



Research Questions

- ✓ Does part-time work and volunteering influence skills development among school pupils aged 16–18?
- ✓ What skills pupils acquire through part-time work and volunteering activities?

Beyond the Classroom: How Part-Time Work and Volunteering Build Scotland's Future Workforce



Key Research Focus

How do part-time work and volunteering experiences develop the skills of Scotland's young workforce?

Methodology

Surveys

n= 131 (work data)
n= 124 (volunteering data)
Scottish school pupils aged 16–17

Case Studies

n = 4 Exploratory interviews with current workers and volunteers

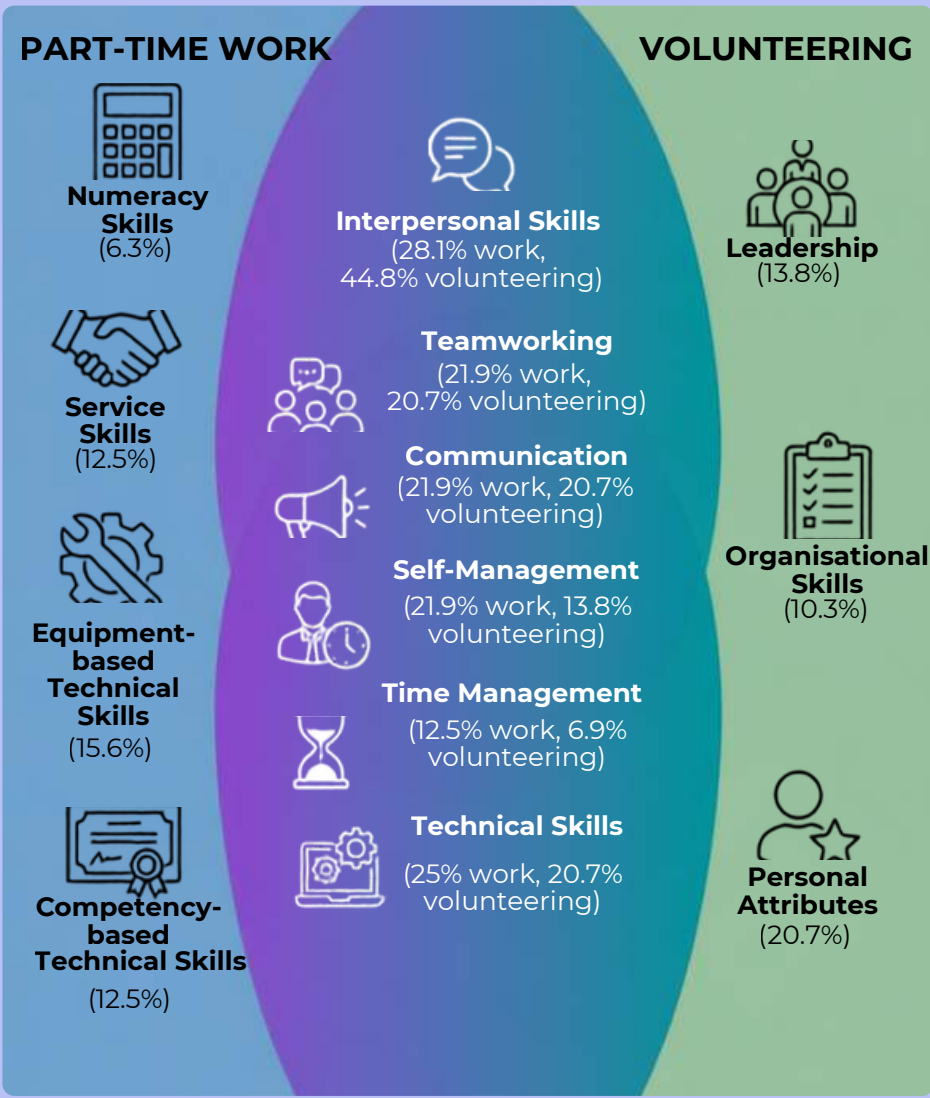
Participants

Pupils aged 16–17 across Scottish schools.

Current workers & volunteers
Former workers & volunteers
No experience of work & volunteering



Survey Findings What Skills are aquired



Case Study Findings How Skills are aquired

Managing multiple commitments helped pupils develop planning, scheduling and organisational skills, particularly when coordinating shifts, travel and study commitments.

Alex, catering worker and volunteer stable hand.

Work expanded opportunities for social interaction, helping pupils develop confidence communicating with unfamiliar people.

Jordan, hospitality worker and volunteer coach.

Taking responsibility for coaching and teaching others helped pupils develop confidence, leadership and communication skills, with experience increasing their willingness to lead groups independently.

Morgan, dance coach and volunteer sports coach.

Key Takeaways

- ✓ Part-time work and volunteering offer opportunities for skills development among pupils.
- ✓ Pupil's feel their experiences in work and volunteering have helped them develop,

Future Actions

- ✚ Institutions should formally recognise work and volunteering offer pupils experiential opportunities.
- ✚ Institutions and local authorities should improve accessibility to volunteering and employment for pupils and young people across Scotland.

