



Harnessing the Next Generation of Tech Talent

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Agenda

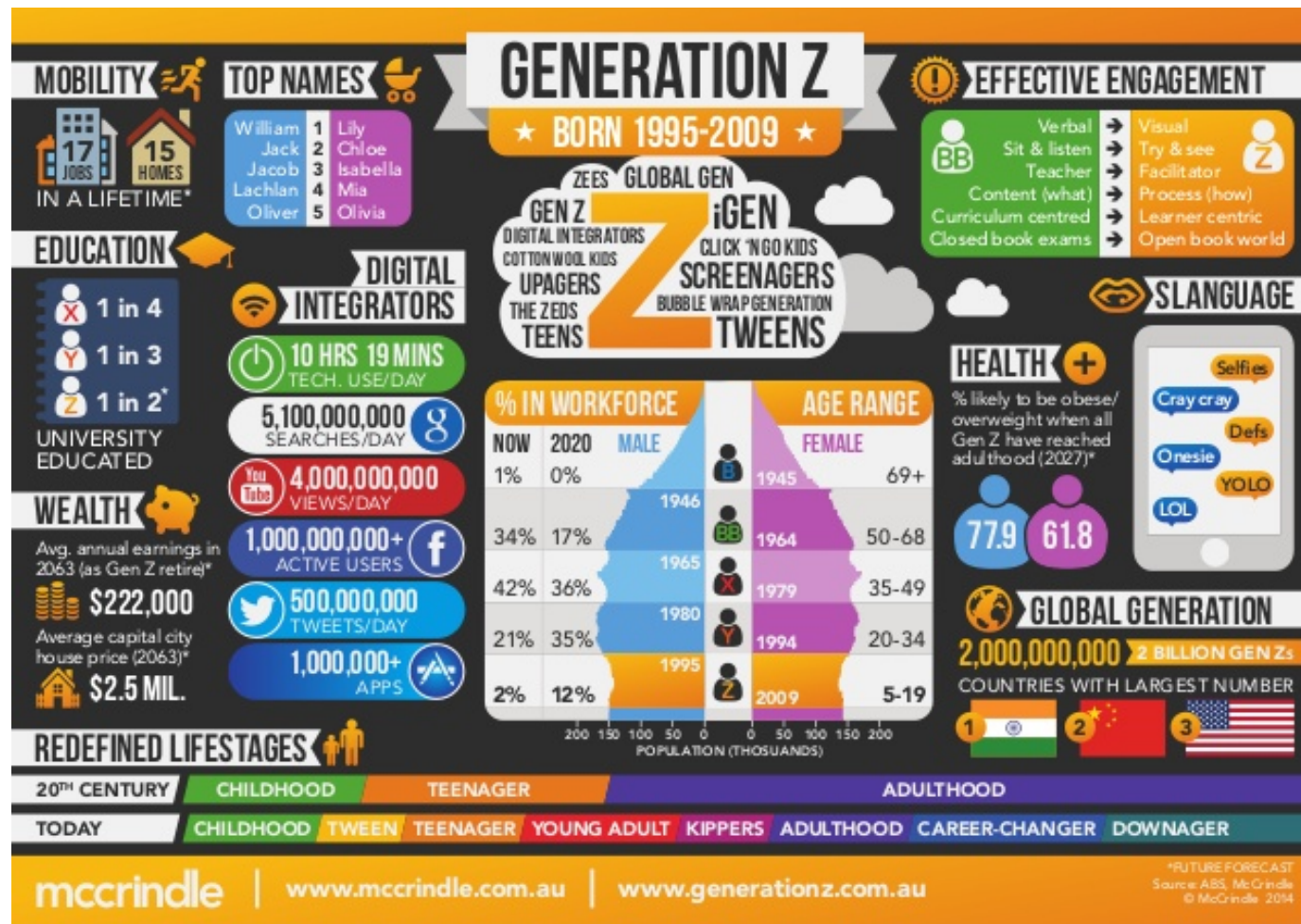
- Generation Z
- DNA of the Intern Program
- Lessons Learned
- Key Takeaways

**A Splunktern is
some kind of bird,
right?**



Who Are the Gen Zs

Generation Z



Gen Z Big Stats

2025 Workforce

Generation
Size

**2
B**

2025
Workforce

**30
%**

Degrees

**1:
2**

17 Jobs
5 Careers

**17/
5**

Global
Generation

**100
%**

Gen Z Characteristics

Realism



Gen Z Characteristics

Realism



**Entrepreneurial
y Mind**



Gen Z Characteristics

Realism



Entrepreneurially Minded



Hyper Customisation



Gen Z Characteristics

Realism



**Entrepreneurially
Minded**



**Hyper
Customisation**



**Tech Savvy
but with a
Human
Touch**

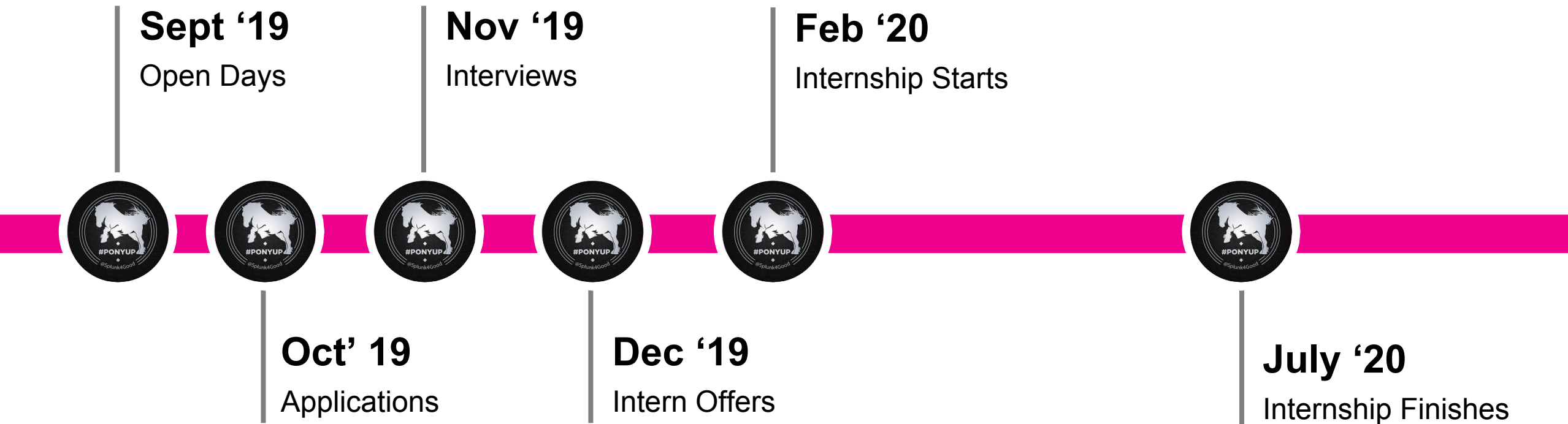




DNA of the Intern Program

The Who, What, Why, Where & How

Internship Timeline



Who & Where Did We Recruit?



How did the program work?

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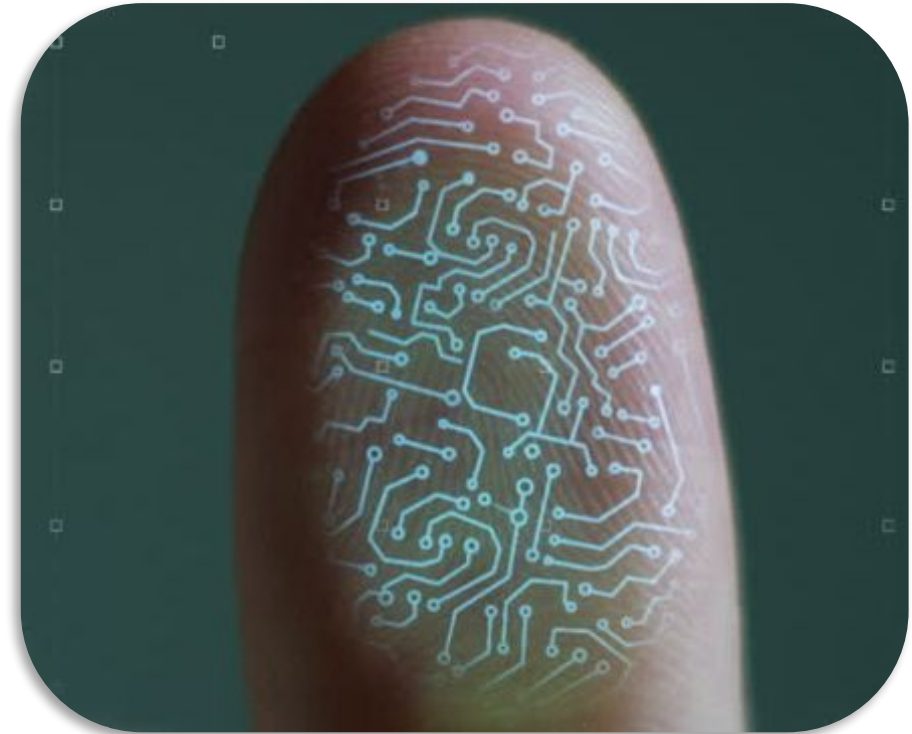
What Are These Projects?

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Source: Tyco

Smart Building Management



Digital Fingerprinting



Lessons Learned

2018 Splunk Intern Blog



Welcome back to the Splunktern Blog Series! This series will showcase the diverse experiences of our Splunk Interns from around the world.

Although Splunk is headquartered in San Francisco, California, we have over [20 offices](#) around the world. What's even better is that several of these offices are home to our [Splunktern program](#), including Melbourne, Australia. Ramya Sridhar was one of our amazing sales engineering interns who didn't know what to expect when she joined Splunk after interning for Google. But after becoming a Splunktern, she was blown away by the quality of work and the strong company culture she experienced in her internship.



Ramya studies at Monash University and is pursuing a bachelor's of computer science in the honors program. Though her professional development is impressive, her journey to success has been an uphill climb. She attended a selective all-girls high school where careers in tech-related fields weren't well discussed compared to careers in medicine and healthcare. In her final year, her mom mentioned someone she knew who worked at Google, and Ramya's interest in computer science started the day she read their job description.

Ramya is one of the top 50 female students at her university to receive a scholarship for pursuing a STEM major. As she holds that with pride, she also explained the reality many students face in engineering, where the rigorous curriculum made her initially consider dropping her computer science major because she believed she wasn't excelling. However, she decided to continue her hard work, and soon accepted an internship with Google, and a year later, with Splunk.

Key Takeaways

1. The Value of Ramping quickly on Tech Skills



2. The Importance of Mentoring



3. Break Your Bias





splunk>

Thank

You



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