

# Engaging a Multi-Generational Workforce Session

Nikki Bethel and Tiffany Mack-Mohammed

May 2025

# Current & Future Generations in the Workforce

|                        | <b>Tradition-<br/>alists</b> | <b>Baby<br/>Boomers</b> | <b>Gen X</b>          | <b>Gen Y /<br/>Millennials</b> | <b>Gen Z</b>          | <b>Gen<br/>Alpha</b> |
|------------------------|------------------------------|-------------------------|-----------------------|--------------------------------|-----------------------|----------------------|
| <b>Born</b>            | <b>1925-1945</b>             | <b>1946-1964</b>        | <b>1965-<br/>1980</b> | <b>1981-1994</b>               | <b>1995-<br/>2010</b> | <b>2010-</b>         |
| <b>Current<br/>Age</b> | <b>79+</b>                   | <b>60-78</b>            | <b>44-59</b>          | <b>30-43</b>                   | <b>14-29</b>          | <b>0-14</b>          |

## EFFECTIVE ENGAGEMENT

X

Verbal  
Sit & listen  
Teacher  
Job security  
Authoritarian  
Curriculum centred  
Closed book exams  
Books & paper  
Doer

Visual  
Try & see  
Facilitator  
Flexibility  
Participative  
Learner centric  
Open book world  
Glass & devices  
Co-creator

Z

## UNI DEGREES

1 in 4



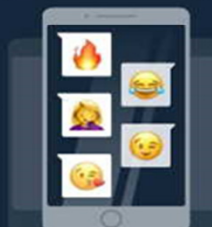
1 in 3



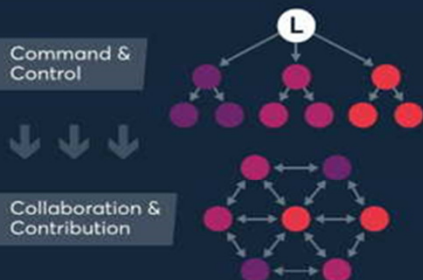
1 in 2\*



## TOP EMOJIS



## LEADERSHIP CHANGE



## MOBILITY



18 jobs



6 careers



15 homes

IN A LIFE-TIME\*

## CHANGING GENERATIONS



## CHARACTERISTICS

- Global
- Digital
- Social
- Mobile
- Visual

## TOP BABY NAMES

|         |   |           |
|---------|---|-----------|
| Oliver  | 1 | Charlotte |
| Jack    | 2 | Olivia    |
| William | 3 | Ava       |
| Noah    | 4 | Amelia    |
| Henry   | 5 | Mia       |

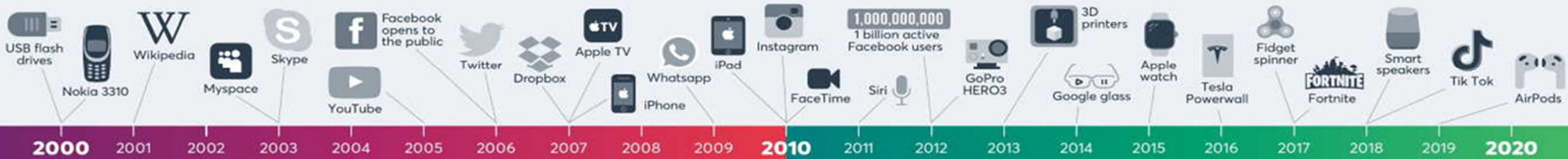
## WORKFORCE OF 2030

X 23%

Y 32%

Z 34%

α 11%



## MEME OF THE YEAR

## WORD OF THE YEAR

## NEW JOBS

|              |                     |                    |                    |                       |                     |                  |               |          |               |         |                     |                           |             |           |             |                   |
|--------------|---------------------|--------------------|--------------------|-----------------------|---------------------|------------------|---------------|----------|---------------|---------|---------------------|---------------------------|-------------|-----------|-------------|-------------------|
| Badger video | Charlie the unicorn | Chuck Norris facts | Potter puppet pals | Charlie bit my finger | David after dentist | JK wedding dance | Photo-bombing | Planking | Gangnam Style | The Fox | Icebucket Challenge | Blue & black/white & gold | Bottle flip | The dab   | Floss dance | 10 year challenge |
| Blog         | Texting             | Emo                | Podcast            | Peeps                 | Bailout             | Unfriend         | App           | Cloud    | Hashtag       | Selfie  | YOLO                | 😂                         | Post-truth  | Fake news | Toxic       | Yeet              |

|                         |                             |                  |                               |                          |                             |                     |                          |                        |
|-------------------------|-----------------------------|------------------|-------------------------------|--------------------------|-----------------------------|---------------------|--------------------------|------------------------|
| Sustainability officers | Data visualisation designer | App developer    | Autonomous vehicle technician | UX manager               | Blockchain developer        | UAV operator        | Workplace concierge      | Wellbeing manager      |
| Digital records manager | Blogger                     | Big data analyst | Social media marketer         | Medical nanotechnologist | Cyber security professional | Robotics technician | Virtual reality engineer | Professional organiser |