



Future of Work: Survey of Youth and Employers

Summary Report

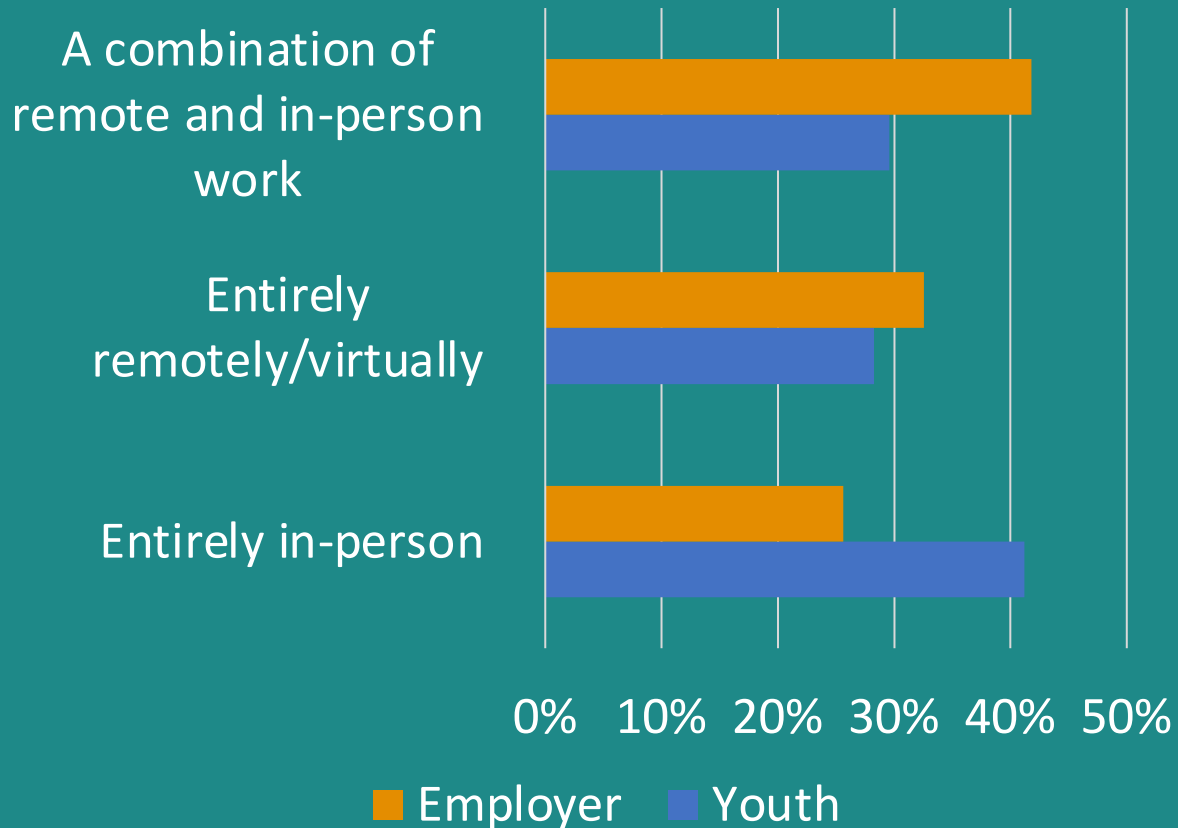
About the Survey

- Partnership between the Tamarack Institute, the Co-operators Group, the Canadian Council for Youth Prosperity, and Youthful Cities
- 300 youth and 350 employers were surveyed
- Objective was to gain their perspectives to help us create a guide for youth and employers on the future of work
- Survey was held in December 2021



Youth and Employers Prefer Hybrid Work as the New Normal

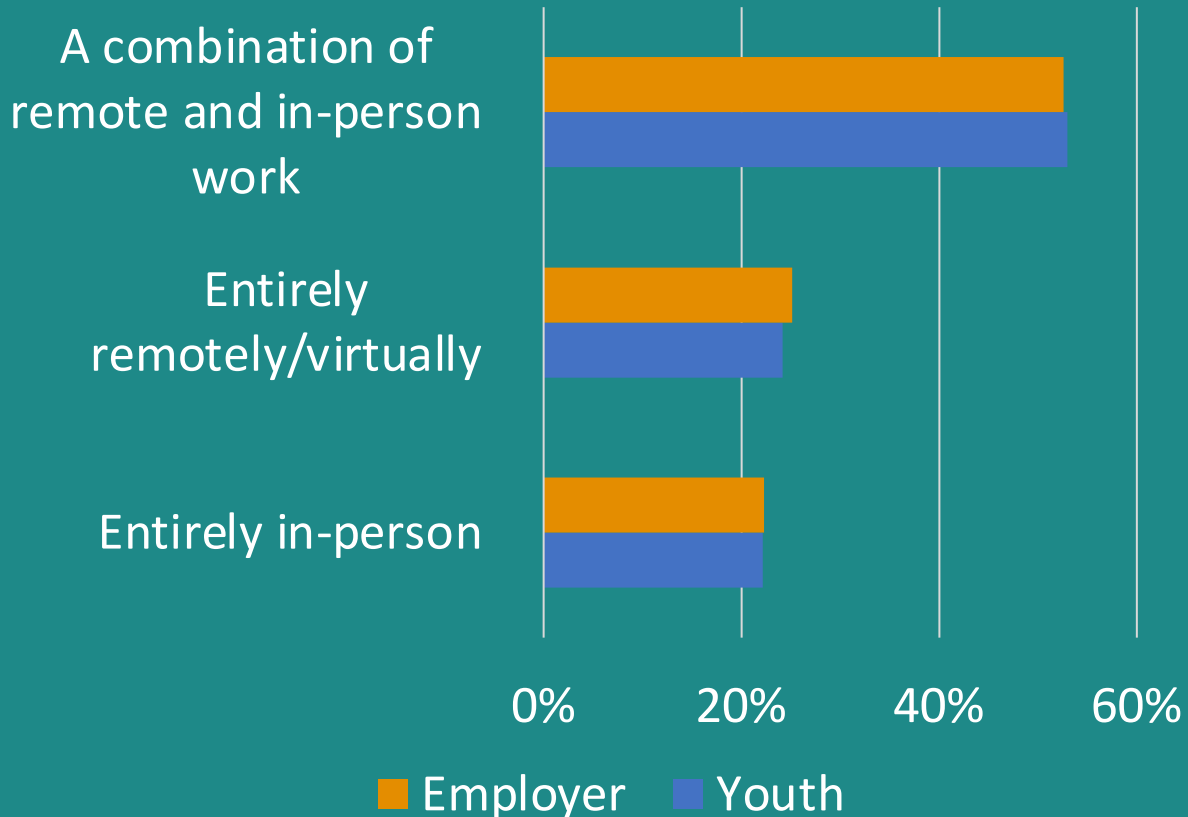
How Youth and Employers Work Currently



- Current trends in hybrid work styles are experienced differently by youth and employers
- Currently, most of the employers (42%) are working a combination of remote and in-person work while majority of the youth (41%) are working entirely in-person

Youth and Employers Prefer Hybrid Work as the New Normal

How Youth and Employers Envision the Future of Work



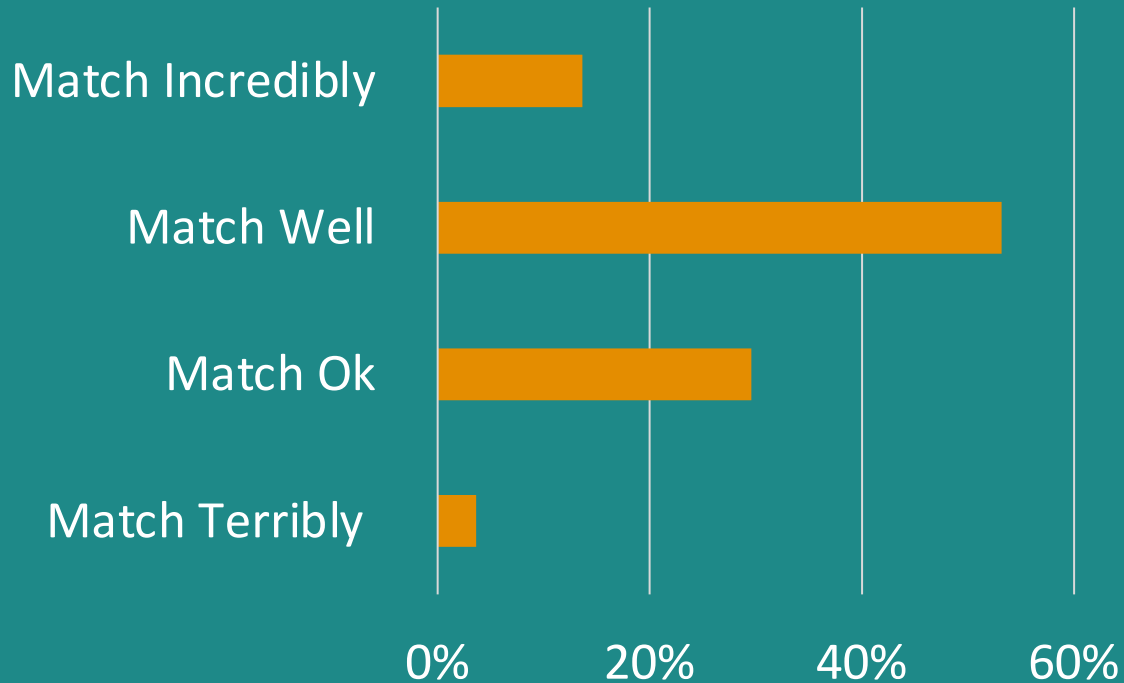
- 53% of youth desire to work a combination of in-person and remote work
- 53% of employers believe that a combination of remote and in-person work will become the new normal over the next 5 years
- 36% of employers think hybrid working is more desirable if there is a set schedule for at home vs in-office workdays, and if important meetings were in-person

Youth and Employers Prefer Hybrid Work as the New Normal

- 39% of employers believe that young employees would prefer to work virtually or remote if they save time travelling to and from workplace AND if they have children or someone to take care of at home
- With the appropriate home office environment, 42% of youth would be somewhat motivated to work from home
- 21% of youth would save 30-60 minutes of commute to in-person work if they worked remotely. In fact, 18 % of youth are looking to save time on transportation and 22% of youth want flexible work schedules

Skills and the Current Work Environment

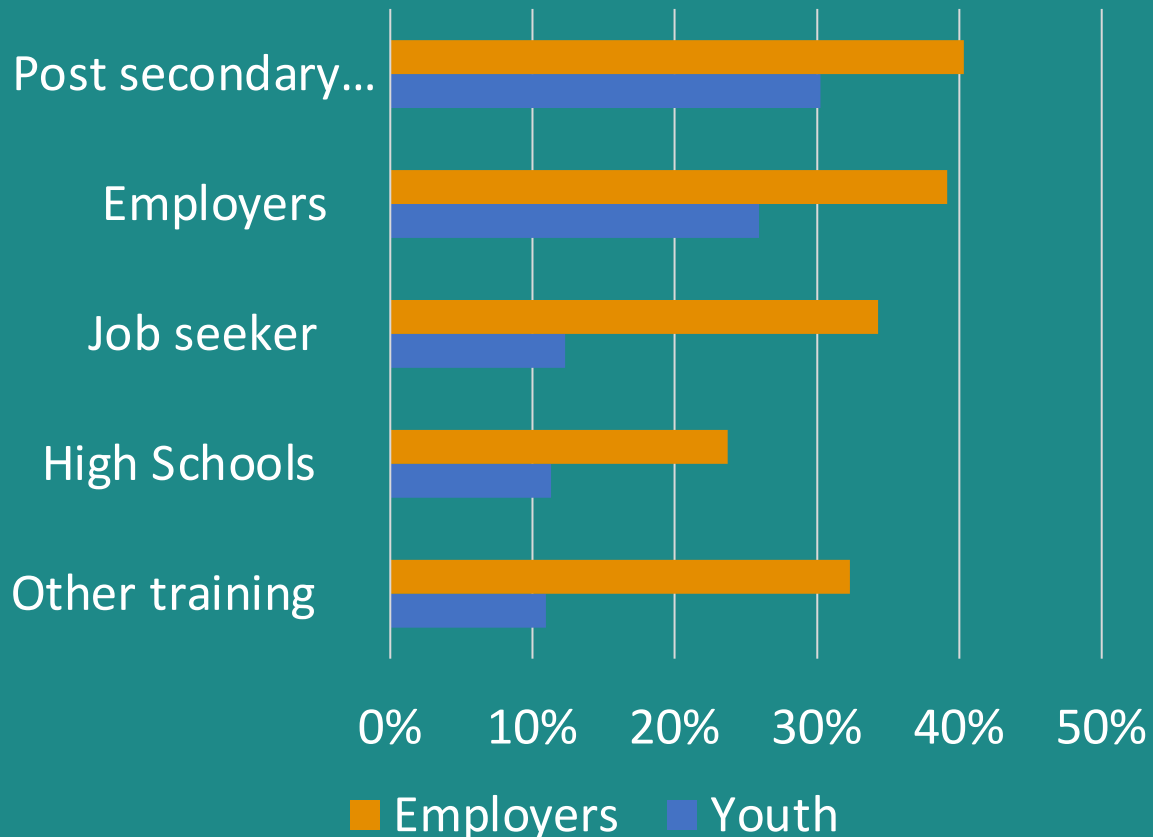
Youth Rate How Well Their Skills Match with Employers' Expectations



- 53% of youth think their skills match well to the employer's requirements
- 81% of employers believe their organization considers experience equivalency for lack of education when hiring employees, yet 91% hire employees based on education
- 67% of employers believed that their organization provides on-the-job training for youth

Skills and the Current Work Environment

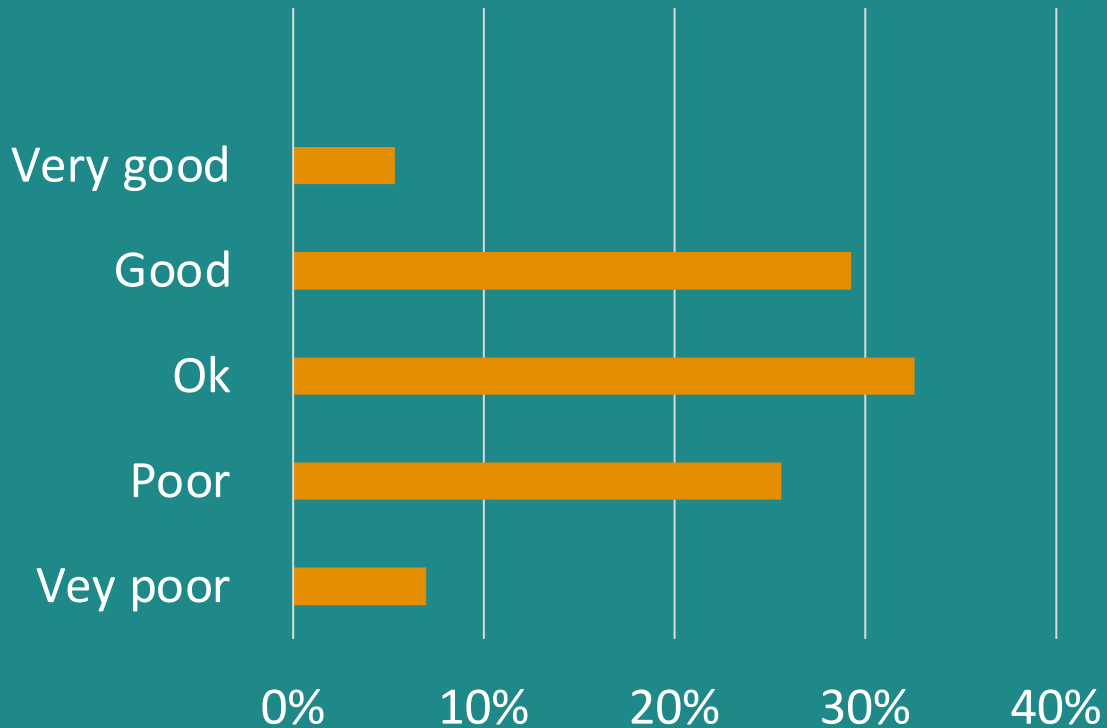
Responsibility for Building Employment Related Skills



- When asked who in society is responsible for building employee skills, 40% of employers stated post-secondary institutions and 39% said employers
- 30% or youth stated post-secondary institutions were responsible for building employment related skills and 26% stated employers were responsible
- When asked about skills gained, 32% of youth stated they gained their skills from past work experience and 22% stated they gained their skills through post-secondary education
- 28% of employers think their organization values opportunities to network and grow their career

Mental Health is a Priority for Youth and Employers

Youth Describe their Overall Mental Health Post-pandemic



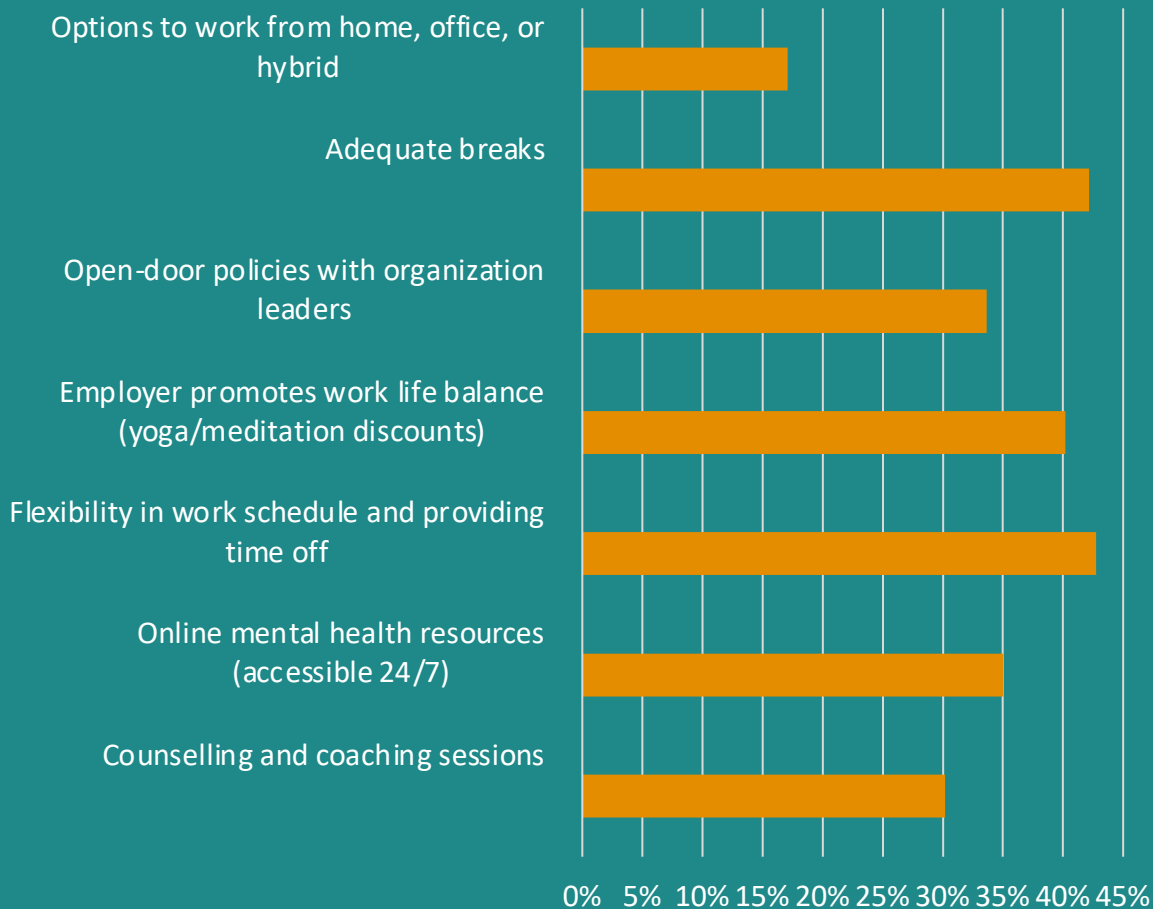
- Youth mental health has been significantly impacted with the pandemic
- 33% of youth identified with poor and very poor for their mental health versus 22% before the pandemic
- 35% of youth state that their current employment makes their mental health a bit better, with 11% attributing flexibility in their workplaces as a reason

Mental Health is a Priority for Youth and Employers

- Flexibility and breaks are important to employers as well as youth
- 20% of youth believe that flexibility in schedules and more time off would improve their mental well-being at work and would like to see more of it at work
- 43% of employers think their organization offers their employees general flexibility in work schedules and adequate breaks
- When evaluating mental health, employers did not think their mental health was affected as much on average. 39% of employers believe that their own mental health is supported because their organization offers reasonable hours

Work-Life Balance Has to Be Redefined

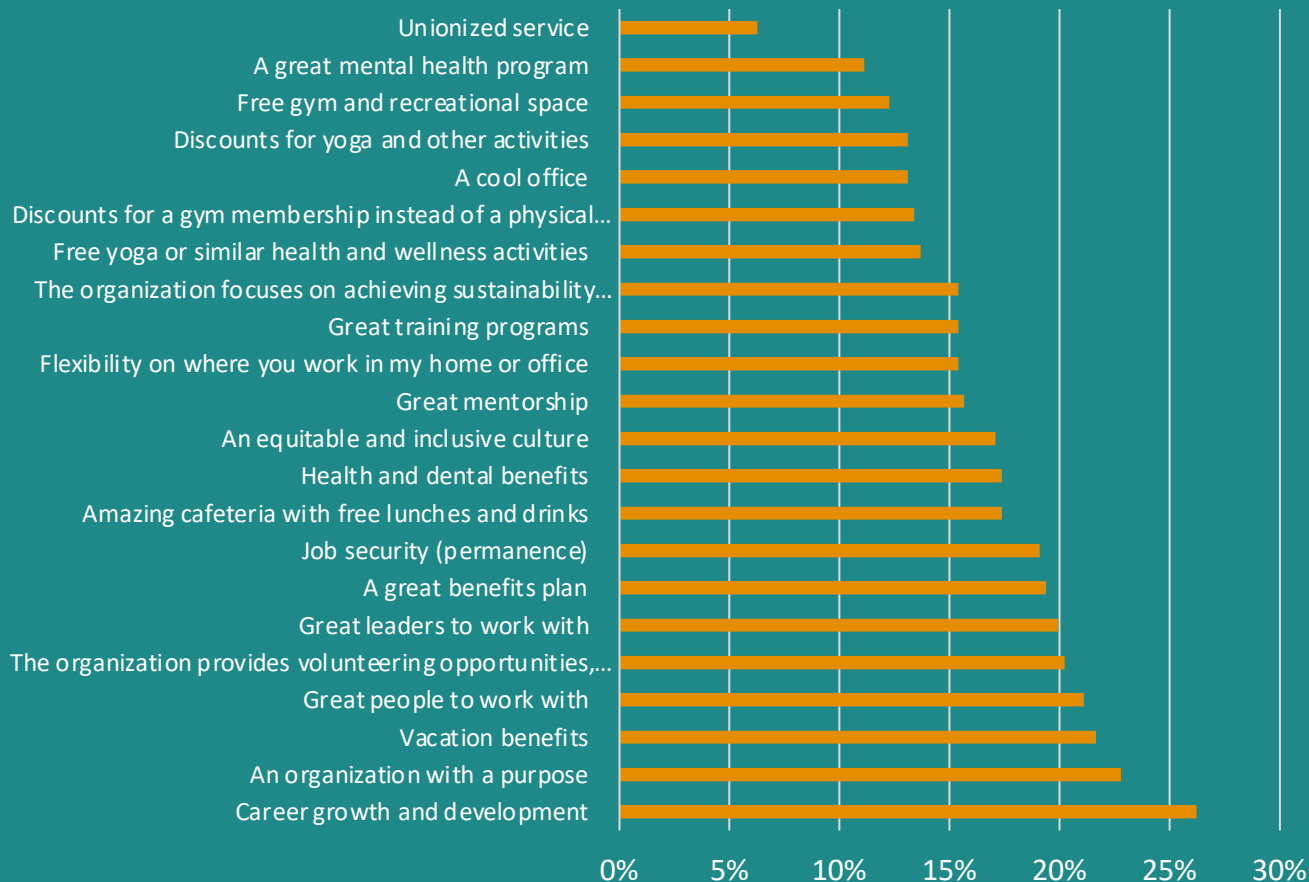
Mental Health Supports Offered by Employers



- To encourage work-life balance, 42% employers provide flexibility in work schedule, time off, as well as adequate breaks
- 40% of employers state that they provide financial discounts for yoga, meditation and other services
- 30% of employers provide access to counselling and coaching sessions
- As for youth, 6% stated that a workplace becomes more desirable when it offers socializing spaces and 8% desire more opportunities to network
- Work-life balance, connection, and flexibility in their schedules to connect with their community are other youth priorities

Creating Cultures of Belonging that Encourages Bringing your Whole Self to Work

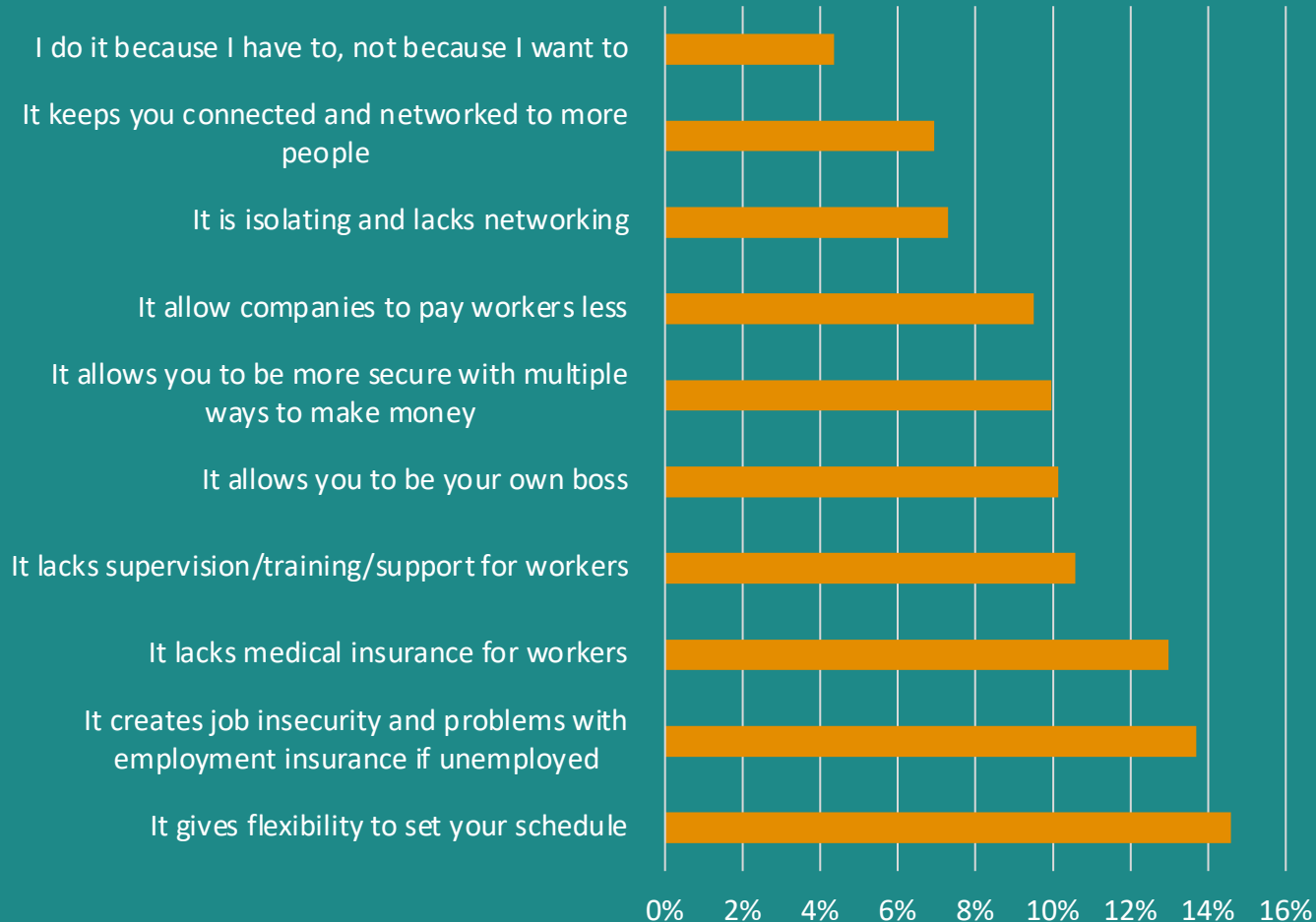
Employers Describe What Makes their Organization a Good Place to Work



- When youth described what would make a job desirable to them, their top choices were career growth and job security (tied at 9%)
- This aligns with the top employer description of what makes their organization a good place to work. 26% of employers believe opportunity for career growth makes their organization a desirable place to work
- Other top choices for youth are job security (8%), great people (8%), flexibility (8%), dental health benefits (7%), a benefits plan (7%), and an equitable culture (7%)

The Gig Economy is Growing

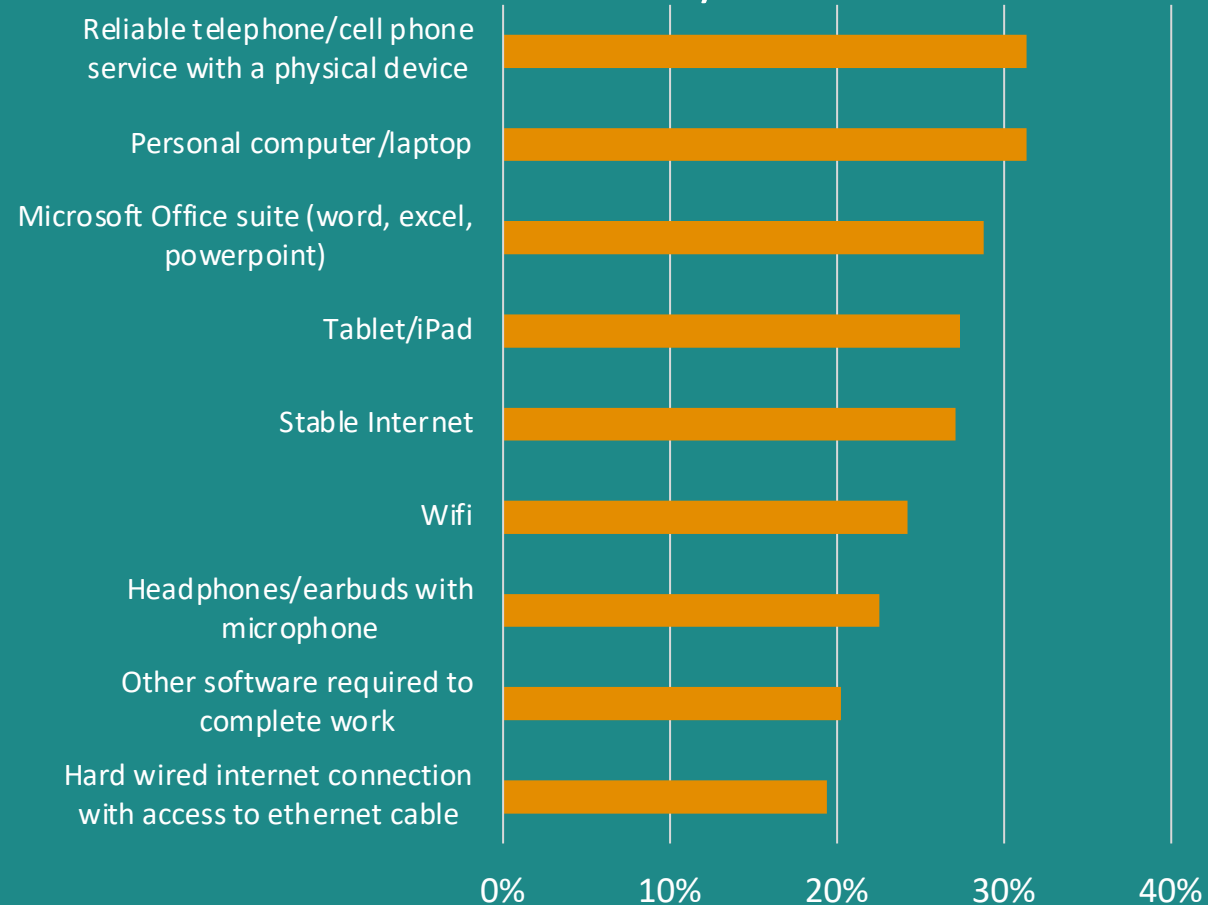
Youth Describe the Gig Economy



- 76% of employers said their organization is involved in the gig economy
- 48% of employers believe young people prefer the gig economy over long-term work
- Over half of the youth surveyed (52%) stated that they were or are a part of the gig economy
- 30% of youth said the gig economy was desirable, 66% of youth stated the gig economy is either very undesirable, somewhat undesirable or neutral to them
- 43% of employers said youth are somewhat more desirable with multiple gig economy experiences

Access to Technology is Crucial

Technology Provided by Employers to Work Remotely



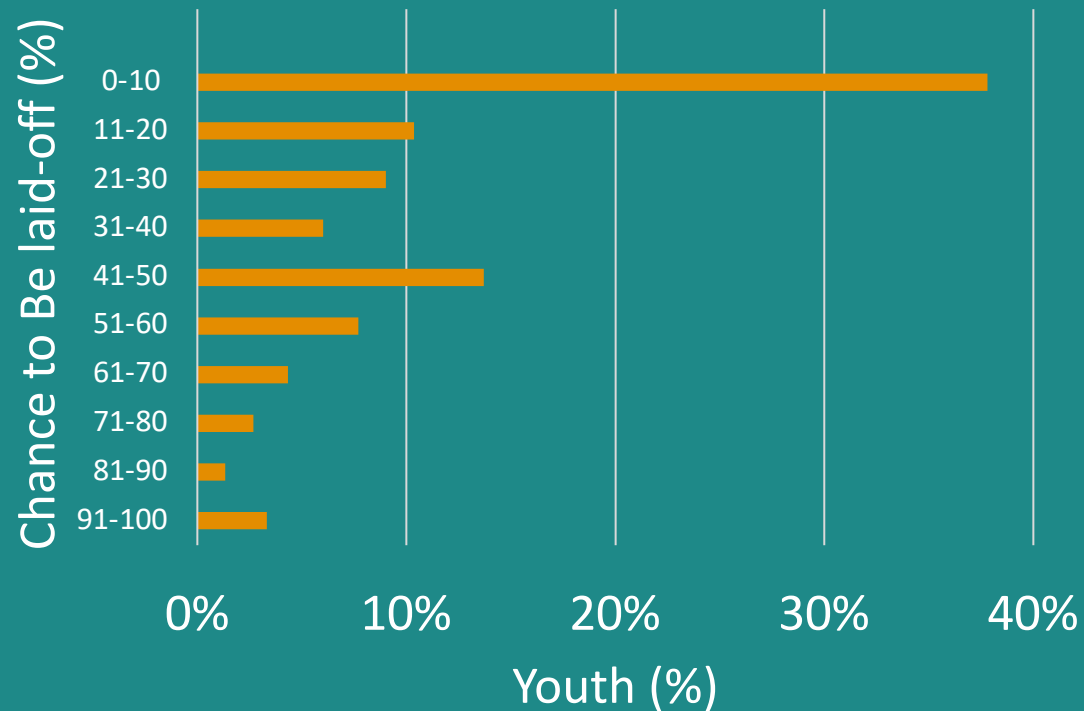
- Only 14% of youth surveyed have WIFI and 14% have access to a personal computer at home
- 41% of employers believe that their organization requires stable internet to work remotely, and 27% report providing it
- 41% believe that their organization requires a personal computer to work remotely, and 31% report providing it
- 17% of employers believe that their organization requires other software needed to work remotely, and 20% report providing it

About the Survey Respondents – Current Types of Work

- 90% of youth are employed and 27% of youth are part-time contract, freelancer, or self-employed
- 55% of employers offer full-time contract work versus only 25% of employers offering full-time permanent work
- 32% of employers stated that they had 50-99 employees. However, 31% of employers only have 5-10 youth on average at their organization
- 55% of employers offer full-time contract work versus only 25% of employers offering full-time permanent work

About the Survey Respondents – Job Security

Youth Rate the Likelihood (%) to Be Laid-off in the Next Year



- 38% of youth feel that there is a 0-10 percent chance they will be laid-off
- 13% of youth feel that there is a 41-50 percent chance they will be laid-off
- On average, employers believed there was a 29% chance their organization would layoff or terminate employees

Appendix Youth Demographic

Q40 How do you identify your ethnic and / or cultural background? (select all that apply)

North American (e.g. Canadian, American)	30.84%
European (e.g. Danish, Polish, Greek, British)	10.20%
East Asian (e.g. Chinese, Korean, Japanese)	7.03%
South Asian (e.g. Indian, Bangladeshi, Nepalese)	6.58%
Indigenous (e.g. First Nations - status or non-status, Metis, Inuit)	5.44%
Southeast Asian (e.g. Vietnamese, Thai, Cambodian, Filipino)	5.22%
African (e.g. Ghanaian, Nigerian, Sudanese)	3.63%
Arab (e.g. Syrian, Lebanese)	3.63%
I choose not to answer	3.40%
Caribbean (e.g. Trinidadian, Dominican, Grenadian)	2.72%
Other	2.72%
Eastern European	2.72%
Latinx (e.g. Brazilian, Colombian, Mexican)	2.49%
West Asian (e.g. Afghan, Iranian)	2.27%
Jewish	2.27%
Punjabi	2.27%
Australasian (e.g. Australian, New Zealander)	1.81%
Central Asian (e.g. Tajik, Kyrgyz, Uzbek)	1.59%
Pacific Islander (e.g. Fijian, Maori, Samoan)	1.36%
Pakistani	1.36%
Persian	0.45%

Q42 Were you born in Canada?

No	81.06%
Yes	18.60%
Blanks	0.33%

Q41 I am (select all that apply):

A Canadian citizen	65.93%
A Permanent Resident	10.16%
An immigrant	6.32%
First Nation	4.67%
Temporary resident	4.12%
International student	3.57%
On a work permit	2.47%
A Refugee	1.92%
Other	0.55%
Choose not to answer	0.27%

Q43 What is your sexual orientation? (select all that apply)

Straight / Heterosexual	50.28%
Bisexual	16.38%
Queer	6.78%
I choose not to answer	5.08%
Gay / Homosexual	4.24%
Lesbian	3.67%
Other	3.67%
Pansexual	3.39%
Asexual	2.54%
Two-Spirit	2.54%
Demisexual	1.41%

Q48 What is your gender? (Select all that apply)

Woman	61.34%
Man	15.70%
Cis	11.92%
Non-Binary	4.65%
Two-Spirit	2.33%
I choose not to answer	1.74%
Trans	0.87%
Agender	0.87%
Other	0.58%

Appendix Youth Demographic

Q46 Which of the following identities do you identify with? (Select all that apply)

White	53.40%
Person of Colour	25.93%
None of these identities	6.48%
Indigenous	6.17%
Black	5.56%
I choose not to answer	2.47%

Q47 What is your religion / spiritual practice? (Select all that apply)

Does not apply to me	30.33%
Christian	19.52%
Catholic	9.91%
I chose not to answer	8.71%
Muslim	7.51%
I Practise another faith / tradition	5.11%
Buddhist	5.11%
Sikh	4.50%
Jewish	3.30%
Hindu	3.00%
Other:	3.00%

Q49 Do you identify as a person with a disability? (Select all that apply)

No	66.35%
Yes - Mental Disability	21.27%
Yes - Physical Disability	6.35%
Other	3.17%

Q52 What city best describes where you live right now?

ON	42.33%
BC	18.67%
AB	11.33%
QC	8.33%
N/A	4.33%
NL	3.00%
NT	3.00%
NS	2.67%
MB	2.33%
NB	2.33%
SK	1.33%
YT	0.33%

Q50 In what year were you born?

1995	12.96%
1996	11.96%
1997	11.30%
1994	10.63%
1998	9.97%
1999	8.31%
1992	6.31%
1993	5.98%
2000	5.32%
2001	4.98%
2003	4.65%
2002	3.32%
2004	2.33%
2005	1.00%
2006	0.66%
Blanks	0.33%

Q44 What types of education or training are you currently pursuing? (Select all that apply)

University Undergraduate	25.00%
Not pursuing education or training at this time	21.07%
University Graduate	17.13%
College Diploma	8.99%
Putting education or training on hold due to the COVID-19 crisis	8.43%
High School (Secondary Education)	7.30%
Other Technical / Vocational Training (e.g. trades)	7.30%
Combined College University Program	2.81%
I Choose not to answer	1.97%

Q45 What types of education or training have you completed? (Select all that apply)

High School (Secondary Education)	33.87%
University Undergraduate	25.75%
University Graduate	15.31%
College Diploma	11.14%
Other Technical / Vocational Training (e.g. trades)	6.26%
Combined College University Program	5.10%
I Choose not to Answer	2.55%

Analysis of Data and Creation of Report:

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