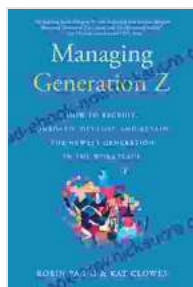


# How To Recruit Onboard Develop And Retain The Newest Generation In The Workplace

The newest generation of workers is entering the workforce, and they bring with them a unique set of values, expectations, and workstyles. To attract, engage, and retain this generation, employers need to adapt their recruiting, onboarding, development, and retention strategies.

In this article, we will provide a comprehensive guide to recruiting, onboarding, developing, and retaining the newest generation in the workplace. We will cover the latest trends and best practices in talent acquisition, onboarding, and professional development, and offer practical advice on how to attract, engage, and retain the best young talent.

The first step to attracting the newest generation of workers is to develop a recruiting strategy that targets their unique needs and interests. Here are a few tips for recruiting the newest generation:



## Managing Generation Z: How to Recruit, Onboard, Develop, and Retain the Newest Generation in the Workplace by Kat Clowes

★★★★☆ 4.8 out of 5

Language : English  
File size : 1830 KB  
Text-to-Speech : Enabled  
Screen Reader : Supported  
Enhanced typesetting : Enabled  
Word Wise : Enabled  
Print length : 326 pages  
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- **Use social media.** The newest generation is highly active on social media, so it is important to use this channel to reach them. Create a social media presence that showcases your company culture and values, and use it to share job openings and other relevant content.
- **Attend career fairs and other events.** Career fairs are a great way to meet potential candidates and learn more about their interests and skills. Make sure to have a strong presence at career fairs, and be prepared to answer questions about your company and its culture.
- **Partner with colleges and universities.** Colleges and universities are a great source of young talent. Partner with local colleges and universities to host career events, guest lectures, and other activities. This will help you to build relationships with potential candidates and raise awareness of your company among the newest generation.

Once you have recruited the best young talent, it is important to have a strong onboarding process in place to help them transition smoothly into your company. Here are a few tips for onboarding the newest generation:

- **Create a welcome packet.** The welcome packet should include information about your company, its culture, its values, and its benefits. It should also include a list of key contacts and resources.
- **Assign a mentor.** A mentor can help the new hire to learn about the company and its culture, and provide support and guidance. The mentor should be someone who is experienced in the new hire's field, and who is willing to share their knowledge and expertise.

- **Provide training.** New hires need to be trained on your company's policies, procedures, and systems. This training should be tailored to the new hire's specific role and responsibilities.
- **Give feedback.** New hires need feedback to learn and grow. Make sure to provide regular feedback on their performance, and be specific about what they are doing well and what they can improve.

The newest generation of workers is eager to learn and grow, and they expect their employers to provide opportunities for development. Here are a few tips for developing the newest generation:

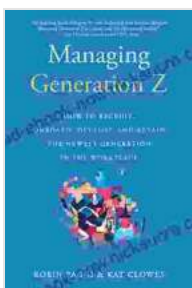
- **Create a learning culture.** A learning culture is one in which employees are encouraged to learn and grow, and where they have access to the resources they need to do so. This can include providing access to training, development programs, and other learning opportunities.
- **Offer mentoring and coaching.** Mentoring and coaching can help employees to develop their skills and knowledge, and to reach their career goals. Make sure to offer mentoring and coaching programs to your employees, and match them with mentors and coaches who can help them to succeed.
- **Provide opportunities for growth.** Employees need to see that there is a path for growth within your company. This can include providing opportunities for promotion, lateral moves, and other career advancement opportunities.

The newest generation of workers is more likely to job hop than previous generations. To retain the best young talent, employers need to create a

workplace that is engaging, supportive, and rewarding. Here are a few tips for retaining the newest generation:

- **Create a positive work environment.** A positive work environment is one in which employees feel respected, valued, and supported. This can include providing a flexible work schedule, offering a competitive benefits package, and creating a culture of open communication.
- **Offer opportunities for growth.** Employees need to see that there is a path for growth within your company. This can include providing opportunities for promotion, lateral moves, and other career advancement opportunities.
- **Recognize and reward employees.** Employees need to feel appreciated for their work. Make sure to recognize and reward employees for their contributions, and to celebrate their successes.

By following the tips in this article, you can attract, engage, and retain the best young talent. The newest generation of workers is eager to learn and grow, and they are looking for employers who can provide them with the opportunities and support they need to succeed. By creating a workplace that is engaging, supportive, and rewarding, you can attract and retain the best young talent and ensure the future success of your company.



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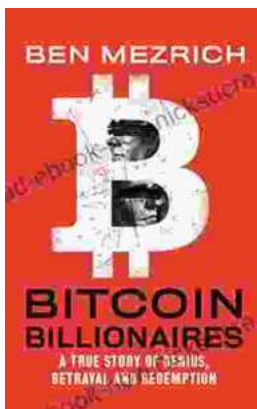
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