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# How do young people experience the transition from learning to earning ?

Guatemala - April 22



## Reminder of the brief

### Challenge

#### Context

IREX need to understand how do young people experience the transition from learning to earning in Guatemala.

To do so, we have analyzed :

1. **What is their relationship to work?** (How they see work, where they currently are (still researching, employed, etc.) and the importance given to formal works / field of study ...
2. **What emotions / difficulties** (political context, Covid, etc.) **did they experience during their job search** (if they were personally affected by this job search) ?
3. **What kind of support is needed to help today's youth succeed in their learning to earning journey?**

### Solution

#### U&A Study

15 questions

Answers collected from 29.03 to 06.04.22

[Click here to view questionnaire](#)

[Click here to view the dashboard](#)

#### Criteria

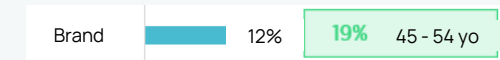
1270 respondents representative of the Guatemalan population in age and gender including 382 respondents between 18 and 34 years old who have passed secondary education.

### Understanding the report

A method of calculation used to validate behavioral characteristics.

It allows to identify higher or lower gaps between a sub-target and the rest of the sample.

It will be materialized by red or green square.



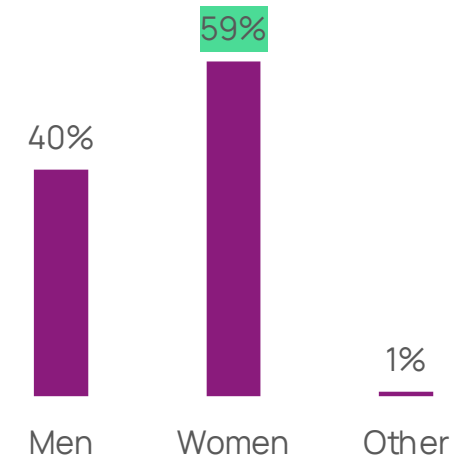
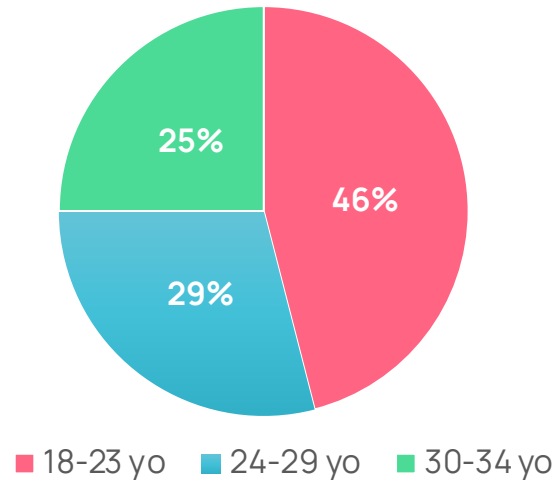
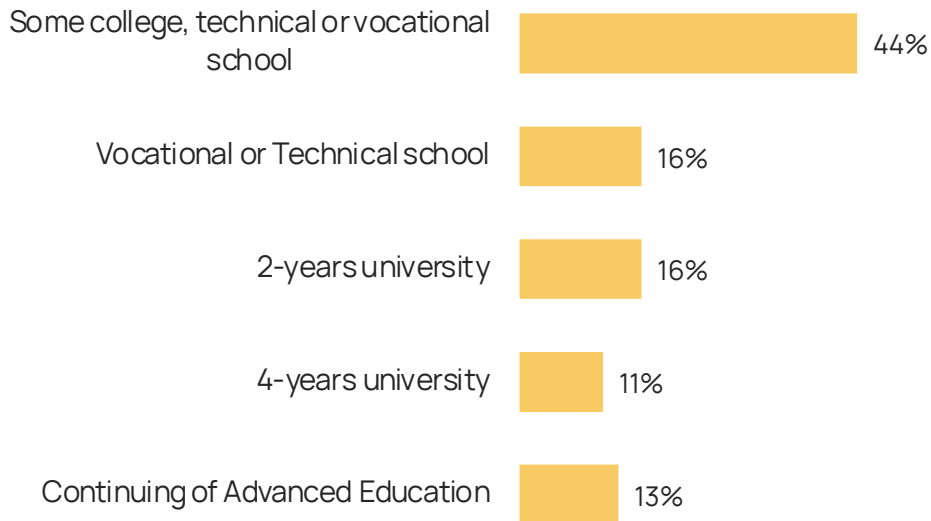
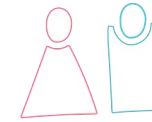
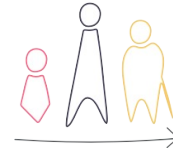
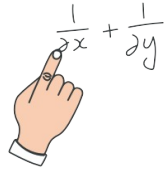
Exemple :

"19% of 45-54 age group quoted "Brand", a significantly higher gap compared to 12% (overall citation)"

# Foreword

Who are they ?

# 24% of the Guatemalan population is within our target audience: they are between 18 and 34 years old and have passed secondary education



Young graduates in Guatemala are mainly women and a majority are between 18 and 23 yo. They have also done some college, technical or vocational school, and some have several years of university.

# Part 1

What is their relationship to work?

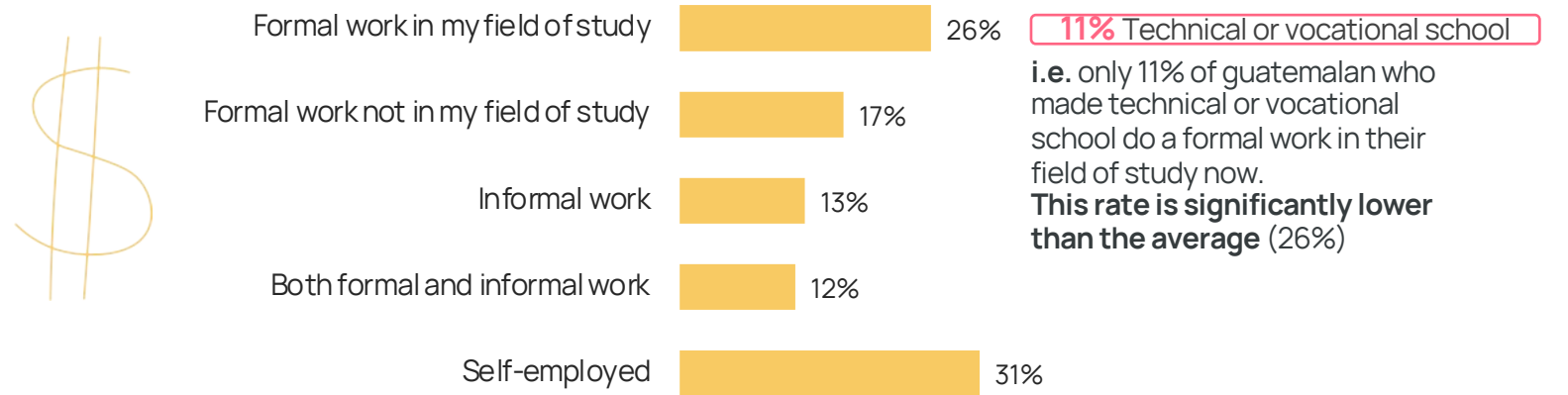
If they all continued their studies after secondary education, only half earned money in the last 2 weeks. Unfortunately, the large majority of those without income are still looking for work.

Among those who are employed, most are self-employed (nearly one-third).

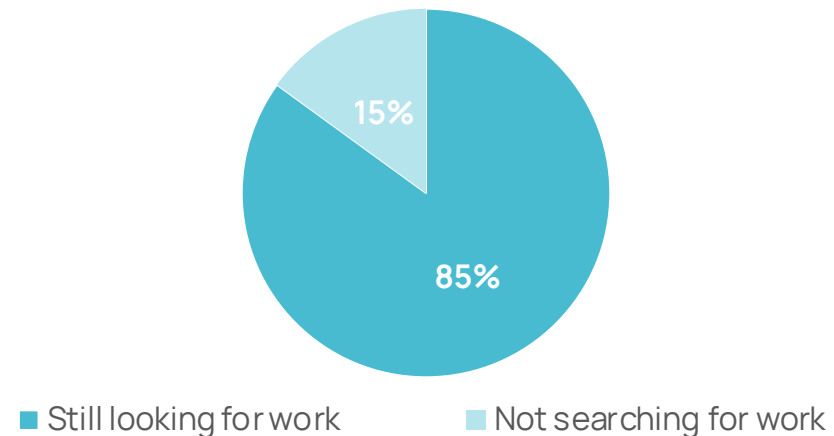
The one who made technical or vocational school don't tend to find formal work in their field of study.

What is their relationship to work?

## Among young Guatemalan, **52%** earned an income in the last two week :



## But **48%** didn't

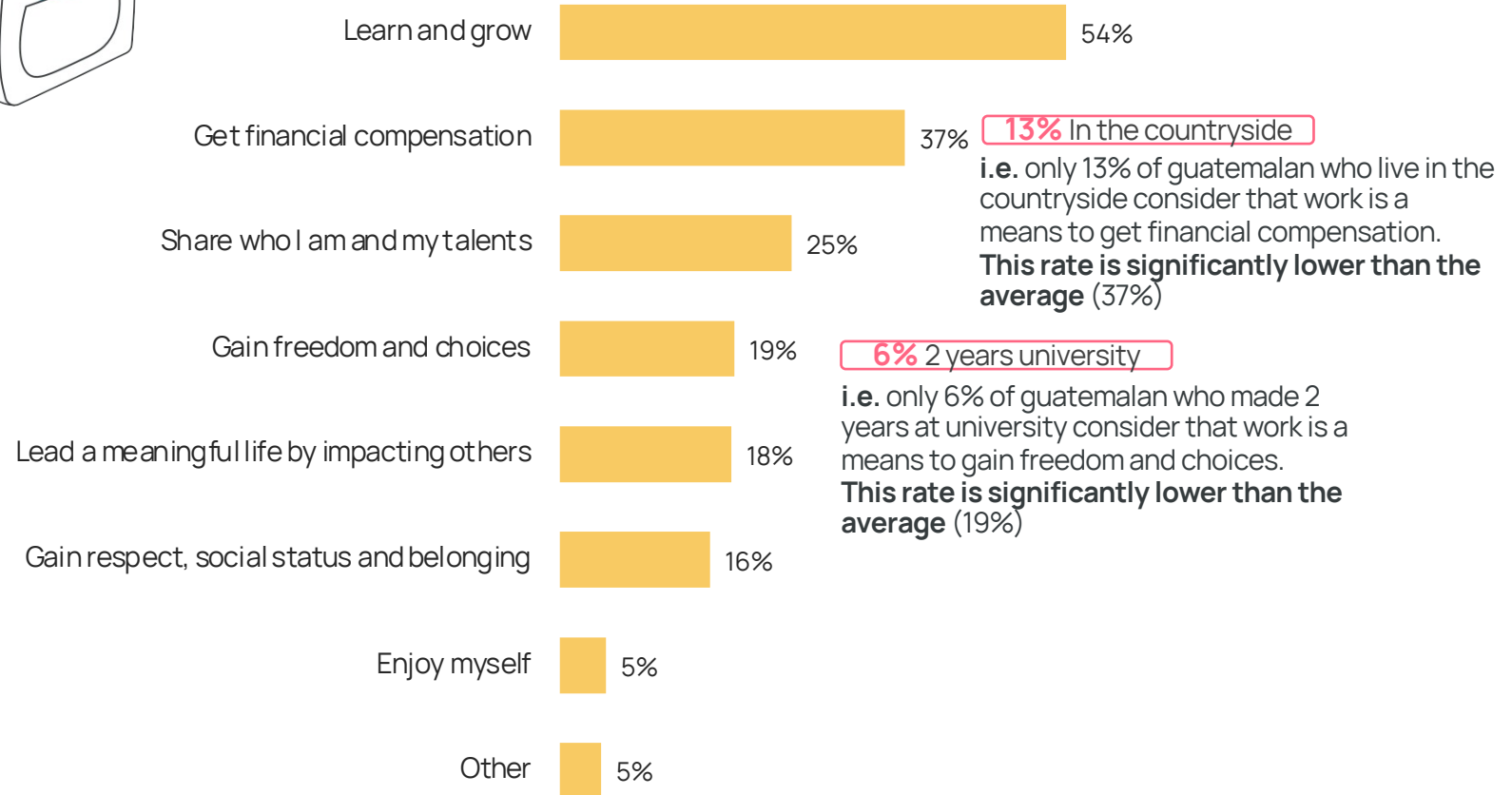


Respondents agree that work is a way to learn and grow.

For those who live in the countryside, work is not a way to gain financial compensation; neither is it a way to gain freedom and choice for those who have completed 2 years of college.

What is their relationship to work?  
1 answer in average

### For young Guatemalan, work is a means to:



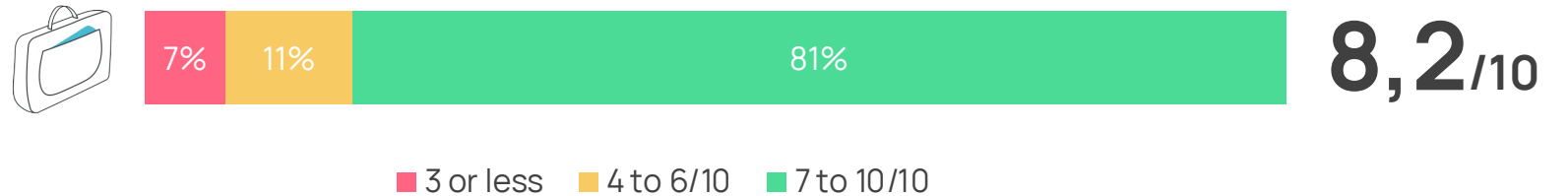
And this work should not be just any work!

Indeed it is really important to have a job:

- In their field of study
- A formal work.

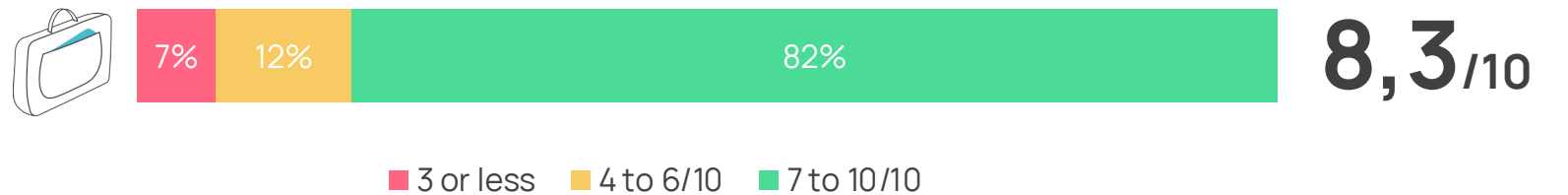
What is their relationship to work?

For young Guatemalan, it is really important to do a job in their field of study:



Especially for the ones who currently have a formal work in their field of study : **95%** of them gave 7 to 10 out of 10 ! But also for the ones who made 2 years at the university (**91%**). These rates are significantly higher than the average (81%).

And to do a formal work!



Especially for the ones who currently have a formal work in their field of study : **95%** of them gave 7 to 10 out of 10 ! But also for the ones who were really affected by this search (a great deal) (**12%**). These rates are significantly higher than the average (82%).

Base : 382 respondents

Question : Please indicate how important it is to you to do work related to your field of study ? [Scale]

Question : Please indicate how important it is to you to do formal work ? [Scale]



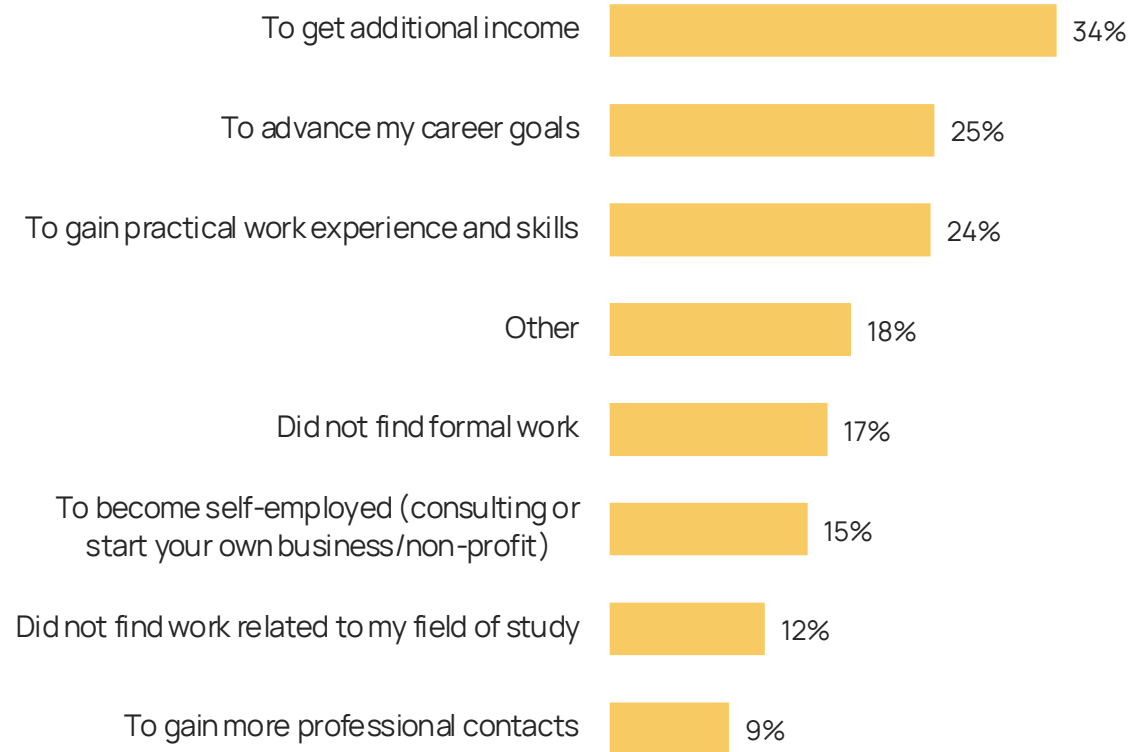
Only a few have an informal job : 7% have informal work and 6% have both (formal and informal).

If they do so, it's mainly to get additional income.

There was no significant difference by profile, which means that it affected everyone more or less the same proportions.

What is their relationship to work?  
**Warning: low basis**

**In fact, the main reason to secure a informal work is to get additional income, for a third of young Guatemalan.**



## Part 2

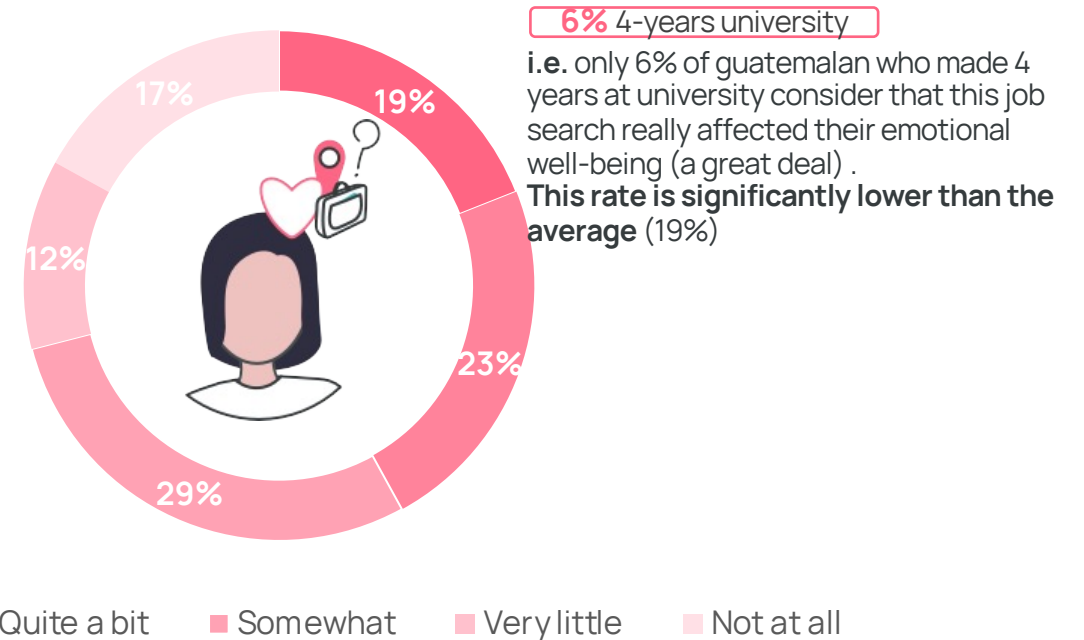
What emotions / difficulties did they experience during their job search?

Whether or not they have found a job, their emotional wellbeing has been affected by this job search.

Indeed, only 17% consider that this job search did not affect their emotional well-being at all.

What emotions / difficulties did they experience during their job search?

This job search wasn't simple... **42%** of young Guatemalan consider that their job search affected their emotional wellbeing.



Base : 382 respondents

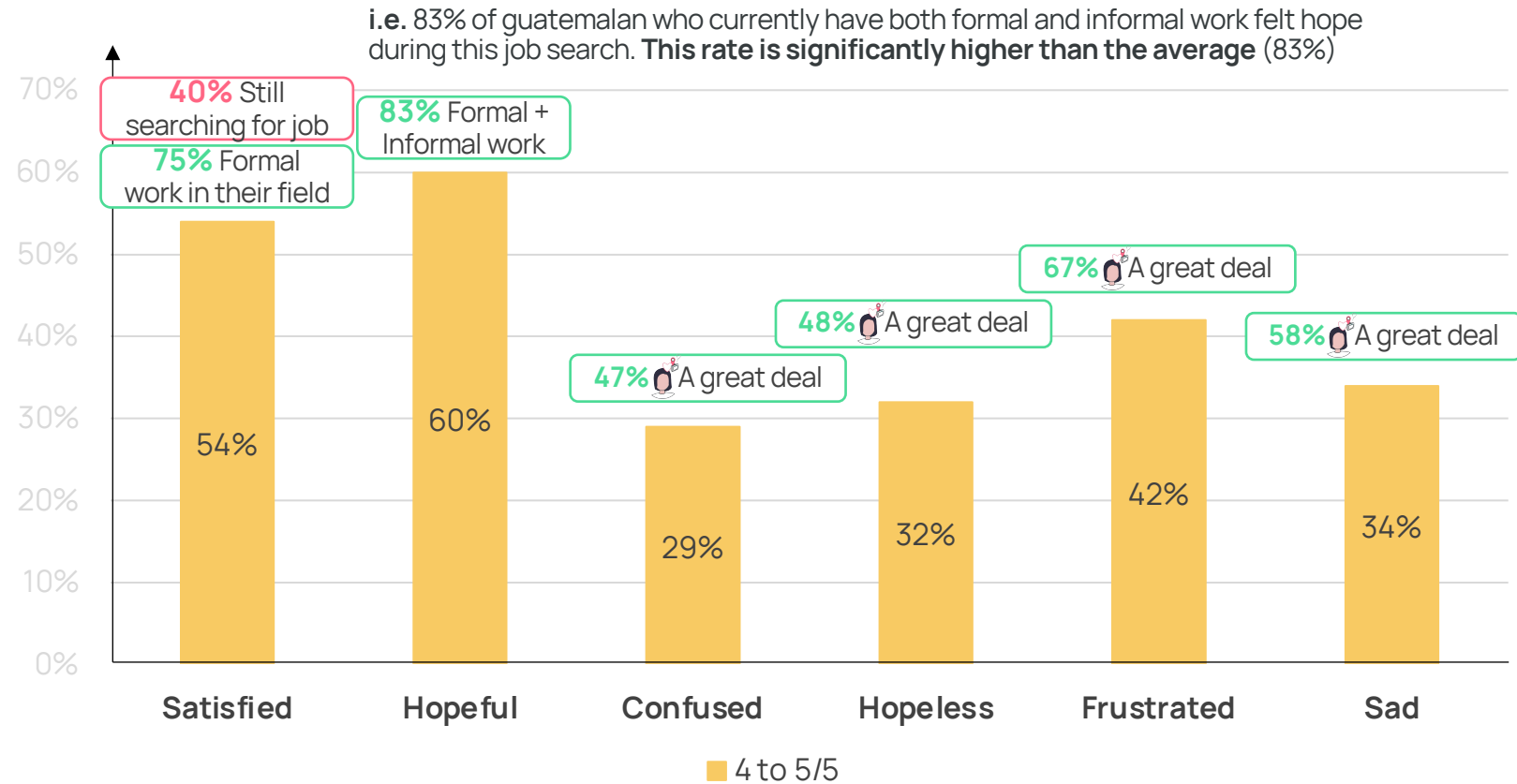
Question : Has your search for work affected your emotional wellbeing i.e. your ability to have a positive mindset, cope with and adapt to adversity or stressful situations? [Simple]

But even if it was difficult, they still had a positive feeling about this job search: hope for 60%, satisfaction for 54%.

The satisfaction is even stronger among young Guatemalan who currently have a formal work in their field.

What emotions / difficulties did they experience during their job search?

### In all cases, they experienced mostly **positive feelings** in their search: hope and satisfaction



Base : 382 respondents

Question : Experiencing many different negative and positive emotions is a natural part of being human. How often, if at all, did your search for work make you experience the following emotions? [Radar]

They also had to face external difficulties, such as:

- Lack of practical skills,
- COVID-19,
- Corruption

In the same proportions.

Only 66% of young guatemalan who currently have a formal work in their field faced a difficulty during their search.

What emotions / difficulties did they experience during their job search ?

**80%** faced at least one difficulty during their search for work :

66% Formal work in their field



# Part 3

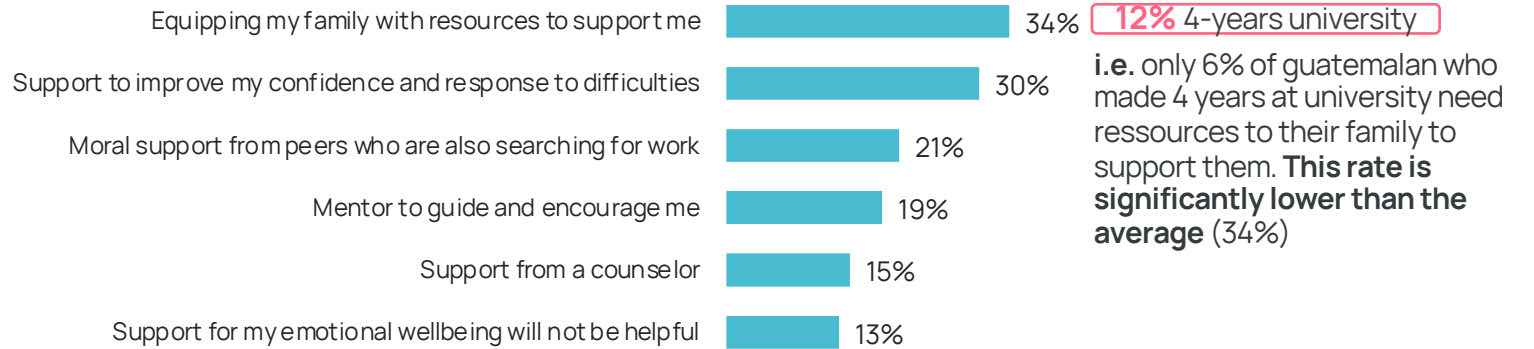
What kind of support is needed to help today's youth succeed in their learning to earning journeys?

For all these reasons, they need help in their job search.

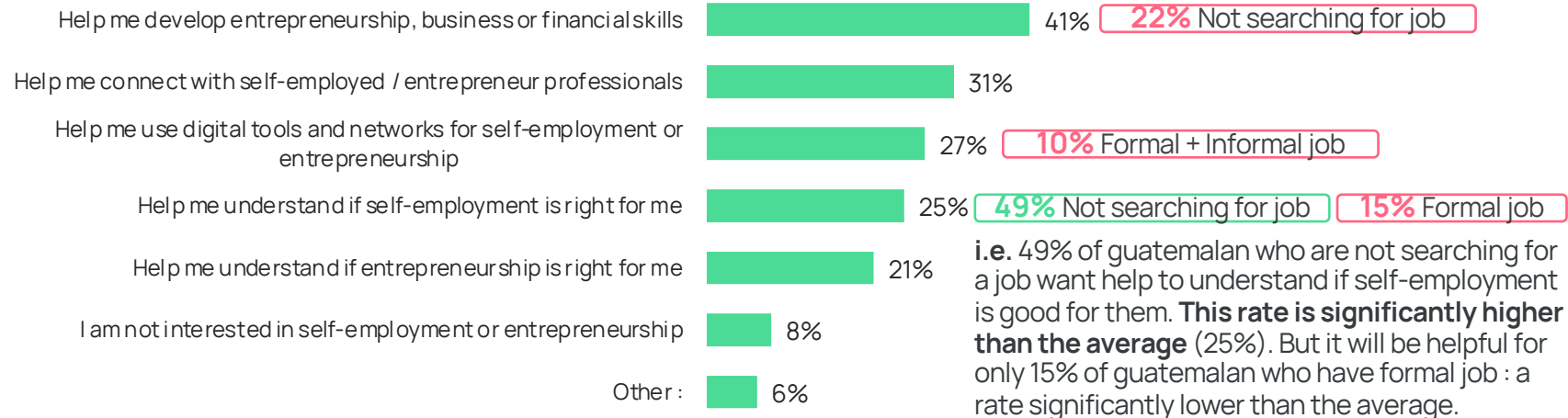
In terms of well-being, they especially need their families to be equipped to support them and to help them improve their self-confidence. In terms of entrepreneurship, they want help in developing entrepreneurship, business or financial skills.

What are their needs to facilitate their job search?

## 87% would like support for their emotional wellbeing, they prefer :



## 92% are interested in entrepreneurship, for their success, they prefer :



Base : 382 respondents

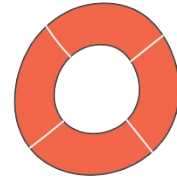
Question : What kind of support for your emotional wellbeing would you prefer? [Multi]

Question : What support do you prefer to help you consider & succeed in self-employment or entrepreneurship? [Multi]

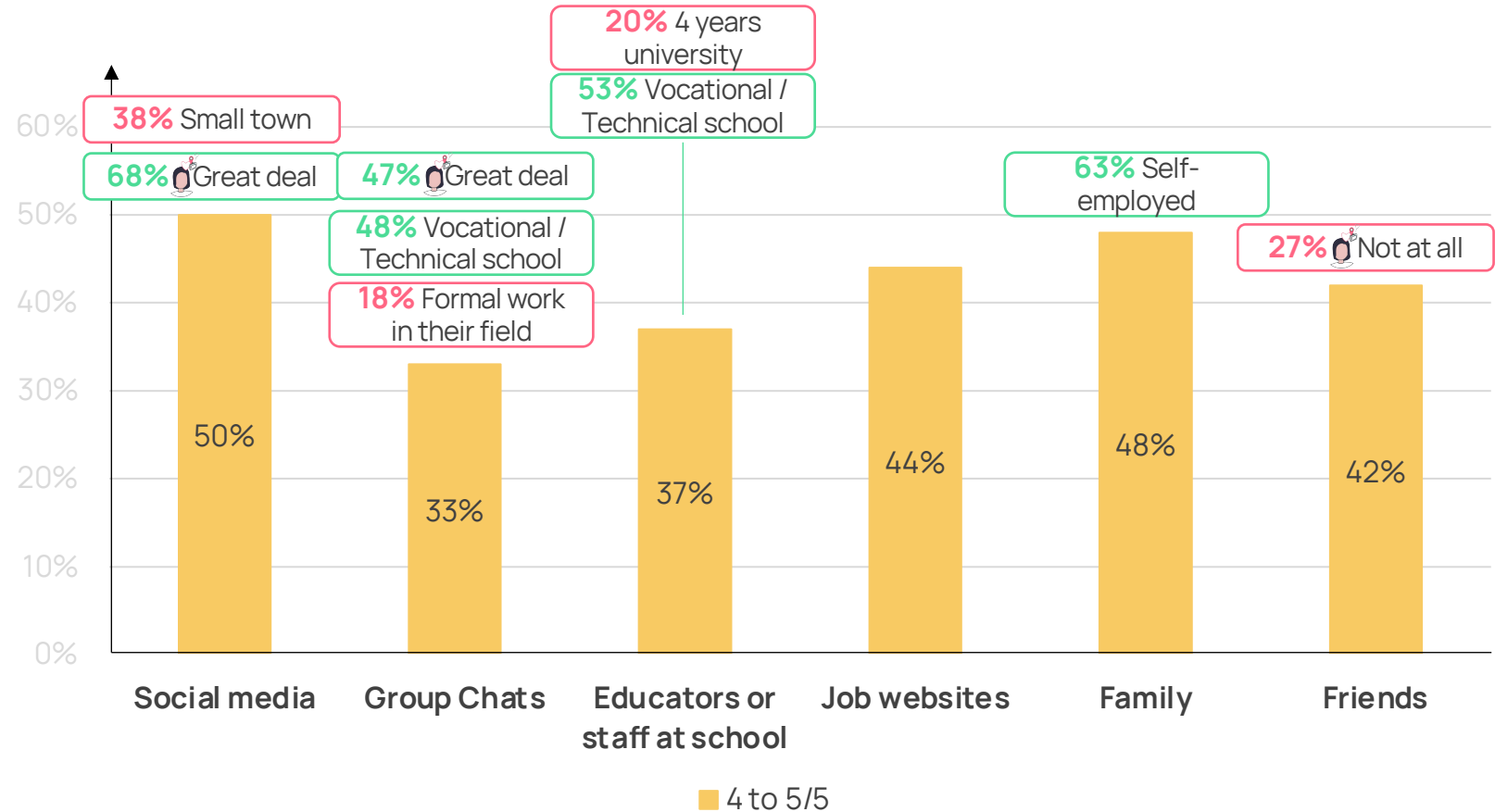
They have already used some support during this time, especially social media, their family and job websites.

The type of support they used could depend on the level of education or the job they currently have.

What are their needs to facilitate their job search?



In all cases, it's clearly **social media and the relatives** of young Guatemalan who were helpful during their job search : **their family mainly.**





# Synthesis

How do young people experience the transition to the working world?

# How do young Guatemalan experience the transition from learning to earning ?

## Key insights

### 1. What is their relationship to work?

Quite disappointing! Only half have earned money in the last two weeks. Unfortunately, the vast majority of those who don't have an income are still looking for a job. For them, work is a way to grow and learn and they primarily want a formal job in their field of study. Among those who do find a job, only 26% are in this situation.

### 2. What emotions / difficulties did they experience during their job search ?

This job search was full of emotions and difficulties: only 17% consider that it did not affect their emotional well-being at all. They also faced difficulties, in particular: corruption, lack of practical skills and COVID-19. But even though it was difficult, they still had a positive feeling about this job search: hope for 60%, satisfaction for 54%.

### 3. What kind of support is needed to help today's youth succeed in their learning to earning journeys?

For all these reasons, they need help in their job search, especially for their family and to improve their self-confidence. And they are not alone! 87% need support for their emotional well-being; 92% need support to succeed in their self-employment. During their job search, they did use some supports: including social media, their family, and job boards.

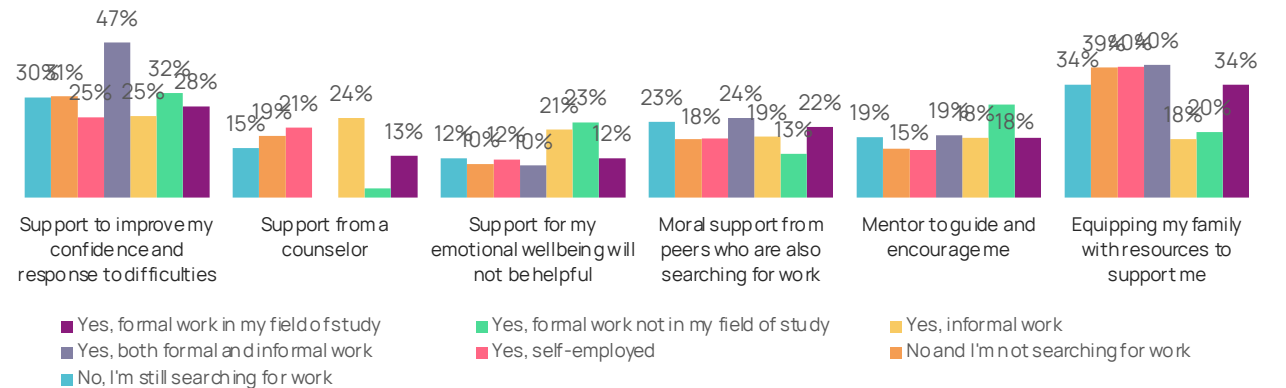
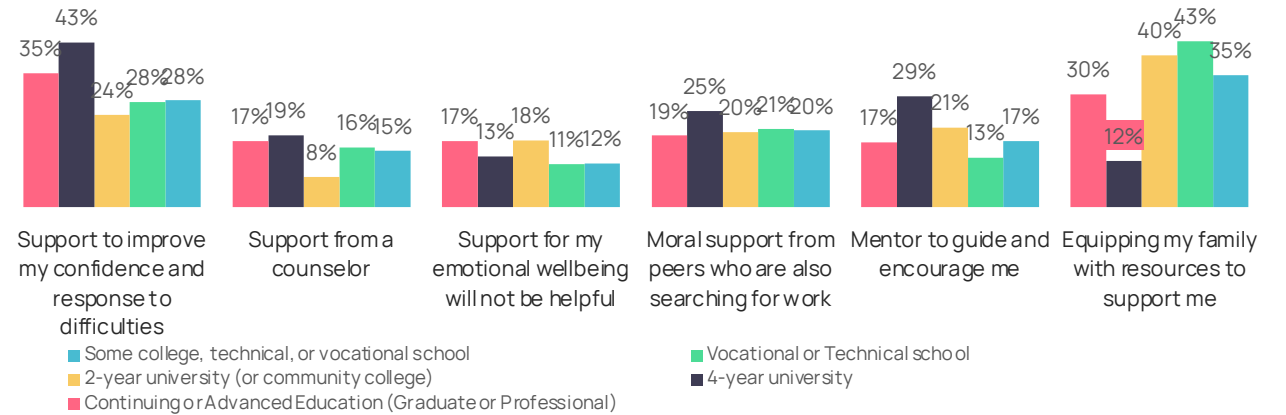
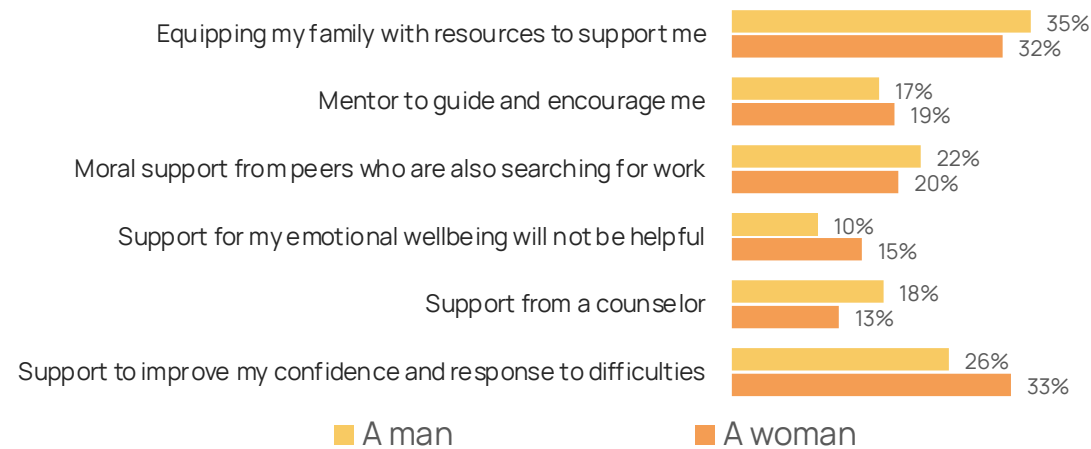
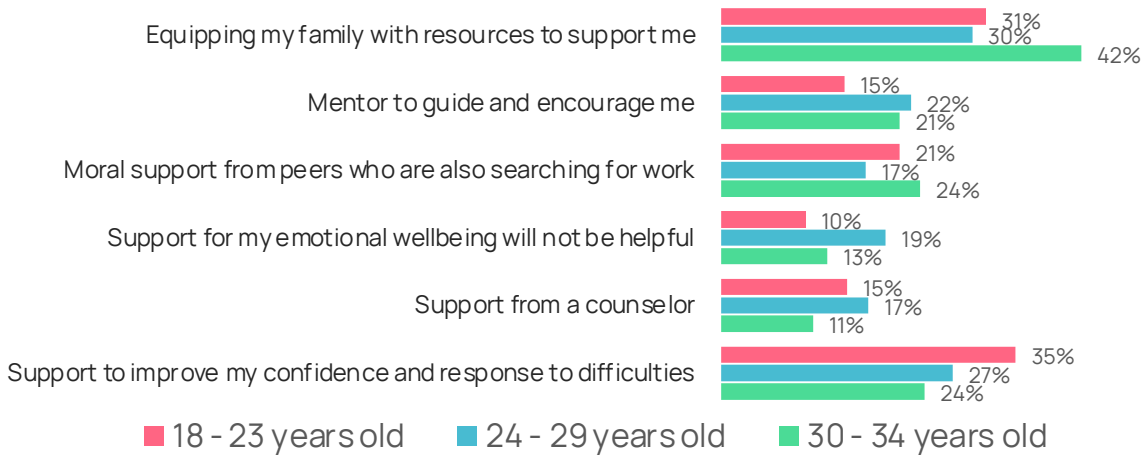
# Annex

Difference by profile for your personas

# What kind of support is needed to help today's youth succeed in their learning to earning journeys?

## Difference by profile

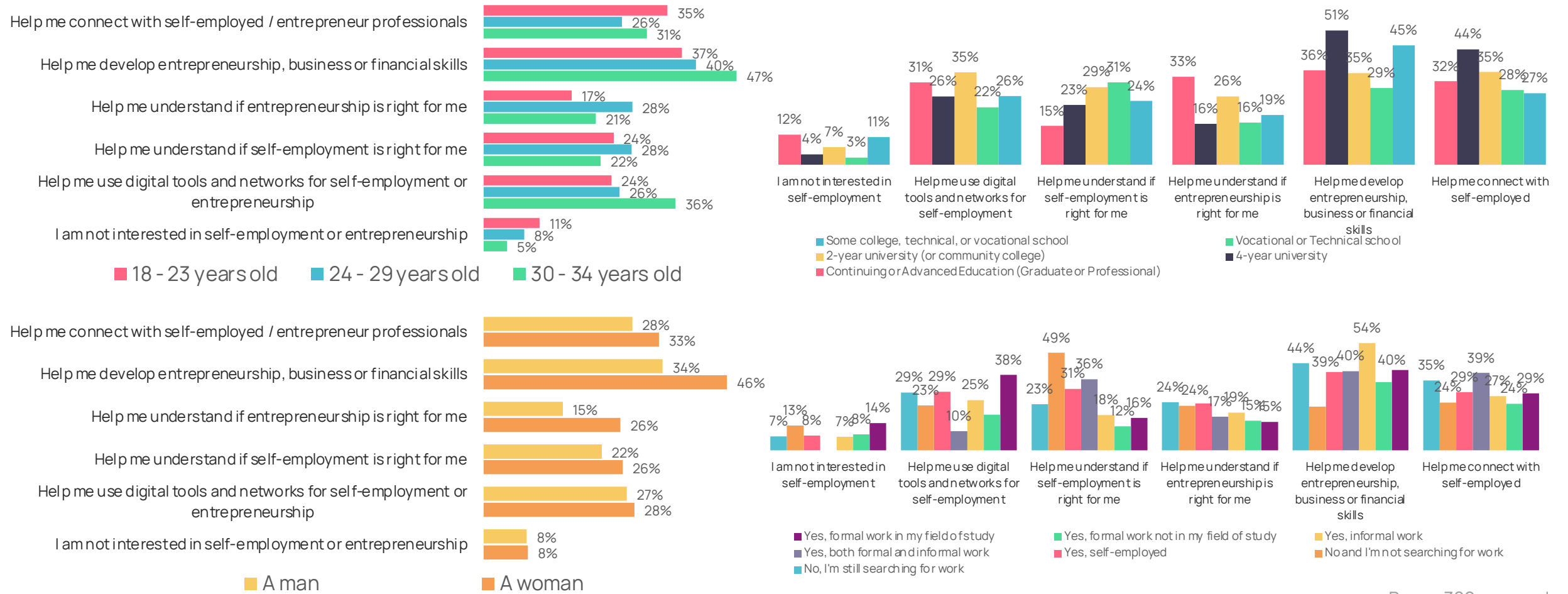
### What kind of support for emotional wellbeing would youth prefer?



# What kind of support is needed to help today's youth succeed in their learning to earning journeys?

## Difference by profile

What kind of support for succeed in self-employment / entrepreneurship would be helpful?



Base : 382 respondents

Question : What support do you prefer to help you consider & succeed in self-employment or entrepreneurship? [Multi]

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