GARMIN EDUCATORS SUMMIT

Inspiring the next generation of innovators.

NEW GRADS IN THE WORKING WORLD
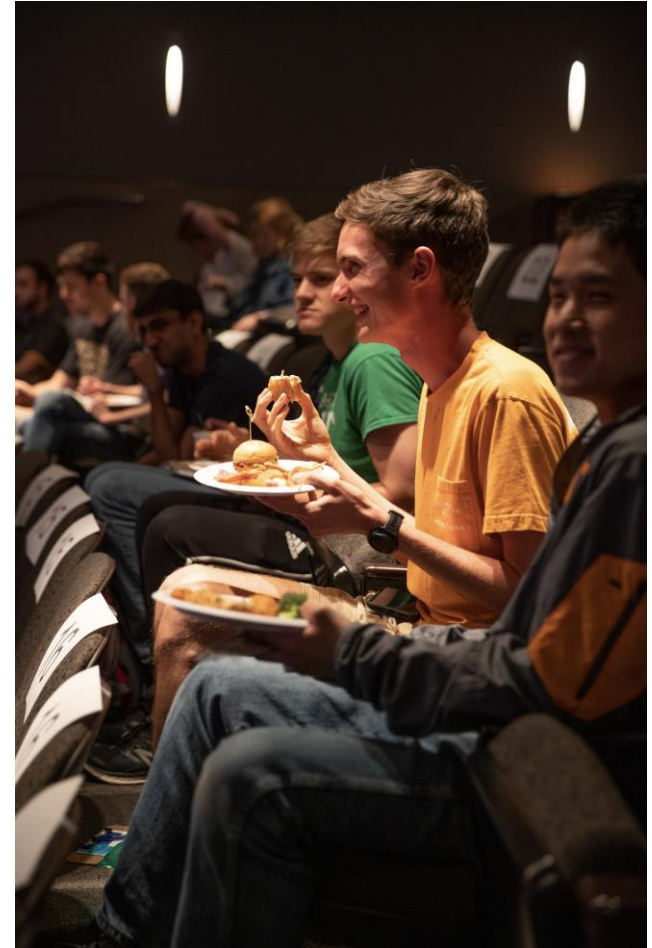
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Who is Gen-Z at Garmin?

- Those born after 1995
  (<24 years of age)
- High School & College Age Interns
- Emerging Professionals
- New Entry Level Employees
- Currently we have 374 Gen-Z'ers
  working at Garmin

What have you noticed?

What trends or themes have you noticed in your Gen-Z students?

Take a few minutes to discuss.

Pragmatic & Realistic

Financial security is important to them…

I would place less emphasis on unique company culture and more on stability. Raised in an age where Google has kind of become accepted as a normal working environment, too much emphasis on relaxed company culture fails to resonate as much as discussion of more traditional stability and growth, which are so often thrown into question among job opportunities open to my generation.

Office amenities can be very nice and there is certainly a level that makes a workplace happier and increases productivity, but you can't deposit amenities in the bank. People are employed because it pays the bills, not for fun. Here's the secret to getting my generation to work for a company: Pay them more than other companies will. I get that it's more expensive than other ways of appealing but it's the only thing that actually works.

Our generation saw what 2008 did to people, we know how important stability is in the time of a recession and helping individuals safeguard against that is important. We want long term success, and that ultimately means we want raises and compensation that are competitive. That's why so many people job hop in this industry, because its easier to move somewhere else to get more compensation rather than move up the ladder and get raises.

While perks are nice, there is no replacement for a competitive salary. I think sometimes companies get caught up in open offices or nap pods or cutesy food trucks to appeal to my generation and forget that we are genuine humans just like other generations. The respect implied by and utility of a larger salary mean more than any amount of nice office features.

Diversity & Inclusion

It matters to them…a lot…

" Diversity is super important to this new generation. Accommodate to that, and the company will flourish.

A collaborative and diverse working environment is almost essential.
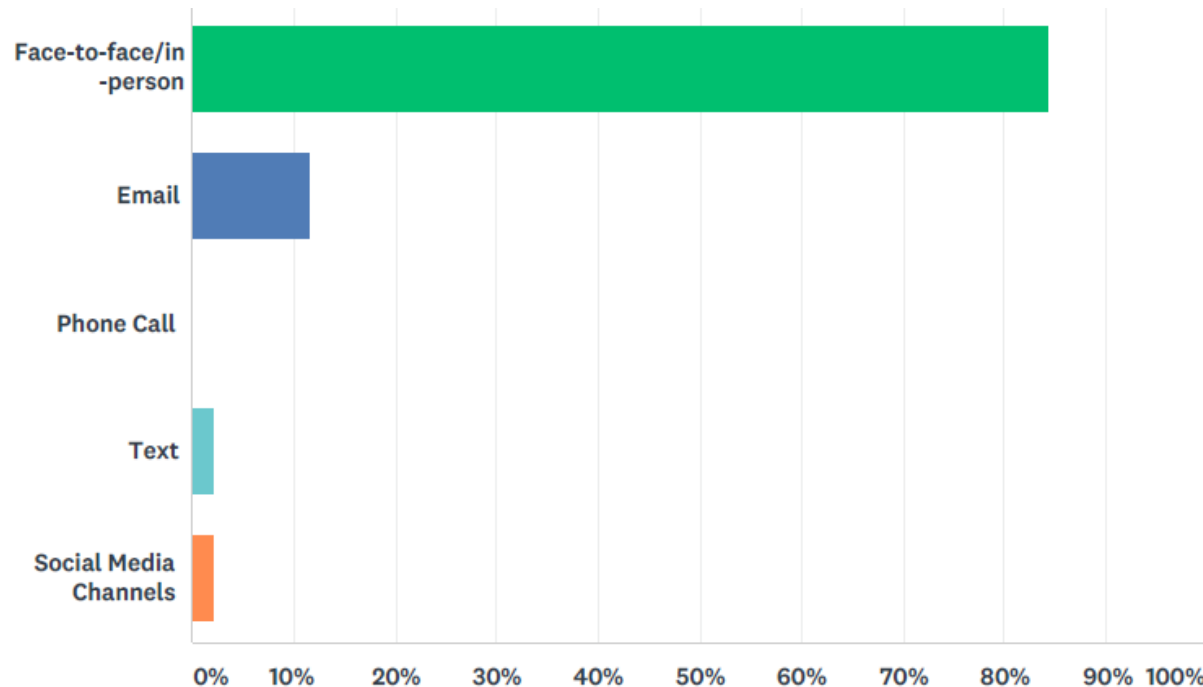
Appeal to a wider demographic. Diversity is important to making an innovative and successful company, and appealing to people of all different backgrounds is an important step. "

Face-to-Face Communication

They prefer communicating face-to-face in a cyber world…

"Stop trying to appeal via social media. Instead talk to us face-to-face because that stands out in the cyber world we all live in."

Transparency

They value transparency…

"A good mixture of the company being seemingly true to itself (authenticity) and honest if not blunt about all aspects of what is expected and occurs at work (no BS...rare). All companies can do this, but not all companies can appeal to everyone. Do those two right, and the right people will be attracted to the company.

Be transparent with them. Tell them exactly what they will be working on and what is expected of them.

Just be honest."

Entrepreneurial Spirit

Innovation and problem solving is key…

"

Large companies should try to resist stagnation and promote change and innovation when possible.

My goal is continuous learning. I want to work somewhere that will continue to cultivate my future marketable skills.

Our generation has an individualistic mindset.

"

Making an Impact

They want to make a difference…

"Companies need to make sure that they are giving their associates interesting and rewarding work. People are more willing to work hard if they enjoy their job.

Treat us like adults by giving us real work but surround us with the resources and people necessary to do the work.

Make it clear that your company is doing something meaningful, and a job at your company would be fulfilling.

Take us seriously & respect us even though we're young."

Where are the gaps?

And how can you help
address those gaps?

In-Person Communication

"Emphasizing face to face communication really helps for success in the workplace. Young people tend to do well with looking up answers to questions online, but questions that must be answered face to face can be more difficult.

Many students, especially in engineering, have a hard time communicating well in a professional setting. I think that classes emphasizing communication and "soft skills" for the workplace are very helpful.

Focus on interpersonal interactions. No matter what job someone ends up in they will most likely be doing lots of communication so those skills are important.

Technical skills are important but make sure the students develop personal skills too because anyone can learn how to do math with enough practice, but learning people skills is much more complicated.

Greater interaction with students, too much outsourcing to technology nowadays"

Critical Thinking

"Focus more on application of knowledge and how to think critically rather than just memorizing random facts

Less memorization and more application. You can memorize all of the facts that you want to in school, but learning how to critically think, problem solve, analyze information, and adapt to various situations is more useful.

Give them more open-ended work and don't guide them through it. Make the students think their way through the problems instead of just testing their memorization. Critical thinking skills are something we were never really taught.

Teach kids how to complete work at a faster pace. In the real world work environment deadlines are much shorter than what was provided during school.

Teach kids to problem solve. You cannot possibly cover the level of material you will learn in the real world so it is important to give them the desire to solve problems and the drive to continue and not give up after a simple challenge pops up."

Collaborative Projects

Projects, projects, projects. These projects should include multiple disciplines so students can choose the roles they are interested while being exposed to other's roles. Encourage teamwork, but don't force it - the group leader (who naturally arises) should facilitate it.

I would recommend an emphasis on group work. At least in STEM, projects and research often reach very high levels of complexity requiring interdisciplinary teams working collaboratively. If students are used to collaborative work, they will have less of an issue with this aspect of professional life.
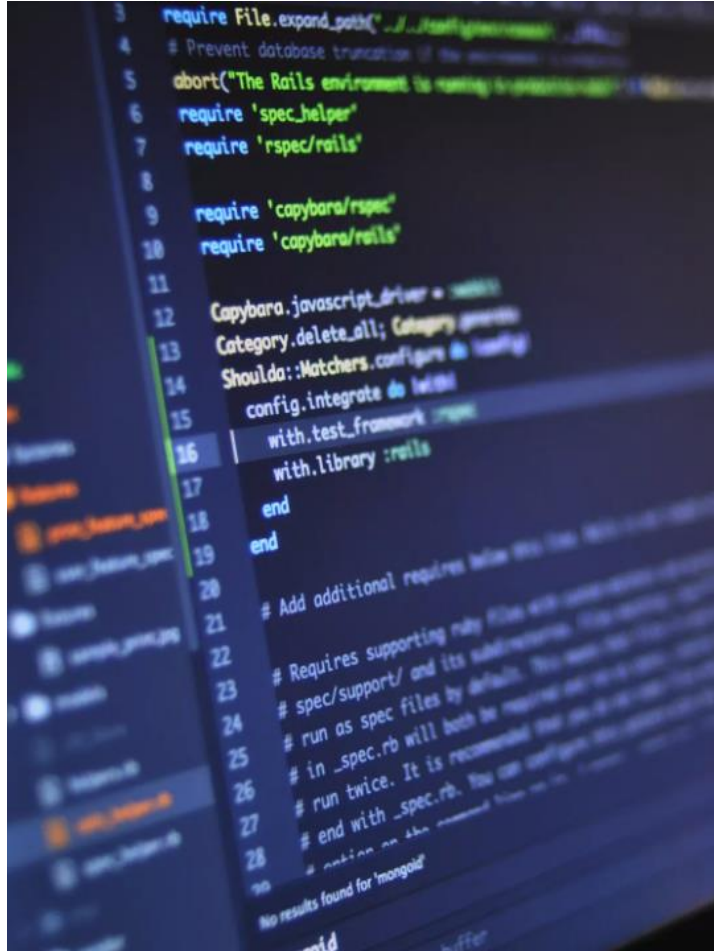
Provide activities that apply to the real world. Re-focus class activity and structure to work more like a business where the teacher is a manager, and students are employees.

Push presentations and group projects! Learn to express your ideas and to listen to others with an open mind.

Technology

"

Get them interested in engineering by showing them cool projects. It's how I got interested!

Prepare them to be able to quickly adapt to new technology and practices.

If there aren't many technology/coding classes let administration know that they are very important (my high school didn't have many which set me back).

Technology skills are vital and essential if you want to get a job. The earlier kids can start using it the better.

Get kids familiar with how technology can be implemented into the classroom/workplace but also make sure the students develop personal skills because anyone can learn how to do math with enough practice, but learning people skills is much more complicated.

"

Practical Life Skills

"Prepare students to be able to manage their finances correctly. Many of us graduate with crippling debt responsibilities looming overhead and not knowing how to manage paying both your debts and taxes can be very detrimental to quality of life and to your work.

Teach financial literacy. We all have to buy food and houses to survive, teaching students how to handle money is vital for survival.

We need more life skills. I feel like a lot of my peers just don't have any idea how to do things like taxes, finances, and just understanding how the real world works. We weren't taught this in high school, we had to figure it out for ourselves. I think it would be useful to start emphasizing life skills and problems solving more in school.

Teaching real-world skills (like personal finance) is vital."
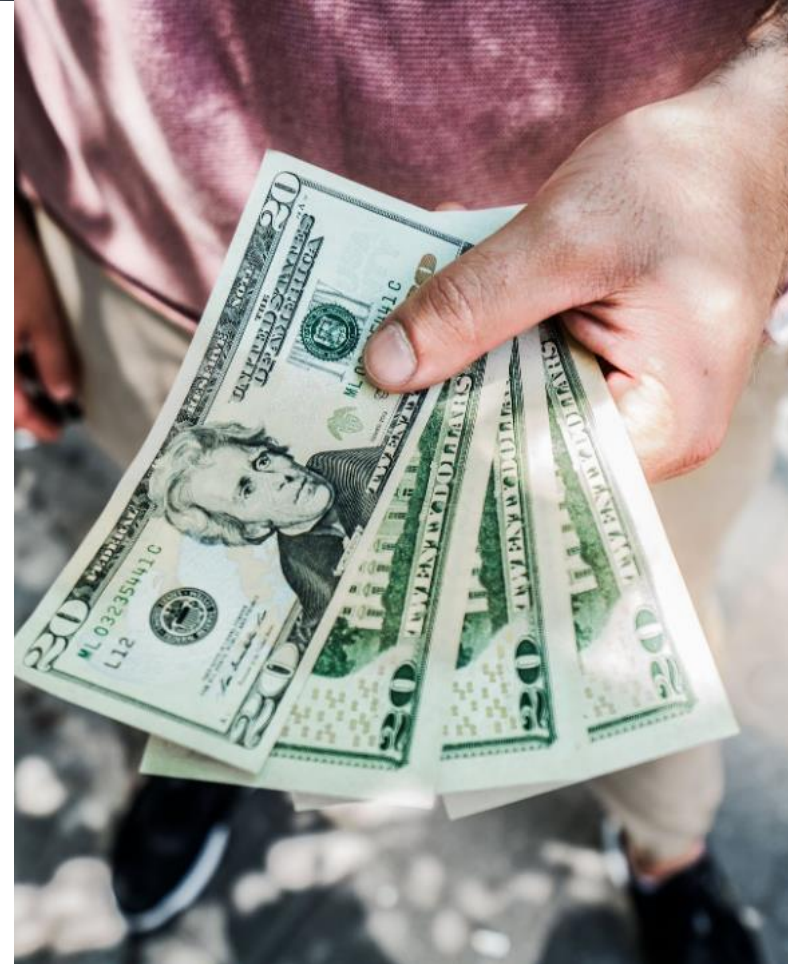
Professional Life Prep

"Give them practical knowledge like how to pay taxes and apply for jobs. Technical expertise can only help you if you know how to be a normal person first.

Teach them about life as an adult (ie. what a 401K is and important things to know how health insurance). Teach them that hard work, dedication, and understanding is better than just getting the grade they want. Teach them effective communication styles and how they can apply them in a professional setting.

K-12 doesn't really teach how to use professional software (i.e. Outlook, Skype for Business, etc.) and the etiquette for using them. How to send a formal email, etc. That would be a useful skill to learn in high school probably.

Teach them how to write a resume, interview for a job, fill out tax forms, and about benefits."

QUESTIONS?