

Generational Jeopardy


Work Ethic	Workplace view on skill building	View on Work/Life Balance
200	200	200
500	500	500

Balance
Work smarter and with greater output
Self-Reliant
Wants structure and direction
Skeptical

Generation X




Training is important and new skills will ease stressful situations. Motivated by learning/want to see immediate results.



Millennials




Were hesitant of taking too much time off work for fear of losing their place on the corporate team. As a result, there is an imbalance between work and family.



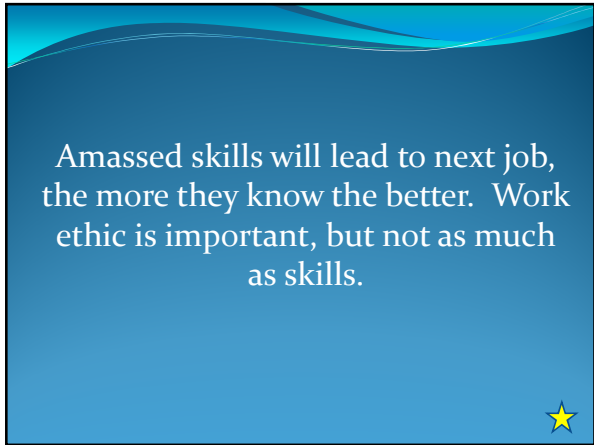
Baby Boomers



Driven
Workaholic-60 hr work weeks
Work long hours to establish self-worth and identity and fulfillment
Work ethic = Worth ethic









Not only balance with work and life, but balance with work, life and community involvement and self development. Flex time, job sharing, and sabbaticals will be requested more by this generation.



Millennials



Who are Millennials?

- Ranging in age now from 18 to 33
- Tech savvy and linked by social media
- Burdened by debt
- America's most racially diverse generation
- Team-oriented

Pew Research Center

Other Generations in the Workforce

- Baby Boomers
 - Now ranging in age from 50-68
 - Extremely hard working and motivated by position, perks, and prestige
 - Confident, independent, and self-reliant.
- Generation X
 - Now ranging in age from 34-49
 - Value work/life balance
 - Independent, resourceful, and self-sufficient.

What do Millennials have to offer?

- Eager to learn and open to positive mentorship
- Digital Natives
 - Possibility for reverse mentorship
- Great collaborators

Attracting Millennials

- Understand and update the recruiting process
 - Explain the importance of the position
 - Take advantage of social media and technology
- Transparency in the workplace
 - Explain the performance review process
 - Provide feedback on job duties
- Student debt
 - Suggest Public Service Loan Forgiveness Program

Bridging the Gap

- Offer training and developmental opportunities
 - Provide opportunities with networking and partnering
- Open and honest communication between generations
 - Offer mentorship opportunities
 - Offer guidance on career advancement
- Clear and consistent job assessment criteria
 - Knowing how their performance is assessed leaves no surprises at performance appraisals

How to develop, engage, and retain



Develop

- Mentor
 - Type of mentor
 - Information Source
 - Career Guidance
- Training
 - Skill set training
 - Supervisory training

Engage

- What is employee engagement?
Employee engagement is a property of the relationship between an organization and its employees. An "engaged employee" is one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests.
- How do you build employee engagement?
 - Driven by top leaders
 - Provide opportunities to grow and develop
 - Find supervisors who can build engagement, not just those who perform well in their job
 - Hold employees accountable, deal with poor performers
- Why does it matter?
 - 2x more likely to stay in current job
 - 2.5x more likely to feel they can make a difference
 - 2.5x more likely to recommend their workplaces to others
 - 3x more likely to report being very satisfied

Retain

- Recognize employees'
 - Make sure opinions count and are heard
 - The power of "Thank you"
- Reward
 - Emphasis on promotion
- Conduct strategic workforce planning
- Project what your workforce will need

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