YOUNG PROFESSIONALS

ASTSWMO HW/MM TRAINING CONFERENCE
MILWAUKEE, WI
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In fact, today, many workplaces are composed of five generations:

- **Traditionalists/Greatest Generation**—born before 1946. Make up less than 1 percent of the U.S. workforce.
- **Baby Boomers**—born between 1946 and 1964. Make up 27 percent of the U.S. workforce, but their numbers are declining.
- **Generation X**—born between 1965 and 1976. Make up 35 percent of the U.S. workforce.
- **Generation Y, or Millennials**—born between 1977 and 1996. Make up 37 percent of the U.S. workforce.
- **Next up: Generation Alpha**—born after 2010.
This table shows the different age groups that are in the labor force today. It describes their traits and characteristics, and how they are frequently stereotyped.

<table>
<thead>
<tr>
<th>Core values</th>
<th>The Silent Generation</th>
<th>Baby Boomer Generation</th>
<th>Generation X</th>
<th>Generation Y or Millennials</th>
<th>Generation Z</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respect for authority</td>
<td>Optimism</td>
<td>Acceptance</td>
<td>Stimulation</td>
<td>Realism</td>
<td>Uniqueness</td>
</tr>
<tr>
<td>Compliance</td>
<td>Workaholism</td>
<td>Informality</td>
<td>Self-reliance</td>
<td>Self-direction</td>
<td>Authenticity</td>
</tr>
<tr>
<td>dutiful</td>
<td>Stimulation</td>
<td>Skepticism</td>
<td>Purpose</td>
<td>Creativity</td>
<td>Creativity</td>
</tr>
<tr>
<td>Custom</td>
<td></td>
<td></td>
<td>Shareability</td>
<td></td>
<td>Shareability</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Work ethic</th>
<th>Discipline</th>
<th>Questions authority</th>
<th>Task-oriented</th>
<th>Multitasking</th>
<th>Flexibility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hard work</td>
<td>Self-centered</td>
<td>Autonomous</td>
<td>&quot;What's next?&quot;</td>
<td>Self-reliant</td>
</tr>
<tr>
<td>Loyalty</td>
<td>Crusading causes</td>
<td>Work-life balance</td>
<td>&quot;Eagerness&quot;</td>
<td></td>
<td>Personal freedom</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Communication preferences</th>
<th>Written</th>
<th>One-on-one</th>
<th>Direct</th>
<th>Text messaging</th>
<th>Digital natives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal</td>
<td>Telephone</td>
<td>Email</td>
<td>Text messaging</td>
<td>Social media</td>
<td>Hand-held devices</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Feedback preferences</th>
<th>No news is good news</th>
<th>Not keen on feedback</th>
<th>Direct</th>
<th>Require lots</th>
<th>Bite-sized</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Take pride in a job well done</td>
<td></td>
<td></td>
<td>Instantaneous</td>
<td>Immediate</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Real-time</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Stereotypes</th>
<th>Old-fashioned</th>
<th>Ambitious</th>
<th>Self-centered</th>
<th>Job hoppers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practical</td>
<td>Optimistic</td>
<td>Risk takers</td>
<td>Tech-dependent</td>
<td></td>
</tr>
<tr>
<td>Rule followers</td>
<td>Wealthy</td>
<td>Cynical</td>
<td>Work to live</td>
<td></td>
</tr>
</tbody>
</table>
WORKPLACE SURVEY

• In June 2016, the International Public Management Association for Human Resources (IPMA-HR) has published a report examining how public employees of different age groups view recruitment, benefits, career advancement and other aspects of the workplace.

![Ratings for Select Workforce Benefits](chart.png)
In an article for Harvard Business Review, Rebecca Knight offers some practical advice that can help ensure positive interactions:

Don't dwell on differences. Build collaborative relationships. Study your employees.

Create opportunities for cross-generational mentoring. Consider life paths.

As the workplace becomes more diverse, not only in terms of generation but also other attributes, it's important to take time to understand and provide opportunity for interaction with and between various groups. The more we are able to understand each other, the better we are able to work together.
CROSS-GENERATIONAL VALUES

- Feeling respected.
- Being listened to.
- Having opportunities for mentoring.
- Understanding the big picture.
- Receiving effective communication.
- Receiving feedback.
- Experiencing an exchange of ideas.
LET’S TALK ABOUT……

• What do our young professionals have to say?
  – Flexibility
  – Viable career opportunities
  – Training
  – Communication
  – Retention
  – Priorities
  – Trust
• Baby Boomers (those born between 1946 and 1964) represent close to 75 million people in the United States today. They have been the largest generation for a very long time, with millennials just now set to outnumber them in 2019. The difference between these two groups is that one of them is just beginning their careers while the other is retiring or heading toward retirement.

  – Did you know that close to 10,000 baby boomers hit age 65 every day?

• U.S. Census Bureau data shows that the average retirement age in the U.S. is 62-63. But that is changing.

• By 2030, the United States for the first time will have more 65-and-older residents than children.

• Americans under age 30 project a significantly younger retirement age than those 30 to 64 years. This gap has been evident since 2002. Apparently, just as they are more optimistic about having enough money to be comfortable in retirement, young people are also more optimistic that they will retire at a fairly young age. But Americans appear to readjust their retirement projections upward once they cross the 30-years-of-age threshold.
THE WORLD IS CHANGING

• Governments need to keep up with the fast pace of change, which can be overwhelming.
• Remember to communicate.
• Workforce will be more diverse, older and more educated.
• Situational experts.
• Be prepared – be empowered
• Need to develop connections.
• No more us vs. them.
POP QUIZ

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http://etc.ch/nLck
COMMON GOAL

PROTECTING PUBLIC HEALTH AND THE ENVIRONMENT