

Eight Tips to Boost Your Millennial Onboarding Process



Millennials have gotten a bad rap for their tendency to “job-hop.” However, if an organization evaluates its onboarding process, it could be the key to gaining Millennial loyalty. They want to feel inspired right away; unlike any other generation, they want to feel like they can succeed with your company quickly. One of the most important aspects of onboarding millennials is to keep them engaged and excited about their career.

Passion and excitement are key in keeping your Millennial employee engaged. The first couple weeks of a Millennial employee’s job largely determine their path with the company. Here are eight tips to boost your millennial onboarding process.



Think About Timing

Before the new employee’s first day, send them some type of communication such as an email or text emphasizing the organization’s excitement and what to expect regarding attire, parking, and their schedule.

People tend to have more flexibility later in the week; consider starting a new hire on a Wednesday, Thursday, or Friday. Also, consider getting them started in the morning a little later than other employees. This offers new hires enough time to get to work and current employees enough time to address pressing items before the new hire arrives. That way, your current team can give their full attention to them.

Involve Your Current Employees

It’s important to involve current employees in the onboarding process. One way to help new employees feel more comfortable is to create a buddy system that pairs each new hire with each department at the company. For example, have the sales team introduce the sales part of the business and have them provide a demo. This will help the Millennial hire get to know different co-workers and how each department works.

One way of bridging the gap between Millennial hires and current employees is to talk to your current employees about what they wish they were told or did during their onboarding. You can set up a time for the new hire to meet with a company leader and arrange for colleagues to show them around. Other ways of doing this are having employees take the new hire to lunch, learn more about their teammates with a photo-sharing activity, or run the onboarding in small teams.

Continued



Workforce Solutions

HELPING PEOPLE SUCCEED.

egnow.com

Eight Tips to Boost Your Millennial Onboarding Process



Ensure They're Set Up for Success

A new hire's first day can be pretty stressful. They want to feel like they're appreciated and can be successful. To ensure your new hire is set up for success on day one, have their equipment and log-in information ready in advance and pre-download applications.

Most Millennials like to show their pride at their workplace, and they want to show off that they work at a fantastic company. A great way to get Millennials excited about your company is with SWAG-cool items with the company logo emblazoned on them. Some excellent examples are T-shirts, mugs, and other items with your corporate branding. It might also make a difference if you let them pick out and choose the color item they want and where the logo is placed on the item.

Allow Some Customization

Millennials are used to being able to customize anything. From shoes to cars, and even experiences the way they want. As a result, they may also expect your onboarding process to allow some customization. Ask them what they expect and want from their onboarding experience.

They might have a lot of expectations - maybe they'd like to learn about different departments over the course of several days rather than focusing on all in one day of orientation, or perhaps. But taking the time to incorporate one or two of their expectations could help them feel more comfortable and know that their ideas are being heard within the company.

Set Clear Expectations

Millennials seek structure, and providing a clear introduction of the role and responsibilities helps them stay motivated and engaged for the long term. Explain how to communicate with your boss and coworkers, including the dos and don'ts regarding work hours, vacations, technology usage, etc. After onboarding, a Millennial employee should have a basic understanding of the following: the company's culture and values, the company's vision and mission, the employee's roles and responsibilities, the opportunities that await them at the company, training opportunities, and safety protocols.

Highlight Advancement

Reach your new Millennial hires by letting them know how they can impact the organization starting day one. Quickly communicate the possibilities for growth during onboarding -- millennials are known to be hungry for professional development and respond well to understanding how they can contribute to the organization right away. Millennials are eager to work hard and achieve; they will mesh well with a company that allows them to drive their career and feel that their work is meaningful.

The Millennial onboarding process can be improved as an employer by giving them clear guidelines and roadmaps. Millennials want to know what they are working toward and how their efforts contribute to the organization's greater good. They also want to know how they can advance in the company.

Continued



Workforce Solutions

HELPING PEOPLE SUCCEED.

egnow.com

Eight Tips to Boost Your Millennial Onboarding Process



Communicate and Emphasize the Company Culture

Communicate the culture through a “New Hire Handbook” that includes employee and company insights. Try to include places nearby to eat, transit options, and local recreation areas. Consider inviting new hires on a “scavenger hunt” as a way to get to know the office people and the culture.

Millennials feel most connected and understood when their leaders express empathy for what they can achieve. When leaders are accessible to new hires, it helps them settle in and form a stronger sense of the company culture. Also, displaying company values on the walls shows employees’ belief in the company culture, making it easier to connect.

Wrap-up Onboarding Enthusiastically

Many onboarding processes can feel like they are never-ending. Plan an activity for new hires, such as lunch out with other employees or their new teammates. This will help them get to know and connect with their new teammates and feel like they belong in the company. During this activity, Millennial hires get to see their co-workers as friends. Once you’ve finished onboarding, plan to talk to your new employee again in 14 days, 30 days, and 90 days. Those check-ins allow both the connections made on day one to continue growing and give new hires the chance to speak, ask questions, and get the guidance they need to improve their performance.

Because Millennials tend to change jobs often, you’ll want to create an onboarding experience that is engaging and sets them up for success. When onboarding Millennials, consider timing, involve other employees, give them necessary tools and equipment, create custom workspaces, explain expectations clearly, show them the positive aspects of their new jobs, and end on a high note. These things help ensure Millennial loyalty and retention.

About EG Workforce Solutions

We’ve been in this business for decades and have developed a deep network of professional connections. Whether they’re companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what’s more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we’re able to facilitate lasting relationships between businesses and people.



Workforce Solutions

HELPING PEOPLE SUCCEED.

egnow.com

©2021 EG Workforce Solutions
Confidential and Proprietary
Not for Distribution Beyond Intended Audience