



FEAR OF THE FUTURE

A Youth Unemployment Snapshot 2022

Meaningful employment can be life-changing, yet for many young people, stepping onto the first rung of the career ladder can feel near impossible. This report goes beyond the numbers of the youth unemployment crisis to uncover the real stories, hopes, and fears of over **200 young people** as they navigate the working world now and into the future.

Table of contents

Foreword	3	Blocked by the tech firewall	22
Setting the scene	4	An uncertain future	27
Key findings	5	Key takeaways	33
Who we spoke to	6	The power to change a life	38
What we discovered	9	How showing support can help	39
The reality of the youth unemployment crisis	10	RISE Day supporters	40
Overwhelming obstacles	15	About Talent RISE	41

Foreword

At Talent RISE our mission is to help youth who are facing barriers to employment into meaningful work. For the past 8 years, we have worked with thousands of young people, connecting with their stories, struggles, and hopes.

Living through a pandemic, the growing climate crisis, and global conflict has presented an entirely new set of challenges for these young people, heightening their uncertainty about what the future will hold.

We've all seen the stats about youth unemployment, but we wanted to go beyond the numbers and uncover the real stories, hopes and challenges of the next generation as they navigate the working world now and into the future.

The youth unemployment crisis isn't going anywhere and the need to help young people into meaningful work is more important than ever. That's where RISE Day comes in.

Talent RISE's annual RISE Day initiative was born out of a desire to listen to and support youth. Speaking to over 200 young people in the regions

we operate in around the world, we gathered a first-hand insight into their experiences navigating the hiring market.

Highly adaptable, tech-savvy and quick on their feet, this digital generation brings immense value to organisations as they work to innovate and evolve. As a growing talent pool (Gen Z will make up 27% of the workforce by 2025), they provide significant opportunity to employers globally, particularly as the skills shortage grows and the search for top talent becomes tougher. According to research, over 85 million jobs could go unfilled by 2030 due to a lack of skilled people to fill them. These young candidates could be the answer.

Through uncovering the stats and stories in this report, we hope we can shed a light on these young peoples' experiences and reveal the value they can provide to the future of work.

If you are an employer and are ready to uncover the potential of young people, or are a community organisation that would like to change lives, please reach out to the team at RISE via talentrise.org.



Karen Graham

CEO ANZ, Talent RISE

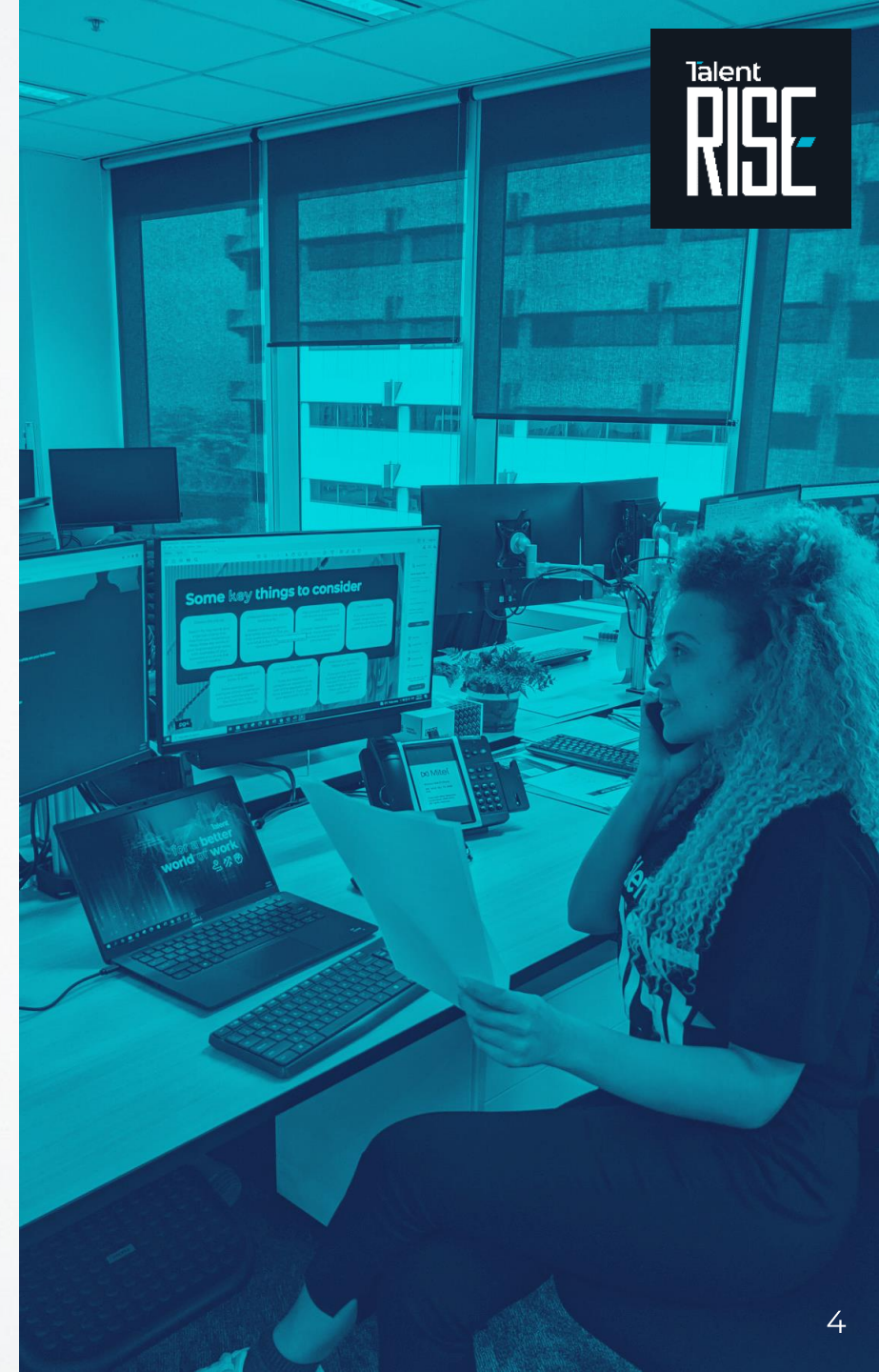
Setting the scene

Talent RISE is the charitable foundation of Talent, a global digital and technology recruitment specialist.

From August 30 - September 9, 2022, Talent's global workforce came together to offer free career guidance to young people struggling to find work, as part of our annual RISE Day phone call initiative.

We spoke one-on-one to 203 young people to understand the barriers they were facing, offer support, and provide advice to help them find their first job or take the next step towards the career of their dreams.

This initiative was promoted via local community organisations, SEEK, LinkedIn, Facebook, Twitter, Instagram and via the Talent community in August 2022.



Key findings

69%

Are fearful about the availability of relevant jobs when it comes to entering the workforce and building a career.

58%

Are concerned about how technology and changing skillsets will affect their chances of securing employment.

56%

Cite that 'little or no work experience' is holding them back from finding employment.

50%

Have been looking for work for over 3 months.

35%

Of young people are concerned about the economy and how this will impact their ability to find work.

79%

Are struggling without mentoring/coaching on finding a job.



Who we spoke to

A little about our young people



UNITED
KINGDOM

Location

We spoke to young people
across each of the regions
Talent RISE operates in
around the world.

AUSTRALIA

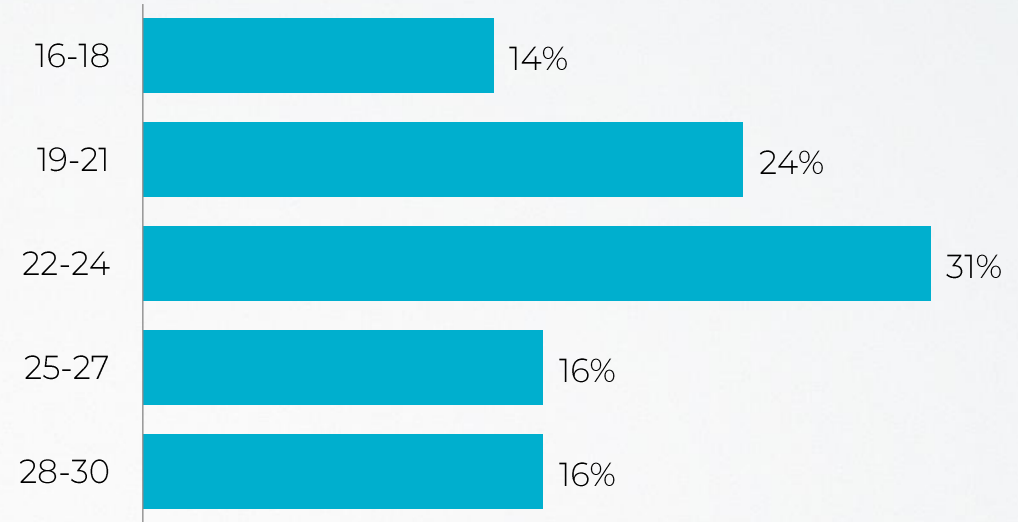


NEW ZEALAND

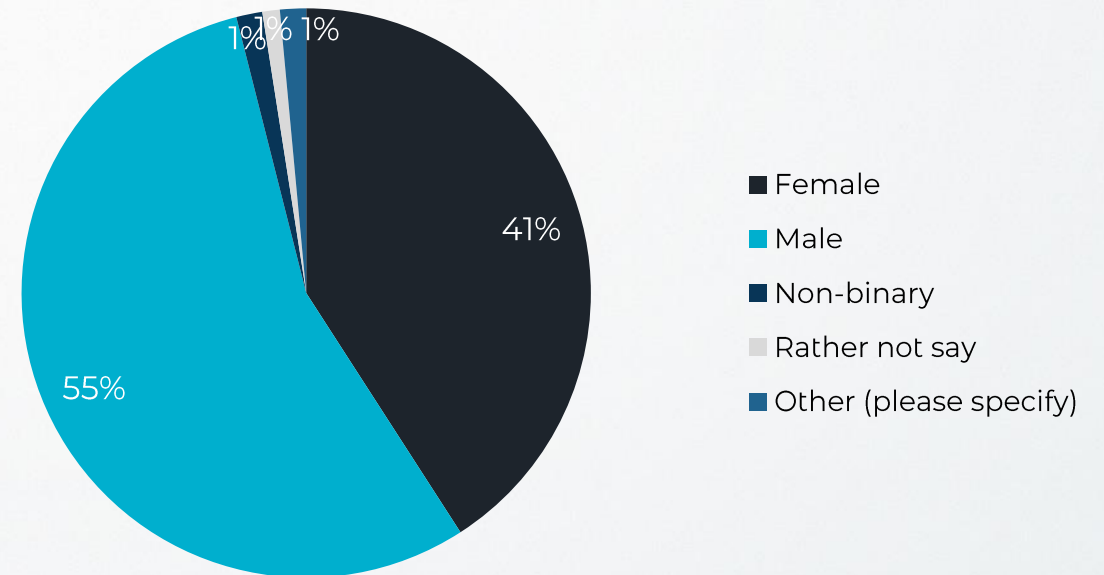




Age



Gender



What we discovered

Delving into the challenges faced by young job-seekers

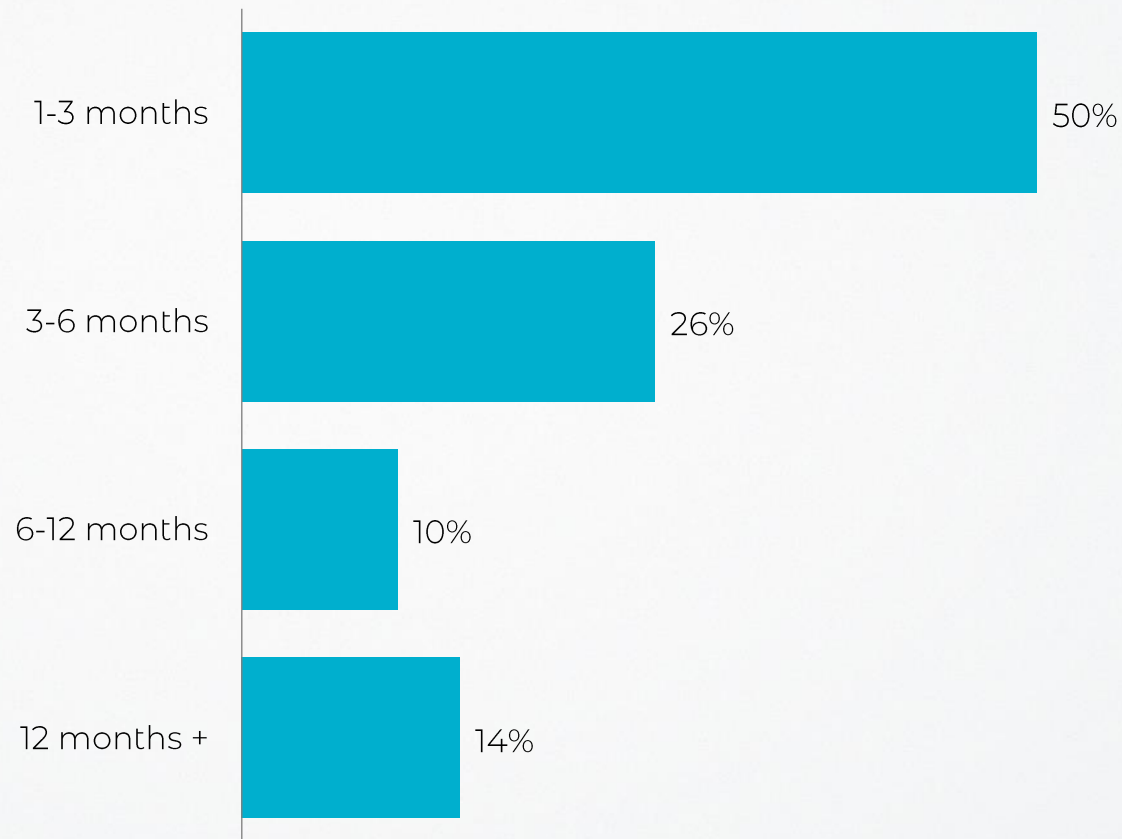
01 The reality of the youth unemployment crisis



As an international student and due to a lack of experience, I've received more than 150 rejection emails.

- RISE Day participant

How long have you been searching for a job?



Two steps forward, one step back

The youth unemployment crisis isn't going anywhere. With numbers at a high, albeit with some promising improvements, the impact of unemployment on young people is immense, particularly when it comes to their mental wellbeing and outlook for the future.

So, what is the reality of the crisis? The [International Labour Organization \(ILO\)](#) estimates that the total number of unemployed young people will reach 73 million globally by the end of 2022 - a staggering number, yet lower than the 75 million in 2021. When compared however, to pre-pandemic levels of 67 million, there is still a long way to go.

For youth navigating the hiring market as we enter a post-pandemic world, what is the reality of their situation?

50% of the young people we spoke to have been looking for work for 3+ months, while the other half have been searching for 1-3 months.

In 2021, we also noted that one quarter of young people cited the pandemic as a barrier to employment, however in 2022, this has dropped to 9%, indicating that as the world has re-opened, the impact of COVID on young people's job search is not as strong.

However, that is not to say that there are no long-term impacts. Our conversations with youth revealed that anxiety and mental health challenges are higher than ever, and as young people continue to struggle to find meaningful employment, these challenges are only set to worsen.

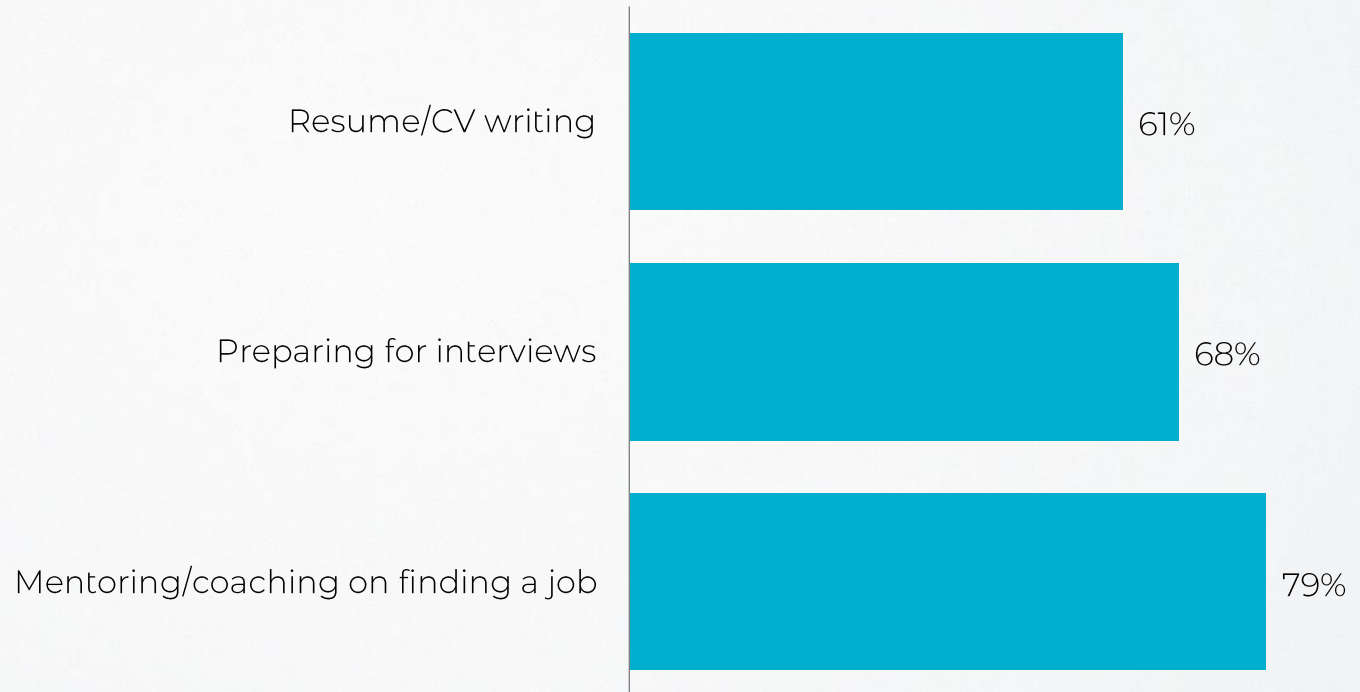




I struggle in interviews and writing cover letters in a way that sells my potential.

- RISE Day participant

Which area(s) do you require assistance in?



Navigating without a guide

When it comes to navigating the hiring market and finding employment, young people are in search of guidance across multiple areas. 79% have cited that they are seeking “mentoring/coaching on finding a job”, followed by help with “preparing for interviews” (68%) and assistance with “resume/CV writing” (61%).

The job search can be difficult. Many young people feel underprepared for the world of work and are unsure about how to take that first step. Talent RISE ANZ CEO, Karen Graham, shares “through our conversations with young people it’s clear that there is a significant gap when it comes to the practical life skills involved in securing employment.”

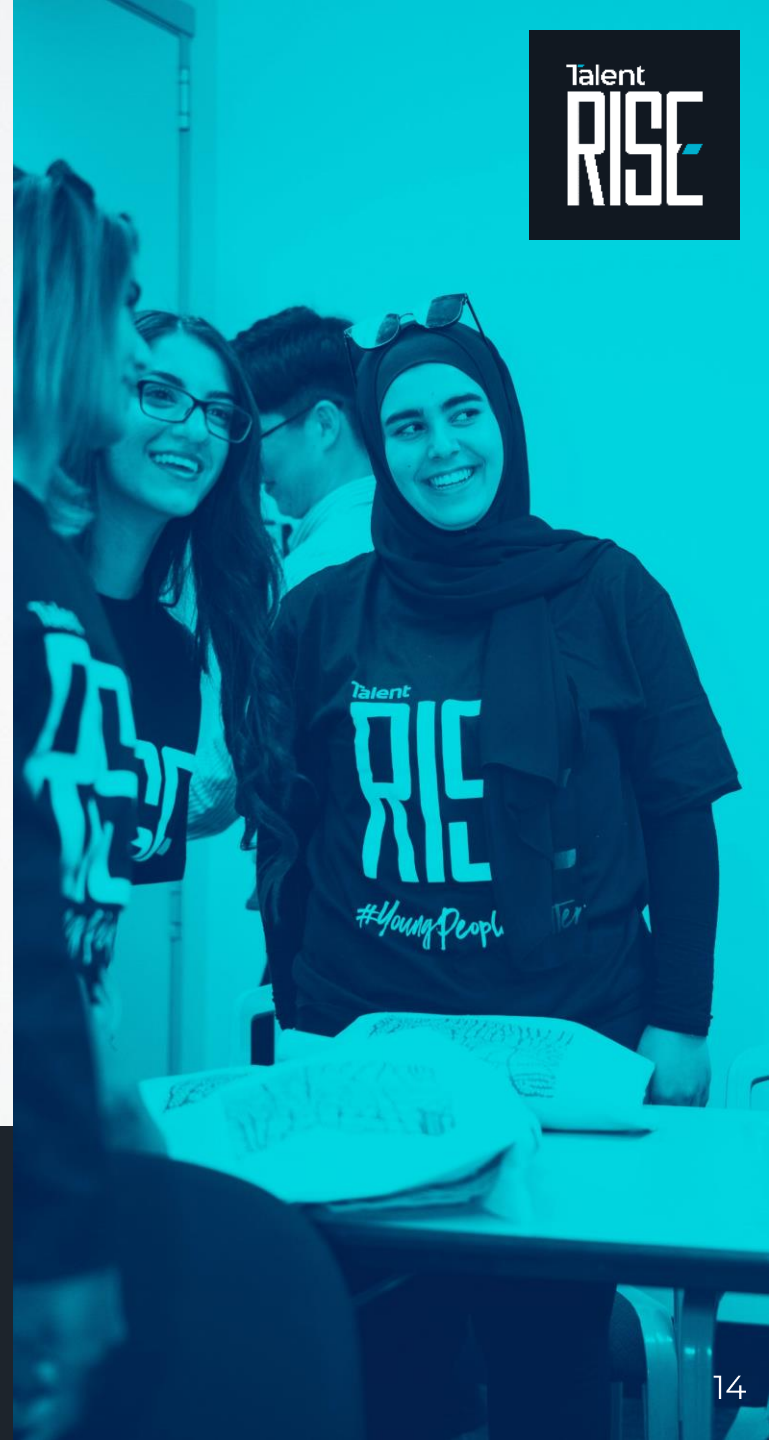
Many are lacking the skills and tools to craft a CV, apply for a job, or simply know what is expected of them on the job search, particularly after leaving their studies and seeking that first role. This was particularly evident in our conversations, where many cited that they are trying their best but still aren’t getting a look-in. Facing rejection after rejection, they are searching for guidance on what they can do to get their foot in the door.

Small improvements, like optimising their CV, building confidence in interviews, and even knowing how to approach the job search in the first instance, can have a life-changing impact on a young person.



I have trouble performing well in interviews. As an introvert it's hard to confidently promote my skills as I feel I am still in the early stages of my career, and there is so much to learn.

- RISE Day participant



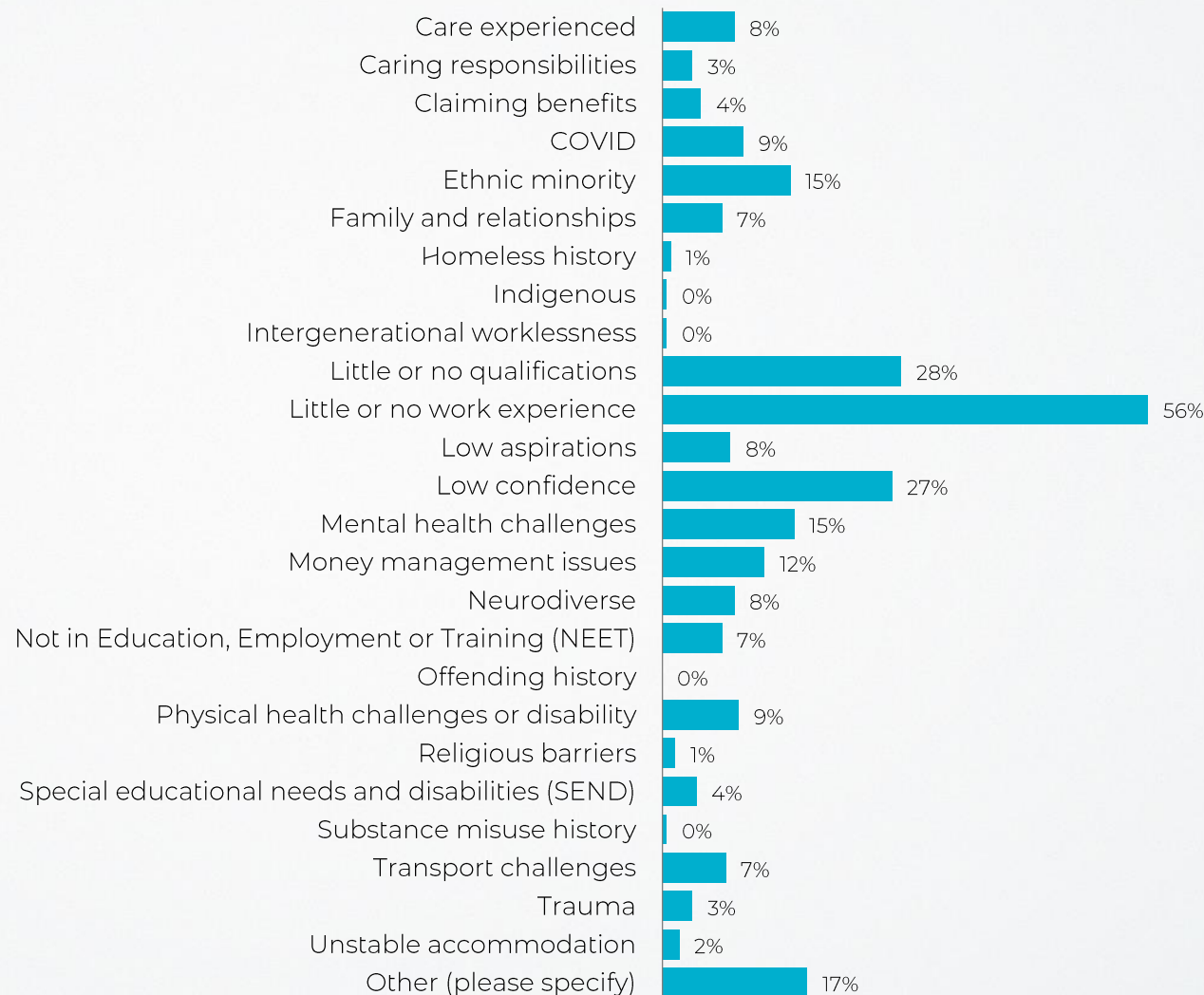
02 Overwhelming obstacles



The main problem I have with job searching is my lack of work experience being a deadlock on my applications, unable to gain more experience and thus less opportunities to work.

- RISE Day participant

What are your barriers to employment?



'Other' answers included: Visa issues, lack of PR or citizenship, illness

The broken rung

A struggle to find work at even the most basic level is contributing to deeper problems for youth. From low confidence through to mental wellbeing issues, the impact of unemployment is immense.

When speaking to our young people, they shared that their top barriers to employment were 'little or no work experience', followed by 'little or no qualifications', 'low confidence', 'mental health challenges', and being an 'ethnic minority'.

These top barriers bring to light bigger systemic issues that exist within the hiring market - the struggle to gain experience without existing experience, and the extensive requirements from entry-level roles, are all barring many young candidates from entering the job market.

With a system not adequately designed to foster and facilitate youth into that first opportunity, it's not surprising that many are struggling.



The experience dilemma

Young people are facing a number of challenges in a bid to gain employment. Speaking to youth last year, we uncovered that their main barrier to finding a job was “little or no work experience”, highlighting the vicious cycle that exists of needing to have work experience to gain work experience.

In 2022, it's a similar story, with 56% of young people citing “little or no work experience” as the main factor that's holding them back. Looking to [LinkedIn](#) data, it's clear that this is a widespread issue. 35% of entry-level jobs posted to the platform require at least 3 years of prior work history, meaning without this on a CV, young people will find it difficult to get a look-in.

If improvements are to be made when it comes to youth unemployment, it's important that entry-level roles are accessible to young job seekers, helping them to take that first step onto the career ladder.



I have completed my studies but have no work experience, don't have interview skills, and don't know how to job hunt. All of these factors make my confidence low.

- RISE Day participant

Experiences of the inexperienced

Stories of young people struggling to step onto the first rung of the career ladder.

"I have just begun my journey into looking for work. The main obstacle I have is minimal relevant experience - I have had jobs but none pertaining to the roles I want. There aren't always many jobs that want to train you up and help you learn as an employee."

- RISE Day participant

"I'm a University student with no previous job experience. Most jobs demand experience in the related field as they'll prioritise those who match the criteria. With no working experience, it has been challenging to receive a job offer."

- RISE Day participant

"Finding a job with little to no qualifications or any work experience is difficult and makes me feel outnumbered as a lot of jobs either want some prior work experience or higher qualifications, which I don't have."

- RISE Day participant

"I have limited experience and even entry-level jobs require at least a year or two of experience."

- RISE Day participant

Mental health in crisis

According to the [Youth Voice Census 2022](#), the youth mental health crisis is on the rise. Coming off the back of two years of COVID lockdowns, growing global tensions, economic concerns, and simply navigating the stressors and uncertainties that come with early adulthood, it's understandable why our younger generations are struggling.

A [survey](#) of young Australians revealed that 42% felt that their existing mental health issues were worsened by COVID, while 11% experienced new issues as a result of the pandemic. Findings from the Youth Voice Census also revealed that 28.5% of young people struggle with 'social, emotional and mental health challenges'.

Delving into the census findings further, 51% cite anxiety as their largest barrier to accessing work. This largely stems from a feeling of under-preparedness when it comes to the job search, with the same report highlighting that only 44.6% feel they can write a CV and 41.5% are confident they are prepared to start employment.

Our discussions with youth revealed a similar sentiment. Mental health challenges were noted as the fourth largest barrier to finding employment, and many shared that they are anxious about the job search and unsure how to navigate it.

Repeated rejection when looking for work, especially if not confident about the application and interview process in the first instance, can also have a negative effect on one's mental wellbeing and can exacerbate existing struggles. Mental health issues can discourage young people from applying for jobs, getting through an interview, and can even contribute to them staying on welfare or benefits. On the other hand, according to [headspace](#), employment not only builds confidence and independence, but it can also improve mental health outcomes.

Tackling mental health challenges is thus paramount in making positive progress for our young people and their futures.

Mental health and the job search

The experiences of young people managing their mental health while looking for work.

“Having no qualifications has made it extremely difficult to find a job, on top of my mental health struggles.”

- RISE Day participant

“I have large employment gaps largely due to mental health issues, very little education or experience, and low confidence and resilience in job searching.”

- RISE Day participant

“I am very qualified, and know how to interview well, but have been bounced back time and time again, and I don't understand why. This is having a terrible impact on my mental health.”

- RISE Day participant

“My mental health issues make it difficult for me to sustain a job search, find relevant jobs that can fix my poverty problems and find a job I can cope with and enjoy long-term.”

- RISE Day participant

“I have huge amounts of anxiety, so I haven't done well in interviews.”

- RISE Day participant

“I struggle with depression and anxiety. I tend to find starting out things can be really hectic and crazy for me. I get really panicked easily...however I will always give my best without giving up.”

- RISE Day participant

03

Blocked by the
tech firewall



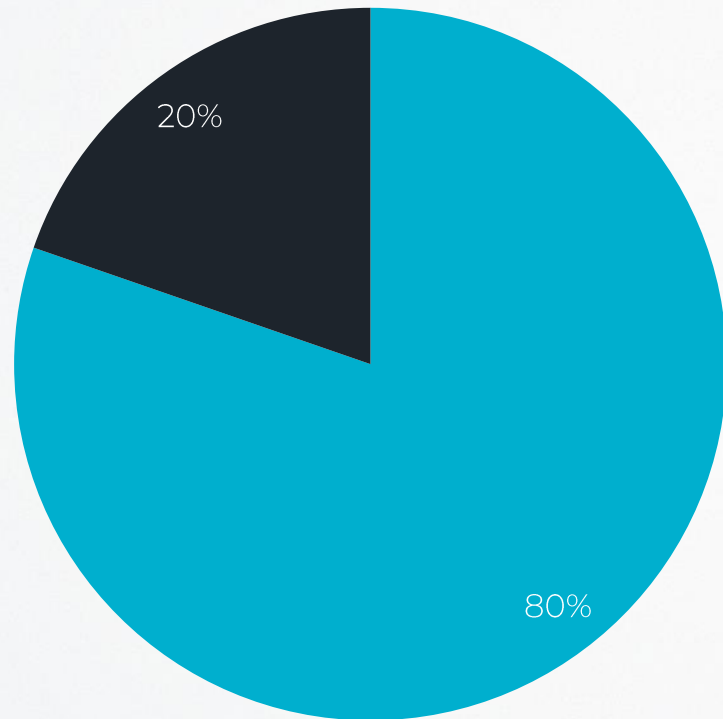
Data has always been a crucial part of our economy and that made me interested in becoming a Data Scientist. One of the challenges in finding work is that they require people with around 3-5 years of experience, which I do not have.

- RISE Day participant

What sort of job are you looking for?



Are you interested in reskilling in tech?



■ Yes ■ No



I've always had an interest in computers but always worked in warehouses. I'm trying to find a job in IT and have a career in this sector. Some challenges I face are not having any experience in this sector or many skills yet.

- RISE Day participant

The tech disconnect

Tech is dominating when it comes to the roles young people are searching for. 30% of the young people we spoke to are seeking jobs across Data Analysis, Software Development, Business Analysis, Cybersecurity and IT Support.

With tech skillsets in demand like never before, youth are aware of the value that comes with reskilling in this space. When asked what they feel will have the biggest impact on their future and how they access work, 58% cited “technology and changing skillsets”. This is supported by 80% citing that they would be interested in reskilling in tech.

Despite this interest, many are struggling to break into the industry due to a lack of experience. With insights from [LinkedIn](#) revealing that 60% of entry-level roles in tech require at least 3+ years of experience, getting a foot in the door can feel almost impossible.

Many of our young people also noted “little or no qualifications” as a blocker to employment, which appears to be most prevalent within the tech

profession in particular. A 2022 [Australian Computer Society report](#) revealed that there are more job postings in ICT than any other profession apart from healthcare, and these postings have grown by 14% from 2016-2021, highlighting the growing demand for professionals in this space. However, 97% of ICT job postings in Australia, 90% in the UK, and 86% in the USA, require a bachelor degree or higher, ultimately barring those without tertiary qualifications from roles in this space.

The global IT skills shortage is only growing, so much so that the US could miss out on [\\$162 billion worth of revenue](#) annually by 2030 due to a shortage of tech workers. In Australia, [research](#) also reveals that 60,000 extra technology workers are needed each year to ease the skills shortage. An [IDC report](#), however, states that “degree deflation” could be the key to bridging the gap i.e., lowering degree requirements for tech roles in a bid to easily secure top tech candidates. The next generation is the future, so it’s time to bring them on the journey.

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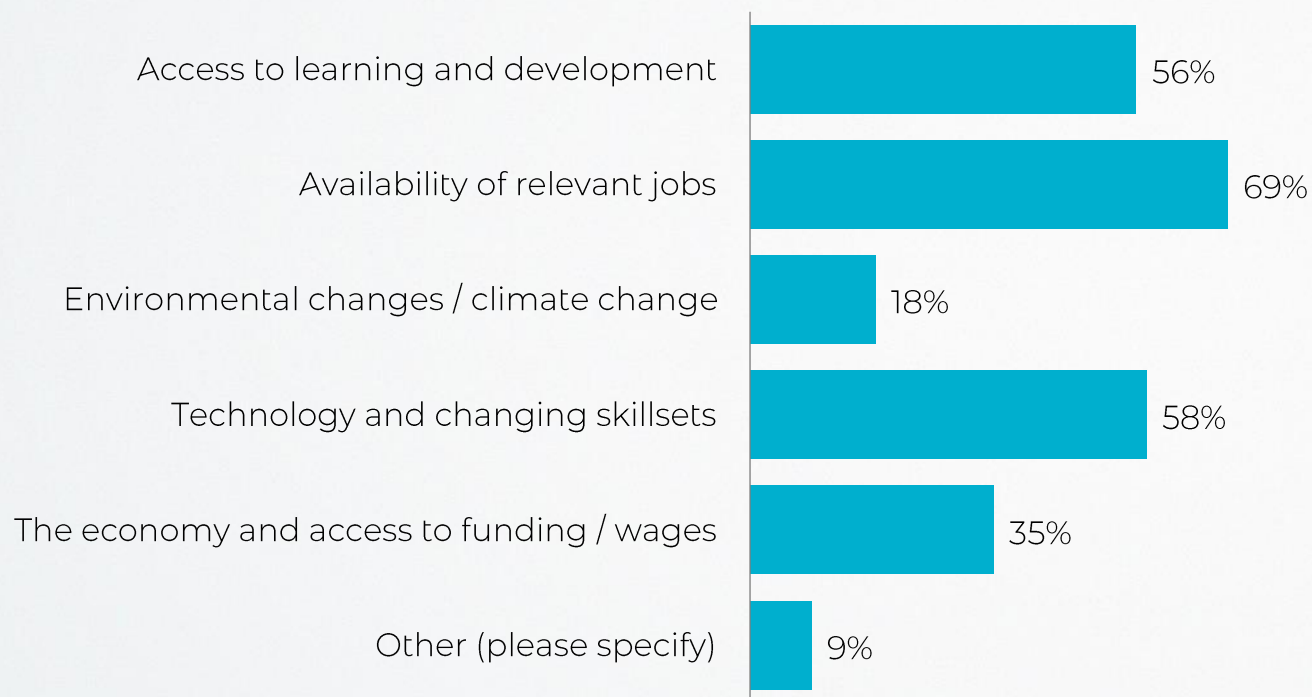
I've recently finished my bachelor's in networking and have been trying to find opportunities to get into the IT job sector. Due to the high competition and my lack of work experience, I'm finding it hard to find any job opportunity even at the basic level.

- RISE Day participant

04

An uncertain future

What do you think will have the biggest impact on your future and how you access work?



'Other' answers included: lack of industry knowledge, peer support and guidance, and mental health issues



I have been having challenges with securing a full-time job because of very little and no related work experience to the roles I desire.

- RISE Day participant

Battling uncertainty

Young people have navigated the hiring market during one of the most uncertain times in history. Experiencing countless COVID lockdowns and now heading towards a recession, the younger generation is understandably fearful about what this means for their future and how they access work.

Of our conversations with young people, more than one third are concerned about how the economy and access to funding / wages will impact their future and ability to build a career. With rising inflation, slow economic growth, and the lingering impact of the pandemic, it's not surprising that this is weighing on their minds.

“Overwhelmingly we are seeing a significant increase in the pressure felt by young people due to the changing economy. Stress about cost of living, housing, transport and utilities all make a difficult situation much harder to navigate.” – Karen Graham, Talent RISE ANZ CEO.

Providing young people with a helping hand and assisting them into meaningful work is key to making a positive change for this next generation as our future leaders.

No chances on the cards

Young people are seeking opportunities for learning, growth, and purposeful work, however, they're not confident that this is on the cards for them when it comes to their futures.

Of the young people we spoke to, 56% are concerned about their access to learning and development and what this means for their careers.

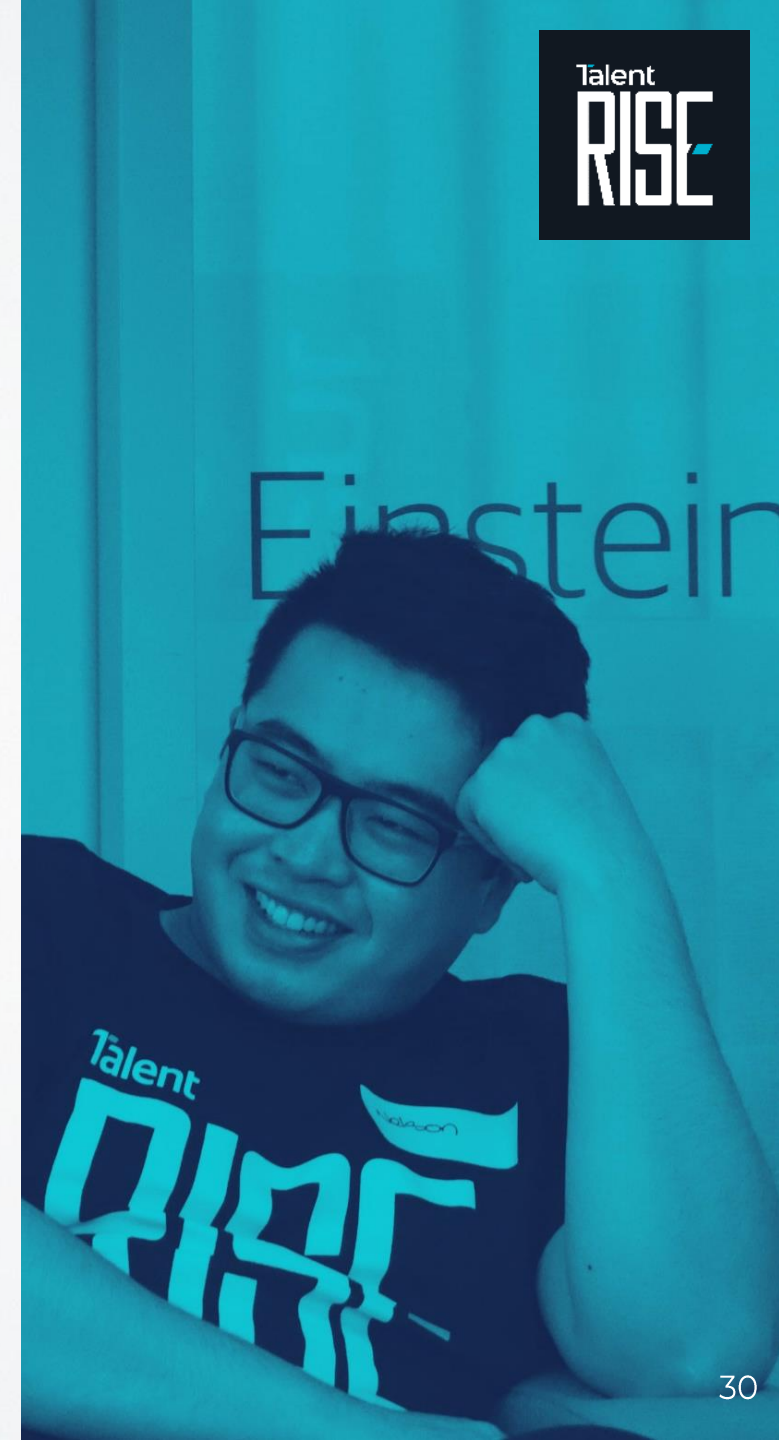
Limited access to learning opportunities can hinder one's entry to the hiring market and create more anxiety amongst young people navigating the job search. On the other hand, increased access to these opportunities can propel a young person forward, making them more attractive to future employers, ultimately improving their chances of gaining employment and building a prosperous future.

With many young people also struggling to find roles in the fields they've studied or

aspire to work in, it's not surprising that 69% cite 'the availability of relevant jobs' as another key factor they feel will impact how they access work.

Young candidates are seeking employment that aligns with their passions, which is key to ensuring they feel a sense of purpose and meaning in what they do. However, due to blockers on their path, such as the entry-level dilemma and mandates for university qualifications when applying for roles, they're having trouble taking that first step onto the career ladder.

Employers have the power to make a difference in this space. Offering paid internships to young people, for example, can provide youth with opportunities for learning, as well as serve as a stepping stone to the career of their dreams. Offering these life-changing opportunities today, can build a better tomorrow.



“

Unfortunately, I have not been successful in entering the media/creative industry as a career. This has led to me feeling directionless and unqualified for roles I feel most driven by.

- RISE Day participant

Climate and careers in crisis

Beyond concerns about changing skills and technologies, young people are also concerned about larger global issues when it comes to their future, in particular, climate change. After all, there will be no future of work if the climate is in crisis.

According to a [2021 Deloitte survey](#) of over 8,000 Gen Zs (born 1995-2003), 'climate change / protecting the environment' was cited as their top personal concern. Our [Talent Sustainability: Awareness to Action](#) insights report paints a similar picture, with 71% of candidates aged 18-24 citing that they are influenced by a company's commitment to environmental sustainability when deciding whether or not to accept a job offer.

The next generation is the future. This growing talent pool is armed with fresh perspectives and innovative ideas that present immense opportunities to employers as we move into tomorrow. As young people continue to enter the workforce, employers will want to do what they can to attract and retain this talent. One way they can do this? Putting environmental sustainability first. It's time to build a more sustainable future for our next generations.

Key takeaways

Supporting youth into the future

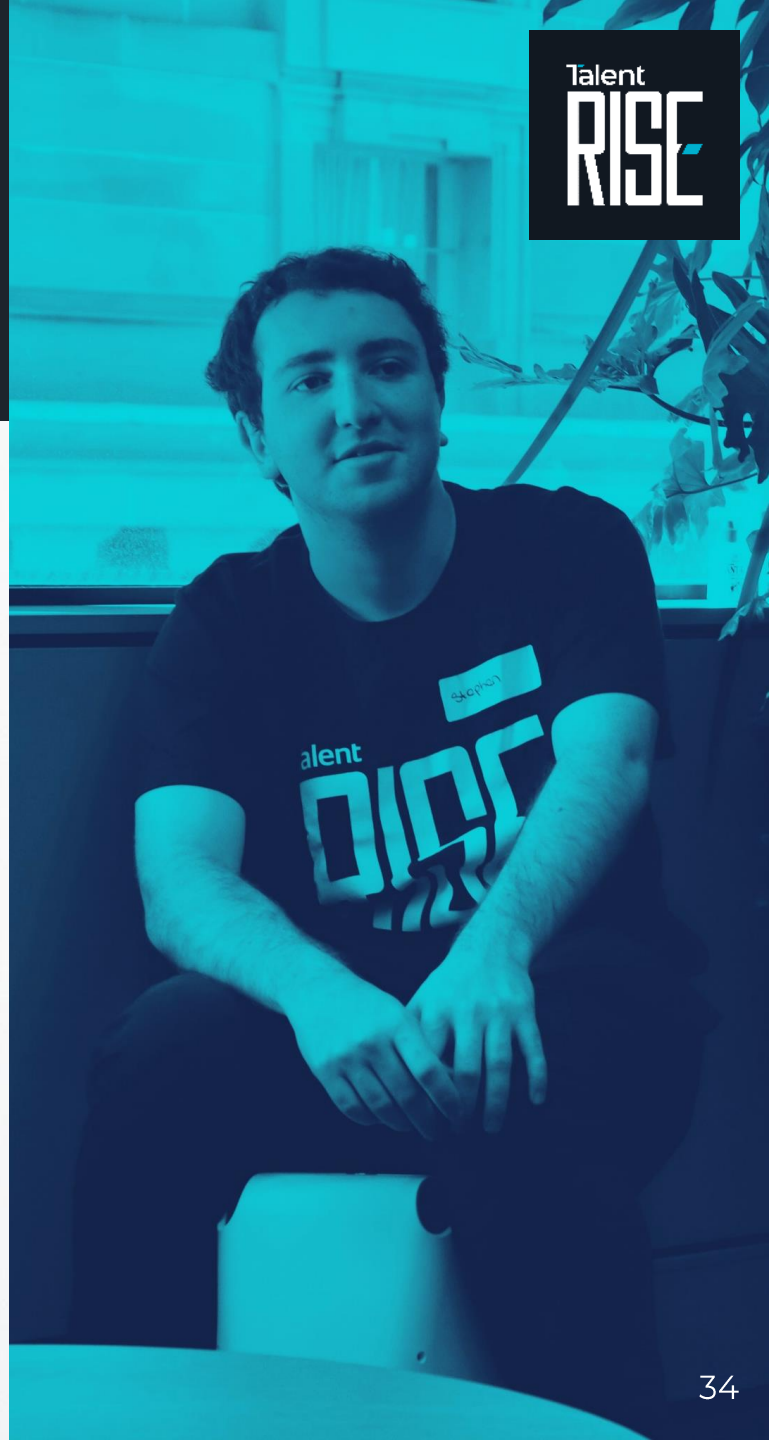
How to make a change

The global skills shortage is only growing – according to [research](#), over 85 million jobs could go unfilled by 2030 due to a shortage of skilled candidates. However, a new generation is stepping onto the scene, and they could be the key to bridging the gap.

With Gen Z predicted to comprise [27% of the workforce](#) by 2025, these young people present a significant opportunity to companies globally. However, with blockers in their way, young people are struggling to reach their full potential.

So, how can you bring this next generation on board and pave the way for the future?

Read on for our key takeaways...



1. Ensure entry-level is entry-level

With previous experience a requirement for many entry-level roles, young people are struggling to get their foot in the door. To pave the way for youth, consider how you can make your entry-level roles more accessible. For example, easing up on mandates that candidates have multiple years of experience can help to break down barriers to employment. However, if your junior roles require industry experience, consider reassessing what this

means. Could this be internships, personal projects and university assignments instead of previous industry roles? Make this clear in the wording of your job advertisements to ensure applicants are not deterred from applying if they feel they don't meet the requirements. You can also consider offering paid internships at your company to provide young people with that first piece of experience to add to their CV.

2. Provide pathways into tech

If you're a tech employer, you know that the tech skills shortage is at an all-time high. So, what can be done to ease this? With young people more aware than ever of the value that comes with possessing skills in this space, they could be the answer to bridging the gap. 30% of young people we spoke to are looking for tech roles, however, many are struggling to break into this profession. With 60% of entry-level tech positions

requiring 3+ years of experience and 86%+ of tech roles requiring university qualifications, easing up on these requirements, or offering internal upskilling routes such as apprenticeships or traineeships, can allow you to develop and widen your talent pool, bringing young people with an eagerness to learn on board. Tech is the future, so it's time to bring the next generation along for the journey.

3. Offer feedback

Many young people are anxious about the job search, and repeated rejections are taking a toll. Taking the time to provide constructive feedback to unsuccessful candidates can provide them with the guidance they need to improve their chances of landing a role. It could also make all the difference in keeping young people motivated and engaged with their job search rather than simply giving up.

4. Embrace the potential of young people

The value of young candidates for employers can't be overlooked. Armed with fresh perspectives and possessing a willingness and eagerness to learn, they could be the key to easing the talent shortage. If you're ready to uncover the power of youth in the workforce, get in touch with Talent RISE via talentrise.org

The power to change a life is in your hands

We believe that one of the most powerful and rewarding opportunities employers have is to embrace the potential of young people. This talent pool presents immense value to employers, so how can you support youth into meaningful employment?

Here are a few ways:

- Offer work experience, internships or an entry-level job opportunity at your organisation to someone who needs a chance to RISE UP.
- Sponsor training, workshops and events for young people through Talent RISE to help them build skills and tools to be successful.
- Donate lunch, travel passes or laptops to young people in need, to assist them on their job search.
- Discuss other ways your company might be able to help by setting up a call with Talent RISE.

To learn more about each of these options, please reach out to info@talentrise.org or visit talentrise.org.



How showing support can help

What young people took away from our RISE Day phone conversations.

“I learnt today that I am a good candidate. I was so stressed that I do not have work experience but now I feel like I have a good chance to get the role I want.”

- RISE Day participant

“The call made me feel at ease with what I already had on my CV and I felt very supported in what to include to help improve it. It has made me feel more positive and encouraged within myself.”

- RISE Day participant

“I really enjoyed learning more about how to expand on my cover letter and CV. I feel more confident when applying for roles.

- RISE Day participant

“I found out different ways I can become qualified in my field without having to necessarily take the academic route. I feel more supported because I have someone I can ask for advice with regards to job applications and the proper procedures in job interviews.”

- RISE Day participant

“The most helpful part of the call was knowing someone was going to help me and cover my weaker points so that I can be more successful in my professional career. It was nice to have another person willing to support me.”

- RISE Day participant

Thank you to our RISE Day supporters



About Talent RISE

Talent RISE is a charitable foundation which was founded in 2014.

Operating in Australia, New Zealand, and the United Kingdom, Talent RISE is committed to empowering young people and providing them with access to resources to build thriving, sustainable careers.

At Talent RISE, we provide pathways for young people to change their lives for the better. Too many young people between the ages of 16-25 are unemployed around the world. We want to make sure they hit their potential.

How do we do this? By providing education, training, life skills and opportunities to help youth who are experiencing barriers to employment, gain independence and purpose.

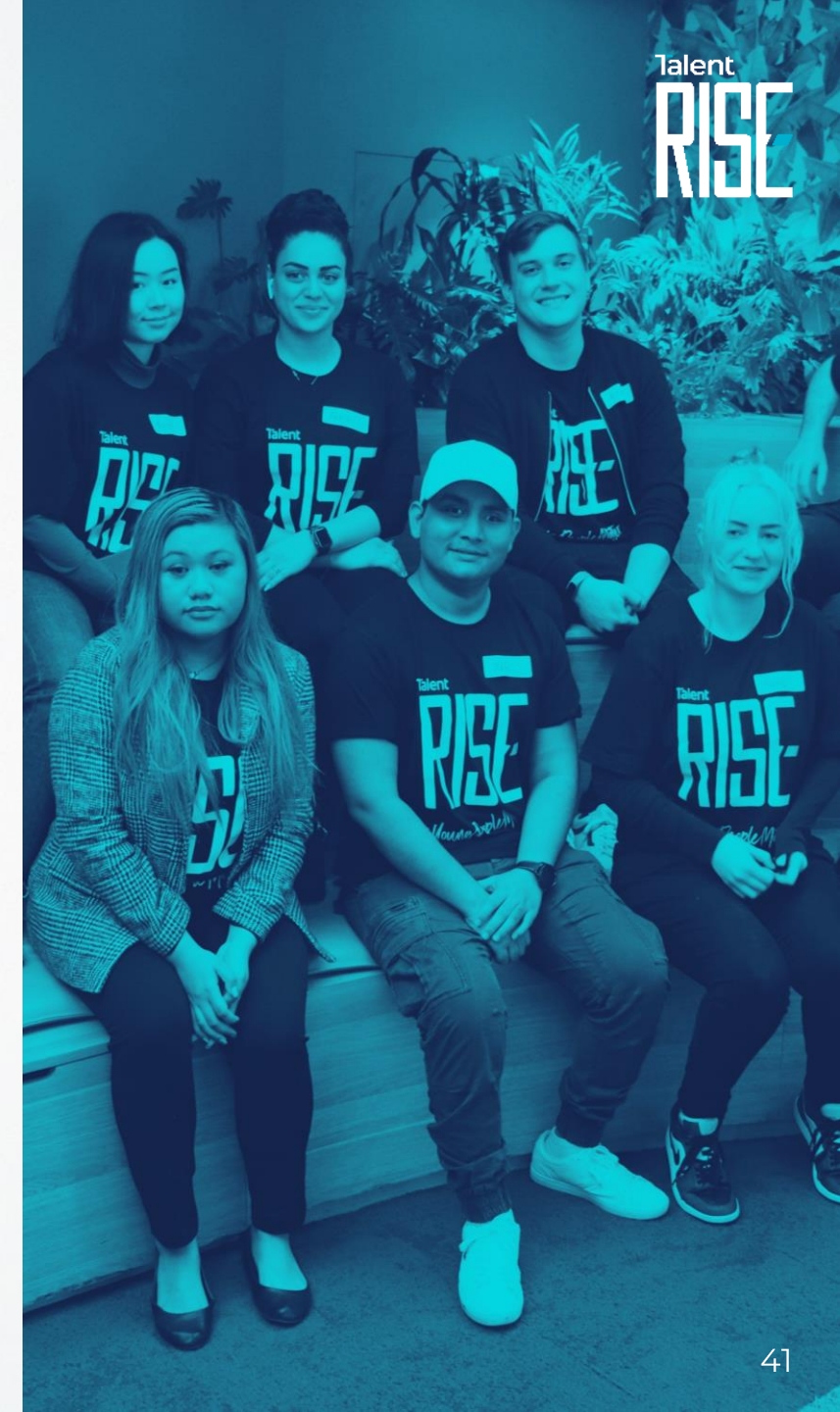
The RISE team have worked closely with potential employers to source job

opportunities across the private and public sector. To date, Talent RISE has engaged more than 3,500 young people through workshops, work readiness training, mentoring and successfully placed over 500 into meaningful employment.

We know that employment can change lives and give purpose, dignity and independence to a young person. A job is not just a job. A job is food, clothes, safe housing, connections, skills, self worth, mentors, identity, friendships, respect, community, security, opportunity, structure, experiences, purpose and future

Our vision is to create purpose and life changing opportunities for these young people.

If you want to help us on our mission and change a young life, get in touch at talentrise.org



Talent
RISE

