

Stakeholder Analysis on Gen Z's Career Challenges

Introduction

Generation Z, those born between 1997 and 2012, are stepping into the workforce with unique perspectives and aspirations. However, many struggle to define clear career paths due to rapid industry changes, evolving job requirements, and varying personal expectations. This document identifies key stakeholders impacted by this challenge and examines how they are affected.

Overview of the Issue

A lack of clarity in career aspirations among Gen Z has led to:

- **Uncertainty in Career Choices:** Many are unsure about suitable career directions.
- **Gaps Between Education and Industry:** Skills taught in schools often do not match job market needs.
- **Recruitment and Retention Challenges:** Employers struggle to align their workplaces with Gen Z expectations.
- **Increased Career-Related Stress:** Confusion and pressure contribute to mental health concerns.

Key Stakeholders

1. **Gen Z Individuals** – The primary group navigating career challenges.
2. **Employers & Businesses** – Organizations adjusting recruitment strategies to attract young talent.
3. **Educational Institutions** – Schools and universities shaping career preparation programs.
4. **Government & Policymakers** – Entities developing employment policies and initiatives.
5. **HR Professionals & Career Advisors** – Experts guiding Gen Z in career planning.
6. **Parents & Guardians** – Family members influencing career decisions.
7. **Technology Providers** – Companies developing digital career resources.
8. **Professional Networks & Mentors** – Industry leaders supporting early career development.

Roles and Impact of Stakeholders

- 1. Gen Z Individuals**
 - a. **Role:** The group experiencing career uncertainty.
 - b. **Impact:** Struggle with career planning and adapting to market demands.
- 2. Employers & Businesses**
 - a. **Role:** Provide job opportunities and workplace structures.
 - b. **Impact:** Face difficulties in hiring and retaining Gen Z employees.
- 3. Educational Institutions**
 - a. **Role:** Prepare students for professional success.
 - b. **Impact:** Need to adjust curricula to better align with industry needs.
- 4. Government & Policymakers**
 - a. **Role:** Create frameworks for education and employment.
 - b. **Impact:** Must develop policies that bridge gaps between education and workforce demands.
- 5. HR Professionals & Career Advisors**
 - a. **Role:** Guide young professionals in making informed career decisions.
 - b. **Impact:** Must tailor support to Gen Z's evolving aspirations.
- 6. Parents & Guardians**
 - a. **Role:** Provide financial and emotional support.
 - b. **Impact:** Need to understand and adapt to new career trends.
- 7. Technology Providers**
 - a. **Role:** Develop tools for career exploration and job search.
 - b. **Impact:** Must create platforms catering to Gen Z's digital preferences.
- 8. Professional Networks & Mentors**
 - a. **Role:** Offer guidance and industry insights.
 - b. **Impact:** Provide mentorship and opportunities for career advancement.

Benefits for Stakeholders

- 1. Gen Z Individuals** – Gain direction and make better career choices.
- 2. Employers & Businesses** – Improve recruitment and retention strategies.
- 3. Educational Institutions** – Enhance career services and course relevance.
- 4. Government & Policymakers** – Develop policies that support youth employment.
- 5. HR Professionals & Career Advisors** – Offer better career planning support.
- 6. Parents & Guardians** – Guide their children with confidence.

7. **Technology Providers** – Expand user engagement with career-focused tools.
8. **Professional Networks & Mentors** – Strengthen industry connections and career development.

Conclusion

Addressing Gen Z's career challenges requires collaboration among all stakeholders. By understanding the issues and making necessary adjustments, we can ensure better career pathways for the new generation while benefiting organizations and society as a whole.