

Gen Z Work Unreadiness

Real or just generational divide?



11 June 2026

HEADLINE PARTNER



SUPPORTING PARTNER



Welcome



Simon Rogers
CCO, GTI

HEADLINE PARTNER



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@GroupGTI

#BNews26



Headline partner

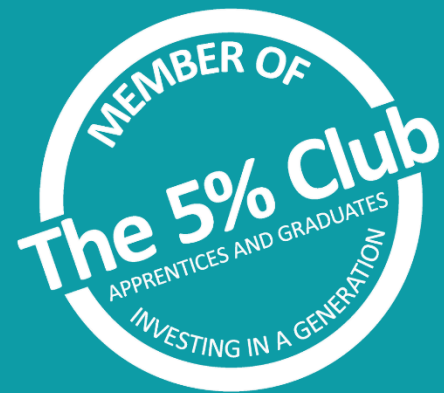


Supporting partners



33

Additional supporting partners joining Breakfast News



Movement
To Work



Association of
Apprentices



**Register for our
next edition**

gti Pioneering student futures

cibyl

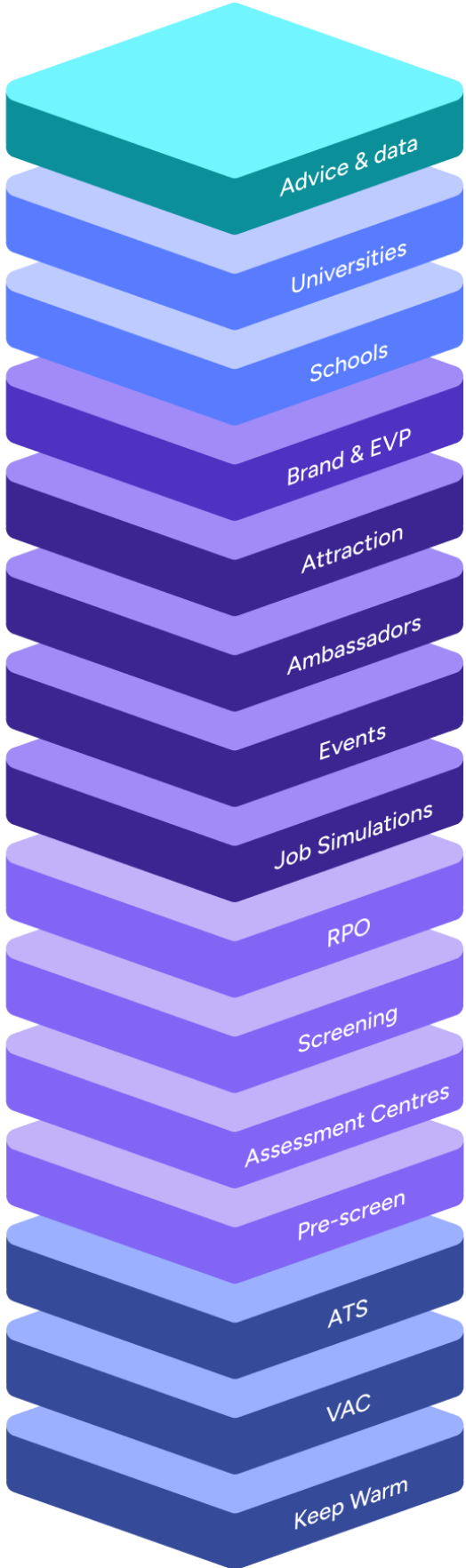
targetconnect

targetjobs

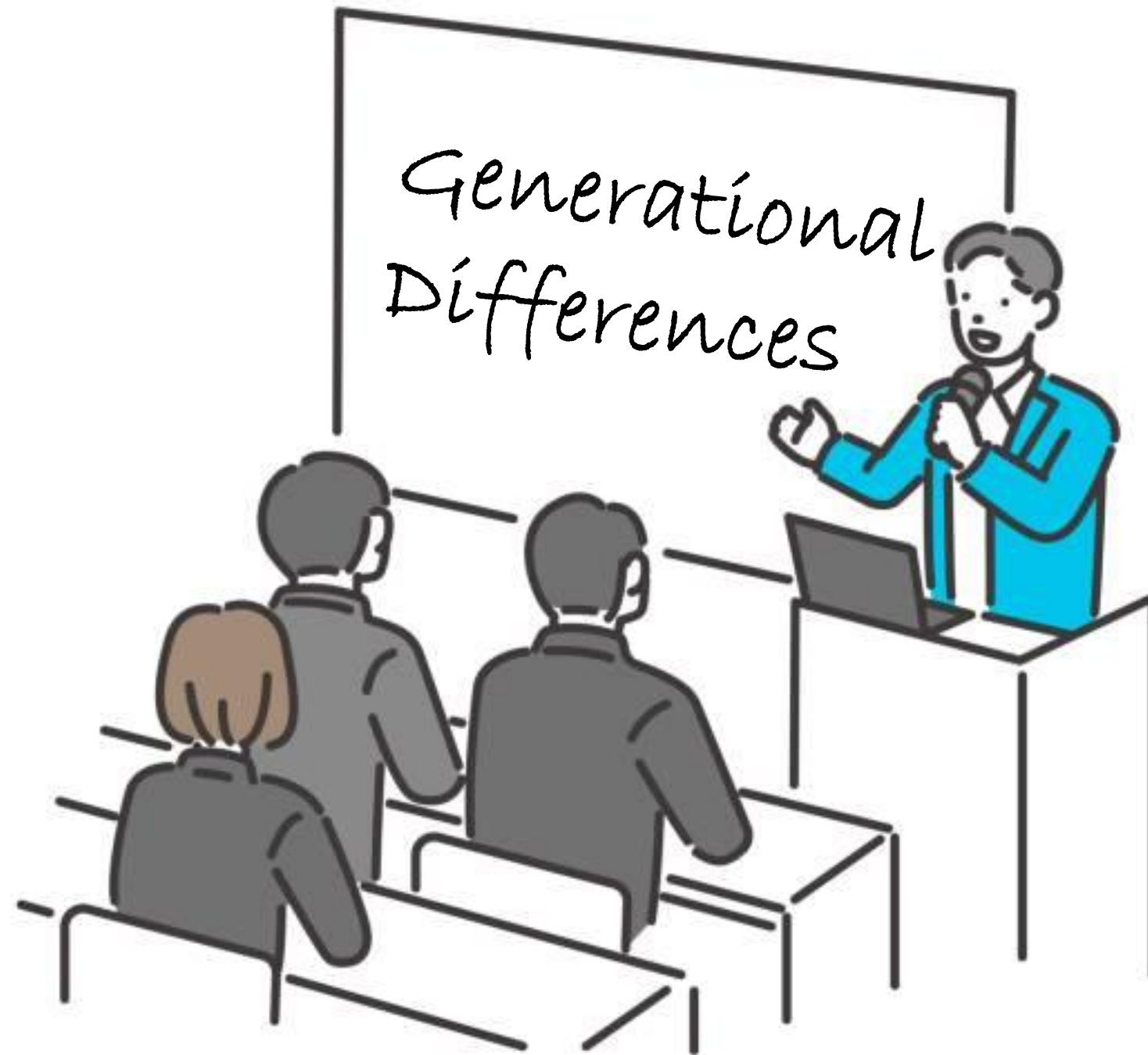
GRADBAY

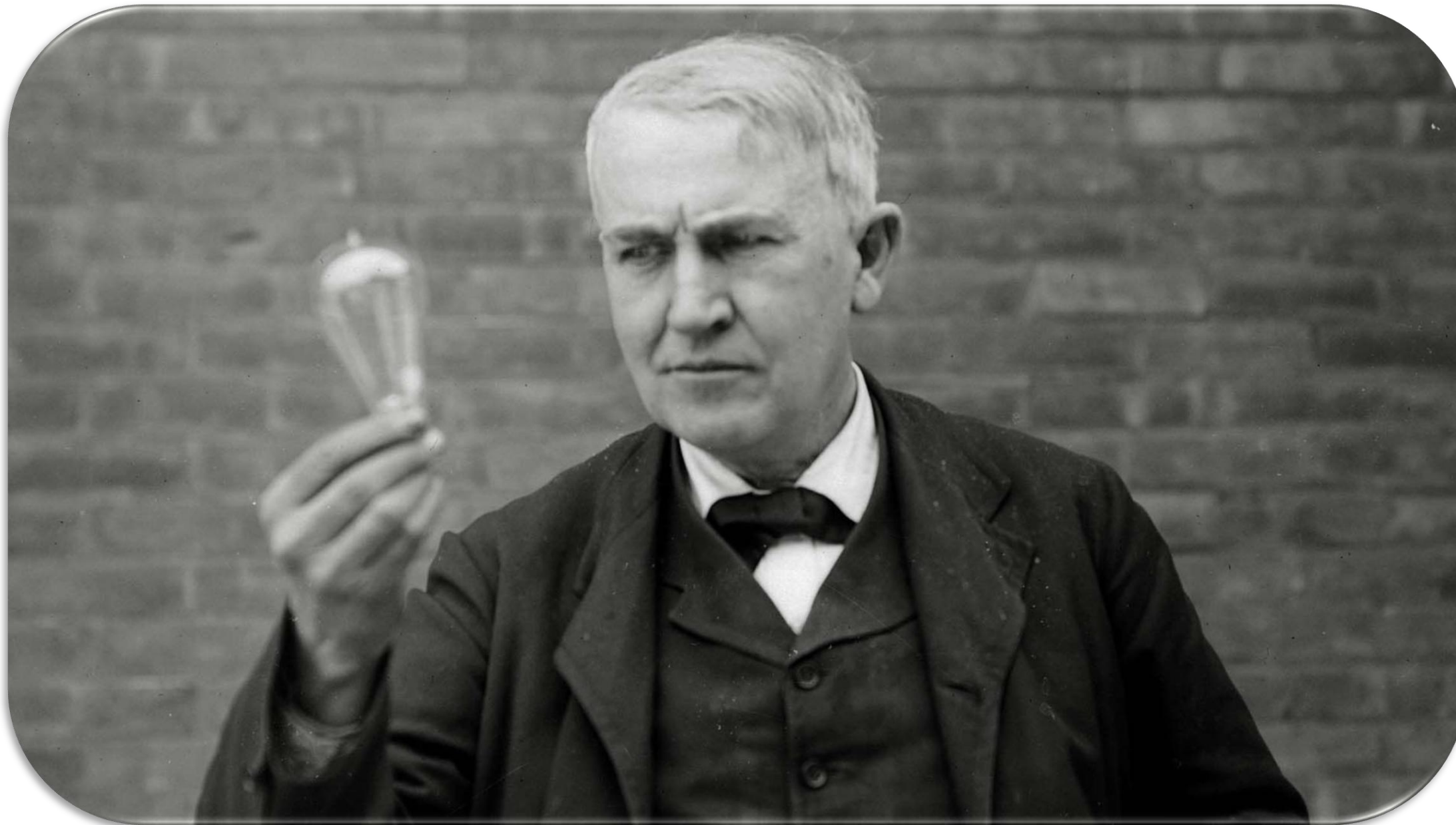
recruiting solutions

targetconnect



"The objective of this training is to gain better understanding of each other and why our younger colleagues are so lazy and entitled "





"Genius is one percent inspiration, ninety-nine percent perspiration"

Thomas Edison

LINDSEY POLLAK

multigenerational work expert

About Speaking Books Courses Blog Media Contact

Thrive in the multigenerational workplace

▶ WATCH LINDSEY SPEAK







I Bought an Abandoned Tiny House

11,318,305 views



targetapply

AI-enabled 'conversational' pre-screening

Before entering your ATS

and AI will review your responses. Can you confirm that you understand and consent to this?: Yes
Do you have unrestricted right to work in the UK?: Yes

For the purpose of equal opportunity monitoring we'd like to ask you some questions. The information you provide will not be connected to your application and will not be visible to anyone.

Thank you for completing the equal opportunity monitoring questions. Your responses have been recorded and will remain completely anonymous.

I'm now going to ask you 3 questions to understand a bit more about you and your suitability to the role. It should only take around 10 minutes.

Please answer yourself and bring in your personal experiences. Please note that we are using AI detection tools.

Question 1/3

Describe a time when you had to manage a project that involved multiple stakeholders with conflicting interests. How did you ensure successful collaboration and resolution of conflicts?

Question 1 of 3

Record a video response:



Record a video answering this question

 **Start Recording**

 **Submit Answer**

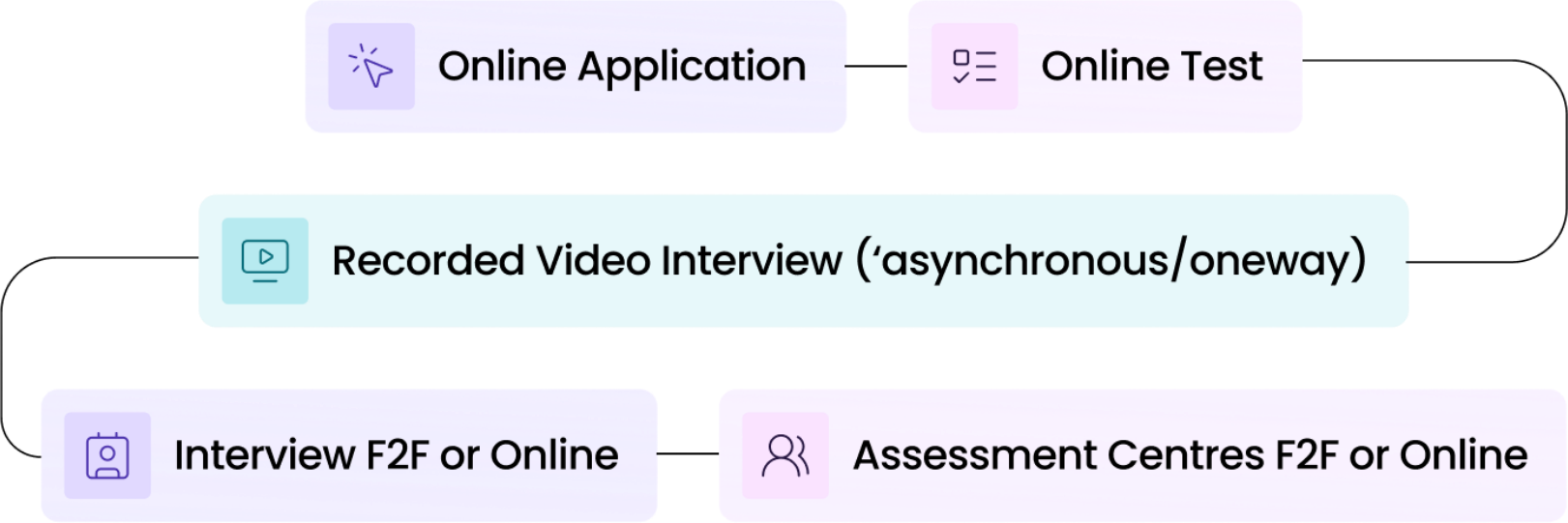
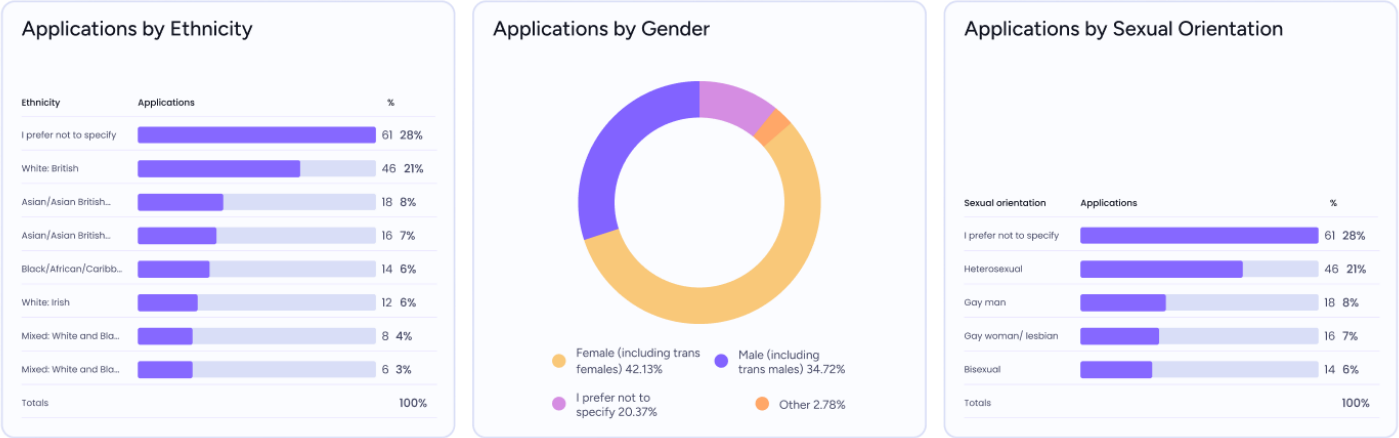
targetconnect

Candidate Workflow, CRM & ATS

Hi there! How can I help you today?

Show me applicants demographics

Here is applicants demographics overview by ethnicity, gender and sexual orientation.



targetconnect

Educators

Work Integrated Learning

Work integrated learning - 6 Pathways

INTERESTED

1 Thinking about a Summer Internship

A quick guide to help you explore and plan for a summer internship – what to consider and how to get started.

Started on: 08 Mar 2025 Completed on: 08 April 2025

COMPLETED

APPLIED

2 What to expect

Get a glimpse of what to expect during a summer internship – from daily tasks to gaining real-world experience and building professional skills.

Started on: 08 Mar 2025

IN-PROGRESS

SHORTLISTED

3 While you wait

AVAILABLE

Personal Academic Tutoring

Logistics Check: Are students able to meet the...

Logistics Check: Are students able to meet the deadline?

Query status

Assigned to

Status

Priority

Query type

Dates

Due date

Requested

Updated

Conversations

Reply

Student Hub

TC

SW

Questions Me Resources

Search Book Skills Career Passport Career Discovery

Contact a team

Home Me Questions

My queries

My profile

Discover

Raise new query

Wellbeing Team

Careers Team

Finance Team



Home

SG Sophie Glasshouse



Home

Assessment Day

Activity

Your Hub

Welcome, Sophie 🙌

Welcome to your Virtual Assessment Centre. We're excited to meet you and see you shine today.

Let's get going →

targetconnect Assemble VAC

Welcome to your Quantum Technologies assessment experience

Today, you'll take part in a series of activities designed to give you the opportunity to showcase your skills, problem-solving ability, and potential to shine in the future with Rob-Joyce.

Learn more

CULTURE

Culture fit

A one-to-one conversation where we'll learn more about you, your motivations, and how you approach challenges.

ANALYTICAL TASK

Business exercise

A one-to-one conversation where we'll learn more about you, your motivations, and how you approach challenges.

TYPE OF ACTIVITIES

What your day consists of

Today is designed to give us a well-rounded view of your skills and give you a feel for what it's like to be part of our team.

TEAMWORK EXERCISE

Group discussion

Collaborate with other candidates to explore a topic or challenge.

TIME PRESSURE

Pressure project

You'll face a fast-paced task with a tight deadline to see how you think, prioritise, and perform under time pressure.

targetconnect

Engage & Develop



Digital and AI Skills

Deepen your knowledge

1 of 29

Curiosity

Definition: The desire to know or learn something about a certain topic

Select the statement that's most relevant to you now

- ☐ I'm naturally curious and always want to understand the 'why' behind things. When I come across a new topic, I like to explore it in depth and connect it to what I already know.
- ☐ When something interests me, I actively look for resources whether that's reading, asking questions, or trying things out to build my understanding.
- ☐ I enjoy learning about new topics because it helps me see how I can apply that knowledge in practice, whether in my studies, projects, or problem-solving.
- ☐ When I want to learn more about a topic, I often engage with others discussing ideas or seeking different perspectives because I find that helps me deepen my knowledge.

Next

QuestionsMeLogout

Pinnacle Law Partners

Profile Opportunities Placements Events Questions

Home Skills

Pillar skills

Pillars Skills ProfilePillars Skills StatementsMy Pillars Skills HistoryRetake Pillars Skills Assessment

Your skills history

This page contains your completed assessments - you can compare your previous results by selecting from your assessment history, see areas where you have nailed it and those which could be improved.

Select assessment:

Assessment 131/03/2025

Select assessment:

Assessment 231/03/2025

View your progress

Assessment 131/03/2025

Assessment 231/03/2025

Deepen your knowledge

Innovate and create

Make a social and global impact

Explore your values

Gain experience and networks

Plan your future: reflect and articulate

Skills and qualities: Technical

Skills and qualities: Analytical

Skills and qualities: Relational

Skills and qualities: Personal

Comparison per skill

Deepen your knowledge

Assessment 131/03/2025

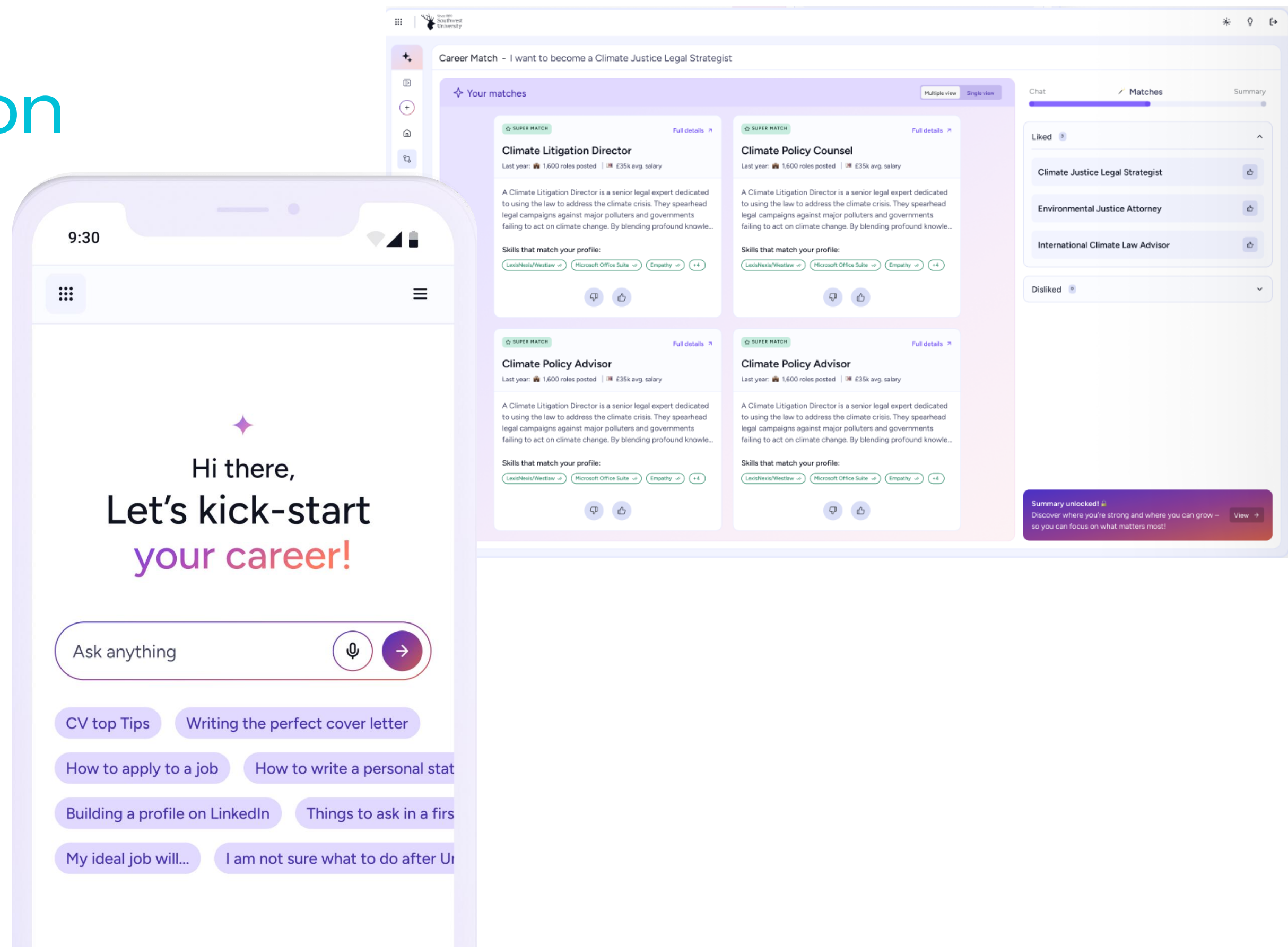
PROFICIENT

Assessment 231/03/2025

PROFICIENT

Career Inspiration

Fast Track v.s. 'Roll Off' Talent mobility





Welcome
Simon Rogers

Speakers



Designing early careers for skills, ROI and work readiness
Emma O'Dell



Changes in students' skills
Sarah Roché



Closing the gap between talent and opportunity
Cherise Basslian



Pre-skilling and post-hire L&D techniques and tools
Sean Miranda



Mental health support pre and post hire
Dan Doherty



Beam: Resilience Intelligence System
Peter Magnani



Employer panel
Richard Freeborn



Employer panel
Hannah Twelvetreets

Designing Early Careers for Skills, ROI and Work Readiness



Emma O'Dell

Skills & Capability
Director, BPP

HEADLINE PARTNER



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How the evidence was built.

Our evidence base combines employer insight with a wide-ranging review of external sources to provide a balanced, multi-perspective view of early careers trends.

500

employers surveyed across medium and large, multi-sector organisations, including CHROs, HR Directors, and Early Careers leaders

90+

sources across 2024-2026

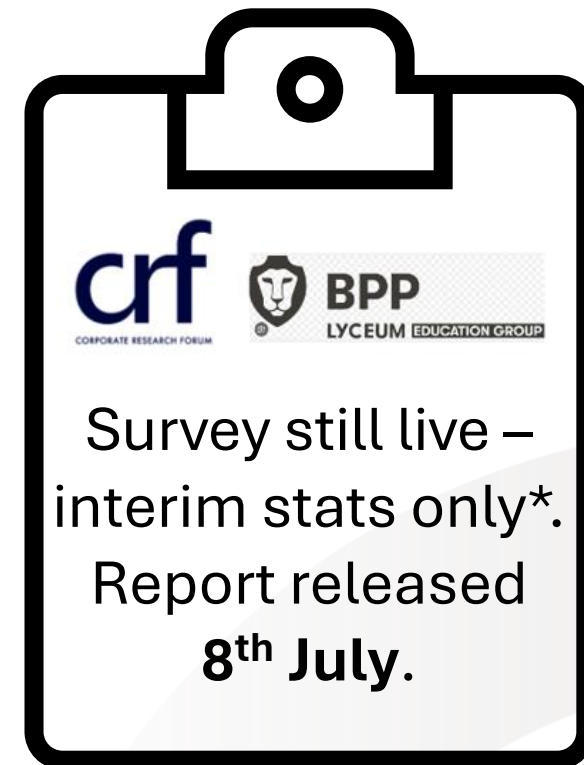
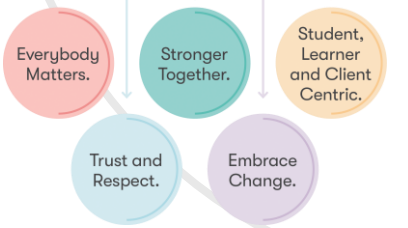
30+

sources from Jan-Jun this year

1

key policy anchor: the Milburn Review on youth inactivity and system reform

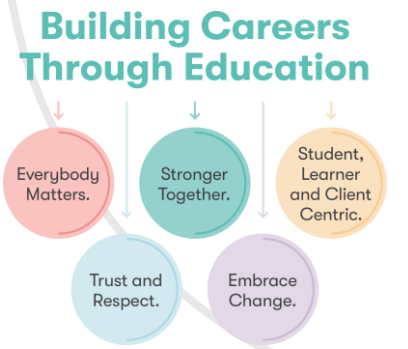
Building Careers
Through Education



*Findings are provisional and subject to change. Figures presented are accurate as of 9th June 2026.

Is early careers a hiring process or a skills pipeline?

Most organisations would say both. But how you resource it, where it sits, and what you measure tells you which one it actually is.



25% is how much Graduate vacancies at the UK's top 100 employers have fallen since 2022*

68% of employers expect early careers hiring volumes to increase over the next 2 to 3 years

53% rate “need to develop new or emerging skills” as the single strongest drivers of change to their early careers strategy

The top three driving factors* to early-career strategies, as per our survey:



Need to develop new or emerging skills



Workforce or talent planning priorities

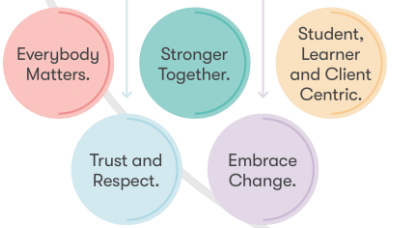


Advances in AI and Automation

**critical or major driver*

Where is the learning scaffold going?

Building Careers
Through Education



For decades, early careers worked on a simple premise: give junior hires the lower-level work and they learn by doing it. That premise is under pressure.

73% of employers agree AI is changing the skills required for entry-level roles, pushing them toward higher-value work

64% agree AI is reducing the routine, lower-risk work through which early career hires traditionally build skills

47% say they have not yet changed their early careers approach in response to AI, but expect to in the next 1 to 2 years

The biggest skills gaps are behavioural, not technical:



Communication



Professional Behaviours



Self-management



Critical Thinking



Are your line managers equipped for the cohort they are now receiving?

The readiness gap employers keep reporting is real. But our research suggests it is being misread and the misreading is expensive.

19%

of 16–17-year-olds are in paid work today, down from 35% in 2006*

32%

of employers rate candidate readiness as a major or critical barrier to early career hiring

62%

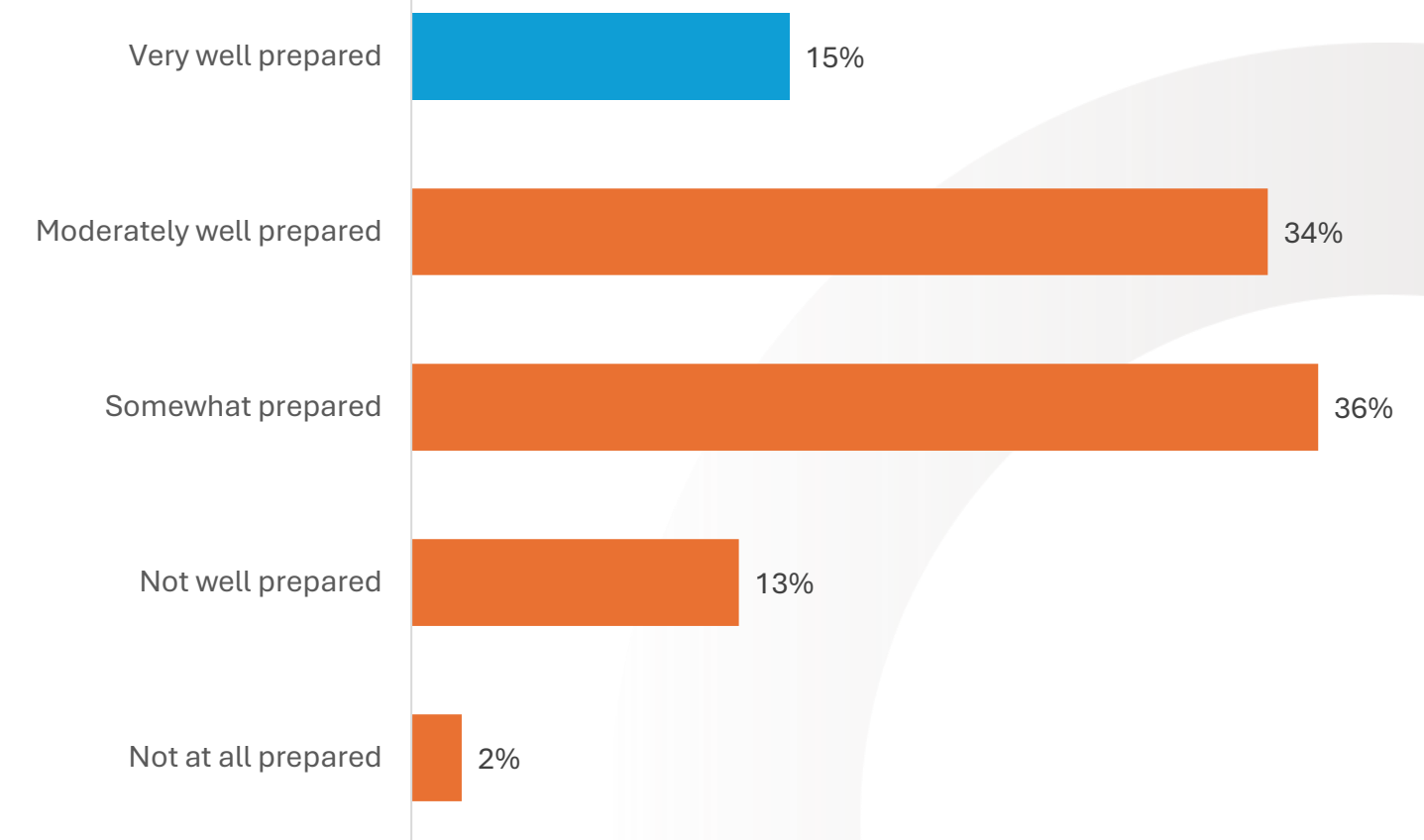
say limited line manager capacity to support early career hires is a moderate or greater barrier to their programmes working

* BPP Research and Analysis

Building Careers Through Education



Only 15% of employers rate new entrants as very well prepared to perform their immediate role when they start employment with your organisation.



Is the cost pressure you are experiencing a reason to reduce early career hires?

The cost of early careers hiring has gone up. The instinctive response is to pull back. The data suggests that is the wrong call.

29% of employers rate increasing employment costs as a major or critical barrier to early career hiring

30% agree that justifying the long-term ROI of early careers hiring is a major or critical barrier to early career hiring

71% say early careers investment has broadly met or exceeded expectations over the past 3 years

The top three barriers* to expanding early-career hiring in organisations surveyed:



Lack of funding for internal capability to support development



Difficulty finding candidates with the required skills



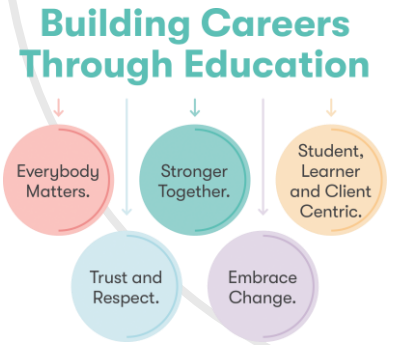
Increasing cost of employing early career hires

**critical or major barrier*

Building Careers
Through Education



The Milburn Review: Not just a policy concern. It is a pipeline concern.



Published late May 2026, the government's independent review into youth economic inactivity shows over **1 million young people** aged 16 to 24 currently not in education, employment or training.

16%

youth unemployment since mid-2022, up from 9.2%

35%

decline in apprenticeship starts for 16 to 24-year-olds since the Levy was introduced; Level 2 starts are down 68%

84%

of NEET young people say they want to find a job, education or training – this is not a motivation problem

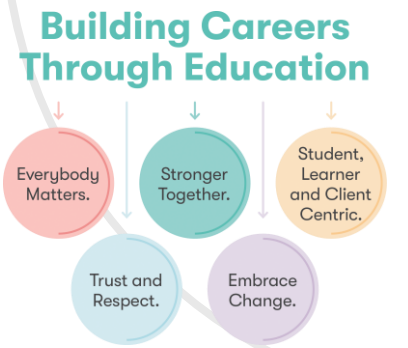
30%

of NEET young people have good GCSEs or above, and 15% have a degree – yet the system is not absorbing them

The organisations in our survey are, on the whole, managing well. They are growing their early careers activity, redesigning roles, investing in support. But they are doing so in a labour market that is structurally thinning around them

– BPP

The labour market is structurally changing. The open market for early career talent is thinning. This is not a temporary dip.



140

applications per graduate vacancy – the highest on record since 1991 – yet employer confidence in the quality of the pipeline has fallen sharply

BPP Research and Analysis

57%

of employers expect apprenticeship investment to increase relative to graduate schemes over the next three years

BPP Survey

1 in 9

UK workers are now young people, down from roughly 1 in 7 since 2000, even as overall employment grew by 7 million

The Milburn Review

If the skills your organisation needs in five years are not coming through your current early careers pipeline, where will they come from?



Emma O'Dell,
Skills & Capability Director, BPP



Contact us

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Hong Kong

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No.8 Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia

Singapore

80 Robinson Road #02-00, Singapore 068898

Changes in students' skills



Sarah Roché

Cibyl & Advisory
Practice Lead, GTI

HEADLINE PARTNER



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gti **cibyl**

Our talent intelligence and advisory function. The largest longitudinal early careers dataset in the UK, and the research other providers cite.

100,000

students surveyed every year

300M+

structured data points

6+ years

of longitudinal history

2,200+

UK institutions

Research

The largest longitudinal early careers dataset in the UK, and the flagship studies others cite.

Cibyl AI

AI built on our data: live insight, plus candidate tools like career advice and interview practice.

Advisory

Benchmarking, EVP and board-level analysis. The expertise to turn data into decisions.

FLAGSHIP RESEARCH Cibyl Graduate Insights • Student Mental Health Study • Levelling the Playing Field in Law • Cibyl AI & I

Work un-readiness: real, or a story we tell?

Graduate hiring fell and applications per vacancy have soared, so the employer concern is real.
But does the skills evidence support a readiness collapse? We tested it two ways.

LENS 1



What students say

perception, over time

Self-perception of skills and readiness, tracked over time, the longest run we hold (2019 to 2026).

LENS 2



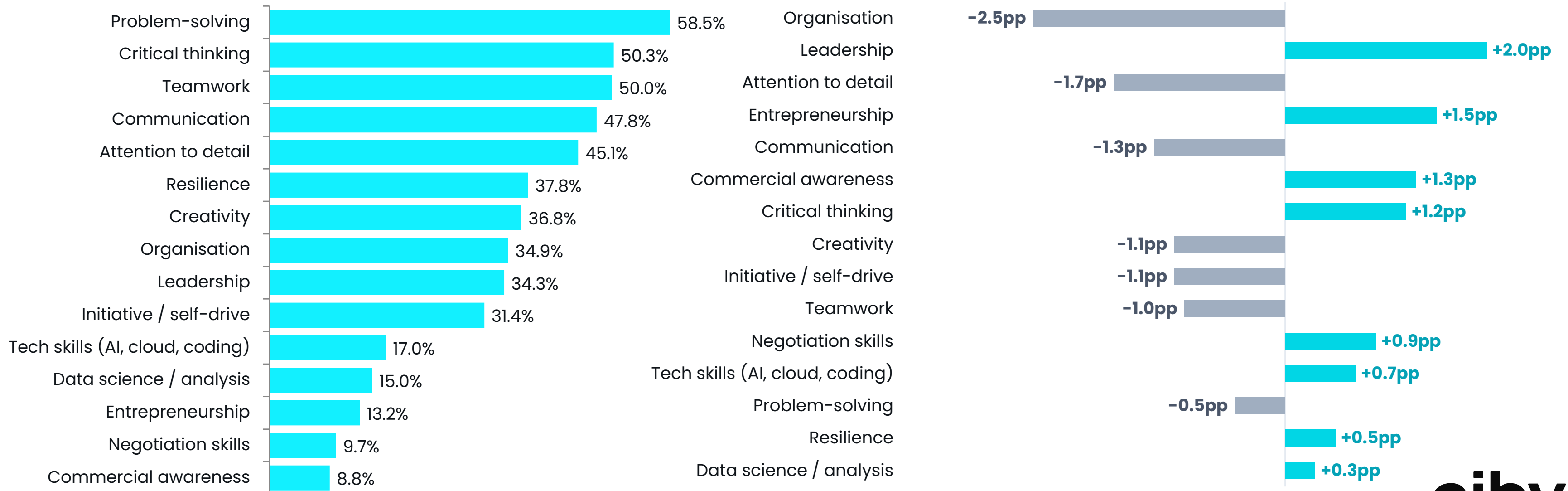
What assessments measure

demonstration

Independent, demonstrated capability from SHL's Global Skills Assessment, 177,430 participants.

Students feel confident in their skills

Students describe themselves as adaptable and collaborative before they describe themselves as technical or commercial, and that view is stable over time.



They feel more ready for work, not less.

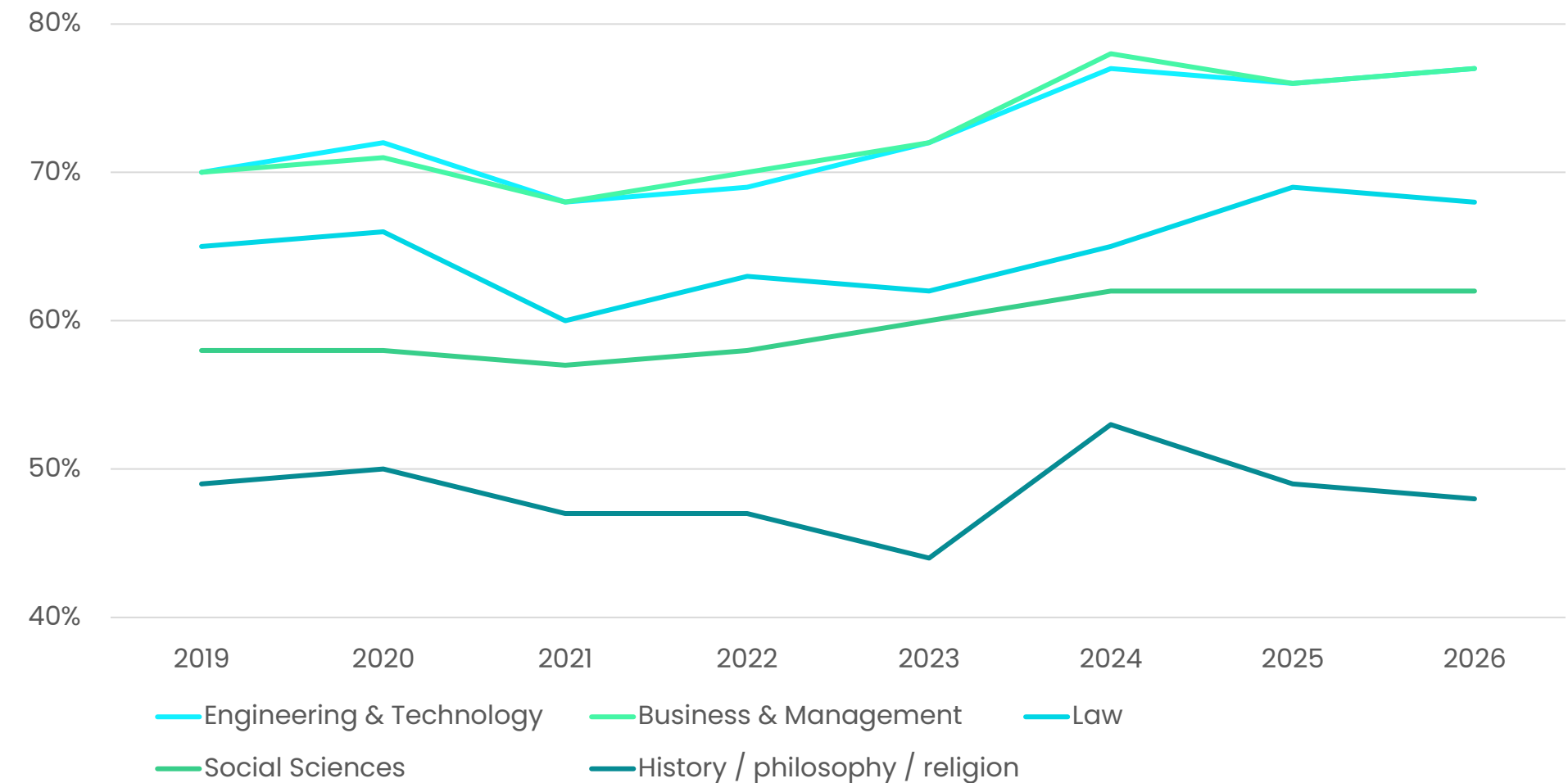
But it varies by course.

67.6%

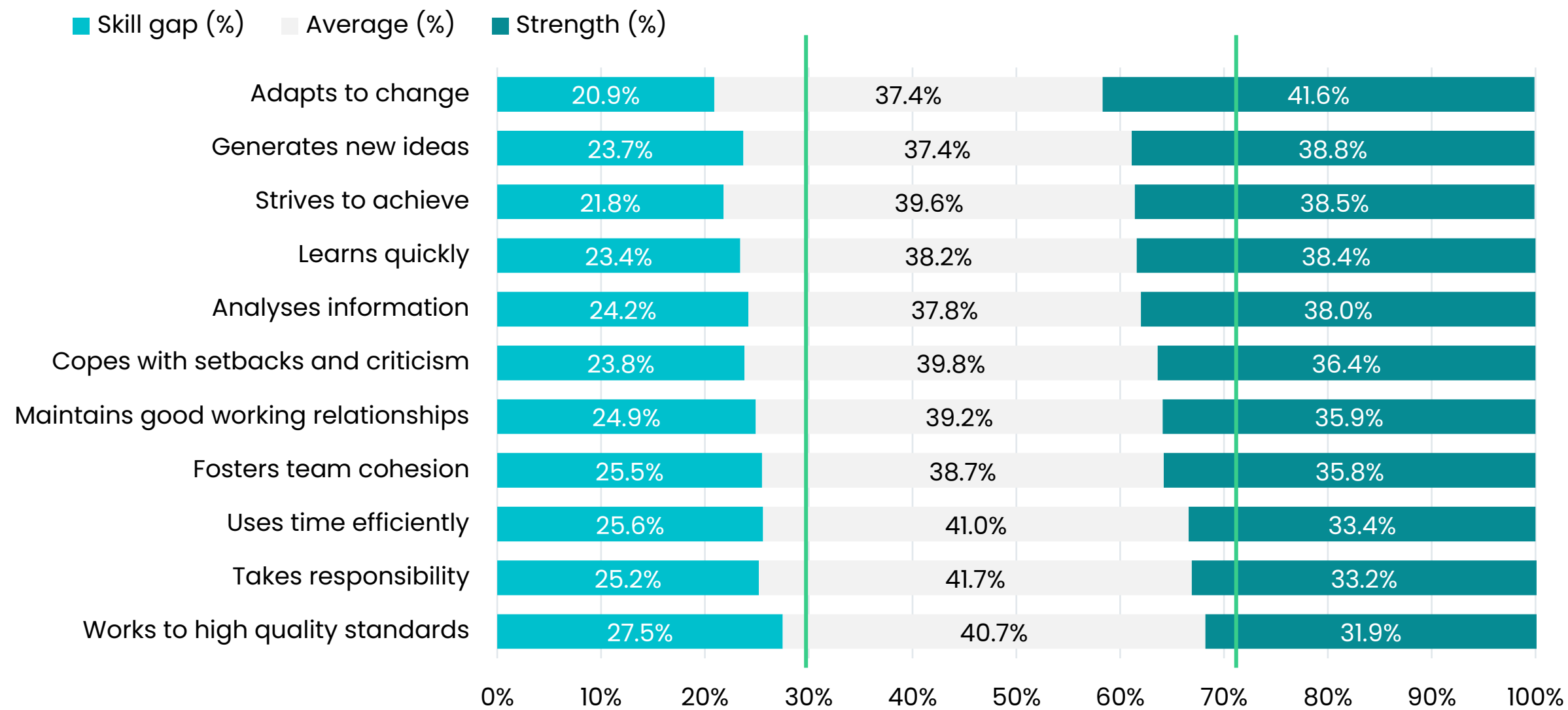
agree their course gives the
skills the market needs (2026)

+4.5pp since 2019

17.4% disagree in 2026



UK graduate talent outperforms the global cohort.



SHL

Over time, most skills hold. One does not.

Most are stable or rebuilding. Critical thinking is the exception.

Interpersonal

Maintains relationships	30% → 35%	↑ +5pp
Fosters team cohesion	30% → 32%	↑ +2pp
Takes responsibility	37% → 35%	↓ -2pp

Critical thinking

WATCH

Analyses information	42% → 35%	↓ -7pp
Learns quickly	38% → 36%	↓ -2pp
Generates new ideas	36% → 34%	↓ -2pp

Resilience

Copes with setbacks	31% → 37%	↑ +6pp
Adapts to change	41% → 39%	↓ -2pp

Excellence

Works to high standards	32% → 34%	↑ +2pp
Uses time efficiently	36% → 33%	↓ -3pp
Strives to achieve	37% → 36%	↓ -1pp

Is the problem
that we view
skills
differently?

Does 'good communication' differ by generation?

Millennial's emails

"Hi team, I hope you are doing well. I am writing to follow up on the status of the project deliverables discussed earlier this week. Please let me know if there are any updates or if you require more information from me. I would appreciate if you could review this at your earliest convenience. Happy to jump on a quick call if that's easier. Thanks so much and looking forward to hearing from you."

Gen Z's emails

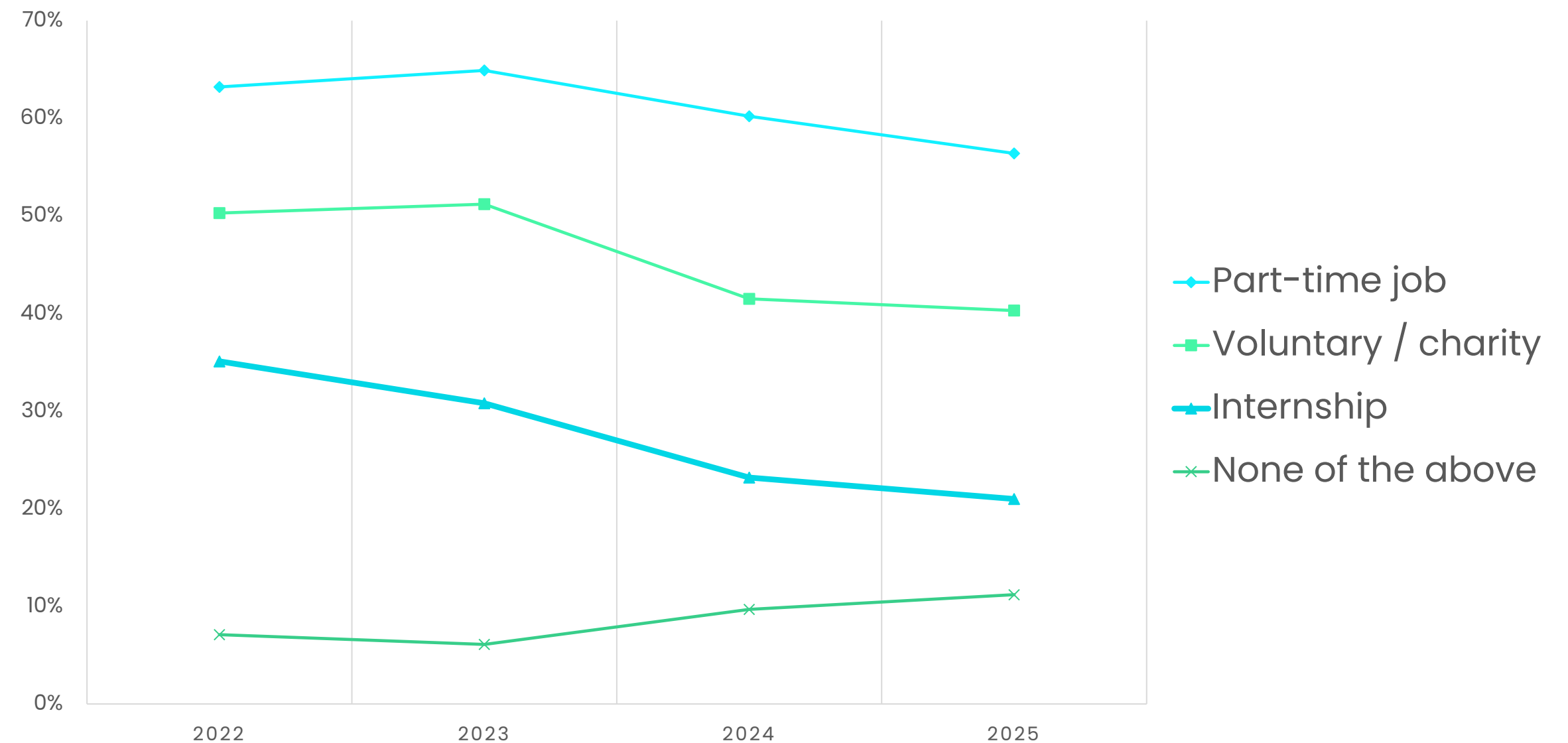
Hi team! Just checking if there are updates?
Lowkey checking in because I need this sorted. 🙄
LMK if u need anything from me! Thanks 🙄

The gap is
not skills.

It's
experience.

Graduates are leaving university with less actual work experience than previous cohorts.

Only 21% report having completed an internship, down from **35.1%** in 2022



Before day one:

54.6%

want weekly contact before they even start

A pre-joining package

- 1 Weekly personalised email cadence
- 2 Manager and team introductions
- 3 A cohort WhatsApp or community
- 4 An induction day or office visit
- 5 Work-readiness training before day one

Employed graduates rate induction days (79%), welcome packs (78%) and work-readiness training (77%) the most useful.

The first weeks:

One size does not fit

By sector

Training need runs from 65% in Technology to 74% in Business.

By group

Wellbeing support is wanted by 49% of non-binary and 38% of women graduates, against 28% of men.

By discipline

Engineering over-indexes on relocation support (35%).

Use a short intake diagnostic to route support, not one induction for all.

Gen Z's are used to 'micro-feedback' and recognition.

Category	Traditional feedback	Micro-feedback
 Timing of feedback	Delayed often by days, weeks, or even months after the experience, such as email surveys or annual Net Promoter Score (NPS) reports.	Real-time capture of the moment, while the memory is fresh and emotions are still accurate.
 Length and effort	Long surveys with 5-10+ questions are high effort, leading to low participation, often limited to extreme cases (very happy or very angry).	Ultra-short, one or two questions at most. Takes seconds to complete, increasing participation and representing a broader audience.

Type	Activity	Manager
Learning velocity	Skills self-reflection	Manager validates
Contribution check-in	"How did your work this quarter contribute to the company's mission or values?"	Managers validates with examples
Innovation log	Process tweak, automation, or idea that saved time/money	Department leader shares with team
Stakeholder Experience	"How have you found working with..."	Manager groups into themes

SO WHAT IS REALLY GOING ON?

cibyl

The skills are there. But there is work to do.

1 The skills are there

Self-perception is stable, readiness is up since 2019, and independent assessment rates graduates above the global average.

2 The gap is applied experience

Real work experience has thinned. Internships are down a third since 2022.

3 It's a productivity opportunity

Job-ready is not productivity-ready. The transition from offer to the first 90 days is the lever you control.

4 So the task is prepare, measure and feedback

The skills exist; what needs work is how we surface, translate and evidence them, and how we use feedback to accelerate their performance.

Closing the Gap Between Talent and Opportunity



Cherise Basslian

Director of Careers and Student
Enterprise, University of East London

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University of
East London

Pioneering Futures since 1898

What Employers Want

The future of graduate
skills and recruitment



“This research underlines the importance of universities to align with employers’ evolving skills needs, and shows the potential of Skills-Based Hiring to make labour markets more inclusive. These insights are particularly timely in the context of the Government’s focus on economic growth as its number one mission, and as businesses grapple with rapid technological change, widespread skills shortages, and ongoing productivity challenges.”



Moritz Profanter, Economic
Consultant, London Economics

[what-employers-want---september-2025.pdf](#)

Employer identified skills gaps

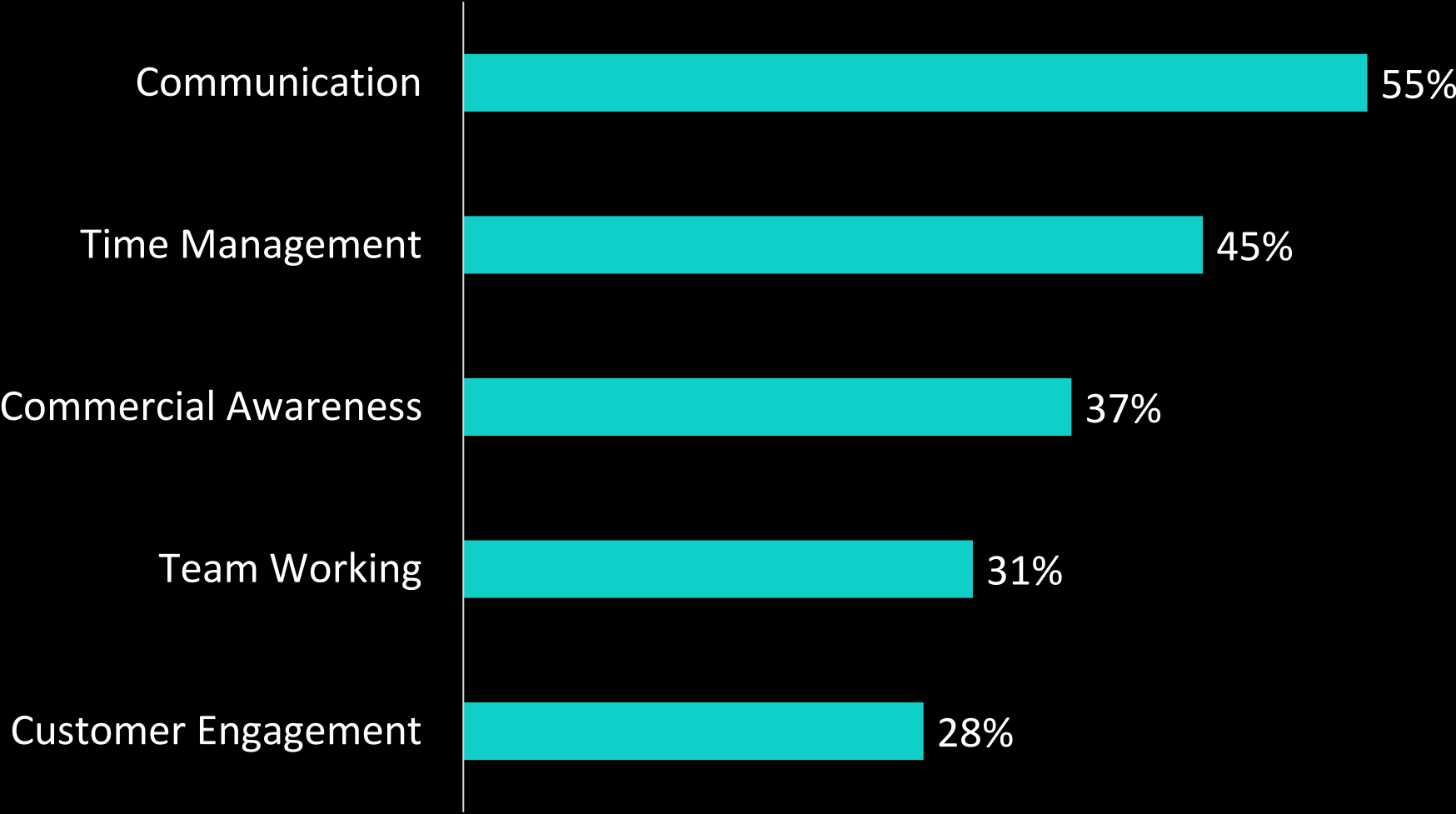


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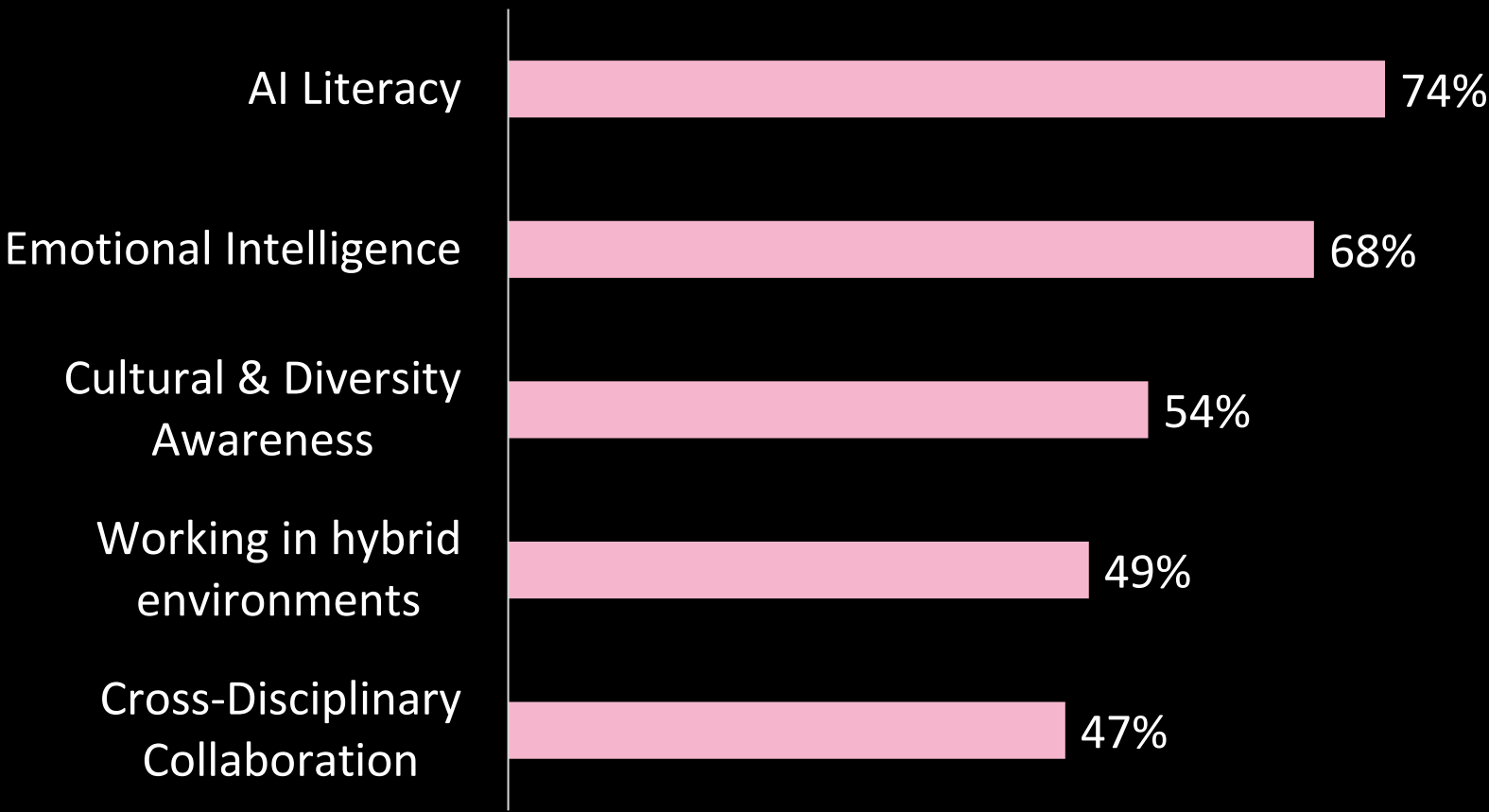
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career
zone

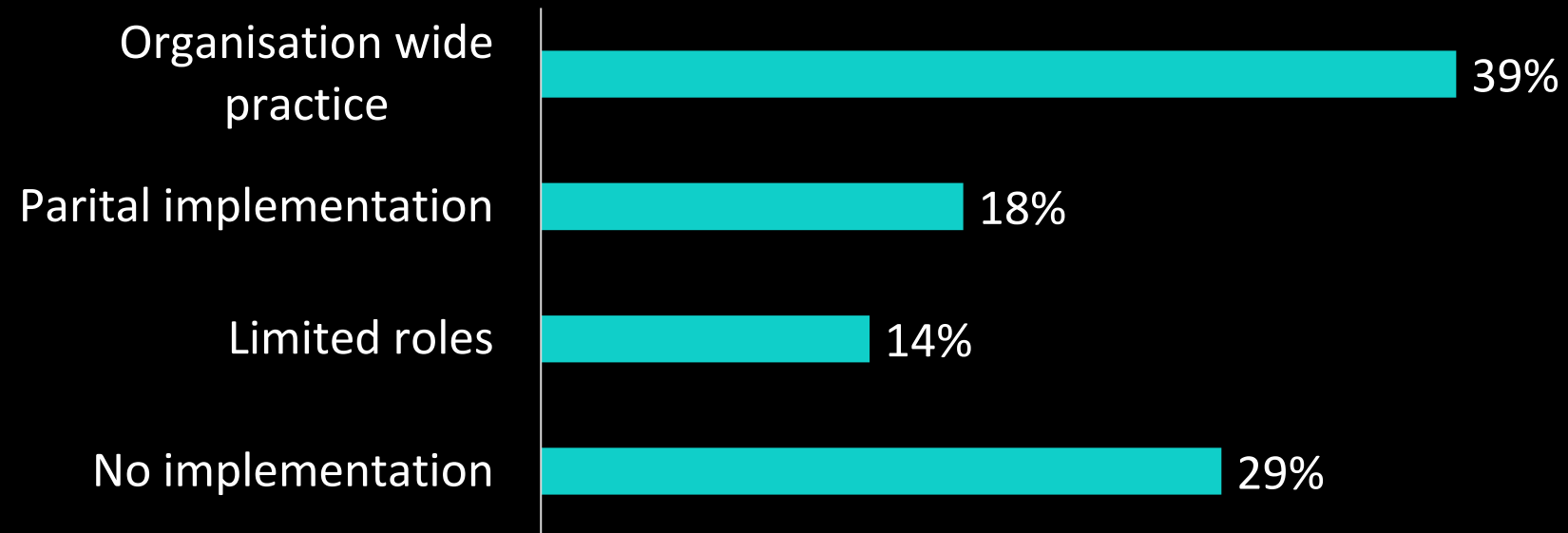
Top 5 Skills Gaps



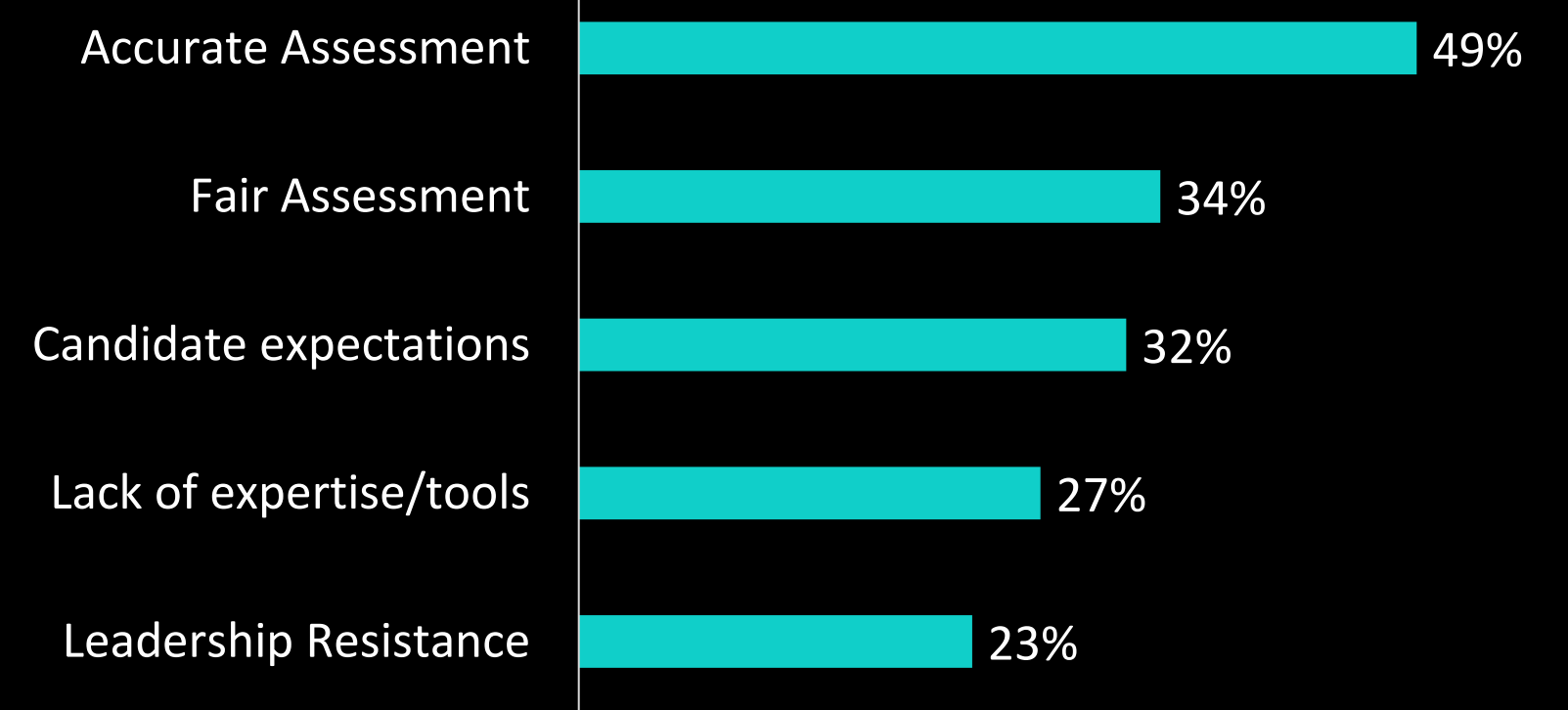
Top 5 Future Skills



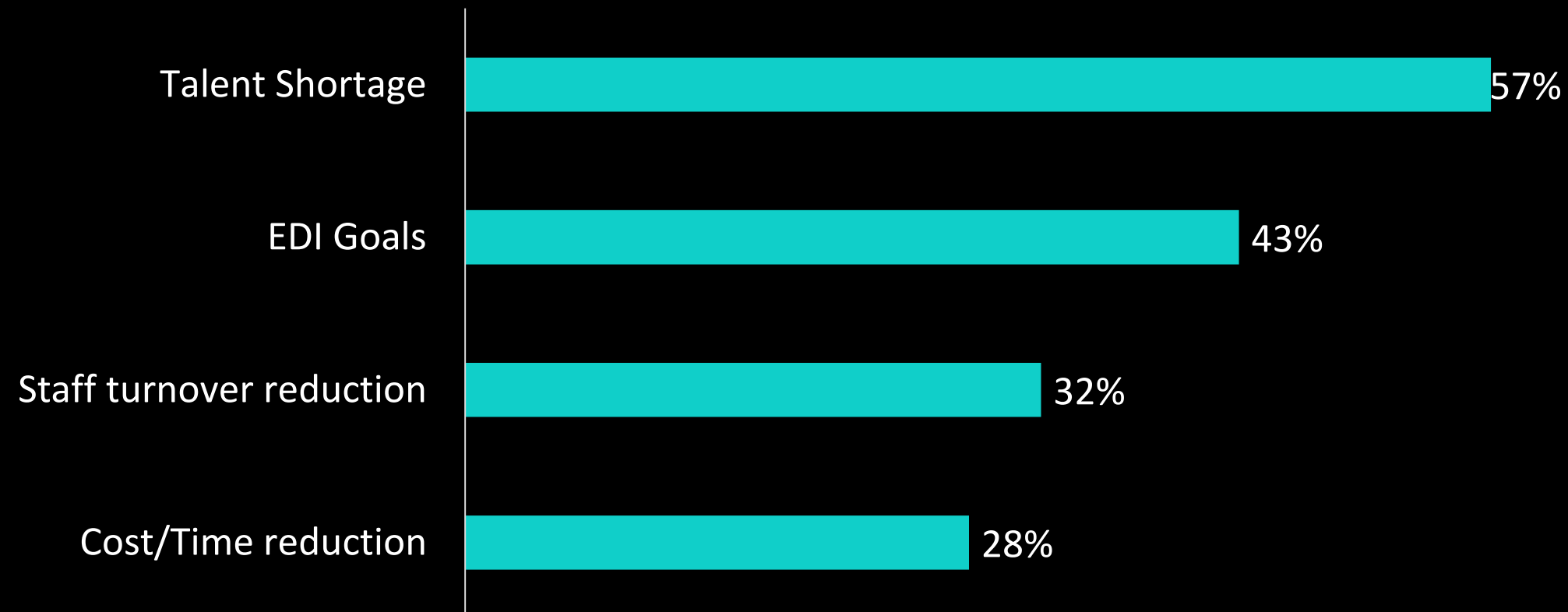
Skills Based Hiring



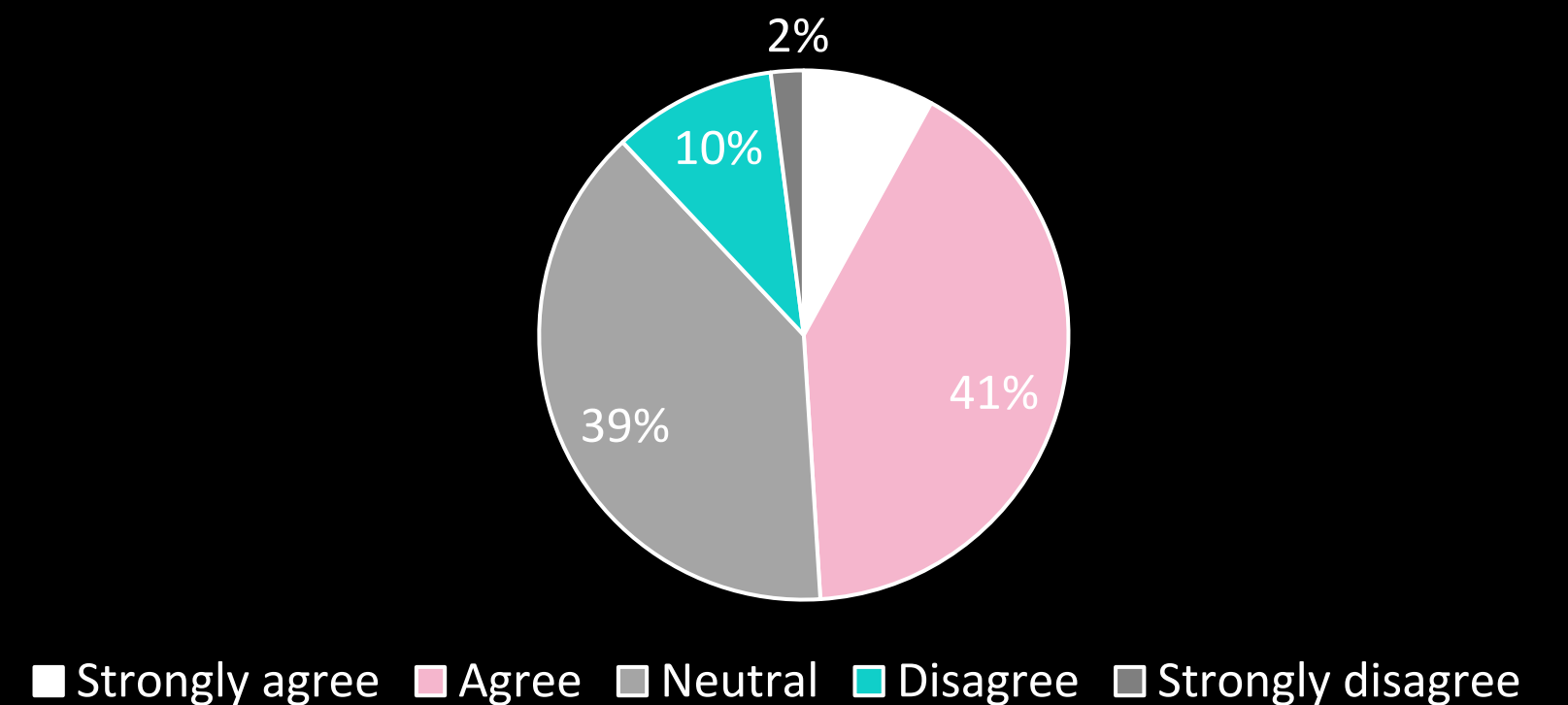
Top Concerns



Top Reasons



Graduate Preparedness





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GRADUATE ATTRIBUTES



DIGITAL PROFICIENCY

Equips students with the knowledge to thrive in a tech-driven world, from using AI and analysing data to building a professional digital identity and working with industry tools.



CAREER PREPAREDNESS

Helps students shape their professional identity, explore career opportunities, and confidently demonstrate their skills and strengths.



COGNITIVE SKILLS

Focuses on how students think, solve problems, manage projects, and continue learning with an emphasis on curiosity, research, and critical thinking.



EMOTIONAL INTELLIGENCE

Supports students manage change with confidence, develop resilience, self-awareness, and a positive outlook for personal and professional growth.



ENTERPRISE AND ENTREPRENEURSHIP

Encourages a proactive mindset, combining creativity, innovation, and practical skills like design thinking, financial awareness, and business literacy.



ETHICS AND CULTURAL COMPETENCY

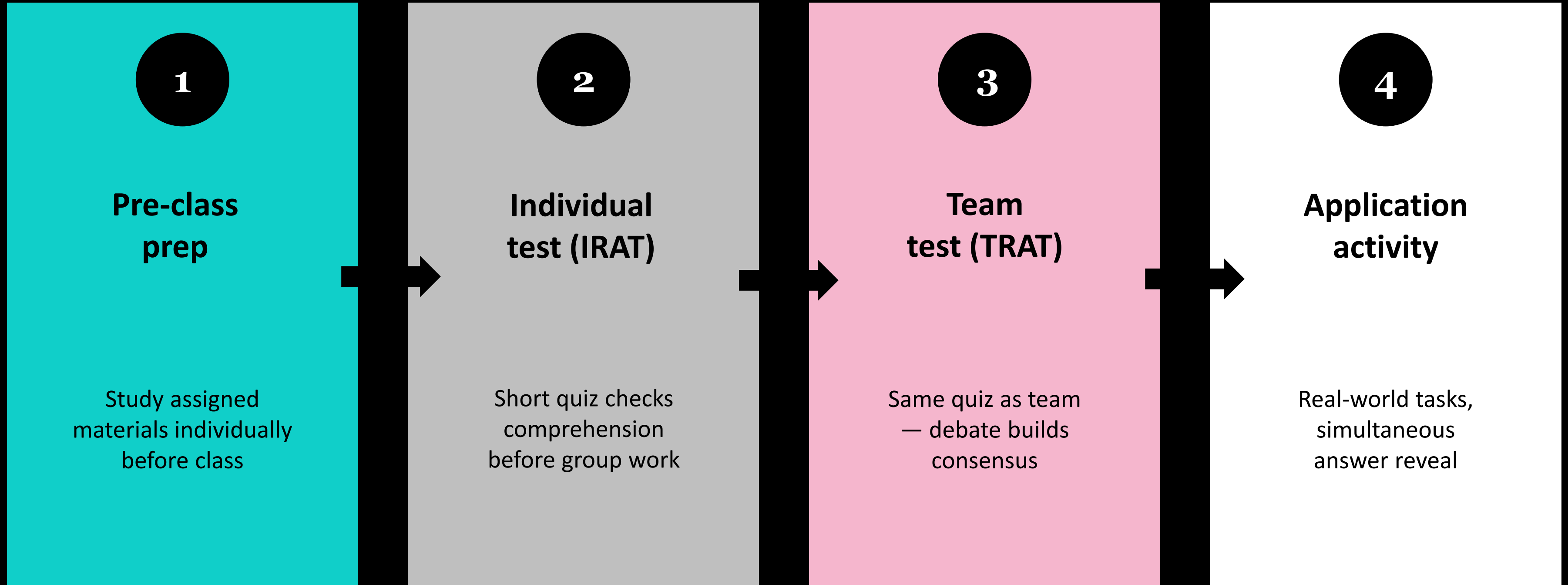
Builds understanding of diverse cultures, ethical responsibility, social justice, and meaningful engagement with global, civic, and sustainability issues.



SOCIAL INTELLIGENCE

Develops social awareness and leadership, supporting effective communication, teamwork, and the ability to build and manage positive relationships.

Workplace Skills in the Classroom



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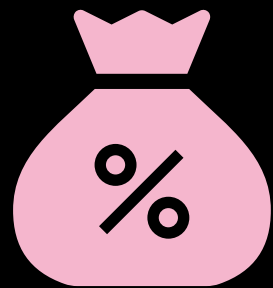
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career
zone

Practice Based Centres



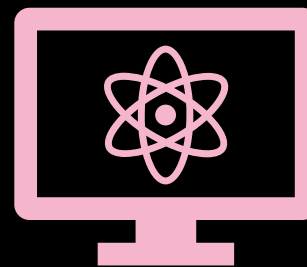
LEGAL
ADVICE
CENTRE



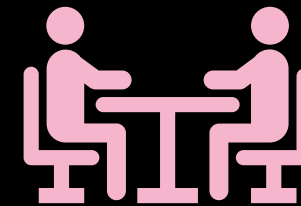
TAX AND
ACCOUNTANCY
CLINIC



HEALTH
ADVICE
HUB



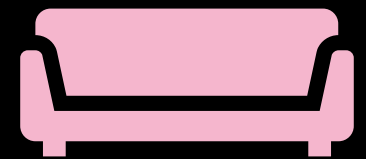
STEAM
SUPPORT
CENTRE



BUSINESS
ADVICE
CENTRE



HEALTH
ADVICE
HUB



CHARITY
SOFA

*UEL connects **academia, industry, and community** through real-world, supervised student work that builds career readiness, addresses local challenges, and transforms experiential learning into lasting impact. Spanning law, finance, business, technology, health, and the charitable sector, our student-led, expert-supervised services position UEL as a **multi-service civic hub** for East London.*

Skills self reflection



Digital and AI Skills

Deepen your knowledge

1 of 29

Curiosity

Definition: The desire to know or learn something about a certain topic

Select the statement that's most relevant to you now

- ☐ I'm naturally curious and always want to understand the 'why' behind things. When I come across a new topic, I like to explore it in depth and connect it to what I already know.
- ☐ When something interests me, I actively look for resources whether that's reading, asking questions, or trying things out to build my understanding.
- ☐ I enjoy learning about new topics because it helps me see how I can apply that knowledge in practice, whether in my studies, projects, or problem-solving.
- ☐ When I want to learn more about a topic, I often engage with others discussing ideas or seeking different perspectives because I find that helps me deepen my knowledge.

Next



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Cappfinity Skills Discovery

Workshop 1 – Discovering Strengths

Pre- Reading:

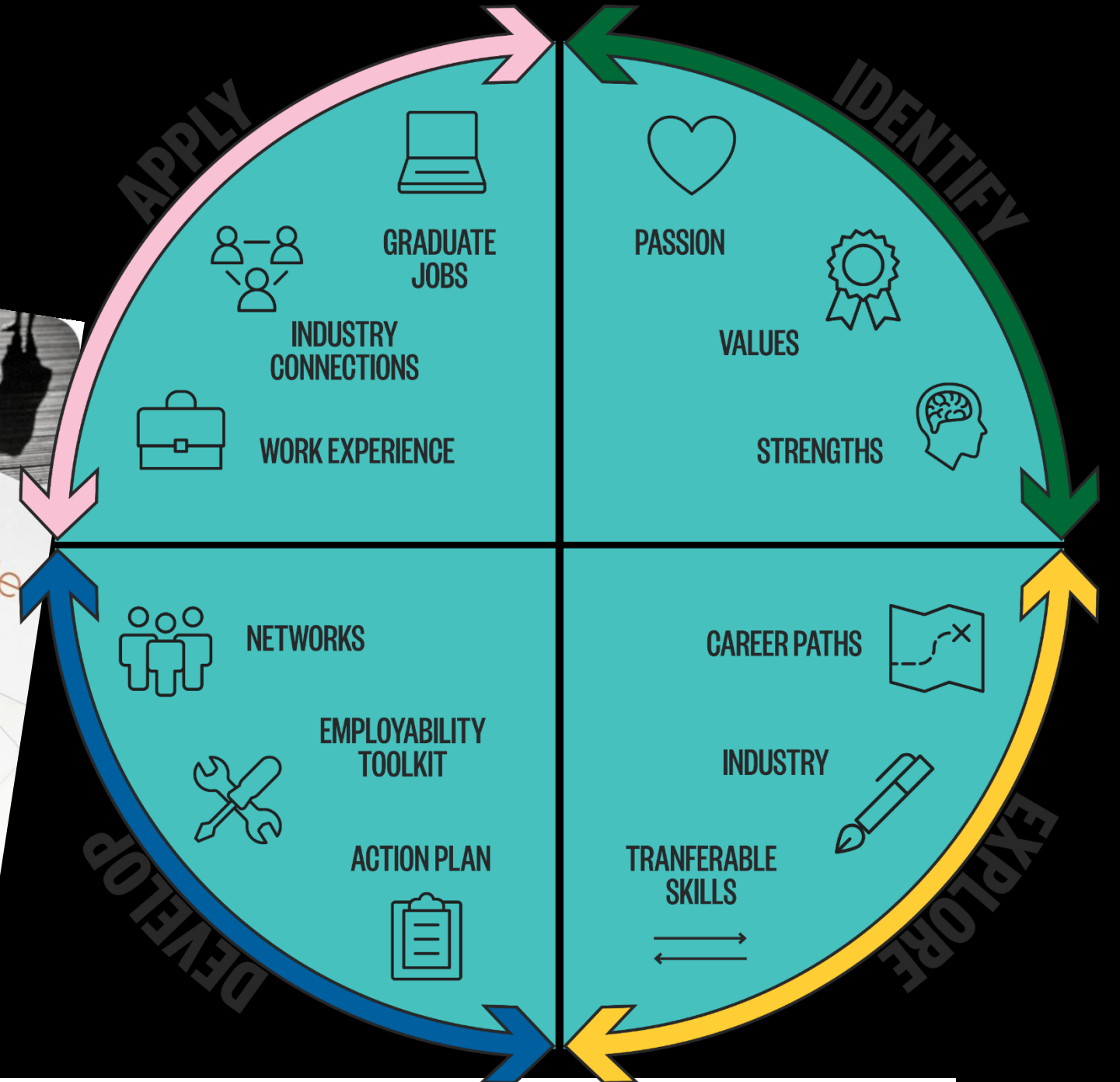
- Students watch a video on strengths and complete Cappfinity Skills Discovery.

Lecture 1:

- Interactive activity on discovering strengths.
- Students Discuss their Assessment in Groups

Seminar 1:

- Students to write a speculative cover letter, with a focus on their strengths.



Realised Strengths

Use wisely

Unrealised Strengths

Use more

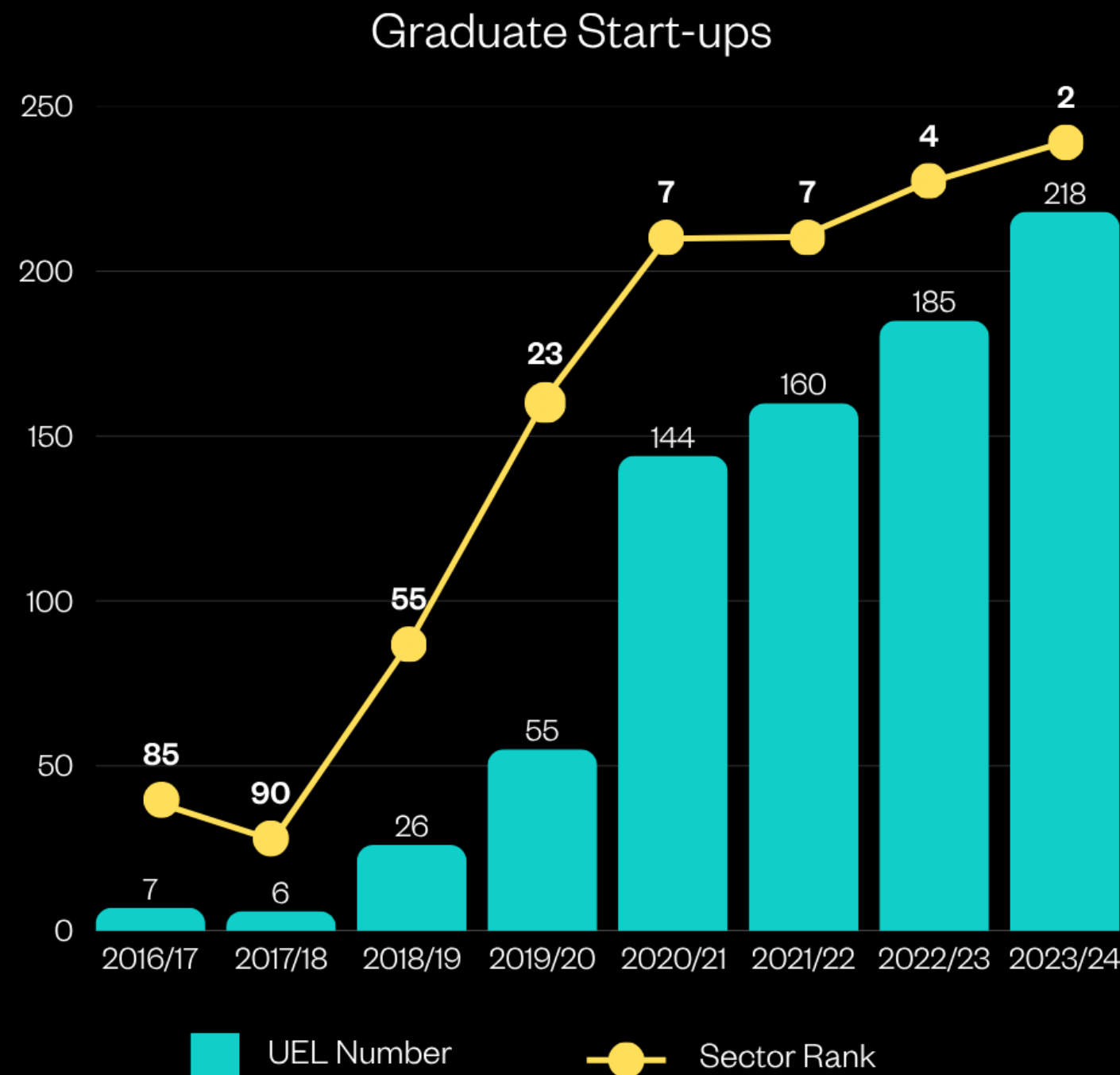
Learned Behaviours

Use when needed

Weaknesses

Use less

Measuring Impact



Graduate Outcomes

- Second fastest rising university in the sector for graduate employability
- Achieved an 11% increase from previous year in graduate outcomes
- The percentage of students who felt "Very/Extremely prepared" to transition into a graduate career increased from 51% (Pre) to 71% (Post)
- Students' overall satisfaction with skills & employability module is 89%



‘We have wide brand awareness through a careers website while investing heavily in more **targeted strategic university partnerships**’

‘We absolutely focus on skills and consider contextual information, but **strong academics have helped us to target a pool of candidates that we know we want to engage with**’

‘Clarity on differentiation is important too. We need to educate students about the importance of being clear about the value they bring to a role – not just listing everything they've done. When they're able to **showcase their unique combination of strengths and focus on key skills and relevant experiences, it really helps them to stand out**’

A&O SHEARMAN

‘**University careers teams play a really important role** in creating safe spaces where students can **learn practical frameworks for AI assisted applications** that authentically reflect the candidate. **Employers also need to be clear about what’s required.** “It’s important to get guidance out there as much as possible. We've done quite a lot of careers fairs and recruiter insight sessions, so that everyone can have access to the same information,”

Can universities support with the application explosion?

- Turn universities into **professional environments** that mimic the workplace
- Authentic assessment and experiential learning to give students **simulated work experience** from day 1
- **Hiring employers** to teach on courses
- **Badging technical and behavioural skills** for job matching, becoming trusted recruitment partners
- **Digital front door** for employers to access HE in a seamless manner, support for local SMEs
- The **university is the biggest local employer**, hire graduates, learn from them and let them shape the workplace, mentor other students and become role models

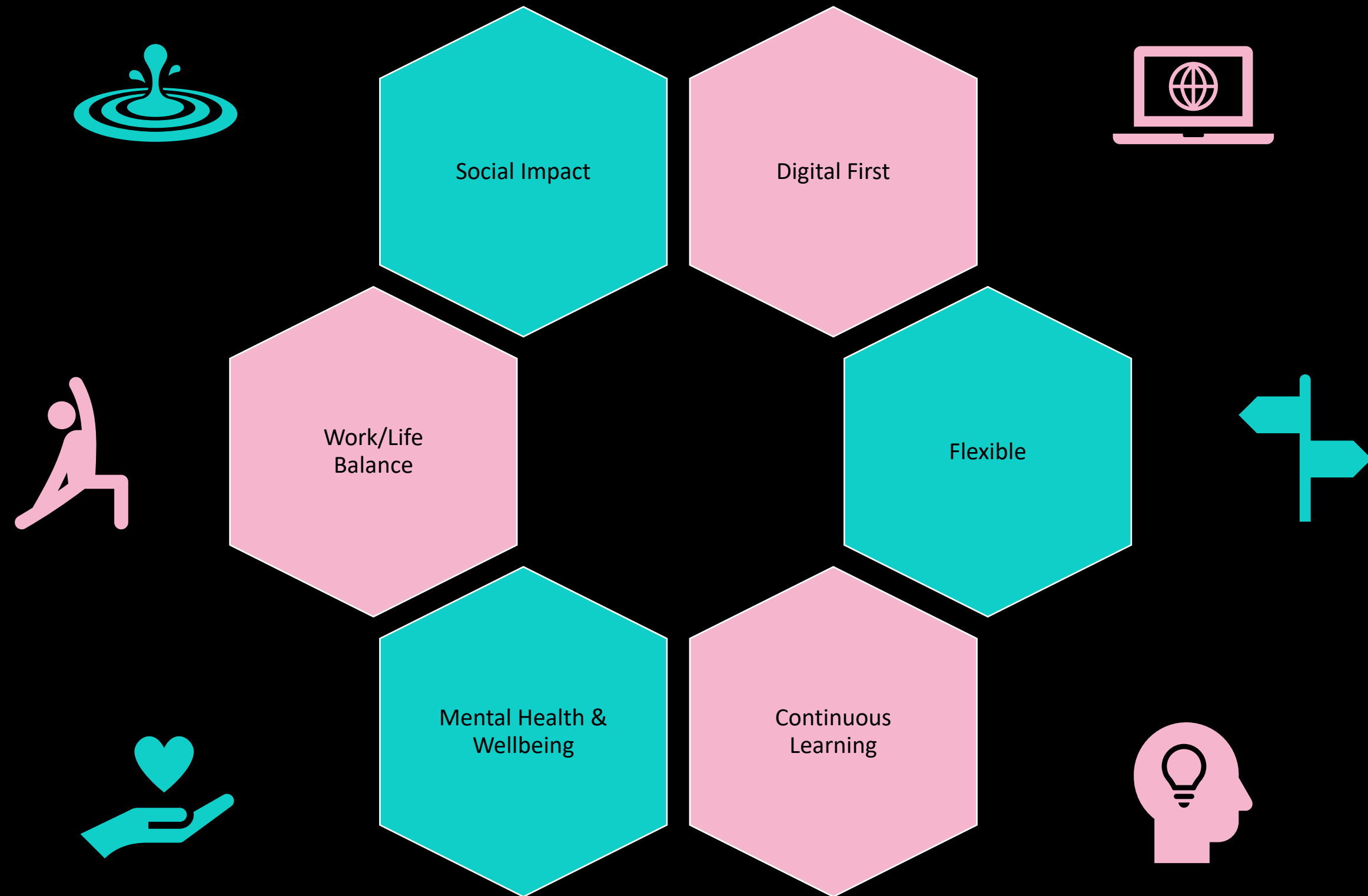


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Enabling Gen Z in work and study



Great Expectations...



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- Universities are expected to teach and assess behavioural skills alongside technical skills – become trusted recruitment partners
- Employers should manage expectations around articulation of skills to ensure they don't miss out on talent
- Students should manage their expectations of the workplace and take ownership of their skills and professional development
- Employers and universities need to meet the expectations of Gen Z in terms of flexibility, work/life balance and continuous learning

Pre-skilling and post-hire L&D techniques and tools



Sean Miranda

Technical Client
Manager, GTI

HEADLINE PARTNER



SUPPORTING PARTNER





Onboarding



Quantum Technologies

Search

Book

AI Career Tools

Skills

My Career Passport

Career Discovery



Messages



Events



Appointm...



Forms



Pathways

New AI Tools

Supercharge your career with AI

Get personalised AI support to help you on your career journey

Find out more



Quantum Technologies
GRADUATE HUB

Your journey into tech starts here

Welcome to Quantum Technologies. This is your place to stay informed, connected and ready throughout the recruitment process — and after you've accepted your offer.

Explore your next steps, get to know the business, join events, complete pre-start activities and feel part of Quantum before Day 1.

Start your journey

View live events

Open support hub

What you can do here

Whether you're still in process or already post-offer, this hub helps you stay engaged and ready for what comes next.

Track pre-start actions and key milestones

Hear from current graduates and future colleagues

Join insight sessions, Q&As and virtual events

Understand your programme, team and onboarding journey

Upcoming bookings

Appointment

Meet you mentor: Marcus Bellweather

Jun-15-2026 14:00 | Virtual



Event

Programme Induction

Jun-27-2026 09:00 | Room 1



2 upcoming bookings



Mental health support pre and post hire



Dan Doherty

Head of Marketing,
GTI

HEADLINE PARTNER



SUPPORTING PARTNER



IN PARTNERSHIP WITH

accenture

SUPPORTED BY

**student
minds**

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Student Mental Health Insights 2025

A call to improve and sustain students'
and graduates' mental health



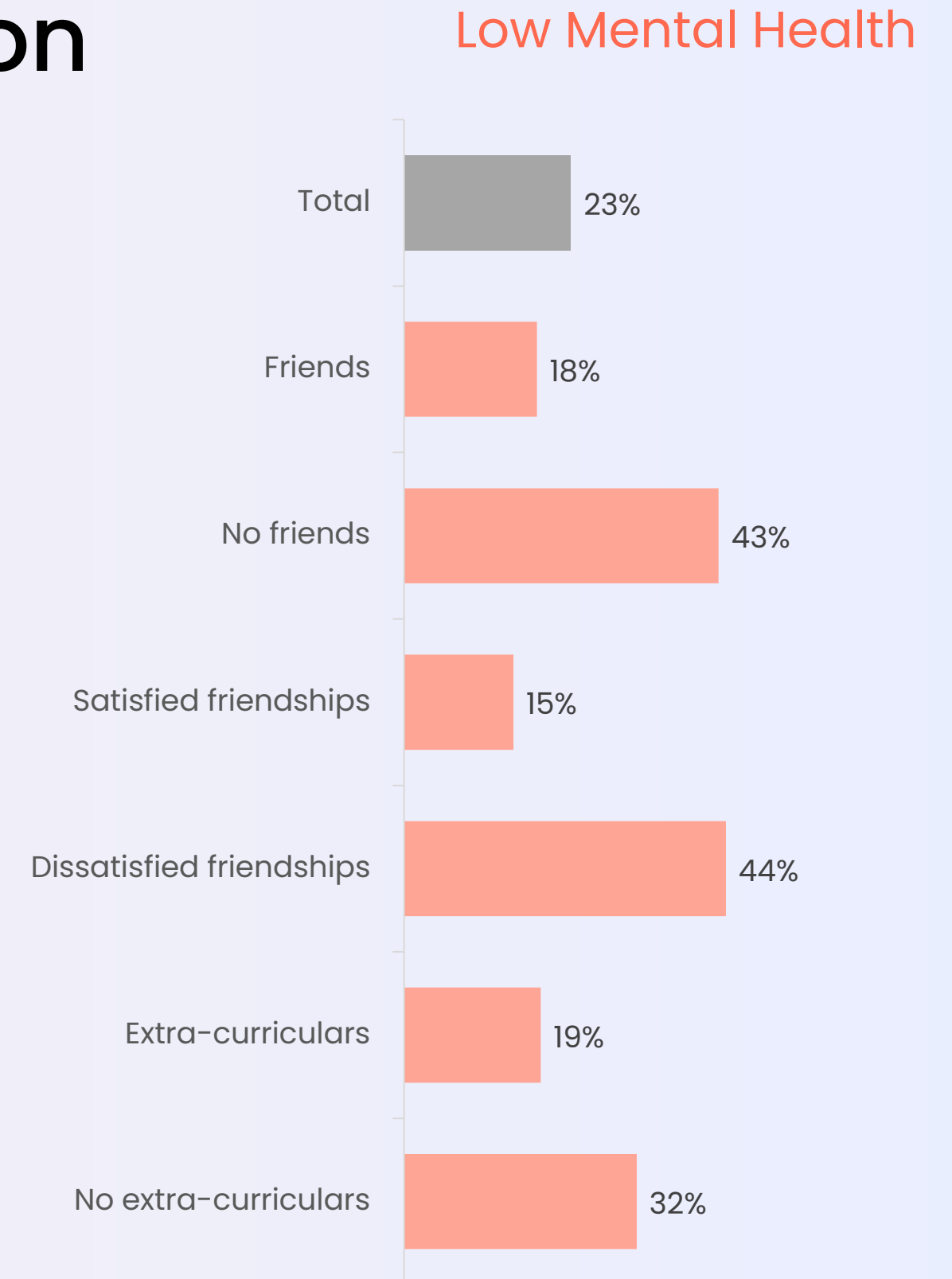
Key areas that impact student mental health

1. Transitions & preparedness
2. Community, belonging & social connection
3. Student life: financial, exam, & career stress
4. Nutrition, diet & healthy eating
5. Digital wellbeing & social media
6. Barriers to access support at university & in employment



Community, belonging & social connection

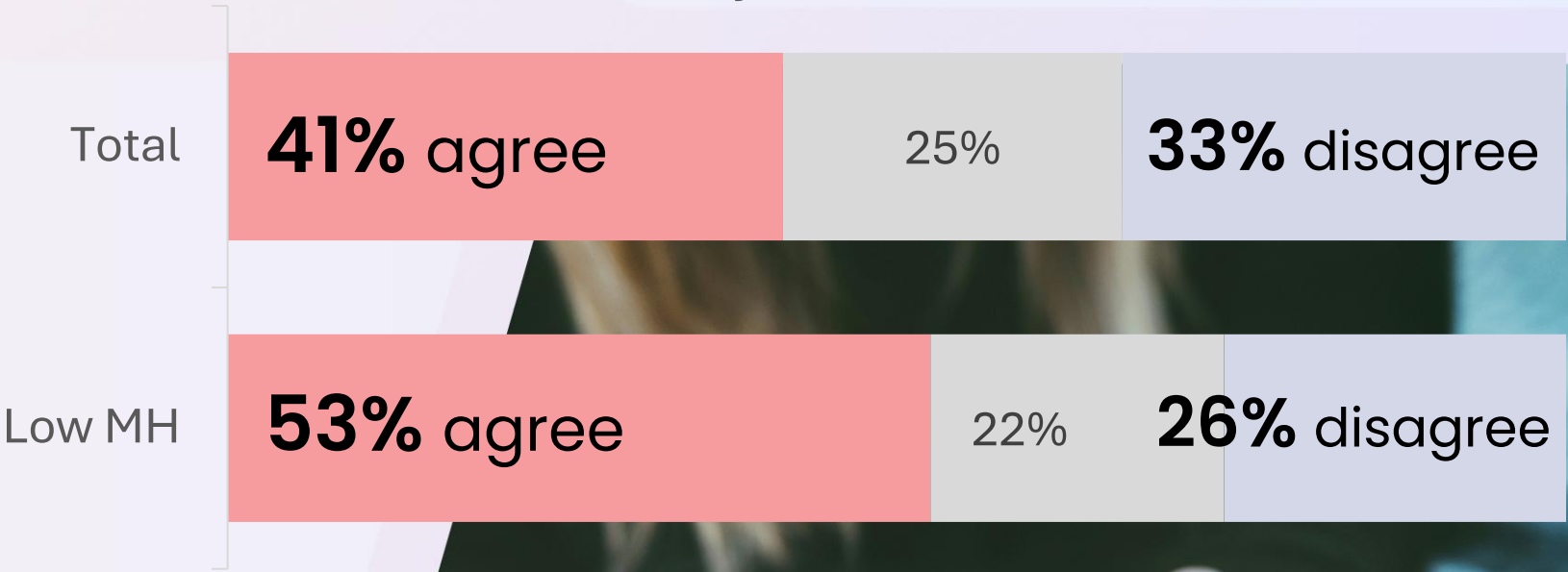
- Big influencers of mental wellbeing
- No friends, low quality friendships, or unsocial = low MH
- 3 in 5 think help to make friends would've made starting university easier
- 50% of respondents with low MH don't feel connected to their fellow students (vs 26% average)



Digital wellbeing & social media

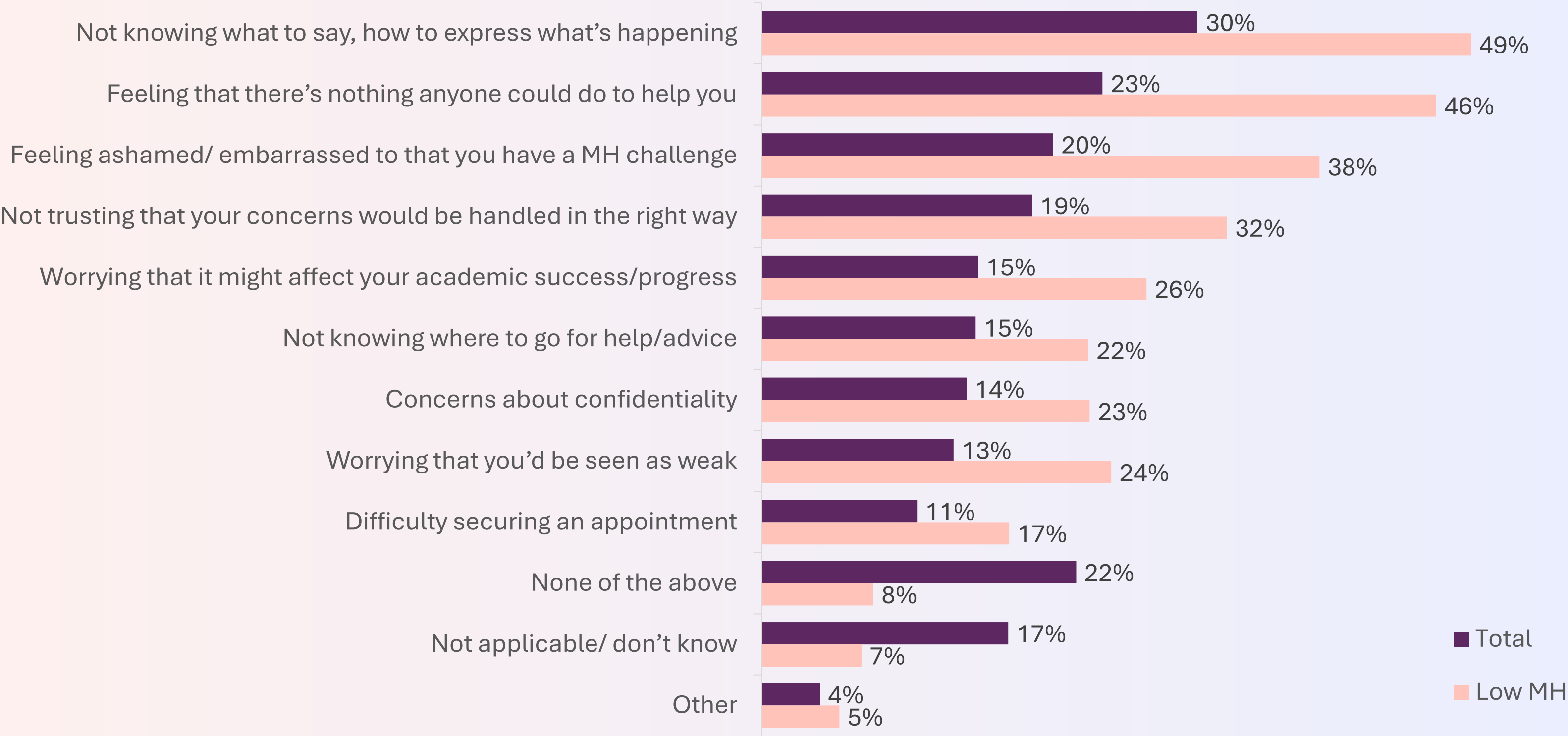
- Resource for wellbeing help but also echo-chamber
- 2-4 hrs daily on social media (medium)
- Students with low MH spent more time of social media
- 53% students with low MH increasingly prioritise social media over other life activities

In the last 12 months, have you given increasing priority to social media use over other life interests and daily activities?



Shame & stigma remain primary barriers

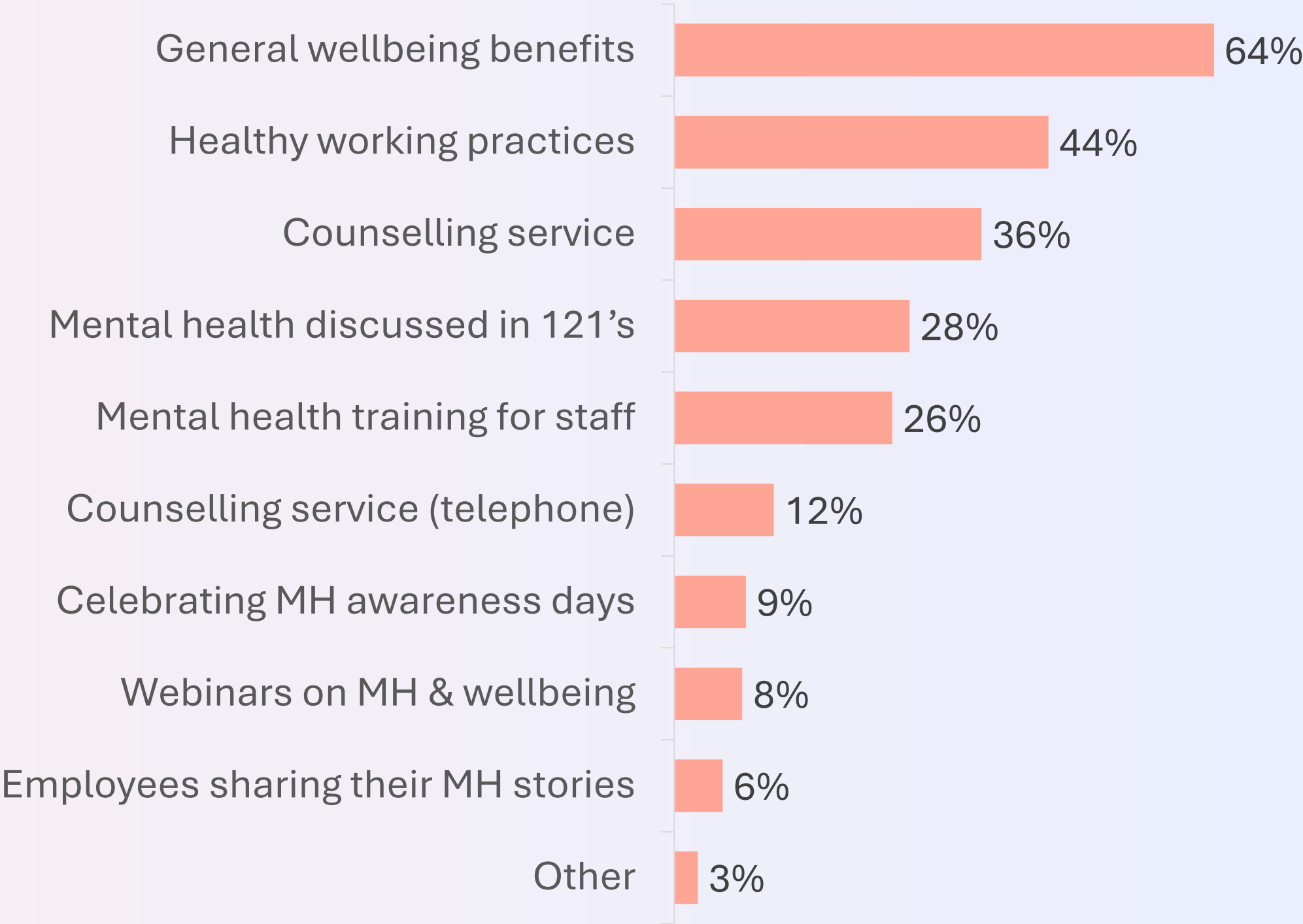
Is there anything that prevented you from using your university’s mental health services?



Barriers to support: in employment

- 25% graduates don't think their employer provides good MH support
- Graduates with low MH are more likely to think their employers' support is not good enough (33% vs 25% total)
- Only 11% have spoken to their employer about their mental health difficulties

What mental health support would you like your employer to provide?

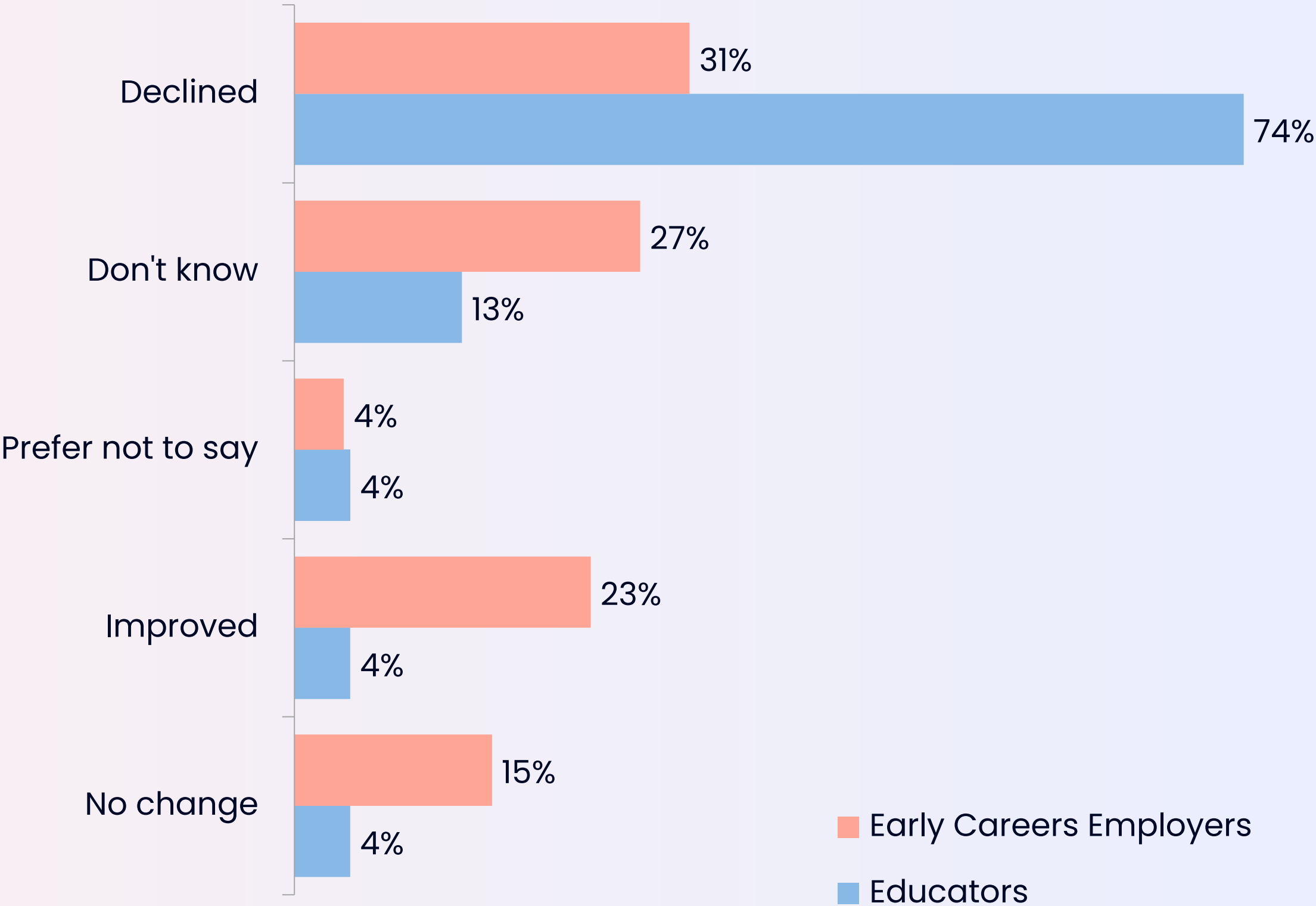




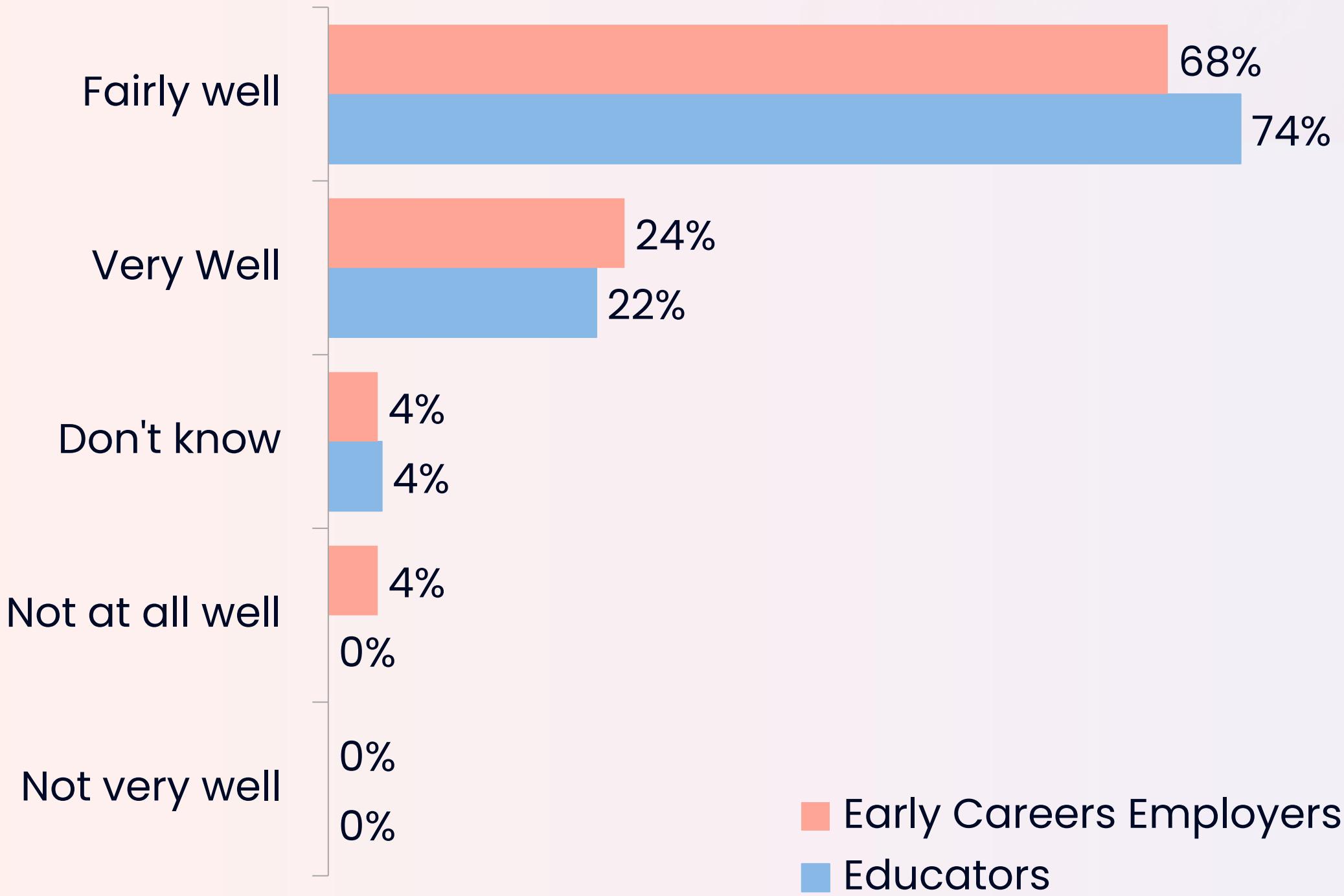
Pulse survey insights

Student Mental Heath

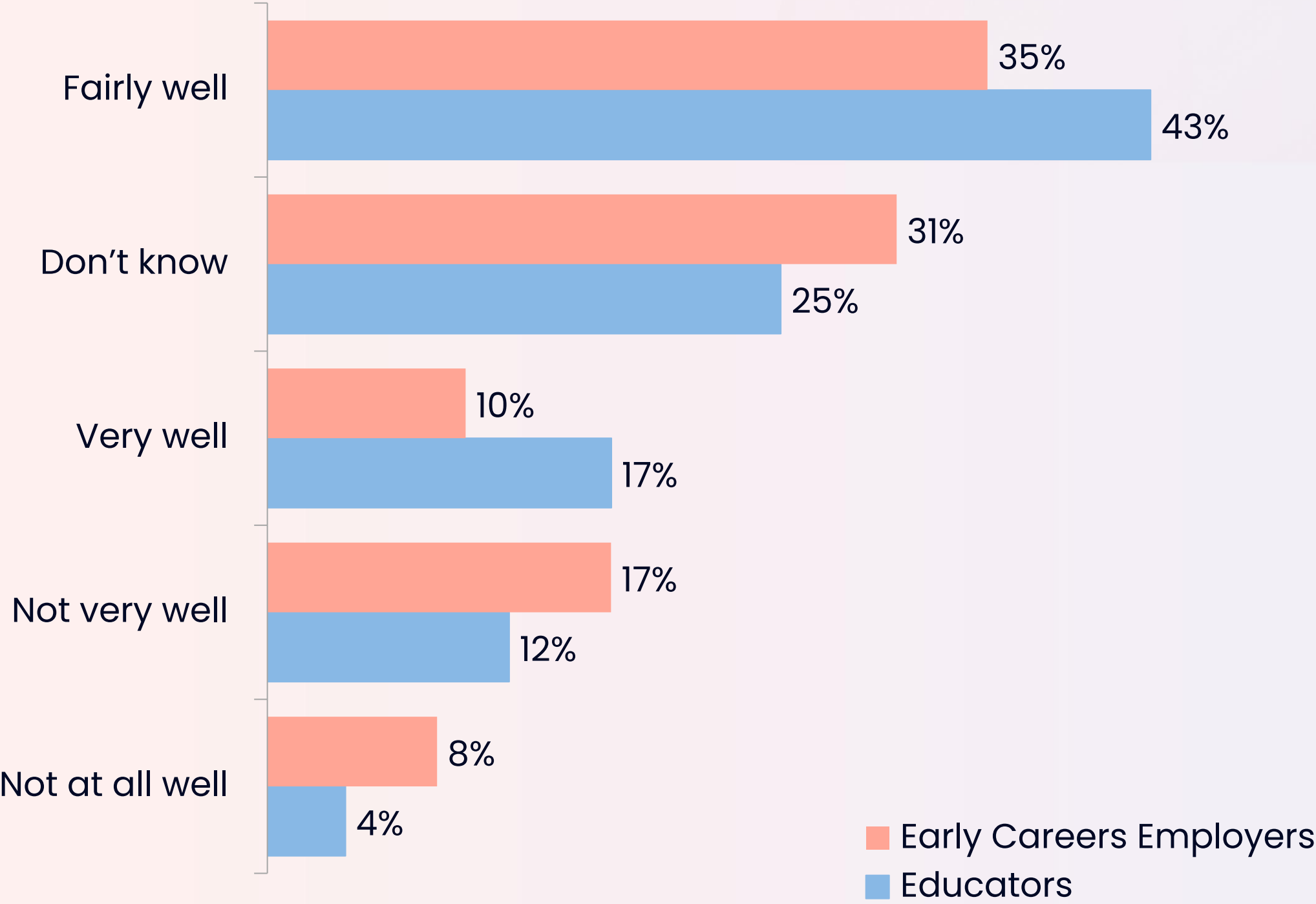
- Over the last five years, student mental health has shown a notable decline, with over 70% indicating it has worsened.
- Whereas employers has seen an improvement over the past 3 years



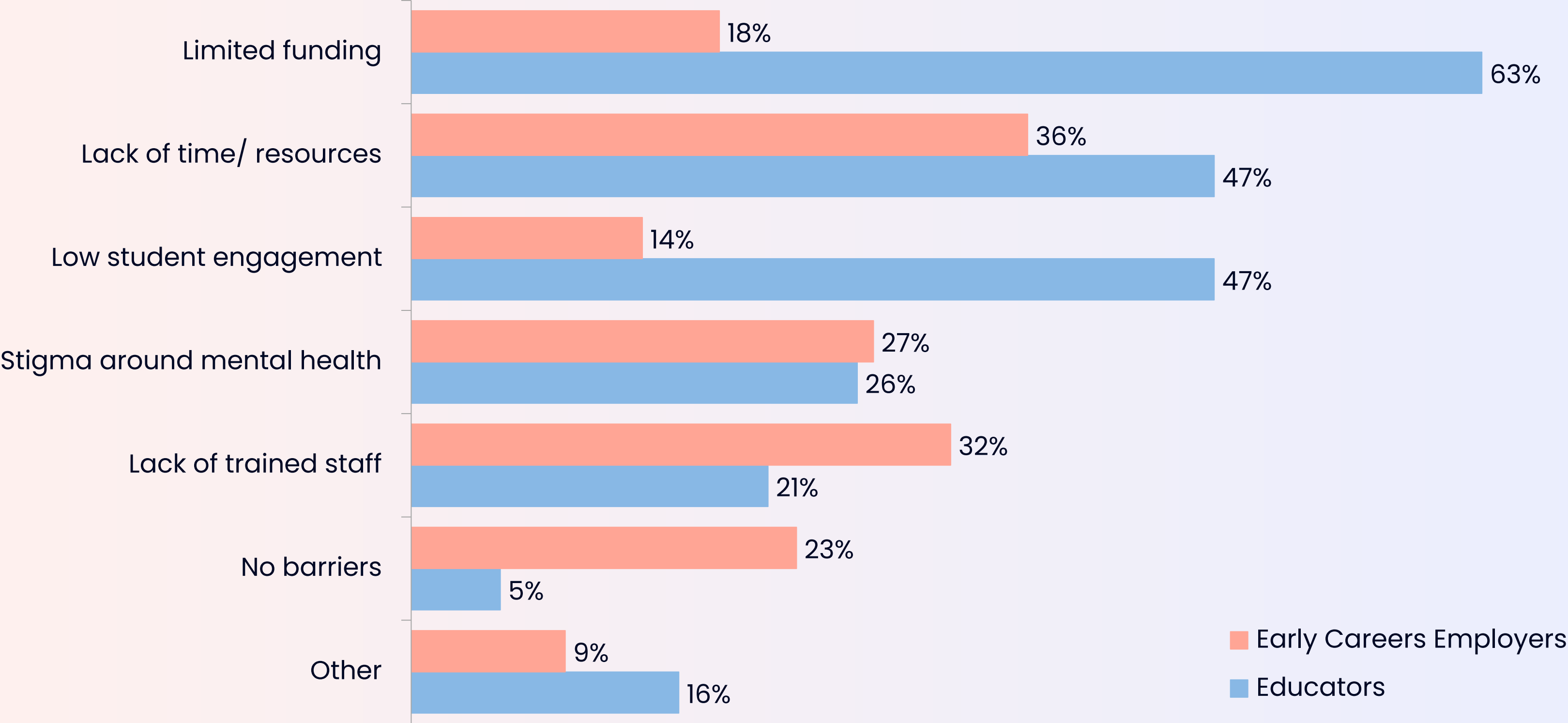
Organisational/Institutional support



Organisational/Institutional support – Student view



Barriers and Limitations





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Building Mentally Healthy Pathways from Education to Employment

A practical framework for
employers & educators



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Whitepaper recommendations

Recommendations

1. Strengthening transitions

- Pre-arrival preparation modules.
- Structured “meet people fast” programmes
- Financial guidance sessions during onboarding and induction

2. Easier access and communications

- One-stop digital hubs
- “No wrong door” policy
- Plain language and youth-friendly design.

3. Early identification training

- Staff trained to notice behavioural markers
- Staff confident to have conversations
- Staff fully aware on how/where to signpost

UK Student Mental Health Report & Whitepaper



'Research to Reality' webinar - 7th July 10am

Progress made on the 6 topics

Accenture, Tfl, London South Bank
University, University of Bristol

Research to
Reality | GTI



Partner on next year's research...

roko.kostan@groupgti.com



Employer panel



Richard Freeborn

Group Head of Talent
Acquisition, Howden



Hannah Twelvetreets

Senior Next Generation
Partner, CBRE

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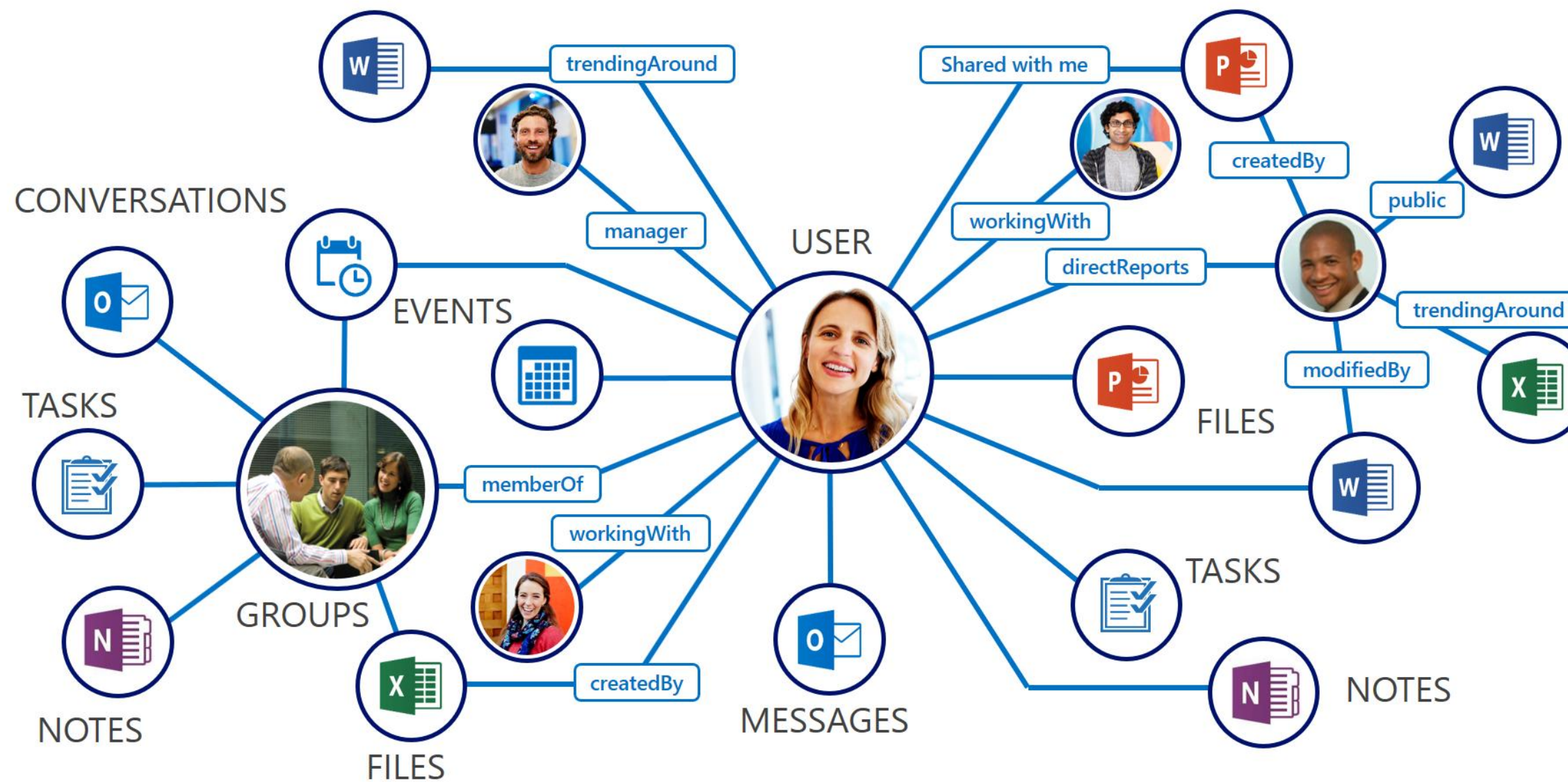
Measuring technical skills 'live'



Microsoft Graph



39,000 skills

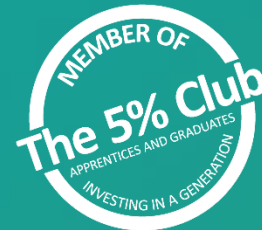




gti breakfast news



Register for October



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