



Youth Insights: Surveying Youth on the Workplace

Purpose: This insight report provides a snapshot of youth survey data on core topics in the workplace. Use this data below to help kickstart your knowledge on youth's lived experience.

In partnership with Tamarack Institute, the Co-operators Group, the Canadian Council for Youth Prosperity, and Youthful Cities, 300 youth and 350 employers were surveyed on future of work in December 2021. Below is a snapshot of data trends to help kickstart co-creation conversation.



Skillsets at Work – Expectation vs Reality

When asked, just over 50% of surveyed youth felt their skills matched well to the employer's expectations. That leaves another 30% who felt their skills matched ok or terribly.ⁱ

Youth most felt workplace skill building was the responsibility of post-secondary institutions, followed by employers and then the job seeker.ⁱⁱ



A Youth- Oriented Criteria for the Workplace

desire to work a combination of in-person and remote work.

When asked, youth had several top criteria's for choosing an employer. The top five were career growth (9%), job security (8%), great people (8%), flexibility (8%), dental health benefits (7%), a benefits plan (7%), and an equitable culture (7%).ⁱⁱⁱ



Adding Mental Health into the Workplace Conversation

Mental health is an increasing part of the conversation since the COVID-19 pandemic. 33% of youth identified their mental health as poor to very poor. Employers can make a difference in this area. In our survey, 35% of youth state that their current employment makes their mental health a bit better, with 11% attributing flexibility in their workplaces as a core reason.^{iv}



Youth are interested in a hybrid workplace – 53% of youth reported a

References

- i “Future of Work: Survey of Youth and Employers”, *Tamarack Institute*, May 2020,
<https://www.tamarackcommunity.ca/hubfs/Youth%20Employer%20Survey%20Summary%20May%202022%20Final.pdf?hsCtaTracking=afcf53a8-288d-4109-ab6b-f00ddbd58bd5%7Cb7dd55cf-b85b-46fc-b8b0-dbf6151d8ead>
- ii “Future of Work: Survey of Youth and Employers”, *Tamarack Institute*, May 2020,
<https://www.tamarackcommunity.ca/hubfs/Youth%20Employer%20Survey%20Summary%20May%202022%20Final.pdf?hsCtaTracking=afcf53a8-288d-4109-ab6b-f00ddbd58bd5%7Cb7dd55cf-b85b-46fc-b8b0-dbf6151d8ead>
- iii “Future of Work: Survey of Youth and Employers”, *Tamarack Institute*, May 2020,
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- iv “Future of Work: Survey of Youth and Employers”, *Tamarack Institute*, May 2020,
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