

Recruiting, Retaining and Engaging Millennial Engineers and Contractors



Employment of design/construction industry professionals is projected to grow 10% by 2024, faster than the average for all occupations, increasing from 6.5 million jobs to 7.2 million jobs, according to the Bureau of Labor Statistics. The people to fill these jobs will primarily be millennials (born between 1980 and the mid-2000s), a group that currently represents about one-third of the total U.S. population.

If the construction industry is going to address the growing skills gap, finding ways to recruit and retain these individuals is key.



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Millennials are technology savvy, diverse and typically well-educated. What they lack in experience, they make up for in adaptability and a willingness to learn. Young engineering candidates, whether new grads or those with experience, have shown they are hungry for challenging assignments, international work assignments, work-life balance and top training.

Training is especially paramount. Millennials in the market for jobs are looking for companies that are very forward-thinking. They ask themselves, 'Who can help me get to the next level?'

Progressive companies have adjusted training packages and incentives accordingly, implementing strong retention packages for young engineering professionals, including online training programs for professional and technical development.

Online training and continuing education is particularly well-suited to the technology savvy millennials learning style. In general, millennials are:

- Accustomed to well-defined assignments, clear benchmarks and continual feedback
- Comfortable and reliant on constant access to information
- Familiar and comfortable with multiple formats, especially videos

Leading online education provider RedVector has gone further to ensure courses are also available in smaller, bite-sized learning objects. These tactics have been proven to help millennial users tackle specific topics more easily, and to make training more lasting overall. Bite-size learning objects are also easier to refer back to for a refresher.



To learn more about online training offerings, read our [RedVector Overview](#).