Millennial Retention Checklist 2017

1. Take The Temperature
   Do your Millennials and managers “get” each other? Determine if your leadership team understands the needs and expectations of your Millennial talent. Then collect the same information from your young and new staff. This could be in a survey, a focus group or an informal meeting.

2. Mentor and Mean In
   Don’t just talk about mentoring… incentivize a culture of mentoring. Celebrate members of your staff who are always open to giving advice. Give young and new staff an opportunity to give feedback up the chain. Train managers and new hires about finding and keeping great mentors.

3. Onboard Like A Pro
   Onboarding starts before your employees do. It’s more than checking off a list, onboarding must introduce your culture and set expectations for your new hires. Effective onboarding programs must be personalized, interactive and engaging.

4. Train Your Talent
   This is your year to invest in your young and new talent. Develop training programs that finance their professional and personal success. Offer casual Lunch n’ Learns and formal courses to show your commitment to their success.
5. Get The Execs On Board
How well does your executive team understand your Millennials? Provide executive briefs on upcoming trends to better prepare and involve them for what’s to come. Share how the culture is changing to embrace your multi-generational workforce.

6. Make It Extra Curricular
Millennials want fun at work. Incentivize young and new staff spending time outside of the office together. Create a group that has the budget and the flexibility to invite staff to get to know one another.

7. Give Back
Make your staff feel involved with your charitable efforts. Involve young staff in the crowdsourcing of charities where you give back and give time off for volunteering.

8. Pay Off Their Student Debt
Millennials are putting off marriage and house buying because of student debt. Show you care about what they care about. Prove you value their education. Give them an opportunity to get on top of their loans rather than feel crushed by them.

9. Get Your Feedback Straight
Millennials expect instant feedback. Show your appreciation for their work by helping them become the best version of themselves. Feedback demonstrates your commitment to their professional growth.