

# What TSCT Students Want in a Job/Career

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Class of 2022

Office of Career Services



Thaddeus Stevens  
College of Technology

# The “Younger Generations”

- We often hear from employers about what they want in a new hire, but we don't ask the prospective employee (our students/graduates) what is important to them.
- The internet is peppered with articles about how different the Millennial (or Gen Y) generation has been from past generations. In fact, similar reports are being made about Gen Z as well. We hear they want to feel included, to enjoy their work and to feel they are making a difference.
- Gen Xers and Baby Boomers tend to believe the younger generations are motivated by money and convenience, but time and time again, studies show that is just not the case.
- So...we decided to poll our own graduates to see what THEY want; and we asked the following question...



# The Question:



What is important to YOU when looking for a full-time job/career after graduating from Thaddeus Stevens College of Technology?



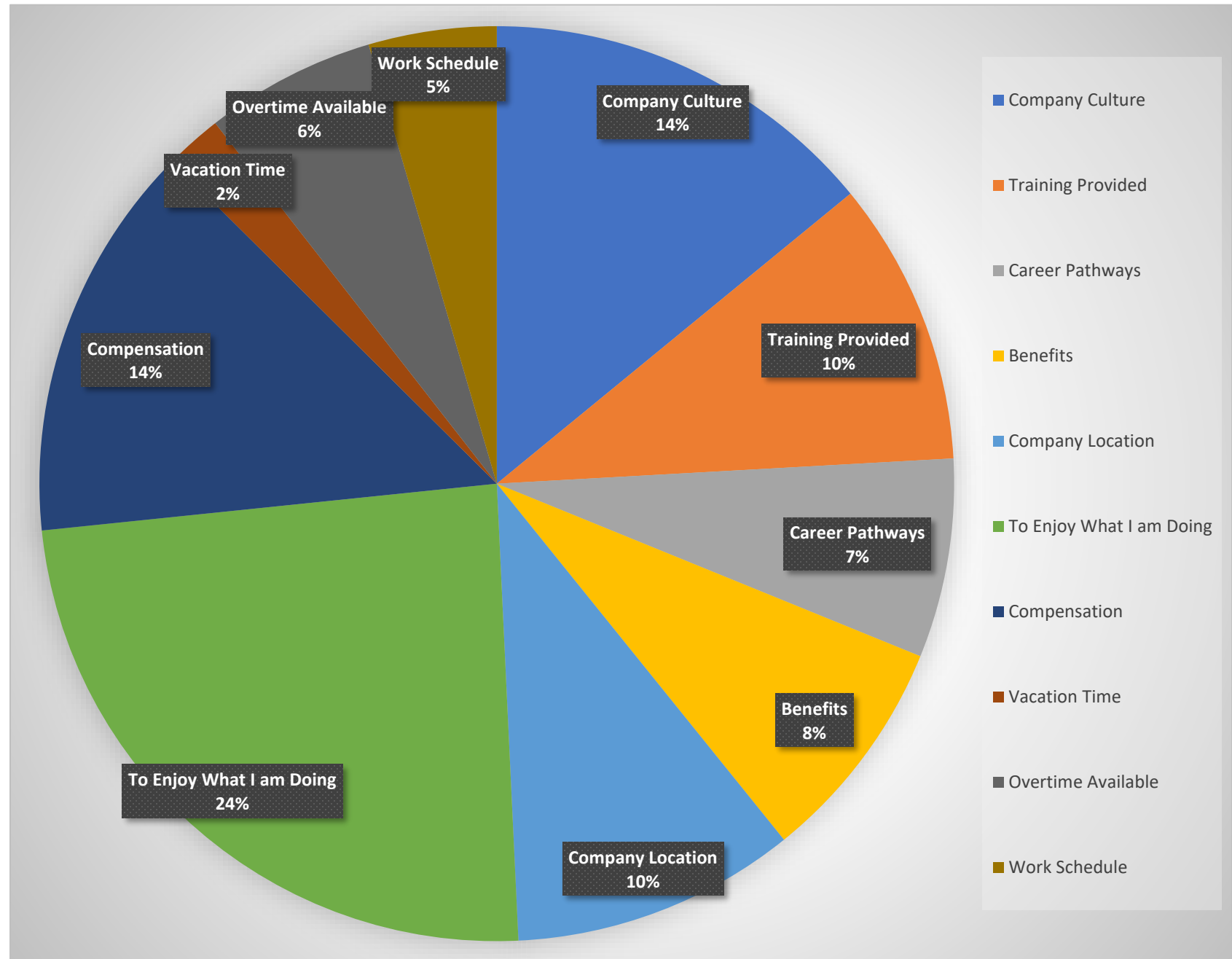
# Class of 2022 Results

440 sophomore students from the Class of 2022 answered the question. We asked them to rank the following items in order of importance when looking for a job/career:

- Company Culture / Feeling of Inclusion
- Training Provided
- Comprehensive Benefits Package
- Geographic Location of Company
- To Enjoy What You Are Doing / Feel Needed
- Compensation
- Paid Time Off (vacation)
- Work Schedule (whether the job is day, evening or night shift)
- Career Pathway (ability to move up)
- Overtime Available

# Most Important Factors When Choosing a Job/Career

These are the factors students indicated as their number one priority when choosing a job/career



# The Class of 2022 have spoken!

- **Number 1:** 24% indicated “**To Enjoy what I am doing**” as most important when looking for a job/career.
- Overall **TOP THREE** include:
  - To Enjoy What I am Doing
  - Company Culture
  - Compensation
- Students indicated these additional priorities as somewhat important:
  - Benefits
  - Work Schedule
  - Location
  - Training Provided
  - Career Pathways (moving up within the company)
- Students ranked the following priorities in the bottom three
  - Paid Time Off (vacation time)
  - Overtime Available (While some students ranked this as somewhat important, a whopping 40.5% ranked this as the LEAST important)

