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IT'S TIME TO GET ONBOARD

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The Millennials Have Landed, and the Workplace is Never Looking Back

People born between 1981 and 2000 are all grown up and they're taking the workplace by storm. More and more baby boomers are retiring and millennials are on track to take their place as the dominant generation, making up 75% of the workforce by 2025.

SO WHAT'S THE BIG DEAL?

The largest and most diverse generation in US history has more to offer the working world than just volume. The good news is that millennials are very driven, but employers need to step up their training and development programs to grab their attention and their loyalty.

FOR MILLENNIALS, IT'S NOT ABOUT ENTITLEMENT. IT'S ABOUT ENGAGEMENT.

You've heard the hype that millennials expect a corner office by their first year out of college. But this idea of entitlement isn't quite on the mark. In a recent study, training and development ranked 300% higher than cash bonuses for millennials.

Millennials not only seek continuous improvement and development, but two-thirds expect their employers to provide them with the opportunities.

CLOSE THE TECHNOLOGY GAP OR GET LEFT BEHIND.

According to a recent study by Instructure, creators of the modern learning and training platform Bridge, 54% of managers feel millennials are only somewhat prepared to contribute to a company right when they start. On the other hand, millennials are eager to learn and engage. More than 20% of this Generation feel their employer-provided technologies are pretty terrible. Thankfully, this “largest generation” happen to be very ambitious, but only if the training is on their terms.

ZERO TOLERANCE FOR OUTDATED TRAINING & TECHNOLOGY.

Millennials are the first digital natives. When you grow up using computers and cell phones while you're still in diapers, you have a whole different perspective of technology and its role in everyday life. The “Lunch and Learn” presentations and half-day sessions used in training today are about as old school as dial-up to this generation. As difficult as it is to imagine, PowerPoint isn't popular with this crowd either.

IT'S TIME TO GET ONBOARD WITH THEIR LIFESTYLE:

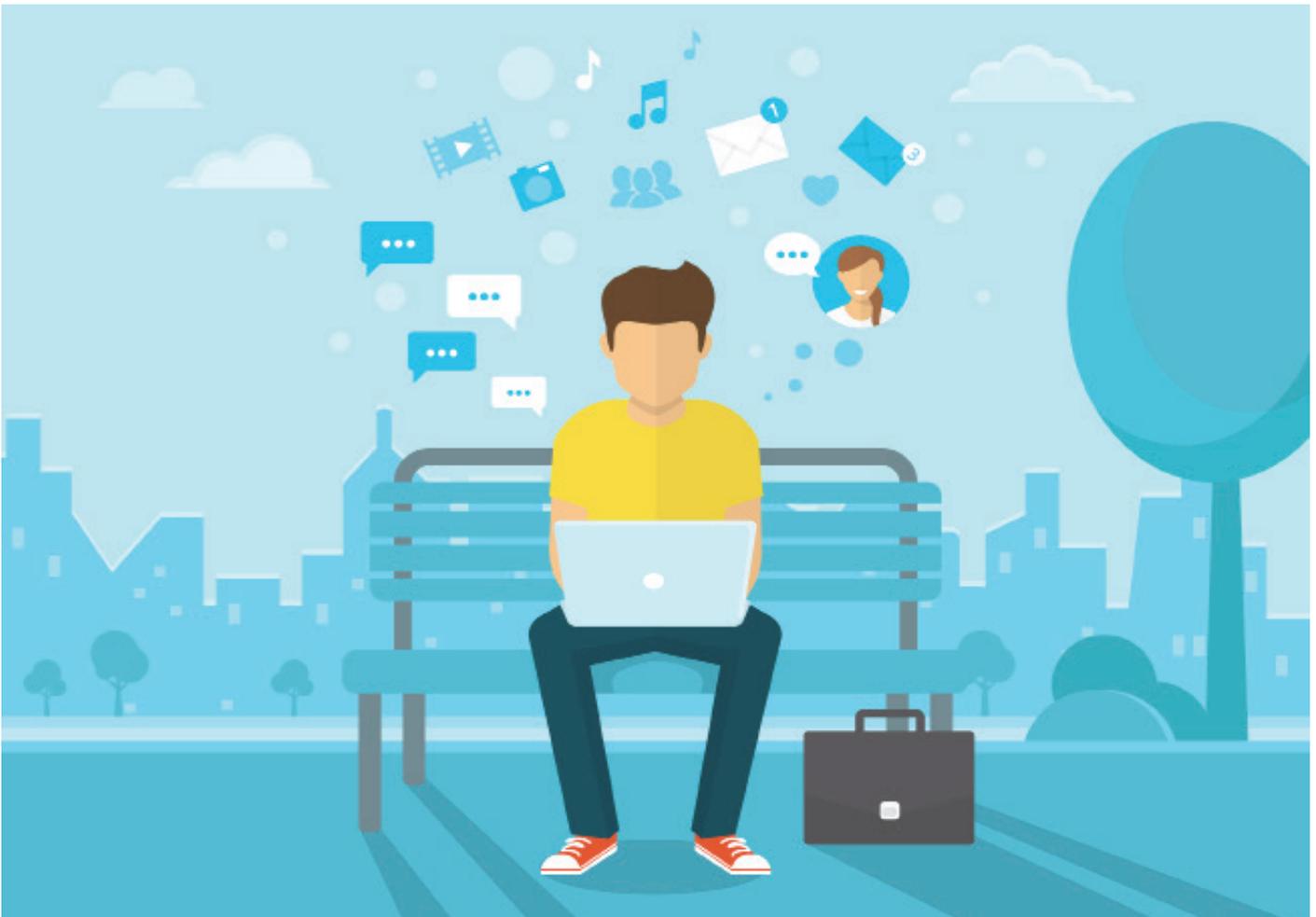
- **Go mobile** — give them the flexibility they want, combined with the tech they can't live without. Nearly all millennials are permanently attached to their smartphones: four out of five even sleep with a phone or have it beside them.
- **Get social** — include elements for social sharing and engagement. 70% of millennials have friended a manager or co-worker on Facebook.
- **Stay bite sized** — millennials switch between tasks up to 27 times per hour. That doesn't give you much time (around 2.2 seconds) to get your message across. Think short videos (five minutes or less) and resource libraries where they can guide their own studies.
- **Foster collaboration** — 88% of millennials would rather collaborate than compete at work.
- **Give feedback (and fast)** — 95% work harder when they know where their work is going. Remember, this is the instant gratification generation, so provide same-day feedback if possible.
- **Set the framework, then set them loose** — tell them what's expected of them, and get out of their way. This generation is all about discovery, curiosity, and maintaining control of their own destiny.

DON'T EXPECT A WORK 9-5, RETIRE-WITH-A-GOLD-WATCH MENTALITY.

Millennials know what drives them and what will push them out the door. 88% need a “positive culture” or they'll start looking elsewhere. And, even if they find meaning in their work, most expect to stay in a job for less than three years. Side projects and hobbies are second nature, and 78% of millennials feel that their “hustle” could take them on a different path, so it's worth the extra effort. Essentially, their multitasking ability and short attention spans carry over into their professional lives.

WHY BOTHER IF THEY AREN'T GOING TO STICK AROUND?

Because their short attention spans can give way to great feats in multitasking. Millennials use technology not only to connect, but to be more efficient. Plus, they'll be the majority of your workforce soon.



HOW DO YOU REACH REMOTE MILLENNIAL WORKERS?

A popular working trend with millennials is remote work. In fact, 80-90% of the workforce would like to telecommute at least part-time. In other cases, organizations have remote offices that aren't easily reached by trainers.

In these situations, how do you reach remote workers to deliver consistent, engaging safety training that will grab their attention?

Online training courses and materials from SafetyNow makes it possible to reach employees regardless of where they are. Employees can login and take their required training anywhere they have access to the Internet - any time of the day or night or any device. Employees also have the chance to test their knowledge through a variety of engaging activities, quizzes, exams and games.

SafetyNow's online training is modern, easy to use and caters well to a millennial workforce. The gamification of the courses grabs interest and the quizzes make sure the information they learn sticks. Millennials are digital natives and have often used online training for various purposes. This is an easy and familiar way for them to receive their safety training, quicker adoption means quicker results.

Using SafetyNow Training, you'll have peace of mind knowing all employees receive the same consistent and compliant training message through interactive training, presented in a practical and useful way. You also have the ability to track completion and retention and respond to questions or provide feedback.

Effective. Engaging. Everywhere.

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