**Pain points:**

1. **Education system and development of skills:**

* The conventional education system frequently falls short of providing Gen-Z with the specialised skills needed in today's workforce. As such, they are not employable and are not landing the jobs of their dreams. The out-dated educational system makes it difficult for Gen-Z to bridge the gap between academic learning and real-world usage, and it does not help them keep up with modern industrial requirements. As a result, they encounter recruiter rejection and occasionally venture into unrelated fields in an attempt to secure employment.
* I also encounter a lot of challenges when trying to find work in the field of my interests. Because I was turned down by my companies in the data analyst field and lacked the necessary specialised skills and hands-on knowledge.

1. **Job market competition and entry barriers:**

* Due to their lack of experience in specialised skills and lack of prior knowledge in their field, Gen-Z workers face intense competition in the job market, which creates entry barriers. The majority of employers only take into account applicants with experience and background in particular fields.
* As a new employee, I am finding it difficult to secure employment due to my lack of experience and practical hands-on training. It occasionally causes me to tense up and get turned down by lots of companies.

1. **Health and career were affected by COVID-19:**

* The on-going school system, employment prospects, and social interactions were all affected by the COVID-19 pandemic. The disruption of the global lockdown prevented Gen-Z students from attending classes regularly, developing new creative endeavours, and acquiring new skills. Because of their lack of expertise in their area of interest, they end up falling behind and being turned down by recruiters. That's generating stress, anxiety, and sadness in addition to harming their mental health. There are times when social distancing and online education make people feel more alone and make them hesitate more in public.
* I was impacted by COVID since it interfered with my regular studies, made me learn remotely, and prevented me from receiving better supervision to clear up any doubts I had due of the decreased interaction with teachers and other students. In order to obtain a better career in my field of interest and use such skills in real-life situations, I was also unable to improve my specialised skills.

**Gain:**

1. **Adaptability and Resilience:**

* Gen-Z exhibits incredible resilience and adaptability in the face of adversity. They pay close attention to seizing the chance to advance their knowledge and gain experience from others. To upgrade their employability, they pursue mentorship programmes, online courses, certifications, internships, freelancing, and online resources to become proficient.
* In order to enter the job market, I'm also learning through a variety of courses and boot camps, receiving certification from them, and developing my toolkit of knowledge. I have great adaptability when it comes to modifying my knowledge for any situation, whether it's online or off. In addition, I received mentorship from professionals in the field through family members and online forums like LinkedIn, who helped me, choose a better career path.

1. **Global connectivity and remote work opportunity:**

* Thanks to online platforms, the entire market is becoming more globalised today. Gen-Z is able to improve their knowledge and connectivity worldwide, which allows them to pursue remote work, online learning from a variety of online sources, receive mentorship, and collaborate across geographic boundaries. This helps them maintain a healthy work-life balance and opens up new opportunities for skill development.
* Globalisation and internet resources are helpful to me in all facets of life, including job searching and online education. It is easy for us to learn about current events across the world and new developments in the realm of technology. Online resources, remote employment, and education all aid in my self-improvement. Following COVID, a large number of easily accessible online courses were made available in all domains. I began my career with classes from Udemy, GrowDataSkills Boot camp, and Cisco, and I'm currently working towards an internship at KultureHire. These are all online resources that assist me in developing my skills in order to look for a job using some of the numerous platforms that are out there, such as Naukri, LinkedIn, and others. These platforms facilitate worldwide human connections as well.

1. **Social Responsibility and Meaningful Work:**

* Gen-Z place a high importance on social responsibility and environmental sustainability; they aspire to work in an innovative workplace culture, use cutting-edge technologies, earn higher salaries, be financially affluent, and have prosperous lives that positively affect society and the environment. They possess an entrepreneurial spirit as well. Gen-Z demonstrates entrepreneurial impulses since they have access to online platforms and tools. They look for opportunities for self-employment, creative freedom, and autonomy. They place a high value on social justice, sustainable practices, and fulfilling employment.
* In addition, I value financial freedom, gaining new skills, a progressive lifestyle, career advancement, sustainability, meaningful employment, and social ideals.

**Implications and Recommendations:**

1. **Educational Challenges**: Schools find it difficult to prepare students for the job goals of Generation Z, which causes a lack of skills and hinders economic growth. The curriculum should be updated by the educational system to reflect the demands of the job market or the current workplace culture. Training in relevant, real-world skills should also be included, and a connection between academia and business should be established to facilitate opportunities for internships and hands-on learning.
2. **Support Systems for Mental Health:** Establish mental health assistance programmes in workplaces and educational institutions. In order to address the psychological effects of obstacles like as increased workload, the post-COVID effect, and mental stress, provide counselling services and support well-being programmes. To get over their despair, tension, and anxiety.
3. **Promotion of Remote Work and Flexibility:** Encourage businesses to adopt flexible scheduling choices and practices for remote work. Invest in digital infrastructure to make it easier for distant teams to collaborate and communicate. In order to give workers flexibility and a healthy work-life balance. Additionally, this will produce a superior outcome.

**Conclusion**

Gaining insight into the difficulties, incentives, and tactics of Gen-Z workers involves recognising their advantages and disadvantages in terms of their professional goals. Society can better help Gen-Z individuals in reaching their career objectives and making a positive influence in the workforce by solving educational deficiencies, promoting mental health, and cultivating a culture of flexibility and social responsibility.