

Results are in



YOUTH VOICE CENSUS 2024 REPORT

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CEO Foreword

The Youth Voice Census has become a safe space for young people to tell us about their life and experiences, it is a fact we take very seriously. To the 5,000 plus young people who took part this year - thank you for sharing your voice.

We have been able to pull together the most comprehensive story of what it is like to be a young person in 2024, what is working well and what is challenging young people. The Youth Voice Census brings to life the story behind the national youth unemployment and NEET figures and why we continue to see rising economic inactivity.

The frustration young people feel in the systems around them is palpable, the rising sense of hopelessness especially for those currently within our education system should be sounding an alarm to all of us. Young people are convinced that things will not work out for them, for those ready to move forward in education or work they feel trapped in a constant compromise between cost, location and safety.

There is an expectation that life in 2024 should be full of promise, an abundance of technology and choice laid out in front of young people. The reality? That the abundance young people feel is in anxiety, our most anxious cohort yet are worried about their daily lives and their future.

Where you live has always mattered, it impacts what you can access in terms of opportunities to work, grow your skills or have hobbies. This year young people tell us of the rising concerns they have about safety where they live and the decline in their sense of belonging or feeling welcome.

I am troubled by the lack of social cohesion we continue to see, the number of young people who are not just feeling but experiencing discrimination, harassment and bullying where they study, live and work. There are groups absolutely feeling



Laura-Jane Rawlings MBE DL

this reality more than others but we should also heed that all young people feel discriminated against, perpetuating a climate of intolerance and frustration.

Young people want accessible opportunities, they want to be happy and fulfilled in their choices. The last few years have complicated so much of young people's journeys. Cohorts have passed through their major milestones in previous years without support. Young people aren't asking for more of everything, they are most often asking for the things they are entitled to to 'work'. Getting the right support, at the right time makes the difference.

I wish the picture of young people's experiences in 2024 was a better, more hopeful story than the ones we have seen in previous years. I know that there are so many organisations and even more people trying to make a positive difference, for many of us we have felt like we were pushing water



uphill these last few years. Sadly despite all of our efforts, change is not coming fast enough for young people around the UK and that is perhaps the biggest message I need to draw to your attention.

It is possible to make the systems work, but it will take whole communities to do this. A joined up and unapologetic determination to do better, faster and for everyone everywhere. This will be the message I take with me into the conversations with national and local governments, businesses and the third sector, where can we work together to make things happen?

Laura-Jane Rawlings MBE DL,

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.



Foreword

The Youth Voice Census continues to give us a powerful and important insight into the feelings and challenges of young people. The results are clear – the anxiety that those in education face is at crisis level, a high-pressured environment with exams at the forefront of their education is clearly contributing to this. We have seen positive steps recently with changes to Ofsted, which may help unburden schools somewhat, but the new government still has a long way to go to ease the pressure on the education system and address the funding crisis.

The results show that we must equip young people with the confidence and right support to help their transitions from education to further education and training or into the workplace. To build confidence in their transition, greater engagement between education and employers can help grow knowledge around careers and increase workplace skills. Work experience provides valuable opportunities to grow confidence and key skills. T levels have offered an opportunity for 16-18 year olds to get meaningful, sector-relevant work experience. However, our research shows that this needs to be high quality and issues around availability need addressing.

Edge is keen to see the issues young people have raised tackled and look forward to working with the new government to help achieve this.

Kat Emms,

Education & Policy Senior Researcher,
Edge Foundation



Kat Emms

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.

Foreword

This report shines a crucial light on the complex challenges young people must navigate, in a world that feels increasingly divided and uncertain.

It is essential that we support young people to feel safe and hopeful. In particular, more needs to be done to support and listen to young people affected by discrimination, bullying and harassment, and address the intolerance that perpetuates these issues. We sadly saw the impact that intolerance and misinformation can have in the recent wave of racist and Islamophobic violence.

Despite these challenges, every day at NCS, we see young people showing resilience, innovation and a motivation to come together to create positive change. At their core, enrichment activities help young people to build this confidence, understanding, and connection. This census should inspire us all to ensure that every young person can access the opportunities and support they need to thrive, and work collaboratively to amplify their voices.

Jess Evans,

Co-Chair of the NCS Youth Advisory Board & Youth Advisor to the NCS Trust Royal Charter Body Board

Rachael Oloyede,

Co-Chair of the NCS Youth Advisory Board & Youth Advisor to the NCS Trust Royal Charter Body Board



Jess Evans



Rachael Oloyede

NCS
(National Citizen Service)
is the only dedicated public body for youth, and a key component of the Government's National Youth Guarantee.

Through trips away from home, grant-funded programmes that take place in

their community, and online experiences, young people can find their strengths and become world-and work-ready.

So far, over 800,000 young people have taken part in NCS experiences. Over 80% say that the experiences have given them a chance to develop skills that will be useful for the future, and 70% agreed that NCS builds their respect for diversity.

Foreword

The Youth Voice Census is imperative to us finding out first-hand how young people across the country feel about employment, and the barriers they face to finding good work.

The increasing concerns about mental health and discrimination are deeply troubling, and there is still significant work to be done to prevent barriers to employment from growing any further.

From increasing the availability of apprenticeships and expanding technical education programmes, to investing in the national Youth Hubs, there are promising interventions supported by evidence that we should implement.

To help more young people find fulfilling careers, we must create solutions that address the systemic problems young people face, and help generate opportunities that enable them to reach their full potential. By doing so, we can connect them with the right jobs and opportunities to create a brighter future.



Barry Fletcher

Youth Futures Foundation

is the national What Works Centre for youth employment, with a specific focus on marginalised young people.

We find and generate high-quality evidence to better understand England's youth unemployment and inactivity challenge, and most importantly to learn what solutions work to address this.

We put evidence into action with policy makers and employers who have the means to make direct impactful change for young people.

Throughout our work, we proudly involve the voices, perspectives and participation of young people experiencing marginalisation, through our Future Voices Group, our young board members and beyond.

Barry Fletcher,
CEO,
Youth Futures Foundation

Executive summary

The Youth Voice Census has always been a space for young people across the UK to share their experiences. It provides us with the most comprehensive view of what it is like to be a young person in the UK, including what is working for them and the challenges and issues they face.

Challenge and compromise are major themes throughout this year's report. Mental health and anxiety, fears around safety and discrimination, and the rising cost of living continue to challenge young people. Added to this is the lack of local connectivity; young people have access to fewer local services than ever before, either because the services they seek simply do not exist or because transport is unreliable, unavailable, or unsafe. Young people are forced to compromise on cost, safety, and/or location to access what they need.

Overall, young people are less confident this year about their ability to access good opportunities for learning, training, or employment, a growing trend. A lack of stability contributes to this uncertainty, with increasing disruption, particularly for those still in education. Confidence in employability skills has decreased at its fastest rate this year for young people currently in education, although it remains steady for those looking for work. For those out of education and seeking employment, we see a growth in confidence regarding their understanding of the skills employers are looking for, and a marginal increase in the number of young people who know how to write a CV. However, this does not yet translate into greater confidence in finding quality work, with 1 in 5 still unsure if they will be able to progress.

There are less spaces, places and moments for young people to develop themselves, across the board opportunities are down for young people. This is not only seen in less young people being able to access sports, libraries and parks in their local area but also in the access to physical and mental health support they may require too.

Opportunities for enrichment have also reduced this year. For those in education, there are fewer opportunities to access arts, music, sports, and after-school clubs, with only half of young people having access. This reduction, coupled with fewer careers education opportunities, is leaving our youngest respondents worried and unprepared for what comes next.

For the most part, when work is of good quality, it is a positive experience for young people, especially apprentices. However, we see a reduction in work satisfaction this year, with money and location being factors, in addition to increased workloads, stress, pressure, and growing uncertainty. We must also recognise that work and young people's expectations of work are changing and are often different from those of their line managers and senior leadership teams. There is more work to be done in defining quality work for young people and supporting a successful transition into work, including a program of support to ensure retention.

Amidst all this, what is clear is the sense of unfairness from young people, the sense that the way things are stacked it just will not work out for them. We must recognise that some groups have always, and continue to, receive less. The data shows the nuance in this, that receiving more of everything does not necessarily boost confidence, but receiving less will always leave you feeling further behind.

Young people want to be hopeful for their futures. There is a real sense that easing just one barrier could push them forward, closer to their next step. While there is much to change in our systems, young people are realistic and believe that if they were listened to and able to access the services they are entitled to, they would (for the most part) be able to take their next steps. Not everything needs to change, but what is available should work for everyone, everywhere.

Introduction

The Youth Voice Census is the largest dataset of youth voice and insight in the UK. It plays a crucial role in capturing perspectives of young people across England, offering an in-depth understanding of the experiences, aspirations and challenges of young people aged 11-30. It captures firsthand the insights of young people, what systems are working for them and where additional support is needed across education, training, accessing work and in work. This dataset provides a key opportunity in ensuring policy is evidence informed, in particular advocating for change where any policy made for young people is made with them by prioritising their voices.

Now in its 7th year, the Youth Voice Census provides us with a comprehensive effort to understand the evolving needs of young people aged 11-30, especially in the context of significant societal shifts including the

pandemic, economic challenges, and policy changes. By exploring the data through the lens of various demographic profiles, such as gender, race, ethnicity, free school meal status and more we are able to gather detailed insight into where systems may not be working for groups of people, impacting their current educational and work experiences and opportunities for their future. This dataset will be useful for organisations that focus on supporting groups who are often marginalised to better understand their needs.

This year 5,182 young people completed the Youth Voice Census, and an additional 71 young people took part in our supplementary focus groups resulting in our largest number of responses to date. It is incredibly valuable that we continue to hear from young people about their experiences and opportunities available.



Methodology

The 2024 Youth Voice Census was open to respondents from 8th March to 7th June 2024. In collaboration with various organisations, the Census was disseminated widely through social media platforms, emails, educational institutions, employers, and youth organisations. Snowball sampling was adopted to ensure a wide reach across the country, leading to a total of 5,182 responses from young people aged 11-30.

The census comprised 381 questions, designed to capture a wide array of experiences from young people. Respondents were not required to answer all questions; instead, they were guided through a tailored pathway based on their current status (e.g. in education, in work). This approach ensured that the survey was comprehensive yet adaptable to individual circumstances and captured a variety of stories from young people.

The survey structure had a core question set for all respondents; the results of these questions were weighted where possible and reflect young people aged 11-30 in England. Additionally, the survey incorporated shorter, non-required question sets to delve deeper into specific areas of interest, particularly through open-ended questions. While drop-

off in response rates is common with longer surveys, the data from these supplementary questions, though unweighted, has been included in the report. This is to ensure that the voices of young people, especially those from harder-to-reach groups with protected characteristics, are represented. To maintain transparency, the number of respondents for each question is indicated in the report, contextualizing the percentage data. All percentages have been rounded to the nearest whole number.

The quantitative data set has been supplemented with qualitative insights gathered from 10 in-person focus groups, each comprising 6-10 respondents and lasting approximately 90 minutes. A total of 71 young people participated in these sessions. Youth Voice Sessions took place both in person and virtually, and were held with young people with various experiences including care leavers, young carers, young people with SEND, supported interns, apprentices, university students and graduates. These samples were intentionally selected to address gaps in data where representation was lower and to provide a platform for those who may face challenges in completing an online survey.



Demographics

Whilst it was not mandatory for respondents to provide answers to questions focused on demographics, these sampling characteristics are crucial in aiding our understanding of the support and access all young people receive and the importance of intersectionality in young people's journey from education to employment. Demographics provide crucial insights into experiences and where additional support may be required.

We asked identifying questions relating to age, race, ethnicity, gender, sexual

orientation, additional needs, free school meal status, experience of the care system, caring responsibilities, English as a second language, experience of exclusion from education and religion. We have included cross-tabulation analysis of these demographics where it was possible. In some instances the numbers are far too low to provide meaningful quantitative data, and should be treated with caution. Please see the appendix for an overview of the demographics.

Key findings

1. ANXIETY, DISCRIMINATION, SAFETY AND THE COST OF LIVING ARE THE BIG ISSUES FOR YOUNG PEOPLE

Young people are worried - worried about the reality of their current living situations and about what the future might bring. Still reeling from the challenges and changes over the last few years, the perception is that things are not going to get better and that the support they have been asking for isn't going to come.

Our most anxious Census cohort yet

Young people are in turmoil, feeling more anxious this year. Whilst last year's sense of competition and opportunity scarcity is still evident, this year we see a theme of hopelessness and defeat; young people are sure that 'things won't work out for me'.

When asked about their wellbeing, 3 in 5 young people (60%) indicated feeling anxious the day before and only 6% said they did not feel anxious at all. Anxiety was highest for those still in education. At every stage of education, from secondary school to university, young people are more worried about their (lack of) skills and opportunities than in previous years.

Key transition points show a peak in anxiety and fear. At these points, young people are not only anxious about choices and change, but they also suffer a heightened sense of fear within their local environments and a decrease in confidence.

Anxiety impacts young people's ability to participate in education, work, training and wider enrichment activities - it holds young people back from opportunities they need and want. Anxiety features in the top three barriers to finding work, with 2 in 5 young people reporting it as an issue. They are anxious about their skillset, their lack of work experience, the lack of good quality local opportunities and the increased competition for gaining employment.

As levels of anxiety continue to increase, access to support fails to materialise. 1 in 4 young people reported that they cannot access support for their mental health issues.

There are rising concerns about discrimination, bullying and harassment

Young people recognised discrimination both as a personal issue they faced and as one of the biggest concerns they have for the country. Over a third of young people (35%) scored it as one of the top three concerns they have for the country, with those from Asian or Asian British and Black, African, Black British or Caribbean backgrounds being the most concerned.

47% of young people in education had experienced at least one instance of bullying or harassment and 61% had witnessed at least one instance of bullying or harassment in their education setting in the last 12 months. On average, 15% of young people in work had personally experienced bullying, harassment or discrimination, and 24% had witnessed bullying, harassment or discrimination in their work environment.

Bullying, harassment and discrimination is most frequent in secondary schools; over half of 11-13 year olds (55%) and 14-16 year olds (52%) had experienced bullying compared to 29% of 17-19 year olds. Those most vulnerable are suffering more instances, with young people with additional needs 20 ppts more likely to experience bullying (62%) and discrimination (45%).

There is nuance in the commentary and insight we received this year. There is a palpable sense from some groups that systems are unfair for all. For a growing number of young people, they felt that because they did not fit a minoritised group, they were not getting the same access and support. The evidence consistently shows that marginalised groups often face the greatest challenges in accessing support and opportunities, creating a disconnect between perception and reality.

Young people feel less safe where they live and study

Young people are feeling more disconnected from their local area with fewer reporting that they feel welcome, that they belong, or that

they can be themselves in their communities this year. Over half felt they belong (51%) and can be themselves (54%). Young people with additional needs, those eligible for free school meals, ethnic minorities and those from the LGBTQ+ community were more likely to feel like they do not belong.

In addition, there is more fear from young people as they navigate their local areas. Just over half (51%) feel safe, which is a 10 ppt drop compared to last year. Their biggest local issues were crime and violence (36%), safety (26%) and jobs (25%). Fears around personal safety are felt most staunchly by young women, those eligible for free school meals and transgender respondents.

Whilst we see a rise in a sense of safety within the work environment, with 88% feeling safe at work, education environments feel less safe for young people this year. 62% of young people in education feel safe in their learning environment, a 9 ppt decrease on last year.

Money worries weigh heavy on young people and impact their decisions

The economy is a primary worry and fear for young people from age 14 onwards. In addition, the free text commentary throughout the Youth Voice Census shares a story of young people who are not just hyper-aware of the cost of living crisis, but who are living through it. Financial worries are present among those in education, looking for work and in work.

Many young people are struggling to make ends meet and cost is a key factor when

making decisions on their next steps. The cost of travel and the affordability of staying within education or training courses were key themes.

7% of young people in education have missed at least a day of learning because of money worries in the previous 12 months. 33% of those in college or sixth form have accessed financial support whilst studying, a rise of 6 pts from last year.

The number of young people considering attending university is down 10 pts this year, with financial worries cited as the biggest reason. 72% of those who were currently at university reported that financial issues were challenging and a major source of stress.

Those who had considered dropping out of training and apprenticeships also stated that financial difficulties and money worries were the biggest drivers. Many were concerned if they would be able to sustain themselves until they were qualified.

Fair pay is at the top of young people's list of qualities that are most important when considering an employer, and it was also the biggest reason young people had to turn down opportunities.

Unfortunately, financial concerns do not disappear when you're in work. Pay was the largest challenge for this group and many shared that they were struggling to make ends meet. 6% of young people had missed work due to money worries with Black, African, Black British or Caribbean respondents 24 pts more likely to have missed a day of work because of money worries.

2. READINESS FOR THE NEXT STEPS HAS DROPPED

Young people are feeling less sure that they are prepared with the knowledge, skills and experience to navigate their next steps. In addition, young people are worried that the gap between what they are able to achieve and what employers are looking for continues to grow.

Life continues to lack stability

Disruption for young people has increased again this year, with 81% of young people in education reporting that their learning has been disrupted. The biggest causes of disruption were strikes, physical and mental ill health (personal and of teachers) and poor

classroom behaviour from peers. For those in work, disruption was felt from ill health, staff shortages and a range of respondents facing restructuring.

There is greater uncertainty regarding study and career plans in the past 12 months

There are high numbers of young people in education, looking for work and those in work who have changed or are unsure about their education and career plans. Driven by necessity rather than indecisiveness, young people are adapting to the circumstances and opportunities they can access.

2 in 5 young people (38%) in education have changed their choices in the last 12 months. Additionally, a quarter of young people (26%) are currently undecided about their study plans and choices.

For those looking for work uncertainty increases, with the majority changing the type of work they are looking for in the last 12 months (87%). Similarly, 84% had changed the sector they were looking for work in. Young people mentioned that they have had to become more flexible, expanding the locations they were looking in due to a lack of local opportunities.

We have also seen an increase of those in work seeking better opportunities. Half of young people (50%) have changed their career plans in the past 12 months. The main reasons provided for changing career plans were money worries and unaffordability, lack of enjoyment and progress, low pay and redundancies.

Confidence continues to decline for those in education but remains steady for those on their journey to work

Young people in education feel less confident about their transition into work, their skills, the support they receive and their ability to find quality work compared to last year. Just over a third of young people in education (36%) think they understand the skills employers are looking for.

3. OPENING UP OPPORTUNITIES

It takes a range of experiences to grow and develop skills, confidence and resilience. Across the board, we typically see fewer spaces and places for young people to engage and develop themselves.

Work experience is still perceived to be the biggest barrier to accessing work, but we see more young people in education accessing it this year

For the seventh year, a lack of work experience is young people's biggest barrier to work, with 47% thinking it will hold them back from accessing work now or in the future. 36% of young people in secondary school were offered work experience, an

A third of young people (34%), felt that their school supported them to develop the skills they need for their future, particularly for employment. For those currently in education, we see the steepest decline in confidence in their employability skills, with an 8 ppts decrease in confidence for numeracy and digital skills.

Those out of education feel more prepared

For those not in education and who are on their journey to work, 51% are confident they understand the skills employers are looking for, a rise of 6 ppts on last year.

We see increases in the proportion of young people who feel prepared to write CVs, attend interviews and start employment. These figures now sit at around 57% so there is still much to do, especially for young people who were eligible for free school meals, male respondents, Asian or Asian British respondents and White respondents, who all feel less prepared than their peers.

But their confidence in progressing into a good job has not yet caught up

31% of those out of education think that employers are supportive of hiring them, a reduction from last year and a growing trend, especially for females, those eligible for free school meals and Black, African, Black British and Caribbean respondents.

increase of 7 ppts on last year. This increase is led by a boost in those in Key Stage 4 (14-16 years old). While this is an important step forward, for those ageing out of secondary school, the work experience gap widens.

Careers education opportunities have declined

Careers education and exploration experiences are down this year for young people in secondary school. Whilst for most there is a marginal decrease, young people report considerably fewer opportunities to explore labour market information and enterprise activities, which are down by 30 ppts.

Opportunities for enrichment and extracurriculars are down

Young people had less access to opportunities this year, there were fewer chances to join clubs, learn new hobbies or skills or undertake extracurricular activities. Over 1 in 10 young people (13%) did not participate in any activity in the last 12 months. Social action projects (volunteering and fundraising) saw the largest drop in participation, decreasing by 8 ppts.

Young people are less certain of the importance of extracurricular activities, social action and volunteering, but those engaging can see the benefits such as building key skills and making friends. The perceived importance of engaging in these activities has decreased, with only 65% considering them 'very important or important', a 12 ppt drop from 2023.

Location is more important than ever before

Where you live has always mattered but location and availability locally play a more significant role for young people this year. Locally, young people are less likely to feel they have access to amenities such as libraries, sports facilities or parks. We see more instances of young people having to travel further to access amenities and enrichment opportunities.

Concern around the lack of local jobs has grown for young people this year. Whilst last year it was rated as the 6th biggest concern, this year it sits within the top 3 barriers to finding work (alongside a lack of work experience and anxiety). Finding apprenticeships locally continues to be a struggle for young people.

Location matters for those in work too, the most challenging aspect of young people's apprenticeships was travel, with 45% of respondents indicating that it is 'slightly challenging or very challenging'. The least enjoyable aspect of doing an apprenticeship was travel at 32%, up 12 ppts from last year.

4. QUALITY WORK

Finding and accessing quality work is becoming more difficult for young people, with just 10% thinking they will be able to access quality work where they live.

There are still groups getting less

There are not equal opportunities for all to access activities and services, with the biggest disparities in access seen consistently for young people who were eligible for free school meals, Black, African, Black British or Caribbean respondents, care experienced, and young people with additional needs.

More support is needed

We heard at length that young people are struggling to access a wide range of support, including support to effectively transition to secondary school, post-16 or post-18, financial support, mental health support and careers support.

Once again, this year, we see parents are more likely to be picking up support for all areas. It has increased by 4 ppts for mental health support and by 5 ppts for financial support. Whilst it is encouraging to see young people being supported by their parents and networks, this certainly will not be the case for all young people, particularly the most vulnerable young people.

The right support available locally would be a changemaker for all groups

We see this year more nuance and intersectionality across all groups; those getting more do not always feel more confident, but, those who historically received less are now benefiting from some small marginal gains in what they have access to, boosting their confidence disproportionately.

For young people, it is about getting the right support. We have heard that it is not always sweeping changes that young people are looking for, but that they just need services to which they are entitled, to work. Young people and their families are often having to fight for what is a legal service entitlement, as the systems where they live are underdelivering.

Overall, work is a positive place for young people

Experiences for those in work have been generally positive, with 83% of respondents

sharing that their working environment is friendly and supportive and 70% of respondents indicating that they are happy in their current job role. Whilst these numbers are high, they are down year on year since 2022.

There has been a 3 ppt increase this year in the number of young people who would describe their employer as 'youth friendly' at 70%. The majority feel safe at work (88%) and can talk to their manager about work-related problems (82%). In addition, young people have had more social and networking opportunities at work this year compared with last year, increasing by 9 ppts (42%).

But workload, stress and pressure is increasing

Whilst young people overall have a friendly and supportive work environment, the biggest challenges were the workload, stress and pressure. 3 in 5 young people have reported an increase in stress and pressure over the last year. Many young people feel the weight of additional responsibilities and tasks without development or financial compensation.

Nearly 7 in 10 young people indicated that their responsibilities have increased over the past 12 months. However, only a quarter of young people have had promotional opportunities and a third of young people do not agree that they are paid fairly. When

compared with White respondents, those who are Black, African, Black British or Caribbean were over 18 ppts less likely to have received a pay rise in the past 12 months.

This year, apprentices have raised concerns about the quality of their apprenticeship. Ratings across course content, mentoring, support from employers and support from training providers have all seen a drop.

This year we can see the impact of the cost of living crisis and financial challenges, with more young people looking for additional work alongside their education or apprenticeships. 10% of apprentices have considered getting an additional job in the last 12 months.

What are young people looking for in an employer?

The priorities young people have when looking for work are pay, opportunities to progress and be promoted, and employers being supportive and inclusive of young people.

What is becoming more evident is that young people view work differently. They want to be in a good job but do not expect or want that job to be all-consuming. Young people talk about the balance of being able to go to work and that job affording them a life outside of it. Opportunities for social interaction, enrichment and living in a good place are just as important or sometimes more important than the work they do.

RECOMMENDATIONS

1. Ensure that opportunities to access youth provision, sports, volunteering and other forms of enrichment are accessible to young people where they live.
2. Ensure young people are better able to share their voice on what they need to progress. Commit to making the services around young people work by ensuring that EHCP plans, mental health services, care support and support with housing is available when they need it.
3. Build the Young Person's Guarantee at a hyper-local level. Ensure that there are quality training, apprenticeship and employment opportunities for young people where they live and that barriers such as transport and costs are removed.
4. Encourage employers to understand their role in developing good quality opportunities for young people, recognising the Good Youth Employment Standards and encouraging employers to measure their activity with the Good Youth Employment Benchmark.

Life in 2024

In this section of the census, we asked young people to share their thoughts and experiences of issues they're concerned about now and for the future, including views on voting in a general election, issues in their local area, reflections on their general wellbeing, and use of AI technology.

The Youth Voice Census went live in March 2024 and these questions were asked as we were awaiting a general election announcement. It is important to note that a general election was called on 22nd May 2024 whilst the Youth Voice Census was still open.

We asked this set of questions to all young people aged 11-30. The number of young people who answered the question has been noted in the analysis.

KEY FINDINGS

Young people are concerned about the economy and the cost living crisis.

- The economy was the top concern young people have for our country at 41% and this was felt strongest by Black, African, Black British or Caribbean respondents at 48%.
- The other two main concerns for the country were 'discrimination' (35%), and 'the leadership of our country' (33%).
- Young people share concerns about their wages not increasing at the same rate as inflation.
- Young people with protected characteristics were less likely to have been able to afford essential living costs:
 - Bisexual respondents were 8 ppts more likely to 'strongly disagree or disagree' that they have been able to cover essential living costs over the last 12 months, compared to heterosexual respondents.
 - Respondents who were eligible for free school meals were 10 ppts more likely to 'strongly disagree or disagree' with being able to cover essential living costs in the last 12 months, compared to those who are not eligible for free school meals.

Looking ahead: Young people want to see change and feel heard countrywide.

- Change in leadership was the most popular change young people want to see countrywide.
- 63% of young people would vote in the next general election, though there is around a 12 ppt difference between female likeliness to vote and male likeliness to vote, with the former being greater.
- Only half of young people (54%) feel that their vote matters, though this likelihood decreases among females, LGBTQ+, or those eligible for free school meals.

cont...

General life satisfaction is fairly positive: but anxiety is a key concern.

- More than two thirds of respondents scored their general satisfaction in life on the higher end of the scale between 7 and 10 out of 10 (67%), compared with 42% who scored a 6 or below. Despite 8% of respondents scoring a '10', this likelihood decreased dramatically for respondents who are non-binary, with 0% scoring a '10'.
- The most negative wellbeing scores were centred around feelings of anxiety.
 - Many young people cite feeling anxious when asked how anxious they felt the day previous, with the highest response scoring a '1' (most negative) at 14%.
 - A score of '1' was the most popular response for those who are Mixed or Multiple ethnicity, Black, African, Black British or Caribbean, or Asian or Asian British.
 - There is an 8 ppt difference between the most negative (14%) and most positive rating (6%) for feeling anxious the day before, the highest percentage point difference for any wellbeing question.

AI technology: A tool for young people to explore questions and find answers.

- Over half of our respondents had used AI technology over the last 12 months (54%), with three quarters of those respondents stating that they use it for answering general questions (75%).
- Black, African, Black British or Caribbean respondents and Asian or Asian British respondents were most likely to have used AI (64% and 62% respectively) compared to 56% of Mixed or Multiple ethnicity respondents and 52% White respondents.



THINKING ABOUT THE COUNTRY, WHICH, IF ANY, OF THE FOLLOWING ISSUES ARE YOU WORRIED ABOUT?

The economy (e.g. jobs, money, prices, saving and spending)	41%	Healthcare (e.g. finding a doctor for check-ups)	27%
Discrimination (e.g. people being treated unfairly)	35%	Education (e.g. finding the right course for everyone)	16%
The leadership of our country (e.g. those who make important decisions for everyone)	33%	None	12%
Crime and violence (e.g. breaking into someone's home)	31%	Immigration (e.g. people moving into the country)	12%
Environment and climate change (e.g. flooding)	29%	Security (e.g. protecting our country from outside threats)	9%
		Other	4%

(multiple choice)

Young people are most concerned about the economy (41%), discrimination (35%), and leadership (33%), with security being the least worrying issue (9%).

Gender:

- While male and female respondents see the economy as the top issue, females rank discrimination second, while males prioritise leadership.
- Discrimination is the biggest issue for non-binary respondents (64%), compared to 38% of females and 25% of males.
- Healthcare concerns 53% of non-binary respondents, 30% of females, and only 19% of males.
- Transgender respondents, are almost twice as likely to be concerned about discrimination (68% vs 33%) and healthcare (46% vs 26%) than their peers.

Ethnicity:

- The economy is the top concern for all groups, except those of Mixed or Multiple ethnicity, who prioritise discrimination.
- Discrimination is also a major concern for Asian or Asian British (42%), Black, African, Black British or Caribbean (40%), and White respondents (33%).

Sexual orientation:

- Discrimination is a concern for 54% of those using another term to describe their sexuality, 52% of bisexual, 51% of gay or lesbian, and 40% of unsure/questioning respondents, compared to 29% of heterosexual respondents.
- Healthcare concerns 38% of bisexual and 30% of gay or lesbian respondents, versus 24% of heterosexual respondents.

Age:

- The economy is the top concern from age 14 onwards.
- Discrimination consistently ranks in the top five issues for ages 11-30, appearing in the top three alongside crime and violence for those under 19.
- Healthcare is a concern for 50% of 23-25 year-olds, compared to 11% of 11-13 year-olds.

THINKING ABOUT YOUR LOCAL AREA (WHERE YOU LIVE), WHICH, IF ANY, OF THE FOLLOWING ISSUES ARE YOU WORRIED ABOUT?

Crime and violence (e.g. car theft or robberies)	36%
Safety (e.g. feeling safe walking in the area)	25%
Jobs (e.g. being able to find a job in the area)	23%
Funding (e.g. money spent to improve the area)	23%
Healthcare (e.g. being able to get the help you need)	23%
Environmental issues (e.g. litter or rubbish left outside)	22%

Discrimination and harassment (e.g. you or others being treated unfairly)	22%
Transport (being able to move reliably around their local area)	16%
None	16%
Education (e.g. being able to do the right course for you)	13%
Immigration (people from other countries moving to your local area)	6%
Other	3%

(multiple choice)

Within their local areas, the top three concerns young people have are ‘crime and violence’ (36%), their ‘safety’ (25%) and being able to find ‘jobs’ (23%). ‘Immigration’ was the issue least worried about (6%).

Gender:

- Males prioritise funding as their second biggest issue, while females focus on safety.
- 20% of young men see no issues locally, compared to 12% of women.
- Discrimination concerns 50% of non-binary respondents and 49% of transgender people, compared to 23% of females and 18% of males.

Ethnicity:

- Crime and violence is the top concern for Asian or Asian British respondents (41%), Mixed or Multiple ethnicity respondents (35%), and White respondents (36%). Black, African, Black British or Caribbean respondents (29%) place it second, with jobs (37%) as their next highest concern.
- Discrimination ranks second for Asian or Asian British respondents (26%) and Mixed or Multiple ethnicity respondents (25%).

Sexual orientation:

- Discrimination concerns 37% of gay or lesbian respondents, versus 18% of heterosexual respondents. Healthcare concerns 33% of bisexual and 30% of gay or lesbian respondents, but only 20% of heterosexual respondents.

Age:

- Healthcare is a concern for 43% of 23-25 year olds, compared to just 8% of 11-13 year olds.

HOW LIKELY ARE YOU TO VOTE IN THE NEXT GENERAL ELECTION?

21%

VERY UNLIKELY OR
UNLIKELY

16%

NEUTRAL

63%

VERY LIKELY OR LIKELY

n=1,085 respondents

Almost two thirds of young people said they are 'very likely or likely' to vote in the general election (63%). However, a fifth of respondents (21%) said they were unlikely to vote in the next general election.

- Females (67%) and non-binary (72%) respondents are more likely to vote when compared to males (56%).
- 78% of transgender respondents said they were 'very likely or likely' to vote compared to 64% non-transgender respondents, a 15 ppt difference.
- 41% of Black, African, Black British or Caribbean respondents were 'very unlikely or unlikely' to vote compared to their White (19%) and Asian or Asian British peers (21%) who were half as likely to respond this way.
- Approximately half (55%) of those eligible for free school meals said they were 'very likely or likely' to vote, compared to 67% of those not eligible for free school meals.
- Older respondents were more likely to vote. 76% of 23-25 year olds and 26-31+ year olds said they were 'very likely or likely' to vote, compared to only 45% of 17-19 year olds.

DO YOU THINK YOUR VOTE MATTERS?

54%

YES

26%

NO

17%

UNSURE

3%

N/A

n=1,089 respondents

Over half of respondents think that their vote matters, with 54% responding 'yes'. In comparison, over a quarter think that their vote does not matter, with 26% responding 'no'.

- Approximately 1 in 4 young people across all age brackets felt that their vote doesn't matter.
- 59% of those not eligible for free school meals said 'yes' to indicate their vote does matter, compared to only 45% of those eligible for free school meals.
- Transgender respondents were more likely to think that their vote doesn't matter, with 37% selecting 'no', compared to 26% of those that are not transgender, 32% males and 22% of females.

THINKING ABOUT THE COUNTRY AS A WHOLE, IS THERE ANYTHING YOU WOULD LIKE TO SEE CHANGE?

“Education needs more funding and to include basic life skills like finances, taxes, effective communication, etc.”	“The crime rate to be reduced as I never feel safe when I am outdoors.”	“Better job opportunities for young people and support in finding employment.”
“The cost of living crisis needs to be appropriately addressed. The cost of essential items is inconsistent with wage increases.”	“An increase in housing that is genuinely affordable and accessible for young people.”	“A change in leadership and a more compassionate Government.”
“Stop discrimination and have equality and inclusion so that everyone feels safe to be themselves, and can access the same services and freedoms with equity.”	“Better job opportunities for young people and support in finding employment.”	“Improved healthcare, waiting times and access to mental health services.”

Overall, young people raise a range of areas that they would like to see changed in the country. Young people told us that the leadership of the country/Prime Minister is what they would like to see change the most. Young people highlight the importance of having a government that represents the views and experiences of young people and is equipped to focus on key issues for those who are less privileged. Other respondents shared concerns regarding long waiting times, lack of access to mental health services, and a general lack of funding for the NHS.

Young people shared concerns relating to the cost of living and housing, with lots of points raised relating to inaccessibility. For example, young people shared that housing is very difficult for them to access due to high prices and lack of affordability. This, along with some concerns around the cost of living and not being able to afford essential items, has led to young people wanting this to be addressed across the country.

Some young people have shared concerns around education, and how they feel it should focus more strongly on developing essential life skills that will prepare them for their future. Additionally, in regards to employment, young people would like better quality jobs and more support with finding employment.

Further concerns were raised around safety and crime, with some young people voicing worries about their safety due to the levels of crime in the country. Further to this, some young people are concerned about discrimination and tell us that they would like to see more focus on equality, diversity and inclusion across the country.

Young people also voiced concerns regarding the environment and feel that more needs to be done to protect and restore the natural world, including creating stronger and more progressive environmental policies.

THINKING ABOUT YOUR LIFE TODAY, IS THERE ANYTHING YOU WOULD LIKE TO CHANGE?

"I would change the amount of pressure that education puts on students to mechanically memorise facts for exam mark sheets as students feel incredibly overwhelmed."	"I would like for the country to be more environmentally friendly and tackle climate change."	"Mental healthcare that doesn't require waiting months on end."
"I would like to change how difficult it is to find employment that leads to a long term career and professional development."	"My life today includes the fear of crime on a daily basis, around my town and in cities."	"The economy is dire, I'm always worried about making ends meet."
"I would like government leaders to take more accountability when they have done something wrong."	"I would like to see the government engage with young adults more."	"Ability to access and afford secure housing."

Young people told us that the biggest change they would like in their life today relates to their employment or wages. This was followed by changes to healthcare/NHS and changes to education. Young people voiced how they would like there to be more ease in finding and securing employment, and how they would like to see changes to long waiting periods for NHS support.

Other changes that young people would like to see are in education, where they would like the curriculum to focus on developing life skills. Further changes that young people would like to see include more affordable housing, positive economic changes, and improvements to crime rates in their local area. Young people would also like to see more effort by the government to tackle climate change and stronger leadership in the country; some young people expressed that they would like there to be higher engagement from the government with young people.

THINKING ABOUT YOUR GENERAL WELLBEING, HOW WOULD YOU SCORE:

(1 being the most negative and 10 being the most positive)

	1	2	3	4	5	6	7	8	9	10
Overall, how satisfied are you with your life nowadays?	3%	3%	6%	7%	11%	12%	19%	20%	10%	8%
Overall, to what extent do you feel the things you do in your life are worthwhile?	4%	3%	6%	7%	13%	11%	16%	18%	12%	10%
Overall, how happy did you feel yesterday?	5%	5%	6%	9%	12%	12%	14%	16%	12%	10%
Overall, how anxious did you feel yesterday?	14%	13%	11%	9%	12%	9%	8%	11%	7%	6%

n=2,939 respondents



Over half of respondents (57%) rated their satisfaction with their life on the higher end of the scale between '7' and '10'. Fewer young people rated their satisfaction with life at the lower end of the scale, at a '1' (3%) or '2' (3%).

When asked to what extent they feel the things they do in their life are worthwhile, over half of respondents scored at the top end of the scale between '7' and '10' (56%), with the majority of young people scoring a '5' or above (80%). Scores were somewhat similar for young people when asked how happy they felt the day before, with 52% scoring between '7' and '10' and the majority scoring a '5' or above (76%).

The biggest change in responses was observed when young people were asked how anxious they felt the day before. Many young people scored the most negative scores of '1' at 14% and '2' and 13%, whilst less scored themselves positively with a score of '9' at 7% and '10' at 6%. This marks an 8 ppt difference between the most negative and most positive rating, the highest difference for any question.

Gender:

- When asked to rate how anxious they felt the day prior, 32% of those who use another term to describe their gender selected '1', suggesting they were very anxious. Similarly, 29% of those who would prefer not to say their gender and 19% males rated themselves as a '1'.

Ethnicity:

- When asked how satisfied they are with life, '8' was the most popular rating from Black, African, Black British or Caribbean respondents (22%), Asian or Asian British respondents (21%), Mixed or Multiple ethnicity respondents (21%) and White respondents (20%). Respondents from another ethnicity were most likely to choose a '7' (25%).
- Respondents from Black, African, Black British or Caribbean backgrounds were most likely to put a '1' for anxiousness (17%) compared to all other ethnic groups: Mixed or Multiple ethnicity respondents (14%), Asian or Asian British respondents (14%) and White respondents (14%).

Age:

- Top satisfaction scores of '10' drop at the age of 15 to an average of 5% selecting this, compared to 14% selecting '10' between the ages of 11 and 14.
- Anxiousness scores are lower across all age brackets, with more respondents falling at the lower end of the bracket. On average, 25-35% of respondents across all age groups select '1' or '2' for their anxiousness.

PLEASE INDICATE HOW MUCH YOU AGREE WITH THE FOLLOWING STATEMENTS:

“IN THE LAST 12 MONTHS, I HAVE...”

	Strongly Disagree or Disagree	Neutral	Strongly Agree or Agree
been able to cover my essential living costs (e.g. food, rent, fuel, bills)	14%	31%	55%
been able to cover my non-essential living costs (e.g. entertainment, eating out, subscriptions)	22%	31%	47%
reduced my subscription services	25%	41%	34%
reduced my phone or internet contract	42%	39%	19%
turned down opportunities to socialise because of money	37%	25%	38%
missed events and days out because of money	38%	23%	39%
visited fewer entertainment venues because of money (e.g. museums, concerts)	32%	26%	42%

n=2,835 respondents

In the last 12 months, over half of young people have been able to cover their essential living costs, with 55% selecting ‘strongly agree or agree’. Similarly, half of young young people have been able to cover non-essential living costs, with 47% selecting ‘strongly agree or agree’.

However, 1 in 5 (22%) respondents have not been able to cover non-essential living costs, citing they ‘strongly disagree or disagree’. A third of young people (34%) ‘strongly agreed or agreed’ that they have reduced their subscription services and 1 in 5 (29%) have reduced their phone or internet contract to make ends meet in the last 12 months.

Young people’s experiences of turning down opportunities to socialise because of money were varied, with 37% responding ‘strongly disagree or disagree’ and 38% responding ‘strongly agree or agree’. Similarly, responses were mixed for missing events and days out because of money, with 38% of young people responding that they ‘strongly disagree or disagree’ and 39% saying that they ‘strongly agree or agree’. 42% of young people ‘strongly agree or agree’ that they visited fewer entertainment venues because of money in the last 12 months.

Gender:

- 57% of non-binary respondents ‘strongly agree or agree’ that they have turned down opportunities to socialise because of money, as did 42% of females compared to 31% of males.
- 40% of transgender respondents ‘strongly agree or agree’ that they have been able to cover non-essential living costs in the last 12 months, compared to 62% of non-transgender respondents.

Ethnicity:

- Respondents from Mixed or Multiple ethnicities and Black, African, Black British or Caribbean respondents were the most likely to have turned down opportunities to socialise due to money (49% and 45% respectively), compared to 39% of White respondents and 30% Asian or Asian British respondents.

Free school meals:

- 21% of those eligible for free school meals 'strongly disagree or disagree' with being able to cover essential living costs in the last 12 months, compared to 11% of those not eligible for free school meals.
- 48% of those eligible for free school meals say they have missed events and days out because of money in the last 12 months.



IN THE LAST 12 MONTHS HAVE YOU HAD TO SEEK FINANCIAL SUPPORT?



n=1,708 respondents

7 in 10 respondents (71%) have not had to seek financial support in the last 12 months but 1 in 5 young people (19%) have.

- 26% of non-binary people and 21% of those who are unsure/questioning their gender said 'yes' to indicate they did seek financial support in the last 12 months, compared to 16% of males and 21% of females.
- 29% of Black, African, Black British or Caribbean respondents said 'yes' to having to seek financial support in the last 12 months. This is compared to 19% of Asian or Asian British, 19% Mixed or Multiple ethnicity and 19% White respondents.
- 79% of those not eligible for free school meals said 'no' to indicate they did not have to seek financial support in the last 12 months, compared to only 59% of those eligible for free school meals.

WHAT FINANCIAL SUPPORT HAVE YOU TRIED TO ACCESS? Select all that apply.

Money from family/carers that you will not have to repay	50%
Money from family/carers that you will have to repay	45%
Government financial support (maintenance grants, cost of living payments)	31%
Borrowing money (loans, overdraft, credit card, shop now pay later products)	27%
Education hardship grants (university, college)	16%
Local authority grants	5%

(multiple choice)

The most common financial support that young people tried to access was 'money from family/carers that they do not have to pay back', with 50% of respondents selecting this. The second most common was 'money from family/carers that they will have to pay back', with 45% of young people selecting this. In contrast, only 5% of young people tried to access 'local authority grants'.

- 59% of Mixed or Multiple ethnicity respondents selected they had tried to seek financial support from parents/carers that they will have to repay, compared to 46% of White respondents, 36% of Black, African, Black British or Caribbean respondents and 32% of Asian or Asian British respondents.
- 41% of Mixed or Multiple ethnicity respondents said they had sought financial support in the form of 'borrowing money' over the last 12 months, as did 33% of Black, African, Black British or Caribbean respondents. This compares to 26% of White respondents and 16% of Asian or Asian British respondents.

HAVE YOU USED AI, MACHINE LEARNING OR NEW TECHNOLOGY IN THE LAST 12 MONTHS?

54%

YES

34%

NO

12%

NOT SURE

n=2,888 respondents

54% of young people said they had used AI, machine learning or new technology in the last 12 months.

- Male respondents were slightly more likely to have used AI, with 56% responding 'yes' compared to 52% females.
- Black, African, Black British or Caribbean respondents and Asian or Asian British respondents were most likely to have used AI (64% and 62% respectively), compared to 56% of Mixed or Multiple ethnicity respondents and 52% White respondents.

WHAT HAVE YOU USED AI, MACHINE LEARNING OR NEW TECHNOLOGY FOR?

To answer general questions	75%
Presentations or papers for work (to support me in writing all or parts of it)	18%
CV (to support me in writing all or parts of it)	16%
Presentations or papers for my course	16%
Cover letters or application forms (to support me in writing all or parts of it)	12%

(multiple choice)

Three quarters of respondents said that they had used AI, machine learning or new technologies to 'answer general questions' (75%) and nearly 1 in 5 young people (18%) had used it for presentations or papers for work.

- 20% of non-binary respondents, 17% of males and 16% of females said that they used AI, machine learning or new technology for writing their CV.
- 1 in 5 (21%) Black, African, Black British or Caribbean respondents said they use AI to write their CV compared 16% of Asian or Asian British respondents and 16% of Mixed or Multiple ethnicity respondents and 15% of White respondents.
- 29% of 23-25 year olds say they have used AI to write their CV and 33% say they have used AI to write cover letters.

Place based

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

We asked this set of questions to all young people aged 11-30. The number of young people who answered the question has been noted in the analysis.

KEY FINDINGS

Young people are feeling less safe in their communities:

- Overall, young people are feeling less safe in their local areas. Feelings of safety have dropped by 10 ppts to 51%, suggesting worries regarding safety have increased over the last year.
- Young people are particularly worried about issues like knife crime, theft, substance misuse, anti-social behaviour, and poverty.
- Feelings of safety decrease significantly between the ages of 14 and 19, with an average drop of 10 ppts.
- Respondents who were transgender, female, had additional needs, were eligible for free school meals, and care leavers reported higher levels of concern regarding their safety compared to their counterparts, with differences ranging from 6 to 15 ppts.

There's a reduction in the sense of belonging and connection among young people:

- Compared to the 2023 Youth Voice Census, fewer young people reported feeling welcomed, that they belong, or that they can be themselves in their communities.
- Two-thirds of young people (64%) reported feeling welcomed where they live. Over half felt they belong (51%), can be themselves (54%), and have a supportive network (57%) in their local area.
- A sense of belonging varied by a range of demographic characteristics:
 - Black, African, Black British, or Caribbean respondents were 10 ppts less likely to 'strongly agree or agree' that they belong, 15 ppts less likely to feel they can be themselves, and 20 ppts less likely to believe they have a support network.
 - Asian or Asian British respondents were consistently the most likely to 'strongly agree or agree' that they belong, can be themselves, and have a support network, compared to other ethnic groups.
 - Respondents eligible for free school meals were 13 ppts less likely to 'strongly agree or agree' that they belong.
 - Young people with additional needs and carers (both registered and unregistered) were consistently more likely to 'strongly disagree or disagree' that they felt welcomed, belonged, or could be themselves where they live, with differences ranging between 10 to 15 ppts.

cont...

Missing connections: the availability of transport and local facilities is down again this year.



- Although the overall proportion of young people using public transport has decreased this year, it remains a primary mode of transport for those eligible for free school meals and Black, African, Black British, or Caribbean respondents.
 - This year we have seen a lower proportion of young people using public transport, they are 9 pts less likely to 'often' use public transport and 6 pts more likely to 'not use' public transport.
 - Young people reported that the safety, availability and reliability of public transport has worsened over the last year.
- When compared to the 2023 Youth Voice Census, fewer respondents have reported the availability of all local facilities (this includes parks, sports, libraries and other community spaces) in their local areas this year.
 - Black, African, Black British or Caribbean respondents consistently scored lower than all other groups. They were significantly less likely by 20% to have access to entertainment, 14-25 pts less likely to have access to sports facilities and 10%-18% less likely to have access to theatres.
 - Young people with additional needs, care leavers, and those currently in care also reported lower access to local facilities compared to their peers.

It is harder to access support this year, with parents filling the gap.

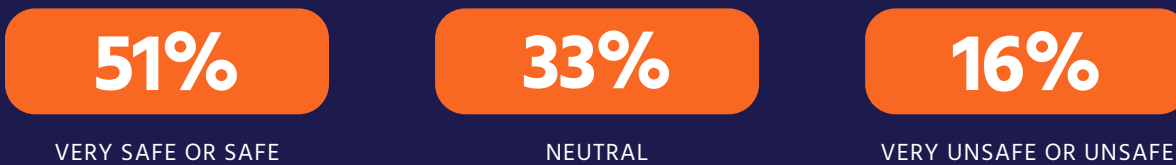
- 1 in 4 young people reported that they cannot access support for their mental health issues.
- 1 in 5 indicated that they could not access financial support.
- Parents are more likely to be picking up support for all areas. It has increased by 4 pts for mental health support and by 5 pts for financial support.

Confidence in accessing good jobs locally continues to decline, in addition less young people feel there will be opportunities for them.

Overall, confidence in quality jobs has generally dropped among young people.

- Similar to last year, we see confidence in accessing good jobs locally decrease with age. In particular there is a 12 ppt increase at age 17-19 with 59% reporting they are either 'not at all confident or not so confident' they will find a good quality job.
- Young people were 8 pts more likely to disagree with the statement 'I feel like there are opportunities for me'.
- Young people who were eligible for free school meals were 9% less likely to agree that there are opportunities for them where they live.

HOW SAFE DO YOU FEEL IN YOUR LOCAL AREA?



n=2,523 respondents

Overall, just over half of young people felt safe in their local area (51%), a fall of 10 ppts on last year's scores. Comparatively 16% of young people put forward that they felt 'very unsafe or unsafe' in their local area, a rise of 6 ppts from last year. To summarise, fewer young people are feeling safe in their local area this year.

- When looking at age there is no clear pattern in feeling towards safety, however overall feelings of safety drop between the ages of 14 to 19 by on average 10 ppts.
- 59% of Asian or Asian British respondents felt 'very safe or safe', compared to 50% of White and Black, African, Black British or Caribbean respondents and 48% of Mixed or Multiple ethnicity respondents.
- Just under half (49%) of female respondents felt 'very safe or safe' in their local area, compared to 57% of males. Female respondents are 7ppts more likely to say they felt unsafe in their local area compared to their counterparts.
- Non-binary respondents are most likely to respond with 'neutral' (44%), as are those who are unsure/questioning their gender (39%).
- Only 25% of transgender respondents said they felt 'very safe or safe', compared to 52% of those who are not transgender.
- Respondents who are eligible for free school meals are 15 ppts less likely to respond with either 'safe or very safe' than those who are not eligible for free school meals (55% and 40% respectively).
- A quarter (25%) of respondents with additional needs felt 'very unsafe or unsafe', compared to a tenth (13%) of those with no additional needs.
- Over one in five (22%) care leavers felt 'very unsafe or unsafe' compared to 16% of those who have not been in care.

WHAT IS THE BEST THING ABOUT YOUR LOCAL AREA?

"Green space, diverse, lots of independent businesses."	"It has a beautiful park filled with nature."	"I love the community and how everybody knows everyone, it mainly keeps people out of trouble and it's nice walking to the shop on a Saturday and hearing a good morning, gives the cheery happy mood."
"Very quiet and community orientated."	"Nothing."	"Transport infrastructure is excellent and mostly reliable."
"Lovely independent cafes, bars, shops, friendly people, green areas."	"People are very friendly, good community, nice events."	"The community spirit we have in our local area is great - while we don't all know each other, most people are kind and willing to help out."

A key theme emerging from the responses regarding the best thing about living in their area was the sense of community that they felt, particularly people being friendly and helpful with a range of different community events. Respondents also highlighted that having close friends and family in the area was important since their friendship group provided them with a sense of belonging in their local area.

Respondents also highlighted that their local areas have good access to local amenities which included independent shops, good transport links and green spaces. 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.

There were some respondents, particularly those aged 16 to 18 who reported that they did not like anything in their local area. Whilst it is difficult to ascertain why this might be the case, this is a key period in young people's lives where they are going through a change of leaving the core education system and we know young people find navigating this period challenging and therefore often feel disconnected.

THINKING ABOUT WHERE YOU LIVE, HOW MUCH DO YOU AGREE WITH THE FOLLOWING?

	Strongly Disagree or Disagree	Neutral	Strongly Agree or Agree	N/A
I have a support network	13%	26%	57%	4%
I feel welcome	10%	26%	64%	0%
I feel like I belong	18%	30%	51%	1%
I feel like I can be myself	20%	25%	54%	1%
I feel like there are opportunities for me	28%	27%	44%	1%
I have role models in my community	33%	31%	33%	3%

n=2,458 respondents

Overall, 3 in 5 young people (64%) reported that they felt welcomed where they live. Over half of young people felt like they belong (51%), felt like they can be themselves (54%) and have a supportive network (57%) where they live.

However, 1 in 5 young people reported that they do not feel like they can be themselves (20%) and feel like they belong (18%) where they live. Almost 3 in 10 young people (28%) do not feel like there are opportunities for them where they live. Consistently, at least a quarter of young people are neutral to these statements, indicating the narrative we are seeing of disconnect, disengagement and indifference.

Compared to the 2023 Youth Voice Census, we have consistently seen more young people 'strongly disagree or disagree' with the above statements. The greatest difference by 8 ppts is 'I feel like there are opportunities for me'.

- Asian or Asian British respondents were consistently the most likely to respond with 'strongly agree or agree' when compared to other ethnicities.
 - 54% of Asian or Asian British respondents 'strongly agree or agree' that they feel like they belong, as do 52% of White respondents and 49% of Mixed or Multiple ethnicity respondents. This compares to only 44% of Black, African, Black British or Caribbean respondents.

- 60% of Asian or Asian British respondents 'strongly agree or agree' that they can be themselves compared to 54% of White respondents and 45% of Black, African, Black British or Caribbean respondents.
- 60% of Asian or Asian British respondents 'strongly agree or agree' that they have a support network, as do 59% of Mixed or Multiple ethnicity respondents and 58% of White respondents. This compares to only 40% of Black, African, Black British or Caribbean respondents.
- On the other hand, Black, African, Black British or Caribbean respondents were least likely to respond with 'strongly agree or agree' to every statement, with the widest margin being in 'I have a support network' in which Asian or Asian British respondents are 19 ppts more likely to respond with 'strongly agree or agree.'
- Non-binary respondents are consistently less likely to respond with 'strongly agree or agree' than male or female respondents across the board, with 59% of male respondents and 49% of female respondents answering 'strongly agree or agree' to 'I feel like I belong', whereas only 10% of non-binary respondents felt the same.
 - 27% of transgender respondents 'strongly disagree or disagree' that they feel welcome, compared to only 9% of those who are not transgender.
 - 47% of transgender respondents 'strongly disagree or disagree' that they feel like they belong, compared to only 16% of those who are not transgender.
 - 54% of transgender respondents 'strongly disagree or disagree' that they can be themselves, compared to only 18% of those who are not transgender.
- Respondents aged 14-16 and 17-19 are least likely to respond with 'strongly agree or agree' to having a support network, feeling welcome, feeling like they belong or feeling like they can be themselves when compared to other age groups. This age group is also the most likely to respond with 'neutral' with the exception of having role models in the community.
- Respondents who were eligible for free school meals were 12 ppts less likely to 'strongly agree or agree' that they belong (43%) and 9 ppts less likely to agree that there are opportunities for them (38%) where they live compared to those ineligible for free school meals (55% and 47%).
- Young people with additional needs and carers (registered and unregistered) were consistently more likely to 'strongly disagree' and 'disagree' across all the statements, with the difference ranging between 10-15 ppts.

WHAT, IF ANY, ARE YOUR BIGGEST CONCERNS ABOUT WHERE YOU LIVE?

"I wouldn't feel safe being out in the evenings or at night by myself, I never see any police or patrol at night."	"Crime happens too much here. Easy for young people to fall in with bad people here."	"Crime, unemployment, drugs, the local area isn't clean, it's hard to access health services."
"My biggest concern is the fact that crime can be very common here, and police rarely are able to do anything about it. This can range from littering (which is a huge problem) to arson - something that happens much too commonly."	"There are alot of homeless people, they need to be taken care of and should be given free accommodation."	"Young people don't have a lot to do and so they hang around outside of places like the co-op and vape and do drugs, it makes me uncomfortable."
"The opportunities for jobs and good education."	"Increasing cost of rent and living."	"Knife crime and gang violence."

n=100 respondents

Young people are particularly concerned about the rising crime rates, particularly knife crime, gang violence and substance misuse making them feel unsafe in their local areas. Consequently, this makes areas less appealing and as a result young people choose to stay at home and commented on the lack of opportunities that are available.

Many young people are concerned about the cost of living crisis, the increased cost of rent and how this has increased both homelessness and poverty. This in turn can increase crime with theft on the rise making young people unsafe in their local areas.



n=2,483 respondents

Overall, nearly 4 in 5 (78%) young people use public transport often or sometimes, with 1 in 5 (22%) young people never using public transport.

Compared to the 2023 Youth Voice Census, young people are 9 ppts less likely to often use public transport and 6 ppts more likely to not use public transport. The trend indicates a lower proportion of young people using public transport.

- Asian or Asian British respondents were least likely to state that they use public transport, with only 43% of respondents stating that they do so, in comparison to Black, African, Black British or Caribbean respondents which were 25 ppts more likely to use public transport (68%).
- Respondents aged 11-13 were the least likely respondents to utilise public transport, being over 23 ppts less likely to use public transport than respondents aged 17-19. Alongside this, Respondents aged 14-16 were 12 ppts more likely to use public transport than those aged 11-13, but were still over 9 ppts less likely to use public transports than respondents aged from 17-31+ who averaged around 84% towards public transport usage.
- Respondents who received free school meals were over 7 ppts more likely to use public transport (82%) compared to those ineligible for free school meals (75%).

WHAT DO YOU USE PUBLIC TRANSPORT FOR?

To see friends/family	53%
Entertainment	50%
Getting to school/where I study	44%
Getting to work	23%

To access support services	6%
Getting to a training programme	5%
Other caring responsibilities	2%
Childcare reasons	1%

(multiple choice)

YOUTH VOICE CENSUS 2024

For those who use public transport, the top three reasons are to see friends and family (53%), entertainment (50%) and getting to school or place of study (44%).

- Respondents aged 14-16 and 17-19 had 'getting to school/where I study' as their most frequent reason for using public transport, whereas age groups of 20-22 and 23-25 had 'to see friends/family' as their most common reason. For the age groups of 11-13 and 26-31+ however, 'entertainment' was their most frequent reason for using public transport.
- Those young people who are eligible for free school meals were more likely to use public transport to get to school compared to their counterparts; 53% and 39% respectively.
- 64% of Black, African, Black British or Caribbean respondents use public transport to get to school. This is compared to 49% of Asian or Asian British respondents, 41% of White respondents and 37% of Mixed or Multiple ethnicity respondents.
- Those respondents who are eligible for free school meals (44%) and Black, African, Black British or Caribbean (40%) are the least likely to use public transport for entertaining purposes compared to other ethnic groups and those who are not eligible for free school meals.

THINKING ABOUT PUBLIC TRANSPORT (BUSES, TRAINS, ETC.) IN YOUR LOCAL AREAS, HOW WOULD YOU RATE:

	Very Poor or Poor	Neutral	Excellent or Good	N/A
Availability	21%	24%	49%	6%
Safety	14%	33%	48%	5%
How often services run	26%	25%	43%	6%
Cost	26%	32%	35%	7%
Reliability	36%	28%	30%	6%
Routes/Coverage	19%	29%	45%	7%

n=2,453 respondents

Compared to the 2023 Youth Voice Census, across all the factors, ratings for 'very poor' and 'poor' have increased. Safety was 5 ppts higher for 'very poor' and 'poor' and 10 ppts less likely to be rated as 'excellent' or 'good'. Safety is emerging as a big concern in both local areas and with public transport.

- Respondents eligible for free school meals are more likely to rate public transport services as 'very poor or poor', and typically on average 5 ppts less likely to rate services as good or excellent than those who are not eligible for free school meals.
- Respondents aged 11-13 and 14-16 are the least likely to rate public transport in any category as 'very poor or poor', whereas respondents aged 23-25 are the most likely to rate all aspects of public transport poorly or very poorly.
- Transgender respondents were consistently more likely to rate public transport services as 'very poor or poor' being an average of almost 8 ppts more likely to say so compared to those who are not transgender.

- 39% of Mixed or Multiple ethnicity respondents rate the cost of public transport as ‘very poor or poor’, compared to 35% of White respondents, 37% of Asian or Asian British respondents, 26% of White respondents and only 18% of Black, African, Black British or Caribbean respondents.
- 38% of White respondents rate the reliability of public transport as ‘very poor or poor’, as do 34% of White respondents and 33% of Mixed or Multiple ethnicity respondents. This is compared to only 23% of Asian or Asian British respondents.

PLEASE SELECT WHICH OF THESE ARE AVAILABLE IN YOUR LOCAL AREA:

Amenities	2024	2023
Parks	89%	93%
Library	78%	81%
Leisure facilities (gym, swimming pool)	75%	77%
Places of worship	67%	72%
Sports facilities (football, rugby pitches, tennis courts)	66%	71%
Entertainment (cinema, bowling, etc.)	58%	59%
Youth club	37%	38%
Theatre	33%	38%
Museums	27%	33%
Live music venues	22%	28%
Local Youth Council	14%	12%
Youth Hub	13%	11%
None	3%	2%

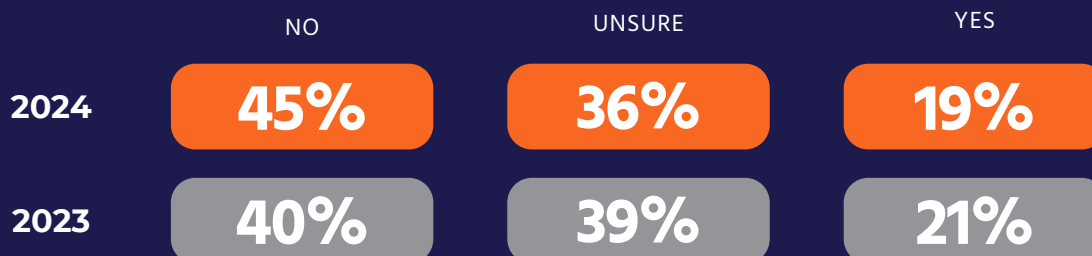
(multiple choice)

When compared to the 2023 Youth Voice Census, fewer respondents have reported the availability of all of the amenities in their local areas this year except for youth hubs which has increased by 2 ppts to 13% (11% in 2023).

- Black, African, Black British or Caribbean respondents consistently scored lower than all other groups.
 - 45% of Black, African, Black British or Caribbean respondents selected entertainment, compared to 53% of Mixed or Multiple ethnicity respondents, 60% of White respondents and 62% of Asian or Asian British respondents.
 - 48% of Black, African, Black British or Caribbean respondents selected sports facilities, compared to 62% of Asian or Asian British respondents, 69% of White respondents and 73% of Mixed or Multiple ethnicity respondents.
 - Only 19% of Black, African, Black British or Caribbean respondents have access to a theatre, compared to 29% of Asian or Asian British respondents, 35% of White respondents and 37% of Mixed or Multiple ethnicity respondents.

- Young people with additional needs were 11 ppts less likely to select leisure facilities (59%) compared to 70% of those who do not have additional needs.
- Care leavers and those currently in care were consistently less likely to select they have access to all of the various amenities in their local area.
 - 77% of those who have never been in the care system have access to a library, compared to 63% of care leavers and 61% of those currently in care.
 - 59% of those who have never been in the care system have access to entertainment facilities, compared to 53% of those currently in care and 43% of those who are care leavers.
 - 68% of those who have never been in the care system have access to sports facilities, compared to 58% of those currently in care and 49% of care leavers.

DO YOU THINK THERE ARE ENOUGH OPPORTUNITIES TO SHARE YOUR VIEWS ON IMPORTANT ISSUES IN YOUR LOCAL AREA?



n=2,386 respondents

This year, young people were 5 ppts more likely to respond that there are not enough opportunities to share views on important issues in their local area.

- Non-binary respondents were 49 ppts more likely to respond with 'no' (59%) than 'yes' (10%).
- 24% of males think that there are enough opportunities to share their views, compared to only 16% of females and 9% of non-binary respondents.
- 59% of transgender respondents said that there was not enough opportunities to share their views, compared to 45% of those who are not transgender.
- 56% of gay/lesbian respondents and 51% of bisexual respondents said that there was not enough opportunities to share their views, compared to only 44% of heterosexual respondents.
- Respondents from Black, African, Black British or Caribbean backgrounds were most likely to say there were no opportunities to share their views (46%) compared to all other ethnic groups.
- Respondents aged between 23-25 and 26-31+ had the largest gap between responses of 'yes' and 'no', with respondents aged 23-25 being 47 ppts more likely to respond with 'no' and 26-31+ being 44 ppts more likely to do the same.
- Respondents with additional needs were 7 ppts more likely to report not having opportunities to share their views (51%) compared to those without any additional needs (44%).

HOW CONFIDENT ARE YOU THAT THERE ARE QUALITY JOBS AVAILABLE IN YOUR LOCAL AREA?

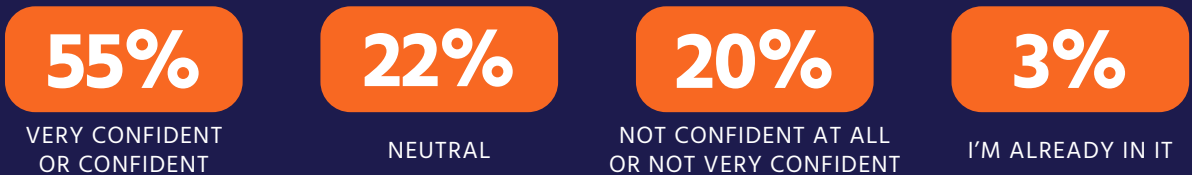
Confidence	2024	2023
Not at all confident	14%	11%
Not so confident	33%	31%
Somewhat confident	43%	45%
Very confident	8%	11%
Extremely confident	2%	2%

n=2,433 respondents

Overall confidence in finding quality jobs has decreased among young people. Specifically, the proportion of those who are 'not at all confident' or 'not so confident' has risen by 3 and 2 ppts, respectively, compared to last year. Although the percentage of those who are 'extremely confident' has remained unchanged, those feeling 'very confident' has decreased by 3 ppts.

- Similar to last year, confidence in securing quality jobs does not increase with age. For individuals aged 17-19, there is a 12 ppt rise in those who are either 'not at all confident' or 'not so confident' about finding a good-quality job, reaching 59%. This age group also exhibits the lowest confidence, with only 5% reporting they are confident in finding quality job opportunities.
- 1 in 5 Black, African, Black British or Caribbean respondents (20%) are 'not at all confident' that there are quality jobs in their area, compared to only 14% of White respondents and 13% of Asian or Asian British and Mixed or Multiple ethnicity respondents. Additionally, 39% of Black, African, Black British or Caribbean respondents are 'not so confident' there are quality jobs.
- 29% of non-binary respondents are 'not at all confident' that there are quality jobs in their area, compared to only 14% of male and female respondents. Not a single non-binary respondent chose to respond with either 'very confident' or 'extremely confident'.
- A quarter of transgender respondents (24%) are 'not at all confident' that there are quality jobs in their area, compared to only 14% of those who are not transgender.
- 54% of respondents with additional needs are 'not at all confident' or 'not so confident' that there are quality jobs available in their local area compared to 45% of those without any additional needs; a difference of 9 ppts.
- Over two-thirds (69%) of care leavers reported feeling 'not at all confident or not so confident' there are quality jobs in their local area compared to under half (48%) of those without care experience.

HOW CONFIDENT ARE YOU THAT YOU WILL BE ABLE TO PROGRESS INTO A GOOD JOB?



n=839 respondents

55% of respondents are 'very confident or confident' that they will be able to progress into a good job, however, 20% are 'not confident at all or not very confident'. Whilst respondents who are confident have remained the same, there is a 7 ppt increase in respondents scoring 'not confident at all or not very confident'.

- 67% of Mixed or Multiple ethnicity respondents and 60% of Black, African, Black British or Caribbean respondents are 'confident or very confident' that they will be able to progress into a good job, compared to 55% of White respondents and 51% of Asian or Asian British respondents.

Those feeling less confident:

- As age increases, so does feeling 'not confident at all or not very confident' that you'll be able to progress into a good job. 15% of 11-13 year olds said this, as did 21% of both 17-19 year olds and 20-22 year olds. This compares to 27% of those aged 26-31+.
- 49% of respondents eligible for free school meals are 'very confident or confident' that they will be able to progress into a good job compared to 61% of those not eligible.
- 30% of bisexual respondents and 28% of gay/lesbian respondents feel 'not confident at all or not very confident' that they will be able to progress into a good job, compared to only 15% of heterosexual respondents.

TO WHAT EXTENT DO YOU THINK EMPLOYERS WANT TO HIRE YOUNG PEOPLE?

32%

VERY UNSUPPORTIVE OR
UNSUPPORTIVE OF HIRING
YOUNG PEOPLE

37%

NEUTRAL

31%

VERY SUPPORTIVE OR
SUPPORTIVE OF HIRING
YOUNG PEOPLE

n=1,019 respondents

Only 31% of respondents believe that employers are supportive of hiring young people, while 32% think they are unsupportive.

Free school meals: 38% of those eligible believe employers are unsupportive, compared to 29% of those not eligible.

Gender: 32% of females think employers are unsupportive, compared to 25% of males.

Age: Younger respondents, especially 17-19 year olds (40%) and 14-16 year olds (35%), feel employers are unsupportive, while only 22% of those aged 26-31+ share this view.

Sexual orientation: 44% of bisexual respondents believe employers are unsupportive, compared to 33% of gay/lesbian and 28% of heterosexual respondents.

Ethnicity: 38% of Black, African, Black British or Caribbean respondents and 35% of Asian or Asian British respondents feel employers are unsupportive, compared to 32% of White and 24% of Mixed or Multiple ethnicity respondents.

LOCALLY I CAN ACCESS:

	Strongly Disagree or Disagree	Neutral	Strongly Agree or Agree	N/A
Support for my mental health problems	26%	27%	31%	16%
Support for my physical health problems	15%	23%	48%	14%
Financial support	19%	32%	18%	31%
Childcare support	10%	27%	16%	47%
Support as a young carer	9%	27%	12%	52%
Support I need for substance abuse	9%	26%	11%	54%
Support as an ex-offender	8%	27%	7%	58%
Housing support	14%	26%	13%	47%

n=2,408 respondents

Overall, a quarter of young people who responded to this question (26%) reported that they cannot access support for their mental health issues and 1 in 5 (19%) indicated that they could not access financial support. Young people were most likely to agree that they can access support for their physical health problems (48%).

- Respondents from Black, African, Black British or Caribbean backgrounds are some of the most likely to consistently respond with 'strongly disagree or disagree' to having access to support for physical health problems, financial support or childcare support. For example, 24% of Black, African, Black British or Caribbean respondents 'strongly disagree or disagree' that they can access financial support, compared to only 19% of White respondents and 14% of Asian or Asian British respondents.
- Those from Asian or Asian British backgrounds were the least likely to disagree regarding accessing support for mental health services. 27% of White respondents 'strongly disagree or disagree' that they can access support for their mental health, as do 26% of Black, African, Black British or Caribbean respondents and 25% of Mixed or Multiple ethnicity respondents. This compares to only 17% of Asian or Asian British respondents.
- Young people eligible for free school meals were 9 ppts more likely to 'strongly disagree or disagree' that they can access financial support (26%) compared to those ineligible for free school meals (17%). They were also 10 ppts more likely to 'strongly disagree or disagree' about accessing housing support (21%), compared to 11% of those ineligible for free school meals.
- Respondents who identified themselves as non-binary were at least twice or three times more likely to 'disagree or strongly disagree' that they could access mental health support, physical health support, financial support and housing support.
 - 59% of non-binary respondents 'strongly disagree or disagree' that they can access support for mental health problems, compared to 28% of females and 19% of males.
 - 45% of non-binary respondents 'strongly disagree or disagree' that they can access support for physical health problems, compared to only 15% of females and 12% of males.
 - 40% of non-binary respondents 'strongly disagree or disagree' that they can access financial support, compared to 20% of females and 16% of males.

- Respondents aged 25-30 were most likely to respond with 'strongly disagree or disagree' to being able to access support for mental health issues, physical health issues, financial support or housing support.

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	20%	22%	2%	1%	0%	17%	5%	7%	26%
Support for physical health problems	7%	14%	1%	0%	0%	37%	4%	4%	33%
Financial support	6%	17%	2%	6%	0%	1%	1%	7%	60%
Support as a young carer	8%	9%	1%	1%	0%	3%	1%	4%	73%
Housing support	3%	10%	1%	3%	1%	1%	2%	6%	73%
Support for substance abuse	5%	7%	0%	1%	1%	6%	1%	2%	77%
Support as an ex-offender	3%	4%	1%	1%	2%	2%	1%	3%	83%

Over the last couple of years we have seen the trend that parents are more likely to be picking up support, and this has increased this year. It has increased by 4 ppts for mental health support and by 5 ppts for financial support. Whilst parental support is the most popular across most factors, the NHS is accessed far more (37%) for physical health problems.

- Respondents from Black, African, Black British or Caribbean backgrounds were more likely to have received support from their parents. Whereas Asian or Asian British respondents were more likely to have received support from their place of School or Education.
 - Only 26% of Black, African, Black British or Caribbean respondents turn to the NHS for support with physical health problems, compared to 38% of Asian or Asian British and White respondents.
 - 20% of Black, African, Black British or Caribbean respondents turn to their parents for housing support, compared to 13% of Asian or Asian British respondents and 9% of White respondents.
- Respondents who identified themselves as non-binary were the most likely to state that they were accessing support from the NHS compared to their counterparts.
 - For mental health support, 23% of non-binary respondents turn to the NHS, compared to only 18% of females and 15% of males.
 - For physical health support, 47% of non-binary participants turn to the NHS, compared to 41% of females and only 29% of males.

WHAT ARE YOU LOOKING FORWARD TO IN THE NEXT 12 MONTHS?

“Learning more about my apprenticeship, starting college, meeting up with friends and family, going to concerts, holiday.”	“Learning how to drive and getting a car.”	“Meeting new people and finally getting closer to my career ambitions.”
“Holidays, progressing at work, spending time with friends and family, getting closer to attempting to purchase a house.”	“Finishing my GCSEs so I can finally relax.”	“Finishing my masters, beginning to look to buy a house, travelling.”
“Applying to universities that will help me to leave my hometown - although I will miss my family / friends, I do feel that where I live is limiting my future prospects.”	“Starting at my new sixth form.”	“Getting a job and gaining financial stability and independence, progressing in my degree.”

Progression, growth and milestones were often cited as something young people are looking forward to in the next 12 months. This varied from person to person but typically included gaining qualifications, jobs, saving or buying a home. Some young people were looking forward to gaining skills such as driving, and qualifications from their current education setting. There was a large focus on transition points, whether that was finishing their current endeavours, or beginning new ones, such as sixth form, college, university, or entering the world of work.

Many young people were looking forward to having time away from their education during the summer break, going away on holiday and spending time with friends and family.

Preparing for your future

In this section, we explore how young people are doing in education. The core question set was asked to all respondents who were currently in education as their primary activity. This includes respondents who are in secondary school, home educated, college or sixth form and university. Therefore, respondents are currently undergoing a range of course types including GCSEs, vocational courses, T-levels and degrees.

This question set explores what education is like overall for young people and how the last 12 months have been, it then goes on further to explore specific experiences regarding careers education, exams and assessments and work experience. Where the response rate has been too low to conduct meaningful analysis, we have put the raw data in the appendix.

KEY FINDINGS

Young people in secondary school are still feeling disruption in their school days.

- The majority of young people in education had their learning disrupted (81%) in the last year, an increase of 26 ppts on last year.

Wellbeing and feelings of safety were down.

- Young people were feeling less safe in their learning environment and when they were travelling to and from where they studied compared to last year. 3 in 5 young people 'strongly agree or agree' that they feel safe in their learning environment.
- Care leavers, those with additional needs, female and Black, African, Black British and Caribbean respondents were least likely to feel safe.
- 55% of respondents 'strongly agree or agree' that assessments negatively impact their wellbeing or mental health.
- Young people were 7 ppts more likely to state that they did not feel welcome at their secondary school (from 11% to 18%).
- There has also been a 20 ppts decrease in respondents who said that support was provided by their secondary school (from 78% to 58%) as they transitioned.

With anxiety and fear featuring strongly for those at key transition points.

- Almost 3 in 10 14-16 year olds (28%) felt their learning was disrupted 'a great deal or a lot' in the last months.
- Just under half (47%) of respondents had experienced at least one instance of bullying or harassment and 61% had witnessed at least one instance in the last 12 months.
 - Those from the LGBTQ+ community, students aged 11-13 years old, those with additional needs and Asian or Asian British and White respondents were most likely to have been impacted.

cont...

It is a tale of two halves for opportunities; there's more work experience and consideration of vocational routes but less opportunities to grow skills and access work experience.

- 36% of young people in secondary school had taken part in work experience in the last 12 months, an increase of 7 ppts on last year, the change is driven largely by those aged 14-16.
- The upward trend in consideration of undertaking an apprenticeship continues and we see an increase in young people considering apprenticeships this year too.
- Less opportunities to grow skills have been made available to young people though there is an overall decline in young people attending clubs, joining groups or societies or undertaking sports, art or music.

Careers experiences and confidence in skills were reduced.

- Overall, young people had less access to careers education in secondary school this year with considerable decreases of 30 ppts for those accessing labour market information and enterprise activities
- 41% of young people would like more opportunities to share their views and feedback on their course, learning environment and other aspects of their study.
- When compared to last year, young people feel less supported by their school to sufficiently develop the skills they need for their future with a decrease of 7 ppts from last year from 41% to 34% of respondents who 'strongly agree or agree'.
- The top three skills that respondents think are most important for work are 'communication' (70%), 'teamwork' (56%) and 'problem solving' (33%). The skills they are most confident in are listening (70%), creativity (63%) and problem solving (62%).

Choices are harder to make especially with less support.

- 50% of respondents rated the careers education they had received so far as 'average' in supporting them to make informed choices. Just 30% rated it as 'good or excellent' (down 7 ppts from last year) with a further 21% rating it as 'very poor or poor'.
- There has also been a 20 ppts decrease in respondents who said that support was provided by their secondary school (from 78% to 58%) and an increase of 7 ppts in respondents who do not feel welcome at their secondary school (from 11% to 18%).
- 41% of respondents rated their college or sixth form as 'very helpful or helpful' compared to 51% last year (decrease of 10 ppts). The majority of respondents (44%) think that their college/sixth form has been 'average' at preparing them for their next step.
- Just 43% of respondents think university has been 'extremely helpful or helpful' in preparing them for their next step. This is a decrease of 16 ppts from last year (43%). Additionally, 28% think university has been 'very unhelpful or unhelpful' compared to 13% of respondents last year, an increase of 15 ppts.

cont...

There are still groups getting less.

- Black, African, Black British and Caribbean respondents were:
 - most likely to have missed days of education because of money worries.
 - less likely to feel safe travelling to where they studied.
 - At least 20 ppts more likely to travel by public transport than their peers.
- Those eligible for free school meals and those in care are at least 10 ppts more likely to have poor internet speed and coverage than their peers with young people with additional needs 17 ppts less likely to be able 'always' have enough data or internet to complete their work.

Money is a bigger factor for those in college and university.

- 17-19 year olds were most likely to have missed a day and more than 5 days in education because of money worries.
- 33% of respondents in college or sixth form are currently or have accessed financial support whilst studying, compared to 27% last year (increase of 6 ppts).
- 28% of respondents have considered dropping out of their university degree in the past 12 months.



Education in the last 12 months

HAS YOUR EDUCATION OR STUDY BEEN DISRUPTED IN THE LAST YEAR?

19%

NOT AT ALL

57%

SOMEWHAT OR A LITTLE

24%

A LOT OR A GREAT DEAL

n=1,345 respondents

The majority of young people (81%) faced some form of disruption in their education over the last year, with a quarter of young people (24%) stating they faced 'a lot or a great deal' of disruption. Overall, this is an increase of 26ppts compared to last year's census where 55% of respondents had experienced disruption in their education.

Who is impacted the most?

- Those aged between 14-16 were more likely than any other age group to rate that their education had been impacted 'a lot or a great deal' (28%).
- In addition, respondents who were eligible for free school meals were 7 ppts more likely to have faced 'a lot' of disruption (21%) compared to those ineligible for free school meals (14%).
- White respondents and those with Mixed or Multiple ethnicity were most likely to select that their education or study had been disrupted 'a lot' or 'a great deal' (26% and 24% respectively).

PLEASE TELL US MORE:

"Teacher illness, and I was ill too."	"Teachers have left with no warning and I have had to teach myself."	"Teacher strikes due to poor pay which impacted my education during the run up to the GCSE exams."
"I have had lots of time off for personal reasons e.g. illness"	"Lots of pupils talk over teachers and are generally disruptive."	"We have so many teachers quit for better pay jobs, which they have told us themselves."

Two main reasons provided for disruption were teacher absence and illness. Many young people cited ongoing strike action, particularly regarding pay, teacher illness and teachers leaving the workforce resulting in numerous supply teachers as heavily disrupting their learning. Other respondents referenced medical issues or illnesses including mental health issues as reasons for their absence and therefore impacting their learning in the last 12 months.

THINKING ABOUT HOW YOU TRAVEL TO WHERE YOU STUDY, WHICH BEST DESCRIBES HOW YOU GET THERE?

Walk	52%
Bus	37%
Train	5%

Car	48%
Bike	5%
Metro	1%

Underground	0%
Tram	1%
Electric Scooter	0%

(multiple choice)

Respondents were most likely to walk (52%), travel by car (48%) or take the bus (37%) to where they study. Overall, this year we are seeing an indication of reduced usage of public transport. When compared to last year, there is a rise of 6 pts in respondents who selected that they walk and travel by car to where they study and a 10 pts decrease in respondents who travel by bus.

- 50% of females selected that they travel by car, compared to 45% of males and 37% of non-binary respondents.
- 69% of Black, African, Black British or Caribbean respondents travel by bus, compared to 38% of respondents with Mixed or Multiple ethnicity, 37% of White respondents and 27% of Asian or Asian British respondents.

THINKING ABOUT YOUR SAFETY, HOW MUCH DO YOU AGREE WITH THE FOLLOWING?

	Strongly disagree or disagree	Neutral	N/A	Strongly agree or agree	
				2024	2023
I feel safe travelling to and from where I study	10%	22%	1%	67%	70%
I feel safe in and around my learning environment	12%	25%	1%	62%	71%
There is someone I can talk to if I do not feel safe	12%	21%	2%	65%	68%

n=1,298 respondents

6 in 10 respondents (62%) 'strongly agree or agree' that they feel safe in and around their learning environment, a 9 pts decrease when compared to last year (71%).

There is a 3 pts decrease in respondents who feel safe travelling to and from where they study, and in respondents who feel there is someone they can talk to if they do not feel safe.

- Male respondents are most likely to 'strongly agree or agree' that they feel safe travelling to where they study (72%) and in and around their learning environment (68%). Typically, they are 8 pts more likely to respond this way over females and 20 pts more likely to respond this way compared to non-binary respondents.
- Asian or Asian British and White respondents were most likely to 'strongly agree or agree' that they feel safe travelling to and from where they study (73% and 67% respectively), compared to 60% of Black, African, Black British or Caribbean respondents and 59% of Mixed or Multiple ethnicity respondents.

- Young people in care are 13 ppts less likely to feel safe travelling to where they study (56%) and 6 ppts less likely to feel safe in their learning environment.
- Young people with additional needs were 11 ppts more likely to ‘disagree or strongly disagree’ that they feel safe in and around their learning environment (21%).
- Females were twice as likely (67%) to have someone to talk to if they did not feel safe compared to males (30%).
- Two-thirds (68%) of heterosexual respondents ‘strongly agree or agree’ that they have someone to talk to if they don’t feel safe, compared to only 24% of gay/lesbian respondents and 21% of transgender respondents.

REFLECTING ON THE LAST 12 MONTHS, HAVE YOU:

	Yes, frequently	Yes, sometimes	Yes, once	No, never	Unsure
Personally experienced bullying or harassment in your education setting	10%	21%	16%	43%	10%
Personally experienced bullying or harassment travelling to and/or from where you study	4%	11%	12%	64%	9%
Personally experienced discrimination in your education setting	6%	13%	10%	59%	12%
Personally experienced discrimination travelling to and from where you study	3%	5%	6%	74%	12%
Seen (witnessed) bullying or harassment in your education setting	20%	30%	11%	28%	11%
Seen (witnessed) bullying or harassment travelling to and/or from where you study	9%	18%	11%	48%	14%
Seen (witnessed) discrimination in your education setting	14%	21%	12%	39%	14%
Seen (witnessed) discrimination travelling to and from where you study	7%	11%	8%	57%	17%

n=1,282 respondents

Almost two-thirds of young people (61%) have witnessed at least one incident of bullying or harassment in their educational setting, with half (50%) witnessing it more frequently. Just under half of respondents (47%) personally experienced bullying or harassment, and 29% faced discrimination in their educational setting in the last 12 months.

YOUTH VOICE CENSUS 2024

Most impacted groups:

- Non-binary (35%) and transgender (32%) respondents frequently experience bullying or harassment.
- 25% of gay/lesbian respondents frequently face bullying, compared to 7% of heterosexual respondents.
- 21% of Asian or Asian British and White respondents sometimes experience bullying, compared to 13% of Mixed or Multiple ethnicity and 13% of other ethnicity respondents.
- Younger students (11-13 years) are most affected, with 55% experiencing bullying, followed by 52% of 14-16-year-olds. This decreases to 29% for those aged 17-19.
- Respondents with additional needs are 20 points more likely to experience bullying and discrimination, with 62% facing bullying and 45% experiencing discrimination.

THINKING ABOUT STUDYING AT HOME DURING THE LAST YEAR:

	Yes, always	Yes, sometimes	No, never	Unsure
Do you have access to the internet?	88%	10%	1%	1%
Do you have access to data?	77%	18%	2%	3%
Do you have access to a digital device? (laptop or tablet)	87%	9%	2%	2%
Did you share a device/devices in your household?	22%	38%	37%	3%
Are you provided with a device? (from your school, college or Uni)	15%	12%	66%	7%
Did you have a quiet place to work?	41%	45%	9%	5%

n=1,280 respondents



Access to digital devices, internet and data

- 88% of respondents 'always' have access to the internet and 77% 'always' have access to data.
- 66% of respondents have 'never' been provided a device.
- 23% of Black, African, Black British or Caribbean respondents are 'always' provided with a device, compared to 13% of Asian or Asian British and White respondents.

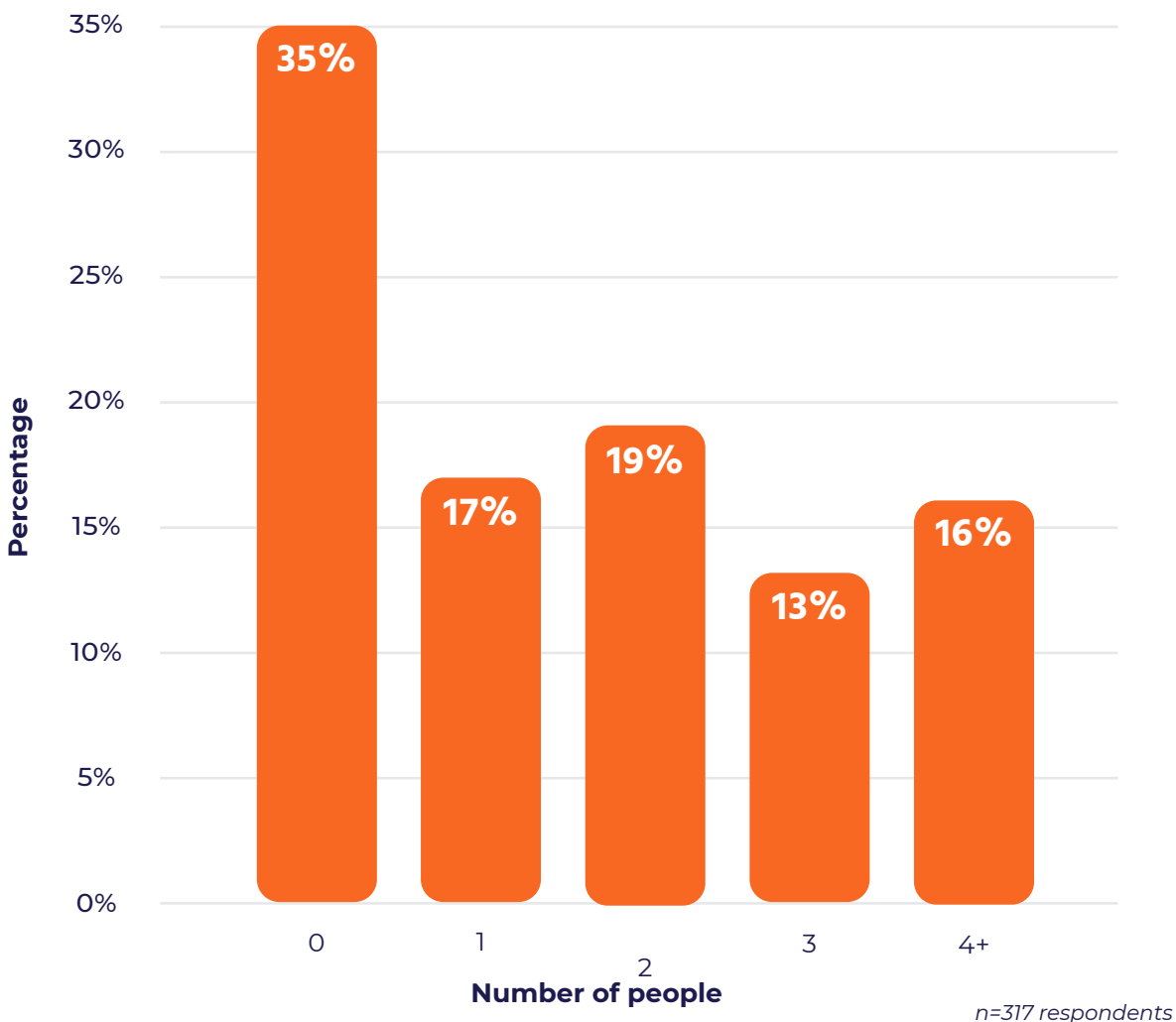
Sharing devices

- 27% of male respondents 'always' share a device/devices in their household.
- 32% of respondents currently in care 'always' share a device/devices in their household and 33% 'sometimes' do.

Quiet place to work

- 48% of male respondents and 39% of female respondents 'always' have a quiet space to work, compared to only 7% of non-binary respondents. 26% of non-binary respondents 'never' have a quiet place to work.
- 17% of gay/lesbian respondents 'never' have a quiet place to work, compared to 8% of heterosexual respondents and bisexual respondents.

HOW MANY PEOPLE SHARE YOUR DEVICE WITH YOU?





Overall, around half of young people share their device with 2-4+ people (48%). And around a third of respondents do not share their device at all.

- 29% of transgender respondents share their device with 4+ people, compared to only 15% of cisgender young people who share their device with 4+ others.
- 33% gay/lesbian respondents share with 4+ others compared to 10% of bisexual respondents.
- Black, African, Black British or Caribbean respondents were the least likely to be sharing a device (53%) when compared to respondents from other ethnic groups.

HOW WOULD YOU RATE YOUR DATA AND INTERNET CONNECTION?

	Very poor/Poor	Okay	Good/Very Good
Speed	7%	26%	67%
Reliability	11%	30%	59%
Coverage	10%	31%	59%

n=1,120 respondents

Overall, 'good' and 'very good' ratings have increased from last year's Census across all factors. Two-thirds of respondents said that their internet speed connection was 'good or very good' (67%), 3 in 5 (59%) said their internet reliability and coverage was 'good' or 'very good'.

Speed

- Only 14% of those eligible for free school meals rate their internet speed as 'very good', compared to 25% of those not eligible for free school meals.
- 15% of respondents currently in care rate their internet speed as 'very good' compared to 23% of respondents without experience of care.

Reliability

- 25% of males said their internet reliability was 'very good', compared to only 8% of non-binary people. 24% of non-binary people said their internet reliability was 'poor'.

Coverage

- Respondents eligible for free school meals were 9 pts less likely to say their coverage is 'very good or good' (51%) compared to those ineligible for free school meals (60%).

DO YOU HAVE ENOUGH DATA OR INTERNET TO COMPLETE ALL THE WORK REQUIRED OF YOU AT HOME?



n=1,273 respondents

Three-quarters of young people (75%) always have enough data or internet access to complete their work at home.

- Cisgender respondents were more likely to say they ‘always’ have enough data or internet connection (75%) compared to transgender respondents (66%).
- Respondents with additional needs are 17 ppts less likely to say they ‘always’ have enough data or internet to complete all the work required for them at home, compared to those without any additional needs (63% and 80%, respectively).

THINKING ABOUT THE PAST 12 MONTHS, HAVE YOU HAD OPPORTUNITIES TO:

Opportunity	2024	Difference from 2023
Go on school trips	71%	↑ 7 ppts
Attend after school clubs	57%	=
Be part of a club or society	44%	↓ 6 ppts
Visit the theatre or a show	41%	
Be involved in a sports team	41%	↓ 5 ppts
Attend enrichment activities	36%	↑ 9 ppts
Learn a musical instrument	34%	↓ 7 ppts
Visit a museum or exhibition	31%	
None of the above	13%	=

(multiple choice)

Nearly three-quarters of young people (71%) have had the opportunity to go on a school trip in the past year. This is up 7 ppts from last year’s census. Responses for other activities, where comparable, are equal or down on last year’s scores, with the biggest difference being a 9 ppt reduction in attending enrichment activities.

Opportunities across all demographic characteristics are not the same.

- Be involved in sports teams:
 - 45% of male respondents had an opportunity to take part compared to 39% of females and 31% of non-binary respondents.
 - 30% of transgender respondents had an opportunity to take part compared to 41% of cisgender respondents.
 - 29% of respondents eligible for free school meals had to take part compared to 46% of those not eligible.
- School trips
 - 74% of Asian or Asian British and Mixed or Multiple ethnicity respondents had the opportunity to 'go on school trips', compared to 54% of Black, African, Black British or Caribbean respondents.
 - 62% of those eligible for free school meals had the opportunity to go on school trips compared to 75% of those not eligible.
- None of the above
 - Respondents aged 17-19 were more likely than any other age group to state they did not have any opportunities to participate in the activities with nearly 3 in 10 selecting this (29%).
 - 22% of Black, African, Black British or Caribbean respondents stated they had the opportunity to do 'none of the above', compared to 12% of White and 8% of Asian or Asian British respondents who selected this.

HAVE YOUR STUDY PLANS OR CHOICES CHANGED IN THE PAST 12 MONTHS?

38%

YES

36%

NO

26%

NOT SURE

n=1,268 respondents

There was a varied response among young people regarding their study plans and choices in the last 12 months. While just over a third (36%) have not changed their plans, 2 in 5 young people (38%) have changed their choices in the last 12 months, with an additional quarter of young people (26%) currently undecided about their study plans and choices. This indicates a level of uncertainty and confusion among young people and their choices.

- 49% of Black, African, Black British or Caribbean respondents say their study plans have changed, compared to 39% of Asian or Asian British respondents, 34% of Mixed or Multiple ethnicity respondents, and 38% of White respondents.
- Respondents aged 14-16 were the most likely age group to have changed their study choices in the past 12 months with 45% of respondents selecting 'yes', followed by 40% of those aged 17-19, and 27% of 11-13 year olds.
- 56% of non-binary respondents said their study plans had changed in the last 12 months, compared to 33% of males and 41% of females.

CAN YOU SHARE MORE ABOUT YOUR ANSWER?

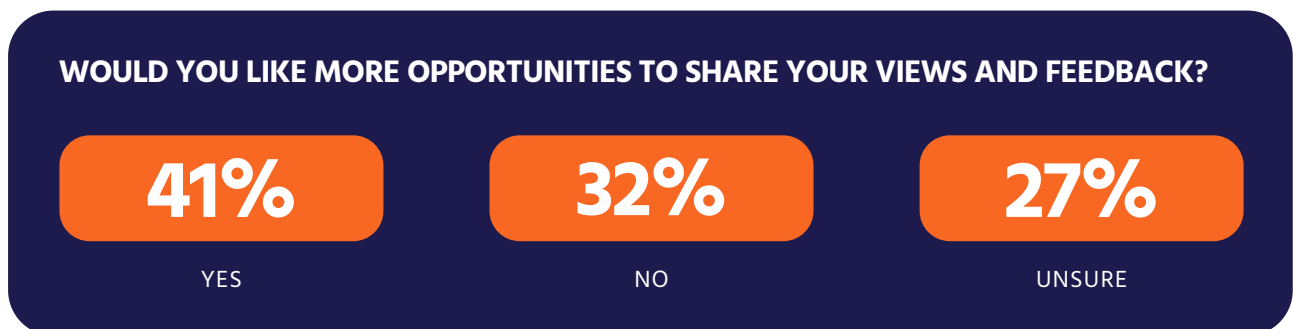
“I previously felt more pressured to decide on a university and course due to Sixth Form highly encouraging it, whereas now I’m more sure about taking a year to reassess everything first and decide what will actually work for me.”	“I have changed my mind about the A Levels I want to do next year.”	“I’m going to leave sixth form to go to college.”
	“My thoughts on A Levels have changed. I’m not sure I want to do them anymore.”	“I have changed my college course.”
“I don’t really have any study plans, I don’t know what to study at A Level and I don’t know what I want to do with my life.”	“I have changed my mind about the A Levels I want to do next year.”	“I have changed what university course I want to do.”

Primarily for those young people who have changed their study plans or choices in the last 12 months have actively changed their mind about the course they were studying since they felt unsure. For others they have made a decision to study elsewhere, i.e. move from 6th form to college.



n=1,242 respondents

Just under half of respondents (48%) indicated that they have had opportunities to share their views on their learning and nearly a quarter (23%) stressed that they had no opportunities to share their views on their course, learning environment or other aspects of their study.



n=1,225 respondents

2 in 5 young people (41%) would like more opportunities to share their views and feedback whilst nearly a third (32%) did not want any other opportunities.

YOUTH VOICE CENSUS 2024

- 51% of bisexual respondents and 50% of gay/lesbian respondents said they would like more opportunities to share their views and feedback, compared to 37% of heterosexual respondents.
- Asian or Asian British and Black, African, Black British or Caribbean respondents were most likely to say that they would like more opportunities to share their views and feedback, compared to 42% of Mixed or Multiple ethnicity respondents and 38% of White respondents.

IN THE LAST 12 MONTHS HAVE YOU:

	Yes	No	Unsure
Missed a day in education because of money worries?	7%	89%	4%
Missed more than 5 days of education because of money worries?	3%	93%	4%

n=1,240 respondents

Whilst the majority (89%) of respondents have not missed a day in education because of money worries, there are demographics who were most likely to be missing days:

- 13% of 17-19 year olds missed a day, and 5% missed over 5 days.
- 10% of Black, African, Black British or Caribbean and 9% of Asian or Asian British respondents missed a day, with 6% of Asian or Asian British and 5% of Black, African, Black British or Caribbean respondents missing over 5 days.
- 11% of those eligible for free school meals missed a day, and 7% missed over 5 days.
- 11% of bisexual respondents missed a day.
- 14% of unsure/questioning gender respondents missed over 5 days.

THINKING ABOUT THE NEXT 12 MONTHS – WHAT, IF ANY, CONCERNS DO YOU HAVE?

“The only concerns I have is that my social circle remains secure and intact, and current world and national issues don’t get any worse (cost of living crisis, unemployment, illegal immigration, wars, etc.) I am also slightly nervous about my mock exams at the end of year 10.”	“My family will continue to cut costs and go without.”	“That I’ll be stuck without a job.”
“Passing my GCSEs and getting good enough grades to achieve my aspirations.”	“I have less time to study because I have to earn money.”	“The safety of the world and wars.”
“Getting ready to go to University and live independently. Don’t feel as though I am well enough with that. I don’t like change or too much independence.”	“Crime rising and community tensions.”	“Safety around where I live.”

Young people expressed a range of concerns when thinking about the next 12 months, including:

- Cost of living crisis and affordability.
- Rising crime rates, delinquent behaviour and safety.
- Unemployment.
- Transition to their next phase of study.
- Changes to family and social networks.

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?	62% ↓ 10 ppts	23%	15%
Was support available from your secondary school to prepare you for the move?	58% ↓ 20 ppts	16%	26%
Did you feel welcome in your secondary school?	63% ↓ 16 ppts	18%	19%

n=462 respondents

Overall, support provided to aid transitioning into secondary school has deteriorated this year. 62% of respondents received support from their primary school, down 10 ppts from last year. Support from secondary schools dropped by 20 ppts (from 78% to 58%), and those feeling unwelcome at secondary school rose 7 ppts (from 11% to 18%).

- 65% of males and 54% of females report no support from secondary school.
- 71% of males feel welcome at secondary school, compared to 60% of females.
- 33% of free school meal recipients lacked primary school support, compared to 19% of non-recipients.
- 50% of Black, African, Black British or Caribbean respondents received primary school support, compared to 62% of White and 76% of Mixed or Multiple ethnicity respondents.
- 68% of 11-13-year-olds feel welcome at secondary school, compared to 55% of 14-16-year-olds.

HOW DID YOU FEEL ABOUT YOUR MOVE TO SECONDARY SCHOOL? WERE YOU EXCITED, SCARED, NERVOUS?

“I was excited because I didn’t really like the people in my year and they were all going to another school. I was also nervous because I didn’t know anyone from the school I go to.”	“Mostly excited but also really nervous.”	“Scared. I didn’t like the idea.”
“Nervous, since I didn’t know anybody and had to make new friends and I heard about the horrors of the homework and tests they give you with scary final exams as a cherry on top.”	“I was excited to go to a new school and take part in new experiences.”	“I was very anxious and worried.”

Overall, young people felt excited and nervous about their move to secondary school. Some were worried about the change, concerned about not making new friends, homework and exams. In contrast, others felt excited about having opportunities to have “new experiences” and felt positive about the change.

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.

“Schools should provide more than just an open day but a full tour so people don’t get lost.”	“A buddy would have stopped me from always getting lost.”	“I think they should get guest speakers into year 6 classrooms from secondary school to reassure the kids that secondary school is going to be good.”
“Teachers should provide help for making new friends and socialising.”	“Mental, physical and emotional support.”	“I think there should be a ‘make-a-friend’ room where people can make friends and socialise if people don’t know anyone in that area.”

Young people believe that support during the transition to secondary school should include taster days, transition visits, and opportunities to socialise. They suggest having a “buddy” system or chances to make friends to help navigate early days. Many also feel that hearing first-hand experiences from current students would be beneficial. While some rely on their parents for support, many emphasised the need for mental health resources during this transition.



Careers education in secondary school

WHICH OF THESE DID YOU OR HAVE YOU RECEIVED IN SECONDARY SCHOOL?

	2024	Difference from 2023
Careers lessons	43%	↓ 1 ppt
Face to face careers advice	40%	↓ 5 pts
Employers visiting you in school	40%	↓ 3 pts
Access to online careers and job information	30%	↓ 3 pts
Careers fairs	29%	↓ 12 pts
Interview with a careers advisor	29%	↓ 5 pts
Learning about careers in curriculum lessons	27%	↓ 1 ppt
Careers talks by employers	23%	↓ 1 ppt
Apprentices visiting you in school	23%	=
Visits to colleges	23%	↑ 2 pts
CV workshops	19%	=
Mentor	18%	↓ 7 pts
Mock interview sessions	16%	↑ 2 pts
Enterprise activities	12%	↓ 3 pts
Visits to employer sites	8%	↓ 1 ppt
Visits to careers shows (eg: Skills Show or The Big Bang)	7%	↑ 1 ppt
Mock assessment centres	6%	
Access to labour market information	5%	=
Visits to training providers	3%	↑ 1 ppt
Other (please say):	4%	
None of the above	16%	

(multiple choice)

The top three forms of careers education young people have received in the last year are careers lessons (43%), face to face careers advice (40%) and employers visiting schools (40%). Whilst we can see increases in opportunities for young people to visit colleges and careers shows and to have mock interview sessions, we see dramatic differences in opportunities to explore labour market information and take part in enterprise activities.

- Young people aged 14-16 were most likely to have received face-to-face careers advice (48%), careers lessons (48%) and employer visits to their school (45%).
- 11-13-year-olds received the most career lessons (43%) and employer visits (33%), but 25% of them reported no careers education.
- 40% of Black, African, Black British or Caribbean respondents received an interview with a careers advisor, compared to 29% of Mixed or Multiple ethnicity respondents and 28% of Asian or Asian British respondents.
- 36% of Black, African, Black British or Caribbean respondents received careers lessons, lower than 49% of Mixed or Multiple ethnicity respondents, 44% of Asian or Asian British respondents, and 44% of White respondents.
- 34% of those eligible for free school meals had employer visits, compared to 43% of those not eligible. Only 23% had access to online careers information, compared to 33% of non-recipients.

HOW WOULD YOU RATE THE CAREER EDUCATION YOU HAVE RECEIVED SO FAR IN SUPPORTING YOU TO MAKE INFORMED CHOICES?

30%

GOOD OR EXCELLENT

50%

AVERAGE

21%

VERY POOR OR POOR

n=764 respondents

Overall, nearly a third of young people felt their careers education was good or excellent, with half (50%) saying it was average and 1 in 5 young people reporting it as 'very poor or poor'.

- Just 26% of those eligible for free school meals rated their careers education 'good or excellent', compared to 31% of those not eligible.
- 29% of Black, African, Black British or Caribbean respondents and 22% of White respondents rate their careers education as 'very poor or poor', compared to 14% of Asian or Asian British respondents.



WHO DO YOU GO TO FOR CAREERS SUPPORT?

Parents/guardians/carers	69%
Teachers	46%
Friends	29%
Careers Advisor	23%
Careers and employability websites	11%
Online forums	10%
Social media	21%
Mentor	5%
National Careers Service	3%

Other people I know who are employed	8%
Jobcentre Plus	1%
Siblings	18%
Family and relatives	31%
Family friends	17%
Employers	4%
I don't have anyone to go to	9%
Other (please say):	4%

(multiple choice)

Whilst parents are still the top source for careers support, there is a 5 ppts decrease in young people going to them for support this year (74% to 69%). When compared to last year, there has been a 7 ppts decrease in those going to their friends for careers support (from 36% to 29%) and a 5 ppts decrease in young people going to teachers (51% to 46%). There has been an 8 ppts increase in young people seeking support from family and relatives (from 23% to 31%).

- Female respondents were more likely to go to their friends for career advice (32%), compared to males (25%).
- Black, African, Black British and Caribbean respondents were less likely (37%) than Asian or Asian British respondents (56%) and White respondents (45%) to go to their teachers for career support.
- Young people who were eligible for free school meals were less likely to go to their parents/guardians for careers advice (59%) compared to those not eligible for free school meals (74%).

HOW USEFUL HAVE YOU FOUND THE FOLLOWING WHEN LOOKING FOR CAREERS SUPPORT?

	Not useful or useless	OK	Useful or extremely useful	N/A
Parents/guardians/carers	9%	28%	53%	10%
Teachers	18%	33%	36%	13%
Friends	22%	37%	23%	18%
Careers advisor	15%	22%	22%	41%
Careers and employability websites	15%	26%	22%	37%
Social media	20%	29%	22%	29%
People I know who are employed	11%	25%	22%	42%
Siblings or other relatives	16%	24%	22%	38%
Online forums	18%	24%	11%	48%
Apps	17%	22%	10%	51%
National Careers Service	11%	16%	8%	65%
Mentor	14%	19%	7%	60%
Youth worker	12%	14%	7%	67%

n=979 respondents

The top two useful sources of gaining careers support were parents/guardians/carers at 53% and teachers at 36%. 1 in 5 young people reported finding friends (23%), careers advisors (22%) and careers and employability websites (22%) 'useful or extremely useful'.

Overall, approximately 1 in 5 young people found social media (20%), online forums (18%) and apps (17%) 'not useful or useless'. This denotes that young people find those people they know, trust and in person careers support useful compared to approaches online.

- 58% of male and 53% of female respondents rated 'parents/guardians/carers' as 'extremely useful or useful' compared to 16% of non-binary respondents.
- Respondents eligible for free school meals were less likely to find parents/guardians/carers 'useful or extremely useful' at 43% compared to 57% of those not eligible.
- Asian or Asian British respondents were most likely to rate 'teachers' as 'extremely useful or useful' at 52% compared to 40% of Black, African, Black British or Caribbean respondents and 32% of White respondents.
- Respondents with additional needs were 8 ppts more likely to state that the support they had received from teachers is 'useless or not useful' compared to those who stated they didn't have additional needs (25% and 17%, respectively).

Choices

HOW OFTEN WERE THE FOLLOWING OPTIONS DISCUSSED WITH YOU IN SCHOOL?

	Never	Once	Twice	Three times	Four times	Five times or more
Joining your school's sixth form	42%	12%	9%	8%	3%	26%
Attending college	15%	17%	13%	13%	7%	35%
Going to university	21%	16%	12%	12%	7%	32%
Apprenticeships	20%	16%	13%	16%	8%	27%
Getting a job	17%	13%	11%	13%	8%	38%
Starting your own business	54%	19%	9%	8%	3%	7%
Accessing supported employment	70%	10%	6%	7%	1%	6%
How to access Jobcentre Plus support	82%	7%	3%	4%	1%	3%
A Levels	17%	14%	9%	10%	8%	42%
T Levels	43%	17%	14%	9%	5%	12%
GCSEs	8%	5%	3%	6%	4%	74%
National	73%	7%	6%	6%	2%	6%
Higher	56%	11%	7%	7%	4%	15%
Technical qualifications (e.g. BTECs, Cambridge National)	38%	16%	12%	12%	6%	16%
NVQs	80%	7%	4%	4%	1%	4%
Foundation courses	55%	14%	10%	7%	3%	11%

n=760 respondents

YOUTH VOICE CENSUS 2024

Among the options discussed most frequently in schools, GCSEs (74%), A Levels (42%), and getting a job (38%) were the top topics discussed ‘five times or more’.

Compared to last year we see a 13 ppt increase in the number of respondents who have had T levels discussed with them at least once, 56% have had discussions about T levels this year compared to 43% last year.

- For those eligible for free school meals:
 - Apprenticeships were ‘never’ discussed with 25% of those eligible/receiving free school meals, compared to only 17% of those not eligible.
 - A Levels were ‘never’ discussed with 21% of those eligible for free school meals, those not eligible for free schools were 12 ppts (47%) more likely to have had A levels discussed with them ‘five times or more’.
- Going to university was discussed ‘five times or more’ with 43% of Mixed or Multiple ethnicity respondents, 39% of Asian or Asian British respondents and 39% of Black, African, Black British or Caribbean respondents, compared to only 30% of White respondents.
- Apprenticeships were ‘never’ discussed with 27% of Black, African, Black British or Caribbean respondents and 24% of Asian or Asian British respondents, compared to only 10% of Mixed or Multiple ethnicity respondents.

PLEASE INDICATE HOW LIKELY YOU ARE TO:

	Very unlikely or unlikely	Neutral	Very likely or likely	Don't know
Apply for a T Level course	48%	18%	11%	23%
Apply for an apprenticeship	29%	25%	33%	13%
Apply to university	18%	16%	57%	9%
Apply for a vocational qualification (e.g. BTEC, Cambridge National, Higher National)	39%	22%	19%	20%
Start your own business	43%	24%	23%	10%

n=762 respondents

While applying for a T level is still the least favoured option, there is an overall positive trend in interest, with the number of respondents who are ‘unlikely or very unlikely’ to apply decreasing from 56% to 48% this year.

Additionally, more young people are considering apprenticeships, with 33% indicating they are ‘very likely or likely’ to apply, up from 31% last year. However, university applications have seen a decline, with 57% of respondents saying they are ‘very likely or likely’ to apply, compared to 65% last year – a decrease of 8 ppts.

Gender differences:

- **T Levels:** 52% of female respondents are ‘very unlikely or unlikely’ to apply for a T Level, compared to 42% of male respondents.
- **University:** Male respondents are less likely to consider university, with 51% stating they are ‘very likely or likely’ to apply, compared to 61% of female respondents.
- **Starting a business:** 47% of female respondents are ‘very unlikely or unlikely’ to start their own business, compared to 34% of male respondents.

Free school meals:

- **T Levels:** 54% of those eligible for free school meals are ‘very unlikely or unlikely’ to apply for T Levels, compared to 48% of those not eligible.
- **University:** 25% of those eligible for free school meals are ‘very unlikely or unlikely’ to apply to university, compared to 15% of those not eligible.
- **Vocational qualifications:** More respondents eligible for free school meals are considering vocational qualifications, with 22% being ‘very likely or likely’ to apply, compared to 11% of those not eligible.

Ethnicity:

- **Apprenticeships:** Interest in apprenticeships is higher among White (34%) and Asian or Asian British (32%) respondents, compared to Black, African, Black British, or Caribbean respondents (25%).
- **University:** A higher percentage of Mixed or Multiple ethnicity respondents (74%) and Asian or Asian British respondents (73%) are ‘very likely or likely’ to apply for university, compared to 53% of White respondents.
- **Starting a business:** 37% of Black, African, Black British, or Caribbean respondents are ‘very likely or likely’ to start their own business, compared to 21% of White respondents.

WHAT ELSE COULD YOUR SCHOOL HAVE DONE TO SUPPORT YOU TO PROGRESS?

“Tell us about university from a younger age so we can pick the correct A Levels.”	“Have more detailed explanations of each qualification you can do after GCSEs and where you can go with them/how to use them to be successful.”	“Not put so much pressure on GCSEs and be more clear in the amount of pathways.”
“Give more mock interviews/better support on finding work experience/more personal statement writing tips.”	“Show us directly the opportunities available in our area that could help build our CVs like internships, competitions, volunteering, etc. and tell us their personal journeys and how they got to where they are now, what experience they did, how they got into their universities, how they got a PhD and studied and what we should start doing now to start early.”	“Educate us more about what things like college and sixth form could do to help us further our education.”

The majority of young people explained that learning about different pathways and being educated in what their options are would have supported them to progress. Additionally, young people expressed how they would like to have experienced more career-related activities and opportunities such as preparing for interviews, support with CV writing, employer visits, information about jobs, taking part in work experience, etc.

WHEN THINKING ABOUT YOUR OPTIONS, HOW IMPORTANT WERE THE FOLLOWING FACTORS?

	Very important or important	Neutral	Not very important or not important at all
What I was good at	84%	13%	3%
What I enjoyed	82%	14%	4%
What I wanted to do in the future	79%	16%	5%
The job it could lead to	72%	22%	6%
The pay/earning potential it could lead to	70%	22%	8%
It's something I know	60%	32%	8%
Location	58%	26%	16%
What my family wanted me to do	34%	35%	31%
What my friends were doing	11%	27%	62%

n=750 respondents

When considering their future options, young people prioritise several key factors, with the top three being 'what I was good at' (84%), 'what I enjoyed' (82%), and 'what I wanted to do in the future' (79%). These factors vary slightly across different demographic groups:

Gender:

- **Enjoyment:** 85% of female respondents selected 'doing something they enjoy' as a key factor, compared to 77% of male respondents.

Ethnicity:

- **Family influence:** Family expectations were more important for Asian or Asian British respondents, with 59% considering it 'very important or important', compared to 36% of Black, African, Black British, or Caribbean respondents and 30% of White respondents.
- **Skills:** 'Doing something they are good at' was particularly significant for 95% of Mixed or Multiple ethnicity respondents, compared to 87% of Asian or Asian British respondents and 80% of Black, African, Black British, or Caribbean respondents.
- **Earning potential:** Pay or earning potential was deemed 'very important or important' by 87% of Asian or Asian British respondents and 80% of Black, African, Black British, or Caribbean respondents, compared to 66% of White respondents.

Free school meals:

- **Location:** Location and travel was a more critical factor for those eligible for free school meals, with 49% finding it 'very important or important', compared to 40% of those not eligible.
- **Earning potential:** 74% of respondents eligible for free school meals rated pay/earning potential as 'very important or important', compared to 68% of those not eligible.

TELL US A LITTLE MORE ABOUT YOUR ANSWER

<p>“What I do needs to be related to my future and my future needs to pay well.”</p>	<p>“In terms of what I am thinking for the future, I am taking into account location as the highest priority, as it will be where I live for the next few years. Pay isn’t as important to me; I’d rather do something I really enjoyed than have a very high-paid job.”</p>	<p>“I have no passions and find no enjoyment in anything workwise so I just need money to survive and move out.”</p>
<p>“The only choice I had was to be local, and I wish to have an interesting, high paying career.”</p>	<p>“I come from a strong Asian household so what they think plays a huge role in my decision making (sometimes a bit too much). Because of this I have to stay local as I can’t afford to go further away from home. In addition I come from a poor household so how much I potentially earn in that field plays a huge role as well because I want to be able to go travelling and be able to live my life whilst also supporting my parents in their retirement.”</p>	<p>“If I wanted to go to college there isn’t a bus route there, I would need to travel by car which would be a struggle as I probably won’t be able to afford a car.”</p>

The two main factors young people cited influencing their future options were location and affordability. Many young people raised that they could not afford to move or travel far and therefore it was important that they could find local quality opportunities.

Exams and assessments

HAVE YOU TAKEN PART IN ANY FORMAL ASSESSMENT THIS YEAR? FORMAL ASSESSMENTS ARE THINGS LIKE EXAMS, ESSAYS, PRESENTATIONS, GROUP WORK.

76%

YES

13%

UNSURE

11%

NO

n=789 respondents

76% of respondents have taken part in formal assessments this year, compared to 83% last year (decrease of 7 pts).

- ‘Yes’ was selected by 89% of Mixed or Multiple ethnicity respondents and 84% of Asian or Asian British respondents, compared to 76% of White respondents and 66% of Black, African, Black British or Caribbean respondents.

WHAT FORMAT DID THESE ASSESSMENTS TAKE?

Exam - Essay question	73%
Exam - Multiple choice	66%
Presentation	39%

Project	36%
Essay	35%
Group Work	33%

(multiple choice)

Format of assessments varied with nearly a quarter reporting undertaking an exam, essay question style (73%), with two-thirds (66%) indicating they had completed a multiple choice exam and over a third of respondents having done presentations, projects and essays.

- 60% of male respondents took part in multiple choice exams compared to 70% of female respondents. Additionally, 66% of male respondents took part in essay question exams compared to 77% of females.
- Respondents eligible for free school meals were less likely to have taken part in multiple choice exams compared to those that are ineligible (60% compared to 69%) and exams with essay questions (66% and 77%).
- 80% of Black, African, Black British or Caribbean respondents and 74% of Asian or Asian British respondents had completed multiple choice exams, compared to 65% of White respondents and 64% of Mixed or Multiple ethnicity respondents.

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.



n=759 respondents

Overall, one-fifth (21%) of young people indicated that they had some form of special arrangements in place when completing their assessments, and 61% did not.

- 47% of non-binary respondents had special arrangements for their assessments, compared to 21% of female and 19% of male respondents.
- 27% of those eligible for free school meals had special arrangements, compared to only 19% of those not eligible.
- 23% of White respondents had special arrangements, as did 19% of Mixed or Multiple ethnicity respondents and 16% of Asian or Asian British respondents. This compares to 3% of Black, African, Black British or Caribbean respondents.

PLEASE TELL US MORE ABOUT THE SPECIAL ARRANGEMENTS YOU HAD FOR YOUR ASSESSMENTS

“For all assessments I have 25% extra time. In exams I am also entitled to rest breaks and soon the use of noise-cancelling headphones and I do exams in a separate room with others that have special arrangements.”	“I use a computer and also have 25% extra time and have rest breaks.”	“I have extra time, a prompt and toilet breaks. I can also use a computer for my exams if I wish.”
“For my mock exams this year I had extra time, I had a reader, my exam paper was enlarged and I was in a separate room.”	“Smaller room, chosen seating, rest breaks.”	“To have them in a different space where it was quieter and less stressful.”

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 additional equipment, rest breaks, a word processor, a reader/scribe, and coloured paper.

WHAT (IF ANY) ARE THE BENEFITS OF ASSESSMENTS?

	Strongly disagree or disagree	Neutral	Strongly agree or Agree
Assessments are a fair way to measure knowledge/skills/ability	34%	28%	38%
Getting a recognised qualification/certificate is important	9%	29%	62%
I enjoy exams	61%	23%	16%
I enjoy undertaking project work	26%	36%	38%
Assessments help prepare me for my future/next steps	31%	34%	35%
Employers expect you to have done assessments	15%	34%	51%
Assessments help to me understand what I know	25%	31%	44%
Assessment impact my wellbeing or mental health negatively	15%	30%	55%

n=741 respondents

Nearly two-thirds of young people (62%) 'strongly agree or agree' that getting a recognised qualification is a benefit of assessment, whilst 44% agreed that assessments help them understand what they know.

On the contrary nearly two-thirds of respondents (61%) indicated that they do not enjoy exams and a third (34%) of respondents felt that assessments are not a fair way to measure knowledge, skills and abilities.

Worryingly, over half of respondents (55%) stressed that assessments negatively impact their wellbeing or mental health, and we have consistently seen young people expressing wanting more support regarding their mental health and wellbeing.

- 65% of female respondents 'strongly disagree or disagree' that they enjoy exams, compared to 53% of male respondents. Additionally, female respondents are most likely to 'strongly agree or agree' that assessments negatively impact their wellbeing or mental health, compared to 45% of male respondents.
- Mixed or Multiple ethnicity respondents are most likely to 'strongly disagree or disagree' that assessments are a fair way to measure knowledge/skills/ability (49%) compared to White (34%) or Asian or Asian British respondents (24%).
- Over three-quarters (77%) of Asian or Asian British respondents 'strongly agree or agree' that getting a recognised qualification is important, compared to 57% of Black, African, Black British or Caribbean respondents.

Work experience in secondary school

DID YOU HAVE AN OPTION OF WORK EXPERIENCE DURING YOUR TIME IN SECONDARY EDUCATION?



n=749 respondents

Work experience offered in secondary schools is not widespread across the country. 36% of young people reported having the option for work experience during their time in secondary school, and 39% of young people indicated that they did not.

This year, however, there is an increase of 7 ppts suggesting more young people are having the option of work experience during their time in secondary school compared to last year (29%).

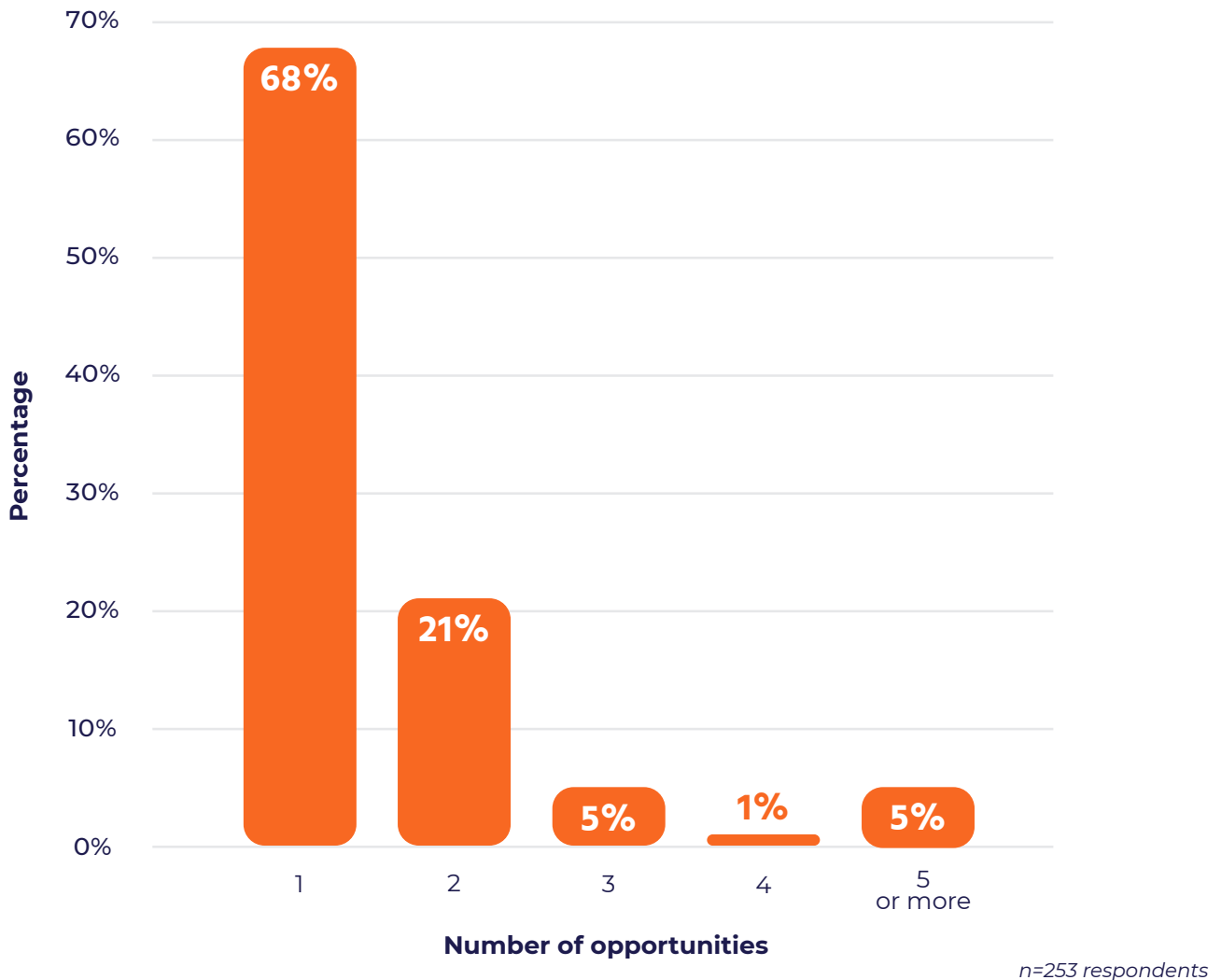
- Female respondents were 7 ppts more likely than male respondents to say that they had the option for work experience, with 38% of females responding this way compared to 31% of males.
- Young people aged 14-16 were most likely to have the option for work experience with 51% stating they did, compared to 35% of those aged 17-19.
- Young people of Mixed or Multiple ethnicity were the least likely to have had the option of work experience during their time at secondary school, with just 28% saying 'yes' compared to 34% of Black, African, Black British or Caribbean respondents, 37% of White respondents, and 37% of Asian or Asian British respondents.

CAN YOU TELL US A LITTLE MORE ABOUT YOUR WORK EXPERIENCE? FOR EXAMPLE, HOW LONG WAS THE PLACEMENT?

<p>"The placement was five days long at a nursery as it was quite last minute and didn't find a good placement in time so school found this for me. I found it very unhelpful and more so inconvenient."</p>	<p>"I worked in a local pub for a week as work experience in secondary school."</p>	<p>"In year 10 I spent a week working with an Architecture and Surveying firm and in Year 12 I spent a week working with a Barrister's chambers."</p>
<p>"In year 10 I spent a week working with an Architecture and Surveying firm and in Year 12 I spent a week working with a Barrister's chambers."</p>	<p>"Could not do it because of Covid."</p>	<p>"I did not have work experience in school because it was the pandemic then."</p>

Generally, young people had 1-2 work experience placements which most commonly took place in Year 10 and Year 12. Those who did not undergo work experience shared that this was either because they hadn't done it yet, or because their placement was affected by the COVID-19 pandemic, and therefore it couldn't go ahead.

HOW MANY OPPORTUNITIES FOR WORK EXPERIENCE DID YOU HAVE?



Overall, two-thirds of young people who had the option of work experience in secondary school had one opportunity (68%), a fifth had two opportunities (21%) and only 11% had more than three opportunities.

WAS THE WORK EXPERIENCE IN A JOB YOU ARE INTERESTED IN?



n=252 respondents

Interest in the work experience opportunities varied among young people, with 38% indicating it was a job they were interested in and 39% suggesting it was a job that they were not interested in. Nearly a quarter of young people (23%) were unsure about their interest in the job.

- Female respondents were most likely to say the work experience was in a job they are interested in, with 42% stating 'yes' compared to 34% of males.
- Young people with additional needs were more likely than those without any additional needs to say the work experience was in a job they are interested in (48% and 34%, respectively).
- 46% of respondents eligible for/receiving free school meals say the work experience was not in a job they were interested in compared to 37% of those not eligible.

TELL US MORE ABOUT YOUR ANSWER.

"I want to do Engineering and the only work experience I have so far is my Year 10 work experience in a Nursery which really didn't help me make any informed decision."	"I wanted to go into teaching but we only had one opportunity over the whole 5 years of work experience."	"Not really, it was interesting but I wouldn't take it as a job."
"It will be helpful to gain knowledge of safeguarding and how to interact with those younger but I do not wish to become a teacher."	"We didn't do one, I think part of this was that we didn't have time since it was being affected by covid."	"It was nice but not what I'd do in the future."

Whilst young people found value in their work experience placement, the majority of young people expressed that the work experience placement they had undergone was often not in a field of their interest. Consequently, young people stressed that they were unable to make informed decisions regarding their careers since they have not had the opportunity to do a placement in a relevant field that they would like to pursue their career in.

DID ANYONE HELP YOU FIND WORK EXPERIENCE?

51%

YES

24%

NO

8%

UNSURE

17%

OTHER

n=325 respondents

Overall, half of young people who did work experience indicated that they received help to find the placement (51%), whereas a quarter of young people (24%) did not receive any help.

- 35% of respondents aged 17-19 did not receive help from anyone when finding work experience, compared to 22% of those aged 14-16 who did not receive help.
- 47% of respondents with additional needs had received help to find their work experience, compared to 53% of respondents without any additional needs.
- 30% of respondents eligible for free school meals had not received help finding their work experience, compared to 22% of those not eligible.

TELL US MORE ABOUT YOUR ANSWER.

"My family helped me look for work experience placements."

"My careers advisor helped me when I told them I couldn't find any worthwhile work experience."

"My parents helped me with the placement as they work there."

Whilst some young people had received help from careers advisors and/or teachers, young people were most likely to rely on parents or other family members to support them in finding their work experience placements.

DID YOU UNDERTAKE THE WORK EXPERIENCE?

58%

YES

22%

NO

20%

OTHER

n=315 respondents

- Young people were 6 ppts more likely to undertake work experience this year (58%) than last year (52%).
- Young people eligible for free school meals were 7 ppts more likely than those not eligible to undertake the work experience (65% compared to 58%).

WHY DID YOU NOT UNDERTAKE THE WORK EXPERIENCE?

<p>“Didn’t have anything to do with marine biology/boring.”</p>	<p>“I joined a new school that offered the programme very late. I had a week to apply and fill in forms left before work experience began. By then, most places had been taken and a few available ones didn’t look very interesting”.</p>	<p>“As even if it provided work experience, my disinterest outweighed my desire for this little work experience.”</p>
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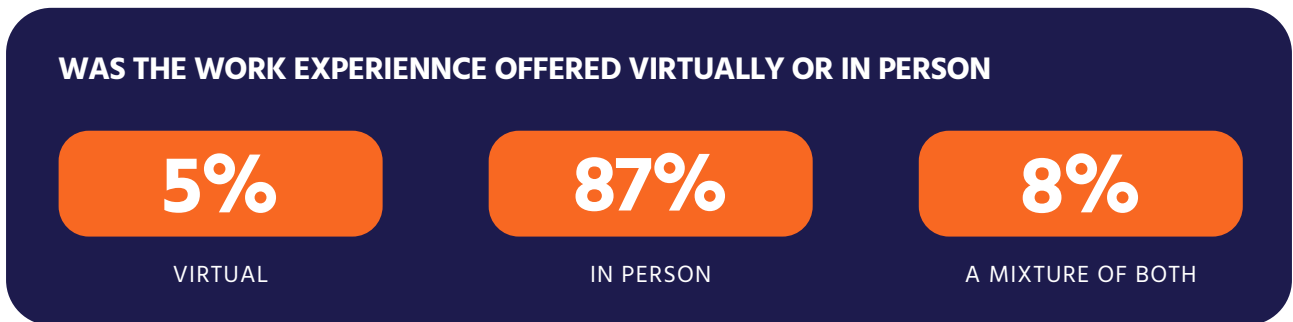
The main reasons young people shared for not undertaking work experience was that the work experience was in a sector or a role that they were not interested in, they were unable to find relevant placements or that they did not see the value in partaking in such a short placement and would prefer to find longer placements that can build their employability skills.



n=179 respondents

67% of respondents rated their work experience as ‘good or excellent’ this year, compared to 71% last year (a decrease of 4 ppts).

- Respondents with additional needs were more likely to rate their work experience as ‘good or excellent’ (78%) than those without any additional needs (63%).



n=276 respondents

- Overall, nearly 9 in 10 young people (87%) were offered in person work experience, compared to only 5% being offered virtual experiences.
- Male respondents were less likely to have been offered ‘in person’ work experience (80%) than female respondents (91%).

WHAT WAS GOOD ABOUT YOUR VIRTUAL WORK EXPERIENCE?

<p>“It provided appropriate tasks that also got me interested in the work and also it showed good and interesting information about the company.”</p>	<p>“I’ve made friends from it, I’ve gained lots of skills that will help in future.”</p>	<p>“I gained important skills.”</p>
<p>“They explained it really well. The person who was taking the lead explained the cons and pros of having a job and told us clear instructions about having to bring a sheet of paper that involves what your dream job is.”</p>	<p>“Showed the different aspects to the business.”</p>	<p>“It helped me put it on my CV.”</p>

Overall, young people highlighted that during their virtual work experience they were able to gain key information about the company and develop their skills. The opportunity provided key insight into the world of work and increased their knowledge regarding pathways that are available to young people.

WHAT WAS NOT SO GOOD ABOUT YOUR VIRTUAL WORK EXPERIENCE?

<p>“Since it was virtual, I struggled talking properly with organisers, wasn’t able to hear properly and it was very quick.”</p>	<p>“Didn’t get to do anything practical to see what the actual role is like.”</p>	<p>“The brief subjects and sometimes the lack of engaging content.”</p>
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Some of the issues young people shared include engagement, being unable to talk properly with organisers and being unable to do anything practical. Relying on an internet connection was also raised as an issue.

IS THERE ANYTHING THAT WOULD HAVE MADE YOU FEEL MORE PREPARED FOR WORK EXPERIENCE?

<p>“What to say on your first day and how to get along with the other people at the workplace. Also how to stand out to employers.”</p>	<p>“Some training before we started e.g. understanding the area we were to work within.”</p>	<p>“Giving a list in advance of what we were going to do.”</p>
<p>“I was too anxious to go in because of meeting new people and being in new environments, perhaps we could have done a big group work experience to ease us into the workplace.”</p>	<p>“Just workshop days or maybe more preparation on the side of the workplace, not the school’s fault.”</p>	<p>“Knowing a bit more what to expect.”</p>

Overall, young people expressed that having more upfront information e.g. a timetable or work schedule prior to the work experience placement would have been helpful to prepare them both emotionally and to understand their role and responsibilities.

**TO WHAT EXTENT DO YOU AGREE WITH THE FOLLOWING STATEMENT:
“WORK EXPERIENCE HELPS YOU TO...”**

	Disagree to Strongly Disagree	Neutral	Agree to Strongly Agree
Build useful skills	6%	20%	74%
Build networks and contacts	9%	28%	63%
Understand what it feels like to be at work	8%	20%	73%
Build experience that can help you get a job	6%	23%	71%
Make decisions and choices about your future	7%	26%	67%

n=664 respondents

Young people were most likely to ‘agree or strongly agree’ that work experience helps you to build useful skills (74%) and least likely to ‘agree or strongly agree’ that work experience helps you to build networks and contacts (63%).

- Respondents with additional needs were most likely to ‘strongly disagree or disagree’ that work experience helps you to make decisions and choices about your future than those without any additional needs (12% and 5% respectively).

AT WHAT AGE DO YOU THINK WORK EXPERIENCE SHOULD START IN SCHOOLS?

Age 11	7%	Age 16	15%
Age 12	4%	Age 17	2%
Age 13	10%	Age 18 and over	1%
Age 14	24%	I do not think work experience should start in school	2%
Age 15	35%		

n=743 respondents

WHY DID YOU CHOOSE THIS AGE?

“Because it is just prior to GCSEs and by this time I was already researching career opportunities for the military and engineering.”	“Because it helps you decide if you like that job before your GCSEs so you can base options off that.”	“Because when you start choosing your options, work experience will help you choose.”
“Because I think it would be good to get people started thinking about what they want to do and experiencing work might impact their decision and they should be prepared for that.”	“Most are a bit more mature at this age though it’s not the GCSE year so there’s not as much stress to cram everything in”	“16, you start becoming more mature and you can gain skills at that age that can build into a job.”

Many respondents felt that work experience should start as early as possible, at least prior to GCSE’s, as their work experience would help inform their GCSE options and what they would like to be in future.

HOW COULD WORK EXPERIENCE IN SCHOOLS BE IMPROVED?

“For there to be work experiences and not just the ‘basic’ ones like teacher, nurse, shop owner, and instead to be interesting ones like scientist, researcher, lawyer, estate agent, chef. I feel like not many people know the various jobs that there are because schools only show the ‘key’ ones.”	“Have more support in the choosing period, many don’t know what they want to do in the future so having a person they can talk to would help.”	“Giving more opportunities to young people because there aren’t that many and support in schools.”
“Give as an option more frequently and make it less complicated e.g. making the forms online and giving students contacts for local places they could work.”	“Give us more opportunities. I didn’t have a single chance to get work experience at secondary school.”	“Help students apply and practice interviews and assessments with them.”

Amongst responses, young people most commonly highlighted that work experience could be improved by having more opportunities available to them. Additionally, young people felt that these opportunities should be available more frequently and should be promoted more often by schools.

Lastly, young people highlighted the importance of the schools providing support when looking for placements, as they were often left to find their own work experience.

Skills

HOW CONFIDENT ARE YOU IN THE FOLLOWING SKILLS?

	Not confident at all or not very confident	Neutral	Very confident or confident
Communication	22%	27%	51%
Speaking	29%	24%	47%
Listening	9%	21%	70%
Teamwork	14%	28%	58%
Leadership	27%	27%	46%
Problem solving	12%	26%	62%
Self belief	35%	30%	35%
Resilience	16%	32%	52%
Staying positive	30%	31%	39%
Confidence	31%	27%	42%
Motivation	30%	30%	40%
Self management	21%	36%	43%
Initiative	15%	41%	44%
Organisation	21%	28%	51%
Aiming high	18%	26%	56%
Accountability	12%	37%	51%
Digital skills	15%	28%	57%
Numeracy skills	17%	27%	56%
Literacy skills	12%	27%	61%
Creativity	12%	25%	63%

n=993 respondents

Compared to last year, confidence has dropped across all skills. Notably, there's an 8 ppt decrease in numeracy confidence (64% to 56%), a 6 ppt drop in digital skills (63% to 57%), and a 9 ppt decline in listening skills (79% to 70%).

- Male respondents typically rate themselves as more confident in self belief, problem solving, speaking and staying positive by 10 ppts compared to females and by around 15 ppts compared to non-binary respondents.
- For young people with additional needs, confidence across all skills is at least 15 ppts lower, when comparing confidence in problem solving skills, teamwork and self belief the difference is 20 ppts.
- Those eligible for free school meals were half as confident in their aiming high skills (30%), compared to those not eligible. They were also 13 ppts less confident in their self belief skills, with 43% rating 'not confident or not very confident', compared to 30% of those not eligible.

Responses across race and ethnicity varied:

- Respondents from a Mixed or Multiple ethnic group were at least 12 ppts more confident in their initiative (66%) and communication (68%) compared to other ethnic groups.
- 58% of Asian or Asian British respondents and 58% of Mixed or Multiple ethnicity respondents rated themselves as 'very confident or confident' in 'speaking', compared to 52% of Black, African, Black British or Caribbean respondents and 43% of White respondents.
- 56% of Asian or Asian British respondents rated themselves as 'very confident or confident' in 'motivation', compared to 48% of Black, African, Black British or Caribbean respondents, 48% of Mixed or Multiple ethnicity respondents and 36% of White respondents.
- 28% of White respondents and 25% of Asian or Asian British respondents rated themselves as 'not confident at all or not very confident' in 'leadership', compared to 18% of Black, African, Black British or Caribbean respondents and 20% of Mixed or Multiple ethnicity respondents.

DO YOU THINK YOU UNDERSTAND WHAT SKILLS EMPLOYERS ARE LOOKING FOR?

36%

YES

54%

I HAVE SOME IDEA

10%

NO

n=973 respondents

This year, the number of young people responding 'yes' to understanding the skills employers seek has decreased by 3 ppts.

- **Additional needs:** Only 31% of young people with additional needs say 'yes' they understand what employers are looking for, compared to 40% of those without additional needs.
- **Free school meals:** Among those eligible for free school meals, 34% say 'yes' they understand what skills employers are looking for, 54% have 'some idea,' and 9% say 'no'. In comparison, 38% of those not eligible say 'yes', 53% have 'some idea', and 9% say 'no'.
- **Ethnicity:** Asian or Asian British respondents are most likely to say 'no' (12%) compared to 10% of White respondents, 8% of Black, African, Black British, or Caribbean respondents, and 5% of Mixed or Multiple ethnicity respondents.

WHICH OF THESE SKILLS DO YOU THINK ARE THE MOST IMPORTANT FOR WORK?

Please select up to three choices.

Communication	70%
Teamwork	56%
Problem solving	33%
Listening	19%
Self-management	17%
Organisation	12%
Speaking	12%
Leadership	10%
Resilience	10%
Confidence	7%

Motivation	6%
Creativity	6%
Self-belief	5%
Digital skills	5%
Literacy skills	4%
Staying positive	4%
Initiative	4%
Aiming high	3%
Accountability	3%
Numeracy skills	3%

(multiple choice)

The top three skills that respondents think are most important for work are ‘communication’ (70%), ‘teamwork’ (56%) and ‘problem solving’ (33%). There is consensus amongst these being the top skills across gender and ethnicity.

When compared to last year, there is a 6 pts increase in those who think teamwork (50% to 56%) is one of the most important skills for work, followed by a 5 pts increase in ‘problem solving’ (28% to 33%). Young people were less likely to rate ‘self-belief’ as one of the most important skills for work, with a 5 pts decrease from 10% last year to 5% this year.

WHO DO YOU THINK IS RESPONSIBLE FOR SUPPORTING YOU TO DEVELOP EMPLOYABILITY SKILLS? (You can select more than one option)

Parents/guardians	77%
Teachers	72%
Careers Advisor	33%
Friends	15%
Careers and employability websites	7%
Relatives	7%
Mentor	5%
National Careers Service	5%

Other (please say):	5%
Siblings	5%
Social media	3%
Family friends	3%
Jobcentre Plus	3%
Other people I know who are employed	2%
Online forums	1%

(multiple choice)

YOUTH VOICE CENSUS 2024

Young people continue to highlight that parents/guardians (77%), teachers (72%) and their careers advisor (33%) are responsible for supporting them to develop employability skills. However, when compared to last year, we have seen a 5 ppt decrease in those who think their teachers are responsible (77% to 72%) and a decrease of 8 ppts in those who think a mentor should be supporting them (13% to 5%).

- Three-quarters (76%) of females say that teachers are responsible for helping them to develop their employability skills, compared to 66% of males.
- 82% of Asian or Asian British respondents think it is 'parents' who are responsible for helping them to develop their employability skills, compared to 78% White respondents, 66% of Mixed or Multiple ethnicity respondents and 64% of Black, African, Black British or Caribbean respondents.
- 76% of Asian or Asian British respondents think it is their 'teachers' responsibility, compared to 73% White respondents, 66% of Mixed or Multiple ethnicity respondents and 62% of Black, African, Black British or Caribbean respondents.

AT WHAT AGE DO YOU THINK YOUNG PEOPLE SHOULD START LEARNING ABOUT EMPLOYABILITY SKILLS?

Age 13	18%	Age 10	8%
Age 14	18%	Age 16	6%
Age 15	17%	Under 10 years old	5%
Age 12	15%	Age 18+	1%
Age 11	11%	Age 17	1%

n=965 respondents

There was a varied response regarding the age young people should start learning about employability skills. Approximately 1 in 5 young people felt it should start at age 13, 14 or 15. Therefore, typically, young people felt it would be beneficial to start learning about employability skills earlier rather than later.

TO WHAT EXTENT DO YOU AGREE WITH THIS STATEMENT: "MY SCHOOL SUPPORTED ME SUFFICIENTLY TO DEVELOP THE SKILLS I NEED FOR THE FUTURE"

27%

STRONGLY DISAGREE
OR DISAGREE

39%

NEUTRAL

34%

STRONGLY AGREE
OR AGREE

n=940 respondents

A third of respondents (34%) 'strongly agreed or agreed' that their school supported them sufficiently in developing the skills needed for the future. This represents a 7 ppt decrease from last year (41%).

- Male respondents were more likely to agree (40%) that their school provided sufficient support, compared to 31% of female respondents.
- Asian or Asian British (9%) and White respondents (12%) were the least likely to agree that their school supported them, while 38% of Black, African, Black British, or Caribbean respondents and 43% of those from other ethnicities felt supported.
- Young people with additional needs were more likely to disagree (40%) that they were supported sufficiently, compared to 23% of those without additional needs.
- There was little difference between responses from those eligible for free school meals and those ineligible. 32% of those eligible selected 'strongly agree or agree', compared 34% of those ineligible.

PLEASE SHARE MORE ABOUT YOUR ANSWER HERE

<p>"I don't feel as though I have developed any key skills for the future from school other than speaking when giving presentations in class. Personally, I believe I have gained these from my parents."</p>	<p>"There was not much support at school. However, there are a lot of people that support me in college, such as tutors and mentors."</p>	<p>"They do provide support although it is general and not specific to my needs as an individual."</p>
<p>"I believe my school has done enough to support me. However, they could maybe guide me further as to what to expect from a career and how much experience is needed to get better paid jobs."</p>	<p>"We had many opportunities to gather knowledge around careers, and while rare, we had some talks from people around the world of work."</p>	<p>"Academically prepared, other than that nothing about real life."</p>
<p>"I feel that beyond academic support, my school has offered me little in terms of career advice, and those opportunities I have had that I feel have most developed my skills are ones that I took the initiative on, not my school."</p>	<p>"I don't really know what skills I need for the future but we've done tons of career stuff. I don't know how useful it really was though."</p>	<p>"We could have done more visits and trips and had more of a look into what is available."</p>

Experiences were quite varied, with some young people feeling confident that they were supported to develop the skills they need for the future (and provided with opportunities to engage in career-related activities). However, a lot of young people also felt that they were supported academically but not equipped with other key skills (e.g employability, life skills) that are deemed important for the future. Young people expressed that they would have found more information about life skills beneficial, such as making financial decisions, taxes, etc.

Additionally, some respondents who had attended college had explained how they felt college had better 'prepared them for their career', with careers advice and skills, whilst activities at secondary school focused on preparation for college.

WHAT SUPPORT WOULD YOU LIKED TO HAVE SEEN MORE OF FROM YOUR SCHOOL?

"I want people to have education on buying a house, finances and stuff because I never had that."	"More mental health support and physical wellbeing support."	"Trips to career sites and more support in employment skills (CVs)."
"Teaching of actual relevant information to life and not skills that aren't relevant to our futures."	"More career support e.g. how to write a CV and how to do a business meeting."	"Things about loans and student debt and how to get into universities."

Many young people expressed that they would have liked to have received mental health and wellbeing support from their schools, helping them to navigate education and decisions regarding their future. Additionally, many young people would have liked to have received more tailored careers and employability support that focused on preparing for college interviews, mock interviews, writing personal statements, CVs, etc. Lastly, young people highlighted they wish they had learned more about 'life skills' or skills about the 'real world' - taxes, money, property, shopping, etc. which would be beneficial for other parts of their lives outside of education.

WHEN THINKING ABOUT EMPLOYERS, WHAT, IF ANYTHING, COULD THEY DO TO HELP YOUNG PEOPLE DEVELOP THEIR SKILLS?

"Offer interview workshops or workshops to tell young people how to become successful applicants or what they look for in a good potential worker."	"Make what they are looking for very clear."	"Be patient - people missed out on a lot in COVID and don't have the abilities of older generations."
"Give more young people a chance - instead of discarding them instantly or not even giving them the benefit of the doubt, give us a chance. Young people aren't as experienced in the world of work (obviously) and it can be stressful delving into it."	"Teach them more skills instead of throwing them into it."	"Give a better understanding of what skills are expected for the job that should be developed earlier."
"Be open and approachable, let them see the job they do and how to do it, tips from their years of service, what they would say to themselves when they were younger."	"Visit schools and offer workshops."	"Employ more young people so they can get more experience."

To help develop their skills, young people highlighted communication with employers, opportunities to engage through outreach in schools, sessions in the workplace and tips and feedback on what employers expect from young people, as useful methods of support employers could offer. Most importantly, young people want employers to 'give them a chance' and to understand that they may not have always had previous work experience but are willing to learn and develop their skill set.

ARE YOU AWARE OF SUPPORTED EMPLOYMENT AND SUPPORTED INTERNSHIP PROGRAMMES?



n=271 respondents

51% of young people are not aware of supported employment and supported internship programmes.

HAVE YOU HEARD ABOUT GREEN JOBS OR GREEN SKILLS?



n=965 respondents

Almost 8 in 10 young people (78%) have not heard about green jobs or green skills. This year, young people were 4 pts less likely to say they have heard about green jobs or green skills than last year (18% compared to 14% this year).

WHAT SKILLS DO YOU THINK WILL BE REQUIRED FOR 'GREEN JOBS'?

“Initiative, teamworking, self-reflection, communication, mathematical, geographic, scientific, analytical and evaluative.”	“Self-management, time keeping and organisation.”	“Love for the environment.”
“Environmental knowledge, passionate about the environment, creativity and problem solving.”	“Dedication, hard working, teamwork and self-belief.”	“Knowledge on the environment and creativity.”

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

HOW LIKELY ARE YOU TO APPLY FOR A GREEN JOB?

47%

VERY UNLIKELY
OR UNLIKELY

40%

NEUTRAL

13%

VERY LIKELY
OR LIKELY

n=936 respondents

Overall, just under half of young people (47%) report that they are 'very unlikely or unlikely' to apply for a green job, 40% are undecided and 13% are 'very likely or likely'.

- This year, young people are even less likely to apply for a green job than last year, with a 3 ppt decrease from 16% last year to 13% this year.
- 52% of Asian or Asian British respondents and 47% of White respondents said they were 'very unlikely or unlikely' to apply for a green job, compared to 33% of Black, African, Black British or Caribbean respondents.



College and sixth form

WHAT ARE YOU STUDYING OR HAVE YOU STUDIED AT COLLEGE OR SIXTH FORM?

A Level	38%
GCSEs	34%
BTEC	25%
Foundation Certification	7%
T Level	7%
NVQ	6%
Entry level certificates	6%

Advance Diploma	4%
Foundation Degree	2%
Applied General	1%
Apprenticeship	1%
PSEQs	0%
HND	0%

(multiple choice)

Overall, the top courses respondents are studying/have studied at college and sixth form is A-levels (38%), GCSEs (34%) or BTECs (25%).

WHAT MADE YOU CHOOSE THIS OPTION?

“A Levels were always presented as the academic options.”	“Parents and school said I should do it and I wasn’t provided with many other options. I also wanted to do maths so I pursued A Levels.”	“A levels are the ordinary choice, I haven’t really heard of the others and doubt they should exist.”
“I didn’t choose it, I was put on it due to my grades.”	“I didn’t want to dedicate myself to a single subject area in BTECs or T-Levels whilst still unsure of what I wanted to do, also none of them appealed to me. I performed well academically and was taught that A Levels are the ‘academic option’ which also aided my decision.”	“My ambitions at the time and my family influencing those ambitions”.
“Pressure from others.”	“It is the most applicable for what I want to do in the future, the most reliable, and generally is the most interesting to me.”	“A levels being the gold standard to enter a strong degree course at university.”

Young people’s responses as to why they chose their college or sixth form options were mixed. Some young people who responded to the question indicated that they chose the pathway because they were the subjects that they were interested in and they related to the career they would like to pursue. Other respondents indicated that they chose their options due to pressure from others or their parents, or it was the only option that they knew about.

HOW DID YOU FIND OUT ABOUT THIS COURSE?

School	36%
Parent/guardian	17%
Friends	11%
Employers own website	10%
Find an apprenticeship website	3%
Youth worker	3%

Relatives	2%
Siblings	1%
Training provider	1%
Knew employer directly	1%
Other	15%

n=187 respondents

A third of respondents found out about their course through their school (36%) whilst nearly 1 in 5 found out about their course from their parents/guardians (17%).

IS THIS YOUR FIRST COURSE AT COLLEGE OR SIXTH FORM?

70%

YES

15%

NO - I STARTED A DIFFERENT COURSE AND HAVE MOVED OVER

15%

NO - I HAVE COMPLETED OTHER COURSES BEFORE

n=378 respondents

For 70% of respondents, their current course is their first course at college or sixth form, compared to 82% of respondents last year.

HOW WOULD YOU RATE YOUR TIME AT COLLEGE OR SIXTH FORM?

54%

EXCELLENT OR GOOD

34%

ACCEPTABLE

12%

VERY POOR OR POOR

n=384 respondents

54% rated their sixth form/college as 'excellent or good', and 34% say it is 'acceptable'.

- 57% of female respondents rated their time at college or sixth form as 'excellent or good', compared to 50% of male respondents.
- 25% of 23-25 year olds rated their time at college or sixth form as 'very poor or poor', compared to 13% of 17-19 year olds, 8% of 20-22 year olds and 7% of 16 year olds.

HOW WOULD YOU RATE THE COURSE YOU ARE ON?

	Very Good or Good	Neutral	Very Bad or Bad	N/A
Your overall experience	65%	26%	9%	0%
Quality of teaching	71%	20%	8%	1%
Course/Curriculum content	66%	27%	7%	0%
Choice of subjects	66%	24%	9%	1%

n=379 respondents

7 in 10 young people rated the quality of their teaching as ‘very good or good’, and over two-thirds rated their overall experience, course/curriculum content and choice of subjects as ‘very good or good’.

- Respondents aged 23-25 were 10 ppts more likely to rate their overall experience and choice of subjects as ‘very bad or bad’, with 25% scoring this way for overall experience and 20% for the choice of subjects.
- 83% of 20-22 year olds rate the quality of teaching at college/sixth form as ‘very good or good’, compared to 68% of 17-19 year olds.
- Mixed or Multiple ethnicity respondents were least likely, by an average of 20 ppts, to score all aspects as ‘very good or good’.

WHAT CHALLENGES HAVE YOU FACED OR ADJUSTMENTS HAVE YOU HAD TO MAKE STARTING COLLEGE OR SIXTH FORM?

	Not challenging or a little challenging	Neutral	Very challenging or challenging
Having ownership of study/ more independent learning	29%	34%	37% ↑ 8 ppts
Travel	42%	33%	25% ↑ 5 ppts
Routine	38%	35%	27% ↑ 8 ppts
Curriculum content	31%	39%	30% =
Choice of subjects	35%	49%	16% ↓ 4 ppts
The size and environment of the school/college	46%	39%	15% =

n=372 respondents

Overall, respondents faced more challenges adjusting to college or sixth form when compared to last year. Having ownership of study/more independent learning was more challenging by 8 ppts, as was adjusting to the new routine.

- Female respondents were 9 ppts more likely to rate having ownership of study as 'very challenging or challenging' (41% compared to 32%) and 11 ppts more likely to find travel more challenging, with 13% scoring this aspect as 'very challenging or challenging'.
- 20-22 year olds were 10 ppts more likely to find the choice of subjects and the size and environment of where they studied as 'very challenging or challenging' (29% scored this way for the choice of subjects and 26% for the size and environment).
- Travel was rated as 'not challenging or a little challenging' by 71% of 23-25 year olds, 54% of 20-22 year olds, 42% of 14-16 year olds and 38% of 17-19 year olds.

HOW LIKELY ARE YOU TO COMPLETE YOUR CURRENT COURSE?

81%

VERY LIKELY
OR LIKELY

14%

NEUTRAL

5%

VERY UNLIKELY
OR UNLIKELY

n=371 respondents

- 94% of 23-25 year olds are 'very likely or likely' to finish their course, as are 88% of 20-22 year olds, 82% of 17-19 year olds and 76% of 16 year olds.
- 83% of female respondents are 'very likely or likely' to finish their course, compared to 79% of male respondents.
- Respondents of Mixed or Multiple ethnicity are 10 ppts more likely to finish their course with 91% saying they are 'very likely or likely' to complete.

CAN YOU TELL US MORE ABOUT WHY YOU MIGHT NOT FINISH YOUR COURSE?

"Mental health is horrid and I don't have a passion for anything."	"Unable to keep a schedule, I don't understand many points and struggle to complete assignments."	"Very behind with no motivation to do it."
"It is not what I thought it would be and is impacting my love of the subject negatively."	"I already have three A levels so I will be starting at University in September instead of completing my new AS subjects."	"Laziness and losing interest."

DID YOU (OR DO YOU PLAN TO) UNDERTAKE A JOB WHILST YOU ARE AT COLLEGE OR SIXTH FORM?

37%

I AM LOOKING FOR WORK

32%

I AM CURRENTLY WORKING ALONGSIDE STUDYING

31%

I AM NOT LOOKING FOR WORK AND DO NOT PLAN TO WHILST IN COLLEGE OR SIXTH FORM

n=366 respondents

- 37% of female respondents are working alongside their studies, compared to 29% of males.
- 35% of male respondents are not looking for work and don't plan to work whilst in college or sixth form, compared to 24% of females.
- 41% of 20-22 year olds and 40% of 23-25 year olds are currently working alongside studying, compared to 32% of 17-19 year olds and 25% of 16 year olds.

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.)

58%

NO

33%

YES

9%

NOT SURE

n=365 respondents

33% of respondents accessed financial support whilst studying, compared to 27% last year.

- 38% of female respondents are accessing financial support, compared to 29% of male respondents.
- 57% of those eligible for free school meals are accessing financial support, compared to 21% of those who are not eligible.
- 67% of 23-25 year olds are accessing financial support, compared to 41% of 20-22 year olds, 34% of 17-19 year olds and 16% of 16 year olds.

TELL US MORE ABOUT YOUR ANSWER.

“I get a 25 pounds a week bursary and 4 pounds every day for meals.”	“I receive travel bursary, equipment bursary and food bursary.”	“We get a little money such as 10 pounds but it doesn’t go far.”
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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 for meals.

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	16%	22%	23%	20%	5%	14%
Access to careers advisors	20%	27%	16%	13%	4%	20%
One-to-one sessions with careers advisors	44%	26%	11%	7%	4%	8%
Online careers and employability services	38%	23%	12%	12%	4%	11%
Mentoring	49%	16%	9%	10%	4%	12%
Mental health training	60%	16%	10%	8%	2%	4%
Financial planning management	60%	19%	9%	7%	1%	4%
Skills workshops	41%	22%	13%	11%	4%	9%
Employers visits	33%	22%	14%	15%	5%	11%
Visits to employers	64%	15%	7%	7%	2%	5%
Careers fairs	28%	25%	22%	14%	3%	8%
Placements	45%	25%	13%	6%	2%	9%
Mock interview sessions	60%	20%	7%	7%	2%	4%

n=353 respondents

We can see increase in the majority of respondents getting at least 1 instance of receiving these opportunities, with the largest increases being in the number of respondents who had visited an employer (up 9 ppts to 46%) and the number of young people receiving placements (up 14 ppts to 55%).

- Female respondents were more likely than their male peers to have visited an employer (73% vs. 63%) and to have received placements (60% vs. 50%).
- Despite being more likely to receive employer visits and placements, only 36% of female respondents had received a mock interview, compared to 47% of male respondents.
- 66% of respondents eligible for free school meals had received one-to-one support from a careers advisor, compared to 49% of those not eligible.
- Access to one-to-one careers sessions increases with age. While 51% of 17-19 year olds had accessed this support, the percentage rises to 73% for 23-25 year olds and 77% for 20-22 year olds. Among 16 year olds, 64% had accessed this support.
- Older respondents were more likely to have received placements, with 67% of 23-25 year olds having had this experience, compared to 50% of 16 year olds.



n=361 respondents

59% of respondents knew what they wanted to do after college or sixth form, compared to 66% of respondents last year (a decrease of 7 ppts).

IF YES, PLEASE TELL US MORE.

“Study business and management, politics or a language at university/ potentially do a degree apprenticeship in one of these subjects.”	“I am going to university next year and I will do biomedical science at the university.”	“Early years practitioner full time with part time university degree alongside.”
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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 HELPFUL HAS YOUR COLLEGE OR SIXTH FORM BEEN IN PREPARING YOU FOR YOUR NEXT STEP?

15%

VERY UNHELPFUL OR UNHELPFUL

44%

AVERAGE

41%

VERY HELPFUL OR HELPFUL

n=363 respondents

41% of respondents rated their college or sixth form as 'very helpful or helpful' compared to 51% last year (a decrease of 10 pts). The majority of respondents (44%) think that their college/sixth form has been 'average' at preparing them for their next step.

HOW HELPFUL DO YOU THINK THE COURSE YOU HAVE STUDIED HAS BEEN IN PREPARING YOU FOR YOUR NEXT STEP?

52%

VERY HELPFUL OR HELPFUL

37%

AVERAGE

12%

VERY UNHELPFUL OR UNHELPFUL

n=361 respondents

52% of respondents think that their course has been 'very helpful or helpful' at preparing them for their next step. 37% say it has been 'average'.

WHAT ELSE COULD YOUR COLLEGE OR SIXTH FORM HAVE DONE TO PREPARE YOU FOR YOUR FUTURE CAREER?

<p>"I had autism which was diagnosed as I finished my A-Levels. The school is to thank for getting me the diagnosis. I think they did a wonderful job teaching me. If it were to be any better, I'd have liked to have had more autism support in year 12 rather than it being left to year 13. Otherwise, I can't fault my school."</p>	<p>"I think there was limited opportunities due to covid being in the middle of my sixth form experience, but more opportunities such as careers fairs and lectures would have been good."</p>	<p>"To help me get gainful employment, so I have something to help me."</p>
<p>"Had surgery during the exam season. Very unhelpful and un motivating during that time. When you are trying to apply for special considerations and talk to teachers about potential options and they are telling you you will fail and there are no options or support."</p>	<p>"I don't think they could do any more than they already have - I am very satisfied with what we have received as of now."</p>	<p>"Gave me more advice for what to expect in an engineering degree/uni."</p>
<p>"I wish I knew more things about how to live. How to search for a house, how to pay taxes and open a bank account, how to manage finances and save money, how to cook and keep a house clean and organised."</p>	<p>"Teaching us interview skills. Teaching us how to find jobs and helping us to get some work experience."</p>	<p>"Opportunities - journalism competition entry, listening more."</p>

Young people provided a varied response to what their college or sixth form could have done to prepare them for their future career. Some respondents were happy with the support received and felt there was nothing more their college or sixth form could have done. For others, they cited more hands-on employment skills (i.e. interviewing and applying for jobs), developing life skills (i.e. managing finances and process of buying a house) and talking about various pathways and what to expect when doing those courses (i.e. degrees, apprenticeships).

University

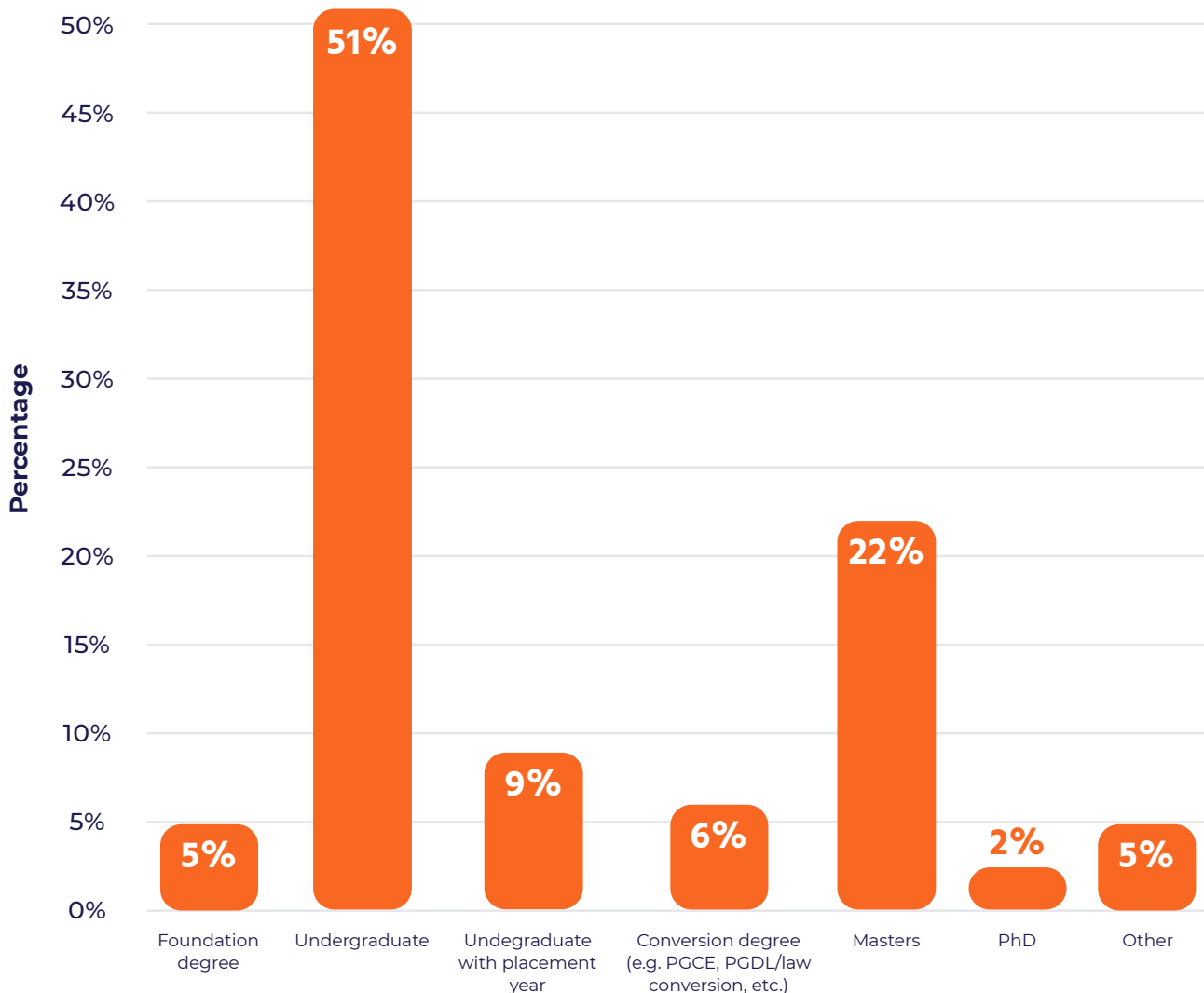
WHAT YEAR OF YOUR CURRENT DEGREE ARE YOU IN?

Year 1	43%	Year 4	9%
Year 2	22%	Year 5	4%
Year 3	20%	Year 6+	2%

n=54 respondents

2 in 5 respondents were in their first year of study (43%), 1 in 5 were either in their second year of study or their third. There was a small number of respondents who were completing their postgraduate degrees.

WHAT TYPE OF DEGREE ARE YOU STUDYING?



n=55 respondents

IS YOUR DEGREE?

11%

PART-TIME

87%

FULL-TIME

2%

OTHER

n=56 respondents

- 87% of respondents are completing a full time degree.
- Respondents aged 18-20 were most likely to be studying a full-time degree (93%), followed by those aged 21-23 (91%).
- Respondents aged 24-26 were the most likely age group to be studying a part-time degree, with 22% doing so.

WHICH OF THESE BEST DESCRIBE HOW YOU STUDY?

74%

IN PERSON

15%

HYBRID (A MIX OF IN PERSON AND ONLINE)

11%

REMOTE LEARNING (E.G. OPEN UNIVERSITY COURSE)

n=54 respondents



IS THIS YOUR FIRST DEGREE COURSE?

Yes	62%
No - I have completed another degree before this one	27%
No - I started another course and dropped out	9%
Unsure	2%

n=55 respondents

WHY DID YOU CHOOSE UNIVERSITY OVER OTHER ROUTES?

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

<p>“There aren’t apprenticeships in the sector I want to go into. Most jobs that will enable me to have the money I need to afford a house and other essential costs in the future will rely on me having a degree. As I will be a single household owner I will need to be earning enough to fend for myself without the money of a partner, as I don’t desire to have a partner ever.”</p>	<p>“It was what everyone else did and what I can remember thinking I’d do. I also just really enjoy it. I like academics and love learning and researching about the things I’m passionate about.”</p>	<p>“I wanted to continue studying what interested me at A Level. I really enjoy academia.”</p>
<p>“I was academically inclined and had always wanted to be some sort of professor. A favourite teacher at school influenced the choice of degree I wound up doing.”</p>	<p>“I wanted to be a barrister, the only way to be a barrister is to go through university. I would have preferred an apprenticeship so I could earn and learn.”</p>	<p>“Seen as the best way to get a higher paying job.”</p>
<p>“Thought it would be an advantage to then pursue a job/also necessary for the pathway to become a solicitor for me.”</p>	<p>“I felt like it was my only option as I wanted to get qualifications and felt like I didn’t know what job I wanted yet.”</p>	<p>“You need a degree to get a good job.”</p>

Many respondents highlighted that they felt an academic route was the right choice for them. Alternatively, there were many respondents who felt that in order to get a ‘good or well paid’ job they needed a degree. Other respondents cited that there simply weren’t other options available for their chosen career, so they had to attend university.

WHAT SECTOR BEST DESCRIBES WHAT YOUR DEGREE COURSE COVERS?

(You can select more than one if appropriate)

Legal, Finance and Accounting	38%	Business and Administration	6%
Health and Science	20%	Environment, Land and Animals	6%
Childcare and Education	9%	Sales, Buying and Marketing	4%
Creative	7%	Energy, Water and Sustainability	2%
Digital Careers	7%	Protective Services	2%
Engineering and Manufacturing	7%	Other - Write In	26%

(multiple choice)

Most respondents are completing degrees relevant to the legal, finance and accounting sector (38%), the health and science sector (20%) and childcare and education (9%).

HOW WOULD YOU RATE?:

	Very poor or poor	Neutral	Very good or good	N/A
Your university experience overall	21%	17%	60%	2%
Your course overall	13%	15%	70%	2%
Having ownership of study/more independent learning	13%	17%	68%	2%
Travel	21%	21%	47%	11%
Routine	28%	21%	49%	2%
Change of teachers	19%	23%	49%	9%
Studying a subject I choose	6%	6%	83%	5%
The university environment	19%	19%	53%	9%
Value for money	57%	26%	17%	%
Independent living	6%	13%	55%	26%
Good range of student support (e.g. mental health, careers)	28%	23%	43%	6%
Freedom to make my own choices	8%	13%	75%	4%
Students who share my interest in the topic	11%	13%	70%	6%

n=53 respondents

YOUTH VOICE CENSUS 2024

- 60% of respondents rated their overall university experience as ‘very good or good’, and 70% said their course was ‘very good or good’.
- 57% rated the value for money at university as ‘very poor or poor’, an increase of over 20 ppts on last year’s scores.

WHAT HAS BEEN THE BIGGEST CHALLENGE OR ADJUSTMENT YOU HAVE FACED?

	Not challenging or not very challenging	Neutral	Very challenging or challenging	N/A
Having ownership of study/ more independent learning	34%	19%	45%	2%
Financial issues	13%	13%	72%	2%
Travel	45%	15%	32%	8%
Routine	42%	9%	47%	2%
Change of teachers	45%	19%	25%	11%
The size and environment of university	49%	13%	26%	12%
Value for money	9%	21%	64%	6%
Overwhelming environment	30%	19%	43%	8%
Course content	19%	19%	59%	3%

n=53 respondents

- 72% of respondents reported that financial issues were ‘very challenging or challenging,’ indicating that economic concerns are a major source of stress for a large majority of young people.
- 64% of respondents viewed the value for money in their education as ‘very challenging or challenging’.
- On a more positive note, the size and environment of the university were seen as ‘not challenging or not very challenging’ by 49% of respondents.

HAVE YOU CONSIDERED DROPPING OUT OF YOUR DEGREE COURSE IN THE PAST 12 MONTHS?

70%

NO

28%

YES

2%

UNSURE

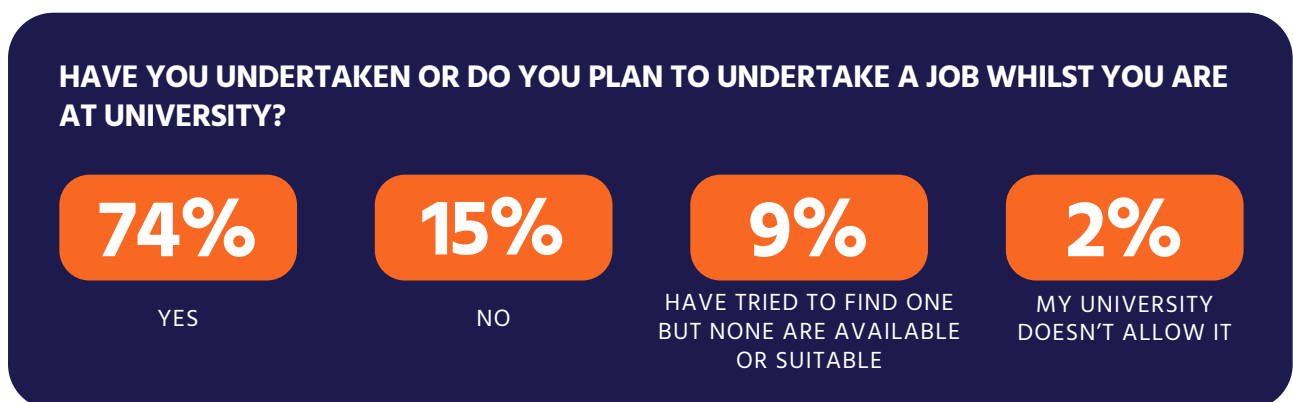
n=53 respondents

70% of respondents have not thought about dropping out in the last 12 months, but 28% have considered it.

CAN YOU TELL US MORE ABOUT WHY YOU FELT LIKE DROPPING OUT AND THE SUPPORT YOU NEEDED OR WERE OFFERED?

<p>“The university experience has been terrible. I cannot recommend the university at all. Lots of mistakes in the materials, not enough time in class to ask questions, an overload of material to ready ahead of class which has been challenging whilst working. The administration of the university has been awful.”</p>	<p>“My last university had very poor student services for people experiencing health crises. The place was run like a business and was very disconnected.”</p>	<p>“I have not received the provision I paid my tuition fees for, administration of the course has been atrocious and staff turnover absurdly high.”</p>
<p>“My first year being in the pandemic I didn't make any friends and then coming back was too awkward and I didn't want to attend the lessons because I didn't know anyone and no one spoke to me. The overall integration part was too hard for me and this lowered my attendance.”</p>	<p>“My postgraduate course is lacking organisation and administrative support in a timely manner, no one knows what is happening and no one replies to queries.”</p>	<p>“My chronic pain condition has worsened. I am exhausted all the time. Just living has become a challenge. I have made the switch to part-time for my masters to try and ease that.”</p>
<p>“It has been very hard at university, both from course content being too challenging and there not being enough resources or support out there specific to what you are studying like there is for A Levels and GCSEs (revision guides, videos, practice questions, good quality mark schemes). Additionally, the university has not accommodated my access needs.”</p>	<p>“I feel overwhelmed by my course, I can't concentrate on work, and I work slowly, meaning I can't keep up with the course.”</p>	<p>“As a commuting student I don't feel part of university life and I am struggling with independent learning and the coursework. My mental health is also not good and I struggle to go into my classes and use public transport to get there.”</p>

Whilst many respondents highlighted personal struggles - e.g. health, independent learning or commute, the majority of respondents felt that their university experience ‘lacked support’, ‘organisation’ and that the administration of the course could have been improved. Respondents shared that they often felt overwhelmed by increased learning content and materials without support or resources available to them.



n=53 respondents

Young people were 12 ppts more likely to have undertaken a job whilst studying this year, up 74% on last year's figures of 62%.

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%	15%	15%	17%	8%	13%
Access to careers advisors	23%	17%	15%	11%	9%	25%
One-to-one sessions with careers advisors	33%	31%	9%	13%	4%	10%
Online careers and employability services	32%	21%	6%	5%	2%	34%
Mentoring	40%	17%	4%	10%	10%	19%
Skills workshops	28%	19%	15%	17%	6%	15%
Employers visits	42%	8%	6%	23%	4%	17%
Visits to employers	71%	10%	9%	2%	2%	6%
Careers fairs	31%	22%	17%	12%	4%	14%
Placements	63%	25%	4%	2%	2%	4%
Mock interview sessions	71%	17%	6%	2%	2%	2%
Mock assessment sessions	61%	11%	10%	4%	6%	8%
Financial planning management	83%	10%	0%	3%	2%	2%
Mental health training	73%	14%	4%	4%	2%	3%

n=53 respondents

- 32% 'never' received careers lectures.
- 23% 'never' had access to careers advisors, but 25% did 'five times or more'.
- 33% 'never' had a one-to-one session with a careers advisor.
- 34% received online careers and employability services 'five times or more'.
- 83% 'never' had financial planning management.

IF YOU HAVE RECEIVED OR ACCESSED THE FOLLOWING WHILST AT UNIVERSITY, HOW USEFUL WERE THEY?

	Very unhelpful or unhelpful	OK	Extremely helpful or helpful	N/A
Careers lectures	4%	29%	33%	34%
Careers advisors	2%	33%	37%	28%
One-to-one sessions	6%	14%	51%	29%
Online services	8%	18%	43%	31%
Social media	10%	25%	26%	39%
Mentor	6%	10%	33%	51%
Skills workshops	6%	18%	25%	51%
Employers visits	2%	16%	31%	51%
Visits to employers	2%	6%	22%	71%
Careers fairs	12%	16%	31%	41%
Financial / Money management workshops	6%	8%	12%	74%

n=51 respondents

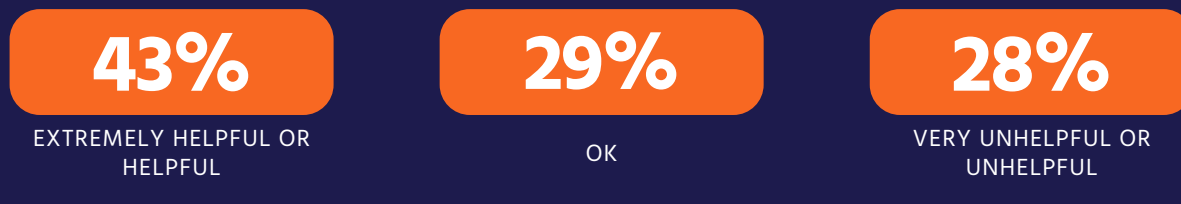
- 51% rated one-to-one sessions as ‘extremely helpful or helpful’.
- 43% said online services were ‘extremely helpful or helpful’.
- 12% said that careers fairs were ‘very unhelpful or unhelpful’.

DO YOU KNOW WHAT YOU WOULD LIKE TO DO AFTER UNIVERSITY?

“I’d like to do AI research full time, including foundational research and on the side open-source research to benefit autistic people and those with additional needs.”	“I know I want to work in the food industry... but not sure as to what specific job.”	“Somewhat. Take a break, gain some experience and continue my education.”
“No - the job opportunities and quality of life offered by employers is depressing.”	“No I do not and that is the bane of my existence to me right now.”	“No, but I have a meeting with the careers team coming up to discuss.”

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. However, many young people are unsure as to what they would like to do next.

HOW HELPFUL DO YOU THINK UNIVERSITY WAS OR HAS BEEN IN PREPARING YOU FOR YOUR NEXT STEP?



n=51 respondents

43% of respondents think university has been 'extremely helpful or helpful' in preparing them for their next step. This is a decrease of 16 ppts from last year (43%). Additionally, 28% think university has been 'very unhelpful or unhelpful' compared to 13% of respondents last year, an increase of 15 ppts.

WHAT ELSE COULD YOUR UNIVERSITY HAVE DONE TO PREPARE YOU FOR YOUR FUTURE CAREER?

"The course could be more surrounded by what's actually going to be like in the office. The course feels robotic. Like it's spitting information at you and expecting you to remember everything."	"Be supportive and help us prepare for training contract applications and SQE resources."	"More support for studying, mock exams, more opportunities for work experience."
"The disability service was terrible in my first few years of university and did not place any of my disability arrangements. I had to retake my whole 3rd year because of this."	"More employer visits, more career workshops, more trips etc."	"Not discriminated against me when I obtained a physical disability."

Responses varied to this question, however, the majority of respondents agreed that their university could have better prepared them for their future by providing them with more career-related activities and information such as course specific employment lectures, practice interviews, support with searching for placements, etc. Additionally, respondents shared that their university had not made appropriate accessibility arrangements for their disability.

HAS THERE BEEN ANY WORK EXPERIENCE, OR A PLACEMENT YEAR, AVAILABLE TO YOU WHILST AT UNIVERSITY?

No	47%
Yes - Work Experience (in person)	21%
Yes - Placement Year	17%

Unsure	11%
Yes - Virtual Work Experience	4%

n=53 respondents

Journey to work

In this section, we ask young people aged 16 and over who are not currently in education about the skills they have, their confidence and how prepared they feel to navigate and access work.

KEY FINDINGS

Young people on their journey to work are more confident about their skills and their abilities to find work this year.

- Overall, more people this year understand what skills employers are looking for at 51%, a rise of 6 pts.
- Young people thought the top skills employers were looking for were communication (97%), listening (96%) and teamwork (95%) and the top three skills young people felt confident with were literacy skills (83%), problem solving (83%) and listening skills (83%).
- Over two-thirds of young people (68%) are confident that they have the right skills and 3 in 5 were confident (61%) they have the right qualifications for work.
- Confidence in applying for and going through a recruitment process has risen now consistently for two years in the census.
 - 56% think they have the skills and knowledge to write a good CV
 - 57% think they have the skills and knowledge to write a good application form
 - 57% think they have the skills and knowledge to prepare for and attend an assessment centre.

cont...





But not everyone is feeling more prepared.

- Black, African, Black British or Caribbean respondents were least likely to have an idea of the career or job they would like to do now or in the future, nearly a quarter had no idea.
- Asian or Asian British respondents were least likely to feel confident in their employability skills than other race or ethnic groups, by an average of 15 pts.
- The LGBTQ+ community are also consistently less likely to feel confident than their peers.
- In terms of CV writing, applications and interviews male confidence has dropped this year, they are likely to be around 10 pts less confident in their abilities than females.

Work experience, a lack of local jobs and anxiety is holding young people back from finding or accessing work .

- The top three barriers to finding work are a lack of work experience (47%), anxiety (43%) and that there are no jobs where respondents live (26%).

Local access to work is a bigger factor this year. Last year, 20% of respondents said that there were no jobs where they live, compared to this year 26% (increase of 6 pts).

Fair pay, training and development and being able to access the right support would move more young people into work.

- The three most important qualities young people look for when looking for work are employers who pay fairly (84%), being passionate about what the organisation does (56%) and that the organisation offers training and development opportunities (56%).
- Less than a quarter (23%) of young people and 4 pts down from last year would use Jobcentre Plus if they found themselves not in education, employment or training.

Skills for life and work

DO YOU HAVE AN IDEA OF THE CAREER OR TYPES OF JOB YOU WOULD LIKE TO DO LONG TERM?

34%

YES & CURRENTLY
IN IT

42%

YES

11%

NO

13%

UNSURE

n= 485 respondents

Overall, three-quarters of young people who responded to the question indicated that they know the career or job they would like to pursue in the long-term. A third of young people (34%) were currently in these roles, with a further 42% who were sure of the role they would like to do in the future. 1 in 10 young people do not know the career or job they would like to do long-term and 10% of respondents reported feeling unsure.

- Respondents from Black, African, Black British or Caribbean backgrounds were the least likely to know the career type they would like to do in the long-term, with nearly a quarter (23%) responding no, compared to 11% Asian or Asian British respondents, 11% White respondents and 3% Mixed or Multiple ethnicity respondents.
- Transgender respondents are least likely to currently be in the career they'd like to pursue long term (14%), with cisgender respondents being 22 ppts more likely to currently be in their preferred long-term career (36%).
- Non-binary respondents are much less likely (18%) than male or female respondents to currently be in the career they wish to pursue long term, being over 17 ppts less likely to respond as such (both 35% respectively).

PLEASE TELL US MORE ABOUT YOUR ANSWER HERE

"I work in HR in Apprenticeships & Early Careers and have progressed in this area since joining the council and it's an area I'd like to stay in and hopefully progress again in the future."	"I have some ideas but nothing concrete - just ideas to explore in the future that I think would interest me."	"I do like my current role but do see myself progressing higher in rank."
"I would like to offer careers support and guidance to students from my area, building networks of employers - ideally in a charity organisation."	"Unsure about the future direction of my career but will see where my employer takes me."	"I have no idea what I want to do."
"I want to be a management consultant, I enjoy solving problems and doing interesting research. It typically comes with a lot of travelling and a variety of clients."	"I feel like I am in the middle of my career and would like to progress in what I am doing now."	"I don't know what will satisfy me."

Overall, there are mixed attitudes towards careers and types of jobs young people would like to pursue. Some young people have a clear understanding of the sector they would like a career in, have a role within the sector, and would like to progress into a senior role. Whilst others are at the start of their journeys and are still unsure about the sector they would like a career in or the types of roles that they would enjoy in the long-term. Some young people stressed that they do not have the information or understanding about the variety of careers they could pursue, and are therefore unsure about career routes that are available to them.

HOW CONFIDENT ARE YOU IN THE FOLLOWING SKILLS?

	Not confident at all or not very confident	Neutral	Very confident or confident	Increase in confidence from 2023
Communication	8%	18%	74%	↑ 11 ppts
Speaking	17%	19%	64%	↑ 6 ppts
Listening	4%	13%	83%	=
Teamwork	5%	15%	80%	↑ 9 ppts
Leadership	23%	27%	50%	=
Problem solving	5%	12%	83%	↑ 9 ppts
Self belief	33%	25%	42%	=
Resilience	16%	19%	65%	↑ 4 ppts
Staying positive	26%	22%	52%	↑ 4 ppts
Confidence	27%	25%	48%	↑ 2 ppts
Motivation	22%	22%	56%	↑ 5 ppts
Self management	13%	19%	68%	↑ 7 ppts
Initiative	8%	18%	74%	↑ 8 ppts
Organisation	12%	14%	74%	↑ 7 ppts
Aiming high	10%	20%	70%	↑ 5 ppts
Accountability	5%	20%	75%	↑ 5 ppts
Digital skills	7%	15%	78%	↑ 5 ppts
Numeracy skills	11%	22%	67%	↑ 8 ppts
Literacy skills	4%	13%	83%	↑ 6 ppts
Creativity	10%	21%	69%	↓ 1 ppt

n= 477 respondents

Literacy skills, problem-solving, and listening skills were the top three skills that young people felt confident in, with 83% expressing confidence in each. Whilst these findings mirror last year's top scoring skills, we see a 9 ppt increase in problem solving and a 6 ppts increase in literacy compared to last year.

Despite improvements in skill confidence, self-belief has decreased. 33% of young people reported being 'not confident at all' or 'not very confident' in their self-belief, marking a 5 ppt increase from the previous year.

Age:

- 17-19-year-olds are the least confident in their skills overall, with only 49% reporting they are 'very confident or confident' in their abilities. This is compared to an average of 74% for other age groups.

Ethnicity:

- Asian or Asian British respondents are less confident in various skills compared to other ethnic groups:
 - Leadership: Only 39% of Asian or Asian British respondents feel confident, compared to 53% of Black, African, Black British, or Caribbean respondents and 51% of White respondents.
 - Self-belief: Confidence is low, with only 40% of Asian or Asian British respondents feeling confident, compared to 76% of Black, African, Black British, or Caribbean respondents and 55% of Mixed or Multiple ethnicity respondents.

Gender:

- 27% of transgender respondents reported being 'not very confident or not confident at all' in their communication skills, which is over 20 ppts higher than the 6% of cisgender respondents.
- Non-binary respondents are 20 ppts more likely to be 'not very confident or not confident at all' in their speaking skills compared to male respondents and 18 ppts more likely than female respondents.

Sexual orientation:

- Gay or lesbian respondents exhibit the lowest levels of confidence, being the most likely to report 'not very confident or not confident at all' in 17 out of 20 surveyed skills.



HOW USEFUL HAVE YOU FOUND THE FOLLOWING WHEN LOOKING FOR CAREERS SUPPORT?

	Useless or Not useful	OK	Extremely useful or useful	N/A
Parents/carers	20%	24%	44%	12%
Teachers	33%	23%	21%	23%
Friends	23%	32%	36%	9%
Careers advisor	28%	21%	19%	32%
Careers and employability websites	21%	30%	34%	15%
Social media	26%	29%	29%	16%
Online forums	21%	23%	19%	37%
Mentor	13%	13%	20%	54%
Youth worker	12%	8%	6%	74%
National Careers Services	18%	9%	9%	64%
People I know who are employed	10%	29%	42%	19%
Siblings or other relatives	21%	20%	29%	30%
Apps	16%	20%	15%	49%

n= 463 respondents

Parents (44%), people young people knew who were employed (42%) and friends (36%) were rated as most useful.

Age:

- Respondents aged 17-19 were most likely to rate different avenues of support as 'useless or not useful' with the exception of parents/carers and teachers.

Gender:

- Transgender respondents are more likely to rate systems for careers support as 'useless or not useful' when compared to cisgender respondents. This can be seen in parents/carers, with 33% of transgender respondents choosing 'useless or not useful' and 19% of cisgender respondents doing the same.
- Male respondents are consistently more likely than female respondents to rate avenues for careers support as 'useless or not useful', usually by an average of 5 pts. However, for social media and online forums, male respondents were considerably more likely to rate the support as 'useless or not useful' sitting at 14 pts and 13 pts respectively.

THINKING ABOUT SKILLS, IS THERE ANYTHING THAT YOU WISH YOU HAD KNOWN MORE ABOUT BEFORE YOU LEFT EDUCATION?

“Money money money - how do taxes work and why do we pay them? Spending habits and the dangers of overspending and more issues relating to drugs, alcohol and sex.”	“Homemaking, finance, politics, benefits.”	“The variety of jobs out there and ways into them. Not needing to go to university and taking more time to explore options.”
“I wish I knew what good/bad workplace culture and practices looked like. I was in a job for a long time where myself and colleagues cried often. I only realised how awful that place was, and that this is not normal, after I left.”	“Understanding pay and money management.”	“That any opportunity is a good opportunity to build skills, practice as much as you can before you leave education, most skills are transferable to anything.”
“More about networking (almost most times I have not been successful at fairs when talking to others). How important it is to speak to teachers and advisors and have more confidence within myself to reach out.”	“More support on how to apply for jobs - CVs, supporting statements, interview skills, etc.”	“I wish I knew more about apprenticeships when I was in school. I also wish I knew about financial skills and how to handle money.”

Most young people stated that they wished they had gained more information about financial education, budgeting and spending behaviours. Some young people explained that they wished they had known more about vocational options post-16, as opposed to just university. Respondents who had left education reflected on their experiences and wished they had taken up more opportunities as a way to develop their transferable skills, particularly raising their confidence to network and reach out to others. A few respondents also stated that they would have appreciated more information around appropriate workplace culture and behaviour prior to entering the workplace.



n= 462 respondents

51% of respondents feel they understand what skills employers are looking for, marking a 6 ppt increase from the previous year.

Age-based differences:

- Younger respondents, particularly those aged 17-19 and 20-22, are more likely to say they have ‘some idea’ about the skills employers seek, with 50% and 54% respectively responding this way.
- Older respondents, especially those aged 23-25 and 26-31+, are more confident, with 53% and 58% respectively, responding with ‘yes’ to understanding the skills employers want.

Ethnicity-based differences:

- Asian or Asian British and Black, African, Black British, or Caribbean respondents are more likely to say they have 'some idea' rather than a definitive understanding of employer expectations:
- 62.5% of Asian or Asian British respondents and 52.4% of Black, African, Black British, or Caribbean respondents chose 'I have some idea'.
- Mixed or Multiple ethnicity respondents and White respondents are more likely to respond with 'yes':
- 46.4% of Mixed or Multiple ethnicity respondents and 54.2% of White respondents feel confident in their understanding.

Gender identity-based differences:

- Transgender respondents are significantly more likely to say they have 'some idea' of employer expectations (66%) rather than being fully confident (23%).
- Non-binary respondents are much less confident compared to male or female respondents, with only 25% responding 'yes', compared to 51% of male respondents and 53% of female respondents.



HOW IMPORTANT DO YOU THINK THESE SKILLS ARE FOR WORK?

	Low Importance or Not Important at all	Neutral	Very Important or Important
Communication	0%	3%	97%
Speaking	1%	7%	92%
Listening	0%	4%	96%
Teamwork	0%	5%	95%
Leadership	6%	23%	71%
Problem solving	1%	6%	93%
Self belief	4%	17%	79%
Resilience	1%	8%	91%
Staying positive	4%	13%	83%
Confidence	2%	13%	85%
Motivation	1%	7%	92%
Self management	1%	7%	92%
Initiative	1%	13%	86%
Organisation	1%	6%	93%
Aiming high	7%	22%	71%
Accountability	2%	8%	90%
Digital skills	2%	15%	83%
Literacy skills	1%	14%	85%
Numeracy skills	3%	20%	77%
Creativity	8%	30%	62%

n= 454 respondents

Overall, this year we have seen more young people recognise all of these skills as important for work. The largest differences are speaking, up 4 ppts this year, digital up 4 ppts and communication up 4 ppts.

- Respondents aged between 23-25 were the most likely to have responded with 'very important or important' to the given questions, sitting at an average of 87% of responses from this age group.
- Respondents from Asian or Asian British, or Black, African, Black British or Caribbean backgrounds are most likely to rate the importance of all skills highly with low or no respondents selecting 'low importance or not important at all'.
- Male respondents were consistently more likely to rate skills as of 'low importance or not important at all' when compared to female respondents, doing so in 15 of the listed skills, such as 'staying positive' in which male respondents are over 4 ppts more likely to respond as such.

OUTSIDE OF THE SKILLS LISTED, IS THERE ANYTHING ELSE YOU THINK EMPLOYERS ARE LOOKING FOR WHEN HIRING YOUNG PEOPLE?

“Potential to add something of benefit to the organisation.”	“Determination and passion to learn.”	“Willingness to learn and ask questions.”
“Experience - a lot of entry level jobs require experience. There needs to be more emphasis on internships and placements in relevant fields at university as without it is hard to secure a job.”	“Flexibility, adaptability and versatility.”	“What qualifications/ experience you have.”

Whilst respondents highlighted a variety of skills they think employers are looking for, the main ones centred around attitude, enthusiasm and drive, particularly around willingness to learn. Other young people indicated that employers appear to require qualifications and specific work experience before they offer roles. Young people suggested that there needs to be more emphasis on internships and placements in relevant fields at university, as they felt that without this, it would be hard to secure a job.

HOW CONFIDENT ARE YOU IN THE FOLLOWING?

	Not very confident or not confident at all	Neutral	Confident or very confident	Confidence difference from 2023
That you have the right skills	11%	21%	68%	↑ 4 pts
That you have relevant work experience	19%	22%	59%	↑ 7 pts
That you have the right qualifications	16%	23%	61%	↑ 1 ppt
That you have a good personal network	27%	24%	49%	↑ 3 pts

n= 455 respondents

- Respondents aged 17-19 were most likely to have responded ‘not very confident or not confident at all’ or ‘neutral’ to all statements.
 - 1 in 4 (23%) 17-19 year olds were ‘not very confident or not confident at all’ that they have the right skills.
 - 1 in 3 (32%) 17-19 year olds were ‘not very confident or not confident at all’ that they have the relevant work experience.
 - 1 in 4 (25%) 17-19 year olds were ‘not very confident or not confident at all’ that they have the right qualifications.
- Confidence in having the right skills:
 - Transgender respondents are notably less confident compared to cisgender respondents. 33% of transgender respondents feel ‘not very confident or not confident at all’ about having the right skills, compared to only 9% of cisgender respondents.
 - Non-binary respondents also exhibit low confidence, being 28 pts more likely than male respondents and 30 pts more likely than female respondents to express low confidence in having the right skills.

- Confidence in personal networks and qualifications:
 - Gay or lesbian respondents are more likely to report feeling 'not very confident or not confident at all' or 'neutral' about their skills, personal networks and qualifications. This indicates a general uncertainty or lack of confidence in these areas among this group.
 - Bisexual respondents are most likely to feel 'not very confident or not confident at all' about having a good personal network.
- Heterosexual respondents consistently report higher confidence levels, being the most likely to feel 'confident or very confident' across all areas.

HAVE YOU HEARD ABOUT GREEN JOBS OR GREEN SKILLS?

68%

NO

26%

YES

6%

UNSURE

n= 450 respondents

As age increases, awareness of green jobs and skills also increases. 37% of those aged 26-31+ and 29% of 23-25 year olds have heard about green jobs or green skills, compared to 16% of 20-22 year olds and 10% of 17-19 year olds



WHAT SKILLS DO YOU THINK WILL BE REQUIRED FOR 'GREEN JOBS'?

“Creativity to be able to think innovatively about the problems we face, and communication as I believe this an important part of translating information about climate change to the general public.”	“Engineering, maths and science. Geography and geology.”	“Passion for green, motivation, communication, teamwork, leadership.”
“Understanding of costs and impacts, consideration of stakeholders.”	“Passion for the environment.”	“Awareness and passion for impacting change in our environment.”

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



n= 446 respondents

A third (32%) of respondents were ‘very likely or likely’ to apply for green jobs, and similarly under a third (29%) were ‘very unlikely or unlikely’ to apply for a green job.

- Males were less likely to apply for a green job, with 27% of males are ‘very likely or likely’ to apply for a green job, compared to 34% of females.
- Respondents from Black, African, Black British or Caribbean backgrounds were the most unlikely to apply for a green job, with 40% indicating that they were ‘very unlikely or unlikely’ to apply for a green job. In comparison, 30% of White respondents, 21% of Mixed or Multiple ethnicity respondents and only 10% of Asian or Asian British respondents.

Applying for work

WHEN THINKING ABOUT JOINING AN ORGANISATION, WHAT ARE THE MOST IMPORTANT QUALITIES YOU WOULD LOOK FOR? Please select at least three.

Employer pays fairly	84%
I am passionate about what they do	56%
Offers training and development opportunities	56%
Has a good reputation	48%
Flexibility to work from home	47%
Has a good inclusion and diversity policy	36%
It is a stable sector to work in	31%

Looks like a fun place to work	28%
Has people like me working there	27%
Has a good environmental policy	20%
Allows me to travel for work	14%
Offers mentoring	13%
Is a large employer	5%
Has a 'Good Youth Friendly Employment' badge or mark	5%
Other	5%

(multiple choice)

The top three most important qualities are employers who pay fairly (84%), being passionate about what the organisation does (56%) and that the organisation offers training and development opportunities (56%). These are the same top three qualities as last year.

Free school meals:

- Employers paying fairly was the most important quality for those eligible for free school meals and those who are not eligible for free school meals. However, 78% of those eligible for free school meals selected this, compared to 86% of those not eligible for free school meals.
- Having flexibility to work from home was important to 50% of those not eligible for free school meals, but only 38% of those eligible for free school meals.

Gender:

- An organisation having a good inclusion and diversity policy was important to 38% of females compared to only 25% of males.
- Being passionate about what an organisation does was important to 58% of females compared to 46% of males.

Age:

- A good environmental policy was an important quality for 29% of 17-19 year olds, 21% of 20-22 year olds and 20% of 23-25 year olds. This compares to only 14% of those aged 26-31+ (as age increases, the importance of a good environmental policy decreases).
- An organisation being a fun place to work was important to 39% of 17-19 year olds and 30% of 20-22 year olds. However, this was only important to 25% of 23-25 year olds and those aged 26-31+ (as age increases, the importance of having fun decreases).
- Having the flexibility to work from home was an important quality for 60% of those aged 26-31+ and 50% of 23-25 year olds. However, this was only important for 33% of 20-22 year olds and 27% of 17-19 year olds (as age increases, the importance of having flexibility to work from home increases).
- Offering training and development opportunities was important for 47% of 17-19 year olds and 52% of those aged 26-31+. However, this was important to 62% of 20-22 year olds and 61% of 23-25 year olds.

Sexual orientation:

- Having a good inclusion and diversity policy was important to 53% of bisexual respondents and 50% of gay/lesbian respondents, compared to 28% of heterosexual respondents.
- Being passionate about what the organisation does is important to 75% of gay/lesbian respondents compared to 59% of bisexual respondents and 53% of heterosexual respondents.

Ethnicity:

- Employers paying fairly was important to 90% of Asian or Asian British respondents, 85% of White respondents and 82% of Mixed or Multiple ethnicity respondents. However, this was only important to 62% of Black, African, Black British or Caribbean respondents.

- A good inclusion and diversity policy was important to 52% of Asian or Asian British respondents and 46% of Mixed or Multiple ethnicity respondents. However, it was only important to 38% of Black, African, Black British or Caribbean respondents and 35% of White respondents.
- Training and development opportunities were important for 74% of Asian or Asian British respondents, 62% of Black, African, Black British or Caribbean respondents and 57% of Mixed or Multiple ethnicity respondents, compared to 53% of White respondents.
- An organisation offering mentoring was important to 38% of Black, African, Black British or Caribbean respondents and 26% of Asian or Asian British respondents. However, this was only important for 11% White respondents and 4% of Mixed or Multiple ethnicity respondents.

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	73%
The role asked for higher qualifications than I currently hold	50%
Person specification had too many requirements	46%
Not well written - it was hard to understand	46%
Not flexible enough	41%
The organisation was not aligned to social causes I care about	27%
Too much office work	21%

The employer website did not look good	18%
It did not feel inclusive of young people	16%
The social media accounts did not look good	9%
It did not feel inclusive of my gender	8%
It did not feel inclusive of my race and ethnicity	6%
Too much home working	5%
It did not feel inclusive of my sexual identity	4%

(multiple choice)

The top three reasons why respondents will not apply to job adverts they have seen are because they do not pay well enough (73%), the roles ask for higher qualifications than they currently hold (50%) and the person specification had too many requirements (46%).

Jobs not paying well enough were selected by 66% of respondents last year, compared to this years 73% (a 7 ppt increase).

Free school meals:

- The most common reason for not applying for a job, both among those eligible for free school meals and those who are not, was insufficient pay (67% of those eligible and 74% of those not eligible).

Gender:

- 51% of females didn't apply to a job as the person specification had too many requirements, compared to only 30% of males.
- 44% of females didn't apply to a job as it was not flexible enough, compared to only 32% of males.
- 10% of females didn't apply for a job because it didn't feel inclusive of their gender, compared to only 2% of males.

Age:

- 52% of 23-25 year olds didn't apply for a job because the vacancy was not well written, as did 46% of those aged 26-31+ and 45% of 20-22 year olds. However, this was only selected by 33% of 17-19 year olds.
- The job not paying well was selected by 85% of those aged 26-31+, 75% of 23-25 year olds, 65% of 20-22 year olds and 47% of 17-19 year olds. As age increases, not paying well enough became a more common reason not to apply for a job.
- Not being flexible enough was selected by 47% of those aged 26-31+, 45% of 17-19 year olds and 42% of 23-25 year olds. However, this was only selected by 26% of 20-22 year olds.

Sexual orientation:

- Not being flexible enough was selected by 48% of bisexual respondents, 39% of heterosexual respondents and only 21% of gay/lesbian respondents.
- Not being inclusive of their sexual identity was selected by 26% of gay/lesbian respondents and 13% of bisexual respondents, compared to 0% of heterosexual respondents.
- The organisation not being aligned to social causes that they care about was selected by 47% of gay/lesbian respondents and 42% of bisexual respondents, compared to only 16% of heterosexual respondents.

Ethnicity:

- 59% of Mixed or Multiple ethnicity respondents and 52% of Asian or Asian British respondents said they hadn't applied for a job as the person specification had too many requirements, compared to 42% of White respondents and 30% of Black, African, Black British or Caribbean respondents.
- 29% of Asian or Asian British respondents and 21% of White respondents said they hadn't applied for a job as it was too much office work, compared to only 15% of Black, African, Black British or Caribbean respondents and 4% of Mixed or Multiple ethnicity respondents.
- The job not feeling inclusive of young people was selected by 20% of White respondents, 15% of Black, African, Black British or Caribbean respondents and 13% of Asian or Asian British respondents, compared to 0% of Mixed or Multiple ethnicity respondents.
- The job requiring higher qualifications than they currently hold was selected by 61% of Asian or Asian British respondents, 50% of White respondents and 48% of Mixed or Multiple ethnicity respondents, compared to only 30% of Black, African, Black British or Caribbean respondents.

WHEN CONSIDERING JOBS AND EMPLOYMENT, HOW DO YOU FEEL ABOUT HOME WORKING?

I would like a mixture of both work and home working	66%
I don't mind either way	10%
I would like a role that would be home-based all of the time	10%
I would like a role that would be work-based all of the time	9%
The jobs I apply to have to be work-based (engineering, manufacturing, police officer, etc.)	5%

n= 446 respondents

66% of respondents would like a mixture of home working and in person working. Only 9% would like a role that was in person all of the time. A mixture of work and home working was selected by 48% of respondents last year, compared to 66% this year (an increase of 8 ppts).

Free school meals:

- 70% of respondents not eligible for free school meals prefer a hybrid work model, compared to 55% of those who are eligible.

Gender:

- 72% of females prefer a hybrid model, compared to 57% of males.
- 17% of males would prefer to be in-person all the time, significantly higher than the 5% of females who would prefer the same.

Age:

- 23-25 year-olds (77%) and 26-31+ year-olds (74%) are the most likely to prefer a hybrid work model.
- In contrast, only 33% of 17-19 year-olds prefer a hybrid model, with a more divided preference: 13% would prefer to work in-person full-time, and 16% would prefer to work from home full-time. Younger respondents appear more polarised in their preferences.

Sexual orientation:

- Bisexual respondents are more likely to prefer being home-based all the time (18%), compared to 10% of gay/lesbian respondents and 7% of heterosexual respondents.
- 70% of heterosexual respondents prefer a hybrid model, compared to 61% of bisexual respondents and only 40% of gay/lesbian respondents.

Ethnicity:

- 78% of respondents from Black, African, Black British, or Caribbean backgrounds prefer a hybrid work model.
- This compares to 57% of respondents from White and Mixed or Multiple ethnicity backgrounds and 58% from Asian or Asian British backgrounds.

HAVE YOU EVER BEEN PREVENTED FROM APPLYING FOR A JOB, OR NOT OFFERED A JOB, BECAUSE YOU HAVE A CRIMINAL RECORD?

No	54%
Not applicable	44%
Yes - I have been prevented from applying	1%

Yes - I have not been offered a role because of my criminal record	0%
Other (please say):	1%

n= 450 respondents

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%	55%
Work experience online (virtual)	41%	59%
Internship in person	46%	54%
Internship online (virtual)	48%	52%
Mentoring in person	42%	58%
Mentoring online (virtual)	34%	66%

n= 582 respondents

4 in 5 young people have reported applying for in-person work experience (45%) and over half (55%) have undertaken in-person work experience in the last year. There has been no change in the data from last year’s census. However, more young people have applied for virtual work experience (41%, up 3 ppts) but fewer people have undertaken it, at 59% down 3 ppts from 2023.

- Asian or Asian British respondents were the most likely to have undertaken an in-person work experience (61%) compared to 55% of those from Black, African, Black British or Caribbean backgrounds and 54% of White respondents.
- Black, African, Black British or Caribbean respondents were the most likely to have undertaken a virtual work experience (71%) compared to 50% of those from Asian or Asian British backgrounds, 20% of Mixed or Multiple ethnicity respondents and 61% of White respondents.

PLEASE INDICATE HOW CONFIDENT YOU ARE WITH THE FOLLOWING STATEMENTS:

	Strongly disagree or disagree	Neutral	Strongly agree or agree	% difference from 2023
I have the skills and knowledge to write a good CV	19%	25%	56%	↑ 1 ppt
I have the skills and knowledge to write a good application form	18%	25%	57%	↑ 1 ppt
I have the skills and knowledge to write a good cover letter	23%	30%	47%	↑ 3 ppts
I have the skills and knowledge to prepare for and attend an interview	18%	25%	57%	=
I have the skills and knowledge to prepare for and attend an assessment centre	25%	34%	41%	↑ 1 ppt
I feel confident that I am prepared to start employment	21%	24%	55%	↑ 4 ppts

n= 1,054 respondents

Overall, confidence is up slightly from last year. 56% of young people 'strongly agree or agree' that they have the skills and knowledge to write a good CV. 57% 'strongly agree or agree' that they have the skills or knowledge to write a good application form and that they have the skills and knowledge to prepare for and attend an interview.

- 52% of those eligible for free school meals feel confident about interview preparation, compared to 60% of those not eligible.
- 61% of females feel confident in writing a good application form, compared to 51% of males.
- Similarly, 59% of females feel confident in writing a good CV, compared to 51% of males.
- 60% of females feel prepared to start employment, whereas only 51% of males share this confidence.
- 49% of 17-19 year olds 'strongly agree or agree' that they are prepared for employment, compared to 70% of 20-22 year olds, 85% of 23-25 year olds and 80% of those aged 26-31+.
- 38% of gay/lesbian respondents say that they feel prepared to start employment, compared to 59% of heterosexual respondents and 60% of bisexual respondents.
- 23% of Asian or Asian British respondents 'strongly disagree or disagree' that they have the skills and knowledge to write a CV, as do 20% of White respondents and 17% of Black, African, Black British or Caribbean respondents. This is compared to only 5% of Mixed or Multiple ethnicity respondents.
- 26% of Asian or Asian British respondents and 21% of White respondents 'strongly disagree or disagree' that they are prepared to start employment, compared to only 12% of Mixed or Multiple ethnicity respondents and 10% of Black, African, Black British or Caribbean respondents.

WHEN THINKING ABOUT WORK AND FINDING A JOB, WHAT, IF ANY, DO YOU THINK YOUR BARRIERS MIGHT BE? Please choose up to three.

Lack of work experience	47%
Anxiety	43%
There are no jobs where I live	26%
Mental health challenges	21%
Not having the right skills	20%
I have no contacts	19%
Travel/location	17%
The cost of getting to work	8%
Depression	8%
There are no jobs available at all	8%
Physical disability	5%

Sexual orientation discrimination	4%
Not having any role models	4%
Impact on family	3%
Racial discrimination	3%
Losing benefits	2%
Carer responsibilities	1%
Criminal record	1%
Alcohol or drug dependency	1%
Being a single parent	1%
Other - Write In	9%

(multiple choice)

The top three barriers to finding work are lack of work experience (47%), anxiety (43%), and no jobs in their area (26%). The concern about job availability has risen from 6th to 3rd, with a 6 ppt increase from last year.

Anxiety:

- 48% of females compared to 32% of males cited this as a barrier.
- 51% of bisexual and 48% of gay/lesbian respondents thought anxiety was a barrier for them.
- a barrier to work for 43% of 20-22 year olds, 42% of 23-25 year olds, 38% of 17-19 year olds compared to 13% of those who are 26-31+.
- the biggest barrier for 47% of White respondents, 40% of Mixed or Multiple ethnicity respondents, 32% of Asian or Asian British respondents and 26% of Black, African, Black British or Caribbean respondents.

Work experience:

- 43% of females and 51% of males found this a barrier.
- Younger age groups were most likely to cite lack of work experience, with 60% of those 20-22 years citing this, 53% of those 17-19, 40% of those 23-25 years and 29% of those aged 26-31+.
- A lack of work experience was the biggest barrier for 56% of Asian or Asian British respondents, 55% of Black, African, Black British or Caribbean respondents, 45% of White respondents and 40% of Mixed or Multiple ethnicity respondents.

Availability of jobs:

- 39% of gay/lesbian respondents, 26% of heterosexual respondents and 22% of bisexual respondents found this a barrier.

Mental health:

- A concern for 22% of females and 13% of males.
- Higher among gay/lesbian (46%) and bisexual respondents (37%).
- A barrier for 25% of respondents who were eligible for free school meals compared to only 18% of those not eligible.

WHAT, IF ANYTHING, WOULD HELP YOU FIND A JOB NOW OR IN THE FUTURE?

"Work experience and skills."	"Advice on how to answer the application form for jobs and write a cover letter/CV that stands out. Advice or insider knowledge of employer interview questions."	"Better transport access."
"People to not look down on me, not give me a job just because I can't drive."	"Online job sites. Helpful resources for writing CVs and cover letters (standard template)."	"Help with confidence."

Responses were varied for this question, but many young people mentioned more work experience and support with application processes, such as cover letters, CVs and interviews.

IF YOU WERE LOOKING FOR A NEW OR BETTER JOB, WHAT SUPPORT, IF ANY, DO YOU THINK YOU WOULD REQUIRE?

"Personal development to work on things I don't feel as confident in, importantly in a warm and safe environment."	"Helpful resources for writing CVs and cover letters (standard template)."	"How to write a more advanced CV."
"I need to know the professional jargon needed to enter into specific circles. I want to have more knowledge about the use of professional language and how CVs and cover letters are successfully written and used."	"Independent careers guidance from someone other than myself."	"Support for neurodiversity and mental health."

THINKING ABOUT TRAINING AND EMPLOYMENT, WHAT OPPORTUNITIES WOULD YOU LIKE TO SEE MORE OF?

"Free skills training opportunities."	"Creative/networking opportunities for those in low-income areas."	"More leadership and management apprenticeship and more encouragement to young managers."
"More opportunities for older people to learn digital skills."	"Entry level work that is actually entry level, instead of requiring degrees and other stuff for a low wage."	"More support in understanding progression outside of current teams and what qualifications/experience is needed."

DO YOU THINK THERE IS ENOUGH INFORMATION FOR YOUNG PEOPLE TO ACCESS EMPLOYMENT AND OTHER OPPORTUNITIES? TELL US MORE ABOUT YOUR ANSWER.

<p>“I think generally, there is a lack of understanding amongst young people about the labour market, where to access help, I also think there is a lack of confidence in their own skills and abilities - they don’t see how their education transfers to the workplace and often haven’t had the opportunity to do work experience.”</p>	<p>“I actually think there is too much, and careers advice is sprung on young people too early before they can actually make their minds up within their education about what they like.”</p>	<p>“I do feel there is information for young people to access employment and other opportunities but finding the information is sometimes quite hard.”</p>
<p>“Apprenticeships should be advertised more. There should be more opportunities for people that do not go to university, they shouldn’t be shamed for not going and felt to be at a disadvantage.”</p>	<p>“I think there is definitely more than there was, but there could definitely be more support in schools, colleges, universities, even places of religion, to help.”</p>	<p>“There is a lot of information online to help but most of the time it is having the resilience to keep looking.”</p>

WHICH OF THESE SOURCES WOULD BE MOST USEFUL IF YOU WERE APPLYING FOR WORK?

	Useless or not useful	OK	Extremely useful or useful	N/A
Newspapers	69%	17%	7%	7%
Personal networks	15%	27%	55%	3%
Social media	16%	23%	59%	2%
Employers own website	5%	18%	75%	2%
Find an apprenticeship website	12%	23%	53%	12%
Find a job website	7%	16%	74%	3%
LinkedIn	17%	22%	53%	8%
Apps	22%	29%	35%	14%

n= 682 respondents

The top sources for job applications were employer websites (75%), job websites (74%), and social media (59%). Newspapers were seen as least useful, with 69% rating them as ‘useless or not useful’.

Free school meals: Personal networks were useful to 46% of those eligible, compared to 58% of those not eligible. LinkedIn was more helpful to those not eligible (56%) than those eligible (45%).

Gender: Social media was rated useful by 64% of females versus 51% of males. Employer websites were useful to 79% of females compared to 69% of males.

Age: Personal networks were valuable to 66% of 23-25-year-olds but only 44% of 17-19-year-olds. Employer websites were rated useful by 87% of 23-25-year-olds compared to 64% of 17-19-year-olds. LinkedIn was rated useful by 71% of those aged 26-31+, but only 42% of 14-16-year-olds.

Sexual orientation: Personal networks were useful to 65% of gay/lesbian respondents, 57% of heterosexual respondents, and 50% of bisexual respondents.

Ethnicity: Social media was useful to 71% of Black respondents, 63% of Asian respondents, and 60% of White respondents. LinkedIn was rated useful by 68% of Black respondents and 65% of Asian respondents, but only 51% of White respondents.



PLEASE INDICATE IF YOU HAVE EVER HAD:

	Been offered	Considered	Taken	N/A
A zero hour contract	5%	6%	41%	48%
A short-term contract or gig role	3%	8%	34%	55%
Cash in hand work	4%	7%	34%	55%

n= 474 respondents

41% of respondents have taken a zero hour contract, 34% have taken a short-term contract gig or role and 34% have taken cash in hand work.

- 45% of those not eligible for free school meals have taken a zero hour contract, compared to 33% of those eligible for free school meals.
- 47% of females have taken a zero hour contract, compared to only 28% of males.
- 37% of females have taken a short-term contract or gig role, compared to only 25% of males.
- 50% of those aged 26-31+ have taken a zero hour contract role, the most out of all age groups. The least likely to have taken one of these roles are 20-22 year olds (36%) and 17-19 year olds (23%).

IS STARTING YOUR OWN BUSINESS SOMETHING YOU HAVE CONSIDERED?

47%

YES

50%

NO

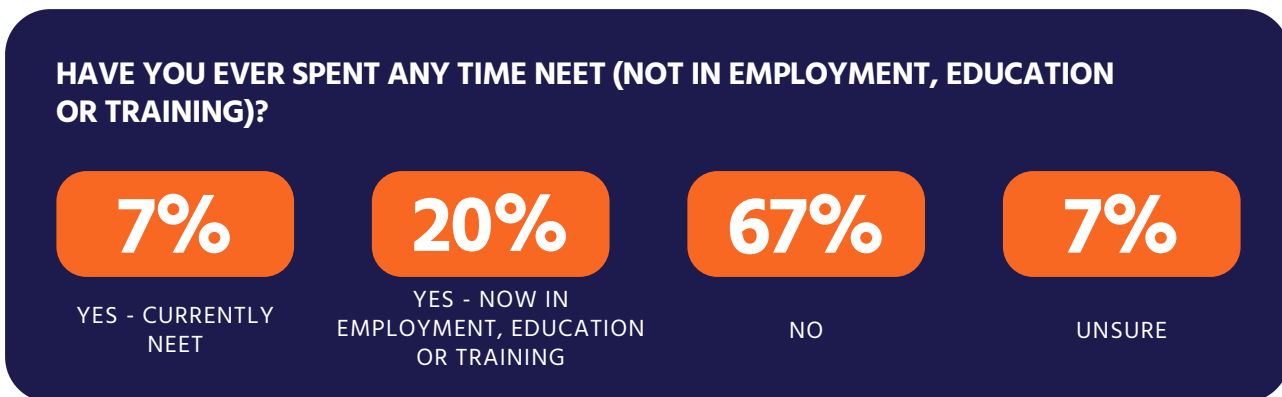
3%

ALREADY STARTED MY
OWN BUSINESS

n= 1,026 respondents

- Just under half of young people have considered starting their own business (47%) and 3% have already started.
- Females were less likely to consider starting their own business, with 44% saying 'yes' compared to 51% of males.
- Respondents from Black, African, Black British or Caribbean backgrounds were the most likely to consider starting their own business, 66% compared to 43% Asian or Asian British respondents, 42% Mixed or Multiple ethnicity respondents and 45% White respondents.

NEET



n= 905 respondents

Who is most likely to be NEET?:

- 13% of respondents with additional needs stated that they are currently NEET compared to 5% of those without any additional needs.
- 34% of those eligible for free school meals respondents were currently NEET or have spent time NEET, compared to 22% of respondents not eligible for free school meals.
- 16% of transgender and non-binary respondents stated they are currently NEET, compared to 6% of cisgender respondents.
- 69% of White respondents compared to 53% of Mixed or Multiple ethnicity respondents and 53% of Black, African, Black British or Caribbean respondents.

WHAT IS THE LONGEST PERIOD OF TIME YOU HAVE SPENT NEET?

0-3 months	37%
4-6 months	20%
7-12 months	24%

13-18 months	9%
19 - 23 months	2%
24 months +	8%

n= 253 respondents

- 13% of respondents with additional needs have spent 24+ months NEET compared to 4% of those without.
- 12% of those eligible for free school meals had spent 24+ months NEET, compared to 5% of those not eligible for free school meals.

IF YOU DID FIND YOURSELF NOT IN EMPLOYMENT, EDUCATION OR TRAINING, DO YOU THINK YOU WOULD ENGAGE WITH THE JOBCENTRE PLUS?



n= 585 respondents

- Those who were eligible for free school meals were 9 ppts more likely than to engage with Jobcentre Plus services if they found themselves not in employment, education or training.
- There is a 4 ppt decrease in respondents stating that they would engage with the Jobcentre Plus from last year's Census (23% vs 27%).

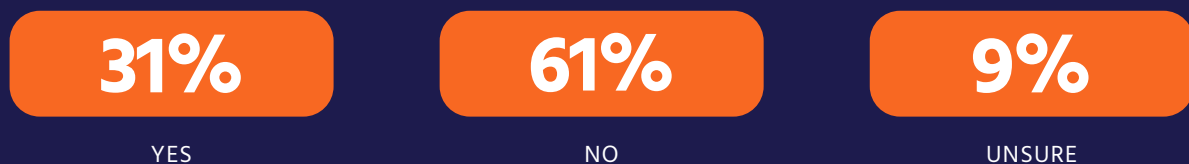
HAVE YOU EVER ENGAGED OR ARE YOU CURRENTLY ENGAGING WITH THE JOBCENTRE PLUS SERVICES?



n= 273 respondents

- Those who were eligible for free school meals were more likely to have engaged or currently be engaging with Jobcentre Plus services (39% vs 34%).

ARE YOU CURRENTLY CLAIMING UNIVERSAL CREDIT, JOB SEEKERS ALLOWANCE OR OTHER OUT OF WORK BENEFITS?



n= 104 respondents

WHICH SERVICES HAVE YOU USED?

Kickstart	18%	DWP Jobs board	11%
Sector Based Work Academy	3%	CV writing	15%
Work coach	53%	Universal Credit	72%
Careers advisor	20%	Job Seekers Allowance	20%
Help finding an apprenticeship	6%	Jobs fairs	12%
Help finding work experience	6%	Childcare and support information	3%
How to apply for jobs	10%	Carers allowance	2%
Job interview support	5%	Restart	4%
Flexible Support Fund	1%	Other	4%

(multiple choice)

- Male respondents were most likely to have used a work coach (67%) and/or Universal Credit (64%) services. This was the same for female respondents, with 75% having used Universal Credit and 46% a work coach.
- The use of work coaches has increased by 7 ppts when compared to last year's figures. Similarly, the use of Universal Credit has increased by 5 ppts when compared to last year's figures.

YOU HAVE HIGHLIGHTED THAT YOU ARE CURRENTLY UNEMPLOYED AND NOT LOOKING FOR WORK, COULD YOU TELL US MORE ABOUT THIS?

<p>"Mental health makes me unable to work I'm unable to work alongside others as I like things to be perfect/ done properly I can't work alongside people who are not trustworthy or reliable I will make a fuss."</p>	<p>"I am recovering from a mental health crisis which was aggravated by work-place bullying so I have decided in lieu of this and with the support of my therapist to take time away and recover. I am very lucky to have support from my family on this."</p>	<p>"I'm disabled/ chronically ill and unable to work."</p>
<p>"I have a few illnesses (physical and mental) that make it so that I can't work. i have basically no answers and no help so it's impossible to even try and get better."</p>		

Respondents were most likely to state that they were currently unemployed due to disability or illness.

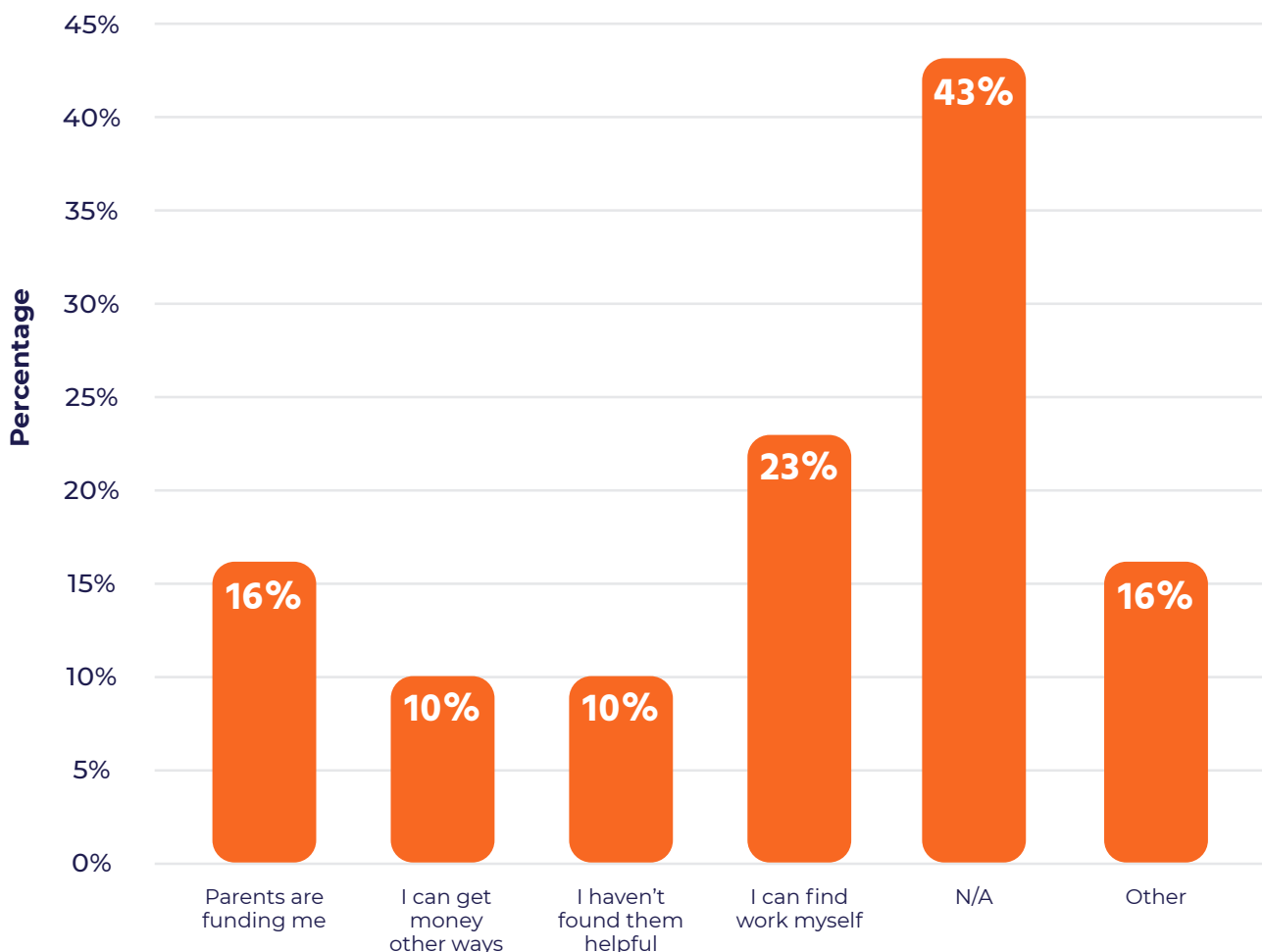
DO YOU THINK THERE ARE ANY GAPS IN THE SUPPORT THAT IS AVAILABLE FOR THOSE UNEMPLOYED, AND IF SO, WHAT ARE THOSE GAPS?

<p>“There is little to no support from those who have accessibility needs to work. The assumption is that the employer will have to make adjustments but in my experience extremely few places are willing to do this.”</p>	<p>“I think most people are pushed to do work they don’t want to do rather than being encouraged or supported financially through professional training. This will usually lead to the role being short-term or mental health issues.”</p>	<p>“I received zero support when I was out of education due to leaving for mental health reasons. I stopped attending because I couldn’t handle it. Within a couple months the college gave up on me and told me to drop out. I received no support from anyone or any organisation, it was entirely up to me and my parents to get me back into a different college.”</p>
<p>“There are severe gaps in opportunities in apprenticeships, and long-term career progression. Additionally, it is becoming increasingly difficult to find entry level employment opportunities.”</p>	<p>“I think support for mental health and in particular autism in the workplace is neglected- I am finding it hard to establish reliable work, and have in the last two years alone had over three/four different jobs.”</p>	<p>“Gaps for vulnerable people who are unemployed who might need more help. The job centre was always very overstimulating and anxiety inducing for me and was a very stressful time. I asked to be transferred to a different one where I felt more comfortable and was told no.”</p>

Respondents highlighted that there are gaps in mental health support and employers making adjustments for those who have additional needs. Furthermore, young people explained how they felt there was a lack of opportunity - e.g. apprenticeships or other opportunities to upskill and often felt pressured or ‘pushed’ into work, even if they felt the job wasn’t right for them.



IF YOU ARE CHOOSING NOT TO ENGAGE WITH JOBCENTRE PLUS SERVICES CAN YOU TELL US WHY NOT? (Multiple choice)



- Responses were down by 8 ppts on last year’s figures for those stating that they can find work by themselves.

ARE THERE ANY OTHER REASONS YOU ARE CHOOSING NOT TO ENGAGE WITH JOBCENTRE PLUS SERVICES?

<p>“All I have heard is negative experiences, with a lot of judgement. I would rather struggle and work on my own to find work than be judged and treated unfairly by someone who doesn't understand why I am NEET.”</p>	<p>“Sucks and is horrible. They don't find you a job you want, just make you suffer with whatever to get you out of the service.”</p>	<p>“I'm unsure of their services and how they can help. The JobCentre is far away. I live in a village.”</p>
<p>“They seem stressful and not accessible to autistic / Neurodivergent individuals. The amount of stress and focus put on applying for jobs and not finding long, sustainable employment seems counter productive.”</p>	<p>“My family could support me for the month or so I wasn't working. It didn't feel right to take public money when I could get a job and wasn't in dire need of support.”</p>	<p>“I'm in education and so am not currently looking for work, and I didn't/don't really know what they do.”</p>

Some reasons young people chose not to engage with JobCentre Plus services include currently not knowing what services the JobCentre offer, receiving support from another source (from family, local authorities), no local job centres and previous negative experiences. For example, some young people felt like the JobCentre was not accessible to them or their needs, with one young person describing it as 'stressful'.

WHAT MORE COULD BE DONE TO SUPPORT YOU TO GAIN EMPLOYMENT?

<p>“More opportunities for work experience, placements, a wider range of apprenticeships in many different sectors and internships.”</p>	<p>“Genuinely accessible transport, more rights outlining what counts as 'reasonable adjustment' under the equality act and forcing employers to follow it.”</p>	<p>“More mental health support and understanding, more help with letting employers know about the interview process for people with anxiety and so on.”</p>
<p>“Simpler application processes, paid work experience leading to full time roles.”</p>	<p>“The college I am attending could be teaching me the necessary skills and helping me find some work experience.”</p>	<p>“Someone holding employers to account with accessibility requirements.”</p>

Many respondents expressed that employers should be more inclusive of disabilities and understanding of mental health issues, providing support and adjustments where necessary. Other support mentioned by young people included transport, simplifying application processes and removing grade requirements, etc.

Other young people highlighted that they would like more support from educational establishments and employers, particularly careers education and opportunities within the workplace e.g. work experience placements.

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 part-time and traineeships.

KEY FINDINGS

When it 'works' work is a good place for young people to be.

- Young people shared positive experiences in work, with the majority stating they feel safe at work (88%), understand their paycheck (83%), understand their contract (82%) and can talk to their manager about work related problems (82%).
- Young people have had more social and networking opportunities at work this year compared with last year, by 9 ppts (42%).
- For three quarters of respondents, their experiences of their apprenticeship has been positive, with the majority of young people describing their apprenticeship as 'excellent or good' at 78%, and 76% rating the support they've received from their employer as 'excellent or good' too.
- More young people (70%) rate their employer as youth friendly this year.

Disruption continues.

- Overall, disruption in the workplace was 3 ppts higher than last year, with just under 1 in 5 young people (17%) reporting their work has been disrupted 'a lot or a great deal'. Many young people faced their first instances of organisation restructure, redundancy programmes and strikes. Ill health was also cited as a reason for disruption in the workplace in the last 12 months.

Money and location are factors in finding and staying in work.

- The top three barriers faced by young people when applying for work are travel/location (50%), lack of work experience (45%) and anxiety (44%).
- Young people have highlighted the difficulties in practically accessing apprenticeships in their local area.
 - The availability of apprenticeships nearby is an increasing issue for young people this year, as there has been a 13 ppt increase from respondents stating that the availability of apprenticeships near them is 'very poor or poor'.
 - The most challenging aspect of young people's apprenticeships was travel, with 45% of respondents indicating that it is 'very challenging or slightly challenging'.

cont...

Overall, work isn't as 'good' as it has been in previous years.

- 61% of respondents report stress and pressure increasing for them this year, with those eligible for free school meals, gay or lesbian, and respondents from Mixed or Multiple ethnic backgrounds seeing the biggest increases.
- 34% struggle with their wellbeing at work.
- Whilst 68% of respondents received a pay rise in the last 12 months, 3 in 10 of those felt that their pay rise was unfair. The rising cost of living and increased expenses of travelling to work are key reasons why young people were unhappy with their pay.

Especially for those with protected characteristics.

- Overall, those with protected characteristics are struggling more, receiving less support and feeling less confident.
- Female respondents, those eligible for free school meals and Black, African, Black British or Caribbean respondents were least likely to have received a pay rise compared to their peers.
- Young people who were eligible for free school meals were:
 - Struggling more with their wellbeing in work (by 12 ppts).
 - More likely to rate how they are managed as poor (by 15 ppts)
 - More likely to rate their opportunities for progression as 'very poor or poor' (by 12 ppts)
- Black, African, Black British or Caribbean respondents were:
 - 20 ppts less likely to rate their employer as youth friendly.
 - Were at least 18 ppts less likely to be happy in their current role, with just half (50%) of Black, African, Black British or Caribbean respondents scoring this way.
 - 24 ppts more likely to have missed a day of work because of money worries, and 15 ppts more likely to have missed more than 5 days of work because of money worries compared to their White peers.

And some are not sure it is worth it.

- 3 in 5 (59%) young people have considered leaving their job in the last 12 months.
- Although the majority of respondents feel that being self employed allows them to explore their passions (74%), nearly a third disagree that it is the best option for them, and more than a third feel that becoming self-employed was their only option.



Employed

WHAT BEST DESCRIBES YOUR JOB RIGHT NOW?

86%

FULL-TIME
(35 HOURS + PER WEEK)

11%

PART-TIME

3%

WORKING A NUMBER OF
PART-TIME OR FLEXIBLE
OPPORTUNITIES

n= 344 respondents

The majority of respondents are in full-time work, working 35 hours or more per week (86%), one-tenth of young people (11%) are in part-time work.

- Those eligible for free school meals were 14 ppts less likely to be in full-time work, compared to those who are not eligible for free school meals (76% and 90% respectively).
- Black, African, Black British or Caribbean respondents were the least likely to be in full-time employment (80%) compared to 88% Asian or Asian British, 88% Mixed or Multiple ethnicity respondents and 85% White respondents.
- However, those from Black, African, Black British or Caribbean backgrounds were the most likely to be in part-time employment (20%), compared to 4% Mixed or Multiple ethnicity respondents, 13% Asian or Asian British and 11% of White respondents.
- These findings are different to last year, where Asian or Asian British respondents were most likely to be in part-time employment and White respondents in full-time employment.

WHAT ENVIRONMENT BEST DESCRIBES WHERE YOU WORK FOR THE MAJORITY OF YOUR TIME?

In an office	44%
At home	33%
Engineering or manufacturing	4%
Retail, catering or hospitality - customer facing	3%
Travelling: vehicle based	3%

Outdoor	1%
Warehouse	1%
Retail, catering or hospitality - office based	0%
Other	11%

n= 425 respondents

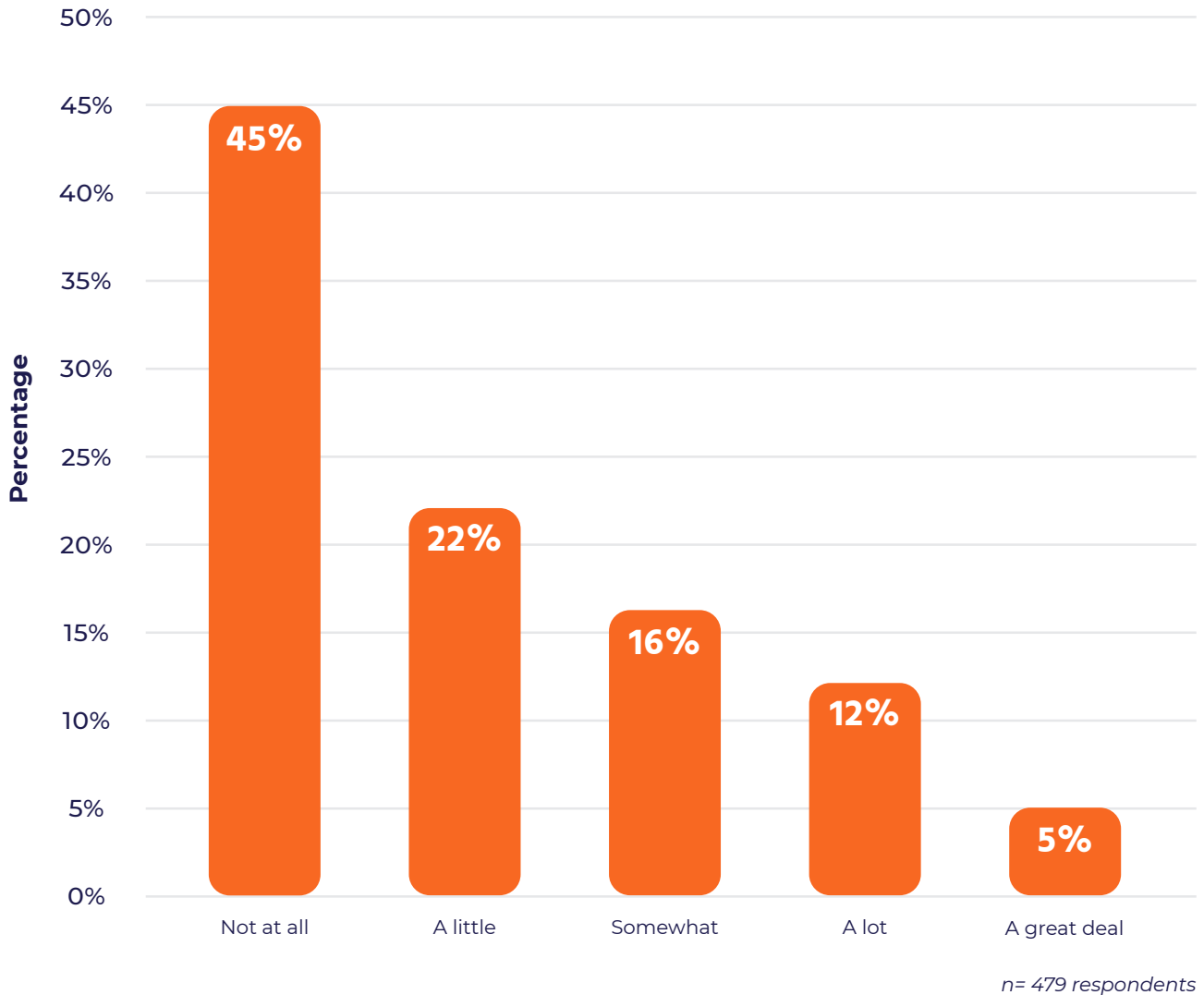
Working environments were varied for respondents, with 44% working in an office and a third (33%) at home.

- A quarter of those (25%) eligible for free school meals work from home compared to over a third (36%) of those who are not eligible for free school meals.
- Younger respondents were less likely to work from home; 20% of 20-22 year olds worked from home compared to 33% of 23-25 year olds and 41% of those aged over 25.
- 10% of males work in an engineering or manufacturing environment, compared to only 2% of females.



A look back at the last year

HOW MUCH HAS YOUR WORK BEEN DISRUPTED IN THE LAST YEAR?



Overall, disruption in the workplace was 3 pts higher than last year, with just under 1 in 5 young people (17%) reporting their work has been disrupted 'a lot or a great deal'.

- Male respondents were less likely to think their work had been disrupted with 56% responding 'not at all', compared to 41% of female respondents and 46% of non-binary respondents.
- Transgender respondents were 19 pts more likely (73%) to respond that their work had been disrupted in the past year compared to their peers (54%).
- Respondents from Mixed or Multiple ethnicity backgrounds (29%) and Black, African, Black British or Caribbean respondents (21%) were the most likely to report their work has been disrupted 'a great deal or a lot' compared to 7% of respondents from Asian or Asian British backgrounds and 16% of White respondents.

PLEASE TELL US MORE ABOUT YOUR ANSWER:

“Strikes have significantly affected my ability to get to and from work in the last year.”	“I’m not able to hold a full-time job due to my health condition and I was in full-time education before being diagnosed. I do have a freelance job and do a lot of volunteering which I sometimes get paid for.”	“Due to transport strikes and teaching strikes, we have had to change some of our work schedules as we work in schools across London and the UK.”
“Due to issues with my health I had to take a short while off work.”	“My organisation has gone through a lot of change, including a restructure in my service. This is due to working in local government and the budget challenges councils are facing.”	“Awaiting outcome of a consultation period in which my job role is at risk of redundancy.”

Responses frequently referenced restructure and budget challenges, many had experienced redundancy conversations across the business, either for their role or within the wider organisation. Rail strikes had played a part in young people not being able to travel to work in the past 12 months.

Mental and physical ill health had also disrupted work, resulting in time off sick or having to leave jobs. Respondents explained how they require further support to manage their mental health issues to be able to work.

THINKING ABOUT HOW YOU TRAVEL TO WHERE YOU WORK, WHICH BEST DESCRIBES HOW YOU GET THERE?

Car	53%
Walk	34%
Bus	27%
Train	22%
Underground	8%
Bike	4%

Tram	4%
Metro	2%
Electric scooter	1%
Other	3%
Not applicable	5%

(multiple choice)

Overall, the top three modes of transport to get to work were reported as car (53%), walk (34%) and bus (27%).

- Black, African, Black British or Caribbean respondents or Mixed or Multiple ethnicity respondents were most likely to use the bus as their method to get to work, sitting at 85% and 48% respectively, compared to 23% of White respondents and 29% Asian or Asian British respondents. For both Asian or Asian British respondents and White respondents, using a car or walking were their two most common responses.
- Those eligible for free school meals were over 14 ppts (36%) more likely to use the bus to get to their place of work when compared to those who were not eligible (22%).

IN THE LAST 12 MONTHS, PLEASE INDICATE WHETHER THE FOLLOWING OPPORTUNITIES HAVE INCREASED, DECREASED OR STAYED THE SAME WITHIN YOUR CURRENT JOB:

	Decreased greatly	Slightly decreased	Stayed the same	Slightly increased	Increased greatly
Working hours	2%	7%	67%	18%	6%
Opportunities for training	5%	9%	46%	31%	9%
Opportunities for promotion	12%	10%	53%	19%	6%
Flexible working	6%	9%	53%	24%	8%
Responsibilities	2%	3%	26%	46%	23%
Pay/wages	4%	2%	32%	54%	8%
Stress or pressure	1%	6%	32%	39%	22%
Workload	2%	5%	29%	40%	24%

n= 475 respondents

Working hours:

For two-thirds of respondents, working hours have stayed the same (67%) over the last year.

- Males were 4 ppts more likely at 27% to report their working hours had increased compared to females (23%).

Opportunities for training:

- For 2 in 5 young people, opportunities for training have increased (40%), and for just under half (46%) it has remained the same.

Opportunities for promotion:

Overall, respondents reported that opportunities for promotion have decreased the most in the last year, with 1 in 5 (22%) indicating that it has either 'decreased greatly or slightly decreased'.

- Asian or Asian British respondents were the least likely to report (23%) opportunities for promotion had increased, compared to 30% Black, African, Black British or Caribbean respondents, and 26% of White respondents.

Flexible working hours:

Overall, half of respondents have said their flexible working hours have remained the same (53%) and just under a third (32%) have reported opportunities for flexible working increasing.

- Females were much more likely to say opportunities for flexible working has increased in the last year (35%) compared to males (25%).

Responsibilities:

Overall, we see 'responsibilities' have increased the most with over two-thirds of respondents (69%) indicating that they have either 'increased greatly or slightly increased'.

- Black, African, Black British and Caribbean respondents were also 29 ppts more likely to report a significant increase in responsibilities (50%), when compared to respondents from White (21%), or Asian or Asian British backgrounds (21%).

Pay/wages:

- Male respondents were slightly more likely to report pay/wages increasing (66%) compared to female respondents (61%).

Stress/pressure:

- Over a third (35%) of gay or lesbian respondents report an increase in stress or pressure in the workplace, being over 15 ppts more likely than heterosexual respondents to say the same (19%).
- Respondents eligible for free school meals were 16 ppts more likely to report a great increase in stress or pressure (34%) when compared to those ineligible for free school meals (18%).

- Mixed or Multiple ethnicity respondents were over 25 ppts more likely to report an increase in stress or pressure (76%) when compared to White respondents (60%).

Workload:

- Respondents eligible for free school meals were 6 ppts more likely to report an increase in workload (70%) when compared to those ineligible for free school meals (64%).
- Transgender respondents were 23 ppts more likely to report an increase of stress or pressure (86%) when compared to their peers (63%).

HAVE YOU HAD A PAY RISE IN THE LAST 12 MONTHS?

68%

YES

29%

NO

3%

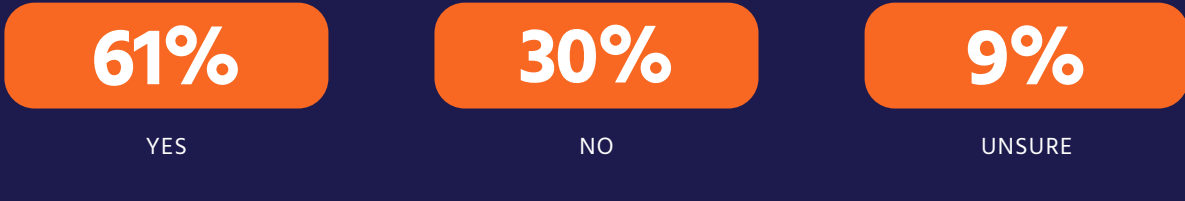
UNSURE

n= 476 respondents

Overall, over two-thirds of respondents have indicated that they have received a pay rise in the last 12 months (68%), with just under a third (29%) reporting that they have not received a pay rise.

- Black, African, Black British or Caribbean respondents were 19 ppts less likely to have received a pay rise in the past 12 months (50%) when compared to White respondents (69%) and 18 ppts less likely compared to Asian or Asian British respondents (68%).
- Those eligible for free school meals were over 6 ppts less likely (64%) to have received a pay rise in the past 12 months compared to those who were not (70%).
- Non-binary respondents were 18 ppts less likely to have received a pay rise in the past 12 months (55%) when compared to male respondents (73%), and 12 ppts less likely than female respondents (67%).
- Those aged over 20 years of age were far more likely to have received a pay rise, averaging at 70% compared to an average of 45% of 18 and 19 year olds.

DO YOU FEEL THAT YOUR PAY RISE WAS FAIR?



n= 322 respondents

3 in 5 young people (61%) said their pay rise was fair and 3 in 10 (30%) disagreed that their pay rise was fair.

- Despite 43% of respondents aged 26-30 receiving a pay rise in the past 12 months, only a quarter of those respondents (24%) felt their pay rise was fair.
- Gay or lesbian respondents were more likely to state that they did not feel like their pay rise was fair, with 50% of respondents saying so, compared to 28% of heterosexual respondents and 33% of bisexual respondents.

TELL US A LITTLE MORE ABOUT YOUR ANSWER.

"I received a promotion and a pay rise in line with that. However, my pay is lower than in other industries."	"It was not enough compared to the cost of living crisis and other businesses."	"Not in line with inflation but something."
"I changed jobs and negotiated my salary. It's the same job, but for a different organisation, and I got more than I expected."	"A regular annual pay rise incremented the same for everyone seems fair."	"The amount of work completed does not balance to the account I'm paid."



REFLECTING ON THE LAST 12 MONTHS, HAVE YOU:

	Yes, frequently	Yes, sometimes	Yes, once	No, never	Unsure
Personally experienced bullying or harassment at work	2%	7%	8%	80%	3%
Personally experienced bullying or harassment travelling to and/or from work	1%	6%	7%	84%	2%
Personally experienced discrimination at work	3%	8%	7%	77%	5%
Personally experienced discrimination travelling to and from work	1%	2%	3%	92%	2%
Seen (witnessed) bullying or harassment at work	3%	13%	8%	71%	5%
Seen (witnessed) bullying or harassment travelling to and/or from work	1%	10%	5%	78%	6%
Seen (witnessed) discrimination at work	2%	12%	6%	74%	6%
Seen (witnessed) discrimination travelling to and from work	1%	8%	2%	83%	6%

n= 475 respondents

Whilst young people were overall less likely to personally experience or witness discrimination, bullying and harassment as they travel to and from work, they had personally experienced and witnessed it in work. In the last 12 months, 17% had personally experienced at least one instance of bullying or harassment and 24% had witnessed bullying or harassment at work.

- Black, African, Black British or Caribbean respondents were most likely to personally experience bullying and harassment at work (14%) compared to 7% Asian or Asian British and 9% White respondents.
- Gay or lesbian respondents were 7 pts more likely to have personally experienced bullying or harassment at work (17%) when compared to heterosexual respondents (10%).
- Non-binary respondents were almost 10 pts more likely to have personally experienced bullying or harassment to and from work (18%), and 14 pts more likely to have personally experienced discrimination travelling to and from work (18%), when compared to female respondents (8% and 4% respectively).

WHERE DID YOU FIND OUT ABOUT THIS JOB?

I found it on the employers website	25%
I found it on a job board (Indeed, Monster, GMFJ, Youth Employment UK)	24%
A recruitment agent told me about it	7%
Family friend shared it with me	7%
A family member told me about it	5%
Through social media	5%
I got it through an apprenticeship	5%

Through an employability programme	2%
I got it through a Kickstart placement	2%
The employer visited my school/college	1%
I heard about it through a careers fair	1%
A careers advisor shared it with me	1%
Through the JobCentre	1%
Other	14%

n= 338 respondents

The two most common ways of hearing about jobs are through the employer’s own website (25%) or on a job board (24%).

- 10% of males got their jobs through an apprenticeship, compared to only 3% of females.
- Those from Black, African, Black British or Caribbean backgrounds were most likely to have heard about their role on a job board (60%) compared to Asian or Asian British respondents (17%) and White respondents (24%).
- There were no differences among those with additional needs compared to those without.



HOW MUCH DO YOU AGREE WITH THESE STATEMENTS?

	Strongly disagree and disagree	Neutral	Strongly agree and agree
I am happy in my current role	14%	16%	70%
I am paid fairly for the work that I do	27%	15%	58%
I am building useful skills in my job	6%	10%	84%
I am given enough training and support to do my job well	16%	16%	68%
I am overqualified for the job that I do	44%	26%	30%
I am satisfied with the job that I do	16%	21%	63%
I understand my rights and responsibilities at work	7%	13%	80%
My working environment is friendly and supportive	6%	11%	83%
I felt welcome when I started this role	6%	7%	87%
I can be myself at work	14%	16%	70%
I am given opportunities to undertake volunteering and social action	23%	24%	53%

n=421 respondents

Overall, the majority of respondents (83%) ‘strongly agree or agree’ that their working environment is friendly and supportive and 70% of respondents ‘strongly agree or agree’ that they are happy in their current job role.

Over half (58%) of respondents ‘strongly agree or agree’ that they are paid fairly for the work that they do. However, 27% ‘strongly disagree or disagree’.

Young people were 9 ppts more likely to have been given opportunities to undertake volunteering and social action projects this year (53% compared to 44% in 2023).

Gender:

- Over two-thirds (68%) of females ‘strongly agree or agree’ that they can be themselves at work, compared to only 44% of males.
- A third (32%) of males ‘strongly disagree or disagree’ that they are paid fairly at work, compared to a quarter (24%) of females.

Free school meals:

- Those eligible for free school meals were:
 - 15 ppts more likely to disagree that they are paid fairly (39% compared to 24% ineligible for free school meals).
 - 15 ppts less likely to agree that they are happy in their current role (59% compared to 74% ineligible for free school meals).
 - 14 ppts less likely to agree that they can be themselves at work (74% compared to 60% ineligible for free school meals).

Age:

- 19% of those aged 26-31+ 'strongly disagree or disagree' that they have enough training and support to do their job well, as do 15% of 23-25 year olds. This is compared to only 8% of 20-22 year olds.
- 36% of those aged 26-31+ 'strongly agree or agree' that they are overqualified for the job that they do, as do 31% of 23-25 year olds. This is compared to 20% of 20-22 year olds.
- 87% of 20-22 year olds 'strongly agree or agree' that they understand their rights and responsibilities at work, compared to 80% of those aged 26-31+ and 78% of 23-25 year olds.

Ethnicity:

- Black, African, Black British or Caribbean respondents were the least likely to agree that they are happy in their current role (50%), compared to 73% of Asian or Asian British, 68% of Mixed or Multiple ethnicity respondents and 71% of White respondents.
- Respondents from Mixed or Multiple ethnicity backgrounds were least likely to agree (36%) that they are fairly paid compared to all other ethnic groups.

HAVE YOUR CAREER PLANS OR CHOICES CHANGED IN THE PAST 12 MONTHS?

50%

YES

40%

NO

8%

UNSURE

2%

DON'T KNOW

n= 475 respondents

Overall, half of the young respondents (50%) stated that their career plans or choices had changed in the last year, and a further 8% were undecided.

- Females were 12 ppts more likely to have changed their career plans (53%) compared to males (41%).
- Non-binary respondents were 32 ppts more likely to have changed career plans or choices in the past 12 months (73%) when compared to male respondents (41%), and 20 ppts more likely than female (53%) respondents.
- Bisexual respondents were over 15 ppts more likely to have changed career plans or choices in the past 12 months (61%) when compared to heterosexual respondents (46%), and 17ppts more likely than gay or lesbian respondents (44%).

PLEASE SHARE MORE ABOUT YOUR ANSWER

"I have moved jobs due to the unaffordability of living in London. As there are no jobs around me, I am debating choosing something I want to do less than my current job to avoid the commute."

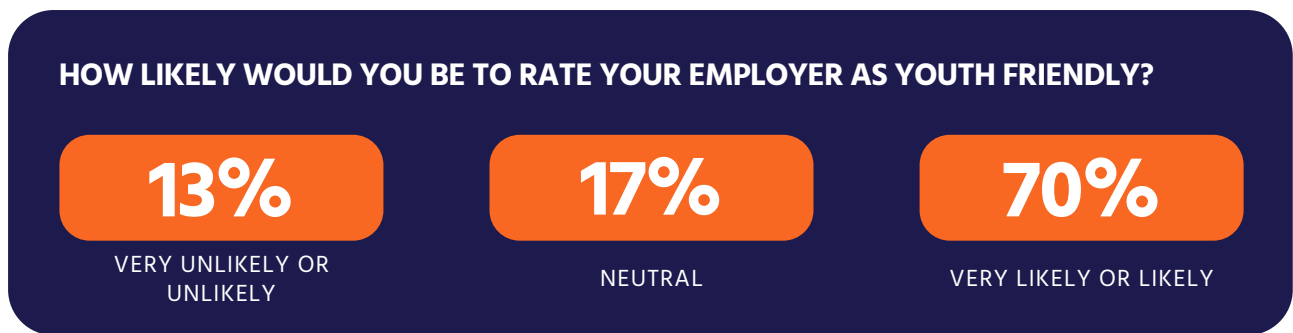
"I have decided I would like to live abroad but work in the same career if possible."

"Decided to try an apprenticeship after a redundancy."

The reasons why career plans have changed for young people have been varied. Some of the reasons listed included:

- Unaffordability in London
- Lack of enjoyment, progression and development
- Low pay
- Redundancy
- Prefer to live abroad

For some young people, there is a level of uncertainty regarding their career plans, where they would like a career change but are unsure of the opportunities that are available to them.



n= 419 respondents

70% of respondents are ‘very likely or likely’ to rate their employer as youth friendly, an increase of 3 ppts compared to last year.

- 22% of those eligible for free school meals are ‘very unlikely or unlikely’ to rate their employer as youth friendly, compared to 11% of those who are not eligible for free school meals.
- Black, African, Black British or Caribbean respondents were least likely to rate their employer as youth friendly (50%) compared to 73% Asian or Asian British respondents, 71% White respondents and 71% Mixed or Multiple ethnicity respondents.
- Those with additional needs were 11 ppts less likely (62%) to rate their employer as youth friendly, compared to those with no additional needs (73%).
- There were no significant differences in views among gender and rating employers as youth friendly.

TELL US MORE ABOUT WHY YOU RATED YOUR EMPLOYER THIS WAY:

“The team has a great mixture of young people and older people and I have never felt judged or discriminated against due to my age. I was surprised to get the job because I thought they would want someone older with more experience.”	“The people that I work for are all about youth voice and participation, so they are very youth friendly and very encouraging of young people.”	“My employer is really inclusive and supportive of people regardless of age.”
“It’s a friendly, supportive and welcoming place to work and people stay for a long time. However, not many young people work here. I’m the youngest person on my team by about 5 years.”	“There are lots of people my age doing Apprenticeships. I am never discriminated against for my age.”	“The company that I work for is really friendly and welcomes everyone.”

YOUTH VOICE CENSUS 2024

For those who rated their employer as youth friendly, they cited culture as a key factor where their colleagues are welcoming, friendly and supportive. In particular, young people felt that their employer was inclusive regardless of their age. Approaches to being inclusive included ample opportunities to express how young people feel through youth voice, providing job opportunities for young people where they can develop and learn from other colleagues and are provided with progression pathways.

<p>“Lack of support for younger workers following the apprenticeship scheme.”</p>	<p>“It is very much more for people who have children and are older who want the flexibility. For young people who want to socialise and network and advance their career, it is a bit stagnant and limited.”</p>	<p>“The apprenticeship programme is good and structured I, but the apprentices don’t actually get to do anything hands-on other than shadowing and sitting on the computer all day. I’ve had several apprentices come to me and ask what to do for their apprenticeship reports. They don’t offer enough opportunities for training young local people from disadvantaged backgrounds.”</p>
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For those who felt that their employer was not youth friendly, it was most frequently due to not having networking or progression opportunities, little hands-on experience and training for apprentices, and a lack of a young and diverse workforce.

HOW MUCH DO YOU AGREE WITH THESE STATEMENTS?

	Strongly disagree and disagree	Neutral	Strongly agree and agree
I understand my work contract	7%	11%	82%
I understand my pay cheque (check)	8%	9%	83%
I understand what good performance is in my job	7%	9%	84%
I can talk to my manager about work-related problems	10%	8%	82%
I feel confident asking for a pay rise	62%	23%	15%
I feel confident asking for a promotion	57%	25%	18%
I struggle with my wellbeing at work	43%	23%	34%
I feel safe at work	4%	8%	88%
I have someone I can tell if I am worried about my safety	5%	12%	83%

n= 418 respondents

The majority of respondents (88%) ‘strongly agree or agree’ that they feel safe at work, understand their paycheck (83%) and understand their contract (82%), and 82% agree that they can talk to their manager about work-related problems.

However, nearly two-thirds of respondents (62%) ‘strongly disagree or disagree’ that they feel confident asking for a pay rise, and 57% ‘strongly disagree or disagree’ that they feel confident asking for a promotion.

Wellbeing and work-related issues at work

- 73% of those eligible for free school meals 'strongly agree or agree' that they could go to their manager with work-related problems, compared to 84% of those not eligible.
- 44% of those eligible for free school meals 'strongly agree or agree' that they struggle with their mental wellbeing at work, compared to 32% of those not eligible for free school meals.

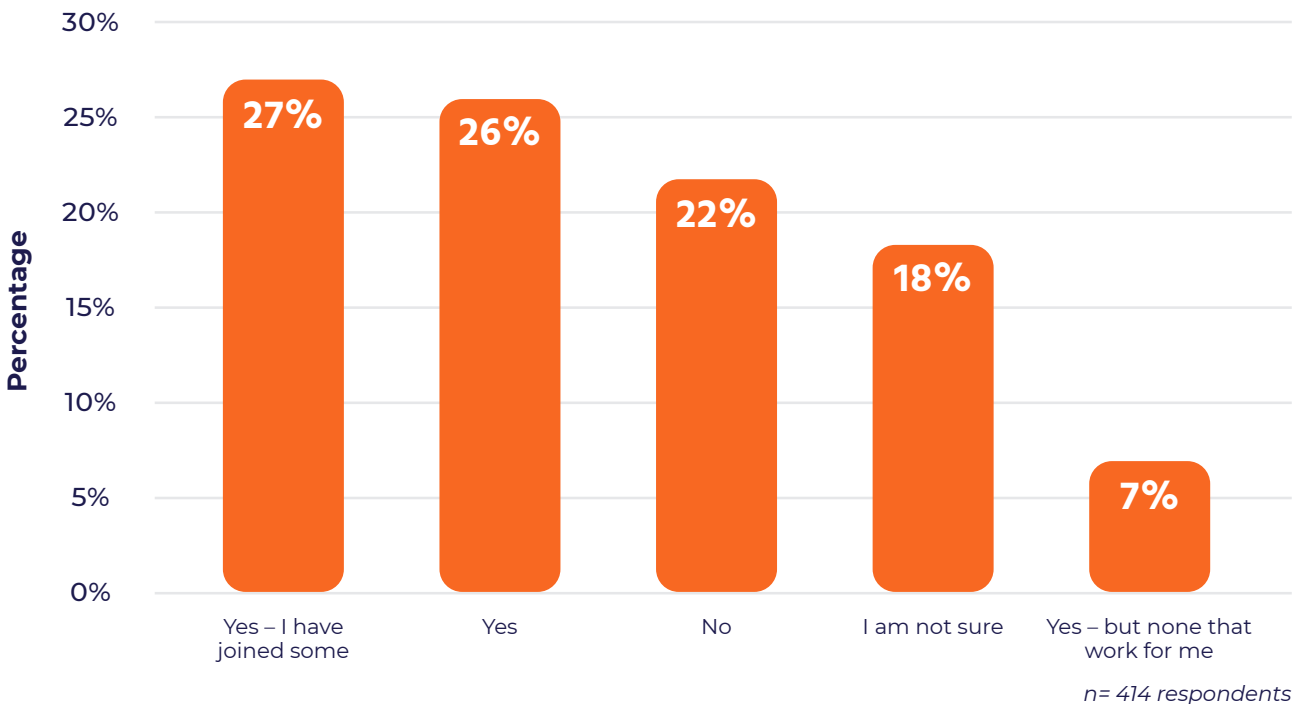
Pay rise and promotion

- 65% of females 'strongly disagree or disagree' that they feel confident asking for a pay rise, compared to 55% of males.
- Asian or Asian British respondents were least confident asking for a pay rise, 12% 'strongly disagree or disagree' compared to 17% of Black, African, Black British or Caribbean respondents, 15% of White respondents and 28% of respondents from Mixed or Multiple ethnicity backgrounds.
- 74% of those eligible for free school meals 'strongly disagree or disagree' that they would be confident to ask for a pay rise, compared to only 59% of those not eligible for free school meals.

Contract and pay

- Black, African, Black British or Caribbean respondents were the least likely to understand their contract (66%) compared to 77% Asian or Asian British, 82% White respondents and 86% Mixed or Multiple ethnicity respondents.

ARE THERE EMPLOYEE NETWORK GROUPS SET UP AT YOUR WORK?



27% of respondents say they have joined some employee network groups, and 26% say that there are network groups at their work. However, 1 in 5 young people (22%) stated that there are no employee network groups where they work.

- 30% of those eligible for free school meals stated that there are no employee network groups at their workplace, compared to 20% of those who were not eligible. Additionally, 30% of respondents who were not eligible for free school meals have joined employee network groups, while only 16% of those eligible have done so.

ARE THERE SOCIAL AND NETWORKING OPPORTUNITIES AVAILABLE AT YOUR WORK?

42%

YES - I ENJOY THEM

28%

NO - I HAVEN'T SEEN ANY

24%

YES - BUT THEY DO NOT INTEREST ME

6%

YES - BUT THEY DO NOT FEEL INCLUSIVE TO ME

n= 415 respondents

2 in 5 respondents (42%) indicated that there are social and networking opportunities and they enjoy them, up 9 ppts on last year. Whilst 24% have not engaged because they are not interesting to them, 28% have not seen any social and networking opportunities.

- 34% of those eligible for free school meals responded 'yes - I enjoy them' compared to 45% of those not eligible.
- Respondents from Asian or Asian British backgrounds (46%) and White backgrounds (44%) were the most likely to respond 'yes - I enjoy them', while only 25% of Black, African, Black British, and Caribbean respondents, and 36% of those from Mixed or Multiple ethnicity backgrounds shared the same sentiment.
- 28% of 20-22 year olds reported having social and networking opportunities but expressed no interest in them, compared to 18% of 23-25 year olds.

CAN YOU TELL US MORE ABOUT YOUR ANSWER?

"I want to work with a nice group of people but I'm not that fussed about becoming friends outside of work if it doesn't happen naturally."	"The social committee organises activities e.g. drinks, exercise challenges."	"Line manager organises networking amongst apprentices in the organisation."
"There are no social events for apprentices specifically. Some are not inclusive as they are only for those who drink and can go to pubs."	"The groups are too formal to interest me."	"There are not really networking opportunities outside of the workplace or outside of the department."
"I am a remote worker and my company held a retreat for staff and clients. I also attended a networking event with a brand in London last week."	"People I work with often go out for lunch or host small events."	"I am not a big fan of networking, I have opportunities to talk to people whenever it's necessary."

Respondents who reported having social and networking opportunities indicated that there were a variety of events, some informal with team and colleague lunches, while others were more formally organised by groups in the organisation or their line manager.

Some stressed that social networking opportunities did not interest them and they did not want to become friends with their colleagues. For others, there are very few social and networking opportunities organised within the workplace, and if there are some, they are not inclusive.

PLEASE RATE YOUR CURRENT JOB AGAINST THE FOLLOWING FACTORS:

	Very poor and poor	Average	Excellent and good
Length of application process (the time and steps it takes from application to job offer)	13%	31%	56%
Interview process	3%	23%	74%
Access to a mentor	24%	27%	49%
Induction	18%	30%	52%
How you are managed	12%	21%	67%
Opportunities for further development	18%	21%	61%
Opportunities for promotion	30%	35%	35%
Support to understand the company's policies and procedures	10%	31%	59%

n=409 respondents

Overall, 74% of respondents rate their job interview process as 'excellent or good', and 67% feel the same about how they are managed. However, 30% describe their promotion opportunities as 'very poor or poor'.

Last year, 67% of respondents agreed they had support to understand company policies and procedures, but this has dropped by 8 ppts to 59% this year.

Gender:

- Males were more likely to rate their induction as 'excellent or good' (64%) compared to 49% of females.
- Female respondents were 11 ppts more likely to rate their mentor as 'very poor or poor', compared to 16% of males.

Free school meals:

- Those eligible for free school meals were:
 - 15 ppts more likely to rate how they are managed as 'very poor or poor' (24% compared to 9% of those ineligible for free school meals).
 - 12 ppts more likely to rate their opportunities for further development as 'very poor or poor' (27% compared to 15% of those ineligible for free school meals).

Age:

- 20-22 year olds tend to rate their experiences more positively than their older peers; 83% of 20-22 year olds rate their interview process as 'excellent or good', compared to 74% of those aged 26-31+ and 71% of 23-25 year olds. Similarly, 46% of 20-22 year olds feel positive about their development opportunities, which drops to 35% for 23-25 year olds and 30% for those aged 26-31+. Conversely, younger respondents (20-22) are less likely to rate the length of their application process as 'very poor or poor' (13%) compared to 23-25 year olds (20%).

DOES YOUR EMPLOYER CURRENTLY REQUIRE YOU TO WORK FROM HOME?

52%

NO

41%

YES - SOME OF THE TIME

4%

YES - ALL OF THE TIME

3%

I ALWAYS WORKED FROM HOME

n= 414 respondents

Half of the respondents (52%) are not required to work from home, and 41% are required to work from home some of the time.

- 63% of males are not required to work from home at all, compared to 49% of females; a 14 ppt difference.
- Black, African, Black British or Caribbean respondents were most likely to not work from home (64%) compared to 46% of Asian or Asian British, 46% of Mixed or Multiple ethnicity respondents and 53% of White respondents.

THINKING ABOUT WORKING FROM HOME, TELL US HOW MUCH YOU AGREE WITH THE FOLLOWING STATEMENTS:

	Strongly disagree and disagree	Neutral	Strongly agree and agree
I have space to work from home	10%	10%	80%
I have access to a stable internet connection when I work from home	6%	10%	84%
I have enough internet and data to do my job well from home	5%	6%	89%
I like working from home	7%	14%	79%
I would like to work from home more	26%	36%	38%
I would like to work in the office more	34%	39%	27%
I feel like I miss out on things when I work from home	48%	17%	35%
Working from home has had a positive impact on my well-being	5%	24%	71%
I can choose how often I work from home	22%	14%	64%

n=196 respondents

Overall, younger respondents generally report a more positive impact of working from home on their mental health and are less inclined to return to the office compared to older age groups.

Females are more likely to enjoy working from home and less likely to feel they miss out, whereas males are more interested in returning to the office and feel they miss out more often.

Those not eligible for free school meals generally have a more positive experience with working from home compared to those who are eligible.

Gender differences:

- **Males:** 53% feel they miss out when working from home, compared to 30% of females. 44% want to work in the office more, while 71% like working from home.
- **Females:** 84% like working from home, and only 22% prefer being in the office more.

Free school meals eligibility:

- **Not Eligible:** 85% feel they have space to work from home, and 83% enjoy it. 52% disagree that they miss out on things when working from home.
- **Eligible:** 69% feel they have space, and 71% enjoy working from home. However, only 37% disagree that they miss out when working from home.

Age differences:

- **20-22 year olds:** 59% like working from home, 79% say it positively impacts their wellbeing, and 25% disagree about wanting to be in the office more.
- **23-25 year olds:** 47% enjoy working from home, and 63% say it improves their wellbeing. 37% prefer not to be in the office more.
- **26-31+ year olds:** 49% like working from home, 54% feel it helps their wellbeing, and 36% disagree about wanting more office time.

IF YOU COULD CHOOSE, HOW OFTEN WOULD YOU WORK FROM HOME?

The majority of young people who responded to this question would like to work from home 2-3 days a week as a preference, as it gives them flexibility. In contrast, some young people would only like to go into their office one day a week.



DID YOU FACE ANY BARRIERS WHEN YOU WERE APPLYING FOR WORK?

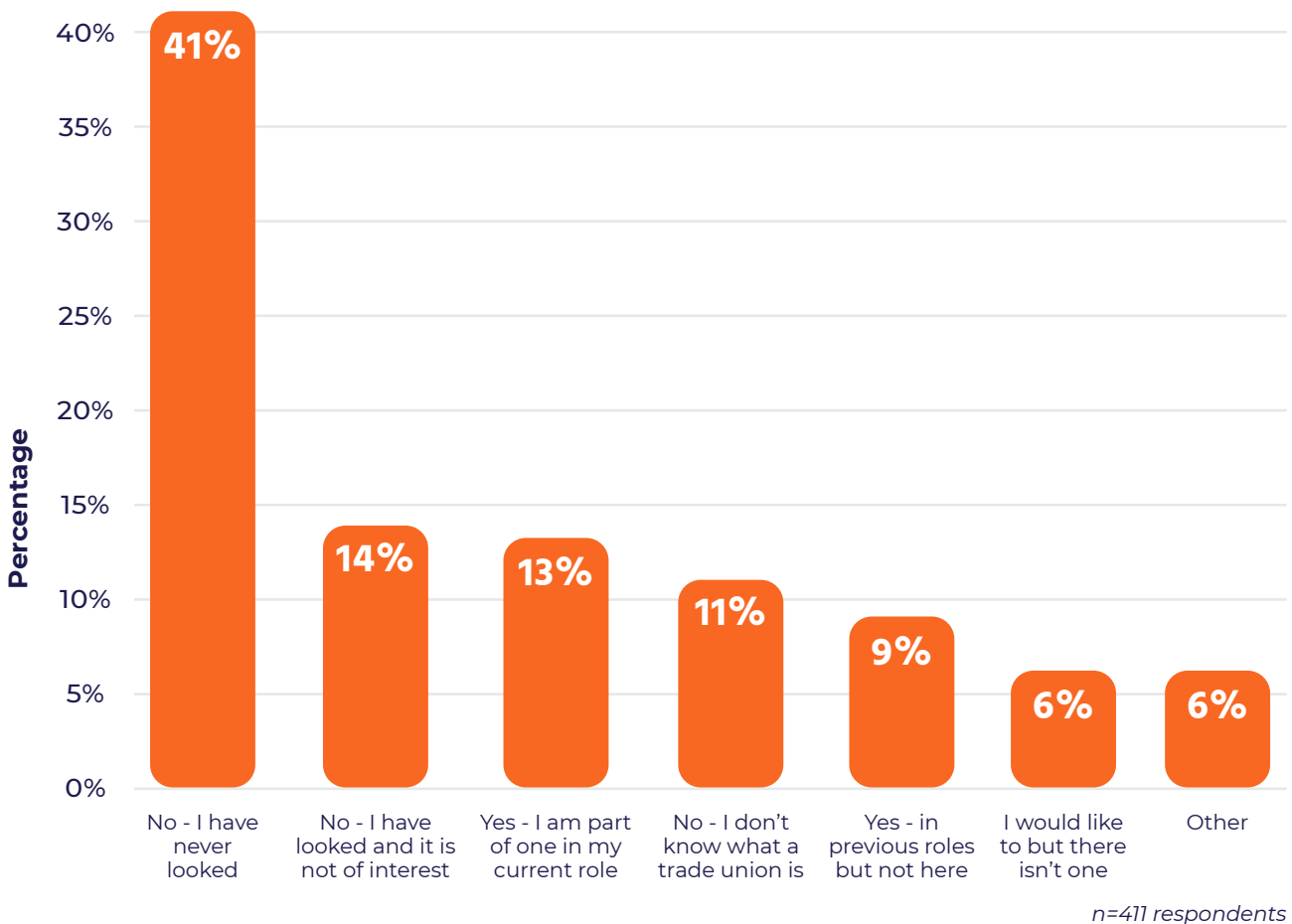
	2024	2023
Travel/location	50%	41.7%
Lack of work experience	45%	41.4%
Anxiety	44%	51.7%
Not having the right skills	34%	29.3%
I have no contacts	25%	30.7%
There are no jobs where I live	25%	30.7%
There are no jobs available	20%	21.7%
The cost of getting to work	20%	23.4%
Mental health challenges	20%	38.6%
Depression	14%	28.6%
Lack of flexibility from an employer	14%	16.9%
Age discrimination	9%	N/A
Impact on family	6%	6.9%
Physical disability	6%	6.9%
Losing benefits	5%	4.8%
Carer responsibilities	4%	1.7%
Racial discrimination	2%	2.4%
Being a single parent	2%	N/A
Pregnancy or maternity discrimination	1%	N/A
Alcohol or drug dependency	0%	0.3%
Sexual orientation discrimination	0%	7.9%
Other	16%	17.2%

(multiple choice)

The top three barriers faced by respondents when applying for work are travel/location (50%), lack of work experience (45%) and anxiety (44%). Last year, 42% of young people said that travel/location was a barrier to work. This year, this was selected by 50% of respondents, which is an increase of 8 ppts.

- 48% of females say that a barrier to work has been a lack of work experience, compared to only 39% of males.
- 26% of those eligible for free school meals faced mental health challenges when applying for work, compared to only 16% of those not eligible for free school meals.
- A lack of work experience was a barrier for 61% of 20-22 year olds and 50% of 23-25 year olds. This is compared to only 37% of those aged 26-31+.
- Anxiety was a barrier for 64% of 20-22 year olds, compared to 46% of 23-25 year olds and 39% of those aged 26-31+.
- Travel/location was a barrier for 57% of 23-25 year olds and 47% of those aged 26-31+. However, this was only a barrier for 39% of 20-22 year olds.
- Lack of work experience was the top barrier for all ethnic groups.

HAVE YOU EVER JOINED A TRADE UNION?



Overall, only one-tenth of young people (13%) are part of a trade union. 2 in 5 young people (41%) have never looked at joining a trade union, and a further 14% have looked but joining a trade union is not of interest to them. 11% do not know what a trade union is.

- 54% of 20-22 year olds have never looked at joining a trade union, compared to 40% of 23-25 year olds and 37% of those aged 26-31+.
- Asian or Asian British respondents were most likely to have not joined a trade union and never looked (52%), compared to 42% Black, African, Black British or Caribbean respondents, 32% of Mixed or Multiple ethnicity respondents and 41% White respondents.

WHAT, IF ANYTHING, DO YOU LIKE ABOUT WORK?

“Variety and flexibility, feeling purposeful about helping people.”	“It’s different everyday. I feel like my work has a tangible outcome.”	“Really lovely work culture and colleagues. People are friendly, tell you when you are doing well and feedback is constructive and impersonal. There are also lots of CPD opportunities. I feel really lucky to have my current job.”
“The people, sense of community and the impact my work has on society.”	“The routine and social aspect, and having a purpose. Also, being able to fund myself and my own activities.”	“I enjoy the company of some of my colleagues. I enjoy the feeling of telling people the name of the company I work for, a sense of pride.”
“The people, the work, the office, the perks, the socials, the pay.”	“Flexibility. Working with likeminded people. Work-life balance. Autonomy.”	“I like being a part of a team who are in the majority if not all the time and to be able to socialise and communicate with them. They are all very welcoming and friendly.”

Respondents listed a range of factors that they like about their work, including variety, flexibility and work-life balance. Many young people stressed that they enjoy being part of a team and that this provides them with a sense of community and also social and networking opportunities. In addition, young people shared that their colleagues were friendly, supportive and welcoming, which made them enjoy work and the collaborative environment. Others listed training opportunities and doing meaningful work that has a positive impact on other people.

WHAT, IF ANYTHING, DO YOU DISLIKE ABOUT WORK?

“Management and the difficulty to enact change. Lack of progression and promotion. Lack of reward for working above my grade.”	“Distance - the office is a long journey away and I have to drive as there’s no public transport (it would take 2h per journey if I wanted to).”	“Most of it. I hate having to deal with Customer Service and hate talking on the phone. I hate having the responsibility of making the planning decisions. I do not get much creative freedom and my recommendations for things can often be overruled, which makes my job pointless. I am stressed, anxious and miserable all the time and I just want to leave as soon as possible.”
“Managers are unapproachable. No room to promote or train to be promoted. No flexibility.”	“Poor top down decision making and lack of communication to those affected.”	
“I dislike public speaking, I dislike the commute, I would prefer more support with development.”	“The stress and difficulty to obtain a work/life balance.”	“I find the office overstimulating a lot of the time. The work I currently do is not very fulfilling and there are not many jobs available to move to in the company. I would like more support in being able to find out about different areas that I might enjoy and to find out what I want to do as my career.”
“Instability in charity work, as salaries are governed by the charity’s income which means there are limitations. Feeling overwhelmed at times and under stress/pressure a lot of the time.”		

There were varied responses to factors disliked about work among young people. Some put forward that they found their jobs stressful, with high workloads and a lack of work-life balance. Others indicated that they did not like the commute to the office, or it was too far and therefore there were fewer opportunities to work with colleagues in person. For some, their job role was not fulfilling, there was a lack of promotion opportunities and their pay was disproportionate to the work they were doing. Some respondents also spoke about poor management, who were often unapproachable and poorly communicated decisions that were being made.



n= 475 respondents

3 in 5 respondents (59%) have thought about leaving their job and just over a third of respondents (37%) have not thought about leaving their roles.

- As respondents get older, they are more likely to have considered leaving their job in the past 12 months, going from 42% for 17-19 year old respondents to 68% for 26-31+ aged respondents.
- Gay or lesbian respondents are 22 ppts more likely to have considered leaving their job in the last 12 months (78%), in comparison to heterosexual respondents (56%).
- Non-binary respondents were almost 10 ppts more likely to have considered leaving their job in the past 12 months (64%) than male respondents (54%), and 4 ppts more likely than females (60%).
- Respondents who were eligible for free school meals were over 7 ppts more likely to have considered leaving their job in the past 12 months (64%) than those who had not (57%).

CAN YOU TELL US MORE ABOUT YOUR REASONS WHY?

“I moved jobs in November because I couldn't afford to live in London. I am considering leaving my current job as I would prefer to have something closer to home, but there aren't many options available.”	“Due to stress in mental health and the distance can be an issue at times.”	“It's not interesting, nor is it practical. it's all on computers and behind desks which is not what I wanted or expected.”
“Cost increases have made me look at roles which pay a higher salary.”	“Increased workload, pressure, demand and even less resources.”	“Want to move organisation for more progression and a new challenge.”

Young people indicated that the reasons why they had considered leaving their jobs were primarily due to three reasons:

- Low pay and consequently struggling to live due to the cost of living crisis.
- Increased workloads having a detrimental effect on mental health and wellbeing; and
- Some young people want to be in a role that offers interesting work and progression pathways.

IN THE LAST 12 MONTHS HAVE YOU:

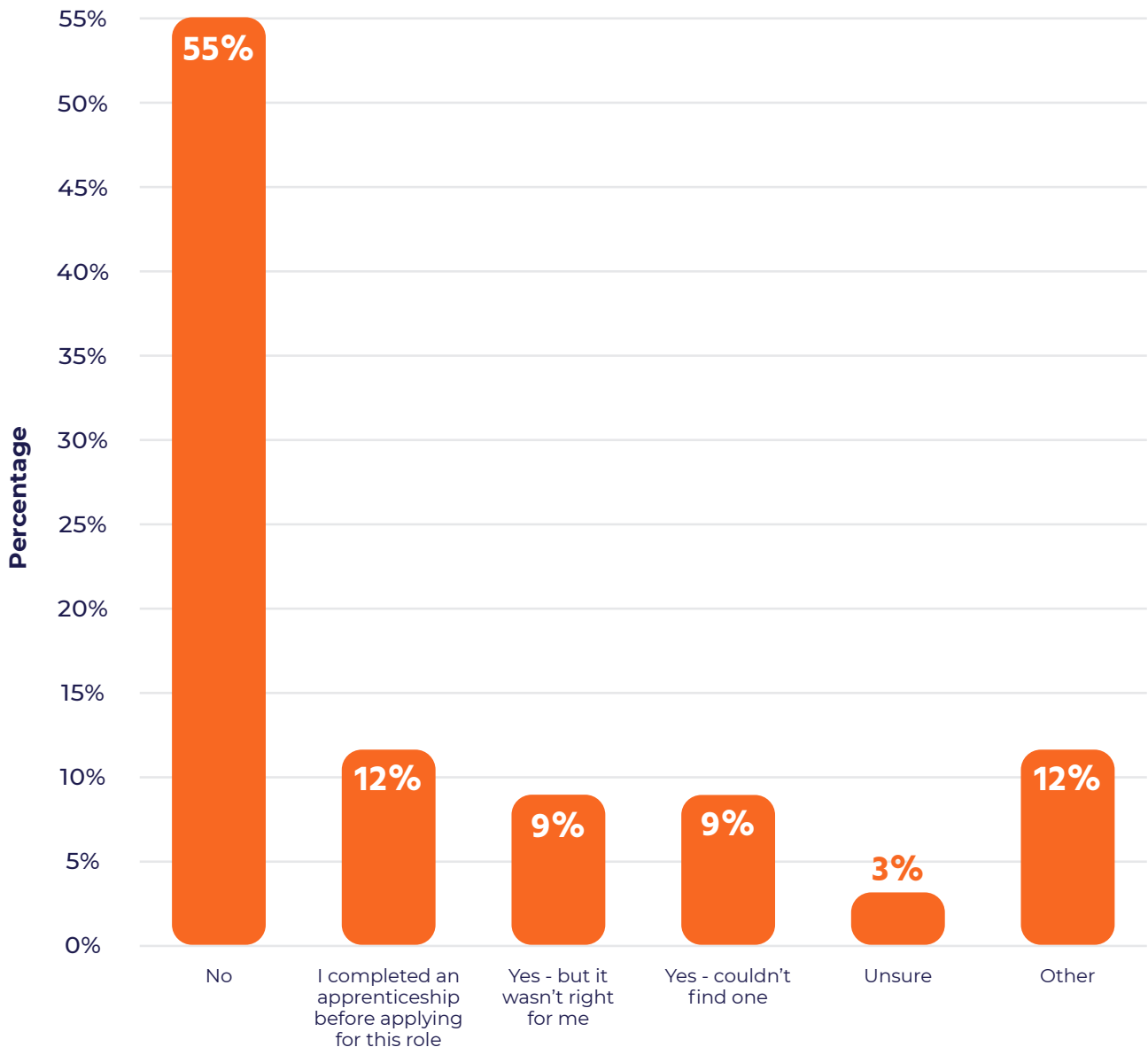
	Yes	No	Unsure
Missed a day of work because of money worries	6%	92%	2%
Missed more than five days of work because of money worries	2%	97%	1%

n= 476 respondents

- Black, African, Black British or Caribbean respondents were 24 pts more likely to have missed a day of work (29%) because of money worries when compared to White respondents (5%), and 14 pts more likely to have missed more than five days of work because of money worries (15%) than White respondents (1%).
- Gay or lesbian respondents were 12 pts more likely to have missed a day of work because of money worries (17%), and 4 pts more likely to have missed more than five days of work (6%) when compared to heterosexual respondents (5% and 2%).

Other roles

WHEN YOU WERE APPLYING FOR ROLES DID YOU CONSIDER AN APPRENTICESHIP?



n= 407 respondents

Over half of respondents (55%) did not consider an apprenticeship when applying for roles.

- 56% of those not eligible for free school meals had not considered an apprenticeship, compared to 47% of those who were eligible for free school meals.
- 67% of those aged 26-31+ said they did not consider an apprenticeship, compared to 56% of 23-25 year olds and 36% of 20-22 year olds.

Apprentices

At the start of the census, we ask young people what they are currently doing in terms of studying and working. This section was completed by those who were completing an apprenticeship. This year we received 166 responses from apprentices. A detailed summary of the level, year and sector of the apprentices can be found in Appendix 1.4, however, the majority of respondents were either doing a Level 3 or 4 qualification and it was their first apprenticeship.

Due to the small sample size, we have been unable to do cross-tabulation analysis by demographic characteristics, where there is an indication this data should be treated with caution.

HOW DID YOU FIND OUT ABOUT YOUR APPRENTICESHIP?

School	3%
Parent/guardian	12%
Find an apprenticeship website	21%
Employers own website	15%
Friends	2%
Siblings	2%

Employers visiting in schools	1%
Training provider	10%
Relatives	2%
Knew employer directly	5%
Other	27%

n=94 respondents

- Young people were more likely to find their apprenticeship through a 'find an apprenticeship' website (21%) or through the employer's website (15%) than any other source. Just 3% of apprentices found their apprenticeship through their school.
- Young people were three times more likely to have found out about their apprenticeship through their parent/guardian than in last year's census (12% vs 4%).
- Other (25) responses include Indeed, through the job website, through a colleague, through their employer, online, and more.

HOW DID YOU FIND THE RECRUITMENT PROCESS?

	Very poor/ poor	OK	Excellent/ good
Length of process	10%	24%	66%
Accessibility/Inclusiveness	2%	26%	72%
Job description	11%	25%	64%
Availability of apprenticeships near you	41%	20%	39%
Ease of applying	5%	29%	66%

n=95 respondents

- 72% of respondents rated accessibility/inclusiveness as ‘excellent/good’ during the recruitment process and two-thirds of respondents felt that the length of the process was ‘excellent/good’ (66%) and the ease of applying was ‘excellent/good’ (66%).
- However, only over a third of respondents felt the availability of apprenticeships near them was ‘excellent/good’ (39%). There is a 13 pts increase from last year’s figures for respondents stating that the availability of apprenticeships near them is ‘very poor or poor’ (41% vs 28%).

DID YOUR SCHOOL, COLLEGE OR SIXTH FORM SUPPORT YOU IN YOUR APPLICATION/ RECRUITMENT PROCESS?



n=58 respondents

This year we see a 6 ppt decrease in schools, colleges or sixth forms supporting young people with their applications, with only 10% saying ‘yes’ compared to 16% last year.

Similarly, those responding ‘no’ have increased by 9 pts this year to 62% compared to 53% last year.

WHAT MORE COULD THEY HAVE DONE TO SUPPORT YOU?

<p>“My college did not know much about apprenticeships. The only thing I did was take a personality quiz to see what I would be good at. We were only preparing for full time university courses.”</p>	<p>“I looked up apprenticeships after leaving college. But I would have loved to have more info regarding apprentices, it seems like they were very focused on unis.”</p>	<p>“Did not go into apprenticeship from school, I first tried University. There was a strong push for everyone to go to University regardless of if it would be a good fit, there should have been more support for other options.”</p>
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Young people felt that their school or college encouraged them towards university over other routes such as apprenticeships. Young people also felt that they were not provided with information about apprenticeships or that the school/college did not know enough about apprenticeships to support them. They would like to have more information regarding apprenticeship routes and support with applications and the recruitment process.



WHAT IS OR WAS YOUR BIGGEST MOTIVATION FOR STARTING AN APPRENTICESHIP?

Earning and learning at the same time	53%
It was the job I wanted	12%
I felt it was the right thing for me	18%
My parents/carers thought it was the best route for me	1%

My teacher thought it was the best route for me	1%
There are no other jobs	6%
The costs of university were too high	9%

n=94 respondents

The top motivation for starting an apprenticeship for young people was earning and learning at the same time, with over half (53%) selecting this. In the open-text commentary we see below, we see that university debt is a deterrent - 10% reported that the costs of university were too high. One in five young people (18%) felt that it was the right thing for them, with many young people stating that they prefer hands-on experience whilst learning at the same.

WHY DID YOU CHOOSE AN APPRENTICESHIP OVER OTHER ROUTES?

“You can learn and earn but also it was a good opportunity.”	“No university debt, training on the job so having first hand experience which I both enjoy more and find more useful as opposed to only the studying aspect.”	“They pay me, find my degree, no insecurities such as in finding a training contract. All my training is guaranteed.”
“I didn’t want to go to university and be in debt. It was a no brainer - earning and learning.”	“I have been to University but dropped out after one year as it's not for me. I thought the mixture of learning but also working would suit me better! And financially I am earning money by doing a qualification.”	“Get to earn while I learn, meaning I get the skills and knowledge I need whilst getting paid whereas uni option would require me paying to learn.”

Generally, the most common reason young people choose an apprenticeship over other routes is because they have the opportunity to learn, gain a qualification and earn at the same time. Many respondents also mentioned that they chose this route as they would not have to pay any fees or ‘debt’ after completing their qualification.

OVERALL, WOULD YOU SAY THAT YOU FEEL THAT YOU HAVE MADE THE RIGHT CAREER CHOICE?



n=94 respondents

This year, fewer young people felt like they had made the right career choice by doing an apprenticeship. 7 in 10 young people (70%) felt that they might have made the right career choice by doing an apprenticeship, a drop of 14 ppts from last year’s census of 84%. An increase of 2 ppts to 4% saying they had not made the right decision. A quarter of young people (23%) were unsure, an increase of 10 ppts from last year.

WHAT HAVE YOU ENJOYED THE MOST ABOUT DOING YOUR APPRENTICESHIP?

	Really disliked/ Disliked	OK	Enjoyed/ Really enjoyed	N/A
Travel	32%	34%	22%	12%
Routine	7%	28%	62%	3%
Work experience	2%	13%	82%	3%
Earning money and learning at the same time	0%	6%	92%	2%
Working with new people	3%	10%	80%	7%
Gaining skills on the job	1%	5%	92%	2%
Having a job	2%	10%	86%	2%
Adjusting to a new way of working	5%	18%	72%	5%
Support from your training provider	11%	25%	62%	2%

n=94 respondents

- The most enjoyable aspects of doing an apprenticeship, which respondents ‘really enjoyed or enjoyed’, were earning money and learning at the same time (92%), gaining skills on the job (92%) and having a job (86%).
- The least enjoyable aspect of doing an apprenticeship, which respondents ‘really disliked or disliked’, was travel (32%), up 12 ppts from last year. The data shows finding good-quality apprenticeship opportunities locally is a challenge for respondents. 11% reported that they disliked the support they received from their training provider.

WHAT HAS BEEN YOUR BIGGEST CHALLENGE?

	Not challenging/ Not very challenging	Neutral	Very challenging/ Slightly challenging	N/A
Travel	32%	13%	45%	10%
Routine	43%	26%	27%	4%
Work experience	50%	28%	17%	5%
Earning money and learning at the same time	68%	17%	11%	4%
Working with new people	55%	15%	24%	6%
Gaining skills on the job	52%	25%	21%	2%
Having a job	59%	15%	22%	4%
Adjusting to a new way of working	38%	18%	37%	7%
Support from your training provider	49%	26%	21%	4%

n=94 respondents

- The top three challenges identified by respondents as being 'very challenging or slightly challenging' were travel (45%), adjusting to a new way of working (37%) and routine (27%).
- When compared to last year's attitudes towards support from training providers, this has improved, with fewer people reporting it as 'very challenging or slightly challenging' 21%, down 20 ppts from 2023 and more young people reporting it as 'not very challenging', 49% up 17 ppts from 2023.

DID YOU (OR DO YOU PLAN TO) UNDERTAKE ANOTHER JOB WHILE YOU ARE COMPLETING YOUR APPRENTICESHIP?

Yes, I currently have a second job alongside my apprenticeship	5%
I am looking for another job alongside my apprenticeship	10%
I am not looking for another job and do not plan to whilst on my apprenticeship	85%

n=93 respondents

This year, we see more people who are looking for another job alongside their apprenticeship (10%), up 8 ppts from 2023.

The number of respondents who are not looking for another job and do not plan to whilst doing their apprenticeship has also decreased by 10 ppts this year at 85%, compared to 95% in 2023.

HOW WOULD YOU RATE YOUR APPRENTICESHIP?

	Very poor/ Poor	Average	Excellent/ Good	N/A	2023 Excellent/ Good
Overall	3%	17%	78%	2%	88%
20% off-the-job training	10%	15%	69%	6%	73%
Support received	10%	19%	69%	2%	73%
Salary	24%	26%	46%	4%	73%
Progression	13%	20%	65%	2%	65%
Support from the training provider	16%	15%	66%	3%	53%
Support from employer	7%	15%	76%	2%	76%
Mentoring	12%	17%	65%	6%	69%
Course content	6%	24%	66%	4%	60%

n=93 respondents

Overall, 4 in 5 (78%) respondents rated their apprenticeship as ‘excellent or good’, down by 10 ppts from 2023 (88%).

- The top three factors respondents rated as ‘excellent or good’ were support from employers (76%), support received (69%) and 20% off-the-job training (69%). When compared to the 2023 Youth Voice Census, these three factors were the same.
- However, all ratings for ‘excellent or good’ across all the factors have dropped this year when compared to the 2023 census.
- A quarter of respondents (24%) rated their salary as ‘very poor or poor’.

HOW LIKELY ARE YOU TO COMPLETE/FINISH YOUR CURRENT APPRENTICESHIP?

4%

UNLIKELY/
VERY UNLIKELY

2%

NEUTRAL

94%

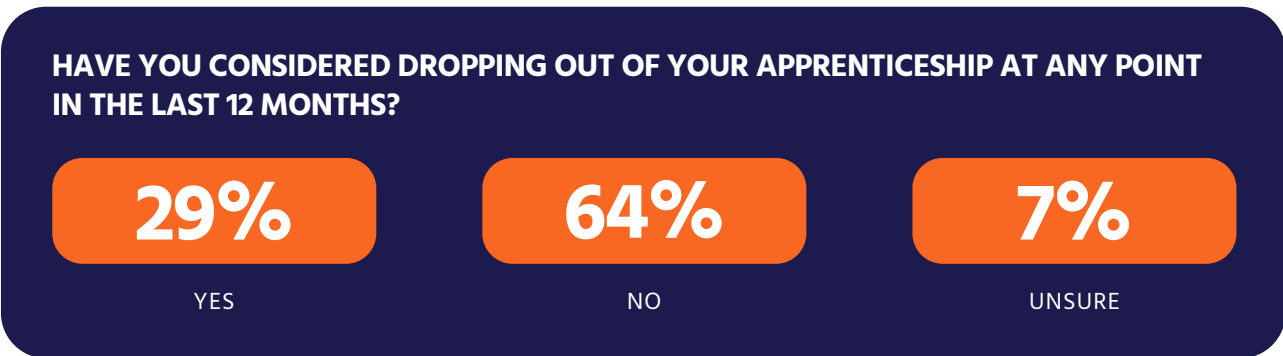
VERY LIKELY OR LIKELY

n=94 respondents

CAN YOU TELL US MORE ABOUT WHY YOU MIGHT NOT COMPLETE/FINISH YOUR CURRENT APPRENTICESHIP?

“Don’t get much help from management, don’t get to do my weekly hour and don’t get to do my on the job work.”	“Not getting enough time in college so unlikely to pass.”
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HAVE YOU CONSIDERED DROPPING OUT OF YOUR APPRENTICESHIP AT ANY POINT IN THE LAST 12 MONTHS?



n=92 respondents

Nearly 3 in 10 (29%) respondents reported having considered dropping out of their apprenticeship in the last 12 months and a further 7% are unsure.

CAN YOU TELL US MORE ABOUT THE REASONS WHY YOU THOUGHT ABOUT DROPPING OUT?

“I couldn’t see a path for progression and felt I was wasting time in an industry I wasn’t passionate about.”	“Not enough support and a lot of organisational change which affected me directly.”	“Too stressful and I have no interest in the subject that I am studying. Also, I hate my job and have wanted to leave altogether for years.”
“I was unsure whether this was the right career path for me and felt unhappy at my workplace.”	“Money struggles, I am unsure if I can financially afford to continue.”	“Struggling with working full-time with a disability and no support from my peers or my coach.”

When asked about the reasons why they may be considering dropping out of their apprenticeship courses, young people shared a range of factors.. These factors included confusion regarding whether it was the right career path for them, which has been exacerbated by a lack of progression opportunities. Others reported that there was a lack of support that was provided, they were finding the workload stressful and struggling with their mental health. There were a few mentions regarding challenges related to finance and making ends meet. Overall, these factors combined resulted in many young people feeling generally unhappy in the workplace.

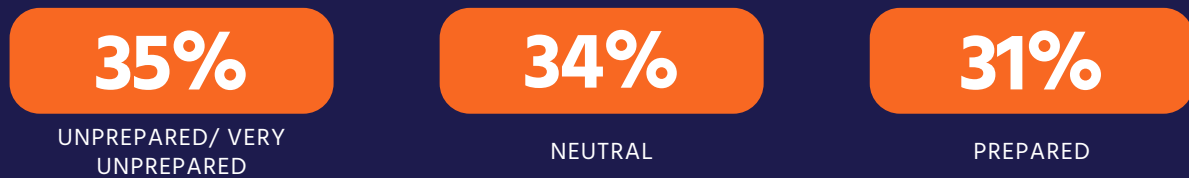
WOULD YOU RECOMMEND YOUR TRAINING PROVIDER TO ANOTHER YOUNG PERSON LOOKING FOR AN APPRENTICESHIP?



n=94 respondents

This year two-thirds of respondents (65%) indicated that they would recommend their training provider to another young person, down by 7 ppts from last year.

HOW PREPARED DO YOU FEEL FOR YOUR END POINT ASSESSMENT?



n=94 respondents

35% of apprentices feel unprepared for their end point assessments, this has risen from 28% in 2023 and from 23% in 2022.

There is no change in those who feel 'prepared or very prepared' with approximately a third of respondents (31%) indicating this.

WHAT SUPPORT DOES YOUR EMPLOYER PROVIDE?

<p>"My employer provides excellent support by teaching me the key roles in the job, stretching me by having a go at jobs by myself, having one to ones regularly to catch up and see how I am getting on and setting me goals for the future."</p>	<p>"Weekly meetings to check how the apprenticeship is going and what support can be provided to help successful completion. Advice on what evidence to use in the portfolio."</p>	<p>"One day per month to catch up on apprenticeship admin and study."</p>
<p>"Not much. They forget I am on the apprenticeship and do not really understand what it involves. I have to detail to them what it is I need to do and that I need to have more complex cases to boost my experience, but this seems to get forgotten a lot."</p>	<p>"They give me as much time as I need to do my Apprenticeship work, they help me with my assignments and give me work that is applicable to my assignment."</p>	<p>"They attend my progress meetings and regularly review work that is directly linked to my apprenticeship."</p>

The support young people received from their employers varied greatly. Some respondents indicated that they have excellent support ranging from one-to-ones with their manager where they set goals, support completing assignments, meaningful experiences in the workplace, attendance at progress meetings, skills training and mentoring. However, a minority of respondents gained little support from their employer, and little exposure to a variety of experiences within the workplace.

WHAT SUPPORT DOES YOUR TRAINING PROVIDER PROVIDE?

<p>“They are very easy going and always remind me that if I need anything I can talk to them. They’re very personable and friendly so I feel I can go to them with anything. They are also very good at explaining the tasks.”</p>	<p>“Not much - my mentor was great but my training provider did not provide much help as they were very vague when answering questions.”</p>	<p>“Explains content clearly, makes the process not stressful, answers questions in detail.”</p>
<p>“Occasional lectures and meetings, but the skills coach is very unreliable and was missing in action for a year and a half, so a lot of us were stranded with what we were supposed to do.”</p>	<p>“Been good with the setup of the apprenticeship by going in and having a one to one talk about the course and a rundown of what to expect.”</p>	<p>“A call with a trainer once in a blue moon.”</p>

Similar to the support provided by employers, respondents had varied experiences regarding the support they received from their training providers. Some respondents highlighted they received good support, with approachable coaches who they could talk to and ask questions if they needed. The training provider explained the course structure and content in-depth and provided training if needed. For others, they did not get the same level of support, with respondents stating that they had little contact and communication with their training provider, and thus little clarity on their course, structure and end point assessments.

WHAT, IF ANY, EXTRA SUPPORT WOULD HELP YOU IN YOUR APPRENTICESHIP?

<p>“Starting to have the EPA explained much sooner than it was.”</p>	<p>“Financial help in securing Childcare and bursaries for travel. I.e money for bus pass or discounts for taxi services or bursary to help get a car for travel.”</p>	<p>“More protected time off in order to complete apprenticeship requirements.”</p>
<p>“Dedication from employers for the 20% off the job time.”</p>	<p>“More 1-1s with training providers, more opportunities to attend law events / networking.”</p>	<p>“More structured exam practice questions - marking questions and providing feedback.”</p>

A range of extra support was listed from respondents including more one-to-one time with training providers and coaches, more protected time off to complete apprentice requirements i.e. ensuring the 20% time off from employers is adhered to, more support with end point assessments and going through practice questions. While some were sure about the support they needed, many young respondents were unsure what extra support would help them in their apprenticeship or said none.

DO YOU KNOW WHAT YOU WILL DO AFTER YOU COMPLETE YOUR APPRENTICESHIP?

I plan to stay with my employer	45%
I plan to move on to the next level of apprenticeship study	5%
I plan to study more	1%
I plan to get a job	15%

No	2%
Unsure	21%
Other (please say):	11%

n=94 respondents

Over 2 in 5 young people (45%) indicated that they plan on staying with their employer after they complete their apprenticeship. This has dropped consistently over the last three years in the census data from 54% in 2023 and 60% in 2022.

- This year we see a drop in respondents wanting to study more (6%) – a drop of 5 pts from 2023 at 11%.
- More respondents are unsure of their next steps, with 1 in 5 (21%) reporting that they are unsure, up 8 pts from 2023.

HOW MUCH HAS YOUR APPRENTICESHIP PREPARED YOU FOR YOUR NEXT STEP?



n=94 respondents

ARE YOU PART OF ANY FORMAL OR INFORMAL APPRENTICESHIP NETWORKS?



n=91 respondents

WHAT IS THE MOST USEFUL THING ABOUT HAVING AN APPRENTICE NETWORK?

“You can speak to other apprentices about how they are feeling. You can be informed of the latest apprentice news.”	“I haven’t really done much - so haven’t felt that there is anything useful about it.”	“Other young people in the same boat as me.”
“Meeting new people and networking between different departments.”	“Talking to other apprentices about the workplace and their progress in the apprenticeship.”	“Getting to know other apprentices and their experience.”

Most young people felt that the most useful thing about having an apprentice network was that they were able to share their experiences and having the opportunity to meet people with similar experiences to them.

WHAT ELSE COULD YOUR APPRENTICESHIP HAVE DONE TO PREPARE YOU FOR YOUR FUTURE CAREER?

“There could be more training on career options and career advice.”	“Want to know what other jobs I can actually do with my qualification.”	“Nothing. I haven't really looked but I'm sure they probably already offer a lot.”
“More variety of topics covered on the course.”	“Planned on site tasks, training, sticking with one engineer to shadow and work with for a month or three instead of lack of routine.”	“More focus on learning content that can be applied to digital marketing jobs.”

WHAT, IF ANY, CAREER ADVICE/PROFESSIONAL DEVELOPMENT HAVE YOU RECEIVED WHILST ON YOUR APPRENTICESHIP?

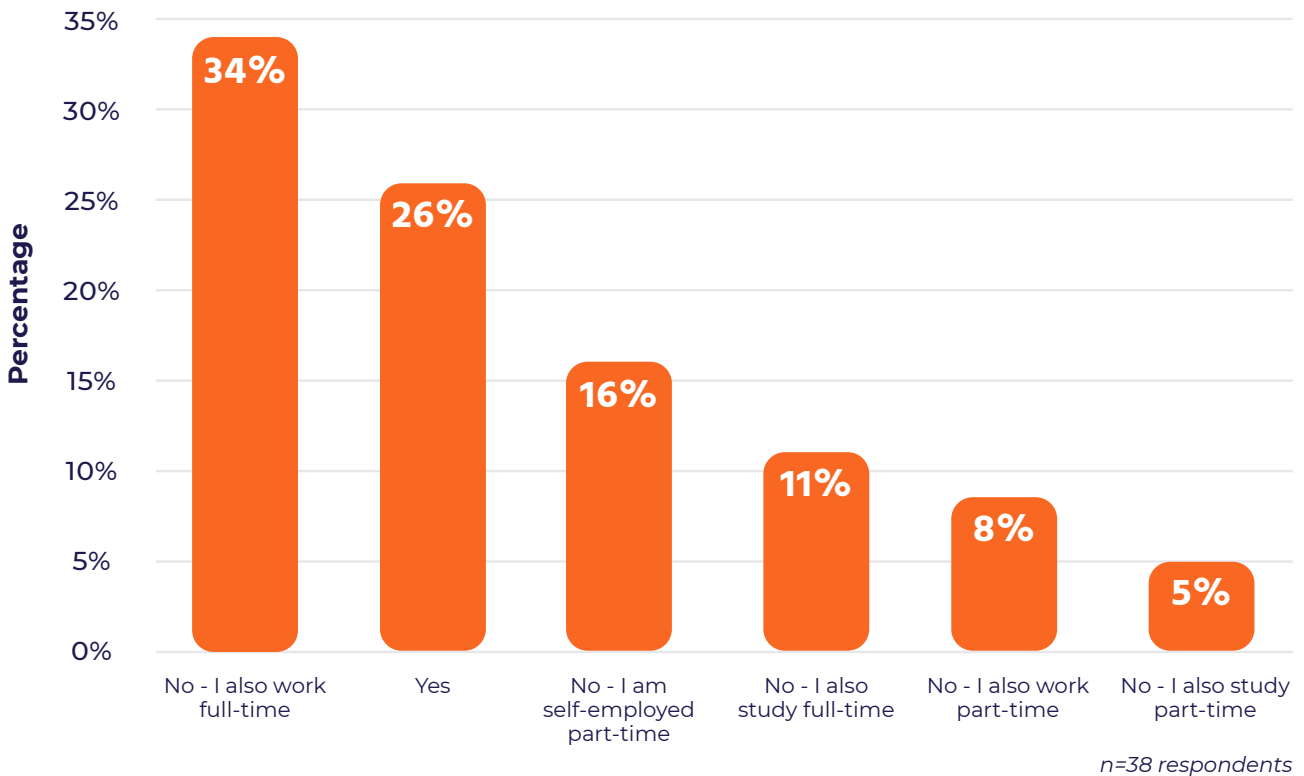
“Shadowing my managers has really helped by being able to see the setup of the job and how strategically it works. It has been very beneficial and I feel like it has made my development in my job help massively.”	“Internal industry training, internal professional training and support, mentorship.”	“Writing/presentation style researching skills.”
“Learning how to use relevant Microsoft systems and how to communicate professionally and effectively.”	“Training in areas like safeguarding, British values.”	“Some in house mandatory training.”

Many respondents indicated that they have not received any professional development, while others indicated that they have had training on a wide range of topic areas including industry training, safeguarding, Microsoft, communication and presenting.

Self-employed

Approximately on average 38 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.

IS BEING SELF-EMPLOYED YOUR FULL-TIME ROLE?



34% of self-employed respondents also work full-time, however, 26% say that being self-employed is their full-time role.

WHAT SECTOR DO YOU WORK IN?

Creative	38%
Education and early years	11%
Digital	5%
Care services	3%
Business and Administration	3%
Catering and hospitality	3%

Construction and the Built Environment	3%
Hair and beauty	3%
Legal, finance and accounting	3%
Sales, marketing and procurement	3%
Other	27%

n=37 respondents

*Percentages are over 100, due to rounding up to the nearest whole number.

YOUTH VOICE CENSUS 2024

38% of respondents who are self-employed work within the creative sector and 11% work within education and early years.

Other responses included: charity and third sector, entertainment and retail.

HOW MUCH DO YOU AGREE WITH THE FOLLOWING STATEMENTS?

	Strongly disagree or disagree	Neutral	Strongly agree or agree
Being self-employed allows me to explore my passions	15%	11%	74%
Being self-employed was the only option for me	49%	17%	34%
The cost of living crisis is making me consider my self-employment options	29%	17%	54%
Being self-employed is the best option for me	31%	37%	32%

n=35 respondents

- 74% of respondents 'strongly agree or agree' that being self-employed allows them to explore their passions.
- 54% of respondents 'strongly agree or agree' that the cost of living crisis is making them consider their self-employment options.
- Respondents are divided on if being self-employed is their best option, with 31% saying they 'strongly agree or agree' and 32% saying they 'strongly disagree or disagree'.

WHAT SUPPORT HAVE YOU BEEN GIVEN TO START YOUR BUSINESS OR BECOME SELF-EMPLOYED?

I haven't received any support	61%
Parents/guardians	19%
From social media	8%
Mentor	8%
Apps	6%

Work coach	6%
Financial support	3%
From the Jobcentre Plus	3%
Other	6%

(multiple choice)

- 61% of respondents say that they have not received any support when starting their business or becoming self-employed.
- 19% of respondents said they received support from their parents/guardians.

WHAT DO YOU ENJOY ABOUT BEING SELF-EMPLOYED?

“Having control of my own hours.”	“Having the freedom to do my work whenever suits me and being able to work around family life.”	“Being able to choose the types of jobs that I take on.”
“Having a choice over my hourly rate.”	“The flexibility and being able to manage my own time and workload.”	“Allows me to have a better work life balance.”

Respondents gave a range of answers as to why they enjoy being self-employed. However, the flexibility, freedom and control they have were the most common responses.

WHAT CHALLENGES, IF ANY, HAVE YOU FACED BEING SELF-EMPLOYED?

“The instability of jobs and sometimes there are quiet periods.”	“If you don’t work, you don’t get paid and there’s no sick leave.”	“Getting myself known.”
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Some of the challenges that self-employed people face are the instability of their work meaning that their income often varies, and they do not have the benefits of working for organisations such as sick leave and holiday pay. A few respondents also struggled with attracting clients/work and getting themselves known.

Volunteering, social action and extra-curricular

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 aged 11-30. The number of young people who answered the question has been noted in the analysis.

KEY FINDINGS

Participation in extracurricular activities is declining.

- Participation in extracurricular activities has generally decreased compared to 2023, except for sports clubs, which saw a slight increase (2 pts). Over half (53%) of respondents participated in sports clubs.
- The biggest disparities in access were seen across:
 - **Socioeconomic background:** Young people eligible for free school meals are 15 pts less likely to participate in sports clubs and 11 pts less likely to participate in The Duke of Edinburgh Award.
 - **Ethnicity:** Black, African, Black British or Caribbean respondents are less likely to participate in most activities, including music, arts clubs, and sports, but more likely to join IT, design, or digital clubs.

Awareness and engagement in social action or volunteering has fallen.

- Awareness of social action has decreased sharply, with only 31% of respondents knowing what social action is, down from 46% in 2023.
- Participation in social action projects also saw a significant drop, decreasing by 7 pts from 24% in 2023 to 17% in 2024.
- While participation has remained stable for younger respondents, it increases significantly with age, particularly among those aged 20-22.
- Only 34% of respondents would consider social action or volunteering, a 15 ppt decrease from 2023. There is also a significant rise in uncertainty and disinterest.
- Engagement in social action is highest among non-binary, female, and gay or lesbian respondents, while Black, African, Black British or Caribbean respondents are least likely to participate.

cont...

Opportunities and access are not equal for all.

- Nearly half (47%) of respondents reported being unable to participate in desired activities due to accessibility issues. Barriers are more pronounced among transgender youth, those eligible for free school meals, and gay or lesbian respondents.
- The need for more local opportunities, particularly for creative and environmental activities, was frequently mentioned, along with concerns about mental health and anxiety preventing participation.

Young people are less certain of the importance of extracurricular or social action and volunteering but those engaging can see the benefits.

- The perceived importance of engaging in these activities has decreased, with only 65% considering them 'very important or important', a 12 ppt drop from 2023.
- Top benefits: Fun (61%), building skills (58%), and making friends (51%) are the most cited benefits of extracurricular activities.
- Females are more likely to emphasise building confidence and a sense of belonging. Transgender respondents highlight mental health benefits, while those eligible for free school meals are more likely to value social connections.



WHICH OF THESE HAVE YOU TAKEN PART IN?

Activity	2024	2023
Sports clubs	53%	51%
Music or arts clubs	35%	39%
The Duke of Edinburgh Award	22%	27%
Social action projects (volunteering and fundraising)	17%	24%
Scouts	16%	19%
Joined a youth club	16%	18%
Girlguiding	15%	16%
None	13%	13%
IT, design or digital clubs	10%	10%
Cadets	9%	9%
Clubs supporting social causes	7%	8%
National Citizen Service (NCS)	4%	8%
Other	8%	6%

(multiple choice)

This year, participation in most extra-curricular activities has declined, with the exception of sports clubs. Participation in sports clubs increased by 2 pts compared to 2023, with over half of respondents (53%) stating that they had participated in one.

Over 1 in 10 young people (13%) had not participated in any activity selecting 'none' and social action projects (volunteering and fundraising) saw the largest drop in participation, decreasing by 8 pts to 17%.

That said, the activities that young people took part in the most are:

- Sports clubs (53%)
- Music or arts clubs (35%)
- The Duke of Edinburgh award (22%)

Disparities in participation:**• Young people eligible for free school meals are:**

- 15 ppts less likely to participate in sports clubs compared to those not eligible for free school meals (43% vs. 58%).
- Less likely to participate in the Duke of Edinburgh Award compared to those not eligible for free school meals (13% vs. 24%).

• Gender differences:

- 58% of males participate in sports clubs, compared to 48% of females.
- 47% of non-binary individuals participate in music or arts clubs, as do 43% of females, compared to only 20% of males.
- 16% of males participate in the Duke of Edinburgh Award, compared to 24% of females.

• Transgender respondents:

- 28% participate in sports clubs, compared to 54% of non-transgender respondents.
- 41% of transgender respondents join youth clubs, compared to 14% of non-transgender respondents.

• Young people with additional needs are:

- 5 ppts less likely to participate in sports clubs (47%).
- More likely to participate in music or arts clubs (43%) and social action projects (26%) compared to those without additional needs.

• Young people in care and care leavers:

- Respondents currently in care are 10 ppts more likely to participate in sports clubs (63%) compared to those not in care (53%).
- Participation in the Duke of Edinburgh Award is 7 ppts higher for those currently in care (17%) compared to care leavers (10%).
- There are no significant differences in participation in music or arts clubs among those in care, who have left care or never been in care; averaging around 30%.

• Black, African, Black British or Caribbean respondents are:

- Less likely to participate in music or arts clubs (29%) compared to Mixed or Multiple ethnicity (49%), Asian or Asian British (36%), and White (34%) respondents.
- Less likely to participate in girlguiding (0%) compared to White (19%), Mixed or Multiple ethnicity (9%), and Asian or Asian British (4%) respondents.
- Less likely to participate in sports clubs (42%) compared to Mixed or Multiple ethnicity (66%), Asian or Asian British (62%), and White (51%) respondents.
- More likely to participate in IT, design, or digital clubs (26%) compared to Asian or Asian British (13%), Mixed or Multiple ethnicity (11%), and White (8%) respondents.

• Gay/lesbian respondents are:

- More likely to join youth clubs (21%) compared to heterosexual (14%) and bisexual (9%) respondents.
- More likely to participate in sports clubs (54%) compared to bisexual respondents (29%).
- More likely to participate in music/arts clubs (36%) compared to heterosexual respondents (30%).

WHAT ARE THE BIGGEST BENEFITS TO UNDERTAKING EXTRA CURRICULAR ACTIVITIES?

Value	2024	2023
Fun	61%	64%
Builds skills	58%	61%
Helps me make friends	51%	59%
Builds my confidence	49%	54%
Mental health/wellbeing	46%	53%
Looks good on my CV	46%	52%
Physical health	43%	50%
Helps me feel part of something	42%	46%
Helps people	21%	23%
None	5%	3%
Other - Write In	1%	1%

(multiple choice)

Young people identified the biggest benefits to undertaking extracurricular activities to be having fun (61%), Building skills (58%) and making friends (51%). These remain consistent with last year's findings.

Race and ethnicity:

- **Having fun:** 64% of Mixed or Multiple ethnicity respondents, 62% of Asian or Asian British respondents, and 61% of White respondents cited having fun as the biggest benefit. Among Black, African, Black British or Caribbean respondents, 57% highlighted both fun and making friends as key benefits.
- **Building skills:** 58% of Mixed or Multiple ethnicity and White respondents, and 55% of Asian or Asian British respondents, see skill-building as a benefit, compared to only 46% of Black, African, Black British or Caribbean respondents.
- **Mental health and wellbeing:** 52% of Mixed or Multiple ethnicity, 48% of Asian or Asian British, and 46% of White respondents identified mental health benefits, while only 39% of Black, African, Black British or Caribbean respondents did so.
- **Sense of belonging:** 49% of Mixed or Multiple ethnicity, 46% of Asian or Asian British, and 41% of White respondents felt a sense of belonging as a benefit, compared to 36% of Black, African, Black British or Caribbean respondents.

Gender:

- The top benefits for males were building skills and having fun, both at 53%.
- Females prioritised having fun (64%) as the top benefit. Additionally, they were 17 ppts more likely to mention feeling part of something (49%) compared to males (32%) and 14 ppts more likely to emphasise building confidence compared to males (54% vs. 40%).
- 61% of transgender respondents identified making friends as the biggest benefit, compared to 50% of non-transgender respondents. Additionally, 65% of transgender respondents highlighted mental health benefits, compared to 45% of non-transgender respondents.

Free school meals:

- 63% of those not eligible for free school meals cited fun as a benefit, compared to 53% of those eligible for free school meals.

Sexual orientation:

- **Physical health:** 45% of heterosexual respondents saw physical health as a key benefit, compared to 30% of gay/lesbian respondents.
- **Mental health:** 52% of gay/lesbian respondents emphasised mental health benefits, compared to 42% of heterosexual respondents.
- **Building confidence:** 46% of heterosexual respondents saw building confidence as a major benefit, compared to 33% of gay/lesbian respondents.

Additional needs:

- Respondents with additional needs were most likely to say that the biggest benefits to undertaking extra-curricular activities are that they are fun (62%), they build skills (56%) and it helps make friends (54%). This is similar for respondents without any additional needs.

ARE THERE ANY ACTIVITIES THAT YOU WOULD LIKE TO TAKE PART IN, BUT THAT YOU WERE PREVENTED FROM DOING DUE TO ACCESSIBILITY ISSUES?

47%

YES

43%

NO

10%

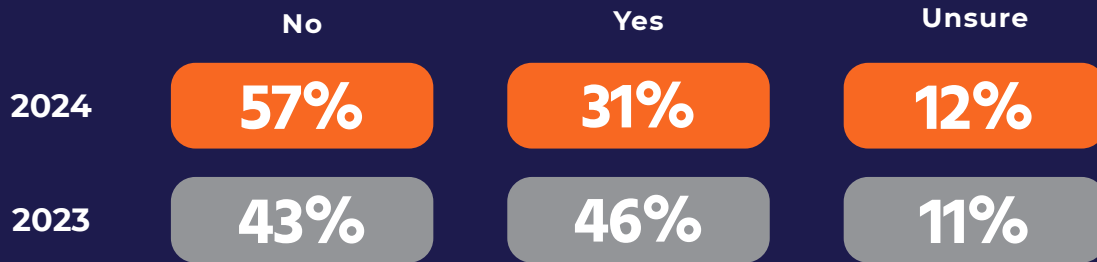
UNSURE

n=120 respondents

Nearly half of respondents (47%) reported being unable to participate in activities they were interested in due to accessibility issues. However, these challenges vary across different groups:

- **Gender:** 45% of females experienced barriers to participation, compared to 37% of males.
- **Free school meals:** 53% of those eligible for free school meals faced accessibility issues, compared to 43% of those not eligible.
- **Sexual orientation:** 56% of gay/lesbian respondents encountered accessibility challenges, compared to 39% of heterosexual respondents.
- **Transgender status:** 65% of transgender respondents reported barriers to participation, compared to 43% of non-transgender respondents.

DO YOU KNOW WHAT SOCIAL ACTION IS?

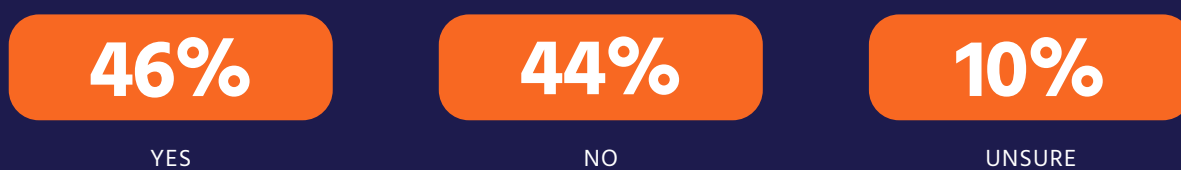


n=630 respondents

This year, fewer young people knew what social action was, with the percentage of those responding 'yes' dropping by 15 ppts to 31%. Although overall, awareness remains low, older respondents are more likely to be familiar with social action.

- 1 in 5 (22%) 11-13 year olds knew what social action was compared to nearly 1 in 3 (32%) 14-16 year olds and 17-19 year olds (34%). Comparatively 1 in 2 (50%) of those aged 20-22 said 'yes'.
- Young people of Mixed or Multiple ethnic groups (47%) and Black, African, Black British or Caribbean respondents (41%) are more likely to know what social action is (47%) compared to Asian or Asian British (28%) and White (28%) respondents.
- Nearly half (48%) of transgender respondents knew what social action is, compared to only 30% of those who are not transgender.
- Bisexual and gay or lesbian respondents were more likely to know what social action is (47% and 38% respectively) compared to 27% of heterosexual respondents.

OUTSIDE OF EDUCATION HAVE YOU EVER TAKEN PART IN SOCIAL ACTION (VOLUNTEERING OR FUNDRAISING)?



n=613 respondents

Overall, 46% of young people have participated in social action outside of education, while 44% have not. This trend remains consistent until the age of 19, after which participation increases, with 54% of 18-year-olds and 58% of 20-year-olds engaging in social action.

Groups most likely to have participated in social action:

- 61% of non-binary respondents and 50% of females have taken part in social action, compared to only 36% of males.
- 65% of gay/lesbian respondents have engaged in social action, compared to 42% of heterosexual respondents.
- 55% of Asian or Asian British respondents, 47% of White respondents, and 44% of Mixed or Multiple ethnicity respondents have participated in social action. In contrast, only 25% of Black, African, Black British or Caribbean respondents reported doing so.
- Young people with additional needs are more likely to have participated in social action, with 57% having done so compared to 44% of those without additional needs.



n=324 respondents

Young people are split on whether they would consider participating in social action or volunteering, with 34% saying 'yes', 34% 'unsure', and 32% 'no'. Consideration of social action or volunteering has decreased by 15 ppts this year from 49% to 34%.

- Female respondents were more likely to consider taking part in social action or volunteering, with 41% saying yes compared to only 25% of males.
- Last year we saw more people who are not eligible for free school meals consider social action or volunteering (62%) compared to 46% of those who are eligible for free school meals. However this year this trend has reversed with 42% of those eligible for free school meals would consider doing social action/volunteering, compared to only 29% of those not eligible for free school meals.
- Black, African, Black British or Caribbean respondents are more likely to consider doing social action or volunteering with 58% compared to 42% of Asian or Asian British respondents, 32% of Mixed or Multiple ethnicity respondents and 30% of White respondents.
- Heterosexual respondents were much less likely to consider doing social action or volunteering compared to gay, lesbian, bisexual and other respondents, with 28% of heterosexual respondents saying they would consider it, with other respondents groups averaging at 50%.

WHAT DO YOU THINK ARE THE BIGGEST BENEFITS TO SOCIAL ACTION OR VOLUNTEERING?

Helps people	67%
Looks good on my CV	56%
Builds skills	55%
Helps to build my confidence	42%
Helps me feel part of a community	41%
Mental health/wellbeing	36%
Fun	34%
Allows me to support social causes that are important to me	34%
Helps me make friends	25%
Physical health	17%
Gives me access to role models	17%
None	7%

(multiple choice)

Young people think the top three benefits to social action or volunteering are that it helps people (67%), it looks good on their CV (56%) and helps to build skills (55%).

Gender:

- The top cited benefit to social action or volunteering for females was it helps people (72%) compared to 55% of males. Though this was the top benefit for males too, closely followed by it looks good on my CV (52%).
- 46% of females think that one of the biggest benefits is that it helps you to build confidence, compared to only 31% of males.
- 58% of transgender respondents say a benefit of social action or volunteering is feeling part of a community, compared to only 40% of those who are not transgender.
- 32% of those who are transgender said social action or volunteering gave them access to role models, compared to only 15% of those who are not transgender.
- 55% of transgender respondents said the biggest benefit to social action or volunteering was supporting social causes that are important to them, compared to only 32% of those who are not transgender.

Free school meals:

- Young people who were eligible for free school meals were 9ppts more likely to say that social action or volunteering made them feel part of a community.

Ethnicity:

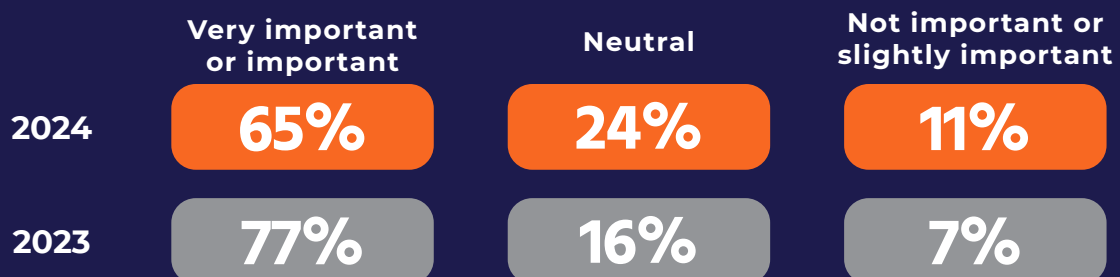
- All ethnicities agree that helping people is the biggest benefit to doing social action or volunteering (68% of Asian or Asian British respondents, 63% of Black, African, Black British or Caribbean respondents, 79% of Mixed or Multiple ethnicity respondents and 66% of White respondents).
- Asian or Asian British respondents were 18 ppts more likely to suggest a benefit of social action or volunteering is making friends (42%) compared to 24% of Mixed or Multiple ethnicity respondents and 23% of both Black, African, Black British or Caribbean and 23% of White respondents.
- Similarly, Asian or Asian British respondents are also at least 5 ppts more likely to put forward a benefit of social action or volunteering is having fun at 44% compared to 39% of Mixed or Multiple ethnicity respondents, 32% of White respondents and 23% of Black, African, Black British or Caribbean respondents.

ARE THERE ANY SOCIAL ACTION CLUBS OR EXTRACURRICULAR CLUBS THAT YOU WISH WERE AVAILABLE TO YOU?

“I just want more in general - my local area has very few opportunities for things like this.”	“I'd like to join a local Youth Council, but I don't think there is one. I'd also like to join an environmental club, but there don't seem to be any nearby.”	“More creative clubs (craft, sewing, art, computing subjects).”
“I wish there was a musical theatre club in my town outside of school.”	“Sports clubs were never accessible to me because of my anxiety and their lack of routine.”	“I don't know, I am too scared of people.”

Some young people indicated that they would enjoy the opportunity to join extra-curricular activities and clubs in their local community, such as theatre clubs, craft and sports clubs, indicating scarcity in opportunities close to people’s homes. A few young people stressed that whilst they would love to have more opportunities their anxiety and mental health problems have held them back from reaching out and exploring available social action or extracurricular clubs.

TO WHAT EXTENT DO YOU THINK IT IS IMPORTANT THAT YOUNG PEOPLE TAKE PART IN SOCIAL ACTION AND EXTRA CURRICULAR ACTIVITIES?



n=595 respondents

This year, two-thirds of young people who answered this question (65%) felt that it was ‘very important or important’ to take part in social action and extra-curricular activities, a drop of 12 ppts from last year (77%). Fewer young people are seeing the importance in engaging with social action and extra curricular activities.

- Females were 20 ppts more likely to state that it was ‘very important or important’ to take part in social action or extra curricular activities at 72% compared to 52% of males.
- Nearly three-quarters (73%) of gay/lesbian respondents and 7 in 10 (71%) bisexual respondents said social action and extracurricular activities were ‘very important or important’, compared to only 60% of heterosexual respondents.
- 77% of Asian or Asian British respondents said social action and extracurricular activities were ‘very important or important’, as did 67% of Mixed or Multiple ethnicity respondents. This is compared to only 65% of Black, African, Black British or Caribbean respondents and 64% of White respondents.
- 83% of transgender respondents think that social action and extracurricular activities are ‘very important or important’, compared to only 64% of those who are not transgender.

WHAT MORE COULD BE DONE TO ENGAGE YOUNG PEOPLE IN SOCIAL ACTION AND EXTRA CURRICULAR PROJECTS?

“Just give us more opportunities, and don’t have rigorous application processes - if we want to be part of something, we should be able to.”	“I’m home educated so it’s easy for me, but my friends in school are often too exhausted to participate after school hours and then homework hours so they miss out. So cutting homework would be a good start.”	“It can be difficult for young people to find volunteering opportunities due to age requirements.”
“Help them to relate to the struggles of others and see why it is important that they get involved.”	“Creating groups that young people have interest in and reaching out to schools and colleges asking to advertise the group to young people, making the group known.”	“Make them more accessible - in location and funding.”

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.

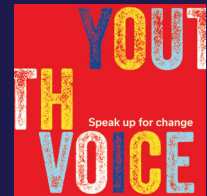
Young people also reported that there needs to not only be better promotion, but an understanding of why it is important to get involved, and have less red tape associated with involvement in extracurricular activities since long application forms act as a deterrent.

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, we have compiled a selection of responses here:

IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD?

<p>“Young people feel lost in the world, unsure where they belong. We need to understand our country's history, culture, and traditions and the benefits this gives a whole country, how these factors can build a country wide community where everyone has a place and is part of a bigger project than themselves.”</p>	<p>“I think young people need to see other young people in higher up positions (like MPs) to feel like their voices are being represented and heard. Most young people do not think their voice/vote matters.”</p>	<p>“Just give us more opportunities, and don't have rigorous application processes - if we want to be part of something, we should be able to.”</p>
<p>“University should not be seen as the only option after school. I was ignored at school by staff once they learnt I wasn't planning on going to university straight away, they focused on making sure the students going to university got the grades they needed. I was not offered help to find an alternative.”</p>	<p>“Employers need more support in managing apprentices and giving them the right work. This is related to achieving the end point assessment criteria throughout the apprenticeship.”</p>	<p>“I want people to feel comfortable in being themselves, no matter where they are or who they are.”</p>
<p>“Schools paint exams as being scary and act as though they will permanently damage your life if you get bad results - this creates fear and stress. The exam conditions are stressful, and I personally find they are bad for my mental health. They only measure academic capabilities - this completely overlooks people who don't necessarily thrive in academic subjects and environments, but still have other skills.”</p>		
<p>“As a country we are failing young people. The mental health of young people is in crisis. 1 in 5 young people struggle with some sort of mental health. There are far too many young people who wait for months to access mental health support and then feel disappointed by what they receive when they do reach the top of that waiting list. Young people are under far too much pressure, in everyday life, but also in our outdated school system.”</p>		
<p>“I would like there to be a wider variety of experience in everything for young people (work experience, clubs, social experiences, ect.) I would also like there to be better and more accessible mental health services to support more people without there being a horrific waitlist for help, along with having more training for staff within this. I personally would like staff in any/most jobs to have training on neurodivergence/disabilities (e.g. Tourette's Syndrome) as there is a lot of stigma within the workplace that we cannot do the same things/experiences as everyone else.”</p>		



Youth Voice Sessions

Between June and August 2024, the Youth Employment UK team met with 71 young people aged 15 - 30 to discuss their local area, their experience of education and their feelings about finding good employment.

Youth Voice Sessions took place both in person and virtually, and were held with young people with various experiences including care leavers, young carers, young people with SEND, supported interns, apprentices, university students and graduates. These young people lived in various locations across the UK, with a small number of Youth Voice Sessions focused regionally within the West Midlands and Greater Manchester. This allowed us to explore how the national Youth Voice Census findings are playing out across the country for different groups of young people.

The sessions provided valuable insight into the experiences of young people and revealed commonalities and differences in experiences.

KEY FINDINGS

Across the Youth Voice Sessions, young people expressed that:

- They are facing financial concerns, exacerbated by the cost of living crisis and, for students, the cost of tuition fees and rent.
- Gaining hands-on experience in the workplace is highly valued by young people, with many noting a lack of work experience as a barrier they have faced when seeking employment.
- Employers must understand how to support young people effectively, particularly those with protected characteristics who voiced concerns around inclusivity, accessibility and appropriately trained staff.

Young people are feeling concerned about the cost of living crisis and the impact this is having on their financial situation. For those who are studying, managing study and work to support their cost of living has proven stressful, and for those without family financial support, this proves more difficult still.

Young people highlighted the benefits of work experience, including those who have experienced internships, placements, and had gained a voluntary role. Lack of work experience was often cited as a barrier that young people have faced to finding work, with many young people expressing that they have the willingness, ability and motivation but need employers to give them a chance.

All groups of young people expressed the importance of receiving support from their employer, with many citing mixed experiences. This was particularly true for young people with protected characteristics (such as SEND, care leavers, young carers, and those who were LGBTQ+) who voiced concerns around a lack of inclusivity, accessibility or appropriate staff training to support their individual needs.

Young Carers

Youth Employment UK spoke with 6 young people aged 15-30 based across different regions of England who have experienced being a young carer. They shared their experiences.

Place-based

The young people we spoke to lived in different regions across England. Depending on their locality or the type of industry they were interested in, they expressed both good and poor access to opportunities where they live. A key consideration for young people with care responsibilities is travel or relocation for a career of their choice, as this is not easily possible due to their responsibilities. Young people highlighted the importance of convenience in location to support their family and be nearby in case they need to get home quickly.

The Last 12 Months

One of the main challenges young people with care responsibilities have faced over the past 12 months has been a lack of understanding from their employer or education provider around their care responsibilities. Young people shared experiences of their employer and colleagues displaying insensitivity around the topic or lacking an understanding around what being a carer means. Two young people explained that their university and school had not provided support and they feel this has impacted them negatively. For some young people, this lack of support has made them apprehensive about looking for work in the future or disclosing that they are a carer. Inherently, this lack of understanding and support has a detrimental impact on young carers mental health and well-being.

Preparing for the Future

All six people we spoke to shared that they have had to change their career plans due to their care responsibilities. They explained that their dream job or career required relocating or working hours that were not possible due to being a carer, and that they have had to reconsider and find a role that offers flexibility.

One young person highlighted the preparatory employment support they have

received from MYTIME Young Carer Charity as invaluable, as they have a real understanding of the role of a carer.

Journey to Work

All six young people expressed anxiety when applying for jobs due to their care responsibilities. Some young people explained that they do not disclose this for fear of judgement of missing out on the role.

The young people in the group felt that being a carer is misunderstood by employers, and are aware that as a young carer they have developed an extensive set of transferable skills that would support them in the workplace. However, they feel this can be overlooked by employers.

In Work

For some, being in a career or job that does not align with their genuine interests due to their care responsibilities has been difficult, but the pressure of financial responsibilities has left them feeling stuck. For some, they cannot take on extra work or seek a promotion due to being a carer and concerns around it affecting their care responsibilities.

Where a few young people had positive experiences with employers, they spoke about the flexibility and empathy their employer has provided to them as an employee. For those with less positive experiences, they felt stigmatised due to their care responsibilities and feel that parents get more understanding in the workplace due to their childcare responsibilities compared with theirs. There was a particular sense that due to being young, employers do not always take their care responsibilities seriously.

Young people highlighted the importance of having an employer who is approachable, makes them feel trusted, and has a good understanding and training around how to support carers. They feel that employers should have appropriate workplace policies in place to support carers and include care leave.

Care Leavers

Youth Employment UK spoke with 18 care experienced young people aged 18-25 based in London. They shared their experiences.

Place-based

Many young people expressed that they do not feel safe in their local area. Issues including anti-social behaviour, drug-taking, and high levels of crime were cited as reasons. Young people explained that they felt there was little support to negate this, as they feel very little trust in the police.

Young people enjoy the convenience of having their amenities close by (such as shops and the gym) but explained that there is very little for young people to do. With youth centres closing down and young people described as “poorer than ever”, there is concern that young people cannot afford to take part in social events and activities.

The Last 12 Months and Preparing for Your Future

Most of the young people we spoke to had experienced a care leaver internship scheme over the past 12 months. Although this gave them experience of the world of work, young people’s experiences of the internship itself were mixed, explaining that this was often down to the line manager that they got and the level of support they received.



Many young people explained that they sensed a lack of trust from their line manager in their ability to do their job, and they felt as though they should be grateful for the job they had, with little opportunity for progression. Despite feeling somewhat confident in their ability, many young people did not feel this was recognised by their employer during their internship. For many young people, this experience was triggering, bringing negative emotions to the surface about their care experiences which inherently impacts their self worth.

Journey to Work

With young people based in London, they explained that roles are highly competitive and that the market is oversaturated. They felt it can be difficult to stand out to an employer even if you have work experience.

Young people spoke about long winded recruitment processes adopted by some employers, such as multiple interview stages, and shared their frustration in receiving no feedback when they had been unsuccessful. Young people explained that this can make it difficult to pinpoint how to improve or what amendments to make, often leading to demotivation.

In Work

Experiences in work were varied, with young people highlighting that their in work experience was highly dependent on the level of support they received from their line manager. Negative experiences focused primarily on poor management, including poor expectations on work/life balance and a lack of focus on training and development.

Special Educational Needs and Disabilities (SEND)

Youth Employment UK spoke to 15 autistic young people aged 16-25 across two specialist provision colleges in London. They shared their experiences.

Place-based

Young people shared that they like having things they enjoy close to where they live, such as shops, parks and libraries. Many of them have good transport links where they live, including buses and the tube, which helps them travel around. However, many of the young people we spoke to had to travel for a long period of time to attend their college, with some young people travelling as far as a two hour journey every day via taxi to attend. This is due to their college being specialist in meeting their needs and no suitable options closer to where they live.

One young person talked about disliking their living conditions, including not having a garden, living in a small space, and where items have broken but their landlord has not yet fixed them.

The Last 12 Months and In Education

Young people spoke positively about their experiences at their current college, highlighting how staff are supportive, teaching matches their learning style, and how they're given a range of opportunities to build their life skills. Young people spoke particularly positively of the hands-on experiences they had taken part in at college, including work placements based on their interests and life skills activities such as cooking and travel training.

Previously to attending college, all young people had attended other schools or settings, with many citing negative experiences. Young people spoke about how staff were under trained to meet their needs or how they did not receive an EHCP early enough. One young person shared their experience of leaving their sixth form as they found it too overwhelming and was homeschooled until he found a suitable college placement. It was apparent that

other young people had also experienced homeschooling as their needs were not met in a mainstream setting and waited to find a suitable place.

Preparing for Your Future and Journey to Work

Most young people had undertaken work experience during their time at college, which was related to a field they were interested in, such as hairdressing, working in a library, or working in a restaurant kitchen. Young people talked about the kinds of activities they had carried out on their placement, with many expressing how much this experience has developed their confidence and helped them feel more prepared for their next steps.

Young people had experienced preparatory activities relating to employment during their time in college. CV sessions, interview preparation and job search support had been delivered by college staff or organised with external organisations. Young people shared how this preparation has helped them build their skills and feel ready for looking for employment.

In Work

Although the young people we spoke to were not currently in employment, many shared what they would like from a potential employer. Awareness and training around how to support employees with autism was often cited by young people, as well as understanding their employee's individual needs so that the appropriate adjustments can be made.

One young person was passionate about employers understanding that although autistic people may think slightly differently, they have the skills to succeed in the workplace and would like employers to give them a chance.

Greater Manchester

Across two sessions, Youth Employment UK spoke to 11 young people aged 15-25 who lived in the Greater Manchester area. Some were in education, some were in work, and some were currently looking for employment. They shared their experiences.

Place-based

Views and experiences of the Greater Manchester area were varied depending on the area in which they lived. Some young people spoke about disruption to travel and transport they had experienced in their locality, including major roadworks closing roads, and changes in the bus system in Manchester causing them confusion. However, some young people spoke positively about the outdoor space and convenient amenities closeby, the sense of community they feel, and the range of activities available for young people to get involved in, such as youth clubs.

The Last 12 Months and In Education

Some young people shared challenges they had faced over the past 12 months, particularly younger attendees who had been studying at sixth form or college. Young people shared how it had been difficult to manage their workload and study along with trying to find part-time employment. One young person shared how the transition from secondary school to college was particularly challenging, as they felt there was less support available and they needed to gain independence quickly.

Some young people shared positive experiences of their school or college, including how staff supported them with their study and prepared them for finding work. However, some young people shared less positive experiences, expressing disappointment that their school(s) had not met their needs and that they had felt “given up on”. Some young people who were LGBTQ+ shared that they did not feel included in their school setting and felt there was a lack of representation of the LGBTQ+ community in the curriculum.

Preparing for Your Future

Many young people shared that they did not feel confident about finding employment and did not feel prepared for their next steps. Some young people shared that they felt unprepared for managing their finances and being independent, particularly as they were about to move away to attend university. They voiced concerns around their financial situation and being able to afford rent, textbooks and food.

To help them feel more prepared for work, young people shared that they had gained support from family, friends and youth clubs. Some young people explained that they would not access support from the Jobcentre Plus due to negative views they hold and feeling as though their individual needs would not be met.

Journey to Work

For some young people, online recruitment methods posed an issue due to digital barriers they faced and a lack of confidence in applying for jobs online. These young people shared that they would like the option to apply for jobs in a more traditional method using a physical CV or job application.

Many young people had been searching for employment for some time but with no success. Despite feeling confident in applying for jobs, some young people shared that they felt their age was a barrier, along with a lack of work experience. It was highlighted that rejections can take a toll on self esteem, and can be extremely demotivating and discouraging. One young person expressed how they would like to be given a chance to work by an employer, and they feel there are some unrealistic and unnecessary expectations some employers have in regards to qualifications for a role they know they could do, despite lacking those qualifications.

In Work

Inclusivity and accessibility was a common theme discussed during Youth Voice Sessions with young people in Greater Manchester. Young people with protected characteristics, including those from the LGBTQ+ community, those with SEND, and care experienced young people expressed the importance of an inclusive employer who could support their individual needs, represent them, and offer a good level of training and support to help them develop and grow.

One young person currently in work shared how positive their experience of employment had been. They highlighted that their employer supported them if they made mistakes and helped them recognise it as an opportunity to learn and improve. Young people currently seeking work explained that they would like an employer who is approachable, honest and considerate of the fact that a young person may be new to the workplace.



West Midlands

Youth Employment UK spoke to 7 young people aged 18-26 who lived in the West Midlands area. Most were attending or had completed university, and one was currently undertaking an apprenticeship. They shared their experiences.

Place-based

Young people lived across different areas of the West Midlands, with some moving to the area to attend university. Their views on where they lived were mixed, with some young people citing that their transport links are quite poor and to access good quality opportunities they need to be more centrally located to the city. One young person was an international student, who explained she had plans to move to Birmingham next year for her second year of university as there is a lack of part-time jobs available where she lives currently.

The Last 12 Months

Some young people shared challenges. Money concerns and financial challenges were often cited by young people as a challenge they have faced during the previous 12 months. Young people attending university explained that it has been difficult for them to find a job that they could manage alongside their study and their maintenance loans do not cover their rent or living costs. This has caused worry for young people, particularly where familial financial support is not an option.

Two young people shared their experience of transitioning out of university as a graduate and finding this somewhat challenging. Despite securing work, the amount of change taking place and the waiting period for their first wage slip has been difficult.

Preparing for Your Future

Most young people who were university students spoke very positively about their experience. Some had experienced a work placement which they felt had made a hugely positive difference to their course and had prepared them for work. In contrast, one young person who had graduated two years previously explained how they feel their course did not prepare them due to a lack of placement opportunities or work experience.

One young person who was currently undertaking an apprenticeship spoke very positively about her experience, explaining that the on-the-job training and hands-on experience suited her learning style, and had helped her feel well prepared for her next steps.

Journey to Work and In Work

Many young people felt confident about the skills employers were looking for, particularly relating to their chosen industry, and highlighted how their work experience placement or apprenticeship training had helped them build these necessary skills.

Two attendees were international students currently completing a Masters degree. They shared that despite having work experience in their home country, they were finding it difficult to find a part-time job in the UK where their previous experience and qualifications are valued and recognised. This is something that has posed a barrier for them and they are currently gaining voluntary experience to build their work experience in this country.

Experiences of employers had generally been positive, with young people sharing that having an employer who is approachable, offers mentoring, and promotes training and development opportunities made a significantly positive difference to their experience.

Supported Interns

Youth Employment UK spoke to 9 young people who had recently taken part in a supported internship. Young people were aged 18-25 and were based in the Coventry area. They shared their experiences.

Place-based

Some young people shared that they were unhappy with the litter and dirt they experienced in their local area and expressed frustration around public transport, particularly buses, as they were inconsistent and often running late.

Local opportunities had been sourced for these young people for their supported internship, which they valued. Many young people shared that travelling long distances for work would not suit them and finding something fairly local would be their preference. Some were aware of the types of industries available locally, such as construction, and had enjoyed taking part in their local supported internship.

The Last 12 Months and Preparing for Your Future

Young people had taken part in their supported internship placements over the last few months or had been supported by their work coach in preparation for starting their internship soon. For those who had started their placement, this experience had been hugely positive and had helped

them build and develop skills for their future. Young people were able to talk about the specific skills they'd been building, such as communication, digital skills and customer service. Many shared that their employer had supported and met their needs well, helping them feel included.

Young people expressed how their internship has helped them feel more prepared for their next steps. Many shared how it had introduced them to the world of work in a supportive way and how it was steadily paced, which helped them with this transition into the workplace.

Young people's views and experiences of their work coach were extremely positive, discussing how they have received support in applying for jobs, preparing for interviews, and helping with building their confidence.

Journey to Work and In Work

Many young people's job interests had been influenced by their internship experience and young people expressed that they were looking forward to gaining employment and earning money.

Despite how well their internship had helped them feel prepared for their next steps, many young people shared that they lack confidence in applying for jobs. Some young people shared how their placement had increased their confidence in understanding the world of work, but they lacked confidence in CV writing, reading job descriptions and attending interviews. They have received support from their work coaches in these areas, but lack confidence in their independence to apply for jobs by themselves.



Various Regions

Youth Employment UK spoke to 5 young people aged 19-25 who lived in different regions across the UK, including Belfast, West Yorkshire, Kent, Buckinghamshire and London. This group included one university graduate, one currently studying in university, two in work, and one seeking employment. They shared their experiences.

Place-based

Experiences of where they lived held both similarities and differences. Three young people highlighted concerns with crime in their area, including gang-related crime, youth crime and drugs. One young person explained that this could make living in their area feel “quite scary”.

Opportunities across locations varied. Young people in more rural and coastal locations explained that there was a lack of career opportunities in their locality, with better opportunities in cities nearby that they would need to commute. Young people spoke positively about the transport links available to them, making the possibility of commuting an easier option.

The Last 12 Months

For young people who had been studying at university, a key challenge they had faced over the previous 12 months was struggling to find a job that offered flexibility or part-time options so that they could manage their study efficiently. Private tutoring is a means of employment they had sought to get this flexibility.

For some young people, there has been a lot of uncertainty for them over the past 12 months. One young person has found it difficult to find a job in their chosen sector that offers a permanent contract and is concerned about the future of her current work due to its impermanence and reliance on charity funding. For another young person, their uncertainty is centred around a health condition they have, which led to them dropping out of university in the first term and struggling to find suitable employment to meet her needs in this time. Both young people expressed concerns around uncertainty as they think ahead to the next 12 months.

Preparing for Your Future

All young people we spoke to felt confident and prepared for their next steps. They explained that experience they had gained through internships, extracurricular activities and volunteering helped them build their skills and help them feel more prepared.

For some young people, their school had promoted the importance of gaining experience and taking part in extracurricular activities. They commented that this made a positive difference, as they were able to recognise the value in such activities.



Journey to Work

Young people recognised that a lack of work experience was often a barrier to finding employment and many explained they had taken it upon themselves to build their skills and gain experience in any way they could, such as volunteering, taking part in social action projects, or applying for internships. For these young people, they recognised the skills they had gained and felt positive about gaining employment.

One young person explained that they had faced some barriers to work due to being autistic. They explained that the employer's choice of recruitment method could make a significant difference, as they had struggled previously with long job applications and unclear job descriptions. They explained that having clear and straightforward information on job descriptions and applications would help remove this barrier.

In Work

Young people who had experienced internships explained that this had been a positive experience, with supportive employers who helped them build their skills. For one young person, their workplace being inclusive and diverse helped them feel comfortable being part of the organisation, and they shared that this is something they would always seek from a future employer.

For one young person, they had both negative and positive experiences of different workplaces and explained that the key difference is the reasonable adjustments the employer was able to make to meet their needs. Tailoring to individual needs and being a disability confident employer is highly important to them.



Appendix 1.1 - Demographics overview

The charts in this section provide an overview of the demographics and the number of respondents who completed the Youth Voice Census.

Gender	Number of respondents
Female	2,272
Male	1,375
Non-binary	88
Unsure/questioning	42
I use another term	59
Prefer not to say	66

Age	Number of respondents
11-13	996
14-16	1,140
17-19	972
20-22	243
23-25	290
26-31+	400

Ethnicity	Number of respondents
Asian or Asian British (includes any Asian background)	516
Black, African, Black British or Caribbean (includes any Black background)	244
Mixed or Multiple ethnic groups (includes any mixed background)	186
White (includes any white background)	2,772
Another ethnic group (includes any other ethnic group)	51
Prefer not to say	110

Free School Meals	1,026
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Additional needs	Number of respondents
Mild learning disability	94
Moderate learning disability	48
Profound and multiple learning disabilities	33
Learning difficulties (e.g. dyslexia)	189
Autism	338
Neurodivergent (e.g. ADHD)	272
Severe and enduring mental health condition	42
Mental health condition	289
Hearing impairment	41
Visual impairment	48
Physical disability	116
Energy limiting condition	66
Other	74

Sexuality	Number of respondents
Straight or heterosexual	2,708
Gay or lesbian	177
Bisexual	388
Unsure/questioning	178
Prefer not to say	230
I use another term	183

Faith or religious beliefs	Number of respondents
No religion	2,286
Buddhist	17
Hindu	67
Muslim	338
Church of England	372
Roman Catholic	254
Protestant	82
Methodist Church in Ireland	331

In care/care leaver	Number of respondents
In care	206
Care leaver	67

Registered carer/ Unregistered carer	Number of respondents
Registered carer	79
Unregistered carer	191

Appendix 1.2 - T Levels data overview

In the 'Preparing for Your Future' section, we explore how young people are doing in education. In this part of the census we aim to capture the experiences of young people undergoing a range of courses including those in secondary education conducting GCSEs and older cohorts doing vocational courses, T Levels and degrees. Therefore, we had a specific question-set for those respondents completing T Levels and received on average 29 respondents. We set out the data tables below.

HOW DID YOU FIND OUT ABOUT T LEVELS? (Multiple choice)

School	59%
Social media	5%
Gov.uk	9%
Other websites	14%

Family	9%
Friends	14%
Other	18%

WHY DID YOU CHOOSE COMPLETING A T LEVEL OVER OTHER ROUTES? (SUCH AS GOING TO UNIVERSITY, OTHER VOCATIONAL QUALIFICATIONS, AN APPRENTICESHIP, GETTING A JOB)

"I think experience is a great thing employers look for, for example if I was hiring a heart surgeon I'd choose one with more experience rather than qualifications."	"Due to the work experience part of the T Level."	"More information and greater qualifications."
"BTECs are useless. Apprenticeships are low quality. University unavailable. A job directionless for computer science upskilling."	"Only option for the subject I wanted to pursue."	"I had no idea what else to do."

The most cited reason young people chose to complete a T Level was either due to gaining work experience or because they believed this was the only option for them based on their subject choice.

WHAT T-LEVEL ARE YOU STUDYING?

Management and administration	5%
Building services engineering for construction	9%
Design, surveying and planning for construction	14%
Digital business services	10%

Digital production, design and development	33%
Education and early years	19%
Maintenance, installation and repair for engineering and manufacturing	5%
Accounting	5%

WHEN DID YOU START YOUR T LEVEL COURSE?

2022	29%
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2023	71%
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HOW WOULD YOU RATE

	Very good/ Good	Neutral	Bad/ Very bad	N/A
Your overall experience	43%	43%	10%	4%
Quality of teaching	38%	43%	19%	0%
Course/curriculum content	38%	52%	10%	0%
Choice of subjects	57%	38%	5%	0%
Industry placement	52%	29%	19%	0%

WHAT CHALLENGES HAVE YOU FACED OR ADJUSTMENTS HAVE YOU HAD TO MAKE?

	Very challenging / Challenging	Neutral	A little challenging / Not challenging
Having ownership of study/ more independent learning	20%	35%	45%
Travel	20%	35%	45%
Routine	10%	60%	30%
Curriculum content	10%	55%	35%
The size of and learning environment	11%	47%	42%
Finding a work placement	32%	42%	26%
Balancing work and study	11%	52%	37%

HOW WOULD YOU RATE THE SUPPORT YOU HAVE RECEIVED FOR THE FOLLOWING?

	Very poor/Poor	Average	Good/Very good
Employability skills	14%	67%	19%
Technical skills	0%	65%	35%
Placement	19%	48%	33%
Careers education, information, advice and guidance	14%	71%	15%
Functional skills/support with English and Maths GCSE	5%	84%	11%
Balancing work and study	11%	52%	37%

HAVE YOU STARTED OR COMPLETED AN INDUSTRY PLACEMENT YET?

Yes - completed	10%	No - I am currently looking	5%
Yes - started	52%	No - I can't find one	19%
No - I'm not looking yet	9%	Other	5%

WHAT SUPPORT IS AVAILABLE TO YOU FOR FINDING A PLACEMENT? (Multiple choice)

Support from college/training provider	75%	Support from friends and family	25%
Help from a placement coordinator	25%	None	15%

HOW DID YOU FIND YOUR PLACEMENT?

54%

SUPPORT FROM COLLEGE

38%

PLACEMENT COORDINATOR

8%

FAMILY/FRIENDS

PLEASE TELL US MORE ABOUT YOUR ANSWER.

"The college has a team which finds placements for you."	"My placement coordinator arranged both of my placements for me."
"College found it for me."	"My school found the work placement for us."

Young people shared that they had found their placement through their college.

HOW MUCH DO YOU AGREE WITH THE FOLLOWING STATEMENTS?

	Strongly disagree/ Disagree	Neutral	Agree/Strongly agree
There were a variety of placements open to me	50%	33%	17%
My placement was easy to get to	50%	33%	17%
I have been supported with paying for travel and lunch	33%	17%	50%
I have the right equipment and uniform	0%	50%	50%
This placement was my choice	67%	16%	17%
This placement was the only one available to me	50%	17%	33%

TO WHAT EXTENT DO YOU AGREE WITH THE FOLLOWING STATEMENT: "MY PLACEMENT HELPS ME TO..." (Multiple choice)

	Strongly disagree/ Disagree	Neutral	Agree/Strongly agree
Build useful skills	0%	17%	88%
Build networks and contacts	17%	17%	66%
Understand what it feels like to be at work	0%	17%	88%
Build experience that can help you get a job	0%	33%	67%
Make decisions and choices about your future	0%	33%	66%

IS THERE ANYTHING ELSE YOU WOULD LIKE TO TELL US ABOUT YOUR PLACEMENT?

“Nothing has been done to help us find placements. Which is only a small issue compared to the myriad of other problems with management and teaching.”

“It is good but I can’t mentally get around the 0 pay for 315 hours of work. It feels horrible as if I didn’t have my placement I could be working or revising (I do have an hour journey to and from so I technically work 8-6).”

“There has been a lot of help from our buddies.”



WHAT ELSE COULD YOUR T LEVEL HAVE DONE TO PREPARE YOU FOR YOUR NEXT STEPS?

“Not a lot, my interests align with T levels, I just feel the sector I want to go into isn’t developed much yet.”

“Get me work placements.”



WHAT IS NEXT FOR YOU?

Find a job	33%
Find an apprenticeship	24%
Education or training	24%

I am not sure yet	14%
Other	5%

Appendix 1.3 - Looking for work data

In our 'Journey to work' section we ask young people whose main activity is not education about the skills they have, their confidence and how prepared they feel to navigate and access work. As part of this there is a question-set that asks specific questions to those who are actively looking for work. On average, we received 44 responses to these questions and therefore it is difficult to do cross-tabulation analysis. The data tables are presented here for information.

HOW LONG HAVE YOU BEEN LOOKING FOR WORK?

1 - 3 months	20%
4 - 6 months	25%
7 - 11 months	18%

12 - 18 months	14%
19 - 23 months	7%
24 months +	16%

A quarter of respondents (25%) have been looking for work for 4-6 months.

WHAT OPPORTUNITIES ARE YOU LOOKING FOR?

Entry-level jobs	63%
Apprenticeship	54%
Traineeship	19%
Internships	16%
Supported employment (including supported internships)	12%

Starting my own business	9%
Graduate jobs	9%
Sector based work academy placement	7%
Other	19%

Two-thirds of respondents (63%) are looking for entry level jobs, and 56% are looking for apprenticeships (up 11 pts from last year). Last year, 29% of respondents were looking for 'graduate jobs', compared to this year's 9%.

WHAT SECTOR(S) ARE YOU LOOKING FOR WORK IN?

Retail	40%
Business and administration	33%
Creative	30%
Digital	21%
Health and science	16%
Construction	14%
Legal, finance and accounting	14%
Social care	14%
Environment	12%
Sales, buying and marketing	12%

Childcare and education	9%
Engineering and manufacturing	9%
STEM	9%
Energy, water and sustainability	7%
Hospitality and catering	7%
Protective services (emergency services)	5%
Hair and beauty	2%
Transport and logistics	2%

40% of respondents were looking for work in retail, 33% in business and administration and 30% in the creative sector. Only 2% of respondents were looking for work in hair and beauty and transport and logistics.

WHAT SECTOR(S) ARE YOU LOOKING FOR WORK IN?

No - I haven't heard back	35%
No - not the right level of experience	35%
Yes - I have applied	26%
No - there are no opportunities	21%
No - not the right level of qualification(s)	21%
No - I didn't pass the interview stage	16%
No - not the right location	16%

Yes - I can find them but it is too competitive	16%
Yes - I'm waiting to hear back	14%
Yes - I have an interview	9%
No - not the right pay	7%
Yes - I'm waiting to start	2%
Unsure	2%
Other	14%

35% of young people haven't heard back from jobs, and 35% didn't have the right level of experience.

HAVE YOU EVER BEEN IN EMPLOYMENT?

64%

YES

30%

NO

6%

OTHER

The majority of respondents have been in employment (64%), and 30% have not.

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	14%	32%	29%	18%	7%
The sector you are looking for work in	16%	34%	25%	16%	9%
The number of hours you are looking to work	29%	20%	23%	14%	14%
The pay you are looking for	36%	16%	23%	11%	14%
The location of work you are looking for	30%	11%	32%	16%	11%

32% of respondents said the type of work they are looking for has changed 'a little'.

23% of respondents said the pay they are looking for has 'somewhat' changed.

32% of respondents said the location of work they are looking for has 'somewhat' changed.

Appendix 1.4 - Apprentices overview data

In our 'In work' chapter we explore how young people are doing in work, including those who are currently doing apprenticeships. Data tables regarding the level, year of study, sector and whether it is the respondent's first apprenticeship are presented here.

WHAT APPRENTICESHIP LEVEL ARE YOU CURRENTLY UNDERTAKING?

Level 2	4%
Level 3	43%
Level 4	15%
Level 5	2%

Level 6	9%
Level 7	21%
Unsure	6%

Of the 166 respondents doing apprenticeships, 2 in 5 young people are doing a level 3 and one-fifth (21%) are doing a Level 7 whilst the others are spread out across most level qualifications.

WHAT YEAR ARE YOU IN?

64%

YEAR 1

22%

YEAR 2

8%

YEAR 3

6%

YEAR 4+

Almost two-thirds of respondents (64%) are in year 1, whilst one-fifth of respondents are in year 2 (22%).

WHAT SECTOR IS YOUR APPRENTICESHIP IN?

Business and administration	24%
Legal, finance and accounting	23%
Engineering and manufacturing	19%
Other	18%
Digital careers	7%

Sales, buying and marketing	5%
Retail	2%
Hospitality and catering	1%
Transport and logistics	1%

'Other' responses include HR, accountancy, CIPD, CMI chartered management, Health & Safety and more.

IS THIS YOUR FIRST APPRENTICESHIP?

78%

YES

5%

NO - I STARTED ANOTHER APPRENTICESHIP BUT DIDN'T FINISH IT

17%

NO - I HAVE COMPLETED AN APPRENTICESHIP BEFORE STARTING THIS ONE

For 4 in 5 respondents (78%), they were completing their first apprenticeship.



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