

TO: Jobs for the Future (JFF)
FR: Morning Consult
DT: May 2024



2024 CAREER NAVIGATION SURVEY HIGHLIGHTS

Members of Gen Z, ages 16 to 24, are seeking guidance to navigate the multitude of education and training options—both degree and nondegree options—to determine which paths work for them and lead to quality jobs. Morning Consult collected survey results from 2,046 young people between the ages of 16-24 and found the following:

- 66% of young people (16–24-year-old) surveyed said they do not know exactly what career they want to pursue. This represents at least 20 million young people in the United States.¹
- 74% of all young people surveyed said that having greater access to information on different career and education options would have an impact on the range of career options they see available to them.
- 62% of all respondents did not feel empowered or in control of their career path, feeling either constrained by external factors or personal or family-related factors, or were unsure about how much control they have.

The survey results highlighted that individuals require assistance in exploring and evaluating educational and professional pathways at various stages throughout their career journey. Among 19-24-year-olds who weren't in college, 44% said they were satisfied with their current education or career path. Results indicate other barriers exist for young people when it comes to navigating their education and career path:

- Cost was the most frequently noted barrier, with 37% of all respondents reporting they had worries about accumulating debt through further education or training, and 35% worried about meeting the high current costs of living. 30% reported they lacked clear career goals.
- Which young people don't know their path? 14% of female respondents have no idea of their career path compared to 11% of males. 13% of those with less than a college degree have no idea of what career they want compared to only 7% of those with a college degree or higher.

<i>Demographic</i>	<i>Set on Career (N=699)</i>	<i>No Idea of Career (N=260)</i>
Gender: Male	36%	11%
Gender: Female	32%	14%
Age: 16-18	34%	10%
Age: 19-24	34%	14%
Less than Bachelor's Degree	33%	13%
Bachelor's Degree or Higher	42%	7%
Ethnicity: White	32%	14%
Ethnicity: Hispanic	36%	12%
Ethnicity: Black	43%	8%

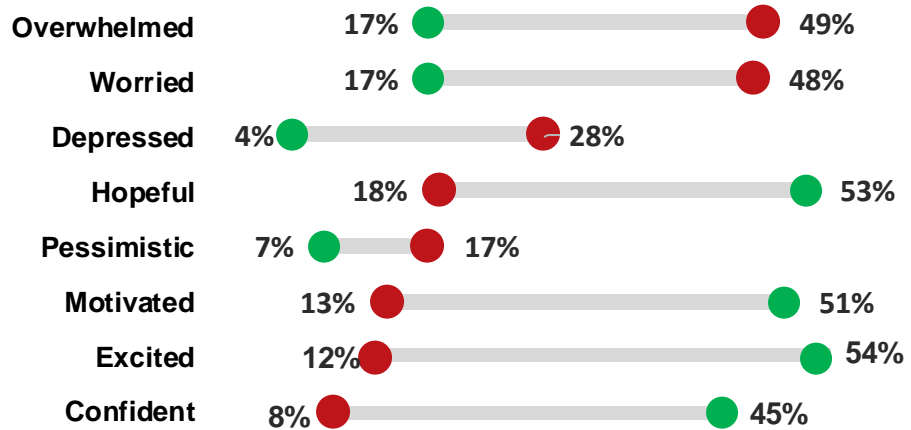
1. <https://datacenter.aecf.org/data/tables/6538-adult-population-by-age-group#detailed/1/any/false/1095,2048,574,1729,37,871,870,573,869,36/117,2801,2802,2803/13515,13516>

JOBS FOR THE FUTURE SURVEY HIGHLIGHTS (CONTINUED)

- Especially for those not in college and not yet set on their career, there is a need for more information, support, connection to employers and sources for career guidance: Only 35% said they were satisfied with the resources and information they have access to in connecting their interests to possible education and career opportunities compared to 81% of those who were set on their career.
- Only 29% of those not in college and not yet set on their career said they feel supported as they explore the next steps compared to 77% of those who were set on their career.

Young people not in college who **have no idea of their desired career** are much more likely to be “worried” or “overwhelmed” about exploring their future career compared to those who are **set on their career**.

Which of the following words or phrases most closely describes how you feel about exploring your future career? (Among young adults with no college experience)



Do you agree, or disagree or have no opinion about each of the following statements? % Strongly + Somewhat Agree				
	Set on Career	Some Idea of Career	Limited Idea of Career	No Idea of Career
I understand which credentials lead to quality jobs	88%	83%	75%	57%
I have the skills to advance into quality jobs	84%	79%	72%	54%
I am clear about how to obtain a quality job	82%	75%	53%	51%
I have access to resources to find quality jobs	82%	75%	68%	50%
There are many quality jobs that are within my reach	75%	65%	52%	41%
I have the same chance as any other young person to get a quality job.	73%	70%	62%	47%

JOBS FOR THE FUTURE SURVEY HIGHLIGHTS (CONTINUED)

Methodology

- This poll was conducted between May 1 – 6, 2024 among a sample of 2,046 young adults, ages 16-24. The interviews were conducted online and the data were weighted to approximate a target sample of young adults based on age, gender, race/ethnicity, education, and region. Results from the full survey have a margin of error of plus or minus two percentage points.

Notes

- “Set on Career” [N=699] are young adults know exactly what career they want to pursue.
- “Some Idea of Career” [N=803] are young adults who have some idea of the career they would like.
- “Limited Idea of Career” [N=284] know the career area they want but not the specific career or job
- “No Idea of Career” [N=260] are young adults who have no idea what career they would like to pursue.