

Financial Services

Sector demand landscape

- In 2025, there were 1.3 million jobs in the UK financial services workforce, around 4% of the total number of jobs in the UK. In the last decade, the number of jobs in the sector has increased by 8% (89,000).
- The sector has suffered a skills-related crisis in recruitment, with a persistent challenge in filling roles, partly due to staffing shortages.
- The impact of new technologies such as AI represents a challenge for the sector, which is more exposed to disruptions from their development.

The business case for Financial Services engagement in careers education

Employers in the Financial Services sector showed a higher level of achievement in

- **Standard 4:** Build Essential Skills (+14%pts vs other sectors), and
- **Standard 6:** Raise awareness of pathways into work (+11%pts vs other sectors)

Engagement in these Standards is crucial to address the workforce challenges employers in the sector face, however employers in the sector could work more towards Standard 9: Value the engagement (-7%pts vs other sectors) by embedding a more strategic approach; and Standard 2: Be Inclusive (-6%pts vs other sectors) to increase the effectiveness of outreach. As shown in our main report, employers who target under-represented cohorts are more likely to report benefits in their talent pipelines.

Fig 1: Employers in the Financial Services sector were most likely to achieve Standards 4 and 6

% of Employers achieving or exceeding each Standard in the Financial Services sector compared to employers in other sectors



Source: Employer Standards data, end of September 2025 (N=783; Financial Services, N=23).

With rapid technological changes in this sector, engaging in careers education with schools and colleges is vital. Employers in this sector agree that outreach has helped to:

- **encourage young people to apply for jobs in the sector** (100% reported this benefit)
- **develop new talent pipelines** (96% reported this benefit)
- **bringing apprentices into the organisation** (96% reported this benefit)

Most employers in the financial services sector agree that **young people's essential employability skills are improving** because of their careers outreach (74% reported this benefit)

Young people's interest in the industry and confidence in their Essential Skills

This strong engagement from the Financial Services sector is also reflected in the significant interest from young people, with **10% of Year 11 students expressing a desire to work in the sector**.

The most popular roles for aspiring Financial Services professionals are:

- finance (69%)
- sales & marketing roles (40%)
- managerial (20%)

Notably, there is a marked gender disparity: boys are far more likely to be interested in this sector (14% vs 7% for girls).

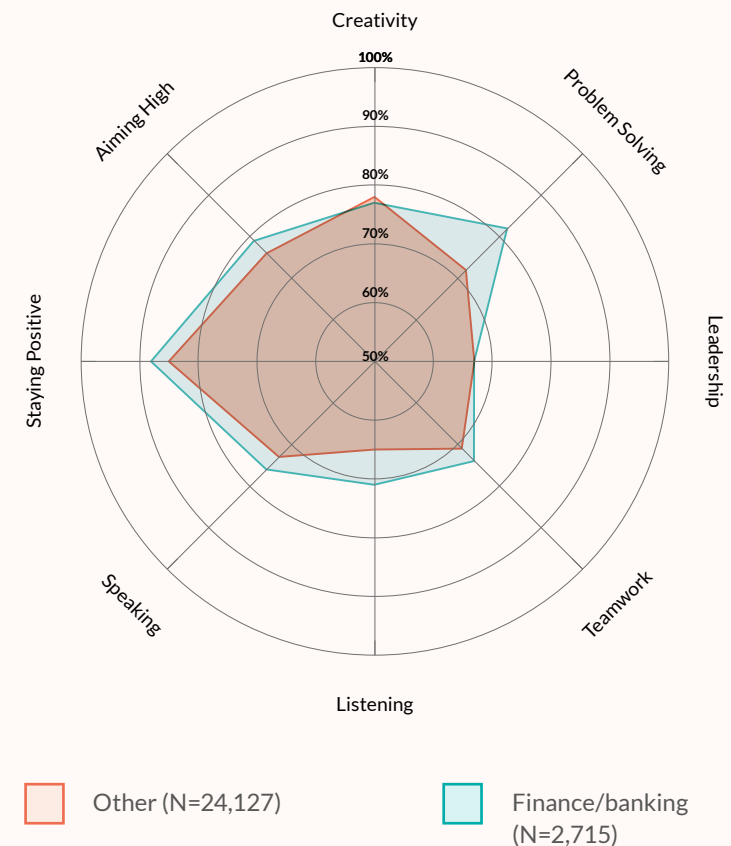
Overall, employers who help young people practise and progress essential skills in workplace experiences are 72% more likely to say that that young people's employability skills are improving as a result of their engagement.

According to Future Skills Questionnaire data, young people in year 11 interested in Financial Services are more often confident than their peers in most Essential Skills, particularly Problem Solving (+10%pts) and Listening (+5%pts), but slightly less often in Creativity (-1%pts).

[To see the full insights, including other industry snapshots, click here](#)

Fig 2: Young people interested in the sector are more likely than their peers to be confident in Problem Solving and Listening

% of Year 11 young people saying they are confident in each Essential Skill



Source: Future Skills Questionnaire data, end of July 2025 (Year 11 responding to the industry/career question, N=26,842)