Training and Developing the Millennial Corrections Workforce

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Generations

1900-1924  GI Generation
1925-1942  Silent Generation
1943-1964  Baby Boomers
1965-1981  Generation X
1981-?     Millennial
?-2016     Generation Z

Millennial Growth

<table>
<thead>
<tr>
<th>Year</th>
<th>Millennial</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>25% millennial</td>
<td>131/526</td>
</tr>
<tr>
<td>2011</td>
<td>28% millennial</td>
<td>161/582</td>
</tr>
<tr>
<td>2012</td>
<td>29% millennial</td>
<td>175/600</td>
</tr>
<tr>
<td>2013</td>
<td>32% millennial</td>
<td>194/607</td>
</tr>
<tr>
<td>2014</td>
<td>37% millennial</td>
<td>267/717</td>
</tr>
<tr>
<td>2015</td>
<td>39% millennial</td>
<td>289/737</td>
</tr>
<tr>
<td>2016</td>
<td>43% millennial</td>
<td>325/748</td>
</tr>
</tbody>
</table>
2016: 43% Millennial

21-35 = 26% Working Age

Millennial Stereotypes

Millennial Success

Meaning
Technology
Goals
Input
Growth
Behavior Management
Training

- Why
- Big Picture
- Me Me Me
- Necessary
- Why Not Busy Work
- When
- Don’t Assume
• Not Training to Train
• Achieve Specific Goals
• Need to Challenge
• Update
• Use Math
• Don’t Assume

Goals

Meaning

Technology

Goals

Training

Input

Growth

Behavior Management

• How
• Career Path
• Use Specifics
• Talk About Supervisors
• Talk About Executives

Growth
Training

Meaning
Technology
Goals
Behavior Management

Growth
Input

• Reinforcement
• Not Wrong
• Avoid Ego Battle
• Teams
• Activities
• Short
• Comfort

Behavior Management

Meaning
Technology
Goals
Behavior Management

Growth
Input

• Reinforcement
• Not Wrong
• Avoid Ego Battle
• Teams
• Activities
• Short
• Comfort
• Change Presenting Styles
• Ask, Ask, Ask, Ask, Ask
• Empathy
• Move Around
• Everyone Involved
• Welcoming
• Feedback

Meaning
Technology
Goals
Training
Input
Growth
Behavior
Management

• Not Addicts
• From the Beginning
• Embrace It or Give Up
• Cell Phones
• Creative
• Interactive
• Use it Right
Training and Developing the Millennial Corrections Workforce