RECEIVING LESS

Overall young people with protected characteristics are still less likely to be receiving the same amount of careers experiences as their peers the support, development opportunities and access to local amenities continues to show wide ranging inequality especially for our Black, African, Black British and Caribbean, LGBTQ+ community (most prominently for those who are transgender) and for care leavers.

3. FACING THEIR FUTURE

For young people in secondary school we see a much needed and welcome increase in careers and education experiences. All careers experiences were up but in particular we see a 10 ppts rise on last year's figures for careers fairs, access to mentors and employers visiting schools. Young people were 7 ppts more likely to rate the support offered by their school as 'good' or 'very good' this year too. We see too that young people in education are hearing more frequently about apprenticeship opportunities with more parity with university discussions than ever before.

In parallel we see in college, sixth forms and university that all careers engagements are down on last year, causing a concern for the key transition points of older students. For those not in education, employment or training (NEET) there are less opportunities to build their skills, knowledge and confidence with less careers and personal support available to young people who are NEET. This is even more so for young people with protected characteristics.

Year on year the number of young people who think they can access quality work where they live is decreasing, just 12.4% of young people think there are quality opportunities available where they live, a reduction of 3 ppts on last year.

Only 1 in 3 young people think employers are supportive of hiring them and just under half are not confident that they will progress into a good job. The closer young people get to working age the more likely that they will answer these questions negatively.

As young people get closer to working age their confidence decreases, those aged 19+ are less likely to feel confident that they have the right skills, relevant work experience, qualifications and network than their younger peers (and by around 5% each compared to last year). This is likely to be explained by the experiences these young people had during Covid-19 but without any catch up support they are now navigating the journey to work feeling unprepared.

We see again this year that young people are scoring their self-belief, confidence and motivation as skills they feel least confident about. 4 in 10 young people are confident that they have these skills, worrying still is that a third of young people are not confident that they have any self belief or motivation at all. We see too that for young people 19+ and out of education that they believe that employers are looking for all skills, there is a very real sense that to be prepared for work means being able to show employers that you have all skills, be well qualified and have work experience.

4. QUALITY WORK

Whilst young people in work faced less disruption than other groups we can see a shift in their wellbeing, stress and pressure. The biggest changes and challenges were the workload, stress and pressure. Many young people felt the weight of additional responsibilities and tasks without support, training and development or any extra financial compensation.

Wellbeing in work was down, with 1 in 3 young people in work struggling, young people were 4.8 ppts less likely to be happy in their current role compared to last year.

Those currently in work told us of the struggles they had had to access work with one of the biggest barriers being anxiety (51%) around 10% of young people now in work were suffering from depression.

Travel and location played a significant role for those currently in work being able to access work initially and this year challenges with location and travel were up around 8%, as were instances of young people struggling with employer flexibility.

Young people in apprenticeships are some of the happiest at work, overall apprenticeships score highly 73.6% of apprentices feeling prepared for their next steps. Apprentices do still raise concerns over the quality of the training providers they are supported by.

When employers and organisations supporting young people commit to developing practices that support young people at an individual level, where they have adapted to the needs and experiences of young people and create quality environments, young people are thriving.

But there are still too many instances where employers and organisations supporting young people fail to recognise their individual needs and are looking to fit young people into traditional boxes and expectations.

RECOMMENDATIONS

1. Champion young people and ensure that no one is left behind particularly at hyper-local levels, investing in social action, volunteering and enrichment opportunities that will help young people to feel secure in who they are and their place in society.
2. Continue to invest in improving the transition support for young people, building their knowledge and confidence on the journey to work. Broaden the reach of these services to ensure that young people in college, university and those who may be NEET can also access support.
3. Commit to good youth employment standards, so that young people wherever and wherever they are able to access good quality opportunities and thrive in the world of work.

PLACE BASED

In this section young people shared with us insight into where they live, how safe they feel and what they can access.

We asked this set of questions to all young people and we have been able to weight the data accordingly.

Key Findings:

SAFETY:

Whilst feelings of safety were up slightly (2 pts) on last year's scores young people continue to worry about knife crime, growing anti-social behaviour and for the first year ever deprivation and poverty are core themes of discussion for all groups.

For our Black, African, Black British or Caribbean, female, transgender, young people with additional needs and care leaver respondents, fears for their personal safety were at higher rates than all other groups, sitting on average 15% higher than their comparisons.

BELONGING:

New to the survey this year we asked about belonging and community:

- Two thirds of young people feel welcome.
- Just over half feel like they belong where they live.

A sense of belonging isn't shared by everyone:

- Black, African, Black British or Caribbean respondents were the least likely, by an average of 15 pts, to 'agree' or 'strongly agree' that they belong, have a support network and can be themselves where they live.
- Care leavers were 21% less likely to have a support network (38.4%), 13% less likely to feel welcome (50%), 12% less likely to feel like they belong, 15% less likely to feel that they can be themselves (39.1%), 20% less likely to feel that there are opportunities for them (40%).
- Registered carers are 23% less likely to feel welcome (43.8%) and 16% less likely to think there will be opportunities for them (37.2%).
- Young people with additional needs were at least 7% less likely to agree or strongly agree the biggest disparity though can be seen for 'I feel like there are opportunities for me' with 44.8% of those with additional needs agreeing compared to 56.7% of young people without additional needs.
- Young people who were eligible for free school meals (FSM) were 5% less likely to 'agree' or 'strongly agree' across all factors.

cont...



ACCESS

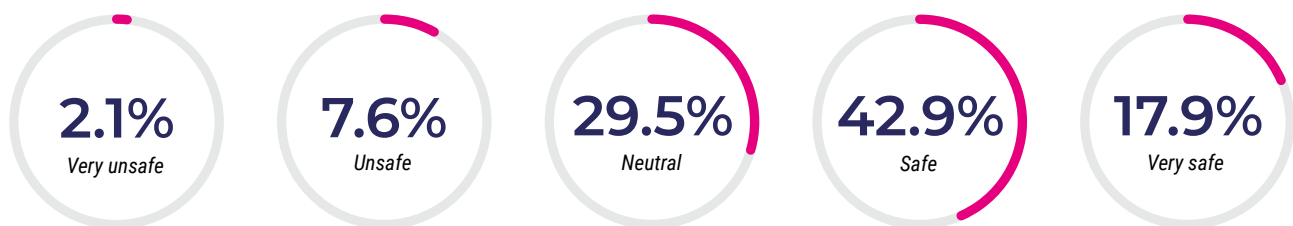
Transport: The reliability of transport has decreased by 12 ppts this year for all respondents. Black, African, Black British or Caribbean respondents, students eligible for free school meals and those with additional needs were most likely to rate the 'availability of services' as 'poor' or 'very poor'.

Support: Parents are more likely to be picking up support for all areas with an increase overall of 40 ppts. The biggest increase in support from last year can be seen for support for mental health with a 16.1 ppt increase and support for physical health with a 10.8 ppt increase.

Opportunities: Over half of transgender, FSM, young people with additional needs and gay and lesbian respondents do not feel that there will be quality opportunities available to them where they live.

Community services: When asked about a range of resources Black, African, Black British or Caribbean respondents consistently scored lower than all other groups. They were significantly less likely to have access to entertainment by over 30% of most other groups (39.2%), 20% less likely to have access to leisure facilities, half as likely to have access to museums (17.5%) and 15% less likely to have access to theatres.

How safe do you feel in your local area?



60.8% of young people felt safe in their local area, a rise of 2.1ppts on last year's scores. Feelings of safety drop around age 13-16 with twice as many recording feeling 'very unsafe' or 'unsafe' than their 11-12 year old peers, for the most part feelings of safety remain stable but peak again at age 18, age 23 and age 28.

- 47.9% of Black, African, Black British or Caribbean and 39.3% of respondents from other ethnic groups felt 'safe' or 'very safe' in their local area significantly lower scores than respondents from a Mixed or multiple ethnic group (61.1%), White respondents (61.4%) and Asian or Asian British respondents (64.2%).
- 63.6% of male respondents felt 'safe' or 'very safe' compared to 61.8% of female respondents 46.3% of non-binary respondents and 34.5% of those who use another term for their gender.
- 39.5% of transgender respondents felt 'safe' or 'very safe' in their local area compared to 63.5% of respondents who were not transgender.
- Straight or heterosexual respondents were 10% more likely to feel 'safe' or 'very safe' in their local area (64.1%).
- Care leavers were less likely to feel safe in their local area by 22.9 ppts compared to young people with no care experience.
- Young people currently in care feel as safe as those with no experience of the care system (61.3%).
- 53.2% of registered carers feel 'safe' or 'very safe' compared to 45.8% of unregistered carers and 62.3% of those who had no caring responsibilities.
- 48% of young people with additional needs feel 'safe' or 'very safe' where they live compared to 65.7% of young people without additional needs.

What is the best thing about your local area?

The sense of community and pride.	Transport links - short walk from a train station where I can get to Manchester, Bolton, Southport and Wigan. It's also quite quiet with some nice walks.	Lots of fields and quiet places to go.
Friends and family all close together.	The public transport system is really good and there is great access to different amenities.	It feels very safe to walk around, there's lots of open space nearby where I can walk.
Diverse area.	Proximity to London, for access to a wide range of employment opportunities. Community feel. Proximity to countryside and green space.	It's close to my school.

Respondents highlighted that having good accessibility to transport links and local amenities was the best thing about where they live - this includes access to shops, bars, and restaurants. Being close to outdoor space was often mentioned, with many young people noting that having a nice place to go for a walk, such as their local park, green space, or the beach, as a positive to living in their area.

A common theme in our responses was that the best thing about living in their area was the sense of community that they felt, including having good neighbours, friendly people nearby, and living near their family and friends.

Thinking about where you live, how much do you agree with the following?

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree	N/A
I feel welcome	8.2%	25.4%	66%	0.5%
I have a support network	13.5%	25.4%	58.9%	2.1%
I feel like I can be myself	16%	24.5%	58.8%	0.7%
I feel like I belong	15.3%	28.3%	55.7%	0.7%
I feel like there are opportunities for me	20.8%	26%	52.6%	0.6%
I have role models in my community	31%	31.7%	35.4%	1.9%

- Whilst there is little difference in responses for 'I have a support network' we see a consistent difference for all other options when comparing rates for transgender respondents who were less likely to 'agree' or 'strongly agree' by 16 ppts across all factors.
- Straight and heterosexual respondents were 18 ppts more likely to 'agree' or 'strongly agree' that they belong (63.1%), and feel that they can be themselves (67%). They were also 10 ppts more likely to 'agree' or 'strongly agree' that there are opportunities for me (57.5%) and have role models in their community (38.4%).
- Whilst we see confidence of young people in care sitting around 2 ppts below those with no experience of the care system we see consistently that scores are lower, and significantly, so for care leavers. Care leavers were less likely to 'agree' or 'strongly agree' that they:
 - » have a support network by 21 ppts (38.4%).
 - » feel welcome by 13 ppts (50%).
 - » feel like they belong by 12 ppts.
 - » feel that they can be themselves by 15 ppts (39.1%).
 - » 20% less likely to 'feel that there are opportunities for me' (40%).
- Registered carers are consistently less likely to 'agree' or 'strongly agree' across all options, unregistered carers tend to sit at around 6 ppts higher for all factors. Registered carers are 23% less likely to feel welcome (43.8%) and 16% less likely to think there will be opportunities for them (37.2%).
- Young people with additional needs were at least 7% less likely to agree or strongly agree the biggest disparity though can be seen for 'I feel like there are opportunities for me' with 44.8% of those with additional needs agreeing compared to 56.7% of young people without additional needs.
- Young people who were eligible for free school meals (FSM) were 5% less likely to 'agree' or 'strongly agree' across all factors.
- Male respondents were less likely (57.3%) to agree that they had a support network than female or non-binary respondents (61%). Although this compares to 50% of unsure/questioning respondents and just 34% of those who selected 'I use another term'.
- Male and female respondents were twice as likely to agree or strongly agree with 'I feel like belong' (59.7% and 58.3%) compared to non-binary, unsure/questioning and respondents who selected 'I use another term', they were also twice as likely to agree or strongly agree with 'I feel like I can be myself' (62.2% and 61.4%).
- Black, African, Black British or Caribbean and respondents who selected 'another ethnic group' consistently scored at least 15% less positively to all answers compared to all other groups. In addition Black, African, Black British or Caribbean respondents and respondents who selected 'another ethnic group' were around half as likely to have role models in their community (18% and 13.2%).

What, if any, are your biggest concerns about where you live?

Being a victim of crime - I live in a very unsafe area and I worry constantly about crime (especially violent or drug-related crime.) I'm a woman and there have been a lot of attacks on women in the area which makes me feel unsafe. There is a lot of poverty too - almost everyone lives in poverty. I see a lot of extreme poverty everywhere.	Lack of funding for certain public services, such as: libraries, youth centres, the NHS etc. The negative effects of Covid on the economy which have affected funding for public services.	There are not many job opportunities that are local, especially for people who cannot drive. There are also not a lot of community activities in my immediate area.
The price of rent. Since I've moved to this area just over a year ago it has gone up so fast. I can't really afford it any more and am looking to move into shared housing. I earn above average salary for my role and I can't afford to live on my own here anymore.	Costs rising - public transport is becoming ludicrously expensive. I can get a train to a different city for less than it costs to get into the city where I live.	Not much to do for teenagers without having to get the bus or train to a larger town/city. Bus is only one an hour to Fareham or Southampton.

Young people regularly commented on feeling unsafe in their local area, fearing being a victim of crime, particularly in respondents who were female or from the LGBTQ+ community. They mentioned general antisocial behaviour in their local area as a concern, with many explaining that there is not enough to do where they live.

Some respondents described their local area as deprived, raising concerns about the rising rates of inequality. Some feel that this has been fuelled by the cost of living crisis, with lack of affordable housing having an impact on their options of where to live. Many young people also recognised that they would need to travel further for job opportunities, and with lack of public transport, this limits their options unless they drive.

Do you use public transport?



- Black, African, Black British or Caribbean respondents and respondents who selected 'another ethnic group' were most likely to use public transport with 68.1% and 65.4% responding 'yes, often' compared to 57.7% of Mixed or multiple ethnic group respondents, 52.7% of Asian or Asian British respondents and 45.6% of White respondents.
- Young people who were eligible for FSM were more likely to use public transport by 12.1 ppts.

Thinking about public transport (buses, trains etc.) in your local areas, how would you rate:

	Very Poor or Poor	Neutral	Good or Excellent	N/A
Safety	8.5%	29.5%	58.2%	3.7%
Availability	16.4%	22%	58%	3.6%
Routes / Coverage	16.7%	25.5%	53.4%	4.4%
How often services run	21.7%	24.1%	50.4%	3.8%
Cost	25.3%	34.2%	34.5%	5.9%
Reliability	31.5%	28.4%	35.9%	4.3%

Compared to 2022 most aspects were 2% more likely to be rated as 'poor' or 'very poor' except for 'reliability' the 'poor' and 'very poor' scores for which were 12 pts higher this year.

- Care leavers were 12% less likely to score 'good' or 'very good' than those with no experience of the care system across every factor.
- Black, African, Black British or Caribbean respondents were 8% more likely to rate 'availability of services' as 'poor' or 'very poor' (23.1%).
- Young people who were eligible for FSM were 9% less likely to rate availability and safety as 'good' or 'excellent'.
- Young people with additional needs were 5% more likely to rate 'availability' and 'safety' as 'poor' or 'very poor'.
- Mixed or multiple ethnic group respondents were at least 7% more likely than all other groups to rate 'cost' as 'poor' or 'very poor' (31.5%).
- Transgender respondents were 10% less likely to rate the 'safety' of public transport as 'good' or 'excellent' (49.8% compared to 59.9%).
- Male respondents rated 'safety' as 'good' or 'excellent' at least 12 pts higher (62.8%) than those who were non-binary, unsure/questioning to those who selected 'I use another term' and 5 pts higher than female respondents.

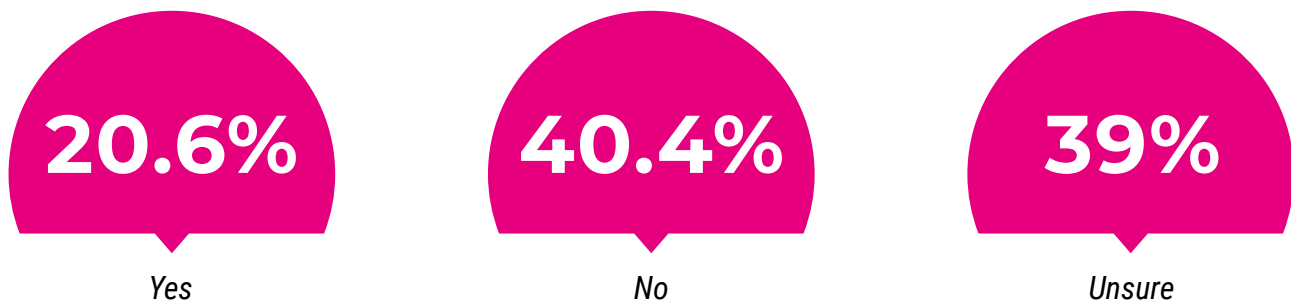
Please select which of these are available in your local area:

Parks	92.9%
Library	80.9%
Leisure facilities (gym, swimming pool)	77.3%
Places of worship	71.5%
Sports facilities (football, rugby pitches, tennis courts)	71.1%
Entertainment (cinema, bowling, etc.)	59%

Theatre	38.1%
Youth club	38%
Museums	33.4%
Live music venues	27.7%
Local Youth Council	12.3%
Youth Hub	11%
None	2%

- Black, African, Black British or Caribbean respondents consistently scored lower than all other groups. They were significantly less likely to have access to entertainment by over 30% of most other groups (39.2%), 20% less likely to have access to leisure facilities, half as likely to have access to museums (17.5%) and 15% less likely to have access to theatres.
- Straight and heterosexual respondents were 10% less likely to select that museums, theatres and places of worship were available in their local area.
- Care leavers were 10% less likely to select library (72%), sports facilities (64%) and parks (80%) than respondents with no experience of the care system.
- Registered carers were 22% less likely to select leisure facilities (57.6%) and 16% less likely to select parks (75.8%).
- Young people with additional needs were 9% less likely to select leisure facilities (70%) and 8% less likely to select sports facilities (66.1%).
- Young people eligible for FSM were less likely to select leisure facilities, entertainment, museums and theatre by 8 ppts.

Do you think there are enough opportunities to share your views on important issues in your local area?



- Respondents from a Mixed or multiple ethnic groups were least likely to feel they had enough opportunities to share their voice at a rate of 13.2% this compares to 19.3% of Black, African, Black British or Caribbean respondents, 20.1% of White respondents and 28.3% of Asian or Asian British respondents.
- Transgender respondents were 10% less likely to respond 'yes' to this question (11.6%).
- 24.5% of straight or heterosexual respondents thought there were opportunities to share their voice on issues in their local area compared to 18% of bi respondents, 12.6% of gay or lesbian respondents and 11.7% of respondents who were unsure/questioning.
- 35.2% of young people currently in care responded 'yes' this question compared to 25% of care leavers and 19% of respondents with no experience of the care system.
- Young people with additional needs were more likely to select 'no' with 49.9% doing so compared to 38.1% of respondents without additional needs.
- Over half of all non-binary, unsure/questioning and respondents who selected 'I use another term' responded 'no' to this question with 62.2% of non-binary scoring this way compared to 54.2% unsure/questioning respondents, 58.3% of respondents who selected 'I use another term', 40% of female respondents and 36.1% of male respondents.
- 11 to 12 year olds were most likely to feel most confident they had opportunities to share their voice with over a third responding 'yes'. Confidence dwindles to 18% for 15 year old before climbing back up at age 18 with 24.7% of respondents feeling that they can share their voice.

How confident are you that there are quality jobs available in your local area?



'Very' and 'extremely confident' scores have dropped by 3 ppts on last year's scores with not so and not at all confidence scores are 3 ppts higher. Overall confidence that there will be quality jobs does not increase with age, from age 15 confidence declines, in addition from age 21 onwards we see a sharp increase in young people who are not so confident they will find quality opportunities.

- Across all racial groups those scoring 'extremely confident' or 'very confident' were even. However we see wide disparity at the negative end of the scale. 58.6% of Black, African, Black British or Caribbean respondents scoring 'not so' or 'not at all confident' compared to 41.8% of White respondents, 40.4% of Asian or Asian British respondents, 38.7% Mixed or multiple ethnic groups.
- Transgender respondents were at least 20% more likely to be 'not so' or 'not confident at all', in fact just 5.8% of transgender respondents were 'very' or 'extremely confident' compared to 13.3% of respondents were not transgender.
- Over half of all gay or lesbian respondents (51%) were 'not so' or 'not at all confident', this compares to 37.3% of straight or heterosexual respondents and around 45% of other groups.
- Over half of young people with additional needs are 'not so' or 'not at all confident' (52.9%) compared to 38.5% of respondents without additional needs.
- Over half of all FSM respondents were 'not so confident' or 'not confident at all' (50.3%) compared to (37.9%).
- Over half of all non-binary, unsure/questioning and respondents who selected 'I use another term' felt there would not be quality jobs for them compared to 40% of male or female respondents.

Locally I can access:

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree	N/A
Childcare support	5.7%	21.3%	18.3%	54.5%
Support as a young carer	7.5%	21.9%	13.4%	57.2%
Support for my physical health problems	11.1%	20.6%	38.8%	29.4%
Support for my mental health problems	22.4%	24.6%	30%	23%
Support I need for substance abuse	8.4%	20.5%	11.7%	59.4%
Support as an ex-offender	7.2%	20.5%	8.4%	64%
Housing support	9.8%	20.8%	15.5%	53.9%
Financial support	12.2%	22.7%	16.6%	48.5%

- Transgender respondents were 5% less likely to agree that they could access support across all factors.
- Care leavers were consistently most likely to 'strongly disagree' across all factors around 20% of care leavers scored this way for every question compared to around 4% for those with no experience of the care system and those currently in care.
- Registered carers were most likely to score Strongly and 'disagree' with around 12% scoring this way for all questions. 24.4% of registered carers 'strongly' or 'disagree' that they receive support as a young carer.

- 20.6% of young people with additional needs 'disagree' or 'strongly disagree' that they can access to support for their physical needs compared to 8.7% of those without additional needs.
- 37% of young people with additional needs 'disagree' or 'strongly disagree' that they can access support for their mental health problems compared to 17.3% of young people without additional needs.
- Black, African, Black British or Caribbean respondents were three times more likely to 'disagree' or 'strongly disagree' that childcare support is available to them (15.2%) and were less likely to 'agree' or 'strongly agree' that they have support for their mental health problems by at least 10 pts on all other groups.

If you are accessing support locally, where are you accessing it?

	School/ Education provider	Parents	Employer	JobCentre Plus	Probation Officer	NHS	Private provider	Other	N/A
Support for mental health problems	18.4%	18.9%	2.1%	0.4%	0.1%	17%	5.3%	5%	32.7%
Support as a young carer	5.5%	7.4%	0.9%	1.3%	0.3%	3%	0.8%	2.9%	77.9%
Support for physical health problems	6.3%	12.5%	1%	0.4%	0.3%	32.5%	3.2%	2.5%	41.5%
Support for substance abuse	3.8%	5.6%	0.4%	0.2%	1.5%	5.3%	0.7%	2.2%	80.4%
Support as an ex-offender	2.8%	4.3%	0.3%	0.6%	2.2%	1.9%	0.5%	2.2%	85.2%
Housing support	2.9%	8.6%	0.7%	2.9%	0.3%	1.4%	1.8%	4%	77.5%
Financial support	4.8%	11.6%	1.8%	4.9%	0.4%	1.1%	1.4%	4.6%	69.3%

Based on last year's scores, parents are more likely to be picking up support for all areas with an increase for all options. The biggest increase in support from last year can be seen for support for mental health with a 16.1 ppt increase and support for physical health with 10.8% increase.

- Transgender respondents were 12 ppts more likely to be accessing support for their mental health through the NHS (27.8%).
- Transgender respondents and non-binary respondents were half as likely to be accessing support via their parents for all options than their comparative groups.
- Gay or lesbian respondents were less likely, by around 12 ppts, to be accessing support through their parents for their mental health problems and 12% more likely to be accessing support through the NHS than straight or heterosexual respondents.
- Young people eligible for FSM were 5% more likely to be accessing support for their mental health problems via the NHS (20.3%).

What are you looking forward to in the next 12 months?

Finishing my GCSEs and starting college.	Moving from an apprentice to a permanent position.	Opportunities to spend time with friends and family, to make memories. It is cliché but after lockdown these are the things I look forward to most.
Getting a job.	Social opportunities, more community involvement, e.g. volunteering, and finding like-minded people.	Continuing to achieve my personal and career goals. Holidays and spending time with family and friends.
Saving money to move out of parent's home.	Moving into year 8, joining a choir, and restarting my swimming lessons.	Holidays, live music, trips to the beach, out with friends, going to the gym, progressing with work.

Young people are looking forward to completing their current stage of education, and moving on to their next steps - this includes starting their GCSEs, A Levels, an apprenticeship, attending college or going to university. Many young people specified that this would allow them to focus on a subject area they are particularly interested in for their future. Based on their responses, young people are looking forward to progression, whether that was in their career or in education.

Life experiences, such as going on holiday, attending events, opportunities to meet new people, or spending time with family and friends was often cited as something young people are looking forward to over the next 12 months.

PREPARING FOR YOUR FUTURE

In this section we ask young people still in education (including university) and those aged 18 and under to share their views and experiences on education, careers, exams and assessments, choices available and work experience.

Each year the Youth Voice Census has collected views from home educated young people, this year we added an additional question set to allow their views to be better captured.

Key Findings:

- Disruption to education rose again this year with 55.1% of young people feeling that they have faced disruption due to illness, changes in school staff and strike action.
- Half of young people had the opportunity to join clubs or societies over the last 12 months with less than half (46.1%) having the opportunity to join a sports team and 45.8% attending enrichment activities.
- 42.9% of young people had changed their study plans or choices in the past 12 months.

SAFETY AND WELLBEING

- 70.8% of young people feel safe travelling to and from where they study and 71% feel safe in their learning environment.

TRANSITION TO SECONDARY SCHOOL

- More support was available to young people as they transitioned to secondary school this year with an increase of 16.2 ppts in young people receiving support from their primary school (71%) and an increase of 14.7 ppts of young people receiving support from their secondary school.
- 79.4% of young people felt welcome in their secondary school.
- 100% of transgender people said they did not feel welcome at their secondary school compared to 9.7% of those who are not transgender.

cont...

CAREERS EDUCATION, EXPERIENCE OF WORK & SKILLS

- 37.3% of young people in secondary education would rate their careers education as 'good' or 'excellent' in helping them prepare for their next steps, an increase of 7.6 ppts on last year.
- 38.6% of young people thought they understood the skills employers were looking for.
- 38.5% of young people had self belief.
- 19.9% of young people required special arrangements for any exams or assessments they have undertaken.
- 29.2% of young people had received work experience in secondary school, a 6.8 ppt drop on last year's figures.

COLLEGE AND SIXTH FORM

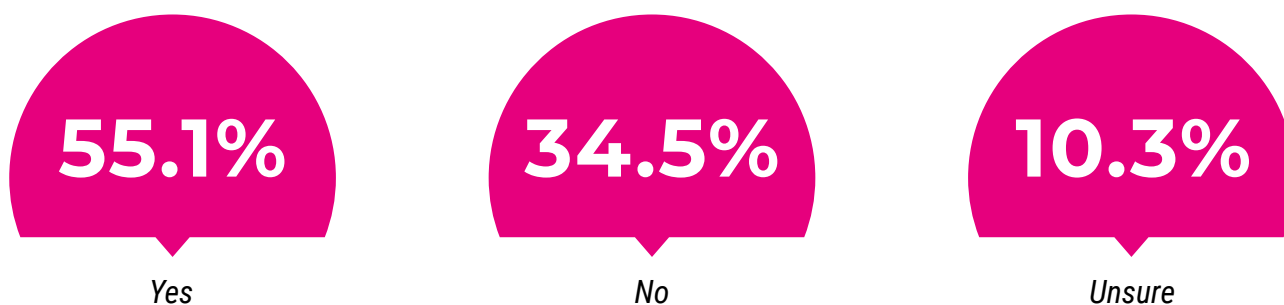
- Young people in college or sixth form received the lowest rate and frequency of career engagements than those in secondary education and those at university.
- Overall young people were 8.9 ppts more likely to rate their college or sixth form as 'helpful' and 'very helpful' for their next steps than last year.
- 36.2% of young people are currently working alongside with a further 34.4% currently looking for a job.

UNIVERSITY

- 59.6% of students felt that their university was 'helpful' or 'very helpful' in helping to prepare them for their next steps, a 3.2 ppt increase on last year.
- 35.3% rated their university course as value for money.
- 73.1% rated their course content as 'good' or 'very good', a reduction in 6.9 ppts on last year.
- 92.2% of students have never had financial support workshops at university.
- 75% of students have never had mental health training.
- 61.5% of students had a job whilst studying with a further 17.3% actively looking.



Has your learning been disrupted in the last year?



The percentage of young people who stated that there was disruption this year was up 3 ppts on 2022 results.

Who is impacted the most?

- White respondents and respondents from Mixed or multiple ethnic groups were most likely to indicate that learning had been disrupted at 57.3% and 52% compared to 46.7% of Asian or Asian British respondents, 44.8% of Black, African, Black British or Caribbean respondents and 41.2% of another ethnic group.
- Bisexual respondents were at least 7% more likely to indicate that their learning has been disrupted (60%).
- 67.7% of non-binary respondents had their learning disrupted in the last year compared to 56.7% of unsure/questioning respondents, 56.3% of female respondents and 52.5% of male respondents.

Please tell us more:

It's been disrupted by train strikes and bus strikes mostly.	The teacher strikes have stopped lots of pupils from going to school. The rail strikes have delayed me getting into school making me miss lessons occasionally.	Illness/mental health problems, staff strikes, transport strikes, lack of transport at specific times, lack of working from home provisions and difficulties working from home.
Covid - not as such in the last year, but it's the knock on effect of all the time missed and the lack of motivation from that to keep up.	Because I haven't had a proper science teacher since November last year and teachers keep leaving and not being properly replaced.	It's been disrupted by train strikes. It feels that we are just mentally behind where we should be, the idea of adulthood seems far off but in reality I am 18 in 4 months.

Many respondents referenced Covid-19 as having a lasting impact on their learning, despite it not directly disrupting them over the past 12 months - this includes the impact of lost learning time, ill health caused, or how it affected their mental health. Many young people also cited that the ongoing strike action has disrupted their learning - both teacher and rail strikes have stopped them from attending their place of education. Some respondents mentioned a lack of consistent teaching staff in school as a disruption over the past 12 months, particularly in science subjects.

Thinking about how you travel to where you study, which best describes how you get there? *Select all that apply.*

Bus	46.9%	Bike	5.2%	Electric Scooter	0.3%
Walk	45.5%	Other	2.1%	Metro	0.3%
Car	41.2%	Tram	0.6%	Not applicable	0.4%
Train	16.4%	Underground	0.4%		

- Whilst most travel options remained equal across ethnic groups 67.2% of Black, African, Black British or Caribbean respondents and 82.7% of respondents who selected another ethnic group were most likely to be travelling by bus compared to an average of 45% of all other ethnic groups.
- Transgender respondents were 11% more likely to walk (55%).

Thinking about your safety, how much do you agree with the following?

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree	N/A
I feel safe travelling to and from where I study	8.1%	20.9%	70.8%	0.2%
I feel safe in and around my learning environment	8%	20.4%	71%	0.5%
There is someone I can talk to if I do not feel safe	10.4%	19.4%	68.7%	1.5%

I feel safe travelling to and from where I study

- Respondents from White and Mixed or multiple ethnic groups felt safest travelling to and from where they studied with 72.2% and 76% scoring 'agree' or 'strongly agree' respectively. In comparison 67% of Asian or Asian British respondents and 64.7% of those who selected 'another ethnic group' scored this way. 51.6% of Black, African, Black British or Caribbean respondents stated that they 'agree' or 'strongly agree' that they feel safe travelling to and from education.
- 63.1% of transgender respondents feel safe travelling to and from where they study compared to 71.7% of respondents who are not transgender.
- Male respondents were most likely to feel safe with 75.8% 'agree' or 'strongly agreeing' compared to 70.3% of non-binary respondents, 67.7% of female respondents and 62.1% of unsure/questioning respondents.

I feel safe in and around my learning environment

- Black, African, Black British or Caribbean respondents were at least 15% less likely to 'agree' or 'strongly agree' that they felt safe in and around their learning environment with 56.9% scoring this way. This compares to 70.6% of another ethnic group, 70.9% of White respondents, 71.6% of Mixed or multiple ethnic groups and 79% of Asian or Asian British respondents.
- Whilst there is a marginal gap in safety for travelling to and from where they study we see significant differences in safety for in and around the learning environment with straight or heterosexual respondents 'agreeing' and 'strongly agreeing' by at least 13 ppts more than other groups.
- 63% of transgender respondents 'agree' or 'strongly agree' compared to 72.3% of respondents who are not transgender.
- Male respondents were most likely to feel safe with 75.5% 'agree' or 'strongly agreeing' compared to, 69.4% of female respondents, 63.5% of non-binary respondents and 65.5% of unsure/questioning respondents.

There is someone I can talk to if I do not feel safe

- Black, African, Black British or Caribbean respondents were at least 15% less likely to 'agree' or 'strongly agree' that they had someone to talk to if they felt unsafe with 44.5% scoring this way. This compares to 58.8% of another ethnic group, 69.5% of White respondents, 77% of Mixed or multiple ethnic groups and 72.2% of Asian or Asian British respondents.
- Straight or heterosexual respondents were 7% more likely to 'agree' or 'strongly agree' that they have someone they can talk to if they do not feel safe.
- Non-binary respondents were most likely with 74.6% 'agree' or 'strongly agree' compared to 70.7% of male, 68.9% of those unsure/questioning and 67.6% of female respondents.

Thinking about studying at home during the last year:

(By device we mean laptop, tablet or desktop computer).

	Yes	No	Unsure
Did you have access to a digital device?	8.2%	25.4%	66%
Did you have access to internet or data?	13.5%	25.4%	58.9%
Did you share a device/devices in your household?	16%	24.5%	58.8%
Did you have your own device?	15.3%	28.3%	55.7%
Were you provided with a device? (from your school, college or university)	20.8%	26%	52.6%
Did you have a quiet place to work?	31%	31.7%	35.4%

Access to digital devices, internet and data

- Black, African, Black British or Caribbean respondents were at least 8% less likely to have access to a digital device than all other groups.
- Black, African, Black British or Caribbean respondents were at least 8% less likely to have access to internet or data.

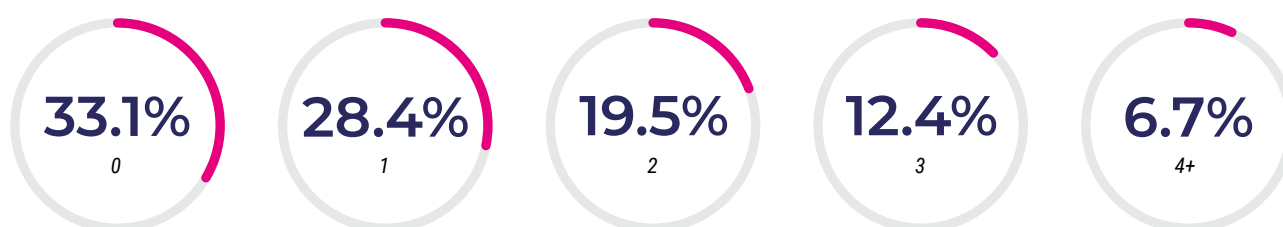
Sharing devices

- White and Mixed or multiple ethnic group respondents were least likely to have to share a device (32.4% and 35.6%) at least 45% of all other respondents shared a device.
- White and Black, African, Black British or Caribbean respondents were at least likely to be provided with a device with around 20% of respondents being provided compared to around 25% for other groups.

Did you have a quiet place to work?

- Black, African, Black British or Caribbean respondents were 30% less likely to have a quiet place to work than other groups. 46% of Black respondents had a quiet place to work compared to at least 74% of all other groups.
- Bisexual and unsure/questioning respondents were at least 10% less likely to have a quiet place to study (70.6% and 65.3%).
- 81.1% of male respondents had a quiet place to study compared to 76.4% of female respondents and 74.5% of non-binary respondents the rates drop drastically for those unsure/questioning with 58.6% scoring this way.

How many people share your device with you?



- 17.9% of respondents from Mixed or multiple ethnic groups shared a device with 4 people or more this compares to around 10% of Black, African, Black British or Caribbean respondents, 6.5% White respondents, 4.1% Asian or Asian British and 0% of those from another ethnic group.

How would you rate your data and internet connection?

	Poor or Very Poor	OK	Good or Very Good
Speed	11.5%	34%	54.5%
Reliability	18.3%	33.8%	47.9%
Coverage	14.9%	34.6%	50.6%

- Straight or heterosexual respondents rated the speed, reliability and coverage of their internet as 'good' or 'very good' at a rate of 10% higher than other groups.

Speed

- 60.6% of male respondents rated speed as 'good' or 'very good' compared to 51.4% of female respondents, 46.5% of unsure/questioning, 45.8% of non-binary respondents and 37.5% of those who selected 'I use another term'.

Reliability

- 51.8% of male respondents rated speed as 'good' or 'very good' compared to 46.5% of female respondents, 35.7% of unsure/questioning, 36.3% of non-binary respondents and 41.7% of those who selected 'I use another term'.

Were you able to study at home effectively with the device/s, data and internet connection available to you?

	Yes	No	N/A
The device/s you have available to you	95.3%	3.2%	1.5%
The internet connection available to you	93%	5.5%	1.5%
The data you have available to you	89.4%	5.7%	4.9%

- Whilst we see little difference across racial and ethnic groups for devices and internet connection we can see that Black, African, Black British or Caribbean respondents are 9% less likely to be able to complete their work with the data available to them.

Devices available

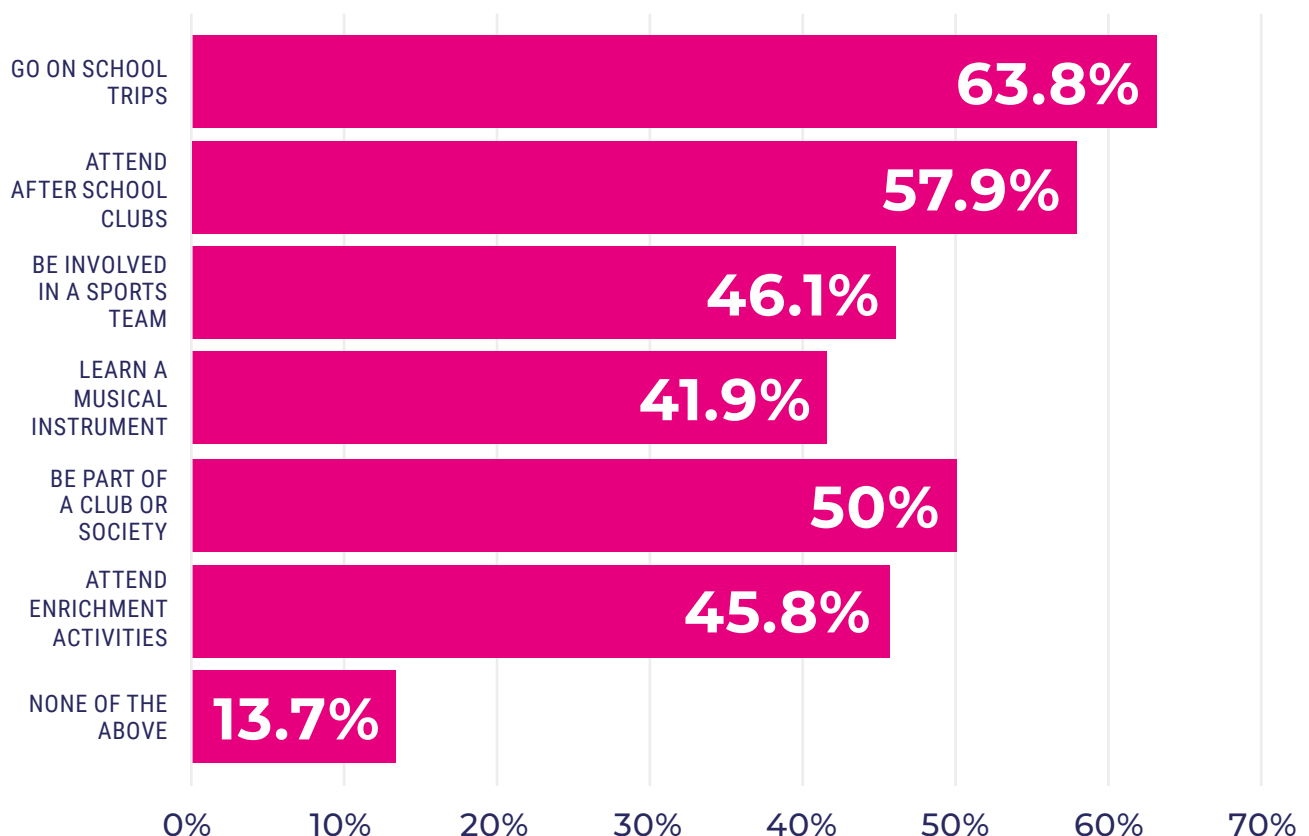
- Whilst most gender groups agreed at a rate of 95 to 96% respondents who selected 'I use another term' agreed at a rate of 88%, they were 4 times more likely to respond no than all other groups (12%).

Internet connection

- Unsure/questioning and respondents who selected 'I use another term' were 7% less likely to agree than other groups (84%).

Thinking about the past 12 months, have you had opportunities to:

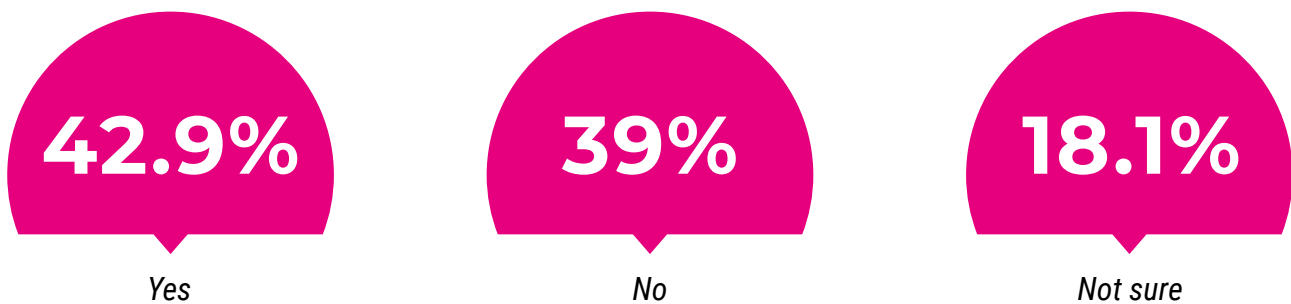
Choose all that apply to you.



White and Mixed or multiple ethnic groups were more likely to have had opportunities scoring on average 10 ppts higher than other ethnic groups for all options (except none of the above).

- 66.4% of White respondents and 61.6% of Mixed or multiple ethnic groups had the opportunity to attend school trips this compares to 47.9 of Asian or Asian British respondents, 42.2% of Black, African, Black British or Caribbean respondents and 41.2% of other ethnic group respondents.
- 60.7% of White respondents and 63% of Mixed or multiple ethnic groups had the opportunity to attend after school clubs compared to 47% of Asian and Asian British respondents, 39.1% of Black, African, Black British or Caribbean respondents and 29.4% of another ethnic group.
- White and Mixed or multiple ethnic groups were twice as likely to have the opportunity to be involved in a sports team (an average of 55%), be part of a club or society (average 53%) and attend enrichment activities (average 47.5%).
- Straight or heterosexual respondents were 10% more likely to have had the opportunity to be involved in a sports team (49.3%).
- Transgender respondents were 26% less likely to have opportunities to join a sports club (22%), 14% less likely to attend enrichment opportunities (34.1%), and 11% less likely to be part of a club or society (39.6%).
- Non-binary respondents were 10% less likely than other genders to attend after school clubs (50.8%), learn a musical instrument (31.7%), 15% less likely to be part of a club or society (36.5%) than male and female respondents and were 10% less likely to attend enrichment activities than male and female respondents (34.9%).

Have your study plans or choices changed in the past 12 months?



- Black, African, Black British or Caribbean respondents were 7% more likely to have changed their study and choices in the past 12 months than their White, Asian or Asian British, Mixed or multiple ethnic group peers with 47.7% stating 'yes'. It was those from another ethnic group whose plans had changed the most with 70.6% stating 'yes'.
- Gay or lesbian and bisexual respondents were 12 and 13 ppts more likely to have had their study plans or choices change in the past 12 months.
- Transgender respondents were 9% more likely to have had their study plans or choice change (50%).
- 41.7% of male and 41.6% of female respondents had their plans or choices change compared to 51.7% of unsure/questioning respondents and 50% of non-binary respondents.

Can you share more about your answer?

I was planning on continuing my level 2 motor vehicle repair course to get level 3, however I now have a job and will be getting an apprenticeship.	I have decided I do not want to go to university, and I may even drop out of A Levels in favour of an apprenticeship because they are immensely stressful and I cannot cope and there is no support.	I keep changing my mind about what I want to do in later life.
I have decided to train as a mechanic. I wanted to go to another college to study farming but we can't afford the travel fees.	I am currently taking my GCSEs and I was planning to move onto A-Levels. However, I am now thinking about going onto an apprenticeship or T-Levels because I feel it would be more beneficial to gain experience in the workplace rather than in a college. GCSEs were also very stressful for me and caused a lot of anxiety therefore I think it would be better if I didn't put myself under that pressure again.	Finding out about different career options altered my study plans/ choices.
I wanted to go to university but now that I have discovered how working from home can be, I may be interested in the apprentice route to be more hands on.	In the past few months I have changed my mind from degree apprenticeships being my first choice to planning to go to university, this is because of extreme competition with degree apprenticeships, and how some companies can see the degree as worth less than a university degree.	I've changed my choice for GCSE's once and have begun to revise more.

Responses regarding study plans or choices changing over the past 12 months have been very mixed - many young people are unsure about what they would like to do, both now and in the future, and have not made decisions regarding their Post-16 options. Many respondents have also changed their mind regarding their subject of interest, or have altered their study plans - e.g. many young people have decided to do an apprenticeship instead of going to university. Reasons for this include finding exams a stressful experience, their results were not as expected, or their interests have changed. However, many young people expressed that their plans have not changed over the past 12 months, and will continue to pursue their original career goal or educational route.

Thinking about the next 12 months, what, if any, concerns do you have?

My exams, worried that I might fail.	Affording uni/ travel after college. Both seem very expensive and my wage (due to age) is terrible.	Becoming more independent and becoming friends with new people.
Cost of living might get too bad.	GCSE's are way too stressful and there aren't many ways to cope with the stress.	Lack of safe access to gender-affirming support, fear of relationship with parents worsening.
Covid, school strikes, exam stress, cost of living, war.	Searching for future employment and deciding whether or not I am out as trans/ coming out to new people and family.	I feel scared about whether I can make the right choices.

Young people's main concerns over the next 12 months regards their grades, exams, and the prospect of failing. Some young people feel nervous about making choices for the future, and are worried about whether their choice will be 'right'. The cost of living and general economy has been flagged as a concern, and young people are worried about the impact this will have on their family, their ability to travel, and worry if it is going to get worse in the coming months.

Mental health has been identified as a concerning factor, as some respondents noted that they are worried their mental health will worsen over the next 12 months. Some young people expressed concerns about moving away from their family and friends in the coming months, particularly for university.

TRANSITION TO SECONDARY SCHOOL

Thinking about when you moved to secondary school please answer the following questions:

	Yes	No	Unsure
Was support available from your primary school to prepare you for the move	72%	17.6%	10.4%
Was support available from your secondary to prepare you for the move	77.5%	12%	10.5%
Did you feel welcome in your secondary school	79.4%	10.5%	10.1%

- Males and females felt the most supported by primary school with 74.1% and 72.3% scoring this way. However, only 50% of non-binary people felt supported by their primary schools.
- Those who felt most supported by secondary schools were males (79.3%) and females (79.3%). However, only 50% of non-binary people and those who use another term to describe their gender felt supported. Those who are unsure/questioning their gender felt the least supported, with 33.3% responding 'no'.
- Feeling welcome in secondary school was selected by 86% of males and 81.8% of females felt welcome in their secondary school however, 100% of non-binary people, 66% of unsure/questioning respondents and 50% of respondents who selected 'I use another term' said they felt unwelcome.
- Respondents from a Mixed or multiple ethnic group were the most likely to feel unsupported, with 22.2% selecting 'no'.
- Black, African, Black British or Caribbean respondents and respondents from a Mixed or multiple ethnic group background were most likely to feel unsupported by their secondary school, with 16.7% of Black, African, Black British and Caribbean respondents people selecting 'no' and 17.6% of respondents from a Mixed or multiple ethnic group scoring the same way.
- 20.7% of those who are unsure/questioning are most likely to feel there was support provided by their secondary school.
- Bisexual respondents are nearly four times more likely to feel unwelcome in their secondary school compared to straight or heterosexual respondents (25%).
- Of those who are transgender, the majority felt that they were unsure if support was available from their primary school (100%).
- 100% of transgender people said they did not feel welcome at their secondary school compared to 9.7% of those who are not transgender.

How did you feel about your move to secondary school? Were you excited, scared, nervous?

It seemed exciting yet overwhelming too.	I was very nervous because I heard from my older friends that it was very different. But once I was there I got excited and it was good.	Overwhelmed - the lockdown cut my last year of primary school short so I felt less prepared at the time but when I got there, I was super happy.
I was very excited and had no worries at all as this was a fresh start for me.	I was nervous and excited at the same time, nervous because I'm going to a new school and what if I didn't know the way and stuff but excited to make new friends and experience a new experience in a new place.	I was a little excited but mostly scared and nervous as it was a massive change that even though I'd been supported I still didn't feel ready.

Many young people were looking forward to starting secondary school, with most explaining that they felt a combination of nerves and excitement at this prospect. Some were worried about how different secondary school would be from primary, and were concerned about not making new friends. In contrast, some young people were excited about having a 'fresh start' and making new friends at a new school.

What support (if any) do you think should be available when moving in to secondary school? If you can, tell us who you think should provide the help.

More visits to the school and showing the more exciting lessons like science that change a lot at secondary. Also more meeting your tutor group and having your primary school teachers there at the time to help you settle. I also got put into all the top sets but struggled so more communication to be in the right class from the start not to knock your confidence.	Teachers and students came to my primary school to talk to us and answer questions. Going to look around was also helpful.	Talking to people that go to that secondary school.
I had everything I needed. But definitely help getting around the school if it's big, and help learning all the teacher names and stuff.	I think that it would be good if we had a day to meet our new teachers and people in our class.	Teachers at the school and parents/carers at home.

Taster days and transition visits were highlighted as support that young people feel should be available when moving into secondary school, particularly with an opportunity to meet their class tutor and peers. They noted that teachers and parents should provide this support, with a few respondents also mentioning access to pastoral support in case they needed someone to talk to. Many feel that speaking to current secondary school students would also be helpful, to hear about their first-hand experiences. Lots of young people mentioned that they received a good level of support with this transition.

CAREERS EDUCATION IN SECONDARY SCHOOL

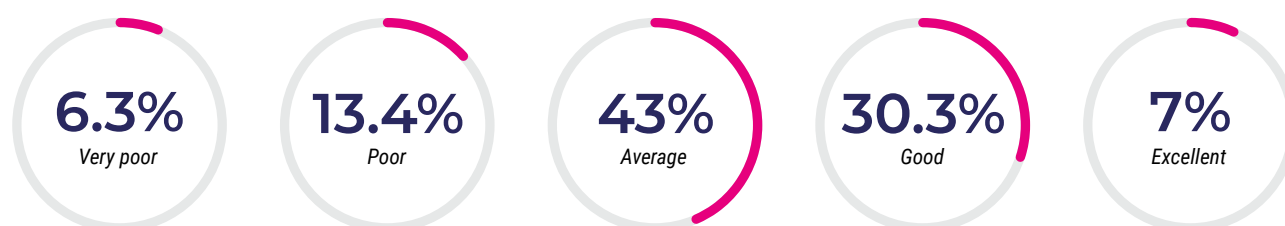
Which of these did you or have you received in secondary school? *Choose all that apply.*

Careers lessons	44.9%
Face to face careers advice	44.8%
Employers visiting you in school	42.6%
Careers fairs	41.2%
Interview with a careers advisor	33.7%
Access to online careers and job information	32.5%
Learning about careers in curriculum lessons	28%
Mentor	24.6%
Careers talks by employers	23.9%
Apprentices visiting you in school	22.9%

Visits to college	20.2%
CV workshops	18.8%
Enterprise activities	15%
Interview sessions	14.1%
None of the above	10.9%
Visits to employer sites	8.8%
Visits to careers shows like World Skills (The Skills Show) or The Big Bang	6%
Access to labour market information	4.6%
Other (please say):	3.1%
Visits to training providers	2.2%

- Black, African, Black British and Caribbean respondents less likely by 10 ppts to have received face to face careers advice (36%).
- Access to online careers and job information created varied answers between racial and ethnic groups. 36% of Asian or Asian British respondents, 32.7% of White respondents and 31% of respondents from Mixed or multiple ethnic groups received this support compared to 20% of Black, African, Black British or Caribbean respondents.
- Access to online careers and job information created varied answers between racial and ethnic groups. 36% of Asian or Asian British respondents, 32.7% of White respondents and 31% of respondents from Mixed or multiple ethnic groups received this support compared to 20% of Black, African, Black British or Caribbean respondents.
- Whether or not people had received an interview with a careers advisor divided the gender segment. This was selected by 45.6% of non-binary people, 42.9% of those who use another term to describe their gender and 36.2% of males. However, this was only selected by 33.3% of those who are unsure/questioning their gender and 30.2% of females.

How would you rate the careers education you have received so far in supporting you to make informed choices?



- Young people were more likely to rate their careers education as 'good' or 'excellent' this year by 7.6 ppts.
- Within the gender segment, overall, the support received was rated as average. 42.3% of males, 41.3% of females, 56.1% of non-binary people, 52.4% of those who are unsure/questioning their gender and 47.6% of those who use another term scored this way. The support received was only rated excellent by 6.9% of males, 8.3% of females, 1.8% of non-binary people, 0% of those that are unsure/questioning their gender and 4.8% of those selected 'I use another term'.

Who do you go to for careers support?

Parents/guardians	73.6%	Online forums	11.2%
Teachers	51.2%	Other people I know who are employed	9.9%
Friends	36%	Employers	5.9%
Careers advisor	24.5%	Mentor	5.7%
Relatives	22.6%	I don't have anyone to go to	5.2%
Social media	21.4%	National Careers Service	3.8%
Family friends	18.7%	Other	2.1%
Siblings	17.7%	Jobcentre Plus	1.1%
Careers and employability websites	14.9%		

- Social media as a form of career support raised varied answers between gender categories. 29.8% of non-binary people use social media, as do 28.6% of those who use another term and 25.1% of females. However, only 16.2% of males and 13.6% of those who are unsure/questioning their gender use social media for career support.

How useful have you found the following when looking for careers support?

	N/A	Not useful or useless	OK	Useful or extremely useful
Parents/guardians/carers	7.1%	9%	31.8%	52.2%
Teachers	10.5%	16.2%	35.2%	38.1%
Friends	18.6%	17.4%	36.1%	27.8%
Careers advisor	37.8%	14.8%	23.4%	24%
Careers and employability websites	34.1%	14.3%	28%	23.7%
Social media	29.1%	20.5%	26.7%	23.7%
Online forums	44.8%	18.8%	21.9%	14.4%
Mentor	57.7%	13.6%	17.7%	11.0%
Youth worker	69.6%	12.2%	12.1%	6.1%
National Careers Service	66%	11.4%	14.2%	8.4%
People I know who are employed	41.3%	9.8%	24.9%	24%
Siblings or other relatives	39.7%	14.5%	21.9%	23.8%
Apps	53.8%	17.1%	19.1%	9.9%

- The most useful categories are parents/guardians, teachers and friends.
- Parents and guardians were rated as 'useless' or 'not useful' by 15.8% of non-binary people, however they were rated 'useful' or 'extremely useful' by 55.5% of females.
- Teachers were rated 'useless' or 'not useful' by 16.8% of males and 16.7% of females, however they were rated 'useful' or 'extremely useful' by 52.4% of those who are unsure/questioning their gender.
- Careers advisors were rated as 'useless' or 'not useful' by 38.1% of those unsure/questioning their gender, however they were rated as 'useful' or 'extremely useful' by 28.5% of males.
- Social media was rated 'useless' or 'not useful' by 21.6% of males and 21.9% of females. However, it was rated as 'useful' or 'extremely useful' by 40% of those who use another term to describe their gender.
- Overall mentors were most likely to be rated as 'not useful', 15.8% of females rated them as 'useless' or 'not useful' by 15.5%. However, they were rated 'useful' or 'extremely useful' by 14.1% of non-binary people.

SKILLS

How confident are you in the following skills?

	Not confident	Neutral	Confident
Communication	15.5%	29.3%	55.3%
Speaking	24.2%	27.8%	48%
Listening	5%	15.8%	79.3%
Teamwork	10.2%	26.4%	63.4%
Leadership	22.8%	30.3%	46.9%
Problem solving	7.3%	24%	68.7%
Self Belief	32.1%	29.5%	38.5%
Resilience	13.3%	31.9%	54.8%
Staying positive	28%	29.8%	42.2%
Confidence	27.8%	27.8%	44.4%
Motivation	29%	30.9%	40.1%
Self Management	18.4%	34%	47.7%
Initiative	12.8%	35.7%	51.5%
Organisation	18.9%	27%	54.2%
Aiming high	14.2%	26.1%	59.8%
Accountability	10.1%	34.4%	55.6%
Digital skills	9.4%	27.9%	62.7%
Numeracy skills	12.6%	23.9%	63.5%
Literacy skills	9.3%	26.3%	64.5%
Creativity	9.7%	22.6%	67.7%

- The biggest increase in confidence based on last year's scores are for listening with a 9.3 ppts change.
- Male respondents are most likely to rate themselves as 'confident' or 'very confident' in their listening skills, problem solving ability, numeracy skills and digital skills. They are least confident in their motivation, self belief, leadership skills and self-management capabilities.
- Female respondents rate themselves as 'confident' or 'very confident' in listening skills, creativity, teamwork and literacy skills. They are least confident in their self-belief, staying positive, motivation skills, and confidence.
- Non-binary respondents are most likely to rate themselves as 'confident' or 'very confident' in creativity, listening, literacy skills and problem solving. They are least confident in their motivation, self-management, confidence and self belief.
- Of these three gender categories, females rate the highest on listening, teamwork, self management and organisation compared to males and non-binary people. Non-binary people rate the highest on literacy skills and creativity. Males rate the highest in all other categories.
- Females are nearly twice as likely to rate themselves as 'confident' or 'very confident' in teamwork (67.2%) and self-management (51.7%) compared to non-binary respondents (36.4% and 27.3%). Male respondents are nearly twice as likely to rate themselves as 'confident' or 'very confident' in self-belief (47.5%), confidence (54.6%) and motivation (45.6%) compared to non-binary people (29.1%, 26.7% and 23.3%).
- Asian or Asian British respondents rate themselves as 'confident' or 'very confident' in listening skills (78.1%), creativity (72.1%), aiming high (64.7%) and teamwork skills (65.2%). They are least likely to be confident in their leadership skills (45.3%), motivation (45.3%), self belief (48.7%) and speaking skills (50.6%).
- Black, African, Black British or Caribbean respondents rate themselves as 'confident' or 'very confident' in listening skills (68.1%), teamwork skills (62.8%), aiming high (62%) and creativity skills (57.1%). However, Black people are least likely to rate themselves as 'confident' or 'very confident' in confidence (36%), leadership skills (37.5%), digital skills (38%) and speaking skills (42%). Black, African, Black British or Caribbean respondents did not have the highest confidence rate for any single skill.
- Respondents from Mixed or multiple ethnic groups rate themselves as 'confident' or 'very confident' in listening skills (78.9%), creativity skills (74.6%), digital skills (72.7%) and aiming high (69%). They are least confident in their staying positive skills (40.7%), motivation (41.8%), self-management (48.1%) and self belief (50.9%).
- White respondents were least likely to rate themselves as 'confident' or 'very confident' in their self belief skills (35.5%), motivation (39%), staying positive (40.4%) and confidence (43%).
- Straight or heterosexual people rated themselves as 'confident/very confident' in listening (80.1%), teamwork skills (67.7%), problem solving (67.5%) and creativity (65.4%). However, they were the least likely to rate themselves as 'confident/very confident' in self-belief (45.8%), motivation (47.3%), staying positive (48.8%) and confidence (50.5%).
- Gay/lesbian people were most likely to rate themselves as 'confident/very confident' in listening (75%), problem solving (72.7%), creativity (70.9%) and literacy skills (66.6%). However, they were least likely to rate themselves as 'confident/very confident' in motivation (30.7%), staying positive (31.8%), self management (36.7%) and self belief (28.7%).
- Bisexual people were most likely to rate themselves as 'confident/very confident' in listening (76.3%), creativity (72.7%), literacy skills (74.5%) and problem solving (67.5%). However, they were least likely to rate themselves as 'confident/very confident' in self belief (24.2%), motivation (26.6%), staying positive (29.8%) and confidence (33.3%).
- Those who are unsure/questioning their sexuality were most likely to rate themselves as 'confident/very confident' in listening (82.3%), literacy skills (74.3%), numeracy skills (72.1%) and creativity (70.1%). However, they were least likely to rate themselves as 'confident/very confident' in self belief (26%), staying positive (35.3%), motivation (35.8%) and confidence (41.2%).
- Those who use another term to describe their sexuality were most likely to rate themselves as 'confident/very confident' in listening (78.6%), numeracy skills (75.8%), digital skills (74.3%) and problem solving (75.4%). However, they were least likely to rate themselves as 'confident/very confident' in self belief (26%), motivation (22.9%), self management (26.1%) and confidence (28.6%).

- Straight or heterosexual people were twice as likely to feel 'confident/very confident' in self management, staying positive, motivated and self belief than those who use another term to describe their sexuality. Straight or heterosexual people were also nearly twice as likely to rate themselves as 'confident/very confident' in self belief. Also, they were twice as likely to rate themselves as 'confident/very confident' in staying positive compared to bisexual people.
- Transgender people were most likely to rate themselves as 'confident/very confident' in literacy skills (83.3%), creativity (81.4%), listening skills (79.5%) and digital skills (75%). However, transgender people were least likely to rate themselves as 'confident/very confident' in confidence (23.7%), motivation (26.3%), self belief (29.6%) and speaking skills (30.2%).
- People who are not transgender are most likely to rate themselves as 'confident/very confident' in listening skills (79.6%), problem solving (68.8%), creativity skills (66.3%) and teamwork skills (66.1%). However, people who are not transgender are least likely to rate themselves as 'confident/very confident' in self belief (40.3%), motivation (42.3%), staying positive (43.5%) and confidence (46.6%).
- Transgender respondents were half as likely to feel 'confident' or 'very confident' in their teamwork skills and confidence skills.

Which of these skills do you think are the most important for work?

Please select up to three choices.

Communication	67.3%	Confidence	7.9%
Teamwork	50.2%	Creativity	7.6%
Problem Solving	28.3%	Digital Skills	5.3%
Listening	22.9%	Staying positive	5.2%
Self Management	17.5%	Initiative	4.8%
Speaking	13.6%	Accountability	3.4%
Resilience	12.6%	Numeracy Skills	3.4%
Self Belief	10.1%	Aiming high	3.2%
Motivation	10%	Literacy Skills	3.2%
Organisation	9.6%	Other	1.3%
Leadership	8.3%		

- 51.7% of Asian or Asian British respondents selected teamwork as an important skill for work compared to 51.4% of White respondents and 44% of Black, African, Black British and Caribbean respondents. However, this was only selected by 38.9% of Mixed people and 25% of those from another background.
- Straight or heterosexual people are twice as likely to think that speaking is an important skill than gay/lesbian people.
- Transgender respondents are less likely to think that speaking and listening is an important skill compared to people who are not transgender.

Do you think you understand what skills employers are looking for?

38.6%

Yes

54.2%

I have some idea

7.2%

No

- Female respondents were more likely to select that they knew which skills employers were looking for (40.8%).
- 20% of respondents who use another term for their gender selected that they did not know what skills employers were looking for.

- Black, African, Black British and Caribbean respondents were less likely to have an idea of the skills employers were looking for by 5 pts (49%). They were also the most likely to select that they did not know (49%).
- Transgender respondents were 11% more likely to not understand the skills employers were looking for.

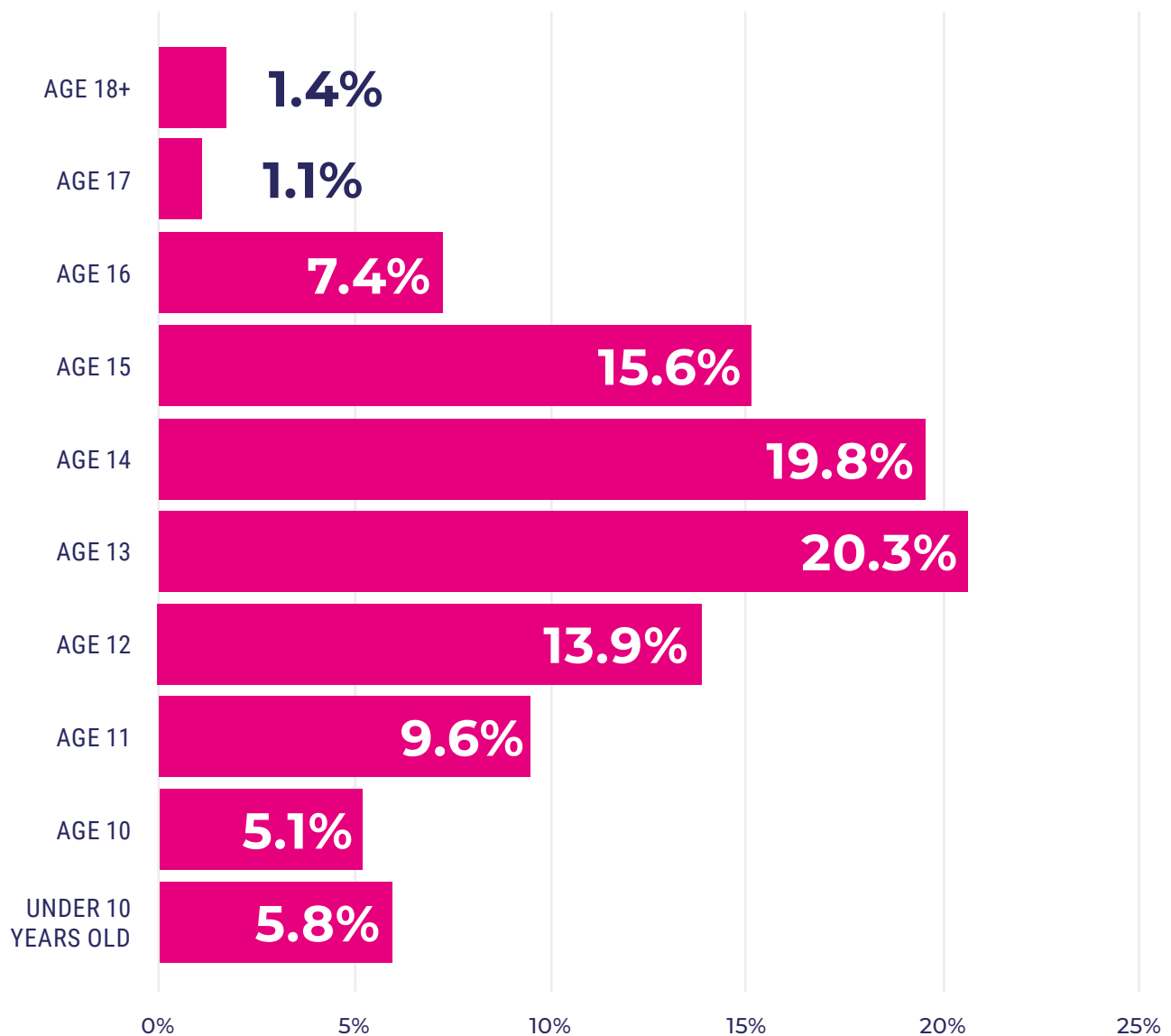
Who do you think is responsible for supporting you to develop employability skills?

Teachers	77.1%
Parents/guardians	75.7%
Careers advisor	36.5%
Friends	17.2%
Careers and employability websites	13.3%
Mentor	13.1%
Relatives	12.7%
National Careers Service	10.1%

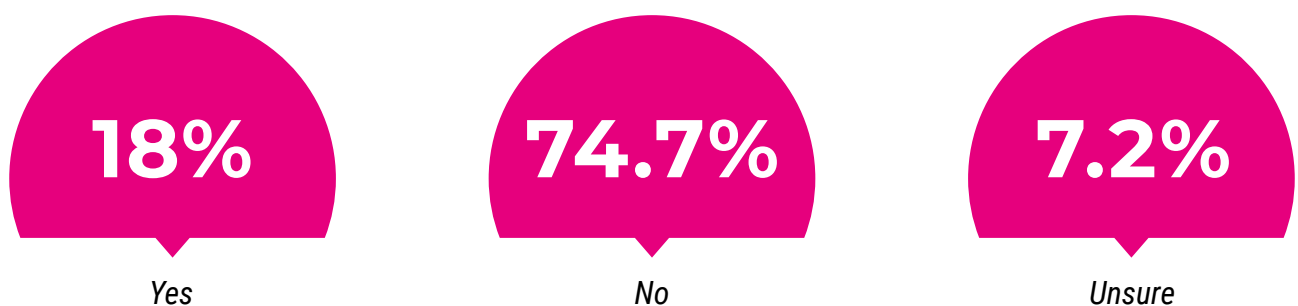
Siblings	9.9%
Family friends	8.9%
Social media	6.2%
Other people I know who are employed	5.7%
Other	5.5%
Jobcentre Plus	5%
Online forums	3%

- Whilst all genders agree that it is the responsibility of parents/guardians, male and female respondents scored this way by an average of 8 pts more than other genders (75.7% and 77.2%).
- Teachers were selected by 71.8% of males, 79.2% of females, 90.9% of non-binary respondents, 81.8% of those who are unsure/questioning their gender and 78.9% of those who use another term.
- Careers advisor was selected by 56.4% of non-binary respondents, 42.1% of those who use another term, and 39.2% of females. However, this was only selected by 31.8% of those that are unsure/questioning their gender and 30% of females.

At what age do you think young people should start learning about employability skills?



Have you heard about 'green jobs' or 'green skills'?

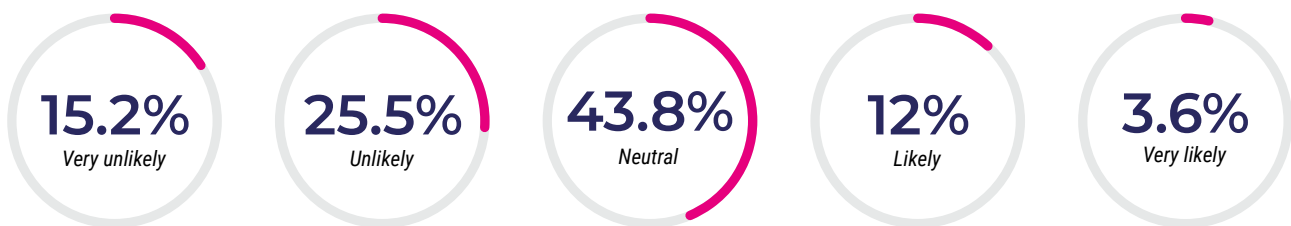


What skills do you think will be required for 'green jobs'?

Eco-friendly, team work, problem solving, communication - especially speaking and listening.	Biology, other sciences, maths, geography.	Empathy, an understanding of the consequences of our actions, a passion for the environment, resilience in the face of hopelessness.
Understanding of the environment and the world around you.	A basic understanding of global warming and our impact on the planet. GCSE's.	Creativity and resilience. Some ideas won't work at first and a good idea will require a few attempts to be an ideal solution.

Many respondents felt that having an awareness of environmental issues and being passionate about looking after the planet and eco-friendly practices as the main skills required for 'green jobs'. Resilience was often mentioned, as well as problem solving, creativity and empathy.

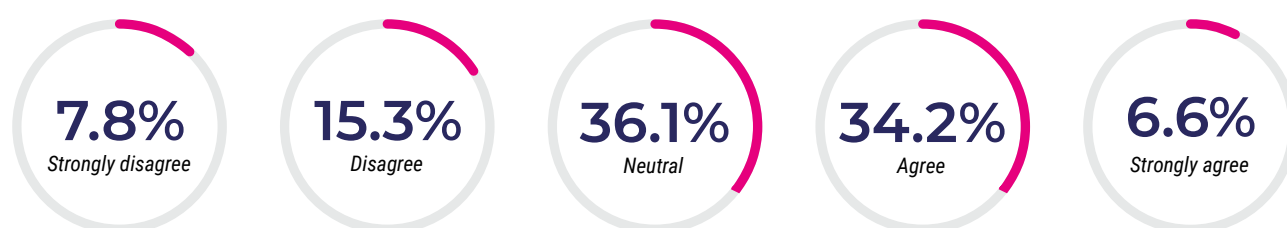
How likely are you to apply for a 'green job'?



- When asked how likely they are to apply for a 'green job', 'neutral' was selected by 48.4% of males, 40.4% of females, 46.4% of non-binary people and 54.5% of those who are unsure/questioning their gender. However, 30% of those who use another term to describe their gender said they were unlikely to apply for a 'green job'.



To what extent do you agree with this statement: 'My school supported me sufficiently to develop the skills I need for the future'?



- Whilst most genders selected 'neutral' male respondents were most likely to 'agree' (38.7%) and those who are unsure/questioning most likely to 'strongly disagree' (28.6%).
- 41.2% of respondents from Mixed or multiple ethnic groups and 38.8% of Asian or Asian British respondents agree compared to 34.8% of Black, African, Black British or Caribbean respondents and 36.1% of White respondents.
- Bisexual respondents were the most likely to 'strongly disagree' with the statement, with 13.5% suggesting that they feel unsupported.
- Transgender respondents were more likely to 'strongly disagree', 11.6% compared to 6.7%.

Please share more about your answer here

They offer a lot of career advice as well as encouraging us to take part in webinars hosted by different websites. They also get the year 10s to do work experience so they can have a taste of the work life.	They should teach us more life skills like how to budget wages and pay bills, get a credit rating and register to vote, and fill out a tax return and how to start a business, what PAYE means. How to apply for credit and how to manage credit carefully.	I don't think school did much skill building outside of exams.
We have weekly assemblies where people from different career sectors come in to talk to us about their job.	Every term our careers lead (also a science teacher) planned each terms' science topics to be career-based (builder, midwife, dentistry, gardener, electrician, astronomer).	No information on actually helpful stuff like rent, money loans, paying bills or budgeting, etc.

A lot of young people received good support from their school in developing skills for the future, with many experiencing careers talks, assemblies, work experience, and general advice from staff. Some young people expressed that they would have found more information about life skills beneficial, such as paying bills, budgeting and filing a tax return, as they feel unprepared for this. However, some respondents claim they did not receive much careers or skills support from their school whatsoever, and do not feel prepared for the future.

What support would you like to have seen more of from your school?

I would have preferred to learn about a range of university and college opportunities, in multiple different fields. I also would like to see more support for people with additional needs who are looking to have a professional career.	More interaction with individual students to help them figure out the best path for them.	More opportunities to do short work experience with local employers and see what doing different jobs is like.
Life skills that all adults need to know, like how to manage your money, buying or renting property, how to apply for a credit card or to update your passport, information about the views and policies of different political parties.	More supporting in applying to jobs, colleges, apprenticeships, etc.	More mental health support, even for those who didn't explicitly ask for it - generally an atmosphere where mental health comes first for everyone, especially at secondary school.

Many young people explained that they would have liked to have received more work experience opportunities or talks from employers. They would have liked to have received more careers and employability advice, particularly personalised support. They also highlighted that more support and information about the different options and pathways into education and employment would have been useful. Young people often cited that more support in developing life skills, and more general mental health support would have been beneficial.

When thinking about employers, what, if anything, could they do to help young people develop their skills?

If rejecting a young person, give constructive criticisms in order for them to develop their skills.	Provide talks to a school to inform and educate children.	Perhaps host job tasters or more experience building opportunities like that.
Maybe have an active role in schools/ colleges throughout the year. If they want more young people to know about them then they should be present in our lives.	Opportunities to try different roles or work shadowing.	Employ them with the mindset that they can quickly acquire new skills on the job and don't have to already have past job experience.

To help develop their skills, young people highlighted work experience opportunities and employer talks in school/college as a useful method of support employers could offer, particularly if they play an active role in that educational setting. Training and development opportunities were often mentioned as a way employers could develop young people's skills, with some respondents citing access to free/cheap skills building courses, or being offered apprenticeships as a way in which to do this.

CHOICES

How often were the following options discussed with you in school?

	Never	Once	Twice	Three times	Four times	Five times or more
Traineeships	67.1%	14.1%	8.2%	4.7%	1.3%	4.5%
Apprenticeships	16.5%	15.4%	16.6%	14.6%	6.8%	30.1%
Going to university	16.9%	12.1%	9.7%	8.5%	5.8%	46.9%
Starting your own business	54.6%	17.3%	11.7%	6.8%	3.4%	6.3%
Getting a job	11%	11.7%	11.6%	12.1%	7.7%	45.9%
Joining a sixth form	24.8%	9.9%	7.7%	9.1%	3.5%	44.9%
A levels	16.1%	9.9%	8.1%	8.5%	6.3%	51.1%
T Levels	56.9%	15.5%	10.4%	6.9%	3.7%	6.7%
Attending college	13.7%	11.6%	11.5%	12.8%	5.7%	44.9%
How to access Jobcentre Plus provisions	86.3%	5.4%	3.1%	1.9%	0.9%	2.4%
GCSEs	5.3%	5.4%	2.5%	4.3%	2.5%	80.1%
National	73.6%	8.7%	4.4%	4.4%	2.3%	6.7%
Higher	56.9%	9.9%	7.2%	7%	3.7%	15.3%
Technical Qualifications (e.g. BTECs, Cambridge National)	38.2%	14.6%	12.5%	12.1%	6.4%	16.3%
NVQs	86.1%	5.6%	1.9%	2.9%	1.1%	2.5%
Foundation Courses	58.8%	11.5%	9.1%	9%	3.3%	8.2%

- Apprenticeships were discussed five or more times with males (32.6%) and females (28.7%), however were only discussed twice with most non-binary respondents.
- Joining a sixth form was more likely to never be discussed with males (26.7%) and females (24.4%) compared to non-binary people (16.7%).
- Asian, Black, Mixed, White and other groups were likely to have never discussed Jobcentre Plus provisions, T Levels, technical qualifications, NVQs, foundation courses and national within school.
- Whilst overall engagements were low traineeships were most likely to be discussed five or more times with Black people (13.9%).
- 27.8% of Black people had never discussed going to university with their school.
- Starting a business was most likely to have been discussed with respondents from a Mixed or multiple ethnic group twice or more.
- Joining sixth form was most likely mentioned to all races/ethnicities five or more times, however, it was most likely that sixth form was never discussed with Asian or Asian British respondents (26.8%) and Black, African, Black British and Caribbean respondents (28.6%).
- Overall, apprenticeships were most frequently discussed with most groups five or more times, but were most likely to never be discussed with 31.7% of unsure/questioning respondents. Going to university was most likely to be discussed five or more times with all categories, but only once with 25% of those who are unsure/questioning.
- Technical qualifications less frequently discussed with all groups but were mentioned five or more times to 20.3% of gay or lesbian respondents.
- Transgender respondents were 9% less likely to have had apprenticeships discussed with them five times or more (8.1%). In addition transgender respondents were on average 10% less likely to have had starting their own business, joining a sixth form and A levels discussed with them five times or more. They were however more likely to have technical qualifications discussed with them five or more 23.3% compared to 15.6%.

Please indicate how likely you are to:

	Unlikely or very unlikely	Neutral	Likely or very likely	Don't know
Apply for a T Level course	56.2%	14.3%	7.1%	22.4%
Apply for an apprenticeship	34.7%	20.5%	30.7%	14.2%
Apply to university	15.6%	11.8%	65.2%	7.3%
Apply for a vocational qualification (e.g. BTEC, Cambridge National, Higher National)	46.4%	18.5%	16.9%	18.4%
Start your own business	43.5%	23.7%	23.1%	9.8%

- When considering applying for an apprenticeship male and female respondents more commonly responded that they felt 'neutral'. However, non-binary people felt they were 'unlikely' or 'very unlikely' to apply.
- Black, African, Black British or Caribbean respondents were 10% more 'likely' to apply for a T Level
- Whilst applying for university was 'very likely' for all groups Black, African, Black British and Caribbean respondents responded 'unlikely' at a rate of 10.5 ppts higher.
- Starting your own business was 'very unlikely' for White respondents and those of another background. Asian or Asian British respondents and respondents from a Mixed or multiple ethnic group felt 'neutral', while 28.9% of Black people selected neutral, likely or very likely.
- The majority of straight or heterosexual respondents felt 'neutral' to applying to an apprenticeship compared to gay or lesbian respondents who said they were 'very unlikely' (27.1%) and those who are unsure/questioning said they were 'unlikely' (23.7%).
- The majority of transgender respondents were 'unlikely' or 'very unlikely' to apply for an apprenticeship. However, the majority of those who are not transgender said they felt 'neutral'.

What else could your school have done to support you to progress?

They should talk about career choices from Year 7 and talk about options from a young age so people can think about what they want to do in the future earlier.

Give clearer information about what to do post 16.

Discussed the different possibilities in the future rather than just GCSEs followed by A-levels followed by university.

The majority of young people explained that learning about the different options, opportunities and routes for education and employment would have supported them to progress. Some respondents felt unprepared for making decisions about their future, and would like more support in understanding which courses would lead them into certain jobs or industries.

When thinking about your options, how important were the following factors?

	Important	Neutral	Not very important
What my family wanted me to do	33.4%	33.3%	33.3%
Location	60.2%	25.4%	14.3%
What I enjoyed	88.1%	8.9%	2.9%
What I was good at	87.9%	10.1%	2%
What I wanted to do in the future	84.5%	12.4%	3.1%
The job it could lead to	77.9%	18%	4.1%
The pay/earning potential it could lead to	68.1%	22.9%	9%
It's something I know	61.8%	29.1%	9.1%
What my friends were doing	8.9%	23.7%	67.5%

- Males, females and non-binary respondents agreed that they felt 'neutral' about the importance of following what their family wanted them to do in the future. All gender categories selected that location and doing something they knew was 'important' when considering factors for the future. Finally, males, females and non-binary people all agree that doing what they enjoy, what they're good at and what they want to do in the future are very important factors when considering their options.
- Male and non-binary respondents selected that it was 'important' to consider the job the options may lead to. However, females rated this as 'very important'.
- Non-binary respondents felt 'neutral' about the importance of earning potential. However, males rated this as 'important' and females said it was 'very important'.

Tell us a little more about your answer

I mostly just picked the subjects that I enjoyed.	I'd like to do a job I enjoy rather than being stuck with something I don't like.	There are lots of factors to consider and pressure from parents but I will not limit my options due to my friends choices.
My parents' opinion mattered to me most.	What my friends and family want is not very relevant to me as it is my life and my choices.	I did not have a clear idea of what I wanted to do in the future so I mainly focused on broad subjects which I enjoyed and had some basic knowledge on.

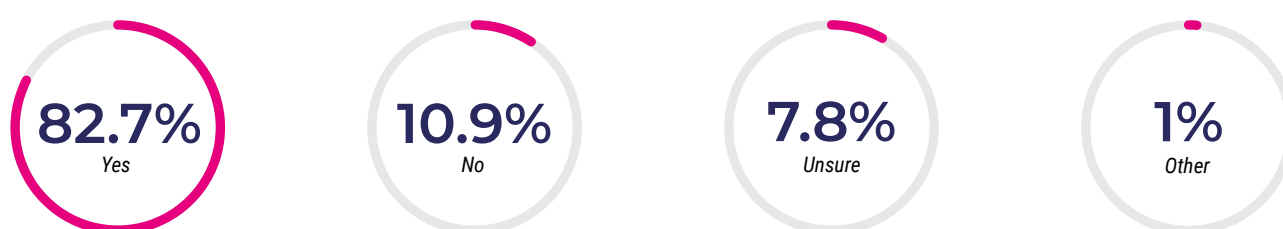
Most young people told us that being interested, passionate and enjoying their subject(s) was the most important factor for them when choosing their options. Some young people also stated that their parents' opinions and input influenced their choices. Additionally, some young people highlighted that a job/career that pays well played a significant importance when deciding their options and career path.



EXAMS & ASSESSMENTS

Have you taken part in any formal assessment this year?

(Formal assessments are things like exams, essays, presentations, group work).



- 'Yes' was selected by 82.7% of males, 83.3% of females, 81.6% of non-binary people, 60% of those that are unsure/questioning their gender and 94.4% of those who use another term to describe their gender.
- Those who are unsure/questioning their gender are most likely to have not completed any formal assessments this year, with 20% selecting 'no'.

What format did these assessments take? Please select as many that apply:

Exam - Multiple choice	64.5%	Project	40.8%
Exam - Essay question	78.3%	Group Work	36.5%
Essay	47.9%	Presentation	39.9%

- The most common form of assessments are multiple choice exams and essay questions with exams. Multiple choice exams were selected by 69.4% of males, 61.8% of females, 56.4% of non-binary people and 77.8% of those that are unsure/questioning their gender. Essay questions were selected by 78.7% of males, 76.5% of females, 82.1% of non-binary people and 88.9% of those that are unsure/questioning.

Did you have any special arrangements for any of your assessments?

Special arrangements could include having extra time, completing assessments in a different space, having a reader or a scribe.

Yes	19.9%	No, I asked but didn't get them	4.9%
No, I didn't need them	67.1%	Not sure	8.1%

- Non-binary respondents were most likely to have special requirements, with 49% selecting 'yes'. Non-binary people were also more likely to have asked for special arrangements, however they did not receive them (8.2%).

Please tell us more about the special arrangements you had for your assessments.

25% extra time, yellow paper.	I didn't use it but I have a stop the clock system for my Crohn's disease if I need to use the toilet.	Rest breaks.
Work on a laptop, work in my own room by myself, access to support if I needed it.	Had a scribe to help with my writing and extra time and a different area to work in so I could hear what I was being told by scribe/reader.	Extra time.

Young people told us about the special arrangements they received for their assessments based on their needs, including extra time, a quieter space, access to IT, rest breaks, a word processor, a reader/scribe, and coloured paper.

What (if any) are the benefits of assessments?

If you haven't done any recent assessments you can still answer the question.

Fair way to measure my knowledge/skills/ability	54.2%
Getting a recognised qualification/certificate	44.2%
I enjoy them	10.9%
They prepare me for my future/next steps	37.5%
Employers expect you to have done assessments	28.9%
Helps me understand what I know	52.3%
Other	5%

- Male, female and respondents who use another term to describe their gender agreed that the biggest benefits to assessments are that they are a fair way to measure knowledge/skills/ability and that assessments help them to understand what they know. However, non-binary respondents selected different answers. They believe the benefits to assessments are getting a recognised qualification/certificate (63.6%), helping them understand what they know (47.7%) and that employers expect young people to have done assessments (47.7%). Also, those who are unsure/questioning their gender selected getting a recognised qualification/certificate as a benefit (69.2%) and helping them understand what they know (46.2%).

What (if any) are the drawbacks of assessments?

If you haven't done any recent assessments you can still answer the question.

Unfair measure of my knowledge/skills/ability	53.7%
The qualification/certificate is not recognised elsewhere	17.1%
They impact my mental health negatively	69.3%
They don't serve a purpose for my future/next steps	26.7%
Other	5.9%

- Non-binary respondents were 8% more likely to think that that assessment were an unfair way to measure their knowledge/skill/ability (61.7%).
- Assessments as negatively impacting mental health was selected by 59.7% of males, 71.3% of females, 91.5% of non-binary people, 92.3% of those who are unsure/questioning their gender and 82.4% of those who use another term to describe their gender.
- Respondents from Mixed or multiple ethnic groups and White respondents were 8% more likely to think that assessments were an unfair measure of knowledge/skills/ability (55.2% and 50% respectively).
- Respondents from Mixed or multiple ethnic groups and White respondents were at least 12% more likely to indicate that assessment negatively impact their mental health (68.8% and 72.5% respectively).
- The negative impacts of assessments on mental health was selected by 59.4% of straight or heterosexual people, 84.1% of gay/lesbian people, 87.6% of bisexual people, 83% of those who are unsure/questioning their sexuality and 84.3% of those who use another term.
- Transgender respondents were 27% more likely to state that assessment had a negative impact on their mental health.



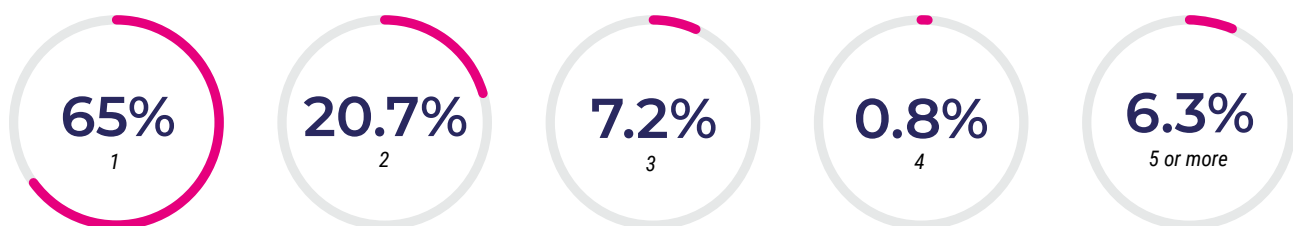
WORK EXPERIENCE IN SECONDARY SCHOOL

Did you have an option of work experience during your time in secondary education?

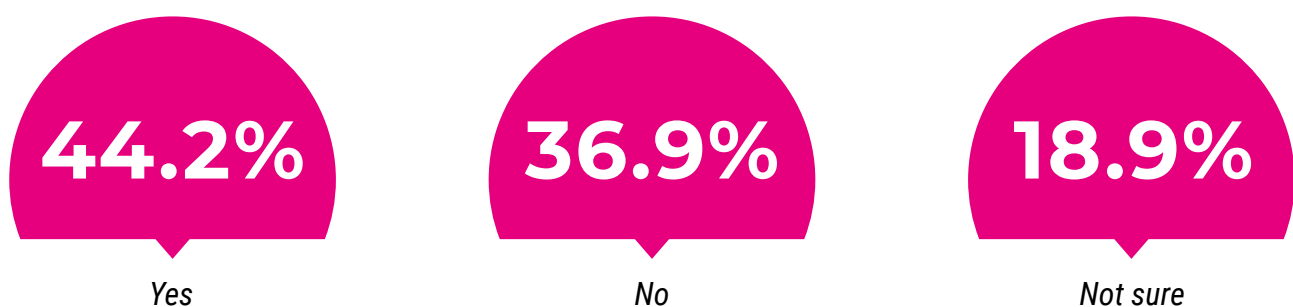


- Male respondents were most likely to have received work experience with 33.7% confirming that they had, respondents who used another term to define their gender were least likely to have received work experience with 70.6% stating 'no' compared to 42.9% of unsure/questioning respondents, 51% of non-binary respondents, 49% of female respondents and 44% of male respondents.
- Black, African, Black British and Caribbean respondents are least likely to receive work experience with 67.6% confirming 'no' compared to 63.6% of those from another ethnic group, 59.6% of Asian or Asian British respondents, 46% of white respondents and 43.6% of respondents from Mixed or multiple ethnic groups.
- Transgender respondents were less likely to have received work experience at a rate of 4.1 ppts (47.5%).

How many opportunities for work experience did you have?



Was the work experience in a job you are interested in?



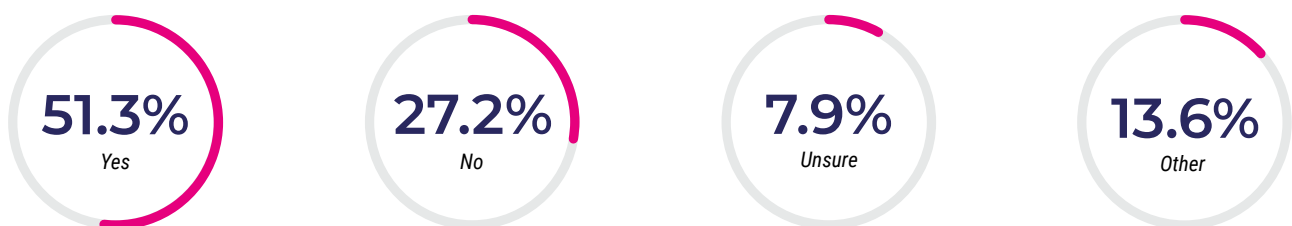
- Female respondents were more likely by around 8% to have completed work experience in a job they were interested in (50.5%).
- 53.3% of respondents from a Mixed or multiple ethnic group completed work experience in a job they were interested in compared to 46.4% of White respondents, 42.9% of Black, African Black British and Caribbean respondents.

Tell us more about your answer.

I did a week at a pre-school, but have no interest in working in childcare.	I struggled to get a work experience placement in a sector that I would be interested in. I ended up working in a primary school for my work experience.	My school didn't offer any work experience programs.
I wasn't well enough to complete work experience and opportunities were mostly limited and aimed at sectors I have no interest in.	My school used to do a work experience week in S4 where you could find your own work experience or go to one they had arranged without missing any classes, but I never had the opportunity to do this as they've not done it since Covid.	Work experience was scrapped during Covid.

Young people's experiences of the workplace were extremely mixed, with many respondents telling us that they didn't receive a work experience placement due to Covid-19, or their school not reintroducing it thereafter. Some young people who did work experience explained it did not match with their job interests, as they were fairly limited in what was available by their school or in their local area.

Did anyone help you find work experience?



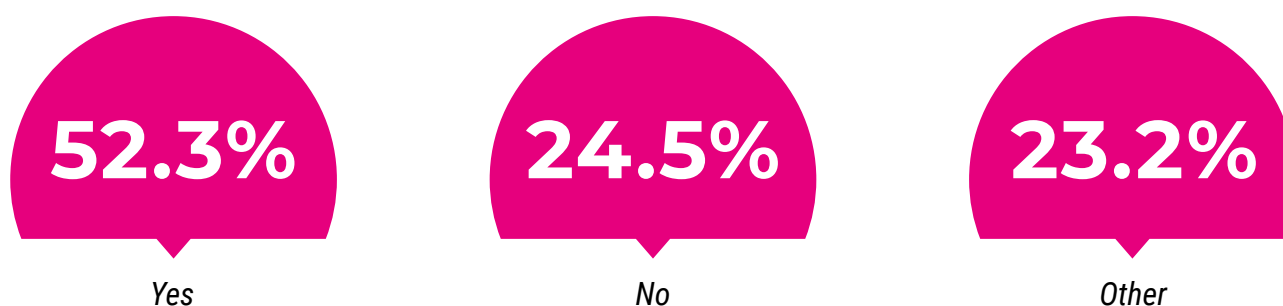
- Male respondents were most likely to have had help in finding their work experience with 59% responding 'yes' compared to 52.6% of non-binary respondents, 46.9% of females and 16.7% of unsure/questioning respondents.
- White and Black, African, Black British and Caribbean respondents were least likely to have had help with 49% and 37.5% confirming they had. This compares to 66.7% of Asian or Asian British respondents and 81.3% of respondents from a Mixed or multiple ethnic group.
- Transgender respondents were 10 ppts more likely to have received help to find their placement with 61.5% agreeing.

Tell us more about your answer.

My father helped me to get a work experience placement through his industry connections.	My teacher's organised my initial law work experience (shadowing a coroner and criminal solicitor).	I knew the employer and contacted him directly.
We were suppose find work experience placements ourselves but the teachers told us the websites to look at.	I have never bought myself to do so. I continually tell myself to partake in work experience yet never get around to it.	My head of year stayed after school in the computer room to help us email people.

Respondent's experiences of receiving help finding work experience was mixed. Some young people were expected to find work experience placements themselves, or with the help of their parents or family friends. Some young people's work experience placements were set through schools, or teachers and careers advisors helped them find a placement, there was a large group who never managed to secure a placement at all. We heard from a number of students that they did not feel ready for work experience.

Did you undertake the work experience?

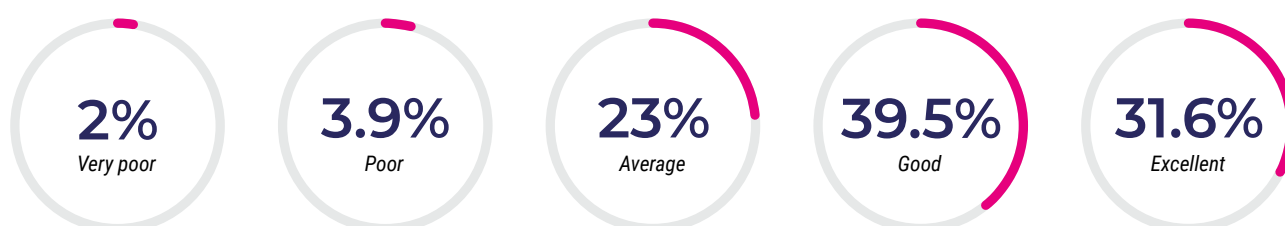


Why did you not undertake the work experience?

I just personally don't feel ready to do work experience yet.	It was cancelled due to the pandemic.	I had no assistance.
Lack of preparation and nobody I could talk to about where to go.	They didn't appeal to me.	Wasn't what I was looking for.

Respondents cited the impact of Covid-19 had on their school's work experience programmes as the primary reason they did not undertake work experience. Some young people also highlighted that they could not find a work experience placement, did not feel prepared or that the roles offered were not interesting to them.

How would you rate this work experience?



- Female respondents were most likely to rate their work experience as 'excellent' with 33.8% scoring this way, it was more common for male respondents (46.8%) and non-binary respondents (60%) to score the work experience as 'good'.

Was the work experience offered virtual or in person?



- Female respondents were at least 8% more likely to have undertaken virtual work experience.

Tell us a bit more about how your virtual work experience was structured.

Please tick all that apply:

A week of online live sessions with an employer	38.9%	Pre-recorded online sessions	25%
Project based work	30.6%	A mixture of online live and pre-recorded sessions	19.4%

What was good about your virtual work experience?

Learnt about different paths in the NHS not just nurses and doctors.	It was varied.	It was very informative and helped me work in a group better, and allowed me to see what a work environment was like.
It gave me an insight into one of the courses I have gone on to study at A Level.	Learnt how workplaces work.	It helped us with working in teams, independently and about general skills that may be needed for working in the future.

Young people highlighted that virtual work experience gave them some insight into the world of work, and they enjoyed the variety it can offer, as well as the different paths available in different sectors.

What was not so good about your virtual work experience?

There were thousands of people participating so it wasn't focused on me, but can't be picky as they were top law firms.	Online lessons are difficult to interact with employer and enjoy.	It did not provide face to face learning and direct knowledge about what a job does day to day.
I am deaf and the work experience was mainly live sessions was on YouTube and I rely on lip reading so I could never hear what the person who was leading the session was saying because if there was any captions I could have read what they were saying and it was too fast for me to keep up with anything being done.	It was very general and did not apply to many people in terms of job roles.	It wasn't as productive as in person work experience and at times it felt like a waste of time.

Respondents claimed that virtual work experience felt more like a course, and was very general. Relying on an internet connection was also raised as an issue.

To what extent do you agree with the following statement: "Work experience helps you to..."

	Disagree or strongly disagree	Neutral	Agree or strongly agree
Build useful skills	5%	18%	77%
Build networks and contacts	8.3%	27.4%	64.4%
Understand what it feels like to be at work	6.8%	17.4%	75.8%
Build experience that can help you get a job	5.1%	18.9%	76.1%
Make decisions and choices about your future	7.9%	21.6%	70.5%

- Female respondents were most positive overall and were more likely to 'agree' or 'strongly agree' with all categories by an average of 6 ppts.

At what age do you think work experience should start in schools?

Age 11	4.5%	Age 16	18.1%
Age 12	2.8%	Age 17	2.6%
Age 13	11.2%	Age 18+	0.6%
Age 14	25.1%	I do not think work experience should start in school	2.5%
Age 15	32.6%		

Compared to last year young people were slightly more likely (by 3 ppts) to think work experience should start at age 16.

Why did you choose this age?

Because at 16 you're a bit more responsible and it'll help them know what work is like.	It gives enough time for you to decide what you want to do for a job, make an informed decision and then pick what subjects you want to take in your GCSEs.	The difference in mindset - teenagers become more self aware and more mature at the age of 15.
As soon as possible we should be experiencing what it is like to work.	It should start when people have time to think about it without worrying about wasting time before exams but not before GCSEs have been chosen.	Children will be able to access more and different kinds of experience continually through their education before entering the working world.

Young people's responses were hugely varied when thinking about the age when work experience should start in schools. Many respondents felt it should start as early as possible, or at the very least prior to GCSE's, as this experience would then inform their GCSE options. In contrast, many young people feel it should start after 16, as young people are more responsible and mature at this age.

How could work experience in schools be improved?

Work experience in schools could be improved by the schools speaking to local businesses and asking if they would have placement opportunities. They should then give pupils a list of these opportunities as well as the option to find their own.	Schools should build up more connections to be able to help students who are struggling to find placements.	I think that work experience should be run several times over several years so that each cohort can have the opportunity to keep developing their skills and passions.
More support to help you find it. If you can't go with a parent or family friend you don't get to do it. More than 1 time doing it for less time to try more.	Could be talked about more in different lessons.	Give options of what you could do for what you're interested in, tell you how to apply for work experience.

Some young people feel that schools could improve work experience by providing more support with finding placements - particularly through better connections with employers, and building relationships with local employers. Some young people also feel that it should be compulsory for all schools and students to take part in.

HOME EDUCATION

What is the best thing about being home educated?

Not being in crowds and not being made fun of.	The routine is structured around me and my needs instead of others.	I don't get ill by having to go out.
Can be myself and can do the subjects I enjoy to get GCSEs.	Freedom to work at your own pace and do what you want to do.	Flexibility and freedom.

Young people who were home educated cite the freedom and flexibility on offer, they were able to choose subjects, timings and environments that suited them. Flexibility was referenced as helping with chronic health conditions, anxiety and general wellbeing.

Are there any challenges to being home educated?

It is harder to access certain opportunities.	Less social.	Affording GCSE's.
It can be hard to find motivation and stay interested.	It can be lonely.	Sometimes you can't access to support you need.



How informed do you feel about the following options?

	Not informed or not informed at all	Neutral	Informed or very informed
Apprenticeships	32.3%	32.3%	34.5%
Going to university	29%	45.2%	25.8%
Starting your own business	58.1%	25.8%	16.2%
Getting a job	29%	35.5%	35.5%
Joining a sixth form	35.5%	32.3%	32.3%
A Levels	32.25	32.3%	35.5%
T Levels	74.2%	19.4%	6.4%
Attending college	16.2	29%	54.8%
How to access Jobcentre Plus provisions	74.2%	19.4%	6.5%
GCSEs	12.9%	25.8%	61.3%
Scottish Nationals	68.9%	24.1%	6.8%
Scottish Highers	71.4%	25%	13.8%
Technical Qualifications (e.g. BTECs, Cambridge National)	58.6%	27.6%	13.8%
NVQs	86.7%	13.3%	0%
Foundation courses	46.7%	23.3%	30%

Please indicate how likely you are to:

	Unlikely or very unlikely	Neutral	Likely or very likely	Don't know
Apply for a T Level course	61.3%	9.7%	3.2%	25.8%
Apply for an apprenticeship	25.8%	22.6%	38.7%	12.9%
Apply to university	41.9%	9.7%	25.9%	22.6%
Start your own business	35.5%	19.4%	35.5%	9.7%
Apply to join a college or sixth form	35.5%	19.4%	38.7%	6.5%
Apply for a job	9.7%	19.4%	64.6%	6.5%

How confident are you in the following skills?

	Not very confident or not confident at all	Neutral	Confident or very confident
Communication	25.8%	25.8%	48.4%
- Speaking	25.8%	29%	45.1%
- Listening	20%	20%	60%
Teamwork	29%	29%	42%
- Leadership	33.3%	20%	46.6%
Problem solving	16.2%	32.3%	51.6%
Self Belief	50%	30%	20%
- Resilience	16.2%	41.9%	42%
- Staying positive	38.7%	29%	32.3%
- Confidence	23.4%	43.3%	33.4%
- Motivation	29%	45.2%	25.9%
Self Management	22.6%	51.6%	25.8%
- Initiative	10%	46.7%	43.3%
- Organisation	26.7%	20%	53.3%
- Aiming high	26.6%	23.3%	50%
- Accountability	10%	46.7%	43.3%
Digital skills	16.1%	29%	54.8%
Numeracy skills	20%	36.7%	43.3%
Literacy skills	9.7%	29%	61.3%
Creativity	10%	23.3%	66.7%

Do you think you understand what skills employers are looking for?



19.4%

Yes



67.7%

I have some idea



12.9%

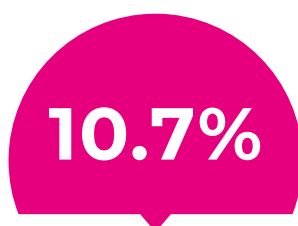
No

Which of these skills do you think are the most important for work?

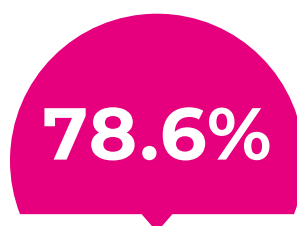
Please select up to three choices.

Communication	64.5%	- Motivation	6.5%
- Speaking	51.6%	Self Management	6.5%
- Listening	29%	- Initiative	6.5%
Teamwork	29%	- Organisation	6.5%
- Leadership	16.1%	- Aiming high	3.2%
Problem solving	12.9%	- Accountability	3.2%
Self Belief	12.9%	Digital skills	3.2%
- Resilience	12.9%	Numeracy skills	3.2%
- Staying positive	6.5%	Literacy skills	3.2%
- Confidence	6.5%	Creativity	10%

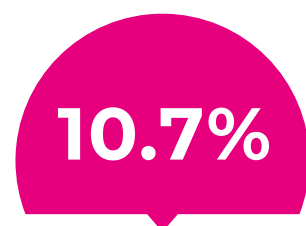
Have you heard about 'green jobs' or 'green skills'?



Yes

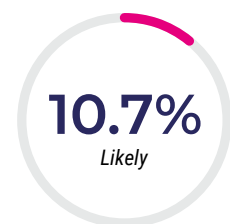
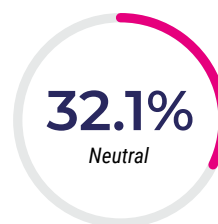
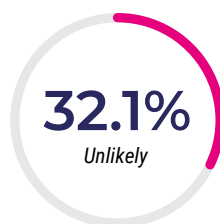


No



Unsure

How likely are you to apply for a 'green job'?



COLLEGE & SIXTH FORM

What are you studying or have you studied at college or sixth form?

GCSE's	9.8%
BTEC	14.1%
T Level	1.9%
A Level	55.1%
Apprenticeship	1.3%
NVQ	1.7%
Applied General	0.2%

Foundation Certification	1.5%
Advance Diploma	3.4%
HND	0.2%
HNC	0.9%
Foundation Degree	1.3%
Other	8.5%

What made you choose this option?

This will lead me to my future career that I want to work in and allow me to take a specific course in university.

Only options available at my school, good route to university, subjects I'm interested in.

3D is something I enjoy doing and I want to take this further in the future and become an interior designer.

Young people's responses as to why they chose their college or sixth form options were mixed. Some respondents explained that they chose subjects they were passionate about and supported the route to their chosen career. Some young people chose subjects they enjoyed, whereas some explained that it was the only option they could choose, or that they had to resit.

How did you find out about this course?

School	43.9%
Parent/guardian	15.1%
Other	14.4%
Friends	10.8%
Employer's own website	7.2%
Siblings	2.9%

Training provider	2.2%
Find an apprenticeship website	1.4%
Work coach	1.4%
Employers visiting in schools	0.7%

Is this your first course at college or sixth form?

81%

Yes

8.1%

No – I started a different course and have moved over

10.9%

No – I have completed other courses before

How would you rate your time at college or sixth form?

2.2%

Very poor

8.9%

Poor

32.5%

Acceptable

35.7%

Good

20.7%

Excellent

What have you enjoyed most about studying at college or sixth form?

	Disliked or really disliked	OK	Enjoyed or really enjoyed	N/A
Having ownership of study/ more independent learning	9%	21.8%	66.5%	2.6%
Travel	21.8%	43.2%	23.6%	11.5%
Routine	12.5%	37.8%	47.7%	2%
Quality of teaching	11.2%	22.7%	64.9%	1.1%
Curriculum content	10.8%	29.5%	57.9%	1.8%
Choice of subjects	7.7%	24.2%	65.9%	2.2%
The size of and environment of the school/college	9.9%	30.4%	58.4%	1.3%
Remote learning	30%	28.6%	22.2%	19.3%

What was the biggest challenge or adjustment you had to make when starting college or sixth form?

	Challenging or very challenging	Neutral	Not very challenging or not challenging at all
Having ownership of study/ more independent learning	29.2%	26.5%	44.3%
Travel	20.4%	33.4%	46.2%
Routine	19.4%	31.9%	48.8%
Quality of teaching	17.5%	36%	46.6%
Curriculum content	30.7%	33.4%	35.9%
Choice of subjects	20.5%	36.1%	43.4%
The size of and environment of the school/college	15.1%	35.8%	49.1%
Remote learning	28%	36.3%	35.6%
Course content is not relevant for the industry I want to join	14.1%	38.3%	47.5%

Did you (or do you plan to) undertake a job whilst you are at college or sixth form?

I am currently working alongside studying	36.2%
I am looking for work	34.4%
I am not looking for work and do not plan to whilst in college or sixth form	29.5%

Are you accessing or have you accessed any financial support or bursaries whilst you are studying? (Such as support for buying books, course equipment, transport costs, childcare, etc.)


26.9%

Yes


68%

No


5.1%

Not sure

Tell us more about your answer.

LSF - learning support fund.	Receive a bursary for travel and material costs along with free school meals.	Been given a laptop to help with working from home when I cannot come in.
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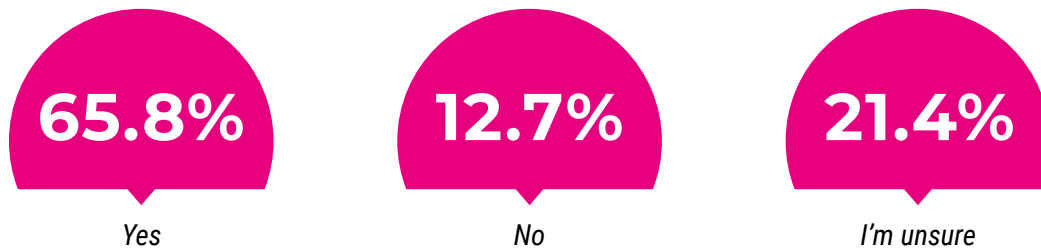
Many young people cited some of the financial support and bursaries they are accessing. Such support includes a travel pass for transport, student loans or bursaries, funding for their additional needs, or meals as they are eligible for free school meals. Some young people stated they do not receive support, and some are funding themselves by working part-time.

How often have you received the following at college or sixth form?

	Never	Once	Twice	Three times	Four times	Five times or more
Careers lectures	19.2%	17.1%	25.4%	14.3%	6.7%	17.3%
Access to careers advisors	25.1%	25.6%	17%	10.7%	3.7%	17.9%
One-to-one sessions with careers advisors	51.5%	23.5%	12.1%	4.4%	1.9%	6.5%
Online careers and employability services	42.5%	17.1%	14.5%	10.5%	2.8%	12.6%
Mentoring	55.5%	13.8%	9.1%	7.5%	1.9%	12.4%
Mental health training	60.4%	13.5%	9.3%	7.7%	2.1%	7%
Financial planning management	58.2%	18.8%	11%	5.9%	0.9%	5.2%
Skills workshops	39.5%	18.7%	16.4%	11.4%	4%	10%
Employers visits	36.5%	21.3%	16.4%	11.8%	3.6%	10.4%
Visits to employers	73.6%	11.8%	6.4%	4.2%	0.5%	3.5%
Careers fairs	30.4%	28.5%	21.3%	9.8%	4%	6.1%
Placements	59.6%	22.2%	5.9%	4%	1.4%	6.9%
None	82.1%	4%	4.5%	1.5%	0.5%	7.5%

Compared to last year all options have decreased for young people in college or sixth form.

Do you (or did you) know what you would like to do after college/sixth form?

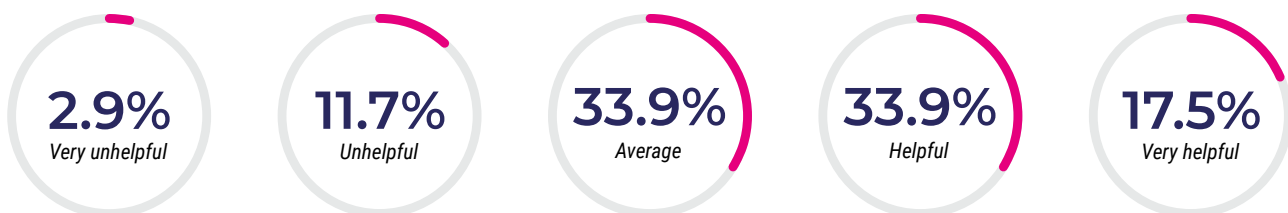


If yes, please tell us more:

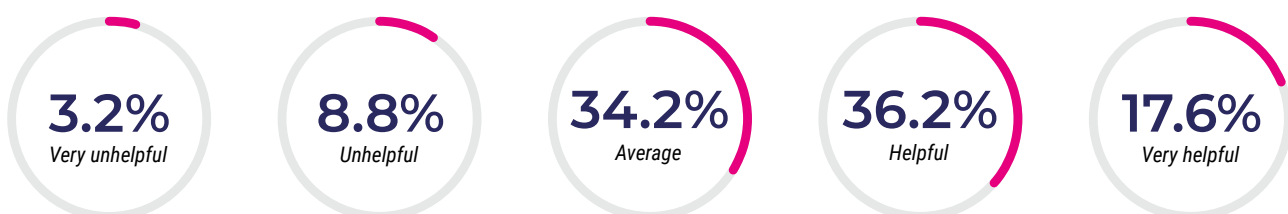
To have a gap year and then an apprenticeship in media/marketing.	I would like to go to university and hopefully gain a masters in either electronic engineering, robotics engineering or computer science.	I want to do a part-time foundation course (unrelated to my subject choices) and work part-time for a year, and then go to university.
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The majority of respondents said that they chose to go to university after college or sixth form, with many highlighting the career path they would like to follow. Some respondents have chosen to do an apprenticeship, and some have chosen to go into paid work.

How much has your time in college or sixth form helped prepare you for the next step?



How much has the course you studied helped prepare you for the future?



What else could your college or sixth form have done to prepare you for your future career?

Let me hear of the stories and advice of people who have the same career I want to go into.	Organise work experience relative to courses we want to pursue in the future.	Discussion of finance relating to the property market, budgeting, investments, and understanding the economy. Discussion of alternative options to university, i.e. apprenticeships, internships.
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Although many respondents feel there is nothing more their college/sixth form could have done to help them prepare for their future career, some respondents highlighted more work experience opportunities, support with independent learning, developing life skills, and talking through pathways and options as ways in which they could have felt more prepared.

UNIVERSITY

What type of degree are you studying?

Foundation degree	3.7%
Undergraduate	70.4%
Top-up degree	3.7%

Conversion degree (e.g. PGCE, PGDL/law conversion, etc.)	3.7%
Masters	11.1%
PhD	7.4%

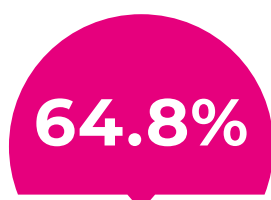
What type of degree are you studying?

Full-time	85.2%
Part-time	9.3%
In person	25.9%

Hybrid (a mix of remote and in-person)	22.2%
Remote	13%
Other	5.6%

- Male respondents were more commonly completing in-person degrees (33%), whereas non-binary or transgender respondents both reported higher amounts of hybrid working. (25% and 26% respectively).
- Asian or Asian British and Black, African, Black British and Caribbean respondents were more likely to be completing a hybrid course (66% and 50% respectively).

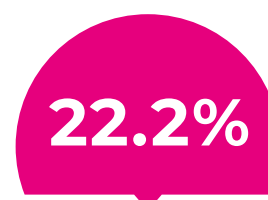
Is this your first degree course?



Yes



No - I started another course and dropped out



No - I have completed another degree before this one

- White respondents were more likely to have started another course previously and dropped out (11%) than other groups.
- Those who had not received free school meals were much more likely to have previously attempted another course, with 13% dropping out of a previous one and 21.7% completing a previous course.

Why did you choose university over other routes?

(Such as an apprenticeship, vocational qualifications, getting a job)

I was interested in my subject and felt at home in a university setting.

Wanted to go into a career that required either a degree or a degree apprenticeship, and didn't think I could balance a degree and work.

Wanted to have a bachelor's degree. I didn't explore apprenticeships or vocational options due to not having exposure to them. In hindsight I wish I learned more about those options and it would have been preferential to university study.

Many respondents claimed that they felt more comfortable taking a purely academic route, and were happy studying in this kind of environment. Some young people stated that they needed a degree to pursue their career choice, and some explained that they did not know enough about other options available.

What sector is your degree in?

Other	30.2%
Health and Science	28.3%
Creative	9.4%
Engineering and Manufacturing	7.5%
Childcare and Education	7.5%
Business and Administration	5.7%

Digital Careers	3.8%
Energy, Water and Sustainability	1.9%
Hair and Beauty	1.9%
Environment, Land and Animals	1.9%
Legal, Finance and Accounting	1.9%



Which do you think was the biggest influence on you deciding to attend university?

	Influenced my choice of degree	Neutral	Did not influence my choice of degree
My friends	18.9%	18.9%	62.3%
My family / carers	17.6%	31.4%	51%
My interests and passions	86.5%	7.7%	5.8%
Earning potential	34%	17%	49.1%
Social purpose	50.9%	15.1%	34%
The only option open to me	17.6%	13.7%	68.6%
Clear route to a job/profession	45.1%	13.7%	41.2%
It's something I am good at	82.4%	9.8%	7.8%
Careers advice/Careers advisor	5.9%	7.8%	86.3%
Access to placements and work experience	20%	8%	72%
It's in the sector I want to work in	67.3%	13.5%	19.2%

- Gay, lesbian or bisexual respondents predominantly stated that their degree is something they are good at (100% each).
- Female respondents most commonly listed a clear route to a job/profession as an influence on their choice (52.2%).
- Asian or Asian British respondents were most likely to state that the degree they chose to study was the only option open to them (66.7%).

Were there any other influences not listed above?

Speaking to others on the course.	Life experiences such as family passing away and my family's low income.	Fit of degree module choices with interest, location of university, reputation with the institution, and choice of PhD supervisor.
Being queer.	Volunteering since I was 12 and facing injustices as a child made me want to help others.	My own experiences. I'm asexual and research asexuality on the course in the hopes of improving experiences for other asexuals.

From the limited responses, young people mention that their life experiences or personal situation influenced their decision to go to university.

What do you enjoy about university?

	Disliked or really disliked	OK	Enjoyed or really enjoyed	N/A
Having ownership of study/ more independent learning	11.3%	13.2%	73.5%	1.9%
Travel	18.9%	34%	24.5%	22.6%
Routine	22.7%	32.1%	41.5%	3.8%
Change of teachers	9.4%	39.6%	45.3%	5.7%
Studying what I choose	1.9%	15.1%	81.1%	1.9%
The university environment	7.6%	22.6%	64.1%	5.7%
Value for money	51%	32.1%	9.4%	7.5%
Independent living	0%	9.4%	66%	24.5%
Good range of student support (e.g. mental health, careers)	28.3%	32.1%	28.3%	11.3%
Freedom to make my own choices	0%	9.6%	88.4%	1.9%
Students who share my interest in the topic	3.8%	22.6%	71.7%	1.9%

- Female and non-binary respondents were more likely to have 'disliked' or 'really disliked' the student support at their university, 30.7% and 41.7% respectively.
- Those who received free school meals were more likely to have 'disliked' or 'really disliked' the value for money (83.3%).

What are the biggest challenges you face?

	Not very challenging or not challenging at all	Neutral	Challenging or very challenging	N/A
Having ownership of study/ more independent learning	35.8%	13.2%	51%	0%
Financial issues	20.8%	24.5%	47.2%	7.5%
Debt accumulation	18.8%	32.1%	37.7%	11.3%
Travel	41.5%	11.3%	33.9%	13.2%
Routine	32%	24.5%	41.5%	1.9%
Change of teachers	52.8%	26.4%	17%	3.8%
Not being able to study what I choose	39.7%	15.1%	15.1%	30.2%
The size and environment of university	52.8%	13.2%	22.7%	11.3%
Value for money	20.8%	26.4%	43.4%	9.4%
Overwhelming environment	32.1%	15.1%	45.3%	7.5%
Remote learning	16.9%	17%	41.5%	24.5%
None	9.7%	9.7%	0%	80.6%
Course content is not relevant for the industry I want to join	27.4%	21.6%	23.5%	27.5%

- Transgender respondents were more likely to find an overwhelming environment more challenging (66%).
- Male respondents were 30% more likely to not have found any challenges with university.
- Carers typically found having more ownership of their study challenging, with 75% of respondents listing it as 'challenging' or 'very challenging'.

Thinking more about your course in particular, how would you rate?

	Poor or very poor	Average	Good or very good
The course content overall	5.7%	21.2%	73.1%
The value for money of the course	23.6%	41.2%	35.3%
The course content against the prospectus (is it what you expected)	6%	22%	72%

- Transgender respondents were more likely to respond that the value for money was 'poor' or 'very poor', with 42% responding as such.
- Respondents from Mixed or multiple ethnic groups were more likely to 'disagree' with all of the above, with 50% thinking the content was poor, 25% saying that the content wasn't what they expected against the prospectus and 50% responding that it was poor value for money.

Have you undertaken or do you plan to undertake a job whilst you are at university?

Yes	61.5%
No	15.4%
Have tried to find one but none are available or suitable	17.3%
My university doesn't allow it	5.8%

- Transgender respondents were less likely to undertake a job whilst studying at university, with 40% stating that they wish to, compared to 70% from non-transgender respondents.
- 33% of gay or lesbian respondents reported that they tried to find employment but none were available or suitable for them, compared to 0% of straight or heterosexual respondents when asked the same question.
- Respondents with unregistered carers or who responded as 'unsure' about having a carer were more likely to either not undertake a job, or not find a suitable or available job.

How often have you received, or did you receive, the following in university?

	Never	Once	Twice	Three times	Four times	Five times or more
Careers lectures	32.7%	5.8%	21.2%	9.6%	5.8%	25%
Access to careers advisors	24%	16%	18%	6%	4%	32%
One-to-one sessions with careers advisors	65.4%	11.5%	5.8%	1.9%	3.8%	11.5%
Online careers and employability services	33.3%	17.6%	9.8%	2%	13.7%	23.5%
Mentoring	46.2%	15.4%	9.6%	5.8%	7.7%	15.4%
Mental health training	75%	15.4%	3.8%	1.9%	0%	3.8%
Financial planning management	92.2%	3.9%	2%	0%	2%	0%
Skills workshops	53.8%	5.8%	3.8%	11.5%	7.7%	17.3%
Employers visits	59.6%	5.8%	13.5%	7.7%	1.9%	11.5%
Visits to employers	88.5%	1.9%	5.8%	1.9%	1.9%	0%
Careers fairs	43.1%	11.8%	23.5%	9.8%	2%	9.8%
Placements	66.7%	19.6%	3.9%	3.9%	3.9%	2%

- Whilst we see a reduction in most activities happening over all and a reduction in the frequency at which they are offered we can see a 6.2 ppt increase in university students receiving careers lectures five times or more and a 13.2 ppt increase of students accessing careers advisors.
- Transgender respondents were more likely to state that they had never received access to careers advisors, with non-transgender respondents stating that they had access to a careers advisor five times or more primarily.

If you have received or accessed the following whilst at university, how useful were they?

	Unhelpful or very unhelpful	OK	Helpful or extremely helpful	N/A
Careers lectures	15.4%	26.9%	23.1%	34.6%
Careers advisors	13.5%	15.4%	25%	46.2%
One-to-one sessions	7.6%	5.8%	36.5%	50%
Online services	11.5%	19.2%	44.2%	25%
Social media	15.4%	17.3%	32.7%	34.6%
Mentor	11.6%	7.7%	34.6%	46.2%
Skills workshops	7.6%	7.7%	26.9%	57.7%
Employers visits	5.8%	11.5%	23.1%	59.6%
Visits to employers	3.8%	1.9%	11.6%	82.7%
Careers fairs	15.4%	9.6%	23%	51.9%
Financial/money management workshops	5.7%	1.9%	9.6%	82.7%

- Individuals with caring responsibilities were more likely to report that they found career related help from their university less helpful.

Do you know what you would like to do after university?

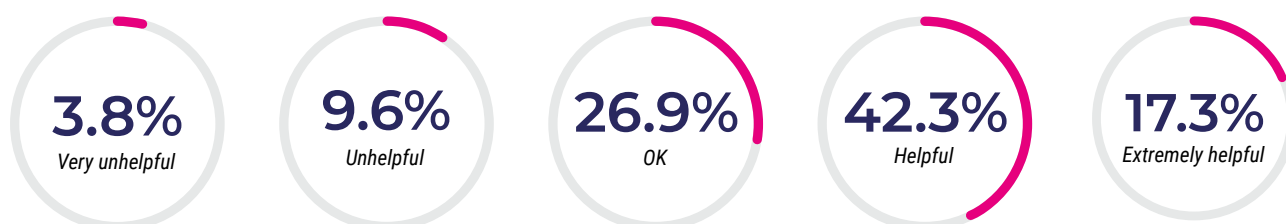
No, there's not much guidance for after university. I feel like the most opportunities I've gotten is from volunteering and reaching out myself.

I am planning to do a PhD and then a career in research or become a patent attorney.

I know what sector but am not totally sure what route into the sector I am going to take.

Most young people who responded to this question have an idea of what they would like to do after university, including a specific career route, further study, or looking for a job in a specific industry. Some young people are unsure as to what they would like to do next, with some also mentioning there is limited support for this.

How helpful do you think university was or has been in preparing you for your next step?



- Carers were more likely to rank their university as being 'OK' at helping prepare for their next step, with 75% of respondents stating as such, compared to the majority of respondents without carers stating that their university was 'helpful' (46.7%).

What else could your university have done to prepare you for your future career?

I'm on a vocational course so my course is preparing me for the exact job I will go into.	Prepared me for generic office tasks. Prepare for the routine that is work life - uni has almost too much freedom and has meant starting a job has been challenging getting used to getting up too early everyday.	Made all events accessible to distance learning students. I feel I have missed out on a lot of useful events surrounding careers, planning for the future, and future options because I am not campus based.
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Young people's responses to this question were somewhat varied, and generally respondents feel that university could have prepared them for their future better by providing more practical and hands-on experiences, such as work experience placements. Some young people would have liked more employer talks, and more information about how their degree and skills transfer to careers.

Has there been any work experience, or a placement year, available to you whilst at university?

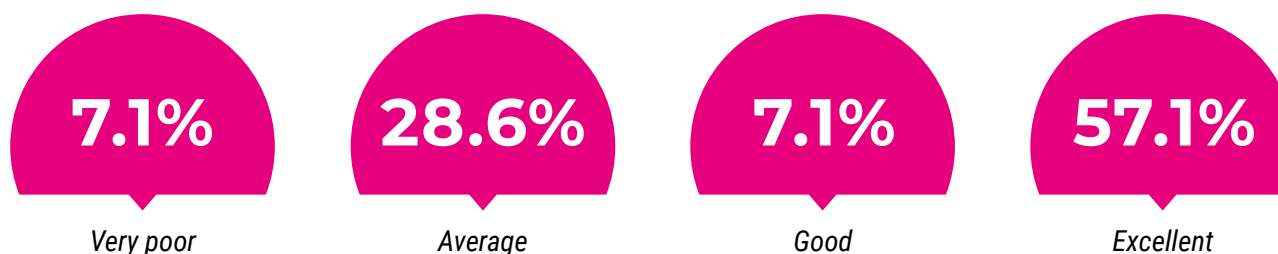
Yes – Work experience (in person)	17.3%	No	50%
Yes – Placement year	23.1%	Unsure	9.6%

- Carers were much more likely to say that work experience was not available to them at university, when compared to those without. Respondents who stated that they were unsure on their status with a carer were most likely to state that work experience was available to them.

Was this work experience or placement:

Initiated or found by you	11.8%
A requirement of your course	47.1%
A requirement of the university	5.9%
Recommended by a teacher, tutor or lecturer	17.6%
Part of an industrial placement year	17.6%

How would you rate this work experience?



JOURNEY TO WORK

In this section we ask young people, of age 19 plus, as well as those out of work and those looking for work about the skills they have, their confidence and how prepared they feel to navigate and access work.

Key Findings:

SKILLS

- 44.6% of respondents think they understand the skills employers are looking for, a reduction in confidence of 12.4 pts on last year's scores.
- Young people rated communication, listening and teamwork as the most important skills for work and rated themselves most confident in listening, problem solving and literacy skills.

READY FOR WORK

- 47.1% of respondents had any idea of the type of career or jobs they would like to do in the future, an increase of 12.4 pts on last year's scores.
- 51.5% of respondents are confident they had relevant work experience.
- 59.6% are confident that they had the right qualifications.
- 44% are confident that they had a good personal network.
- Transgender respondents and those who were eligible for free school meals were consistently consistently the least confident in their skills and that they had the right skills, qualifications and network to progress into work.
- Black, African, Black British or Caribbean respondents were consistently less likely to have undertaken in person experiences by an average rate of 8 pts despite being twice as likely to have applied for these experiences. In addition, Black, African, Black British or Caribbean respondents were at least 10% more likely to have undertaken online experiences despite being less likely to apply for these.

SUPPORT

- Young people found parents/guardians, people they knew who were employed, friends, careers and employability websites and social media as the most useful for careers support.
- The most useful sources to finding jobs were: employers own websites, Find a Job website and social media.

cont...

QUALITY WORK

- 33.1% of young people thought employers were supportive of hiring them.
- 55.2% of young people were 'confident' or 'very confident' that they would be able to progress into a good job.
- Paying fairly is the biggest factor when considering which employers to apply for with 85% scoring this as the most important, followed by having a good reputation and being passionate about what the organisation does.

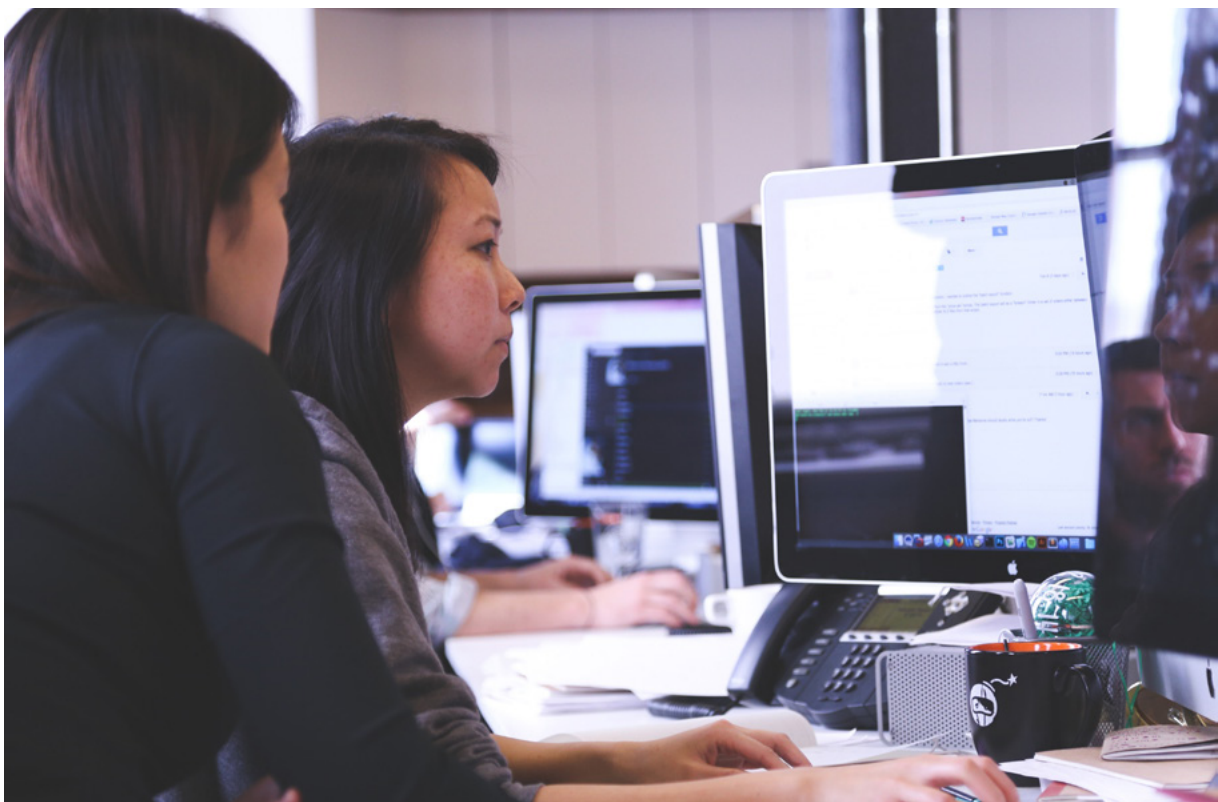
APPLYING FOR WORK

Confidence in applying for and going through a recruitment process has risen in the last year:

- 55.4% think they have the skills and knowledge to write a good CV.
- 39.1% think they have the skills and knowledge to attend an assessment centre.
- 57.5% think they have the skills and knowledge to attend an interview.
- 41% feel confident that they are prepared to start employment.

BARRIERS

- Lack of work experience, anxiety and mental health challenges were the biggest barriers young people thought they would have in finding a job.
- 27.2% would use Jobcentre Plus if they found themselves not in education, employment or training.
- 38% of young people not in education, employment or training had accessed Jobcentre Plus support.



SKILLS FOR LIFE & WORK

Do you have an idea of the career or types of job you would like to do long term?



- Non-binary respondents were 12.7% more likely than female respondents to be unsure or not have an idea of the type of career they wish to pursue long-term, and 5.3% more likely than male respondents.
- Transgender respondents were most likely to be 'unsure' of the career or types of jobs they would like to do long term by 14.5%.

- Respondents without additional needs were 8% less likely to currently be in the career or type of job they would like to pursue long term.
- Black, African, Black British and Caribbean respondents were at least 8 ppts more likely to respond 'yes' to this question (62.5%).
- White respondents were at least 8% more likely to already be in the role.

Tell us more about your answer.

I have an idea of the career and job role I am aiming for in the next 12 months, but I don't have an idea for the long term.	I am still unsure but I want to go into youth work, youth engagement roles, consultancy with government and definitely the public/charity sector.	I always thought I wanted to teach, but having such a tough time at university and not enjoying placement I am a bit stuck. Currently working with an agency that has random shifts available to me in events in a zero hour contract.
I would like to train as an accounts trainee even just to do entry-level data entry.	I don't know what I will be able to do and what jobs will actually be available.	I'm not entirely sure what job I want to do full time or even what I want to do at university I'm just trying things out.
I have no idea what would be accessible to me.	I'm very curious and open to different roles. The issue is getting the experience required to try a role and see if I like it.	Not sure what I want to do with my life, I'm literally only 18... How am I supposed to know how I want to spend the rest of my 60 years of possible employment?

Whilst some young people had a clear idea or were already working towards their career goals the majority of respondents had very loose ideas and were unsure what would be accessible or available to them. Respondents were unclear how they could gain experience and knowledge of different work places, environments and different sectors.

How confident are you in the following?

	Not confident at all and not very confident	Neutral	Confident and very confident
Communication	13.5%	23.7%	62.9%
Speaking	20.7%	21.4%	58%
Listening	3.5%	13.7%	82.9%
Teamwork	7.9%	20.9%	71.3%
Leadership	25%	25%	50%
Problem solving	5.1%	21.3%	73.7%
Self Belief	28.4%	29.4%	42.2%
Resilience	15.2%	23.6%	61.3%
Staying positive	23.7%	28.4%	48.0%
Confidence	27.8%	26.4%	45.7%
Motivation	23.5%	25.2%	51.3%
Self Management	14.2%	24.9%	60.9%
Initiative	10.3%	23.8%	65.9%
Organisation	13.1%	20.2%	66.6%
Aiming high	12.8%	21.9%	65.3%
Accountability	6.6%	23.7%	69.7%
Digital skills	6.7%	20.8%	72.5%
Numeracy skills	16.1%	24.7%	59.2%
Literacy skills	5.4%	17.5%	77.2%
Creativity	8.7%	20.8%	70.5%

- Female respondents were more confident in a variety of interpersonal skills, such as communication (67.7%), speaking (62.2%), listening (87.4%), teamwork (77.3%) and problem solving (75.4%) compared to male respondents (62.1%, 59.8%, 77.9%, 66.4% and 75% respectively.) In comparison, male respondents were more confident in self belief (51.7% vs 41.8%) and confidence (56.2% vs 44.3%).

- Black, African, Black British or Caribbean respondents were:
 - » At least 8% less likely to be 'confident' or 'very confident' in their communication and listening skills.
 - » 13% less likely to be 'confident' or 'very confident' in their resilience and creativity skills than White or Mixed and multiple ethnic group respondents.
 - » At least 15% less likely to be 'confident' or 'very confident' in their staying positive skills.
- White respondents were least confident in their self belief scores (39.6%) compared to 4.8% of Mixed or multiple ethnic group respondents, 51.2% and 54.9% of Asian and Asian British respondents.

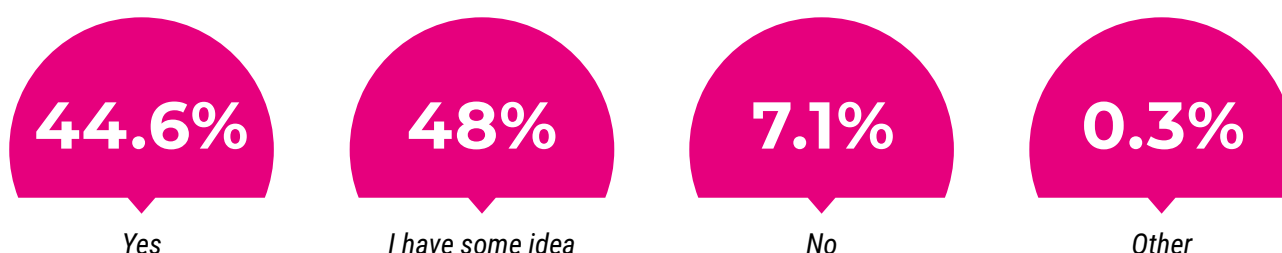
Thinking about skills, is there anything that you wish you had known more about before you left education?

I wish I had been prepared for how hard and long the job search after university was going to be. I think there needs to be more prep for that for students as it is very hard.	Grades are not as important as lived experience, vocational subjects should've been given more attention at school!	Financial education: loans, credit cards, mortgage, insurance, etc. Also how much employers value experience even above qualifications.
Other options aside from university. To have more opportunities to speak with employers or employment advisors to find out more about different job roles/routes.	More about literacy as I struggle with it now and I'm 22 years old.	Finding work that fits both my limitations and my skills not just my skills because it's no use me trying to do a job I can sustain.
I wish I had been encouraged and guided to gain work experience relevant to what I would like to do. I wish I had been given more opportunity to take part in volunteering for decent periods of time. More opportunities to stand out on my CV when leaving school. For those that don't want to/seem undriven by the idea of university, not a lot of time is put into discussing other options for driven people.	Wish I had been more confident and also understood a wider variety of career choices as I did not pursue my degree as a career choice once I had finished so it is a bit worthless.	How skills can be transferable across different industries and work experience can be transferable - you don't have to have real experience in a sector to join it later in your career.

Young people explained that they wished they had known more about vocational options post-16, as opposed to just university. Many young people shared that they wished they had known more about financial education and budgeting too. Respondents who had left education responded that they also reflected that they would like to have been more prepared for the challenges of looking for work and how to access it.

Some young people also felt they wish they had learned more about transferable skills, and how the skills they have learned and developed could work across multiple sectors.

Do you think you understand what skills employers are looking for?



- Transgender respondents were 11% less likely to respond 'yes' (23.6%).
- Respondents with additional needs were 12.4% less likely to understand the skills employers were looking for (36.8%).
- Black, African, Black British and Caribbean respondents were most likely to think they understand the skills employers were looking for (51.5%) compared to 48.3% of respondents from a Mixed or multiple ethnic group, 44.7% of White respondents and 38.1% of Asian and Asian British respondents.
- Young people who were eligible for free school meals were 5.4% less likely to understand the skills employers are looking for.

How important do you think these skills are for work?

	Not important at all and low importance	Neutral	Important and very important
Communication	1%	4.6%	94.5%
Speaking	2.2%	9.7%	88.1%
Listening	1.1%	4.5%	94.4%
Teamwork	1.1%	6.5%	92.4%
Leadership	4.9%	24.6%	70.4%
Problem solving	1.2%	7.2%	91.5%
Self Belief	3.6%	18.1%	78.4%
Resilience	1.7%	11.2%	87.2%
Staying positive	4.4%	17.1%	78.5%
Confidence	2.1%	15.6%	82.3%
Motivation	1.1%	9%	90%
Self Management	1.6%	8.3%	90.2%
Initiative	1.8%	12.4%	85.7%
Organisation	1.4%	7.1%	91.6%
Aiming high	7.8%	24.1%	68.2%
Accountability	2.1%	11.4%	86.3%
Digital skills	2.4%	17.8%	79.8%
Numeracy skills	2.6%	15.8%	81.6%
Literacy skills	4.1%	21.5%	74.4%
Creativity	8.4%	29%	62.7%

- Transgender respondents were more likely to respond as 'neutral', 'low importance' or 'not important at all'.
- Female respondents almost always stated that they believed each skill was 'important or very important' with them only being outdone twice, once in creativity (64.1% v 65.8% of male respondents) and once more in initiative (non-binary respondents being 0.1% higher).

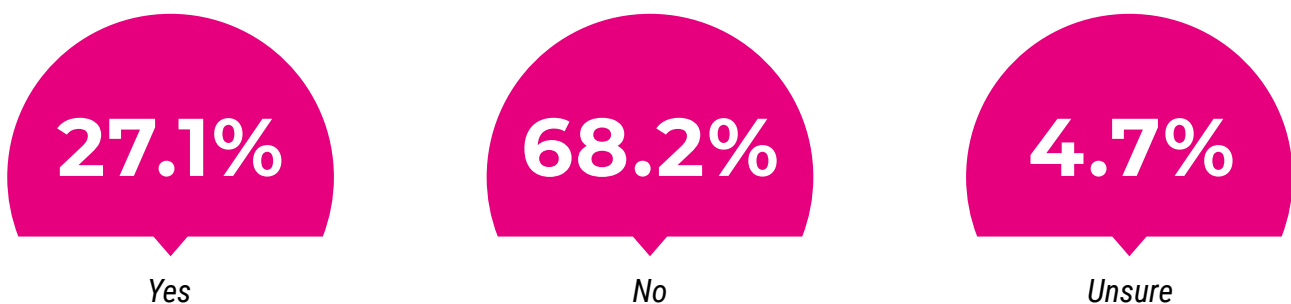
Outside of the skills listed is there anything else you think employers are looking for when hiring young people?

Punctuality, patience, out of the box thinking, and discipline.	Reliability (If you will be in all day, every day, that you are contracted for) Willingness to learn (even if you make mistakes) New ideas (innovation for processes and ways to improve the business.	Passion, zest and energy. They're looking for new ideas and the stamina to put to good use.
Personable and social skills. Imagination.	Great initiative and a good attitude to work. Someone ready to embrace a full time working life which can be quite the transition for a school or college life.	They seemed to only really care about experience over everything else.
Drive/motivation, hunger for growth/success.	I think employers are putting up entry/junior level positions and asking for 1-3 years of experience which unless you come from a wealthy background with lots of contacts for work experience, there are not a lot of people that leave school or university and have that.	Not to kick up a fuss, to put up with the same things they did when they were young cause they've grown to accept it as normal.

Whilst respondents highlighted a variety of skills they think employers are looking for, and the main ones included centred around attitude and enthusiasm and drive. Respondents also recognised punctuality, manners and respect as the skills employers would require.

Some young people elaborated that employers appear to require work experience before you start on your career journey, their view was that employers should focus on skills over experience, particularly as it can be difficult for a young person to gain experience.

Have you heard about 'green jobs' or 'green skills'?



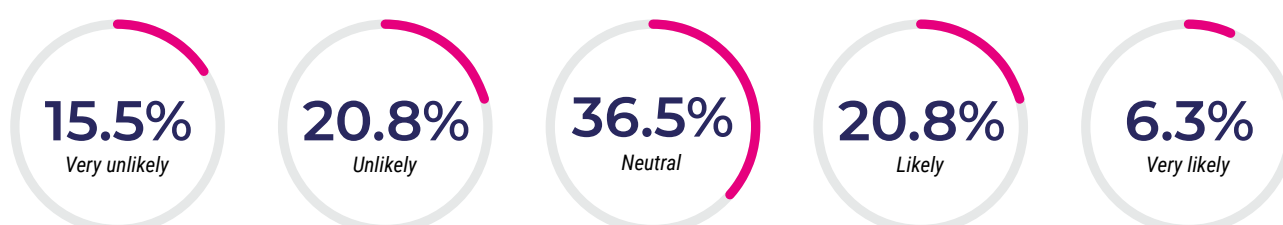
- Male respondents were the most likely to have previously heard of 'green jobs' with 32.8% responding 'yes', compared to 24.7% of women and 19.1% of non-binary respondents.
- Those who had free school meals were 5.2% less likely to have heard of 'green jobs' or skills before, when compared to those who did not have access to free school meals.

What skills do you think will be required for 'green jobs'?

Empathy, passion for environment.	Knowledge of environmental impact of industries and renewable/'green' processes.	Passion for looking after the environment.
I have no idea.	Creativity to look at different solutions or improvements to existing solutions.	Understanding of science, problem solving and teamwork.

Respondents cited various skills they felt would be required for 'green jobs' with no overall consensus. The most popular responses centred around problem-solving, a passion for the environment, and empathy.

How likely are you to apply for a 'green job'?



- Respondents with additional needs were 10% less likely to apply for a 'green job' with 44.9% scoring 'unlikely' or 'very unlikely'.
- White respondents were least likely to be considering applying for a 'green job' with 36% responding 'unlikely' or 'very unlikely' compared to 31.2% of Black, African, Black British and Caribbean respondents, 27.6% of respondents from Mixed or multiple ethnic groups and 23% of Asian and Asian British respondents.
- Respondents who were eligible for free school meals were 5% less likely to apply for a 'green job'.

How confident are you in the following?

	Not very confident at all and not very confident	Neutral	Confident and very confident
That you have the right skills	11.3%	24.4%	64.3%
That you have the relevant work experience	28.5%	20%	51.5%
That you have the right qualifications	15.1%	25.3%	59.6%
That you have a good personal network	26.5%	28.9%	44.6%

- Black, African, Black British or Caribbean respondents and Asian and Asian British respondents were at least 10% less likely to feel 'confident' or 'very confident' that they have the right skills (55.3% and 56.9%) and that they have relevant work experience (50% and 45.8%) than other respondents.
- Black, African, Black British or Caribbean respondents were also least likely to be 'confident' or 'very confident' that they have the right qualifications or have a good personal network.

- Respondents who had access to free school meals were 7% less likely to respond as 'confident' in regards to having a good personal network, when compared to those who didn't have access to free school meals.
- Transgender and unsure/questioning respondents most frequently used the 'not confident' or 'not very confident' responses.

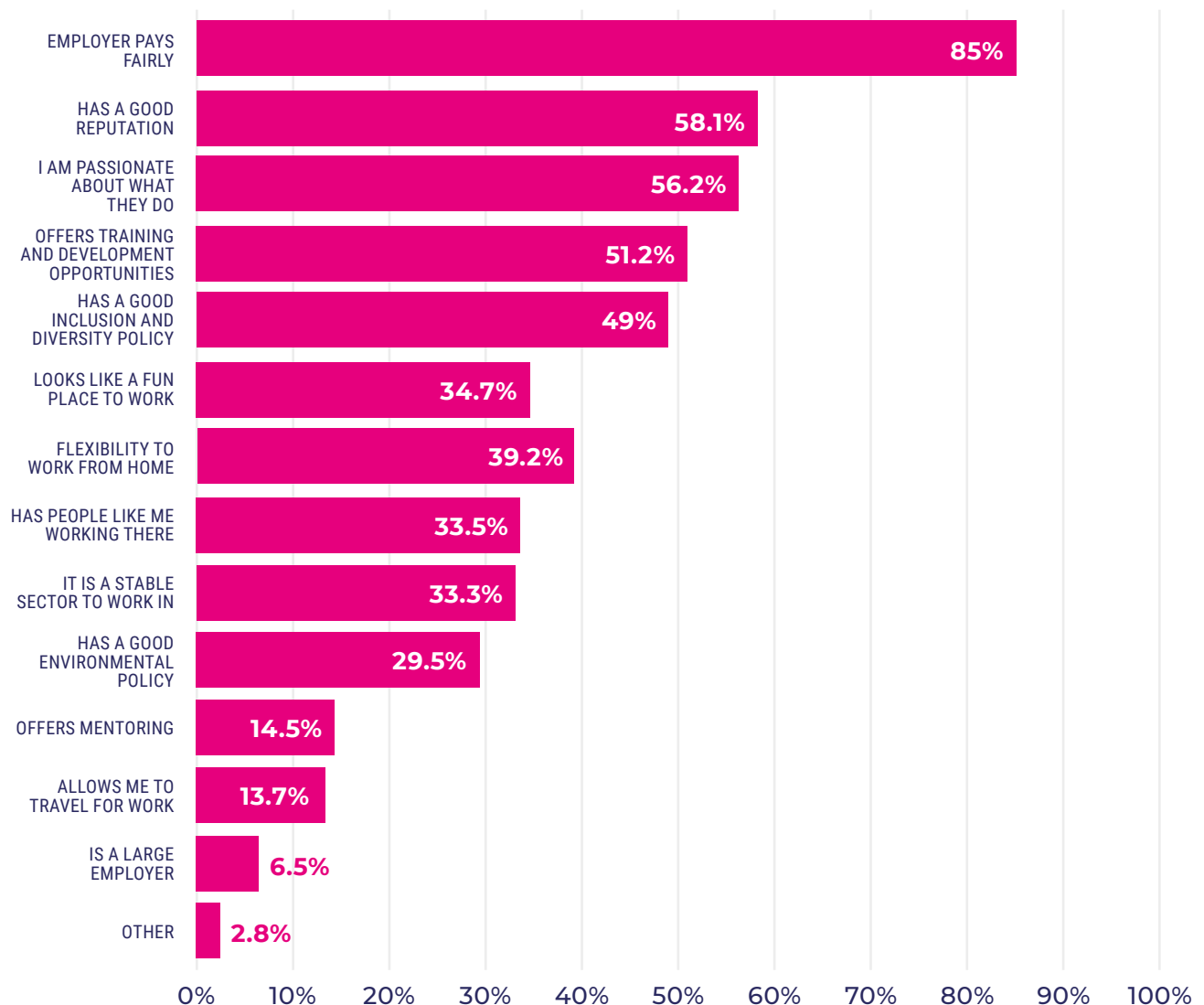
How useful have you found the following when looking for career support?

	Useless and not useful	OK	Useful and extremely useful	N/A
Parents/guardians/carers	21.2%	29.4%	42.8%	6.5%
Teachers	25.9%	25.3%	30.6%	18.2%
Friends	19.6%	33.4%	35.0%	12.1%
Careers advisor	23.8%	21.5%	19.8%	35.0%
Careers and employability websites	18.1%	26.4%	32.7%	22.7%
Social media	21.4%	24.7%	29.3%	24.6%
Online forums	18.4%	19.9%	16.4%	45.3%
Mentor	11.4%	14.4%	17.6%	56.7%
Youth worker	9.20%	8.2%	6.6%	75.9%
National Careers Service	12.9%	11.3%	8.6%	67.2%
People I know who are employed	10.6%	25.3%	38.3%	25.8%
Siblings or other relatives	21.1%	21.8%	25.5%	31.6%
Apps	16.2%	17.4%	15.0%	51.5%

- Transgender respondents were more likely by around 6 pts to find mentors (11.6%) and youth workers as useful (9.4%).
- Non-binary respondents were 14% less likely to find parents helpful (34.3%) than male or female respondents.
- Black, African, Black British or Caribbean respondents and Asian and Asian British respondents were 10% more likely to rate their teachers as 'useful' or 'very useful' (38.6% and 40.6%).
- Black, African, Black British or Caribbean respondents were at least 10 pts more likely to rate careers and employability websites and apps as 'useful' or 'very useful' (51.4% and 35.5%) and up to 20 pts more likely to rate social media as 'useful' or 'very useful' too (55.9%).
- Black, African, Black British or Caribbean respondents and White respondents were least likely to rate careers advisors as 'useful' or 'very useful' with 20.6% and 17.9% scoring this way compared to 27.5% of respondents from Mixed or multiple ethnic groups and 34.4% of Asian or Asian British respondents scoring this way.
- Those who had access to free school meals were more likely to respond as to having found teachers (24.1% vs 23.1%), careers and employability websites (29.3% vs 25.9%) and social media (26.8% vs 20.4%) as 'useful' and were more likely to find the National Careers Services 'not useful' (10.5% vs 6.7%).

APPLYING FOR WORK

When thinking about joining an organisation what are the most important qualities you would look for?



- Non-binary and transgender respondents both highly value a good inclusion policy, with 81.8% and 84.8% respectively. In comparison, only 42% of non-transgender respondents valued a good inclusion and diversity policy. Furthermore, female respondents were 10.2% more likely to value a good inclusion and diversity policy over male respondents.

- Respondents with additional needs were 23% more likely to score 'has a good diversity and inclusion policy' as an important factor when looking for work (65.4%).
- Employer paying fairly was consistently the most commonly chosen response, with not eligible for free school meals being 6.6% more likely to answer as such.

If you have seen a job advert or description that you have decided not to apply for can you tell us why?

Does not pay well enough	66%	The employer website did not look good	19.4%
The role asked for higher qualifications than I currently hold	48.1%	Too much office work	16.8%
Not well written – it was hard to understand	42.2%	It did not feel inclusive of my gender	13.6%
Person specification had too many requirements	41.5%	The social media accounts did not look good	12.9%
Not flexible enough	39.2%	It did not feel inclusive of my sexual identity	12.6%
The organisation was not aligned to social causes I care about	26.8%	It did not feel inclusive of my race and ethnicity	6.4%
It did not feel inclusive of young people	21.4%	Too much home working	5.7%

- 51.3% of transgender respondents reported that jobs that they had not applied for was due to them not feeling inclusive of their gender, in comparison to 6.9% of non-transgender respondents.
- Non-binary respondents were most likely to report on the lack of inclusivity from employers, with 42.4% reporting that they did not feel inclusive of their gender, 37.3% stating that the job did not feel inclusive of their sexual identity and 22% that the job did not feel inclusive of young people.
- All racial and ethnic groups had the highest top scoring answers for this question; all responded most frequently that the role did not pay well enough and that the person specification was too high. For Asian or Asian British and Black, African, Black British or Caribbean respondent the next top scoring answer was that the role was not flexible enough, for Mixed or multiple ethnic group respondents the next to scoring answer was that the role was not written well and was hard to understand and for White respondents the next top scoring answer was that the role asked for higher qualifications than they currently hold.
- Young people who were eligible for free school meals were 5.2 ppts more likely to suggest the person specification had too many requirements.

When considering jobs and employment how do you feel about home working?

I would like a role that would be work based all of the time	14%
I would like a role that would be home based all of the time	11.4%
I would like a mixture of both work and home working	47.7%
The jobs I apply to have to be work based (engineering, manufacturing, police officer, etc.)	9.2%
I don't mind either way	17.7%

- With the exception of those who answered as 'prefer not to say' in regards to their gender, each other group which answered the question had the answer 'I would like a mixture of both work and home working' as their #1 most common response.

- Respondents with additional needs were 8% more likely to like a role that would be home based all of the time (18%) and 8% less likely to like a role that had a mixture of both (40.6%).
- Those who were eligible for free school meals were 4.2% less likely to respond that they apply for a mixture of work and home working.

Have you ever been prevented from applying for a job, or not offered a job, because you have a criminal record?

Yes, I have been prevented from applying	2.4%
Yes, I have not been offered a role because of my criminal record	0.6%

No	56.3%
Other	0.9%
Not applicable	39.8%

Please tell us if you have applied for or undertaken any of the following opportunities since March 2022.

	Applied for	Undertook
Work experience in person	45.5%	54.5%
Work experience online (Virtual)	38.2%	61.8%
Internship in person	46.6%	53.4%
Internship online (Virtual)	39.8%	60.2%
Mentoring in person	34.7%	65.3%
Mentoring online (Virtual)	29.6%	70.4%

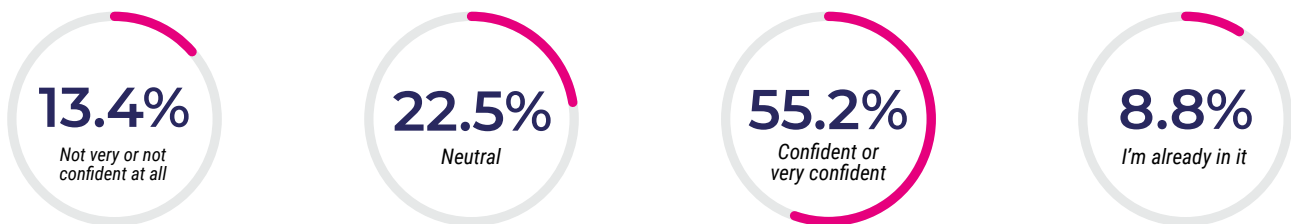
- Respondents with additional needs were at least 5% less likely to have applied for and undertaken each option, although there were more pronounced differences for mentoring in person (15%) and internships in person and online (18%).
- Black, African, Black British or Caribbean respondents were consistently less likely to have undertaken in person experiences by an average rate of 8 ppts despite being twice as likely to have applied for these experiences. In addition, Black, African, Black British or Caribbean respondents were at least 10% more likely to have undertaken online experiences despite being less likely to apply for these.
- Those with access to free school meals were 10.2% more likely to have undertaken work experience in person over those who did not. Those without free school meals were 11.5% more likely to undertake an internship in person, 20.2% more likely to undertake mentorship in person or 24.3% more likely to have undertaken online mentoring.

Thinking about your future career, which of these are you interested in?

	Interested	Unsure	Not interested
Business and Administration	30.6%	20.4%	49%
Childcare and Education	25.7%	23.2%	51.2%
Construction	12.4%	12.3%	75.2%
Creative	51.3%	22.2%	26.5%
Digital	38.5%	25%	36.5%
Energy, Water and Sustainability	20.1%	22.9%	56.9%
Engineering and Manufacturing	23.2%	13.6%	63.2%
Environment, Land and Animals	28.5%	22.4%	49.1%
Hair and Beauty	10.2%	10.9%	78.9%
Health and Science	34.7%	19.5%	45.8%
Hospitality and Catering	14.2%	18.3%	67.5%
Legal, Finance and Accounting	20.7%	17.3%	62%
Protective Services	13.3%	20.2%	66.6%
Retail	10%	20.4%	69.7%
Sales, Buying and Marketing	18.3%	18.3%	63.3%
Social Care	15.4%	19.3%	65.3%
Transport and Logistics	9.8%	18.3%	71.9%

- Young people with additional needs were more likely to be unsure about each industry. They were most interested in creative (52.2%), digital (36.1%), health and science (31.5%), childcare and education (32%), environment land and animals (30.9%).
- Whilst all race and ethnicities rated creative and digital as their top scoring industries we see that some differences sitting beneath that with White respondents and Black, African, Black British or Caribbean respondents rating health and science as their next option and respondents from Mixed or multiple ethnic group rating engineering or manufacturing as their next choice. Asian or Asian British respondents rated business and administration as their next highest choice; they were also twice as likely to be interested in sales, buying and marketing and legal and financial services than other groups.
- Transgender respondents were over 21% more likely to be interested in a creative career, 15% for a digital career and 11% for a career in environment.
- Male respondents were more likely to be interested in business and administration, Construction, digital and engineering and manufacturing. Female respondents were most likely to be interested in childcare and education, hair and beauty, health and science, social care and hospitality and catering.
- Those who were eligible for free school meals were more likely to prefer hair and beauty by 10.8%, hospitality and catering by 10.2% and environment, land and animals, creative, childcare and education all by 8.2% respectively. In contrast, those who were not eligible for free school meals were 8.7% more likely to prefer business and administration.

How confident are you that you will be able to progress into a good job?



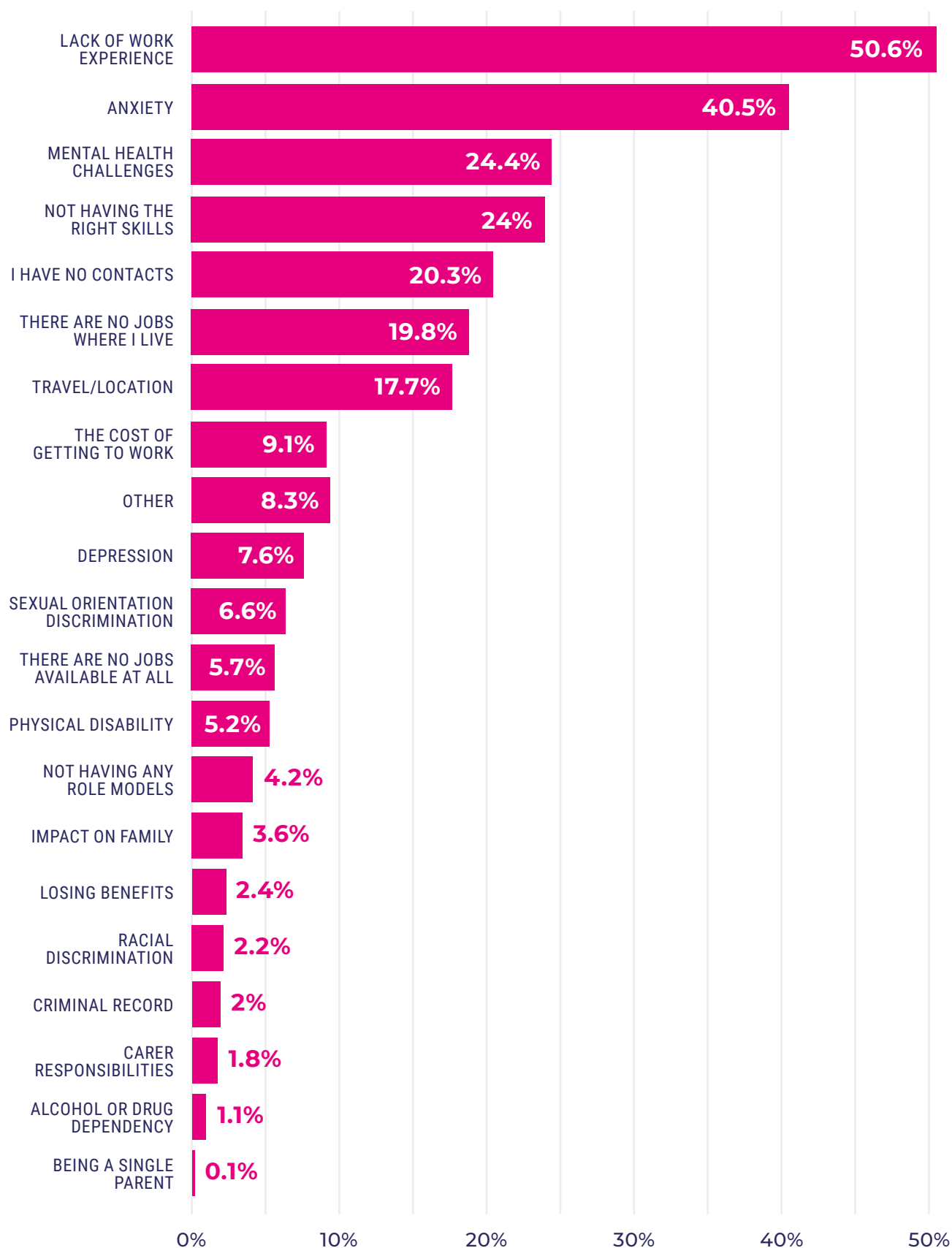
- 26% of respondents with additional needs were 'not confident' or 'not confident at all' that they would progress into a good job compared to 9.6% of respondents without additional needs.
- 16% of Asian or Asian British respondents were 'not very' or 'not at all confident' compared to 13.3% of White respondents, 10.6% of Black, African, Black British and Caribbean respondents and 6.5% of respondents from Mixed or multiple ethnic groups.
- Male respondents were most likely to be 'confident' or 'very confident' as to their progression into a good job, being 4.4% more likely than female respondents and 9.6% more likely than non-binary respondents.
- Transgender respondents were 18.2% more likely to be 'not confident at all' or 'not very confident' when compared to non-transgender respondents.
- Those eligible for free school meals were less confident overall by 6.3 ppts.

Please indicate how confident you are with the following statements:

	Strongly disagree and disagree	Neutral	Agree and strongly agree
I have the skills and knowledge to write a good CV	20.4%	24.7%	54.9%
I have the skills and knowledge to write a good application form	18.6%	25.8%	55.7%
I have the skills and knowledge to write a good cover letter	25.2%	30.4%	44.4%
I have the skills and knowledge to prepare for and attend an interview	19%	23.5%	57.6%
I have the skills and knowledge to prepare for and attend an assessment centre	27.4%	33.6%	39.1%
I feel confident that I am prepared to start employment	23.5%	25.5%	51%

- Respondents with additional needs were:
 - » 11% less likely to think they have the skills and knowledge to write a CV (46.1%)
 - » 14.3% less likely think they have the skills and knowledge to write a good application form (45.5%)
 - » 12.3% less likely have skills and knowledge to write a good cover letter (35.9%)
 - » 10% less likely to have the skills and knowledge to prepare for and attend an interview (35.9%)
 - » 13.3% less likely to have the skills and knowledge to prepare for and attend an interview
 - » 15% less likely to feel confident that I am prepared to start employment.
- Asian or Asian British respondents were at least 9 pts less likely to 'agree' or 'strongly agree' with all responses, consistently scoring that they are the least confident. The largest differences in confidence for this group were evident in preparing for an assessment centre (20 pts difference) and 17 ppt difference for feeling confident that they are prepared to attend an interview with the same difference in confidence for feeling prepared to start employment too.
- Non-binary respondents were most likely to disagree with the majority of statements, with the exception of feeling prepared to start employment, in which male respondents were most likely to disagree. Conversely, female respondents were most likely to 'agree' or 'strongly agree' to most of the statements, with the exception of non-binary respondents being most likely to be confident in their skills and knowledge for an interview.
- Those eligible for free school meals were consistently less likely to agree than those without access to free school meals.

When thinking about work and finding a job what, if any, do you think your barriers might be?



- All race and ethnic groups rated lack of work experience as their biggest barriers in to work; however, for White respondents and those from Mixed or multiple ethnic groups mental health challenges show up as the next biggest barrier whilst for Asian or Asian British respondents and Black, African, Black British and Caribbean respondents not having the right skills was the biggest challenge they could foresee.
- Transgender respondents were most likely to have listed mental health challenges as one of the biggest barriers for getting into work, being 20.5% more likely than non-transgender respondents.
- Male and female respondents were most likely to state that 'not having the right skills' was one of the biggest barriers into work, with female respondents being 3.7% more likely to answer as such, whereas non-binary respondents were most likely to state mental health challenges as a barrier towards work, being 26.4% more likely than male respondents and 23.8% more likely than female respondents to answer as such.
- Those not eligible for free school meals were 5.8% less likely to say that lack of work experience would be a barrier, however, they were also 2.9% more likely to state anxiety as a barrier into finding work.

What, if anything, would help you find a job now or in the future?

More opportunities near me, or assistance with travelling to work/relocating.	A network of contacts who highlight when jobs are coming up. Clear requirements or a heads up of what to expect at an interview to reduce anxiety.	Having more local opportunities and possibly a workshop on the job application process.
Good work experience and links with employers.	Flexibility to work from home and employers having less emphasis on qualifications and being more open to transferable skills.	Help me find out what I am interested in as well as what is beyond my abilities.

Responses were varied for this question, but many young people mentioned more work experience, stronger networking with employers, better links with local opportunities or businesses, and career advice as something they would find helpful for finding a job now or in the future.

Thinking about training and employment, what opportunities would you like to see more of?

More work experience, more taster days you can go and see in that environment and to see if you want a future in that team.	Removing barriers to training opportunities that normally require funding or job based mentoring.	Opportunities that give young people a chance without much work experience already.
Short work experiences and internships, especially in sectors which are more 'closed off' such as the legal sector.	More options for having a go at something or even talks online to find out more that you can watch at home.	2-3 week work experience opportunities in person and in different sectors.

Young people stated that having more opportunities such as work experience, or taster days in different sectors as something they would like to see more of. Some young people would like to see more training on inclusivity, and more opportunities for training alongside their job role, such as apprenticeships or paid internships. Young people also feel there should be more opportunities to gain employment without previous work experience, and a focus on skills development.

To what extent do you think employers want to hire young people?

26.7%

*Unsupportive or very
unsupportive of hiring
young people*

40.3%

Neutral

33.1%

*Supportive or very
supportive of hiring
young people*

- Young people with additional needs were more 9.2% likely to think that employers were unsupportive of hiring young people (33.7%).
- Non-binary respondents were most likely to state that they believed employers were 'supportive' or 'very supportive' of hiring young people. They were 1.3% more likely than male respondents to respond this way and 1.7% more likely than female respondents.
- Female respondents were most likely to state that they found employers 'unsupportive' of hiring young people or 'very unsupportive' of hiring young people. Female respondents were 6.2% more likely to say so when compared to male respondents and 0.9% more likely than non-binary respondents.
- Transgender respondents were more likely to have a negative opinion, with 29.4% of responses being 'unsupportive' or 'very unsupportive'.

Do you think there is enough information for young people to access employment and other opportunities?

There is a lot of information for some paths and a lot less for others, especially less traditional paths for example not doing A Levels.	There is a lot but lots of it is very unhelpful and does not help.	No, I don't think so and I don't think young people really know where to look. The local council runs a young people's/families service which helps people find careers and family members have found that useful.
No. It feels like as soon as we finish education we have to fend for ourselves, but we're still young and may not have support around us to know what we want to do.	At school and at university we could have had more information about CV's and interview skills.	There is so much information out there it is overwhelming. Sometimes the information is contradictory because there isn't just one definitive way to get into a certain industry, so young people are really just left to draw their own conclusions about what it all means.
No, can learn through family, other people or internet but no easily accessible training on how to get a job, how employment works, other things to consider that comes with employment.	Yes, but when I was looking for jobs and opportunities, I didn't know where to find it.	No. I think information for young people is still quite vague and it is difficult for young people to access employment without gaining years of experience which isn't readily available.

The majority of respondents feel that there is not enough information for them to access employment and other opportunities. Some young people specified that there is not enough information about how to apply for jobs, or how to job search. Others feel there is not enough information about routes and pathways available. In contrast, many respondents feel there is enough information, although in some cases young people specify that there is too much information, which can make it overwhelming, or difficult to trust which source of information is correct.

Which of these sources do you use to find a job and which have been most useful?

	Useless and not useful	OK	Useful and extremely useful	N/A
Newspapers	64.1%	17.9%	8.2%	9.8%
Personal networks	11.8%	24.7%	59.6%	3.9%
Social media	14.2%	26.7%	55.4%	3.6%
Employers own website	4.2%	19.2%	74.5%	2.1%
Find an apprenticeship website	11.8%	23.8%	47.2%	17.1%
Find a job website	5.2%	18.7%	72.5%	3.6%
LinkedIn	15.1%	22.4%	54.1%	8.6%
Apps	20.7%	27.9%	31%	20.4%

- Non-binary respondents most commonly found the different sources listed as 'unhelpful' or 'useless', with the exceptions being for social media, in which males were most likely to have found it unhelpful, whereas women found that employers own websites and websites for finding apprenticeships were the least helpful.
 - » The Find an apprenticeship websites are also found most useful by male respondents, being 3.8% more likely to find it helpful than female respondents and 10.5% more likely than non-binary respondents.
 - » Female respondents were most likely to have found personal networks useful at a rate of 13.1 ppts higher than male respondents and 7 ppts higher than non-binary respondents.
 - » Non-binary respondents most commonly found social media useful at a rate of 8.7% higher than male respondents and 2.4 ppts higher than female respondents.
 - » Those eligible for free school meals were more likely to respond negatively for all options aside from newspapers.

Please indicate if you have ever:

	Been offered	Considered	Taken	N/A
A zero-hour contract	7.4%	5.3%	33.1%	54.2%
A short-term contract or gig role	4.2%	7.2%	27.9%	60.7%
Cash in hand work	5.2%	4.7%	30.3%	59.9%

- Female respondents were most likely to have taken any of the listed options, with them being 17.8% more likely to have taken a zero hour contract when compared to their male counterparts, and 6.3% more likely than their non-binary counterparts. As for short term contracts, the same applies, with female respondents being 15.3% more likely to have taken a short term contract or gig role than male respondents, or 4.3% more likely than non-binary respondents. The same trend continues for cash in hand work, being 10.3% more likely to have taken it than male respondents and 2.9% more likely than non-binary respondents.
- Those eligible for free school meals were more likely to have considered a zero hour contract or a short term contract, whereas those without were more likely to have been offered one of these positions.

Is starting your own business something you have considered?

44.3%

Yes

52.2%

No

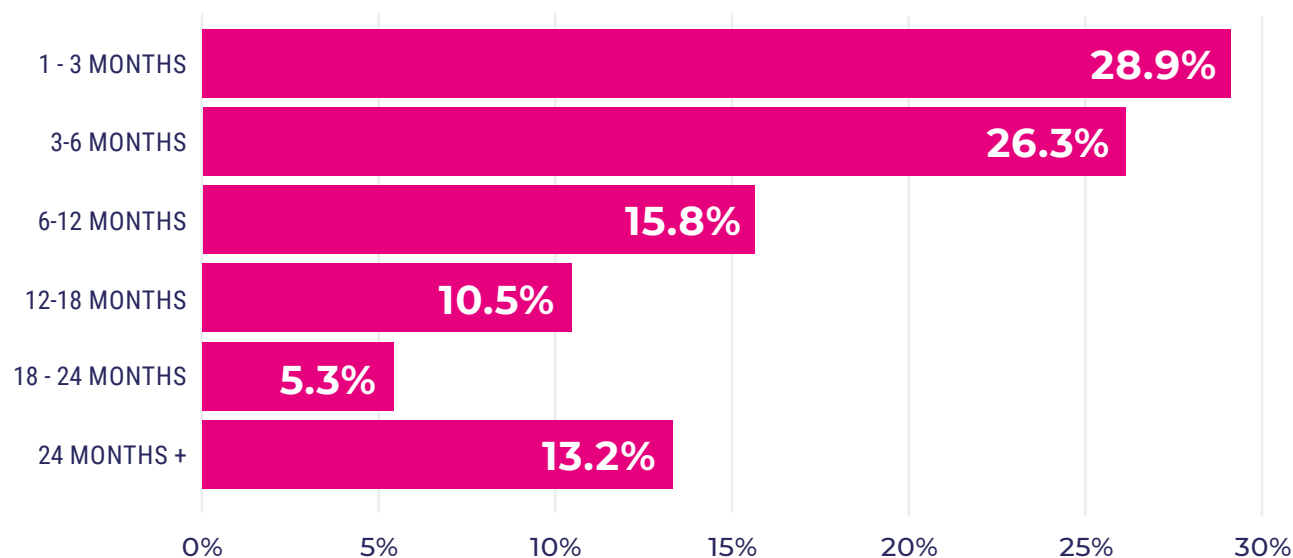
3.5%*Already started my
own business*

- Black, African, Black British or Caribbean respondents and Asian or Asian British respondents were 5 pts more likely than other groups to have considered starting their own business (57.1%).
- Male respondents were most likely to have considered starting a business, being 4.4% more likely than female respondents to have done so, and 13.3% more likely than non-binary respondents.
- Transgender respondents are twice as likely to have started their own business (6.3%).
- Those eligible for free school meals were more likely to have either considered starting their own business or to have already started their own business already (3.3% and 0.3% respectively.)



LOOKING FOR WORK

How long have you been looking for work?



- Only White respondents had been looking for work for 24 months +.
- 28.6% of bisexual respondents and 20% of gay or lesbian respondents had been looking for work for 24 months or more this compares to 6.3% of straight or heterosexual and 14.3% of those who selected 'I use another term'.

What opportunities are you looking for?

Apprenticeship	44.7%	Internships	18.4%
Traineeship	26.3%	Entry-level jobs	71.1%
Sector based work academy placement	5.3%	Starting my own business	18.4%
Graduate jobs	28.9%	Other	13.2%

Compared to last year's figures, young people were less likely to be looking for apprenticeships this year with a difference of 14.1pts.

Asian or Asian British respondents were most likely to opt that they were looking for all opportunities: 66.7% were looking for all opportunities excluding internships where 100% were looking for this type of opportunity and 'starting my own business' where the response rate drops to 33%.

Apprenticeships:

- Black, African, Black British or Caribbean respondents were half as likely as other groups to be looking for apprenticeships with 25% indicating that they were looking at this option.
- Straight or heterosexual respondents were most likely to be considering apprenticeships (56.3%) compared to an average of 20% of all other groups.
- Female respondents were half as likely to be considering apprenticeships (33%) compared to male (66.7%) and non-binary respondents (66.7%).

Traineeships: *(this data was collected before traineeships were discontinued)*

- 66.7% of Asian or Asian British respondents were looking for apprenticeships compared to 25% of White and Black, African, Black British or Caribbean and 0% of Mixed or multiple ethnic groups were looking.

Graduate jobs:

- Transgender respondents were 26% less likely to be considering graduate jobs (10% compared to 36% of respondents who were not transgender).

What sector(s) are you looking for work in?

Creative	47.4%	Sales, Buying and Marketing	10.5%
Business and Administration	28.9%	Social Care	10.5%
Digital	28.9%	STEM	10.5%
Retail	23.7%	Legal, Finance & Accounting	7.9%
Hospitality and Catering	21.1%	Protective Services (emergency services)	7.9%
Childcare and Education	18.4%	Transport and Logistics	7.9%
Construction	13.2%	Energy, Water and Sustainability	5.3%
Engineering and Manufacturing	10.5%	Environment	5.3%
Health and Science	10.5%	Hair and Beauty	5.3%

Creative and digital skills were popular amongst each race and ethnic group. 100% of those from Mixed or multiple ethnic groups were interested in business and administration.

- Creative options were the most popular option for all sexualities aside from straight or heterosexual for whom business and administration, hospitality and catering and retail were the most popular options.
- Female respondents were 20% more likely to be exploring business and administration than male respondents (37.5%).
- Only male respondents were considering construction, engineering and manufacturing and STEM careers.

Have you been able to find them? *Please select up to three options.*

Yes - I have applied	28.9%	No - not the right level of experience	39.5%
Yes - I'm waiting to hear back	21.1%	No - not the right level of qualification(s)	15.8%
Yes - I'm waiting to start	2.6%	No - I didn't pass the interview stage	13.2%
Yes - I can find them but it is too competitive	34.2%	No - I haven't heard back	21.1%
No - not the right pay	2.6%	Unsure	15.8%
No - there are no opportunities	15.8%	Other	10.5%
No - not the right location	23.7%		

- Compared to 2022 figures the difference in those finding the market too competitive and those who do not have the right level of experience is 16.6 ppts.
- All gender groups scored evenly for the competitiveness of opportunities but male respondents were twice as likely than other groups to have applied (50%) and 10% more likely to be waiting to hear back.
- Whilst male and female respondents scored evenly for not having the right level of qualifications, female respondents were 20% more likely to feel that they did not have the right level of experience (43.8%).
- Non-binary respondents were most likely to suggest they did not have the right level of qualifications by around 16% more than male and female groups (33.3%).

Have you lost a job in the last 12 months?



- Transgender respondents were 12% more likely to have lost a job in the last 12 months (40%).
- 50% of male respondents had lost their job compared to 31.3% of female respondents and 16.7% of non-binary respondents.

In the last 12 months have any of these factors changed in your search for work?

	Not at all	A little	Somewhat	A lot	A great deal
The types of work you are looking for	18.9%	21.6%	35.1%	16.2%	8.1%
The sector you are looking for work in	21.6%	21.6%	24.3%	18.9%	13.5%
The number of hours you are looking to work	43.2%	13.5%	21.6%	5.4%	16.2%
The pay you are looking for	43.2%	18.9%	24.3%	5.4%	8.1%
The flexibility of opportunities	32.4%	24.3%	24.3%	10.8%	8.1%
The location of work you are looking for	26.3%	26.3%	15.8%	21.1%	10.5%

- Overall gay or lesbian respondents were at least twice as likely than all other groups to be impacted 'a lot' or 'a great deal' for all factors aside from the location of work they are looking for where straight and heterosexual respondents were most likely to be impacted a great deal at 25% compared to 10% of other groups.

The types of work you are looking for

- 33.3% of Asian or Asian British respondents and 29.6% of White respondents indicated that the types of work they are looking for has been impacted 'a lot' or 'a great deal' compared to 0% of all other groups.
- 40% of gay or lesbian respondents, 42.9% of bisexual respondents and 50% of those who prefer not to say were impacted 'a lot' compared to 6.9% of straight or heterosexual respondents.
- 30% of transgender respondents were impacted 'a lot' compared to 8.3% of respondents who were not transgender.
- Female respondents were at least 12% more likely to suggest the types of work they are looking for has changed 'a lot' or 'a great deal' (31.3%).

The sector you are looking for work in

- Only White respondents indicated that the sector they are looking for work in has been impacted 'a lot' or 'a great deal' compared to 0% of all other groups.
- 40% of gay or lesbian respondents were impacted 'a great deal' compared to 13% of all other groups.

The location of work you are looking for

- 66.6% of Asian or Asian British respondents and 33.3% of White respondents indicated that the location of work they are looking for has been impacted 'a lot' or 'a great deal' compared to 0% of all other groups.

Please tell us how these factors have changed your job search.

Finding a job that fits around my daughter's childcare.	Rising cost of living means I am looking for full time jobs with higher pay, more often outside of my desired field of study/skill.	Looking for more flexible jobs that will accommodate my chronic pain and my reasonable adjustments. Looking for jobs that were similar to my last job but pay better.
I keep trying to secure opportunities online but it's still in vain.	I have expanded my search to nearby towns and cities as there is not much in my own town.	As I've not found things, I've had to expand the net to find more opportunities and I've had to become more flexible in my expectations of work.

Young people mentioned that they have had to become more flexible when looking for work over the past 12 months, and explore roles and options that they hadn't originally. For some young people, they have had to look for work in a wider location due to lack of opportunities where they live. Additionally, some respondents shared that childcare responsibilities and health conditions have resulted in them looking for a different role, or different working hours.



NEET

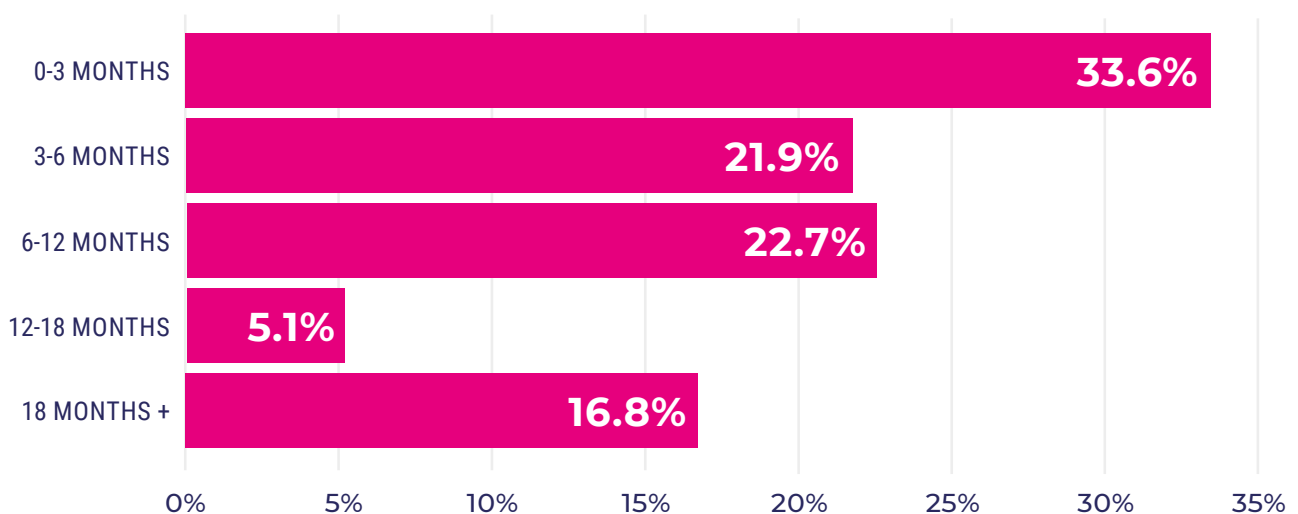
Have you ever spent any time NEET (Not in Employment, Education or Training)?



- Those who were eligible for free school meals were 2.3 ppts more likely to say they were currently NEET.
- 17.6% of respondents who are currently in care and 8.3% of respondents who are care leavers were currently NEET compared to 5.5% with no experience of being in care.
- 23.1% of registered carers and 9.8% of unregistered carers were currently NEET compared to 5.3% who were not carers.

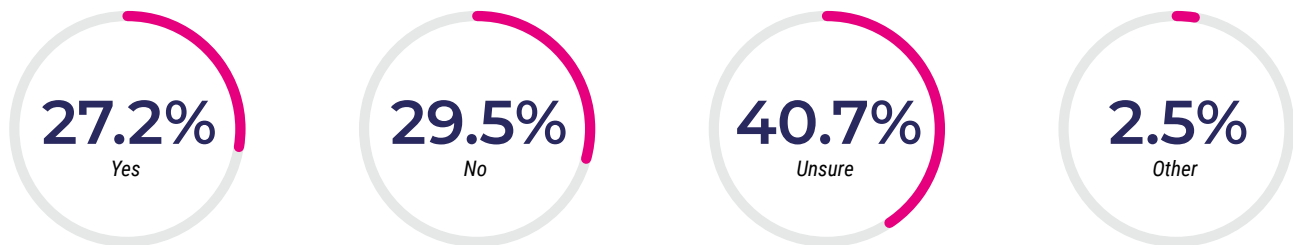
- Asian or Asian British respondents and those from mixed or multiple mixed ethnic groups were more likely to currently be NEET than young people from other ethnic backgrounds.
- Gay or lesbian respondents were 7.6 ppts more likely to be currently NEET than straight or heterosexual respondents.
- Transgender respondents were 9.2 ppts more likely to be currently NEET than those who were not transgender.

What is the longest period of time you have spent NEET?



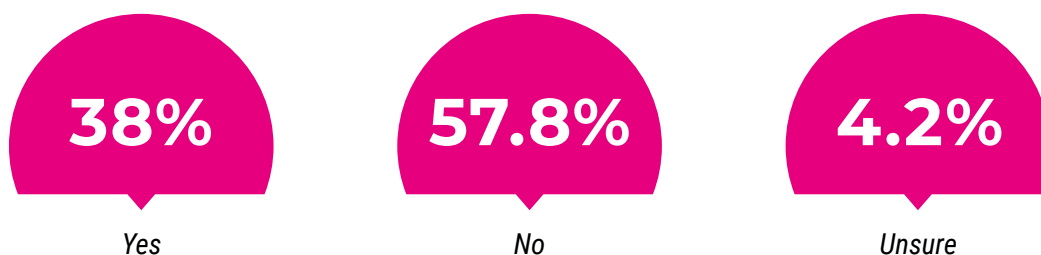
- The proportion of respondents who have spent 18 months or more NEET has grown by 3.9 ppts when compared to 2022 Youth Voice Census figures.
- Those who were not eligible for free school meals were 2.7 ppts more likely to have spent 18 months or more NEET than those who were eligible for free school meals.
- 40% of registered carers and 31.3% of unregistered carers had spent over 18 months being NEET.
- 18.5% of White respondents had spent 18 months or more being NEET, compared to 4.3% of Asian or British Asian respondents and 7.7% of Black, African, Black British or Caribbean respondents.
- Transgender respondents were 17 ppts more likely to have spent 18 months or more NEET than those who were not transgender.
- Males were 7.8 ppts more likely to have been NEET for 18 months or longer than females.

If you did find yourself not in employment, education or training, do you think you would engage with the Jobcentre Plus?



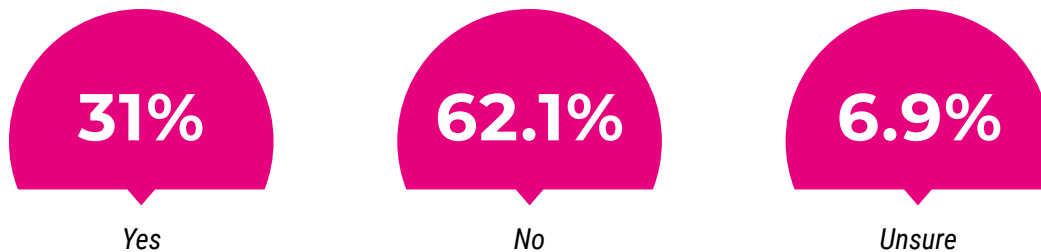
- Those who were eligible for free school meals were 4.4 ppts more likely than those who were not eligible for free school meals to say they would engage with the Jobcentre Plus if they were NEET.
- Care leavers were significantly more likely to say that they would not engage with the Jobcentre Plus (60%) when compared with other groups.
- Registered carers were 14 ppts more likely than unregistered carers to say they would engage with Jobcentre Plus services.
- 38.7% Black, African, Black British or Caribbean respondents said that they would not engage with Jobcentre Plus services if they found themselves NEET.
- Gay or lesbian respondents were 13.1 ppts more likely to say that they would engage with Jobcentre Plus services than straight or heterosexual respondents.
- Respondents who were unsure/questioning were most likely to say that they were unsure if they would engage with Jobcentre Plus services (71.4%).

Have you ever engaged or are you currently engaging with the Jobcentre Plus services?



- The proportion of respondents who have not engaged or are not engaging with Jobcentre Plus Services has risen by 7 ppts when compared to 2022 Youth Voice Census figures.
- Those who were eligible for free school meals were 10.9 ppts more likely than those who were not eligible for free school meals to have engaged or be currently engaging with Jobcentre Plus services.
- White respondents were most likely (41.6%) to say that they had or were currently engaging with Jobcentre Plus services.
- Black, African, Black British or Caribbean respondents were least likely (78.6%) to have engaged or are currently engaging with Jobcentre Plus services.
- Gay or lesbian respondents were nearly twice as likely to have engaged with or be currently engaging with Jobcentre Plus services than straight or heterosexual respondents (50% vs. 25.5%).
- 57.4% of transgender respondents had engaged or were currently engaging with Jobcentre Plus services compared to 27.1% of those who were not transgender.

Are you currently claiming Universal Credit, Job Seekers Allowance or other out of work benefits?



- Respondents this year were 14.4 ppts more likely to not be currently claiming Universal Credit, Job Seekers Allowance or other out of work benefits when compared to 2022 Youth Voice Census figures.
- Those in care, care leavers, registered carers and unregistered carers were all significantly more likely to be claiming Universal Credit, Job Seekers Allowance or other out of work benefits than those without experience of the care system or being carers.
- 36.7% of White respondents were claiming Universal Credit, Job Seekers Allowance or other out of work benefits compared to 0% of Black, African, Black British or Caribbean respondents and 20% of Asian or British Asian respondents.
- 13.6% of straight or heterosexual respondents were claiming Universal Credit, Job Seekers Allowance or other out of work benefits compared to 44.4% of gay or lesbian respondents, 46.2% of bisexual respondents, 100% of unsure or questioning respondents, 25% of those who prefer not to say and 66.7% of those who use another term.
- Transgender respondents were 52.6 ppts more likely to be currently claiming Universal Credit, Job Seekers Allowance or other out of work benefits than those who were not transgender.
- Male respondents were least likely to be claiming Universal Credit, Job Seekers Allowance or other out of work benefits (18.4%) compared to 35.5% of female respondents, 60% of non-binary respondents and 50% of unsure/questioning respondents.

Which services have you used?

Kickstart	22.2%
Sector based work academy	2.8%
Work coach	46.3%
Careers advisor	17.6%
Help finding an apprenticeship	10.2%
Help finding work experience	4.6%
How to apply for jobs	13.9%
Job interview support	11.1%
Flexible Support Fund	1.9%
DWP jobs board	6.5%

CV writing	19.4%
Universal Credit	66.7%
Job Seekers Allowance	31.5%
Jobs fairs	13.9%
Childcare and support information	2.8%
Carers allowance	6.5%
Help finding a traineeship	1.9%
Restart	3.7%
Other	7.4%

- The use of work coaches fell by 19.2 ppts when compared to last year's figures.
- Use of careers advisors, help finding an apprenticeship, help finding work experience, job interview support, CV writing, Flexible Support Fund, Universal Credit and help finding a traineeship were all down when compared to 2022 Youth Voice Census figures.
- Those who were eligible for free school meals were more likely than those who were not eligible for free school meals to have used each of the services above, with the exception of Job Seekers Allowance.

You have highlighted that you are currently unemployed and not looking for work, could you tell us more about this?

I have disabilities that impair my daily living so I cannot work.	I was declared unfit for work at my last work capability assessment due to poor mental health.	I currently have LCW (limited capability for work) due to mental health issues and autism.
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The vast majority of respondents highlighted having a disability, or struggling with their mental health, as the reason they are currently unable to work.

Do you think there are any gaps in the support that is available for those unemployed, and if so, what are those gaps?

I feel that sometimes work coaches may push people into unwanted jobs. Sometimes you may feel like you don't have any choice.

It is hard to know what the options and services available are. I heard about the Jobcentre and applying for UC through friends who put me off.

I think there isn't enough acknowledgement of just how hostile job seeking has become. It's now a job in its own right, and it's highly stressful and undermines self confidence. I think there could be better support in place to help people deal with and recover from this horrible grind, especially when it's compounding their pre-existing mental health issues.

Many respondents recognised the Jobcentre as a place for support, but highlighted that there were gaps in this support based on their experiences. Many young people feel there was a pressure to get any job, even if they were overqualified, compared with a job they wanted and were passionate about. Some young people feel there should be more tailored support, particularly if you are struggling with your mental health, are neurodiverse, or have a disability.

If you are choosing not to engage with Jobcentre Plus services can you tell us why not?

Parents are funding me	17.2%
I can get money other ways	10.6%
I haven't found them helpful	11.9%

I can find work myself	30.5%
Not applicable	34.4%
Other	15.2%

- Respondents this year were more likely to say that they were not engaging with Jobcentre Plus services because their parents were funding them (up 0.3 ppts), they could get money other ways (up 2.9 ppts) or because they haven't found them helpful (up 4.2 ppts) when compared to last year's figures.
- Those who were not eligible for free school meals were twice as likely to say they were not engaging with Jobcentre Plus services because their parents were funding them.

- 50% of Black, African, Black British or Caribbean respondents and 60% of those from mixed or multiple ethnic groups said they were not engaging with Jobcentre Plus services because they felt they could find work themselves.
- Those from Mixed or multiple ethnic groups were most likely to say they were not engaging with Jobcentre Plus services because they had not found them helpful (20%).
- Transgender respondents were 17.5 ppts more likely to say that they were choosing to not engage with Jobcentre Plus because they have not found them helpful.

Are there any other reasons you are choosing not to engage with Jobcentre Plus services?

I don't believe they would address me correctly as a trans person.	My other friends who completed masters degrees said the JobCentre didn't know how to support them as they were massively overqualified but couldn't find suitable roles.	Anxiety and unsure about how they would assist me because I like to be in control of what jobs I am applying for and going through the process in person so I can "vet" them for the general feeling I get from an employer and place. I struggle with not feeling in control of applying for jobs.
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Some respondents noted that they had not heard of the Jobcentre Plus, and did not know about the services they provide. Other respondents explained that they would not access their services as they didn't feel that their individual needs would be met or understood, and would not be able to find them suitable job roles.

What more could be done to support you to gain employment?

More/better access to mental health services so I can get well enough to work. Employment support/programmes for autistic people and people with mental health problems.	I think accessibility needs to be looked at a lot as it was my main barrier, also I think more types of jobs should be advertised at the DWP, etc. not just warehouse positions.	Career services, but like good ones where they help you find something that you really like! I need help understanding what my career expectations are!
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Many respondents noted tailored, individualised support as something that would help them into employment. Some young people highlighted mental health support as an explicit type they would require, and for there to be a focus on support finding a job in a career they are qualified for and passionate about, as opposed to any job available.

IN WORK

In this section we explore how young people are doing in work. The core question set was asked to all respondents who were working as their primary activity, for any respondents who were working and studying we asked this question set only to those who were working for more than 50% of their time.

This question set explores what work is like overall for young people and how the last 12 months have been, it then goes on further to explore specific experiences of apprentices and those self employed. Whilst not all data sets have been pulled out this year this reporting includes many different experiences of work including traineeships.

Key Findings:

PAST 12 MONTHS

- Young people in work faced the least disruption this year with 14.2% stating that their work has been disrupted 'a lot' or 'a great deal' a reduction of 17 pts on last year's scores.
- The biggest changes to work this year had been an increase in workload and stress/pressure with 58.6% of respondents stating that their workload had increases and 57.4% of respondents stating an increase in stress/pressure.
- Over half of all respondents (51.6%) had changed their career plans or choices within the past 12 months. For most the change was due to limited opportunities or lack of opportunity/pay rises in their workplace.

IN WORK:

- 67% of young people in work would rate their employer as youth friendly, a 4 ppt reduction in positive reduction in positive scores against last year's respondents:
 - » White respondents, respondents with additional needs and students who were eligible for free school meals were least likely to rate their employer as youth friendly.
 - » 1 in 4 gay or lesbian respondents rated were 'unlikely' or 'very unlikely' to rate their employer as youth friendly.
- Just over half of respondents feel they are paid fairly for the work that they do (52.8%).
- 35.2% of respondents rated their opportunities for promotion as 'poor' or 'very poor'.
- Young women were at least 20 pts less likely to feel confident asking for promotions or pay rises at work.
- The biggest barriers to accessing work were anxiety (51%), lack of work experience (41.7%) and travel/location (41.7%).

cont...



SAFETY AND WELLBEING AT WORK

- 70.5% of young people are happy in their current role, a reduction of 4.8 ppts on last year's scores.
- 33.8% of young people struggle with their wellbeing at work, a slight increase on last year (2.6 ppts).
- Transgender, bisexual and those with additional needs were least likely to think they can be themselves at work.
- 88.3% of respondents felt safe at work, those with additional needs less likely by 16 ppts to feel safe and transgender respondents were less likely by 7.4 ppts.

APPRENTICESHIPS

- 28.7% of apprentices rated the availability of apprenticeships near them as 'poor' or 'very poor'.
- 83.9% of apprentices felt like it was the right job for them, a reduction of 2.5 ppts on last year's scores.
- Adjusting to new ways of working, travel and support from training providers were the biggest barriers for apprentices this year:
 - » 21% of apprentices 'disliked' or 'really disliked' travel, a reduction of over 15 ppts on last years respondents.
 - » 17.6% of apprentices 'disliked' or 'really disliked' the support from their training provider an increase of around 8 ppts on last year.
- 5.4% of apprentices were working an additional job or were looking for an additional job to support themselves with Asian or Asian British respondents and those eligible for free school meals most likely to be looking or to have already secured an additional job.
- Apprentices rating their course content as 'poor' or 'very poor' has nearly tripled this year with 14.6% of respondents scoring this way.
- There was a 14 ppts reduction in young people rating their training provider as 'good' or 'excellent' this year.
- Salary has seen the biggest and most positive shift with apprentices 18.6 ppts more likely to score their salary as 'good' or 'excellent'.
- The proportion of young people who felt 'prepared' or 'very prepared' for their End Point Assessment rose by 5.2% this year.

EMPLOYED

What best describes your job right now?

89.4%

Full time (35 hours+
per week)

10.6%

Part time

Respondents this year were more likely to be in full-time employment (35 hours+ per week) than last year's respondents. 89.4% selected full time this year versus 84.9% in 2022.

- Straight or heterosexual respondents were more likely to be in full time employment (92%) than other respondents.
- Unsure and questioning respondents were the least likely to be in full time employment (77.8%) and more likely to be in part time work (22.2%).
- Female respondents were 6.1% more likely to be in full time employment than males (92.2% vs. 86.1%).
- Transgender respondents were nearly 8% less likely to be in full time employment transgender and were nearly twice as likely to be in part time work.
- Those with additional needs were 10% more likely to be in part time work than those without additional needs.
- White respondents were more likely to be in full time employment than those from other ethnic groups (89.9%).
- Asian or Asian British respondents were the most likely to be in part-time employment (22.2%).



What sector best describes the job you work in?

Other	25.8%	Creative	4.2%
Childcare and Education	13.9%	Transport and Logistics	2.8%
Business and Administration	12.2%	Retail	2.5%
Health and Science	6.7%	Energy, Water and Sustainability	2.2%
Engineering and Manufacturing	5.6%	Social Care	1.7%
Sales, Buying and Marketing	5.3%	Environment, Land and Animals	1.1%
Digital Careers	5.3%	Construction	1.1%
Hospitality and Catering	5%	Protective Services	0.3%
Legal, Finance and Accounting	4.4%		

Other responses were: charity/third sector and civil service/local government

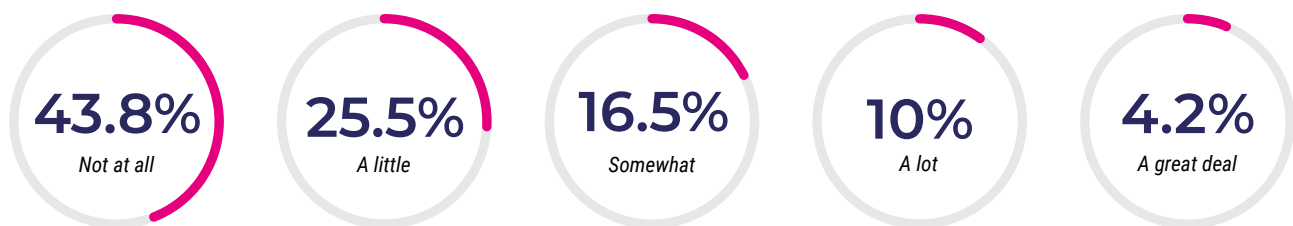
What environment best describes where you work for the majority of your time?

In an office	40.9%
At home	35.5%
Other	11.9%
Retail, catering or hospitality – customer facing	4.2%
Engineering or manufacturing	2.7%
Warehouse	1.2%
Outdoor	1.2%
Retail, catering or hospitality – office based	1.2%
Travel: vehicle based	1%

Other responses were: schools/colleges/universities

A LOOK BACK AT THE LAST YEAR

How much has your work been disrupted in the last year?



Compared to 2022 scores, disruption for those in work was down this year with a reduction in respondents who scored 'a lot' or 'a great deal' reducing by 17 ppts.

- Black, African, Black British or Caribbean respondents were at least 10 ppts more likely to score 'a lot' or 'a great deal' with 22.3% scoring this way.
- Asian or Asian British respondents were most likely to score 'not at all' with 44% scoring this way.

Please tell us more about your answer

Since I am a freelancer, I have no job security and my hours have been cut from several shifts a week to one or two a month.	Made redundant due to major contract loss for the third time in three years and transferred into a different sector and different job role.	The rapid shift to virtual/hybrid working has had a profound impact on our team's ways of working. Working from home has meant that at times I have felt isolated and detached from the workplace. And although I endeavour to go into the office a few times a week, there is not always my team present to support. As I am early in my career, it is important that I learn as much as possible from my colleagues, and the absence of dialogue, non-verbal cues and time in person has disrupted work to some degree.
Lots of in person meetings have been affected by train strikes.	My organisation has closed our office due to costs and changes in working patterns. I enjoy working from home, but this does pose challenges.	The cost of living crisis has increased stress and financial worries as a young person receiving no extra support. Although I can get by without it, it has had a significant impact on my mental health and my work load.

Rail strikes were regularly mentioned as a disruption to young people in work over the past 12 months - many young people feel public transport is unreliable, and this has impacted their ability to travel to work. Respondents have also mentioned a change in work habits, including more hybrid working or working from home. The impact of this has been mixed, with some respondents feeling comfortable with working from home, but others stating that they feel isolated and lonely.

Young people have told us that their mental ill health has disrupted their work, resulting in time off sick or having to leave their job. There is a sense of uncertainty for many young people, who have experienced their job role changing, an increase in workload, or waves of redundancies in their workplace.

Thinking about how you travel to where you work, which best describes how you get there? (Select all that apply)

Walk	31.1%	Bike	5.6%	Electric Scooter	0.6%
Bus	22.2%	Metro	2%	Other	3%
Train	21.2%	Underground	11%	Not applicable	7.6%
Car	48.3%	Tram	1.4%		

Whilst most travel options remained equal across ethnic groups Black, African, Black British or Caribbean respondents were 20% more likely to travel by bus (55%) and 9% more likely to walk (38.9%) than the closest scoring groups.

Straight or heterosexual respondents were twice as likely to travel by car (63.6%) and half as likely to walk (22%) and around 9% less likely to travel by bus (16.8%).

Non-binary respondents were 9% more likely to walk than male and female respondents (39.1%), unsure/questioning respondents were 6% more likely to walk than male and female respondents (37.5%).

Please indicate if you have:

	Yes	No	Unsure
Had your working hours reduced	6.5%	90.7%	2.8%
Had your role or responsibilities changed	51.6%	46.7%	1.6%
Had your wages reduced	5.7%	91%	3.3%
Been required to work from home	46.7%	51.3%	2%
Had your training and learning disrupted	20%	74.5%	5.5%
Promotion prospects impacted	19.5%	65.7%	14.8%

Had your working hours reduced

- Asian or Asian British respondents were significantly more likely to have had their working hours reduced with 25% stating this compared to an average of 6% for all other groups.
- Gay or lesbian and bi respondents were twice as likely to have had their working hours reduced than straight or heterosexual respondents (8.6%). Unsure/questioning and those who selected 'I use another term' were three times as likely to have had their working hours reduced (13.3%).
- Transgender respondents were twice as likely to have had their working hours reduced (8.2%).
- 4.7% of female respondents had their working hours reduced compared to 6.1% of male respondents, for non-binary respondents this amount doubles to 13.3% and quadruples to 25% of unsure/questioning respondents.

Had your role or responsibilities changed

Young people were 18% more likely to have had their roles and responsibilities changed this year compared to 2022

- 62.5% of Asian or Asian British respondents had their roles or responsibilities changed compared to 51.3% of White respondents, 50% of Mixed or multiple ethnic group respondents and 47.% of Black, African, Black British or Caribbean respondents.
- Non-binary respondents were 20% more likely to have had their roles and responsibilities changed (71%) compared to male and female respondents.

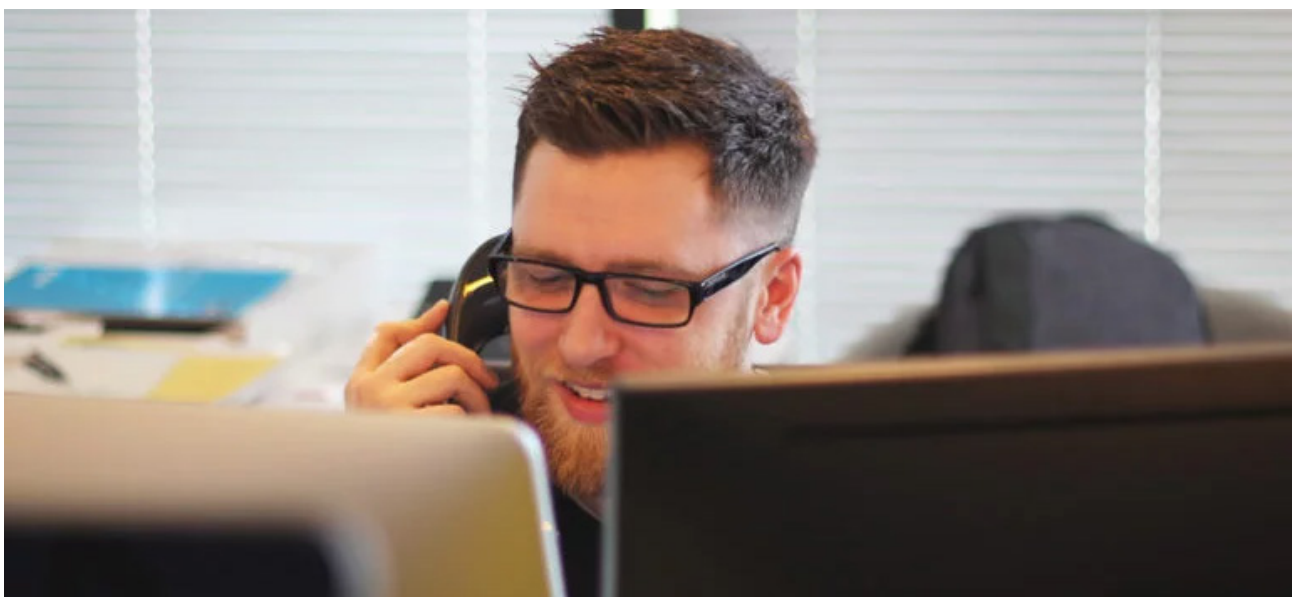
Had your training and learning disrupted

- Black, African, Black British or Caribbean and Asian or Asian British respondents were most likely to state that their learning and training had been disrupted (37.5% and 36%) compared to 25% of those from a Mixed multiple ethnic group and 17.9% of White respondents.

Been required to work from home

- Black, African, Black British or Caribbean respondents were half as likely to have been required to work from home (25%).

Given the option to add more ways that they had been impacted, respondents highlighted that they had been off sick more, had commute times increased, struggled with restructures and work morale, that they had been working more for no more pay, that responsibilities are increasing to cover vacancies and staff sickness without compensation.



What, if any, changes to your job or workplace have there been over the past 12 months?

	More	Less	Same	Not sure
Remote working	22%	22.4%	44.6%	11%
Hybrid working (a mix of at home and at the workplace)	35.1%	10.6%	43.8%	10.6%
On site working (going to a place of work such as an office)	32.6%	15.1%	45%	7.2%
In-person events	45.6%	18.8%	26%	9.7%
Workload	58.6%	6%	30.6%	4.8%
Opportunities for training and development	24.8%	26.2%	40.5%	8.5%
Stress / Pressure	57.4%	6.2%	30.8%	5.6%

Workload, stress and pressure

- 62.3% of Black, African, Black British or Caribbean respondents stated that their workload had increased in the past 12 months compared to 58.3% of Asian and Asian British respondents, 58.6% of White respondents and 56.3% of Mixed or multiple ethnic groups.
- 66.7% of Asian and Asian British respondents and 62.5% of Black, African, Black British or Caribbean respondents stated that stress/pressure had increased compared to 56% of White respondents and 56.3% Mixed or multiple ethnic groups.
- Female respondents were most likely to say that their workload has increased with 61.9% responding 'more' compared to 57.8% of non-binary respondents and 48.7% of male respondents.
- Non-binary respondents were most likely to say that they had 'more' stress at a rate of 64.4% compared to 59.2% of female respondents and 50% of male respondents.

Training and development

- White respondents were least likely to state that they had been given opportunities for training and development with 23.8% scoring this way compared to 31.3% of Mixed or multiple ethnic groups, 29.2% of Asian or Asian British and 37.5% of Black, African, Black British or Caribbean respondents.
- Male respondents were around half as likely to say that they had 'less' access to training and development (16.1%) compared to 29.1% of female respondents, and 40% of non-binary respondents who scored 'less'.

Have you had a pay rise in the last 12 months?

70.2%

Yes

26.4%

No

3.4%

Unsure

- Asian or Asian British respondents were least likely to have received a pay rise with 44% responding 'no' compared to 27.8% of Black, African, Black British or Caribbean respondents, 25.1% of White respondents and 25% of those from Mixed or multiple ethnic groups.

- Gay or lesbian and those who selected 'I use another term' were 8% less likely to have received a pay rise (62%).
- Transgender respondents were 6% less likely to have received a pay rise in the last 12 months (65.3%).

Do you feel that your pay rise was fair?

59.2%

Yes

31.2%

No

9.5%

Unsure

- Asian or Asian British respondents were least likely to think their pay rise was fair with 38.5% responding 'yes' compared to 58.9% of White respondents, 70% of those from Mixed or multiple ethnic groups and 75% of Black, African, Black British or Caribbean respondents.

- Straight or heterosexual respondents were 10% more likely to agree that their pay rise was fair (61.4%).
- Transgender respondents were 12% less likely to agree that their pay rise was fair (48.4%).

Please tell us more about your answer.

My team of three has been reduced down to one, with only some of the work being removed. I am now doing the work of a three person team almost entirely myself, and I am not being compensated fairly for it.

I feel the amount of work I have to complete is not reflected well in my wage.

Pay rise of 3% did not reflect the rising costs of living - effectively a pay cut.

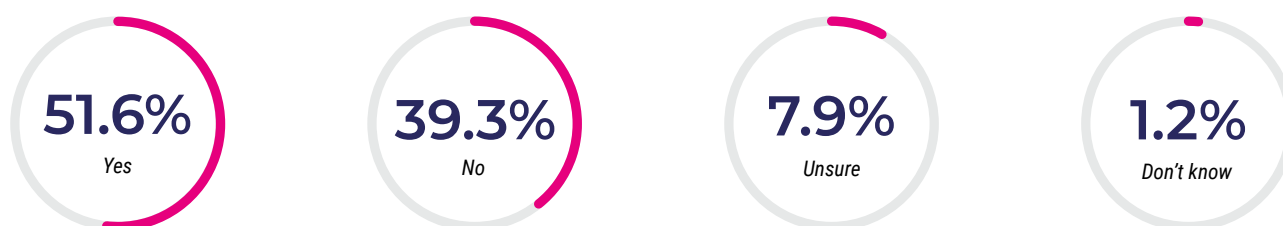
It was 2% which equates to 30p an hour which doesn't really help with bills and trying to save for a place to live.

We got a cost of living inflation pay rise of 4% (better than nothing!)

Got an 8% pay rise which helped with inflation.

Responses regarding pay rises were somewhat mixed, with the vast majority receiving a pay rise, but with many young people feeling it was not reflective of the cost of living and below inflation. There was a sense from some young people that their pay rise was “better than nothing”, but was not enough to keep up with the price of food, bills, or presented difficulties when they are trying to save money. Some young people also felt that their pay rise did not reflect their workload and responsibilities. Some respondents told us that they received a pay rise because they moved to a new job or received a promotion.

Have your career plans or choices changed in the past 12 months?



- Black, African, Black British or Caribbean respondents were slightly more likely to have their careers plans changed with 55.6% responding 'yes' compared to 51.7% of White respondents. 48% of Asian or Asian British respondents and 43.8% of those from Mixed or multiple ethnic groups.
- 49.2% of straight or heterosexual respondents have had their career plans or choices changed compared to 51.5% of bi respondents, 57.1% of unsure/questioning respondents and 58.6% of gay or lesbian respondents.
- Transgender respondents were 8% more likely to have had their plans or choices change (49.9%).
- Non-binary respondents were almost 20 ppts more likely to have had their plans or choices changed (69.6%) compared to 50.6% of female respondents, 48.2% of male respondents and 50% of unsure/questioning respondents.

Please share more about your answer.

I was interested in going into educational psychology but have found a job in charity instead. It might be something I revisit, however I wanted a break from studying.	I wasn't sure what I wanted to do after travelling, but have found a job that uses a lot of my transferable skills and has more prospects to develop in.	Lack of pay rise has led me to looking for other jobs.
Opportunities within my field of work have become limited, so I am considering other career options I can transfer my skills to. Fixed term contracts are also rife, which does not provide security at a time it is needed.	Yes. I am now more inclined to want to work for larger organisations who are more likely to offer me stability and security, having previously worked for smaller organisations. I am now considering things like strong maternity policies in my decision making.	I have decided to start an apprenticeship program to help me develop further in my career.
I was hoping to have a full-time in person job in a charity after I graduated, but there were so few available positions in Scotland (Glasgow specifically) that I ended up working remotely for an English charity, which doesn't suit my working style or needs.	I changed from self-employment to an apprenticeship with the prospect of full time employment after the contract is completed.	I managed to get onto an apprenticeship scheme recently. I was on minimum wage in a factory a month and a half ago.

Many young people have reconsidered or changed their job/career plans, with some citing that they wanted to change the sector, department or role completely. Lots of respondents have started new jobs over the past 12 months, with many starting or completing an apprenticeship in a new industry. The reasons why have varied, including toxic work environments impacting their mental health, or lack of opportunities in their sector. For some young people, there is a level of uncertainty regarding their career plans, however, many respondents shared that they had experienced no changes over the past 12 months.

Where did you find out about this job?

I found it on a job board (Indeed, Monster, GMFJ, Youth Employment UK)	26.3%	A careers advisor shared it with me	0.3%
I found it on the employers website	24.3%	Through the Jobcentre	0.6%
I got it through a Kickstart placement	1.4%	Through an employability programme	0.6%
I got it through an apprenticeship	5.6%	I heard about it through a careers fair	1.1%
A family member told me about it	5.6%	The employer visited my school/college	1.4%
Family friend shared it with me	7%	Through social media	5.6%
A recruitment agent told me about it	8.4%	Other	12%

Other responses included: LinkedIn and referrals through personal networks.

- Over half (50.6%) of all respondents found out about their job either online or on an online job board (e.g. Indeed, Monster, Youth Employment UK).
- Bisexual respondents were more likely to have found out about their job through social media than other groups (7.8%).
- Gay and lesbian and bisexual respondents were more likely to have found their jobs through a recruitment agent than other groups.
- Male respondents were 8.2% more likely than female respondents to have found their job on the employers website.
- Female respondents were the more likely to have found their job through social media than other genders (6.1%).

- Those with additional needs were most likely to have found their job through a family member or a friend than other respondents (20.8%).
- Respondents who had been eligible for free school meals at school were 9.3% more likely to have found their job on a job board than those who had not been eligible for free school meals.
- Black, African, Black British or Caribbean respondents were more likely (41.7%) to have found their job on job boards than respondents from other ethnic backgrounds.
- Mixed or multiple ethnic groups respondents were most likely to have found their job through social media (20%).

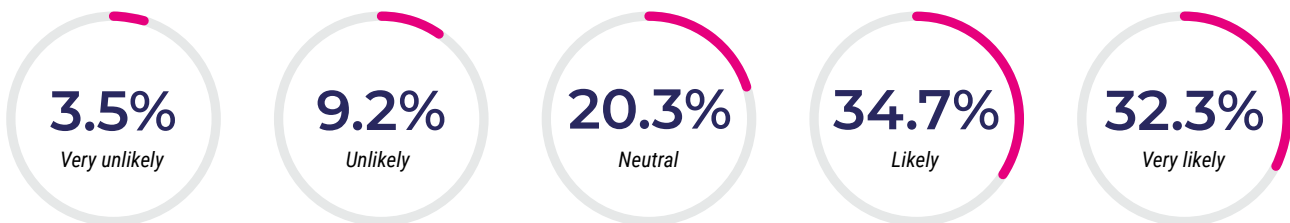
How much do you agree with these statements?

	Strongly disagree and disagree	Neutral	Agree and strongly agree
I am happy in my current role	14.9%	14.6%	70.5%
I am paid fairly for the work that I do	28%	19.1%	52.8%
I am building useful skills in my job	9.6%	8.7%	81.7%
I felt welcome when I started this role	3.2%	6.2%	90.6%
My working environment is friendly and supportive	6.9%	10.4%	82.7%
I am satisfied with the job that I do	15.2%	15.7%	69.2%
I can be myself at work	14.4%	14.5%	71.1%
I am given enough training and support to do my job well	15.5%	18.7%	65.9%
I am given opportunities to undertake volunteering and social action	31.4%	24.7%	43.9%
I am overqualified for the job that I do	41%	31.5%	27.5%
I understand my rights and responsibilities at work	8.4%	11.9%	79.6%

- Respondents were most likely to 'agree' or 'strongly agree' that they felt welcoming when they started their job (90.8%), were working in an environment that is friendly and supportive (81.5%) and are building useful skills in their job (80.4%).
- Just over half (51.2%) of respondents felt that they were paid fairly for the work they do, with 29.7% 'disagreeing' or 'strongly disagreeing'.
- Respondents were least likely to agree or strongly agree that they had opportunities to undertake volunteering and social action (41.5%).
- Black, African, Black British and Caribbean respondents were most likely to 'agree' or 'strongly agree' that they were paid fairly for the work they do (75%) whilst those from Mixed or multiple ethnic backgrounds were the least likely to respond this way (40%).
- White respondents were most likely 'agree' or 'strongly agree' that they were happy in their current role (70.4%).
- Black, African, Black British and Caribbean respondents were least likely 'agree' or 'strongly agree' that they understand their rights and responsibilities at work (58.3%).
- Those with additional needs were 7.3 pts more likely than those without additional needs to 'strongly disagree' or 'disagree' that they are paid fairly for the work they do.

- Those with additional needs were also 6.1 ppts less likely to 'agree' or 'strongly agree' that they felt welcome when they started their role when compared to those without additional needs.
- Those with additional needs were over twice as likely to 'disagree' or 'strongly disagree' with the statement 'I can be myself at work' when compared to those without additional needs (23.4% vs. 11.5%).
- Respondents who were eligible for free school meals were three times more likely to 'disagree' or 'strongly disagree' that they understood their rights and responsibility at work (16.4%) than those who were not eligible for free school meals (5.1%).
- Transgender respondents were more likely than those who were not transgender to 'strongly disagree' or 'disagree' that they were happy in their role (28.2%), were paid fairly for the work they do (43.6%), or could be themselves at work (30.7%).
- 75% of heterosexual or straight respondents 'agree' or 'strongly agree' that they can be themselves at work, compared to 68.6% of gay or lesbian respondents, 67.8% of unsure/questioning respondents and 63.2% of bisexual respondents.

How likely would you be to rate your employer as youth friendly?



- Asian or Asian British respondents were least likely to rate their employer as youth friendly with 64.7% selecting 'likely' or 'very likely'.
- Respondents from Mixed or multiple ethnic backgrounds were most likely to respond that they were 'likely' or 'very likely' to rate their employer as youth friendly (90%).
- White respondents were most likely to say they were 'unlikely' or 'very unlikely' to rate their employer as youth friendly (15.1%).
- Those with additional needs said they were 10.3 ppts more likely to say they were 'unlikely' or 'very unlikely' to rate their employer as youth friendly than those without additional needs.
- Those eligible for free school meals were 5.8 ppts more likely to say they were 'unlikely' or 'very unlikely' to rate their employer as youth friendly than those not eligible for free school meals.
- Transgender respondents were 7.5 ppts more likely to say they were 'unlikely' or 'very unlikely' to rate their employer as youth friendly.
- Female respondents were 8.5 ppts more likely than male respondents and 17.2 ppts more likely than non-binary respondents to say they were 'likely' or 'very likely' to rate their employer as youth friendly.
- Straight or heterosexual respondents were 15.2 ppts more likely than gay or lesbian respondents to say they were 'likely' or 'very likely' to rate their employer as youth friendly.
- 25.5% of gay or lesbian respondents said they were 'unlikely' or 'very unlikely' to rate their employer as youth friendly.

Tell us more about why you rated your employer this way:

Majority of senior roles/positions of influence are held by older people, not a lot of opportunities for younger people (under 30's specifically) to have a say.	We have a range of people and different ages working at my place of work. There are apprentice opportunities, and opportunities for trainees too.	There are early career programmes as well as a social group for new young starters to join.
Most of the employees are young but due to the management being older, we often get given the hours or expected to do more because of the fact the older employees have kids. We have the last priority for holiday because they have children, I have been unable to go on my family camping trips because of that.	I would say only 5% of staff are under the age of 30. With only 2 graduates hired in the last 2 years, in a team of roughly 70 people. With no placement students or apprentices hired recently to my knowledge.	My team is nice but young people can't afford to live in Cambridge on starting salaries or salaries one promotion after starting.

Many young people feel that their employer is 'youth friendly', and explained that they have lots of younger staff recruited, offer training and development opportunities, or offer apprenticeship schemes. However, some young people would not describe their employer as youth friendly, explaining there are not many young people in their team, and that more senior roles are given to older employees.

How much do you agree with these statements?

	Strongly disagree and disagree	Neutral	Agree and strongly agree
I feel safe at work	6.3%	5.5%	88.3%
I have someone I can tell if I am worried about my safety	5.1%	8.3%	86.7%
I struggle with my wellbeing at work	41.1%	25.3%	33.8%
I can talk to my manager about work related problems	7.7%	8%	84.3%
I feel confident asking for a pay rise	60.3%	22%	17.8%
I feel confident asking for a promotion	53.8%	26%	20.3%
I understand what good performance is in my job	6.3%	10.8%	83%
I understand my work contract	4.8%	9%	86.2%

- Respondents felt least confident with asking for a pay rise and asking for a promotion at work.
- Managing wellbeing at work was also an issue for some young people, with 35.2% of respondents choosing 'agree' or 'strongly agree' that they struggle with their wellbeing at work.



Safety

- Gay or lesbian respondents were 7.3 ppts more likely to 'disagree' or 'strongly disagree' that they felt safe at work and 4.7ppts less likely to 'agree' or 'strongly agree' that they could tell someone if they were worried about their safety than straight or heterosexual respondents.
- Males were 3 ppts more likely to 'disagree' or 'strongly disagree' that they felt safe at work when compared to females.
- Transgender respondents were 7.4 ppts more likely to 'disagree' or 'strongly disagree' that they felt safe at work.
- Those with additional needs were 16 ppts less likely to 'agree' or 'strongly agree' that they felt safe work.
- 22.2% of those from Mixed and multiple ethnic backgrounds disagreed or strongly disagreed that they felt safe at work.

Wellbeing at work

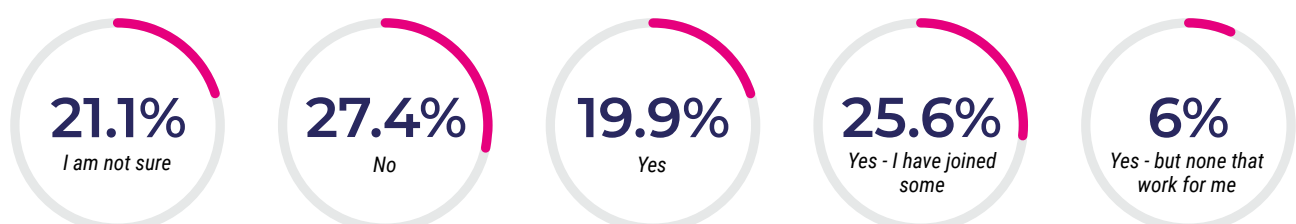
- Females were over twice as likely than males to 'agree' or 'strongly agree' that they struggled with their wellbeing at work (18.2% males vs. 37.4% for females).
- 47.9% of those with additional needs agreed or strongly agreed that they struggled with their wellbeing at work compared to 31.7% of those without additional needs.

- Asian or Asian British respondents were the most likely to agree or strongly agree that they struggled with their wellbeing at work (43.8%).

Pay rise and promotion

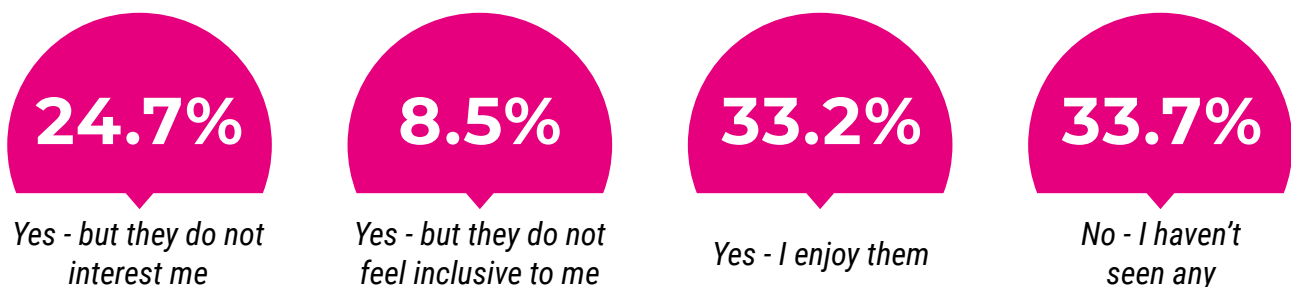
- Males were most confident when it came to asking for a promotion at work, with 29.9% selecting 'agree' or 'strongly agree'.
- Females were 21 ppts more likely than males to 'strongly disagree' or 'disagree' that they felt confident asking for a promotion at work.
- Females were 20 ppts more likely than males to 'strongly disagree' or 'disagree' that they felt confident asking for a pay rise at work.
- 16.7% of those who were unsure or questioning felt 'confident' or 'very confident' asking for a promotion.
- Transgender respondents were 4.3 ppts more likely to 'agree' or 'strongly agree' that they felt confident to ask for a pay rise.
- Respondents who were eligible for free school meals were 6.2 ppts less likely than those who were not eligible for free school meals to 'agree' or 'strongly agree' that they were comfortable asking for a pay rise.
- Black, African, Black British or Caribbean respondents were least likely to agree or strongly agree that they felt confident asking for a pay rise (8.3%).

Are there employee network groups set up at your work?



- White respondents were less likely than other ethnic groups to say they have joined employee network groups (22.6%).
- Asian or British Asian respondents were most likely to have joined employee network groups (44.4%).
- Those with additional needs were 5.2 ppts more likely to have joined an employee network group than those without additional needs.
- Those who were eligible for free school meals were 17.5 ppts more likely have joined an employee network group than those who were not eligible for free school meals.
- Transgender respondents were 21.1 ppts more likely to have joined an employee network group.
- Non-binary respondents were more likely than other genders to have joined an employee network group (55.6%).
- Gay or lesbian respondents were least likely to say that there were no employee network groups set up at their work (46%).

Are there social and networking opportunities available at your work?



Can you tell us more about your answer?

Socials are organised regularly to bring people together over food or visits to local places of interest or quizzes and other activities to mark different occasions.	A lot of them are focused on London. There does not seem to be any opportunities in the north which makes it difficult for someone like me.	A lot of them are focused on London. There does not seem to be any opportunities in the north which makes it difficult for someone like me.
There are not many people from my team in my office. This means it's hard to have interactions besides nods in the corridor and I am not going to sit next to a full team of strangers and introduce myself. I'm sure as I get comfier I will go to more things.	There are various network groups in my current place of employment, such as: People of Colour network group, Trans Staff network group, Women and Minorities network group, Faith & Belief network group, Mental Health & Wellbeing network group, Accessibility network group – and many more.	Not much if you don't drink.

Many young people talked about having ample social networking opportunities available at their work, such as social events with their teams or attending/being part of different clubs or networking events. Some young people expressed that social networking opportunities did not interest them, and they would rather keep their personal and work lives separate. However, some young people told us that they did not have many social networking opportunities in their work, and that they would like more.

Please rate your current job against the following factors:

	Very poor and poor	Average	Good and excellent
Interview process	4%	21.1%	74.9%
Access to a mentor	24.9%	19.9%	55.2%
Induction	17.8%	27.2%	54.9%
How you are managed	12.3%	18.1%	69.6%
Opportunities for further development	19.3%	22.1%	58.6%
Opportunities for promotion	35.2%	26.1%	38.7%
Support to understand the company's policies and procedures	9.4%	23.8%	66.8%

- Young people were most likely to rate their opportunities for promotion (36.5%) and access to a mentor (25.3%) as 'poor' or 'very poor'.
- Young people were most likely to rate the interview process (74%) and how they are managed (69.1%) as 'good' or 'excellent'.

Young people with protected characteristics were more likely than other respondents to rate their opportunities for promotion and further development as 'poor' or 'very poor'.

- Gay or lesbian respondents were 10 ppts more likely than straight or heterosexual respondents to rate their opportunities for promotion as 'poor' or 'very poor'.
- Asian or Asian British respondents were most likely to rate their opportunities for promotion as 'poor' or 'very poor' (43.8%) when compared to respondents from other ethnic backgrounds.
- Male respondents were 11.4 ppts more likely than female respondents to rate their opportunities for promotion as 'good' or 'very good'.
- Transgender respondents were 20.4 ppts more likely to rate their opportunities for promotion as 'poor' or 'very poor'.

How you are managed

- Straight or heterosexual respondents were 9.5 ppts more likely than gay or lesbian respondents to rate how they are managed as 'good' or 'very good'.
- Black, African, Black British or Caribbean respondents were most likely to rate their access to a mentor as 'poor' (41.7%) when compared to respondents from other ethnic backgrounds.
- Female respondents were nearly twice as likely than male respondents to rate how they were managed as 'poor' or 'very poor' (13% vs 6.7%).

Does your employer currently require you to work from home?



Thinking about working from home, tell us how much you agree with the following statements?

	Strongly disagree and disagree	Neutral	Agree and strongly agree
I have space to work from home	13.3%	5.9%	80.7%
I have enough internet and data to do my job well from home	6.4%	2.7%	90.8%
I like working from home	7.5%	12.3%	80.2%
I would like to work from home more	27.5%	37.3%	35.2%
I would like to work in the office more	36.9%	35.8%	27.3%
I feel like I miss out on things when I work from home	50.3%	13.9%	35.8%
Working from home has had a positive impact on my well-being	13.9%	13.4%	72.7%
I can choose how often I work from home	24.6%	14.4%	61%

- Those with additional needs were 13 pts more likely than those without additional needs to 'agree' or 'strongly agree' that they felt like they were missing out on things when they worked from home.
- Those without additional needs were 15 pts more likely than those without additional needs to 'agree' or 'strongly agree' that working from home had a positive impact on their wellbeing.
- Those who were eligible for free school meals were 9.1 pts more likely than those not eligible for free school meals to 'disagree' that they had enough data to do their job well from home.
- Transgender respondents were 7.7 pts more likely to 'agree' or 'strongly agree' that working from home had a positive impact on their wellbeing.

If you could choose, how often would you work from home?

We have hybrid working, so I can work in the office as often as I want/need and I can work from home as often as I want/need. I just need to attend meetings in the office sometimes, and sometimes I need to attend meetings at customer offices but otherwise I get to decide where I work for the most part. I tend to go in 2 days per week.

All the time which is what I do.

1 - 2 days a week or the option to be flexible as needed.

The majority of young people who responded to this question would like to work from home at least 1 day a week, with many expressing 2-3 days a week as a preference, as it gives them flexibility. In contrast, some young people like to be in their office or place of work every day, or do not have the option to work from home in their job role.

Did you face any barriers when you were applying for work?

Anxiety	51.7%	Lack of flexibility from employer	16.9%
Travel/location	41.7%	Sexual orientation discrimination	7.9%
Lack of work experience	41.4%	Impact on family	6.9%
Mental health challenges	38.6%	Physical disability	6.9%
There are no jobs where I live	30.7%	Losing benefits	4.8%
I have no contacts	30.7%	Racial discrimination	2.4%
Not having the right skills	29.3%	Carer responsibilities	1.7%
Depression	28.6%	Criminal record	1%
The cost of getting to work	23.4%	Alcohol or drug dependency	0.3%
There are no jobs available	21.7%		
Other	17.2%		

**Gender discrimination and transphobia were the most common additional responses.*

The biggest barriers young people in employment faced when looking for work were: Anxiety (51.7%), lack of work experience (41.7%) and travel/location (41.7%).

- Male respondents were 9.3 ppts more likely than female respondents to identify that not having the right skills was a barrier for them when looking for work.
- 75.8% of non-binary respondents said anxiety was their biggest barrier for them when looking for work.
- Black, Black African and Black Caribbean respondents were most likely to say that having no contacts was their biggest barrier when looking for work (37.5%).
- 29.7% of transgender respondents said that sexual orientation discrimination was a barrier when applying for work.
- Transgender respondents were nearly twice as likely to say that mental health challenges was a barrier when applying for work (67.6% vs. 33.9%).
- 22.1% of gay and lesbian respondents said that sexual orientation discrimination was a barrier when applying for work.
- Those with additional needs were 27.8 ppts more likely than those without additional needs to say that mental health challenges were a barrier when applying for work.

Have you ever joined a Trade Union?

No - I don't know what a trade union is	14.1%
No - I have looked and it is not of interest	9.1%
No - I have never looked	39.1%
Yes - I am part of one in my current role	16.9%

Yes - in previous roles but not here	6.6%
I would like to but there isn't one	7.8%
Other	6.3%

**Additional responses included wanting to join but not being able to afford the cost of membership, other responses felt that unions were not prominent/influential in their sector or industry.*

What, if anything, do you like about work?

Learning and seeing new things. Feeling productive. Being around other people.	I feel like I'm contributing to something; I get on well with my colleagues; I have creative licence and trust; there is low stress.	The social aspect of being in the office. My colleagues. The job gives me a focus and opportunity to develop my skills, and improve. I'm constantly learning and reflecting.
Learning new skills and experience and meeting new people.	Feeling part of a team - social aspect routine of going in to the office feeling like I'm accomplishing things - proud of things I've worked on.	Provides independence, more suited to my mental process as someone with ADHD than education, good for developing relationships with peers.

Many young people shared that they liked that their work was flexible, rewarding, and gave them a sense of purpose and routine. Many respondents also cited opportunities to learn and progress as a positive, as well as the social aspect and friendly colleagues.

What, if anything, do you dislike about work?

Exhausting, no time for hobbies or socialising, disproportionate pressure for the role.	There's a lack of career progression opportunities within my workplace, and because of the pay grade system, it is not possible to ask for a raise, if this was something I was interested in.	Working to live in an unaffordable economy, dislike having to travel so far, not having a written contract and continually facing barriers from my employer, and I feel very isolated in my job now.
Not recognised for the role done and excessive workload.	Can't really progress or get promoted, very low pay (can't live with it independently), can't learn new things apart from skills learned initially.	I would like to earn more. It is hard to see how I can progress in the organisation. It is hard to socialise outside of work with colleagues because our office is remote and people are less up for it now they work from home.
Having to mask my autism, which makes me very tired and stressed.	I'd like to be in the office more but the price of trains puts me off, and most colleagues work from home anyway.	Not work specifically, I feel sometimes I am a little bit scally or rough compared to some of my more well spoken colleagues. Sometimes it is difficult to articulate what I want to say as I have to filter what words I would use.

Young people have shared with us that a lack of work life balance, feeling overworked/stressed and underpaid as reasons they dislike their work. The level of work, stress and pressure felt disproportionate to the job level and pay level young people found themselves in. A number of respondents remarked that there were not enough people within their teams to handle the level of work coming through, staff were leaving and not being replaced or more work was simply being placed upon teams without recognition that there was a need to hire more staff. Some young people also talked about the time it takes to commute and travel costs, and a lack of opportunities to train and develop as a negative.

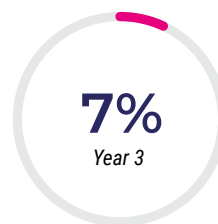
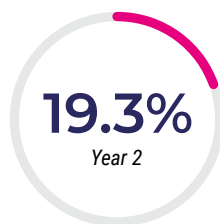
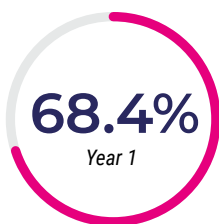


APPRENTICES

What apprenticeship level are you currently undertaking?

Level 2	8.8%	Level 4	15.8%	Level 6	19.3%
Level 3	52.6%	Level 5	1.8%	Level 7	1.8%

What year are you in?



What sector is your apprenticeship in?

Business and Administration	29.8%
Other	19.3%
Engineering and Manufacturing	17.5%
Legal, Finance and Accounting	8.8%
Construction	5.3%
Digital Careers	3.5%
Hospitality and Catering	3.5%

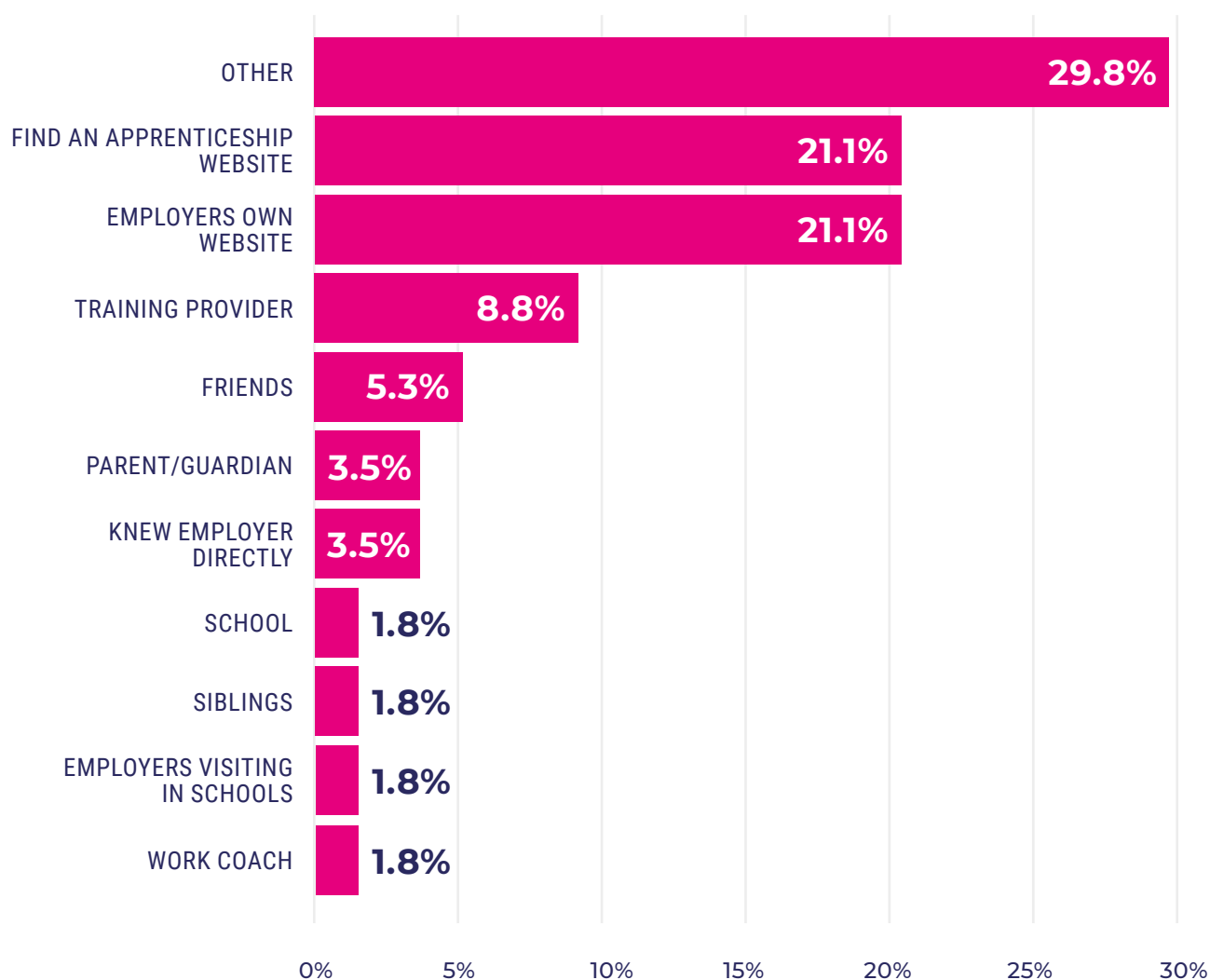
Sales, Buying and Marketing	3.5%
Childcare and Education	1.8%
Creative	1.8%
Energy, Water and Sustainability	1.8%
Health and Science	1.8%
Transport and Logistics	1.8%

Is this your first apprenticeship?

Yes	75%
No - I started another apprenticeship but didn't finish it	12.5%
No - I have completed an apprenticeship before starting this one	12.5%

- White respondents were more likely to have already completed an apprenticeship (15.2%) than other groups.
- Those from Asian or Asian British and Mixed or multiple ethnic backgrounds were more likely to have previously started an apprenticeship but not finished it, 33% and 25% respectively.

How did you find out about your apprenticeship?



**Other answers included: Social media, careers fair, Kickstart placement, online.*

- Fewer respondents had found their apprenticeships through school when compared to last year - 4.3% in 2022 vs 1.8% 2023.
- More young people found their apprenticeship through the Find an Apprenticeship website when compared to last year, 21.1% in 2023 compared to 15.7% in 2022.
- The biggest increase for finding out about apprenticeships was through training providers, which nearly tripled in comparison to last year - 2.9% in 2022 vs 8.8% in 2023.
- Gay or lesbian respondents were most likely to find out about their apprenticeship online than other groups.

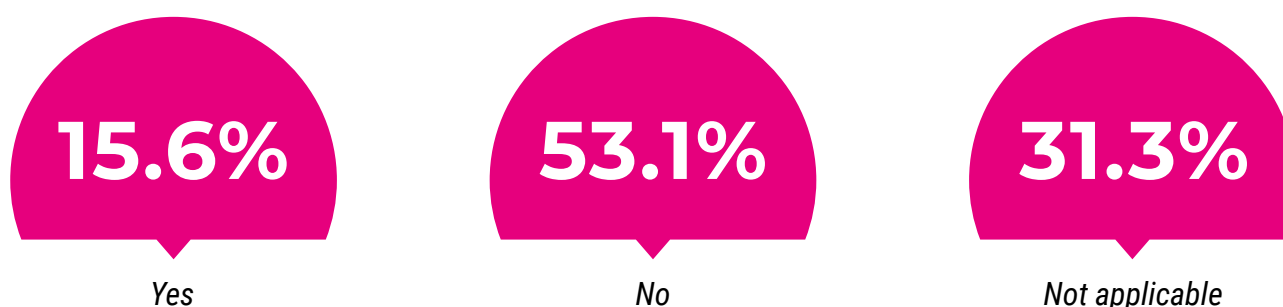
How did you find the recruitment process?

	Very poor and poor	OK	Good and excellent
Length of process	8.8%	42.1%	49.1%
Accessibility/Inclusiveness	5.3%	22.8%	72%
Job description	10.7%	32.1%	57.1%
Availability of apprenticeships near you	28.1%	29.8%	42.1%
Ease of applying	5.3%	28.1%	66.7%

The biggest challenges were the availability of apprenticeships locally and the length of the process, whilst we see shoots of positivity for the availability, with 5% more people rating it more positively this year the length of the recruitment process was rated less favourably this year by 7 pts.

- 73% rated the accessibility and inclusiveness of the recruitment process as 'good' or 'excellent'.
- 66.7% rated the ease of applying for apprenticeships as 'good' or 'excellent'.
- The biggest challenges for the recruitment process was the availability of apprenticeships locally, the length of the process and the job description.
- 28.1% rated the availability of apprenticeships near them as 'poor' or 'very poor'.

Did your school, college or sixth form support you in your application/recruitment process?



- Gay or lesbian, bi and unsure or questioning respondents were least likely to have had support from their school when applying for apprenticeships than their straight or heterosexual peers.
- Those who received free school meals were also more likely to say that they received support from their school when applying for apprenticeships when compared with those who did not receive free school meals.

What more could they have done to support you?

Taught me how to write a cover letter and tailor my CV to an employer, rather than how to write a personal statement which I wouldn't use because those are for UCAS/Uni applications.	I wasn't in education when I applied, however, they my sixth form seemed to force everyone down the rout of universities.	I got my apprenticeship a couple of years after leaving school, but I did have no school support after finishing early due to Covid lockdowns. I think I could have found an apprenticeship earlier instead of being NEET if they had supported my transition better when in school, and when leaving. As I said I wanted to do an apprenticeship and not uni, they assumed I knew what I was doing and left me to it, but I wasn't confident enough to ask for support. I think they needed to follow up with me properly in my education.
They could have told me about apprenticeships.	Apprenticeship interview practice rather than just university interview practice.	In my opinion, many schools, sixth forms and colleges focus mainly on the university route rather than speaking about other post 18 opportunities, e.g. apprenticeships. Schools should offer equal support to both.

Most respondents felt that there was a primary focus of supporting them to apply for the university route. All respondents were in agreement that more support overall was important and learning about the process of applying for apprenticeships would have supported them.

What is or was your biggest motivation for starting an apprenticeship?

Earning and learning at the same time	54.4%
I felt it was the right thing for me	17.5%
It was the job I wanted	10.5%
There are no other jobs	8.8%
Costs of university was too high	5.3%
My parents/carers thought it was the best route for me	3.5%

A higher proportion of respondents selected earning and learning as the biggest motivation for starting an apprenticeship when compared to last year's Youth Voice Census - 54.4% in 2023 vs 52.2% in 2022.

Why did you choose an apprenticeship over other routes?

I can get a qualification and earn money at the same time. For my age it was the right option for me.	I felt like going to university was more for the experience, and I knew I wouldn't be able to cope with the situation based on physical and mental health. With an apprenticeship, I could stay at home for support, get work experience to build my confidence, and gain a qualification.	Getting a job was very difficult after university, so I had to open my options to apprenticeships in my job hunt.
I liked earning and learning at the same time and I feel I have learnt more through an apprenticeship and being in the workplace than I would have at university.	My previous education (up to post-grad) didn't realistically improve my employment opportunities, I wanted a qualification that would improve my employability in a sector I actively wanted to work in.	Wanted to be able to make a difference and start earning. Also gave me freedom from a poor family situation.

Young people chose apprenticeships over other routes for a few different reasons, including being paid whilst they earn a qualification, being able to stay at home, and to gain real-life work experience that suited their learning style. A significant number of respondents had been to university prior to their apprenticeship, and found it difficult to secure a job after, so took on an apprenticeship after.

Overall, would you say that you feel that you have made the right career choice?



Young people were 2.5 ppts more likely to respond 'yes' to this question compared to last year.

- Whilst overall respondents were positive Black, African, Caribbean and Black British respondents were at least 20% less likely to respond 'yes' than other respondents (66%).
- Young women were 10% less likely to respond 'yes' than other respondents (78.1%).
- Young people who were eligible for free school meals were 15% less likely to respond 'yes' (70%).

What have you enjoyed the most about doing your apprenticeship?

	Really disliked and disliked	OK	Enjoyed or really enjoyed	N/A
Travel	21%	36.8%	31.6%	10.5%
Routine	1.8%	15.8%	79%	3.5%
Work experience	0%	5.4%	89.3%	5.4%
Earning money and learning at the same time	0%	7%	91.3%	1.8%
Working with new people	0%	7%	91.3%	1.8%
Gaining skills on the job	0%	5.3%	93%	1.8%
Having a job	0%	10.7%	89.3%	0%
Adjusting to new way of working	1.8%	25%	73.2%	0%
Support from your training provider	17.6%	29.8%	40.2%	3.5%

- The least enjoyable aspects of doing an apprenticeship were travel and support from their training provider, with 21% 'disliked' or 'really disliked' travel and 17.6% 'disliked' or 'really disliked' the support from their training provider.
- The most enjoyable aspects of an apprenticeship, which respondents 'enjoyed' or 'really enjoyed' were gaining new skills on the job (93%), earning and learning at the same time (91.3%) and working with new people (91.3%).



What has been your biggest challenge?

	Not challenging and not very challenging	Neutral	Slightly challenging and very challenging	N/A
Travel	38.6%	15.8%	42.1%	3.5%
Routine	48.2%	30.4%	19.7%	1.8%
Work experience	45.4%	32.7%	14.5%	7.3%
Earning money and learning at the same time	64.3%	17.9%	14.3%	3.6%
Working with new people	48.2%	14.3%	35.7%	1.8%
Gaining skills on the job	50%	26.8%	21.5%	1.8%
Having a job	59%	21.4%	19.6%	0%
Adjusting to new way of working	44.6%	10.7%	44.7%	0%
Support from your training provider	32.1%	23.2%	41%	3.6%
Course content is not relevant for the industry I want to join	40%	9.1%	34.6%	16.4%
Completing functional skills / English and Maths	46.4%	5.4%	3.6%	44.6%

- The three biggest challenges identified by respondents as being 'slightly challenging' or 'very challenging' were adjusting to a new way of working (44.7%), travel (42.1%) and support from their training provider (41%).
- When compared to last year's responses respondents were more likely to identify challenges.
- The proportion of respondents identifying travel as a challenge doubled from 18.6% in 2022 to 42.1% in 2023. This was also seen for adjusting to new ways of working which rose from 19.1% of respondents identifying as 'slightly challenging' or 'very challenging' in 2022 to 44.7% in 2023.
- Black African, Black British or Caribbean respondents, gay and lesbian respondent and unsure/questioning respondents were all more likely to rate work experience as 'slightly challenging' or 'very challenging' than other groups.
- Gay and lesbian, bisexual and unsure/questioning respondents were more likely to rate 'working with new people' as 'slightly challenging' or 'very challenging' than straight or heterosexual respondents.

Did you (or do you plan to) undertake another job whilst you are completing your apprenticeship?

3.6%

Yes, I currently have a second job alongside my apprenticeship

1.8%

I am looking for another job alongside my apprenticeship

94.5%

I am not looking for another job and do not plan to whilst on my apprenticeship

- Asian or British Asian respondents were most likely to have a second job alongside their apprenticeship than other groups (33.3%).
- Those who had received free school meals were nearly six times more likely than those who had not received free school meals to have another job alongside their apprenticeship (12.5% vs. 2.3%).

How would you rate your apprenticeship?

	Very poor and poor	Average	Good and excellent	N/A
Overall	5.4%	7.1%	87.5%	0%
20% off the job training	8.9%	14.3%	73.2%	3.6%
Support received	8.9%	16.1%	73.3%	1.8%
Salary	12.7%	14.5%	72.7%	0%
Progression	12.7%	20%	65.4%	1.8%
Support from training provider	18.2%	27.3%	52.8%	1.8%
Support from employer	10.9%	10.9%	76.4%	1.8%
Mentoring	12.7%	10.9%	69.1%	7.3%
Course content	14.6%	23.6%	60%	1.8%

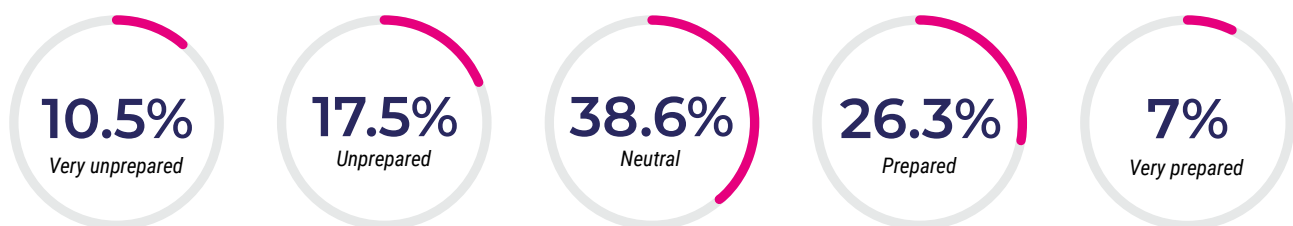
- Overall, respondents continue to rate apprenticeships highly, with 87.5% rating the apprenticeship as 'good' or 'excellent' overall, this is up on last year (84.1%).
- Young people were most likely to rate support from their employer (76.4%), the support they received (73.3%) and 20% off the job training (73.2%) as 'good' or 'excellent'.
- However, 18.3% young people identify support from their training provider as 'poor' or 'very poor'.
- The biggest differences in responses from last year were course content and salary:
 - » In 2022 only 5.7% rate course content as 'poor' or 'very poor' compared to 14.6% in 2023.
 - » In 2022 18.6% of respondents identified their salary as 'poor' or 'very poor', this fell to 10.9% in this year's responses.
- Asian or British Asian respondents were less likely to rate their apprenticeship as 'good' or 'excellent' overall (66.7%).
- White respondents were most likely to rate their apprenticeship as 'average' or 'poor' overall (26.7%).

Would you recommend your training provider to another young person looking for an apprenticeship?



- The proportion of respondents who would not recommend their training provider rose by 2 ppts when compared to last year's responses (15.5% in 2022 to 17.5% in 2023).

How prepared do you feel for your End Point Assessment?



- The proportion of young people who feel 'unprepared' or 'very unprepared' for their EPA rose by 5.2 ppts from last year (22.8% in 2022 to 28% in 2023).
- Respondents from Mixed or multiple ethnic backgrounds were most likely to state that they felt 'very unprepared' for their End Point Assessment (25%).
- Asian, British Asian and Black, Black British or Caribbean respondents were most likely to say they felt 'prepared' or 'very prepared' (66.7%).

What support does your employer provide?

My employer is very supportive with showing me new things and talking me through them. They also support me with my disabilities.	Work experience, learning/personal development opportunities, salary.	We have a buddy who is someone who's joined within the past year or two. A career coach which is someone more senior than us to help with career direction, well being and professional support as well as our wider team and new joiner cohort.
1:1's, regular check ups, sends me potentially relevant training links, suggests contacts to meet, asking if I would like support or need anything explaining again, generally being patient and supportive.	They provide pastoral support whilst in placements and access to different on site facilities.	Teaches me new things on a regular basis and asks me questions on what I have already been taught to see if I still remember and checks my work for neatness and correct.

Young people are receiving support from their employer including mentoring, skills training, check-ups, and well being support. A majority of apprentices referenced the time that their line managers spent with them reading through assignments and checking in to understand their learning and helping them to remember and utilise what they had learnt.

What support does your training provider provide?

Whilst my tutors have been lovely, at one point I was given the wrong exam. I have also gone through 4 tutors in over a year, with some of my tutors not knowing much about apprenticeships.	My training provider has a wealth of information online and I know I can always rely on my training consultant to answer any questions I may have regarding my apprenticeship.	I have weekly contact with my training provider about my course. I have 1:1's every couple of months with my tutor about my progress.
I have regular catch ups with my skills coach where I can voice any concerns/difficulties, access to a range of tools on the hub that I can use to support me.	Has been a terrible process with my provider, a lack of tutors and lack of support from the college staff. Information has not been given to us apprentices and many times have been left in the dark with what to do and how we can achieve high grades.	Teaching course material and being available to take questions when I have them.

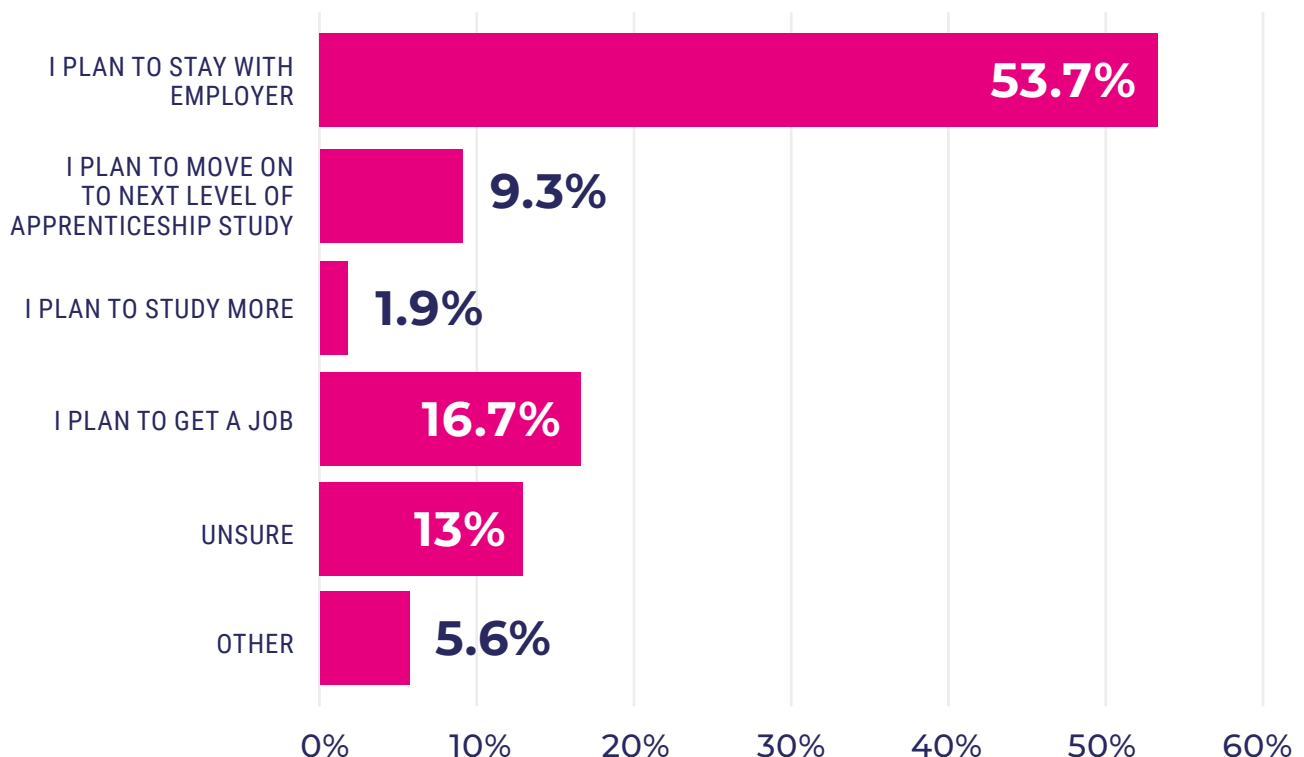
Responses to this question were mixed, around half of respondents felt they had a good level of support and received what they asked for. For the remaining respondents their experience had suffered due to inconsistencies with staff or a lack of response when needed.

What, if any, extra support would help you in your apprenticeship?

Comprehensive timeline of apprenticeship, better website because e-track and moodle are impossible to navigate.	Employer support is required, better structure to the apprenticeship, a mentor that takes interest in our well-being and development.	My training provider is 3 hours from where I live. Travel is challenging for me due to homesickness so further support in that department would always be welcome.
I would love examples of writing projects because I can't seem to get it right, but I don't think that's something they can do.	My tutor could provide support on the content of my studies. My manager could provide more interest in my apprenticeship.	More opportunities to rotate across roles in the business - not just confined to my location.

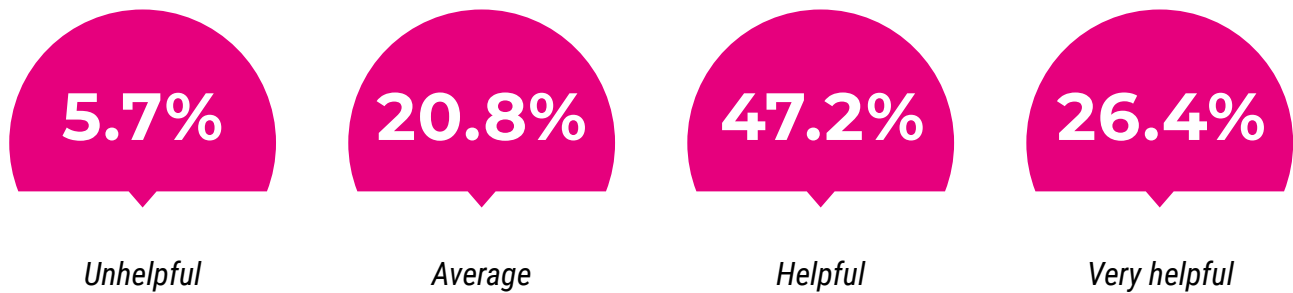
Around half of respondents replied that there was no more support required. Where respondents were asking for more support it centred around the structure and processes of their apprenticeships; a better understanding of the content, timelines and better connections between the employer and provider.

Do you know what you will do after you complete your apprenticeship?

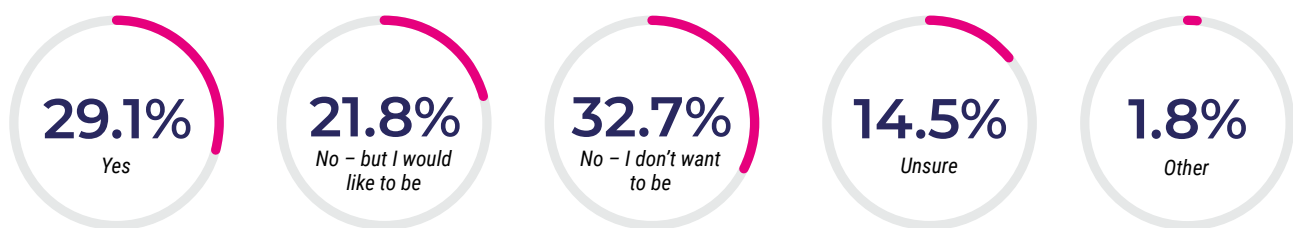


- A smaller proportion of respondents planned to stay with their employer after their apprenticeship in this year's Youth Voice Census when compared to last year (60% in 2022 compared to 53.7% in 2023).
- Respondents were also more likely to say that they planned to study more or move on to the next level of apprenticeship study in this year's Youth Voice Census, (11.2% in 2023 compared to 10.1% in 2022).
- Respondents were nearly twice as likely to say that they planned to get a job after their apprenticeship this year compared to last year, (16.7% in 2023 vs. 8.7% in 2022).

How much has your apprenticeship prepared you for your next step?



Are you part of any formal or informal apprenticeship networks?



What is the most useful thing about having an apprentice network?

Being in the know about new developments in apprenticeships. I also get to attend webinars and workshops, which allow me to ask a variety of questions.	Discussing similar topics and sharing any issues we have. Sharing knowledge and skills learnt within the workplace and the apprenticeship programme.	Talking to others who are going through the same experience.
Learning from others' journeys - how to approach work, assignments, EPA, additional resources. Being able to relate about the good and hard parts of an apprenticeship.	Haven't had to use it much yet but having other people around my skill and experience level helps when I feel a bit anxious or unprepared.	You get to compare experiences with other apprentices and it provides a good networking opportunity.

There is a sense from respondents that the most useful thing about having an apprenticeship network is having other people to talk to about their course and experiences, learning from others, and being able to support others or be supported.

What else could your apprenticeship have done to prepare you for your future career?

Teach us how to work and actually do our job properly, the trainer provider doesn't help with any of this. However, the employer is amazing.	I don't think anything else, I am given many opportunities in my role to develop my skills and knowledge and feel fully supported.	Work in different environments as our site serves a very specific purpose.
Been more career specific. It is helpful for understanding businesses generally but not really on day-to-day tasks. I do feel more prepared to try a management position though than I might otherwise have been.	My apprenticeship are doing lots to prepare me for my future career although I will hear more about my next steps when I am closer to my finishing dates.	Have a training and development plan/ career pathway in place for me.

Many young people told us that they were happy with how their apprenticeship prepared them for their future career, with some young people citing that they would like more information about next steps, the ability to work in different environments, and the ability to learn about other opportunities from other employers too.

What, if any, careers advice/professional development have you received whilst on your apprenticeship?

Technical learning, personal development (online safety, wellbeing, radicalisation, safeguarding, GDPR, etc.)	We've had plenty of support and development, lots of opportunities to learn through workshops and webinars, plus talks from members of various departments about their career paths, etc.	I have been given the opportunity to gain insights into the various teams within the HR professional family so I can understand where I would like to go with my career.
A lot of advice on how to progress within my current organisation, as well as skill development that can be transferable.	I now understand that I have the opportunity to move on after completing my apprenticeship to the next challenge.	Apply for anything in the organisation 6 months before the end of the apprenticeship, and that I am not guaranteed a job in my department at the end even if they really like me.

Many young people told us that they were happy with how their apprenticeship prepared them for their future career, with some young people citing that they would like more information about next steps, the ability to work in different environments, and the ability to learn about other opportunities from other employers too.

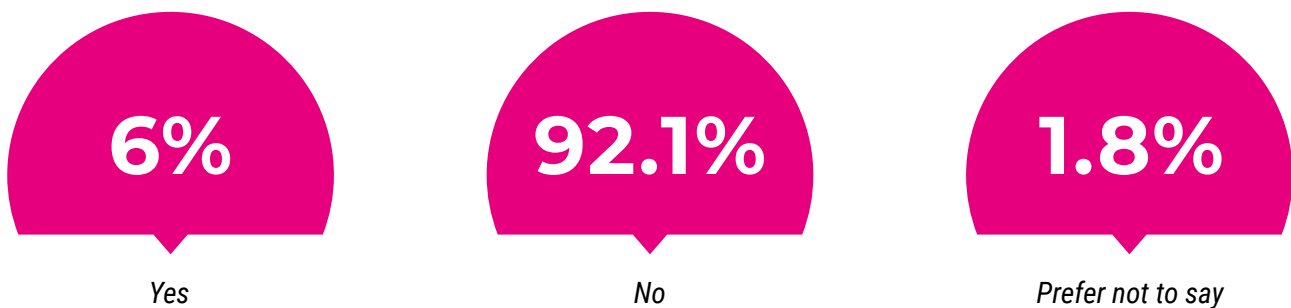
SELF-EMPLOYED

40 self-employed respondents completed this section of the survey. Whilst not a weighted study of self-employment we have included a reduced section of the question set to support the overall findings of the Youth Voice Census.

The demographic makeup of our self-employed respondents:

- 75% White, 10.7% Asian or Asian British, 3.6% Black, African, Black British or Caribbean and 3.6% another ethnic group.
- 35.7% transgender.
- 35.7% female, 28.6% non-binary, 14.3% male, 10.7% 'I use another term', 3.6% unsure/questioning.
- 32.1% have additional needs.

Are you, or have you in the past twelve months, been self-employed or run your own business?



- 19.6% of transgender respondents have been self-employed or run their own business in the past 12 months compared to 4% of respondents who were not transgender.
- Male respondents were least likely to have been self-employed or run their own business in the last 12 months with 2.4% scoring yes compared to 5.1% of female respondents, 12.5% of unsure/questioning respondents and 17.4% of non-binary respondents.

Tell us more about your experience of being self-employed in the past 12 months.

Lack of consistent work, leading to increased financial strain and stress.	This was fine but hard to organise as an individual person without support.	My business has remained largely unimpacted in the last 12 months.
I worked from home doing website development for a company, however as Covid measures wound down, work became sparser.	I freelance across multiple sectors. For most of the past 12 months, I have worked freelance almost exclusively at one workplace, but due to cuts my shifts have dropped from several a week to one or two a month. I have managed to secure some work elsewhere, but it is much less reliable and often lower paid.	The industry I work in is very busy at the moment and so I've been in full time work over the last 12 months. While some aspects of this job have been complicated by Brexit and law changes this hasn't caused too much of a negative impact.

Experiences of being self-employed over the last 12 months have been mixed. Some respondents who are self-employed explained that work can be inconsistent, especially if they are working freelance and this can lead to financial pressures. However, for some young people their business has not been impacted over the last 12 months or it has grown. Some young people mentioned the lack of support they receive as someone who is self-employed.

Is being self-employed your full-time role?

Yes	22.5%	No - I also work part time	17.5%
No - I am self-employed part time	5%	No - I also work full time	27.5%
No - I also study part time	5%	No - I am also an (unregistered) carer	2.5%
No - I also study full time	20%		

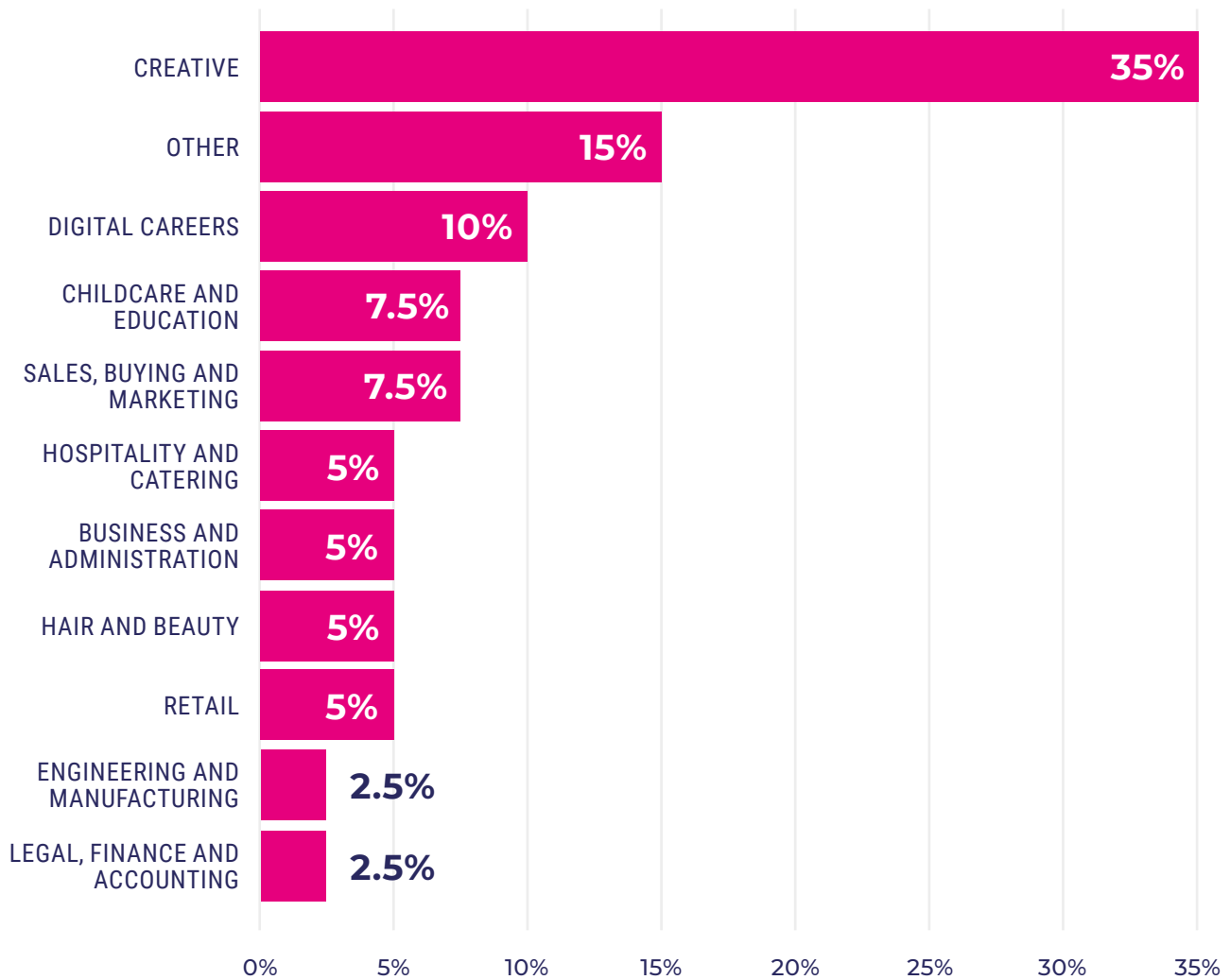
For a quarter of respondents being self-employed was their only occupation with the remaining respondents running a business alongside other work or study.

Can you tell us more about the type of self-employment you are in?

Freelancer, and employed by an organisation full time.	Sole trader, freelancing digital art for clients.	I make earrings and jewellery for friends and family.
I'm an independent contractor who does remote administration.	I ran my own domestic cleaning company for a couple years.	AI developer, youtube content creator / Vtuber live streamer.

The majority of self-employed respondents were sole traders, around a third were working on their own business whilst in additional work. Respondents covered a wide variety of sectors including special effects makeup, journalism, marketing support, jewellery making, administration and cleaning.

What sector do you work in?



*Other responses included: Charity Work and Photography.

How much do you agree with the following statements?

	Strongly disagree and disagree	Neutral	Agree and strongly agree
Being self-employed allows me to explore my passions	5.4%	18.9%	75.6%
Being self-employed was the only option for me	36.1%	25%	38.8%
The cost-of-living crisis is making me consider my self-employment options	13.9%	30.6%	55.6%
Being self-employed is the best option for me	24.3%	29.7%	45.9%

What support have you been given to start your business or become self-employed?

I haven't received any support	58.3%	Careers advisors	5.6%
Parents/guardians	22.2%	Mentor	5.6%
From social media	16.7%	Employability programmes	2.8%
From the Jobcentre Plus	11.1%	Work coach	2.8%
Financial support	11.1%	Other	2.8%

How useful has this support been?

	N/A	Useless and not useful	OK	Useful and extremely useful
From the Jobcentre Plus	50%	6.3%	25%	18.8%
Financial support	62.5%	12.5%	25%	0%
Parents/guardians	31.3%	12.5%	18.8%	37.5%
Employability programmes	62.5%	12.5%	18.8%	6.3%
Careers advisors	66.7%	20%	13.3%	0%
Mentor	56.3%	12.5%	18.8%	12.6%
Work coach	62.5%	12.5%	25%	0%
Youth worker	68.8%	6.3%	25%	0%
From social media	37.5%	0%	31.3%	31.3%
Apps	56.3%	6.3%	31.3%	6.3%

What do you enjoy about being self-employed?

I get to choose my clients and my hours. I can take days off when I need to. I can choose my own pay.	Get to make money doing things I enjoy.	Flexibility with time and commitment, can work around my schedule.
Flexibility of being able to care for my partner and work. It means I'm not on my feet, and not too tired to care for my partner.	Freedom to explore passions, ability to work towards dream job.	I can work in multiple roles in multiple sectors.

The majority of respondents noted the flexibility of being self-employed, and being able to choose their days, hours and pay, as a positive to being self-employed. Many also stated that having their job as something they enjoy as a positive for them.

What challenges, if any, have you faced being self-employed?

Networking, overworking, invoicing, contracts, lack of competence on business side of creative work.	Staying motivated can be tough when you're on your own and have ADHD. I've also had huge challenges applying for funding and being on benefits. If I do get funding, it wipes out my benefits leaving me and my girlfriend with nothing for the month. Universal credit have been very unhelpful with this, and often seem to want to discourage people from being self employed.	Difficult to find clients at first. I do not like social media so marketing was difficult for me.
Sometimes getting invoices paid is a struggle. Unreliable work. Wages seem very low at the moment considering I get no sick pay, annual leave or other benefits.	Job insecurity is a big one. I have been very lucky in the last 12 months however there's never any guarantee of work once a job has ended. This can cause a lot of anxiety. Additionally, I do not receive any sick pay or paid holidays, if I'm not in work I don't earn money. This causes anxiety around potential money problems in the future if I was affected by unforeseen health issues. This also affects things like pensions as I do not receive any employer contributions.	Finding clients willing to pay adequately for my work. Keeping a schedule.

Young people have cited a lack of a secure income as a challenge. Work can be unreliable, and some young people have said it can be difficult finding work. Some respondents highlighted the fact that there are no other benefits, e.g. sick pay, and that it can be easy to work long hours.

VOLUNTEERING & SOCIAL ACTION

In this section young people shared with us insight into volunteering, social action and extracurricular activities available to them.

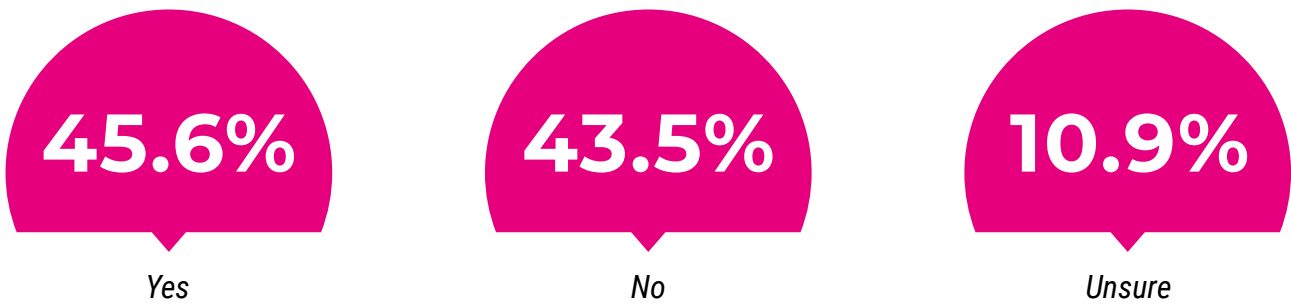
We asked this set of questions to all young people and we have been able to weight the data accordingly.

Key Findings:

- 45.6% of young people know what social action was, a 4.6 ppts rise on last year's figures.
 - » Young people with additional needs, care leavers, non-binary, transgender, unregistered carers, gay or lesbian and bi respondents were 10% more likely to know than their peers.
- Participation in most extracurricular options reduced this year across most options.
- The biggest disparities in access were seen for young people who were eligible for free school meals, they were less likely to have taken part in most options. The exception is joining a youth club, young people eligible for free school meals were more likely to have joined at a rate of 19 ppts.
- 76.9% of young people think taking part in social action and extracurricular activities is 'important' or 'very important' a rise of over 12 ppts on last year.



Do you know what social action is?

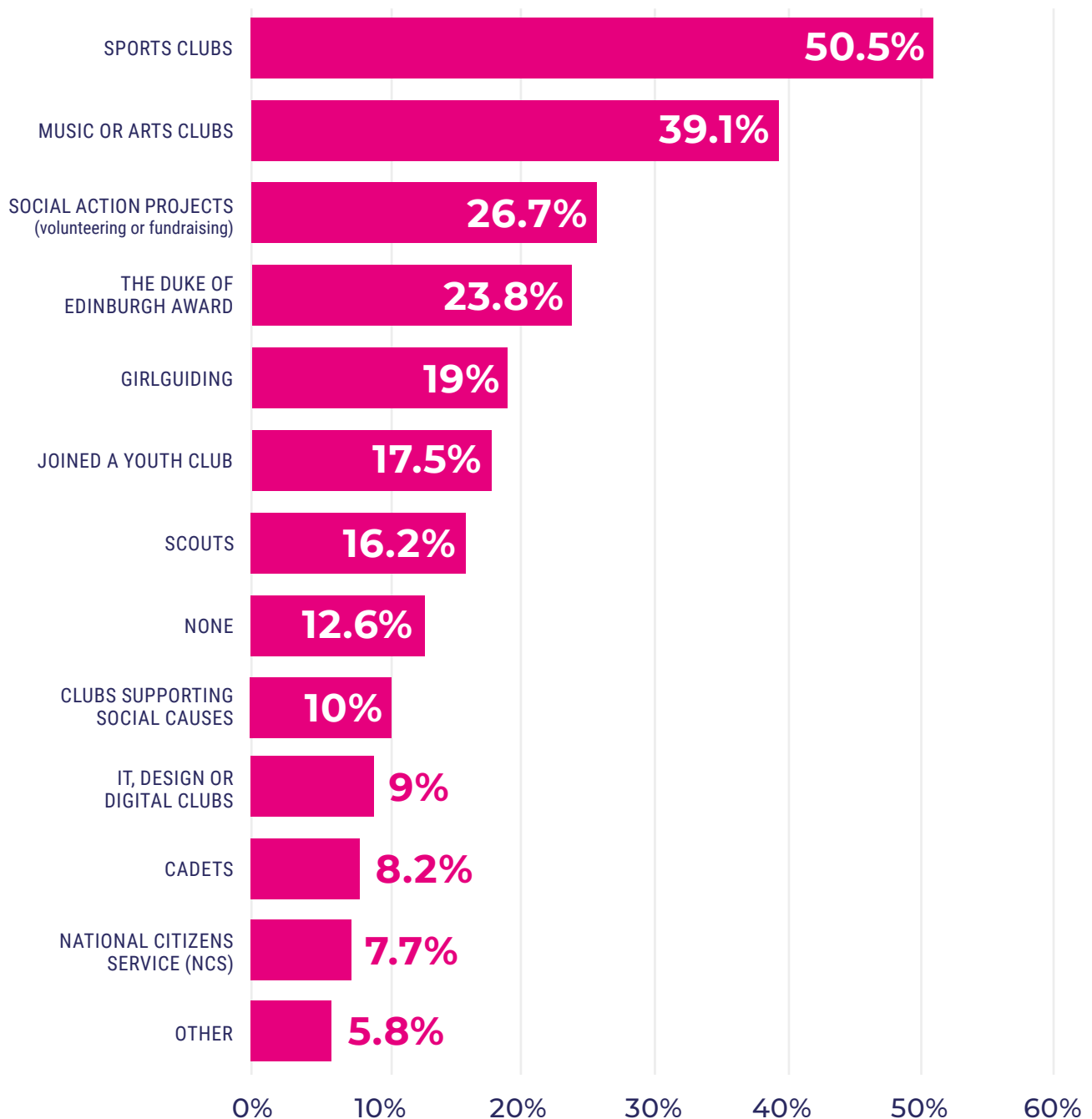


More young people knew what social action was this year, a rise of 4.6 pts on people responding 'yes' to this question. Younger respondents were much less likely to know what social action is, with the majority of answers being 'no' up until age 16. 11 year olds were more likely to respond 'unsure' than any other age group with 12 year olds being the most likely to respond 'no'. Conversely, 22 year olds are the most likely to know what social action is.

- Young people with additional needs were more likely to know what social action was by 7 pts (50.9%).
- Care leavers are most likely to know what social action is (55.6%) compared to those who are not in care (46.5%) and those currently in care (33.3%).
- Those who are non-binary are most likely to know what social action is (62%) whilst those who are least likely to know what social action is are males (40.4%) and those who use another term to define their gender (40.7%).
- Gay or lesbian and bi respondents were most likely to know what social action is (52.1% and 59.6% respectively) compared to 40.4% of straight or heterosexual respondents and 30.9% of unsure/questioning respondents.
- Unregistered carers were more likely to know what social action is (54.8%) compared to registered carers (44.4%) and those who are not carers (45.6%).
- 57.1% of transgender people knew what social action is, compared to 44.4% of people who are not transgender.



Which of these have you taken part in?



Participation in most options reduced this year with sports clubs and Scouts reducing by around 7 ppts. We do however see a rise in participation for young people undertaking music and arts clubs by 4 ppts and The Duke of Edinburgh Award by 3 ppts.

Younger respondents (11 - 13) were most likely to have taken part in sports clubs, music or arts clubs, Scouts or IT, design or digital clubs. Respondents aged 15 - 19 were most likely to take part in the Duke of Edinburgh Award, Cadets, and youth clubs. Furthermore, older respondents (20+) were most likely to take part in social action projects, the National Citizen Service, Girlguiding and clubs which supported social causes.

- Young people who were eligible for free school meals were less likely to have:
 - » 12 ppts less likely to have taken part in sports clubs (43.7%).
 - » almost half as likely to have taken part in Duke of Edinburgh (14% compared to 27.8%).
 - » 5.8 ppts less likely to have taken part in the Scouts (12.1%).
 - » 5 ppts less likely to have taken part in social action projects (23.3%). (28.5% compared to 23.3% of those on free school meals).
- They were more likely to:
 - » have joined a youth club (27.2%) compared to 8% of young people who were not eligible for free school meals.
- Whilst most responses stayed even those who stated that they had additional needs were:
 - » 8 ppts more likely to have taken part in social action projects.
 - » 10% more likely to have joined a youth club.
 - » 17% **less** likely to have taken part in a sports club.
- Those with no experience of the care system are most likely to have taken part in:
 - » music or art clubs, 39.9% compared to 29.4% of those currently in care and 22.2% of care leavers.
 - » Girlguiding, 19.8% compared to 11.8% of those currently in care and 0% of care leavers.
- Young people who are currently in care are most likely to have taken part in:
 - » sports clubs, 52.9% compared to 44.4% of care leavers and 50.5% of those who are not in care.
 - » Scouts, 23.5% compared to 22.2% of care leavers and 16% of those not in care.
- In addition, young people currently in care were:
 - » most likely to not take part in any of the above activities with 20.6% answering 'none' compared to 0% of care leavers and 11.9% of people who are not in care.
- Care leavers are more likely to have taken part in:
 - » Cadets, 22.2% compared to 8.3% of those not in care and 5.9% of those currently in care.
 - » social action projects, 44.4% compared to 27.6% of those not in care and 11.8% of those currently in care.
 - » IT, design or digital clubs, 44.4% compared to 8.8% of those not in care and 5.9% of those currently in care.
 - » clubs supporting social causes (22.2% compared to 10.3% of those not in care and 0% of those who are currently in care).
 - » They were also 5 ppts more likely to have undertaken NCS and the Duke of Edinburgh than other groups.
 - » Join a youth club (44.4% compared to 17.7% of those not in care and 11.8% of those currently in care).
- Most of those that are care leavers take part in sports clubs (44.4%), youth clubs (44.4%), social action projects (44.4%) and IT/design/digital clubs 44.4%).
- Young men are most likely to participate in sports clubs (54.6%) and females most likely to participate in music or arts clubs (40.8%) both sitting at least 5 ppts more likely than all other genders. Young men were half as likely to have participated in the Duke of Edinburgh (18%) and social action projects (11.9%) than their peers.
- Registered carers are twice as likely to have participated in youth clubs (55.6%), the Duke of Edinburgh (44.4%) and social action projects (44.4%) they were half as likely to have participated in the Duke of Edinburgh award and youth clubs.
- Transgender people are most likely to take part in music or arts clubs (48%) and social action projects (35%). However, people who are not transgender are more likely to participate in sports clubs (53.8%) and music or arts clubs (37.2%).

Are there any social action clubs or extracurricular clubs that you wish were available to you?

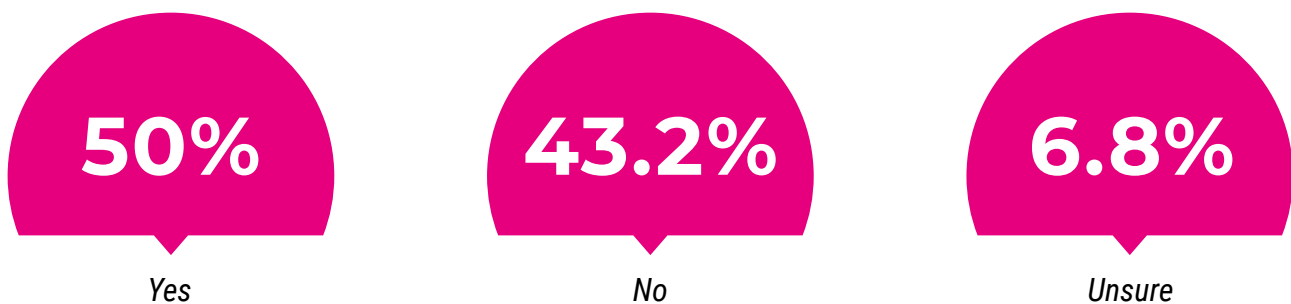
Sports, music, arts and crafts, book clubs for people out of work to attend during the day time not the evening. There is almost nothing available in the day, especially for autistic and mentally ill people.

Actually having social action clubs would have been amazing. More extra curricular clubs that were sports would have been great. Most music and arts clubs weren't proper clubs, they were the teacher opening their classroom at break times.

Ones for people who want to branch out but don't want to go out - zoom calls, chat forums, etc. where young socially challenged people can talk and connect without having to push themselves too much.

Some young people shared that they would enjoy the opportunity to join extracurricular clubs including sports or arts and crafts clubs. Some respondents also mentioned they would enjoy joining social action clubs, such as a soup kitchen or supporting homeless shelters.

Outside of school, college, sixth form or university, have you ever taken part in social action?



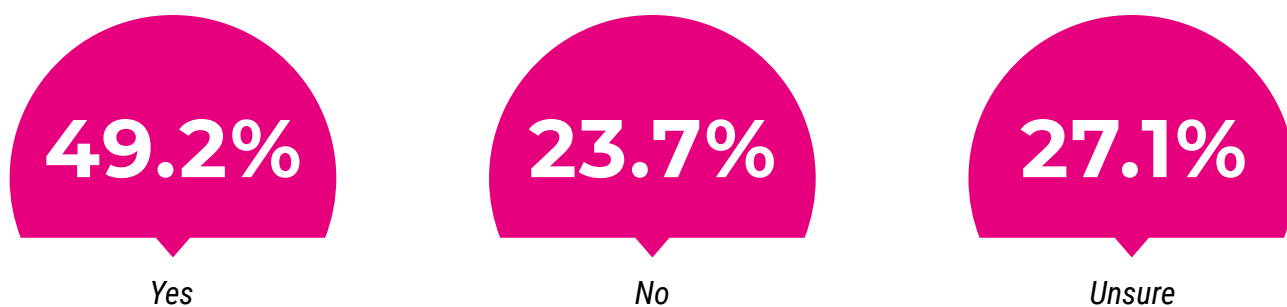
Until age 15, the answers are primarily 'no', and responses do not become predominantly 'yes' until age 22. Furthermore, those most likely to respond as 'unsure' were 12 year olds, 'no' for 13 year olds and 'yes' for 30+ year olds.

Those most likely to have taken part in social action were:

- Those who stated that they had additional needs were most likely to have taken part in social action, with (55%) responding that they had done so.
- Care leavers, 66.7% have taken part in social action compared to 38.2% of those who are currently in care (38.2%) and 50.9% of those with no experience of the care system.
- Non-binary respondents, who were most likely to take part in social action (60%). Male respondents were the least likely to have participated (38.5%).
- Bi were most likely to have taken part in social action, whereas straight or heterosexual respondents were most likely not to have taken part in social action.
- Unregistered carers who were more likely to have taken part in social action (65%) compared to 49% of those who are not carers and 44.4% of registered carers. 55.6% of registered carers said they had never taken part in social action.
- Transgender respondents, who were 5% more likely to have taken part in social action.

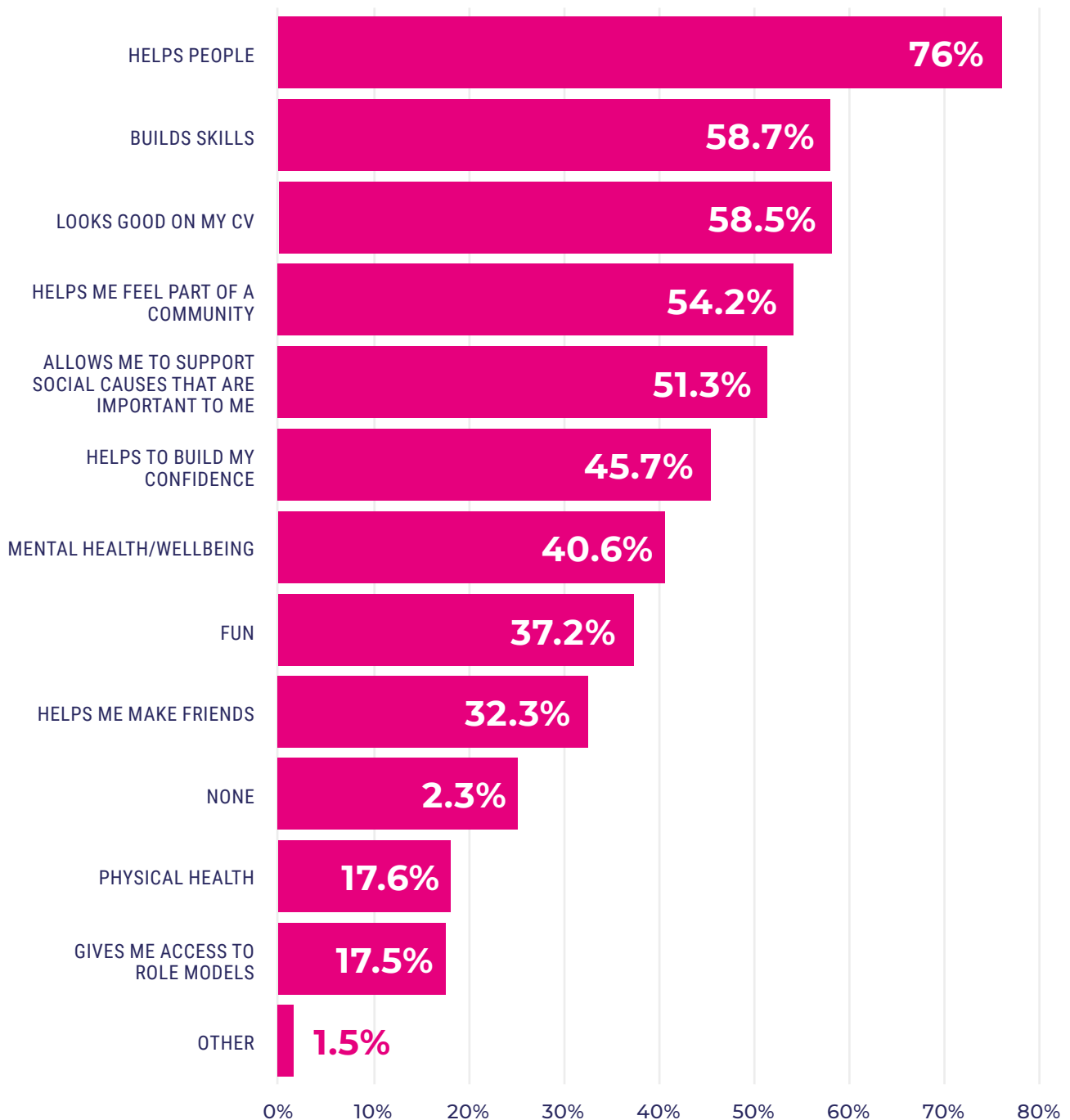


Is social action or volunteering something you would consider doing?



- Transgender respondents were most likely to consider taking part in social action, with 72.3% of people saying 'yes' compared to 45.7% of non-transgender respondents.
- More people who are not on free school meals would consider volunteering and social action (51.8%) compared to 46.2% of those who are on free school meals.
- Young people with additional needs were 15 ppts more likely to consider social action or volunteering (57.3%).
- Non-binary people are most likely to consider taking part in social action and volunteering (71.4%) as well as people who are unsure/questioning their gender (66.7%). However, males are the least likely to consider participating (32.4%) as well as those who use another term to describe their gender (41.7%).
- Straight respondents were much less likely to consider doing social action or volunteering compared to gay, lesbian, bi and other respondents, with 41.7% of straight respondents saying that they would consider it, with other respondent groups averaging scores of 60%.
- Registered carers were most likely to consider taking part in social action with 50% saying 'yes'. However only 42.9% of both unregistered carers and those who are not carers said it was something they would consider.

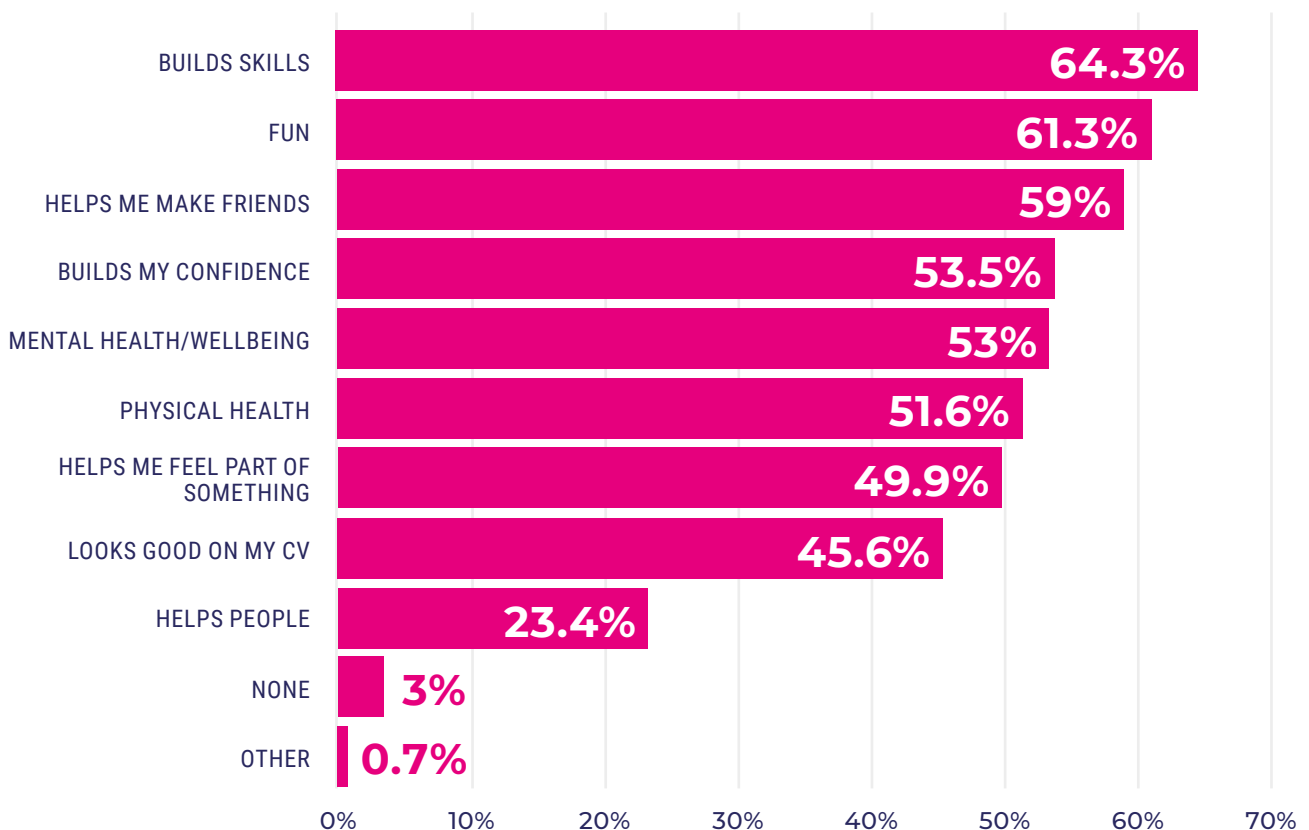
What do you think are the biggest benefits to social action/volunteering?



11 year old respondents were most likely to state that 'fun' and 'confidence building' to be the biggest benefits to social action, whereas 12 year olds stated that the benefits to 'physical health' were the best. 21 year olds were most likely to respond that 'helping people' and 'supporting social causes' were the biggest benefits, with 23 year olds doing the same for having 'access to role models'. Furthermore, 28 year olds were most likely to report that social action 'helped them to feel part of a community', 29 year olds, 'mental health and wellbeing' and 30 year olds 'improving their CV'. Throughout all age demographics, 'helping people' remained to be consistently one of, if not the most selected response.

- Young people who were not eligible for free school meals were more likely to rate 'mental health/wellbeing' as a benefit by 8 ppts (43.1%) they were also 8% more likely to rate 'supporting social causes' was the biggest benefit.
- Young people with additional needs stated that 'supporting social causes' was the biggest benefit to social action, whereas for young people without additional needs other 'building skills' was the biggest benefit.
- Young people currently in care rated 'looks good on my CV' as the biggest benefit by at least 20 ppts more than care leaver and those with no experience of the care system. They were also twice as likely to rate 'helps me make friends' and 'physical health' as a benefit.
- Care leavers rated 'building skills' as the biggest benefit at a rate of 17 ppts higher compared to those currently in care and those with no experience of the care system.
- Across all genders 'helping people' was rated as the biggest benefit, young women were most likely to score this at the biggest benefit with 80% scoring this way.
- Heterosexual respondents were most likely to believe that 'looks good on their CV', building skills, physical health and access to role models were the biggest benefits to social action, whereas gay or lesbian respondents were most likely to respond that helping to make friends, fun and mental health/wellbeing were some of the biggest benefits. Those who didn't identify with our terms were most likely to report that it helped them to feel part of a community, allowed them to help social causes and also helped to build confidence. Those who were unsure or questioning were most likely to report that the biggest benefit to social action and volunteering was helping people.
- 43.4% of transgender people selected social action as looking good on CVs compared to 60.9% of non-transgender people. Supporting social causes was selected by 74.5% of transgender people compared to 48.6% of non-transgender people.

What are the biggest benefits to undertaking extra curricular activities?



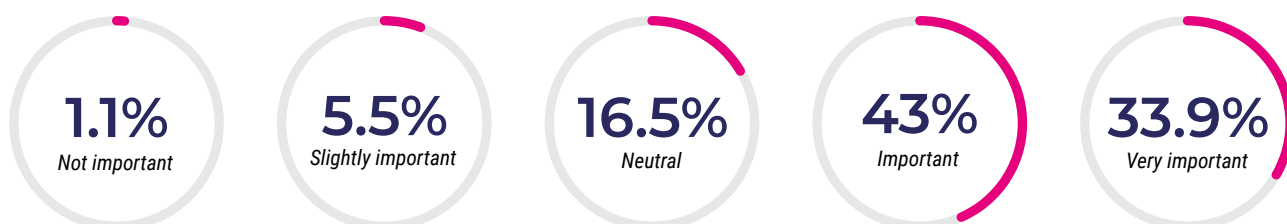


Results this year stayed even on last year's responses but we do see bigger differences in top choices this year.

11 year olds were most likely to respond that extra curricular activities helped to build their confidence, whereas 12 year olds were most likely to state that the biggest benefits were building skills, fun and physical health. Furthermore, 25 year olds were most likely to state that it helped them to make friends, 26 year olds were most likely to state that it helped them to feel part of something, 27 year olds with helping people being the biggest benefit and 28 year olds with benefits to mental health and wellbeing. Those 30+ stated that looking good on their CV was the biggest benefit to these activities.

- Young people who were not eligible for free school meals scored 'build skills' (66.7%) and 'making friends' (63.4%) as their top answers, a difference of 8 pts for those who were eligible. Young people who were eligible for free school meals were most likely to score 'fun' and 'builds confidence' as their top scores.
- Care leavers are most likely to participate in extracurricular activities as they are 'fun' (75%), good for 'physical health' (62.5%) and 'helps them feel part of something' (62.5%).
- Those currently in care were most likely to choose looks good on my CV the biggest benefit to extracurricular activities (52.9% compared to 25% of care leavers and 45.8% of those not in care).
- Registered carers selected that the biggest benefits to extracurricular activities are 'fun' (62.5%) and 'builds confidence' (62.5%). 75.6% of unregistered carers believe the biggest benefit is 'making friends' and 'builds skills' 65.9%. Of those who are not carers, 64.3% believe that the biggest benefit is 'builds skills', while 61.1% believe the biggest benefit is 'fun'.
- Transgender respondents selected the biggest benefits to be 'making friends' (59.4%) and 'fun' (54.4%) whilst those who were not transgender felt the biggest benefits to be 'builds skills' (66.2%) and 'making friends' (59.2%).

To what extent do you think it is important that young people take part in social action and extra curricular activities?



- 80.1% of people who are not on free school meals believe that it is important for young people to take part in social action and extracurricular activities whilst 71.4% of people who are on free school meals agree it is important.

'Important' & 'very important'

- Care leavers were 9.1% more likely to score as 'important' or 'very important' (87.5%) than those with no experience of the care system. 50% of young people currently in care 50% score the same way.
- Transgender respondents were 7.3% more likely to score as 'important' or 'very important'.
- Gay, lesbian or unsure/questioning respondents were most likely to state that they believed it was 'very important' to have young people take part in social action and extra curricular activities, whereas all other respondents primarily stated that they thought it was important to have young people take part in social activities.
- 87% of non-binary people and 84.2% of unsure/questioning respondents scored this way compared to 82% of female and just 66% of male respondents.
- Those who stated that they had additional needs were most likely to state that it was very important for them for young people to take part in social action and extra curricular activities (43.8%).
- 87.5% of registered carers and 82.5% of unregistered carers and 77.2% of those who are not carers. However, 6.7% of those who are not carers selected social action and extracurricular activities as unimportant, the most in this segment.

What more could be done to engage young people in social action and extra curricular projects?

Locate them near or build public transport, e.g. buses nearby. most of us can't drive.	Opportunities are not available everywhere. Some may be too expensive for families in my area to participate in.	More accessibility, awareness, drive and time from schools/educational facilities/ organisations and more availability with more reasonable prices or, if not possible, subsidies for low-income households as a crucial part of mental health and physical health needs.
Have more options as not everyone is sporty and make it more casual it feels like i'm showing up to class rather than a club.	More available opportunities. More public space for young people to spend time in safely. Services like youth clubs and community centres where these projects can happen/people can go to find out about them.	Make sure they are offered everywhere, including rural communities, and that all young people regardless of ethnicities, religion, race, gender, sexuality, etc. are aware of and have unrestricted access to them if they would like to take part.

The majority of young people thought opportunities could do with better promotion and a clearer understanding of what is available and accessible to them locally. More frequency and variety of opportunities would support young people to engage.

Cost was prohibitive to large groups of young people as was having to commit time every week to be part of something. Travel and location was an issue too, young people did not always feel that travel would be safe with services not always being covered by local transport routes.

FINAL THOUGHTS

Every year, having completed the full Youth Voice Census we ask young people if there is anything else they want us to know:

The selection of responses speaks to the reality for young people, young people are feeling unsupported and left behind in their communities and need more support to navigate what is next.

There needs to be more community led initiatives that are free to attend and offer real life experience and opportunities.	I wish there were more opportunities in my locality.	There should be support and everything available to young people.
I'd like some more support in schools for people as most students find it draining and hard with stress adding to it.	Young people are made to feel unwelcome in their area by the police and threat of police discipline/violence. More mental health services that are about giving people a place to spend time with others and are not about pushing people into work in order to meet targets are necessary. More youth services/workers/clubs that are funded and safe (i.e. no police) would help people	Thank you for running these surveys. As someone who was made aware for the first time of this census through my organisation, the initiative will most likely provide me with interesting reading and more awareness of how my situation is either similar or differs from other people within this age range.
The decrease in youth clubs over the past decade is alarming and is a contributor to the rising crime rates committed by young people across the UK.	I don't think schools or colleges do anywhere near enough to support people with mental health issues like anxiety.	Stop putting so much pressure on students to know what they want to be in the future. Why do 14 year olds have to choose something that will impact the rest of their life. Many 14 year olds still do not know their future and it is too much pressure.
There should be more support available and awareness for lgbtq+ youth. And more punishments for those who harass marginalised groups.	Yes. When you next do the census, please add a section on discrimination. Every day I hear children as young as 11 spouting highly offensive language about black people, neurodiverse people (especially autistic), people with South Asian heritage, LGBTQ+ people and especially women and girls.	The rise of discrimination and bigotry in the UK and USA is terrifying and it feels as though progress is reversing. It feels less safe to be myself with every passing day.

YOUTH VOICE SESSIONS



Across July and August 2023, Youth Employment UK met with 46 young people aged 16 - 30 to discuss their local area, their experience of education and their feelings about finding good employment.

The sessions, supported by Stonewall, Merseyside Youth Association, St Basil's and Bourne Leisure, allowed us to explore how the national Youth Voice Census findings are playing out across the country for different groups of young people.

They provided valuable insight into the experiences of young people and revealed both the difference of their experiences but also the commonalities.

Summary:

Across all groups young people told us that:

- Disruption to education and the ongoing impact of Covid-19 are continuing to hold them back.
- They need greater support at key transition points through education and into employment.
- Employers have an important role to play in creating quality opportunities for all young people in inclusive environments.

Young people are continuing to feel the lasting effects of the Covid-19 pandemic and the disruption this has had on their education and their journey to work. They continue to feel disadvantaged by the opportunities they missed during lockdowns, such as work experience, in-person education at university and other social experiences. Low-confidence and poor mental health, which for many stemmed from the pandemic, continues to be a barrier too.

Young people feel that there needs to be more support for them during key transition points on their journey to work. Being able to access support as they transition through secondary school to post-16 education and beyond was seen as vital for helping them make positive next steps.

Young people also want to see employers doing more to create quality opportunities and create workplaces which are inclusive and supportive. Young people want to be able to be themselves at work and have opportunities to develop their talents.

STONEWALL: INTRODUCTION

The Stonewall logo is a teal square with the word "Stonewall" written vertically in white.

Youth Employment UK was supported by Stonewall, to hold two online Youth Voice Sessions with young people in their network. We spoke with ten young people aged between 18 and 30 from the LGBTQ+ community, who shared their experiences.

PLACE-BASED

Young people told us that a big challenge they faced was a lack of opportunity where they lived, particularly in small towns and villages. Many of the young people we spoke to had moved to a bigger city to find more work opportunities, however, this presented its own challenges due to a saturated market and the level of competition - one young person who had moved from a small town to a city explained that they applied for around 90 jobs in two weeks, and secured two interviews, which were both unsuccessful.

Young people told us that being LGBTQ+ was a consideration for where they chose to live, as they feel some areas of the UK may be less accepting and more judgemental. Many of the young people we spoke to had moved from smaller, rural areas to a city, as these are often more inclusive and welcoming, with more opportunities to network and gain support from young people from the LGBTQ+ community. Some young people explained that they feel they can't be themselves where they live, for fear of negative comments, particularly in smaller towns, and don't feel confident being themselves when looking for work or being in work. This can take its toll, as one young person cited it was a "non-negotiable" for her to be her authentic self in the workplace, as this would have a significant impact on her mental health.

THE LAST 12-MONTHS

Young people have had mixed experiences over the past 12 - 24 months, impacting their experiences of work or finding a job. One young person we spoke to explained that the Kickstart scheme ending was problematic, as it was a lifeline for some young people who were straight out of University. One young person also dropped out of University due to Covid-19, as they felt the quality of learning they were receiving online was not good enough.

Some of the young people we spoke to shared issues they have experienced in work over the past 12 - 24 months, including a lack of support in the workplace when issues relating to being LGBTQ+ have arisen - e.g. being misgendered, or colleagues asking unprofessional or invasive questions. Young people explained that support from employers is too generic, and workplaces should have more tailored support in place specifically for those who are LGBTQ+.

One young person shared an experience of theirs from the past 12 months, where they felt used by their employer for token LGBTQ+ trends, despite this not being part of their job role or responsibilities. This had a negative impact on their mental health, and they had just handed in their notice due to this.

PREPARING FOR THE FUTURE

Many of the young people we spoke to explained that they did not feel prepared for the transition to work from education. They felt unprepared for interviews, felt inexperienced, and did not feel they knew how to “sell themselves” to an employer. Young people also told us that they did not feel emotionally prepared for the feelings of rejection associated with job searching, and the impact this has had on their mental health. The young people we spoke to highlighted how this can be exasperated further by their LGBTQ+ identity, as it can be easy for them to feel as though they have been rejected based on this.

Some of the young people we spoke to knew there were sources of support to help them into work, but felt that this career advice and support was too generic, and did not meet their needs as an LGBTQ+ individual. Some of our young people who were also neurodiverse shared that they had not received tailored support at key transition points.

Young people explained that their friends were a great source of support when looking for work, particularly to find out information about an employer’s reputation as an inclusive place to work for LGBTQ+ people.

JOURNEY TO WORK

The young people we spoke to shared some of the difficulties they had experienced when looking for work. Some young people explained that they feel they need to “out themselves” before they have met an employer. This was particularly true for the transgender young people we spoke to, where their birth name or sex on their right to work documents is different to their current one. This has caused them a great deal of anxiety and worry, adding to their concerns about being discriminated against.

When looking for work, young people feel it is important to undertake research around their prospective employer, particularly to ensure they are inclusive to the LGBTQ+ community. This research includes checking their equality and diversity policy, researching their reputation, checking employees on LinkedIn, and also researching the relationships they have with other organisations.

Some of the young people we spoke to had found finding a job a difficult process. One young person shared an experience of securing and accepting a job, for it only to be revoked 3 days before they were due to start because they were a student, despite this information being available to the employer all along. Another young person shared their experience of feeling “burned out” when job searching for a prolonged period, particularly as they are neurodiverse. This can be demotivating and have a negative impact on their self esteem and mental health.

IN WORK

Young people’s experiences of being in work have been mixed. One young person shared that in a previous job they had experienced hearing homophobic and misogynistic language being used, which made them very uncomfortable, and feel as though they could not disclose being transgender to their employer. Some young people shared their experiences of being misgendered, or not feeling as though they could be their authentic self in the workplace. One young person explained that they currently have a job working with children, and have not “come out” as non-binary to their employer as they worry about the stigma related to non-binary people working with children and the lack of understanding around this.

In contrast, some young people shared positive experiences of being in work, particularly in regards to feeling accepted and understood. One young person explained that in the job she has now, she is able to be her authentic self because of the inclusive environment, the understanding of colleagues, and the strong and positive leadership in place.

The young people we spoke to feel it is important for an employer to celebrate people’s differences, organise events in support of the LGBTQ+ community, and display pride within the work team.

CAISTER-ON-SEA: INTRODUCTION



Youth Employment UK visited the Haven holiday park in Caister-on-Sea, Great Yarmouth, Norfolk to speak to Haven employees between the ages of 17 and 30. During the visit we spoke to 10 young people across this age range about their experiences.

PLACE-BASED

Young people told us that their biggest challenge living in and around Caister-on-Sea was access to public transport and connectivity to nearby towns and cities, with those living in more rural or remote areas being particularly impacted. We heard that the length of journeys to neighboring towns impacted the young people's opportunities, this was further exacerbated by limited public transport availability for those in more remote areas.

These challenges meant that some of the young people we spoke to had limited opportunities, with some having to change their study plans (particularly for college) because the courses they had wanted to pursue would have been too far to travel, especially when relying on public transport. One young person shared that it took them over ninety minutes to get to college using public transport.

For those in more rural and coastal areas young people felt that there was little for them to do and few pull factors to keep them in the area. However, they did also enjoy the quiet nature of the local area and generally felt safe in their communities.

For those young people who lived in larger Norwich, just over 20 miles away, their experience was very different. They felt that there was lots to do and lots of opportunities for study and work. The young people enjoyed the diversity of the city and felt it was a safe and welcoming place to live.

THE LAST 12-MONTHS

Lots of the young people we spoke to had experienced a tumultuous 12-24 months, with many young people changing their plans for various reasons, including personal circumstances, responding to the rising cost of living and their experiences of education.

One young person had recently started university in their hometown, this was a change to an original plan to attend a university away from home but concerns around the affordability of student accommodation and the rising cost of living coupled with concerns around student debt had meant they had chosen to stay at home.

Another young person shared that they had recently left university because they had found the transition to university difficult and had not felt supported by their school or the university during this time. They had left university and returned home to find employment.

There was also a sense that Covid-19 continues to impact young people in the way that they perceive themselves and their future opportunities. Many young people referenced the impact that Covid-19 had on their education and their transition from secondary school/college to higher education or employment. The young people we spoke to felt unprepared for the next step and felt unsure about what would come next, there was little sense of a clear pathway or plan and this uncertainty had led to young people changing pathways and taking time to work out 'what they wanted to do'. It was felt that there was little support from school or other services during this time, with many young people relying on family for support.

PREPARING FOR THE FUTURE

We spoke to two young people who had dropped out of university and one young person who was at university but had not planned to go. We heard from these young people that they had not felt supported by their school/college at 18 during their transition from Further Education into their next steps.

One young person shared that they had planned to leave sixth form and find employment or an apprenticeship. However, a lack of support from their school and pressure to complete a UCAS application had meant they ended up going to university because they felt she had few other options and did not know how to pursue these other options.

JOURNEY TO WORK AND IN WORK

Most of the young people we spoke to had started their work with Haven from an early age or had been engaged in work experience with Haven. This had provided them with a gateway to employment. Several young people had left the area and stopped working for Haven when they went to university but had come back to Haven after their degree or after they had dropped out of university. Haven felt like a safe and secure employer that would provide opportunities for further progression, something that they did not feel confident they would find elsewhere or with other employers.

When thinking about other employers, young people felt that they would have to move to a different location to find the types of opportunities they wanted. One young person wanted to pursue a career in HR with another exploring an engineering career. Both felt that they would not find these opportunities in Norfolk, particularly in the coastal area in which they lived.

MERSEYSIDE YOUTH ASSOCIATION: INTRODUCTION



Youth Employment UK Visited the Merseyside Youth Association, a charity based in Liverpool, dedicated to delivering support and opportunities to young people in the Merseyside area. We spoke to 17 young people aged between 18 and 29 about their experiences.

PLACE-BASED

The young people we spoke to lived across various places in the Merseyside area, and reflected on things they liked and disliked about their local area. Some explained that they enjoyed the green spaces nearby, living close to a beach, and having good exercise facilities to visit, such as gyms or boxing centres. Some shared that Liverpool is generally LGBTQ+ friendly, and have found people more accepting and understanding of this. Some young people also highlighted having Talent Match local and accessible as a positive.

In contrast, young people described some of the things they did not like about their local area. Many young people talked about high levels of crime where they live, and how they did not always feel safe, but they had "gotten used to it". Some described their local area as "run down and littered", with lots of shops closed down. One young person described feeling stigmatised for being LGBTQ+ in the area they lived in whilst growing up, and had experienced bullying and threats - however, they feel that this has changed in recent years, and the area is becoming more accepting, which is positive.

The young people explained how central areas of Liverpool generally presented good work opportunities, but when you live outside of the centre as many of them did, you become reliant on public transport, which isn't always affordable or consistent, creating a barrier to employment.

THE LAST 12-MONTHS

Young people shared barriers to employment that they had experienced over the past 12 - 24 months. Some young people have found applying for jobs highly frustrating over the past year, particularly citing a lack of feedback after an unsuccessful interview or application as unhelpful, as they do not know where they need to improve. Many of the young people we spoke to talked about experiencing anxiety, stress and a lack of confidence over the past 12 - 24 months, which has had a negative impact on their self esteem and self belief. This has made job searching even more of a challenge for them.

Some young people talked about issues accessing work over the past few months due to problems with travel, including train and bus strikes, or maintenance work on the train lines causing delays or cancellations. Many young people also shared that they have found it difficult securing employment as employers have unrealistic work expectations - particularly in regards to work experience. The young people we spoke to explained that many job descriptions expect young people to have work experience straight from school, forming a barrier when applying for jobs. One young person told us that they had six months worth of volunteering experience, but was told by an employer that this was not enough. These unrealistic expectations are stumbling blocks for young people on their journey to work, and the young people we spoke to expressed the frustration this caused for them when job searching.

PREPARING FOR THE FUTURE

The young people we spoke to during the session revealed that they did not feel well prepared for the world of work. Many of them shared that they had not received explicit information or guidance about job searching, applying for jobs, attending interviews or starting work during their time in education. Some young people felt that there was too much of a focus on academic achievement in school, rather than preparing them for “real life”, with one young person highlighting that the prospect of the work environment was “scary” for them when they left school.

Many of the young people we spoke to felt there was a pressure to choose their career path at a young age, and were unaware of the breadth of pathways available to them. We heard that young people did not know who they could speak to for support for their future and post-16 options. One young person felt that after college, their only option for support was the Jobcentre Plus, which they did not want to go to for fear or stigma, or a lack of sympathy for their personal circumstances.

JOURNEY TO WORK

Young people spoke to us about difficulties they have experienced on their journey to work. Young people cited that many employers create a barrier for young people at the first stage of the recruitment process in their job descriptions, with unrealistic work expectations, qualifications, low pay, and a lack of “youth friendly language”. This has made finding a job difficult for some young people, as they feel they have already fallen at the first hurdle. Young people also spoke about a lack of work experience as a barrier for them finding work, and explained that there were few opportunities for them to gain the work experience they needed.

IN WORK

The young people we spoke to shared their experiences of being in work, and referenced some difficulties they had encountered. Some young people spoke about a lack of support for being neurodiverse in the workplace, where reasonable adjustments were not made, and they felt they could not seek support. Some young people also felt that employers should be more aware of their employee’s mental health, and should offer mental health support in the workplace.

The young people shared what they felt a good employer would encompass, and what they should offer young people. This included reasonable and realistic requirements on a job description, offering training and development opportunities, more understanding and flexibility around their family life, to be more accommodating to individual needs, and offering a good induction process, ensuring there is support in place for all employees.



ST BASIL'S: INTRODUCTION



St Basils works with young people aged 16-25 who are homeless or at risk of homelessness, to enable them to find and keep a home, grow their confidence, develop their skills, increase opportunities and prevent homelessness.

St Basils works with almost 4,000 young people per year across the West Midlands region with specific services in Birmingham, Coventry, Evesham, Leamington Spa, Sandwell, Solihull, Walsall, Warwickshire, Worcestershire and the Wyre Forest.

We spoke to seven members of St Basils' Youth Advisory Board, to understand their experiences.

PLACE-BASED

The young people in the session were from across the West Midlands and their experiences of their local areas varied. Those who lived in town and city centres spoke of having good access to public transport, local support services and felt that their area was 'well facilitated'. In contrast, those who lived in smaller towns, villages or in the suburbs of towns and cities, felt that their distance from a town or city centre disadvantaged them. The young people shared that good quality employment opportunities were concentrated in town centres, which was often difficult to get to due to a lack of reliable and affordable public transport links. Access to other support services such as Youth Hubs and employment support services, was also felt to be more challenging for those not living in town or city centres.

THE LAST 12-MONTHS

The young people we spoke to had experienced multiple challenges across the last year which had been exacerbated, for many, by a lack of access to support services. In particular, the young people shared how a lack of availability of and access to mental health support had prevented them from being in a position to access employment, education and training opportunities. Access to other health services such as dentists and local GPs was also an issue, with long-term health problems being an issue for some young people over the last year.

PREPARING FOR THE FUTURE

We heard that many young people had not felt prepared for their future or next steps with low confidence and a lack of understanding about clear pathways through education into employment being the biggest barriers. For most young people, the pathways they chose through post-16 education and into employment were chosen because they were convenient and they felt like there were few other options. For some, completing A-Levels and progressing to university had felt like the only option that they could take, despite feeling unprepared to continue in education.

This had left many of the young people undertaking pathways that did not suit their goals, ambitions and aspirations. At the same time, the ongoing impacts of Covid-19 and disruption to their earlier educational experiences and low self-confidence had made it difficult for them to thrive in college courses or at university. The young people shared that they would have liked to have received more information about their post-16 options and the pathways to employment whilst they were in secondary school so they could have made informed decisions about the routes to work that were right for them.

JOURNEY TO WORK

The young people we spoke to had struggled during their transitions through the education system and from education into employment, with many feeling unprepared for their next steps at each stage and unsure of where to go for support. One young person shared that “continuing in education felt impossible to me” but “I didn’t know what was out there or what I was going to do.” Other young people shared similar experiences of uncertainty around their next steps after education and not knowing where they could go for support to move into employment.

When discussing employment support services such as the Jobcentre Plus the majority of the young people felt that this was not a service they could use whilst some had never heard of the service at all, one young person shared that, “It never occurred to me that these were services for me.” For others, there was a stigma around accessing the Jobcentre Plus, “I’d heard about JCP but I had only heard the stereotypes and it didn’t feel like somewhere I could go.”

IN WORK

There was a mix of young people in employment and of those still in education or looking for work. The young people had clear expectations and asks of employers looking to recruit young talent. We heard that employers who understood their individual needs and personal circumstances were important, particularly for those with additional caring responsibilities, long-term health conditions or mental ill health. Young people also wanted employers who would support them during their early careers and offer meaningful opportunities for development in a supportive environment where they could thrive.



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