

Mind the Gap: attracting Gen Z

Some questions for today

- What are the current challenges experienced in attracting diverse early career talent?
- What strategies have been employed to increase the diversity of the talent pool thus far?
- What initiatives can be implemented to increase the retention of diverse talent and create a culture of belonging as well as performance?



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49% of Gen Z make decisions about the organisations they are willing to work for based on **personal ethics**

59.4% of respondents consider the **diversity** of an employer before applying for a job

The majority (57%) of our Gen Z respondents would accept a salary **below their expectations**

Flexible working ranked the #1 benefit for 30.1% of our respondents, followed by pension contribution and health insurance



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Over a quarter (26.1%) of respondents would leave their current role for faster progression, 18.4% would leave for a higher salary and 18% would leave for a better work-life balance

12% of PE hires in the UK came from industries outside of Banking, PE, Consulting and Accounting compared with 22% across the UK & Europe

This varies significantly by country:

Italy – 41%

Germany – 29%

Nordic – 24%

France – 17%

UK – 15%



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To receive a copy of the 2022 Dartmouth Partners Gen Z report or the PE moves report, when published, please email Lizzie Louis at: lizzie.louis@dartmouthpartners.com.