

# Student and graduate mental health

The transition moving from university into the workplace can be a significant challenge for a young person's mental health and wellbeing, both employers and universities have an important role to play in supporting young people. We surveyed nearly 3,000 students and graduates to better understand student and graduate career perceptions and concerns.

**34% in 2019** Vs **42% in 2020**

of respondents reported experiencing **poor mental health**

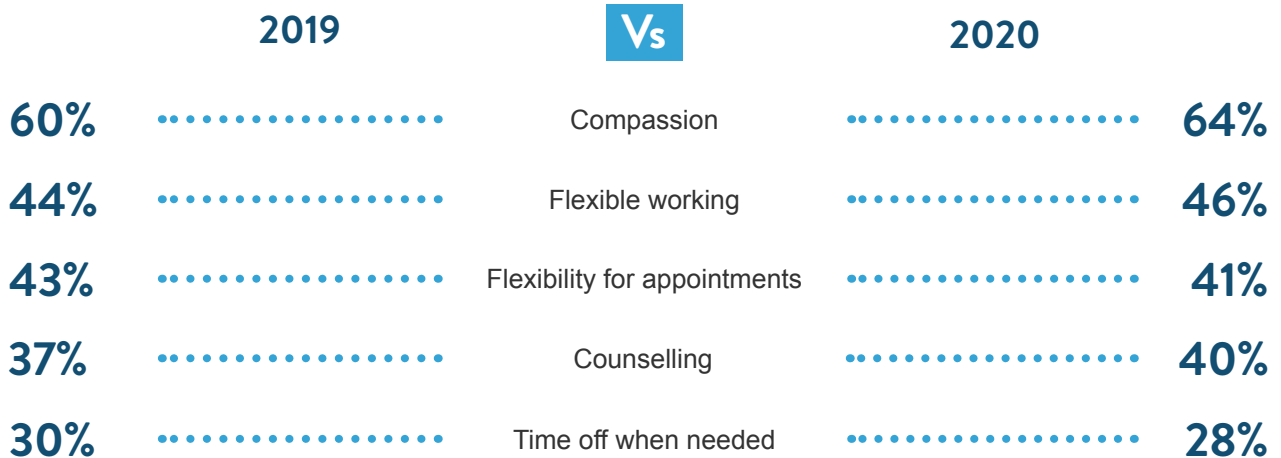


**Only 29% in 2020**

feel they could **be open with an employer about their mental health**, unchanged from 2019

## How can you support them?

We asked students and graduates, if you were to experience mental health issues in the future, what support would you expect from your employer?



“ Universities and graduate employers both have a role to play in making the move for graduates from education to the workplace as enriching and positive as possible. Employers can make a positive difference by being as transparent as possible in their recruitment processes, setting clear expectations for candidates, defining (and sticking to) reasonable timescales at each stage, and providing timely feedback. Employers who show empathy to candidates throughout recruitment are often the ones who have a supportive, flexible workplace culture, and whose graduate employees find their mental health best supported. ”

**student minds** The UK's student mental health charity



## Top Tips: How to support graduates with their mental health?

- 1** Develop FAQs to help graduates cope with the change from university to the workplace  
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- 2** Identify factors that cause work stress and pinpoint ways in which these can be reduced the workplace  
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- 3** Implement a buddy system even before new graduates have started so they can talk through issues or concerns and transition easier  
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- 4** Organise work-related social activities which are varied to ensure these are inclusive for all employees  
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- 5** Make sure graduates have a point of contact for if their wellbeing is suffering and ensure there are advocates for mental wellbeing at senior levels of the organisation  
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- 6** Train managers so they understand the importance of showing a regular interest in graduate personal development and to help them support healthy living, stress management and improved wellbeing and ensure managers attend external courses such as 'Managing Mental Wellbeing'  
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- 7** Create an open culture to make employees feel more comfortable, including hosting mental health drop-ins where employees can talk openly with others about how they're feeling. With clear links between employees' wellbeing and their level of performance and morale at work, creating an open dialogue between management, peers and employees is important and encourages open conversations  
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- 8** Make sure you are accurately promoting your company culture – review the hiring process and any communications you have currently to ensure this is reflective and realistic  
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Our Candidate Compass Report delves deeper into student and graduate career confidence.

Read the full report [here](#).