



First job in France:

What do young people want?

 **EDHEC**
BUSINESS SCHOOL



Every year, over 300,000 fresh graduates from higher education enter the job market.



What are they looking for in their first job? 🤔



How do they envision their future? 🤔

To find out, EDHEC NewGen Talent Centre conducted several studies :



A large-scale survey of +5,800 students and fresh graduates carried out in June 2024, in collaboration with JobTeaser's GenZ Lab.



Another survey focused on students from top business schools, conducted in the second half of 2024: +1,500 respondents in the first wave and +2,500 in the 2nd.

What do young people expect from their next job?

It all depends on your profile!



University profile

- ① Supportive work environment



- ② Meaningful work



- ③ Good work/life balance



Engineering profile

- ① Good team relationships



- ② Meaningful work



- ③ Good work/life balance



Management profile

- ① Competitive salary



- ② Good team relationships



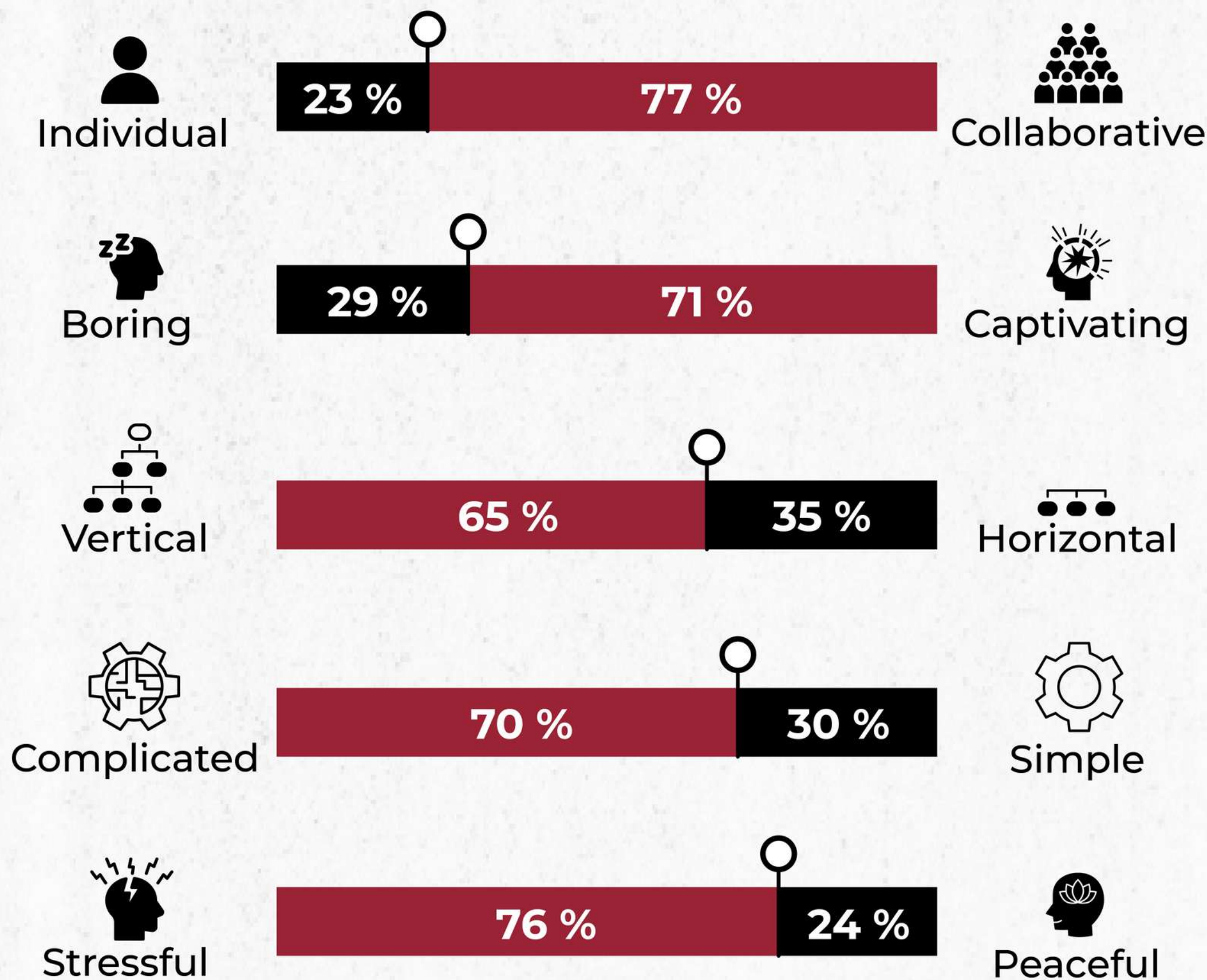
- ③ Supportive work environment



Overall, 94% of young talents see work as a source of personal fulfillment.

Young people have both an optimistic and realistic view of companies

Perception of companies among students and fresh graduates



Interpretation

77% of the students and fresh graduates surveyed perceive the corporate environment as more collaborative than individualistic.

In practical terms, how do young people imagine the start of their careers?



University profile

Engineering profile

Management profile

Preferred company type

SMEs (34 %)



SMEs (24 %)
large corps (23 %)



Large corporations (31 %)



Ideal duration of first job

12 months

23 months

18 months

When they have to choose between salary and meaning, how many prefer 'a poorly paid but exciting job'?

60 %



57 %



43 %



Most expected career path

Specialize & become an expert (39 %)



Rise quickly within one company (29 %)



Rise quickly within one company (29 %)



Focus on the “Management” Profile – Beyond the stereotypes, here’s what they really want

Top 3 factors that most impact their quality of work life:



They want meaningful work...

Their top fears:

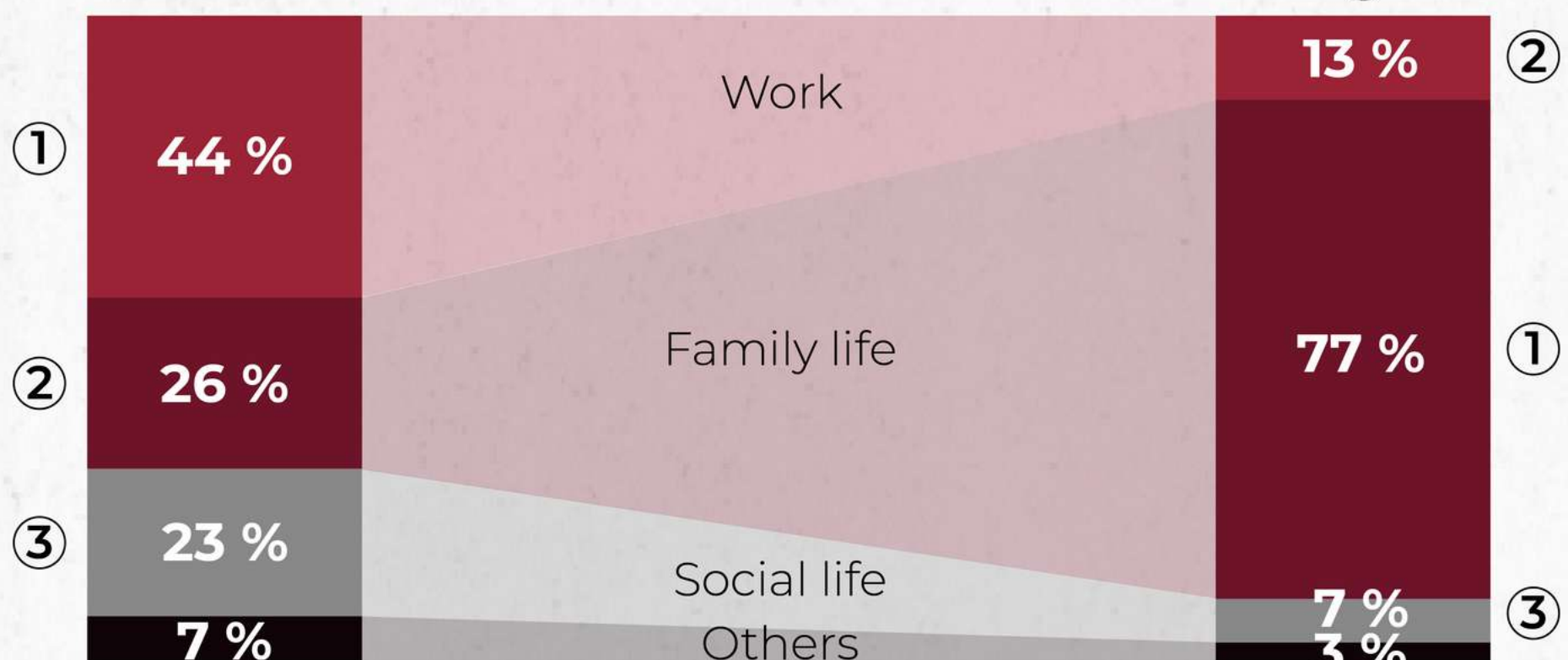


...And plan to focus on their careers, but not forever

Their top 3 priorities:

At the start of their career:

... At age 35 :





« Because they believe work is a source of personal growth, **today's graduates will only commit long-term to a job that is meaningful**, with trust-based management and an environment that supports mental well-being. Companies that can meet these expectations will gain in attractiveness and above all, in talent retention. »

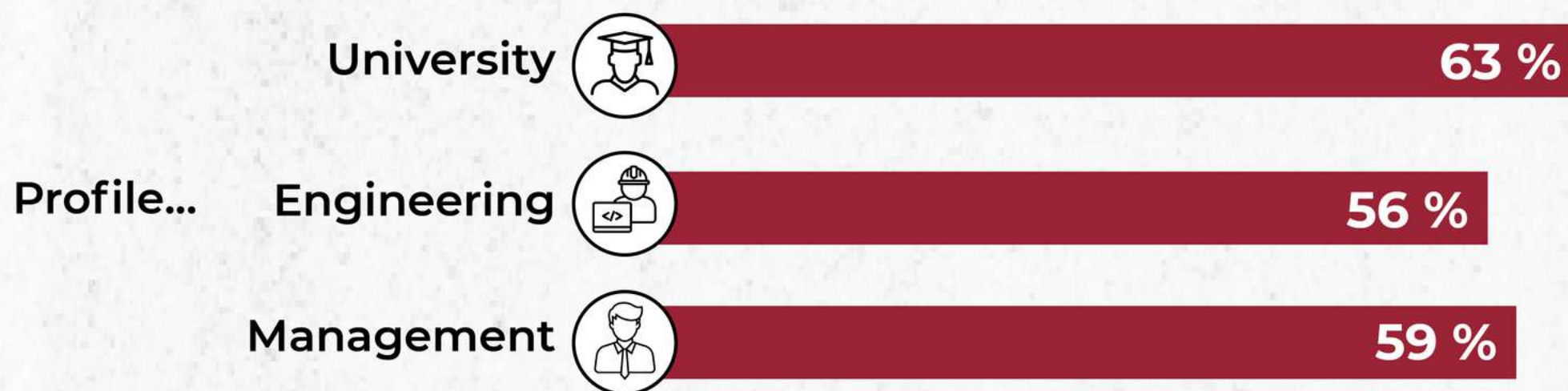


Manuelle Malot,
Director of the EDHEC NewGen
Talent Centre

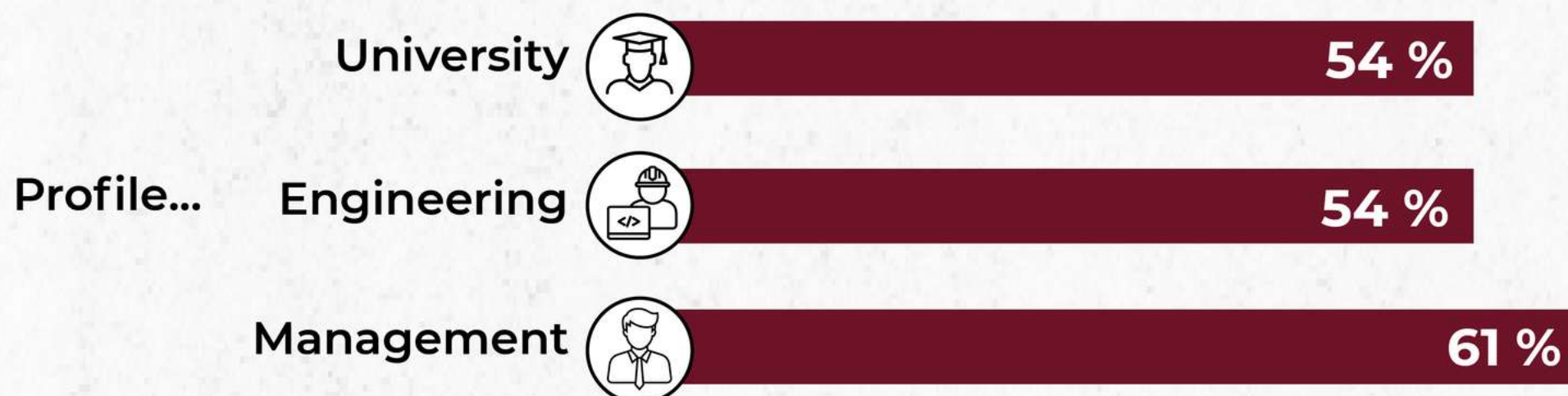


In the short term, many young people want to explore new possibilities

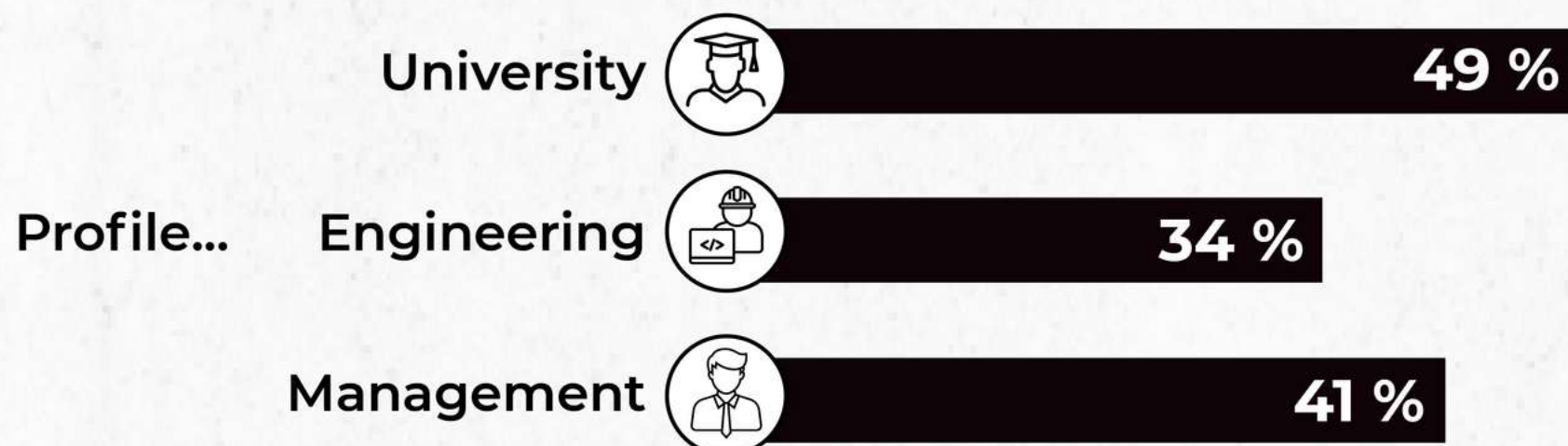
In 2 years, some expect to be working in a different company...



...Or even in a different role...



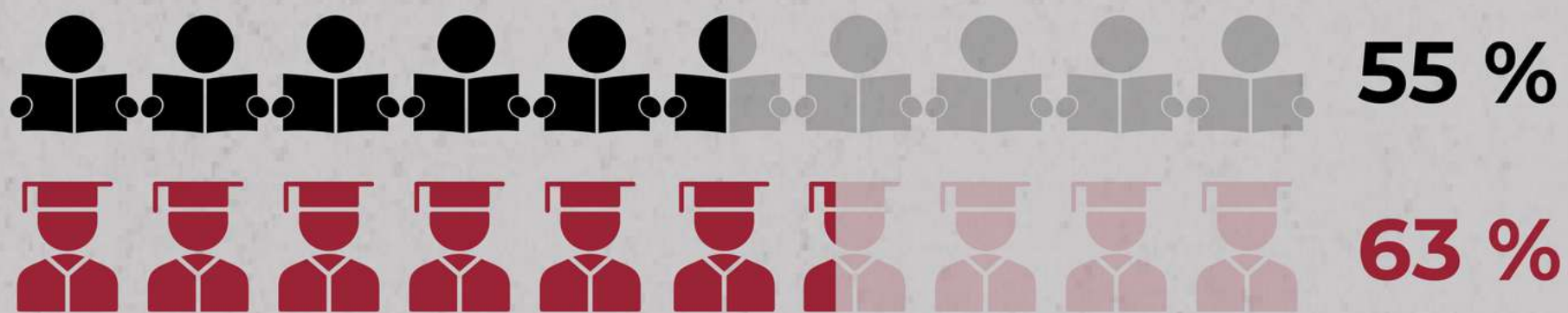
...Maybe even in a different sector!



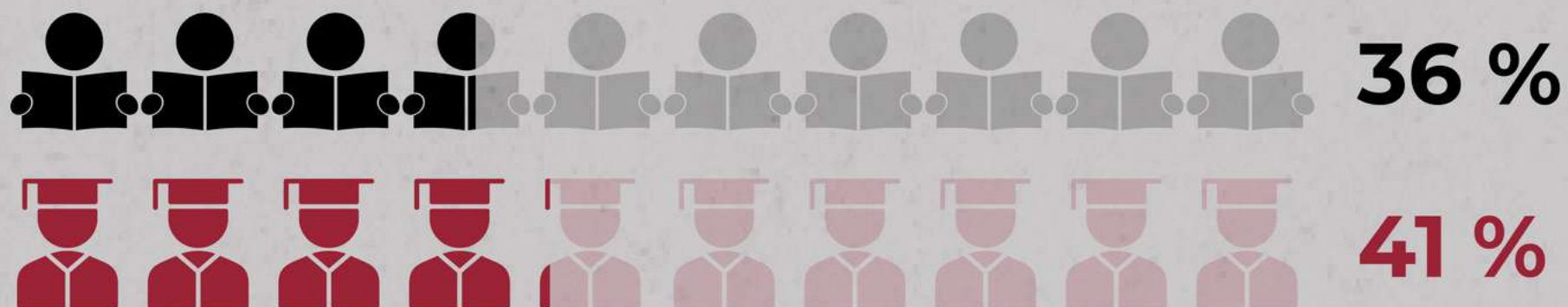
In the long run, many are already considering a career change

 Students  Recent graduates

« By personal choice »



« Out of necessity »



« And what about AI ? »

28% of young talents are concerned about the impact of AI on their careers. This is the case for **29%** of university, **19%** of engineering and **33%** of management profiles.

Sources



Starting your career : what future graduates want in 2025



NewGen NewJob Barometer

EDHEC NewGen Talent Centre

The NewGen Talent Centre is EDHEC's research hub focused on the aspirations, behaviors, and skills of new generations of graduates.