Graduating Students and New Engineers – Wants and Needs

Are companies even listening?

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Overview

- A New Generation At Work
- Generation Y At a Glance
- Expectations in the Workplace
  - Research Findings
- My Experience
- Concluding Remarks
A New Generation at Work

- Generation Y:
  - Generation Next, Net Generation, Millennial Generation, iGen, Eco Boomers, Internet Generation

- Birth dates mid-1970’s-early 2000’s
A New Generation at Work

Today’s young professionals:

- Have confidence
- Eager
- Fast paced
- Intimate relationship with technology
- Adapt work to fit lifestyle
- Need for collaboration
- High expectations in learning
- Hands on

“In terms of learning you will get more honest, feisty responses from the younger generation. That is not about arrogance; I think it is about confidence. They are used to contributing. A classroom session is like a verbal blog. Why wouldn’t you share opinion, because it matters?”

– School teacher.
Generation Y at a Glance

**Influences:**
- Expansion/speed of technology
- Decade of the child
- Outsourcing

**Attitudes in the Workplace:**
- Decisive
- Network over ladder
- Self development
- Making a difference
- Flexibility
- Collective leadership

**Learning Methods:**
- The internet
- The classroom
- Instant communication (e-mail, text message, IM, Skype, and “old-fashioned” phone calls).
This is Our Generation...
Expectations in the Workplace

A Challenge

“I prefer a more flexible environment, because a rigid environment creates a monotony and then becomes boring. Where as a flexible environment creates a friendly, creative work place.”

What I'm really looking for is a challenge. I’m ready to take on the world and make my mark. I feel I have a lot to contribute to my job, company, the business world, etc. I’m just waiting for the right opportunities.”

Valued Learning

“In a recent survey by Ipsos MORI, learning and development was ranked in the top five important job factors for young professionals.

“Using new technologies gives me confidence that the quality of my work can be improved and its productivity can be increased.”

New Technologies

“Using new technologies gives me confidence that the quality of my work can be improved and its productivity can be increased.”
Expectations in the Workplace: Research Findings

**The Company:**
- Growing company
- Environmentally friendly
- Location
- Stability
- Well-known
- Morals
- Research abilities
- Reliable

**Employee Treatment:**
- Respectful atmosphere
- Fair pay
- Honest relationships
- No micro-managing
- Flexible hours
- Training/mentorship

**The Actual Work:**
- Interesting
- Challenging
- Research abilities
- Apply new technologies

*Individuals were between the ages of 18-35*
Expectations in the Workplace: Research Findings

Do you feel acknowledgement of good work is essential?

- No: 0
- On Occasion: 26.1%
- Yes: 69.6%
Expectations in the Workplace: Out With the Old, in With the New

- Old storage devices (floppy disks, cds)
- CRT Monitors
- Fax machines
- Old operating systems
- Paper (go green!)
- Lan connections...go wireless!!
Expectations in the Workplace: Expectations of a Supervisor

Characteristics of a Supervisor

- Understanding: 15%
- Respectful: 18%
- Mentor: 39%
- Clear in Communication: 27%

"An ideal supervisor would be understanding, experienced in one's job, but most importantly a good motivational leader."

"I expect a supervisor to give me a clear understanding on what has to be done, the resources to get the job done, mentor me in order to grow as a professional in the industry we're working."

"Someone with integrity, reliability and good representation of the company."
My Experience

- Flexibility
- Comfortable working environment
- Numerous learning experiences
- Honest relationships
- Training/mentorships
- Respectful atmosphere
Concluding Remarks

- Both sides need to work together

- Learning from each other
  - Be open to the older generation’s experience, and the younger generation’s innovation