






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 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.

Responses received	
Female	1,456
Male	1,463

<div> Top job / career priorities <i>(Top 4, % selected)</i></div>				<div> Perceived barriers to career <i>(Top 4, % selected)</i></div>				<div> Top Industries <i>(Top 5, % selected)</i></div>			
Female		Male		Female		Male		Female		Male	
Good pay	56%	Good pay	62%	Not having enough confidence	45%	Not having contacts	44%	Medicine and health	21%	Engineering	28%
Work-life balance	44%	Job satisfaction	50%	Not earning enough money to live on	39%	Not enough work experience	39%	Caring	17%	Construction	23%
Helping others	41%	Work-life balance	42%	Not having contacts	37%	Not having enough confidence	37%	Creative Industries	16%	Digital, computing, and IT	15%
Job satisfaction	38%	Learning new skills	35%	Not enough work experience	36%	Not enough jobs	34%	Teaching / education	15%	Sport	12%
								Media	11%	Media	10%

<div> Confidence in Career Management Skills <i>(Average score, 1=Not confident, 10=Extremely confident)</i></div>											
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
7.4	7.4	7.4	7.2	7.1	7.3	7.1	7.1	7.0	7.0	6.8	6.8
Understand and build on my skills, strengths and achievements		Understand how my experiences and learning can help me make career choices		Identify and build relationships with people who can help you in your career		Make informed career decisions		Consider new things I may not have thought of when it comes to my career journey		Find and use career information easily	

<div> Key Influences on career <i>(% a fair amount / a great deal)</i></div>											
Top 3 people influencers						Top 3 Influencing factors					
Female	Parent(s) / carer(s)		79%		Female	My interests / hobbies		76%			
	Teacher(s)		55%			Female	The need to earn money		74%		
	Careers adviser		53%				Female	Qualifications achieved		71%	
Male	Parent(s) / carer(s)		80%		Male			The need to earn money		77%	
	Careers adviser		52%			Male		My interests / hobbies		74%	
	Other family member		51%				Male	Qualifications achieved		62%	

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Responses received	
Minority Ethnic	250
White	2,627

Top job / career priorities

(Top 4, % selected)

Minority Ethnic		White	
Good pay	61%	Good pay	58%
Work-life balance	43%	Job satisfaction	44%
Job satisfaction	42%	Work-life balance	43%
Helping others	35%	Learning new skills	34%

Perceived barriers to career

(Top 4, % selected)

Minority Ethnic		White	
Not having contacts	46%	Not having enough confidence	41%
Not enough work experience	40%	Not having contacts	40%
Not having the right qualifications	39%	Not enough work experience	38%
Not having enough confidence	38%	Not enough jobs	36%

Top Industries

(Top 5, % selected)

Minority Ethnic		White	
Medicine and health	23%	Engineering	16%
Digital, computing, and IT	17%	Construction	14%
Media	16%	Creative Industries	13%
Engineering	13%	Medicine and health	12%
Creative Industries	12%	Teaching / education	12%

Confidence in Career Management Skills

(Average score, 1=Not confident, 10=Extremely confident)

Minority Ethnic	White	Minority Ethnic	White	Minority Ethnic	White	Minority Ethnic	White	Minority Ethnic	White	Minority Ethnic	White
7.4	7.4	7.4	7.3	7.1	7.2	7.1	7.1	6.9	7.0	7.0	6.8
Understand and build on my skills, strengths and achievements		Understand how my experiences and learning can help me make career choices		Identify and build relationships with people who can help you in your career		Make informed career decisions		Consider new things I may not have thought of when it comes to my career journey		Find and use career information easily	

Key Influences on career




(% a fair amount / a great deal)


Top 3 people influencers			Top 3 Influencing factors		
Minority Ethnic	Parent(s) / carer(s)	78%	Minority Ethnic	My interests / hobbies	81%
	Careers adviser	62%		Qualifications achieved	77%
	Teacher(s)	56%		The need to earn money	75%
White	Parent(s) / carer(s)	79%	White	The need to earn money	76%
	Other family member	52%		My interests / hobbies	74%
	Careers adviser	52%		Qualifications achieved	65%


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 Scottish/Caribbean British/Caribbean Other; Gypsy/Traveller/Roma; Mixed or multiple ethnic group. White: White/White Scottish/White Other British/White Irish/White Other.

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Responses received	
LGBT	364
Non-LGBT	1,366

<div> Top job / career priorities <i>(Top 4, % selected)</i></div>				<div> Perceived barriers to career <i>(Top 4, % selected)</i></div>				<div> Top Industries <i>(Top 5, % selected)</i></div>			
LGBT		Non-LGBT		LGBT		Non-LGBT		LGBT		Non-LGBT	
Good pay	56%	Good pay	61%	Not having contacts	47%	Not having enough confidence	40%	Creative Industries	29%	Engineering	18%
Work-life balance	46%	Job satisfaction	44%	Not having enough confidence	43%	Not having contacts	39%	Media	20%	Construction	15%
Job satisfaction	45%	Work-life balance	43%	Not enough work experience	43%	Not enough work experience	37%	Digital, computing, and IT	14%	Medicine and health	13%
Helping others	34%	Learning new skills	34%	Not earning enough money to live on	40%	Not enough jobs	34%	Caring	14%	Teaching / education	11%
								Medicine and health	14%	Sport	11%

<div> Confidence in Career Management Skills <i>(Average score, 1=Not confident, 10=Extremely confident)</i></div>									
LGBT	Non-LGBT	LGBT	Non-LGBT	LGBT	Non-LGBT	LGBT	Non-LGBT	LGBT	Non-LGBT
7.2	7.5	7.2	7.4	6.7	7.3	6.8	7.2	6.9	7.0
Understand and build on my skills, strengths and achievements	Understand how my experiences and learning can help me make career choices	Identify and build relationships with people who can help you in your career	Make informed career decisions	Consider new things I may not have thought of when it comes to my career journey	Find and use career information easily				

<div> Key Influences on career <i>(% a fair amount / a great deal)</i></div>							
Top 3 people influencers				Top 3 Influencing factors			
LGBT	Parent(s) / carer(s)		67%	LGBT	My interests / hobbies		82%
	Teacher(s)		54%		The need to earn money		72%
	Friend(s)		53%		Qualifications achieved		67%
Non-LGBT	Parent(s) / carer(s)		82%	Non-LGBT	The need to earn money		76%
	Other family member		55%		My interests / hobbies		73%
	Careers adviser		53%		Qualifications achieved		66%

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.

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 / career priorities

(Top 4, % selected)

SIMD 1		SIMD 5	
Good pay	61%	Good pay	59%
Work-life balance	42%	Job satisfaction	48%
Job satisfaction	41%	Work-life balance	43%
Learning new skills	38%	Helping others	33%

Perceived barriers to career

(Top 4, % selected)

SIMD 1		SIMD 5	
Not having enough confidence	44%	Too much competition	43%
Not enough work experience	39%	Not having contacts	42%
Not having contacts	38%	Not enough work experience	40%
Not enough jobs	37%	Not having enough confidence	39%

Top Industries

(Top 5, % selected)

SIMD 1		SIMD 5	
Engineering	15%	Medicine and health	18%
Construction	14%	Engineering	16%
Caring	14%	Creative Industries	14%
Medicine and health	11%	Teaching / education	12%
Creative Industries	11%	Media	11%

Confidence in Career Management Skills

(Average score, 1=Not confident, 10=Extremely confident)

SIMD 1	SIMD 5
7.3	7.6
Understand and build on my skills, strengths and achievements	Understand how my experiences and learning can help me make career choices

SIMD 1	SIMD 5
7.1	7.6
Understand and build relationships with people who can help you in your career	Identify and build relationships with people who can help you in your career

SIMD 1	SIMD 5
7.0	7.5
Make informed career decisions	Identify and build relationships with people who can help you in your career

SIMD 1	SIMD 5
6.8	7.4
Make informed career decisions	Identify and build relationships with people who can help you in your career

SIMD 1	SIMD 5
7.0	7.2
Consider new things I may not have thought of when it comes to my career journey	Identify and build relationships with people who can help you in your career

SIMD 1	SIMD 5
6.6	7.0
Find and use career information easily	Identify and build relationships with people who can help you in your career

Key Influences on career

(% a fair amount / a great deal)

Top 3 people influencers			Top 3 Influencing factors		
SIMD 1	Parent(s) / carer(s)	75%	SIMD 1	The need to earn money	80%
	Careers adviser	63%		My interests / hobbies	73%
	Other family member	53%		Qualifications achieved	61%
SIMD 5	Parent(s) / carer(s)	80%	SIMD 5	My interests / hobbies	76%
	Other family member	54%		The need to earn money	74%
	Teacher(s)	52%		Qualifications achieved	72%

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. SIMD is a tool used to identify areas in Scotland experiencing the highest levels of deprivation. SIMD 1 represents young people from the 20% most deprived areas in Scotland, and SIMD 5 represents those from the 20% least deprived areas in Scotland.

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.




Responses received	
CE	137
Not CE	1,650


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


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Responses received	
Disabled	449
Non-disabled	1,225

 Top job / career priorities <i>(Top 4, % selected)</i>				 Perceived barriers to career <i>(Top 4, % selected)</i>				 Top Industries <i>(Top 5, % selected)</i>			
Disabled		Non-disabled		Disabled		Non-disabled		Disabled		Non-disabled	
Good pay	55%	Good pay	61%	My wellbeing	47%	Not having contacts	42%	Creative Industries	21%	Engineering	18%
Work-life balance	41%	Job satisfaction	46%	Not having enough confidence	45%	Not enough work experience	39%	Medicine and health	16%	Construction	15%
Job satisfaction	41%	Work-life balance	44%	Not earning enough money to live on	42%	Not having enough confidence	38%	Caring	15%	Medicine and health	12%
Helping others	37%	Learning new skills	33%	Not enough jobs	37%	Not enough jobs	35%	Teaching / education	14%	Digital, computing, and IT	11%
								Media	13%	Teaching / education	11%

 Confidence in Career Management Skills <i>(Average score, 1=Not confident, 10=Extremely confident)</i>											
Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
7.1	7.6	7.0	7.5	6.6	7.4	6.6	7.3	6.5	7.2	6.5	6.9
Understand and build on my skills, strengths and achievements		Understand how my experiences and learning can help me make career choices		Identify and build relationships with people who can help you in your career		Make informed career decisions		Consider new things I may not have thought of when it comes to my career journey		Find and use career information easily	

 Key Influences on career <i>(% a fair amount / a great deal)</i>														
Top 3 people influencers						Top 3 Influencing factors								
Disabled	Parent(s) / carer(s)		75%		Disabled	The need to earn money		76%		Disabled	My interests / hobbies		73%	
	Careers adviser		55%			My interests / hobbies		73%			Education / training		61%	
	Teacher(s)		52%			Education / training		61%						
Non-disabled	Parent(s) / carer(s)		82%		Non-disabled	My interests / hobbies		75%		Non-disabled	My interests / hobbies		75%	
	Other family member		53%			The need to earn money		75%			The need to earn money		75%	
	Careers adviser		52%			Qualifications achieved		69%			Qualifications achieved		69%	

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