Fall 2021

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Mark Geuther
Granite State College

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MILLENNIALS

By 2025 Millennials will comprise 75% of the workforce.

Who Are They?

• Born between 1981 and 1994 (Ages 27-40)
• Started their careers during the great recession
• Grew up during the Internet explosion
• The most culturally and racially diverse cohort in US history
• Switch jobs often
• Look for flexibility, skills enhancement, and immediate feedback on their performance
RECRUITING AND RETAINING MILLENNIALS

TALENT MANAGEMENT

- Tutoring
- Strategic Guidance
- Social Media
- Knowledge Sharing
- Competency Development
CONCLUSIONS

Colleges and Universities Have a lot to Offer Millennials as an Employer

- Work Life Balance
- Flexible Benefits
- Be Honest and Transparent in the Hiring Process
- Educating a Readymade Workforce
REFERENCES


Questions?