The 5W1H framework (Who, What, When, Where, Why, and How) is a structured way to analyse and solve problems. Let's break it down for this problem statement:

1. Who

Gen-Z individuals: Struggling to secure desired roles and feel unheard.

Employers: Facing challenges in attracting, retaining, and managing Gen-Z employees.

2. What

Mismatch between Gen-Z aspirations and employer expectations.

Lack of understanding of Gen-Z's needs and work preferences.

Difficulty in talent retention due to workplace dissatisfaction.

3. When

During job search: Gen-Z struggles to find roles that match their aspirations.

After hiring: Employers struggle to retain and manage them effectively.

During career growth: Gen-Z may feel undervalued, leading to frequent job-hopping.

4. Where

Recruitment processes: Issues arise in job applications, interviews, and hiring decisions.

Workplaces: Companies may not have the right culture or policies to engage Gen-Z.

5. Why

Gen-Z values flexibility, purpose-driven work, and growth opportunities, which are often overlooked.

Employers may use traditional management styles that don't align with Gen-Z expectations.

Lack of proper communication between both sides leads to misunderstandings.

6. How (Solution)

Bridging the Gap: Companies should research Gen-Z expectations and integrate them into workplace policies.

Better Communication: Employers should listen to Gen-Z through surveys, feedback sessions, and mentorship programs.