



2018

GENERATION Z + MILLENNIAL WORKFORCE TRENDS

GEN Z HAS ENTERED THE WORKFORCE

So what do you need to know about the newest generation to enter the workforce? Here are the latest trends for 2018

GEN Z ARE THOSE BORN BETWEEN 1994-2010

According to the U.S. Labor Department, Generation Z is expected to make up at least **25%** of the U.S. workforce by 2020

Millennials currently make up about **30%** of the workforce in the U.S.

TECHNOLOGY IS THE KEY TO COMMUNICATION

Gen Z and Millennials want companies to incorporate new technologies and increase collaboration amongst employees

84% say these technologies can also distract them from work *

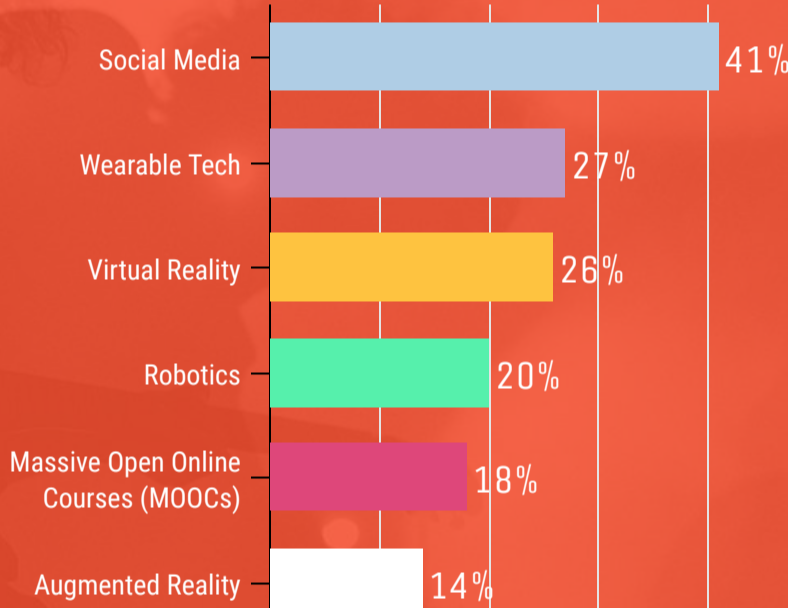
*It's all about finding the balance



HOW TO MEET TECHNOLOGY DEMANDS

There is still a large debate about how to incorporate technology in the workplace, but for younger generations they want employers to not only have social media but also want them to integrate other emerging technologies

What Technology Gen X & Millennials Want



Source: Randstand

YOUNGER GENERATIONS WANT TO BE HEARD BY LEADERSHIP

The younger generations want more opportunities for collaboration from leadership by creating an established relationship through frequent conversations. This is a key link to performance.

HOW TO BEST ENGAGE WITH GEN Z + MILLENNIALS

51% Through listening and providing value to their opinions and ideas

Through providing constant, high quality feedback and giving mentorship **46%**

ENGAGE



ENGAGING AND RETAINING

Employers today face challenges in needing Millennials but not being able to retain them. According to Gallup, Millennial turnover costs the U.S. over **\$30.5 Billion** each year

60% of Millennials are open to new job opportunities at any given time

MONEY IS IMPORTANT TO GEN Z

With Millennials, they care more about work-life balance than anything else. Gen Z on the other hand will place money and job security at the top of the list

46% of Gen Z say student debt is their **biggest** financial concern

Financial stress can cost a business **\$5,000** in lost productivity per year

Sources: Randstand, Forbes, CNBC

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