



Gen Z and the Future of Work

How the next generation is
redefining careers, culture,
and the workplace.

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ORIGIN
STORY OF
THE
PROBLEM

**Was the Pandemic a
Blessing or Disguise
for Youth
Employment?**

Before Covid-19, young workers faced intense competition for entry-level positions. Degrees no longer guaranteed stable careers.



**So the question was did post-secondary education lose value?
Was global overpopulation the cause of fierce competition?**

The Pandemic Hit Young Workers Hardest, particularly in entry-level sectors, while more experienced professionals often retained job security and even saw new opportunities in healthcare and tech-driven roles.

Some experienced workers faced temporary layoffs, but due to savings could weather the storm and embrace more family time.

Consequently, many young graduates became part of NEETs (Not in Education, in Employment or Training)

While some companies awaited government support, others struggled to adapt to market uncertainty, delaying recruitment and further limiting opportunities for youth

As of 2025, ILO estimates around 262 million – or one in four - young people aged between 15 and 24 are in NEETs

WHERE
ARE WE
NOW IN
2026?

**YOUTH EMPLOYMENT IS
RECOVERING,**

**But Challenges Remain,
Highlighting More Disparities**

SOME PARENTS WORRY THAT
THEIR 20+ YEAR OLD KIDS HAVE
LOST CRUCIAL EARLY-YEARS IN
PENSION CONTRIBUTIONS

**But Young Professionals Worry How
They Can Survive With High Rise of
Living Costs!**

HOW DOES
OWN YOUR
VOICE
ACADEMY
PLAN TO
BREAK THIS
JOB CYCLE?

1.BREAKING THE NEGATIVE STIGMA SURROUNDING GEN Z

SHIFT PERCEPTIONS BY SHOWING THAT YOUNG
PROFESSIONALS ARE INNOVATIVE, ADAPTABLE, AND
READY TO CONTRIBUTE MEANINGFULLY TO AN
ORGANIZATION



2. UPSKILLING COLLEGE STUDENTS THROUGH HANDS-ON PROJECTS

PROVIDE HANDS ON, MULTI-DISCIPLINARY EXPERIENCE SO STUDENTS GRADUATE WITH PRACTICAL SKILLS THAT EMPLOYERS ACTUALLY VALUE



3. PROVIDING SUPPORT & MENTORSHIP TO INTERNS

OFFER GUIDANCE THROUGH PEER-TO-PEER
FEEDBACK AND EXPERT MENTORSHIP, HELPING
INTERNS NAVIGATE CHALLENGES AND GROW
CONFIDENCE



4. TRAIN INTERNS TO LEAD THROUGH UNCERTAINTY

INTERNS LEARN RESILIENCE AND LEADERSHIP GUIDED BY THE BUSHIDO CODE, EMPHASIZING 'DISCIPLINE, HONOR, INTEGRITY, AND COURAGE = **MORAL COMPASS**'

AND THE CHASQUIS, THE INCAN MESSENGERS WHO THRIVED UNDER EXTREME GEOGRAPHIC CONDITIONS WITH SPEED, RELIABILITY, AND ADAPTABILITY BEFORE MODERN TECH EXISTED.

THIS HELPS YOUNG PROFESSIONALS LEAD CONFIDENTLY IN A RAPIDLY CHANGING AND CHALLENGING JOB MARKET



WHY HISTORY GUIDES US?

LESSON: HISTORY PROVIDES PROVEN FRAMEWORKS TO NAVIGATE MODERN CHALLENGES, HELPING INTERNS DEVELOP CONFIDENCE, TEAMWORK, AND PRACTICAL LEADERSHIP SKILLS FROM DAY ONE.

BUSHIDO CODE:

HELPS INTERNS STAY FOCUSED AND ACT ETHICALLY WHEN FACING UNCERTAIN JOB MARKETS, ECONOMIC DISRUPTION, OR CLIMATE-RELATED CHALLENGES

LIKE A COMPANY NAVIGATING LAYOFFS DURING A RECESSION, INTERNS LEARN TO ADAPT THEIR STRATEGIES WITH COURAGE AND ETHICAL DECISION-MAKING.

INCAN CHASQUIS:

INCAN MESSENGERS WHO THRIVED UNDER EXTREME GEOGRAPHICAL CONDITIONS → TEACH ADAPTABILITY, SPEED, AND RELIABILITY IN UNPREDICTABLE CONDITIONS.

JUST AS COMMUNITIES RESPOND TO CLIMATE IMPACTS, INTERNS PRACTICE AGILE TEAMWORK TO SOLVE COMPLEX, RAPIDLY CHANGING PROBLEMS.

5. EMPOWER INTERNS TO LEVERAGE AI & DATA ANALYTICS TOOLS

EMPOWER INTERNS TO USE INNOVATIVE DATA TOOLS
TO ADDRESS ENVIRONMENTAL & SOCIAL
CHALLENGES, STRENGTHENING BOTH THEIR
EXPERTISE AND CAREER PROSPECTS

