

# Millennial Engineers: Recruiting, Retaining, and Developing Them

Course No. FM-5003

An Online Continuing Education Course for Engineers

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# MILLENNIAL ENGINEERS:

## RECRUITING, RETAINING, AND DEVELOPING THEM



By

Richard Grimes

5 PDH

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## PREFACE

I was reading reviews from buyers of my courses recently and one comment really jumped out at me: “It seems like good content, but I’d like to see more targeted at Millennials, like me.”

I stopped for a moment and thought about the forty-plus business courses I have written for engineers needing professional development hours since 2004 and thought, “Why would that guy expect me to write something tailored for him and his peers? What makes him think he’s so special? Why wouldn’t existing content be relevant to him?”

As a Baby Boomer, I’ve written to those I know best such as other Boomers and their successors, the Generation Xers born between 1965 and 1980. But now that I think about it, I haven’t specifically considered Millennials and should have. I did a little research comparing the different generations still alive now in our culture and suddenly woke up: *of course, the Millennials are different and have become the dominant players in the workforce who will shape our society for the next two or three decades to come. After all, if I’m not writing for them, what other audience will there be?*

So now I am looking at who they are from the perspective of my traditional audience: the professional engineers and project managers probably 40-65 years old who have been so good to me as loyal readers. I will identify some specific and important characteristics of the Millennials that you must consider and provide some useful tools and guidelines to help you recruit, keep, and develop these new professionals because *they are not what you are used to and your practices from the past may no longer be successful when applied to them.*

I have learned some interesting things about them and why they are legitimately different from the audience I have served before. And if employers want to recruit, retain, develop, and help these Millennials self-actualize as valuable long-term employees, they should take some time to understand them, too.

Thank you for selecting this course. I hope it is useful for you.

Dick Grimes, Author

Houston, Texas

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## LEARNING OUTCOMES

Participants in this self-study course will be able to:

1. Identify specific characteristic differences between the Millennial workforce and the older Generation X.
2. Use their understanding of these differences to devise effective recruitment, retention, and development strategies.
3. Implement those strategies to reshape their organizations to maximize the potential of these young professionals.
4. Identify personal and professional growth opportunities for Millennials
5. Devise performance feedback systems that encourage Millennials to self-monitor and control their performance
6. Identify specific development opportunities for Potential Millennials
7. Identify and implement strategies to attract Millennials
8. Devise effective strategies to manage Millennials and their Millennial subordinates
9. Identify reasons why Millennials may be disengaged
10. Conduct a risk assessment of Millennials and their Millennial subordinates regarding delegation and empowerment
11. Effectively define and measure performance for Millennials and their Millennial subordinates
12. Analyze and identify the strengths and weaknesses of Millennials and their Millennial subordinates
13. List at least five characteristics of Millennials and their Millennial subordinates
14. Identify a person or organization that has successfully managed Millennials and their Millennial subordinates
15. List at least four characteristics of Millennials and their Millennial subordinates that must be developed

*To view the remainder of the course material and to take the quiz for PDH credit, you must purchase the course.*

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