



## Employment and Career GEN Y Survey

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Fresh FM

Responses compiled by 23 September 2008

Ages 15 – 27

See stat sheet for further details

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## COMMENTS FROM GEN Y

Interesting comment from one participant...

“There are many Gen Ys who are reliable, passionate, engaged, hardworking, etc and are often not given the time, opportunities, leadership, etc they deserve to have. On the other hand I have seen people of my Generation who have such poor work ethics it is embarrassing. There are definitely both sorts around - but you can't stereotype the whole generation as one or the other. I think the most common thing amongst our generation is that we know we have a lot of choices now and we can change careers a lot if we want to. It's not that we're all unloyal to an employer - it's just that we're not committed to working for them for 20 years like people have been previously. If we decide we don't like the work or an opportunity comes up that suits us better - we'll move on.”

### Have you ever felt unfairly discriminated against because of your age?

I've had both positive and negative responses to my age. Most commonly not feeling valued and respected

Because i am young people find it hard to beleive that i want to progress with my skills and move up in the business world and not just stay a data enrty clerk forever , i would love to progress to accounts , sales ect

There was a stage working as a manager at Hungry Jacks where i was told that although i had the qualifications, i could not be promoted until i was 21

I've always felt that the people I've worked with appreciate the fact that I'm younger and can help them out with things

because of my apprenticeship status also it is annoying

### Do you feel you have had adequate career advice to get you onto the right career path? (ie career coaching, tests etc)

I have never had career advice.

Not really.



I have never had any career advice

yes, through my university career councilor

no, school does not prepare you well enough. more should be done in schools to make it

**What career advice or assistance do you feel that you have missed out on? Did anyone take time to work out your skills, interests, values, dreams and help you investigate different career options?**

Many people have taken the time to work through these things with me. However I often have just found it a stressful and frustrating process. Not because of the people but because i just don't know what I want to do!! I think this is very important and valuable for some people. However for me personally I have found the most helpful thing to do is just get out there and try things, then as I discover things I'm passionate and interested in - I keep talking with people and trying new things and change my direction.

I think the problem is that we are not encouraged to seek out the advice. schools provide basically nothing to help you once you have left school

No-one has ever taken the time to help me work out any of the above, my recruitment agency was only interested in getting me work - it didnt matter what kind

No , i have no idea what kind of jobs are actually out there , i would love to find a career that i really enjoy and feel challenged in

Those who were there to assist made me feel like the only importance I had was how I could serve the job/ career, not at all looking at what my skills, dreams were etc.

Since being exposed to what assistance there is I wish I could have used some of the tools at school rather than after I'd completed my university studies

After my undergraduate degree i work in a voluntary role to work on my skills, and it was through that that i came to realize i wanted to pursue a career in the communications area. university provided me no careers advice, even when i made appointments.

School didnt offer too much in the way of advice or future options. I left school having no clue as to what to do. As a result i wasted a year floundering in the wrong degree at uni. Lost the credibility of my TER and then had difficulty getting a place in the right course for me. A frustrating procedure.

No one has done this and i feel very lost as to what i want to do and the path i want to take

No one took time to go through those things. I think it would have been good to have more of a counselling session at high school.

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## Do you feel that your opinions are listened to and validated at work? Why or why not?

Yes I do. Because I have a very supportive group of people to work with and because I am in a role that expects me to use initiative and be motivated.

Without doubt. My directors back me 100%.

No, my boss is stuckup and fails to notice her own failings, but will pick on everyone else. No input wanted.

No. All responsibility is put back on me with no assistance or support from the company.

Not really, probably because I am a casual worker and because of my age

yes it is an open, young environment where we are respected for different skills, these individual skills are harnessed.

Sometimes.

## Why did you choose this field?

Because it was more of a challenge then where I was working and because it touched on many things that i was more passionate about.

I didn't, I just kind of fell into it.

Desperate for work at the time. At the time did not want to do a trainee ship or apprenticeship, really regret it now.

I didn't, my parents did ;o) When people need money (especially this generation) they will do any job to get it.

because a full time position was given to me. but now that im in this job, i can really see the potential.

## Do you believe it is possible to spend a lot of time at one job and love it?

Yes. If you find the right job!

I believe it is possible, if what you are doing is rewarding than yes.

Yes I do. I love my job because I have a passion for it and trying to deliever my best and excel as much as possible.

Without doubt.

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MMM..... NO!

I'll let you know after uni...

Yep

## What are the 5 most important things that you consider when looking at employment options?

Fun environment Approachable manager Flexibility Independents Support from management

Hours/flexibility/work life balance, how I am managed, autonomy, challenges, opportunities for growth and career progression, salary & culture.

Money People Future Prospects Education and training Location

1. is it something im interested in? 2. Am i capable of doing it? 3. Location. 4. What is involved? 5. The pay? (it's not a major priority, but everyone has bills!)

. Work/Life balance 2. Working in an area I enjoy 3. Location of the employment 4. Pay 5. The people I will be working with.

Personal satisfaction, lifestyle (hours), commute, salary, benefits.

## What things do you think hold you back from giving your best at work?

My own self doubt

Lack of enthusiasm for the job

Lack of appreciation, uncertainty of where I stand

Lack of recognition. Poor salary.

A lack of passion for what I'm doing.  
i always try to do my best but i guess sometimes i get lazy and can't be bothered

lack of sleep and motivation at times

Data entry means sitting in front of a computer for 40 hours a week entering the same data over and over again, it's very difficult to give your best when there's nothing else to do. I always try to do the best I can.



## If an employer could develop a plan to keep you working for them longer, what could they do?

Offer me future opportunities in the company

They could offer permanency, opportunities to advance in their career, on the job training etc.

It couldn't possibly be any better.

Make the work place enjoyable and have rewards for good work

Increase pay.

Make life interesting, introduce holistic strategies like massage or meditation as bonus or something - RESPECT!!

be more respectable toward people. don't try to be a friend and a boss, be one. Give feedback regardless of positive or negative. Ask if your happy and if not why and how could be improved? discuss wage increase regarding performance.

Show me where i could end up and a plan on how to get there

I think the fact of the matter is if I take a job to keep me going while I work out what I want to do - then it doesn't matter how great an employer is - if at the end of the day i work out what i want to do - i'm going to leave my current employer for that. However I think a lot of employers could keep people longer if they offered pay rises to good employees (rather than waiting for them to ask and then still making it difficult. Because we won't ask - we'll leave for somewhere that pays higher). They should also only do performance reviews that are worth while and where you can see the outcome from them. Better yet - the people you work for should give direct positive feedback and constructive criticism as you go - rather than waiting for some other HR person to tell you once a year what those things are. That doesn't help you improve and implement change as you go and it's too late to find out people like you at your review if you've already decided to leave!

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