

Young workers without formal qualifications: experience of work and connections to career adaptability and decent work

Quantitative study in Iceland

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Abstract

The purpose of this research on working young adults who are without formal education is to explore how they experience work, their career adaptability and if they view their work as decent. Participants were 154 young working adults, aged 18–29, and unqualified. It was found that participants worked mainly in low-skilled jobs, but many aspired to become professionals or technicians. Participants were significantly lower on concern and control sub-scales of the Career Adapt-Ability Scale (CAAS), compared to peers. Results support a proposition in Psychology of Working Theory that individuals with lower levels of career adaptability are less likely to engage in decent work. Results indicate that self-determination is not met at work, whereas work fulfills financial and social needs.

Research questions

- Are they enjoying their current job?
- Do they wish to stay in their current job?
- Are their preferred future jobs the same as the job they are currently in?
- Do they consider their job as decent work?
- Is their career adaptability comparable to the population as a whole?
- Does career adaptability correlate with their views of decent work?

Further research

- Gender differences?
- How has the education system (both formal and informal) been serving young people without formal qualifications?
- Urban/rural differences
- Comparative studies



- Thank you for your attention – gudvil@hi.is