#### PROBLEM STATEMENT DOCUMENTATION USING 5W1H FRAMEWORK

PROBLEM: Understanding the career aspirations of Gen Z.

1. What is the problem?

The entry of Gen Z into the workforce presents a significant challenge for organizations. This generation is shaped by unique economic and social circumstances, expects more personalized, diverse, and flexible work environments. Traditional talent management models, which focus on predefined roles and linear career paths, are no longer sufficient. Companies must fundamentally rethink how they attract, develop, and retain talent to align with Gen Z’s values and preferences.

1. Why is this problem important?

Gen Z is poised to become the most populous generation globally, making up a significant portion of the workforce. Their unique preferences, such as prioritizing ethical practices, social impact, diversity, and work-life balance, are reshaping the dynamics between employers and employees. Failure to adapt to these changes could result in organizations losing out on top talent, experiencing higher turnover rates, and facing challenges in maintaining a competitive edge in the marketplace.

1. Who is affected by this problem?

This problem affects multiple stakeholders:

* Organizations and Employers: They must adapt their talent management strategies to attract and retain Gen Z employees.
* Current Employees: The shift in workplace dynamics will impact employees across generations, requiring adjustments in how teams collaborate and how leadership roles are defined.
* Gen Z Workers: Their career aspirations and expectations will drive changes in how organizations operate, hire, and develop talent.

4. Where is this problem occurring?

This issue is global, but its impact is particularly significant in industries facing talent shortages, such as technology, healthcare, and education. The problem is most pronounced in regions with aging workforces and shrinking talent pools, where competition for young, skilled workers is fierce.

5. When does this problem need to be addressed?

The problem is immediate, as Gen Z is already entering the workforce. Organizations must begin adapting now to avoid falling behind. The need for action will only grow more urgent as Gen Z becomes the dominant demographic in the workforce over the next few years.

6. How can the problem be addressed?

Organizations can address this problem through a combination of strategic and tactical actions:

* Strategic Actions:

- Imagine the Future: Leverage data analytics and industry insights to redefine work and workforce strategies, focusing on value and meaning.

- Compose New Models: Redesign job roles, career paths, and workplace environments to be more flexible and inclusive, utilizing automation and alternative talent sources.

- Activate Change: Align leadership and workforce development programs to build long-term relationships and engage employees in meaningful ways.

* Tactical Actions:

- Evolve Training and Development: Implement robust training and leadership development programs with a focus on diversity and inclusion.

- Redefine Job Roles: Move away from matching job descriptions to specific degrees. Instead, foster diverse skill sets within employees and offer internal apprenticeships.

- Encourage Latticed Career Paths: Develop non-traditional career paths that allow for lateral movements and varied experiences.