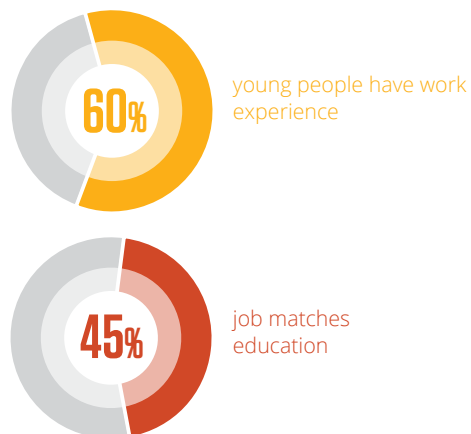


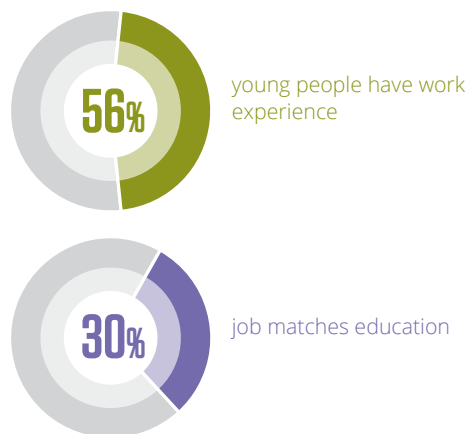
YOUTH AND CAREER START

A report by CAF Russia supported by the Citi Foundation (AO Citibank)

- Majority of young people aged 15-25 have work experience



- Young people with low starting opportunities¹ are less likely to find jobs that match their education



FIRST JOB: EXPECTATION VS. REALITY

- First and permanent jobs do not always match expectations
- Young people have high hopes about their first work experience
- Key need – a mentor in the first job

Workplace training:

- Expectation – 56%,
- Reality – 31%.

Good salary:

- Expectation – 84%,
- Reality – 42%.

18% have the opportunity to choose work schedule

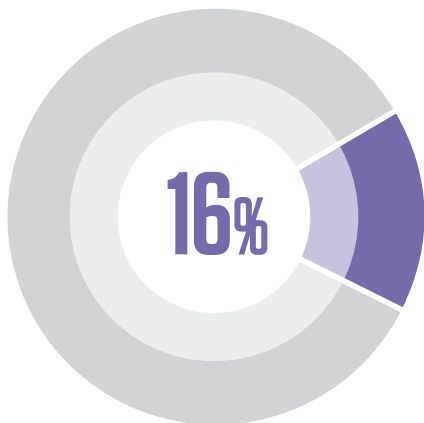
10% can work remotely via the Internet

BARRIERS AT CAREER START



¹ People aged between 15 and 25 from low-income families living in towns with population less than 1m., residential care leavers, and young people with health issues including disabilities

INTERNSHIPS



young people aged 15-25 take part in student intern programs

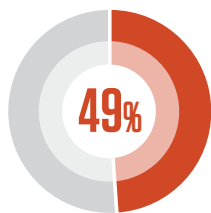


have volunteered as students

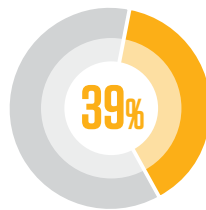
- Internship programs are usually quite formal
- Volunteering is not viewed as part of career pathway

CAREER GUIDANCE AND EDUCATION

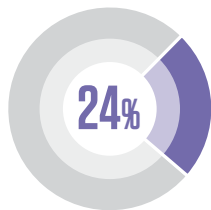
- Career guidance at educational institutions does not meet the market demand. It is generally better at universities compared to secondary vocational education institutions. University students are more likely to get training in career planning, team work and project management.
- One out of three young people taking additional training paid for it.



university students received soft skills training



young people received training in career planning and career guidance



students of secondary vocational schools received soft skills training



young people took online courses

BARRIERS ON THE JOB MARKET FOR YOUNG PEOPLE WITH LOW STARTING OPPORTUNITIES

- Limited view of the job market. Lack of early work experience.
- Low self-assessment: generally tend to underestimate their knowledge, ability to work, determination, creativity and managerial skills.
- Less demand in development, lack of motivation.
- Underdeveloped communication skills, responsibility, critical thinking, etc.
- Employers are less likely to employ young people with low starting opportunities.