

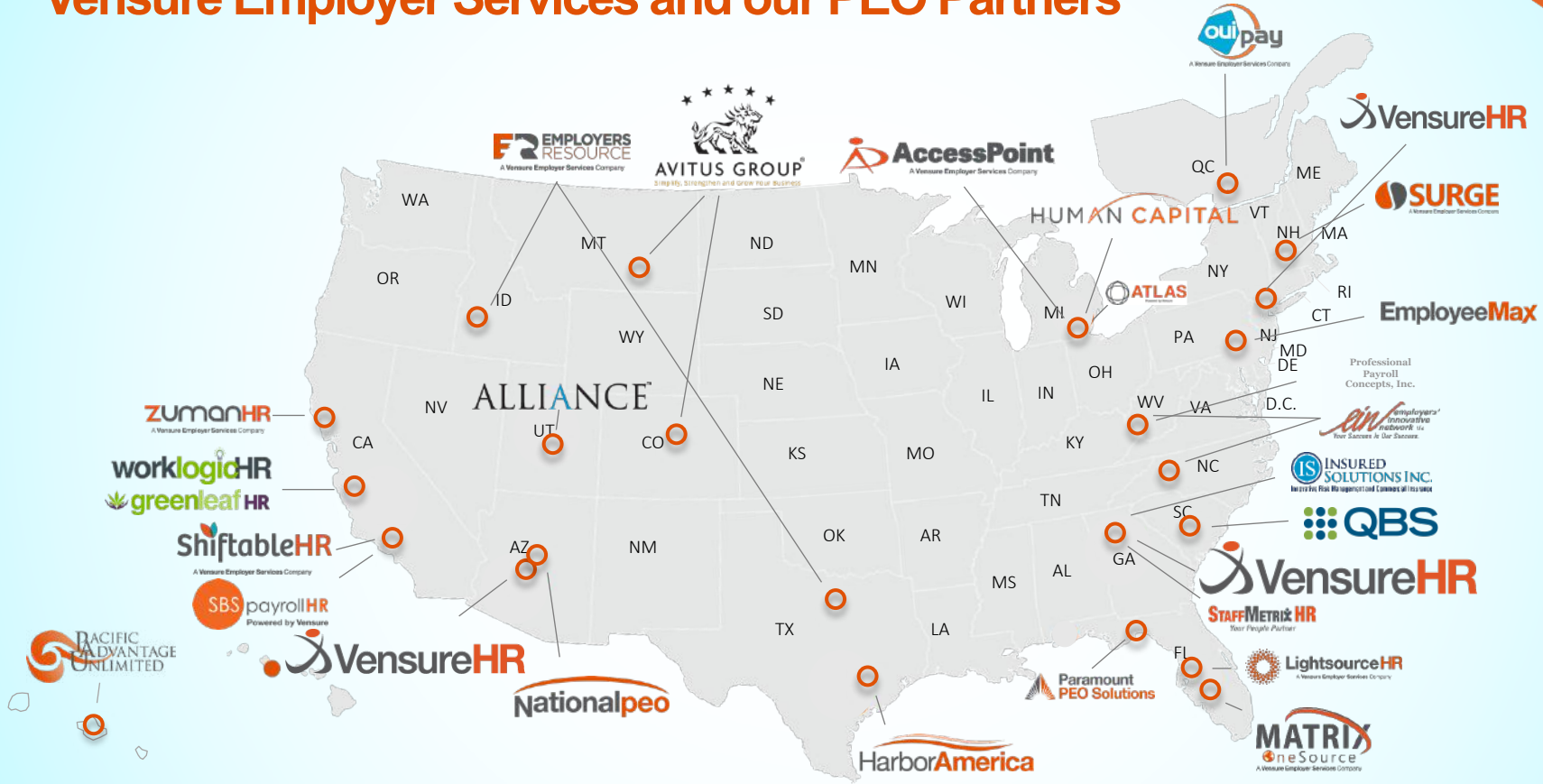


Gen Z in the Workforce

April 7, 2021



Vensure Employer Services and our PEO Partners



Agenda

1 Generations in the Workforce

2 Gen Z Has Probably Never Been...

3 Recruiting

4 Interviewing and Onboarding

5 Developing

6 Retaining

7 Q&A

Instructions for Submitting Questions with GoToWebinar



› When you launched GoToWebinar, a control panel and a screen share window opened up



› In the control panel, there is a dropdown section entitled, “Questions”



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› Please note that you will not see the questions or comments of others



› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Generation In The Workforce

Generations In The Workforce

Baby Boomers (1946 - 1964)

- Grew Up With Limited Resources
- Competitive and Driven

Gen X (1965 - 1976)

- Latch-Key Kids
- Independent and Sensitive To Work-Life Balance

Gen Y/Millennials (1977 -1995)

- Technology and Helicopter Parent
- Expect Guidance

Gen Z (Born After 1996)

- Smartphones, Social Media, and the Internet
- No Privacy, Stability, or Security

2

Gen Z Has Probably Never Been...

Gen Z Has Probably Never Been...



Bored



Held Back in School



Silenced



Disconnected



Employed

3

Recruiting

Recruiting

- › Use Social Media
 - › Facebook, LinkedIn, Instagram, Twitter
- › Company Website
 - › Make it Easy to Apply Online
- › Job Boards
- › Relationships with Local Schools



4

Interviewing and Onboarding

Interviewing and Onboarding

Interview Questions for People with No Job Experience

Orientation Challenges

The Importance of Onboarding

Tools to Help Them Succeed

5

Developing



Developing

- › Training
- › Setting Boundaries
- › Giving Lots of Feedback

6

Retaining

Retaining

- › Train Their Supervisors
- › Show You Care
- › Provide Opportunities for Growth
- › Learn from Them



Q&A

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**Thank You for
Your Time**

