How do young people experience the transition from learning to earning?
Guatemala – April 22
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Reminder of the brief

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Context</strong></td>
<td><strong>U&amp;A Study</strong></td>
</tr>
<tr>
<td>IREX need to understand how do young people experience the transition from learning to earning in Guatemala.</td>
<td>15 questions</td>
</tr>
<tr>
<td>To do so, we have analyzed:</td>
<td>Answers collected from 29.03 to 06.04.22</td>
</tr>
<tr>
<td>1. <strong>What is their relationship to work?</strong> (How they see work, where they currently are (still researching, employed, etc.) and the importance given to formal works / field of study ...)</td>
<td>Click here to view questionnaire</td>
</tr>
<tr>
<td>2. <strong>What emotions / difficulties</strong> (political context, Covid, etc.) <strong>did they experience during their job search</strong> (if they were personally affected by this job search)?</td>
<td>Click here to view the dashboard</td>
</tr>
<tr>
<td>3. <strong>What kind of support is needed to help today’s youth succeed in their learning to earning journey?</strong></td>
<td><strong>Criterias</strong></td>
</tr>
</tbody>
</table>

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.

Some college, technical or vocational school: 44%
Vocational or Technical school: 16%
2-years university: 16%
4-years university: 11%
Continuing of Advanced Education: 13%

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

Among young Guatemalan, **52%** earned an income in the last two week:
- Formal work in my field of study: 26%
- Formal work not in my field of study: 17%
- Informal work: 13%
- Both formal and informal work: 12%
- Self-employed: 31%

**But 48% didn’t**

- Still looking for work: 15%
- Not searching for work: 85%

**Question:** Have you earned an income in the last two week?

Base: 382 respondents
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:

- Learn and grow: 54%
- Get financial compensation: 37%
- Share who I am and my talents: 25%
- Gain freedom and choices: 19%
- Lead a meaningful life by impacting others: 18%
- Gain respect, social status and belonging: 16%
- Enjoy myself: 5%
- Other: 5%

*Base: 382 respondents
Question: For you, work is a means to...? [Multi]
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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.

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

<table>
<thead>
<tr>
<th>Scale</th>
<th>3 or less</th>
<th>4 to 6/10</th>
<th>7 to 10/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>11%</td>
<td>81%</td>
<td></td>
</tr>
</tbody>
</table>

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!

<table>
<thead>
<tr>
<th>Scale</th>
<th>3 or less</th>
<th>4 to 6/10</th>
<th>7 to 10/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>12%</td>
<td>82%</td>
<td></td>
</tr>
</tbody>
</table>

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?
Question: Please indicate how important it is to you to do formal work?
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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.

- To get additional income: 34%
- To advance my career goals: 25%
- To gain practical work experience and skills: 24%
- Other: 18%
- Did not find formal work: 17%
- To become self-employed (consulting or start your own business/non-profit): 15%
- Did not find work related to my field of study: 12%
- To gain more professional contacts: 9%

Warning: low basis / Base: 39 respondents
Question: Rank the following options based on what motivated you to secure informal work? [Ranking]
Part 2

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

*6% 4-years university*

i.e. only 6% of guatemalan who made 4 years at university consider that this job search really affected their emotional well-being (a great deal). This rate is significantly lower than the average (19%)

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]

Base: 382 respondents
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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.

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

i.e. 83% of Guatemalan who currently have both formal and informal work felt hope during this job search. This rate is significantly higher than the average (83%)
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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:

- Lack of practical skills or work experience: 31%
- COVID-19 pandemic related business closures: 30%
- Corruption (preference for candidates with connections): 30%
- Lack of emotional and moral support: 18%
- Bias against my identity (e.g. gender, age, ethnicity): 15%
- Accessing relevant information or contacts: 14%
- Accessing digital tools and internet: 9%
- War or conflicts: 6%
- Other: 5%

Base: 382 respondents
Question: If you faced difficulties during your search for work, please select all the options that describe them? [Multi]
Part 3

What kind of support is needed to help today’s youth succeed in their learning to earning journeys?
How do young people experience the transition from learning to earning? Guatemala - April 22

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:

<table>
<thead>
<tr>
<th>Support Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipping my family with resources to support me</td>
<td>34%</td>
</tr>
<tr>
<td>Support to improve my confidence and response to difficulties</td>
<td>30%</td>
</tr>
<tr>
<td>Moral support from peers who are also searching for work</td>
<td>21%</td>
</tr>
<tr>
<td>Mentor to guide and encourage me</td>
<td>19%</td>
</tr>
<tr>
<td>Support from a counselor</td>
<td>15%</td>
</tr>
<tr>
<td>Support for my emotional wellbeing will not be helpful</td>
<td>13%</td>
</tr>
</tbody>
</table>

- **4-years university**: i.e., only 6% of Guatemalan who made 4 years at university need resources to support them. **This rate is significantly lower than the average (34%)**

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

<table>
<thead>
<tr>
<th>Support Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Help me develop entrepreneurship, business or financial skills</td>
<td>41%</td>
</tr>
<tr>
<td>Help me connect with self-employed / entrepreneur professionals</td>
<td>31%</td>
</tr>
<tr>
<td>Help me use digital tools and networks for self-employment or entrepreneurship</td>
<td>27%</td>
</tr>
<tr>
<td>Help me understand if self-employment is right for me</td>
<td>25%</td>
</tr>
<tr>
<td>Help me understand if entrepreneurship is right for me</td>
<td>21%</td>
</tr>
<tr>
<td>I am not interested in self-employment or entrepreneurship</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
</tbody>
</table>

- **Not searching for job**: i.e., 49% of Guatemalan who are not searching for a job want help to understand if self-employment is good for them. **This rate is significantly higher than the average (25%)**. But it will be helpful for only 15% of Guatemalan who have formal job: a rate significantly lower than the average.
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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.

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

What are their needs to facilitate their job search?

Question: Please state the extent to which the following were helpful during your search for your first paid work opportunity? [Radar]

<table>
<thead>
<tr>
<th>Support</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social media</td>
<td>50%</td>
</tr>
<tr>
<td>Group Chats</td>
<td>33%</td>
</tr>
<tr>
<td>Educators or staff at school</td>
<td>37%</td>
</tr>
<tr>
<td>Job websites</td>
<td>44%</td>
</tr>
<tr>
<td>Family</td>
<td>48%</td>
</tr>
<tr>
<td>Friends</td>
<td>42%</td>
</tr>
</tbody>
</table>

Base: 382 respondents

Job search affected emotional wellbeing

68% Great deal
38% Small town
47% Great deal
48% Vocational / Technical school
18% Formal work in their field
20% 4 years university
53% Vocational / Technical school
63% Self-employed
27% Not at all

4 to 5/5

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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?

- Equipping my family with resources to support me
- Mentor to guide and encourage me
- Moral support from peers who are also searching for work
- Support for my emotional wellbeing will not be helpful
- Support from a counselor
- Support to improve my confidence and response to difficulties

18 - 23 years old 24 - 29 years old 30 - 34 years old

Base: 382 respondents

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

- Help me connect with self-employed / entrepreneur professionals
- Help me develop entrepreneurship, business or financial skills
- Help me understand if entrepreneurship is right for me
- Help me understand if self-employment is right for me
- Help me use digital tools and networks for self-employment or entrepreneurship
- I am not interested in self-employment or entrepreneurship

- A man
- A woman

18 - 23 years old  24 - 29 years old  30 - 34 years old

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

Base: 382 respondents
Your dedicated contact:

Diane MASSENET
Head of International Customer Success
diane@happydemics.com

Louise COUTANCE
Insight Project Senior
louise.coutance@happydemics.com