

Graduating Students and New Engineers - Wants and Needs vs. Corporate Wants and Needs



Panel Session 36
Leydi Velez
DOE Fellow

Florida International University

Topics of Discussion

- I. Interesting Facts
- II. Expectations of New Generation
- III. My Experience in the Private Industry
- IV. My Experience in a DOE National Laboratory
- V. Final Remarks: Recommendations for Graduating Students

Interesting Facts

- Those aged 20-24 are three times more likely to change jobs in a year than those aged 45-54.- *New Generations at Work – Attracting, Recruiting, Retraining & Training Generation Y.* by Mark McCrindle, Social Researcher. MA, BSc. (Psychology), QPMR
- “...Gen Y employees in 2002 are significantly more likely (70% somewhat or very likely) to plan to leave their current employers in the next year than their age counterparts (under 23 years old) in 1977 (52% somewhat or very likely)” -*Families and Work Institute, 2004, p. 26*
- “Many young people leave jobs not because there is a compelling reason to leave but because there is no compelling reason to stay.”- *Mark McCrindle, Social Researcher. MA, BSc. (Psychology), QPMR*



Expectation of New Generation

- Competitive benefits/wages
- A positive work environment
- Interesting/challenging/self fulfilling work
- Constant Feedback/Communication
- Opportunity for professional growth and promotions within organization
- Rewards and Recognition
- Fairness/Equal opportunity
- Clear task goals and objectives
- Work-life balance
- Provide necessary resources



“Their ideal manager is one who values communication and creates an environment of transparency and respect for staff. Their preferred leadership style is simply one that is more consensus than command, more participative than autocratic, and more flexible and organic than structured and hierarchical.” - Mark McCrindle

Generation Y Survey

- *Gen Y respondents ranked benefits as they pertain to their overall job satisfaction on a one-to-10 scale, with 10 being most important, and one least important*

Salary	9.05
Benefits (health insurance, 401(k), etc.)	8.86
Opportunities for career growth/advancement	8.74
The company's location	8.44
Company leadership	7.95
The company's reputation/brand recognition	7.56
Job title	7.19
In-house training programs	6.95
Tuition reimbursement programs	6.44
The diversity of the company's staff	6.07
The company's charitable/philanthropic efforts	6.06

- *Gen Y respondents ranked how much the following factors would influence them to leave one job for another on a one-to-five scale, with five having the most influence, and one the least”*

Higher pay	4.63
Better perks and benefits	4.44
More opportunities for advancement	4.22
More interesting work	4.14
Better work environment	3.99
Shorter commute	3.51
More prestigious job title	3.39

Source: Sloan Work and Family Research Network, Boston College
<http://wfnetwork.bc.edu/pdfs/GXGY.pdf>

My Experience in Private Industry

- Good communication
- Great training program
- Tuition aid
- Insecurity
- Less work-life balance
- High competition



My Experience in a DOE National Laboratory

- Excellent Intern program
- Challenging projects
- Better work/life balance
- Exposure to broad range of knowledge



Recommendations for Graduating Students

- Know your worth
- Be proactive
- Be open to new ideas
- Continue learning
- Express your opinions
- Value honesty
- Set your boundaries
- Do what makes you happy!