

# Eight Tips to Boost Your Millennial Onboarding Process

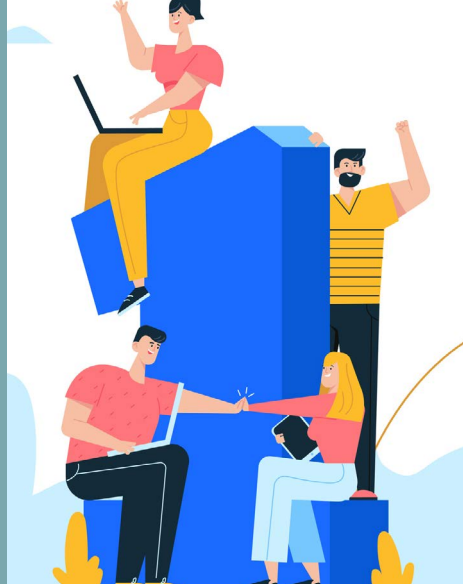


## Be Tactful About Timing

Before the new employee starts, communicate about what to expect regarding their attire, parking, schedule, and starting later in the week or later in the morning so current staff can address urgent needs beforehand.

## Engage Current Employees

51% of HR employees believe that onboarding is vital for engagement. Bridge the gap between Millennial hires and current employees by connecting over lunch or shared activities, like photo-sharing or running the onboarding process in small teams.

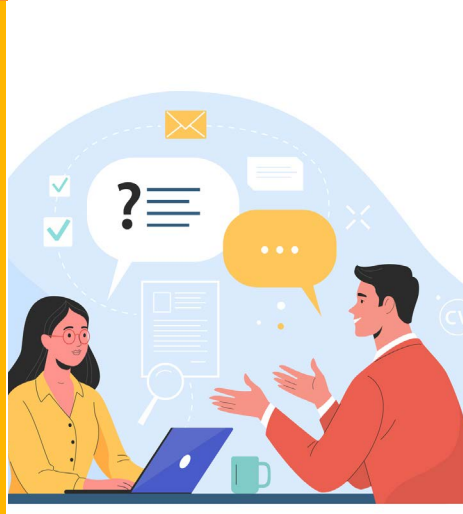


## Ensure They're Set Up for Success

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.

## Allow for Some Customization

10% of companies have not updated their onboarding program in the last three years. Millennials are used to customizing anything, and they may expect your onboarding process to allow a certain amount of customization.

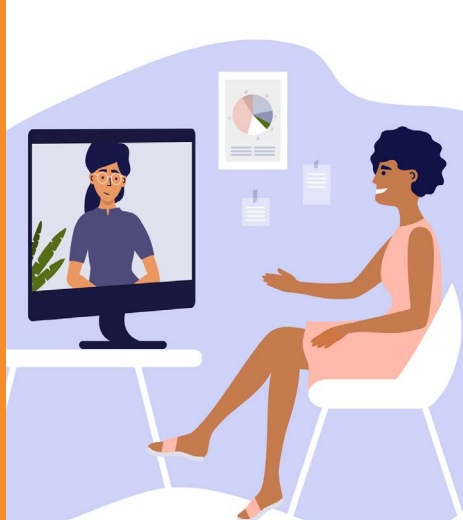


## Set Clear Expectations

Millennial employees should have a basic understanding of the company's culture, mission, role expectations, and responsibilities after onboarding.

## Highlight Advancement

Millennials are hungry for professional development, so quickly highlight what they can achieve and where they can grow within the company.

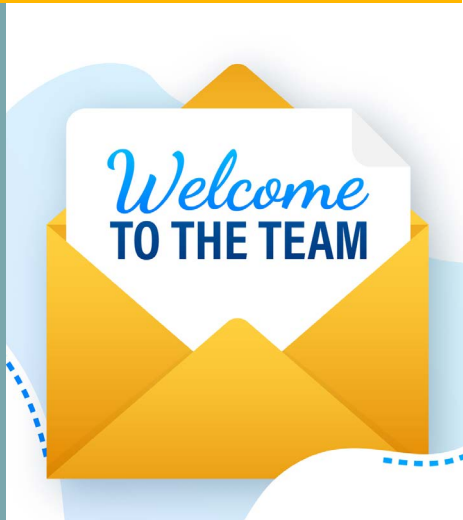


## Emphasize Company Culture

69% of employees are more likely to stay with a company for three years if they have a great onboarding experience.

## Make it Memorable

1 in 5 new hires won't recommend the employer after their onboarding process. Make it memorable by planning fun activities for new hires such as lunch out with coworkers.



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