



# 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

