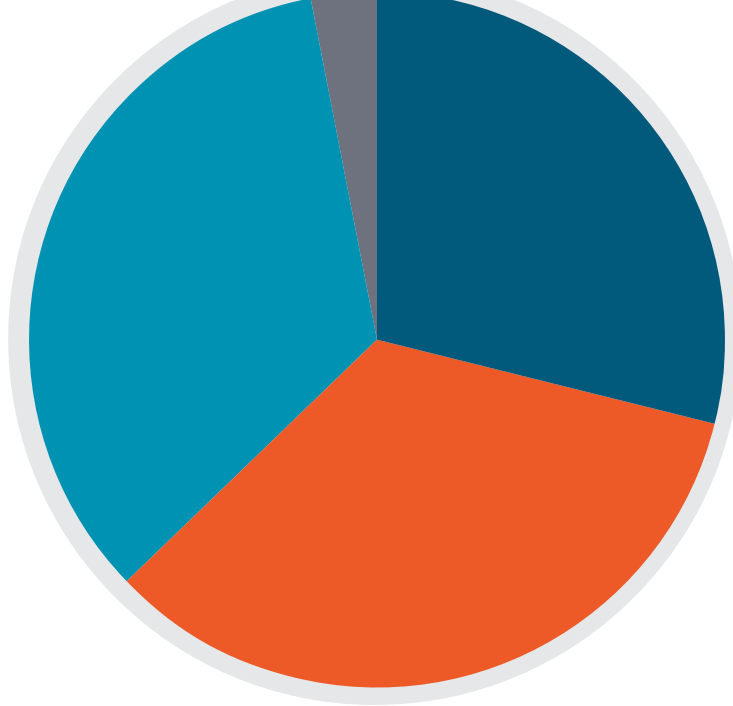


# Managing the Millennial Workforce



## Today's workforce



- **29% Baby Boomers**  
Born 1946-1964
- **34% Generation X**  
Born 1965-1980
- **34% Millennials**  
Born 1981-1997
- **3% Other**  
Combination of Traditionalists, born before 1945, and Generation Z, born after 1998

## 4 things Millennials expect from employers

### 1. Coaching and Growth

Millennials expect employers to coach, train and prepare them for work opportunities.



**66%** want accelerated growth options to stay with their employers.

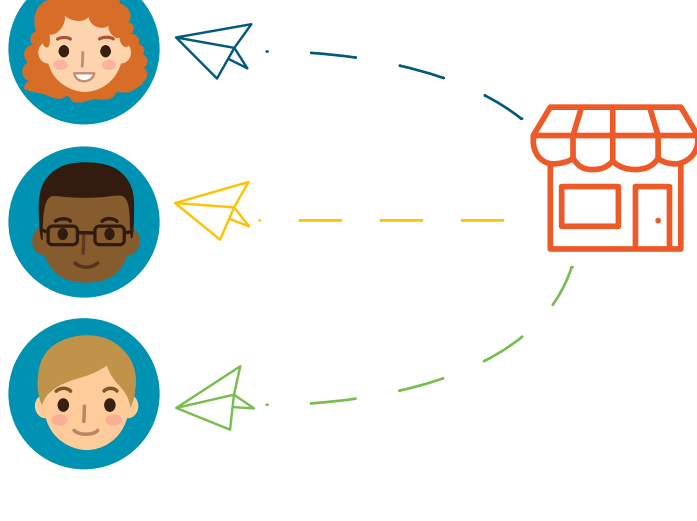
**42%** change jobs every 1 to 3 years, costing employers \$30.5 billion in turnover costs annually.



### 2. Tailored Benefits

Millennials want to shop for health care benefits and customize plans to their needs.

**57%** of small businesses offer different benefit packages or perks to attract young talent.



# 94%

of Millennials say nontraditional benefits make employers more attractive.

### 3. Student Loan Repayment

Millennials want employers to help pay back their loans. (Check out the [BenefitEd](#) program offered by Ameritas & Nelnet)



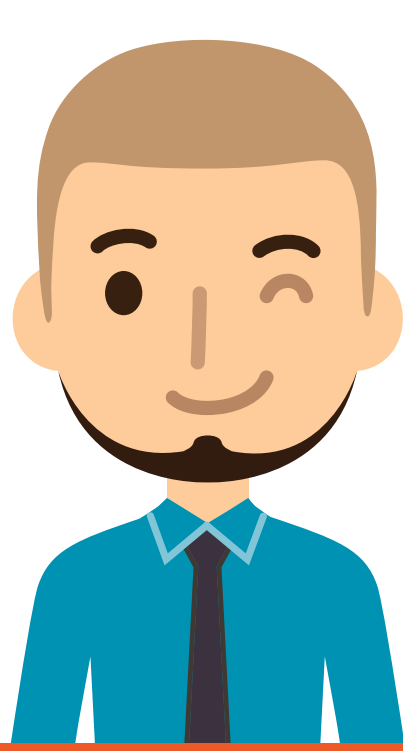
**42%** have student loan debt.

# 4%

Only 4% of employers offer student debt repayment options. Consider what being one of these organizations would mean for attracting and retaining top employees.

### 4. Flexible Work

Millennials expect a flexible work schedule and will switch jobs to get it.



**59%**

of North America Millennials define work/life balance as "flexible work hours."

of Millennials say flexibility will improve productivity, 49% say it'll improve their happiness.

More than 80% of Millennials say they're willing to put in a great deal of effort beyond what is normally expected in order to help their organization be successful.



"I kept telling people: 'Can I come in earlier, can I stay later, can I help you?' Someone told me nobody takes you seriously until you've been here for a couple of years. I thought it was so weird that they thought I would stay for a couple of years where nobody was taking me seriously."

Millennial story featured in "Coaching & Leading Millennials" video



BenefitEd is a joint venture between Ameritas  and  nelnet.

**Sources include:** Deloitte University Press Study, Harvard University Institute of Politics, Forbes, Flexjobs, PayScale, Associations Now, Vistage, ICIMS, Universum, Staples, Boston College Center for Work & Family, and Society for Human Resource Management.

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