

Beyond the Dreaming Spires: Case Studies of Elite Graduates Navigating the Future of Work



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1

Introduction

1.1 Motivation

For many undergraduates, particularly those from the top 24 Russell Group universities, and especially Oxbridge, the traditional pathways to employment have historically centred around established sectors such as traditional finance (TradFi) and corporate law. Notably, around one-third of Oxbridge graduates have historically pursued city jobs ignoring those who continue to study, with many others opting for traditional graduate programs. [1] However, this report aims to highlight the shifting trends among Oxbridge and other UK graduates as they increasingly transition away from these conventional routes toward entrepreneurship and gig work.

This report will examine the historical evolution of gig work among students, tracing its development from a niche activity to a prominent aspect of the modern graduate experience. It will explore how gig work during and after university has transformed in response to economic changes, technological advancements, and shifting cultural attitudes toward employment.

Furthermore, this report will investigate the underlying reasons driving this shift, including the appeal of flexible work arrangements, the desire for autonomy, and the increasing recognition of entrepreneurship as a viable career path. It will also address the diverse types of gig work that students are engaging in, highlighting how these activities reflect broader trends in the labour market.

Additionally, this report will present case studies that delve into the backgrounds, motivations, and future intentions of graduates from top universities who have chosen non-traditional career paths. These case studies will provide valuable insights into how these individuals are navigating their professional journeys and adapting to the evolving landscape of work.

Ultimately, this report seeks to contribute to a deeper understanding of the changing nature of work for graduates, offering a critical perspective on the implications of these trends for individuals, employers, and policymakers alike.

2

Background Research

The progression of work throughout history demonstrates a profound evolution influenced by societal, technological, and economic changes. This section provides a historical overview of these changes and highlights the emerging trends driven by decentralized technologies focusing on contrasting graduate pathways in side gigs, and startups to those in traditional jobs.

2.1 Historical Overview

From as early as the Middle Ages, English universities such as Oxford and Cambridge served as training grounds primarily for priests and ministers destined for significant roles in religious and societal hierarchies. Such roles were akin to the prestigious 'city jobs' of their era, commanding influence in religion, politics, and society. Alongside these central roles, side gigs were not uncommon. Many poorer graduates took up additional roles—Bible clerking, maintaining chapel order, or serving as servitors to wealthier peers—as viable means to cover tuition costs.^{2.1} Remarkably, some individuals, like John Wycliffe, acted as early entrepreneurs by

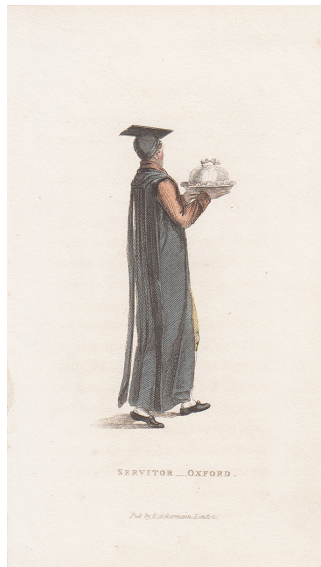


Figure 2.1: An Oxford servitor was an early example of university students working to pay towards the cost of tuition and board in the UK

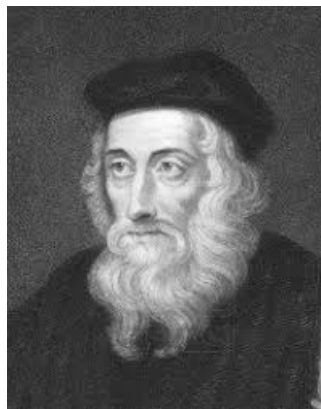


Figure 2.2: John Wycliffe is indeed credited as one of the first people to translate the Bible into English, challenging the religious authority of the time.

challenging societal norms, translating the Bible into English against orthodoxy—a precursor to the rebellious spirit seen in the creators of Bitcoin during the 2008 financial crisis. 2.2 As the Industrial Revolution unfolded, it ushered in notable shifts in the nature of work. With disciplines such as science, engineering, and mathematics gaining prominence, education began democratizing, opening doors to a wider demographic, including women. This period laid the groundwork for a transformation from a male-centric workforce to one that leans towards equality, influencing modern workplace culture significantly.

2.2 The Modern Era and the Rise of Entrepreneurship

By the late 19th and early 20th Century, institutions like University College London were instrumental in broadening educational access for women and other marginalised groups, this triggered a broadening of the middle class with many being able to receive a degrees. University graduates began gravitating towards roles in banking, insurance, medicine, teaching, and sciences, shifting from reliance on kinship or wealth to wage dependency. Data from the UK Office for National Statistics (ONS) highlights a significant increase in tertiary education participation from under 3.3% in 1900 to over 33% by the end of the century. [2] The rise of the service economy in the 1980s, greatly influenced by deregulation policies under political figures like Margaret Thatcher, facilitated the emergence of the ‘finance bro’ archetype, characterized by lucrative careers in a centralized financial ecosystem. According to historical reports from led to an increase in the percentage of gradates employed in financial services during this period. [3] Side gigs during evolved during this era. Traditional roles like servitors or Bible clerks gave way to opportunities such as editorial positions, tutoring, customer service sector work and teaching assistantships—reflecting broader societal changes in class structures and economic needs.

2.3 The Digital Revolution and Web 2.0

The 1990s heralded the dawn of the internet, catalyzing a new wave of entrepreneurial spirit among graduates and even dropouts. Graduates began pursuing digital aspirations, giving birth to hackathon culture and with the first proliferation of Web 2.0 technologies as seen with the OpenBSD Hackathon from the 1999. [4] This can be seen by the NASDAQ composite index valuation that the number of technology startup valuation increased by over 800% between 1995 and 2000 March. 2.3 Even though this bubble burst the positive effects of startup culture is live and present with us. Importantly, traditional side gigs such as tutoring adapted, leveraging online platforms, which escalated the shift towards remote, less physically demanding work.

2.4 Current Trends and the Rise of Web 3.0

In the wake of the 2008 financial crisis and subsequent COVID-19 economic slowdown, a noticeable shift occurred in graduate attitudes towards conventional career paths. As the

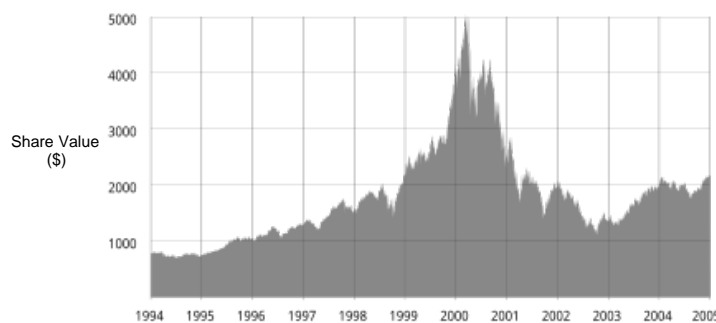


Figure 2.3: NASDAQ Composite index showing the growth in Web2 in the early days of the internet. The startup and remote work culture started from the proliferation of these technologies. [5]

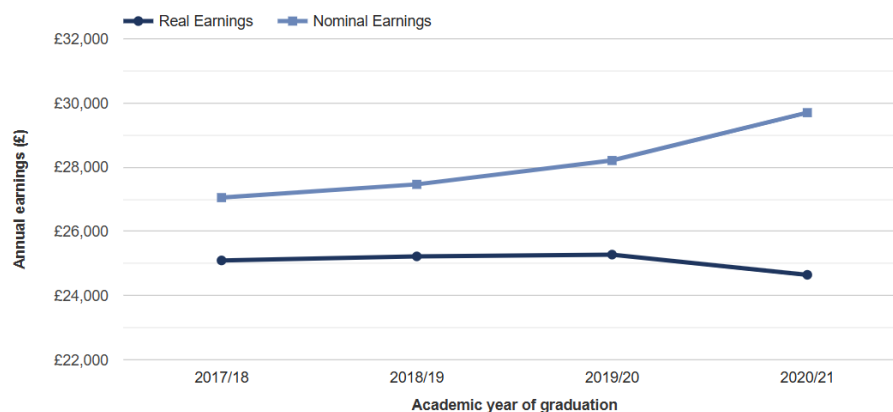


Figure 2.4: This figure from HESA demonstrates a 2% decrease in real wage growth from 2017 to 2021

demand for graduates in traditional roles waned, coupled with the declining graduate premium relative to inflation—demonstrated by a 2% decrease in real wage growth as shown in figure 2.4 according to HESA reports in 2021 which is likely going to be worse as future data is going to be released—there was a palpable move towards valuing work-life balance over relentless career climbing. [6] Job hunting in itself became a time-consuming endeavor, diminishing the allure of traditional career paths.

This paradigm shift fuelled graduates' inclination towards the gig economy and entrepreneurial ventures. Participating in hackathons, engaging in startups, and experimenting with AI models became compelling alternatives to conventional careers. Despite a stagnant graduate wage, the financial and intellectual autonomy these opportunities provided were enticing. Web 3.0 poses the next frontier for graduates. With an increasing percentage of jobs offering remote arrangements, graduates are drawn to roles that align with a balanced lifestyle. The number of digital nomads has increased by 147% since 2019, as reported by industry analyses from

SIA, [7] with governments in Italy, Spain, and Thailand actively promoting digital nomad visas. This global shift is further fuelled by rising living costs in the UK, prompting graduates to seek a better quality of life internationally.

2.5 Looking to the Future

With the ever-evolving digital landscape, graduates are poised to further explore roles within blockchain environments—developing content, platforms, and AI infrastructures across various chains offers potential to surpass the UK’s projected graduate salary. A shift towards gig-based economy work is observable even among elite university graduates, as they weigh the benefits of remote, flexible, and digital entrepreneurial roles. According to Bsvblockchain, Blockchain-related freelancing enjoyed a staggering 6000% year-over-year growth in 2022 allowing us to predict multifold increase in decentralized job roles by 2030, emphasizing the growing prevalence of this new work model. [8]

Current declines in traditional graduate job placements suggest an imminent need for economic policy adjustments to rejuvenate growth. However, if these policies lag, companies offering remote work might capitalize on this workforce transformation, allowing founders flexibility in talent acquisition and growth dynamics. Hence, industries might face a choice: embrace the dynamic, decentralized, and equitable work models heralded by Web 3.0, or remain tied to traditional frameworks, as seen in regions like India, Bangladesh, and Nigeria where digital economies burgeon out of necessity.

3

Methodology

This study investigates the socio-economic and cultural impacts of decentralized technologies on early-career professionals in the UK, with a specific focus on motivations, career pathways, and sectoral appeal. Given a constrained data collection window of 24 hours, the methodology was designed to efficiently capture high-quality, relevant data through a targeted cohort of participants at the Encode Club Hackathon. This section outlines the cohort selection, inclusion criteria, and data collection process, with justifications provided to demonstrate methodological rigour and adherence to established research standards.

3.1 Cohort Selection

Participants were selected from the Encode Club Hackathon, an event known for attracting individuals with a keen interest in blockchain and decentralized technologies. This setting provided access to a sample of potential early adopters and proponents of decentralized work

models, which aligns with the study's aim to examine the intersection of career choice and decentralized technology adoption.

3.1.1 Rationale

Given the 24-hour data collection timeframe, selecting participants from a high-relevance event was a strategic decision to ensure the collected data would directly inform the research objectives. By focusing on hackathon attendees, the study could gather insights from individuals likely to have firsthand experience or interest in decentralized work structures. This approach balances feasibility with specificity, enhancing the study's clarity and coherence.

3.2 Inclusion Criteria

To ensure a homogeneous, high-caliber sample relevant to the study's objectives, inclusion criteria were set as follows:

- **Educational Background:** Recent graduates (within four years of graduation) from the top five universities in the UK, as per The Times University Rankings. [\[9\]](#)
- **Employment Status:** Participants must be currently employed or actively seeking employment.
- **Residency:** Participants are required to maintain domicile tax residency in the UK and be ordinarily resident in the UK for tax purposes.

3.2.1 Rationale

Limiting participants to recent graduates from the UK's top universities allowed the study to capture data from individuals with high employability and likely exposure to both traditional and decentralized work environments. Additionally, the tax residency requirement ensures that participants are integrated within the UK economy, making them representative of the demographic this study seeks to understand. These criteria enhance methodological rigour by ensuring a sample with comparable educational and employment contexts, thereby supporting clearer analysis of decentralized technologies' impact on career trajectories.

3.3 Data Collection: Standardized Questions

A set of standardized questions was administered to maintain consistency across responses, reduce interviewer bias, and focus the data collection on key research themes. The survey questions were designed to explore participants' educational backgrounds, current employment status, career motivations, and perspectives on sectoral appeal, specifically in relation to decentralized work.

Q1. What university did you attend, what did you study, and in which year did you graduate?

- *Purpose:* Establish participants' educational background and enable analysis of its influence on career paths.

Q2. What is your current occupation?

- *Purpose:* Identify participants' current career choices, with attention to their involvement in traditional or decentralized sectors.

Q3. What motivated you to pursue this career path?

- *Purpose:* Uncover personal motivations and factors driving career choice, allowing an exploration of the influence of decentralized technologies.

Q4. Why did you or did you not follow the traditional pathway to graduate work?

- *Purpose:* Assess participants' career paths and motivations for diverging from traditional structures, if applicable.

Q5. What appeals to you about your chosen sector?

- *Purpose:* Identify specific aspects of their chosen field that attract participants, potentially revealing unique factors of decentralized industries.

Q6. Would you recommend this career path to others?

- *Purpose:* Gauge participants' satisfaction and perceived value of their career paths, indicating the appeal and sustainability of decentralized work models.

Standardizing the questions provided a structured framework, ensuring consistency and comparability in responses. The questions were designed to be open-ended within a structured framework, allowing participants to offer nuanced answers while maintaining focus on key areas relevant to decentralized work's socio-economic and cultural implications. This method aligns with the research's clarity and coherence criteria by streamlining data collection and enhancing the methodological rigour through a consistent questioning framework

3.4 Supplementary Data Collection: Additional Insights

In addition to the standardized questions, based on the responses given additional questions were asked. This allowed for conversational insights to be gathered allowing the capture of additional qualitative data on participants' career motivations and personal reflections. This mixed-methods approach allowed for richer, qualitative insights into participants' unique experiences, motivations, and challenges, providing a holistic view that complements the structured data. This approach, therefore, contributed to the study's breadth of analysis and clarity by providing a fuller understanding of participants' motivations and experiences.

4

Case Study Results

4.1 Simon Sällström

4.1.1 Educational Background

Simon Sällström's academic journey is a testament to his passion for economics and political science, rooted in an early curiosity about the forces that shape our world. Holding an MPhil in Economics from the University of Oxford and a BSc in Economics and Political Science from Lund University, Simon's educational path has been marked by both scholarly rigour and dynamic personal growth. At Lund, he honed his skills in debate and leadership, serving as the president of the Lund Debate Society—an experience that enriched his understanding of public discourse and teamwork. Each step of his education, from the corridors of Stockholm to Oxford's hallowed halls, reflects a deep commitment to understanding and reshaping economic landscapes.



Figure 4.1: Simon representing his forward thinking outlook on the future of work

4.1.2 Current Occupation

Currently, Simon juggles the roles of a blockchain entrepreneur, gig photographer, and advisor with an enviable ease. As a World Bank S4YE advisor and committee member for the Oxford Blockchain Society, Simon finds himself at the intersection of economic development, technology, and education. His entrepreneurial spirit shines through his founding of ETH Oxford and DirectEd Development Foundation, organizations that harness decentralized technology to empower future leaders in Africa. His work embodies a dedication to innovation, reinforcing the belief that access to education can alter life trajectories.

4.1.3 Motivations for Career Path

Simon's career path is less a straight line and more a thoughtful weaving of experiences drawn from his Swedish roots and international adventures. The bustling streets of Shanghai during his exchange year taught him the value of diligence that transcends cultural boundaries. His time in California, at UC Berkeley, imbued him with a sense of possibility—fueled by the serendipity of the right encounters and his mantra of preparing to be "lucky." These global experiences have instilled in Simon a robust motivation to utilize decentralized technologies for societal good, driven by the conviction that every individual deserves the chance to realize their potential.

4.1.4 Traditional vs. Non-Traditional Career Choices

After his crowning achievement of an MPhil, Simon faced a crossroads familiar to many: follow the well-trodden financial sector path or carve out his own. He chose the latter, inspired by a vision of making a substantial social impact rather than simply amassing wealth. By founding the DirectEd Development Foundation through funding from a blockchain fund, Simon made a conscious decision to eschew traditional corporate routes, focusing instead on scalable educational initiatives that promise to reshape trajectories for countless students in Africa.

4.1.5 Appeal of Current Sector

Simon's current endeavours in the decentralized and educational sectors speak to his genuine enthusiasm for innovation and transformation. These fields offer him the canvas to paint with technologies like blockchain and digital identifiers, crafting systems that are as transparent as they are impactful. For Simon, this sector is not merely a workplace but a realm of endless possibilities where meaningful change is both the journey and the destination.

4.1.6 Career Recommendations

With an infectious optimism, Simon would not hesitate to recommend his chosen career path to others. He finds fulfilment not only in the daily tasks but also in seeing the direct impact his work has on empowering communities. For him, the decentralized work environment is more than sustainable; it's a platform for creativity, leadership, and substantial change—an appealing prospect for any forward-thinking individual.

4.1.7 Conclusion and Evaluation

Simon Sällström's career trajectory serves as a compelling illustration of the trend among graduates to pursue non-traditional career paths, diverging from conventional corporate roles in favor of more impactful and innovative ventures. His decision to found the DirectEd Development Foundation, rather than opting for a traditional finance career in the City of London, reflects a broader inclination towards creating meaningful change through technology and education.

Simon's engagement with decentralized technology and education highlights a significant shift towards sectors that promise not only professional fulfillment but also the potential for

large-scale social impact. This inclination towards alternative routes showcases the growing appeal of entrepreneurship and decentralized sectors for bright, ambitious graduates who seek purpose and diversity in their careers. Simon's case underscores an emerging narrative where personal values, global experiences, and the desire for societal contribution increasingly shape career decisions, providing invaluable insights for understanding the evolving landscape of work and graduate aspirations in the context of a Networked State.

4.2 Adaku Agwunobi



Figure 4.2: Adaku in her academic gown representing her strong background as an academic

4.2.1 Educational Background

Adaku Agwunobi has an impressive academic journey, holding four degrees: a bachelor's in economics, two master's degrees—one in marketing and another in health economics—and

she is currently pursuing research in primary care health sciences at Oxford University. Her work emphasizes exploring hypertension, organizational structures, and the use of digital health applications. Adaku's academic background is a testament to her interdisciplinary approach and intellectual curiosity, laying a strong foundation for her diverse career pursuits.

4.2.2 Current Occupation

Adaku's professional portfolio is as diverse as her academic background, encompassing roles as a postdoctoral researcher at Oxford University, a singer-songwriter, and an entrepreneur. Her multifaceted career reflects her ability to merge scientific inquiry with creative expression. In the realm of music, she is deeply engaged in the Web3 space, having been an early adopter of music NFTs. This technological venture builds on her artistic talents while exemplifying her innovative spirit.

4.2.3 Motivations for Career Path

Adaku's pivot towards an alternative career path is notably influenced by her interests in creativity and Web3 technology. Encouraged by her brothers to explore NFTs, Adaku's journey into blockchain began with her involvement with the Oxford Blockchain Society. Her steadfast participation in society meetings, hackathons, and conferences fuelled her understanding and her desire to engage more deeply with decentralized technologies. Her advancement to the society's presidency demonstrates her commitment and effectiveness as a leader in the field, translating motivation into practice.

4.2.4 Traditional vs. Non-Traditional Career Choices

Adaku consciously chose a varied professional life over a singular, traditional career path such as consultancy or investment banking. Her self-awareness about her propensity to immerse fully into her endeavours guided her decision to engage in multiple sectors. The appeal of pursuing more than one passion and the fear of being tethered solely to one path motivated her to embrace the freedom and diversity that a non-traditional career provides.

4.2.5 Appeal of Current Sector

For Adaku, the allure of the Web3 space lies in its potential to revolutionize connectivity and communication. She sees the decentralized network as a transformative force, reshaping how individuals interact and transact, which resonates with her interdisciplinary interests and forward-thinking mindset. Her engagement in Web3 is driven by a belief in its capacity to democratize opportunities and redefine future interactions, underscoring a profound commitment to innovation.

4.2.6 Career Recommendations

Adaku is enthusiastic about recommending her career path to others, based on her belief that the Web3 space offers a unique platform for a wide array of talents and interests. Her positive experiences underscore her conviction that this growing field holds promise for those seeking dynamic and impactful careers.

4.2.7 Conclusion and Evaluation

Adaku Agwunobi epitomizes the modern graduate's departure from traditional career routes to embrace diverse and multidisciplinary paths. Her case illuminates a trend where graduates prioritize personal fulfilment and creative integration over stable, singular roles. The freedom to innovate and remain versatile in fields such as Web3 demonstrates an emerging preference for environments that encourage exploration and offer a multitude of opportunities. Adaku's story serves as a valuable case study in understanding how decentralized technologies and non-traditional roles are attracting today's graduates seeking to align their careers with their broad-ranging interests and passions.

4.3 Stani

4.3.1 Educational Background

Stani, a graduate of the University of Sheffield, pursued a Bachelor's degree in Computer Science with a specialization in Artificial Intelligence from 2019 to 2023. This academic foundation equipped Stani with a comprehensive understanding of computational technologies and AI, providing the necessary skills to stay at the forefront of technological advancements. His

academic journey reflects a strong alignment with his passion for emerging technologies and set the stage for his diverse career pursuits.

4.3.2 Current Occupation

Currently, Stani works as a software engineer at a Science Research Facility, where he primarily engages in Python backend development, coordinating the infrastructure, and managing Internet of Things (IoT) components for data collection. His role allows him to blend theoretical knowledge with practical application, enhancing his understanding of technological infrastructure and data management systems

4.3.3 Motivations for Career Path

Stani's decision to pursue a career in computer science stemmed from his early interest in chemistry and economics during high school. However, he identified computer science as a rising field with significant future potential, shaping his decision to maximize his skills in this domain. His foresight into the growing importance of technology in various sectors motivated him to invest in developing his expertise, through participating in hackathons and engaging with the Oxford Blockchain Society. This helped him develop the necessary skills and credentials required for future success, thus prioritising long-term strategic skill-building.

4.3.4 Traditional vs. Non-Traditional Career Choices

While Stani followed a somewhat traditional pathway by completing a year in industry during his studies, his choice of working in a science lab is relatively atypical for computer science graduates. This environment resembles more of a research group setting, offering the luxury of time to experiment with specific technologies without the immediate pressure of market demands. This capacity for in-depth exploration and research has solidified his understanding of technological innovations over chasing short-term corporate goals. Furthermore, his willingness to develop skills and sources of income outside of his main career through side hustles such as hackathons shows that there is space for people in more traditional careers, to develop proof of work in the Web3 space and be part of this growing economy.

4.3.5 Appeal of Current Sector

For Stani, the current computer science sector, including his side engagements, represents a dynamic interplay between structured research and entrepreneurial curiosity. The freedom to innovate and explore burgeoning technologies like AI prototypes and full-stack development aligns perfectly with the modern ethos of continuous improvement. This sector not only keeps him sharp through diverse challenges but also serves as a resilient strategy amidst economic uncertainties, allowing him to cultivate various income streams while ensuring professional and personal satisfaction. This shows the importance of continually developing oneself and the opportunities the gig economy provides for skills development.

4.3.6 Career Recommendations

Stani wholeheartedly recommends his career approach to others, notwithstanding the demands of balancing multiple commitments. He perceives this diverse engagement as a strategic investment in his 20s—a critical period for building a robust professional base. The ability to pivot between his main role and side projects affords him a unique blend of stability and exploration, making it an ideal path for those eager to both excel and innovate.

4.3.7 Conclusion and Evaluation

Stani embodies the emerging trend of graduates opting for multifaceted career paths that extend beyond traditional corporate realms. His choice to engage in both structured employment and entrepreneurial endeavours illustrates a strategic response to the evolving work landscape. Stani's case sheds light on the allure of positions that offer intellectual freedom and long-term technological exploration. This approach resonates with a broader shift among graduates who prioritize balanced skill-building opportunities over conventional job security, suggesting a generational preference for roles that promise innovation and multifaceted growth.

4.4 Elite Graduate Cohort Evaluation

The case studies of Simon Sällström, Adaku Agwunobi, and Stani collectively illustrate significant trends within the elite graduate cohort, offering a compelling glimpse into the evolving landscape

of work and career aspirations. A predominant theme across all three case studies is the departure from singular career paths towards multifaceted engagements. Each graduate has skillfully navigated through multiple roles and sectors, blending traditional disciplines with entrepreneurial and creative endeavours. This shift highlights a growing preference for careers that provide opportunities for broad skill application and self-directed exploration.

The incorporation of decentralized technologies, particularly evident in the cases of Simon and Adaku, underscores an increase in embracing Web3 and related innovations. They actively engage with blockchain and NFTs, leveraging these technologies to pursue new ventures, whether in education or music. This trend reflects a desire to capitalize on the unique capabilities of emerging technologies to create and distribute value in novel ways. Simon and Adaku are motivated by the potential for creating meaningful social impact, with Simon focusing on educational initiatives in Africa and Adaku on the transformative potential of Web3. This indicates a broader trend where elite graduates are redefining success to include achieving personal and societal goals through innovation.

An emerging trend seen in Stani's involvement in hackathons and side projects is the maintenance of multiple income streams and personal projects alongside primary career roles. This approach reflects a strategic investment in skill diversification and gathering of proof of work through active skills development, providing resilience and adaptability in dynamic economic conditions, and highlights a preference for platforms that offer intellectual freedom and continuous learning opportunities. Across these case studies, there is a clear inclination to avoid traditional corporate confines in favour of environments that facilitate growth, creativity, and personal fulfilment. This growing disenchantment with conventional roles aligns with a wider generational shift towards careers that are not only professionally rewarding but also personally meaningful.

In capturing these trends, the experiences of Simon, Adaku, and Stani emphasize the transformative nature of today's work landscape, driven by technology, innovation, and a desire for impactful engagement. This shift among elite graduates suggests a broader reevaluation of work's role in life, steering away from traditional metrics of success towards multifaceted, entrepreneurial, and socially conscious career paths.

5

Future Work

This section of the report outlines potential avenues for future research aimed at enhancing our understanding of the socio-cultural and economic effects of decentralized technologies on the workforce.

5.1 Expanding Case Studies

A key area for future research is to broaden the range of case studies to include a wider demographic spectrum. Integrating participants from diverse cultural, educational, and economic backgrounds—particularly from regions such as Africa, Asia, and the Middle East—will enhance our ability to analyse the varied outcomes individuals experience in remote and gig work. This expanded perspective will foster a nuanced understanding of how evolving work dynamics affect the quality of life across different social strata, highlighting opportunities and challenges unique to each group and their predominant categories of gig work. By incorporating these diverse cultural contexts, we can gain deeper insights into how work experiences and life satisfaction are

shaped globally. Additionally, examining the types of jobs individuals from different backgrounds undertake will reveal patterns and disparities in job opportunities and employment choices, further enriching our understanding of how cultural and socio-economic factors influence the landscape of gig work across diverse populations.

5.2 Generational Outcomes of Gig Work, Digital Nomadism and Blockchain & AI Entrepreneurship

Further research should also focus on establishing generational outcomes associated with gig work and other decentralized employment models such as AI agent-based gig work distribution networks. Investigating how different generations—such as millennials, Generation Z, and future cohorts—adapt to and perceive gig work will provide insights into long-term career trajectories and economic stability. By comparing these generational outcomes, I hope to identify patterns that reveal the broader implications of gig work on economic resilience and job satisfaction.

5.3 Longitudinal Cohort Studies

It is imperative to undertake a multi-year longitudinal study with a consistent cohort of participants to investigate the long-term implications of emerging work trends. This research aims to explore the life outcomes of individuals engaged in decentralized work in comparison to those who have adhered to traditional career trajectories. Such a study would yield valuable data concerning career progression, income stability, job satisfaction, and overall quality of life.

By analyzing these trends over an extended timeframe, this research study can provide evidence-based recommendations for policymakers, educators, and industry leaders. This will facilitate the adaptation of support systems and resources to better align with the evolving nature of work.

Hopefully with stronger research into this field, it will contribute significantly to the ongoing discourse surrounding the impact of decentralized technologies on employment. The insights gained can inform policy development, business strategies, and individual career decisions within an increasingly complex employment landscape.

6

Conclusion

The Future of Work report, compiled by Superteam UK, provides a comprehensive examination of the growth of the remote gig economy in the UK, offering insights into the technological, societal, and cultural drivers behind this evolution. This addendum further enriches the original report by delving specifically into the career trajectories of graduates from the UK's elite universities, presenting case studies that both exemplify and substantiate one of the critical claims of the primary report.

By focusing on this demographic, our report serves as an extension, providing an in-depth analysis of whether the issues identified in the current state of work in the UK—particularly those concerning the challenges and shifts in traditional career paths—apply equally to those graduates most likely to pursue conventional roles. Through our case studies, featuring individuals such as Simon and Adaku, we observe a palpable shift in attitudes towards entrepreneurship, echoing the trends highlighted by Superteam UK. Additionally, the career paths of graduates like Stani, who engage in hackathons and side projects as a strategy to acquire skills and

diversify income, illustrate how proof of work is becoming a valuable supplement and helping hand for roles in traditional employment.

In conclusion, the trends noted in the Superteam UK report about shifts in the nature of work are increasingly evident among elite graduates. These individuals are demonstrating a preference for innovative and entrepreneurial pathways, challenging the traditional corporate mould and seeking more diverse forms of professional engagement. This evolving landscape emphasizes a significant shift in how the new generation of top-tier graduates navigates the world of work, further corroborated by the detailed examples provided in our case studies.

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