Gen Z: The future has arrived
Executive Summary
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.
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.

[Diagram with circles and percentages]
KEY FINDINGS

Great technology will entice Gen Z job candidates

91% say the technology offered by an employer would be a factor in choosing among similar job offers

80% believe technology and automation will create a more equitable work environment
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

KEY FINDINGS
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.

Dell Technologies
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
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