



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Improving the Pipeline

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Objectives

- Understand the unique characteristics and values of the newest generations to enter the workplace.
- Identify specific needs and challenges faced by Gen Z employees.
- Explore actionable strategies to support Gen Z's success in the workplace.

Foundations Inc. Your Capacity Building Partner



Build Capacity

Capacity Building and Support



Strengthen Skills

Professional Learning



Elevate Techniques

Resources

What is Capacity Building? The Toolbox

What you're able to do with what you have

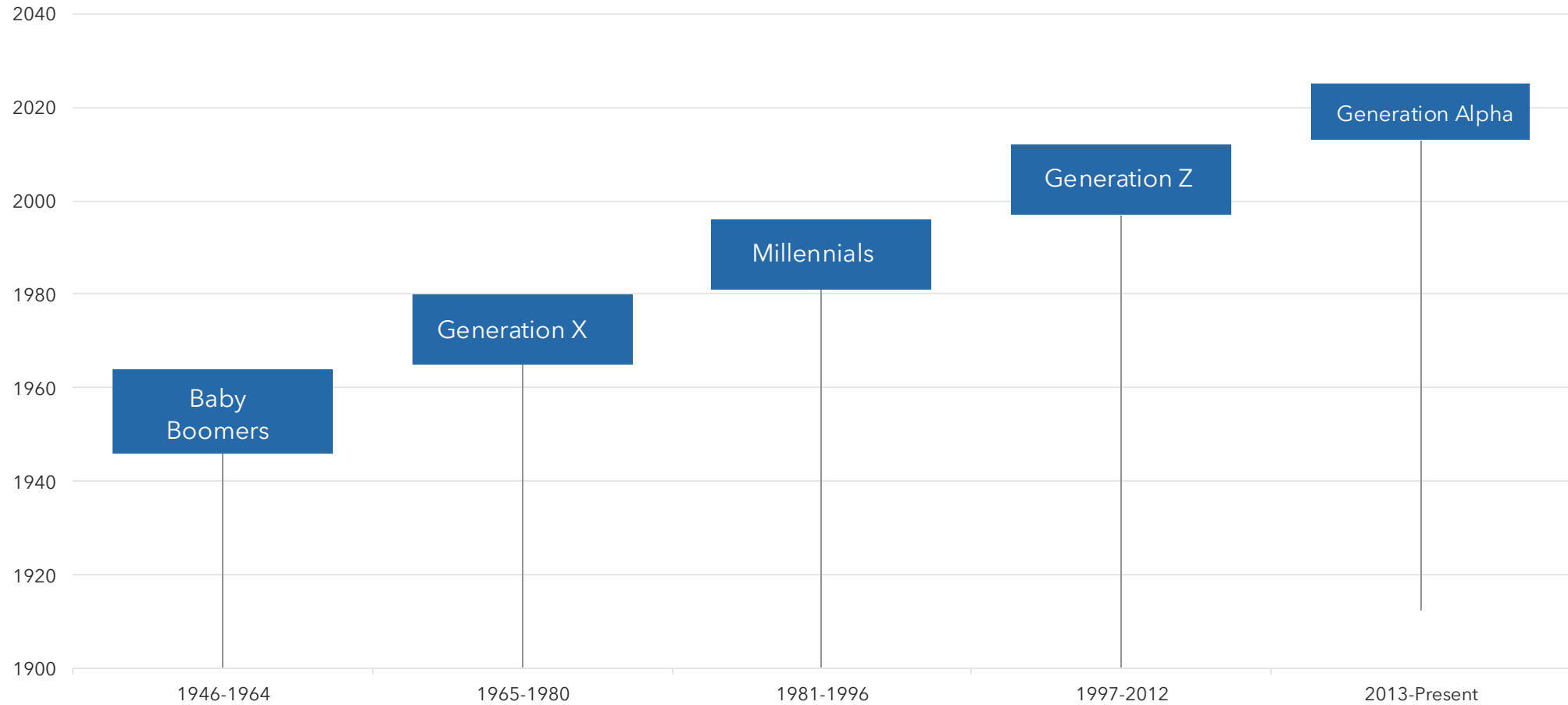
- Human
- Organizational
- Technical
- Partnership

Growing what you're capable of doing

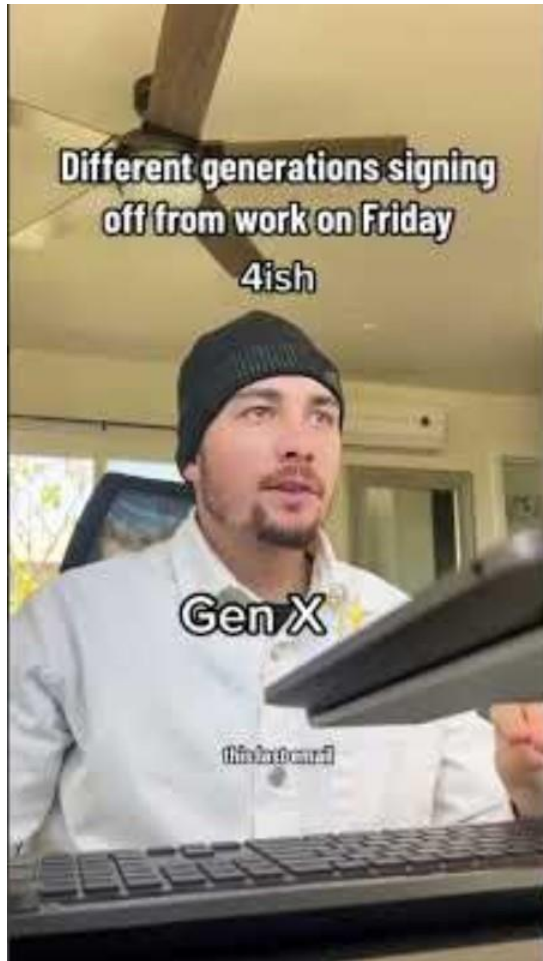
- Improving Skills
- Strengthening Systems
- Leveraging Resources
- Enhancing Partnerships

Generations in the Workplace

The Generations Defined



Generations in the Workplace



Generations in the Workplace

1. Adequate total compensation
2. Workplace flexibility
3. Meaningful work

*Career development and advancement potential



Workplace Stereotypes

What are some misconceptions or stereotypes you've heard about Gen Z in the workplace?

Understanding Gen Z



- Born between 1997-2012
- Digital natives
- Entrepreneurial
- Socially conscious

Understanding Gen Z



- Purpose
- Flexibility
- Voice
- Skill-building

Understanding Gen Z

What do you think are the most important factors for Gen Z's success in the workplace?

Gen Z Workplace Challenges

“Managers face special challenges with the new generation of employees because Gen Z is not as prepared for the realities of the workplace as past generations”

-Holly Schroth

Gen Z Workplace Challenges

Lack of Work
Experience

Mental Health

Communication
Skills

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Gen Z Workplace Challenges

What challenges do you face with Gen Z at your worksite?

Supporting Gen Z in the Workplace

- Set realistic expectations
- Create meaningful work and purpose
- Model adaptability and resilience
- Offer mentorship and coaching

Supporting Gen Z in the Workplace

- Provide clear career pathways
- Foster a positive and inclusive workplace culture
- Encourage open communication and feedback

Supporting Gen Z in the Workplace

- Encourage innovation and creativity
- Promote collaborative and cross-generational learning
- Provide networking and growth opportunities

Supporting Gen Z in the Workplace

Using the previous strategies, how would you handle the following scenarios?

Supporting Gen Z in the Workplace

Scenario 1

Maya, hired as a camp counselor, was provided little guidance on her specific role. She's expected to supervise children, organize activities, and manage emergencies, but isn't given proper training on how to handle difficult situations, leaving her unsure and anxious.

Supporting Gen Z in the Workplace

Scenario 2

Eli feels like he tries his best, but his supervisor often gives vague or harsh feedback, which makes him unsure of how to improve. He feels discouraged after receiving criticism and unclear direction on how to meet expectations.

Supporting Gen Z in the Workplace

Scenario 3

Jade, an intern, is given tasks like organizing files and answering phones, which she finds unchallenging. She hoped for a more hands-on experience related to her future career goals. Jade is disengaged and thinking about leaving the program.

Supporting Gen Z in the Workplace

Scenario 4

Kian is part of a team that includes other youth and older employees. However, there's a noticeable divide between the younger workers and the older workers.

Kian finds it difficult to collaborate with the older employees because they don't seem to value his input or want to work together.

Gen Z in the Workplace



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C2L-PHL Resource Library Reminder

Universal Support

- Virtual Training Sessions
- Tools and Templates
- Guides
- Podcasts and Other Media
- Collaboration and Engagement

Capacity Building Virtual PD Events

Thursdays at 10am

*Driving Excellence: A Framework for
Continuous Program Quality
Improvement*

February 6, 2025

*The Power of Employability Skills:
Elevating Career Connected
Learning Experiences*

February 20, 2025



Questions?



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