### **5W1H Analysis: Gen Z in the Workforce for Generation Z (1990-2012)**

#### **Introduction**

In today's rapidly changing career landscape, Generation Z (born between 1990-2012) faces unique challenges. Career path ambiguity is a significant concern, impacting individuals, their parents, educators, and employers. This document explores these issues and outlines a comprehensive approach to address and reduce career ambiguity among Generation Z.

#### **Understanding the Issue**

**Who is Affected?**

* **Gen Z Individuals**: Young professionals navigating career choices.
* **Parents, Educators, Employers**: Those supporting Gen Z.

**What is Happening Right Now?**

* Gen Z is experiencing unclear career goals due to the shift from traditional career paths to more dynamic options, causing confusion and indecision.

**When is This Happening?**

* This issue is most prominent during high school, college, and early employment years, which are crucial for setting career foundations.

**Where is This Happening?**

* This is a global issue, influenced by regional economic conditions and industry sectors.

**Why is This a Problem?**

* Unaddressed career ambiguity leads to dissatisfaction, anxiety, and a lack of fulfillment, hindering personal growth and potential.

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#### **Objective**

Our primary objective is to educate and create awareness among parents, professors, employers, and Generation Z individuals about the importance of addressing career ambiguity. We aim to provide practical guidance and resources to support Generation Z in their career exploration.

**Addressing the Issue:**

* **For Gen Z**: Be proactive in discussing aspirations with family and seeking guidance from professors or mentors.
* **For Parents, Educators, Employers**:
  + **Parents**: Participate in workshops to understand the modern job market and support individual career choices.
  + **Educational Institutions**: Implement career counseling programs and provide diverse career options.
  + **Employers**: Offer mentorship programs, flexible career paths, and focus on continuous learning and development.

### **Data Points and Timeline:**

* **2017-2020**: Significant entry of Gen Z into the workforce.
  + **Data Point**: 76% of Gen Z value growth opportunities (Deloitte, 2018).
* **2021**: Increased focus on remote work due to COVID-19.
  + **Data Point**: 40% of Gen Z prefer flexible work environments (PwC, 2021).
* **2022-2023**: Rising job dissatisfaction and turnover among Gen Z.
  + **Data Point**: 50% of Gen Z consider changing jobs within a year (LinkedIn, 2022).
* **2024 and Beyond**: Continued evolution of work preferences.
  + **Projection**: Companies adapting to Gen Z's expectations will succeed in attracting and retaining young talent.

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### **Personal Reflections**

As a member of Generation Z, I've faced career ambiguity firsthand. Conversations with my parents highlighted the importance of seeking their support and educating them about job market changes. Professors provided clarity on career paths, boosting my confidence to explore unconventional routes. Being in a workplace valuing individual growth and development has been transformative, with mentorship programs enhancing my workplace fulfillment.

### **Conclusion**

Our goal is to actively engage parents, educators, and employers in supporting Generation Z. Through collaborative efforts, we can turn career ambiguity into informed decision-making, ensuring Gen Z emerges empowered and confident in their career choices.