

# Key Takeaways for Attracting & Retaining Gen-Z Talent



## OCI & SUMMER PROGRAM

- › How can law firms control their messaging during OCI to tap into Gen-Z's desire for strong compensation and bonus?
- › How can law firms control their messaging during OCI to tap into Gen-Z's desire for informal training and mentorship?
- › How can firms pitch themselves as a lifestyle brand to Gen-Z and address their concerns about work/life balance?
- › How can law firms attract Gen-Z talent, the most in-debt generation, through compensation and benefit initiatives that address student debt concerns?

## ON-BOARDING / TRAINING & DEVELOPMENT

- › How are firms going to get an early return from their Gen-Z training investment?
- › What can law firms do to tap into Gen-Z's desires for informal training and mentorship?
- › How can firms leverage these future desires of Gen-Z to increase their revenue?
- › How do Gen-Z's views impact change in law firm culture?
- › How do law firms ensure their commitment to diversity and inclusion is delivered in an authentic way to Gen-Z, given that Gen-Z is the most diverse generation to date?

## RETENTION

- › What can law firms do to reduce future Gen-Z attrition?
- › How can we tap into associate's interest in specific industry sectors to help with retention and associate satisfaction?
- › How do firms generate interest in partnership among Gen-Z and prepare them for success on the partner track?
- › How can firms address Gen-Z's concerns about work/life balance to retain this generation of talent?
- › How can firms address Gen-Z's concerns about student debt to retain this generation of talent?
- › What can partners do to ensure that Gen-Z feel heard in the office, to help facilitate retention and ultimately the partner's bottom line?
- › How do firms ensure they are keeping up with and experimenting with technology trends to help Gen-Z work in the best way?
- › How can law firms address Gen-Z's concerns regarding sexism in the workplace?
- › How can law firms address Gen-Z's concerns regarding gender pay equity?
- › How can law firms address Gen-Z's mental health concerns and long-term psychological well-being?
- › How can firm address Gen-Z's concerns regarding whether taking parental leave will set them back in their careers?
- › How can firms incorporate sabbatical and leave policies that are specific to Gen-Z's personal circumstances?



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