Dell Technologies surveyed 12,000 high school and college students from around the globe about their views on technology and future careers. By 2020, Gen Z could represent 20% of the workforce. As organizations welcome these digital natives, they must bridge the deepening digital divide across multiple generations in the workplace.

Our Key Findings

Gen Z is entering the workforce with a deep understanding of technology and its potential to transform how we work and live.

Companies should take a tech-first approach to appeal to Gen Z.

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.

While Gen Zers are confident about their technical skills, they worry about having the right skills and experience for the workforce.

77% are willing to move to another company to learn new skills.

57% say their work environment has more impact on their happiness than their technical skills.

Gen Z yearns for more human connection.

75% prefer to work with people — not online.

53% would rather stay at a workplace vs. working from home.

Flexible work environments can enable teams to better connect, collaborate, and learn in the moment.

43% believe in-person collaboration is the preferred method for disseminating technical knowledge, sharing ideas, and mentoring remote team members.

Internships, rotation programs, and other development opportunities will allow Gen Z to gain experience, build confidence, and develop soft skills.

77% are willing to be technology mentors to others on the job.

52% are more confident they have the technology skills employers want than non-technical skills.

Learn more at delltechnologies.com/genz

#GenZ

Survey conducted by Dimensional Research on behalf of Dell Technologies from August to September 2018.