



Gen Z: The future has arrived

Executive Summary





THE FUTURE HAS ARRIVED ARE YOU READY FOR GEN Z?

Gen Z could represent 20 percent of the workforce by 2020. As organizations welcome these digital natives, they must bridge the deepening digital divide across multiple generations in the workplace.

Dell Technologies surveyed **12,000** high school and college students from around the globe about their views on technology and future careers.

Ages 16-23:
12,086 Gen Z
students surveyed

Global perspective:
17 countries
represented

Work experience:
83% have some
exposure to jobs

Survey conducted by Dimensional Research on behalf of Dell Technologies, from August to September 2018.



KEY FINDINGS

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1

Gen Z wants to work with cutting-edge technology and is eager to share its knowledge

2

Great technology will entice **Gen Z** job candidates

3

Gen Z cares about data security, but is unsure how to address it

4

Gen Zers are confident about their tech skills, but that doesn't equate to workforce readiness

5

Gen Z wants more than just money for its work

6

Gen Z is eager for more human interaction

KEY FINDINGS

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Gen Z wants to work with cutting-edge technology and is eager to share its knowledge



80%

want to work with cutting-edge technology in their future careers



77%

are willing to be technology mentors to others on the job



98%

have used technology as part of their formal education



97%

say technology literacy matters

KEY FINDINGS

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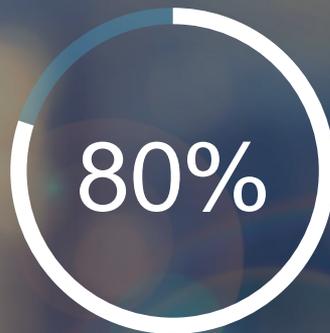
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Great technology will entice **Gen Z** job candidates



say the technology offered by an employer would be a factor in choosing among similar job offers



believe technology and automation will create a more equitable work environment

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Gen Z cares about data security, but is unsure how to address it

73%

rank data security
as a high priority

31%

say they are doing
everything they can
to protect
their data

95%

are careful about
what they post to
social media because
it could impact their
future career

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Gen Zers are confident about their tech skills, but that doesn't equate to workforce readiness



73%

rank their technology literacy as good or excellent



52%

are more confident they have the technology skills employers want than non-tech skills



57%

rank their education as good or excellent at preparing them for their future career



94%

have concerns about starting work

KEY FINDINGS

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Gen Z wants more than just money for its work

38%

want to work for a socially or environmentally responsible organization

50%

want the ability to learn new skills and have new experiences

45%

want work that has meaning and purpose beyond just getting paid

KEY FINDINGS

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Gen Z is eager for more human interaction

43%

prefer to communicate with coworkers in-person over any other method

75%

expect to learn on the job from coworkers or other people – not online

82%

say that social media can be a valuable tool in the workplace

53%

prefer to go to a workplace vs. working from home

58%

prefer to work as part of team vs. working independently

DELLTechnologies