



# Graduating Students and New Engineers – Wants and Needs

## Are companies even listening?



Nadia Lima  
DOE Fellow  
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Florida International University



# 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:

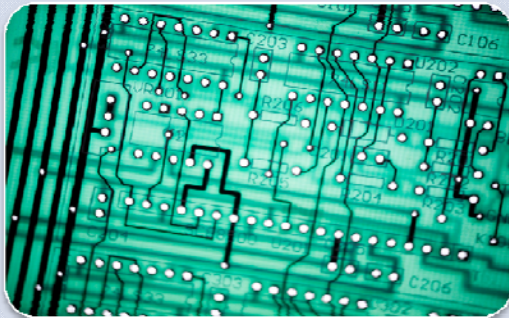
- Have confidence
- Eager
- Fast paced
- Intimate relationship with technology
- Adapt work to fit lifestyle
- Need for collaboration
- High expectations in learning
- Hands on

“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...

facebook®

You Tube

tumblr.

LinkedIn™

Broadcast Yourself™



BlackBerry™

twitter

digg

hulu

Google™

skype™

Apple iPhone

# Expectations in the Workplace

“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.”

## *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.”

## *Flexibility*

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

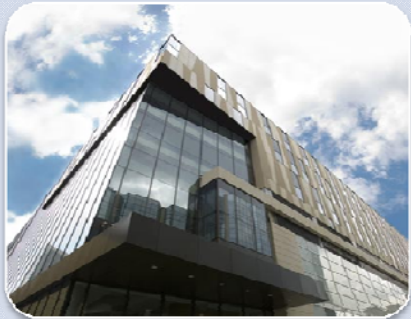
## *Valued Learning*

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



## *New Technologies*

# 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:**

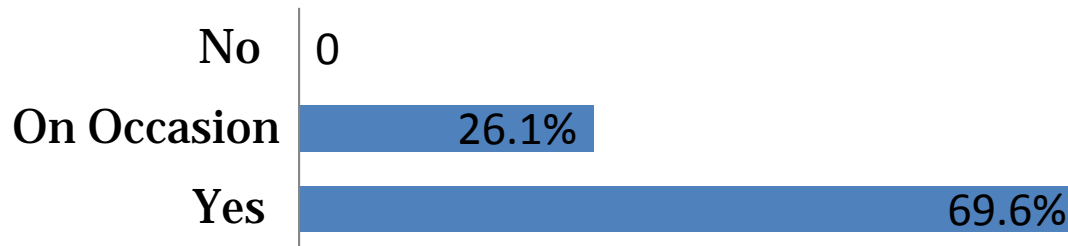
Interesting  
Challenging  
Research abilities  
Apply new technologies

\*Individuals were between the ages of 18-35



# Expectations in the Workplace: Research Findings

**Do you feel acknowledgement of good work is essential?**



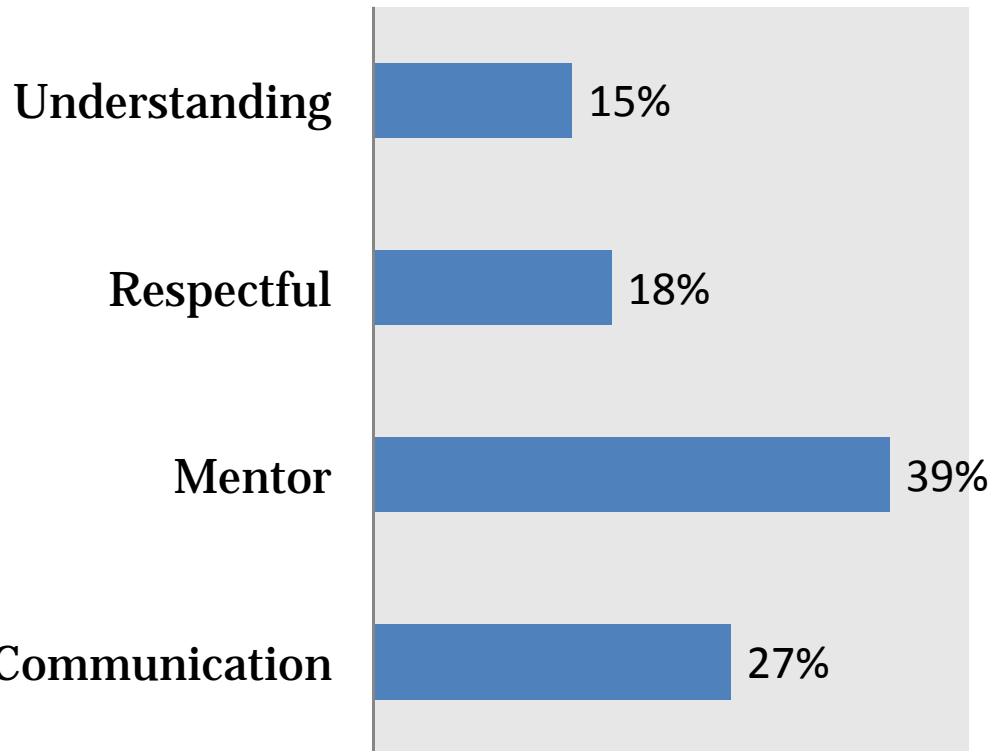
# Expectations in the Workplace: Out With the Old, in With the New

- 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



“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

