

In clip no 8 'How to increase the efficiency of educating the younger generations?' we discussed principles of educating the younger generations, such as:

- teamwork and active participation,
- building meaning,
- the method of small steps and small targets and accompanying current feedback,
- Experience based knowledge presented in an attractive "knowledge to go" format

Let's try to elaborate on these points starting from the last one.

The younger generations both at work and while learning have a task-based attitude. We have to remember that this is a digital generation, proficient in the most recent technologies. Flexibility, resulting from the digital experiences of the Millennials permeates to other areas, including education and work. Internet becomes the main source of information and according to the younger generations, it is not knowledge but the speed of researching information and creative attitudes, that are essential attributes of a future employee.

As it has been proven by the most recent report by ADP Research Institute® entitled 'Evolution of Work', new technologies made the professional environment 'more flexible', offering employees 'a greater sense of freedom' with the simultaneous increase of efficiency, as well as ensuring communication is 'free from traditional restrictions related to time and location'. You are launching a new training programme? Make sure you prepare a digital version, which will enable the representatives of generation Y to have access to the training content from any place and at any time. Therefore, making sure that they feel that you understand their needs and provide them with a number of possibilities to access information and training.

The Millennials willingly take part in coaching and mentoring. They prefer to have intensive communication with their supervisors/managers and to receive appreciation for their work. It would be worthwhile incorporating this knowledge into educational processes. This is particularly applicable in vocational training processes or organising internships in companies. Both of these favour leading an employee in a coaching manner, whereby he/she goes through all the steps of the training and gives current feedback on how he/she copes at particular stages.

'Today's generation of employees attach greater and greater importance to whether the job they perform is meaningful and what becomes their priority is not solely remuneration, but the satisfaction they get from doing something important', as can be read in the report by ADP Research Institute, entitled Evolution of Work. For them it is important to ensure that whatever they do (education, internship, practice or job), it draws them closer to achieving their targets. Learning for the sake of learning has stopped being attractive for this generation. Therefore, it is important to ensure that in educational processes there is space in which the younger generations can talk about their development targets and the purposefulness of learning new concepts.

Generation Y is oriented on cooperation, consultation processes and networking. The following aspects are important for them: taking care of communication processes, multidirectional knowledge transfer and efficient teamwork. They wish to work in teams, innovatively, creatively and with the feeling that they have some space for acting, with also the possibility to test new solutions.

Sources: <http://www.adp.com/spark/articles/the-generational-workplace-shift-5-ways-to-stay-ahead-of-the-curve-8-260>

#### Disclaimer

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