YOUTH VOICE

CENSUS REPORT 2021

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CEO FOREWORD

Ahead of writing this foreword I reread the one shared in last year's report, launched in the height of the pandemic, at a time where the future for all of us felt scary and uncertain; and what a year it has been. Whilst we have not seen the high levels of unemployment predicted last year, young people feel worryingly disconnected from opportunities and are more concerned about their future than ever before.

Mental health is of concern; having a place where they belong and knowing that there are opportunities for them are big issues for young people. 81.9% of young people do not feel they have a place to share their views on important topics and only 9.9% of young people are confident they will find a good quality job where they live. Young people's confidence and trust in the systems that support them is decreasing especially for those eligible for free school meals, those with additional needs and those who are Black, African, Black British or Caribbean.

Naturally, experiences have been affected by COVID-19; there were less career experiences in schools, colleges and universities, but it was only in school and in employment that young people felt supported. Young people feel let down by universities and the employment services they need to access. Out of work support is misunderstood and mismatched making the transition to employment even harder for young people.

Young people who face barriers are feeling left even further behind. This tells us loud and clear that young people cannot wait any longer for us to linger on these pressing issues; if we do not collectively take swift action to improve the services and connectivity for young people our nation will sleepwalk into a disaster.

Laura-Jane Rawlings

Young people's final call to us in the Youth Voice Census this year was that they wanted their contributions to mean something; they told us they hoped this work would make a difference.

I am ever more determined that the work of Youth Employment UK will combat the challenges that we have heard this year and we set out our ambitious commitment to responding to the Youth Voice Census in this report. I know that it will be read by government officials, educators, employers, providers and third sector colleagues so my call to you is to do the same. What steps will you now take to work with us or within your own network to make the change young people need to see? At what point in time will the UK feel like a place where all young people can look forward to a bright, safe and rich future?

I extend a final note of thanks to all the thousands of young people who took part and a special thanks to our fantastic colleagues and sponsors who make this incredible report possible.

Laura-Jane Rawlings,
Chief Executive Officer, Youth Employment UK

FOREWORD

Anna Morrison CBE

This incredible Youth Voice Census report by Youth Employment UK shows yet another significant shift for our young people and the careers support that they receive.

Whilst it is a remarkable achievement that nearly 86% of young people state that they have had apprenticeships discussed with them as an option, there is clearly more work to be done to ensure that all vocational options are being discussed. Not enough young people feel they are being supported when applying for apprenticeships (19%) and only 1 in 10 young people feel confident that they will be able to find quality work local to where they live.

This report also serves us with an important reminder that the mental health and wellbeing impacts are still being felt by many young people, and we have a collective responsibility to do more to ensure that the appropriate local support is reaching those who need it most.

Anna Morrison CBE,
Director, Amazing Apprenticeships

AMAZING APPRENTICESHIPS

Amazing Apprenticeships is a leading organisation in the education sector, founded to tackle misconceptions about apprenticeships and promote the benefits.

As experts on apprenticeships and vocational education, we influence the way that apprenticeships are perceived and drive forward innovative and creative work in England and internationally, to ensure that more individuals and businesses can access the benefits of apprenticeships.

FOREWORD

Understanding the views of young people is a critical part of our mission to make education relevant, so we were delighted to collaborate with colleagues at Youth Employment UK on this year's Youth Voice Census.

This has been a particularly challenging couple of years for young people in every aspect of their lives. As the labour market rapidly changes, it is essential that they have the chance to understand the skills they will need to succeed.

So it's a real worry that just a third of young people in school feel they understand these skills and less than 10% are confident about finding quality work.

But it's not a surprise. It's not even a new phenomenon as a result of the pandemic, although that has of course accelerated the challenge.

The truth is that current education policy is old fashioned and narrow, constraining hard working teachers to focus on traditional subjects and teaching to the test for written exams that rely on knowledge recall, with insufficient priority given to high quality vocational education.

Young people and businesses alike are crying out for change – a broader range of subjects, high quality technical and professional options, embedded careers guidance and regular engagement with employers, a real focus on developing employability skills like team working and problem solving, and looking to the future to bring digital and green issues to life.

It's time to listen to young people's voices and make education relevant for their futures.

THE EDGE FOUNDATION

The world is changing fast and education needs to keep up. Edge is an independent, politically impartial education foundation. We want education to be relevant to the twenty-first century. We gather evidence through research and real world projects and partnerships and use this to lead the debate and influence policy and practice. Edge believes all young people need to be equipped with the skills that today's global, digital economy demands, through a broad and balanced curriculum, high-quality training, engaging real world learning and rich relationships between education and employers.

Olly Newton,
Executive Director, Edge Foundation

FOREWORD

It goes without saying that the enormous disruption of the last eighteen months has had a huge impact on young people. We have been so impressed throughout the pandemic by the amazing resilience and commitment we have seen from young learners – not least those that completed A levels, GCSEs and BTECs this summer, and were able to move on to their next steps in education or employment.

That's why Pearson is proud to support the Youth Voice Census this year. It provides hugely valuable insights into how young people view education, employment and training, helping us to shape the resources and support we are able to offer young people to support them in their career paths.

It comes as no surprise that the results of the census show just how difficult the impact of covid-19 has been on those in education, with both physical limitations like lacking a quiet study place or having their own device to work from, and the impact on mental health which has also affected their ability to study.

A less well documented impact has been the disruption to careers advice support. The census shows us how much young people value careers guidance and that there is a huge appetite for opportunities like work experience programmes and career fairs. With young people most affected by unemployment due to the pandemic, it is more important than ever to make sure that careers guidance is available, and that young people receive the support they need to choose the right options for them.

A large percentage of young people reported that vocational routes were never discussed with them. The pandemic shone a spotlight on our key workers, many of whom entered their careers through

PEARSON

Our purpose is to help everyone achieve their potential through learning.

We use our knowledge, experience and technology to deliver the world's best learning products to more people around the world than ever before. We do it because we are here to help people achieve their potential because we know that when we demonstrate the value of learning, we demonstrate the value of our business and transform lives.

vocational education. It's vital that young people hear about all the different options available to them and get the support they need to apply for apprenticeships and vocational pathways.

There will doubtless be more challenges ahead in the coming months, but as we start to re-open and return to a 'new normal', we in the education sector can make sure we listen and use the findings of the Youth Voice Census as a useful tool to help us provide the best support for our young people.

Claire Rogers,
Acting SVP of BTEC and Apprenticeships, Pearson

INTRODUCTION

The Youth Voice Census exists to share the views and experiences of young people aged 14 - 24 across the UK. This report is the 4th of its kind. It's the 4th year running we have asked young people to open up about their experiences in education, in employment, when looking for work, where they live and in this most recent year we have asked what the impact of COVID-19 has been for them; and again this year young people responded with over 3,400 of them sharing their voice.

Each year we are humbled by the amount of young people who share their voice with us across a wide range of questions and never hold back from filling in free text commentary and telling us how it really is for them. This report allows us to take stock of where young people are, what is working for them, what isn't working, what they might have missed out on and what they want to see more of.

This year's Youth Voice Census is the biggest it has ever been, both in the number of questions asked and in the volume of young people responding. We have for the first time weighted the responses across core question sets, giving us the confidence that our data reflects the needs, challenges and experiences of all young people in the UK. It has given us the richest of data sets and we will run additional analysis, mini reports and further youth voice insight to look more closely at the experiences of young carers, those with experience of the criminal justice system and for the LGBTQ+ community.

The data set used for this report is vast and rich in insight and information and it shows us clearly that young people need the tools, support and mentorship to navigate their options and choices. In an age of information, their understanding of which information to trust, what you can do with that information and how you go about navigating options is vital. In order to support young people through their transitions and their journey to quality work, more needs to be done.

METHODOLOGY

This year's Youth Voice Census had a core question set that we asked all respondents; the results to these questions were weighted and reflect young people aged 14 - 24 in England. We have supplemented this core question set with short, non required question sets which allowed us to explore areas in more detail, some of the supplementary questions were not able to be weighted but we have included them to showcase how young people in our network are experiencing different routes right now.

Responses have been rounded up to the nearest decimal place as such not all answer sets will add up to 100%.

EXECUTIVE SUMMARY

This year's Youth Voice Census tells a story of mismatch and disconnect. Young people feel disconnected from the services, opportunities and local support systems around them. What is being created for young people is missing the mark or simply not reaching their radar. Young people certainly do not feel like they have a voice on the issues that matter to them.

The last year has left us all with a lot to catch up on. Young people told us that they missed family, friends, exams, and proms. We have seen a decrease in careers support, work experience and in the extracurricular ways young people grow their skills too. We have to make sure that we catch up on what has been missed to ensure young people feel inspired by and confident in being able to access quality education, training and work experience but also that extra support is put in place to ensure that those who have left education in the last two years get extra support as part of their transition to what's next.

The challenges young people have faced in lost opportunities no doubt contributes to the increase of young people reporting that their mental health, anxiety and depression is impacting them and their motivation for work, but also has become their biggest barrier to employment.

For employers there are three key issues to tackle: the first is that young people do not know what skills you want of them; second, they don't know what skills they already have and finally they do not believe you have good quality opportunities for them – only 9.9% of young people feel confident that they will be able to access quality work where they live. We know this will come as a surprise for many employers; particularly employers that are hiring, and we know are worried about fulfilling their workforce needs. What this data tells us is that too many young people are struggling to cut through the noise to find opportunities and when they do find them they will question the quality of the opportunities.

Confidence in finding work decreases with age, with around 63% of those 21 plus feeling 'Not Confident' that they will find quality work where they live. In addition only 25.9% of young people thought that employers were 'Supportive' or 'Very Supportive' of hiring them. Young women and Black, African, Black British or Caribbean young people were most likely to feel that employers were not supportive of hiring them.

When young people are in good quality work they feel supported, they believe their employers value them and are youth friendly. We caveat this with the acknowledgement that many young people completing the Youth Voice Census would have been employed within our network of Good Youth Employment Charter employers and providers. Something here is clearly working, driving our commitment to increasing the number and support to the employers in our network in the coming years.

KEY FINDINGS

GROWING MENTAL HEALTH CONCERNS

Young people told us of the resilience they had to find when adjusting to how their lives had continued to change throughout the coronavirus pandemic.

Anxiety, depression and mental health concerns were in the top five responses for young people in education, looking for work and in work when asked about their barriers in progressing.

How coronavirus had impacted each stage in different ways:

In Education (Preparing For Your Future)	Looking for Work (Journey to Work)	In work
• 66.4% said learning was disrupted 'A Great Deal' or 'A Lot ' • 41.3% rated how their education provider handled coronavirus as 'Good' or 'very Good'.	• 26.8% had lost a job due to coronavirus • 56.2% of young people stated that coronavirus had impacted their mental health 'A Lot' or 'A Great Deal' • 42.1% of young people said their motivation to apply for opportunities had been impacted 'A Lot' or 'A Great Deal'.	• 40.5% of those in work stated that their work had been disrupted 'A Lot' or 'A Great Deal' • 64.7% rated how their employer had handled COVID-19 as 'Good' or 'Very Good' • 29% of young people 'Agree' or 'Strongly Agree' that they struggle with their wellbeing at work.

When asked what support was available locally only 23.7% thought they could access support for their mental health problems.

CATCHING UP

Young people have missed a lot; they told us how the changes had impacted friendships, family and work. They also told us that they had missed key life moments such as exams, leavers celebrations, sports and hobbies, festivals, first jobs, and starting new learning and work environments online.

Whilst young people have remained adaptable they have missed out on key moments that help them establish who they are, where they are, what skills they have and what their next steps should be.

CAREERS EDUCATION

• 42.7% of young people in secondary school and, 43% of those in college had access to a careers advisor

• Access to careers support has plummeted in university this year, with half of students not accessing any support

- Work experience and experience of the world of work is lower too, with only 37.5% of young people in secondary school having access to work

- 43.5% of those in university had had their work experience plans impacted by coronavirus.

CHOICES

We have seen a positive change in young people hearing about apprenticeship opportunities in school; 85.8% had had apprenticeships discussed with them.

- Traineeships and T Levels were never discussed with 65.6% and 72.7% of young people

- 6.6% of young people are 'Likely' or 'Very Likely' to apply for a T Level

- 28.6% of young people are 'Likely' or 'Very Likely' to apply for an apprenticeship

- 19% of young people currently in an apprenticeship had support from their school or college when applying.

Gender, eligibility for free school meals and additional needs still impacts which choices young people hear about most frequently.

UNIVERSITY

- 4.4% thought value for money of their experience was 'Good'

- Remote learning, financial issues and debt accumulation are the biggest challenges for those in university

- 30.4% of students felt that their university had been 'Unhelpful' or 'Very Unhelpful' in helping prepare you for their next step.

VOLUNTEERING, SOCIAL ACTION & EXTRACURRICULAR

- 65% of young people thought it was 'Important' or 'Very Important' to take part in social action and extra curricular activities

- Those who were eligible for free school meals were:
  » 10% less likely to have taken part in arts or music club
  » 11% less likely to have been part of a sports club
  » 20% less likely to have taken part in the Duke Of Edinburgh's Award
  » They were also 12% more likely to have joined a youth club.

ACCESSING QUALITY WORK

Accessing and transitioning into work were concerns for young people; within the free text commentary we heard from young people that they felt the loss of support at each key juncture but especially when leaving education and training and looking for work is where they struggled.

PREPARING FOR WORK

- 33% of those in school think they understand the skills employers are looking for

- 55% of those aged 19 plus think they understand the skills employers are looking for

- Young people were most confident in preparing for and attending an interview with 48.9% 'Agree' or "Strongly Agree' responses

- Young people are least confident that they have the knowledge to prepare for and attend an assessment centre 29.3% 'Agree' or 'Strongly Agree'.

- Those eligible for free school meals were 6% less likely to agree that they have the skills to write CV's, cover letters and attend assessment centres.
- 30.7% of young people were not confident that they had a good personal network and 24.5% were not confident that they had relevant work experience.
- Parents, guardians and carers were most likely (17.7%) to be rated 'Extremely Useful' followed by careers and employability websites (13.7%). Race and ethnicity, gender and eligibility for free school meals all impacted who was most useful.
- 47.8% of young people had an idea of the career or types of job they would like to do.
- 24.9% of respondents were already in the career or type of job they would like to do.

FINDING WORK

- 9.9% of young people are confident they will be able to find quality work where they live
- 25.9% think employers are supportive of hiring young people
- 54.1% of those aged 19 plus were 'Confident' or 'Very Confident' that they would be able to progress into a good job. 16.8% were 'Not Very Confident' or 'Not Confident at All' that they would be able to. Confidence is impacted by gender, race and ethnicity and eligibility for free school meals.
- Only 41.1% of apprentices rated the availability of apprenticeships near them to be 'Good' or 'Excellent'.

IN WORK

- 65.6% of young people would rate their employer as Youth Friendly
- 79.9% 'Agree' or 'Strongly Agree' that they are building useful skills in their job
- 25.7% rated their opportunities for promotion as 'Poor' or 'Very Poor'.

APPRENTICES

- 74.7% of apprentices found the accessibility and inclusiveness of the recruitment process 'Good' or Excellent'
- 77.6% felt that they had made the right career choice in choosing an apprenticeship
- 84.7% would rate their apprenticeship as 'Good' or 'Excellent' overall
- 54.7% would rate their salary as 'Good' or 'Excellent' overall
- 29.5% feel 'Prepared' or 'Very Prepared' for their end point assessment.

NO PLACE FOR YOUNG PEOPLE

81.9% of young people don't think there are enough opportunities to share their views on important issues in their area:

- Young people do not think services are designed for them; young people frequently rated services 'Not Applicable'
  » 37.7% of young people who were NEET or had been NEET had engaged with Jobcentre Plus services:
  » 37.1% of those not engaging in Jobcentre Plus services thought that they were not applicable to them
- 27.3% of young people do not have a quiet place to do their school work and 67% share their device with more than one other person.

OUR NEXT STEPS

Youth Employment UK will be using the information provided in the Census to develop our services and continue to work in delivering our core objectives:

To give young people a voice and empower them to be more prepared for the world of work	1. Increase the Youth Ambassador programme in all regions in the UK, having a local presence for all young people 2. Grow the volume of young people involved in the Youth Voice Forum and the APPG for Youth Employment 3. Ensure that the views of young people within the Youth Voice Census are championed across all areas of our work 4. Grow our specialist Young Professional Programmes to support those with additional needs, KS3 and young people in vocational training 5. Further develop our free skills and training support for schools, colleges, employability professionals supporting them in their work to support young people and connect with employers.
To help organisations be better equipped to support young people and adopt the principles of Good Youth Employment and connect good quality employers to young people	1. Build on the work of the Good Youth Employment Charter to grow the number of organisations providing quality opportunities for young people – focusing on how employers can remove the barriers we heard about in the Youth Voice Census 2. Develop an interactive tool to allow the organisations in our network to measure their practice against national benchmarks 3. To support the employers in our network to utilise the range of media, reach into schools and colleges and place work based opportunities to connect with more young people who are looking for work and to reach those young people who are still yet to make key career choices.
To ensure that government is geared towards the real needs of young people	1. Increase opportunities to influence policy through our role with the Youth Employment Group and APPG for Youth Employment 2. To develop a Manifesto for Youth Employment based on the needs, barriers and asks of young people within our network 3. To deliver a youth voice and policy bulletin to our network 4. Facilitate regular meetings between civil servants and young people.

PLACE BASED

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

We asked this set of questions to all young people and we have been able to weight the data accordingly.

Key Findings:

- Only 18.1% of young people think that there are enough opportunities to share their views on important issues in their local area, with young women the least likely to think they can they can share their views

- Safety:
  - Young people were highly concerned with knife crime and violence. Knife crime was mentioned across all age groups but was prevalent for those aged 14-21
  - Violence, burglary and drug taking were frequent concerns mentioned in all age groups
  - Those eligible for free school meals felt 5% less safe than those who were not

- Only 9.9% of young people were 'Confident' or 'Very confident' that there were quality jobs in their local area

- 47% of young people are 'Not So Confident' or 'Not Confident at All' that there were quality jobs in their local area. Age, race and eligibility for free school meals impacted confidence

- 28.8% of young people 'Disagree' or 'Strongly Disagree' that they can access mental health support locally

- 39.1% felt that they could access support for their physical health problems locally

- Those aged 20 plus talked about a lack of opportunities, employment and house prices being a concern more so than other groups

- Those who indicated they were eligible for free school meals were 5% less likely to have access to libraries (76.8% compared to 81.4%) and around 8% less likely to have access to leisure facilities (70.9% compared to 79.1%).

How confident are you that there are quality jobs available in your local area?

47%

not so confident or not confident at all

9.9%

confident or extremely confident
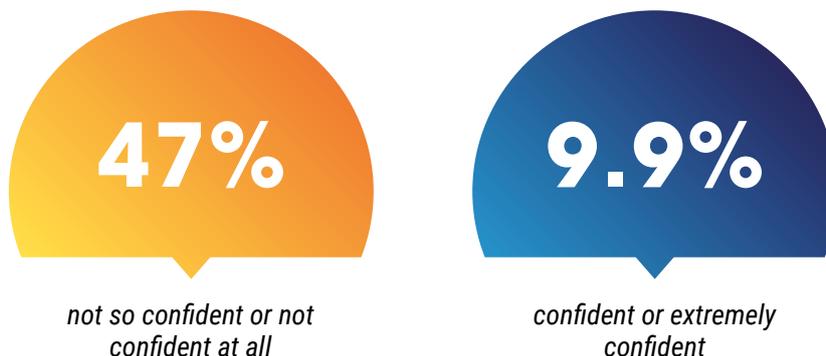
9.9% of respondents were 'Very Confident' or 'Extremely Confident' that there were quality jobs in their area. With 47% 'Not So Confident' or 'Not Confident at All' that there would be jobs.

Age: 50% of 16, 18 and 19 year olds are 'Not Confident' that there are quality jobs available in their local area. 63.6% of 21 year olds, 62.1% of 22 year olds and 62.3% of 23 year olds are 'Not Confident' that there are quality jobs in their local area.

Race & Ethnicity: Black, African, Black British or Caribbean respondents were more likely (17.1%) to say that they were 'Not Confident at All' that there are quality jobs available in their local area. This compares to 12.6% of Asian and Asian British respondents, 10.3% of Mixed or multiple ethnic groups, 12.1% of White respondents and 5.6% of respondents from 'Another ethnic group'.

Free School Meals (FSM): 54.3% of those who receive free school meals were 'Not So Confident' or 'Not Confident At All' that there were quality jobs in their local area compared to 44.5% of respondents who did not receive free school meals.

Additonal Needs: 50.1% of young people with additional needs were 'Not Confident' or 'Not Confident At All' compared to 45% of young people without additional needs.

Safety

54.7% of young people felt 'Safe' or 'Very Safe' in their local area with 10.5% feeling 'Unsafe' or 'Very Unsafe'.

Feeling 'Unsafe' peaks for 19, 21 and 22 year olds with 16.2% of 19 year olds, 17.4% of 20 year olds and 15% of 22 year olds feeling 'Unsafe'. On average 10% those aged 18 and under as well as those aged 20 and 25+ rated their area as 'Unsafe' or 'Very Unsafe'.

White respondents were most likely to feel 'Unsafe' in their local area with 9% scoring this way compared to 7.6% of young Black, African, Black British or Caribbean young people and 8.6% of Asian or Asian British and 3.4% of those who identified of Mixed or multiple ethnic groups.

Those who identified as 'other ethnic group' were most likely to rate their area as 'Safe' or 'Very Safe' compared to 55.2% of those identifying as White, 55% for Asian or Asian British respondents, 50.6% for mixed ethinc groups and 49.1% for Black, African, Black British or Caribbean young people.

Those who had received free school meals were 5% more likely to feel 'Unsafe' or 'Very Unsafe' in their local area.

38.1% of young people with additional needs feel 'Safe' or "Very Safe' compared to 59.4% of young without additional needs.

What is the best thing about your local area?	What are your biggest concerns about where you live?
1. People/community 2. Connections & Amenities: close to town, parks, countryside 3. Space	1. Crime 2. Drug taking 3. Violence

Every age group mentioned crime and people as their biggest concern about where they live.

Knife crime was mentioned across all age groups but was prevalent for those aged 14 - 21. Violence, burglary and drug taking were frequent concerns mentioned in all age groups. There were also frequent mentions about litter, development and environmental concerns from each age group. Those 20+ plus talked about a lack of opportunities, employment and house prices being a concern more so than other groups.

Thinking about public transport (buses, trains etc.) in your local areas, how would you rate:

Percentage of all young people who rated '**Good**' or '**Excellent**'

33.4%	**44.7%**	**63.4%**	**57.7%**	**57.2%**
Cost	Reliability	Availability	Safety	How often services run

Percentage of all young people who rated '**Poor**' or '**Very Poor**'

23.5%	**18.5%**	**10.6%**	**8.7%**	**14.5%**
Cost	Reliability	Availability	Safety	How often services run

AVAILABILITY

24 year olds are more likely (25.9%) to rate availability of services as 'Poor'. 33.1% of Black, African, Black British or Caribbean respondents rated availability as 'Excellent' compared to 23.4% of Asian or Asian British respondents, 20.9% for Mixed or multiple ethnic groups and 18.3% of White respondents.

SAFETY

17 (9.1%), 18 (7.6%), 19 (9.2%) and 21 (9.1%) year olds more likely to rate safety as 'Poor'. Young people with additional needs were 9% less likely to rate the safety of services as 'Good'.

HOW OFTEN SERVICES RUN

14 - 18 year olds were most likely to rate as 'Neutral' or 'Good', 20+ onwards were more likely to rate how often services run as 'Poor' or 'Very Poor' with 21% of each age group scoring this on average.

COST

Those aged 20 or over were most likely to rate the cost of services as 'Poor' or 'Very Poor' with around 40% of each age group rating this way. 14 and 15 year olds were most likely to rate the cost of services as 'Good' or 'Excellent'. 39.7% of 14 year olds and 39.9% of 15 year olds rated the cost of services as 'Good' or 'Excellent'.

RELIABILITY

Those aged 18 and under were most likely to rate the reliability as 'Good' with around 37% of each age group scoring this way. 20% of those aged 20 and over rated the reliability of travel as 'Poor'. Young people with additional needs were 11% less likely to rate the reliability of services as 'Good'.

Please select which of these are available in your local area:

Parks	**92.6%**
Library	**79.4%**
Leisure Facilities (Gym, Swimming Pool)	**75.9%**
Sports Facilities (Football Pitches)	**73.4%**
Entertainment (Cinema)	**54.4%**
Youth Club	**42.8%**
Local Youth Council	**16.9%**

Less than half (42.8%) had access to a youth club. 16.9% had access to a Local Youth Council and just over half had access to entertainment.

Those who indicated they were eligible for free school meals were 5% less likely to have access to libraries (76.8% compared to 81.4%) and around 8% less likely to have access to leisure facilities (70.9% compared to 79.1%).

Do you think there are enough opportunities to share your views on important issues in your local area?

18.1% of respondents thought there were enough opportunities to share their views.

Young women were more likely to respond 'No' to this question with 53.2% stating they did not think there are enough opportunities to share their views on important issues in their local area compared to 43.8% of young men.

Mixed or multiple ethnic groups were most likely to respond 'No' to this question; 55.2% rated this way compared to 51.6% of White respondents, 41.9% of Black, African, Black British or Caribbean respondents and 43.3% of respondents from an Asian or Asian British.

Locally I can access:

	N/A	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree
Childcare support	**44.6%**	**6.1%**	**29.9%**	**19.4%**
Support as young carer	**50.2%**	**9.3%**	**28%**	**12.6%**
Support for my physical health problems	**25.3%**	**11%**	**24.5%**	**39.1%**
Support for my mental health problems	**19.2%**	**28.8%**	**28.3%**	**23.7%**
Support for substance abuse	**50.8%**	**11.5%**	**25.9%**	**11.8%**
Support as an ex-offender	**58.1%**	**7.9%**	**26.5%**	**7.3%**

28.8% of young people 'Disagree' or 'Strongly Disagree' that there is support for their mental health needs. Young people were most likely to 'Agree' or 'Strongly Agree' that there was support for their physical health needs with 39.1% of all respondents marking this way.

21 year plus were more likely to 'Strongly Disagree' that they get support with physical health problems.

21 year olds were most likely to 'Disagree' or 'Strongly Disagree' that they get support for substance abuse, with 20% scoring this way.

Young people with additional needs were 8% less likely to 'Agree' or 'Strongly Agree' that could access mental health support in their local area.

What are you looking forward to in the next 12 months?

Everything opening up again and having more access to buses as most are full and don't let students get on.	**Looking forward to excelling in my career and achieving financial freedom.**	**I'm looking forward to new adventures and seeing new places.**
Moving on to my next course at college so I can hopefully progress to university.	**Working in a job that's permanent.**	**Going outside, shopping, sports, places with my friends, getting hair done, etc.**

PREPARING FOR YOUR FUTURE

In this section we ask young people still in education (including university) and those aged 18 and under to share their views and experiences throughout the pandemic but also explore their experiences of careers, education, choices available and work experience.

Key Findings:

IMPACT OF COVID-19

- 66.4% of young people thought their learning had been disrupted 'A Great Deal' or 'A Lot' with 3.4% saying it had 'Not Been Disrupted at All'. Young women and those from Mixed or multiple ethnic groups rated disruption the highest.

- 27.3% of young people did not have a quiet place to work; young women and those eligible for free school meals were least likely to have somewhere quiet to work.

- 67% of young people shared the device they used for school work with at least one other person. 41.1% of young men had the device to themselves compared to 30.6% of young women.

- 41.3% rated the way their education provider handled coronavirus as 'Good' or 'Very Good'.

CAREERS EDUCATION IN SECONDARY SCHOOL:

- Careers activities are down in schools this year, the most common careers support being 'face to face careers advisor' sessions with 42.1% of young people receiving this.

- 28.5% of young people rated the careers advice they had received in secondary school so far as 'Good' or 'Excellent'.

- Young people rely on the people around them for careers support, parents, family/family friends.

- Parent/Carers/Guardians, Teachers and Careers and Employability Websites are the most useful sources of careers advice.

- Young people do not think that Youth Workers (68%), National Careers Service (62%), Mentor (57.85) and Apps (51.5%) are applicable to them.

SKILLS:

- 33% of young people thought they understood the skills employers are looking for.

- The network around young people are helping them develop employability skills, with Teachers (79.9%), Parents/Guardians (74.4%), and Careers Advisors (45.2%) being the most popular.

- For most skills those who were not eligible for free school meals were around 6% more 'Confident' than those who were eligible.

- 55% of those who did not receive free school meals were 'Confident' in their problem solving skills compared to 44.4% of those who had received free school meals.

- White respondents were the least likely to be 'Confident' in staying positive with 28.2% scoring this way.

- Black, African, Black British or Caribbean respondents were most likely to rate themselves as 'Very Confident' in resilience; 35.6% of respondents scored this way.

- Teamwork (76.9), Listening (67%) and Problem Solving (66.9%) were rated as the skills young people think are most important for work.

- 64.7% of young people had an idea of the career or types of jobs they would like to do. Black, African, Black British or Caribbean respondents were most likely to say they had an idea.

SUPPORT FOR NEXT STEPS:

- 33.3% of young people 'Agree' or 'Strongly Agree' that their school supported them sufficiently to develop the skills they need for the future. White respondents were least likely to agree with this statement.

- Young people want more tailored careers advice from their school, more mental health support and more life skills.

- Employers can support young people by creating more opportunities for them to work and to gain experience. They must also be clear on the skills they need young people to develop.

CHOICES:

- Young people are hearing about apprenticeship opportunities in school – 85.8% had had apprenticeships discussed with them.

- Traineeships and T Levels were never discussed with 65.6% and 72.7% of young people having never had these options mentioned.

- Disparities in choices offered for young women and those eligible for free school meals:
  - » Young women were more likely to hear about:
    - University 5 times or more, 46.8% compared to 34.1% of young men.
    - Joining sixth form 5 times or more, 46.7 compared to 32.7% of young men.
    - A levels 5 times or more, 54% compared to 39.8% of young men.
  - » Those receiving free school meals were less likely to hear about:
    - Joining a sixth form 5 times or more (37.3% compared to 45%).
    - Doing A levels 5 times or more (42.3% compared to 52.9%).

- 6.6% of young people are 'Likely' or 'Very Likely' to apply for a T Level.

- 28.6% of young people are 'Likely' or 'Very Likely' to apply for an apprenticeship.

WORK EXPERIENCE IN SCHOOL:

- 37.7% of young people had the option of work experience during their time in secondary education.

- 52.1% of young people had support in finding work experience.

- Work experience has value for young people:
    » 72.8% of young people who undertook work experience rated it as 'Good' or 'Excellent'.
    » Mixed and multiple ethnic respondents were around 10% more likely to 'Agree' that work experience helps you to build useful skills, build networks and contacts and make decisions and choices about their future.
    » White respondents were most likely to 'Agree' that work experience helps understand what it feels like to be at work.
    » Those not eligible for free school meals were 5% more likely to 'Agree' to all of the statements compared to those who did receive free school meals.

- Work experience could be improved by offering more and a wider variety of opportunities.

COLLEGE AND SIXTH FORM:

- 78.2% of young people rate their time in sixth form or college as 'Good' or 'Excellent'.

- 60.4% of young people 'Enjoyed' or 'Really Enjoyed' the quality of the teaching.

- 33% of young people in college are working alongside their studies, a further 37.3% are actively looking for work.

UNIVERSITY:

- 4.4% thought value for money of their experience was good.

- Remote learning, financial issues and debt accumulation are the biggest challenges for those in university.

- Access to careers support has plummeted in university this year, with half of students not accessing any support.

- 9.1% of young people in university had financial planning support.

- 20.5% of young people in university had mental health support.

- For those who had received careers support the most helpful had been: Careers fairs (42.8%), Online services (41.9%) and One-to-one careers services (36.6%).

- 37% of students felt that their university had been 'Helpful or 'Extremely Helpful' in helping prepare them for their next step.

- 43.5% had their work experience plans impacted by coronavirus.

VOLUNTEERING, EXTRA CURRICULAR AND SOCIAL ACTION:

- 65% of young people thought it was 'Important' or 'Very Important' to take part in social action and extra curricular activities.

- Those who were eligible for free school meals were:
    » 10% less likely to have taken part in arts or music clubs.
    » 11% less likely to have been part of a sports club.
    » 20% less likely to have taken part in the Duke of Edinburgh's Award.
    » They were also 12% more likely to have joined a youth club.

IMPACT OF COVID-19 ON THOSE IN EDUCATION

How much has your learning been disrupted in the last year?
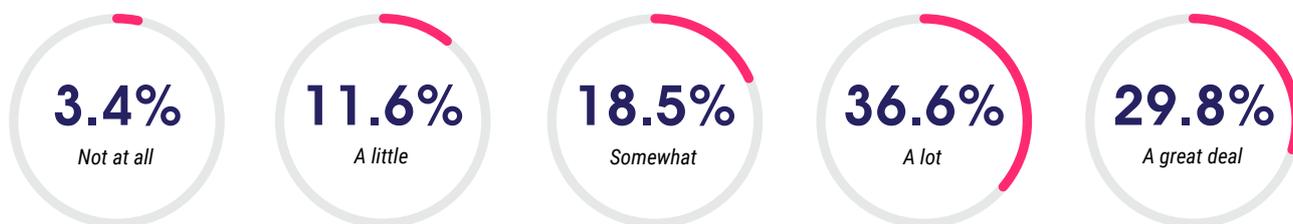
3.4%
Not at all

11.6%
A little

18.5%
Somewhat

36.6%
A lot

29.8%
A great deal

66.4% of young people thought their learning had been disrupted 'A Great Deal' or ' A Lot' with 3.4% saying it had not been disrupted at all.

60.6% of young men felt that their learning had been disrupted 'a Great deal' or 'A Lot' compared to 69.7% of young women.

71.6% of those identifying as Mixed or multiple ethnic groups stated their learning had been disrupted 'A Great Deal or 'A Lot' compared to 67.9% of White respondents, 67.5% of Black, African, Black British or Caribbean respondents and 54.8% of Asian or Asian British respondents.

66.6% of those who were eligible for free school meals had their learning interrupted 'A Great Deal' or 'A Lot' compared to 67.4% of those who did not receive free school meals.

69% of young people with additional needs stated that their learning had been impacted 'A Lot' or 'A Great Deal' compared to 65.5% of those without additional needs.

Can you tell us a bit more about your answer?

We had online classes for about the whole year. At first we didn't know how to study remotely so it affected some of the important topics. We didn't have much revision time to go through these topics again when lockdown was lifted so we performed very poorly on those.	Coronavirus and the whole lockdown situation has really affected everyone's mental health and just staying at home all day. Not being able to go to the gym or when schools were shut and unable to finish GCSEs and have my celebration with friends and everything seemed to be moving really quick and I don't really get to enjoy the moment.	I can barely concentrate, a lot of distraction and procrastination.
I found learning from home has actually helped me to become more productive. My teachers and parents have all been very supportive and caring, so that has minimised any disruptions.	I have not gone to university for over a year now. I feel like I have not received the full support from teachers or lectures and have not had enough interaction with other students. This has held me back from doing well. Also, with lockdown it has decreased my motivation.	I found learning from home has actually helped me to become more productive. My teachers and parents have all been very supportive and caring, so that has minimised any disruptions.

Young people commented on a variety of things they missed out on, learning, cancelled exams and constant changes were repeated.

Thinking about accessing school work, lessons and homework during the last year:

	Yes	No	Unsure
Have you been able to attend school?	**86.1%**	**9.4%**	**4.5%**
Do you have access to a digital device?	**97.1%**	**1,7%**	**1.2%**
Do you have access to the internet or data?	**97.7%**	**1.2%**	**1.1%**
Do you share a device/devices in your household?	**31.8%**	**65.4%**	**2.8%**
Did you have your own device?	**92%**	**6.6%**	**1.5%**
Were you provided with a device? (From your school, college or uni)	**15.1%**	**82.3%**	**2.6%**
Do you have a quiet place to work?	**72.8%**	**19.7%**	**7.6%**

71.3% of young women had a quiet place to work compared to 77.9% of young men.

27.9% of those who were on free school meals were provided with a device compared to 9.7% of those who did not receive free school meals.

63.1% of those who receive free school meals had a quiet place to work compared to 76.7% of those who did not receive free school meals.

Young people with additional needs were:

- 6% less likely to have been able to attend school (82.6%) compared to those without additional needs (86.9%)
- 6% less likely to have access to a digital device (91.9%) compared to those without additional needs (97.8%)

- 13% less likely to have a quiet place to work (64.8%) of those with additional needs compared to 77.8% of those without additional needs.
- 6% more likely to have been provided with a device (19.8%) compared to 13.4% of those without additional needs.

How many people share your device with you?

33.9%	26.9%	20.9%	10.8%	7.5%
None	*1*	*2*	*3*	*4+*

67% of young people shared the device they used for school work with at least 1 other person.

Young men were less likely to have to share their device than young women; 41.1% of young men had the device to themselves compared to 30.6% of young women.

Asian or Asian British respondents were more likely to have a device to themselves with 41.3% stating that they did not have to share. This compares to 35.5% of those from Mixed or multiple ethnic groups, 25.6% of Black, African, Black British or Caribbean respondents and 32.2% of White respondents.

Can you complete your lessons and the work set with:

	Yes	No	N/A
The device(s) you have available?	**95.1%**	**3.4%**	**1.5%**
The internet connection available to you?	**93.1%**	**5.2%**	**1.6%**
The data you have available to you?	**85.1%**	**8.6%**	**6.3%**

Young people with additional needs were:

- 9% less likely to be able to complete their lessons with the internet connection available to them (86.1%) compared to 95.1% of those without additional needs
- 11% less likely to be able to complete their lessons with the data available to them (76%) compared to 87.4% of those without additional needs.

Please tell us if you have learnt any new skills during coronavirus or what you have learnt about yourself?

Young people shared that they had to learn to be independent and resilient; and that they had had to learn to learn online.

Just been trying to keep my mental health good and spending time with siblings.	I've been a bit more literate with technology and have become more independent with my learning.	I didn't learn any new skills. Maybe I learnt how to be patient and persevering.
I have learnt to be more organized with everything. I have been contributing a lot in class because I'm a very shy person in class so I don't talk but when it comes to online, I don't need to talk, I can just type :)	I have learned how to work independently because mainly in class I get TA support for my lesson.	I can't work at home :(
Resilience and independence, motivating yourself in difficult times.	I've learnt how to cook different types of food.	I've learnt about myself that's I've got more mature and wiser towards my actions and not getting involved with that crowd.

Rate how well you feel the coronavirus has been handled by:

	Very Poor	Poor	OK/Neutral	Good	Very Good
The Government	**24.4%**	**29.6%**	**31%**	**12.1%**	**2.9%**
Local Council	**10%**	**19.2%**	**56.4%**	**12.8%**	**1.7%**
Your Education Provider	**7.2%**	**13.5%**	**38%**	**29%**	**12.3%**

54% of young people rated the Government as 'Poor' or 'Very Poor' compared to 29.2% for local councils and 20.7% for their education provider. 15% rated the Government as 'Good' or 'Very Good' compared to 13.5% for the local council and 41.3% for their education provider.

Black, African, Black British or Caribbean respondents were most likely to rate the Government as 'Very Poor' 29.1% compared to 20.5% of Asian and Asian British and 24.2% of White respondents.

Black, African, Black British or Caribbean were least likely to rate their education provider as 'Good', 26.2% compared to 28.6% of White respondents, 34.7% of Mixed or multiple ethnic groups and 36.4% of Asian or Asian British respondents.

Please tell us more about your answer

They're not thinking about the student's futures and how much time we are wasting and schools aren't being considerate enough.	I think a lot of people's mental health has been ruined in these lockdowns because it could become depressing at home.	There was a lot of uncertainty, and so many things were left unanswered. With everyone feeling lost, having uncertain guidance did not help or support the feelings and difficulties of others. So much more could have been done or improved on, but there was still some progress, having done the minimum. I just feel there could have been more done to have provided support.
School did their best in the situation. Although many criticise the government, hindsight is 20-20, I believe they made reasonable choices. I don't know anything that my local council did.	Online college classes were good, although learning at home was not how I expected it to be for long enough.	Considering the circumstances, my school did a great job of providing remote learning. Obviously the quality of teaching was not as good as in person, however it was as good as it could be.
We had no remote learning in the whole lockdown. We were only checked up on in July 2020. None of our work (if we did any) was checked when we came back in September.	They haven't given laptops to people who need them, and haven't given any help with people with no quiet area to study.	Restrictions are really hard to understand set by governments but my school were clear and strict which has kept us safe.
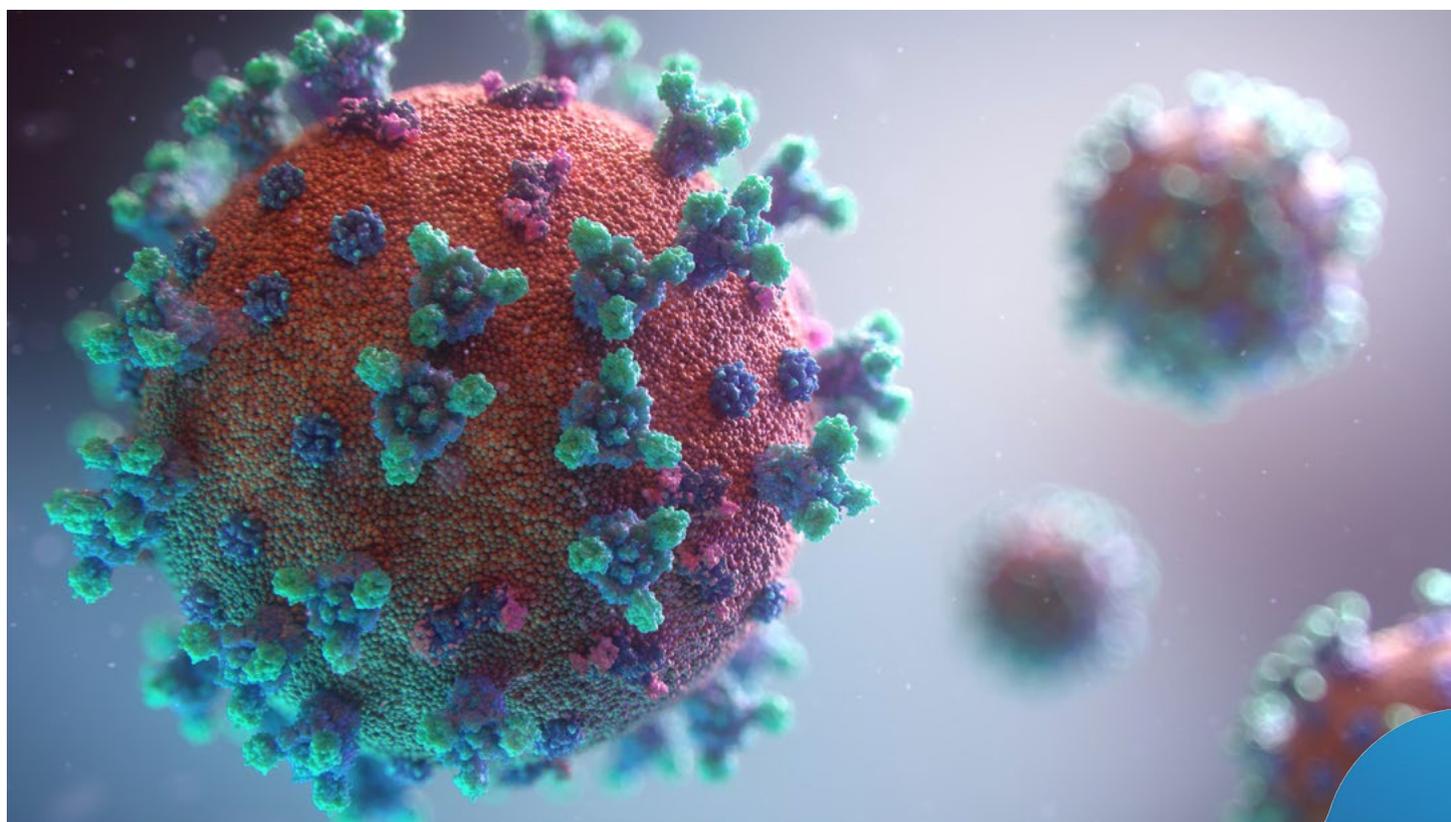
CAREERS EDUCATION IN SECONDARY SCHOOL

How would you rate the career education you have received so far in supporting you to make informed choices?

8.1%
Very poor

19.2%
Poor

44.1%
Average

23.3%
Good

5.2%
Excellent
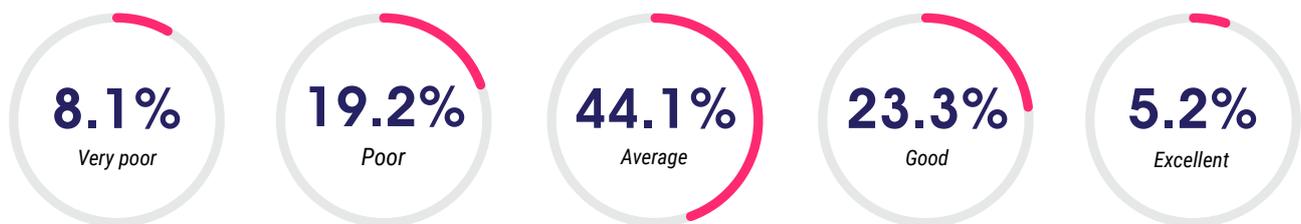
For 44.1% of respondents the career education received was rated as 'Average' with 27.3% rating their experience as 'Poor' or 'Very Poor' and 27.3% rating it as 'Good' or 'Excellent'.

Which of these did you or have you received in secondary school?

Face to Face Careers Advice	**42.7%**
Access to online careers and job information	**39.9%**
Interview with a Careers Advisor	**38.4%**
Careers Lessons	**34.6%**
Careers Fairs	**33%**
Employers visiting your school	**32.8%**
Learning about careers in curriculum lessons	**30.8%**
CV Workshops	**21.9%**
Careers Talks by Employers	**21.8%**
Visits to College(s)	**21%**
Interview Sessions	**20.2%**
Enterprise Activities	**16.3%**
Mentor	**16.2%**
Apprentices visiting your school	**15.9%**
Visits to Training Providers	**15%**
Visits to Employer Sites	**8.8%**
Visits to careers shows (like WorldSkills or Big Bang)	**6.3%**
Access to Labour Market Information	**4.3%**
Other	**3.2%**
None	**3%**

Ethnic disparities are less prevalent this year.

Who do you go to for career support?

Parents/Guardians	**72.1%**
Teachers	**45.2%**
Friends	**38.5%**
Relatives	**26.1%**
Social Media	**23.1%**
Siblings	**19.2%**
Family Friends	**18.6%**
Careers and employability websites	**17.9%**
Online forums	**16.2%**
Other people I know who are employed	**11%**
Employers	**5.3%**
Other	**5.2%**
Mentor	**5.1%**
National Careers Service	**4.5%**
Jobcentre Plus	**1.3%**

Who do you go to for career support?

How useful have you found the following when looking for career support?

	N/A	Not Very Useful or Useless	OK	Useful or Extremely Useful
Parents/ Guardians/ Carers	6.6%	10.3%	31.3%	51.8%
Teachers	9.2%	18.3%	38%	34.7%
Careers and employability Websites	22.7%	13.1%	32.9%	31.3%
Friends	13.3%	20.5%	37.4%	28.8%
Siblings or relatives	34.7%	13.1%	25%	27.2%
People I know who are employed	39.7%	8.8%	26.4%	25.1%
Careers Advisor	28.9%	19.8%	26.4%	25%
Social Media	24.1%	21.2%	30.8%	23.7%
Online Forums	38.6%	19.3%	26.2%	15.8%
Apps	51.5%	16.3%	21%	11.1%
Mentor	57.8%	14.3%	18.3%	9.6%
Youth Worker	68%	12.8%	12.6%	6.6%
National Careers Service	62%	12.5%	17.1%	8.5%

Young people rated Parents/Guardians/Carers as the most useful with 51.85% rating them as 'Useful' or 'Extremely Useful'. 34.7% rated teachers this way and 31.3% rated careers and employability websites this way.

Whilst rating 'Useless' and 'Not Useful' wasn't frequent for young people it was interesting to see the percentage of young people for whom options were 'Not Applicable'. Youth Workers, Mentors the National Careers Service and Apps were highly rated 'Not Applicable' by those who responded to this question.

Double the amount of Black, African, Black British or Caribbean respondents rated teachers as 'Extremely Useful' compared to other groups.

17.6% of Black, African, Black British or Caribbean respondents rated their friends as 'Extremely Useful' with other groups averaging around 6%.

39.6% of Black, African, Black British or Caribbean respondents rated siblings or other relatives as 'Useful' or 'extremely useful' compared to 36.4% of Asian or Asian British, 34.2% of Mixed or multiple ethnic groups and 25% of White respondents. 22.4% of Black, African, Black British or Caribbean respondents rated siblings or other relatives as 'Extremely Useful' compared to around 8% of other ethnic groups.

Mixed or multiple ethnic groups were most likely to rate careers and employability websites as 'Useful' or 'Extremely Useful' at 42.6% compared to 36.6% of Asian or Asian British, 34.5% of Black, African, Black British or Caribbean respondents, 36.6% of Asian or Asian British and 29.3% of White respondents.

Those who received free school meals were more likely to rate 'Careers Advisors' as 'Useful' or 'Extremely Useful'; 33.8% rated this way compared to 21% of those who had not received free school meals.

Those without additional needs were 8% more likely to rate Parents/Guardians/Carers as 'Useful' 36.9% compared to 28.4% of those with additional needs.

We had popular 'Very Useful' and 'Extremely Useful' submissions for 'Family Friends', 'YouTube Videos' and 'my own research' in our free text entry option.

SKILLS

Do you think you understand the skills employers are looking for?

33%
Yes

57.5%
I have some idea

9.1%
No

0.4%
Other

Black, African, Black British or Caribbean respondents were most likely to respond 'No' to this question with 13.3% responding this way compared to 9.7% of Asian or Asian British, 8.5% of White respondents and 2.1% of Multiple ethnic groups.

Who do you think is responsible for supporting you to develop employability skills?
(Respondents could select more than one)

Teachers	79.9%
Parents/Guardians	74.4%
Careers Advisors	45.2%
Careers & Employability Websites	18.9%
National Careers Service	17.7%
Relatives	17.2%
Friends	17%
Mentor	15.6%
Siblings	12%
Jobcentre Plus	9.8%
Family Friends	9.7%
Social Media	8.7%
Other people I know who are employed	6.9%
Online Forums	6.2%

White respondents were over 10% more likely to suggest 'Careers Advisors' were responsible with 58% scoring this way.

Other suggestions were: myself, Army Cadets, school generally, not individual teachers and volunteering.

At what age do you think young people should start learning about employability skills?
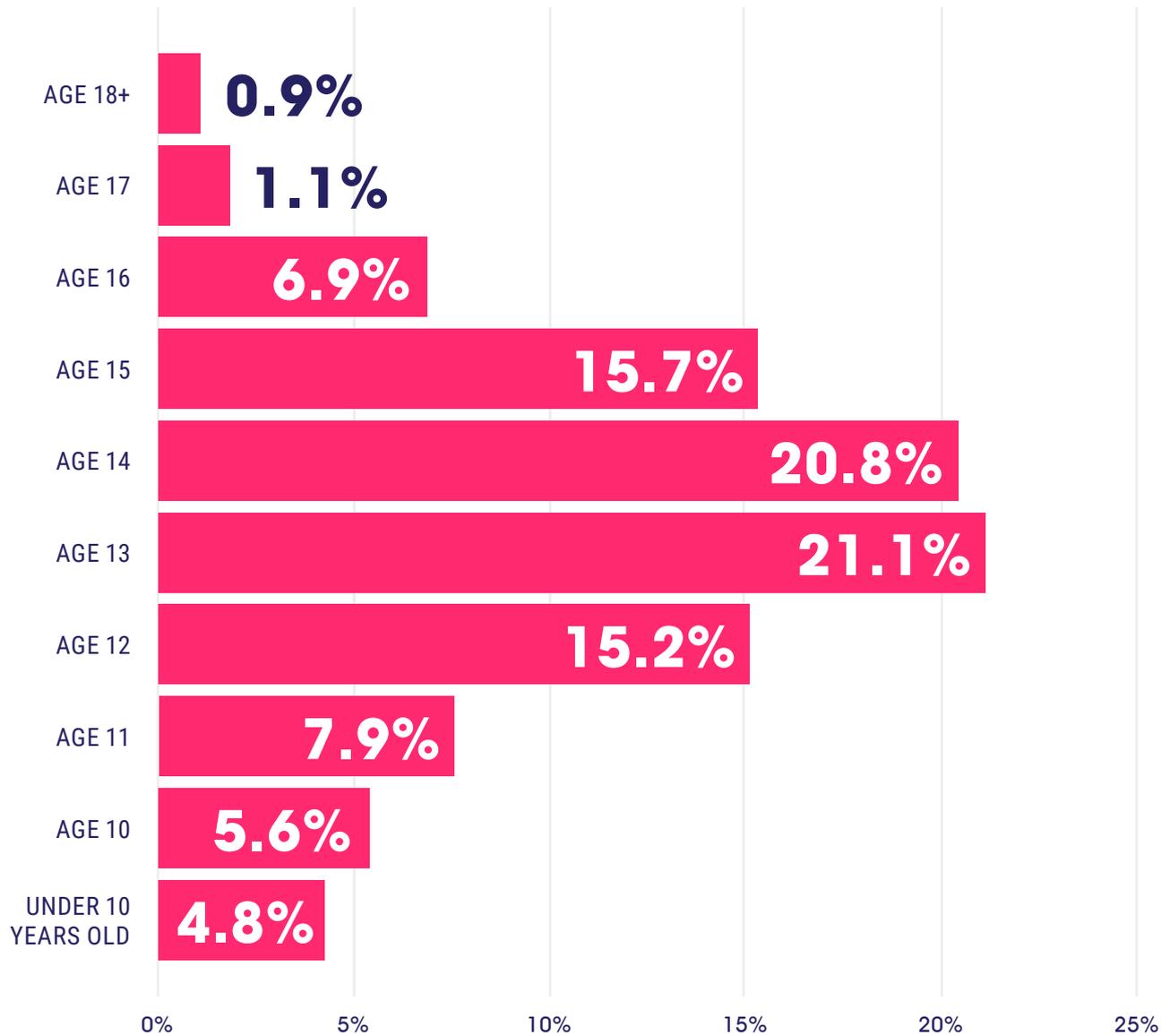
Age	Percentage
AGE 18+	0.9%
AGE 17	1.1%
AGE 16	6.9%
AGE 15	15.7%
AGE 14	20.8%
AGE 13	21.1%
AGE 12	15.2%
AGE 11	7.9%
AGE 10	5.6%
UNDER 10 YEARS OLD	4.8%

How confident are you in the following skills?

	Not Very Confident or Not Confident At All	Neutral	Confident or Very Confident
Listening	**5.8%**	**18.3%**	**75.9%**
Confidence	**30.8%**	**26.9%**	**42.3%**
Problem Solving	**6.7%**	**26.1%**	**67.1%**
Teamwork	**12.9%**	**20%**	**67.1%**
Literacy Skills	**10.4%**	**25%**	**63.6%**
Creativity	**13.8%**	**23.8%**	**62.5%**
Aiming High	**13.8%**	**24.9%**	**61.3%**
Numeracy Skills	**15.3%**	**27.1%**	**57.6%**
Resilience	**12%**	**30.4%**	**57.6%**
Leadership	**22%**	**25%**	**52.9%**
Digital Skills	**17.5%**	**29.8%**	**52.7%**
Staying Positive	**27.3%**	**31.2%**	**41.6%**
Presenting	**39.1%**	**24.8%**	**36.1%**

White respondents were the least likely to be 'Confident' in Staying Positive with 28.2% scoring this way compared to 35.8% of Asian or Asian British respondents, 38.6% of Black, African, Black British or Caribbean and 44.7% of Mixed or multiple ethnic groups.

Black, African, Black British or Caribbean respondents were most likely to rate themselves as 'Very Confident' in Resilience, 35.6% of respondents scored this way compared to 21.3% of Mixed or multiple ethnic groups, 18% of Asian or Asian British and 15.2% of White respondents.

For most skills, those who were not eligible for free school meals were around 6% more confident than those who were eligible. The exception to this was numeracy (where both groups scored themselves the same) and 'Problem Solving' skills. 55% of those who were not eligible for free school meals were 'Confident' in their 'Problem Solving' skills compared to 44.4% of those who were eligible for free school meals.

Young people with additional needs were on average 10% less confident in their Numeracy Skills, Digital Skills, Staying Positive, Aiming High and Resilience.

Young people were also given the option to tell us about other skills they were confident in. There were a range of skills provided which offered a glimpse at the skills young people valued in themselves including: being approachable, giving advice, being easy to talk to and being patient with others, which were common themes.

Which of these skills do you think are most important for work?
(Respondents could select up to three choices)

Skill	Percentage
TEAMWORK	76.9%
LISTENING	67%
PROBLEM SOLVING	66.9%
STAYING POSITIVE	42.8%
LEADERSHIP	39.1%
CREATIVITY	36.7%
AIMING HIGH	32.3%
LITERACY SKILLS	23.3%
NUMERACY SKILLS	21.1%
PRESENTING	20.8%
DIGITAL SKILLS	20.8%
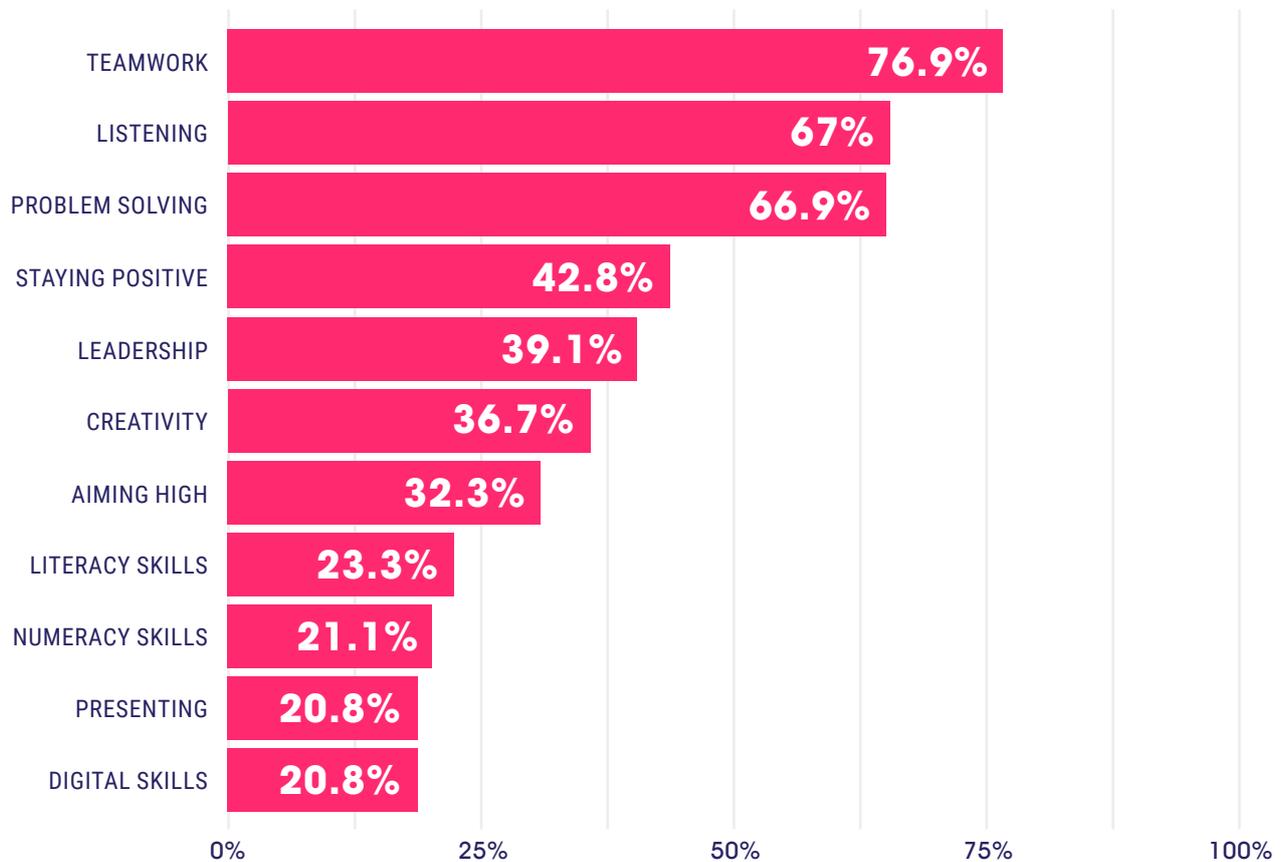
Across each race and ethnicity the top rated skills were 'Problem Solving', 'Teamwork' and 'Listening' although the order did change for different groups: Black, African, Black British or Caribbean and Mixed or Multiple ethinc groups rating 'Teamwork', 'Problem Solving' and Listening. White respondents rated 'Teamwork', 'Listening', and 'Problem Solving. Asian and Asian British respondents rated 'Problem Solving', 'Teamwork' and 'Listening'.

Do you have any idea of the career or types of jobs you would like to do long term?

4.3%
Yes and currently in it

64.7%
Yes

15.2%
No

15.8%
Unsure

Black, African, Black British or Caribbean respondents were most likely to respond 'Yes' to this question with 73.8% answering this way compared to 67.2% of Asian and Asian British, 66% of Mixed or multiple ethinc and 64% of White respondents.

To what extent do you agree with the statement: "My school supported me sufficiently to develop the skills I need for the future"

9%	21%	36.7%	28.9%	4.3%
Strongly disagree	*Disagree*	*Neutral*	*Agree*	*Strongly agree*
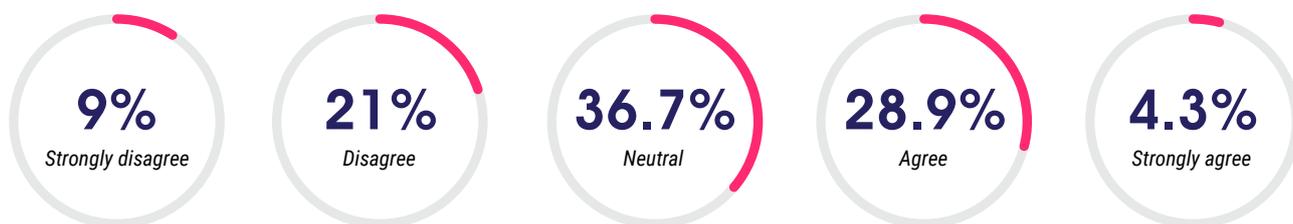
30% of young people 'Disagree' or 'Strongly Disagree' with the statement with 33.3% agreeing or strongly agreeing with the statement.

White respondents were most likely to 'Strongly Disagree' with 9.8% scoring this way compared to 8.7% of Mixed ethnic groups, 8.3% of Black, African, Black British or Caribbean and 2.1% of Asian respondents.

Black respondents were most likely to 'Agree' with 50% scoring this way compared to 37% of Mixed or multiple ethinc groups, 28% of White respondents and 25.8% of Asian or Asian British respondents.

38.8% of young people with additional needs 'Agree' or 'Strongly Agree' compared to 33.4% of young people without additional needs.

What support would you have liked to have seen from your school?	**When thinking about employers, what, if anything, could they do to help young people develop their skills?**
The top responses from this free text comment question were: 1. More careers advice 2. Tailored careers advice 3. Mental health support 4. More life skills	The top responses from this free text comment question were: 1. Be clear on what skills are needed for jobs 2. Offer work experience and open days 3. Provide more opportunities for young people 4. Help understand rights and responsibilities when going in to work

CHOICES

How often were the following options discussed with you in school?

	Never	Once	Twice	Three Times	Four Times	Five Times
Traineeships	65.6%	16.8%	8.4%	4.5%	1.4%	3.3%
Apprenticeships	14.2%	16.5%	17.7%	16.8%	8.9%	25.9%
Going to University	12.6%	12.6%	11.7%	12.7%	7.4%	43%
Starting your own business	58.4%	19.5%	8.9%	5.6%	1.5%	6.1%
Getting a job	12.8%	12.7%	13.1%	13.5%	7.5%	40.4%
Joining a sixth form	24.2%	9.5%	7.9%	8.9%	7.5%	41.9%
A levels	13.6%	9.4%	9.3%	11.3%	7.5%	49%
T levels	72.7%	10.3%	6.2%	5.6%	2.1%	3%

Vocational routes ('Traineeships' and 'T Levels') were most likely to have never been discussed with young people. 65.6% had never had 'Traineeships' discussed with them, 72.7% had never had 'T Levels' discussed with them and 58.4% of young people had not had 'Starting A Business' discussed with them.

Young women were more likely to hear about:
- University 5 times or more, 46.8% compared to 34.1%
- Joining sixth form 5 times or more, 46.7 compared to 32.7%
- A levels 5 times or more, 54% compared to 39.8%

We were pleased to see that the percentage of female and male students hearing about apprenticeships in schools is even. Male and female students who responded to this question were very close to evenly matched in relation to the amount who had heard about apprenticeships for every response option.

Race and ethnicity did not appear to make a significant difference to the options discussed with respondents this year.

Those receiving free school meals were less likely to hear about:
- Joining a sixth form 5 times or more (37.3% compared to 45%)
- Doing A levels 5 times or more (42.3% compared to 52.9%)

Those with additional needs were:
- Twice as likely to have never had going to university discussed with them (20.1%) in addition they were 8% less to have had going to university discussed with them 5 times or more (37.6%)
- 7% more likely to have never had A levels discussed with them (17.2%)

Please indicate how likely you are to:

	Don't Know	Unlikely or Very Unlikely	Neutral	Likely or Very Likely
Apply for a T Level course	21.5%	61.2%	10.6%	6.6%
Apply for an apprenticeship	6.2%	44.2%	20.9%	28.6%
Apply to University	4.8%	18.7%	11.1%	65.4%
Start your own business	7.2%	47%	24.6%	21.2%

65.4% of all respondents were 'Likely' or 'Very Likely' to apply to university compared to 28.6% who would apply for apprenticeships, 21.2% who would start their own business and 6.6% who would apply for a T Level course. 61.2% of young people were 'Very Unlikely' or 'Unlikely' to apply for a T Level course with 21.5% not being sure ('Don't Know').

Young women indicated that they were:
- 'Very Likely' to 'Apply to University' which was 55.1% of young women compared to 34% of young men.

Young men indicated that they were:
- 'Likely' or 'Very Likely' to apply for an apprenticeship, which was 42% of young men compared to 23.2% of young women.

27.9% of Black, African, Black British or Caribbean indicated that they were 'Very Likely ' to apply for an apprenticeship, compared to 12.9% of White respondents, 9.7% of Asian and Asian British respondents and 7.3% of Mixed or multiple ethnic groups.

White respondents were the least likely to indicate they would be applying to university with 12.5% indicating that they were 'Very Unlikely' to do so compared to less than 11% for other groups.

53.5% of those who did not receive free school meals were 'Very Unlikely' to apply for a T Level compared to 40.5% of those who did receive free school meals.

53.2% of those who did not receive free school meals were 'Very Likely' to apply to university compared to 36.3% of those who did receive free school meals.

53.3% of those without additional needs were 'Very Unlikely' to undertake a T Level compared to 45.1% of those with additional needs.

8.6% of those without additional needs were 'Very Unlikely' to go to University compared to 22.2% of those without additional needs.

What else could your school have done to support you to progress?

They can talk to everyone individually, let them know what career they want to do, talk in form time about what work experience we can be involved in.

Be realistic that once you go to university you are guaranteed 100% that you will get a job when in reality it's not the case. They need to show us how to find a job that brings sustainable income and comfortable living rather than saying that university is the only option.

Give us more skills for the world.

One on one support.

I think there should be more talk on starting our own businesses. I also think there should be lessons to do with everyday life skills like paying bills, buying a house, getting a car etc.

Extra lessons about career pathways.

Shown how to start a business.

Do more lessons on how to progress and stand out to employers.

Less focus on University at a secondary school level and more focus on sixth form and subject options and the transition in terms of work style between the institutions.

Teach me about some more career paths.

Make us more aware of career paths + specific subjects required to take those paths (I know so many people who had to switch subjects because they didn't know a subject was required for their dream job).

Give us more GCSE options and present work and education as exciting and positive.

Make regular checkups for your careers. Not just book an appointment.

Told us about traineeships and told us about uni and apprenticeships as well as told us the general information about life after school.

WORK EXPERIENCE IN SCHOOL

Did you have an option of work experience during your time in secondary education (Years 9 - 13)?

37.5%
Yes

41%
No

13.9%
Unsure

7.5%
Other

How many opportunities for work experience did you have?

62.8%
1

21.4%
2

7.5%
3

1.1%
4

7.2%
5 or more

Did anyone help you find work experience?

52.1%
Yes

34.2%
No

7.4%
Unsure

6.3%
Other

59.9% of young men replied 'Yes' compared to 49.8% of young women.

Did you undertake the work experience?

64.9%

Yes

25.3%

No

9.8%

Other

How would you rate this work experience?

1.1%
Very poor

7.4%
Poor

18.7%
Average

41.5%
Good

31.3%
Excellent
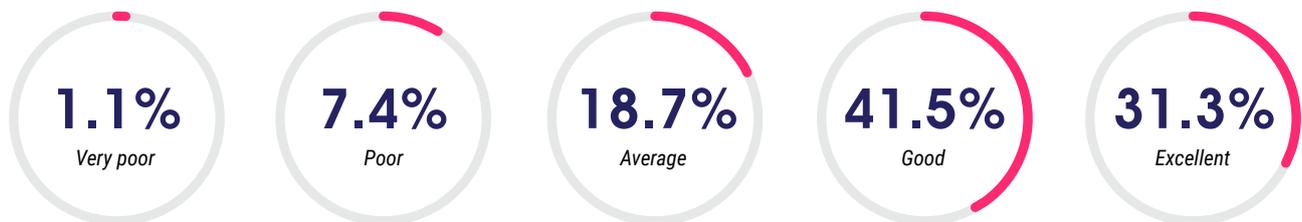
Was the work experience offered virtually or in person?

12.2%

Virtual

70.7%

In person

17%

A mixture of virtual or in person

28.6% of Black, African, Black British or Caribbean respondents stated that their work experience was 'Virtual' compared to 21.2% Asian or Asian British, 19% of Mixed or multiple ethnic groups and 10% of White respondents.

To what extent do you agree with the following statement: "Work experience helps you to…"

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree
Build useful skills	5.8%	17.9%	76.3%
Build networks and contacts	12.9%	27.7%	59.4%
Understand what it feels like to be at work	5.6%	14.5%	79.9%
Build experience that helps you get a job	5.7%	17.8%	76.5%
Make decisions and choices about your future	8.6%	22.5%	68.8%

There was no gender difference in what work experience helps you to do, in fact the responses mirror each other.

Mixed and multiple ethinc respondents were around 10% more likely to 'Agree' that work experience helps you to build useful skills, build networks and contacts and make decisions and choices about their future. White respondents were most likely to 'Agree' that work experience helps them understand what it feels like to be at work.

Those who did receive free school meals were 5% more likely to 'Agree' to all of the statements compared to those who did receive free school meals.

WORK EXPERIENCE FOR THOSE WITH ADDITIONAL NEEDS

30.9% of those with additional needs had been offered work experience compared to 39.9% of those without additional needs.

61% of those with additional needs had someone help them find their experience compared to 49.8% of those without additional needs.

Young people without additional needs were 10% more likely to 'Agree' that work experience helps you build contacts.

At what age do you think work experience should start in schools?

Age 11	**3.2%**
Age 12	**3.3%**
Age 13	**14.9%**
Age 14	**30.5%**
Age 15	**30.7%**
Age 16	**15.2%**
Age 17	**1%**
Age 18+	**0.5%**
I don't think work experience should start in school	**0.5%**

Why did you choose this age?

15 is right before sixth form or 16 years of age, where there is a drastic change in the way education is handled and when part-time jobs are available for you.	13 year olds are still settling in to the new lifestyle of secondary school and 15 year olds are busy with GCSEs.	People are in year nine and heading towards year ten which allows preparation for jobs post year eleven with less stress because you haven't begun starting GCSEs yet.

How could work experience in schools be improved?

Offering more opportunities for them and having better networks to help students find work places they enjoy.	Approach more companies and push out the fact of work experience.	Taster lessons and workshops before choosing.	More employers offering more job options.

COLLEGE & SIXTH FORM

How would you rate your time at college or sixth form?

9.2%

Poor or Very Poor

30.8%

OK

60%

Good or Excellent

What have you enjoyed most about studying at college or sixth form?

	N/A	Disliked or Really Disliked	OK	Enjoyed or Really Enjoyed
Having ownership of study/ more independent learning	4.3%	6.5%	26.1%	63%
Travel	17.8%	18.5%	41.7%	50.2%
Routine	2.7%	9.1%	38.0%	50.2%
Quality of teaching	1.8%	6.3%	31.4%	60.4%
Curriculum content	1.8%	8.6%	30.6%	59%
Choice of subjects	1.6%	6.8%	25.3%	66.3%
The size of and environment of the school/college	1.8%	8.4%	30.6%	59.2%
Remote learning	8.2%	43.5%	26.8%	21.5%

Other options written in were: Being treated as an individual, Course content, Facilities, e.g. library, labs, dining area/canteen; and Friends, Help and support, Leadership opportunities, and Meeting new people.

What was the biggest challenge or adjustment you had to make when starting college or sixth form?

	N/A	Not a Difficult Change at All	Neutral	A Challenge or Very Challenging
Having ownership of study/ more independent learning	3.7%	35.1%	26.7%	34.4%
Travel	15.4%	39.6%	25.9%	19.1%
Routine	3.0%	43.9%	29.7%	23.3%
Quality of teaching	3.5%	43.6%	33.2%	19.8%
Curriculum content	2.8%	30.3%	32.7%	34.1%
Choice of subjects	3.8%	39%	36.9%	20.3%
The size of and environment of the school/college	6.4%	44.4%	29.6%	19.6%
Remote learning	8.3%	16.2%	22.3%	53.2%

Other options written in were: Amount of homework and lesson content, Biggest challenge was deciding what to do after college was over, Exams harder, Expectations, Making friends, Wearing masks, and Going in for education.

Did you (or do you plan to) undertake a job whilst you are at college or sixth form?

I currently work alongside studying	33.0%
I am looking for work	37.3%
I am not looking for work and do not plan to whilst in college or sixth form	25.2%
I normally work alongside studying but the current restrictions mean I can not	4.5%

CAREERS ADVICE IN COLLEGE AND SIXTH FORM

How often have you received the following at college or sixth form?

	Once	Twice	Three Times	Four Times	Five Times or More
Careers lectures	43.8%	20.8%	14.6%	5.5%	15.4%
Access to careers advisors	49.7%	21.5%	8.6%	5%	15.2%
One-to-one sessions with careers advisors	67.9%	15.2%	6.1%	4.3%	6.4%
Online careers and employability services	54.4%	14.6%	13.7%	5.2%	12.1%
Mentoring	58.9%	11.6%	10.2%	3.1%	16.1%
Mental health training	65.2%	13.5%	10.1%	3.9%	7.3%
Financial planning management	73%	13.2%	7.9%	2.6%	3.2%
Skills workshops	59.4%	13.4%	14.3%	5.4%	7.4%
Employers visits	65.1%	12.3%	11.1%	4.1%	7.3%
Visits to employers	81.2%	8.6%	5.6%	1.5%	3.1%
Careers fairs	64.1%	18%	10.4%	2.3%	5.2%
Placements	74.4%	10.4%	6.7%	2.7%	5.8%
None	63.8%	7.9%	3.8%	3.8%	20.8%

Do you (or did you) know what you would like to do after college/sixth form?

62.9%

Yes

15.5%

No

21.6%

I'm unsure

VOLUNTEERING, EXTRACURRICULAR & SOCIAL ACTION

Did you (or do you plan to) undertake a job whilst you are at college or sixth form?

Category	Percentage
SPORTS CLUBS	55.6%
MUSIC OR ARTS CLUBS	36.6%
SOCIAL ACTION PROJECTS (VOLUNTEERING OR FUNDRAISING)	28.9%
THE DUKE OF EDINBURGH'S AWARD	29.9%
GIRL GUIDING	21.3%
JOINED A YOUTH CLUB	17.4%
SCOUTS	14.8%
NATIONAL CITIZENS SERVICE	10.4%
CADETS	8.3%
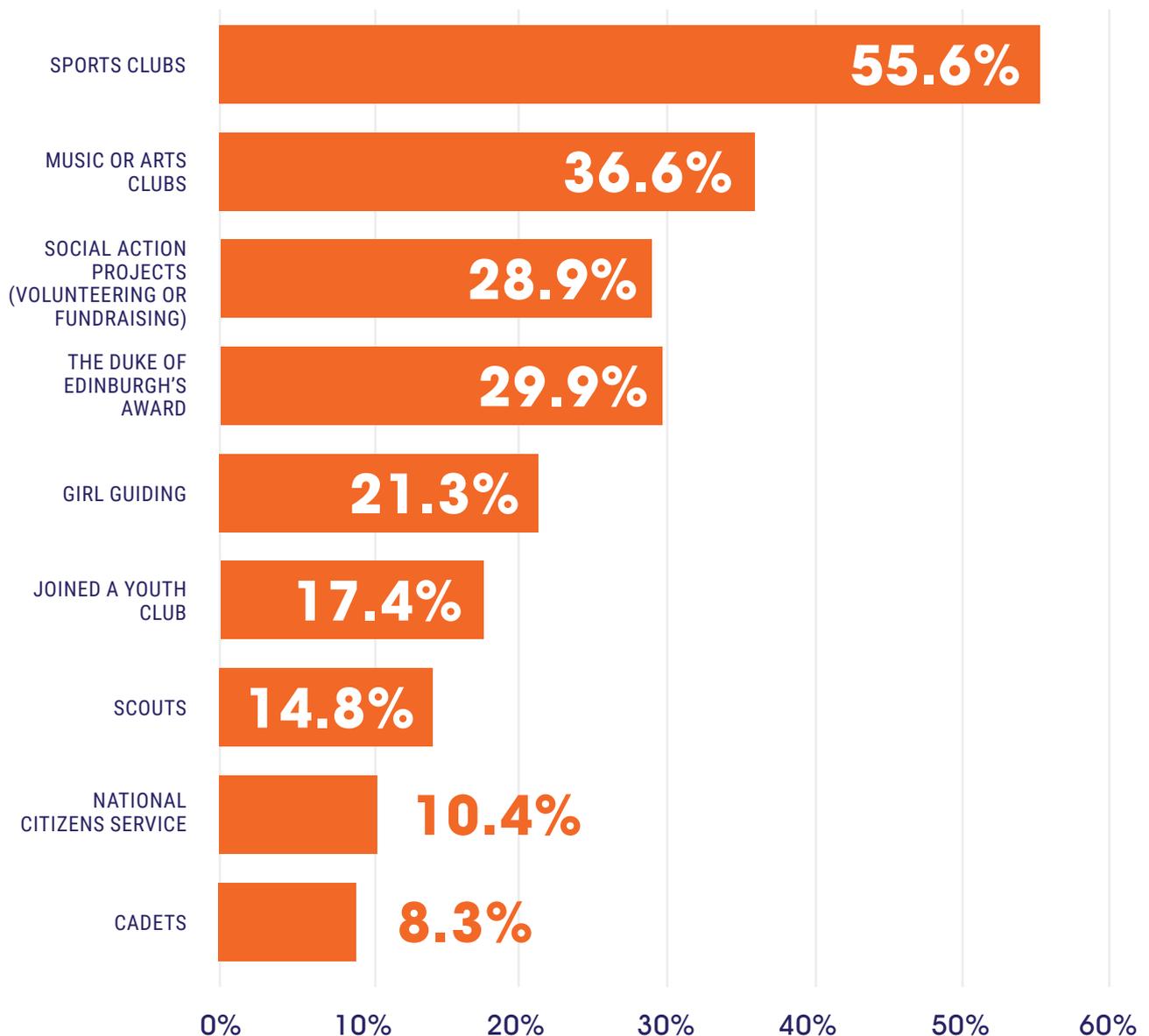
Young women were more likely to have taken part in the following, than young men:
- Music or arts clubs 40.7%, compared to 25.3%
- Social action projects 32.9%, compared to 19.8%

Young men were more likely to have taken part in the following, than young women:
- Sports clubs 60.4%, compared to 53.6%
- Youth clubs 20.1%, compared to 15.6%

Those who were eligible for free school meals were:
- 10% less likely to have taken part in music or arts clubs
- 11% less likely to have been part in a sports club
- 20% less likely to have taken part in the Duke of Edinburgh's Award

They were also:
- 12% more likely to have joined a youth club

Those with additional needs were:
- 7% more likely to have taken part in National Citizen Service
- 12% more likely to have joined a Youth Club
- 8% more likely to have undertaken Social action projects (volunteering and fundraising)

Outside of school, college, sixth form or university have you ever taken part in social action?

51%

Yes

42.6%

No

6.5%

Unsure

Young women were more likely to have undertaken Social action projects; 55.1% had taken part compared to 42.8% of young men.

Those eligible for free school meals were 10% less likely to have taken part in Social action projects.

Is social action or volunteering something you would consider doing?

We asked those who had never undertaken social action or who were unsure if it was something they would consider doing.

59%	**19.4%**	**21.6%**
Yes	*No*	*Unsure*

Young women were most likely to respond 'Yes' to this question with 65.8% saying they would consider social action compared to 49% of young men.

What do you think are the biggest benefits to social action/volunteering?

LOOKS GOOD ON MY CV	69.7%
BUILDS SKILLS	68.7%
HELPS PEOPLE	77%
HELPS ME MAKE FRIENDS	33.7%
FUN	36.6%
MENTAL HEALTH/WELLBEING	43.5%
NONE	2.6%
OTHER	1.9%
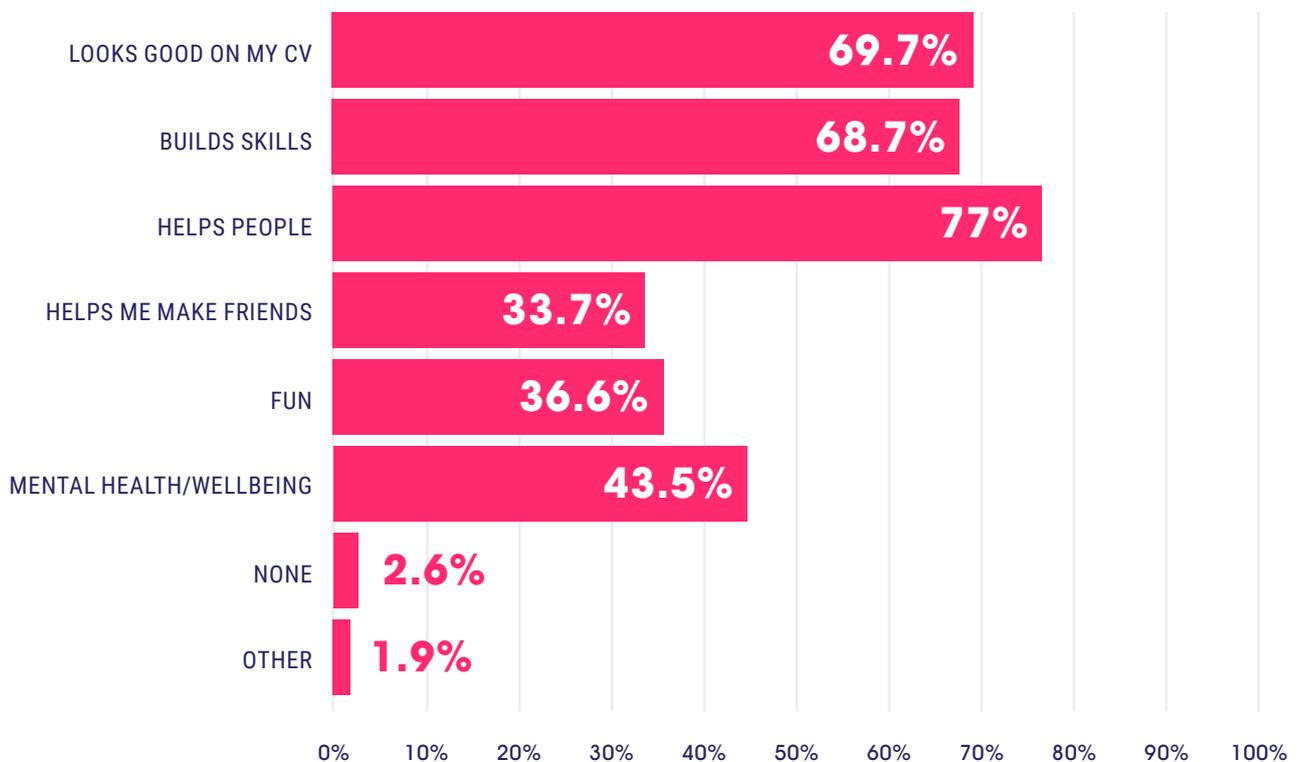
Whilst most responses were even amongst genders, 82.5% of young women rated 'Helps people' compared to 66% of young men.

What are the biggest benefits to undertaking extra curricular activities (like sports clubs, cadets)?

Category	Percentage
LOOKS GOOD ON MY CV	50.9%
BUILDS SKILLS	71.7%
HELPS PEOPLE	26%
HELPS ME MAKE FRIENDS	65.6%
FUN	64.1%
PHYSICAL HEALTH	58.5%
MENTAL HEALTH/WELLBEING	56%
NONE	1%
OTHER	2.4%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
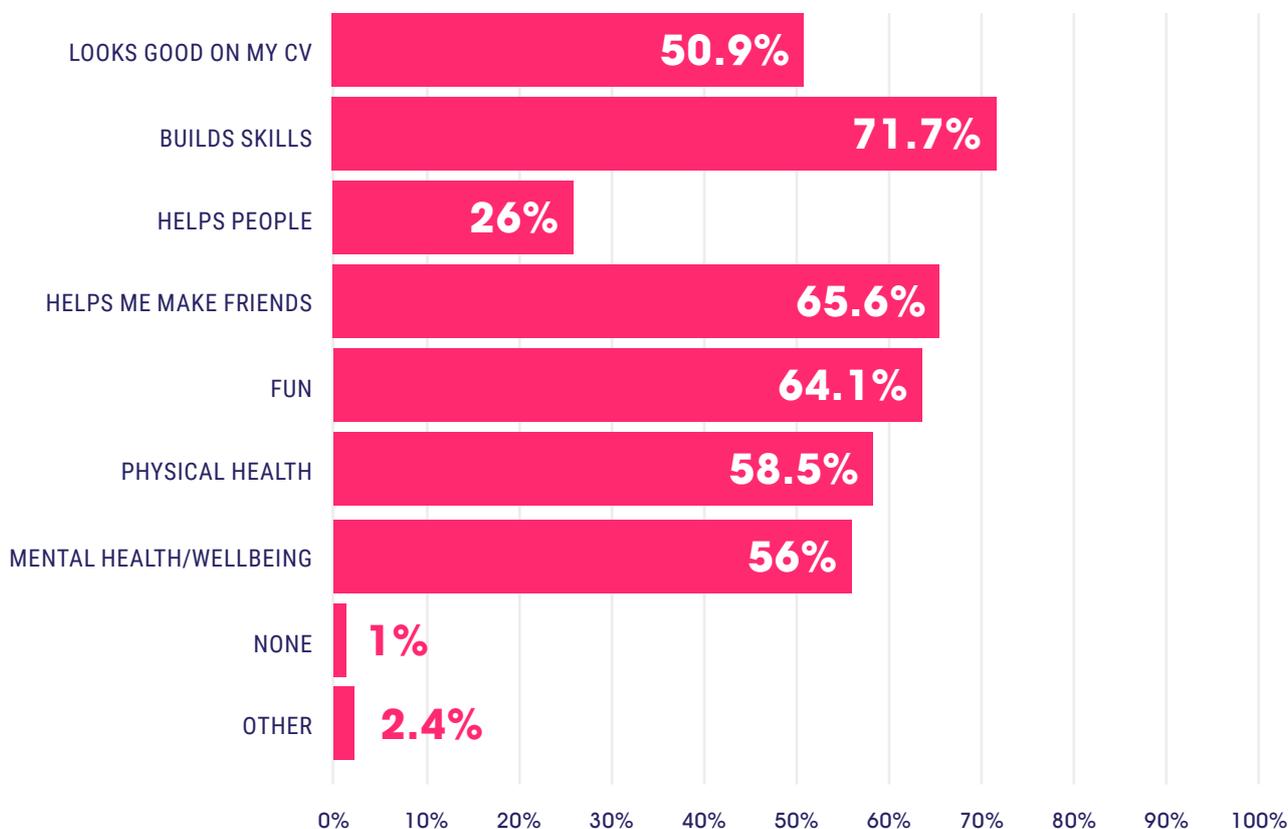
To what extent do you think it is important that young people take part in social action and extra curricular activities?

2.8%	6.6%	25.5%	36.9%	28.1%
Not important	Slightly important	Semi important	Important	Very important
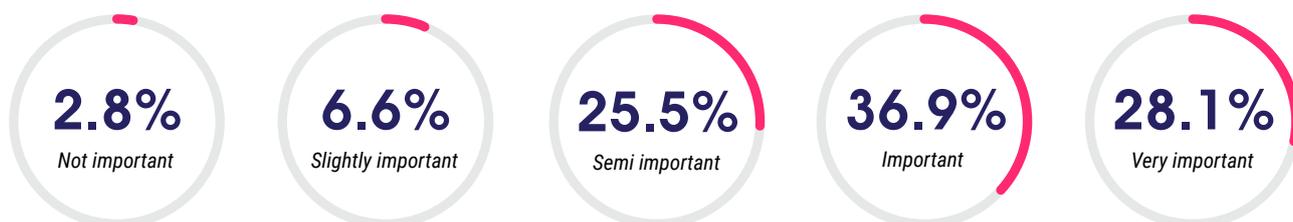
What more could be done to engage young people in social action and extracurricular projects?

I think these projects should be advertised better. I was not aware of lots of these projects that were happening in my local area but I would have loved to have joined them earlier. If they can be advertised better then maybe more young people would join in.

Increase inclusion, lower prices and increase diversity of activities available.

Offer more incentive to join as some people may think I'm not getting anything out of it so I will not participate.

Have it count towards work experience. For my course we have to do a certain number of hours of work experience. With that on top of school work and a social life it leaves little time to volunteer.

Incentives such as financial support for a project they are pursuing which helps them create their own ventures or help existing ones with an in-house project.

We don't have time for anything other than school work. It's so overwhelming.

Make it easy to find opportunities, make the opportunities attractive (packing boxes/uploading bags of charity clothes to ebay won't provide many benefits to the volunteer), make it easier to meet younger people when doing it (the volunteer sector is very old, unlikely to make friends with old people). Encourage/make it easy for people to give things a go rather than sign up to a term of classes. Think young people may also be intimidated by the idea of classmates also attending and the chance of being picked on. Secure time during the school day so they don't feel guilty for doing the activity rather than revising (for exams which they are told will make or break their entire life).

Is there anything else you would like to add?

My year was one of the ones that was impacted a lot by the pandemic and I think it helped us build some skills that are needed for employment. We had to learn to manage our time with no supervision and had to cope with our grades being entirely out of our control. We lost a lot because of the pandemic like prom and social skills but I think it did help us grow as individuals. Because of the lack of social interaction I don't think a lot of us are ready for the world to go back to normal.

NCS is the only reason I have enough confidence to talk to anyone and I wish we learnt about credit cards and credit score at school bc some guy at work is the only reason I understand whats going on there.

Please make more volunteering opportunities available to young people and LET US KNOW ABOUT THEM.

I really hope that in the future there are more opportunities for young people to be heard, take part in making positive changes happen, and be able to make their own paths in life.

Everybody goes on about mental health awareness but nobody ever helps us deal with it. Things like mental health awareness week are pointless and don't actually help anyone. Provide mental health services with better funding.

The school system needs to refocus on life skills and mental health and well-being of students. There's no point in providing an education to students who do not enjoy it and will not use it, especially when it is doing more harm than good, which is definitely the case! The resources available for students' mental health are not sufficient or successful. Most student are not willing to seek help, it should be provided eg check ins for every student.

I think there should be more focus on the wellbeing of students, especially this year as extra 'assessments' instead of exams are even more stressful. Nobody knows what will be counted towards their GCSE, how they've done/been doing in 'assessments' and i think this causes unnecessary stress which is never beneficial but now more than ever could be very damaging.

I find that a lot of opportunities are tailored to people in better financial positions than most which leads to a lot of inequality. As a result, I think young people feel restricted by their upbringing and income and don't want to take opportunities out of fear of the sacrifices they may need to make.

Also the issue of once young people are in the workforce, how do they progress beyond the entry level roles. Traditional idea of being promoted for working hard etc. doesn't seem to exist anymore, you have to apply, interview and compete with others for promotional opportunities which previously would have just been given to hard working young staff, if those opportunities to progress are even offered in your team. Lots of young people and even those in their thirties are stuck in their career development in entry level roles and it seems really hard to make that jump to more senior roles. It almost seems like you just wait until you are old enough to get a senior job.

T LEVELS

We include this data set to show all of the information collected as part of our mini surveys but it is important to note that there were only 6 responses to this survey.

How did you find out about T Levels?

50%
School

16.7%
Social media

50%
Gov.uk

33.3%
Friends

How would you rate your T Level?

33.3%
Poor

33.3%
Average

33.3%
Good
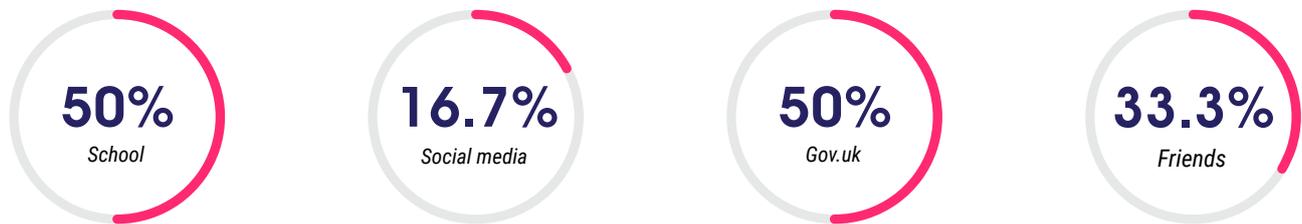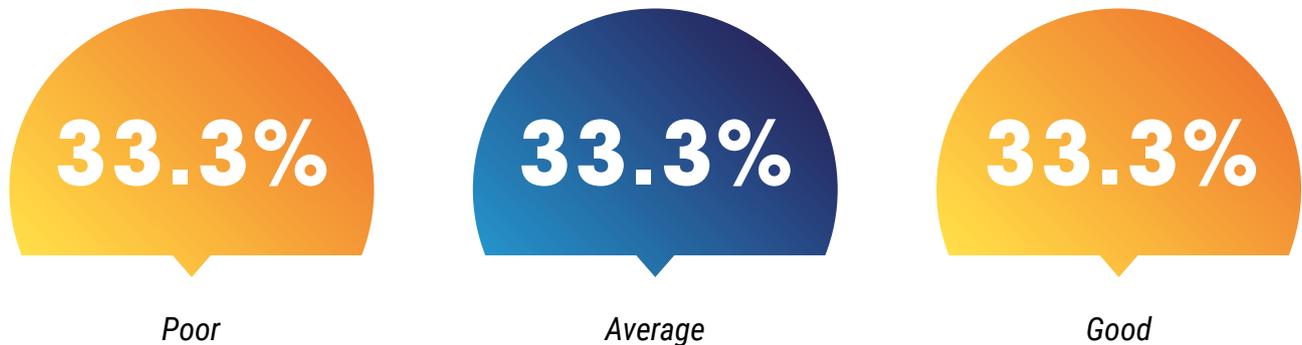
What have you enjoyed the most?

	Disliked or Really Disliked	OK	Enjoyed or Really Enjoyed
Travel	47%	16.7%	33.3%
Routine	33.3%	66.7%	0%
Work experience	83.3%	16.7%	0%
Gaining support with English and Maths	33.4%	50%	16.7%
Adjusting to a new way of working	33.3%	50%	16.7%

What has been your biggest challenge?

	N/A	Not a Difficult Challenge	Neutral	A Difficult Challenge
Travel	0%	50%	0%	50%
Routine	0%	50%	33.3%	16.7%
Work experience	33.3%	16.7%	50%	0%
Gaining support with English and Maths	33.3%	33.3%	33.3%	0%
Adjusting to a new way of working	0%	66.7%	0%	33.3%

What is next for you?

33.3%
Find a job

33.3%
Find an apprenticeship

16.7%
Education or training

16.7%
I am not sure yet

How much has your T level helped prepare you for the next step?

16.7%

Unhelpful

83.3%
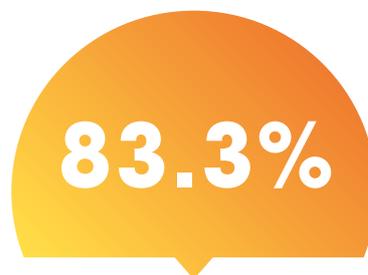
Average

How would you rate the career advice and guidance you have received?

50%
Poor

16.7%
Average

33.3%
Good
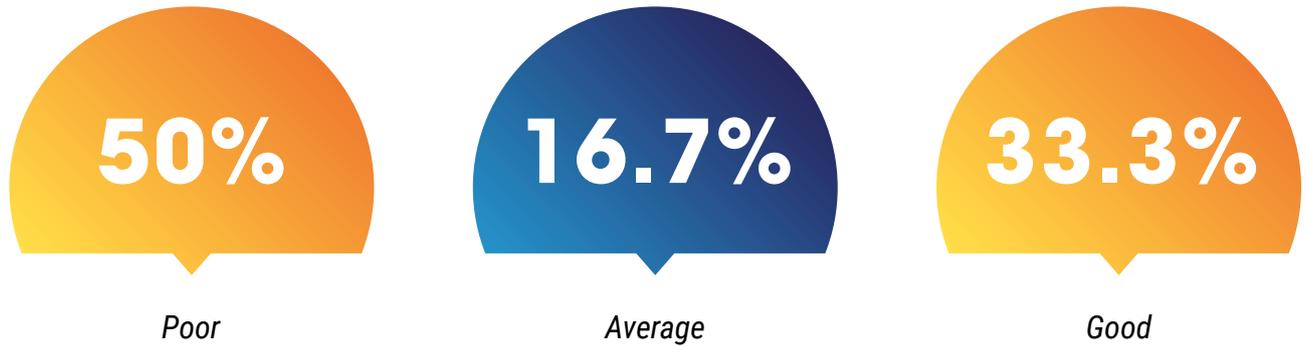
How would you rate the support from your provider?

50%
Poor

16.7%
Average

16.7%
Good

16.7%
Excellent

How would you rate the support from your employer?

50%
Poor

16.7%
Average

33.3%
Good
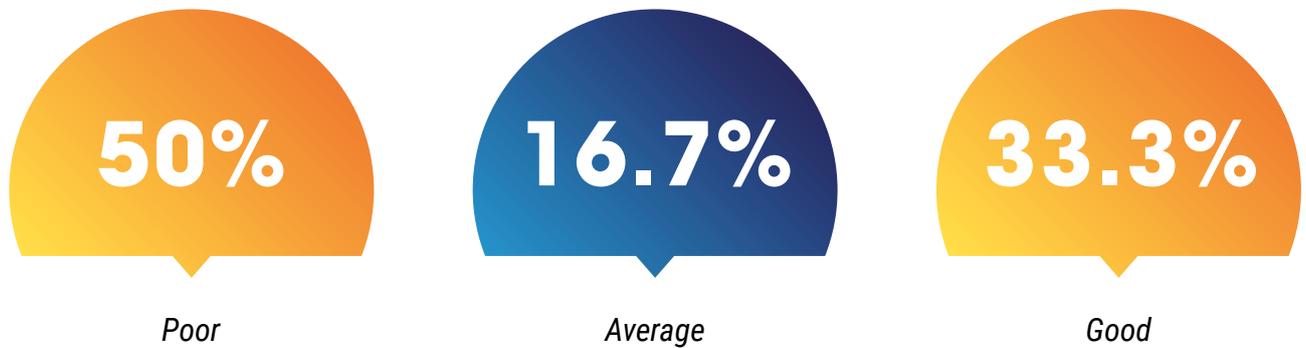
UNIVERSITY

What year are you in?

39.1%
Year 1

21.7%
Year 2

23.9%
Year 3

10.9%
Year 4

4.3%
Year 5

Which do you think was the biggest influence on you deciding to attend university?

I ALWAYS KNEW WHAT I WANTED TO DO	**42.6%**
PARENT/ GUARDIANS	**23.4%**
IT WAS THE ONLY OPTION	**12.8%**
TEACHERS	**10.6%**
FRIENDS	**4.3%**
OTHER	**4.3%**
NONE	**2.1%**

0%   10%   20%   30%   40%   50%
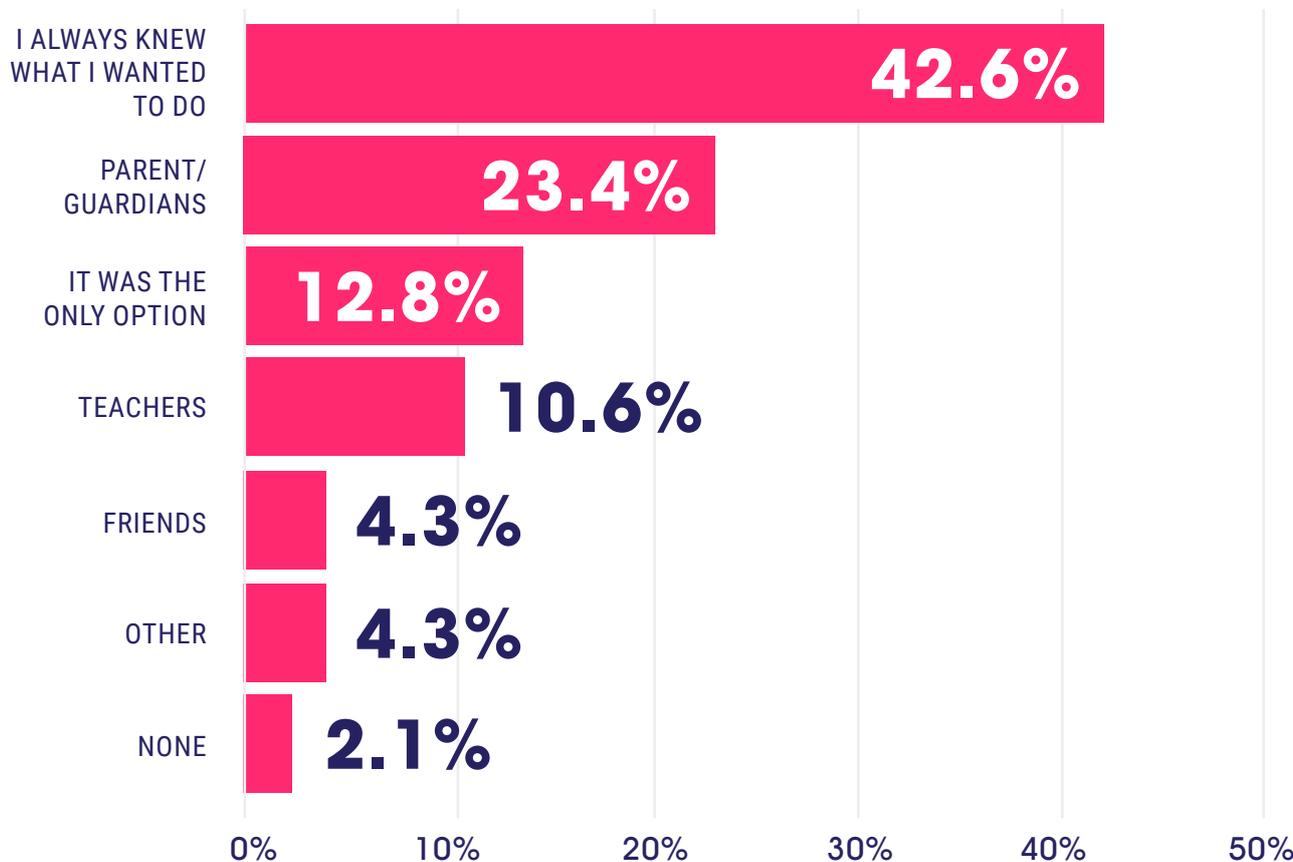
What do you enjoy about university?

	N/A	Disliked or Really Disliked	OK	Enjoyed or Really Enjoyed
Having ownership of study/ more independent learning	0%	6.6%	31.1%	62.3%
Travel	13.3%	26.7%	31.1%	28.9%
Routine	6.7%	24.4%	26.7%	42.3%
Change of teachers	4.4%	20%	35.6%	40%
Studying what I choose	4.4%	0%	24.4%	71.1%
The university environment	8.9%	20%	17.8%	53.3%
Value for money	4.4%	68.8%	22.2%	4.4%
Independent living	28.9%	4.4%	13.3%	53.3%
Good range of student support (e.g. mental health, careers)	4.4%	40%	24.4%	31.2%
Freedom to make my own choices	6.7%	4.4%	8.9%	80%
Students who share my interest in the topic	8.9%	8.9%	24.4%	57.7%

What are the biggest challenges you face?

	N/A	Not a Difficult Change at All	Neutral	A Challenge or Very Challenging
Having ownership of study/ more independent learning	0%	33.4%	31.1%	35.6%
Financial issues	4.4%	17.8%	6.7%	71.1%
Debt accumulation	17.8%	17.7%	17.8%	46.7%
Travel	8.9%	37.8%	26.7%	26.7%
Routine	4.4%	44.4%	17.8%	33.4%
Change of teachers	2.2%	53.3%	24.4%	20%
Not being able to study what I choose	22.2%	35.6%	24.4%	17.8%
The size and environment of university	8.9%	46.7%	22.2%	22.3%
Value for money	4.4%	18.8%	15.6%	62.2%
Overwhelming environment	4.4%	20%	28.9%	46.7%
Remote learning	0%	15.6%	11.1%	73.3%
None	88.0%	4%	8%	0%

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	46.7%	15.6%	11.1%	4.4%	4.4%	17.8%
Access to careers advisors	37.8%	22.2%	2.2%	0%	0%	37.8%
One-to-one sessions with careers advisors	61.4%	13.6%	4.5%	2.3%	0%	18.2%
Online careers and employability services	36.4%	9.1%	13.6%	4.5%	4.5%	31.8%
Mentoring	44.4%	15.6%	4.4%	8.9%	0%	26.7%
Mental health training	79.5%	9.1%	0%	0%	2.3%	9.1%
Financial planning management	90.9%	4.5%	0%	2.3%	0%	2.3%
Skills workshops	55.6%	17.8%	4.4%	4.4%	2.2%	15.6%
Employers visits	57.8%	11.1%	13.3%	2.2%	2.2%	13.3%
Visits to employers	81.8%	2.3%	4.5%	0%	2.3%	9.1%
Careers fairs	47.7%	9.1%	18.2%	9.1%	0%	15.9%
Placements	61.4%	22.7%	0%	0%	0%	15.9%

For those that have received or accessed the following whilst at university, how useful were they?

	N/A	Unhelpful or Very Unhelpful	OK	Helpful or Extremely Helpful
Careers lectures	30.2%	18.6%	20.9%	30.3%
Careers advisors	44.2%	16.3%	7%	32.6%
One-to-one sessions	36.4%	15.9%	11.4%	36.4%
Online services	23.3%	14%	20.9%	41.9%
Social media	32.6%	16.3%	20.9%	30.2%
Mentor	35.7%	19%	16.7%	28.5%
Skills workshops	42.9%	7.2%	26.2%	23.8%
Employers visits	59.5%	9.5%	7.1%	23.8%
Visits to employers	73.8%	9.5%	2.4%	14.3%
Careers fairs	40.5%	14.2%	14.3%	30.9%

To what extent do you think university is helping or has helped you to prepare you for your next step?

15.2%
Very unhelpful

15.2%
Unhelpful

32.6%
OK

28.3%
Helpful

8.7%
Extremely helpful
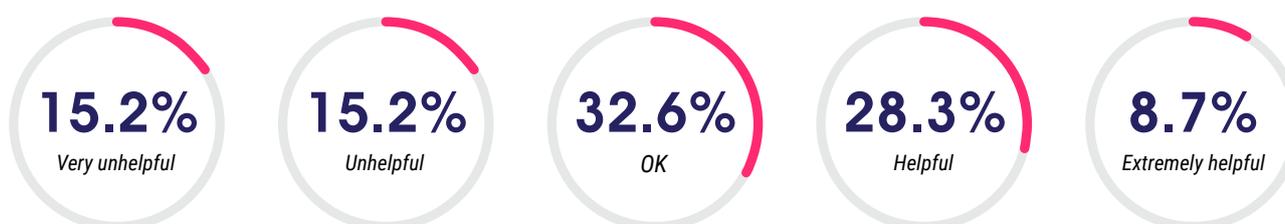
Has there been any work experience, or a placement year, available to you whilst at university?

YES – WORK EXPERIENCE (IN PERSON)	17.8%
YES – VIRTUAL WORK EXPERIENCE	13.3%
YES – PLACEMENT YEAR	15.6%
NO	44.4%
UNSURE	8.9%

0%　10%　20%　30%　40%　50%
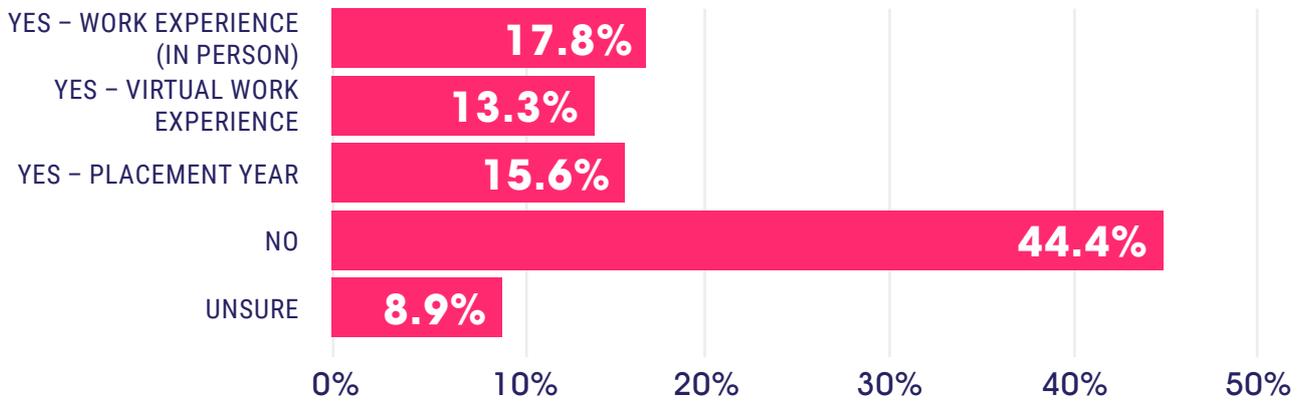
Has coronavirus impacted any work experience or placement your university normally offers?

43.5%
Yes

19.6%
No

34.8%
Unsure

2.2%
Other

Was this work experience or placement:

15.4%
Initiated or found by you

69.2%
A requirement of your course

15.4%
Part of an industrial placement year

How would you rate this work experience?

7.7%
Very poor

23.1%
Average

38.5%
Good

30.8%
Excellent

JOURNEY TO WORK

In this section we ask young people, of age 19 plus, as well as those out of work and those looking for work about the skills they have, their confidence and how prepared they feel to navigate and access work.

Key Findings:

IMPACT OF COVID-19

- 26.8% of those looking for work had lost a job due to coronavirus
    » 33.3% of Mixed or multiple ethnic groups have lost a job as a result of coronavirus compared to 25% of Black, African, Black British or Caribbean and 23.8% of White respondents.

- 56.2% of young people stated that coronavirus had impacted their mental health 'A Lot' or 'A Great Deal'. Just under half (48.9%) stated that coronavirus had impacted their motivation to apply for opportunities 'A Lot' or a 'A Great Deal'.
    » 55.6% of those who received free school meals stated that their mental health had been impacted 'A Great Deal' compared to 25% of those who did not receive free school meals.

- 63.2% of young people rated the Government as 'Poor' or 'Very Poor'; and 35.1% rated the local council this way; and 24.5% rated Jobcentre Plus.

SKILLS FOR LIFE AND WORK

- 55% of those age 19 plus thought they understood the skills employers are looking for:
    » Mixed and multiple ethinc respondents were most confident; 69.2% responded 'Yes' to this question (and 0% said 'No'). 57.4% of White respondents said 'Yes', as well as 52.4% of Black, African, Black British or Caribbean and 44.9% of Asian or Asian British respondents.

- Teamwork, problem solving and resilience were the skills young people thought were most important for work.

- Listening, teamwork and literacy skills were the skills young people felt most confident in. Gender, race and ethnicity and eligibility for free school meals impact confidence

- 63.9% were 'Confident' or 'Very Confident' that they had the right skills and that they had the right qualifications.

- 30.7% of young people were 'Not Confident' that they had a good personal network and 24.5% were 'Not Confident' that they had relevant work experience.

- Parents, guardians and carers were most likely (17.7%) to be rated 'Extremely Useful' followed by Careers and employability websites (13.7%). Race and ethnicity, gender and eligibility for free school meals all impacted who was most useful.

- 47.8% of young people had an idea of the career or types of job they would like to do. 24.9% of respondents were already in the career or type of job they would like to do.

- 54.1% were 'Confident' or 'Very Confident' that they would be able to progress into a good job. 16.8% were 'Not Very Confident' or 'Not Confident at All' that they would be able to. Confidence is impacted by gender, race and ethnicity and eligibility for free school meals.

APPLYING FOR WORK

- Young people were most confident in preparing for and attending an interview with 48.9% rating this way.
    » Young people are least confident that they have the knowledge to prepare for and attend an assessment centre; 29.3% 'Agree' or 'Strongly Agree'.
    » Those eligible for free school meals were 6% less likely to 'Agree' that they have the skills to write CVs, cover letters and attend assessment centres.

- When thinking about finding a job young people thought their biggest barriers were:
    » Lack of experience
    » Anxiety
    » I have no contacts
    » Mental health challenges
    » Not having the right skills

- 25.9% of young people thought employers were 'Supportive' or 'Very Supportive' of hiring young people.
    » 36.6% of young people thought they were 'Unsupportive' or 'Very Unsupportive'
    » Young women and Black, African, Black British or Caribbean young people were least likely to think employers were supportive

- 47.4% of young people find the 'Find a Job' website 'Useful' or 'Very Useful' when looking for work.

IMPACT OF COVID-19 FOR THOSE LOOKING FOR WORK

How long have you been looking for work?

24.6%
1 month or less

17.5%
2 - 4 months

12.3%
4 - 6 months

14%
6 - 12 months

31.6%
12 months +

What opportunities are you looking for?

Opportunity	Percentage
ENTRY LEVEL JOBS	**60.7%**
APPRENTICESHIPS	**50%**
KICKSTART	**32.1%**
TRAINEESHIP	**23.2%**
GRADUATE JOBS	**19.6%**
SECTOR BASED WORK ACADEMY	**8.9%**

0%   25%   50%   75%
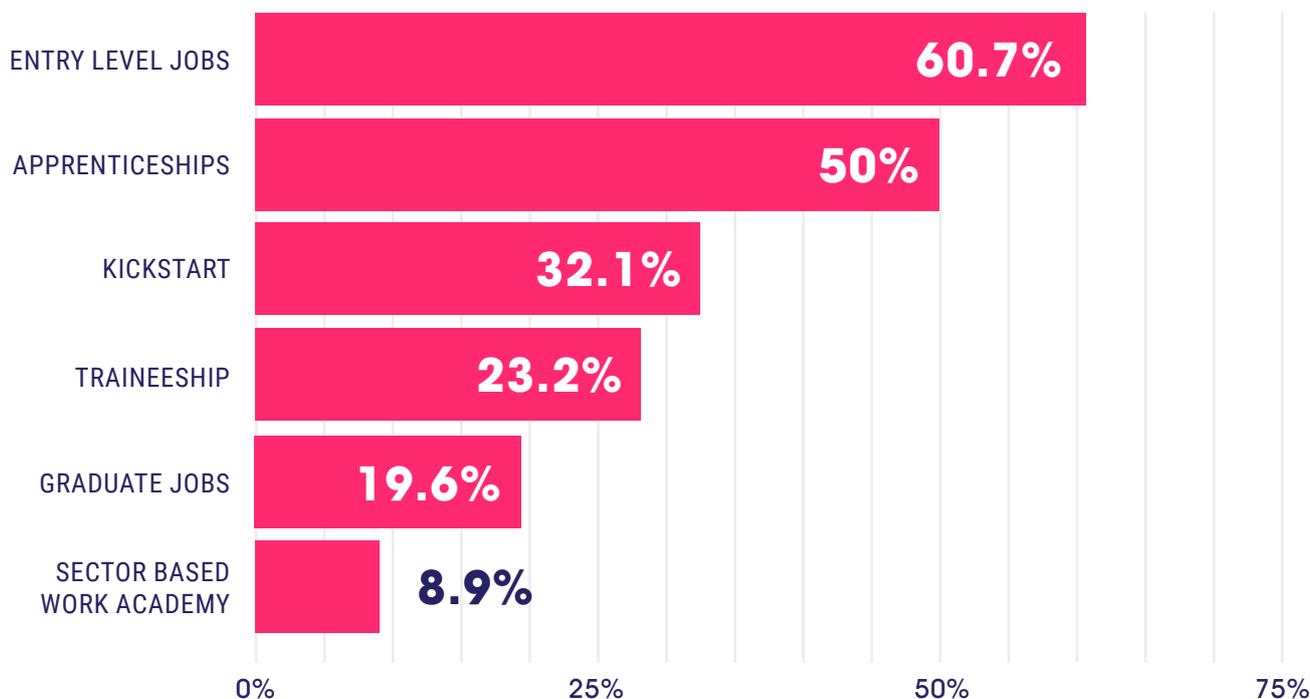
41.2% of those who had received free school meals were looking for Kickstart opportunities compared to 28.1% of those who did not.

Have you been able to find them?
(Respondents could select up to three choices)

Yes – I have applied	**45.5%**	No – not the right pay	**12.7%**
Yes – I am waiting to hear back	**20%**	No – there are no opportunities	**27.3%**
Yes – I have an interview	**12.7%**	No – not the right location	**20%**
Yes – I am waiting to start	**7.3%**	No – not the right level of experience	**23.6%**
		No – Not the right level of qualifications	**16.4%**
		No – I did not pass the interview	**16.4%**
		No – I haven't heard back	**20%**

Have you lost a job as a result of coronavirus?

26.8%

Yes

73.2%
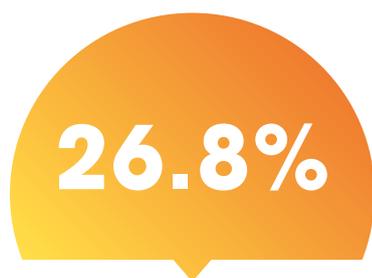
No

33.3% of Mixed or multiple ethnic groups have lost a job as a result of coronavirus compared to 25% of Black, African, Black British or Caribbean and 23.8% of White respondents.

Please tell us how much, if at all, coronavirus has impacted:

	Not at All	A Little	Somewhat	A Lot	A Great Deal
Your Job Hunt	**19.6%**	**10.7%**	**28.6%**	**16.1%**	**25%**
Your Motivation to apply for opportunities	**15.8%**	**15.8%**	**26.3%**	**24.6%**	**17.5%**
Your Mental Health	**15.8%**	**8.8%**	**19.3%**	**21.1%**	**35.1%**

56.2% of young people stated that coronavirus had impacted their mental health 'A Lot' or 'A Great Deal'. Just under half (42.1%) stated that coronavirus had impacted their motivation to apply for opportunities 'A Lot' or a 'A Great Deal'.

55.6% of those who received free school meals stated that their mental health had been impacted 'A Great Deal' compared to 25% of those who did not receive free school meals.

Please tell us if you have learnt any new skills during coronavirus or what you have learnt about yourself?

I have not learnt any new skills. I have learnt that I really need structure in my day and I find that difficult to achieve without full time work or education.

Skills to have better self care – e.g taking time for hobbies to destress.

Have learnt that not keeping busy really impacts my mental health.

Have learnt that I am resilient when I believe in myself.

I learnt that I have developed much better communication skills than I had thought and I Have been able to use these to help mediate in my family between the primary carer for my grandparents and my grandparents.

Became more resilient. I did PRINCE2 Foundation Course.

Rate how well you feel the coronavirus has been handled by:

	N/A	Poor or Very Poor	OK /Neutral	Good or Very Good
The Government	0%	63.2%	29.8%	7%
Local Council	5.3%	35.1%	49.1%	10.6%
Jobcentre Plus	36.8%	24.5%	22.8%	15.8%

63.2% of young people rated the Government as 'Poor' or 'Very Poor'; and 35.1% rated the local council this way, and 24.5% rated Jobcentre Plus. 7% rated the Government as 'Good' or 'Very Good' compared to 10.6% for the Local Council and 15.8% for Jobcentre Plus.

Those looking for work had the lowest positive scores; very few rated 'Very Good', and they were more likely to use the most negative scoring options than the other groups we questioned.

Please tell us more about your answer

Was not eligible for universal credit so cannot make use of job centre but am still unemployed - overall response by government to young people has been poor be it to those unemployed or in studies	There were delayed responses by all 3 of the services but I am more favourable of the job centre as I was able to receive my benefits quickly.	A lot of isolation and lack of social interaction, however, it has been replaced with online communities and virtual events. I regularly go to the park and maintain physical activities
I feel the government could have handled coronavirus much better. The Job Centre did the best they can with their resources.	My job coach is amazing & really passionate about helping people back into work, very supportive & understanding.	I didn't hear anything about the job centre while in lock down apart from it was closed.

SKILLS FOR LIFE & WORK

Do you think you understand what skills employers are looking for?

55%
Yes

38.7%
I have some idea

5.4%
No

1%
Other

Mixed and multiple ethnic respondents were most confident; 69.2% responded 'Yes' to this question (and 0% said 'No'). 57.4% of White respondents said 'Yes'; as well as 52.4% of Black, African, Black British or Caribbean and 44.9% of Asian or Asian British respondents.

60.8% of young people without additional needs responded 'Yes' compared to 40% of those with additional needs.

Which of these skills do you think are most important for work?
(Respondents could select up to three choices)

Skill	%
TEAMWORK	78.4%
PROBLEM SOLVING	69%
RESILIENCE	52.6%
LISTENING	50.3%
CONFIDENCE	41.6%
DIGITAL SKILLS	34.5%
STAYING POSITIVE	31%
LEADERSHIP	26.8%
CREATIVITY	25.8%
LITERACY SKILLS	22.9%
NUMERACY SKILLS	20.3%
AIMING HIGH	19.7%
PRESENTING	17.7%
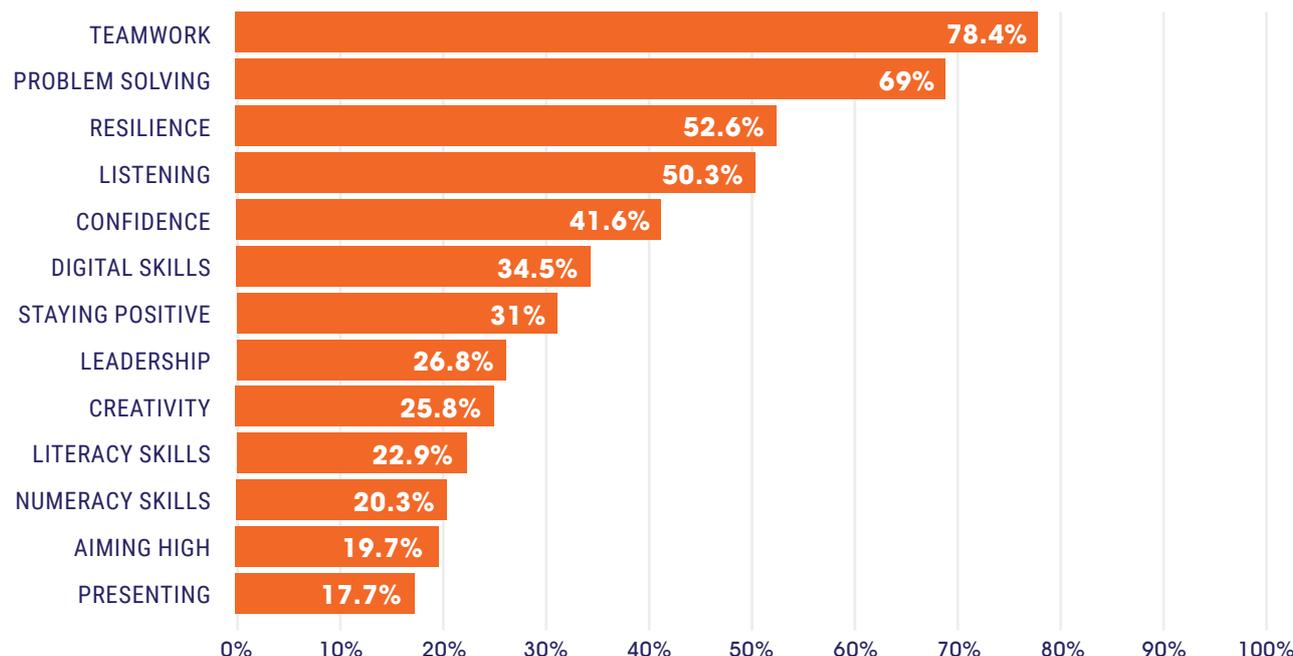
Both genders rated similarly for the skills they thought were most important for work.

How confident are you in the following skills?

	Not Very Confident or Not Confident at All	Neutral	Confident or Very Confident
Problem Solving	**6.9%**	**18.2%**	**74.8%**
Creativity	**14.9%**	**23.2%**	**62.5%**
Staying Positive	**19.1%**	**27.4%**	**53.5%**
Aiming High	**9%**	**22.7%**	**68.2%**
Leadership	**25.1%**	**24.7%**	**50.2%**
Teamwork	**5.7%**	**10.4%**	**83.8%**
Confidence	**22.1%**	**20.7%**	**57.3%**
Listening	**4.4%**	**10.1%**	**85.4%**
Presenting	**29.9%**	**22.7%**	**47.4%**
Digital Skills	**8.5%**	**21.4%**	**70.1%**
Numeracy Skills	**14.6%**	**20.7%**	**64.6%**
Literacy Skills	**6.9%**	**12%**	**81.1%**

Young men are more likely to have rated as follows:
- 'Confident' in Numeracy Skills; 42.2% of young men compared to 35.9% of young women
- 'Very Confident' in Digital Skills; 39.3% of young men compared to 29.1% of young women

Young women are more:
- 'Confident' in Problem Solving; 61.5% compared to 52.2% of young men
- 'Confident' in Teamwork; 53.5% compared to 45.6% of young men
- 'Not Very Confident' in Leadership; 20.6% scored this way compared to young men
- 'Not Very Confident' in Presenting; 23.9% compared to 12.4% of young men
- 'Not Very Confident' in Numeracy Skills; 10.8% compared to 3.3% of young men

Around 8% of White and Mixed or multiple ethnic group respondents were 'Not Confident at All' at 'Staying Positive'; this is twice as much as other respondents.

Asian and Asian British Respondents were 10% more likely to rate themselves as 'Confident' in leadership with 42.2% scoring this way.

15.8% of Black, African, Black British or Caribbean respondents were not confident at all in their Confidence compared to 7.8% of White respondents, 2.2% of Asian or Asian British respondents and 0% of Mixed or multiple ethinic group respondents.

Those who did not receive free school meals are on average 8% more confident in their skills than those who did not receive free school meals.

Those with additional needs were at least 6% less likely to to be 'Confident' across each skill this climbed to 14% for Aiming High and 19% for Staying Positive.

How confident are you in the following?

	Not Very Confident or Not Confident at All	Neutral	Confident or Very Confident
That you have the right skills	**11%**	**24.1%**	**64.9%**
That you have the relevant work experience	**24.5%**	**23.2%**	**52.4%**
That you have the right qualifications	**14.8%**	**21.2%**	**63.9%**
That you have a good personal network	**31.7%**	**21.9%**	**46.5%**

64.9% were 'Confident' or 'Very Confident' that they had the right skills. 63.9% were 'Confident' or 'Very Confident' they had the right qualifications.

31.7% of young people were 'Not Confident' that they had a good personal network.

24.5% were 'Not Confident' that they had relevant work experience.

38.9% of young men were 'Confident' that they had a good personal network compared to 30.7% of young women. In addition 37% of young women weren't confident that they had the right personal network compared to 17.7% of young men.

White respondents were twice as likely to rate themselves as 'Not Confident' or 'Not Very Confident' that they had the right skills, with 12.4% scoring this way.

68.7% of respondents who did not receive free school meals were 'Confident or Very Confident' that they have the right skills compared to 49.2% of those who did receive free school meals.

69.8% of respondents who did not receive free school meals were 'Confident or Very Confident' that they had the right qualification compared to 49.2% of those who did receive free school meals.

19.5% less likely to be 'Confident' that they have the right skills.

10% less likely to be 'Confident' that they have relevant work experience.

12% less likely to think that they have the right qualifications.

How useful have you found the following when looking for career support?

	N/A	Not Very Useful or Useless	OK	Useful or Extremely Useful
Parents/ Guardians/ Carers	7.1%	23.5%	25.9%	43.6%
Teachers	20.7%	33.3%	21.8%	24.2%
Friends	14.7%	24.3%	32.3%	28.8%
Careers Advisor	34.1%	24.6%	19.1%	22.2%
Careers and employability Websites	15.8%	14.8%	30.8%	38.7%
Social Media	17.9%	28.2%	27.8%	26.2%
Online Forums	34.4%	23.4%	20.3%	22%
Mentor	48.4%	12.5%	14.5%	24.5%
Youth Worker	72.3%	8.3%	8.7%	10.7%
National Careers Service	57.7%	11.7%	16.8%	13.7%
People I know who are employed	22.1%	11.8%	26.3%	39.8%
Siblings or other relatives	30.1%	19.7%	21.8%	28.4%
Apps	45.7%	17.8%	20%	16.4%

Rated 'Useful' or 'Extremely Useful' for career support were:	Rated 'Useless' or 'Not Useful' for career support were:
1. Parents/Guardians/Carers **43.6%** 2. People who I know who are employed **39.8%** 3. Careers and employability websites **38.7%**	1. Teachers **33.3%** 2. Social media **28.2%** 3. Careers Advisors **24.6%**

Parents, guardians and carers were most likely (17.7%) to be rated 'Extremely Useful' for career support, followed by Careers and employability websites (13.7%).

Young men were more likely to rate career support options as 'Extremely Useful' than young women were.
- 10% of young men rated Teachers as 'Extremely Useful' compared to 5% of young women
- 14% of young men rated careers advisors as 'Extremely Useful' compared to 6.1%
- 36.1% of young men rated mentors as 'Useful' or 'Extremely Useful' compared to 19.6% of young women
- 12.8% of young men rated the National Careers service as 'Extremely Useful' compared to 1.5% of young women

60% of Black, African, Black British or Caribbean respondents rated careers and employability websites as 'Useful' or 'Extremely Useful' compared to 45.4% of Asian or Asian British, 36.8% of White and 25% of Mixed or multiple ethnic group respondents.

27.3% of those who did not receive free meals rated teachers as 'Useful' or 'Extremely Useful' compared to 16.7% of those who did receive free school meals.

23.8% of those who received free school meals rated careers and employability websites as 'Useful' or 'Extremely Useful' compared to 41.2% of those who did not receive free school meals.

6.8% of those who received free school meals rated the National Careers Service as 'Useful' or 'Extremely Useful' compared to 15.3% of those who did not receive free school meals.

Outside of the skills listed is there anything else you think employers are looking for when hiring young people?

"Enthusiasm and strong work ethic are key."	"Too many things they look for."
"I think employers are looking for confident young people that have good communication skills."	"I think they are looking for people who know what they are doing."
"Nope, just a kind person who is empathetic and has active listening skills."	"Confidence, something that sets them apart from everyone else e.g. speaking another language, have some interesting hobby/interest."
"Experience which is not that practical when you are constantly in education and to get a job you need experience too, the circle is never ending."	"Critical thinking and resilience."

Whilst all who responded to this question, about what they found useful when looking for career support, had similar themes around good communication, confidence and resilience, there was a notable reference from young women about being kind, empathetic and honest.

Thinking about skills, is there anything that you wish you had known more about before you left education?

"I wish I had a better idea of the careers websites, apps and services out there."	"Mortgages, credit, basic life skills."
"Opportunities for further education apart from university."	"How to create CVs."
"How to network with companies online."	"Budgeting and personal/mental health coping skills."
"What different employers want in applications and what you can ask for as an employee and general employee rights and employer responsibilities."	"Professional skills like how to read a contract, how to write a professional email, what are my rights when it comes to work."

The top responses to this question centered around:

1. Having better careers advice such as practical support like CV writing, and a lot of young people mentioned understanding better how their skills matched jobs and how much experience was required in different sectors

2. Life skills such as budget, mental health support, taxes and finance

3. Understanding rights and responsibilities and how to know what a good employer was.

Do you have an idea of the career or types of job you would like to do long term?

24.9% Yes and currently in it	**47.8%** Yes	**12.8%** No	**14.5%** Unsure
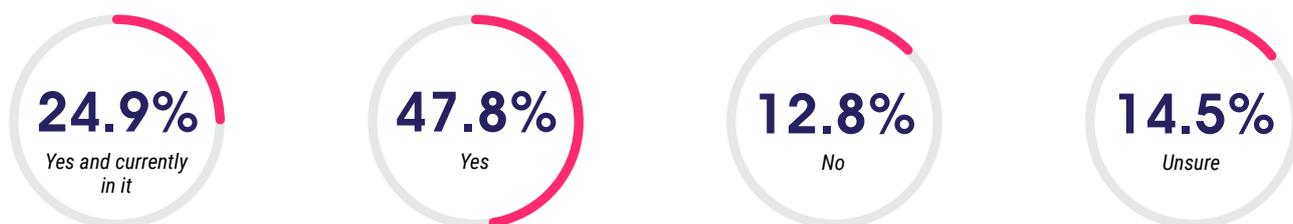
Please tell us more about your answer

Never been sure what I want to do 100%, ideally would like to be independent.	I know some, but I feel like there are so many more options that I haven't heard about.
I want to support refugees, asylum seekers or other vulnerable groups. Failing this I at least want to work for a charitable cause that I care about.	In an apprenticeship in the career I want but it doesn't guarantee a job at the end.

Please tell us if you have applied for or undertaken any of the following opportunities since March 2020:

	Applied for	Undertook
Work Experience in person	**44.8%**	**55.2%**
Work Experience online	**33.3%**	**66.7%**
Internship in person	**63.1%**	**36.9%**
Internship online	**43.1%**	**56/9%**
Mentoring in person	**42%**	**58%**
Mentoring online	**35.5%**	**64.5%**

Young men were more likely to have undertaken opportunities than young women:

- 66% of young men had undertaken work experience in person compared to 49.3% of young women.
- 78.1% of young men had undertaken work experience online compared to 60.4% of young women.
- 51.9% of young men had undertaken an internship in person compared to 25.7% of young women.

Please tell us a little bit more about your experience: i.e. How good was the experience, was the application process competitive, etc.

Too many barriers and not accessible.	I was really confident working in my placement but I was nervous and scared.
I don't have any experience – I was barely able to even apply for experience because there isn't any type of experience I can undertake in barnsley there are no opportunities.	I did virtual work experience, but because of covid I couldn't do the real one.

Responses to these questions about opportunities were an even mix of good and bad experiences; and young people were more vocal on the bad experiences. Young men were most likely to suggest the experience they had was good.

How confident are you that you will be able to progress into a good job?

16.8%
Not very or not confident at all

25.7%
Neutral

54.1%
Confident or very confident

3.5%
I am already in it

54.1% were 'Confident' or 'Very Confident' that they would be able to progress into a good job. 16.8% were 'Not Very Confident' or 'Not Confident at All' that they would be able to.

Confidence rates across most responses were broadly similar for both young men and young women except for 'Very Confident' where 21.3% of young men rated themselves as very confident compared to 14.9% of young women.

52.2% of Asian or Asian British respondents were 'Confident' or 'Very Confident', compared to 59.6% of Black, African, Black British or Caribbean, 54% of White respondents and 47.7% of Mixed or multiple ethnic groups.

16.8% of those who received free school meals were 'Confident' or 'Very Confident' compared to 21.2% of those who did not receive free school meals.

27.2% of young people with additional needs were 'Not Confident At All' or 'Not Very Confident' that they would be able to progress into a good job compared to 11.8% of those without additional needs.

APPLYING FOR WORK

Please indicate how confident you are with the following statements:

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree
I have the skills and knowledge to write a good CV	**27.4%**	**26%**	**46.7%**
I have the skills and knowledge to write a good application	**23.3%**	**30.7%**	**46%**
I have the skills and knowledge to write a good cover letter	**32.6%**	**33.6%**	**33.8%**
I have the skills and knowledge to prepare for and attend an interview	**23.8%**	**27.2%**	**48.9%**
I have the skills and knowledge to prepare for and attend an assessment centre	**37.2%**	**33.5%**	**29.3%**
I have the skills and knowledge to start employment	**28.3%**	**29.2%**	**42.5%**

Young people are least confident that they have the knowledge to prepare for and attend an assessment centre 29.3% 'Agree' or 'Strongly Agree'. 48.9% of young people were most confident in preparing for and attending an interview.

Young men were more likely to 'Agree' that they have the skills to attend an assessment centre with 27.8% scoring this way compared to 20.2% of young women.

Young people who received free school meals were 6% less likely to 'Agree' to the following statements: I have the skills and knowledge to write a good CV; I have the skills and knowledge to write a good application form; I have the skills and knowledge to write a good cover letter; and I have the skills and knowledge to prepare for and attend an assessment centre.

Young people with additional needs were 5% less likely to 'Agree' with all statements.

When thinking about work and finding a job what, if any, do you think your barriers might be? (Respondents could select up to three choices)

Barrier	Percentage
LACK OF EXPERIENCE	64.7%
ANXIETY	47.2%
I HAVE NO CONTACTS	35.9%
MENTAL HEALTH CHALLENGES	32%
NOT HAVING THE RIGHT SKILLS	31.6%
THERE ARE NO JOBS HERE	28.6%
TRAVEL/LOCATION	27.5%
THERE ARE NO JOBS AVAILABLE	18.9%
THE COST OF GETTING TO WORK	17.1%
DEPRESSION	16.3%
SEXUAL ORIENTATION DISCRIMINATION	11.4%
RACIAL DISCRIMINATION	6.9%
IMPACT ON FAMILY	6.7%
PHYSICAL DISABILITY	6.2%
CARER RESPONSIBILITIES	3.8%
LOSING BENEFITS	3.4%
CRIMINAL RECORD	3.2%
BEING A SINGLE PARENT	2.3%
ALCOHOL OR DRUG DEPENDENCY	2.3%

For Asian or Asian British respondents 'lack of work experience', 'anxiety' and 'having no contacts' were the top reported barriers. For Black, African, Black British or Caribbean respondents top reported barriers were 'lack of work expereince', 'having no contacts' and 'racial discrimination'. Mixed or multiple ethnic groups rated 'lack of work experience', 'anxiety' and 'there are no jobs here' as the top barriers. For White respondents 'lack of work experience', 'anxiety' and having 'no contacts' were the top barriers.

What, if anything, would help you find a job now or in the future?

If schools worked in conjunction with employers – Young people leave school connected to employment opportunities in a matchmaking process.

Employability support programmes, careers advice and mentoring, online guided careers advice, knowledge of all the different websites available offering careers information and knowledge of apps that offer careers information.

Insights from employers about what they are looking for. Small and medium sized businesses coming forward to present what they can offer. Employers with jobs that people may not have thought of coming forward to explain what they have available.

Better development of key skills and access to a greater range of work experience and starting to build a network of contacts.

Knowing what sort of career would best play to my strengths and interests.

If teachers let us know what it would be like.

A well-networked and experienced career coach.

The opportunity to prove my skills to employers.

A service that matches my skills to an ideal job or company.

Knowing what is available – particularly positions for young people as people appear to be rejected with sufficient applications and general skills but a lack of experience – an experience we could get once IN employment. Possibly in non-permanent contracts to account for education.

More supportive jobs and knowing where to look.

Someone telling me how to get a job and giving me skills to apply and go to an interview.

Thinking about training and employment, what opportunities do you want to see more of?

I would like to see even more diversity of the different types of apprenticeships available to young people of all backgrounds.	More willingness from employers to offer internships/traineeships, which were a life-changing experience for me personally.	More apprenticeships available in new industries for people so that university isn't seen as the only option to success.
More opportunities to see what an average working environment is like.	I am keen on trying new things. But I wouldn't mind being put in different scenarios to show off my skills set.	More opportunities to try out a certain job before applying for it.

Training, apprenticeships and employer insight days were the two most common answers for young people in the opportunities they wanted to see more of. There was a sense of wanting to see more sectors and industries, not just the usual.

To what extent do you think employers want to hire young people?

7.1%
Very unsupportive

29.5%
Unsupportive

37.5%
Neutral

23%
Supportive

2.9%
Very supportive
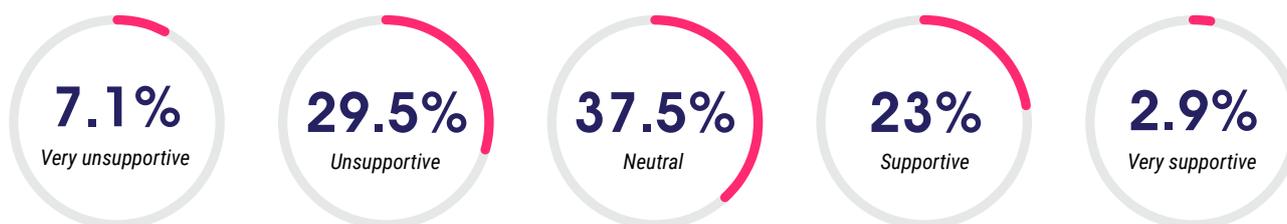
32% of young women thought employers were unsupportive of hiring young people compared to 22.4% of young men.

27.3% of Mixed or multiple ethnic groups, 26.6% of Asian or Asian British respondents, 26.5% of White and 18.9% of Black, African, Black British or Caribbean though employers were 'supportive' or 'very supportive' of hiring young people.
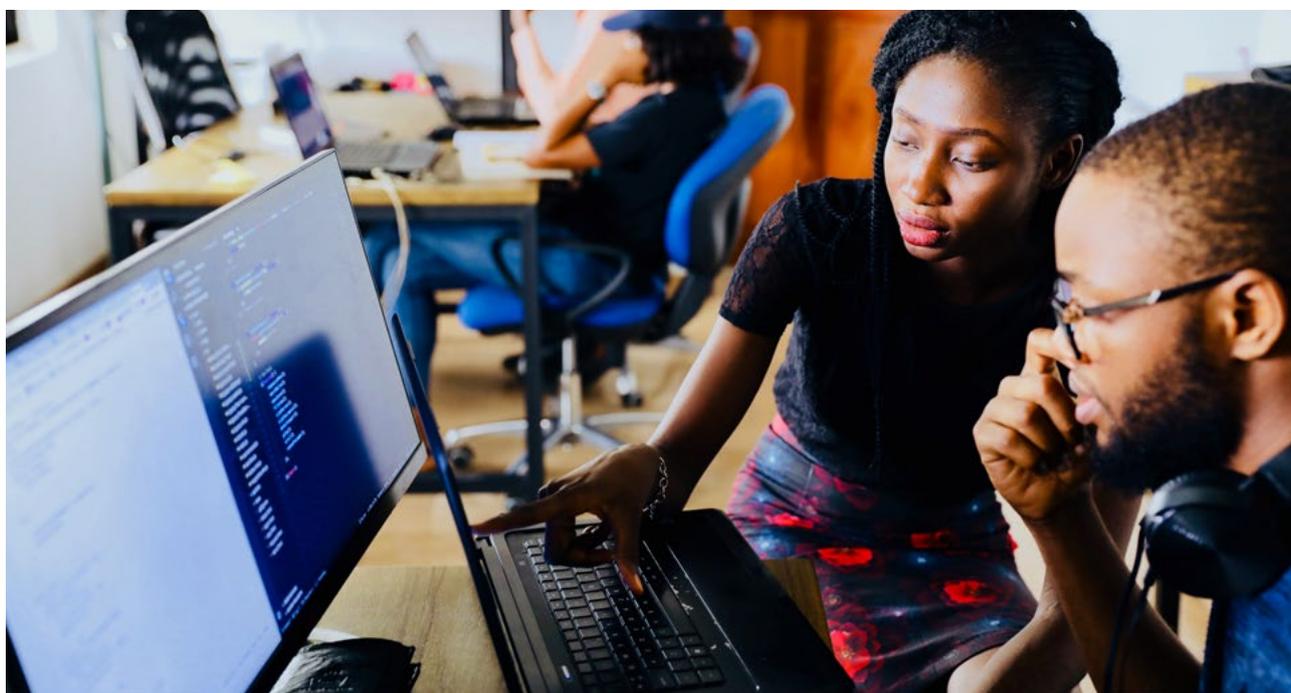
Do you think there is enough information for young people to access employment and other opportunities? Tell us more about your answer.

No, we don't know if we're being screwed by the company, if they're underpaying us, we don't know where to search for a job, we don't know who to ask for help, we don't know what we do in certain situations.

I feel that young people struggle to find opportunities and support programmes whilst in school or college and outside of it because they are not very well advertised and young people don't always know about the ways to access this. Careers websites and apps aimed at young people are difficult to find even though they are definitely out there.

I feel it is oversaturated and risks becoming too overwhelming and confusing for a young person to interpret and understand. Young people need much clearer guidance on what steps they need to take to pursue their interests.

To be honest yes and no. No because they don't really tell you the actual truth whether you can end up having mental health problems from the cons of the job. Yes because they give an insight to what the job is, how it's done and what to expect, how much the salary is, what you need for the job and how to prepare for it as well as the qualifications.

There's lots of websites to help get into employment, but people may struggle with interviews, creating CVs and applying.

Yes, I do feel there are a lot of avenues, just not individualized advice.

No – we are told a lot about permanent positions and 'future' careers but not sustainable part-time employment or how to negotiate hours.

I struggle to understand the information.

Yes there is enough information but deciphering the relevant information for you is where it gets tricky because there's so much information out there.

I think there is but it's sometimes communicated rather poorly. Schools for example have a set idea of what a career looks like that ties into the local area, etc. that is unrealistic for some students and also not in keeping with the flexible and adaptive nature of work nowadays.

Young people were quick to acknowledge that there is a wide range of information out there but that it is difficult to navigate and trust and they needed support to understand how the information relates to them and their options.

Have you ever been prevented from applying for a job, or not offered a job, because you have a criminal record?

2%

Yes – I have been prevented from applying

0.4%

Yes – I have not been offered a role because of my criminal record

50.8%

No

46.2%

Not applicable
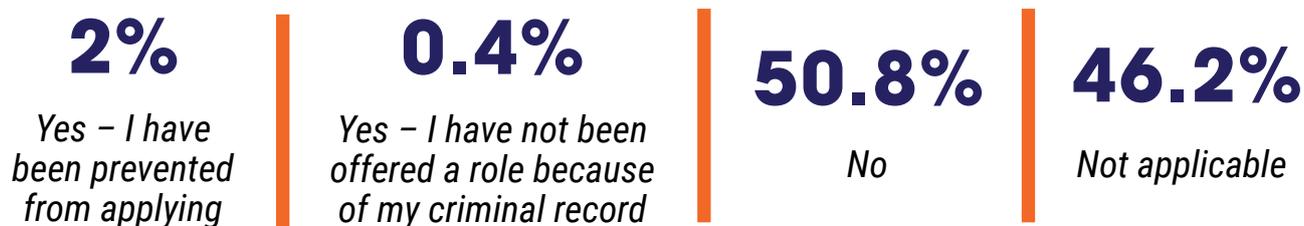
Which of these sources do you use to find a job and which have been most useful?

	N/A	Not Useful or Useless	OK	Useful or Extremely Useful
Newspapers	31.4%	55.5%	8.5%	4.6%
Personal networks	18.7%	17.1%	26.7%	28.8%
Social media	14.9%	27.3%	24.5%	33.5%
Employers own website	12.1%	15.2%	25.2%	47.5%
Find an apprenticeship	27.6%	20.8%	22.8%	28.8%
Find a job website	13.8%	15%	23.8%	47.4%
LinkedIn	29.5%	29.5%	16.2%	24.7%
Apps	34.1%	29.3%	16.4%	20.1%

12.3% of Asian and Asian British respondents thought the 'Find an apprenticeship' website 'Very Useful' compared to at least 30% for all of the other races.

6.5% of respondents who were eligible for free school meals rated the 'Find an apprenticeship' website as 'Extremely Useful' compared to 12.8% of those who were not.

Young people with additional needs were 12% less likely to find an employers own website 'Useful' (33.1% compared to 19.8%).

19.8% of young people without additional needs rated the Find an Apprenticeship website as 'Useful' compared to 10.6% of those with additional needs.

Those without additional needs were 9% more likely to find the Find a Job website 'Useful'. Those with additional needs were 6% more likely to rate LinkedIn 'Useless' and 8% more likely to mark it as "Not Applicable".

If you did find yourself not in employment, education or training, do you think you would engage with the Jobcentre Plus?

29.7%

Yes

33.4%

No

33.8%

Unsure

| If I was unemployed for a very long period of time then I would maybe consider it, otherwise no. | Only after trying hard myself first. | I don't even know what that is. |

Other
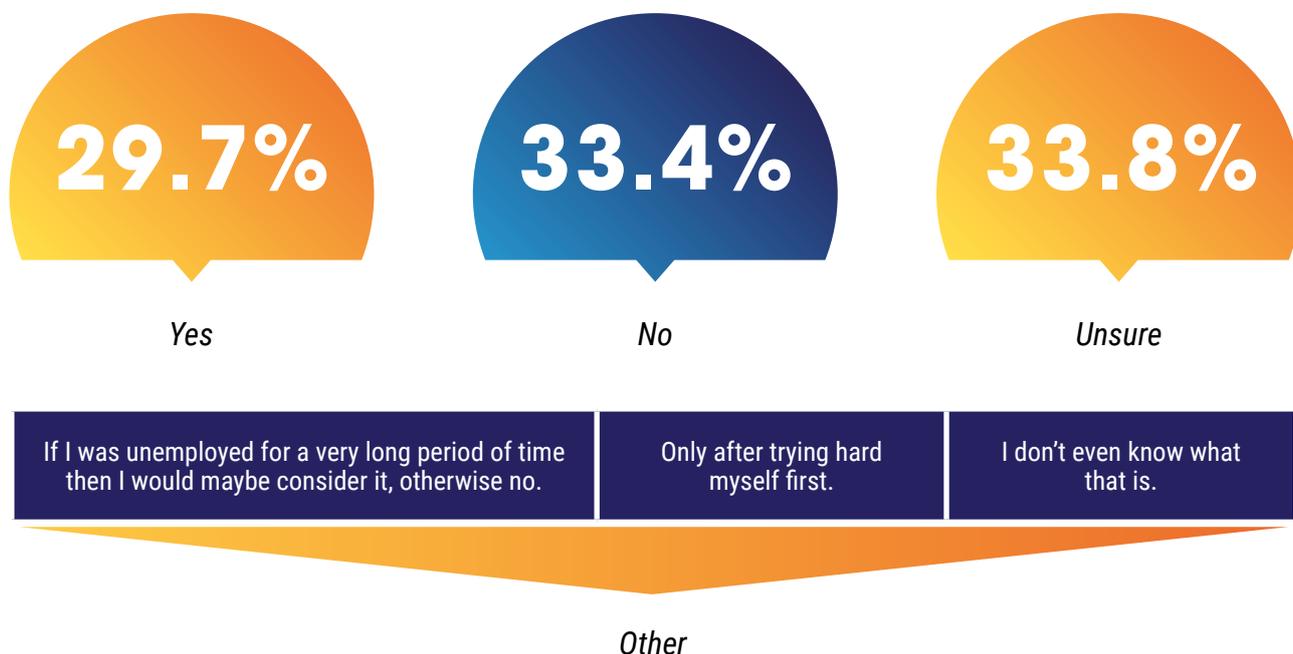
Please indicate if you have ever:

	Been offered	Considered	Taken	Not Applicable
A zero hour contract	**5.3%**	**6.7%**	**32.7%**	**55.2%**
A short term or gig role	**5.8%**	**7.4%**	**25.6%**	**61.2%**
Cash in hand work	**6%**	**7.5%**	**30.8%**	**55.7%**

Is starting your own business something you have considered?

44.4%

Yes

53.6%

No

2%

Already started my own business

KICKSTART

We include this data set to show all of the information collected as part of our mini surveys but it is important to note that there were 7 responses to this survey.

How did you find your Kickstart placement?

85.7% of respondents found out about Kickstart through their work coach with 14.3% finding out through their social worker.

How would you rate:

	N/A	Poor or Very Poor	Average	Good or Excellent
Your your Kickstart experience overall	14.3%	0%	14.3%	71.4%
Careers advice and information provided	28.6%	14.3%	28.6%	28.6%
Support from employer	14.3%	14.3%	28.6%	42.9%
Support from work coach	0%	42.9%	14.3%	42.9%

What have you enjoyed most about your Kickstart placement?

	N/A	Disliked or Really Disliked	OK	Enjoyed or Really Enjoyed
Travel	28.6%	0%	57.1%	14.3%
Routine	28.6%	0%	28.6%	42.9%
Work experience	14.3%	0%	42.9%	42.9%
Gaining support with English and maths	71.4%	0%	28.6%	0%
Adjusting to new way of working	14.3%	0%	57.1%	28.6%

What has been your biggest challenge?

	N/A	Not a Difficult Challenge at All	Not a very Difficult Challenge	Neutral	A Difficult Challenge	A Very Difficult Challenge
Travel	42.9%	14.3%	0%	28.6%	0%	14.3%
Routine	14.3%	14.3%	28.6%	28.6%	14.3%	0%
Work experience	14.3%	14.3%	14.3%	42.9%	14.3%	0%
Gaining support with English and maths	57.1%	14.3%	0%	14.3%	14.3%	0%
Adjusting to new way of working	14.3%	14.3%	14.3%	42.9%	0%	28.6%

What is next for you?

100%
Find a job

14.3%
Find an apprenticeship

0%
Education or training

0%
I'm not sure yet

How much has your Kickstart placement helped prepare you for the next step?

0%
Very unhelpful

0%
Unhelpful

28.6%
Average

57.1%
Helpful

14.3%
Very helpful
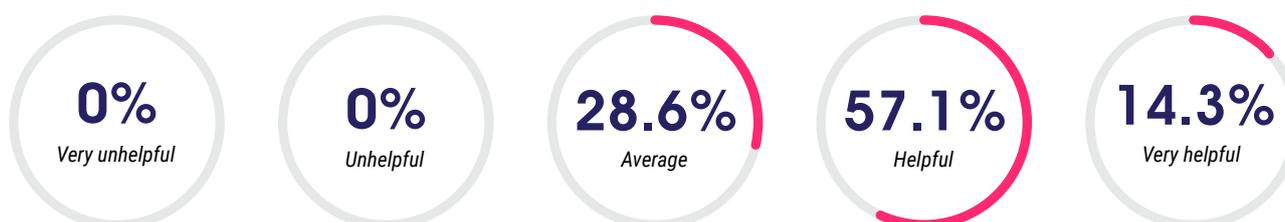
What else could your Kickstart placement have done to prepare for your next steps?

- I think it is helping me with my confidence communicating with people.
- Pay more than minimum wage as it feels like the role isn't worth the pay.
- I am doing the Prince's trust and I am enjoying it.
- Taster day.
- CV and applying for jobs sooner.

NEET

Have you ever spent any time NEET, (Not in Employment, Education or Training)?

8.4%
Yes – Currently NEET

20.6%
Yes – but now in employment, education or training

63.8%
No

7.2%
Unsure

Those who received free school meals were twice as likely to be NEET and 10% more likely to have been NEET but are now in work.

What is the longest period of time you have spent NEET?

0-3 MONTHS	32.9%
3-6 MONTHS	23.8%
6-12 MONTHS	20.1%
12-18 MONTHS	12.1%
18 MONTHS +	12.1%

0%   5%   10%   15%   20%   25%   30%   35%
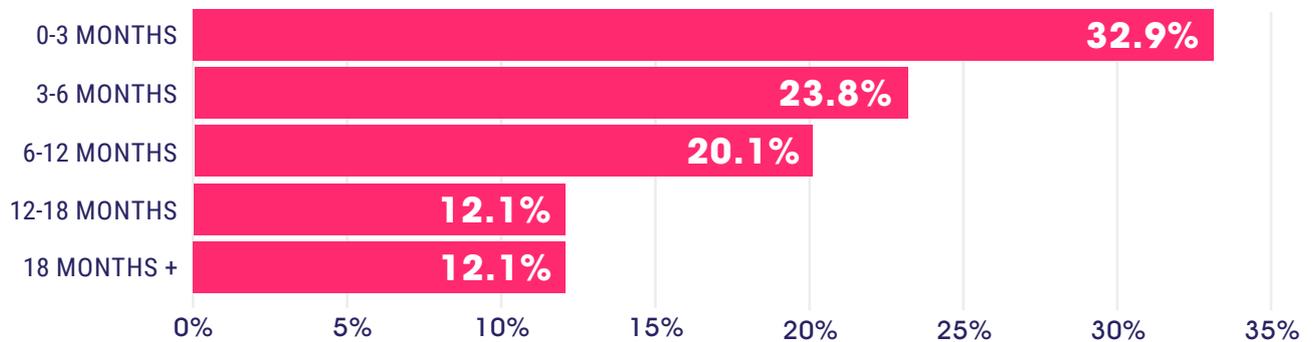
Have you ever engaged or are you currently engaging with the Jobcentre Plus services?

37.7%
Yes

55.6%
No

6.6%
Unsure

Are you currently claiming Universal Credit, Job Seekers Allowance or other out of work benefits?

33.8%

Yes

55.4%

No

10.8%

Unsure

Which services have you used?

Universal Credit	**66.2%**
Work coach	**49.2%**
CV writing	**24.6%**
How to apply for jobs	**20%**
Help finding an apprenticeship	**18.5%**
Kickstart	**18.5%**
Job Seekers Allowance	**16.9%**
Careers Advisor	**15.4%**
Help finding work experience	**13.8%**
Job interview support	**10%**
Jobs fairs	**10.8%**
DWP jobs board	**9.2%**
Help finding a traineeship	**6.2%**
Restart	**3.1%**
Childcare and Support information	**3.1%**
Sector Based Work Academy	**1.5%**

Do you think there are any gaps in the support that is available for those unemployed, and if so, what are those gaps?

Yes massively! I feel young people aged 16-18 who are NEET and not claiming Universal Credit are adversely affected by being unemployed. At the moment there is the Kickstart scheme but this is for people who claim UC and young people aged 16-17 who are not doing anything will fall through the gap because there's no opportunities out there for them.	Help with finding local opportunities – not just jobs – workshops (CV advice, interview skills, dealing with rejection); volunteering/ social action, internships, apprenticeships.	I think it is very much dependent on your employment adviser/mentor when seeking a job. My experience was good and those I was assigned to were super helpful. On the other hand, I have friends who need a push and their mentors (jobcentre) have done little to guide them in the right direction. This in turn has led them to becoming more 'unemployable'.
No support in transitioning people leaving education into meaningful work. Not enough understanding from decision-makers in the challenges young people face in the job market today when compared with times in the past where it was less precarious.	The time after uni and not having a job was really hard and made me somewhat depressed.	Huge gaps of support when it comes to young people just finding their feet in the working world. If you don't go and get a degree then finding a job that pays well is almost impossible and when you turn to the government for support, if you don't have people who rely on you then you hardly get any support.

If you are choosing not to engage with Jobcentre Plus services can you tell us why not?
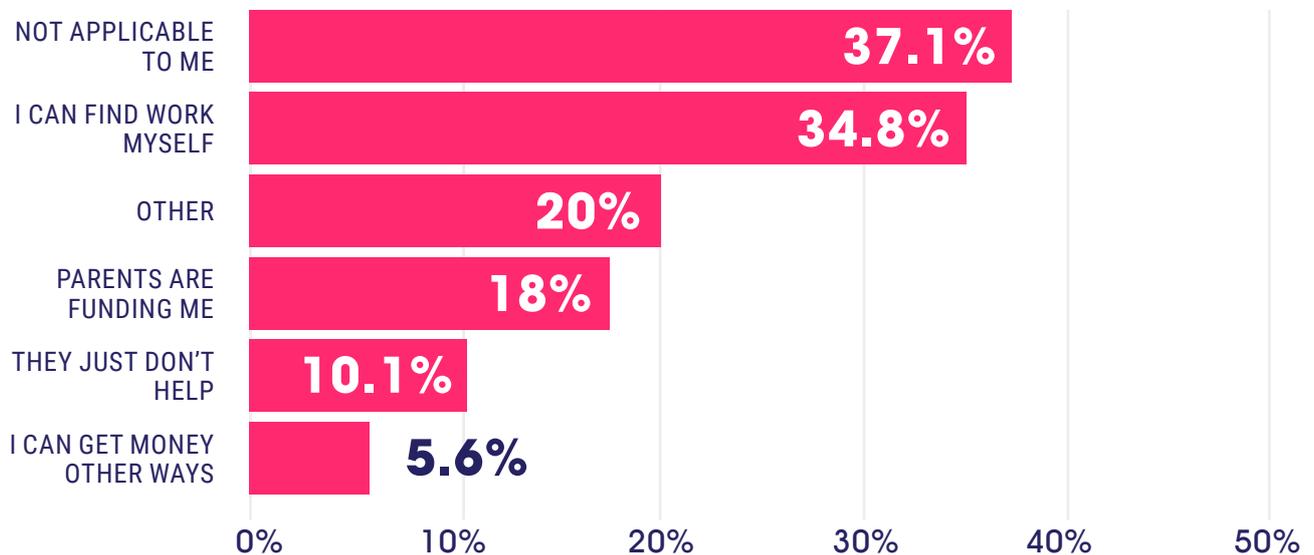
Other comments written in were:

Can only access it through the phone – I can't use the phone.	Feels uncomfortable/embarrassing.
Only for those who are really in need/ people on benefits.	I wanted to try and find work myself before trying.

Are there any other reasons you are choosing not to engage with Jobcentre Plus services?

I've heard very negative things.

Heard that if I had to be on job seekers allowance to use the job centre support then I would be pressured into doing a certain number of applications (stressful for me as someone who struggles with applications) and my wants/needs not be listened to.

What more could be done to support you to gain employment?

Yes – more jobs are needed for those with little experience. At the moment once a young person reaches the age of 18 and leaves education they could be at risk of NEET. Work experience should be followed up with the offer of a traineeship offered by the employer. Otherwise with work experience employers are just getting a free helping hand for a limited time. After work experience employers should create jobs for young people or a traineeship otherwise the employer is just using work experience as free helping hands for a limited time. More jobs are also needed for those with little experience. Companies should be encouraged to not always look at experience but are willing to train/mentor/support people in normal situations such as Admin/Office.

More awareness of how to access opportunities. It's great having access to job boards etc but the quality of jobs sometimes isn't at the level that it should be. Especially for young people who have left University, more needs to be done to support the next generation and nurture that talent.

Employers not ghosting applicants, employers not requiring references for jobs in retail (how ridiculous, you need references to work at KFC), jobs without experience requirements – how can people gain experience other than volunteering for free when that isn't possible?

I think there needs to be support around young people getting a summer job or part-time in college. When I look back I think it felt very daunting to me and it was hard to choose something that felt right for me as a student.

More opportunities to develop skills and experiences.

More schemes like the Kickstart Project.

I have no idea if there even is any support available to me or not. I have checked whether I am eligible for benefits or not online through a service provided by a charity. I do not see any easy way to find out what support there is from the government for me, if there is any at all. I am really struggling to find work and I am a well educated, motivated individual with 7 years of experience in part time employment. I am lucky that I am able to support myself financially at the moment because if I was not I really don't know what I would do. It needs to be easier to find out what support is available, and to access it.
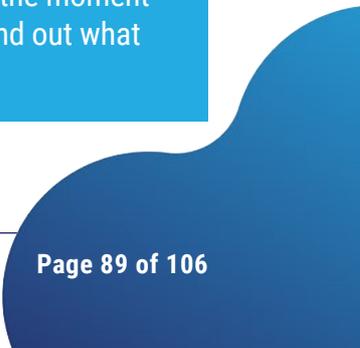
IN WORK

In this section we explore how young people are doing in work and how COVID-19 has impacted them.

Key Findings:

IMPACT OF COVID-19

- 40.5% of those in work stated that their work had been disrupted 'A Lot' or 'A Great Deal'
    - » White respondents were most likely to state that their work had been disrupted 'A Lot' or 'A Great Deal'; 43.3% scored this way. This compares to 41.6% of Mixed or multiple ethnic groups, 20% of Black, African, Black British or Caribbean and 8.2% of Asian or Asian British respondents.

- 38% had had their roles and responsibilities changed and 19.7% had had their working hours reduced

- 64.7% rated how their employer had handled COVID-19 as 'Good' or 'Very Good'
    - » 75.7% of Asian and Asian British respondents rated their employer as 'Good' or 'Very Good' compared to 75% of Mixed or multiple ethnic groups, 63.8% of White respondents and 40% of Black, African or Caribbean respondents.

- 57.8% of young people rated the Government as 'Poor' or 'Very Poor' compared to 29.2% for the local council and 11.5% for their employer.
    - » 60% of Black respondents rated the government 'Very Poor' compared to 57.1% of Asian and Asian British, 50% of Mixed or multiple ethnic groups and 24.9% of White people.

YOUTH FRIENDLY EMPLOYMENT

- 65.6% of young people would rate their employer as Youth Friendly.

- 79.8% of young people think 'Agree' or 'Strongly Agree' that their working environment is supportive

- 79.9% 'Agree' or 'Strongly Agree' that they are building useful skills in their job

- 29% of young people 'Agree' or 'Strongly Agree' that they struggle with their wellbeing at work

- 25.7% rated their opportunities for promotion as 'Poor' or 'Very Poor'.

BARRIERS FACED WHEN ACCESSING WORK

- Anxiety, lack of work experience, lack of contacts and travel and location were the most common free text responses for barriers to accessing work.

APPRENTICESHIPS

- 19% of young people had support from their school or college when applying for apprenticeships

- 74.7% of apprentices found the accessibility and inclusiveness of the recruitment process 'Good' or 'Excellent'

- Only 41.1% of apprentices rated the availability of apprenticeships near them to be 'Good' or 'Excellent'

- 77.6% felt that they had made the right career choice in choosing an apprenticeship

- 84.7% would rate their apprenticeship as 'Good' or 'Excellent' overall

- 54.7% would rate their salary as 'Good' or 'Excellent' overall

- 69.2% would recommend their training provider to another young person looking for an apprenticeship

- 29.5% feel 'Prepared' or 'Very Prepared' for their end point assessment.

IMPACT OF COVID-19 FOR THOSE IN WORK

How much has your work been disrupted in the last year?

9.3%
Not at all

23.2%
A little

27%
Somewhat

25.7%
A lot

14.8%
A great deal

White respondents were most likely to state that their work had been disrupted 'A Lot' or a 'Great Deal', where 43.3% scored this way. This compares to 41.6% of Mixed or multiple ethnic groups, 20% of Black, African, Black British or Caribbean and 8.2% of Asian or Asian British respondents.

Please indicate if you have:

	Yes	No	Unsure
Had your working hours reduced	**19.7%**	**76.4%**	**3.9%**
Been furloughed and returned to work	**25.8%**	**72.5%**	**1.7%**
Currently furloughed	**3%**	**96.6%**	**0.4%**
Had your role or responsibilities changed	**38%**	**60.3%**	**1.7%**
Had your wages reduced	**12.3%**	**86%**	**1.7%**

21.8% of White respondents had their working hours reduced compared to 16.7% of Mixed or multiple ethnic groups, 10% of Black, African, Black British or Caribbean and 0% of Asian or Asian British respondents.

33.3% of Mixed or multiple ethnic groups had been furloughed and had returned to work compared to 27.5% of White respondents, 14.3% of Asian or Asian British respondents and 0% of Black, African, Black British or Caribbean respondents.

Only 3.5% of respondents were currently furloughed and all identified as White.

20% of Black, African, Black British or Caribbean respondents had their wages reduced compared to 16% for Mixed or multiple ethnic groups, 12.6% for White respondents, 16% for Mixed or multiple ethnic groups and 0% for Asian or Asian British respondents.

Those who had received free school meals were 11% more likely to have been furloughed and returned to work with 83.3% stating this.

Can you tell us more about your experience on furlough?

	Yes	No	Unsure
Do you expect to return to your job?	**85.7%**	**14.3%**	**0%**
Have you been looking for new jobs?	**71.4%**	**28.6%**	**0%**
Have you been supported by your employers?	**76.2%**	**14.3%**	**14.3%**

Please tell us if you have learnt any new skills during coronavirus or what you have learnt about yourself?

I started my apprenticeship during covid so have learned so much during the last year. I have also learned I enjoy spending time alone.	I have not learned any new skills purely because of the coronavirus however I am continuing to learn at work. I have learned that I prefer to stay 2 metres away from people and wear a mask anyway. I will likely continue to do these things even after we are safe from the virus.	Learned several new hard & soft skills from online courses and resources generously made free via pandemic promotions plus programs Learned how to increase capacity to overcome mental health challenges more resiliently especially through equanimity and ambiversion.
I have learnt that I am extremely resilient both mentally and physically.	Picked up positive hobbies such as reading and had more time to reflect on things.	It's been a very mixed bag and I have employment now but don't know if I will still have a job.

Rate how well you feel the coronavirus has been handled by:

	Very Poor	Poor	OK/Neutral	Good	Very Good
The Government	**29.5%**	**28.3%**	**28.7%**	**12.2%**	**1.3%**
Local Council	**12.3%**	**16.9%**	**54.2%**	**13.6%**	**3%**
Your Employer	**3.8%**	**7.7%**	**23.8%**	**37%**	**27.7%**

57.8% of young people rated the Government as 'Poor' or 'Very Poor' compared to 29.2% for the local council and 11.5% for their employer. 13.5% rated the Government as 'Good' or 'Very Good' compared to 16.6% for the local council and 64.7% for their employer.

60% of Black respondents rated the government 'Very Poor' compared to 57.1% of Asian and Asian British, 50% of Mixed or multiple ethnic groups and 24.9% of White people.

75.7% of Asian and Asian British respondents rated their employer as 'Good' or 'Very Good' compared to 75% of Mixed or multiple ethnic groups, 63.8% of White respondents and 40% of Black respondents.

Please tell us more about your answer

My company has been really supportive and offers regular live talks about the pandemic as well as offering mental health support.	Does not pay sick pay you if you get covid, does not want people to find out if you have covid at work.	My previous employer let go of about 30% of staff rather than furloughing us, they are now taking on new staff.
The rules in place are appropriate but there is very little support or enforcement to stick to the rules. Regarding my employer, they have been very supportive and understanding. I have been working from home since the beginning and will be flex working even when we eventually open.	Apprenticeship programme disrupted for about a year - only recently got back into it properly. I missed out on 2-3 placements as we weren't allowed to change because of covid, so I will finish my apprenticeship with less experience.	The government has been quite consistently awful with making decisions about managing the pandemic. My employer has been okay but guidelines are not always met.

What best describes your job right now?

82.4%
Full time (35+ hours a week)

15.7%
Part time

1%
Self employed

0.5%
Full time (currently furloughed)

0.5%
Part time (currently furloughed)

YOUTH FRIENDLY EMPLOYMENT

How likely would you be to rate your employer as Youth Friendly?

3.9%
Very unlikely

5.8%
Unlikely

24.8%
Neutral

34%
Likely

31.6%
Very likely
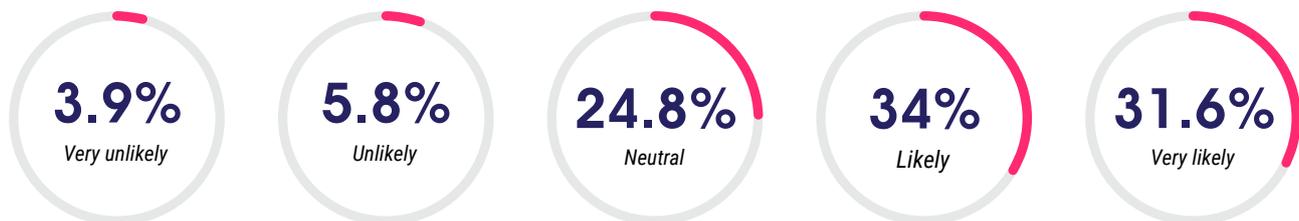
How much do you agree with these statements?

	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree
I am happy in my current role	12.2%	15.5%	72.3%
I am paid fairly for the work that I do	24.5%	17.2%	58.3%
I am overqualified for the job that I do	53.9%	23.5%	22.5%
I am satisfied with the job that I do	12.7%	18.6%	68.6%
I am given enough training and support to do my job well	16.2%	18.6%	65.2%
I struggle with my wellbeing at work	37.2%	21.6%	29%
I am building useful skills in my job	6.9%	13.2%	79.9%
I am given opportunities to undertake volunteering and social action	37.2%	26.7%	36.2%
My working environment is friendly and supportive	4.9%	15.3%	79.8%

Please rate your job against the following factors:

	Poor or very poor	Average	Good or Excellent
Interview process	**6.4%**	**20.7%**	**66.9%**
Access to a mentor	**20.6%**	**27%**	**52.4%**
Induction	**13.3%**	**29.1%**	**57.7%**
How you are managed	**12.3%**	**19.7%**	**67.5%**
Opportunities for further development	**13.8%**	**20.7%**	**65.5%**
Opportunities for promotion	**25.7%**	**33.7%**	**40.6%**

Did you face any barriers when you were applying for work?
(Respondents could select up to three choices)

Anxiety	**41.1%**	There are no jobs available	**13.1%**
Lack of work experience	**38.7%**	Racial discrimination	**6%**
I have no contacts	**32.7%**	Impact on family	**5.4%**
Travel/Location	**32.7%**	Losing benefits	**3.6%**
Mental health challenges	**31.5%**	Physical disability	**4.2%**
There are no jobs where I live	**31%**	Carer responsibilities	**3%**
Not having the right skills	**26.2%**	Sexual orientation discrimination	**1.2%**
The cost of getting to work	**23.2%**	Being a single parent	**0.6%**
Depression	**20.8%**	Criminal record	**0.6%**

Other comments written in were:

Struggled in the past with performing well in interviews even after preparing lots in advance.	Total lack of support to transition into meaningful work.	Lack of interview skills.

APPRENTICESHIPS

How did you find out about your apprenticeship?

Source	Percentage
FIND AN APPRENTICESHIP WEBSITE	32.7%
OTHER (PLEASE SAY)	21.5%
EMPLOYERS OWN WEBSITE	16.8%
EMPLOYERS VISITING IN SCHOOLS	6.5%
TRAINING PROVIDER	4.7%
SCHOOL	4.7%
PARENT/GUARDIAN	4.7%
FRIENDS	2.8%
RELATIVES	2.8%
KNEW EMPLOYER DIRECTLY	2.8%

OTHER: SOURCE
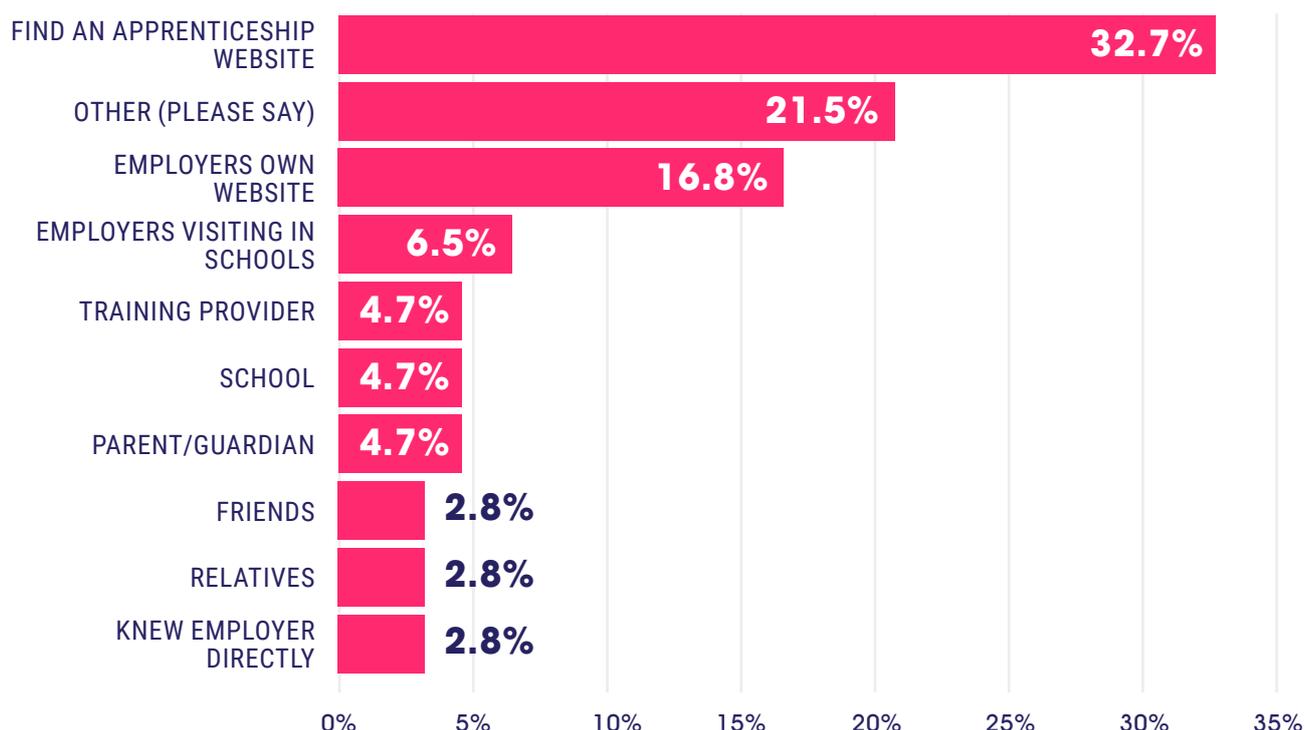
Source	%	Source	%
Indeed app	30.4%	Imagineering Fair at Bath and West showground	4.3%
Employer offer following previous apprenticeship completion	17.4%	Employer visit to school	4.3%
Google search	13.0%	Personal adviser	4.3%
Job website	4.3%	They normally take on apprentices every year and are well known for that	4.3%
College	4.3%	University	4.3%
Facebook	4.3%	gov.uk	4.3%

How did you find the recruitment process?

	Poor or very poor	OK	Good or Excellent
Length of process	**9.3%**	**25.2%**	**65.5%**
Accessibility/Inclusiveness	**3.7%**	**21.5%**	**74.7%**
Job description	**8.4%**	**22.4%**	**69.2%**
Availability of apprenticeships near you	**28%**	**30.8%**	**41.1%**
Ease of applying	**1.8%**	**19.6%**	**78.5%**

Did your school, college or sixth form support you in your application/recruitment process?

19%
Yes

54.8%
No

3.6%
Unsure

22.6%
N/A
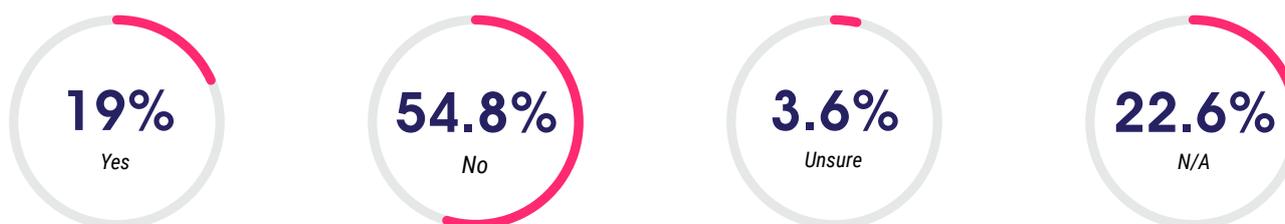
What more could they have done to support you?

Young people commented on the way in which colleges and sixth forms focus on university as the next option. The language used about colleges/sixth forms in terms of advice around university was of frustration, including: "accept apprenticeships as a valid option", "stop telling me university is better and respect my decision", "they only cared about students going to university", "refused to help me", "found it myself", "trying to convince me to go to university".

Coded Responses	Percentage (frequency)
Be more informed about apprenticeships to advise students	**19.4%**
Too much focus on university route and on apprenticeships as a secondary choice	**58.1%**
Explain what assessment centres are & better preparation for them	**9.7%**
Provide information about finding apprenticeships	**9.7%**
Personalised CV, application form and interview support	**3.2%**

What is or was your biggest motivation for starting an apprenticeship?

54.6%
Earning and learning at the same time

16.7%
It was the job I wanted

18.5%
I felt it was the right thing for me

2.8%
There are no other jobs

7.4%
Costs of university was too high

Why did you choose an apprenticeship over other routes (such as going to university, vocational qualifications, getting a job)?

(Free text commentary below has been themed (coded) before entering into the table below).

Coded Responses	Percentage (frequency)
Did not want to be in debt (referring to university as the other option)	14.4%
Industry experience is more valuable than academic qualifications	14.4%
Earning and debt-free learning	16.0%
Opportunity to learn from experienced colleagues	4.8%
Gain skills on the job	9.0%
To be more appealing in the labour market	4.8%
Enter the labour market as soon as possible	3.7%
Being a hands on learner	4.3%
Build a network	2.1%
Not academically confident	2.7%
University living costs are too high	5.3%
University is a waste of time or not value for money	6.9%
Mental health problems make traditional study routes too difficult	3.2%
No graduate jobs post-graduating	2.7%
More freedom (as opposed to a 3 year university course)	1.6%
What I wanted to do	2.7%
COVID-19 impacted my predicted grades	1.6%

Overall would you say that you feel that you have made the right career choice?

77.6%
Yes

3.7%
No

16.8%
Unsure

1.9%
Other

What have you enjoyed the most about doing your apprenticeship?

	N/A	Disliked or Really Disliked	OK	Enjoyed or Really Enjoyed
Travel	29.0%	16.8%	25.2%	28.9%
Routine	0.9%	4.7%	18.7%	75.7%
Work experience	0.9%	3.7%	8.4%	86.9%
Earning money and learning at the same time	2.8%	0.9%	7.5%	91.6%
Working with new people	0.9%	2.8%	11.2%	85%
Gaining skills on the job	1.9%	0.9%	9.3%	89.7%
Having a job	1.9%	0.9%	5.6%	91.6%
Adjusting to new way of working	0.9%	4.7%	19.6%	74.8%
Support from your training provider	0.9%	12.1%	31.8%	55.2%

What has been your biggest challenge?

	N/A	Not a Challenge	OK	Challenging
Travel	20.8%	47.1%	19.8%	12.3%
Routine	0.9%	69.2%	16.8%	13.1%
Work experience	1.9%	65.4%	23.4%	9.4%
Earning money and learning at the same time	2.8%	77.4%	15.1%	4.7%
Working with new people	1.9%	67.9%	17%	13.2%
Gaining skills on the job	1.9%	67%	16%	15.1%
Having a job	1.9%	76.4%	13.2%	8.4%
Adjusting to new way of working	1.9%	53.8%	19.8%	24.6%
Support from your training provider	2.9%	50.5%	21.9%	24.8%

How would you rate your apprenticeship?

	N/A	Very Poor	Poor	Average	Good	Excellent
Overall	0%	2.9%	1%	11.4%	31.4%	53.3%
20% off the job training	2.9%	4.8%	11.4%	21%	32.4%	27.6%
Support received	0%	3.8%	7.5%	20.8%	28.3%	39.6%
Salary	0%	6.6%	12.3%	26.4%	23.6%	31.1%
Progression	1.9%	2.9%	7.6%	19%	30.5%	38.1%
Support from training provider	0.9%	8.5%	13.2%	21.7%	26.4%	29.2%
Support from employer	0.9%	1.9%	9.4%	12.3%	26.4%	49.1%
Mentoring	1.9%	3.8%	10.4%	17.9%	33%	33%

Would you recommend your training provider to another young person looking for an apprenticeship?

69.2%
Yes

15.9%
No

14%
Unsure

0.9%
Other
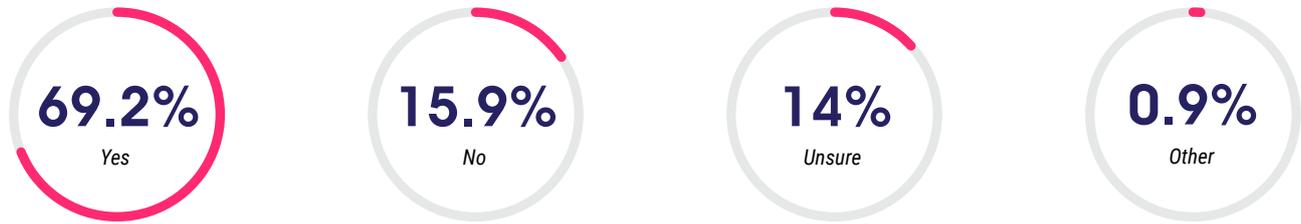
How prepared do you feel for your End Point Assessment (EPA)?

9.5%
Very unprepared

27.6%
Unprepared

33.3%
Neutral

20%
Prepared

9.5%
Very prepared
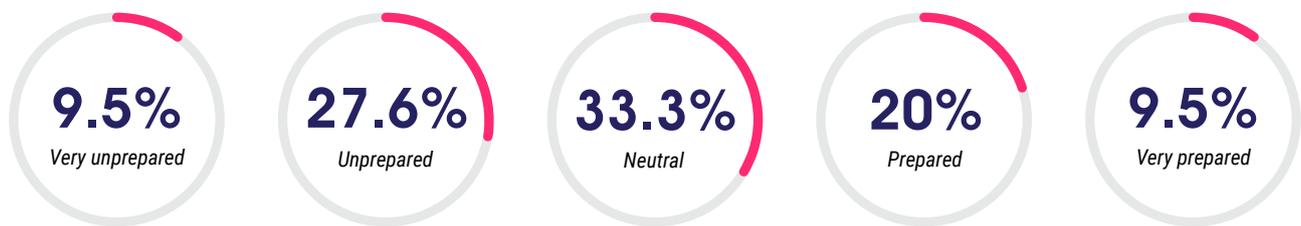
What support does your employer provide?

Category	Percentage
VERY LITTLE OR NO SUPPORT	5.9%
MENTORING	9.6%
SHADOWING	2.2%
WEEKLY MEETINGS	3.7%
MENTAL HEALTH SUPPORT	1.5%
EXTRA STUDY TIME IF REQUIRED	5.9%
DIGITAL AND OTHER EQUIPMENT	3%
DEDICATED APPRENTICE MANAGER/COORDINATOR	8.1%
ADDITIONAL WORKPLACE TRAINING	6.7%
SUPPORT FROM COWORKERS	5.9%
PROGRESS REVIEWS	8.9%
HELP MAINTAINING A STUDY AND WORK BALANCE	3.7%
FINANCIAL SUPPORT FOR TRAVEL AND/OR EDUCATION MATERIALS	3.7%
REGULAR ONE-TO-ONE CATCH UPS	9.6%
NETWORKING SUPPORT	1.5%
WORKSHOPS OR WEBINARS	3%
USEFUL RESOURCES	3%
USE OF OCCUPATIONAL HEALTH	1.5%
EMOTIONAL SUPPORT	4.4%
GOOD COMMUNICATION, APPROACHABLE & EASY TO REACH	2.2%
CPD	3%
BUDDY SYSTEM	3%

Do you know what you will do after you complete your apprenticeship?

Category	Percentage
I PLAN TO STAY WITH EMPLOYER	45.3%
I PLAN TO MOVE ON TO NEXT LEVEL OF APPRENTICESHIP STUDY	10.4%
I PLAN TO STUDY MORE	4.7%
I PLAN TO GET A JOB	7.5%
NO	6.6%
UNSURE	17%
OTHER	8.5%
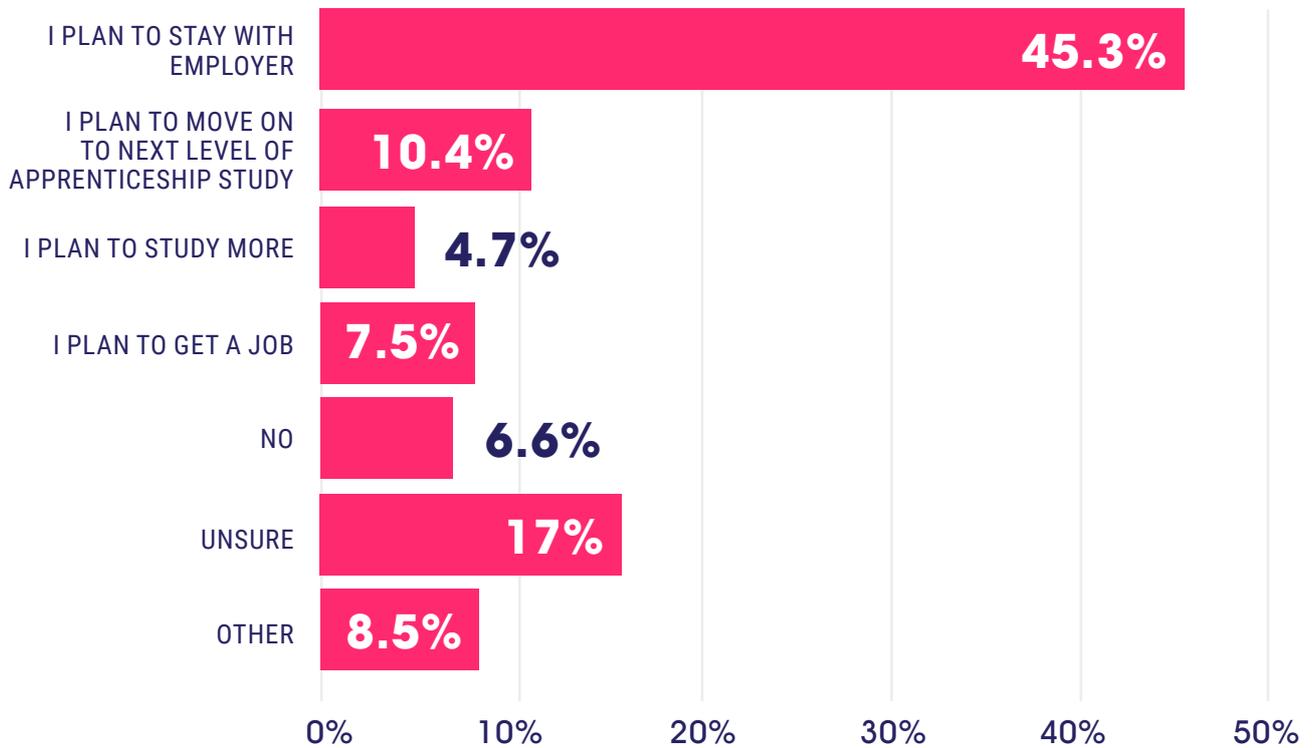
How much has your apprenticeship prepared you for your next step?

1.9%	5.7%	20%	40%	32.4%
Very unhelpful	Unhelpful	Average	Helpful	Very helpful

Are you part of any formal or informal apprenticeship networks?

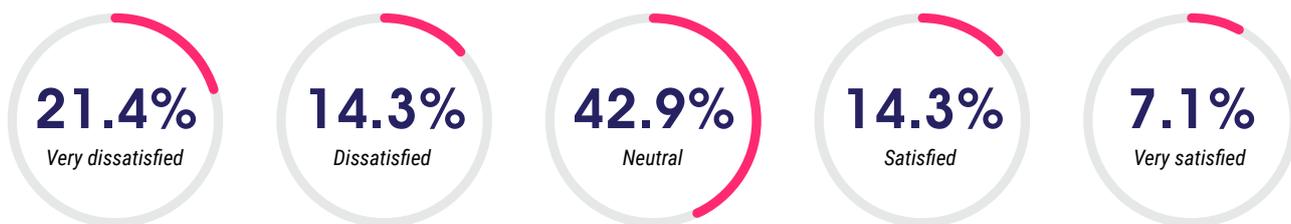| 35.5%	30.8%	14%	18.7%	0.9%
Yes	No but I would like to be	No	Unsure	Other

IMPACT OF COVID-19 FOR THOSE SELF EMPLOYED

Have you claimed from the Self employment Income Support Scheme (SEISS)?

14.3%
Yes

7.1%
No – I have chosen not to

64.3%
No – I am not eligible?

13.3%
Other
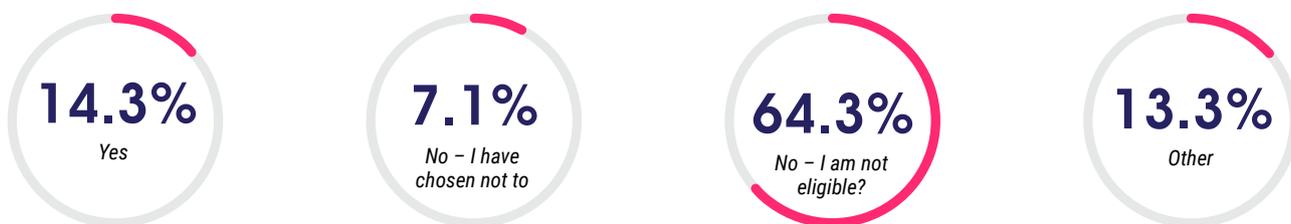
How satisfied were you with the support given to the self employed or those running their own business?

21.4%
Very dissatisfied

14.3%
Dissatisfied

42.9%
Neutral

14.3%
Satisfied

7.1%
Very satisfied