

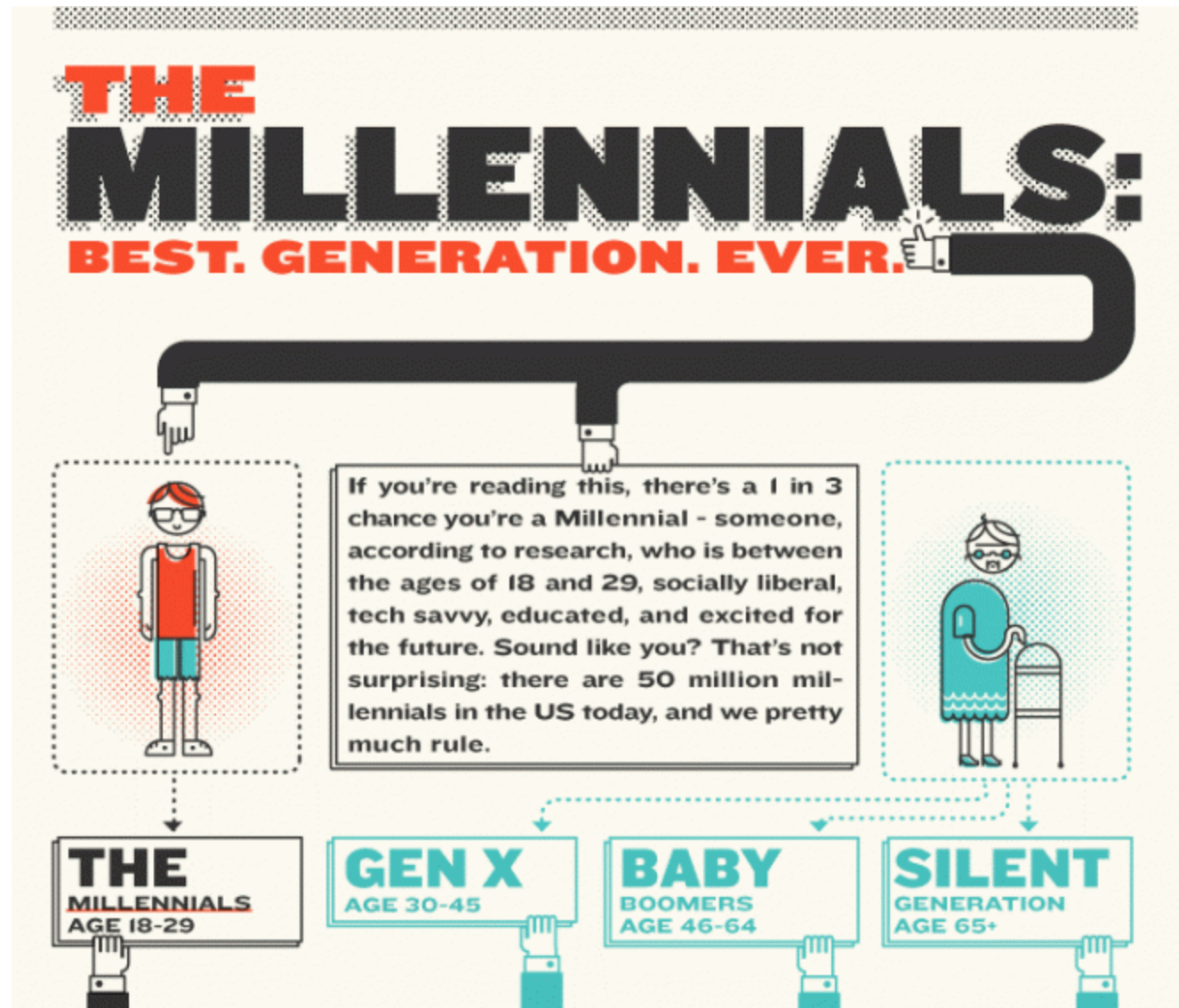
# Millennials – It's Not Stopping With Us!

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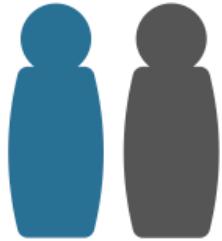
# Millennials – Who Are We?



# Millennials – Work Expectations

## Millennials at Work

Younger employees have different expectations and opinions about their work.



### Half of Millennials

would rather have no job than have a job they hate



**3 out of 5** Millennials feel that they will switch jobs in less than 5 years



**4 out of 5** Millennials want regular feedback from their boss



**4 out of 5** Millennials think they deserve to be recognized more for their work



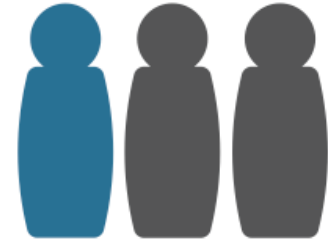
**1 out of 4** Millennials say they are completely satisfied with their current job.



**9 out of 10** Millennials think they deserve their dream job



**7 out of 10** Millennials say they need "me time" at work



### One-third of Millennials

prefer recognition from their boss or coworkers or a promotion over higher pay

Millennials don't generally leave because they want to work at a new company. They leave because they desire new experiences and the opportunity for continuous learning and development.

## What Millennials Want

### ...from their boss

#### TOP FIVE CHARACTERISTICS MILLENNIALS WANT IN A BOSS

- Will help me navigate my career path
- Will give me straight feedback
- Will mentor and coach me
- Will sponsor me for formal development programs
- Is comfortable with flexible schedules

### ...from their company

#### TOP FIVE CHARACTERISTICS MILLENNIALS WANT IN A COMPANY

- Will develop my skills for the future
- Has strong values
- Offers customizable options in my benefits/reward package
- Allows me to blend work with the rest of my life
- Offers a clear career path

### ...to learn

#### TOP FIVE THINGS MILLENNIALS WANT TO LEARN

- Technical skills in my area of expertise
- Self-management and personal productivity
- Leadership
- Industry or functional knowledge
- Creativity and innovation strategies

# Millennials – Employer’s Call to Action

## Filling Boomer’s Shoes

Even though many Baby Boomers have delayed retirement, many are beginning to leave the workforce and are taking their knowledge and expertise with them – leaving a gap that can only be filled by Millennials.



## Millennial Attrition Costs

Replacement costs of Millennials due to turnover

Millennials are more likely to job-hop than previous generations. Some estimates show turnover rates for Millennials at nearly 2 times that of older workers. For an organization with 1,000 employees, the additional cost of replacing Millennials is over \$300,000 on average annually. These costs add up and can quickly grow to millions of dollars for larger organizations who don't improve employee retention among younger workers.



# Millennials – Recommendations



## Millennials – It's Not Stopping with Us....

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