Welcome -- Objectives

- Welcome

- Learning Objectives
  - Generational IQ: Define and Use
  - Discover 4 Common Work Interests
  - Sandwiched Generation(s): Who & Needs
  - Creating Solutions: Budget & Resources
Before we get started, please say hello to your neighbors. Introduce yourselves, and share a thought on:

By the time I leave today, I’d like to:
Generational IQ: proficiency in or knowledge of a specified subject ...e.g., generations at work.
The Generations at Work

- < 1945
- 1946-1964
- 1981-1999
- 1965-1980

Number of Millenials:
- < 1945: 3 million
- 1946-1964: 44.6 million
- 1965-1980: 52.7 million
- 1981-1999: 53.5 million
The Generations Defined

The Millennial Generation*
Born: 1981 to 1997
Age of adults in 2015: 18 to 34

Generation X
Born: 1965 to 1980
Age in 2015: 35 to 50

The Baby Boom Generation
Born: 1946 to 1964
Age in 2015: 51 to 69

The Silent Generation
Born: 1928 to 1945
Age in 2015: 70 to 87

The Greatest Generation
Born: before 1928
Age in 2015: 88 to 100

* The youngest Millennials are in their teens. No chronological end point has been set for this group. For the purpose of following a clearly defined group, Millennials are defined as those age 18 to 34 in 2015.

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Generations at Work


In millions

Note: Annual averages plotted 1995-2014. For 2015 the first quarter average of 2015 is shown. Due to data limitations, Silent generation is overestimated from 2008-2015.

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Generations: Changes Over Time

Percent of U.S. Population by Age Group, 1950-2060

Baby Boomers

1990

2015

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Generations: Common Work Interests

Recognized

Respect

All Gens

Retool

Resonate
4 R’s in Common Chart
Sandwiched Generation(s)

Elder and Child Care Needs at the same time

Childcare

- Sick children
- Child Events/Activities
- Costs & Time

Elder Care

- Emotional Needs
- Medical & Care
- Housing
Sandwich Generation(s) What To Do

How Impacted

- Stressors (Savings, Afford a Home, College Costs, Family Time)
- Work Interrupted
- Need to Stay Home
- Provide Financial Support
- Emotional Support
- Provide Housing
- Chronic Condition
Stereotypes & Facts

How To Help

- Information
- Time
- Access to Resources
- Financial Planning
- Long-Term Care
- Access to an EAP
Resources

- Flexible Workplace Guide created by When Work Works (free)
  http://www.whenworkworks.org/be-effective/guides-tools/workflex-guides

- Site for eldercare resources, by state
  http://www.eldercaresourcesusa.com