

What TSCT Students Want in a Job/Career

Classes of
2021, 2022, 2023

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?



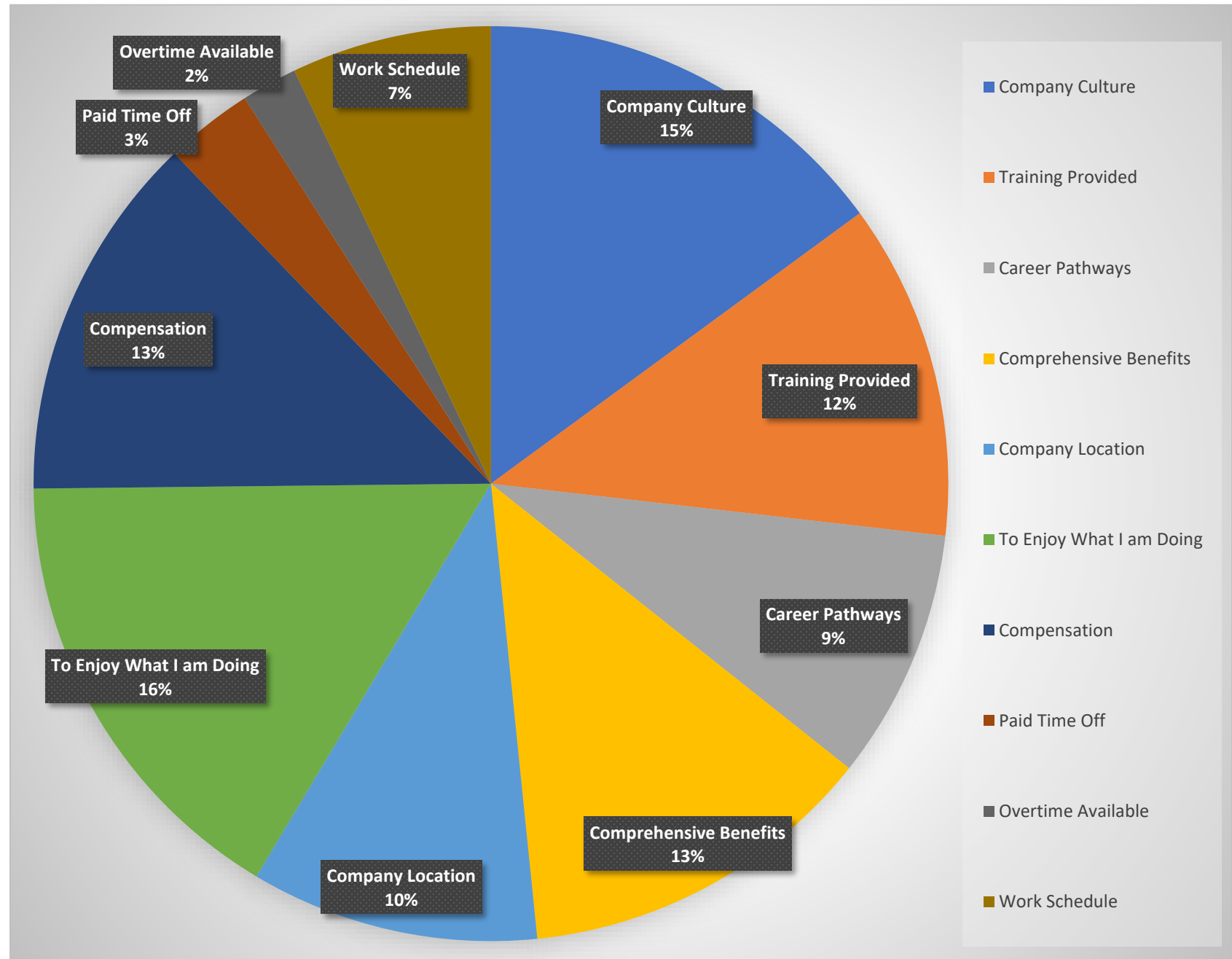
Class of 2023 Results

1,433 sophomore students from the classes of 21', 22', and 23' answered the question. We asked them to rank the following items in order of importance when looking for a job/career:

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

Most Important Factors When Choosing a Job/Career

Graph indicates those factors students ranked as #1 in importance.



The Classes of 21' 22' & 23' have spoken!

- **Number 1:** 16% indicated “**To Enjoy what I am doing and feel Valued**” as most important when looking for a job/career
- Overall **TOP FOUR** include:
 - To Enjoy What I am Doing/Feel Valued
 - Company Culture (feeling of inclusion)
 - Compensation
 - Comprehensive Benefits
- Students indicated these additional priorities as somewhat important:
 - Company Location
 - Training Provided
 - Career Pathways (ability to move up within the company)
- Students ranked the following priorities in the bottom two:
 - Overtime Available (while some students selected this as a top priority, a whopping 66.3% ranked this as the **LEAST** important)
 - Paid Time Off (Vacation, personal, sick days) – *it seems the overall weekly work schedule was more important the PTO itself*

