



# Can Gen Z get the job done?

As the talent shortages, skills gaps, and demographics shifts form a potential perfect storm, employers are looking to Gen Z to save the day. But is this emerging workforce up for it? We asked Gen Zers about their expectations for entry-level jobs, salaries, gig work, and job fit. We learned a lot about how well prepared they are.

## Entry-level work: overqualified or underskilled?

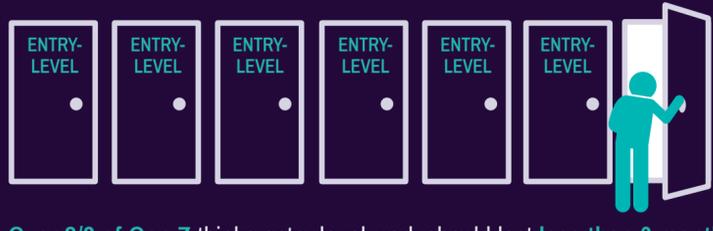


**71%** of colleg grads think they're overqualified for entry-level work.

**BUT**

**39%** of recruiters say finding candidates with the right skills will be challenging.

ENTRY-LEVEL



**ENTER FOR A PROMOTION OR A NEW JOB**

Over 2/3 of Gen Z thinks entry-level work should last **less than 6 months** before either getting a promotion or moving to a different job.



## A bad fit is better than no fit

Desperation drives many Gen Zers to take jobs that don't fit their career goals. *But why the desperation?*



### SOME NEED THE MONEY

College grads: **45%**  
Non-college grads: **39%**

### SOME NEED MORE EXPERIENCE

College grads: **55%**  
Non-college grads: **16%**

Those aren't the only reasons they'll settle for less.

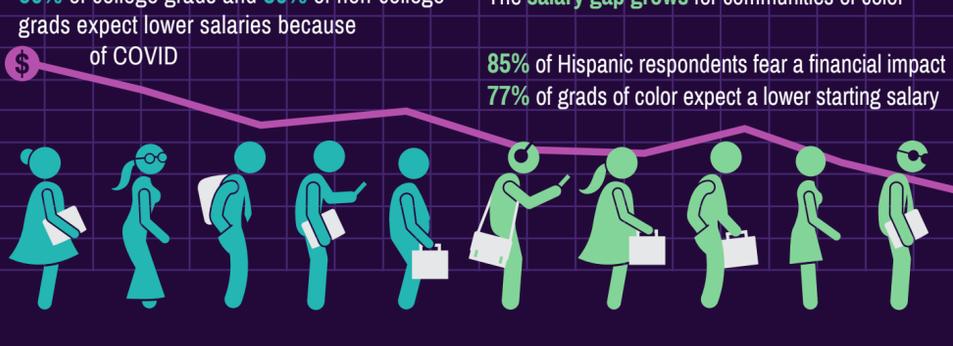
#### College grads told us

- 20% needed to pay off student loans
- 16% were sick of searching
- 14% felt parental pressure
- 14% were afraid they'd get no other offers

#### Non-college grads said

- 14% they were sick of searching
- 13% felt parental pressure
- 14% were afraid they'd get no other offers

## Pandemic paycheck impact



## Gen Z's taking on the "texterview"

Both college grads **68%** and non-college grads **60%** would do an entire job search and interview by text.

**GRADS'LL DO IT:**

- Until full-time job: **30%**
- Several gigs vs. one job: **24%**
- After finding full-time job: **23%**

### Everyone's gonna gig

Gig, freelance, and temp work aren't just time fillers.

**NON-COLLEGE TOO:**

- Until full-time job: **26%**
- Several gigs vs. one job: **20%**
- After finding full-time job: **24%**

## Willing to make a move for a job

**TIRED OF WAITING?**

The majority of college grads (**72%**) and non-college grads (**58%**) would relocate for a job if the search took too long.

## Resume reservations



College grads (**63%**) and non-college grads (**52%**) worry that their resumes don't accurately represent what they bring to the table.

## College degree vs. real world job experience



**79%** of grads feel their degree is more valuable than real-world experience. But, **54%** of college grads said learning new skills was the likely path to a job at the company of their choice.

## Want to learn more about hiring the emerging workforce?

Download our ebook

Hiring Emerging Talent: Can Gen Z Save the Workforce?