Young People's Career Ambitions (YPCA) 2024 Skills Development Scotland Sex

SDS Evaluation & Research Team

1,456

1,463

Female

Male

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after **Responses received** leaving school. Young people are asked about their views on ideal career priorities, influences on career-decision making, preferred industries, confidence in managing their own career, and their perceived career barriers. This infographic compares the responses of male and female young people.

📋 Top job	/ career pri	orities (Top 4, 9	% selected)	🛱 Perc	eived barrie	rs to car	r eer (Top 4, % s	selected)	Top Industries (Top 5, % selected)							
Female		Male		Female		Ma	le		Female			Male				
Good pay	56%	Good pay	62%	Not having enough confidence	45%	0	Not having contacts		Medicine and health		21%	Engineering	28%			
Work-life	44%	Job satisfac	tion 50%	Not earning enough mo			Not enough work experience		Caring		17%	Construction	23%			
balance				live on					Creative Industries		16%	Digital, computing, and IT	15%			
Helping others	41%	Work-life balance 42%		Not having contacts	37%	P Confi	Not having enough confidence		Teaching / ed	eaching / education		Sport	12%			
Job satisfaction	n 38%	Learning ne	w 35%	Not enoug	567		enough	34%	Madia		15%					
		skills 55%		work expe	rience	jobs	5	0470	Media		11%	Media	10%			
Confidence	e in Career M	lanagement S	kills (Average score,	1=Not confident, 10=Exti	remely confident)	8 8-0	Sey Influe	ences on	career (% a fai	· amount / a	great deal))				
Female Male	Female Male	Female Male	Female Male	Female Male	Female Male		Тор 3 ј	people influ	uencers		T					
7.4 7.4	7.4 7.2	7.1 7.3	7.1 7.1	7.0 7.0	6.8 6.8	٩	Parent(s) /	Parent(s) / carer(s)		79% <u>o</u>		erests / hobbies	76%			
			7.1 7.1			Female	Teacher(s)		55%	emale	The ne	The need to earn money				
Understand and build	Understand how my	Identify and build	Make informed	Consider new things I may	Find and use career	щ	Careers ad	Careers adviser		Ĕ	Qualifi	cations achieved	71%			
on my skills,	experiences and learning	relationships with people who	career	not have thought of	information		Parent(s) / carer(s) Careers adviser		80%		The ne	he need to earn money				
strengths	can help me	can help you in	decisions	when it comes to my career	easily	e			52%	le		erests / hobbies	77% 74%			
and make career achievements choices		your career		journey		Male	Other famil	ly member	51%	Male		Qualifications achieved				

This research was conducted by SDS's Evaluation and Research team over a five-week period between October and November 2024. This is a collaborative project, informed by several partner organisations. A total of 2,919 young people responded to the research. The results are weighted to represent the population as a whole.

Skills Development Scotland Young People's Career Ambitions (YPCA) 2024 Ethnicity

SDS Evaluation & Research Team

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after leaving school. Young people are asked about their views on ideal career qualities, influences on career-decision making, preferred industries, confidence in managing their own career, and perceived barriers. This infographic compares the responses of White and Minority Ethnic young people.

Responses receivedMinority Ethnic250White2,627

Top job / career priorities (Top 4, % selected)								Perceived barriers to career (Top 4, % selected)							Top Industries (Top 5, % selected)							
Minority Ethnic White						Minority	Ethnic	;	Whi	White			inority Ethni	ic		White						
Good pay		61%	Goo	Good pay 58%				Not having contacts		46%	enou	Not having enough confidence		M	Medicine and health		23%	Engineering	16%			
Work-life balance		43%	Job satisfaction 44%			Not enough work experience		40%		having tacts	40%	Digital, computing, and IT		,	17%	Construction	14%					
			Work-life				Not having			Note	enough work		M	Media			Creative Industries	13%				
Job satisfactio	on	42%	balance 43%			right qualifications		39%		erience	38%	Er	Engineering			Medicine and health	12%					
Helping others	5	35%	Lear skills	arning new 34%			Not having enough confidence		38%	Not enough jobs		36%	Cr	Creative Industries		12%	Teaching / education	12%				
🔗 Confiden	ce in	Career N	lanage	ment SI	Kills (Ave	rage score, 1	1=Not	confident, 10=Extr	remely confid	dent)	8 8-0	(% a fair amount / a great deal)										
Minority Ethnic White	Minori Ethnie	ty White	Minority Ethnic	White	Minority Ethnic	White	Min	inority White Minority White				Тор 3 р	people influ	iencei	S		Т					
7.4 7.4	7.4		7.1	7.2	7.1	7.1		5.9 7.0	7.0	6.8	د ⊈	Parent(s) /	carer(s)		78% ڪ		My inte	erests / hobbies	81%			
											Minority Ethnic	Careers adv	viser		78% Ajuoriti 62%		Qualifications achieved		77%			
and build	on my experiences skills, and learning strengths can help me			ify and uild		ake		onsider new hings I may	Find an		2	Teacher(s)	Teacher(s)			56%		ed to earn money	75%			
				relationships with people who		ormed areer		not have thought of	inform eas	nation		Parent(s) / carer(s)			79%		The need to earn money		76%			
			can he	p you in	decis	sions		hen it comes o my career	eas	ыу	White	Other family member			52% Xpite		My interests / hobbies		74%			
achievements		noices	your career				journey				Careers adviser			52%	Š	Qualifi	Qualifications achieved					

This research was conducted by SDS's Evaluation and Research team over a five-week period between October and November 2024. This is a collaborative project, informed by several partner organisations. A total of 2,919 young people responded to the research. The results are weighted to represent the population as a whole. Minority Ethnic: African/African Scottish/African British/African Other; Asian/Asian Scottish/Asian British/Asian Other; Black/Black Scottish/Black British; Caribbean/Caribbean British/Caribbean Other; Gypsy/Traveller/Roma; Mixed or multiple ethnic group. White: White/White Scottish/White Other.

Young People's Career Ambitions (YPCA) 2024 Development Scotland Lesbian, Gay, Bisexual, Transgender (LGBT)

in managing their own career, and perceived barriers. This infographic compares the responses of LGBT and non-LGBT young people.

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after

leaving school. Young people are asked about their views on ideal career gualities, influences on career-decision making, preferred industries, confidence

Skills

SDS Evaluation & Research Team

Responses received LGBT 364 Non-LGBT 1.366

Top Industries (Top 5, % selected) Top job / career priorities (Top 4, % selected) ******* Perceived barriers to career (Top 4, % selected) **Non-LGBT** Non-LGBT LGBT Non-LGBT LGBT LGBT Not having Not having **Creative Industries** 29% Engineering 18% 56% 47% 40% Good pay Good pay 61% enough contacts confidence Not having Media Construction 15% 20% Work-life Not having 46% 43% 39% Job satisfaction 44% enough balance contacts confidence Digital, computing, and 14% Medicine and health 13% Work-life Not enough work Not enough work 45% 43% Job satisfaction 37% 43% experience experience balance 14% 11% **Teaching / education** Caring Not earning Not enough Learning new 34% 40% 34% Helping others 34% enough money to Medicine and health 14% 11% Sport skills iobs live on Confidence in Career Management Skills (Average score, 1=Not confident, 10=Extremely confident) Key influences on career (% a fair amount / a great deal) Top 3 people influencers Top 3 Influencing factors Non-LGBT Non-LGBT Non-LGBT Non-LGBT Non-LGBT Non-LGBT LGBT LGBT LGBT LGBT LGBT LGBT Parent(s) / carer(s) 67% Mv interests / hobbies 82% 7.5 7.2 7.2 6.9 7.0 6.9 7.2 6.7 7.3 6.5 7.4 6.8 LGBT LGBT 54% 72% Teacher(s) The need to earn money Understand Understand Consider new Identify and Find and use Make 53% **Qualifications achieved** 67% Friend(s) things I may and build how my build career informed not have experiences on my relationships information career thought of Parent(s) / carer(s) 82% The need to earn money 76% and learning skills. with people who easilv when it comes decisions Non-LGBT Non-LGBT can help me strenaths can help you in Other family member 55% My interests / hobbies to my career 73% make career and your career journey choices achievements 53% **Qualifications achieved** 66% Careers adviser

This research was conducted by SDS's Evaluation and Research team over a five-week period between October and November 2024. This is a collaborative project, informed by several partner organisations. A total of 2,919 young people responded to the research. The results are weighted to represent the population as a whole. LGBT young people include those that identified as lesbian, gay, bisexual, transgender, or other sexual orientation. Non-LGBT young people include those that identified as heterosexual/straight.

Young People's Career Ambitions (YPCA) 2024 Development Scotland Scottish Index of Multiple Deprivation (SIMD)

Skills

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after leaving school. Young people are asked about their views on ideal career qualities, influences on career-decision making, preferred industries, confidence in managing their own career, and perceived barriers. This infographic compares the responses of young people from the 20% most deprived areas in Scotland (SIMD 1) with those from the 20% least deprived areas in Scotland (SIMD 5).

Top job / ca	4	🛱 Perc	eived	barriers	to car	'eer (Top 4, % s	elected)	Top Industries (Top 5, % selected)										
SIMD 1 SIMD 5						3	SIMD 1				ID 5	SIMD 1				SIMD 5		
Good pay	61%	Good	рау		59%	e	Not having enough confidence		44%		much petition	43%	Eng	Engineering		15%	Medicine and health	18%
Work-life balance	42%	Job s	atisfacti	ion	48%		Not enough work experience		39%	Not having contacts		42%	Construction			14%	Engineering	16%
Job satisfaction	41%	Work	-life				Not having		38%	Not enough work		40%	Caring			14%	Creative Industries	14%
	41/0	balan	се		43%	C	contacts		30 /0	experience		40 %	Med	Medicine and health		11%	Teaching / education	12%
Learning new skills	38%	Helpii	ng othei	rs	33%		Not enough jobs		37%	Not having enough confidence		39%	Crea	Creative Industries		11%	Media	11%
Confidence in	Confidence in Career Management Skills (Average score, 1=Not confident, 10=Extremely confident)										(% a fair amount / a great deal)							
SIMD 1 SIMD 5 SIMI	D 1 SIMD 5	SIMD 1	SIMD 5	SIMD 1	SIMD 5	SIMD	1 SIMD 5	SIMD 1	SIMD 5		Top 3 people influe			encers			op 3 Influencing factors	
7.3 7.6 7.1	7.6	7.0	7.5	6.8	7.4	7.0	7.2	6.6	7.0	5	Parent(s) / c			75%	1		ed to earn money	80%
Understand Un	derstand	Identif	vand	D.4.		Con	sider new	Find a						63%	SIMD		erests / hobbies	73%
	now my periences	bui	ild	-	ake med		gs I may ot have	car	eer	0)	Other family	y member		53%		Qualifications achieved		61%
skills, and	d learning	with peo	relationships /ith people who		eer sions	tho	ought of t comes	inforn eas		LO	Parent(s) / c	carer(s)		80%	IJ	My inte	erests / hobbies	76%
Ŭ Ū	n help me ke career	can help your c	-	ueci	510115	to m	ny career			SIMD	Other family	y member		54%	SIMD	The ne	ed to earn money	74%
achievements choices				Je	journey				σ Teacher(s)			52%	<u>N</u>	Qualifi	cations achieved	72%		

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SDS Evaluation & Research Team

748

421

Responses received

SIMD 1

SIMD 5

Young People's Career Ambitions (YPCA) 2024 Care Experienced (CE)

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after leaving school. Young people are asked about their views on ideal career qualities, influences on career-decision making, preferred industries, confidence in managing their own career, and perceived barriers. This infographic compares the responses of care experienced and non-care experienced young people.

Top Industries (Top 5, % selected) Top job / career priorities (Top 4, % selected) 舞 Perceived barriers to career (Top 4, % selected) 須 CE CE Not CE Not CE CE Not CE Not having Not having 20% Engineering 16% Construction 62% 39% 41% Good pay Good pay 60% enough enough confidence confidence Not earning 14% Caring 12% **Creative Industries** Not having 42% 38% Job satisfaction 41% Job satisfaction 45% enough money to contacts live on Medicine and health Hospitality 12% 13% Work-life Not having Not enough work Helping others 39% 38% 38% 44% experience balance contacts Armed forces, policing 10% 12% Construction or security Learning new Not enough work Not enough Learning new 38% 37% 35% 32% 10% 11% Teaching / education experience Engineering skills skills iobs Confidence in Career Management Skills (Average score, 1=Not confident, 10=Extremely confident) Key influences on career (% a fair amount / a great deal) Top 3 people influencers Top 3 Influencing factors CE Not CE Not CE CE Not CE Not CE CE CE Not CE CE CE Not CE **Careers adviser** 69% The need to earn money 74% 7.5 6.8 7.0 7.1 7.0 6.8 6.9 7.2 6.6 6.3 7.4 6.8 65% 71% Parent(s) / carer(s) My interests / hobbies В В Understand Understand Consider new Identify and Find and use Make 59% **Qualifications achieved** 59% Teacher(s) things I may and build how my build career informed not have experiences on my relationships information career thought of Parent(s) / carer(s) 80% My interests / hobbies 76% skills. and learning with people who Not CE Not CE easilv when it comes decisions can help me strenaths can help you in **Careers adviser** 52% to my career The need to earn money 75% make career and your career journey choices **Qualifications achieved** achievements Other family member 52% 67%

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SDS Evaluation & Research Team

Responses received

CE

Not CE

137 1.650

Skills Development Scotland

Skills Development Scotland Voung People's Career Ambitions (YPCA) 2024 Disability

SDS Evaluation & Research Team

449

1,225

Responses received

Disabled

Non-disabled

The YPCA research aims to understand the career aspirations, influences, and challenges faced by young people in Scotland approximately one year after leaving school. Young people are asked about their views on ideal career qualities, influences on career-decision making, preferred industries, confidence in managing their own career, and perceived barriers. This infographic compares the responses of disabled and non-disabled young people.

📋 Top jot	selected	d)	5	🛱 Perc	eived l	barriers	to care	eer (Top 4, % s	selected)		Top Industries (Top 5, % selected)								
Disabled Non-disabled							Disabled				-disabled	Disabled				Non-disabled			
Good pay	55%	%	Good pay 61%				My wellbeing			Not I cont	having acts	42%	С	creative Industrie	ries 21%		Engineering	18%	
Work-life balance	41%	%	Job satisfaction		ion	46%	Not having enough			45%		enough work rience	39%	N	Medicine and health		16%	Construction	15%
	_					confidence Not earning			Not h			С	aring		15%	Medicine and health	12%		
Job satisfactio	on 41%	%	Work-life balance 44%			enough money to live on		42%	enou		38%	т	eaching / educatio	on	14%	Digital, computing, and IT	11%		
Helping others	s 37%	%	Learning new 33%		Not enough jobs		37%	Not e jobs	enough	35%	Media			13%	Teaching / education	11%			
🔗 Confiden	ce in Caree	er Ma	anagem	nent Sk	ills (Ave	erage score, 1	=Not col	nfident, 10=Extra	emely confid	dent)	8 8-8	$\bigotimes_{\otimes -\otimes}$ Key Influences on career (% a fair amount / a great deal)							
Disabled Non-disabled	Disabled No	on- bled	Disabled	Non- disabled	Disabled	Non- disabled	Disabl	Disabled Non- disabled Disabled Non- disabled				Тор 3 ј	people influ	ence	ers		To		
7.1 7.6	7.0 7.	5	6.6	7.4	6.6	7.3	6.5	5 7.2	6.5	6.9	p	Parent(s) /	carer(s)		75%	75%		ed to earn money	76%
	Understan				0.0	7.0					Disabled	Careers ad	viser		55%	75% 75% Disapted by 55%		rests / hobbies	73%
Understand and build	how my		-	Identify and build		ake rmed	thir	nsider new ngs I may	Find an car	nd use	ö	Teacher(s)			52%	000/		ion / training	61%
on my skills,	experience and learnin		relationships with people who can help you in		ca	reer	th	ot have ought of	inform	information easily		Parent(s) / carer(s)			82%			rests / hobbies	75%
strengths and	can help m make care				deci	sions	to r	n it comes my career	eat	Siry	Non- disabled	Other family member			53%	Non- disabled	The ne	ed to earn money	75%
achievements	choices	your career		j	journey			No	Careers ad	viser	52%		No	Qualifie	cations achieved	69%			

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