

Millennial and Gen Z populations are reshaping the workforce. Consider the facts:

They are big:

2.36 billion Millennials & 1.9 billion Gen Zs worldwide



Millennials will comprise three-quarters of the global workforce.

They are capable:

Comfortable with technology, they are flexible, creative, and focused on outcomes.



They are diverse and socially aware:

of U.S. Gen Zs are

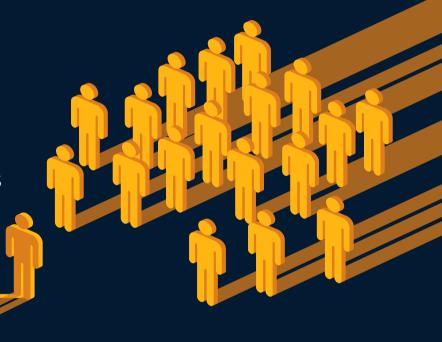
48% non-Caucasian.

82%

of newer workers consider corporate social responsibility (CSR) a major factor when deciding where to work.

companies struggle to engage them. Standing in the way are immature talent practices that don't align opportunities with candidate needs; failure to communicate with candidates and employees; and shortfalls in training, job flexibility, and career path development.

Despite the value newer workers bring, many



The Result?

Frustration, disappointment, and disengagement for applicants and workers.



survey of HR decision-makers:

Consider **results** from an Allegis Group

49%

Millennials and Gen Zs.

are concerned with their ability to attract and retain

believe issues with attracting and retaining them may lead **62**%

to negative business impact. This impact may be felt in several areas, including slow company growth, limitations on productivity, obstacles to achieving business goals, curbs on innovation, and costly hiring cycles.

3 Ways to Mature Your Talent Strategy

business and HR practices. Improve your organization's talent strategy by following three fundamentals:

Employers already adapted to engage Baby Boomers and Gen X. But to attract

and retain Millennials and Gen Zs, companies must mature underdeveloped



in the employer value proposition.

to deliver a positive

experience.

based on their true strengths and needs.

Download our White Paper Learn about the practices that help great companies attract

AllegisGroup.com/NextGen

and retain Millennial and Gen Z talent today.



