The Mental Health and Wellbeing of Recent Graduates:

What is Our Role?

Wednesday, February 22nd
1:00 – 2:00pm EST
The Mental Health & Wellbeing of Recent Graduates

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About the study

Online survey administered by Morning Consult

November 1-7, 2022

N=1,005 adults between the ages of 22-28 with at least a bachelor’s degree

42% identified as male, 55% as female, 3% as transgender/nonbinary

10% were Black, 12% Asian American, 13% Hispanic, and 74% White
High levels of mental health needs among young professionals.

31% screen positive for depression (PHQ-4)

43% screen positive for anxiety (PHQ-4)

55% of females and 31% of males reported their mental health as fair or poor

Of respondents who rated their mental health as fair or poor, 36% said they plan to leave their job within year

51% reported needing help for mental health problems in the past year (59% women vs. 40% men)

62% have received mental health treatment at some point in their lives

45% believed their work environment has taken a negative toll on their mental health in the previous year
Financial stress is a key risk factor for mental health among young professionals.

46% described their financial situation as always or often stressful.

61% of those with more financial stress rated their own mental health as fair or poor compared to 31% of those with lower financial stress.
Could higher education being doing more to prepare students emotionally for the transition to post-college careers?

39% said their college did not help them develop skills to prepare them for the emotional or behavioral impact of the transition to the workplace (50% among those with high financial stress)

- Of those who said their college did help them prepare (also 39%), majorities named peer relationships (57%) and extracurriculars (51%) as experiences that helped in the transition, over internships (43%), mental health counseling (43%) or career services (40%), and mentorship relationships (35%).

53% reported better mental health now than in college (21% reporting significantly better now)

63% of Black respondents reported their mental health is better now than in college (vs. 54% of white respondents)
Burnout is pervasive and predictive of anticipated job tenure.

“A state of prolonged physical and psychological exhaustion, which is perceived as related to the person’s work.”

53% reported feeling burnout at least once/week

Among those experiencing burnout at least weekly, 42% said they plan to leave their job in the next 12 months
Perceptions of the work environment and the role of supervisors.

52% of Black respondents reported having colleagues who would support them if they were struggling (vs. 73% of White respondents)

50% of Black respondents feel part of the work community (vs. 68% among White respondents)

29% reported having reached out to someone at work about a mental health problem they felt was affecting their job performance/productivity

Of those who have spoken to someone at their workplace, 91% said the response was either very or somewhat supportive

65% reported that their supervisor has either never (36%) or rarely (29%) reached out to them about their mental wellbeing
Young professionals want additional resources prioritizing mental health.

46% said mental health is a priority at their workplace

41% said there are adequate resources to support employee mental health

58% agreed that their workplace should invest more in mental health resources

Figure. If offered through their workplace, young professionals would likely engage with:

<table>
<thead>
<tr>
<th>Resource Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health Days</td>
<td>82%</td>
</tr>
<tr>
<td>Resources to Help Find Mental Health Care</td>
<td>67%</td>
</tr>
<tr>
<td>Free Mental Health Support Groups</td>
<td>68%</td>
</tr>
<tr>
<td>Self-Guided Therapy Resources</td>
<td>61%</td>
</tr>
<tr>
<td>Mental Health Events</td>
<td>55%</td>
</tr>
<tr>
<td>Mental Health Training</td>
<td>54%</td>
</tr>
</tbody>
</table>

Figure. When experiencing a mental health issue affecting work, young professionals would turn to:

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor</td>
<td>43%</td>
</tr>
<tr>
<td>HR Professional</td>
<td>19%</td>
</tr>
<tr>
<td>A Colleague the Same Age as Me</td>
<td>25%</td>
</tr>
<tr>
<td>Mentor</td>
<td>24%</td>
</tr>
<tr>
<td>A Colleague on My Team</td>
<td>23%</td>
</tr>
<tr>
<td>A Colleague the Same Gender as Me</td>
<td>16%</td>
</tr>
<tr>
<td>A Colleague the Same Race/Ethnicity as Me</td>
<td>7%</td>
</tr>
<tr>
<td>No One</td>
<td>13%</td>
</tr>
</tbody>
</table>
Panelists

- **Nicola Blake, PhD**, Interim Vice President for Academic Affairs and Provost, Guttman Community College
- **Lynn Pasquerella, PhD**, President, AACU
- **Shawn VanDerziel**, Executive Director, NACE
- **Moderator: Kirk Carapezza**, Managing Editor and Correspondent for Higher Education, GBH News