



**BANKING'S SILVER LINING:**

**Recruiting the Next  
Generation Amidst  
Economic Headwinds**

# Challenging Job Market for **Entry-Level Gen Z** Candidates

According to Revelio Labs data cited by the Post;



Share of Workers  
Aged 25 & Under

FELL FROM  
**14.9%** ↓  
**8.8%**

2022 to 2025

Hiring Inflows for Gen Z

**DOWN 45%**

vs. 2019 Levels



**Youth Hiring Dropped Sharply**

# Banking Industry Offers a **Counterpoint** for Gen Z Talent


*As noted in the 2026 Year-Ahead Investment Banking Outlook:*



 **Investment Banks**  
Operate Structured **Analyst Programs**

 Firms **Aggressively**  
Recruit **Gen Z Talent**

 **Early Investment in Analysts**  
Supports **Long-Term Growth**



**Structured Programs Ensure Early Talent**  
**Development and Long-Term Growth**