

A semi-transparent background image shows three diverse professionals (two men and one woman) in a modern office environment. They are dressed in business attire and appear to be working on a laptop together. In the upper right corner of the image, there is a graphic of a bar chart with an upward-pointing arrow, symbolizing growth or success.

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;

JOB FAIR

CANCELLED



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