DUDE, WHAT’S MY JOB?
RECRUITING, ONBOARDING, AND RETAINING MILLENNIALS IN THE NEW WORKFORCE

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ABOUT JB TRAINING SOLUTIONS

JB Training Solutions is a training, learning, and development company that works with organizations and employees across the country to enhance important business skills. JB Training Solutions offers dynamic workshops and interactive courses to help professionals achieve success in the workplace. By helping employees master the soft skills, JB Training Solutions builds stronger leaders, clearer communicators, better presenters, and respected managers. Our programs focus on key areas including communication skills, management techniques, business proficiencies, and HR fundamentals.

A FEW OF OUR CLIENTS

![Client Logos]

CHECK US OUT!

For a full list of our programs including live workshops, webinars, and e-learning courses, check out our website at [www.JBTrainingSolutions.com](http://www.JBTrainingSolutions.com). Some of our most popular programs include:

- Managing to Lead: A Manager's Guide to Success
- Presenting With Power and Persuasion
- Commanding the Room
- The Young & The Restless: The Millennial's Guide to Workplace Success
- Life by PowerPoint
**COLLEGE VS. WORK**

<table>
<thead>
<tr>
<th>College</th>
<th>Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independence</td>
<td>Teamwork</td>
</tr>
<tr>
<td>Individuality</td>
<td>Conformity</td>
</tr>
<tr>
<td>Entitlement</td>
<td>Duty</td>
</tr>
<tr>
<td>Equality</td>
<td>Hierarchy</td>
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</tbody>
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**COMPARING GENERATIONS**

<table>
<thead>
<tr>
<th>Generation</th>
<th>Management Style</th>
<th>Archetype</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Traditionalist</strong> (1928-1945)</td>
<td>Chain of Command</td>
<td>Loyalty</td>
</tr>
<tr>
<td><strong>Boomers</strong> (1946-1964)</td>
<td>Rock the chain of command</td>
<td>Idealism</td>
</tr>
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WHO ARE MILLENNIALS?

★ THERE ARE MORE THAN 75 MILLION MILLENNIALS IN AMERICA

★ THE MILLENNIAL GENERATION INCLUDES ANYONE BORN 1981-2000

★ MILLENNIALS ARE OFTEN DESCRIBED AS…

Special  ♡  Sheltered  ♡  Confident  ♡  Team-oriented
Achieving  ♡  Pressured  ♡  Structured

<table>
<thead>
<tr>
<th>Assets</th>
<th>Liabilities</th>
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</thead>
<tbody>
<tr>
<td>Goal oriented</td>
<td>Distaste for menial work</td>
</tr>
<tr>
<td>Positive attitude</td>
<td>Lack skills for dealing with difficult people</td>
</tr>
<tr>
<td>Technical savvy</td>
<td>Lack of experience</td>
</tr>
<tr>
<td>Collaboration</td>
<td>Confidence beyond ability</td>
</tr>
<tr>
<td>Multicultural awareness</td>
<td>Impatience</td>
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</table>
TIPS FOR ONBOARDING MILLENNIALS

1. DON’T ASSUME ANYTHING
2. OFFER DIRECTION AND/OR SUPPORT
3. INTRODUCE THEM TO KEY PLAYERS
4. ASSIGN MENTOR/BUDDY
5. WELCOME THEM AND BE PREPARED
6. WATCH PAPERWORK OVERLOAD – HAVE FUN!
7. MAKE IT SOCIAL
8. TELL THEM ABOUT THE COOL PROJECTS
9. HELP THEM MANAGE THE TRANSITION
RETAINING MILLENNIALS

1 STRUCTURE
   • Give structure – Then wean them off
   • Tell them why
   • Teach them how to think on their own
   • Help them understand “the unknown”

2 PERSONALIZE
   • Build relationships
   • Know employees, talk to them, listen
   • Ask about their lives outside of work
   • Not all your employees want the same thing you want

3 ENCOURAGE & ENGAGE
   • Recognize and appreciate – Simple 'thank you'
   • Come up with customized benefits
   • Be inclusive and collaborate
   • Challenge them and make work fun

4 COMMUNICATE
   • Give feedback early and often
   • Meet face-to-face
   • Set expectations
   • “Try versus results” conversation
   • Listen
5 INFORM
- Education is everything
- Provide training – not just hard skills
- Business etiquette, initiative, conflict resolution, and leadership

6 ADJUST
- Understand styles – Meet in the middle
- Reconsider “unwritten rules”
- Challenge your traditional viewpoints
- Consider flexibility

7 LEARN & MENTOR
- Offer opportunities for development
- Highlight career paths
- Provide stretch assignments
- Encourage them to join organizations

“74 % of Gen Y workers say future success is dependent on skills development, and most are attracted to employers offering good training.”
- Chartered Management Institute (CMI)
ACTION PLAN

Three things I’m going to start doing tomorrow:

1.

2.

3.