

UNDERSTANDING MILLENNIALS, OUR FUTURE WORKFORCE

current

SKIP HILTON, VP BUSINESS DEVELOPMENT

JOBVITE

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ALLIANCES VOICES PRESENTATION



Silent Generation

Born 1928 to 1946

- “The Greatest Generation”

Defining Events:

- WWII, Korea
- Dust Bowl
- McCarthyism

Characteristics:

- Disciplined
- Self-Sacrificing
- Cautious

Experiences:

- Depression era
- Sputnik
- Civil Rights Movement

Baby Boomers

Born 1946 to 1964

- The “Me” Generation

Defining Events:

- JFK assassination
- Vietnam
- Man on Moon

Characteristics:

- Self Assured
- Self Focused
- Competitive

Experiences:

- Counter Culture
- Divorce
- Consumerism

Generation X

Born 1965 to 1984

- The “Slacker” or “Lost” Generation

Defining Events:

- Watergate
- AIDS; War on Drugs
- Berlin Wall Falls

Characteristics:

- Resourceful
- Self-sufficient
- Flexible

Experiences:

- Latch-Key Kids
- Computers
- MTV

Millennials (Gen Y)

Born 1985 to 2002

- Generation “Me Me Me”

Defining Events:

- Gulf War
- September 11
- Mass shootings

Characteristics:

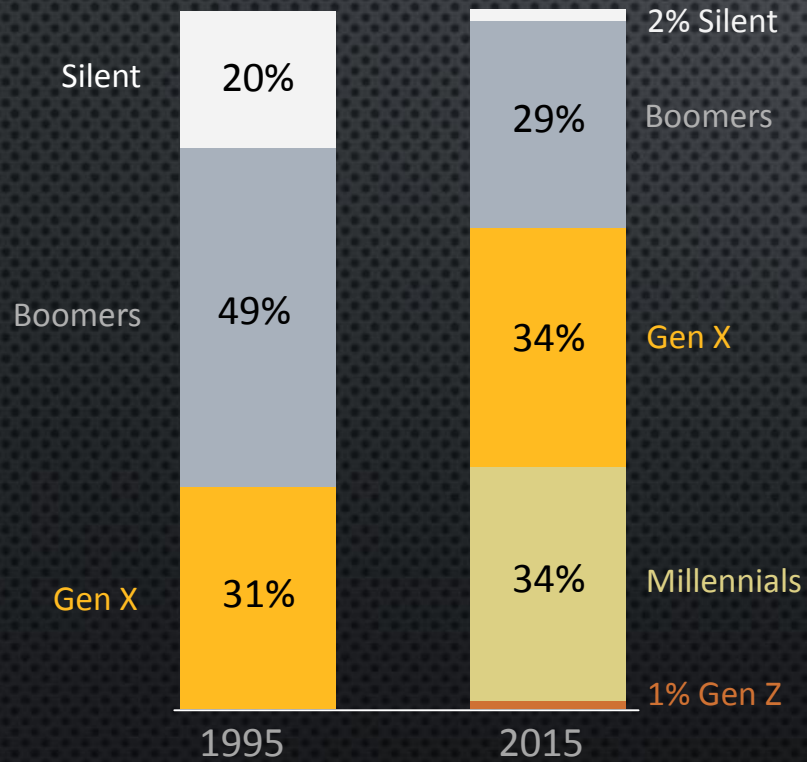
- Question Authority
- Team Oriented
- Open Minded

Experiences:

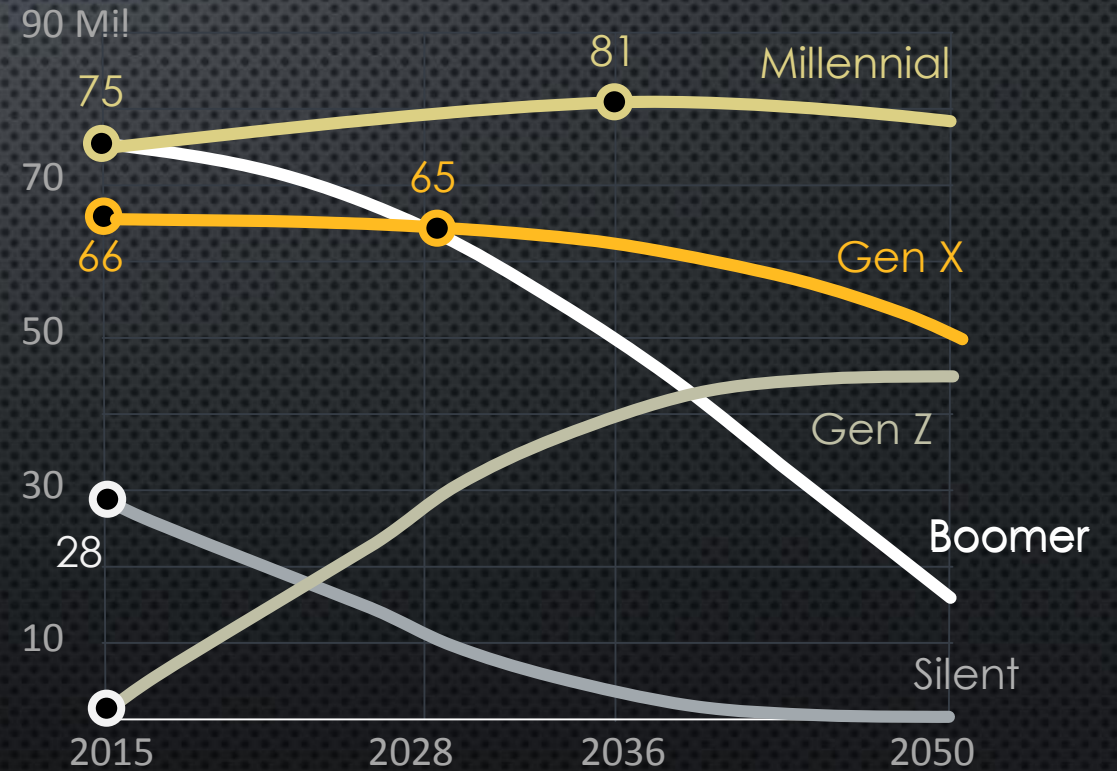
- The Internet
- Helicopter Parents
- Academic Pressure

Millennials Are The Largest Generation In The Workforce as of 2015

Change in Labor Force Over the Last 20 Years

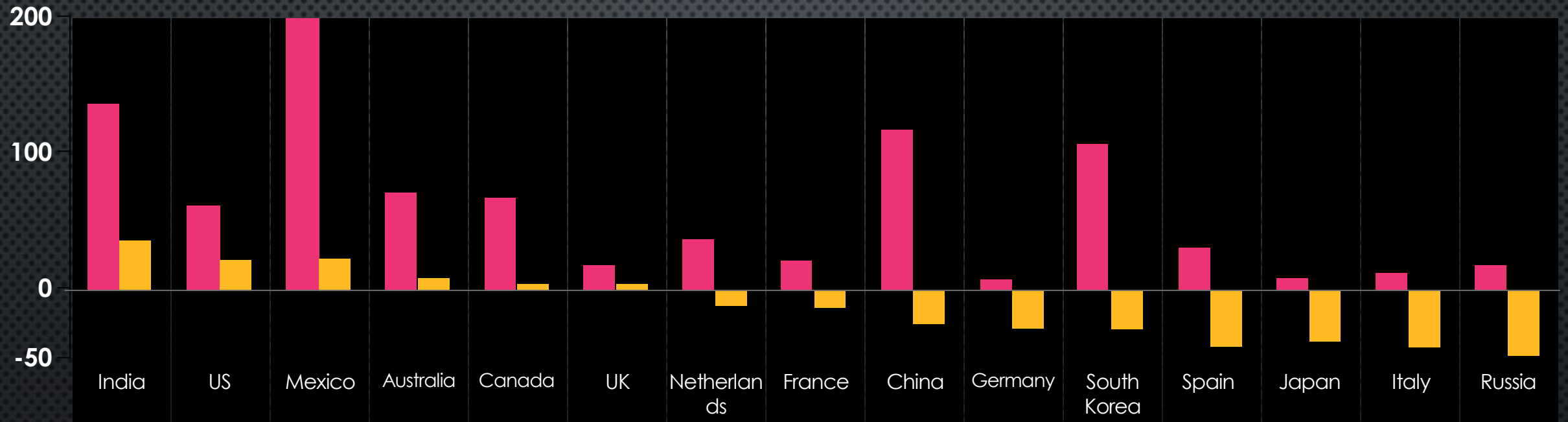


Projected Change in Labor Force Over Next 35 Years



THE WORKING AGE POPULATION IS SHRINKING WORLDWIDE

Change in Working Age Population by Country (%)



■ 1970 - 2010
■ 2010 - 2050

Source: World Bank

CAREER DYNAMICS ARE DIFFERENT FOR MILLENNIALS...

3 Years

Average Tenure
at Job for
Millennials

15-20

Average
Number of Jobs
Millennials Will
Hold in Lifetime

42%

of Job Seekers
Change Jobs Every
1-5 Years

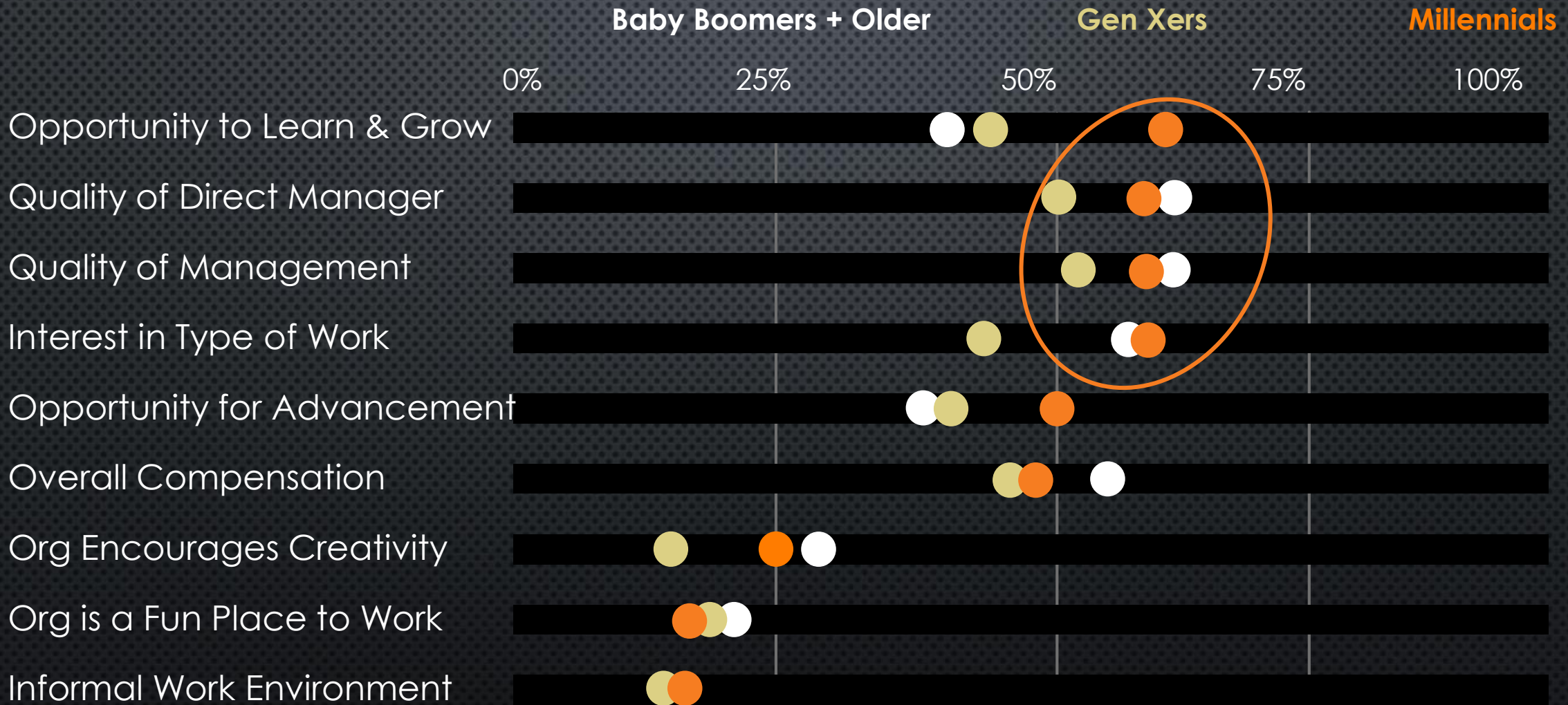
60%

Millennials are
Open to a
New Job

MILLENNIALS EVALUATE A JOB LIKE THEY DID A COLLEGE

LinkedIn

First and second jobs represent "graduate degrees" in their chosen field



MILLENNIALS

“lazy, entitled, selfish and shallow”

GENERATION X

“apathetic, coddled, entitled slackers”

MILLENNIALS

“special, sheltered, confident, team-oriented,
conventional, pressured, achieving”

BABY BOOMERS

“self righteous and self-centered”

GENERATION X

“self-absorbed; suspicious of all organization”

MILLENNIALS

“assertive with strong views”

GENERATION X

“cautious, skeptical, unimpressed with authority,
self-reliant.”

“SOCIAL ANALYSIS AND COMMENTARY HAS MANY SHORTCOMINGS, BUT FEW OF ITS CHAPTERS ARE AS PERSISTENTLY WRONG-HEADED AS THOSE ON THE GENERATIONS AND GENERATIONAL CHANGE....LITERATURE ABOUNDS WITH HYPERBOLE AND UNSUBSTANTIATED LEAPS FROM AVAILABLE DATA.”

➤ EVERETT CARLL LADD, POLITICAL SCIENTIST

“DESPITE CONSTANT HANDWRINGING OVER GENERATIONAL SHIFTS, THE BASIC PERSONALITY METRICS OF AMERICANS HAVE REMAINED REMARKABLY STABLE FOR DECADES.”

➤ KALI TRZESNIEWSKI, DEPT. OF HUMAN ECOLOGY, UNIVERSITY OF CALIFORNIA - DAVIS

“THE REAL PATTERN HERE ISN'T ANY BIG CULTURAL SHIFT. IT'S A MUCH MORE VENERABLE ALGORITHM: HOW MIDDLE-AGED FOLKS FREAK OUT OVER NIGGLING CULTURAL DIFFERENCES BETWEEN THEMSELVES AND TWENTYSOMETHINGS.”

➤ WIRED, CONGRATS, MILLENNIALS. NOW IT'S YOUR TURN TO BE VILIFIED JANUARY 2014

SO...WHAT'S A MIDDLE-AGED MANAGER TO DO?

1. DON'T BELIEVE THE NEGATIVE HYPE - IT'S A GENERATIONAL THING.
2. ACKNOWLEDGE THAT FOR MILLENNIALS, THE JOB IS ANOTHER ADVANCED DEGREE, AND DESIGN IT FOR SUCCESS.
3. TRY TO SEE THAT MOST MILLENNIAL BEHAVIOR IS COMPLETELY RATIONAL, AND THAT YOU MIGHT LIKELY ACT THE SAME IN THEIR POSITION.
4. LEARN FROM THEM, BUT ALSO IDENTIFY OPPORTUNITIES FOR MENTORING .
5. COMMUNICATE, COMMUNICATE, COMMUNICATE



What I Learned

- Worked with iPhone apps in the past: made a game in Objective-C
- Updated my skills to code in Swift, Apple's new language
- Learned a different way of structuring apps for business
- Code with future collaborators in mind
- Bhavik is a genius

