

# Millennials in the Workplace



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## OVERVIEW

Millennials (born between 1981 and 1996, ages 27 to 42 in 2023) matter because they form about 46% of the labor force in Hong Kong (Census and Statistics Department, 2022). They make the majority of today's workforce, and their career aspirations, work attitudes, and tech knowledge will shape the world of work for years to come. It is critical for employers to attract and retain the top millennial talent for future business success, and it is also important for a millennial worker to be able to collaborate with other colleagues. This course is designed to help non-millennial managers better understand the characteristics of this generation, what millennials look for in the workplace, and how to engage and retain them. It also aims to help millennial managers lead their teams with members of different generations more effectively.

## LEARNING OUTCOME

By the end of this course, participants should be able to:

**01** Understand how to attract, retain, engage and inspire millennials.



**02** Create a collaborative environment for millennial and non-millennial workers.

## COURSE OUTLINE

- 1** Characteristics of millennials.
- 2** Common stereotypes.
- 3** Differences and similarities across generations.
- 4** How to attract, engage, and retain millennials.
- 5** How to create a collaborative environment.

**Course Duration:** 3 hours.

**Training Approach:** Lecture, group discussion and workshop.

**Target Participants:** Managers or above.

**Class Size (max):** 20 participants per class.