

### Summary of findings:

- Males and females are highly influenced by their Parent(s)/Carer(s) and their interests/hobbies.
- There are clear gender differences in the sectors that males and females aspire to enter.
- Females were more likely to report that not having enough confidence in themselves is a barrier to their future career.

Male 2022/23	566	responded to the survey
Female 2022/23	823	

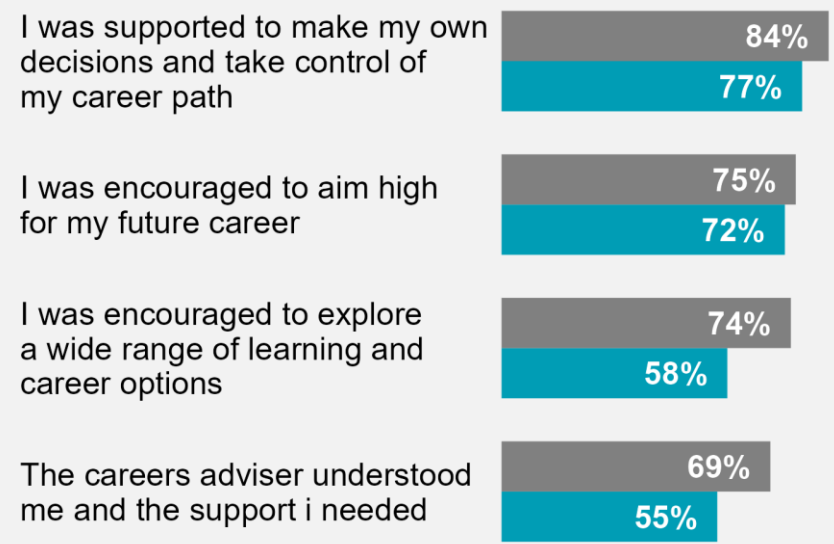
### Key influences on career aspirations

A fair amount / a great deal (%)



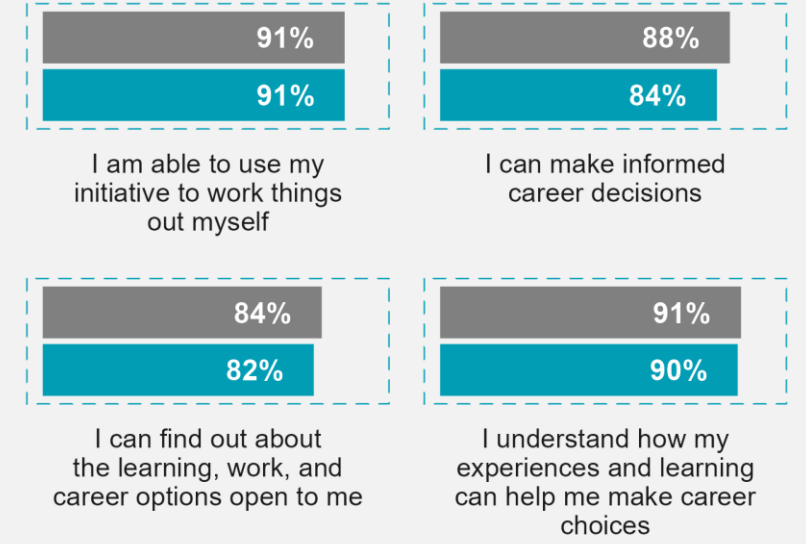
### Views on CIAG support

Agree / strongly agree (%)



### Career Management Skills

Agree / strongly agree (%)



### Preferred sector

Select all that apply (%)

Sector	Female (%)	Male (%)
Arts, culture, entertainment and sport	19%	20%
Health, social care, social work	29%	9%
Construction and engineering	3%	31%
Legal, professional, scientific, and technical	17%	15%
Education	23%	7%
Public sector, public services, and defence	10%	11%

### Perceived barriers to career

Select up to 5 (%)

Barrier	Female (%)	Male (%)
Not having enough confidence in myself	54%	40%
Not enough work experience	43%	45%
Not having contacts / knowing the right people	37%	38%
Too much competition	40%	30%
Not having the right qualifications	33%	34%
Not earning enough money to live on	36%	30%

### Desired job attributes

Select up to 5 (%)

Attribute	Female (%)	Male (%)
Good pay	56%	64%
Job satisfaction	48%	55%
Work-life balance	42%	40%
Learning new skills	37%	42%
Helping others	50%	24%

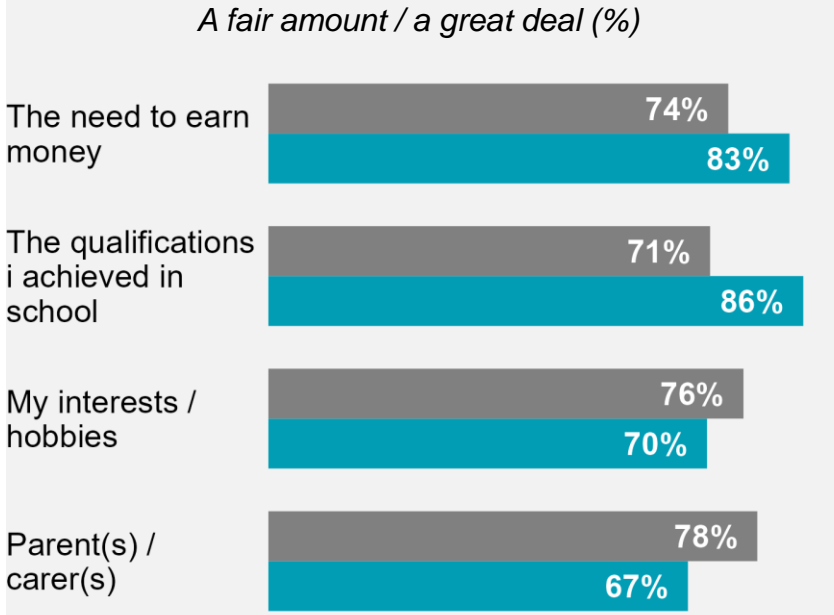
• A total of 1,414 young people responded to the survey overall. Please note that responses to individual questions may vary.  
 • Results are weighted to represent the population as a whole. The research was carried out by SDS's Evaluation & Research Team over a 5-week period in October/November 2022.  
 • This infographic was produced by the Evaluation and Research Team in April 2023.

### Summary of findings:

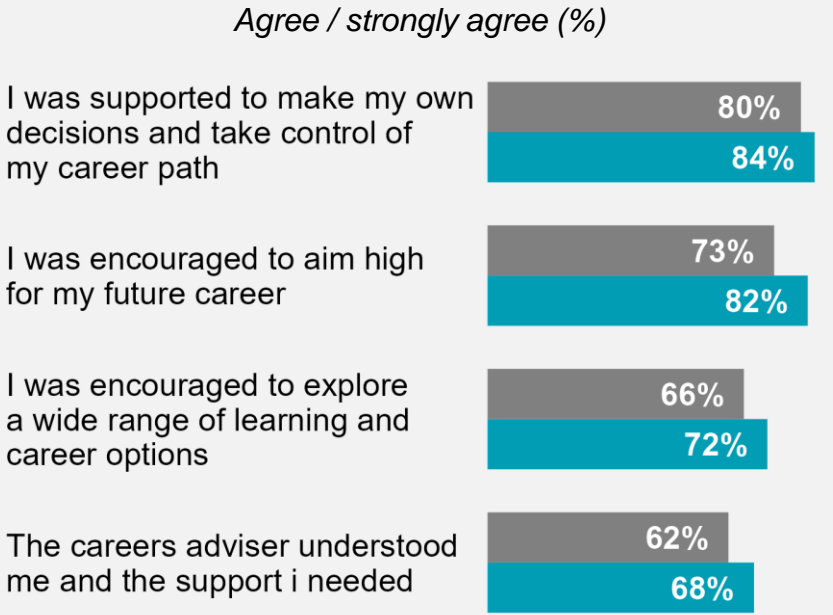
- BAME young people are highly influenced by the qualifications they achieved in school and the need to earn money.
- BAME young people are highly likely to want to enter the health, social care, and social work sector in the future.
- BAME young people were more likely to report that being discriminated against is a barrier to their future career.

White 2022/23	1309	responded to the survey
BAME 2022/23	89	

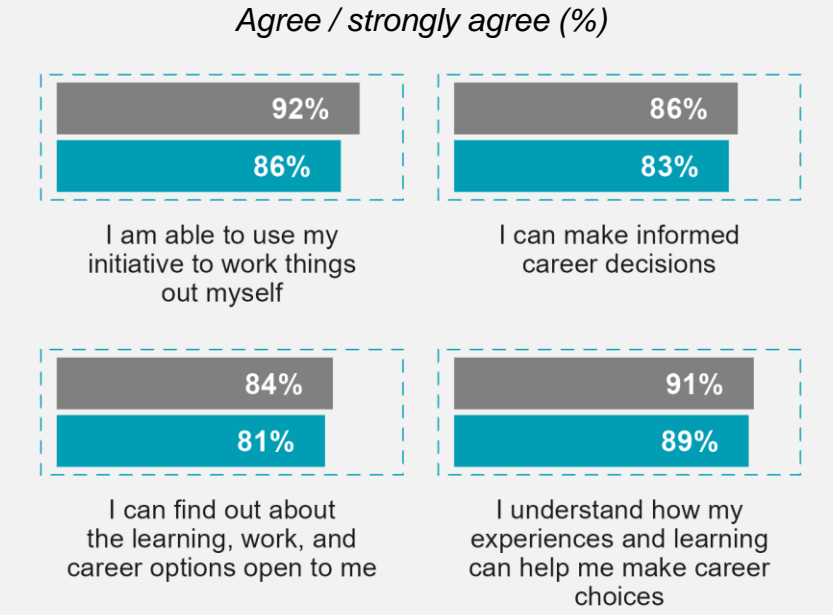
### Key influences on career aspirations



### Views on CIAG support



### Career Management Skills



### Preferred sector

*Select all that apply (%)*

Sector	BAME (%)	White (%)
Health, social care, social work	34%	18%
Legal, professional, scientific, and technical	24%	16%
Arts, culture, entertainment and sport	14%	21%
Education	15%	15%
Construction and engineering	7%	17%
Public sector, public services, and defence	13%	11%

### Perceived barriers to career

*Select up to 5 (%)*

Barrier	BAME (%)	White (%)
Not having enough confidence in myself	45%	47%
Too much competition	45%	35%
Not having contacts / knowing the right people	41%	37%
Not earning enough money to live on	39%	34%
Not having the right qualifications	37%	33%
Being discriminated against	39%	18%

### Desired job attributes

*Select up to 5 (%)*

Attribute	BAME (%)	White (%)
Good pay	70%	59%
Job satisfaction	39%	52%
Helping others	49%	37%
Work-life balance	41%	41%
Learning new skills	40%	39%

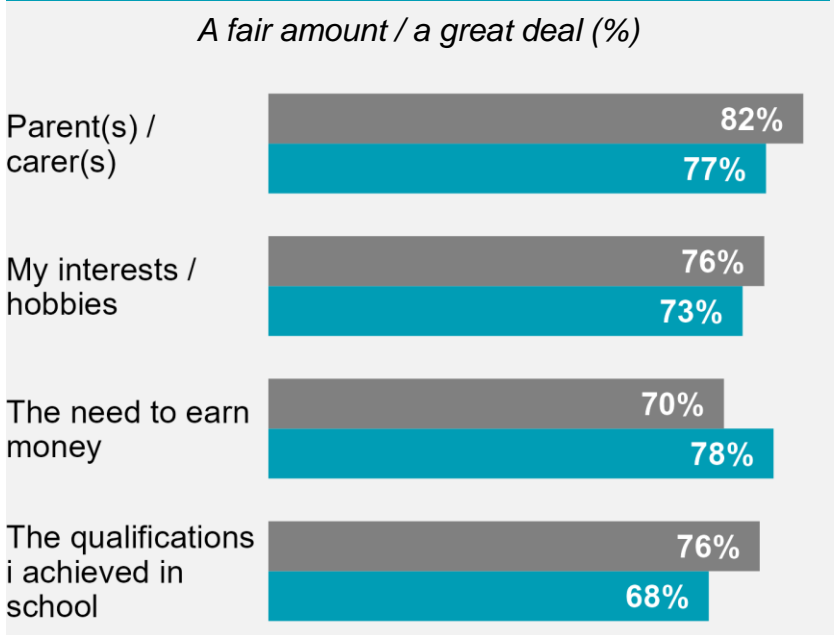
• BAME includes: African, African Scottish or African British; Asian, Asian Scottish or Asian British; Black, Black Scottish or Black British; Caribbean, Caribbean Scottish or Caribbean British; Gypsy / Traveller; Mixed or multiple ethnic group; 'Other' ethnic group. White includes: White (Scottish, Irish, Other British); White – Other. A total of 1,414 young people responded to the survey overall. Please note that individual responses to questions may vary. Results are weighted to represent the population as a whole. The research was carried out by SDS's Evaluation & Research Team over a 5-week period in October/November 2022. This infographic was produced by the Evaluation and Research Team in April 2023.

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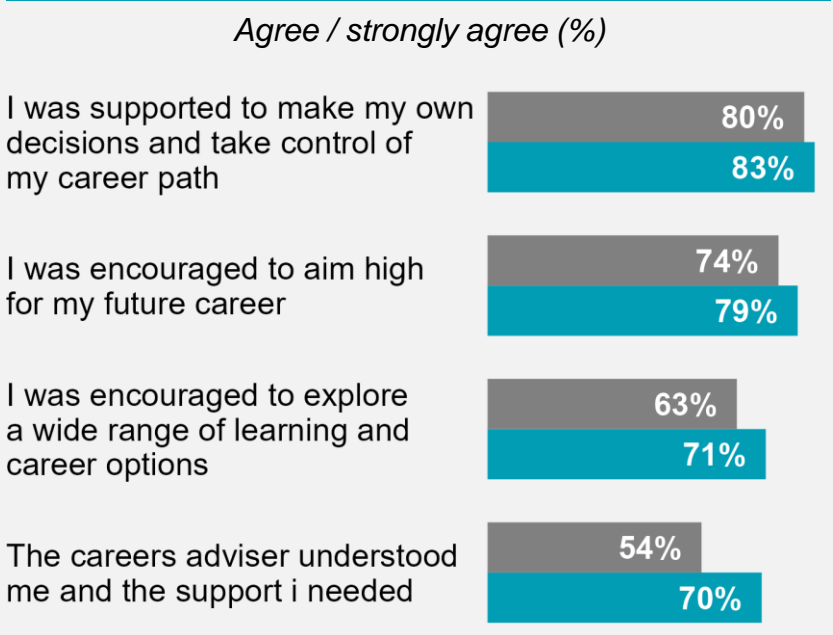
- Young people (YP) from the most deprived areas are more likely to be influenced by the need to earn money.
- YP from the most deprived areas were more likely to report that they were encouraged to explore a wide range of options.
- YP from most deprived areas are more likely to report that not having enough confidence in themselves is a career barrier.

<b>SIMD 5 - 2022/23</b> (least deprived)	<b>262</b>	responded to the survey
<b>SIMD 1 - 2022/23</b> (most deprived)	<b>324</b>	

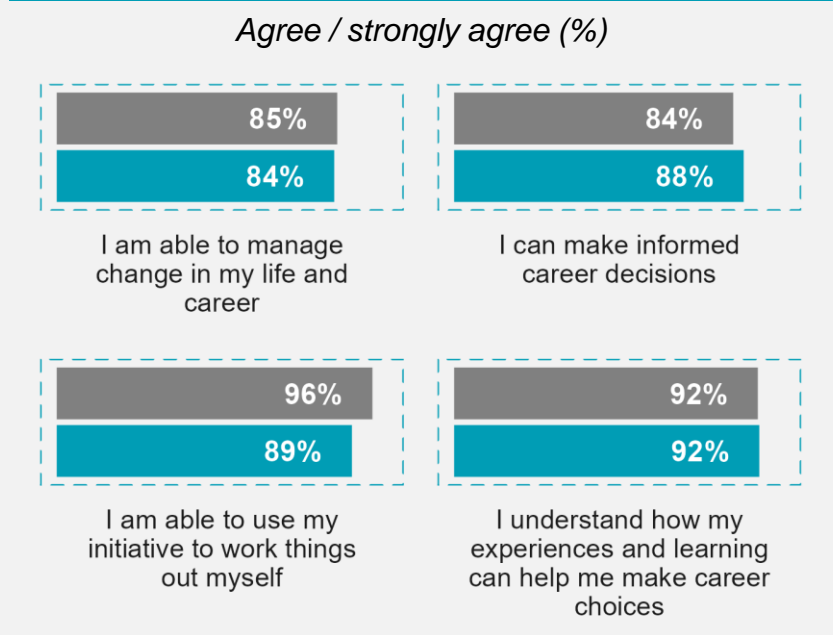
### Key influences on career aspirations



### Views on CIAG support



### Career Management Skills



### Preferred sector

*Select all that apply (%)*

Sector	SIMD 1 (%)	SIMD 5 (%)
Arts, culture, entertainment and sport	20%	19%
Health, social care, social work	19%	19%
Legal, professional, scientific, and technical	16%	19%
Construction and engineering	17%	13%
Education	12%	13%
Publishing, broadcasting, communications, and computing	10%	11%

### Perceived barriers to career

*Select up to 5 (%)*

Barrier	SIMD 1 (%)	SIMD 5 (%)
Not enough work experience	43%	51%
Not having enough confidence in myself	48%	39%
Not having contacts / knowing the right people	39%	38%
Too much competition	28%	43%
Not earning enough money to live on	35%	32%
Not enough jobs	32%	34%

### Desired job attributes

*Select up to 5 (%)*

Attribute	SIMD 1 (%)	SIMD 5 (%)
Good pay	60%	55%
Job satisfaction	47%	58%
Learning new skills	42%	36%
Helping others	37%	38%
Work-life balance	31%	41%

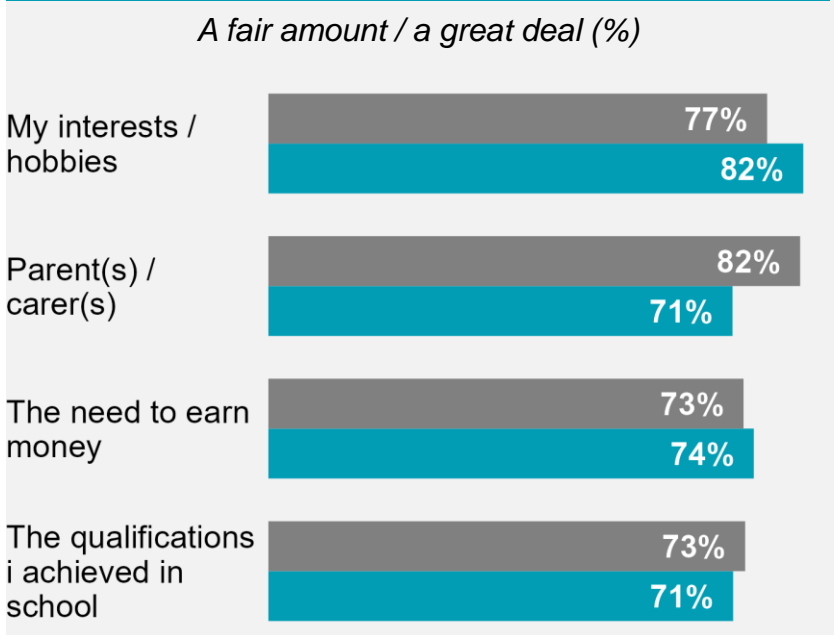
- The Scottish Index of Multiple Deprivation (SIMD) ranks areas from most deprived (SIMD 1) to least deprived (SIMD 5).
- A total of 1,414 young people responded to the survey overall. Please note that responses to individual questions may vary.
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### Summary of findings:

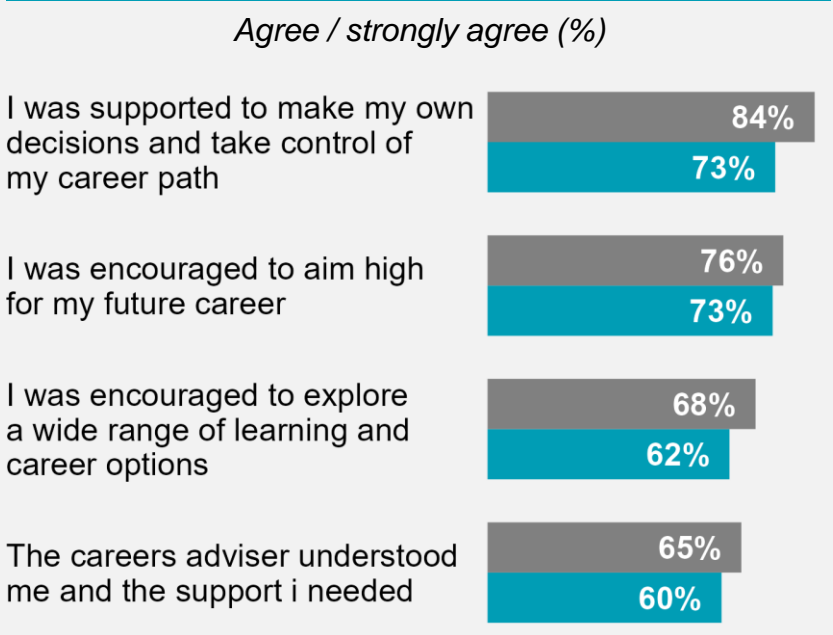
- LGBT young people are highly influenced by their interests/hobbies.
- LGBT young people are highly likely to want to enter the arts, culture, entertainment and sport sector in the future.
- LGBT young people are highly likely to report that not having confidence and not earning enough money to live on are career barriers.

Non-LGBT 2022/23	701	responded to the survey
LGBT 2022/23	201	

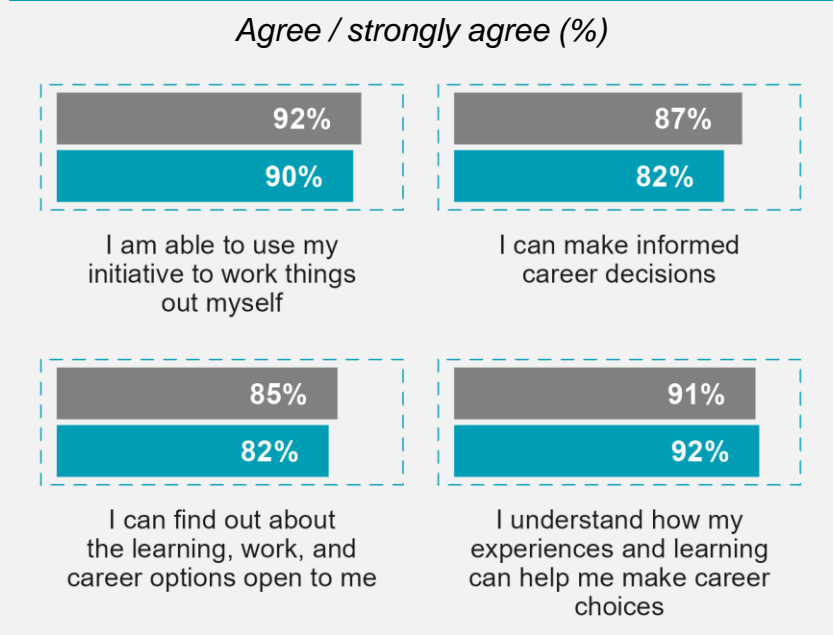
### Key influences on career aspirations



### Views on CIAG support



### Career Management Skills



### Preferred sector

*Select all that apply (%)*

Sector	LGBT (%)	Non-LGBT (%)
Arts, culture, entertainment and sport	37%	16%
Health, social care, social work	22%	18%
Education	17%	15%
Legal, professional, scientific, and technical	12%	17%
Construction and engineering	6%	20%
Public sector, public services, and defence	12%	10%

### Perceived barriers to career

*Select up to 5 (%)*

Barrier	LGBT (%)	Non-LGBT (%)
Not having enough confidence in myself	53%	45%
Not enough work experience	45%	44%
Not earning enough money to live on	52%	29%
Not having contacts / knowing the right people	43%	35%
Too much competition	40%	34%
Being discriminated against	35%	15%

### Desired job attributes

*Select up to 5 (%)*

Attribute	LGBT (%)	Non-LGBT (%)
Good pay	56%	61%
Job satisfaction	57%	49%
Work-life balance	44%	40%
Helping others	42%	36%
Learning new skills	36%	40%

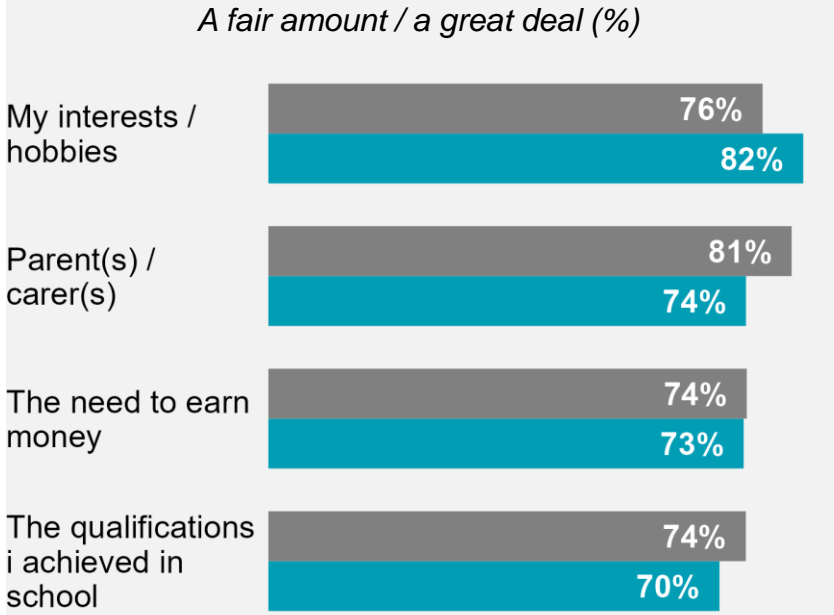
• LGBT is an acronym which includes: Lesbian, gay, bisexual and transgender individuals.  
 • A total of 1,414 young people responded to the survey overall. Please note that responses to individual questions may vary.  
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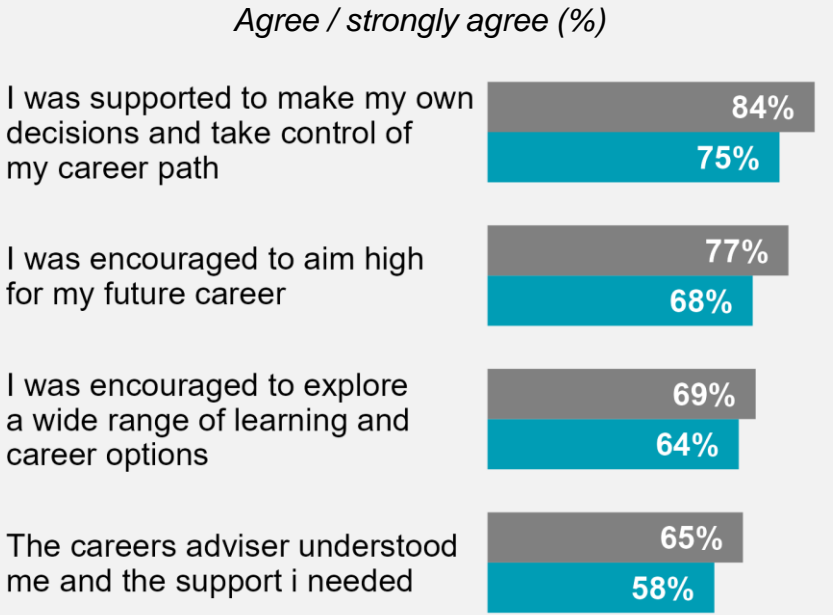
- Disabled young people (YP) are highly influenced by their interests/hobbies.
- Disabled YP are highly likely to want to enter the arts, culture, entertainment and sport sector in the future.
- Disabled YP were more likely to report that not having enough confidence in themselves and being discriminated against are barriers to their future career.

Non-disabled YP 2022/23	685	responded to the survey
Disabled YP 2022/23	225	

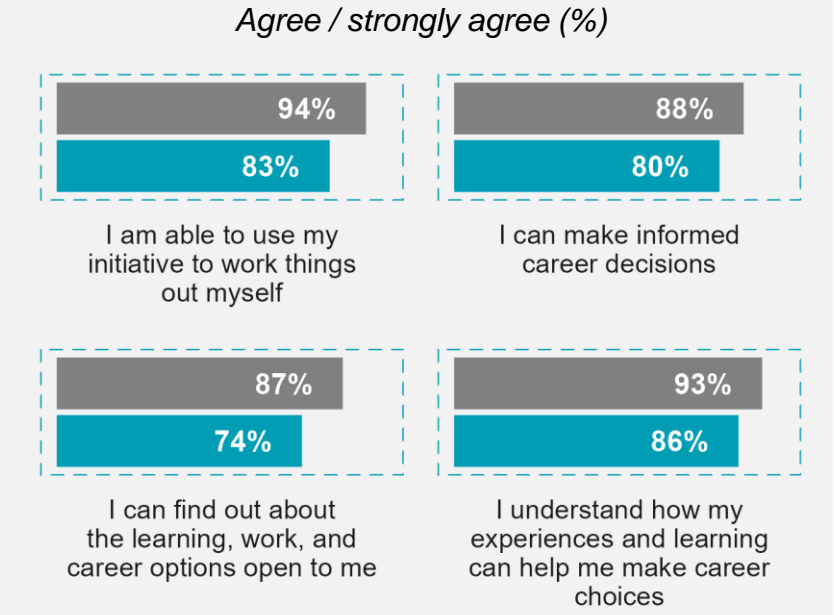
### Key influences on career aspirations



### Views on CIAG support



### Career Management Skills



### Preferred sector

*Select all that apply (%)*

Sector	Disabled (%)	Non-disabled (%)
Arts, culture, entertainment and sport	26%	19%
Health, social care, social work	21%	18%
Legal, professional, scientific, and technical	17%	16%
Construction and engineering	14%	18%
Education	14%	15%
Publishing, broadcasting, communications, and computing	14%	9%

### Perceived barriers to career

*Select up to 5 (%)*

Barrier	Disabled (%)	Non-disabled (%)
Not having enough confidence in myself	52%	46%
Not enough work experience	44%	44%
Not having contacts / knowing the right people	40%	37%
Too much competition	40%	35%
Not earning enough money to live on	41%	31%
Being discriminated against	32%	15%

### Desired job attributes

*Select up to 5 (%)*

Attribute	Disabled (%)	Non-disabled (%)
Good pay	58%	61%
Job satisfaction	46%	53%
Work-life balance	39%	41%
Learning new skills	38%	39%
Helping others	40%	36%

• Disabled young people include those that answered 'yes' to the question 'Do you have an impairment, health condition or learning difficulty?'. A total of 1,414 young people responded to the survey overall. Please note that responses to individual questions may vary.

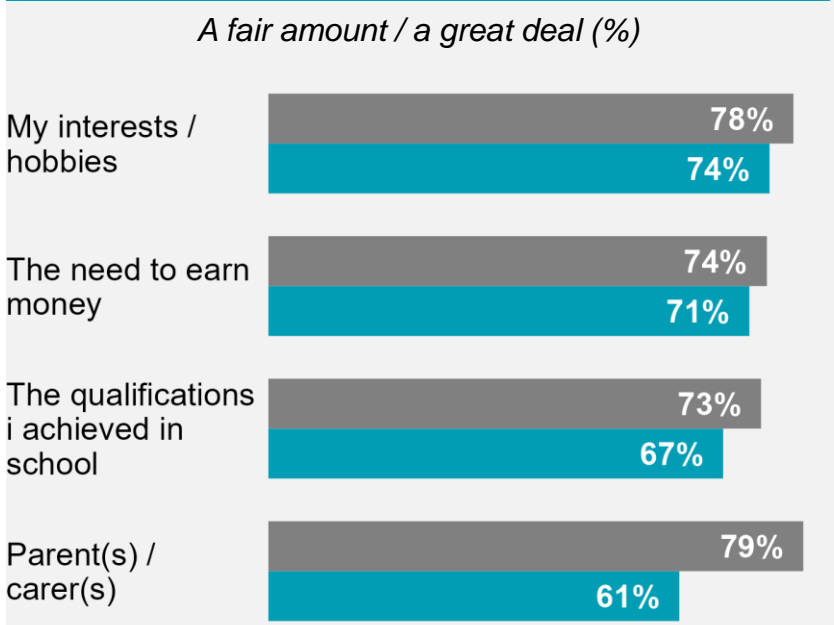
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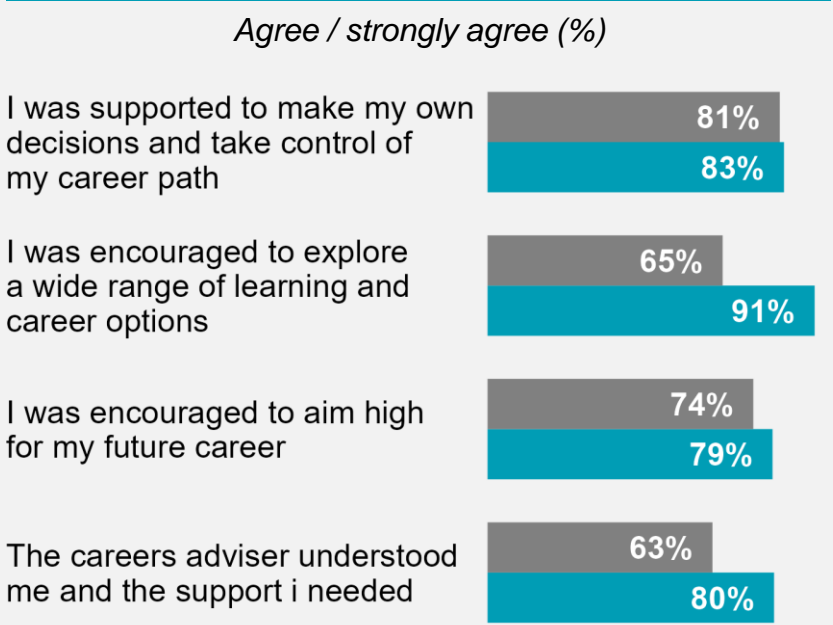
- Care exp young people (YP) are highly influenced by their interests/hobbies and the need to earn money.
- Care exp YP were highly likely to report that they were encouraged to explore a wide range of career options.
- Care exp YP were more likely to report that not having enough confidence in themselves and being discriminated against are barriers to their future career.

Not care exp 2022/23	888	responded to the survey
Care exp 2022/23	51	

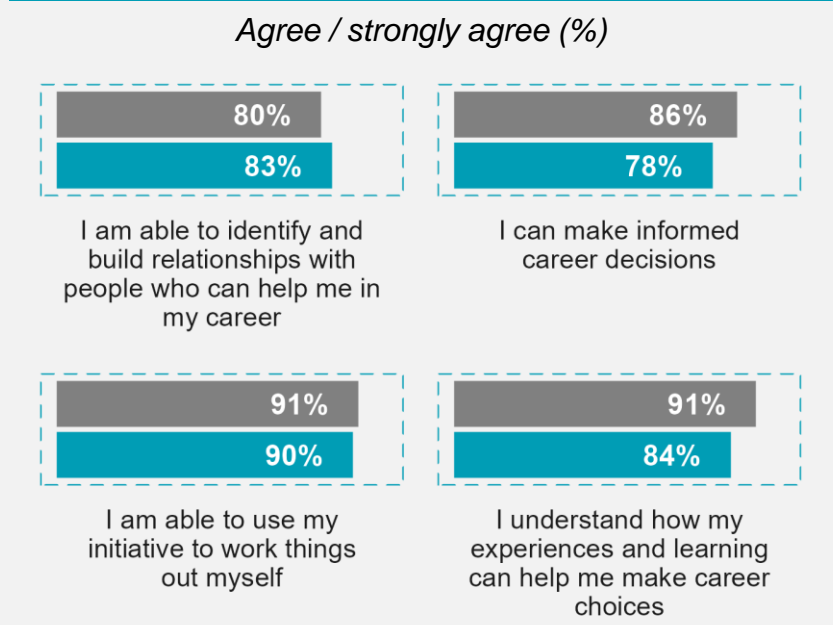
### Key influences on career aspirations



### Views on CIAG support



### Career Management Skills



### Preferred sector

*Select all that apply (%)*

Sector	Care exp (%)	Not care exp (%)
Arts, culture, entertainment and sport	20%	21%
Health, social care, social work	21%	19%
Construction and engineering	13%	17%
Legal, professional, scientific, and technical	11%	16%
Education	8%	15%
Don't know / unsure	15%	6%

### Perceived barriers to career

*Select up to 5 (%)*

Barrier	Care exp (%)	Not care exp (%)
Not having enough confidence in myself	50%	47%
Not enough work experience	45%	45%
Not having contacts / knowing the right people	32%	38%
Not enough jobs	36%	31%
Not earning enough money to live on	32%	34%
Being discriminated against	31%	18%

### Desired job attributes

*Select up to 5 (%)*

Attribute	Care exp (%)	Not care exp (%)
Good pay	54%	60%
Job satisfaction	37%	53%
Learning new skills	40%	39%
Helping others	39%	37%
Opportunity to earn while you learn	36%	24%

• Care experienced young people include those that answered 'yes' to the question 'Have you ever been in care?'. A total of 1,414 young people responded to the survey overall. Please note that responses to individual questions may vary.

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