

The background is a solid purple color with a pattern of overlapping hexagons in various shades of purple, creating a textured, honeycomb-like effect.

RECRUITING TIPS FROM A 17 YEAR OLD



HELLO!

I'm Josh Ledlow!



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Leo Ledlow



jledlow.com

THE MYSTERY

The rise of Gen Z in the workforce and how you can find great hires.





MY QUALIFICATIONS

- Active entry-level job hunter
- Experience with organizational culture
- Technical high school

“

Gen Z is not a completely different “species” than previous generations that entered the workforce. But its members do approach the workplace in a very different way than did earlier cohorts.

Deloitte & Network of Executive Women , 2019

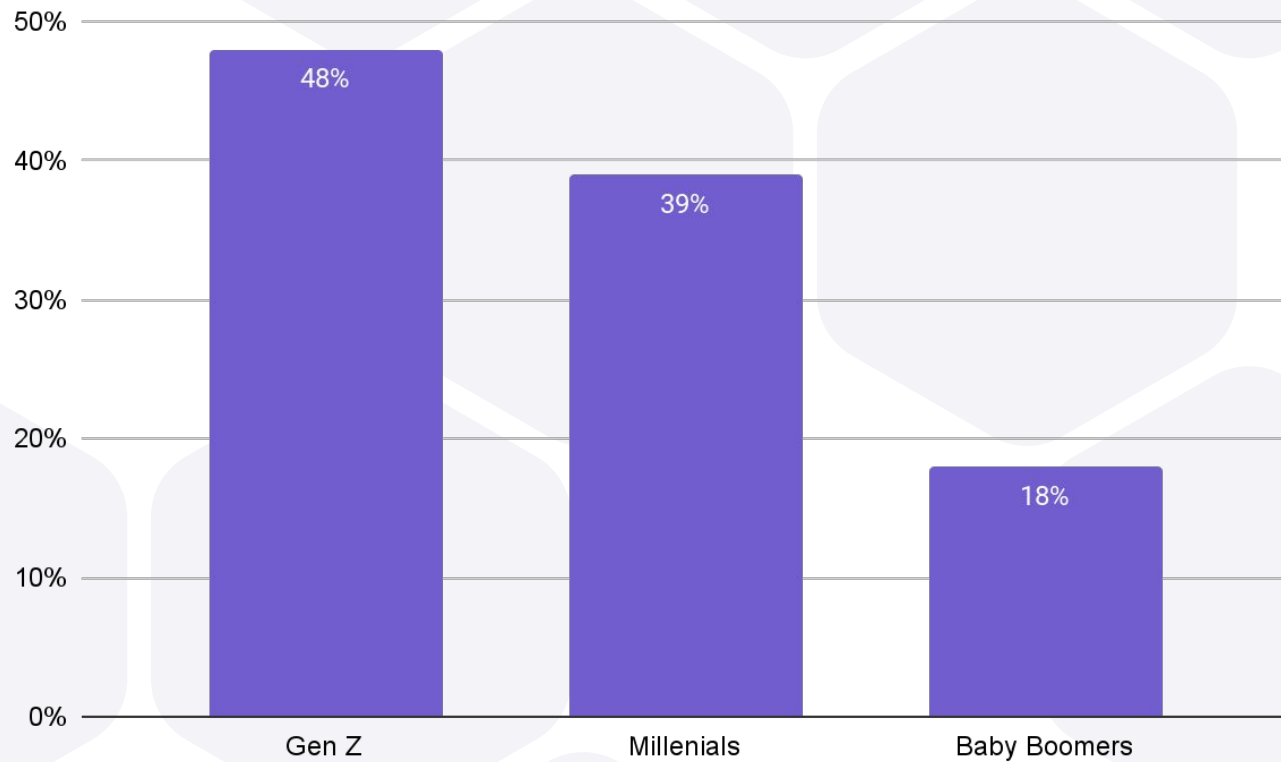
**Don't make sweeping
generalizations**



1

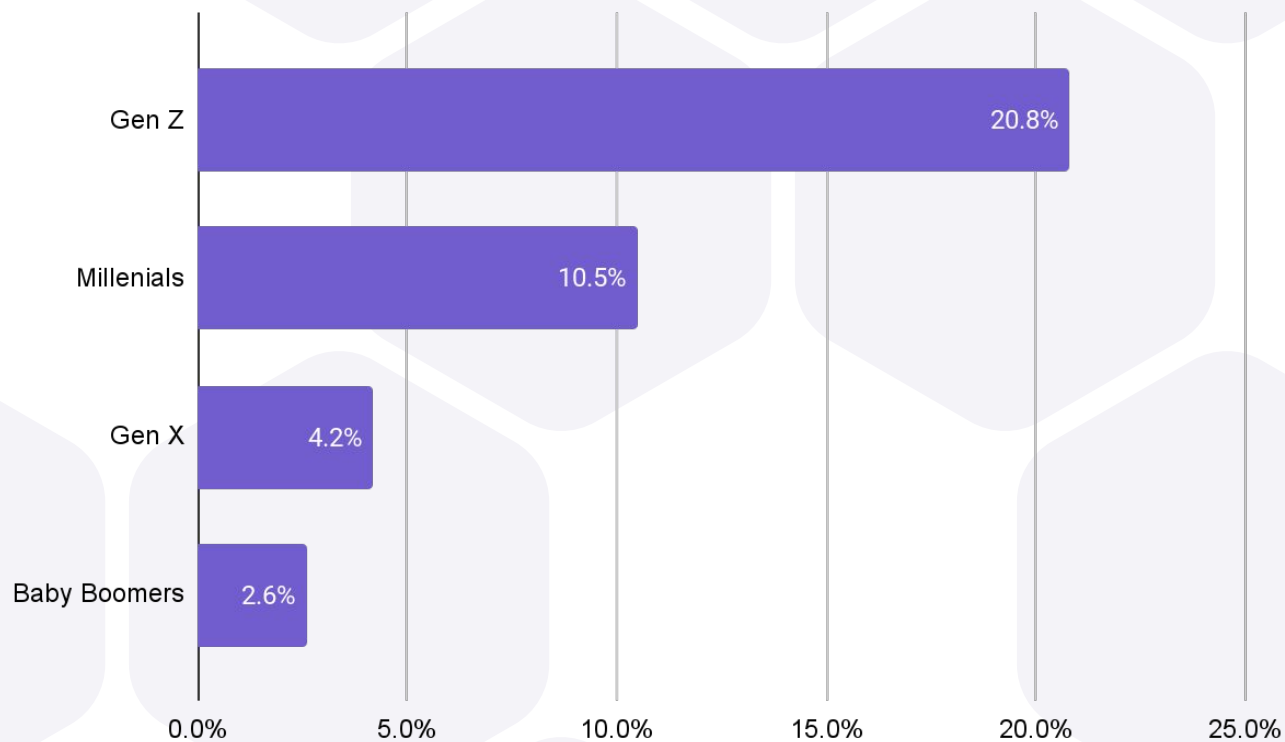
Let's Generalize

Understanding what we can through data



Percent identifying as ethnic or racial minorities



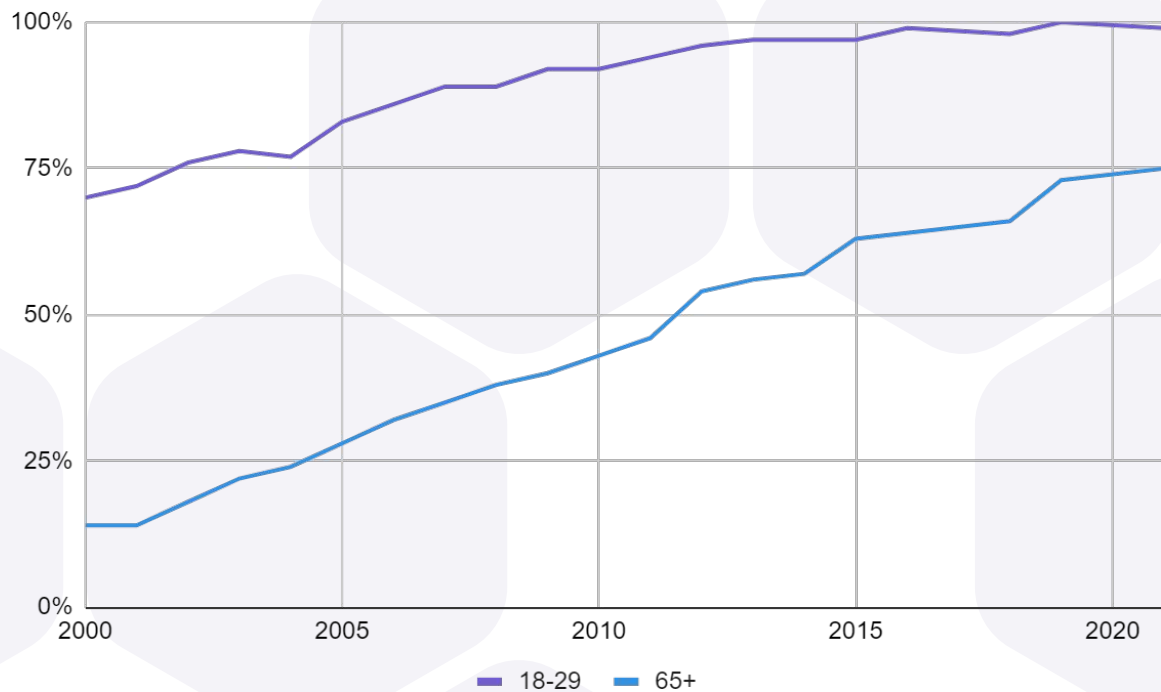


Percent identifying as LGBT+



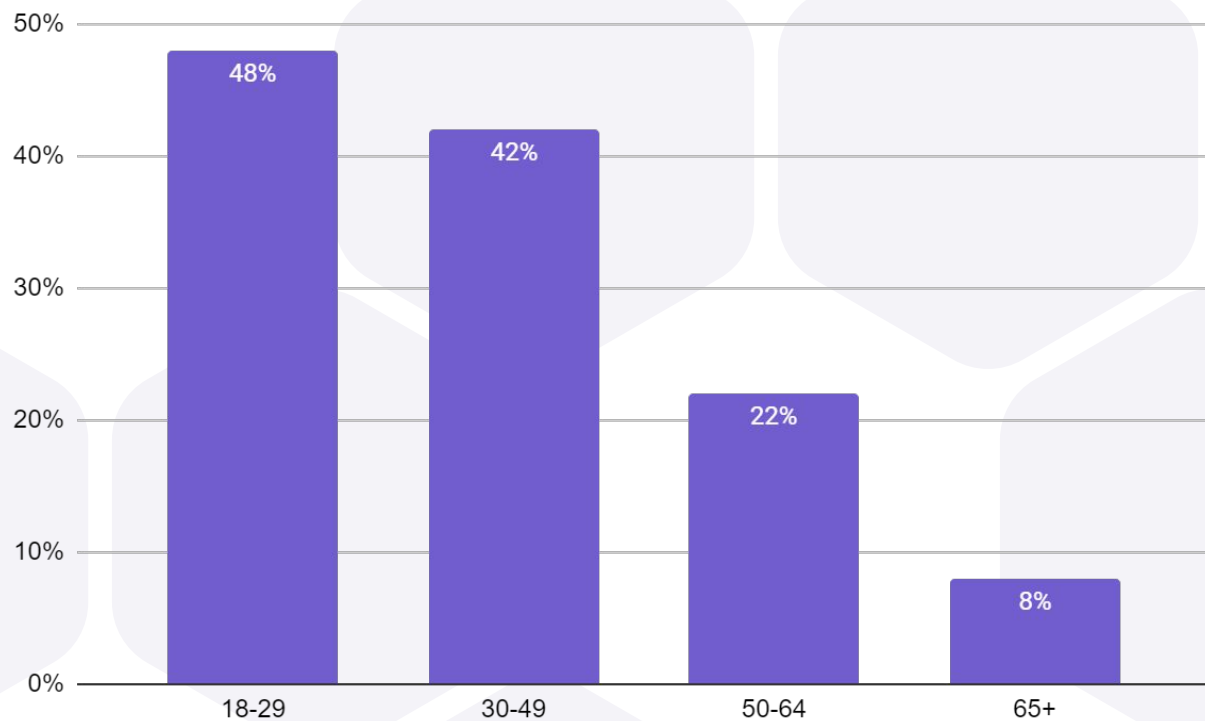
Diversity will be a deciding factor for many potential hires and will influence their retention.





Percent who use the internet





Percent who are online "almost constantly"



The internet plays a larger role in the lives of Gen Z than any generation before.





These ideas are the key to recruiting and retaining a new generation of professionals - appeal to their values and culture.



2

Getting to the Table

The early stages of recruiting



Online Hiring

- Indeed, LinkedIn, Glassdoor
- 67% of Gen Z visited an online job board in one month
- Top location for applying is in bed



Online Presence

- 64% of candidates will research before applying
- 37% **will not apply** if the company has insufficient information available
- One in ten millennials **will not apply** if they can't do so on their phone

Neglecting online hiring sites cuts you off from the majority of potential hires, having a weak online presence is hardly better.





Using the internet

Job Boards

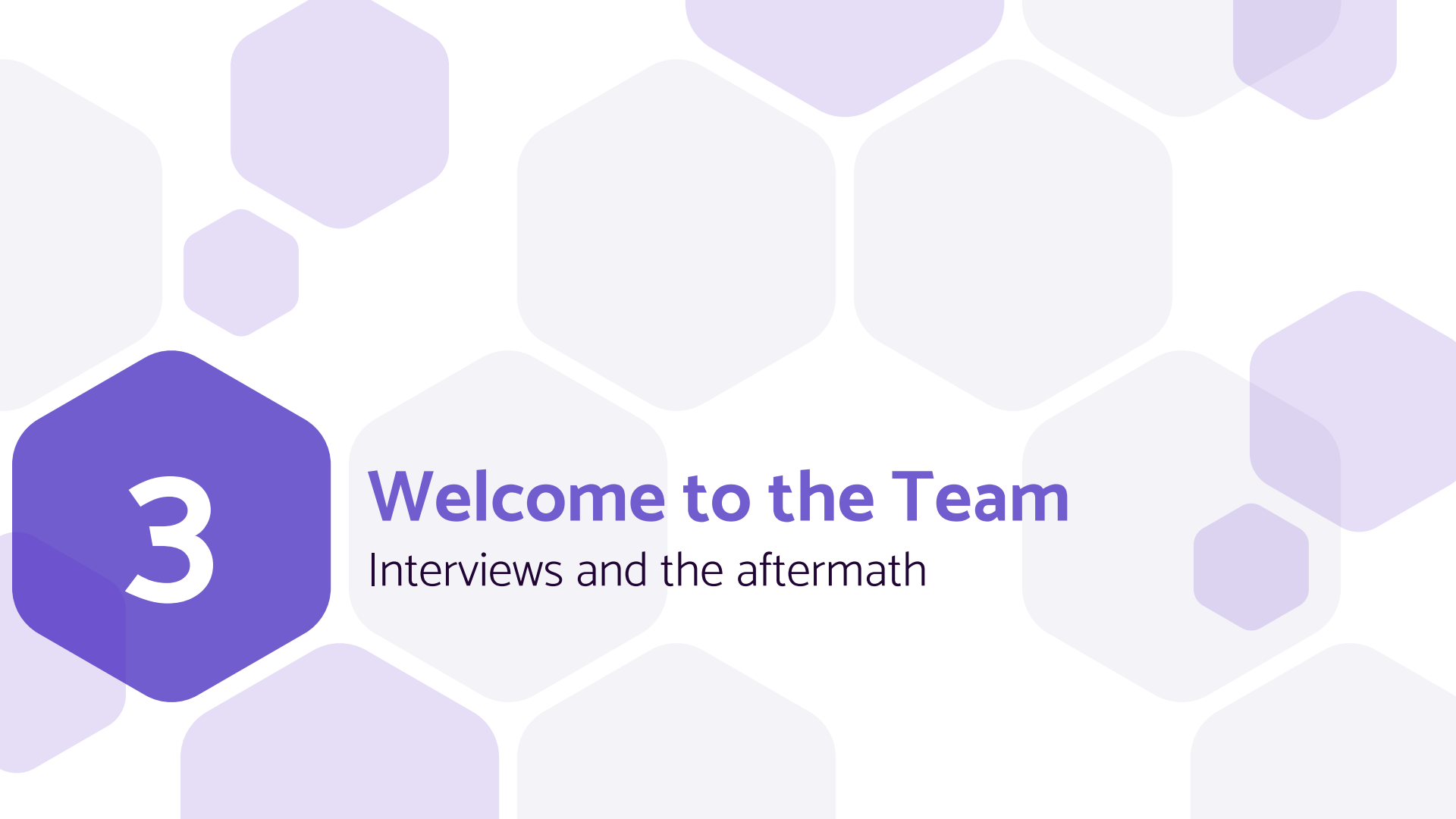
Sites like USAJobs, Indeed, and LinkedIn facilitate access to most emerging professionals by making it easy and fast to apply online.

Outreach

Sites like Glassdoor are great places to be transparent about your organization and contain a wealth of feedback. It's free, take advantage of it!



Be transparent about your organization and responsive to applicants. Maintain an online presence on job boards.



3

Welcome to the Team

Interviews and the aftermath



Digital interviews

- ◆ Incredible level of accessibility promotes diversity
- ◆ Far easier to schedule and attend, but still communicates level of competency
- ◆ Screen share and video calling options



Following up

- Thank you letters are taboo
- 66% of applicants will give up after less than two weeks without a response
- Keep the number of rounds relatively low



Mike Conley • 3rd+

VP of Software Engineering 🧠 | Sci FI ...

1yr • Edited • 🔒

[+ Follow](#) ...

Today I pulled my name for consideration for a company I was interviewing with. It was a hard decision as I liked the company.

This was a company I did the first 3 rounds with two weeks ago.

This was for a role I wanted.

This opportunity was for pay I wanted.

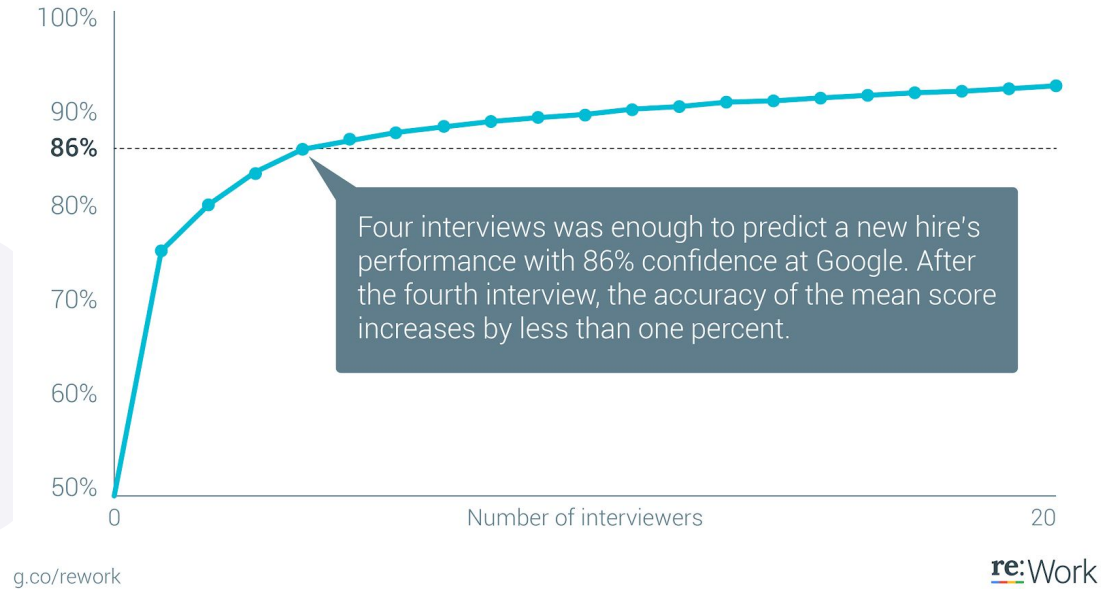
This opportunity had all the benefits I wanted.

This company had a great mission I could support.

I decided to pull my name for consideration because they were working to schedule rounds 4-9 of the interview process with me.

Mike Conley, LinkedIn

Increase in accuracy (ability to predict hire/no hire decision) of the mean interview score





Make interviewing accessible
and realistically intensive.
More hoops to jump through
can sometimes just create a
worse experience.



4

{the title maker left our org}

Addressing high turnover through culture



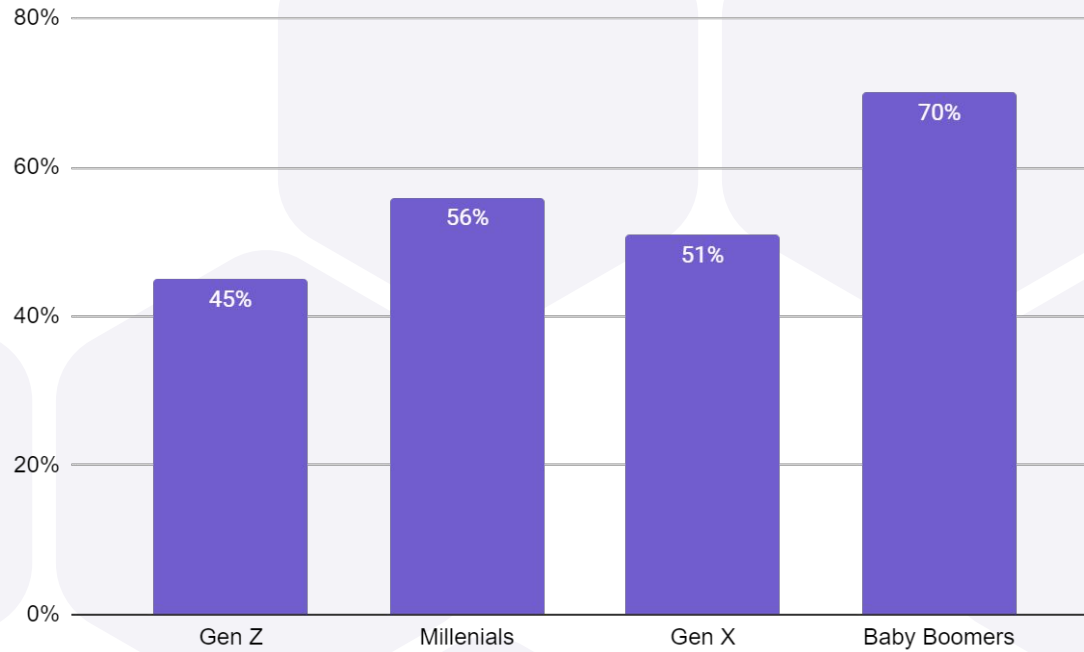
Difficulty to retain

- Software development has 13% turnover
 - 51 days to fill an IT role
 - Costs 6 to 9 months of salary to replace an employee



Creating culture

- Culture can't be forced, has to be wanted
- Identify and use informal organizational leaders to influence your workplace
- Give a truthful depiction of you workplace in onboarding



Percent who report very good or excellent mental health



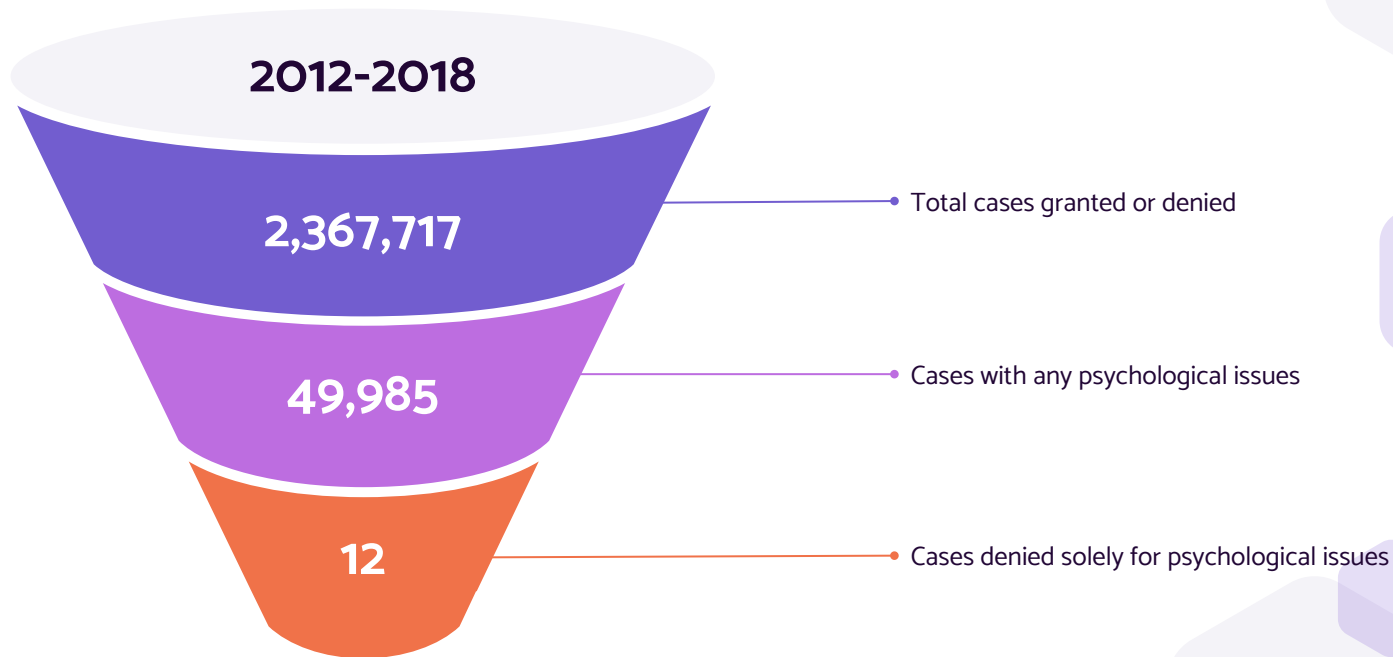


Mental health

- Acknowledge the problem
- Be open and supportive, but don't expect everyone to reciprocate
- Provide resources or advertise mental health coverage



Mental health and clearance





Human Resources

Are You Ready for Gen Z in the Workplace?

Holly Schroth¹

BerkeleyHaas

Haas School of Business
University of California Berkeley

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Moving Forward

Managers face special challenges with the new generation of employees because Gen Z is not as prepared for the realities of the workplace as past generations. It is important for managers to understand the factors that have influenced Gen Zers to think and behave as they do. These factors include a lack of work experience, the advent of the smartphone and popularity of social media, social justice movements, and growing up in a culture of safety. Understanding their behavior and the distinct needs that they have will help managers to better integrate the new employees into the workplace for mutual success. Managers can best prepare the Gen Z employees for the workplace by taking time to help manage their expectations. This can be done by pro-

**Treating an entire generation as “unprepared”
will drive away real talent and position you for
failure.**



absent. The present study is an attempt to understand their expectations in the initial days of Generation Z joining the workplace. Every new hire in the organization has a set of new expectations that impact their attitudes, feelings, and behaviors, and Generation Z is no exception (Sherman and Morley, 2015). The relationship between the employee and the organization is bidirectional as organizations expect employees to work hard, develop new skills, and follow organizational goals. In contrast, the employees expect the organization to treat employees fairly, provide opportunities for training, development, promotion, provide real-time feedback, and performance-based pay (Schroth, 2019). Against this background, the

Don't make sweeping
generalizations

Use data to shape benefits and hiring or outreach tactics, don't use it to define your employees.





Healthy onboarding

- ◆ Offer job previews during interviews
- ◆ Make onboarding education digital and asynchronous
- ◆ Don't rush onboarding - you're more likely to lose hires if you do

“

The more a new hire has to awkwardly ask, “Sorry, I’m new...what does SSRP stand for?” the more they feel like an outsider.

Ron Carucci, Harvard Business Review, 2018

Make new hires feel welcome, be clear about expectations, and set them up for small accomplishments.





Quick onboarding tips

During interviews

Integrate tasks into interviews that candidates will see in your workplace - step away from leetcode and the bucket question.

Referenceable guides

Provide documentation on organizational acronyms and processes that new hires can keep on hand.

Encourage mentoring

Encouraging more senior or exemplary employees to reach out makes hires feel welcome and provides a more practical education.



Promote a healthy organizational culture and creating a great onboarding process. This decreases turnover and makes employees more productive.



5

[undefined value]

Identifying and supporting employee values



Communication

Integrity

Excellence





Identifying values

- Ensure your values are being followed in the office
- Identify prospective hires' values before beginning the onboarding process
- Match new hires with employees who embody company values and match their own

On a scale from 0-10 how important are these aspects of a college to you?

My college is prestigious (highly ranked).

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

My college offers lots of emotional and mental health resources.

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

My college is located in a specific part of the country where I want to go to school.

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Graduates of my college get good jobs in their field.

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

My college is affordable.

0	1	2	3	4	5	6	7	8	9	10
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My college has a top program for my intended major.

0	1	2	3	4	5	6	7	8	9	10
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Your preference fit

 Students applying (avg)

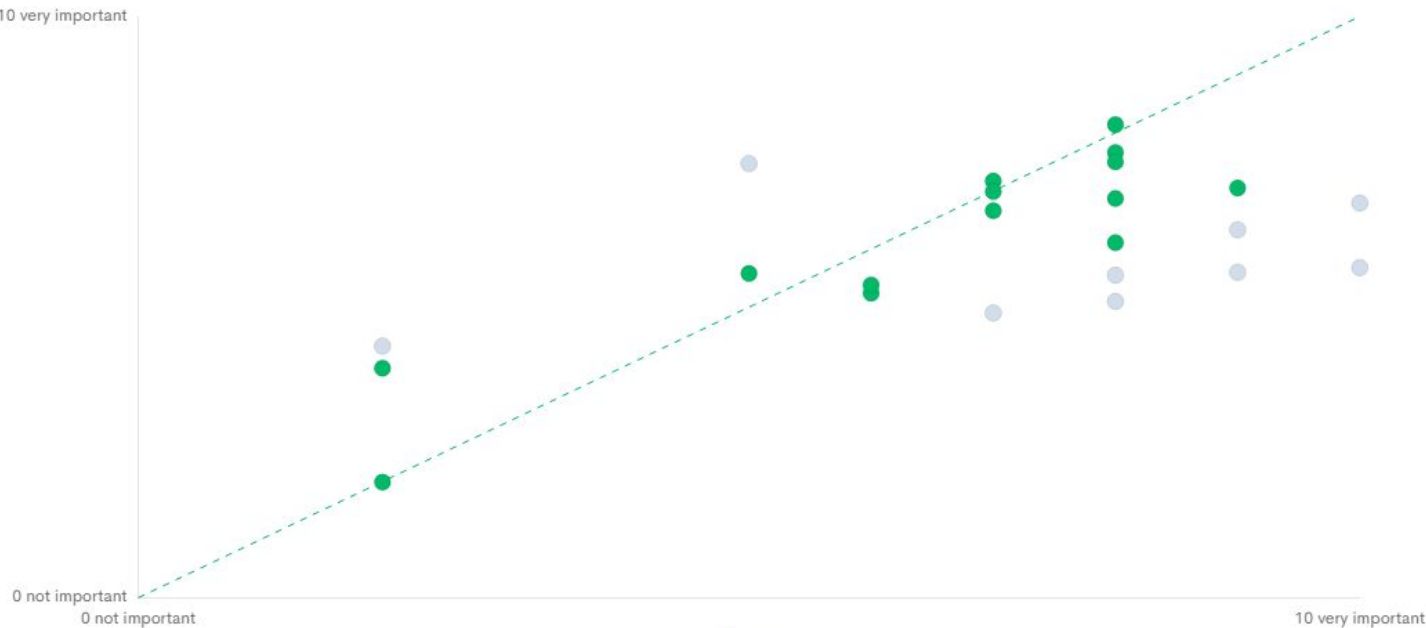
10 very important

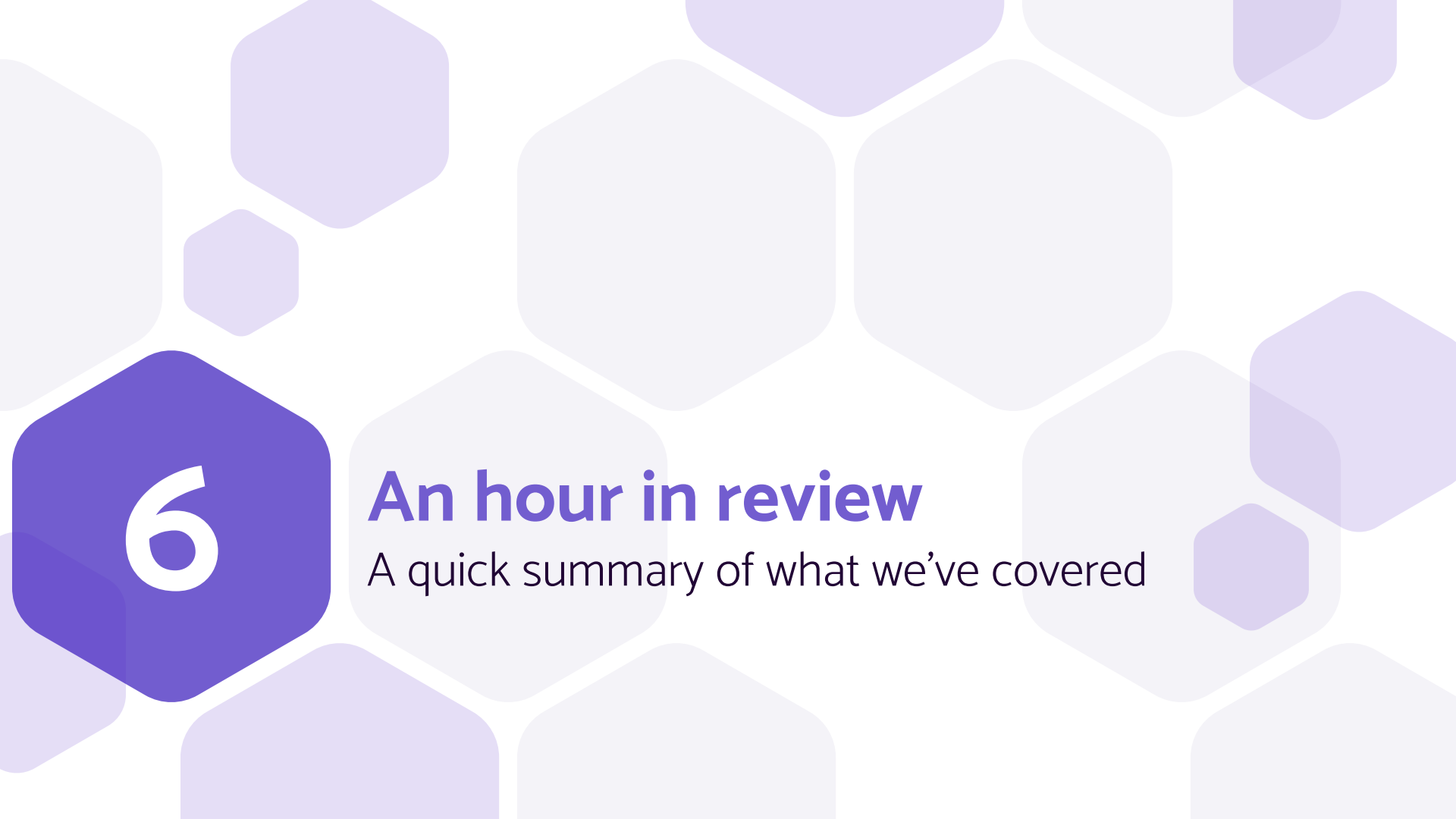
0 not important
0 not important

10 very important

 Mismatches  Matches

 You





6

An hour in review

A quick summary of what we've covered



Be transparent about your organization and responsive to applicants. Maintain an online presence on job boards.



Make interviewing accessible
and realistically intensive.
More hoops to jump through
can sometimes just create a
worse experience.



Promote a healthy organizational culture and creating a great onboarding process. This decreases turnover and makes employees more productive.



THANKS!

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CREDITS

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