

2026



PARENT & CARER PERSPECTIVE

On Careers, Work Experience &
Apprenticeships



HERTFORDSHIRE
FUTURES



Hertfordshire
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY

Amazing
Apprenticeships

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EXECUTIVE SUMMARY

Background

For the past eight years, Hertfordshire Futures and the Hertfordshire Careers Hub have commissioned a survey (conducted by Amazing Apprenticeships) of parents and carers in Hertfordshire regarding their confidence, interest and awareness of apprenticeships. This year, the focus of the survey was expanded to include work experience and careers awareness in general.

The overall number of individual responses increased by 30% in 2026, but from the same number of participating schools.

2019 = 14 schools / 845 participants
2020 = 17 schools / 1,266 participants
2021 = 22 schools / 1,676 participants
2022 = 52 schools / 2,826 participants
2023 = 51 schools / 3,225 participants
2024 = 67 schools / 2,327 participants
2025 = 55 schools / 2962 participants
2026 = 55 schools / 3846 participants

Career Options

3 in 4 parents/carers (70%/2,488) had children that had already expressed an interest in a particular career option. This was a 6% decrease compared with the previous year.

Career option uncertainty reduces as students move through the various year groups, with just 21% of KS5 children still undecided.

Career Options continued...

The top 5 most popular careers were identified as:

- **Digital, Media & Creative**
- **Engineering, Construction & Technical Trades**
- **Business & Finance**
- **Science, Research & Environment**
- **Law & Politics**

In KS5, Business & Finance careers increased in popularity by 7%, interest in Law & Politics increased by 4% and Science, Research & Environment interest increased by 1%.

Work Experience

37% (1,277) of children had already completed some form of work experience. **70% (892) of these experiences were organised by a family member/other**, and 25% (318) were organised by the school. The remaining 5% were virtual work experience placements.

By the time a child reaches KS5, 77% have completed a work experience placement organised by the school, a friend/family member and/or virtual work experience.

68% of parents/carers answered that their child felt supported **before** the work experience placement, and **80%** felt they were supported **during** the placement itself.

The **average relevancy rating** for work experience placements compared with a child's interest or future plans, was **53%**. Placement relevancy increases as the child moves through the key stages.

Relevancy was highest for students who had already expressed an interest in **Education & Childcare, Engineering, Construction and Technical Trades**, suggesting that work experience placements are more accessible in these career areas compared with others such as **Emergency and Uniform Services**.

Those who completed work experience that was organised via a **direct approach either by the child or parent, felt that their placements had a higher relevancy rating (+13%)**, compared to those who attended a placement within their parent's place of employment.

Work Experience continued...

The most common type of challenge faced by parents/carers when finding and organising their child's work experience placement was **age, insurance and/or safeguarding barriers** presented by the employer's workplace policies and restrictions.

Only 1 in 5 parents/carers (21%) felt that the information they received regarding work experience from their child's school/college was very clear and easy to understand.

Parents/carers identified '**building confidence & motivation**' and '**understanding workplace expectations**' as the main benefits of work experience placements, followed by '**helping with future career decisions**'.

Careers and Post-16/Post-18 Options

Parents/carers felt that they would be more likely to encourage consideration of a career that fits their child's **strengths and interests** (96% strongly agree or agree), or that seems **stable and secure** (91% strongly agree or agree).

Regarding Post-16 and Post-18 options, parents/carers' **understanding of T Levels was lowest**, with 63% of total respondents answering that they did not know anything about this option.

Parents/carers were most likely to encourage their child to consider either an **Apprenticeship (71%)** or **University (66%)**, for their next step.

Concerns & Considerations

The most common concerns amongst parents/carers were **uncertainty regarding which option would best suit their child** and **not having enough information** about the different pathways.

In KS5, possible **financial concerns** increased, along with concerns **regarding the level of independence required** and how their child would cope with **balancing study and other opportunities**.

Parents/carers felt that their biggest considerations surrounding apprenticeships were related to **how well their child would be supported by their employer**, the quality or structure of the training programme, and whether the apprenticeship aligns with their chosen career path.

Application Confidence

Within the apprenticeship application process, parents/carers felt slightly more confident with supporting their child to **identify the right apprenticeship standard** and **apprenticeship level**, and **researching apprenticeship employers**.

However, confidence levels are still lacking across all areas of the apprenticeship application process, with 1 in 10 parents/carers feeling fully confident.

NEET

8% of parents/carers (204) were supporting a young person aged 16-24 **not in education, employment or training**. 71% of these individuals had been out of education, employment or training for less than 1 year and 37% were actively seeking employment.

Over half of the NEET young people were not currently receiving any support, with just 17% in receipt of benefits and in contact with their work coach.

Parents/carers supporting a NEET young person felt that **personalised careers advice and support would be most beneficial** to help them to access employment.

Communication

955 parents/carers **(40%) were not currently receiving any information** regarding post-16/post-18 options from their child's school.

Parents/carers would most like to receive information about **apprenticeships & technical education, work experience** and **careers events** and activities.

RECOMMENDATIONS SUMMARY

1

Support schools to enhance their messaging and communication with parents and carers about the range of post-16 options, and changes to work experience. Continue to build upon the range of events, resources webinars and accessible information through HOP Online.

2

Work with leading employers through the Careers Hub Cornerstone group to develop guidance for parents and carers that will help to build awareness of the support provided by the employer, and the quality and structure of the training.

3

Work with the Hertfordshire Youth Guarantee group and connected stakeholders to explore developing a signposting page within HOP Online for parents and carers who are supporting young people aged 16-24 Not in Education, Employment or Training, providing information about training opportunities and support services available.

SUMMARY OF SCHOOLS

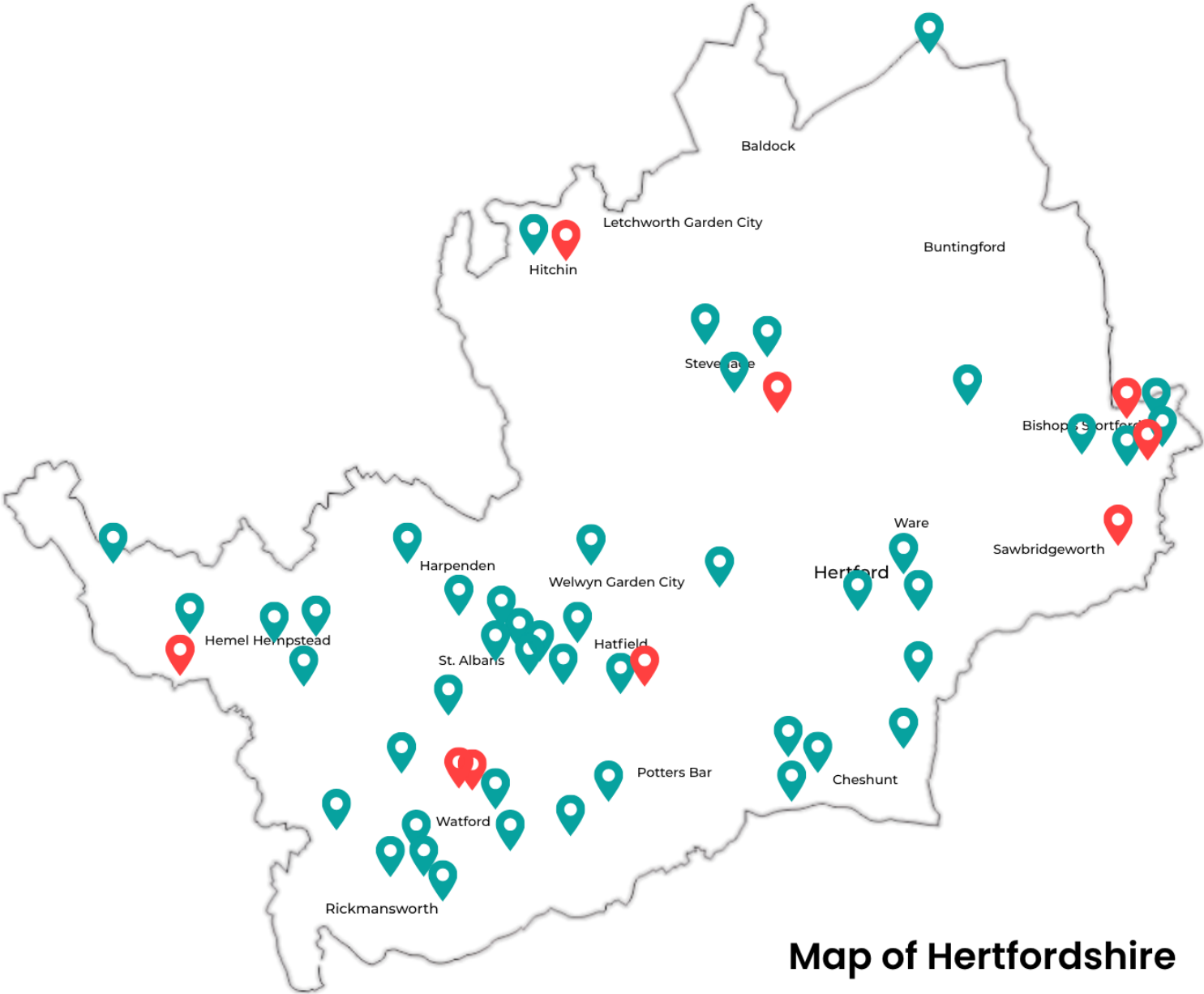
The survey generated responses **from 3,846 parents/carers from across 55 schools and colleges**. 46 of these schools/colleges generated 2 or more responses, indicating that the survey was likely distributed to their parent/carer communities.

School or College	Responses	% of results
Beaumont School	354	9%
Bushey Meads School	234	6%
Barclay Academy	211	5%
Rickmansworth School	188	5%
The Nobel School	186	5%
Watford Grammar School for Boys	181	5%
Queens' School	176	5%
Presdales School	173	4%
Simon Balle All-Through School	141	4%
Robert Barclay Academy	134	3%
Kings Langley School	124	3%
The Priory School	122	3%
Ridgeway Academy	118	3%
Haileybury Turnford	113	3%
Verulam School	104	3%
Longdean School	102	3%
The Marlborough Science Academy	96	2%
The Adeyfield Academy	94	2%
Marriotts School	92	2%
St Clement Danes School	92	2%
Dame Alice Owen's School	90	2%
Monk's Walk School	86	2%
St Mary's Church of England High School (VA)	71	2%
Loreto College	65	2%
Goffs - Churchgate Academy	57	1%
Saint Joan of Arc Catholic School	54	1%
Tring School	43	1%

SUMMARY OF SCHOOLS

School	Responses	% of results
Birchwood High School	37	1%
Richard Hale School	34	1%
Stanborough School	34	1%
Yavneh College	31	1%
Hockerill Anglo-European College	31	1%
Goffs Academy	30	1%
Roundwood Park School	26	1%
The Bishop's Stortford High School	18	0%
Nicholas Breakspear Catholic School	16	0%
Ralph Sadleir School	12	0%
King James Academy Royston	11	0%
Links Hatfield Academy	11	0%
John F Kennedy Catholic School	11	0%
Links Academy	8	0%
St Mary's Catholic School	7	0%
Townsend Church of England School	7	0%
Chessbrook Education Support Centre	4	0%
Dacorum Education Support Centre	3	0%
St Albans Girls' School	3	0%
Onslow St Audrey's School	2	0%
Leventhorpe	2	0%
Hitchin Boys' School	1	0%
Avanti Grange Secondary School	1	0%
The Hertfordshire & Essex High School and Science College	1	0%
Stevenage Education Support Centre	1	0%
Ashlyns School	1	0%
Future Academies Watford	1	0%
Parmiter's School	1	0%
Total	3,846	100%

SUMMARY OF SCHOOLS



Map of Hertfordshire



Participating Schools/Colleges



Schools/Colleges with 2 or less responses

SUMMARY OF SCHOOLS

Last year, the survey generated 55 schools/colleges, however 13 of these establishments had 2 or less responses indicating that it was likely distributed to just 44 of the parent/carer communities.

12 schools participated in the parent & carer survey this year, that didn't participate last year.

We also had 12 schools that did participate last year, but didn't participate this year.

New For 2026
Beaumont School
Dacorum Education Support Centre
Dame Alice Owen's School
Goffs - Churchgate Academy
Goffs Academy
Links Hatfield Academy
Queens' School
Ralph Sadleir School
Richard Hale School
St Mary's Catholic School
The Marlborough Science Academy
Tring School

2025 participants that didn't participate this year
Barnwell School
Chancellor's School
Hitchin Girls' School
Katherine Warrington School
Laureate Academy
Mount Grace School
Rivers ESC
Samuel Ryder Academy
Sir John Lawes School
St George's School
The Astley Cooper School
The John Warner School
The Sele School

Schools with 2 or fewer responses have been removed from the data above.



QUESTION 1.

Which year group
is your child in?

DEMOGRAPHICS

46% (1,758) of parents/carers had a child in **key stage 3**.

36% (1,379) of parents/carers had a child in **key stage 4**.

18% (691) of parents/carers had a child in **key stage 5**.

Year Group	Responses	%
Year 7	571	15%
Year 8	542	14%
Year 9	645	17%
Year 10	784	20%
Year 11	595	16%
Year 12 (College Year 1)	454	12%
Year 13 (College Year 2)	237	6%
Other	18	0%



QUESTION 2.

Does your child have any additional needs, learning differences, EHCP, SEND?

DEMOGRAPHICS

22% of respondents (838) had a child with additional needs, learning difficulties, EHCP or SEND, which is a 1% increase compared with last year.

Respondents who had a child with additional needs were **7% more likely to encourage their child to consider technical education** (Apprenticeships, T Levels or HTQs) for their next step.



YES
22%

NO
78%





QUESTION 3.

Has your child identified a possible career option(s) that they would like to explore? If so, what are they?

CAREER OPTIONS

70% (2,488) of parents/carers had children that had already expressed an interest in a particular career option, a decrease of 6% compared with last year.

Career option uncertainty reduces as students move through the various year groups, with just 21% of students still undecided by KS5.



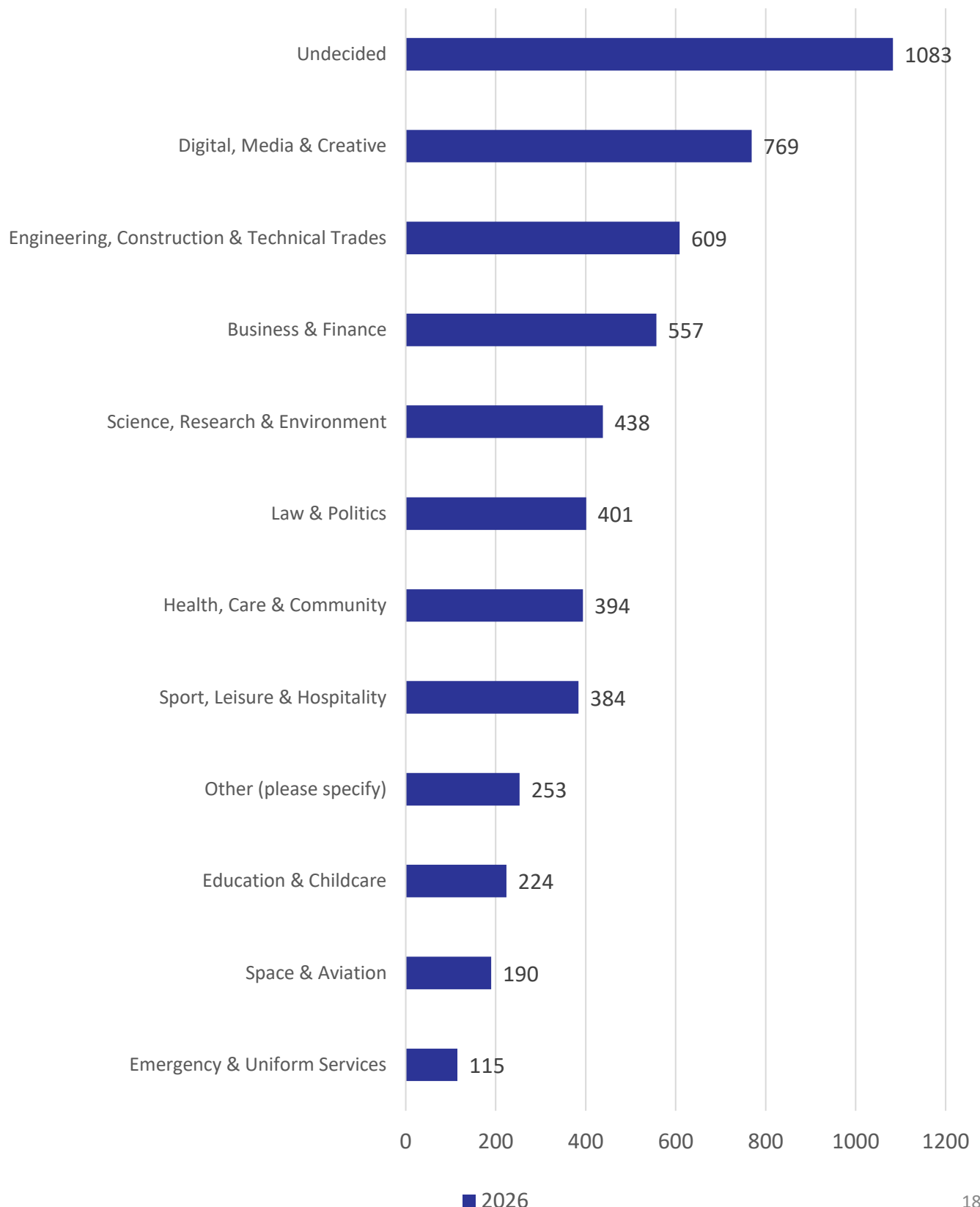
70%
DECIDED

The infographic features two teal-outlined hexagons. The left hexagon contains the text '70% DECIDED' and the right hexagon contains '30% UNDECIDED'. A thick teal diagonal line runs from the bottom left towards the top right, passing behind the hexagons. The background of the lower half of the page is a faded image of a smiling young woman with curly hair.

30%
UNDECIDED

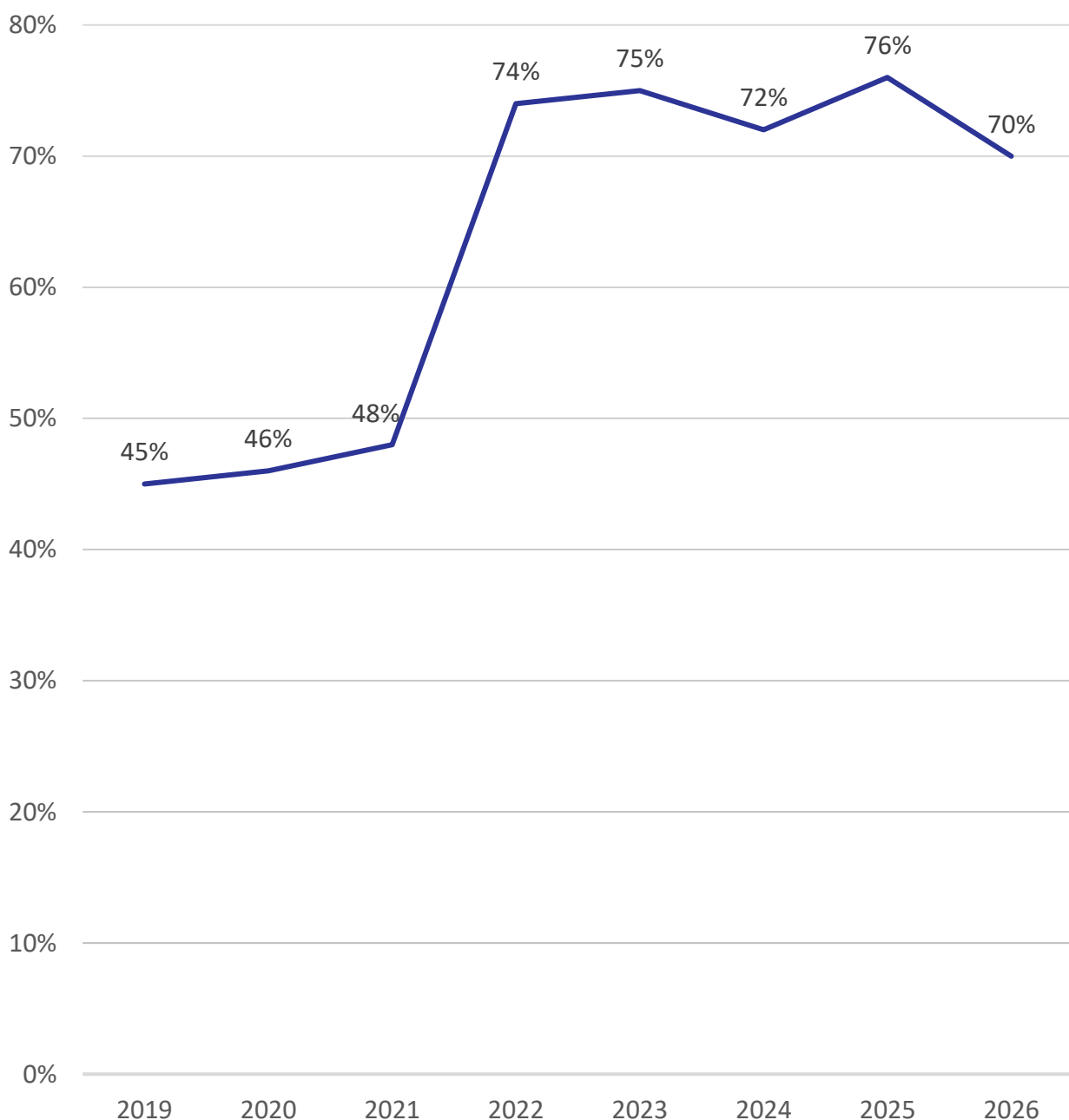
CAREER OPTIONS

Digital, Media & Creative was the most popular career interest this year, compared with Business & Finance last year.



CAREER OPTIONS

Compared with 2025, there has been a 6% decrease in those who had already identified a career interest, but significant over-all growth shown since the surveys began in 2019, mirroring the work of the Careers Hub to establish Gatsby Benchmarking across schools and colleges in Hertfordshire.



CAREER OPTIONS

The top 5 career choices in 2026 included:

1. Digital, Media & Creative
2. Engineering, Construction & Technical Trades
3. Business & Finance
4. Science, Research & Environment
5. Law & Politics

A number of the top career interest areas are in line with the county's priority and growth sectors, as set out in the Hertfordshire Skills and Employment strategy. These are highlighted below in blue.



Respondents who had children nearer to the end of their school/college journey (KS5) had a slightly different order for their top 5 career options, as shown below:

1. Business & Finance
2. Digital, Media & Creative
3. Law & Politics
4. Science, Research & Environment
5. Engineering, Construction & Technical Trades

CAREER OPTIONS

This graph shows the percentage of respondents that expressed an interest in the **different** career options, each year.

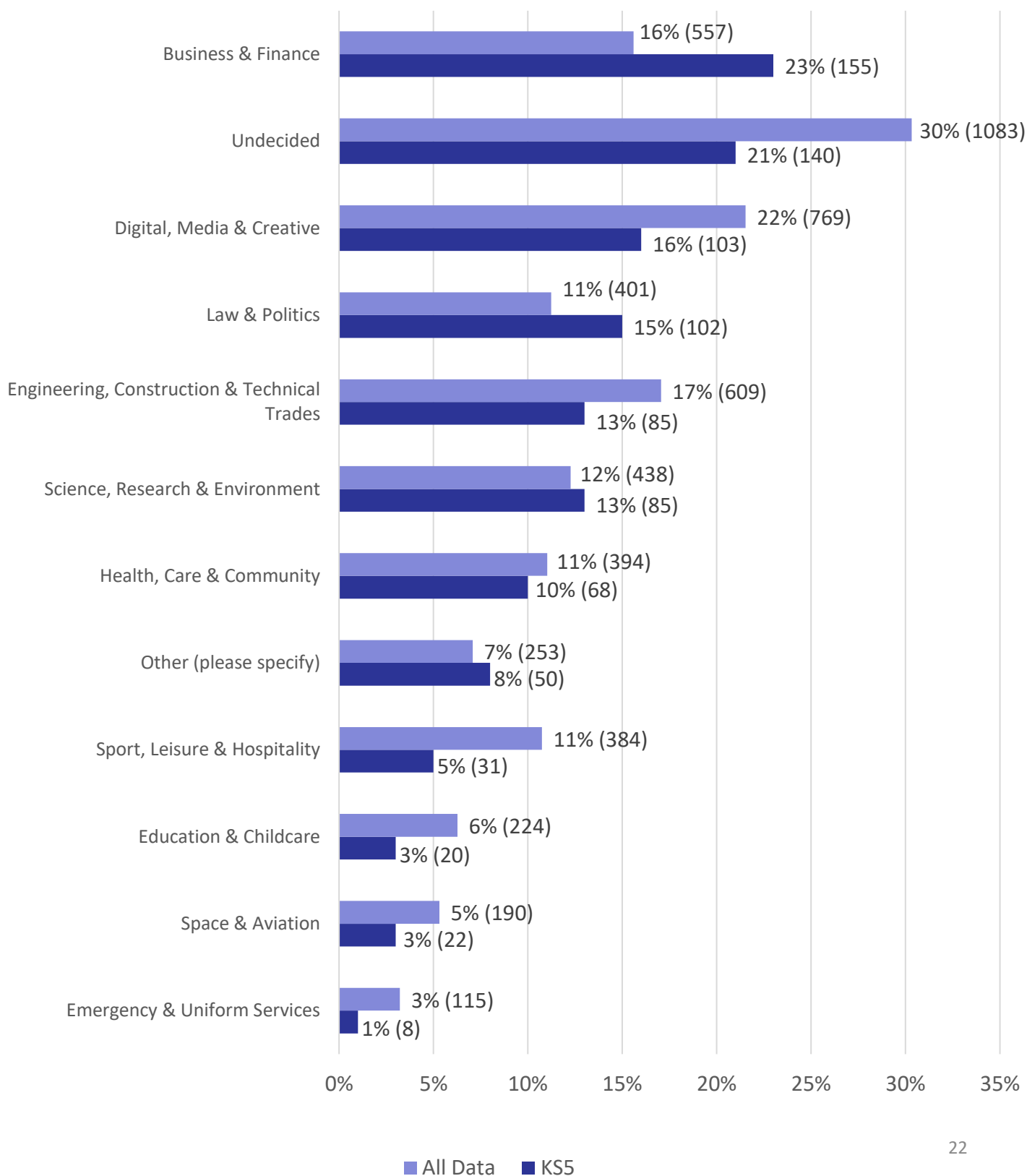
This year, we combined the career categories to shorten the list of possible options. Some of the career categories appear to have experienced a decrease in interest in 2026, this could however be explained by user behaviour regarding the new category options.

Business & Finance fell from the most popular career choice last year to the third most popular in 2026, but overall, it has experienced a steady increase in interest since 2019.

Career Interest	2019	2020	2021	2022	2023	2024	2025	2026
Digital, Media & Creative (computing, digital technology, creative media, social media, journalism, design, performing arts, interior design)	5%	11%	13%	38%	39%	34%	40%	22%
Engineering, Construction & Technical Trades (engineering, maintenance, construction, trades, manufacturing, architecture)	6%	7%	9%	16%	18%	18%	21%	17%
Business & Finance (business, finance, administration, retail, logistics)	2%	4%	4%	11%	12%	12%	14%	16%
Science, Research & Environment (science, leisure, hospitality, food, travel & tourism, event management)	3%	3%	7%	7%	9%	8%	7%	12%
Law & Politics (law, politics, government services, criminology)	2%	2%	4%	9%	11%	11%	11%	11%
Health, Care & Community (healthcare, social care, animal care, beauty & wellbeing)	4%	4%	3%	13%	10%	9%	16%	11%
Sport, Leisure & Hospitality (sport, leisure, hospitality, food, travel & tourism, event management)	2%	3%	2%	16%	13%	13%	14%	11%
Education & Childcare (teaching, education, childcare)	1%	2%	3%	10%	8%	7%	9%	6%
Space & Aviation	N/A	N/A	0%	4%	4%	5%	4%	5%
Emergency & Uniform Services	3%	3%	3%	3%	4%	3%	4%	3%

KS5 CAREER OPTIONS

KS5 children were more likely to have identified a career interest, with just 21% undecided. There was also a 7% increase in interest for **Business & Finance**, a **4% increase in interest for Law & Politics** careers and a 1% increase in **Science, Research and Environmental** careers in KS5.





QUESTION 4.

Has your child already completed work experience?

WORK EXPERIENCE

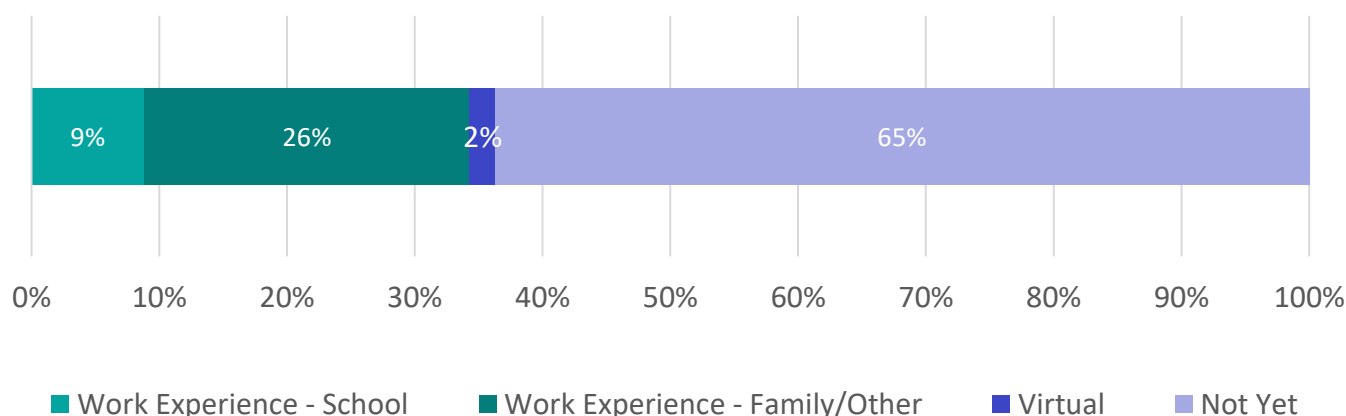
65% of respondents' children were yet to complete work experience.

37% (1,277) of children had already completed some form of work experience.

70% (892) of 1,277 work experience placements that had already been completed were organised by a family member/other, 25% of these placements were organised by the school.

	Responses	%
No, not yet	2217	65%
Yes, they've completed in-person work experience organised by a family member/other	892	26%
Yes, they've completed in-person work experience organised by the school	318	9%
Yes, they've completed virtual (online) work experience	67	2%

* This question allowed users to select multiple answers, which may cause response percentages to exceed 100%.



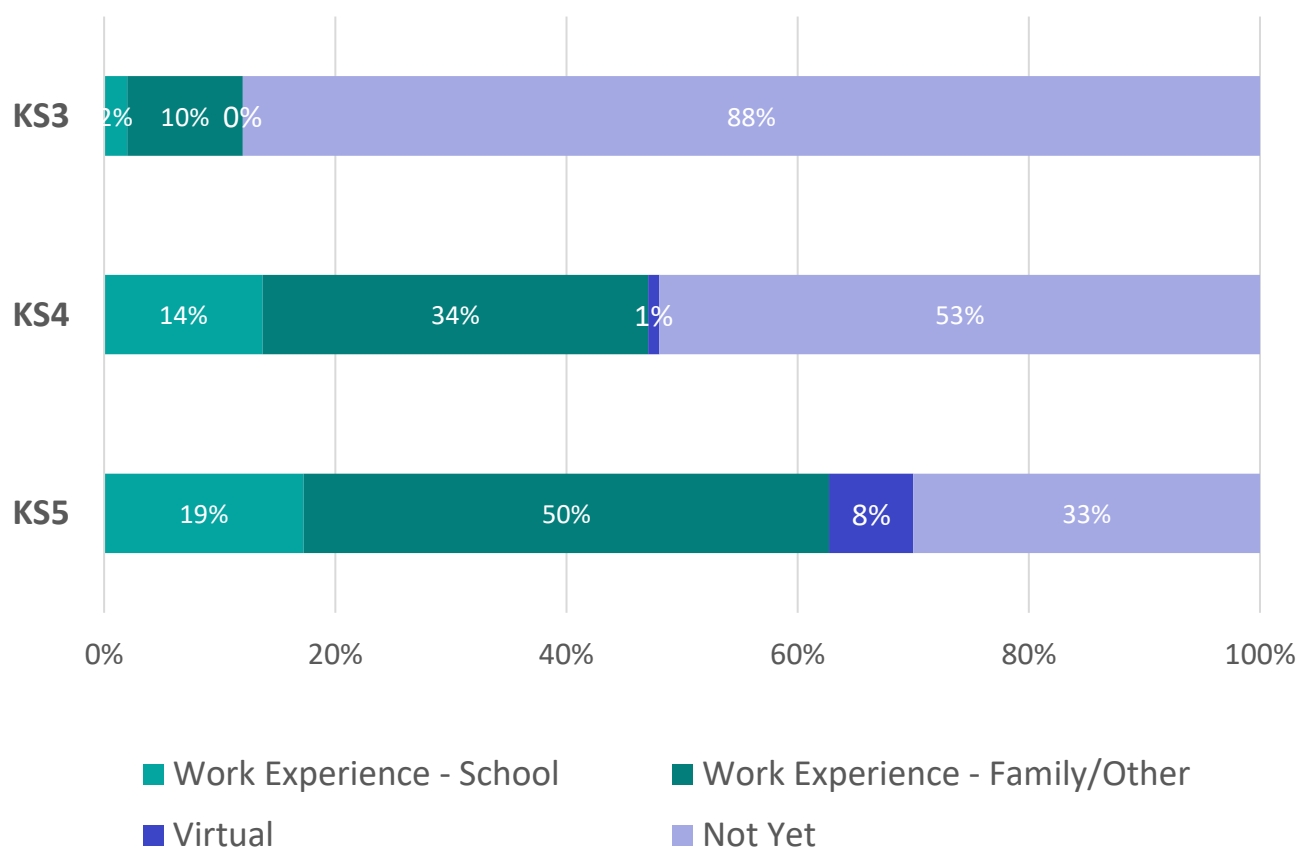
* This data is broken down further by key stage on the next page.

WORK EXPERIENCE

The table below contains the responses to this question, broken down by the age of the respondent's child.

77% of KS5 children had completed a work experience placement organised by the school, a friend/family member and/or virtual work experience.

* This question allowed users to select multiple answers, which may cause response percentages to exceed 100%.



49% of KS4 children had completed a work experience placement organised by the school, a friend/family member and/or virtual work experience, and just **12% of KS3 children**.



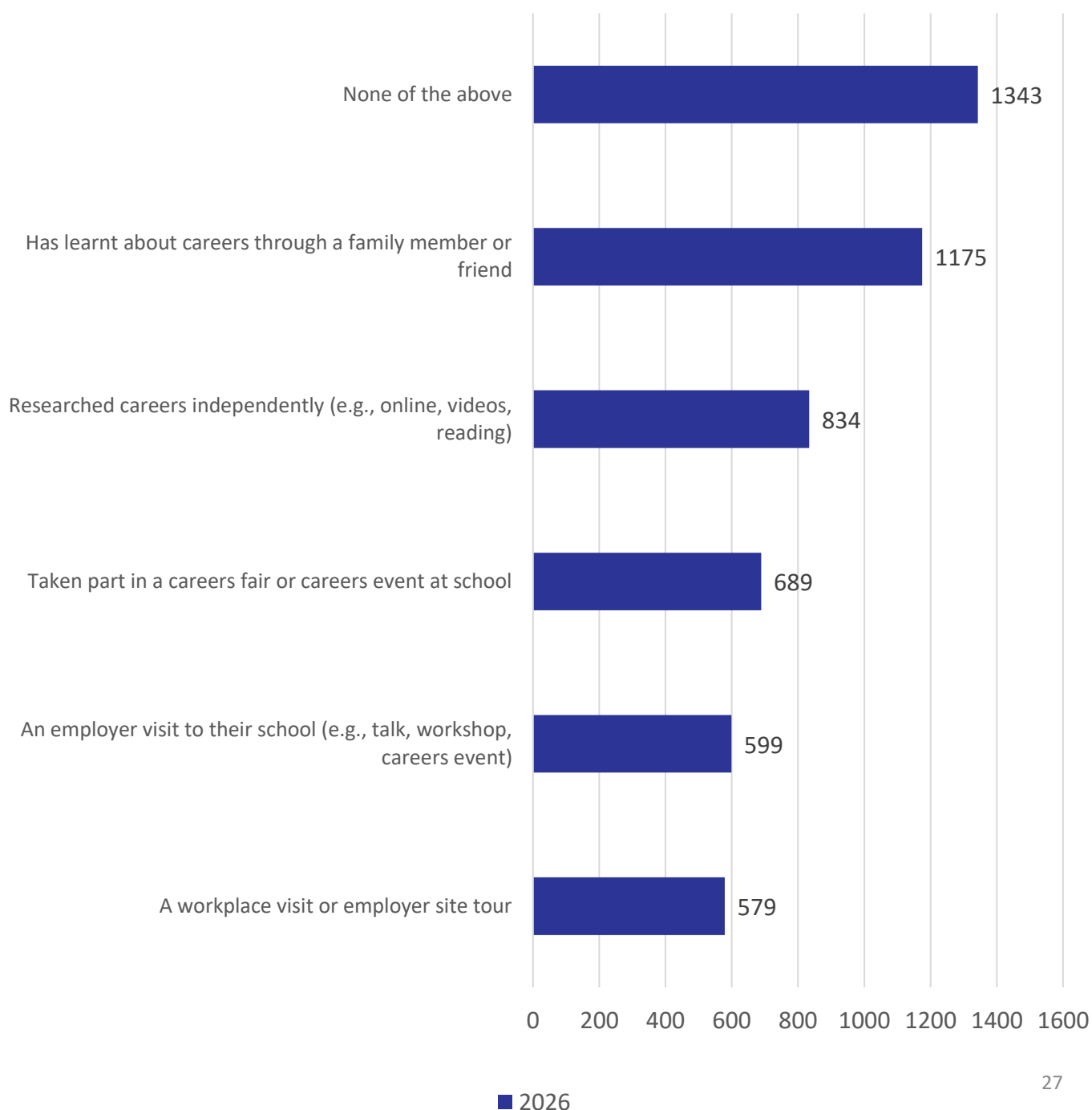
QUESTION 5.

Has your child had experience of a particular career or workplace via any of the following?

WORK EXPERIENCE

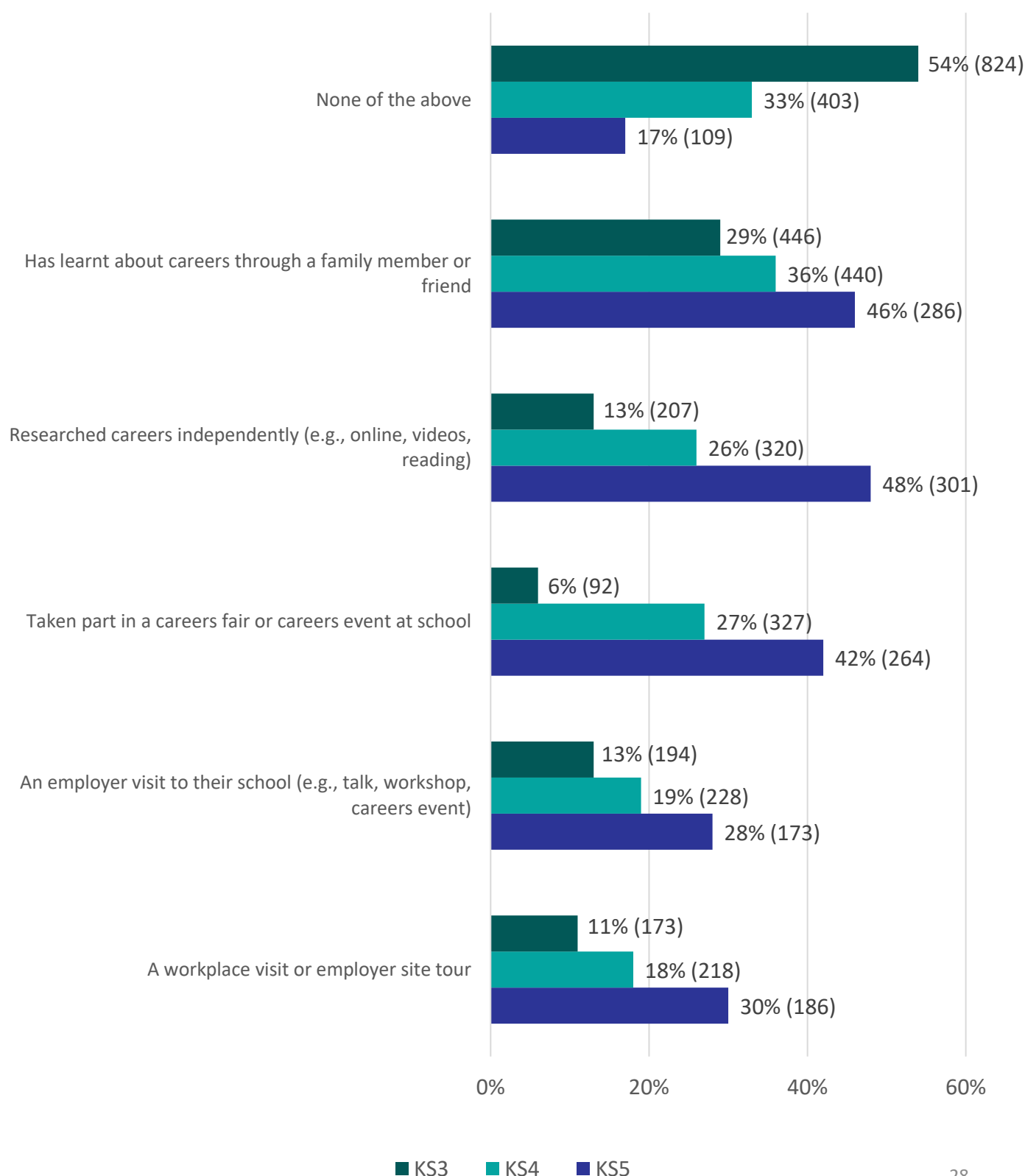
40% (1,343) of respondents felt that their child had **not had any experience of a particular career or workplace.**

35% (1,175) of children had learnt about careers through a family member or friend, 25% (834) had researched careers independently, 20% (689) had taken part in a careers fair or event at school, 18% (599) had experienced an employer visit to their school and 17% (579) had had a workplace visit or tour.



WORK EXPERIENCE

83% of those with children in KS5, felt their child had experience of a particular career or workplace, compared with just 67% of KS4 and 46% of KS3 parents/carers.





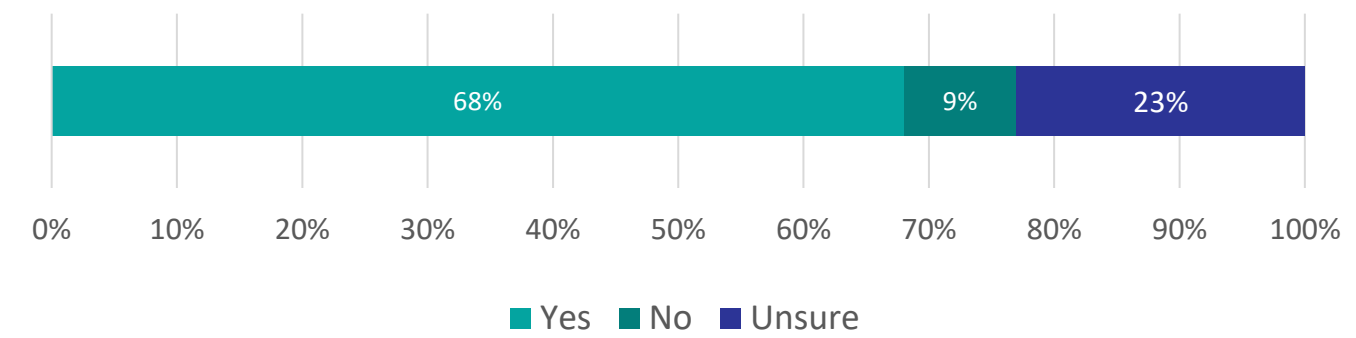
QUESTION 6.

If your child has already been on a work experience placement, could you please tell us...

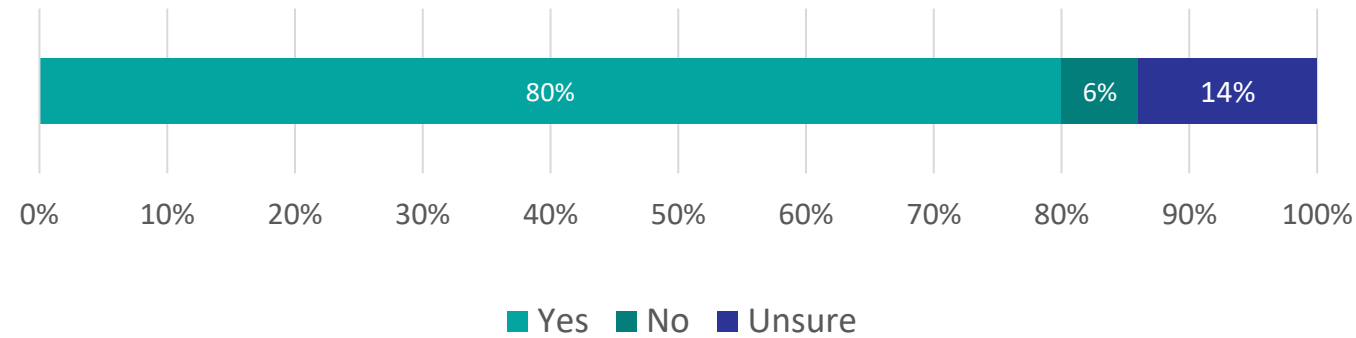
WORK EXPERIENCE

68% of parents/carers answered that their child felt supported before the work experience placement, and 80% felt they were supported during the placement itself.

Did your child feel supported **before** the placement?



Did your child feel supported **during** the placement?

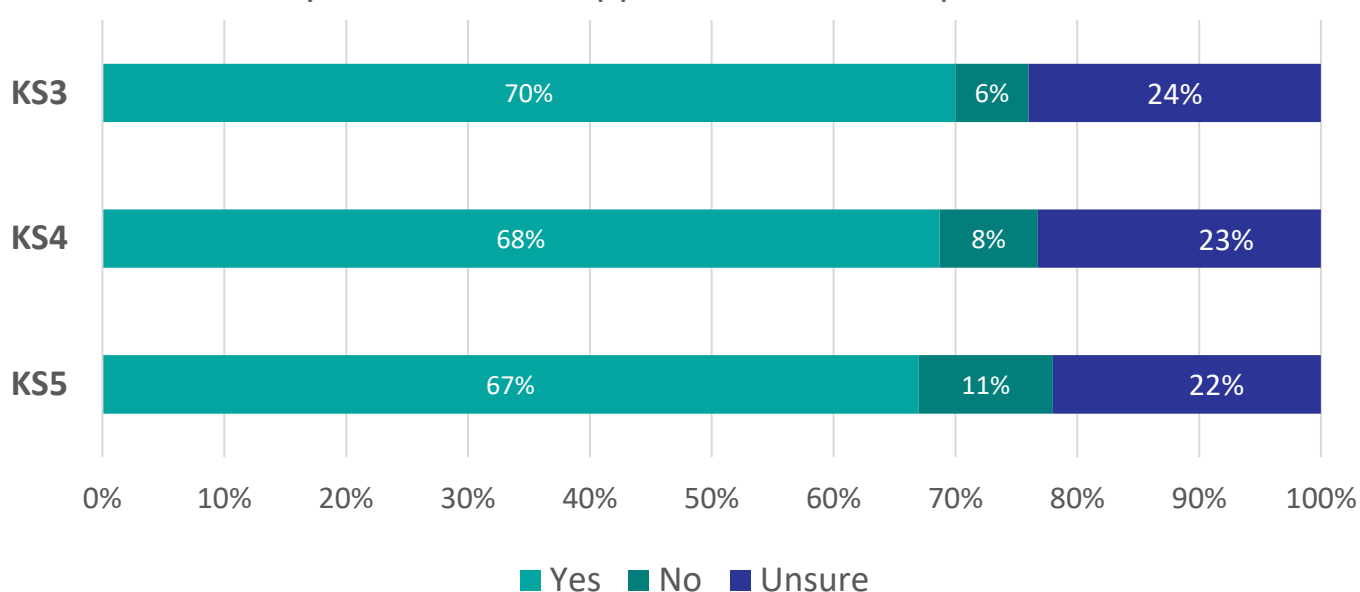


	Yes	%	No	%	Unsure	%
Did your child feel supported before the placement?	683	68%	90	9%	230	23%
Did your child feel supported during the placement?	807	80%	59	6%	137	14%

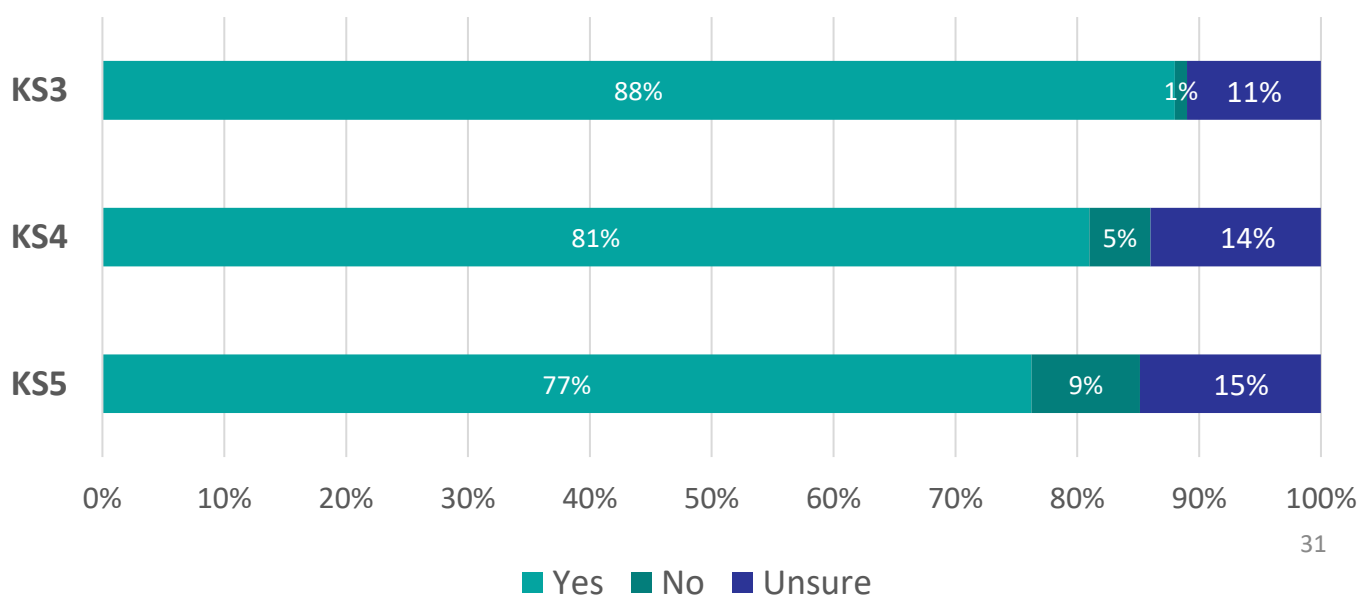
WORK EXPERIENCE

Responses show that parents/carers felt that their children were slightly less supported before and during their work experience placements as they progress through the key stages, with the highest levels of support being experienced in KS3, and the lowest in KS5.

Did your child feel supported **before** the placement?



Did your child feel supported **during** the placement?



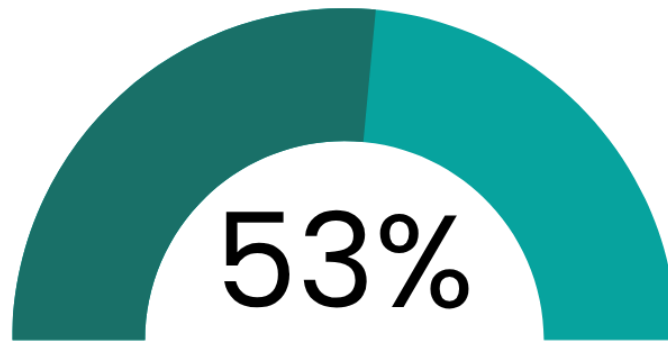


QUESTION 7.

How relevant do you feel that the work experience placement was to your child's interests or future plans?

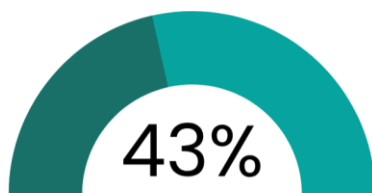
WORK EXPERIENCE

The average relevancy rating for work experience placements was 53%.

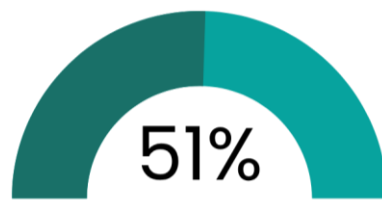


Average Relevancy Rating

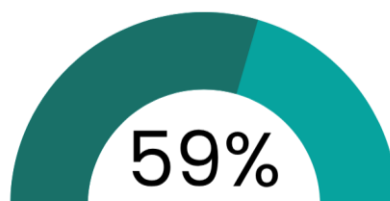
The relevancy of work experience placements increased as the child progressed through the key stages.



KS3



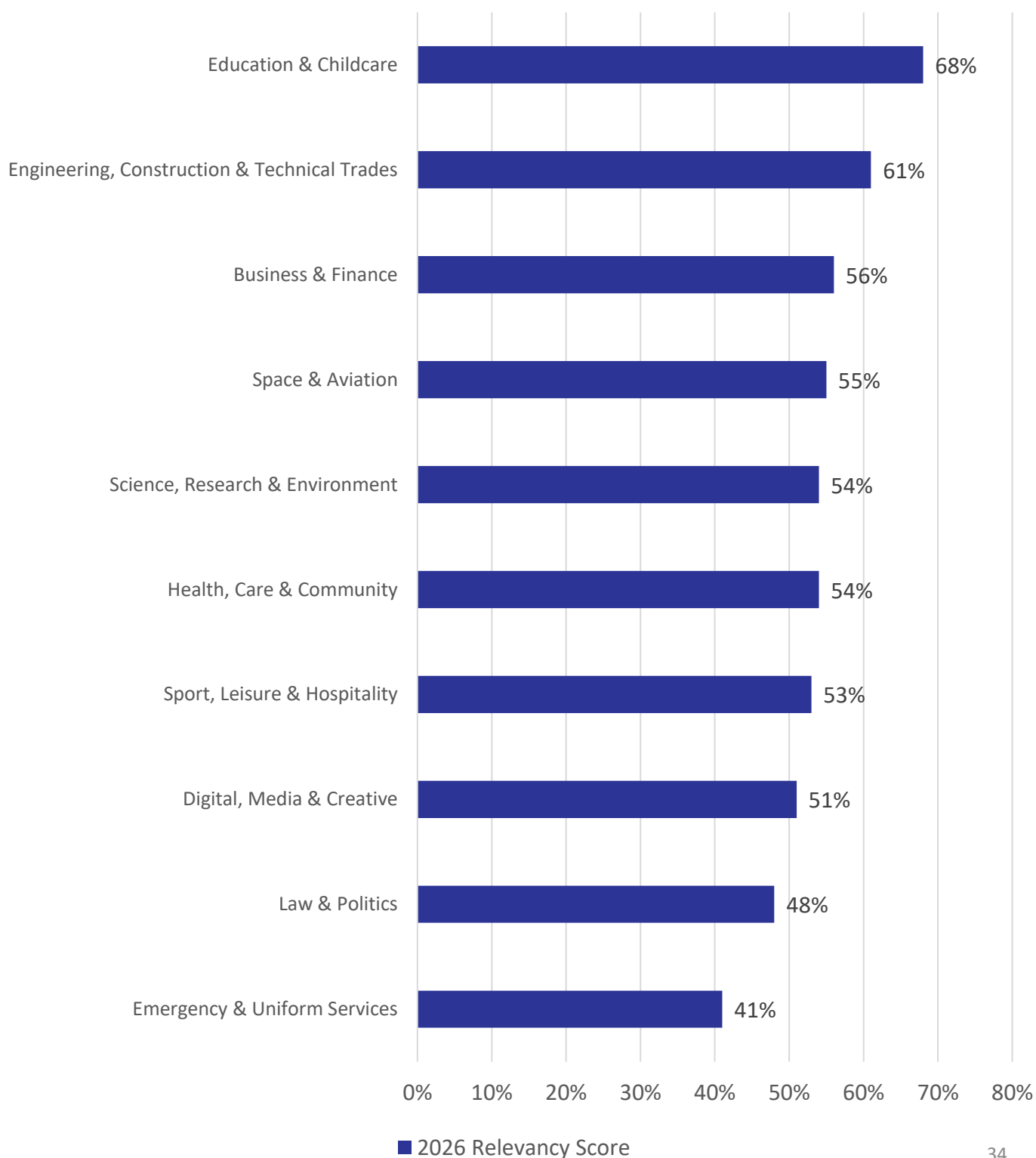
KS4



KS5

WORK EXPERIENCE

Relevancy was highest for students who had already expressed an interest in **Education & Childcare, Engineering, Construction and Technical Trades**, suggesting that work experience placements are more accessible in these career areas compared with others such as **Emergency and Uniform Services**.



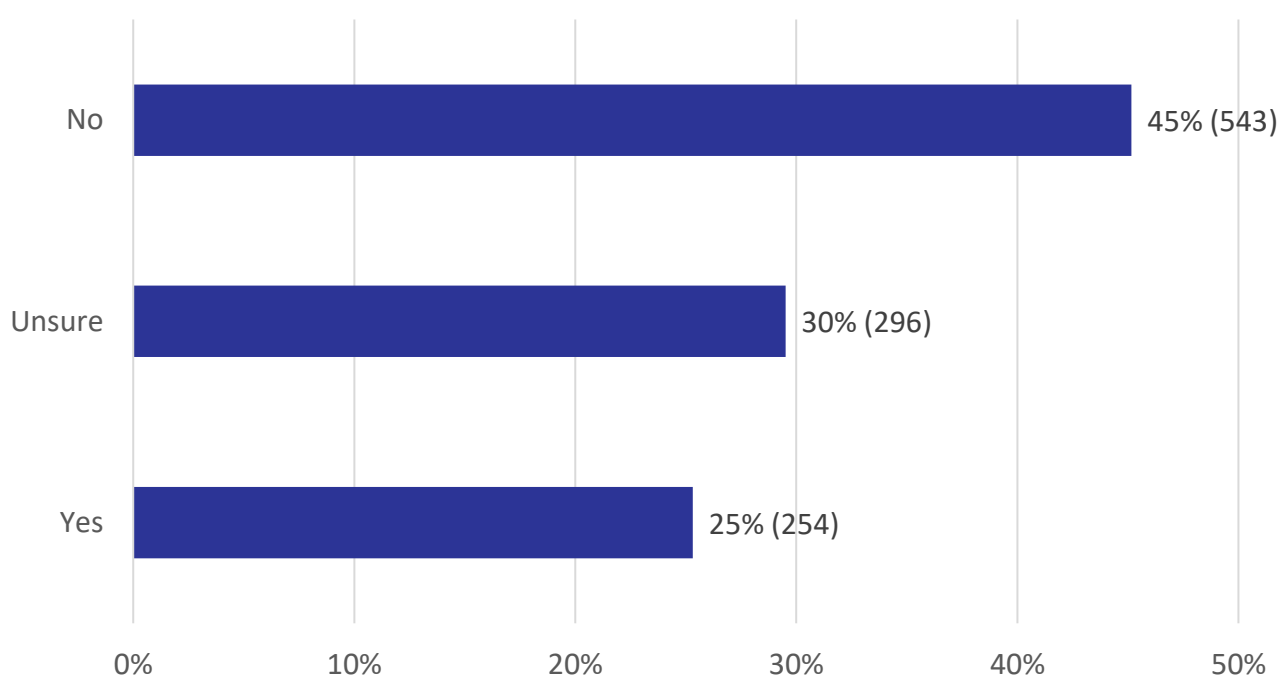


QUESTION 8.

Has your child's work experience impacted their plans for their next step?

WORK EXPERIENCE

Out of the 1,277 students that had already completed work experience, **25% of parents/carers felt that the experience had impacted their child's plans** for their next step.



254 parents/carers went on to explain in more detail how their child's work placement had an impact on their child's plans for their next step.

32% (80) felt it **confirmed** or **strengthened** their child's career interest.

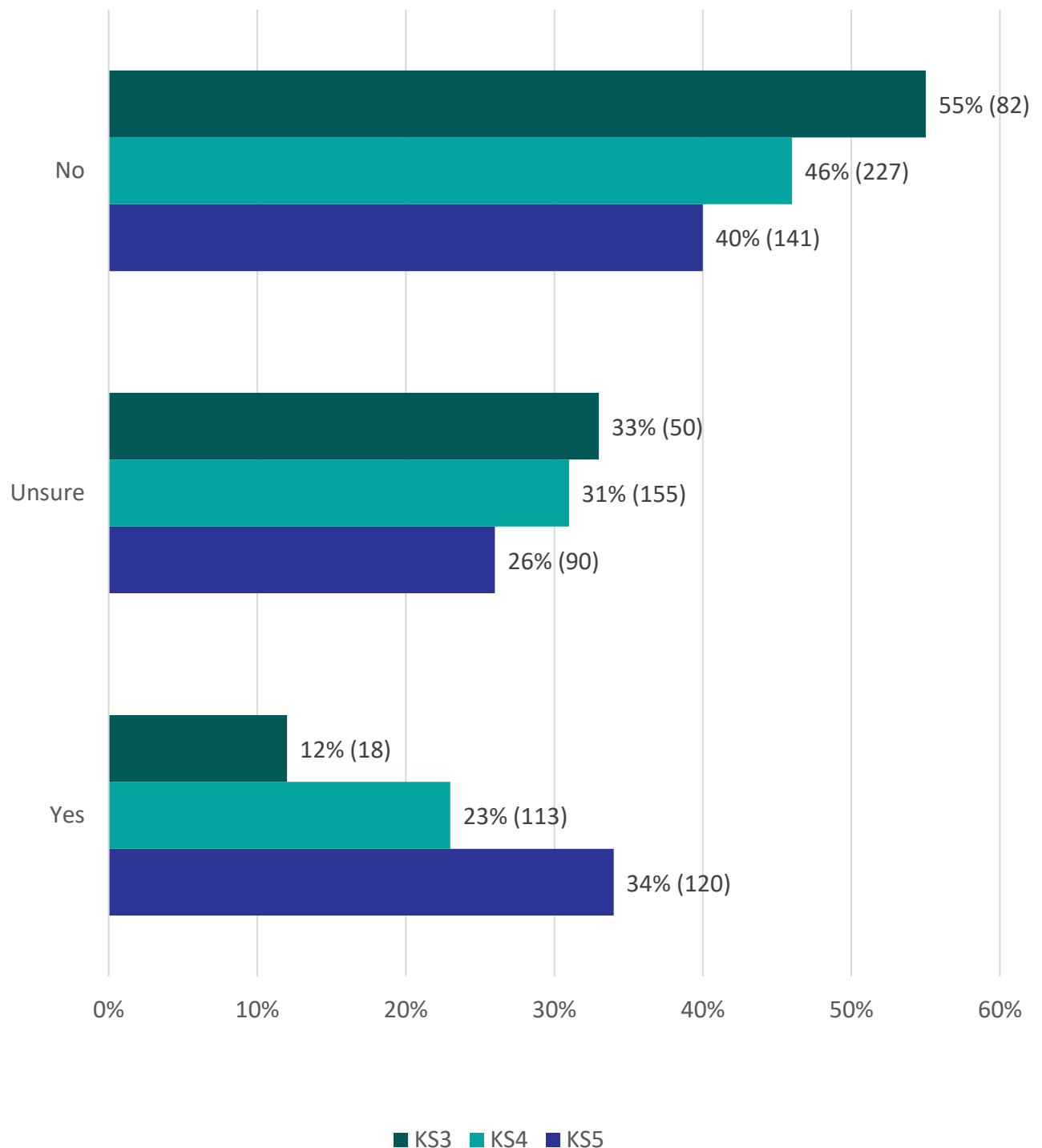
27% (68) felt it helped influence **educational or training pathways**.

21% (47) thought it influenced their child to **change their mind or perception** of a career option.

7% believed it broadened their child's horizons and enabled them to develop **confidence and employability skills**.

WORK EXPERIENCE

Those with children in **KS5** were more likely to feel like their child's work experience placement had impacted their plans for their next step.



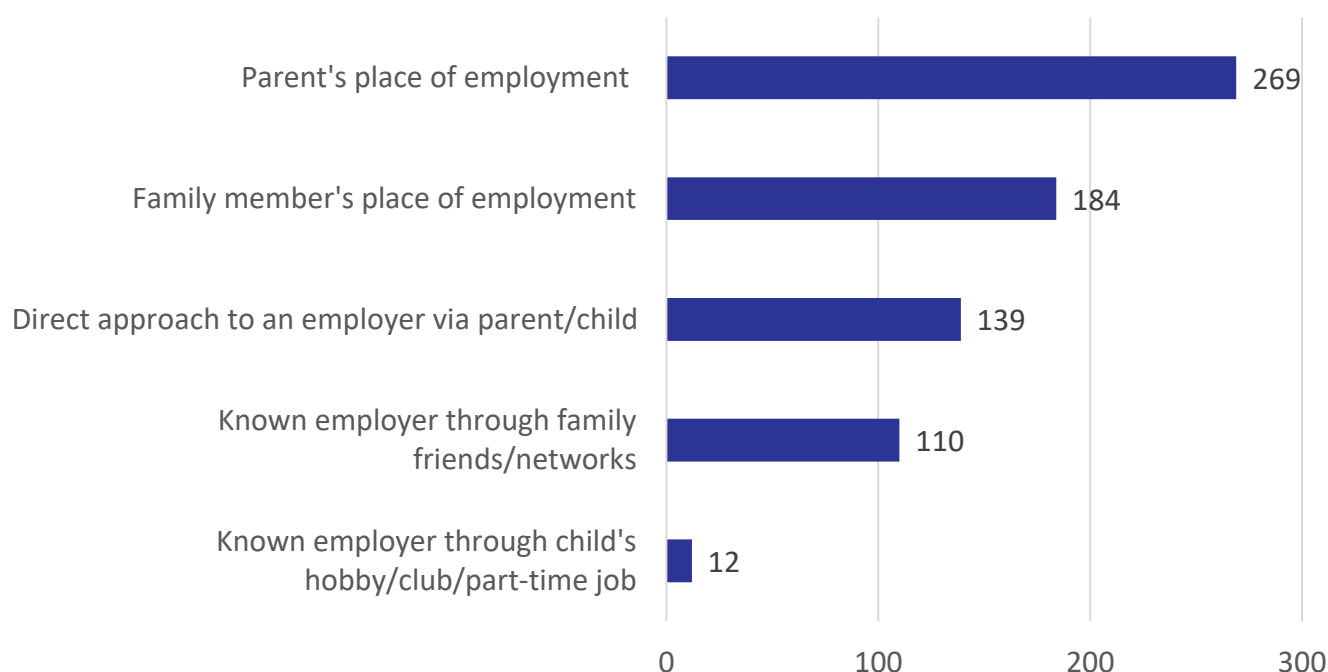


QUESTION 9.

Please could you tell us more about how your child's work experience was originally found and organised?

WORK EXPERIENCE

Where work experience placements were not organised by the school, we asked parents/carers to tell us a little more about how their child's placement was found and secured. The free text answers fell into 1 of the 5 below categories.



30% of these placements were completed within the parent's place of employment.

21% of placements took place within a family member's place of employment.

16% of placements were organised via direct approach via the child or parent.

12% of placements were facilitated by a known employer via a family friend/networks.

1% of placements were organised via a child's existing hobby/club/part-time job.

Those who completed work experience that was organised via a **direct approach either by the child or parent, felt that their placements had a higher relevancy rating (+13%)**, compared to those who attended a placement within their parent's place of employment.

WORK EXPERIENCE

"We tried to find law placements but due to age many said no. In the end a family member arranged it at their work at the DfE."

"Parent and student discussed a creative based work placement and independently got in-touch with the shop."

"My child's interests lie in law, but we have found it impossible to secure that work experience and hence her dad ended up organising that experience through his company although it is not anywhere related to her interests and aspirations."

"After a few rejections from bigger companies who would only take on Year 12/13 work experience, we asked a family member if they would do it as the job was in a similar field to what my son wanted to do."

"Via the Herts work experience portal"

"It was found via a pool of opportunities found by the school."

"With difficulty, rang around surveying firms, said not possible as they have a lot of insurance admin to cover and more trouble than it's worth for a week."

"His Dad organised it at his workplace for ease in Y9. Very few companies take under 16s."

"The school provided a list of employers that had indicated that they would be willing to offer work experience. My son contacted the company and had to apply with CV etc."



QUESTION 10.

If relevant, could you tell us about any challenges faced by you and/or your child while finding and organising their work experience?

WORK EXPERIENCE

487 parents/carers told us about the challenges they faced while finding and organising their child's work experience placement. These challenges could be categorised into 6 different areas, as shown in the table below.

The most common type of challenge faced by parents/carers was **age, insurance and/or safeguarding barriers** presented by the employer's workplace policies and restrictions.

Parents/carers also frequently faced challenges with a **lack of employer availability and/or employer engagement**.

Challenges	Responses	%
Age, Insurance & Safeguarding Barriers	147	30%
Lack of Employer Availability or Engagement	134	28%
Difficulty Finding Relevant or Meaningful Placements	70	14%
Lack of School Support, Guidance or Communication	56	11%
Practical & Logistical Challenges	49	10%
Reliance on Personal Networks / Inequality of Access	31	6%



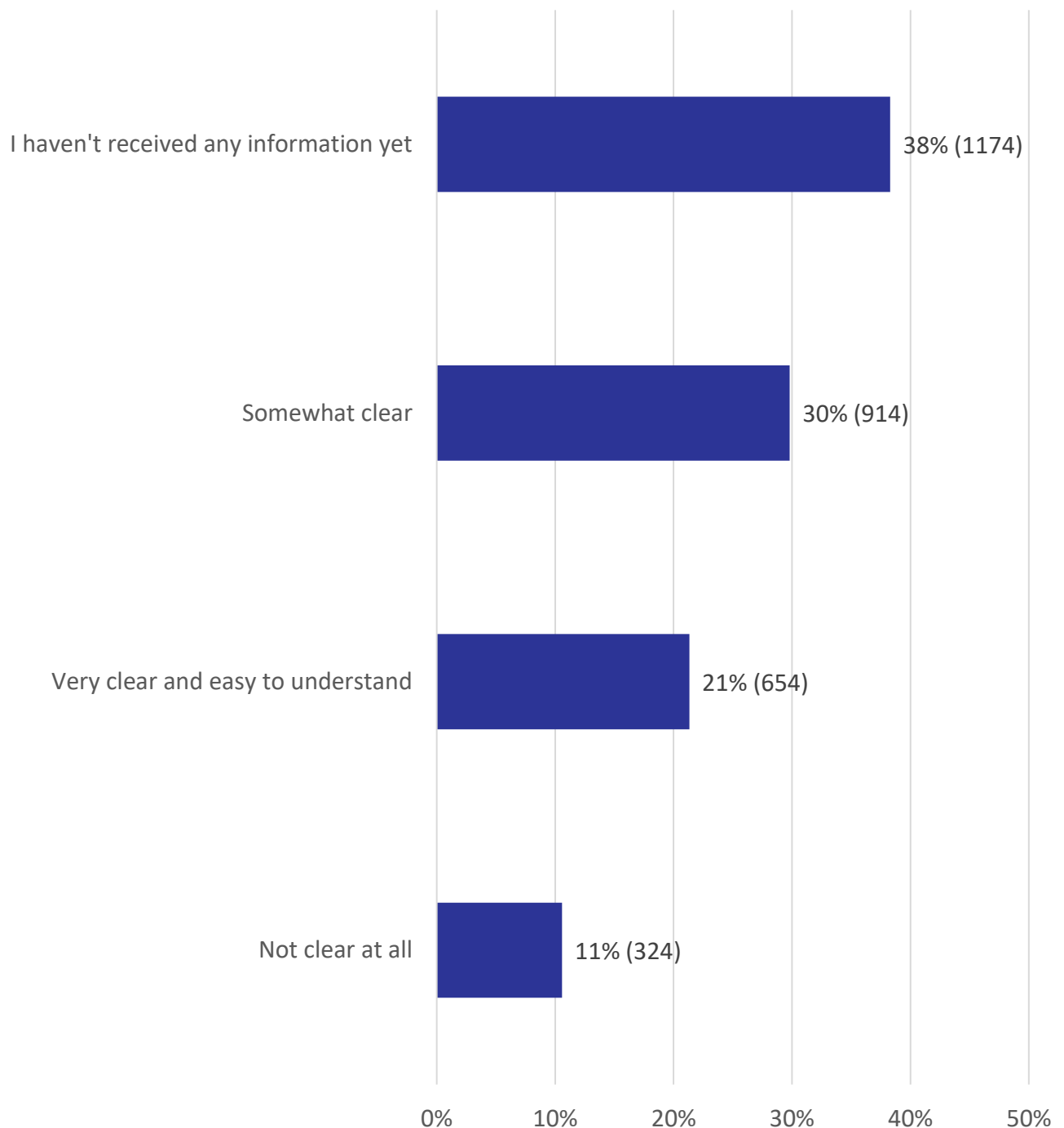
QUESTION 11.

How clear and easy to understand is the information your child's school provides about available work experience opportunities?

WORK EXPERIENCE

38% of parents/carers had not yet received any information from their child's school about work experience opportunities.

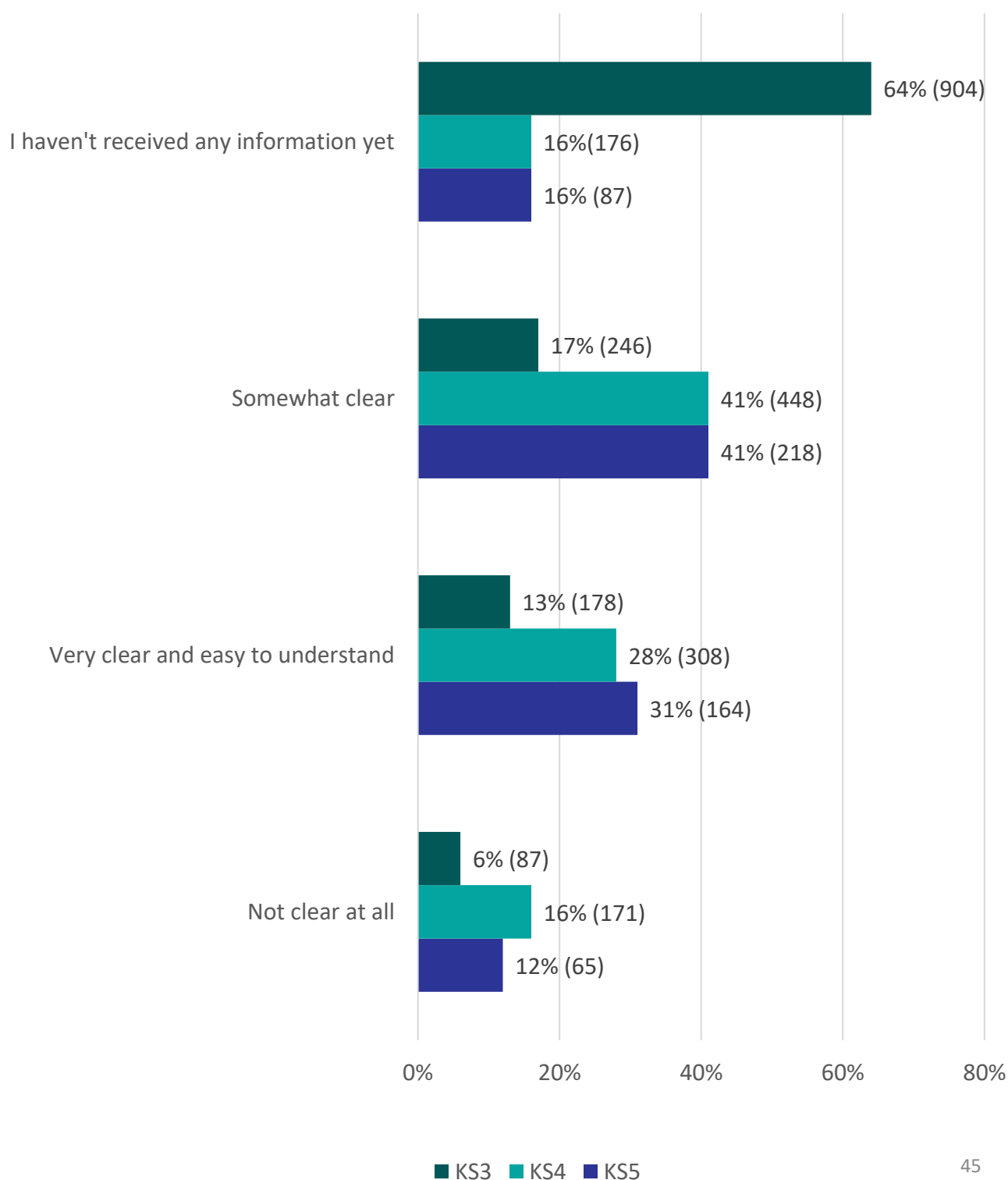
21% felt that the information they received was very clear and easy to understand, and 30% felt that it was somewhat clear.



WORK EXPERIENCE

The majority of the 1,174 parents/carers that had not yet received any information from their child's school about work experience opportunities, had a child in KS3 (64% / 904).

Those with a child in **KS4 and KS5** were more likely to have received information that was either **somewhat clear**, or **very clear and easy to understand**.



WORK EXPERIENCE

Below are the schools/colleges that ranked highest for providing parents/carers with **very clear and easy to understand** careers information. We have excluded schools/colleges that had less than 30 responses from the list below, as their small data sample size could lead to misleading results.

St Mary's Church of England High School and The Marlborough Science Academy have been identified as providing very clear and easy to understand information.

School	No Info	Not clear	Somewhat Clear	Very Clear
St Mary's Church of England High School (VA)	22%	12%	18%	48%
The Marlborough Science Academy	12%	17%	26%	44%
Haileybury Turnford	17%	7%	40%	36%
Loreto College	31%	12%	22%	35%
Goffs Academy	8%	8%	50%	33%
Goffs - Churchgate Academy	41%	7%	22%	30%
Presdales School	34%	11%	29%	26%
Kings Langley School	19%	14%	41%	26%
Monk's Walk School	9%	22%	43%	26%
Barclay Academy	48%	9%	17%	25%

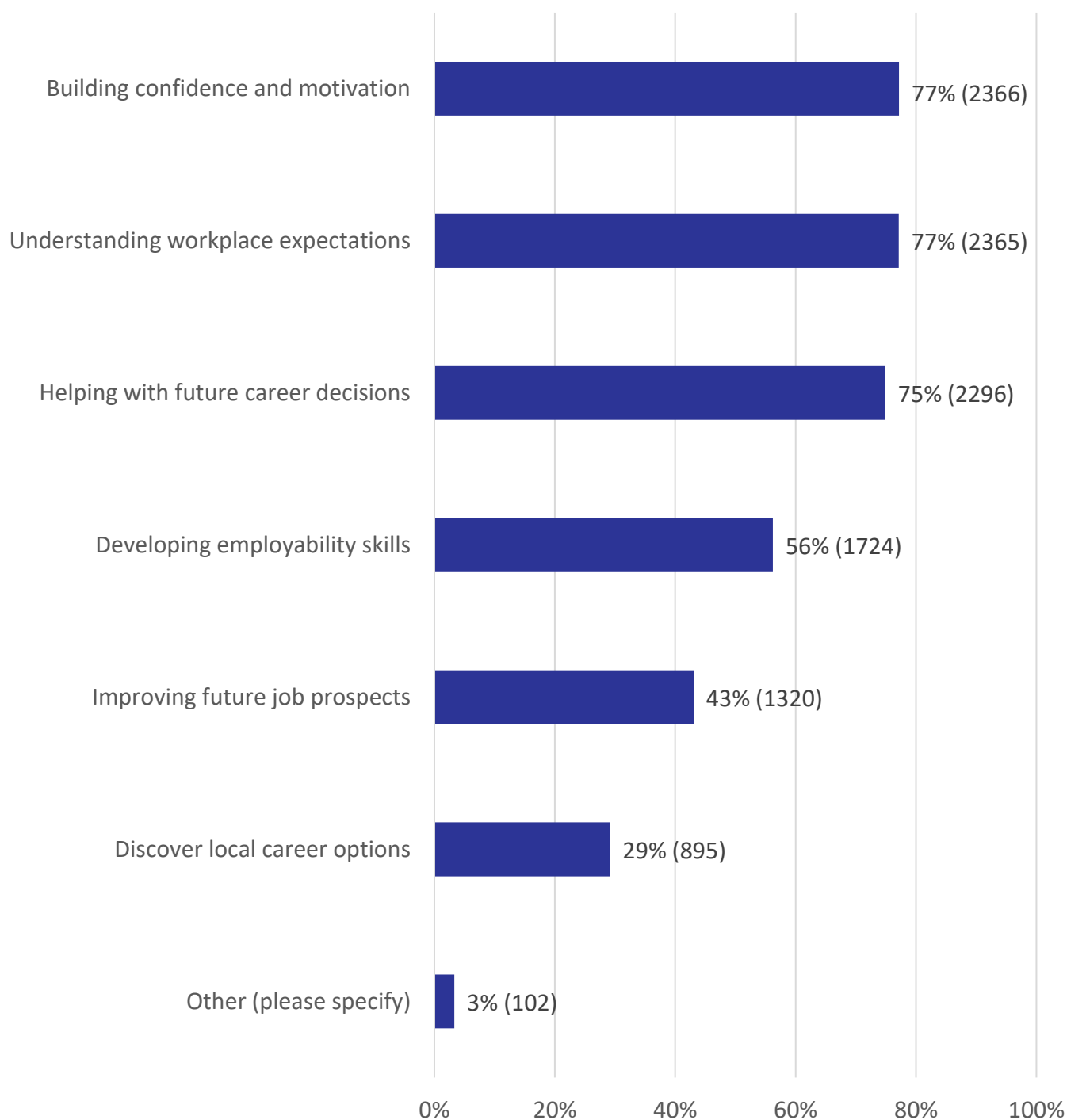


QUESTION 12.

What do you think are the main benefits of undertaking work experience for your child?

WORK EXPERIENCE

Parents/carers identified '**building confidence & motivation**' and '**understanding workplace expectations**' as the main benefits of work experience placements, followed by '**helping with future career decisions**'.



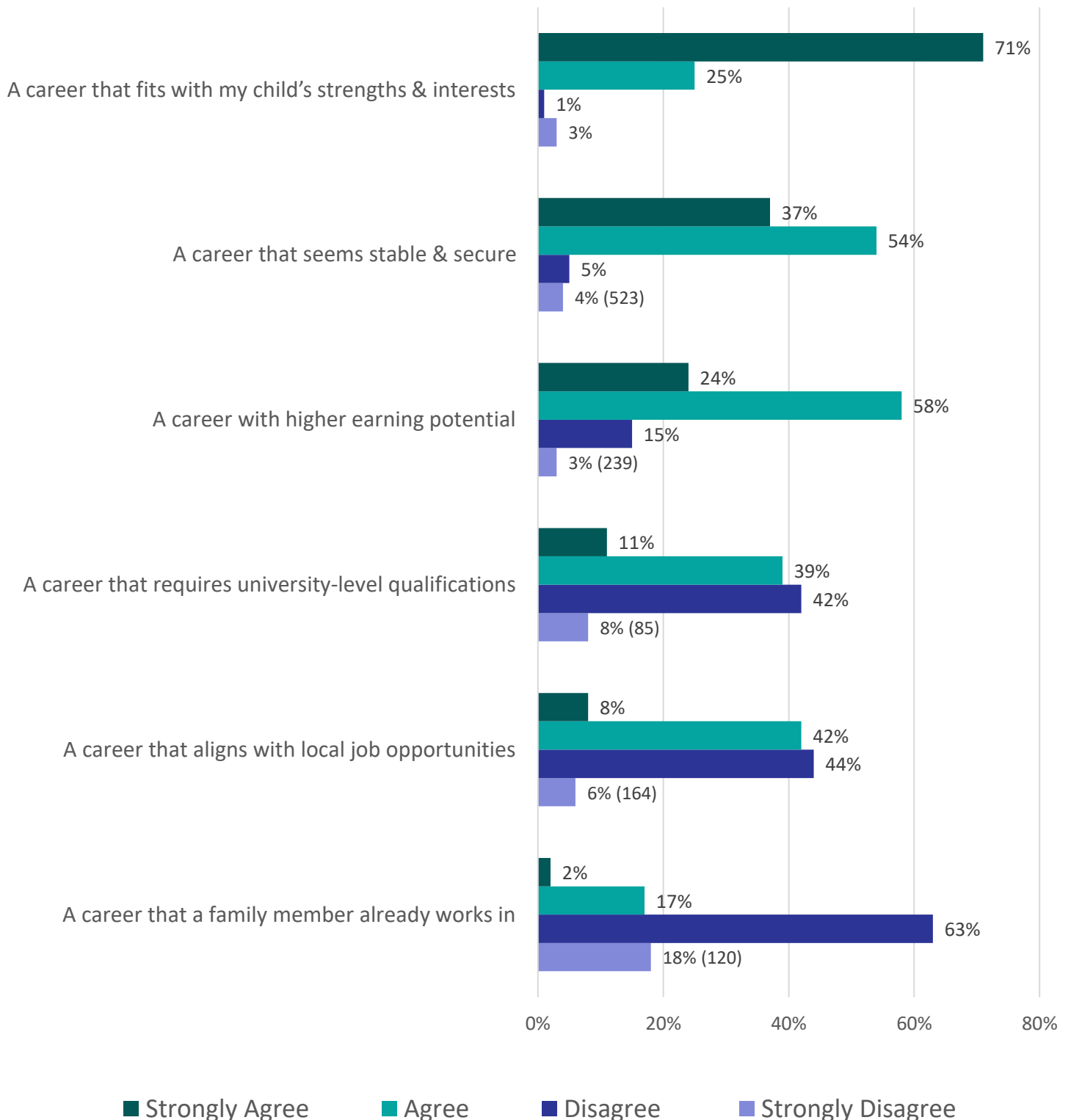


QUESTION 13.

To what extent would the following factors influence your encouragement of your child's interest in a particular career area.

CAREERS

Parents/carers felt that they would be more likely to encourage consideration of a career that fits their child's **strengths and interests** (96% strongly agree or agree), or that seems **stable and secure** (91% strongly agree or agree). In third place was a career with **higher earning potential** (82% strongly agree or agree).





QUESTION 14.

There are many different options for your child to consider after school/sixth form/college. Please use the grid below to show how much you feel you know about these options?

POST-16 / POST-18 OPTIONS

Parents/carers were asked to rate their knowledge of each of the below options on a scale of 1 to 4. **1 meaning they didn't know anything about this option, and 4 meaning that they knew all the required information.**

Regarding the options, respondents' **understanding of T Levels was lowest**, with 63% of total respondents answering that they did not know anything about this option.

Compared with last year, there was **35% increase in knowledge confidence for college**, **7% increase for HTQs** and a **4% increase for apprenticeships**. There was a **6% decrease in knowledge confidence for T Levels**.

Options	1	2	3	4	Weighted Average
A-levels	11% 316	16% 438	29% 814	44% 1231	3.06
Full-time employment	17% 468	22% 611	29% 810	33% 910	2.77
College	17% 467	31% 876	33% 916	19% 540	2.55
Apprenticeships	24% 676	39% 1092	25% 711	11% 320	2.24
Gap Year	35% 986	28% 783	20% 555	17% 475	2.19
Higher Technical Qualifications (HTQs)	51% 1440	30% 836	13% 354	6% 169	1.73
T Levels	63% 1751	22% 629	9% 265	6% 154	1.58

POST-16 / POST-18 OPTIONS

Below is the average knowledge ratings (from between 1 and 4) for each option, broken down by key stage.

Parents/carers with children in KS5 had the highest levels of knowledge across all options.

Options	KS3	KS4	KS5
A-levels	2.75	3.11	3.71
Full-time employment	2.78	2.67	2.95
College	2.40	2.63	2.73
Apprenticeships	2.10	2.27	2.55
Gap Year	2.14	2.10	2.48
Higher Technical Qualifications (HTQs)	1.70	1.75	1.78
T Levels	1.47	1.62	1.77



QUESTION 15.

Which options would you encourage your child to consider for their next step?

POST-16 / POST-18 OPTIONS

Parents/carers were most likely to encourage their child to consider either an **Apprenticeship** or **University** for their next step.

Parents/carers were least likely to encourage consideration of a **Gap Year** or **Full-time employment**.

Options	No	Yes	My child's decided on this option for next step	My child's currently completing this option
University	21% 600	66% 1839	11% 318	2% 42
Apprenticeships	22% 627	71% 1990	5% 153	1% 29
A-levels	11% 306	57% 1586	17% 474	15% 433
College	38% 1060	55% 1527	5% 149	2% 63
Higher Technical Qualifications (HTQs)	50% 1408	46% 1286	3% 85	1% 20
T Levels	58% 1610	38% 1076	3% 92	1% 21
Full-time employment	61% 1695	36% 1004	3% 82	1% 18
Gap Year	69% 1935	28% 770	3% 79	1% 15

POST-16 / POST-18 OPTIONS

The below table shows the options that respondents **would either encourage their child to consider, or their child has already identified this option as their next step**, broken down by key stage.

You can see that respondents with children in **KS5 are more likely to encourage University** and less likely to encourage T Levels, College and HTQs. Those with children in **KS3 and KS4 were most likely to encourage their child to consider an Apprenticeship and A-levels**, compared with the other options.

Options	KS3	KS4	KS5
University	81%	68%	87%
Apprenticeships	82%	71%	73%
Gap Year	34%	19%	44%
Full-time employment	48%	27%	39%
Higher Technical Qualifications (HTQs)	62%	44%	27%
College	74%	61%	21%
T Levels	53%	40%	18%
A-levels	89%	83%	14%

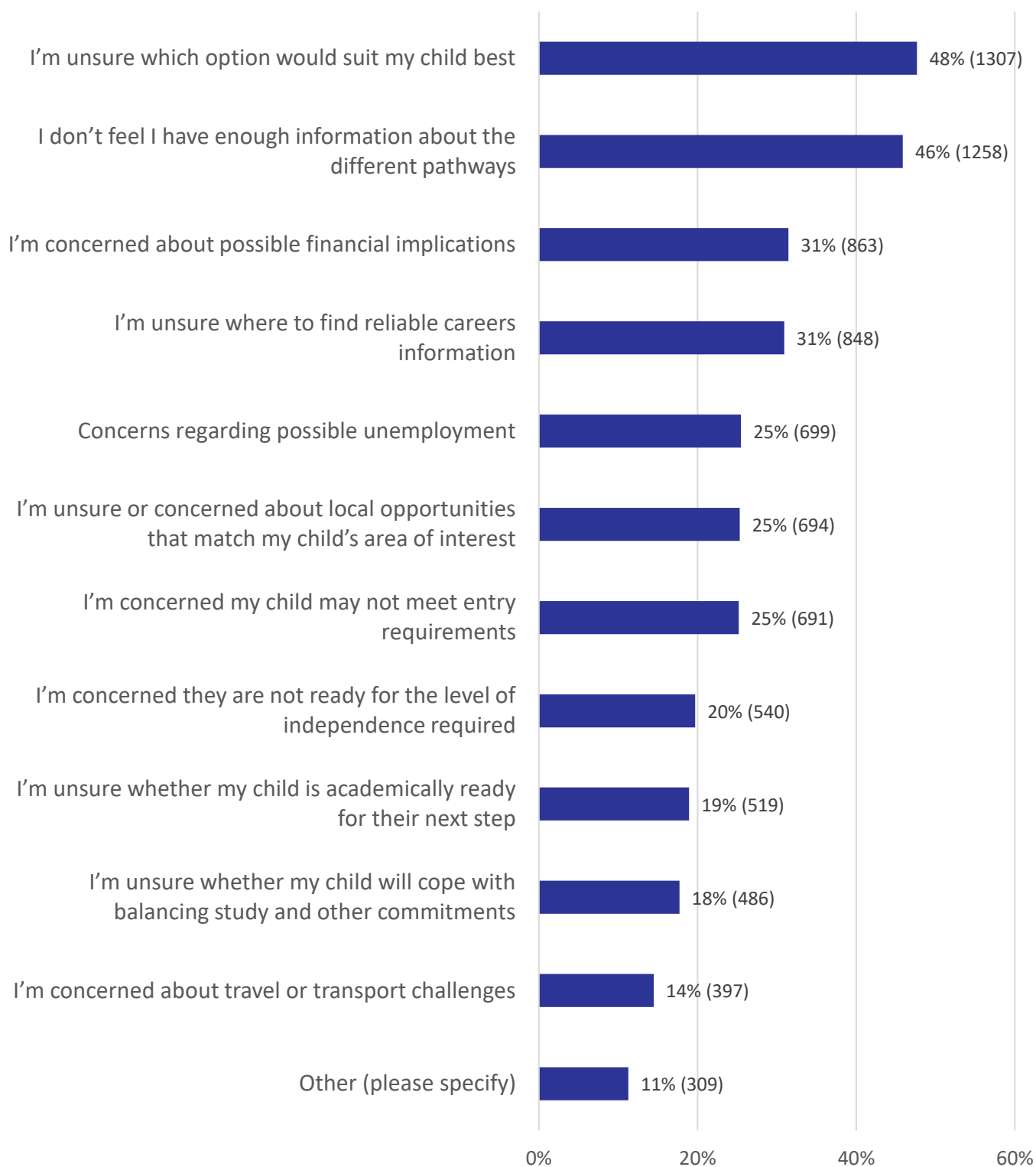


QUESTION 16.

What are your main concerns regarding your child's next step?

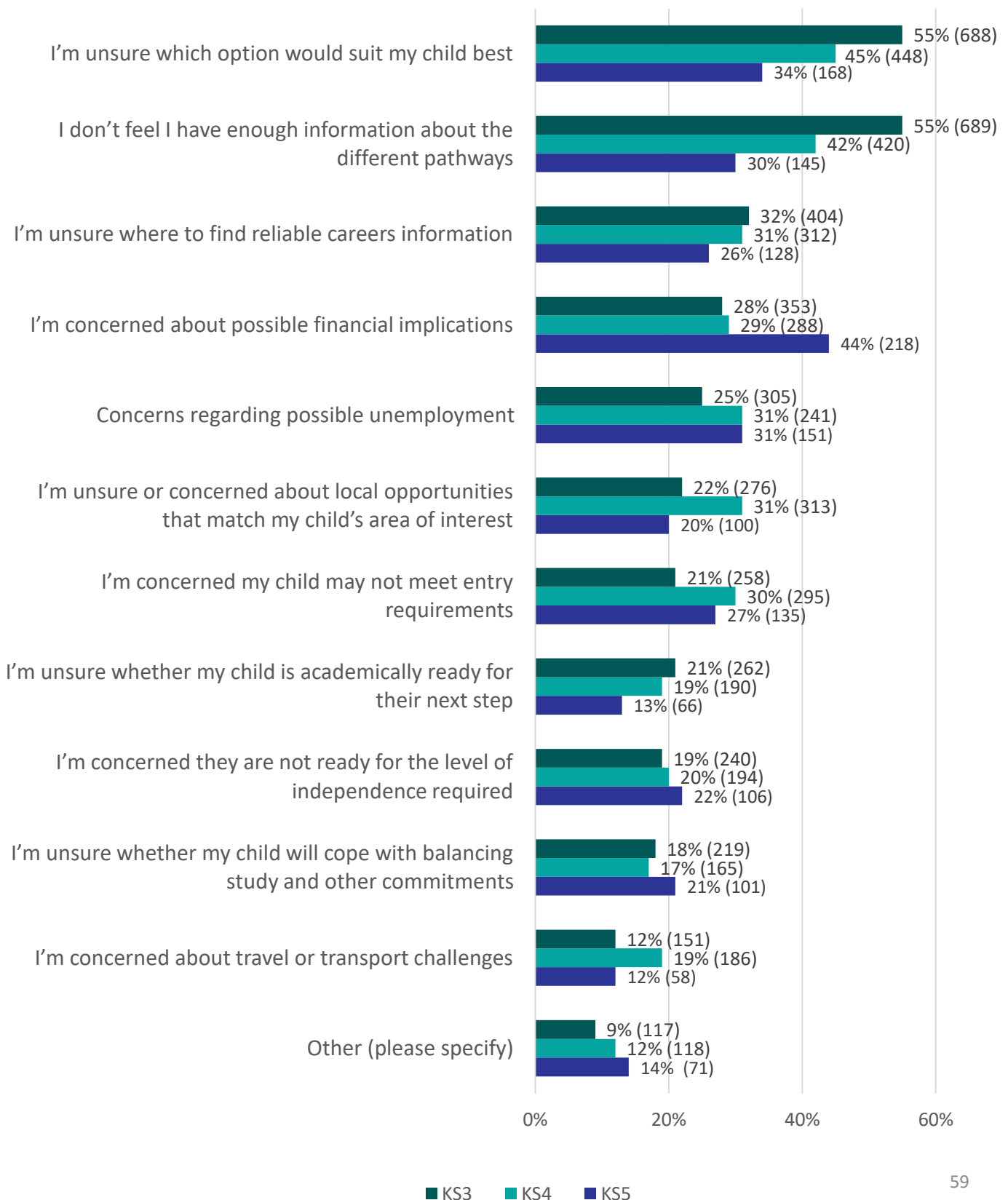
CONCERNS

The most common concerns amongst parents/carers **were uncertainty regarding which option would best suit their child** and **not having enough information** about the different pathways.



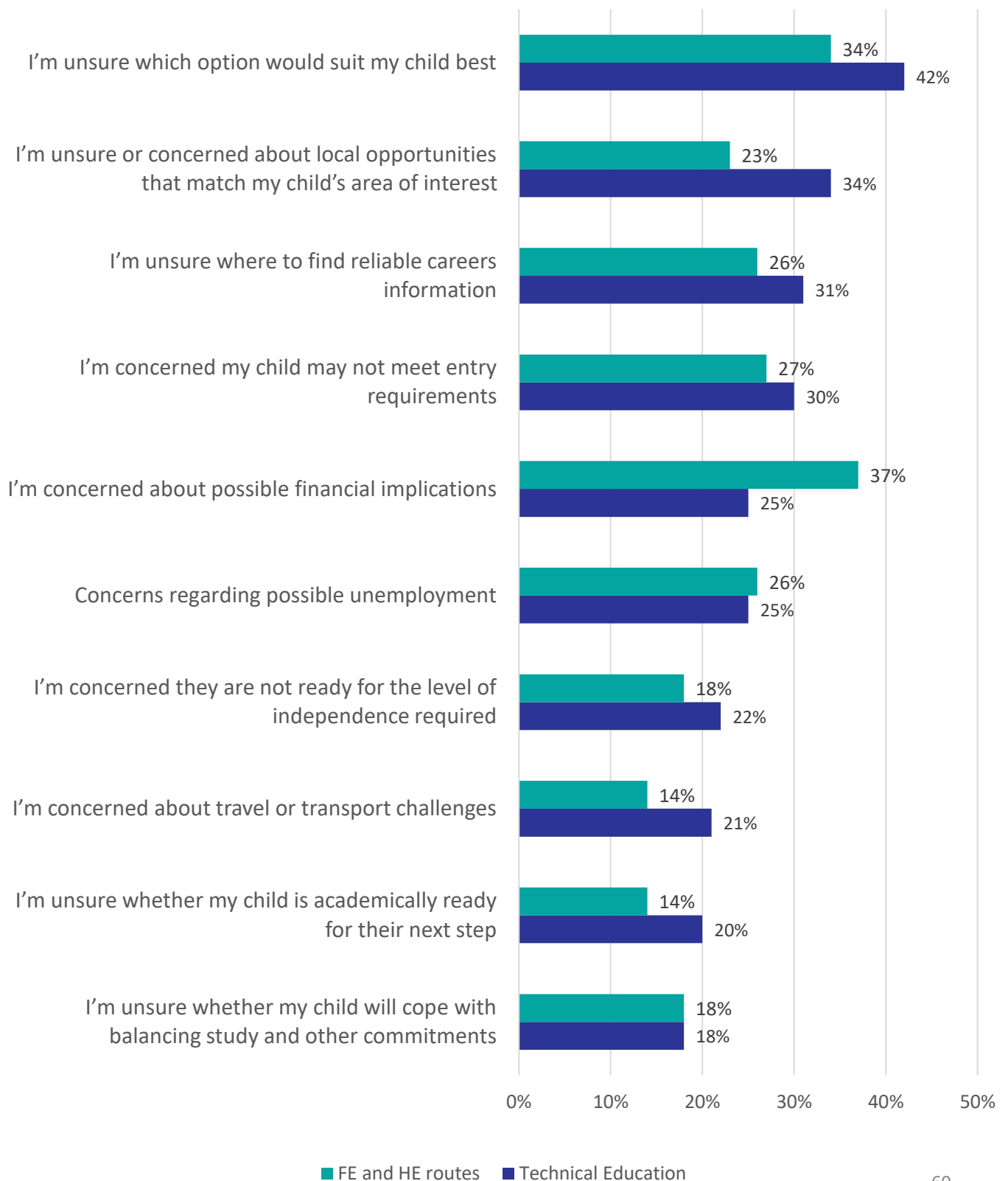
CONCERNS

In KS5, **financial concerns** increased, along with concerns **regarding the level of independence required** and how their child would cope with **balancing study and other opportunities**.



CONCERNS

Parents/carers whose child had already chosen a technical education route for their next step, were more likely to have concerns in all of the below categories, **except financial implications and possible unemployment.**





QUESTION 17.

If your child wanted to apply for an apprenticeship, would you know how to support them through the following steps?

APPRENTICESHIP CONFIDENCE

Parents/carers were asked to rate their confidence on a scale of 1 to 4.

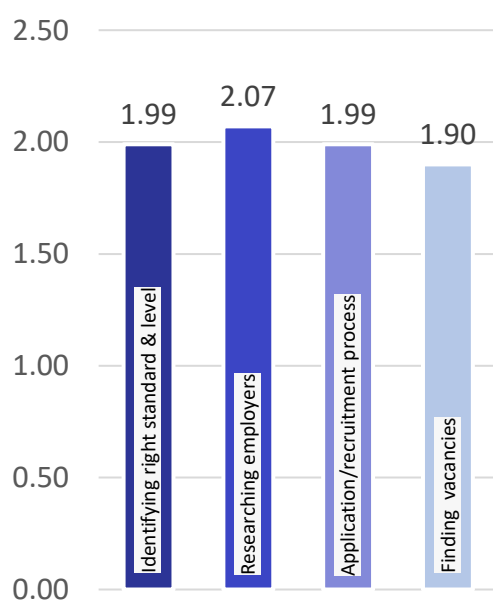
1 meaning they would not feel confident supporting their child at all, and **4 meaning that they would feel fully confident**.

When asked about the following apprenticeship application steps, parents and carers felt slightly more confident with supporting their child to **identify the right apprenticeship standard and apprenticeship level**, and to **research apprenticeship employers**.

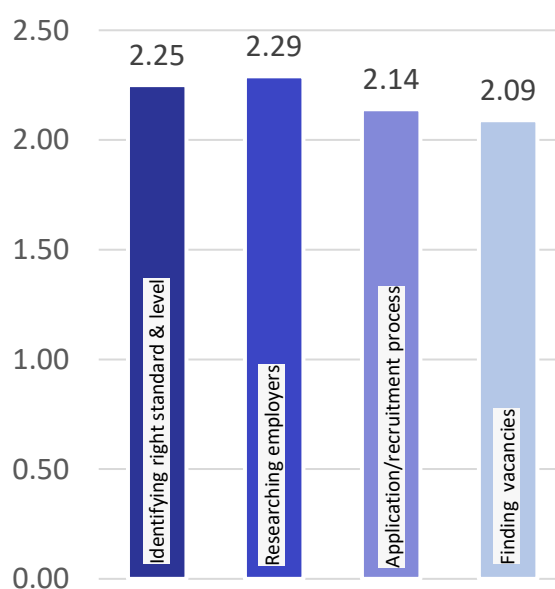
However, confidence levels are still lacking across all areas of the apprenticeship application process, with 1 in 10 parents/carers feeling fully confident in the apprenticeship application process.

Options	1	2	3	4	Weighted Average
Identifying the right apprenticeship standard & level	41% 1056	29% 758	18% 475	11% 282	1.99
Researching apprenticeship employers	36% 937	31% 806	21% 543	11% 285	2.07
The application/recruitment process	40% 1035	31% 788	19% 483	10% 265	1.99
Finding apprenticeship vacancies	43% 1117	32% 823	16% 409	9% 222	1.90

Average Application Confidence



Average KS5 Application Confidence



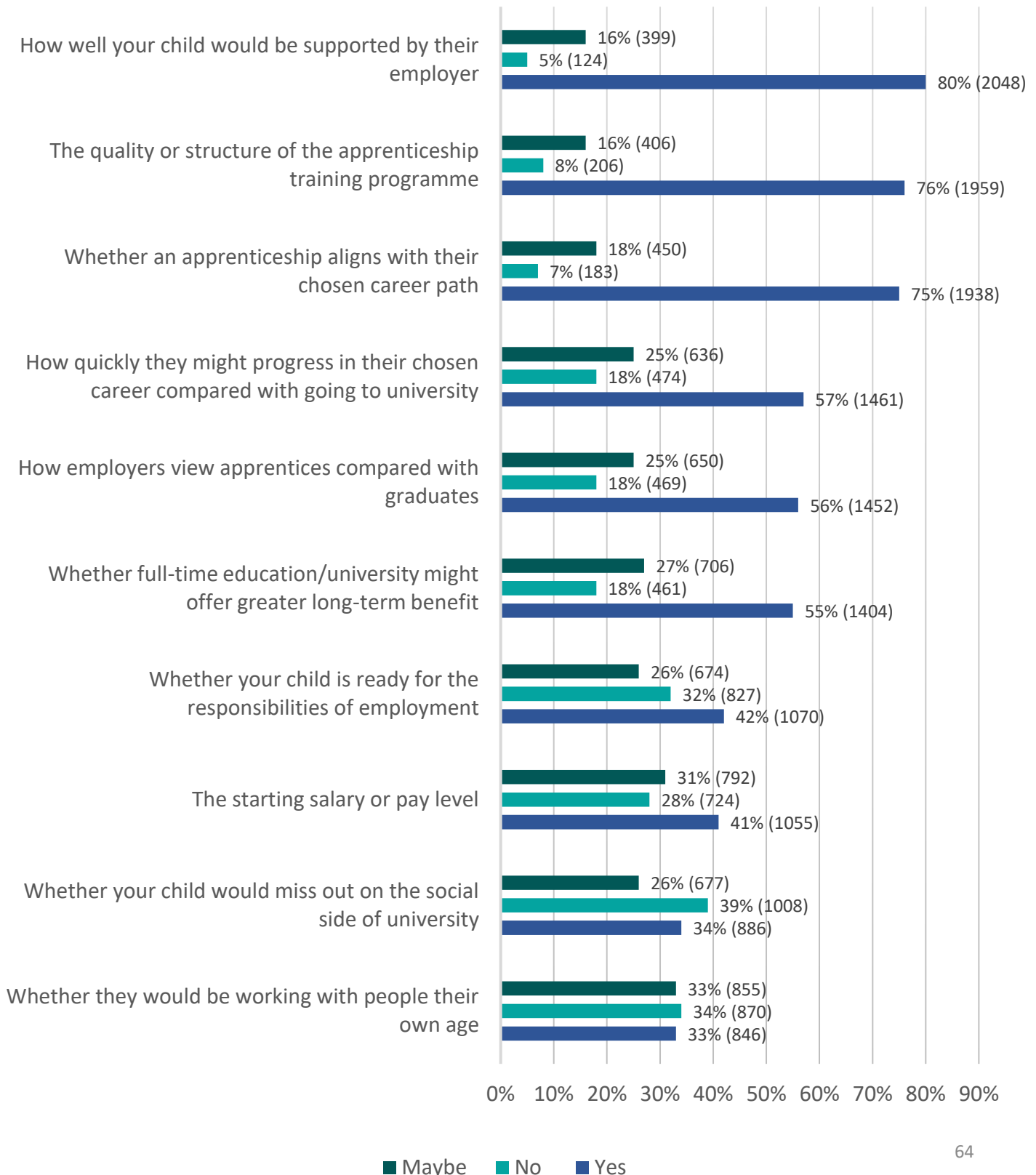


QUESTION 18.

If your child was considering an apprenticeship, would any of the following be considerations for you?

APPRENTICESHIP CONFIDENCE

Parents/carers felt that their biggest considerations surrounding apprenticeships were related to **how well their child would be supported by their employer**, the quality or structure of the training programme and whether the apprenticeship aligns with their chosen career path.





QUESTION 19.

Are you supporting a young person aged 16–24 not in education, employment or training?

NEET

204 parents/carers (8% of the total survey participants) were supporting a young person aged 16-24 who were not in education, employment or training.

YES
8%

NO
92%



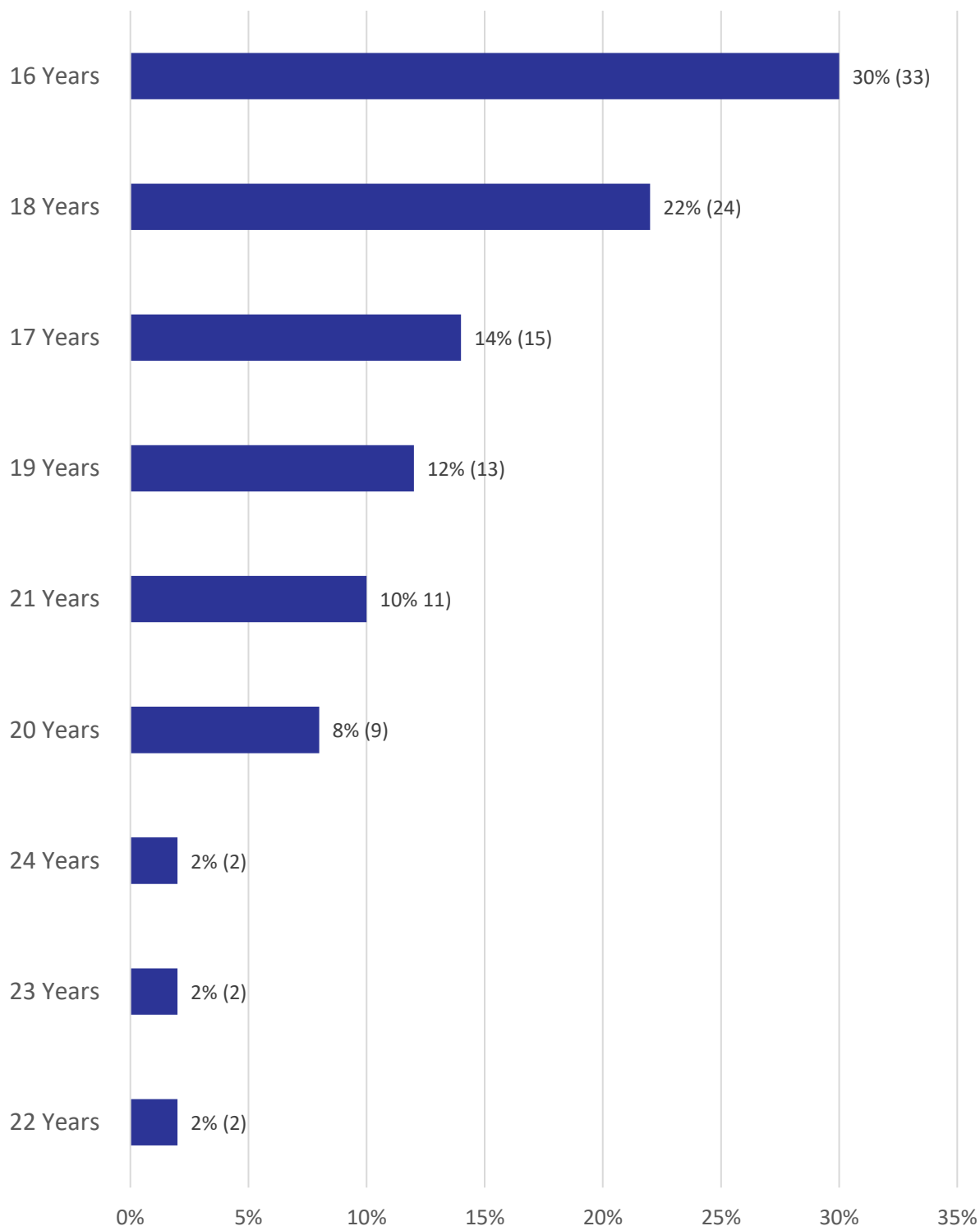


QUESTION 20.

What age is the young person you're supporting?

NEET

Below is a breakdown of the age of the NEET young people being supported by their parent/carer.



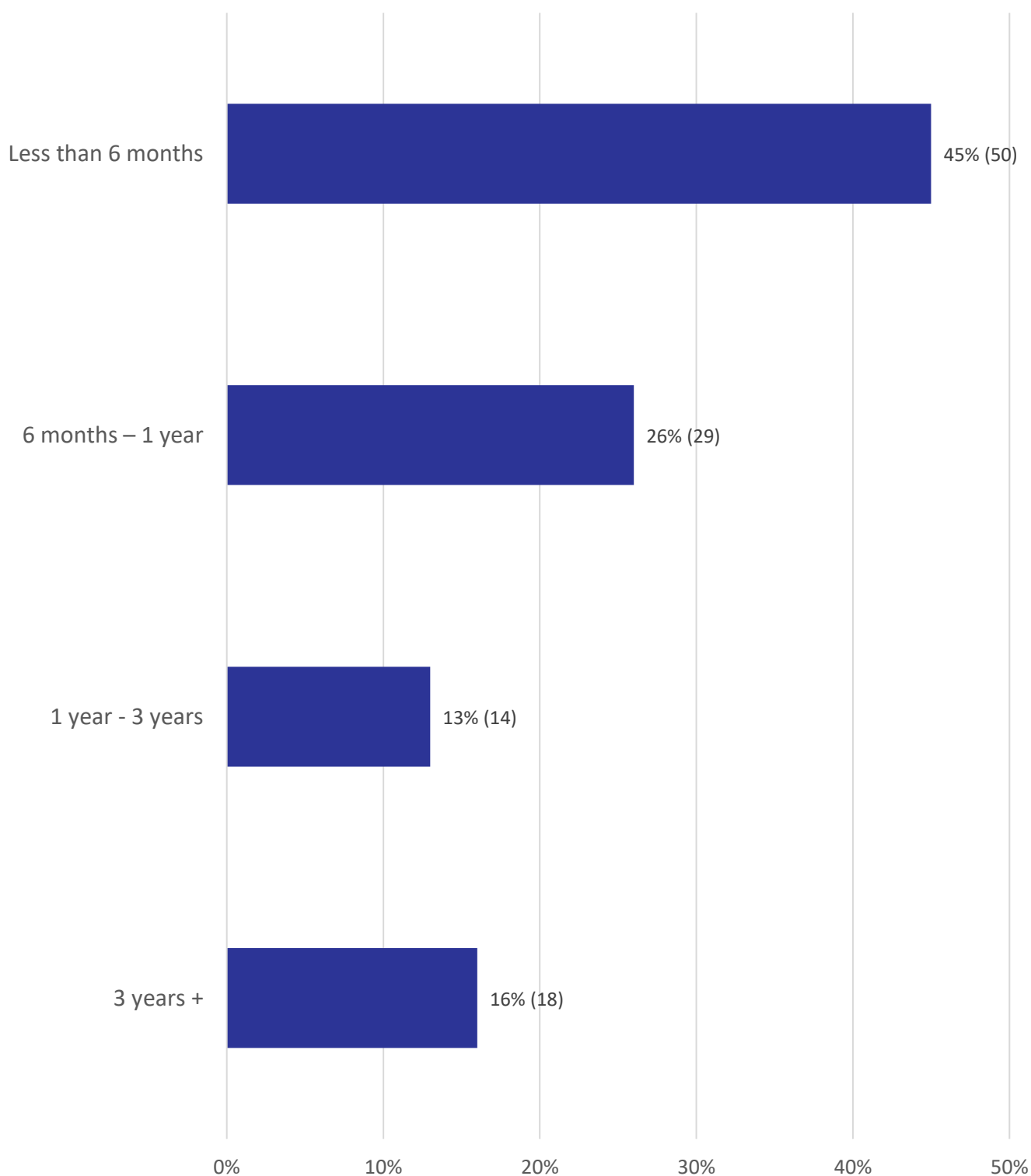


QUESTION 21.

How long has your child not been in education, employment or training?

NEET

Below is a breakdown of how long the supported child has been out of education, employment or training.



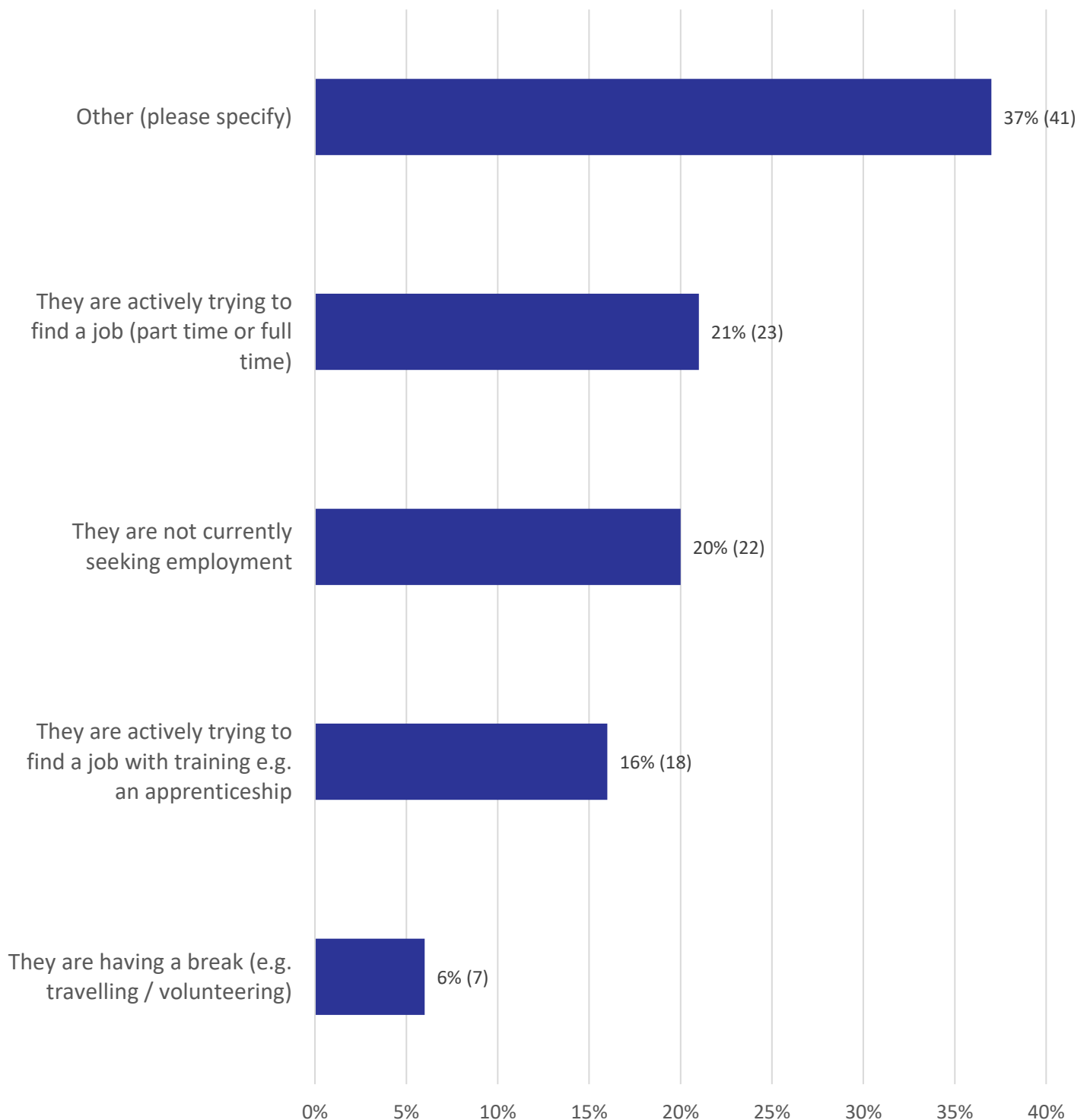


QUESTION 22.

Which of the following best describes your child aged 16–24?

NEET

Other reasons for the child being NEET included medical issues, mental health challenges, and neurodiversity.

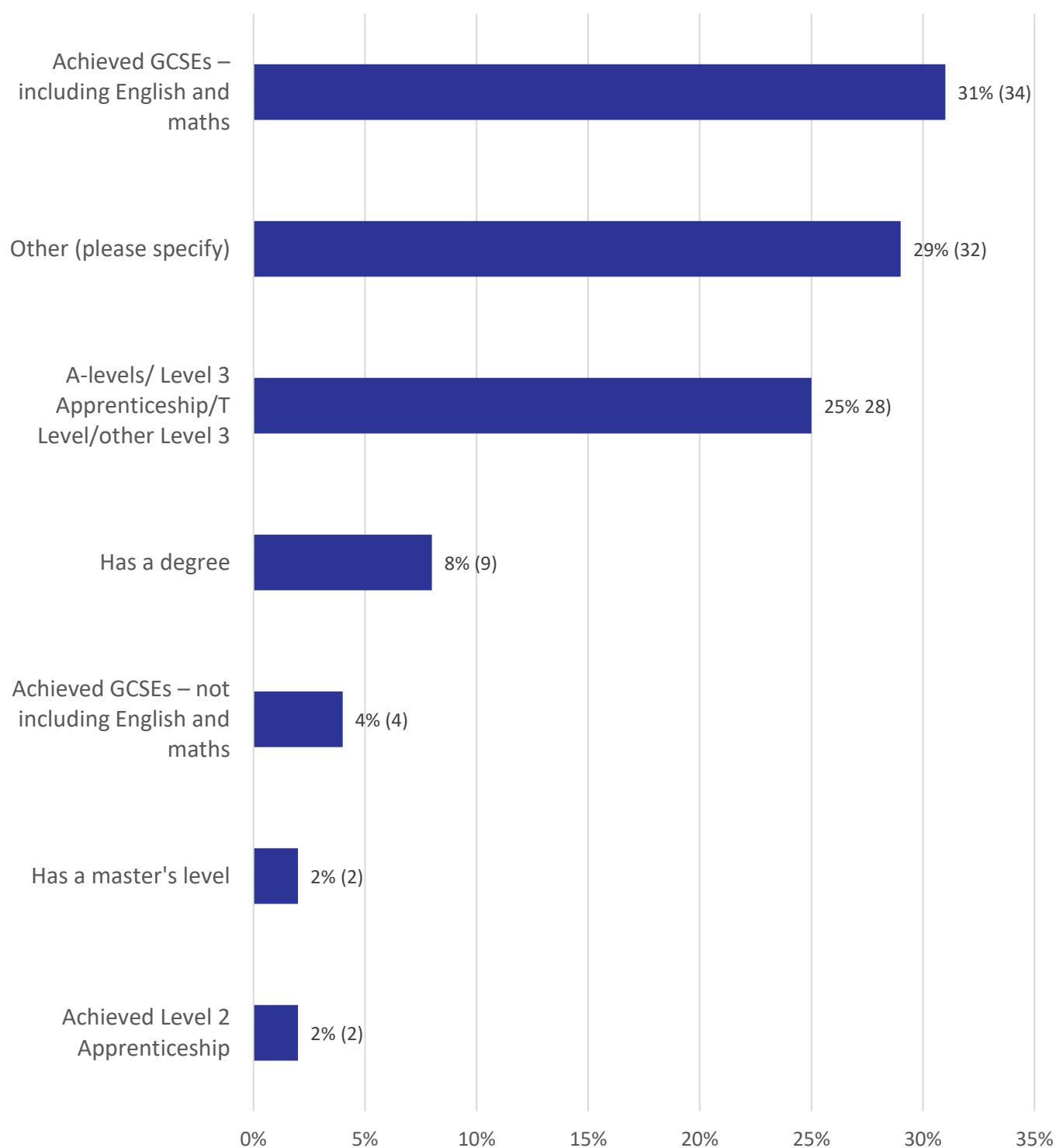




How would you describe their highest qualification level?

NEET

31% of NEET young people had achieved GCSEs including English and Maths, and 25% had completed A-levels or their Level 3 Apprenticeships/T Level or another Level 3.



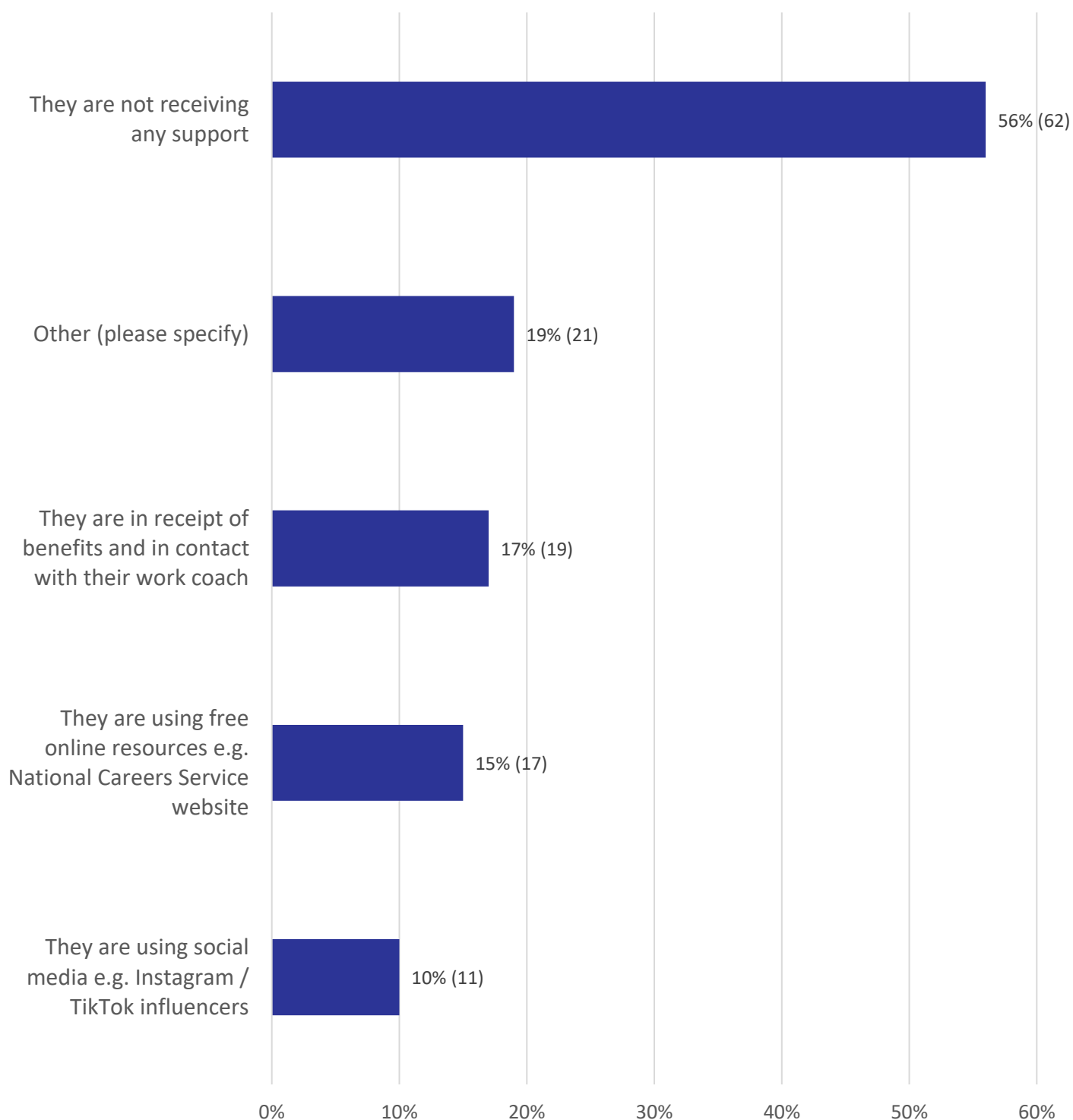


QUESTION 24.

What kind of support are they receiving?

NEET

Over half of the NEET young people were not currently receiving any support, with just 17% in receipt of benefits and in contact with their work coach.



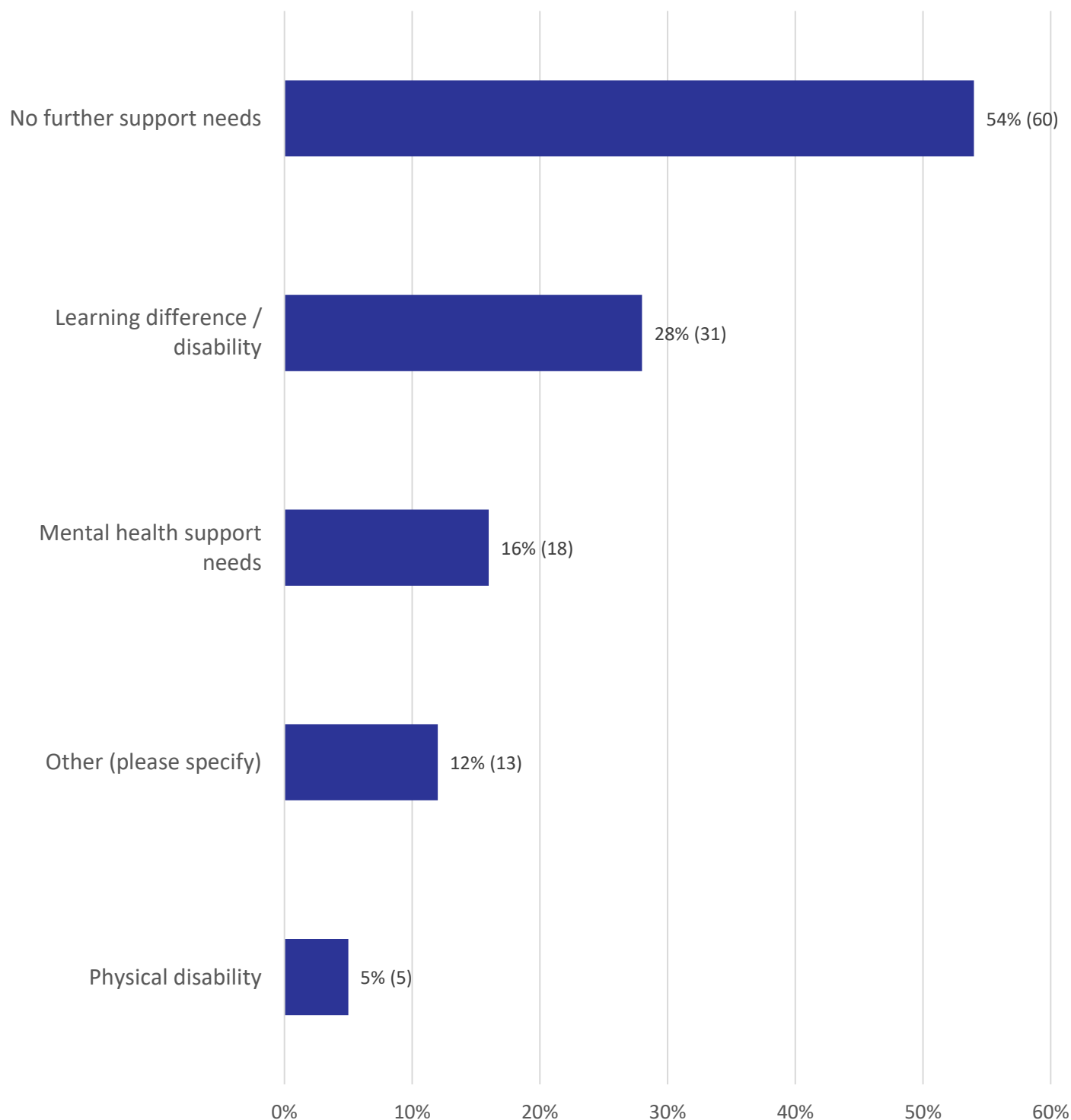


QUESTION 25.

Does your child have any further support needs?

NEET

Over half of the NEET young people had no further support needs, with 28% identifying a learning difference or a disability.



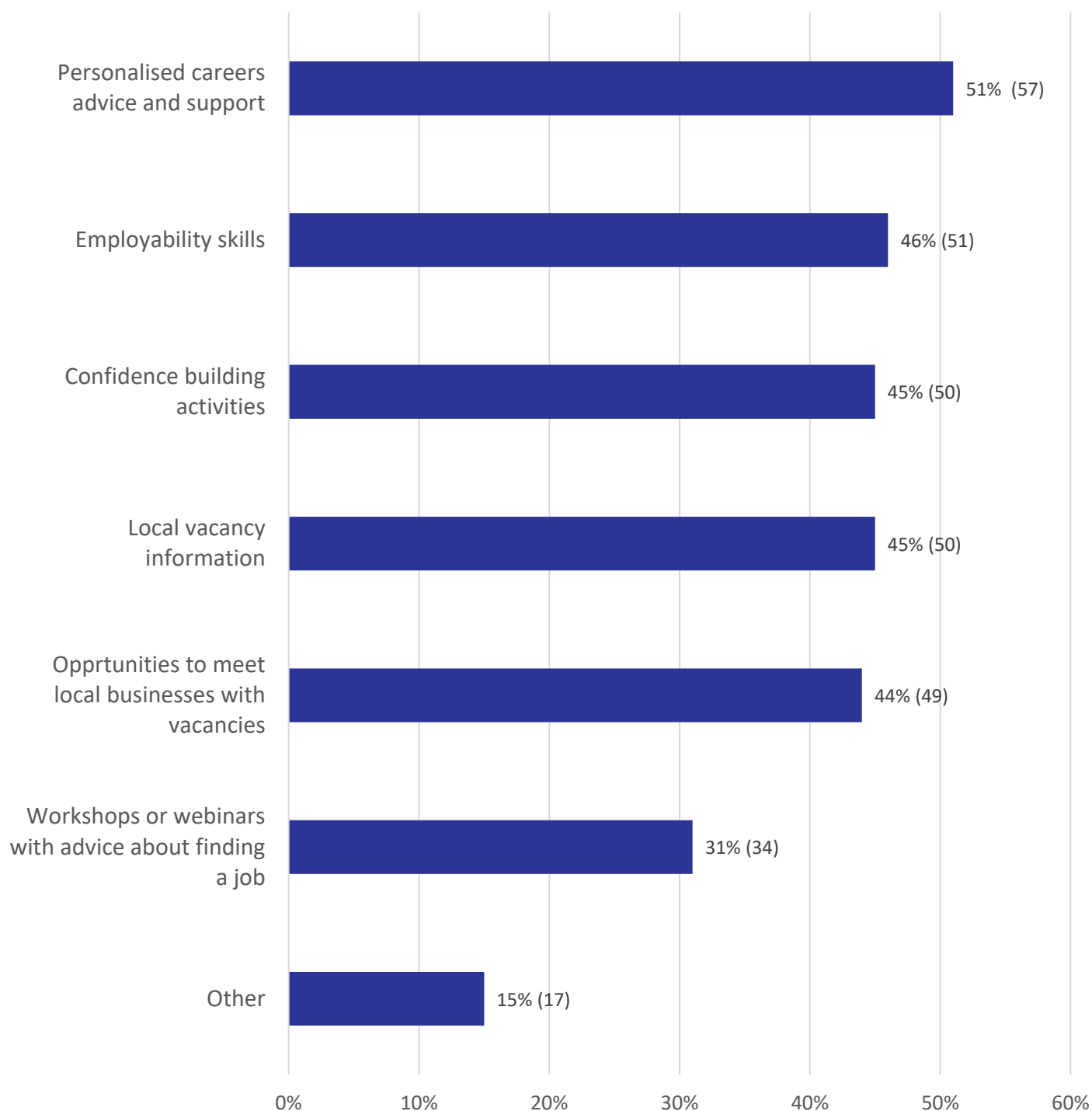


QUESTION 26.

What else do you feel your child needs to be able to help them to access employment?

NEET

Parents/carers supporting a NEET young person felt that **personalised careers advice and support (51%) would be most beneficial** to help them to access employment.





QUESTION 27.

Would you be interested in joining a focus group of Hertfordshire parents and carers to discuss how else we could support young people in the country?

NEET

50 respondents who are supporting a NEET young person would be interested in joining a focus group of Hertfordshire parents and carers to discuss the additional support that young people require.

YES
25%

NO
75%



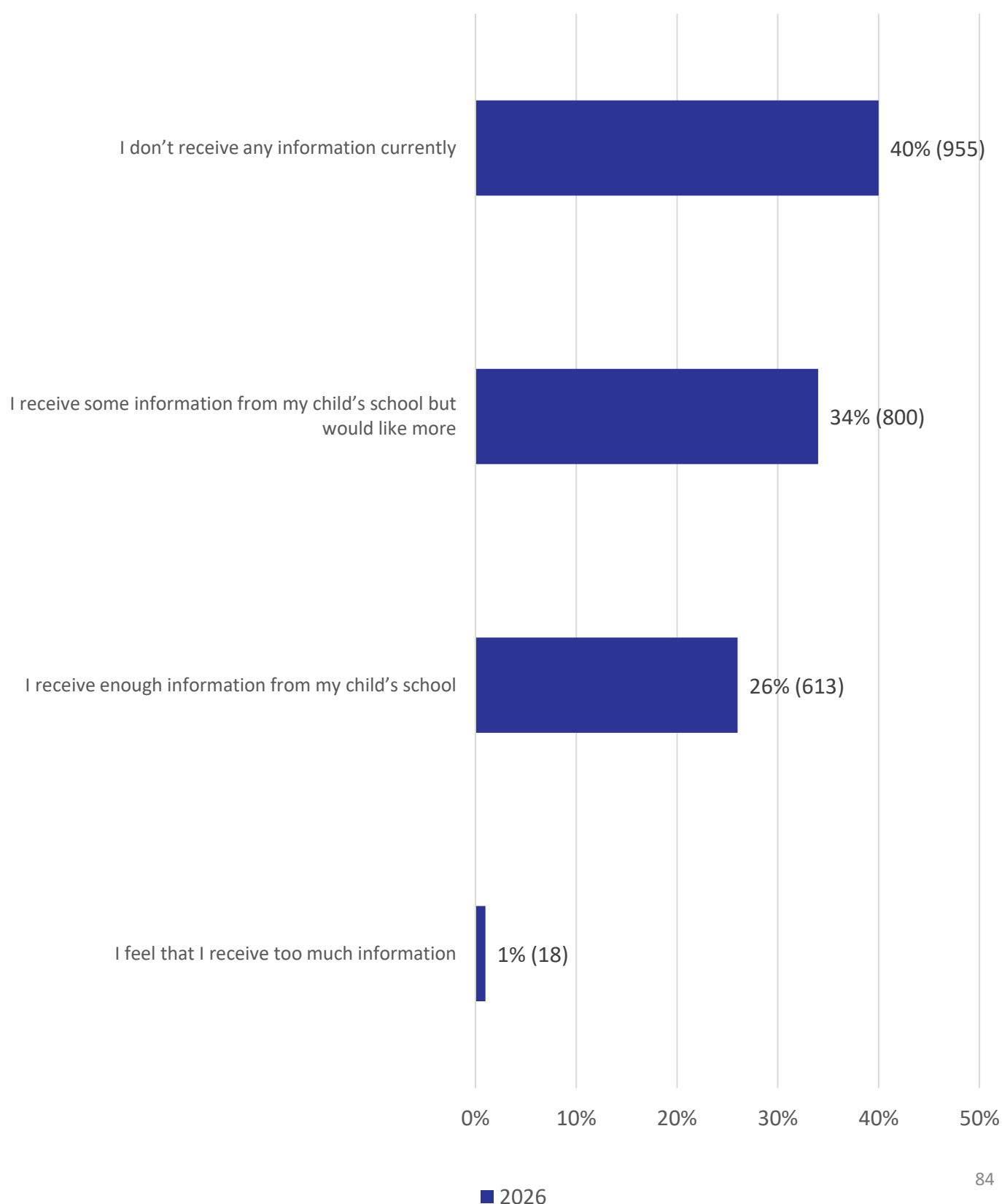


QUESTION 28.

Please tell us about the amount of information you currently receive regarding post-16/post-18 options from your child's school.

COMMUNICATION

955 parents/carers **(40%)** were not currently receiving any information regarding post-16/post-18 options from their child's school.



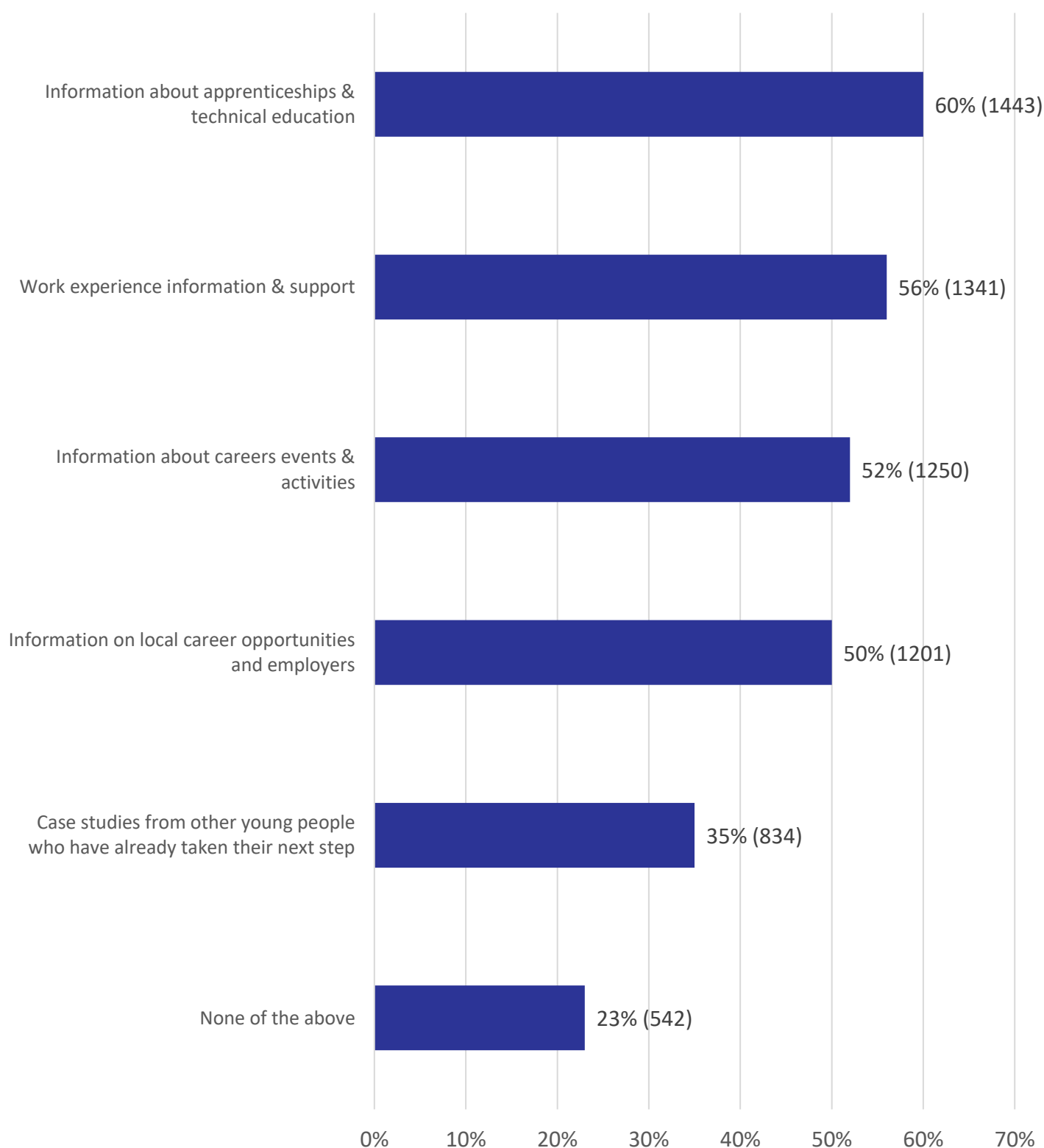


QUESTION 29.

Would you like to receive any of the following?

COMMUNICATION

Parents/carers would most like to receive information about **apprenticeships & technical education**, **work experience** and **careers events** and activities.



RECOMMENDATIONS

1

Support schools to enhance their messaging and communication with parents and carers about the range of post-16 options, and changes to work experience. Continue to build upon the range of events, resources webinars and accessible information through HOP Online.

2

Work with leading employers through the Careers Hub Cornerstone group to develop guidance for parents and carers that will help to build awareness of the support provided by the employer, and the quality and structure of the training.

3

Work with the Hertfordshire Youth Guarantee group and connected stakeholders to explore developing a signposting page within HOP Online for parents and carers who are supporting young people aged 16-24 Not in Education, Employment or Training, providing information about training opportunities and support services available.





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