



Erasmus+



IGEN PROJECT NEWSLETTER 2

WELCOME TO THE SECOND NEWSLETTER OF THE „INTERWORK BETWEEN GENERATION Z AND EMPLOYERS“ PROJECT!

We will tell you more about:

- the schedule of the project,
- the second project meeting
- the results of our research.



WHAT HAS BEEN DONE?

The first output of the iGEN project is „the methodology providing methods, tools and best practices for SMEs to create an attractive and supporting working environment.“ The first part of the work was an Intellectual Output 1.1.

INTELLECTUAL OUTPUT 1.1

The output is preceded by the thorough research. The first stage of the research concerns the Gen Z members: their fears, experiences, expectations and priorities.

To make sure the results are accurate the research consisted of a survey, focus group and interviews. This stage was recently finished and the National and Transnational Reports have been prepared.

WHAT IS COMING NEXT?

The approach of Gen Z members have been studied appropriately, the expectations of young people have been explored in the first stage of our research. This was, however, not enough to know all the answers.

INTELLECTUAL OUTPUT 1.2

We couldn't find valuable information about the perspective of companies' owners, managers and mentors. That's why we are currently conducting the research ourselves.

We believe that this comprehensive approach is what makes IGEN project so innovative and useful.





2ND TRANSNATIONAL MEETING IN CRACOW

What are the needs and expectations of youngsters regarding the job market? What are the challenges for the employers? How can we bridge the gap between youngsters and employers? Some of the topics that are under discussion during the second Transnational Meeting. It took place in Cracow, Poland, on the 3rd-4th of April.

THE HOSTING PARTNER

INNEO – Creative Development Studio is the association acting in Rzeszow. INNEO was founded on the initiative of people who decided to work for the education, culture and social development.

The main objective of the association is to provide education, training and research for social and economic development. The staff of INNEO consists of members with knowledge and experience in various fields e.g. culture and art, science and entrepreneurship. Despite that INNEO is a new association, it has a network of contacts on local and international level.

THE MEETING'S SCHEDULE

Following the usual schedule the general introductions and greetings were followed by a short review of the project – outputs, objectives, schedule and methodology.

The work started with discussing the dissemination issues. During the meeting all partners spoke their opinions and made some suggestions about the website and other communication tools.

Summary of the results of Gen Z questionnaires was a significant part of the meeting. General and national conclusions were presented. The data was counted and interpreted and led the project to the meaningful findings and conclusions.

The details of further cooperation and technical, financial and management issues were discussed and agreed upon. The meeting has ended in a friendly atmosphere and with clear divisions of tasks for the next months.



MEET GEN Z - READ OUR FINDINGS!



IO1.1 - GEN Z SURVEY TRANSNATIONAL REPORT

Recently finished iGEN research was aimed at obtaining more information **about characteristics, work experiences and needs of Gen Z** (youngsters born in the late 1990s till mid 2000 having now between 16 and 22 years old), which will represent the base for the development of all project outputs.

The research included different quantitative and qualitative methods:

- **Desk research:** analysis of the results of previous researches focused on gen Z;
- **Online questionnaires** for gen Z;
- **Semi-structured interviews** with selected representatives of gen Z.
- **Focus group sessions** with a group of gen Z.

The National and Transnational Reports are a summary of all conclusions and findings made while conducting the survey.

Some of the conclusions are written here, but there is so much more to it. We strongly recommend you to visit our website and read the rest of the findings!

IO1.1 - MAIN CONCLUSIONS

Gen Z members are experts in technology and they are aware that this is one of their main strengths. Even though not everybody likes it, technology is totally integrated in their personal and work daily life. Actually, they don't feel they lack technical or specific skills and they know many programs and application that can support and facilitate their work. Social Networks are more questioned and not everybody agrees with their advisability at work.

Even though society considers them as individualist with a shortage of interpersonal skills, the Gen Z considers relations and team work as the most important factors to do the best work. In workplace they unanimously opt for face-to-face interactions, both with managers and with colleagues.

They value positively the education received at University. However, they know they will need training in the workplace. They mention various aspects to be improved in college curriculum: to increase the offer of work experiences (internship since the second year and in different type of companies), to work more on communication skills to provide competences on project design and management, to provide initiative skills and resources to be creative in the generation of new job opportunities.

To access the work market they usually make use of internet and personal network. Job services are disregarded and considered almost ineffective.

What kind of work do Gen Z members prefer? They desire a job consistent with their studies, in which they can enjoy, develop and advance. They prefer small companies/organisations and small teams for the closer relations and friendly climate, but they also recognise the benefits of a big company (training opportunities, more resources and departments, etc.).

To read more visit our website!

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