

ENGAGING, TRAINING, AND RETAINING THE NEWEST MEMBERS OF YOUR TEAM

Generation Z in the Workplace

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City of Parma Heights





How Well Do You
Know Generation Z?

Kahoot!



"KIDS THESE DAYS"

2022

According to a new survey released by TinyPulse, 1 in 5 executive leaders agree with this statement: "No one wants to work". These same leaders cite a "lack of response to job

2016

What has happened to the work ethic in America? Nobody wants to work anymore. It has not always been that way. When I first started to work as a teenager, I saw people work hard.

1982

"Farming is my hobby now. But, these rocks — I hired two boys to clear the rocks off this land last week. But they just fooled around. They didn't want to work. Nobody wants to work anymore.

1940

After mentioning the reduction of the \$85,000 a year laundry bill for Wisconsin General hospital by having the laundry done by Wau-pun prisoners, Gov. Heil said he wanted to lower taxes, "but the trouble is everybody is on relief or a pension — nobody wants to work anymore."



1995 - 2010

Approximate birth years

68.6 million


Living in the United States

38% of Gen Z

Have already entered the workforce

30% of workforce

By 2025





What sets Gen Z apart?

TRAITS

Hesitant

When
asking for
help

To changes
and
challenges

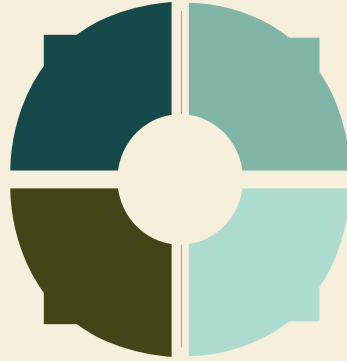
Adaptable

Conscious

Socially
conscious
behavior

Digitally
advanced

Technology



VALUES



Inclusion

Diversity, equity, & inclusion practices



Community

A sense of belonging and contributing



Social Justice

Extension of concern beyond oneself



COMMUNICATION

Meeting them
where they are



Authentic



Purposeful



Hiring

Reaching &
marketing your
unique opportunity



Training

Technology
integration &
experiential learning



Retaining

Creating a community
& advocating for
employees



ABH

Always Be Hiring

FINDING YOUR RECRUITS



Programs & Events

- Community Job Fairs
- Application & Resume Workshops
- Mock Interviews

JOB APPLICATIONS



Employment Application

An Equal Opportunity Employer

6281 Pearl Road
Parma Heights, OH 44130

Personal Information <small>Save a copy to your computer before starting.</small>		
Last Name	First Name	M.I.
Street Address		Apartment/Unit #
City	State	Zip
Home Phone	Cell Phone	
Email Address	Valid Driver License Number	
Do you have a valid Commercial Driver's License? <input type="checkbox"/> Yes <input type="checkbox"/> No Expiration Date:		
CDL Endorsements: <input type="checkbox"/> Air Brakes <input type="checkbox"/> Combination (A) <input type="checkbox"/> Hazardous Material <input type="checkbox"/> Tankers <input type="checkbox"/> Passengers		
Are you legally eligible to be employed in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No Are you under the age of 18? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you ever been a member of the Armed Services? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, number of years served:		
Branch: Duty/Specialized Training:		
Have you ever worked for the City of Parma Heights? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when?		
Do you have any relatives/friends who work for the City of Parma Heights? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, name and relationship:		
Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, may we contact your employer? <input type="checkbox"/> Yes <input type="checkbox"/> No		

Position Interest	
Position Applying for	<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal <input type="checkbox"/> Date Available
Salary Desired	If necessary for the position, are you able to work overtime and/or varied shifts? <input type="checkbox"/> Yes <input type="checkbox"/> No
State why you believe you are qualified for this position:	
What prompted you to seek employment with the City of Parma Heights?	
Are you able to perform the essential functions of the position with or without accommodations? <input type="checkbox"/> With <input type="checkbox"/> Without	
Please list the business equipment you can operate related to the type of employment you are seeking:	
For Office Use Only Forward to:	

Employment History (begin with the most recent)				
Employer Name & Address	Position	Start / End Dates	Salary	Reason for Leaving
		From		
		To		
		From		
		To		
		From		
		To		
		From		
		To		

Education Information				
	Name & Address	Years Attended	Subjects Studied/Degree	Did you graduate?
Elementary School				<input type="checkbox"/> Yes <input type="checkbox"/> No
High School				<input type="checkbox"/> Yes <input type="checkbox"/> No
College/University				<input type="checkbox"/> Yes <input type="checkbox"/> No
Trades/Business/Correspondence				<input type="checkbox"/> Yes <input type="checkbox"/> No
Please describe any distinctive courses, seminars and/or training that you have completed that would enable you to perform the position for which you are applying:				
Please list academic honors, extracurricular activities, offices held, etc. in high school or college:				

Professional References <small>Please list three references who are not relatives or employees.</small>	
Full Name	Phone
Address	Occupation
Full Name	Phone
Address	Occupation
Full Name	Phone
Address	Occupation

I authorize investigation of all statements contained in this application. I understand that any misrepresentation, or omission of facts called for, is reason for dismissal. Further, I understand and agree that my employment is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without any previous notice.

Applicant's Signature

Date

Rec'd _____

INTERVIEWING

- Teachable Moments
- Set Expectations
- Parents

AFTER THE INTERVIEW

Timeline

When will the candidate expect to receive further communication?

Interview 2


Will this candidate be required to attend multiple interviews?

Offer

Will the candidate receive an offer letter, email, or phone call regarding status of interview?

Training Gen Z

How to get the best out of our
newest employees

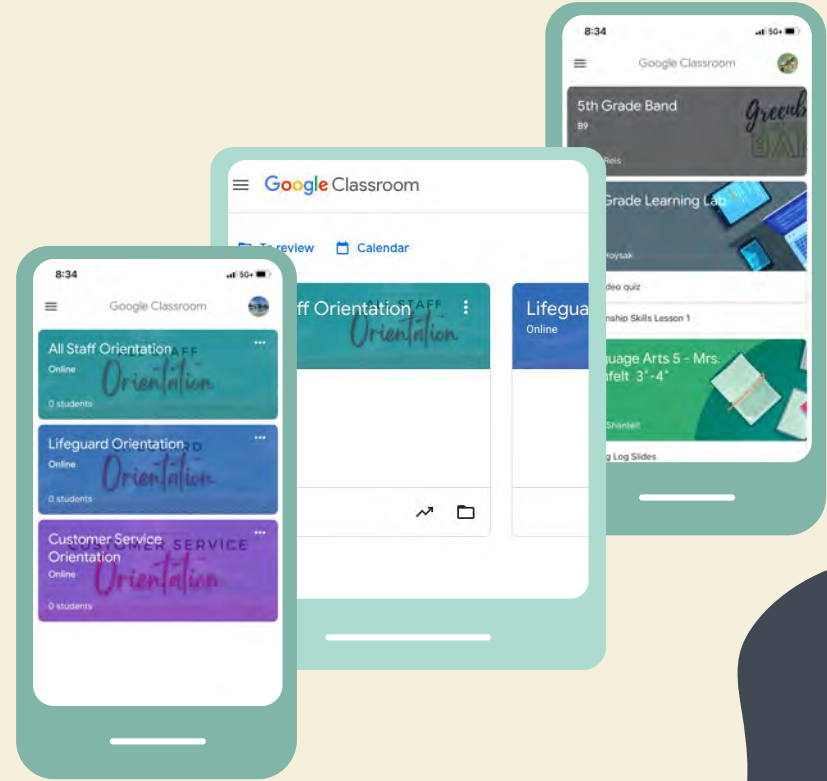


**Technology
Integration**

**Experiential
Learning**



Hybrid learning utilizing Google Classroom, Kahoot Courses, or YouTube Video Series



Creating Experiences

- Tour vs Explore
- Instruction vs Practice
- Peer to Peer Learning
- Problem Solving Tasks




**TRAINING IS A
CONTINUOUS PROCESS**



Keep them coming back

How do we retain current staff and
have returning seasonal staff



SOCIAL OPPORTUNITIES

#parmaheightspool

SEPTEMBER 3

PHP Cardboard Boat Races



CONNECTING

QOTD



Question of the Day/Week

Snail Mail



Personalized Notes

Mentor



Growth Mindset

PHP Holiday Potluck



Thursday, December 29
4p-7p
Community Rooms @
Cassidy Theatre

I will provide paper products, ice, and drinks. If
you can bring a dish or dessert to share!

Included is 2 applications for the City of Parma
Heights Pool. 1 for you and 1 for a friend!

Looking forward to seeing you all!

Melissa
mevers@parmaheights.us
330.603.8556 (for you not your friends)



THANK YOU

Melissa Evers

Aquatics & Athletics Coordinator

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