

Nicole Miller

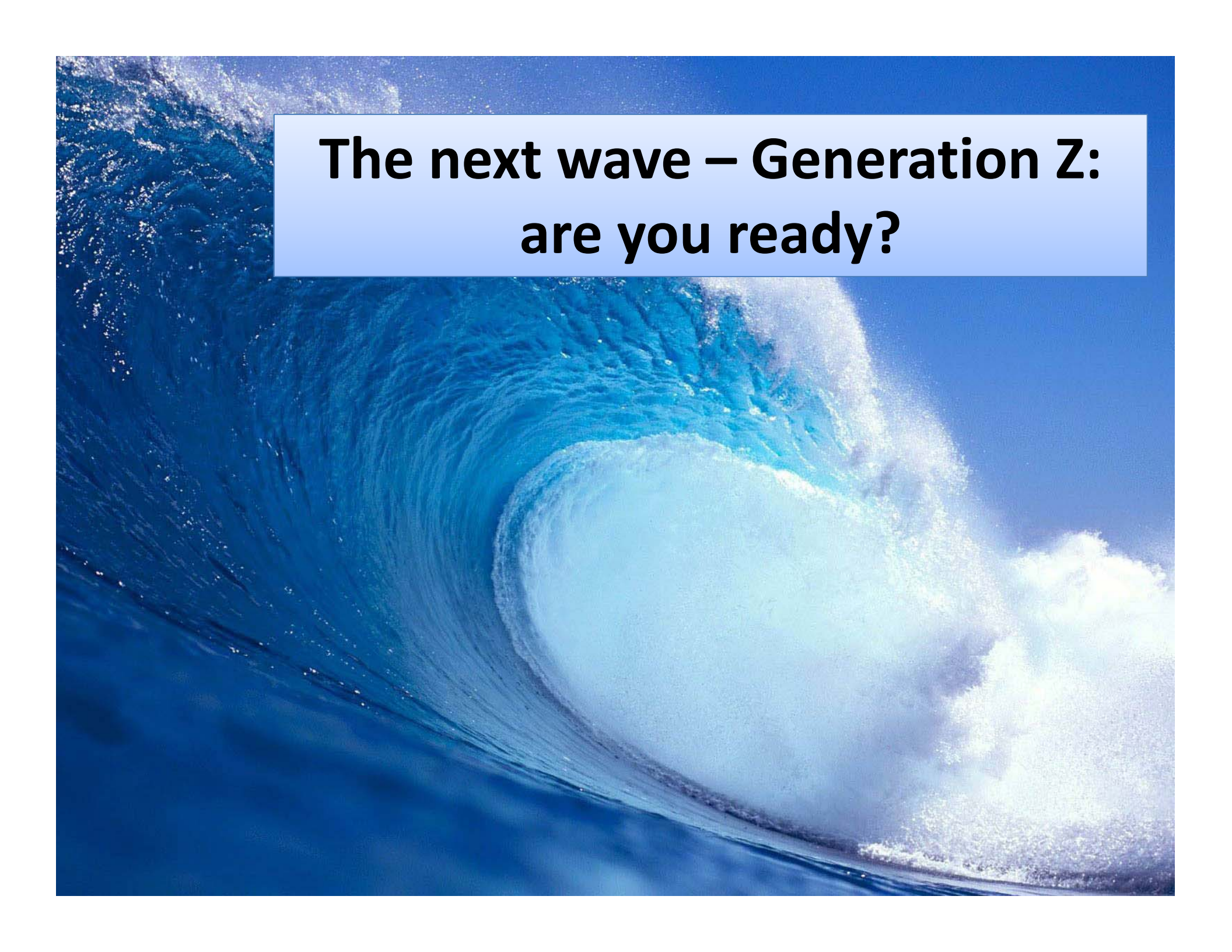
Assistant Director of Learning and
Curriculum Development, University of
Ottawa



By walking the walk, and talking the talk, this career industry leader hopes she will never stop being a teacher.



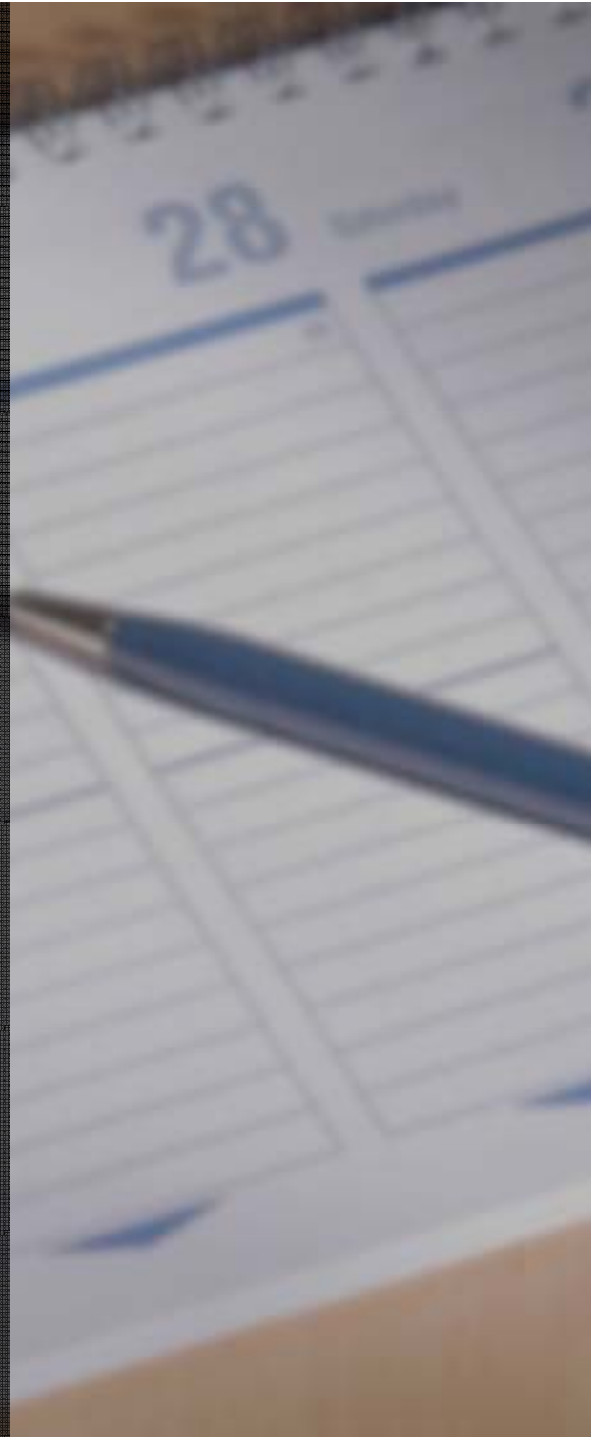
uOttawa



**The next wave – Generation Z:
are you ready?**

Agenda

- **Who are the Gen Zs?**
- **Who are those who have come before?**
- **Are Generation Z actually Millennials?**
- **Grabbing their Attention!**
 - *What are you doing right?*
- **What are the top 5 things this age group is looking for in the work place?**
 - *And tips on how you can get ready.*



Who are Gen Zs?

- Born after 1995, the oldest of which are now 23 years old.
- Therefore they are presently within our universities and colleges.

Oklahoma City bombing

NAFTA

Rap/Hip Hop

Slacker

CDs, DVDs

Monica Lewinsky scandal

Video Games

O.J. Simpson trial

GEN

1965 - 1980

Fall of Soviet Union

Personal Computer

Space Shuttle Challenger

L.A. riots

World Wide Web

Napster

Berlin Wall falls

AIDS

Y2K bug

Grunge-Alternative

Dotcom boom

MTV

The Simpsons

Singles

GENERATION X published

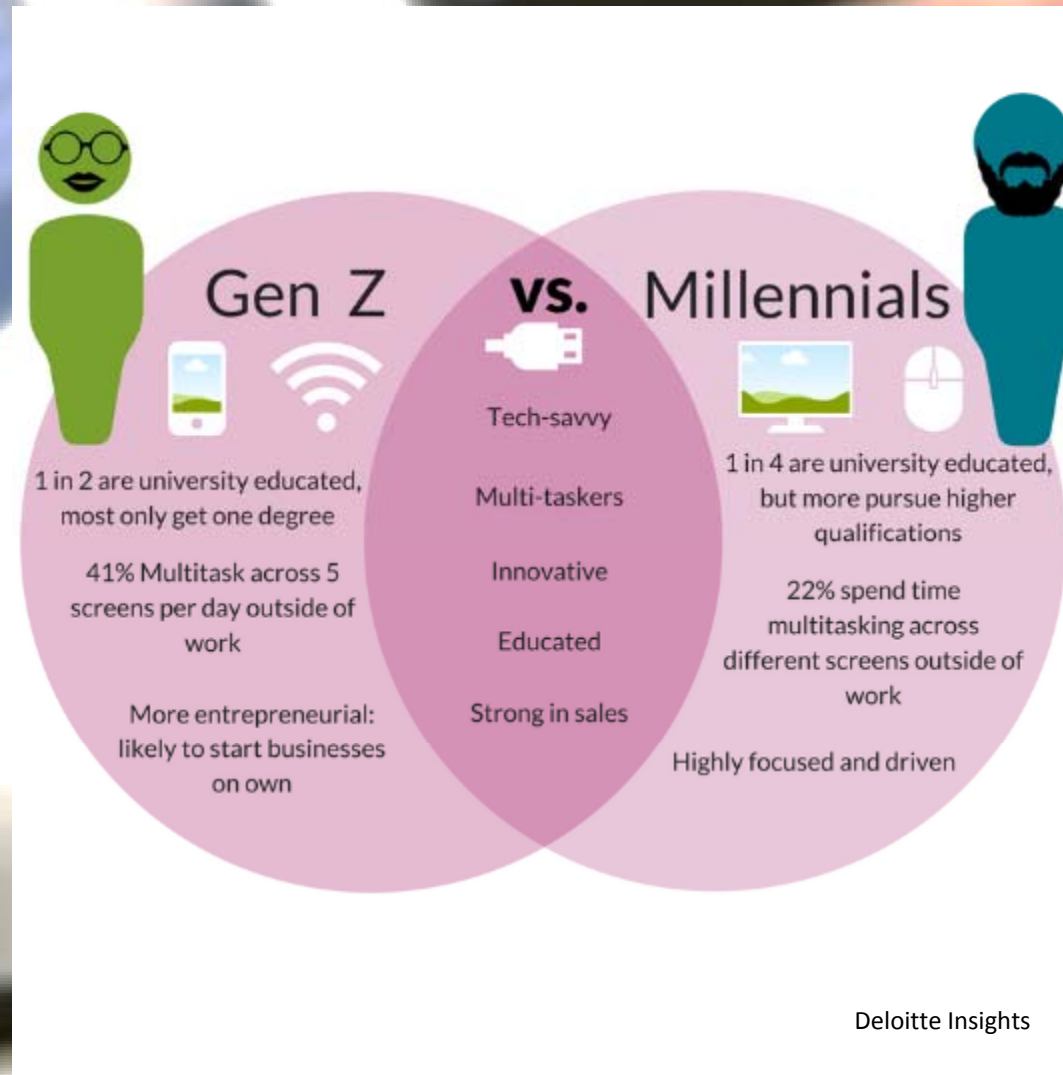
Breakfast Club

Kurt Cobain

Gulf War

"war on drugs"

Are Generation Z actually Millennials?





Grabbing Gen Zs attention!







What slang did you use?

The background of the slide consists of several white papers scattered across a light gray surface. Each paper has a large, bold, black question mark printed on it. The papers are slightly overlapping and appear to be floating or scattered, creating a sense of inquiry and uncertainty.

**What are the top 5 things this age group
is looking for in the work place?**



Ability to “try-out” job assignments and build on their entrepreneurial zeal.

- Increase openness to lateral growth opportunities for junior employees
- Seek out new Gen Z employees for roles in committees or task forces allowing them to have a meaningful input
- Create a “crowdsourcing” project network allowing them to choose which additional projects they contribute to



Formal and Informal Professional Development.

- Utilize a mix of modalities such as e-learning, live classrooms, or blended versions
- Create a structure (formal or informal) that gives them access to cross generational mentoring
- Present opportunities in mobility as they possess a global mentality



Leaders that are engaged in their success.

- Interaction by senior leadership with entry level employees
- Participatory involvement in their progression
- Gen Z thrives on frequent communication and feedback



Work-Life Balance

- More active workplaces
- Time off
- Freedom and flexibility when it comes to completing tasks
- Safe guarding mental health



Job Security.

- Salary and health care benefits are paramount for this generation
- Progression within a single employer rather than having to “bounce around”

The University of Ottawa – CO-OP Programs





Questions?