



Deloitte Global 2025 Gen Z and Millennial Survey

Country profile: The Netherlands

Methodology and global key messages



Deloitte’s Global Gen Z and Millennial Survey, now in its 14th year, examines the factors shaping the worldviews of **23,482 Gen Z and millennial respondents across 44 countries**. The results reveal a cohort of young professionals who are rejecting traditional rules and antiquated structures in their pursuit of career satisfaction—and ultimately, happiness.






Gen Zs and millennials are ambitious. But for them, success is not necessarily about climbing the corporate ladder. Learning and development is a priority, and they expect their employers to provide these opportunities. Some have even foregone higher education to pursue the practical skills that trade or vocational training provides. And as technology transforms the world of work, Gen Zs and millennials are enhancing their knowledge and embracing new tools, such as Generative AI (GenAI).

These generations are seeking more than just a job. Making money is important but so is finding meaningful work and well-being. They are looking for careers with the right balance of these factors, a “trifecta” that can be hard to find.

They have high expectations for their employers, and they often job hop to meet their career ambitions in a world where the social contract between employers and employees has eroded. Many feel their supervisors are not meeting their needs. Some believe that companies are not doing enough to address workplace stress. And most are feeling the pressures of the cost of living.

The findings demonstrate the need for organizations to build a culture of trust by creating environments where employees can not only attain **the trifecta of meaningful work, financial security, and well-being**, but also achieve the professional growth they are looking for. By supporting these pillars, consistently, organizations can uphold the social contract and create a cycle of satisfaction, engagement, and success.

Among this year’s key findings:

-  **Learning and development is a top priority**, but many feel their **managers are missing the mark**
-  In today’s rapidly changing world of work, **technical and soft skills** are vital
-  **Money, meaning, and well-being** intersect to form the foundation for happiness at work
-  **Supporting employee well-being** should start with addressing the **root causes of workplace stress**
-  **Environmental concerns** continue to influence Gen Z and millennial behavior

The following deck examines how **The Netherlands’s Gen Zs and millennials** stand out from their global counterparts on these key themes.

Our methodology

The 2025 Gen Z and millennial Survey solicited the views of 14,751 Gen Zs and 8,731 millennials (23,482 respondents in total), from 44 countries across North America, Latin America, Western Europe, Eastern Europe, the Middle East, Africa, and Asia-Pacific. Fieldwork was completed between 25 October 2024 and 24 December 2024.

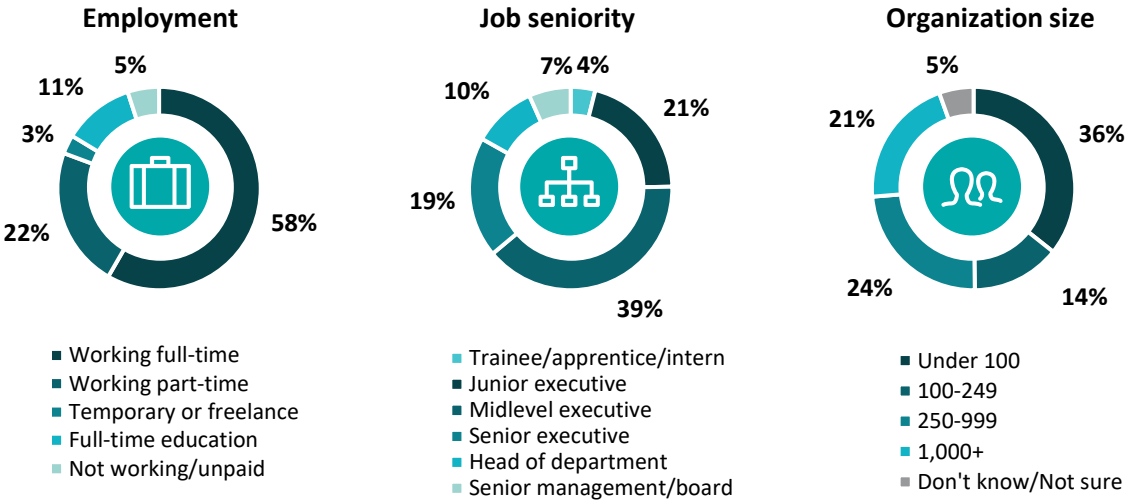
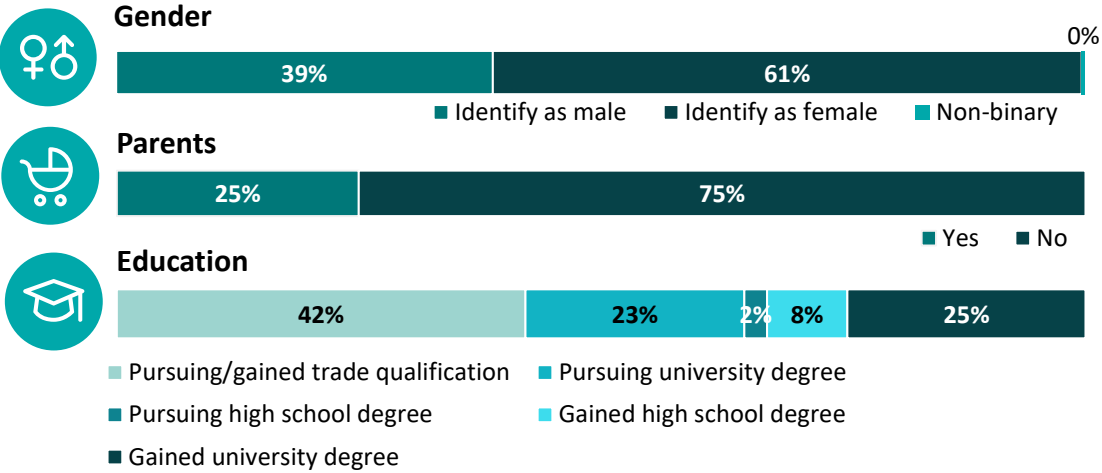
As defined in the study, Gen Z respondents were born between January 1995 and December 2006, and millennial respondents were born between January 1983 and December 1994.

Country profile: The Netherlands

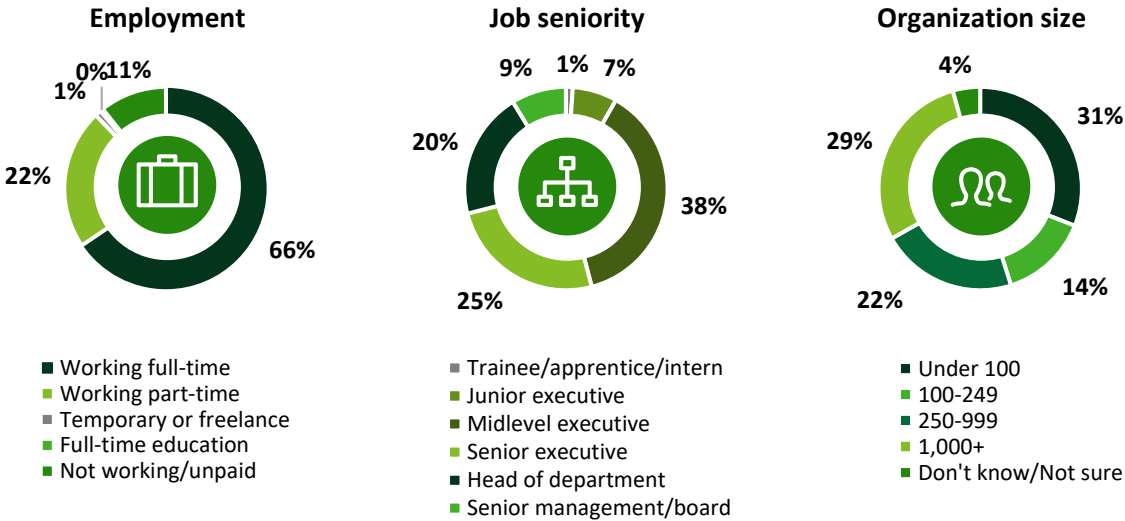
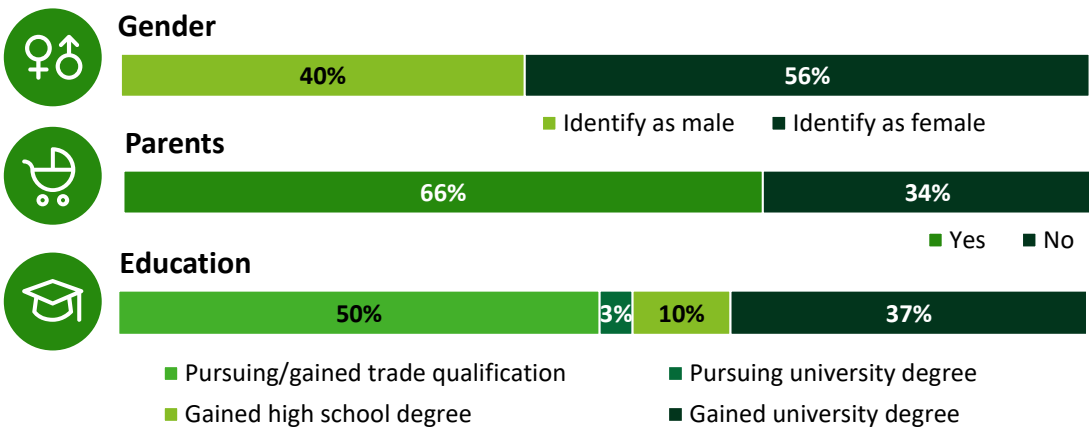
507 total respondents in The Netherlands: 301 Gen Zs and 206 millennials



GEN Z PROFILE



MILLENNIAL PROFILE

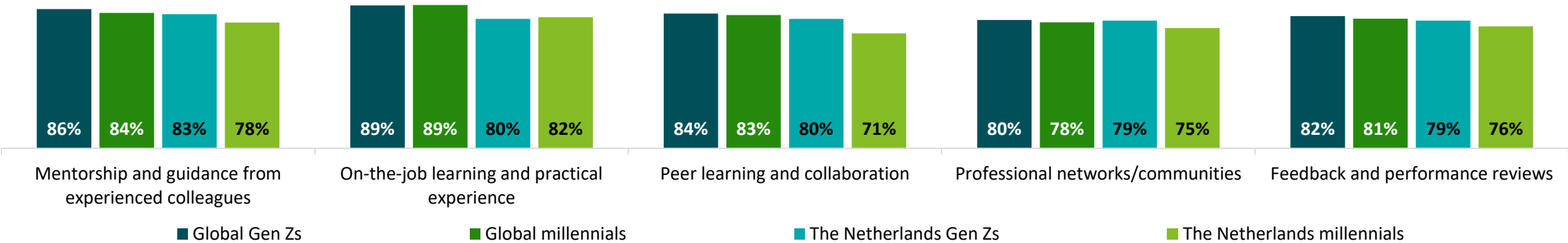


Career growth and skills needed to succeed in the workforce

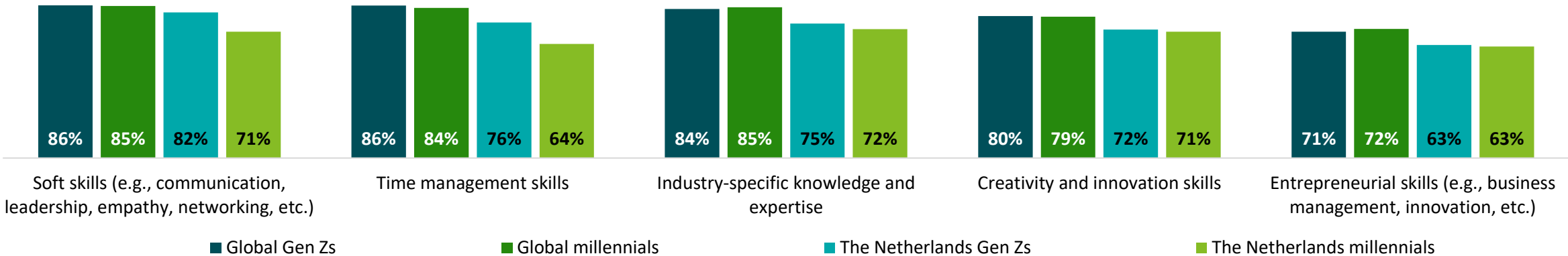


62% of Gen Zs and 52% of millennials in The Netherlands say they are developing skills to advance their careers once a week or more

Most helpful tools for career growth according to Gen Zs and millennials (those saying they find these very/somewhat helpful)



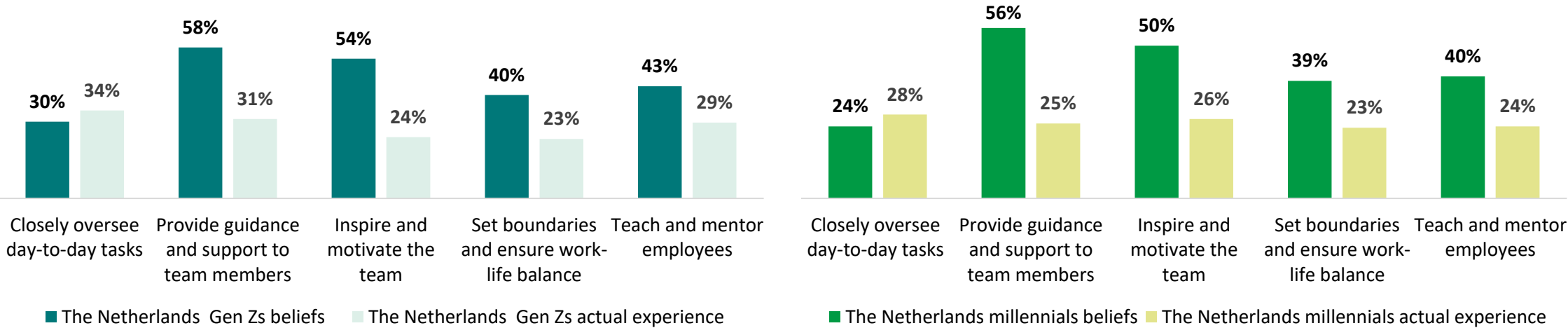
Most required skills for career advancement according to Gen Zs and millennials (percentage of respondents selecting highly/somewhat required):



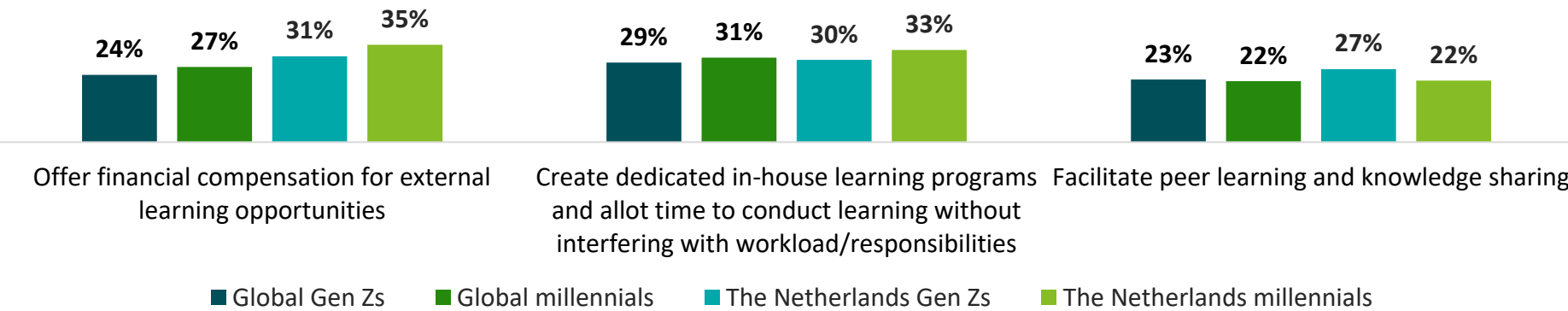
Learning and development and the leadership gap



The gap between what respondents believe their managers should do, versus what they actually do (in The Netherlands)



Top ways in which employers can support Gen Z and millennial learning needs (from top 2 selected)

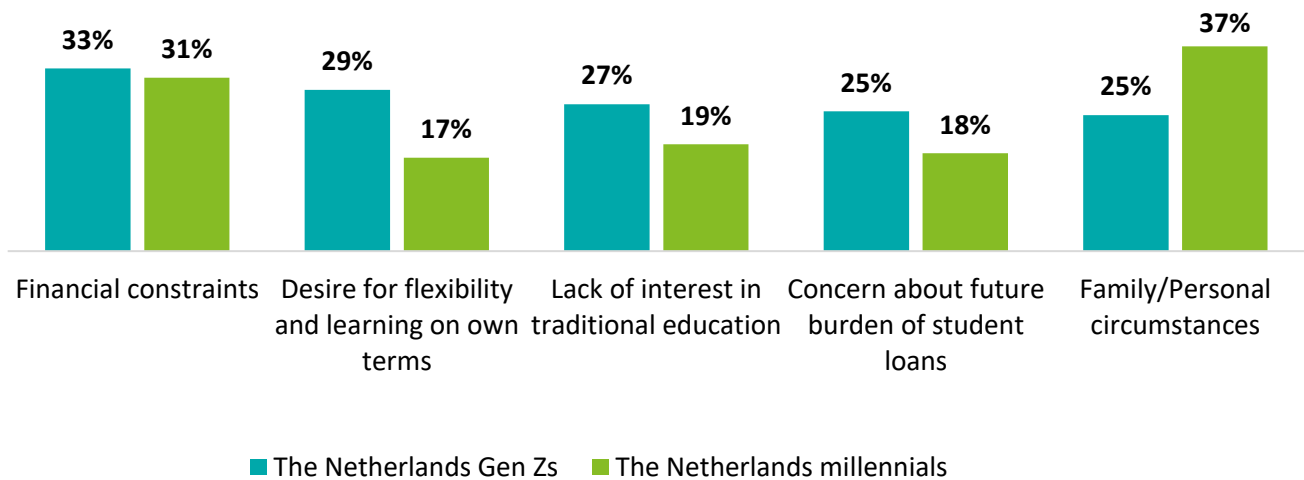


Examining the value of higher education

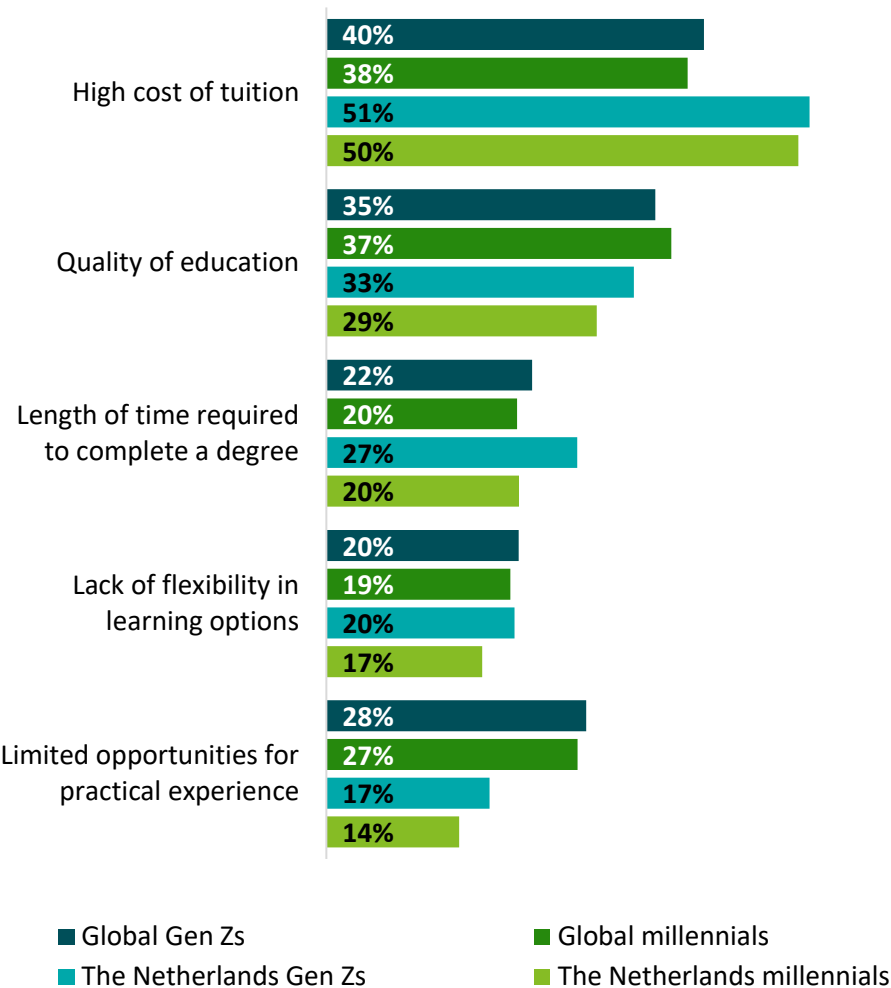


51% of Gen Zs and 60% of millennials in The Netherlands say they decided not to pursue higher education compared to 31% of Gen Zs and 32% of millennials globally

Reasons influencing their decision not to pursue higher education (in The Netherlands)



Concerns about the higher education system

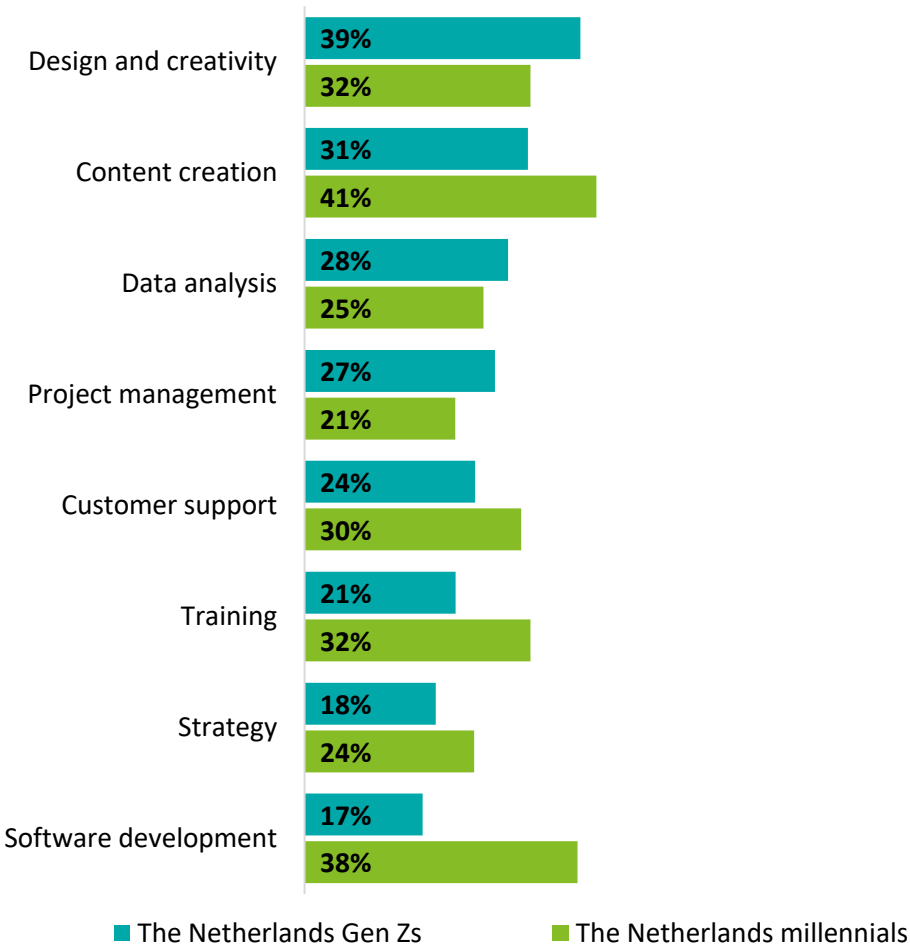


The promise of GenAI



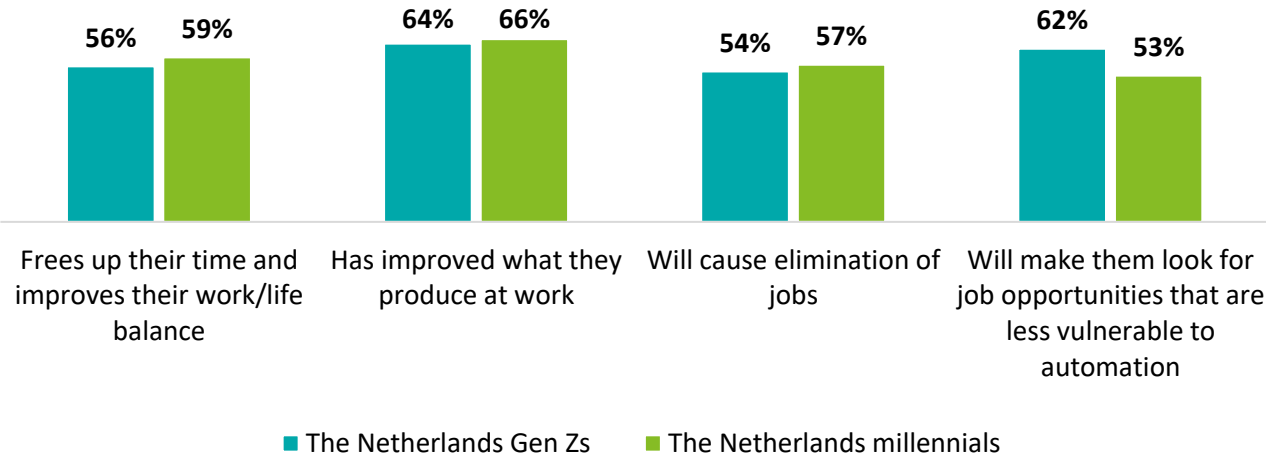
43% of Gen Zs and 42% of millennials in The Netherlands are already using GenAI in their day-to-day work.

Current use cases for GenAI tools



8% of Gen Zs and 6% of millennials in The Netherlands say they have already completed GenAI training. And 24% of Gen Zs and 24% of millennials in The Netherlands say they plan to complete training within the next 12 months.

Mixed views on GenAI (percentage of Gen AI users who strongly agree/agree with the following statements about GenAI in the workplace)

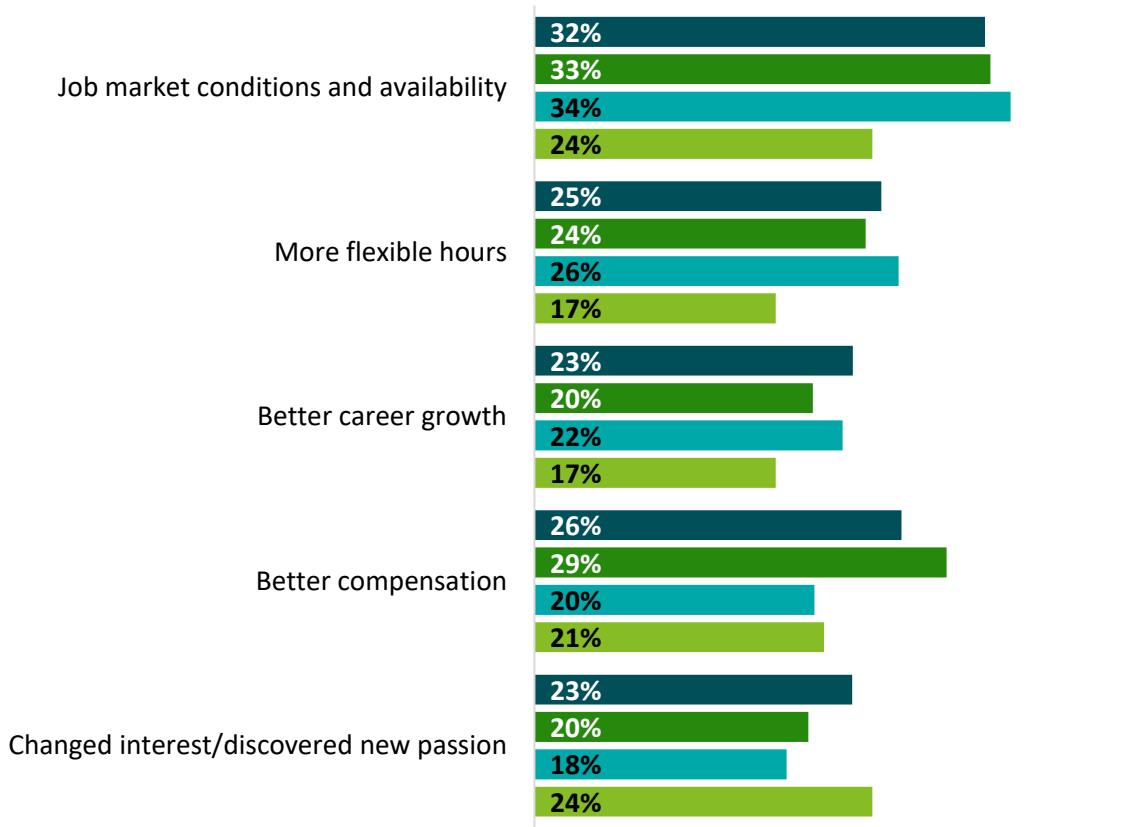


Career ambitions and reasons for leaving an employer

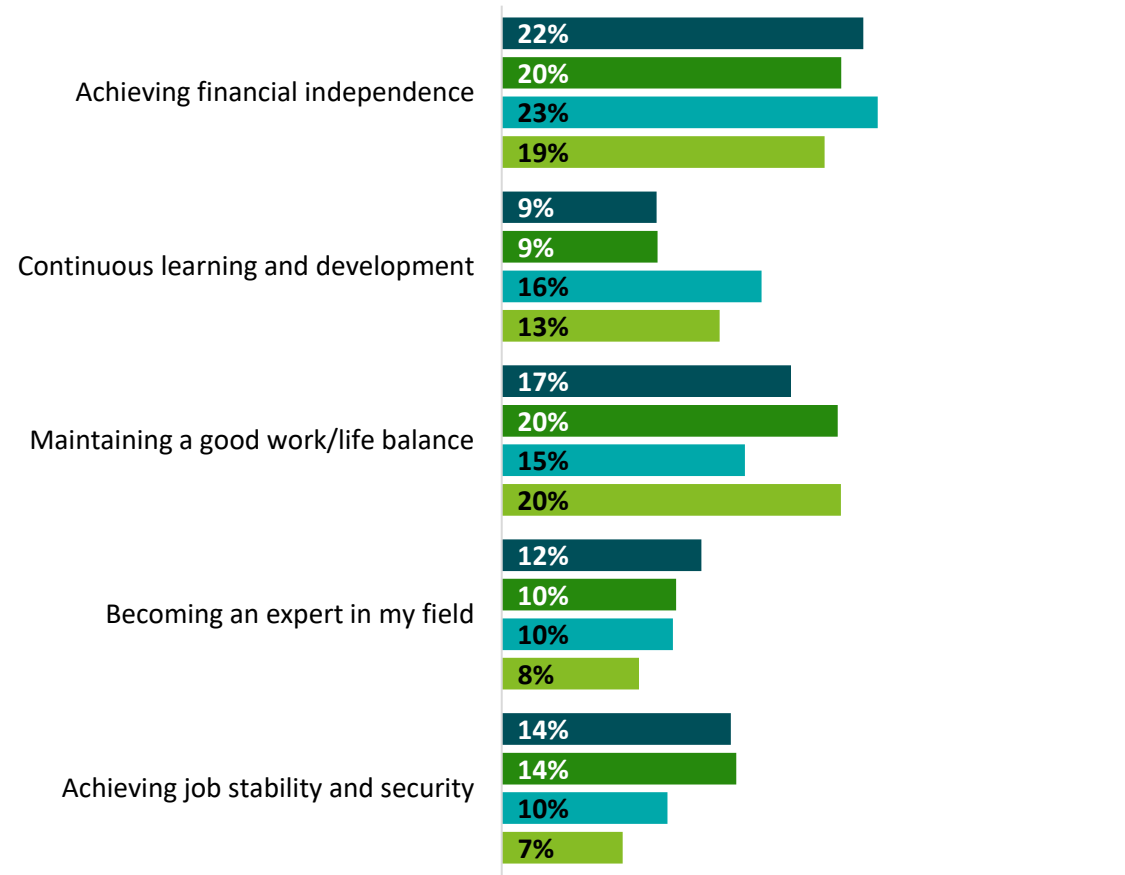


20% of Gen Zs and 32% of millennials in The Netherlands are no longer working in the industry or career path they originally intended.

Top reasons for changing industry/field/career path



Top career goals

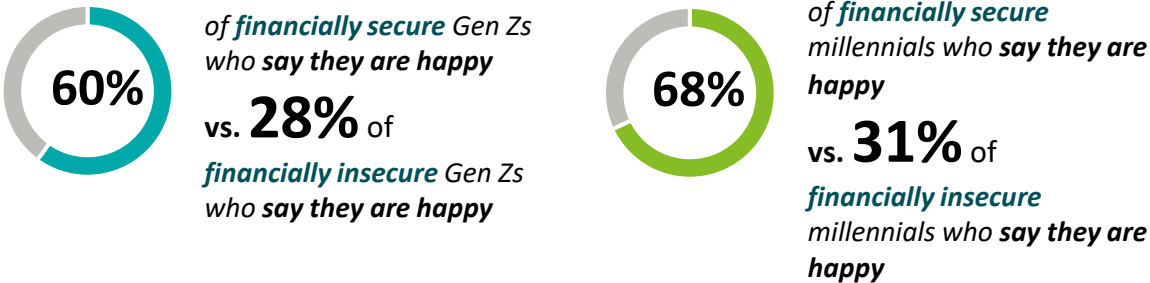


Happiness and the intersection of money, meaning, and well-being



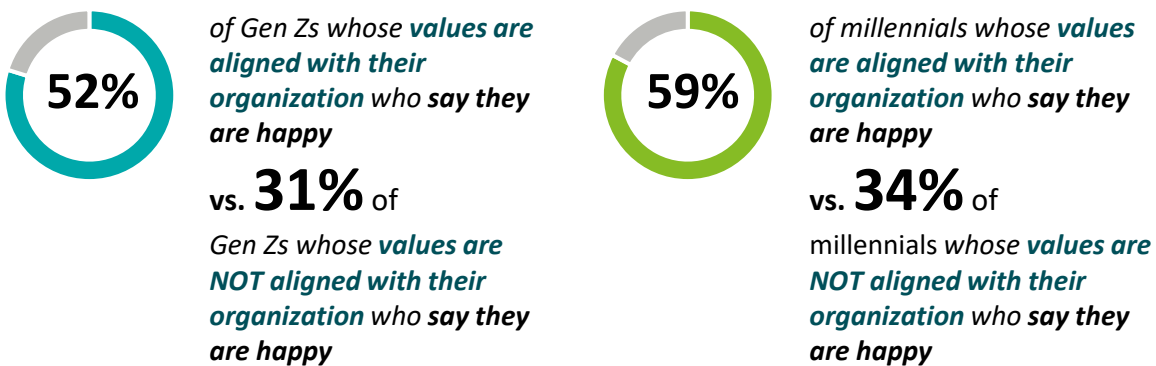
Money

How financial security correlates with happiness (Global)



Meaning

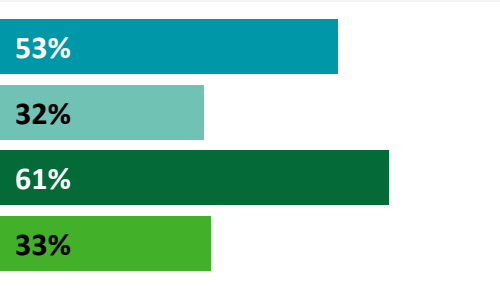
How alignment with their organization’s values correlates with happiness (Global)



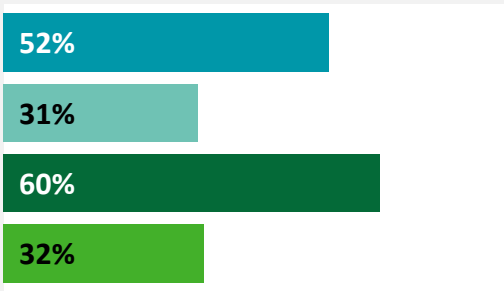
Well-being

How satisfaction levels across certain job aspects correlate with happiness (Global)

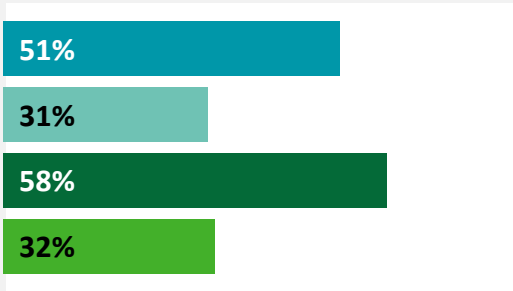
Their organization’s efforts to foster better mental health



Having opportunities to grow at work



Current work/life balance



Satisfied Gen Zs who are happy Dissatisfied Gen Zs who are happy Satisfied millennials who are happy Dissatisfied millennials who are happy

Financial concerns: Cost of living continues to take a toll

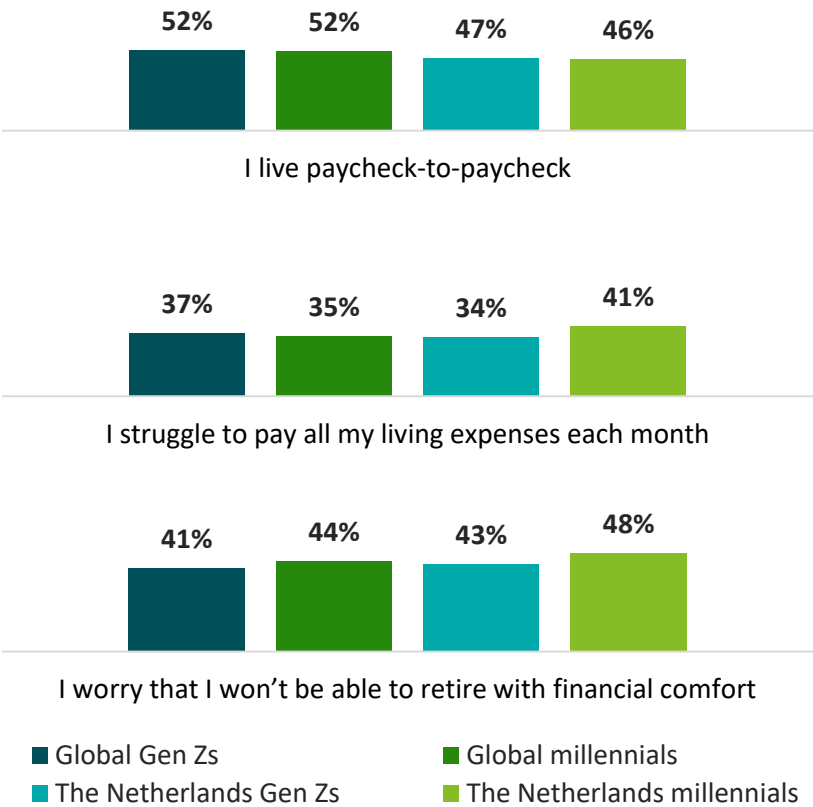


Top concerns

	Cost of living	Political instability/ wars/ conflicts between countries	Mental health of my generation	Climate change/ protecting the environment	Crime/ personal safety
The Netherlands Gen Zs	37%	27%	23%	21%	16%

	Cost of living	Political instability/ wars/ conflicts between countries	Health care/ disease prevention	Income inequality/ distribution of wealth	Mental health of my generation
The Netherlands millennials	47%	29%	19%	17%	16%

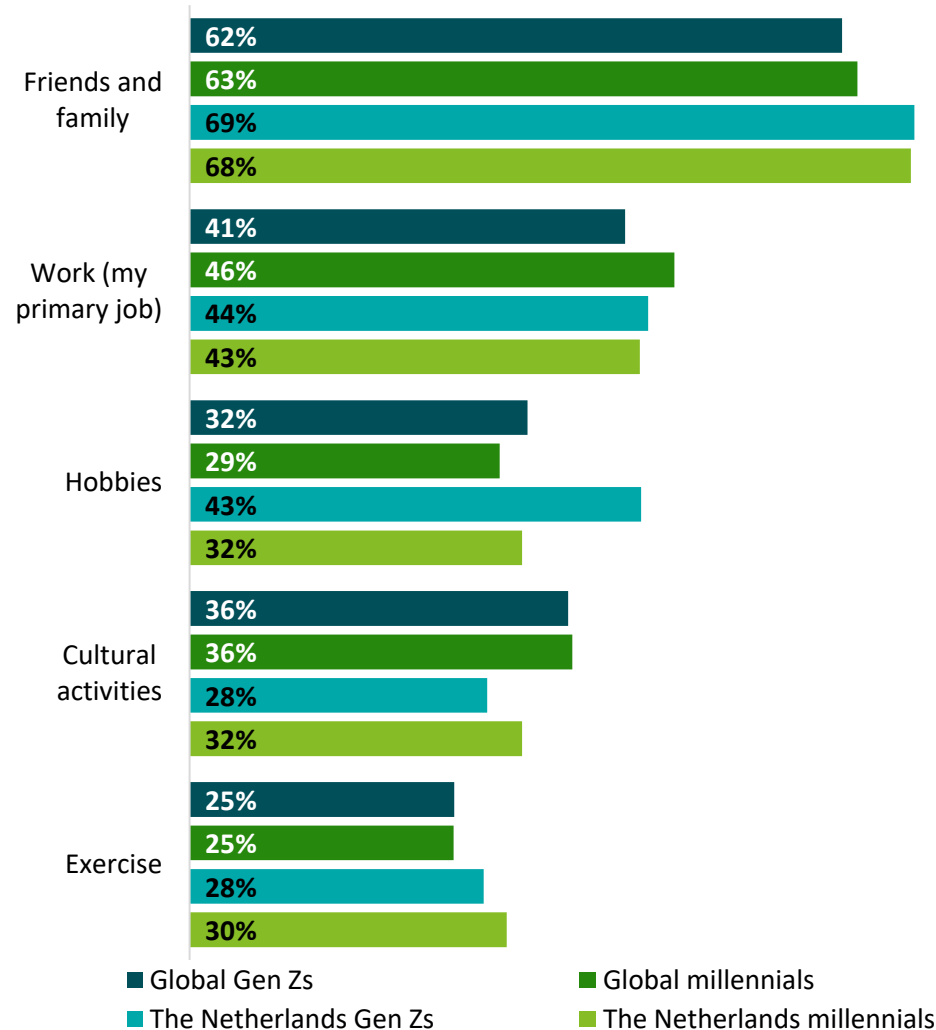
Percentage who agree with the following statements about financial security



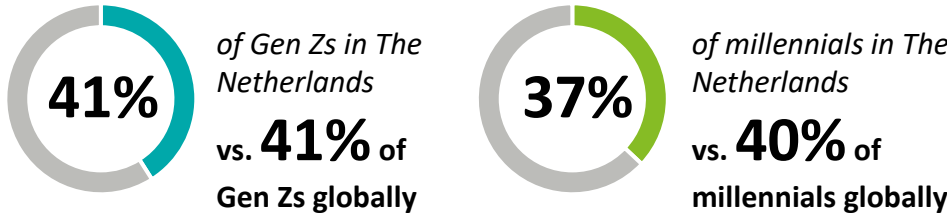
Prioritizing purpose: How younger generations are seeking meaning at work



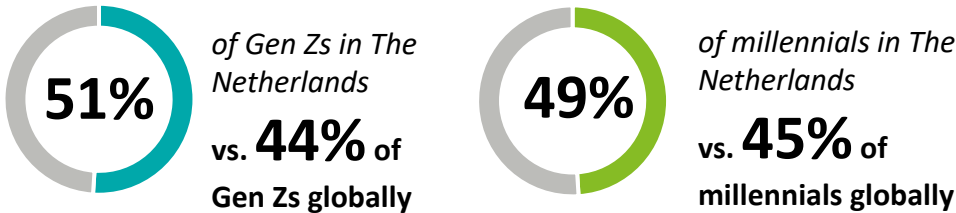
Most important factors to their sense of identity



Percentage of respondents who rejected a potential employer based on their personal ethics/beliefs (those saying yes)



Percentage of respondents who left a job because it lacked purpose (those saying yes)



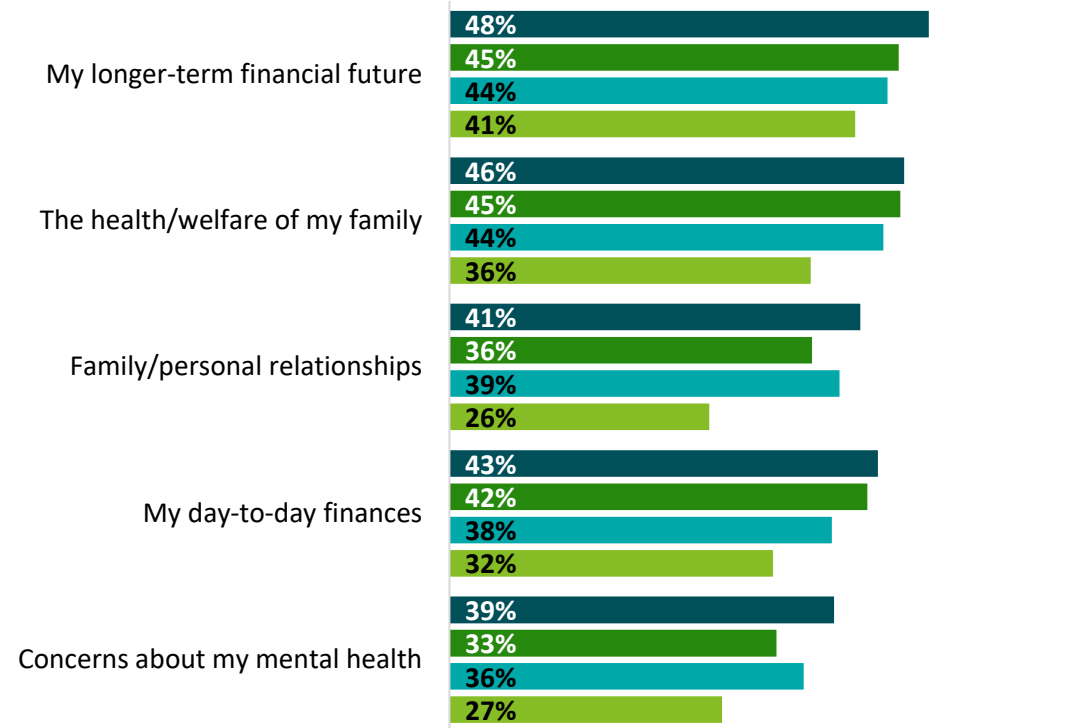
90% of Gen Zs and 95% of millennials in The Netherlands consider a sense of purpose to be very or somewhat important for their job satisfaction and well-being.

Enhancing mental well-being by confronting workplace stress



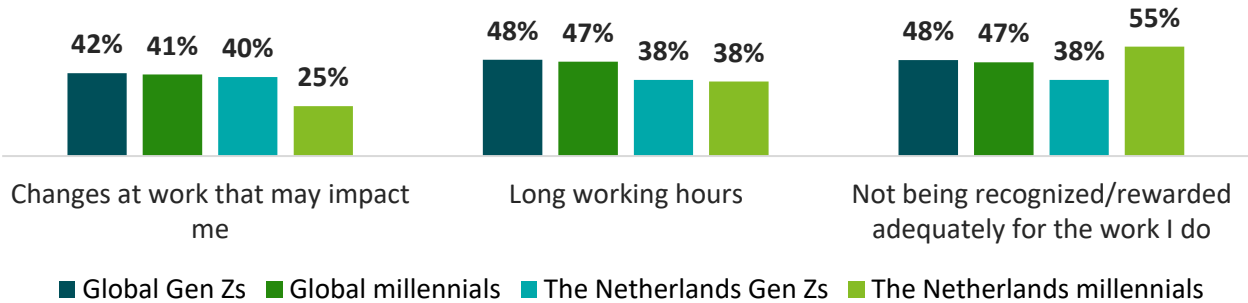
32% of Gen Zs and 26% of millennials in The Netherlands say they feel stressed or anxious all or most of the time.

Top five factors contributing a lot to their feelings of anxiety or stress: **asked only of those who feel anxious or stressed*

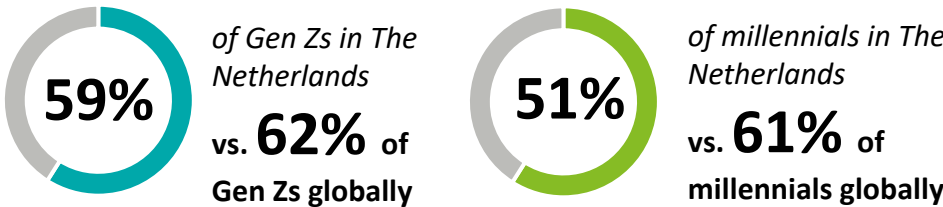


■ Global Gen Zs ■ Global millennials ■ The Netherlands Gen Zs ■ The Netherlands millennials

27% of Gen Zs and 25% of millennials in The Netherlands said that their job is a factor contributing a lot to their feelings of anxiety or stress. These are the top three factors driving stress at work:



Percentage of respondents who say their employer is taking the mental health of employees seriously (those saying strongly agree/agree)

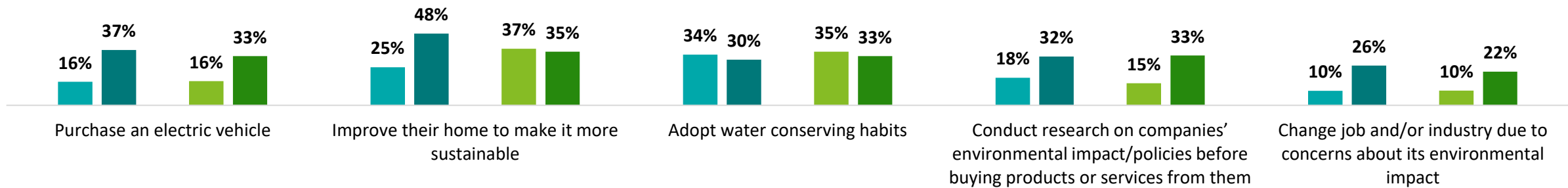


Anxiety and action: How environmental concerns shape Gen Z and millennial behavior



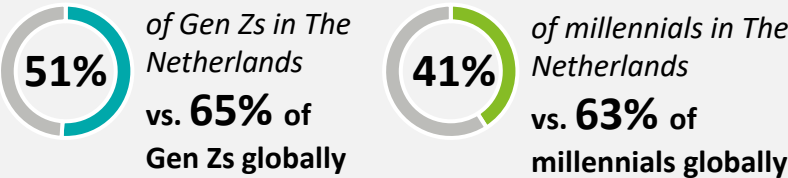
49% of Gen Zs and 35% of millennials in The Netherlands, compared to 65% of Gen Zs and 63% of millennials globally say that they have felt worried or anxious about environmental impact in the last month.

Environmental impact actions taken or planned

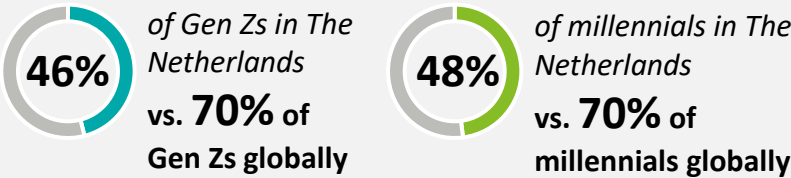


■ The Netherlands Gen Zs - already do/have done ■ The Netherlands Gen Zs - plan to in the future ■ The Netherlands millennials - already do/have done ■ The Netherlands millennials - plan to in the future

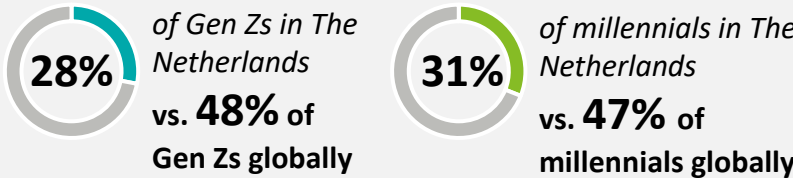
Percentage of respondents who say they are willing to pay more to purchase environmentally sustainable products or services (those saying strongly agree/ agree)



Percentage of respondents who consider a company's environmental credentials or policies when evaluating a potential employer (those saying be very/somewhat important)



Percentage of respondents who say that they and their colleagues have put pressure on their employers to take action on protecting the environment (those saying strongly agree/ agree)





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