

NEWS BREAK

Sunday's News Break selects an article from Sunday, April 16, 2017 of The Seattle Times print replica for an in-depth reading of the news. Read the selected article and answer the attached study questions.

***Please remember to always preview the content of the article before sharing with your students.**

Article: Employers reaching out early to Gen Z generation

Section: BUSINESS, D5

Vocabulary: Match the words to the numbered definitions in the chart below.

A. complex	1. any period of time during which a beginner acquires experience in an occupation, profession, or pursuit
B. emerge	2. a person who organizes and manages any enterprise, especially a business, usually with considerable initiative and risk
C. entrepreneur	3. so complicated or intricate as to be hard to understand or deal with
D. internship	4. a collection of objects
E. pragmatic	5. to come forth into view or notice, as from concealment or obscurity
F. trove	6. of or relating to a practical point of view or practical considerations

Comprehension

1. What is Gen z composed of?
2. Gen Zers, an emerging trove of research suggests, are what kind of people?
3. Some employers are trying to appeal to Gen Z early, with what?
4. At Abbott, which started its high-school internship five years ago, starting younger also is meant to address the shortfall of what groups? Why is this so important?
5. Anticipating a massive skills shortage as baby boomers retire, Greg Muccio, a senior manager in Southwest's "people department," said the airline industry needs to do what? How are they doing this?
6. At Abbott, about _____ percent of those who complete the high-school internship go on to work or major in a STEM field, said Murray, the

engineer who leads the program. She has found that kids who do the high-school internship are more mature and able to take complex assignments when they start the company's college program.

The demands are sophisticated. High-school interns get meaningful assignments — no making copies — and have to deliver results.

7. They are also more entrepreneurial: Nearly half of Gen Zers want to so what?
8. What was cited by those in Gen Z as the most important factor for gaining trust in an employer, according to a survey last year by EY, the accounting firm once known as Ernst & Young?
9. In addition, market researchers say Gen Z will be the last generation in the U.S. to have what?

Discussion Questions, Extension Essay Questions or Journal Prompts:

- ***Do you align yourself with the Gen Zers? Why or why not?***
- ***Do you want to make a social impact with the work you do and the career you choose? Why or why not?***
- ***What do you feel is the most important factor for gaining trust with an employer?***

“What we want to do is increase the possibility that they will enter STEM, be successful at it and be able to go on and have meaningful careers in these areas,” said Corlis Murray, Abbott's top engineer and leader of the high-school internship program. **“The younger we reach them, the higher we increase that probability.”**

With the rise of early professional exposure, members of Gen Z are positioned for powerful careers, said Jeanne Meister, partner at Future Workplace, a human resources research firm in New York.

“They are definitely more serious and mature entering the workforce” than millennials, Meister said.

- What makes Gen Zers so different than their millennial predecessors? What factors were discussed in the article?

“They are radically different from millennials,” said David Stillman, co-author, with his 17-year-old son Jonah, of the book “Gen Z @ Work,” released in March.

Three-quarters of Gen Zers say they are willing to start at the bottom and work their way to the top, implying a respect for paying dues, Stillman's research found. More than 60 percent said they are willing to stay at a

company for 10 years, suggesting a return to employer loyalty after the job hopping tendencies of millennials. Only 8 percent said they want an open-office concept, despite workspace design trends that have been knocking down walls to emphasize collaboration.

- Are you willing to work from the bottom up? Why or why not?
- Do you want to stay long-term at a company, staying 10+ years? Why or why not?
- Why are millennials known to job hop? Is this trend seen as a positive or negative in the workforce?

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