What do “emerging professionals” want in their employment? (Millennial perspective)

- Professional development & training opportunities
- Supervisors who seek to understand what is important to their employees; Supervisors who support their growth
• Fair and consistent management
• Equal opportunity job employment based on competency/ability as opposed to who is your friend
• Mentorship and the ability to learn from them
What does UCM currently have to offer “emerging professionals”? Why do they stay? (Millennial perspective)

- Smaller pool of applicants;
  Opportunity to get foot in the door and quicker movement within UCM/UC system
- Manageable costs of living
• Stability of employment/job security
• Chance to be able to still make an impact; Chance to help start and create something new
• Health/Medical benefits
What are some specific reasons millennials are leaving UCM?
(Millennial perspective)

- Pathway to growth is not clearly laid out/defined
- Salary structure isn’t clear
- Too many responsibilities and not enough support
• Very little appreciation and recognition for work
• More opportunity for career advancement elsewhere; Next step of career doesn’t always exist at UCM
• Not ideal location; Families aren’t close by
What can we do to retain our emerging professionals? (Group perspective)

- Become better supervisors & employees and take action from what we have learned from today
- Better communication of professional development resources
- Senior professionals can actively reach out to emerging professionals; Show we care
• Managers can empower employees if they are willing to delegate some authority at times instead of micromanaging

• Give recognition of good performance in front of their department

• Create a perception of fair and open hiring practices
• Develop programs to better connect UCM to the community; Create a culture of things to do in Merced
• More forums for younger staff to meet and let their voices be heard
• Relief from frantic pace; Resources/tools to help prevent work burnout with support from leadership