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by tuanz

The Three Uncomfortable Truths: What Youth Really Want Tech Employers to Hear

We stopped guessing and started listening.

Here is the disconnect between Corporate Assumptions and Youth Reality.

THE PERCEPTION

It's Not "Boring"— It's "Unsafe"

The Corporate Assumption: Young people find our industry uninteresting or difficult to understand.

The Youth Reality: They view it as toxic, elitist, and unwelcoming.

Key Words they used: "Condescending," "Isolating," "Exhausting," "White-collar."

The Killer Quote: "They imagined a competitive environment where... people would 'just talk down to you because they perceive themselves as superior.'"

THE MOTIVATION

Not a Poster on the Wall, but the Weight on Their Shoulders

The Corporate Assumption: Motivation is about passion, curiosity, or perks.

The Youth Reality: Motivation is about survival, family obligation, expectations and breaking cycles.

The Hard Truth: Many students are effectively financial contributors to their households. They aren't looking for a "career path"—they are looking to "keep the lights on."

The Killer Quote: "Her motivation isn't an abstract career goal... it's a lot of pressure to find a decent job... because of the financial pressures."

THE BARRIER

Your "Standard" Hiring Process is a Broken Gate

The Corporate Assumption: The CV reflects the candidate; the interview reveals the character.

The Youth Reality: Standard processes filter out culturally diverse talent.

Cultural Context: For many Pasifika youth, presenting as "shy" or "introverted" is actually a sign of respect. Asking them to "sell themselves" contradicts their cultural values.

The Killer Quote: "A CV might look s*** doesn't mean the person is. It might mean that they lack that support system to present better. Doesn't mean that they're not going to be your best employee."

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TECH USERS ASSOCIATION