

YOUNG PROFESSIONALS

**ASTSWMO HW/MM TRAINING CONFERENCE
MILWAUKEE, WI
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GENERATIONS IN THE WORKFORCE

In fact, today, many workplaces are composed of five generations:

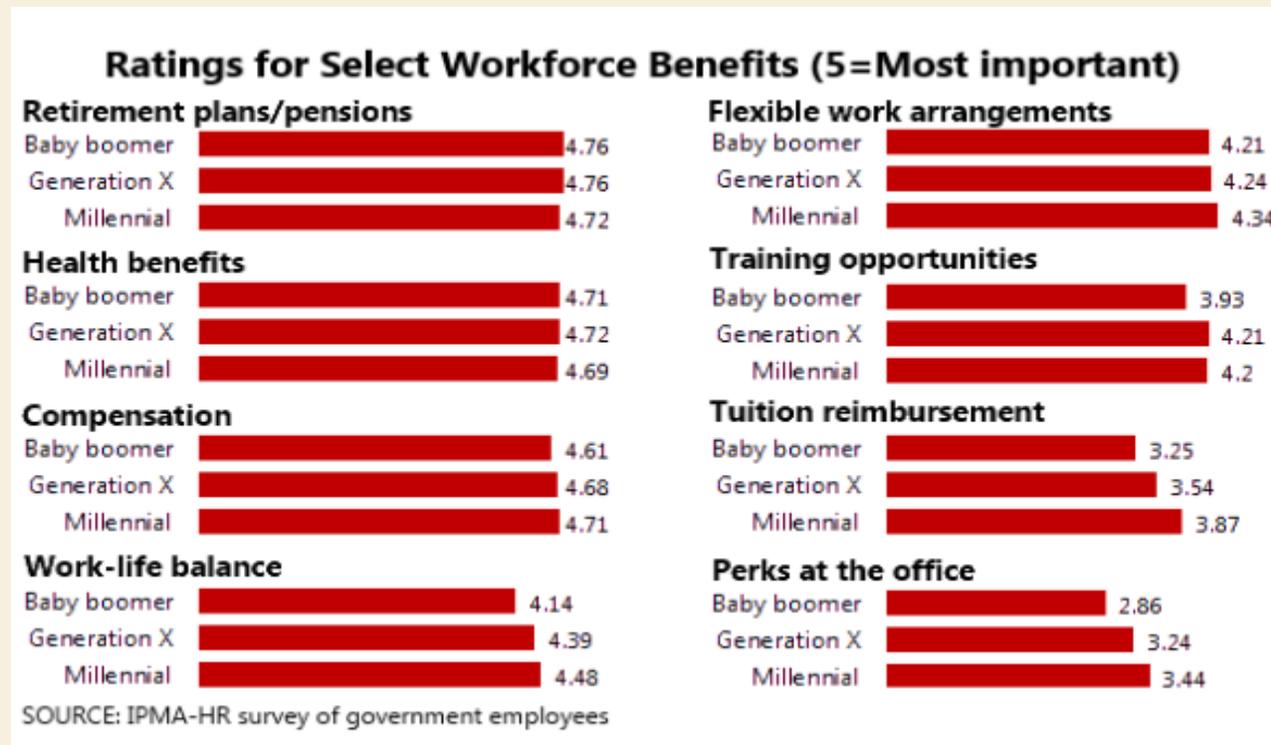
- Traditionalists/Greatest Generation—born before 1946. Make up less than 1 percent of the U.S. workforce.
- Baby Boomers—born between 1946 and 1964. Make up 27 percent of the U.S. workforce, but their numbers are declining.
- **Generation X**—born between 1965 and 1976. Make up 35 percent of the U.S. workforce.
- **Generation Y**, or Millennials—born between 1977 and 1996. Make up 37 percent of the U.S. workforce.
- **Generation Z**—born between 1997 - 2009. Make up 1-2 percent of the U.S. workforce: The Screenagers
- 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.

	The Silent Generation	Baby Boomer Generation	Generation X	Generation Y or Millennials	Generation Z
Born	1922–1945	1946–1964	1965–1980	1981–2000	1995–2015
Core values	Respect for authority Compliance Dutiful Custom	Optimism Acceptance Workaholism Stimulation	Stimulation Self-reliance Informality Skepticism	Realism Self-direction Goal-focused Purpose	Uniqueness Authenticity Creativity Shareability
Work ethic	Discipline Hard work Loyalty	Questions authority Self-centered Crusading causes	Task-oriented Autonomous Work-life balance	Multitasking "What's next?" Eagerness	Flexibility Self-reliant Personal freedom
Communication preferences	Written Formal	One-on-one Telephone	Direct Email Text messaging	Text messaging Social media	Digital natives Hand-held devices
Feedback preferences	No news is good news Take pride in a job well done	Not keen on feedback	Direct	Require lots Instantaneous	Bite-sized Immediate Real-time
Stereotypes	Old-fashioned Practical Rule followers	Ambitious Optimistic Wealthy	Self-centered Risk takers Cynical	Job hoppers Tech-dependent Work to live	Constantly connected Distracted Apathetic Multitaskers

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.





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.

WHAT DO WE NEED TO DO?

Feeling respected.

Being listened to.

Having opportunities for mentoring.

Understanding the big picture.

Receiving effective communication.

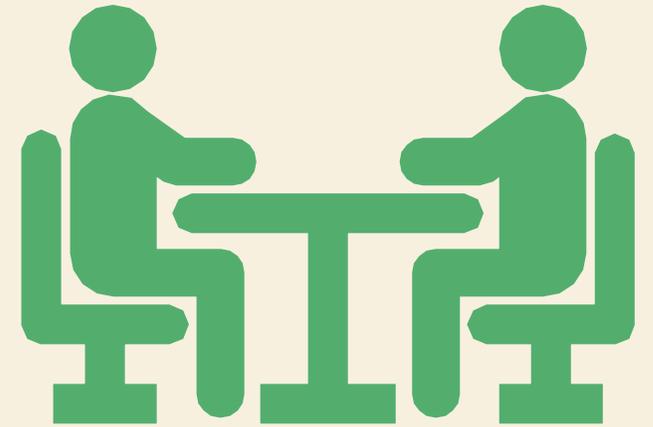
Receiving feedback.

Experiencing an exchange of ideas.

CROSS- GENERATIONAL VALUES

LET'S TALK ABOUT.....

- What do our young professionals have to say?
 - Flexibility
 - Viable career opportunities
 - Training
 - Communication
 - Retention
 - Priorities
 - Trust

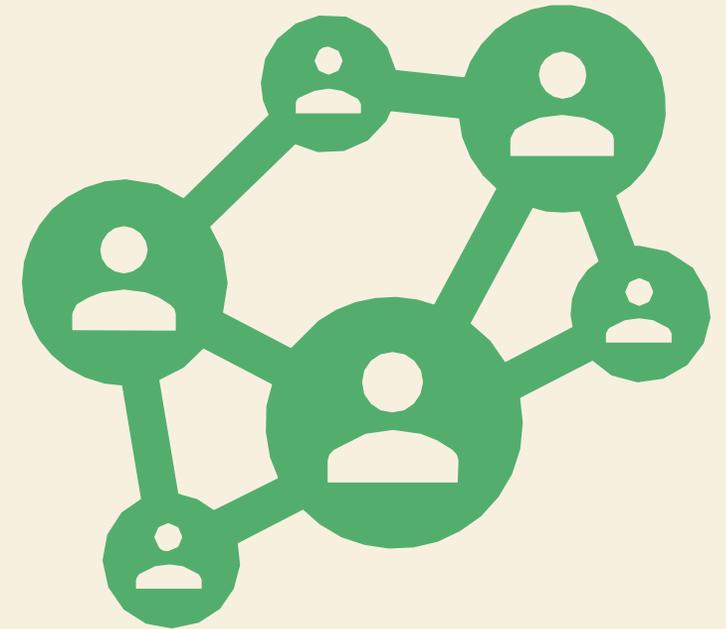


RETIREMENTS

- 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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**PROTECTING
PUBLIC HEALTH
AND THE
ENVIRONMENT**

COMMON GOAL