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Gendered Career Decision-Making: Occupational Segregation in the Scottish Modern Apprenticeship Programme

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Abstract:

In Scotland, apprenticeships are the most prominent form of Vocational Education and Training (VET), with a current Scottish Government target of 29,000 participants per year across modern, technical and graduate apprenticeship routes. Gender divisions and challenges in VET mirror those seen in the wider labour market, in relation to occupation, role and level, professional identity and the lifelong career journey that can start with VET. Apprenticeships have been evidenced as a clear and longstanding example of gendered career outcomes in the labour market. Attention, for over 20 years, has been on the presentation of persistent occupational segregation in apprenticeship programmes. Research has primarily focused on the economic and social impact of occupational segregation over career decision-making processes of individuals. This paper will present new research which uses participants on the Scottish Modern Apprenticeship Programme as a data source on gendered career decision-making.

Keywords: apprenticeships; gender; career; equality

Bibliographical notes:

Dr Emma Bolger is a lecturer and the programme leader of the MSc Career Guidance and Development at the University of the West of Scotland. Emma's teaching and research focuses on equality, diversity and inclusive practice in career guidance and development. She also write on researcher ethics in practioner-led and practice based research.