

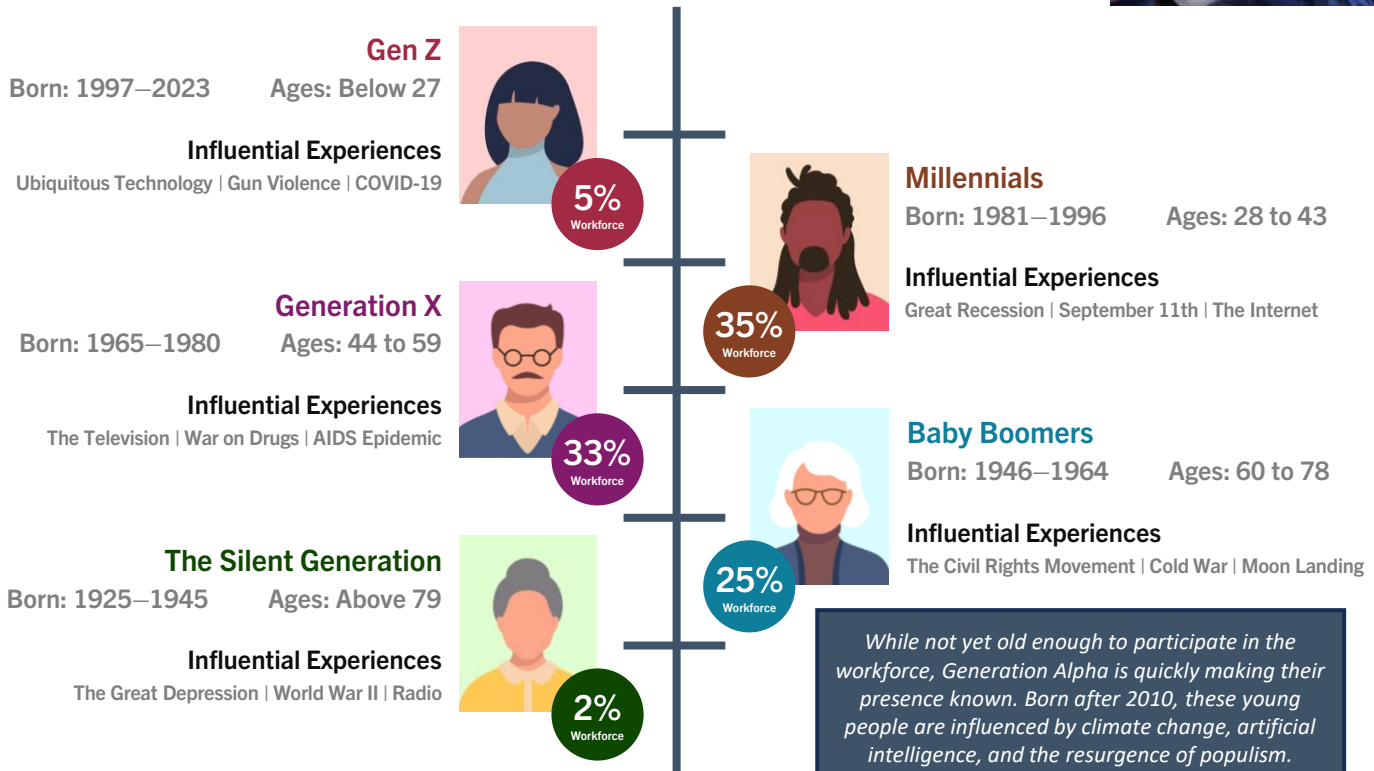
Registered Apprenticeship Programs in a Multigenerational Workplace

Usually spanning fifteen to twenty years, a generation is defined by popular culture, significant events, and economic trends. Historically, this country has only ever seen three different generations in the same workplace; today, we are seeing that number increase to five- sometimes six generations working at the same time. Unlike traditional workforce development, the Registered Apprenticeship (RA) system has the advantage of accessing and connecting with young people sooner. With built in mentorship systems, on-the-job training, and classroom instruction, RA is the ideal workforce solution for any age and stage of a person's journey. The first step is understanding the wide range of life-experiences, perspectives, and skills within this multigenerational workplace.

Note: Individuals are shaped by their distinct history, unique experiences, and personal aspirations. This factsheet does not intend to reduce anyone to a stereotype based solely on their birth year.

THE MULTIGENERATIONAL WORKFORCE¹

Survey data tells us that different generations tend to display different workplace values. This factsheet attempts to illuminate trends and share useful information about the newest generation in the workplace, Gen Z. For more information on generational reporting, please visit Pew Research Center's article, "[How Pew Research Center will report on generations moving forward.](#)"

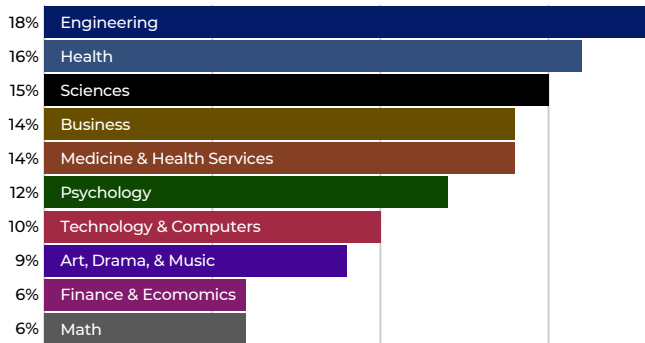


¹Pew Research Center: Millennials are the largest generation in the U.S. labor force. <https://www.pewresearch.org/short-reads/2018/04/11/millennials-largest-generation-us-labor-force/>

A Deeper Look into Gen Z Preferences and Perspectives

Since 2002, the [National Society of High School Scholars \(NSHSS\)](#) has been supporting young academics on their journey to college and beyond. Each year, the NSHSS surveys its scholars to determine preferences, attitudes, and goals of high school and college-aged individuals. The 2024 iteration of this survey represents the voices of more than 10,000 high-achieving Gen Zers. Please see below for some of the highlights from the NSHSS [2024 Career Interest Survey](#).

What is your intended or current undergraduate major(s)?



Recruiting and hiring young workers can also help employers build a strong and diverse workforce. The [Census Bureau's Diversity Index](#) shows that, dating back to 1921, each successive generation has been more diverse than the last. This is especially true for Millennials and Gen Z. Learn more about utilizing RA as a vehicle to build a diverse workforce at the Office of Apprenticeship's [Diversity, Equity, Inclusion, and Accessibility resource page](#).

ATTRACTING WORKERS FROM GEN Z PROMISING PRACTICES

- ▶ Highlight the financial benefits of RA, especially learning and earning without taking on student loans or college debt.
- ▶ Emphasize and model the use of technology and the opportunities created.
- ▶ Offer ongoing learning opportunities through related technical instruction, on-the-job training, and stackable credentials.
- ▶ Provide mentors to support employee growth and to emphasize connection building.
- ▶ Promote career advancement opportunities that do not depend on prior experience.

To pay for student loans, two thirds of NSHSS scholars (66%) expect to be living at home when they start their first job, and the majority of those (73%) plan to stay at home for more than a year.

92% of respondents expect to participate in an internship.



62% of respondents cite concerns around making a sufficient income.



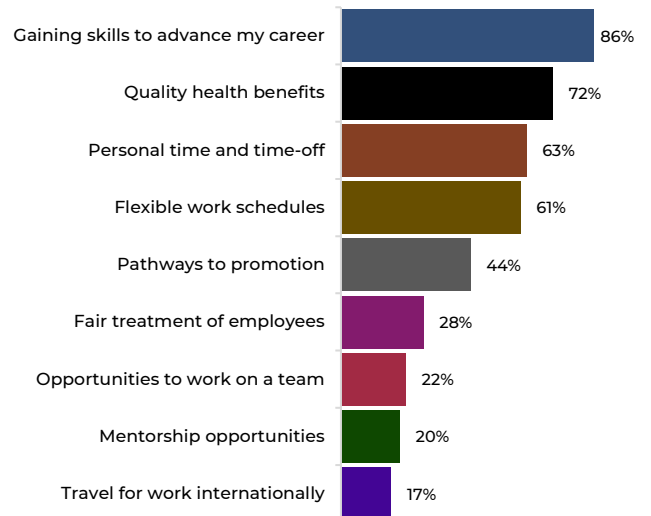
48% of respondents say that clear communication is the most important quality a manager can have.



41% of respondents believe student loan debt will prevent them from pursuing their passions.



When considering potential employers, what is most important to you about the work experience?



Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

