**Understanding the carrier aspiration of Gen-Z**

Q1) Who is effected?

* I am coming from a non-IT background. I did my bachelor’s in commerce, but as a Gen-Z at a very young age, I came across technology and had a lot of curiosity about how these things work, but my parents want me to do commerce instead of going to that field because they won’t understand these things, and about commerce, they are assured that I will do something but not about it. If I choose the career I am aspiring to, then my parents lives are affected by it; they think I am not listening to them, which can create problems in the family.

Q2) What is happening?

* I myself have chosen the data scientist field because I am interested in it, and I see myself growing in this field on a monetary as well as a skill and knowledge basis. Like me, Gen-Z is choosing their own passion instead of old jobs that are already there; they are choosing new ones that can create interest in doing that job. There are also a large number of people who are going towards entrepreneurship or aspire to become entrepreneur.

Q3) When is this happening?

* As the workplace continues to evolve, it’s crucial to recognize that each generation brings unique perspectives, values, and expectations. Gen-Z, born between the mid-1990s and early 2010s, is no exception. The first wave of Gen-Z entered during the COVID-19 pandemic. Gen-Z is projected to make up 27% of the global workforce by 2025. **In pandemic time, when everything was closed, I found out about data science. Since childhood, when I started using the internet, I used to think about where the data was coming from and what use of these things. As a Gen-Z, I want to make my interest a passion.**

Q4) Where is this happening?

* These problems are happening in home where parents won’t understand the aspiration their child and won’t understand want their goal in life. For me my goal is currently to become data scientist but they want’s me to take simple job with my degree of graduation.
* These problems are happening in workplaces where employers fail to understand the aspirations of Gen Z, who used to follow their traditional rules and hierarchy. They have to make a change for Gen Z to co-work with Gen Z. These problems are also happening at home, where parents won’t understand the aspirations of Gen-Z, and they try to force them to do the same job as they did in their time without thinking of interest, mental health, or other factors.

Q5) Why is that a problem?

* For me it’s a problem because if my parent’s won’t understand what I am doing and what I want to do then there is support system that can motivate me, following what I want to do require motivation.
* This is a problem because if the employer wants to take out full potential for the Gen Z employee, they have to fill their requirements as they are not working only for money; they also want interest in the project they are working on. If people won’t understand that or parents won’t understand it, many potential Gen Z kids can’t make up for their potential on their interest-based things.
* Objective
* My objective is to teach my parent’s and relatives that how they can motivate a gen-z kid to their aspiration work instead of same old jobs that also are very less in these time with less salary.
* Gen Z professionals are certainly unique, and they have a higher set of demands and expectations than many of the more veteran members of your organization. But as they become a more and more significant part of the workforce, attracting young talent is not just advisable but necessary. The main objective is that people should see what Gen Z is demanding because Gen Z can be the most skilled people if treated according to their needs and maintained in a work environment according to their needs. It should be clear to people that if a Gen-Z kid wants to do something, parents and other people must encourage them to do it because it's in his interest and he can put maximum effort into that particular thing.