

# New Kids on the Block

**WORKFORCE**



**Generation Edge**

**Bill Fournet - President & CEO**

A	B	C	D	
Timestamp	Item	Quantity	Unit of Measure	Description
5/14/2016 13:28:20	Aluminum pan	5	Each	Pans
5/14/2016 13:50:54	Aluminum pots	3	Each	Aluminum
5/14/2016 15:11:35	1-pint upright containers	36	Each	They're for
5/14/2016 12:54:52	10 In Dutch Oven	2	Each	The two of
5/14/2016 12:53:18	12 In Dutch Oven	9	Each	They vary i
5/14/2016 12:49:49	14 in Dutch Oven	2	Each	There are t
5/14/2016 15:05:15	Air mat	1	Each	An old air m
5/14/2016 13:01:49	All purpose cleaner	1	Each	140 fl oz wr
5/14/2016 13:44:21	All purpose cleaner	1	Each	White plast
5/14/2016 13:15:55	Ammo Boxes	5	Each	Green
5/14/2016 15:25:27	Apple slicer	2	Each	White plast
5/14/2016 15:19:02	Aprons	4	Each	Cloth hints
5/14/2016 14:41:49	Assorted pieces of wood	9	Each	Assortment
5/14/2016 14:53:25	Awl	1	Each	Has blue ha
5/14/2016 15:23:24	Bag of Black Zipties	1	Each	In Bag
5/14/2016 15:02:48	Bag of zipties	2	Each	One of the
5/14/2016 15:21:08	Baking pan	2	Each	Small and t
5/14/2016 13:06:27	Bathroom cleaner	1	Each	Tall and ski
5/14/2016 14:34:29	Bear canisters	3	Each	They are h
5/14/2016 15:24:13	Beverage label	22	Each	Laminated
5/14/2016 15:17:29	Big pots	2	Each	2 big staink
5/14/2016 15:31:29	Black bins	3	Each	3 small blac
5/14/2016 14:41:17	Box	1	Each	Boxey
5/14/2016 14:44:45	Box o' bolts	1	Each	A box of as
5/14/2016 14:32:45	Box of canoe whistles	1	Each	Just a box t
5/14/2016 13:27:16	Box of Extra poles	1	Set	Box of extra
5/14/2016 14:58:56	Box of jamboree stuff	1	Each	Old green t
5/14/2016 14:59:05	Box of Nuts, bolts,washers	1	Each	There are i
5/14/2016 14:21:01	Box of rope	1	Each	Rectangula
5/14/2016 14:37:53	Box with cords	3	Each	Box with co
5/14/2016 13:42:34	Boy Scout hats	3	Each	Two differe
5/14/2016 13:22:30	Broom	1	Each	It's pretty ol
5/14/2016 15:19:54	Bug sprayer	1	Each	White
5/14/2016 15:18:28	Camp Fuel	1	Each	A rectangul
5/14/2016 15:24:47	Camp toaster	4	Each	A camp sta
5/14/2016 13:33:55	Candle in glass holder	2	Each	Half melted
5/14/2016 13:40:22	Canteen	1	Each	It's a metal
5/14/2016 13:14:15	Canvas tent	6	Each	Canvas ten
5/14/2016 12:52:31	Canvas tent	14	Each	Very old ca
5/14/2016 15:19:57	Cardboard Box Containing	1	Each	A rectangul
5/14/2016 13:22:13	Cast iron griddle	6	Each	Griddle
5/14/2016 13:46:37	Cast iron with lid	1	Each	Cast iron p
5/14/2016 13:13:06	Cast iron	17	Each	Cast iron p
5/14/2016 13:09:43	Catapult?	1	Each	It seems to
5/14/2016 12:46:30	Caution tape	2	Roll	one by its s
5/14/2016 15:11:18	CB radio	3	Each	3 radios in

AT&T LTE 12:43 PM 68%

Messages (3) Details

### Inventory

Please fill out everything you can

\* Required

Item \*

Your answer

Quantity \*

Your answer

Unit of Measure \*

Each

Set

Feet

Gallons

Other : \_\_\_\_\_

Description \*

Your answer

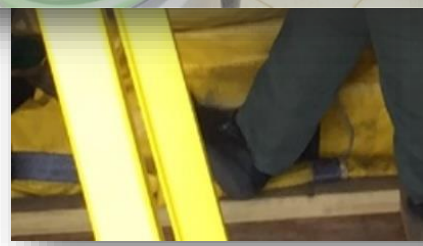
Location \*

Troop Garage (Left)

Troop garage (Right)

Send

J	K	L	M	N	O
ber/Cost	Value	Date Obtaine	Inventoried by	Take a picture of this item	
			Parker Taylor	Done	
			Parker Taylor	Done	
			Saam, Nick, and Aiden	Done	
			Nick, Aiden, and Saam	Done	
			Nick, Aiden, Saam	Done	
			Nick, Saam, and Aiden	Done	
			Ashton and ames	Done	
			Mark	Done	
			Mark	Done	
			Ashton and Ames	Done	
			Mark	Done	
			Mark	Done	
			Ashton and Ames	Done	
			Saam, Nick, and Aiden	Done	
			Saam, Nick, and Aiden	Done	
			Saam, Nick, and Aiden	Done	
			Mark	Done	
			Mark	Done	
			Saam, Aiden, and Nick	Done	
			Mark	Done	
			Ashton Ames and park	Done	
			Ames	Done	
			Caleb hayrs	Done	
			Ashton and Ames	Done	
			Ashton and Ames	Done	
			Eric	Done	
			Mark	Done	
			Nick, Saam, and Aiden	Done	
			Eric	Done	
			Saam	Done	
			Nick, Saam, and Aiden	Done	
			Saam, Aiden, and Nick	Done	
			Aaron	Done	
			Isaac Osterdyk	Done	
			Ames and Parker	Done	
			Mark	Done	
			Saam, Nick, and Aiden	Done	
			Eric	Done	
			Eric	Done	
			Isaac Osterdyk	Done	
			Parker Taylor	Done	
			Parker Taylor	Done	
			Parker Taylor	Done	
			Saam, Aiden, and Nick	Done	
			Mark	Done	
			Ashton and ames	Done	

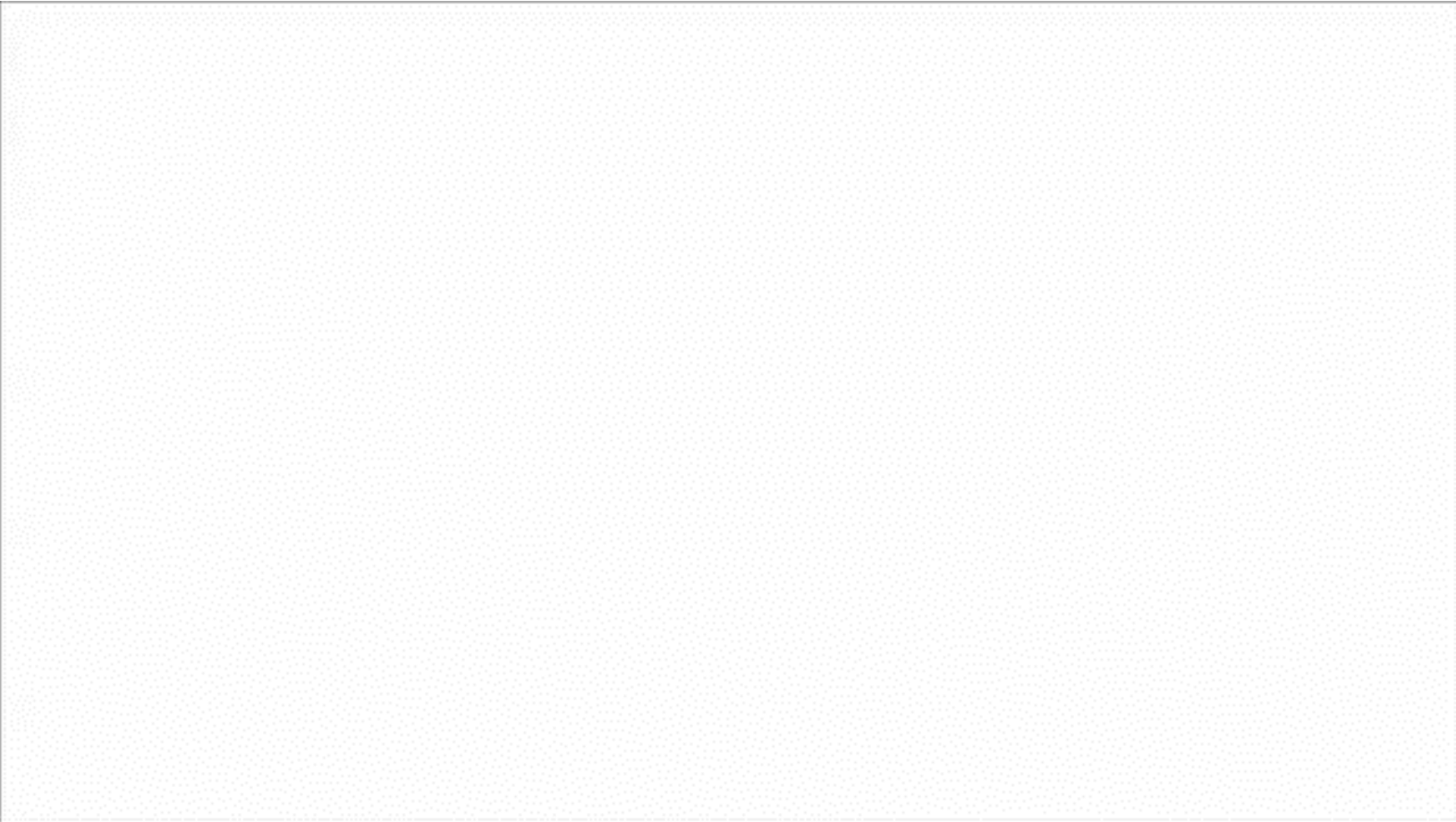


# What is the future workforce learning today?



# Graphene

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**Millennials**  
**“Y”**

**VS**



**Gen Edge**  
**“Z”**

# GENERATION **EDGE**

Established 1995

## **RESOURCEFUL**

Unrestrained by  
Boundaries

## **EDUCATED**

Non-Linear Paths

## **GEN-X PARENTS**

Preparation vs  
Assistance



## **CONNECTED**

True "Digital Natives"

## **INDIVIDUALISTIC**

Unique vs Perfect

## **ENTREPRENEURS**

Autonomous Self- Starters  
The Rule not the Exception

# Unique Perfection

“For me being ‘cool’ is being myself and having friends who like me for who I am.”

— 13 year old, Gen Z

# CONNECTED

# 24/7



22%

Increase from a decade ago



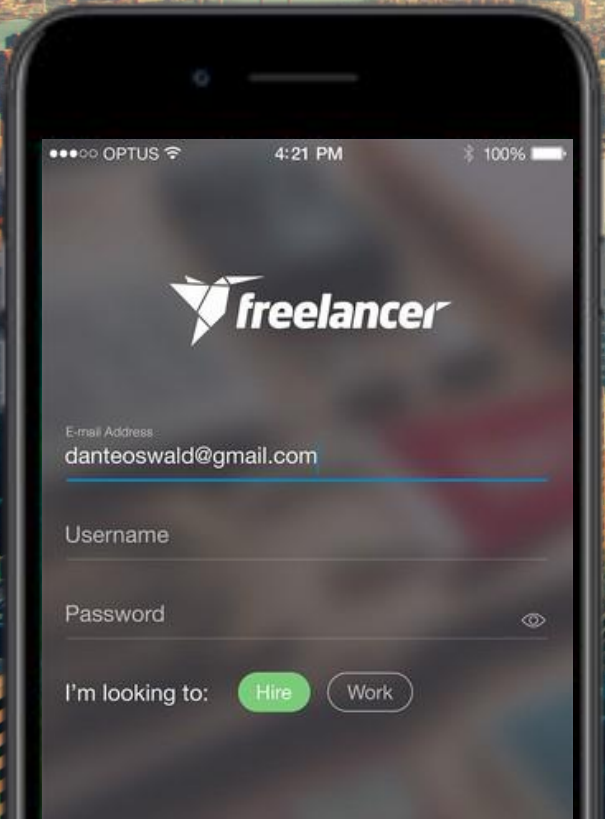
41%

Admit spending > 3 hours per day connected for fun.



**CONNECTED**

**24/7**



*Flexible*  
**SCHEDULES**

+

**Gig-Economy**



# CONNECTED

# 24/7



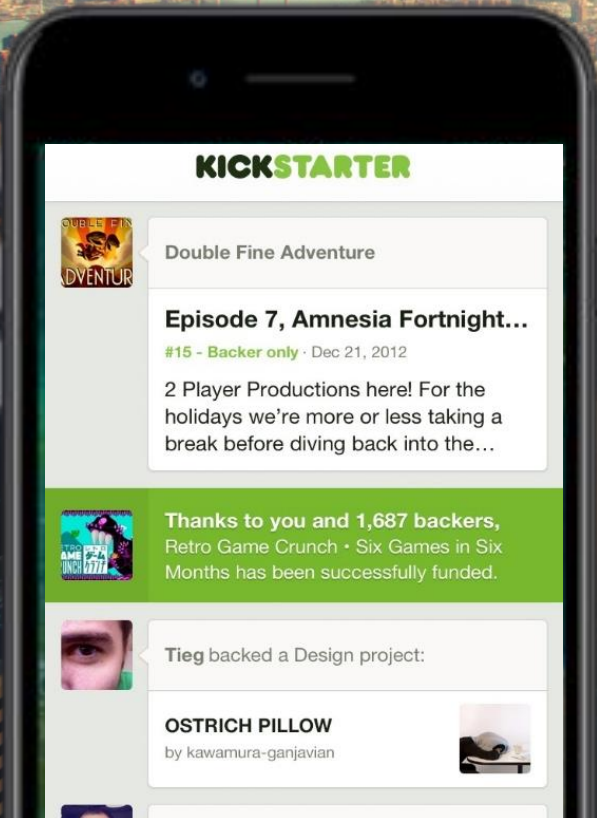
World's smallest wireless earbuds charged through your phone! Minimal size & shape allows perfect fit and music experience!

Pre-Order Now

Created by  
PUGZ



10,119 backers pledged \$1,433,779 to help bring this project to life.



# Global Collaboration



How Did

**THIS**

*happen?*





# GENERATION EDGE IS BEING RAISED BY GEN-X

## Gen-X Parents are...

- Cynical
- Challenging
- Preparing

“ I don't expect life to be easy for him, but I think I've given him the tools; The rest is up to him.  
-Gen X Parent ”

”

Work Hard, *Play* ~~Spend~~ Hard

*Gen X*  
— ~~Boomers~~

# Natural ENTREPRENEURS

60%

Expect to have multiple **careers** before they are 30

55%

Of start-up companies are owned by Gen-X

38%

Believe they will invent something that changes the world

42%

Intend to work for themselves



**FROM  
THIS**





# TO THIS



**AND**

**THIS**







**1** IN **4**

Gen-X is college  
educated

**63%**

Want colleges to  
teach them how to  
run a business

**52%**

Regularly use  
YouTube for  
research

# Gen Z Future Plans

PLAN TO GO FROM HIGH SCHOOL DIRECTLY TO COLLEGE

82%

CONSIDERING A FOUR-YEAR COLLEGE OR UNIVERSITY

77%

CONSIDERING COMMUNITY COLLEGE

39%

INTERESTED IN TECH OR TRADE SCHOOL

22%

”

*Work*

~~Technology~~ doesn't make  
me who I am, it lets me be  
who I am.

— Gen ~~Edge~~ <sup>X</sup>



VS

## Millennials

- Extended Adolescence
- Idealistic
- Achievement Obsessed
- Future Focused
- Conformists
- Entitled
- Technology Aspirants
- Collaborative

## Gen Edge

- Accelerated Adulthood
- Realistic
- Achievement Redefined
- Now Focused
- Reformist
- Hard Working
- Technology Users
- Individual



# 59.2%

ADMIT TO INSERTING INFO DIRECTLY  
FROM A WEBSITE/ONLINE WITHOUT  
MAKING ANY ALTERATIONS TO THE  
TEXT AND WITHOUT READING IT

# 28.5%

THINK THIS IS OK EVEN  
THOUGH THEY KNOW IT IS  
LABELED AS PLAGIARISM



# DESIRES CUSTOMIZATION & AUTONOMY



# COULD BE MORE LOYAL THAN MILLENNIALS

prefer to write their  
own job description

**56%**

are willing to start  
at the bottom

**75%**

**62%**

prefer to create their  
own career path

**60%**

said they would  
work for a company  
for 10 years

**Forbes**  
**Magazine**



*practical*  
Prefers fun things and  
a fun workplace.

*practical*

*Gen Edge*  
— Millennials



## Appeal to their values...

- ✓ Job Security
- ✓ Customization
  - ✓ A la carte options
  - ✓ Technology
- ✓ Build their expertise
- ✓ Instant Gratification...NOW



# How to connect with **GEN EDGE**

- Face to face communication with manager
- Motivated by opportunities for advancement
- Let them solve real problems
- Tell them the value in the work they are doing
- Give them choices- this is not a one-size fits all generation
- Most important quality of management: **skepticism**
- Honesty and transparency

***Thank You!***

**Bill Fournet**



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