

# *Starting careers* **What European future graduates want in 2025?**



24  
25



# Editorial

Every year, hundreds of thousands young higher education graduates enter the job market. Between the desire for personal fulfillment and the quest for meaning, they are constantly redefining work standards and codes. If their expectations are sometimes complex, their vision of the corporate world is positive but uncompromising: both collaborative but vertical or even captivating but also stressful.

Implicitly, it is also a profoundly new concept of career that is emerging based on movement! Future graduates are considering their first position in the short term, already anticipating changes in profession, sector or even a complete reorientation. Is it a fear of commitment or simply a necessary adaptability in the face of a world more uncertain?

Far from caricatures, our study paints the portrait of a generation which does not turn away from business but on the contrary pushes it to reinvent itself. A generation that offers employers who will listen a unique opportunity to rethink their model to remain attractive and competitive.

*Happy reading,*



**Manuelle Malot,  
Director NewGen  
Talent Center,  
EDHEC Business School**



**Michaël Giaj,  
Insight Manager,  
JobTeaser**



# Methodology

The Gen Z Lab by JobTeaser and EDHEC's NewGen Talent Center have joined forces and carried out a major European study to decipher the latest trends in future careers of young talents.

The survey was carried out from May 2 to June 10, 2024.

## Generation Z

9 332

European students and recent graduates aged 18 to 30 including:

7 686  
students

1 646  
young graduates

## 7 Countries surveyed

France 

Germany 

United Kingdom 

Belgium 

Spain 

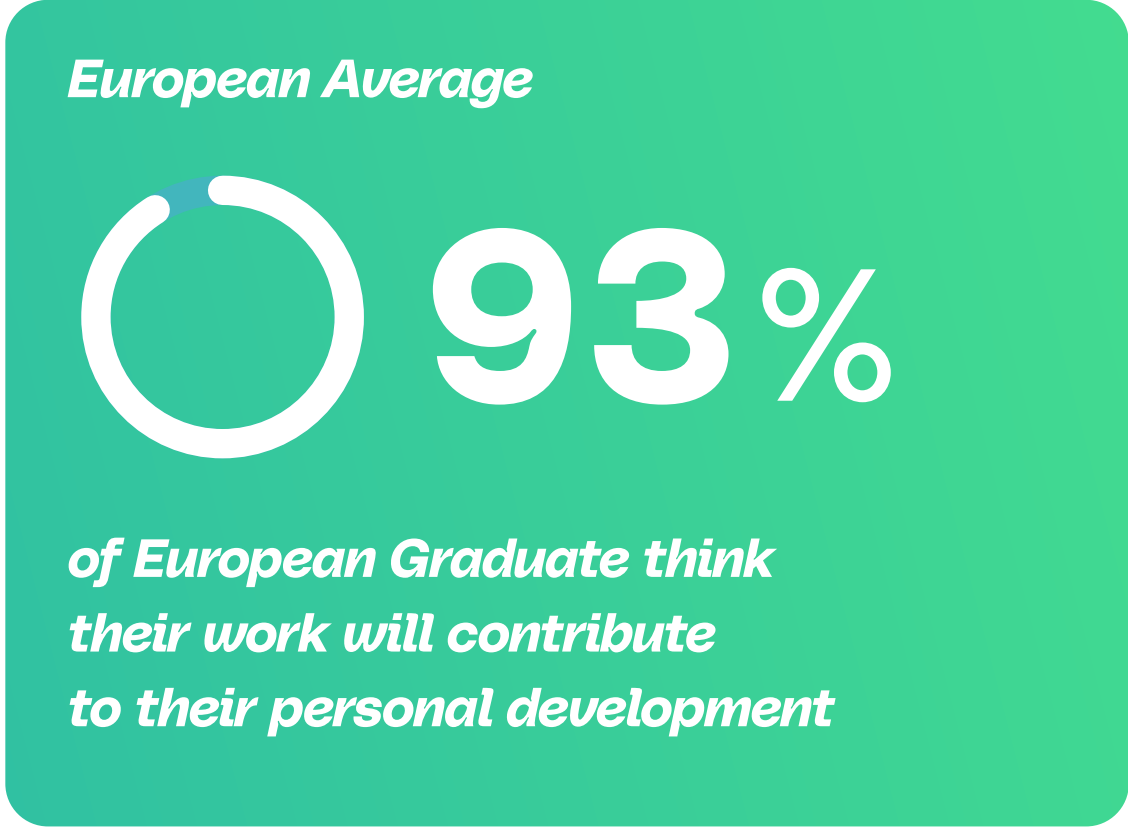
Italy 

Luxembourg 





# In 2025, work remains a cardinal value for Generation Z.

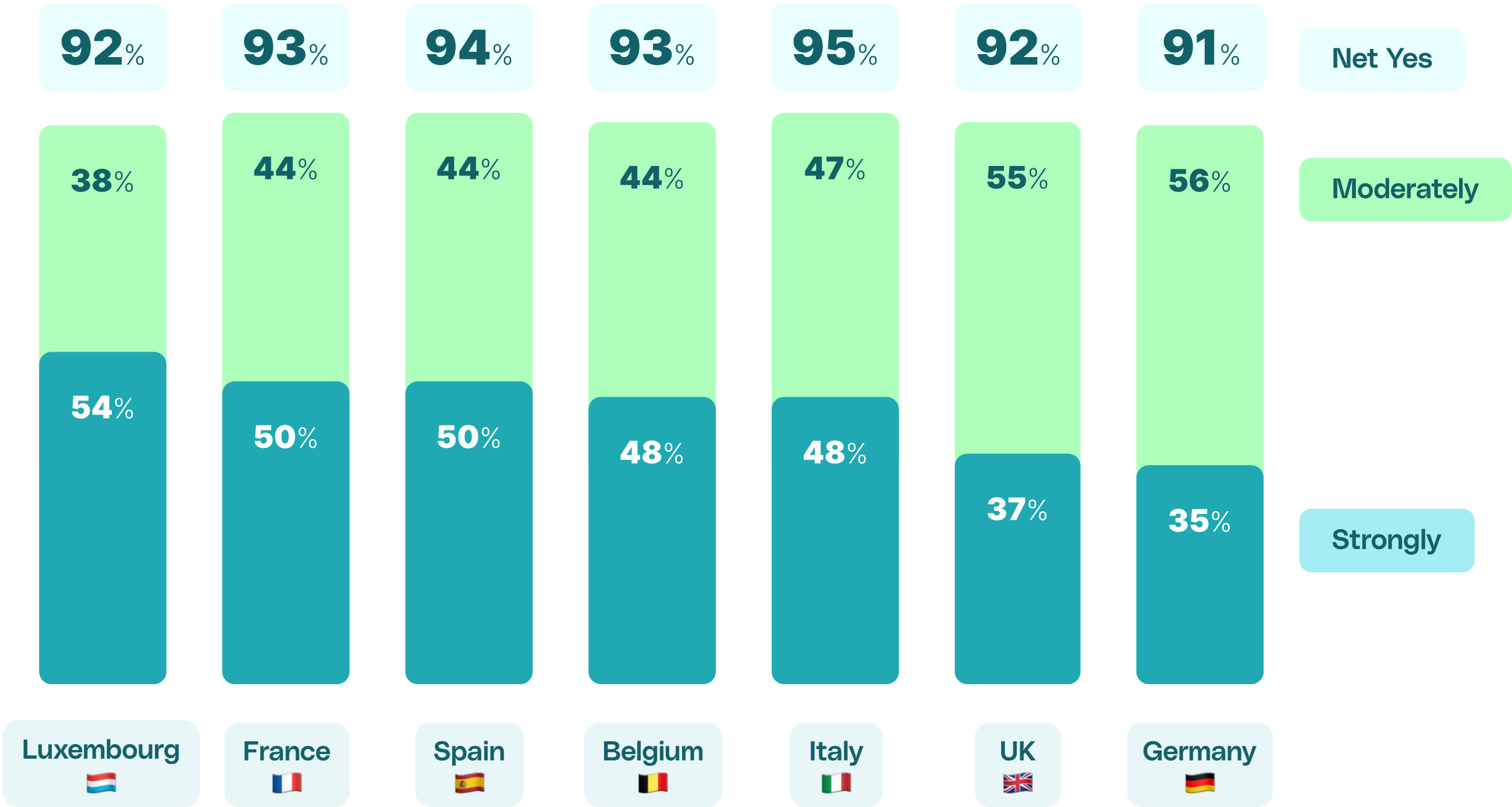


To what extent do you think your current or future work will contribute to your personal development?



Luxembourgish and French young graduates place even greater importance.

Contribution of work to personal fulfillment





# Latin European countries, France ahead, have *the most positive perception of the corporate world.*

European Average

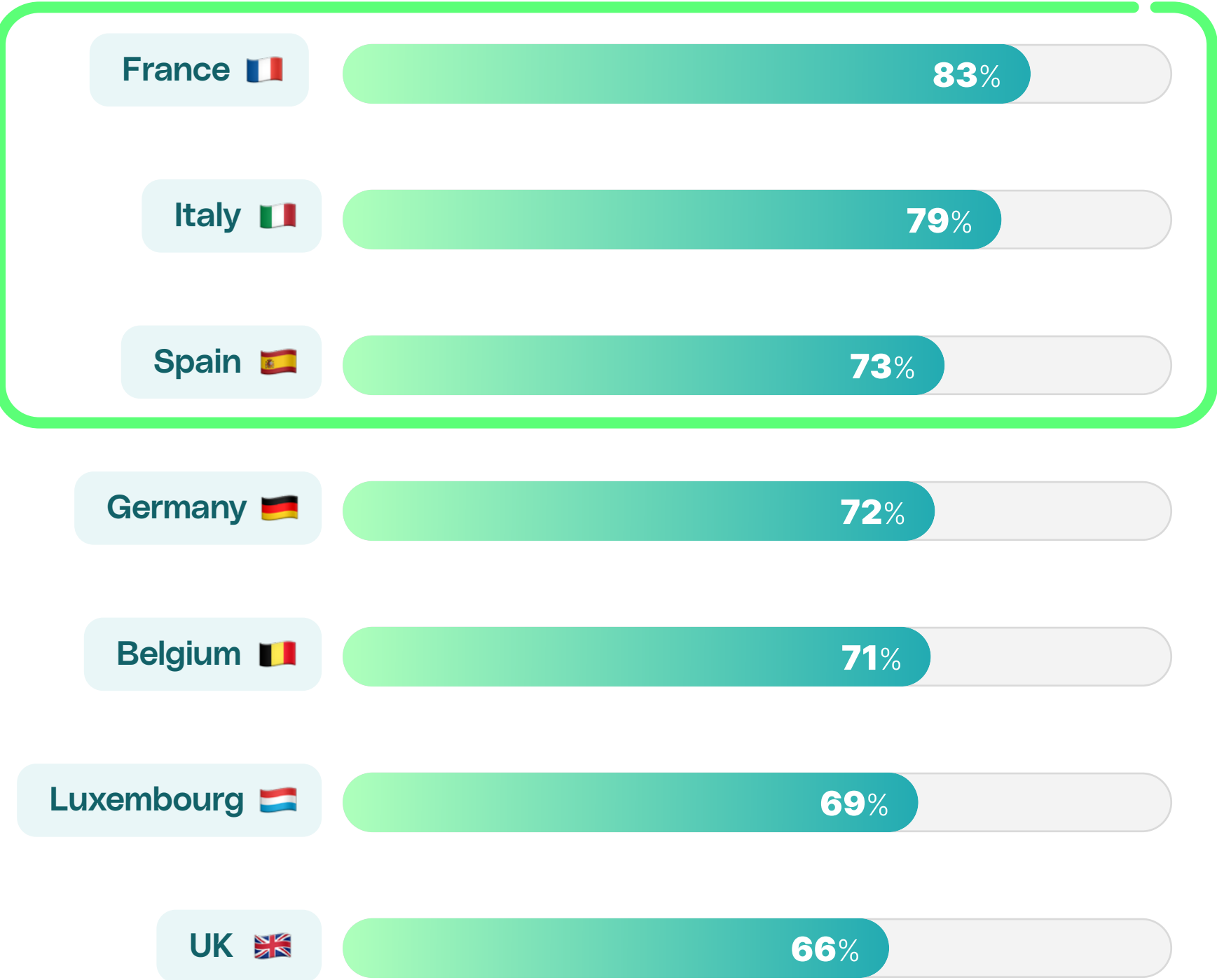


of European Graduates positively perceive the Corporate world



What is your current vision of the corporate world?

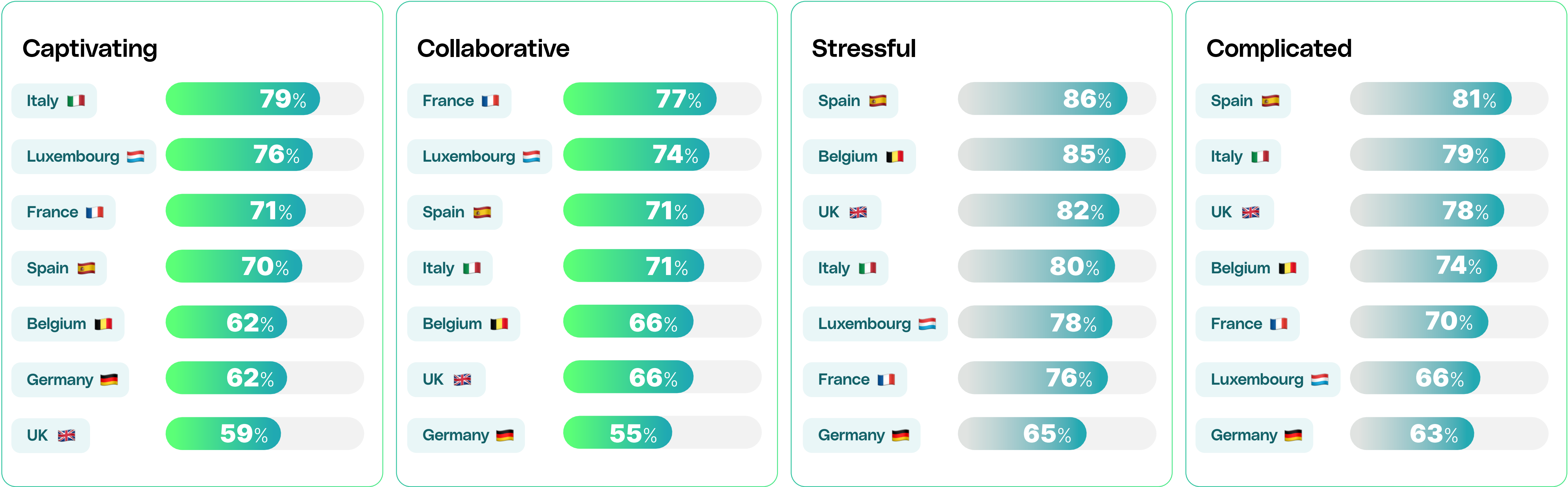
Positive perception of the corporate world





# In Europe, Business world is seen as *captivating and collaborative* but also *stressful and complicated*.

For you, the corporate world is...



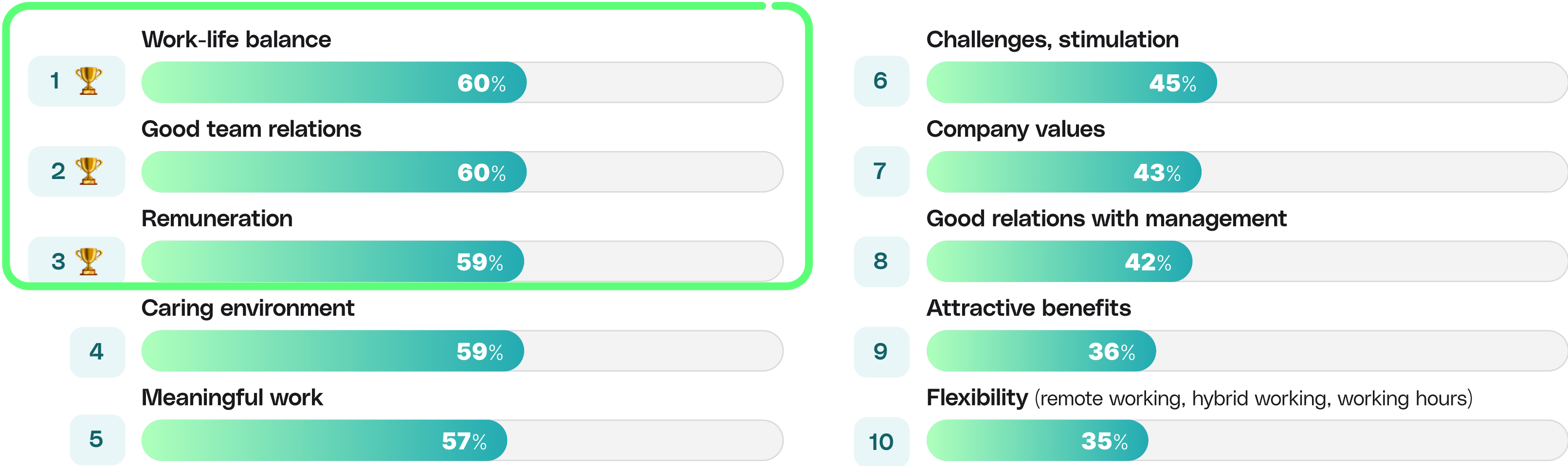
➔ What is your current vision of the corporate world?



# Work-life *balance* is the key aspiration of European young Graduates.

Top 10 expectations for a next job

European Average



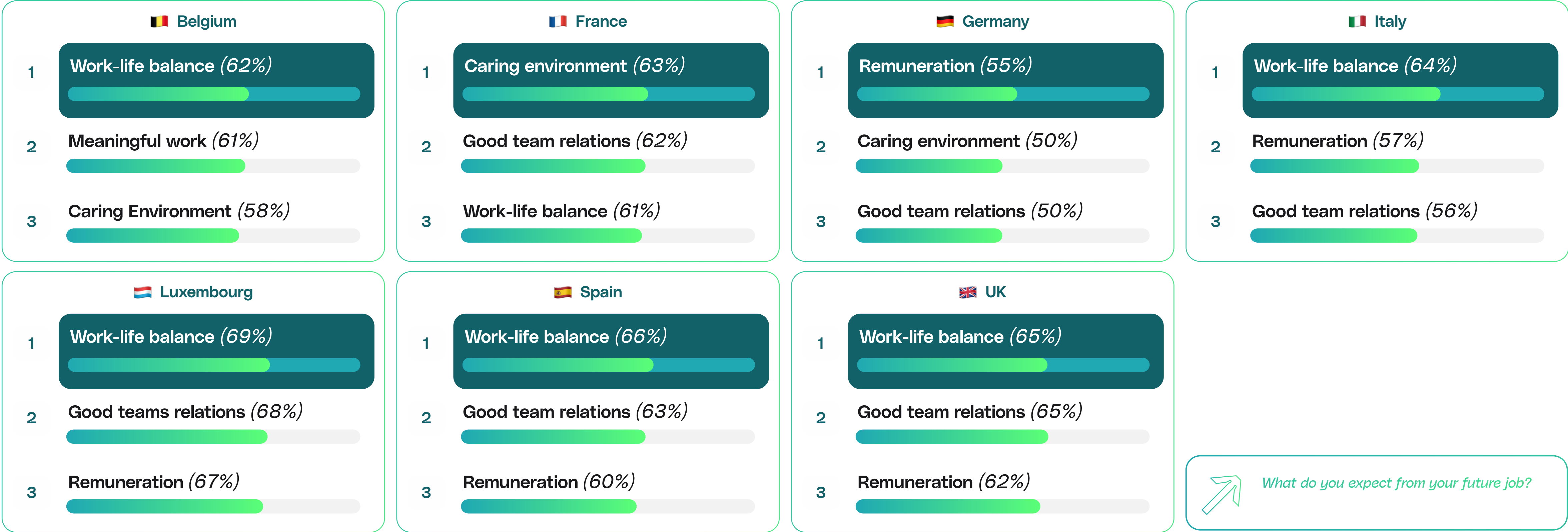
What do you expect from your future job?



# In most countries *work-life balance* is the most important criteria.

German value more Remuneration whereas French value Caring environment.

Top 3 expectations per country (Very important)

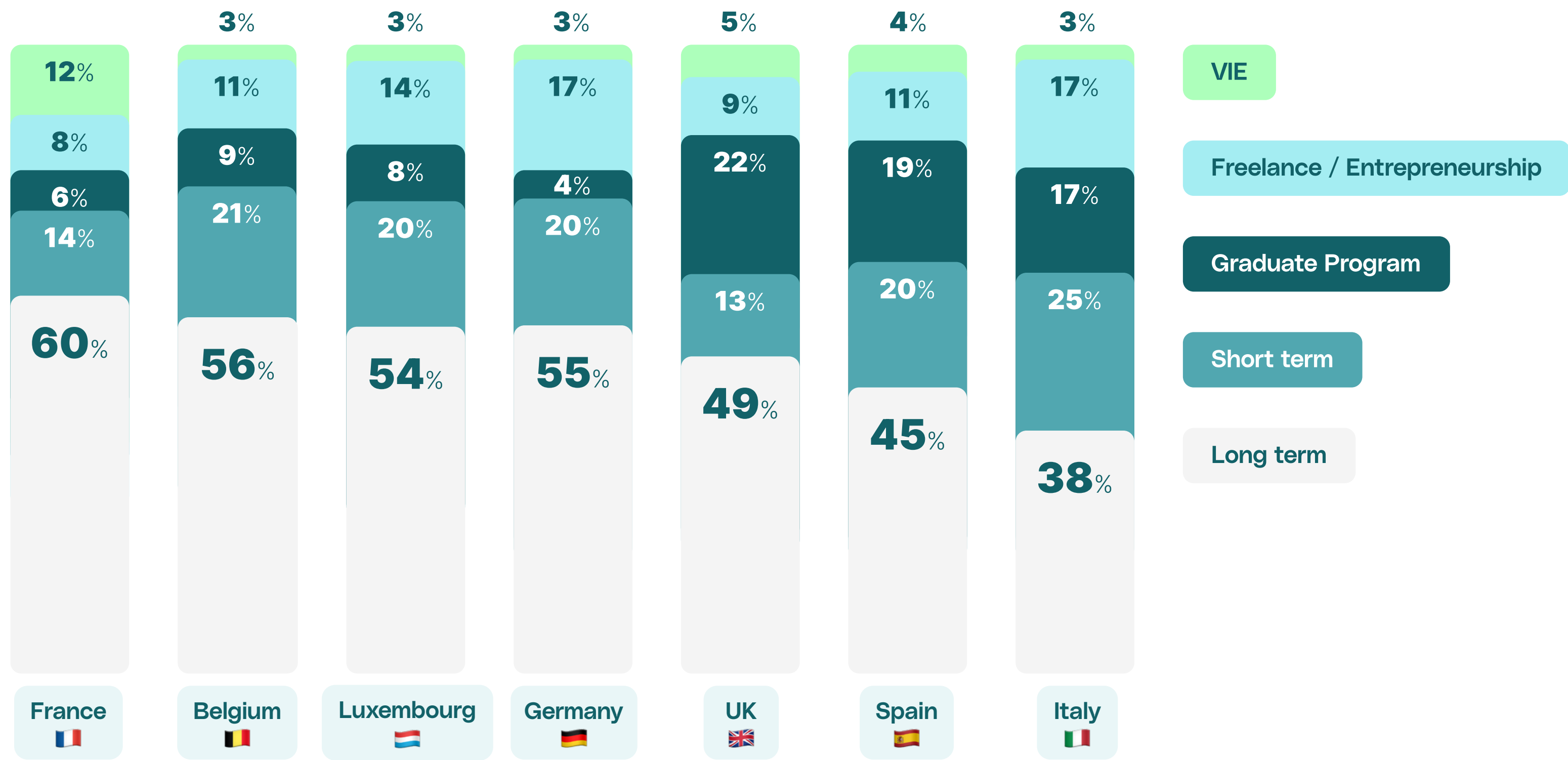




# Whether by choice or by necessity, *fixed-term contracts are no longer the only option* for European students.

Spanish and Italian students in particular prefer other types of contract.

Most popular contract type for future graduates



European Average

50%

of European graduates favour another type than long term contract

Following your studies, what type of professional contract seems most interesting to you for your first job? (Student base)



# Once in their roles, European graduates want to *specialize in a specific field.*

Top expectations for Career development

European Average

Specialise and become an expert in a specific field

27%

Rapidly rise through the ranks within the same company

22%

Change companies regularly to diversify my experience

17%

Start my own company/structure

12%

Change jobs regularly within the same company

11%

Lead transformation or cross-functional projects

7%

I'm happy where I am, I don't want to move on yet

4%



How do you see your career development in the coming years?

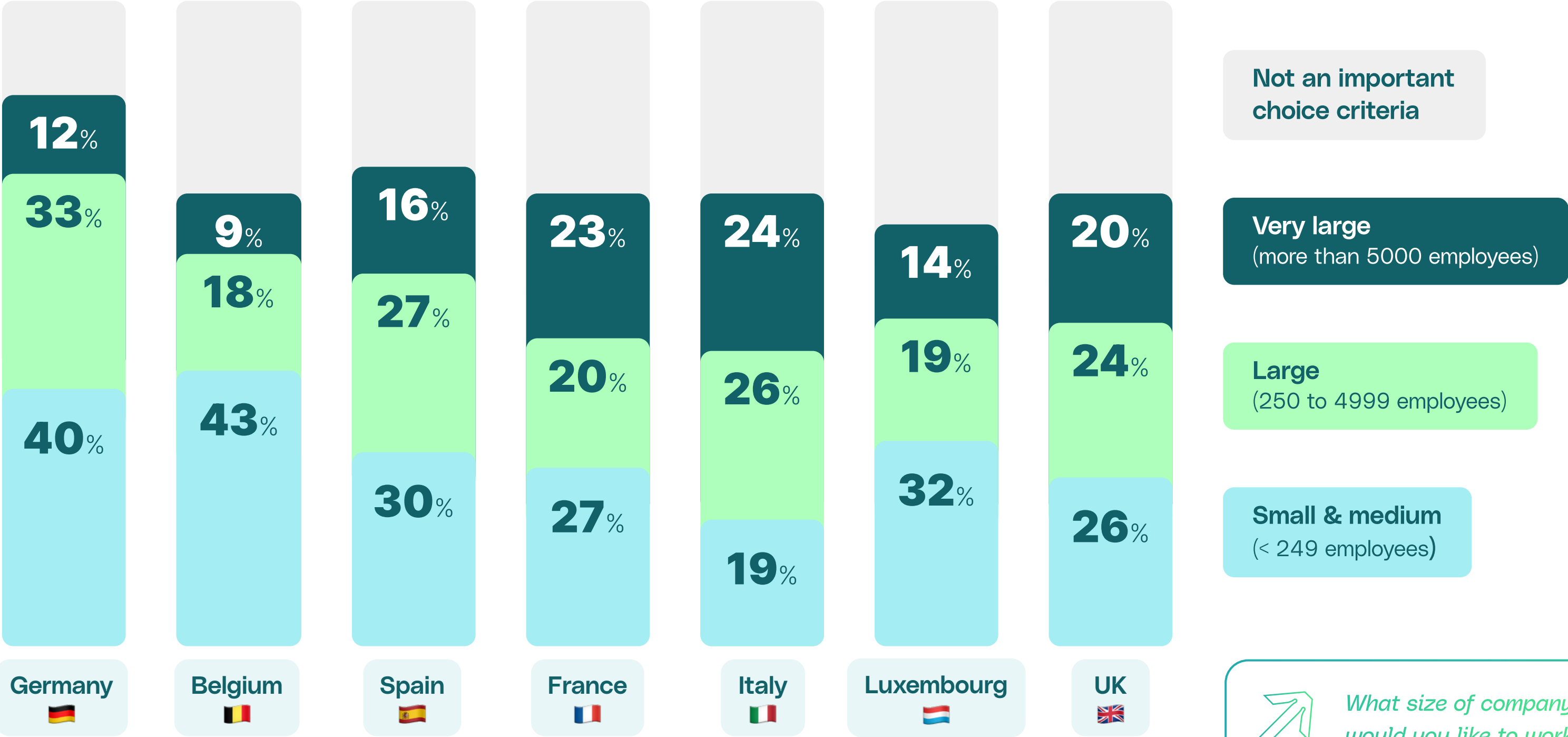




# In most of countries European graduate favour *small and medium companies*.



Most popular company size for graduates



What size of company would you like to work in in priority ?



# Young talents aim for *only one year* for their first position.

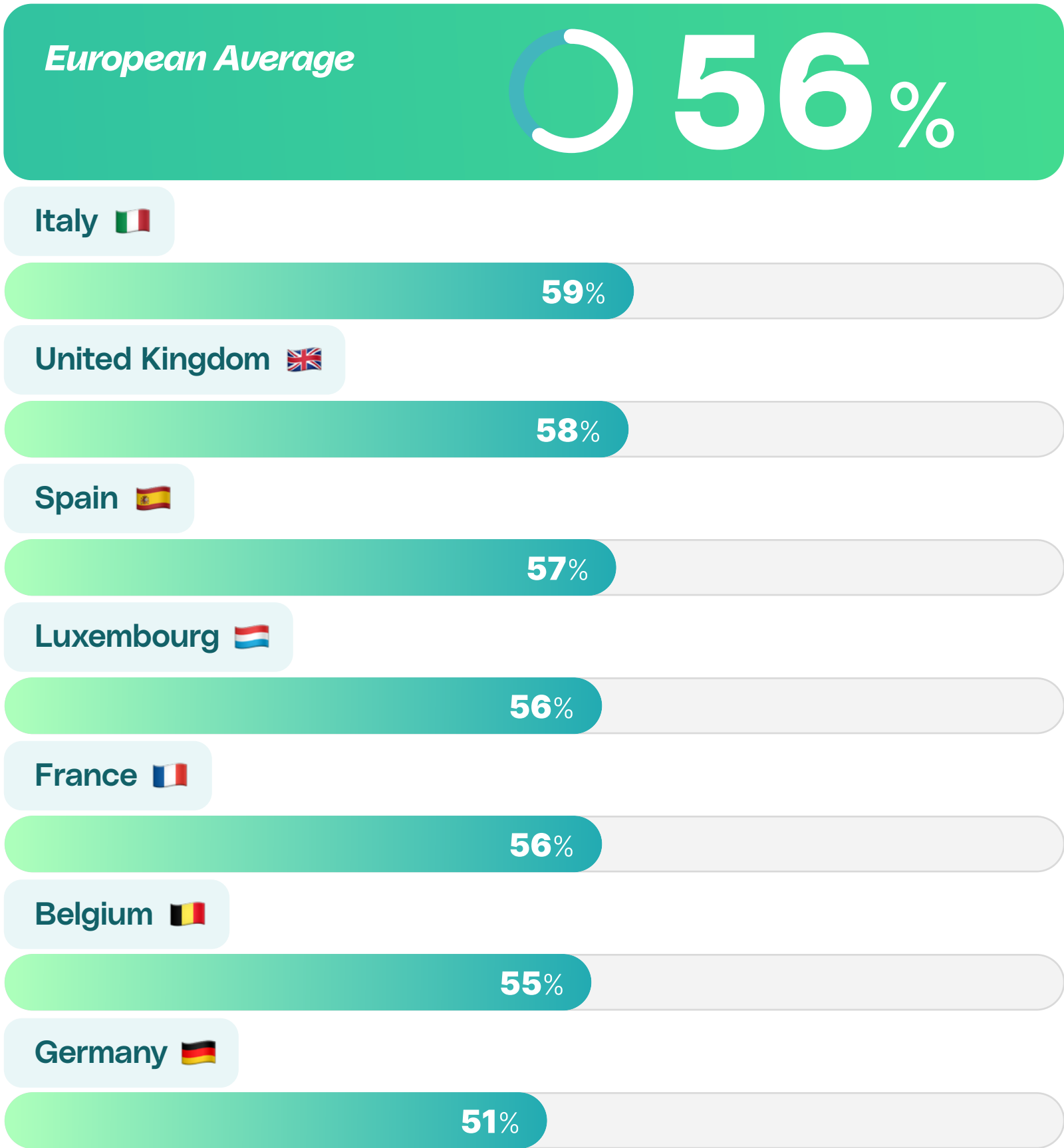




# Over the long term, *professional reorientation* is already a strong consideration, by choice or by constraint.

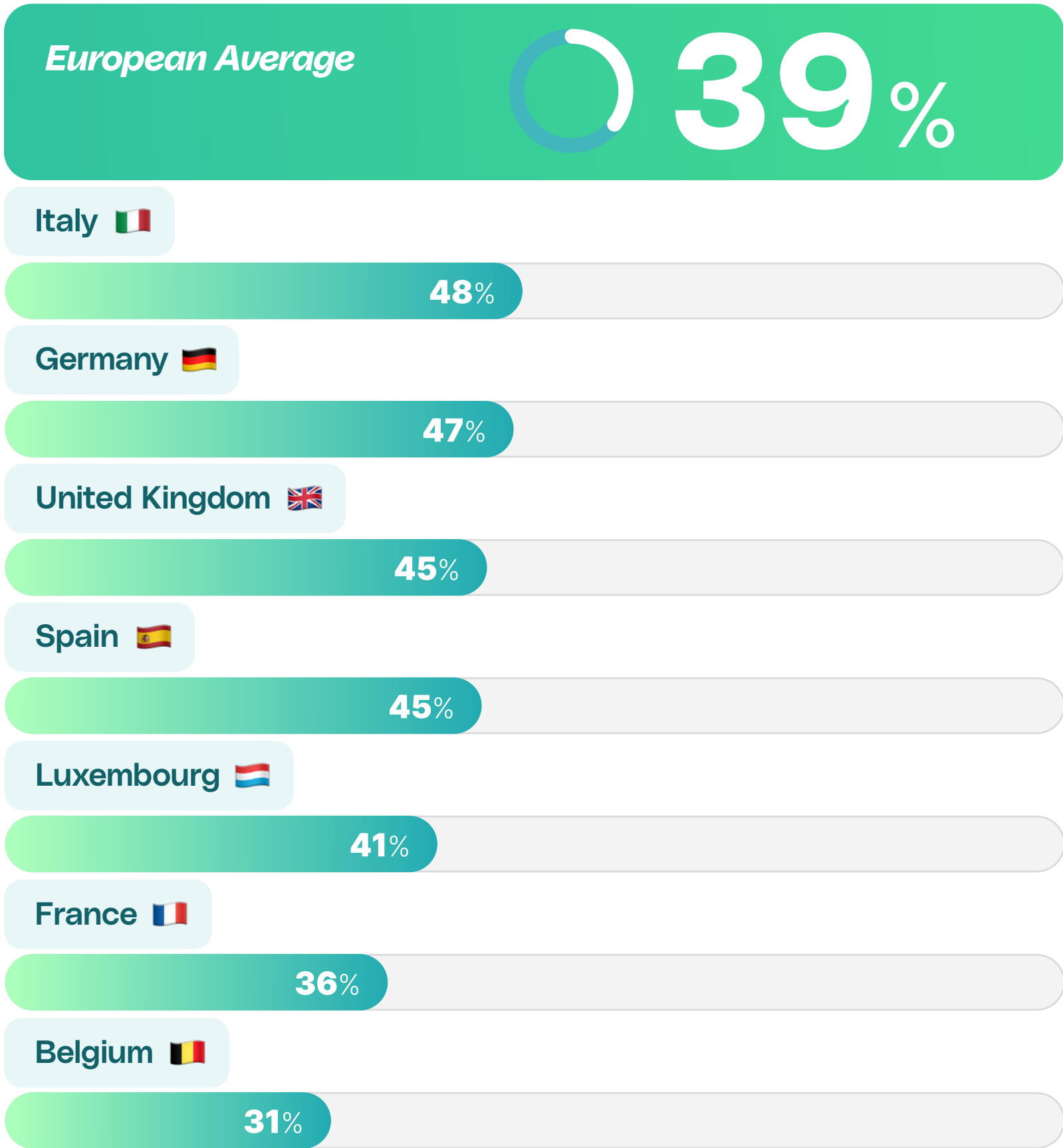
Consider changing career fields during their career...

*By personal choice (reorientation, new projects, etc.)*



*Do you anticipate having to change professional fields during your career?*

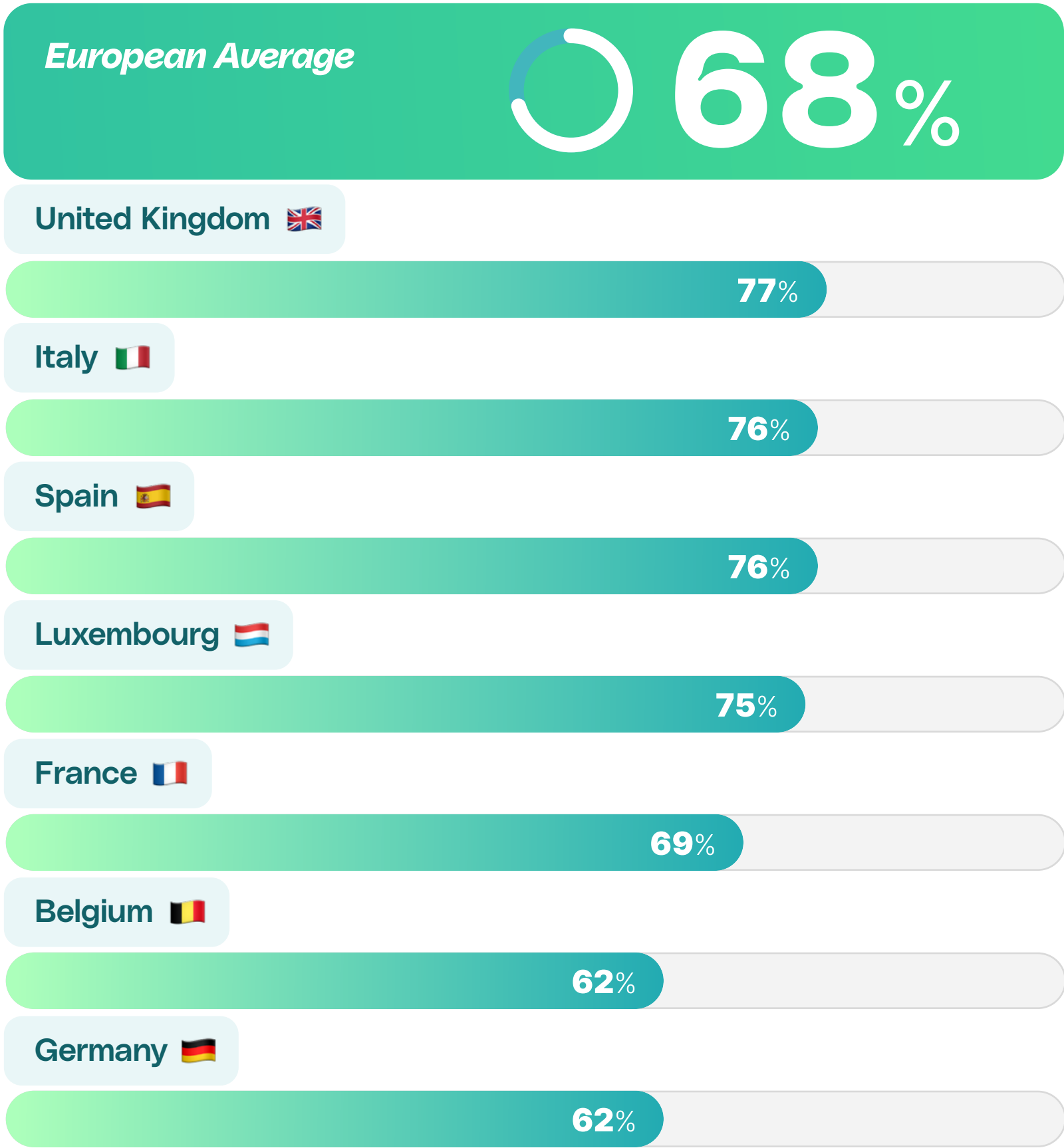
*By constraint (development of professions, etc.)*



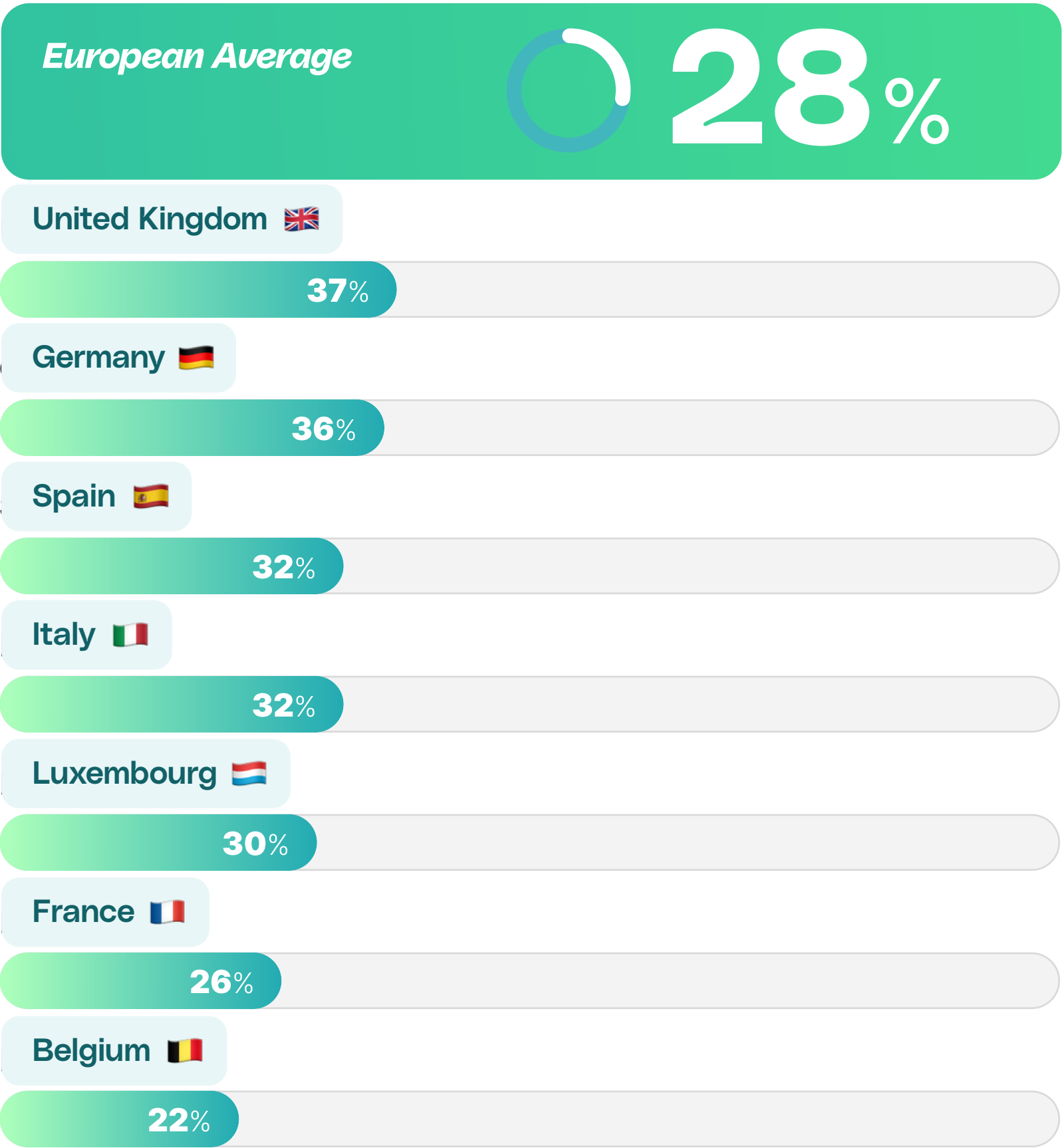


# European graduates, notably ones from the UK, *anticipate the profound impact of AI on their job.*

*AI will profoundly change the way you do your (future) job*



*Your (future) job may become obsolete in the next few years*



*Do you think that... - AI will profoundly change the way you do your (future) job*



*Do you think that... - Your (future) job may become obsolete in the next few years*



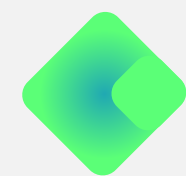
# *In summary*



## A rather positive and fulfilling vision of work

In 2025, work remains a **strong source of fulfillment** for young talent (93%).

Companies are perceived **positively (77%)**, described as **collaborative** and **captivating**. But students and young graduates are pragmatic: they also see it as **stressful, complicated** and **hierarchical**.



## The ideal first role in 2025

**Work-life balance** (60%) is the key aspiration of European young graduates.

Whether by choice or by necessity, **fixed-term contracts are no longer the only option** for European students. Half of them **prefer another type of contract**.

Once in position, European graduates want to **prioritise specialising in a specific field (27%)**.



## Future of careers: Uncertainty as a driving force

European graduates aim to stay **just 12 months for their first position**, revealing a clear **lack of projection** at the start of their career.

They already anticipate the **profound impact of AI on job (68%)** and some are concerned about the **potential obsolescence of their profession** in the coming years (28%).

Over the long term, **professional reorientation** is already a strong consideration, whether **by choice (56%) or by constraint (39%)**.





## About JobTeaser

JobTeaser, European leader in the recruitment and orientation of young talents, was founded in 2008 to facilitate the transition between the academic and professional world.

With the mission of supporting young people in their professional integration, JobTeaser offers an integrated platform in more than 800 schools and universities across Europe.

This platform is used by 5 million students and recent graduates to discover internship and job opportunities, and by more than 250,000 recruiters to communicate and recruit talent.

To learn more, visit:

[corporate.jobteaser.com](https://corporate.jobteaser.com)



## About The Gen Z Lab

Launched in 2023, The Gen Z Lab is an observatory dedicated to the analysis of future generations and their relationship to work. Bringing together our resources on the characteristic trends of Generation Z, our ambition is to demystify preconceived ideas about this youth, to study their behaviour, and to better understand their aspirations. Studies, testimonies, forums, detailed and prospective analyses: find all our content developed by JobTeaser experts to decipher those who will shape the world of work of tomorrow.

To learn more, visit:

[The GenZ Lab](#)



## About EDHEC Business School

With 120 years of history, EDHEC Business School has established itself as a leading institution in France, ranking 7th Business School in Europe by the Financial Times since 2022.

EDHEC has developed a unique model, based on research useful to society, businesses and students. EDHEC is thus today a place of excellence, innovation, experience and diversity, capable of impacting future generations in a world in profound upheaval. Having a positive impact on the world is our reason for being.

More information on the Group website:

[EDHEC Business School](#)

## NewGen Talent centre

## About the NewGen Talent Center

Created in May 2013, the NewGen Talent Center is EDHEC's center of expertise on the aspirations, behaviors and skills of new generations of graduates. Its mission is to detect, understand and explain the evolution of young people's expectations for their professional lives to respond to the issues of attraction, loyalty and commitment of companies. We benefit from the support of the Forvis Mazars group.

To find out more, visit:

[EDHEC NewGen Talent Center](#)





