GEN Z GRADUATES ARE TAKING FORMAL TRAINING

Two-thirds of recent graduates who entered the workforce one or two years ago consider themselves underemployed.

Companies that reward graduates’ practicality with a personalized, challenging employee experience that takes full advantage of their university degrees will reap the benefits.

As they gain work experience, recent graduates warm to the idea of working for a large company.

SEIZE UPON GEN Z GRADUATES’ VALUES BY OFFERING A MEANINGFUL EMPLOYEE EXPERIENCE

Many recent graduates feel underemployed.

Investing in new talent pays off.

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CREATE PAID INTERNSHIPS AS A POSITIVE TRIAL RUN

Given the number of new graduates in all countries surveyed utilizing paid internships before working full-time, make the most of this opportunity. Showcasing your company’s entrepreneurial side and highlighting capability development opportunities allow you to show grads a match between what they want and the complete package you offer.

DIGITIZE THE EMPLOYEE EXPERIENCE

Create initiatives that leverage the collective digital intelligence of Gen Z graduates and their natural affinity for the digital realm. For example, place them into an internal innovation hub. Remember that while the least senior of your employees, they are likely the most well-versed in digital—and can spread that mindset.

COACH FOR SUCCESS

Formalize the process of assigning coaches to incoming employees to help leverage their strengths, guide career paths and provide a personal touchpoint beyond their supervisor.

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MAKE IT MEANINGFUL

Deliver an employee experience aligned to the value system of the new generation. Show each employee how his or her contributions support the organization’s purpose and objectives. For example, allow employees to make choices that align closely to their values, as they change over time, from the work they do and learning opportunities, to work-life balance and compensation.

CREATE YOUR OWN HUMAN CAPITAL HUB

Given that Gen Z graduates are more likely to commit to their employer for 5+ years, create a boundary-less project assignment and staffing model internally, one that breaks down organizational and functional barriers and allows newer workers the opportunity to learn in multiple areas of the company. The added benefit to doing this is that current employees are exposed to new grads’ digital mindset and skills.

The Accenture Strategy 2017 University Graduate Employment Study surveyed 6,016 students in France, Germany, Italy, Spain, the U.K. and the U.S. who are graduating from university in 2017, and 6,004 students who graduated in 2015 or 2016, between the ages of 18 and 24, to compare the perceptions of students preparing to enter the job market with the experiences of recent graduates already in the workforce. Survey conducted in January/February, 2017.

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