



Give Millennial and Gen Z Workers a Path to *Their* Vision

Two obstacles stand in the way of success for Millennial and Gen Z workers: **inadequate learning resources** and a **lack of advancement opportunities** that align with their unique skills and priorities:



of newer workers look to their employers for professional development opportunities.



of Gen Z job seekers look to their employer to help them develop "soft" skills, like leadership, communication, and management.



Employers Must **Step Up**



Meanwhile, **only one in three** Millennials agrees their skills and experiences are being fully applied by their employer.

Employers feel the pressure to step up. **71% of surveyed HR decision-makers** worry that shortfalls in their organizations would cause Millennial and Gen Z talent to leave. Of those respondents:



cited a lack of skills development opportunity as a major shortfall.



cited unclear career paths as a major shortfall.

With the right strategies and tools, organizations can empower each employee to explore opportunities, work toward a future they want, and provide lasting value to the company.

Expand Opportunities for Acquiring New Skills and Experiences

Keep up with the Millennial and Gen Z worker's **hunger to learn** by offering:



Traditional, instructor-led learning



Brief, intense micro-learning



On-the-job learning through stretch assignments



Employers Must **Step Up**

Employers must also enable independence and flexibility while **providing the guidance and opportunity** Millennials and Gen Zs need to succeed:



Post job vacancies, project team roles, and other needs for all to see



Offer **mentorships:**



Support non-linear career paths



of Millennials at organizations with **mentorship programs** report they benefit from the advice and leadership development support of their mentors.



of Millennials intending to stay longer than five years at their employer have a **mentor**.

Download our White Paper

Help Millennials and Gen Zs see how employment with your company can lead to **their** vision of success in work and life. Get our free white paper to learn how.

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