

Meeting the Millennial Challenge in the Workplace
The Experience in a College Admissions Office

The new generation of the American workforce has been referred to by many names over the past several years, Generation Y, the Millennials, and even the Trophy Kids. No matter the title, the arrival of this societal demographic brings change and new perspective.

As Millennials have often been commonly found to be altruistic, onboarding staff members from this generation into the workforce will be of particular concern to the public and nonprofit sector. The skills and strengths that Millennials present and their perspectives on things such as work hours, upward mobility, and work-life balance, have strong distinctions from their Generation X coworkers, and drastic differences from the Baby Boomer generation exiting the workforce. Because of this, understanding and adapting to these changes will be essential to future success.

By consulting texts by authors such as Putre, Gilbert, Svava, McGinnis, and industry professionals, I plan to gain cross-industry perspective and synthesize it with my own experience onboarding and supervising Millennials in the University of Vermont Office of Admissions. In doing so, I aim to develop a roadmap to provide general direction for practitioners as they look to further develop their organizational structure, procedures, and general working environment.