



FACILITY MANAGEMENT INSIGHTS

GEN Y?

Why sustainability is important to millennial professionals

Millennials want to make a difference, in the world they live in and through the places they work. This group which is projected to comprise roughly 75% of the global workforce by the year 2025, are seeking opportunities to impact people and the environment—and they're using their employers to help drive their agenda. Research shows that this segment places a great deal of emphasis on a number of different topics including health, the economy, education, and international affairs.



Working with a Purpose

A recent study conducted by the Society of Human Resource Management showed that an astounding 94% of millennial professionals are interested in using their skills not just for their employer but to also benefit a cause. Further research from this same report showed that 57% of millennial professionals have a stated desire for their employers to also be stewards of the environment and the issues surrounding it.

Money Is Not Their Motivator

In years past, candidates were motivated by compensation and the opportunity to see year to year increases in their salaries. This is not the case with Generation Y professionals. True, money and the opportunity to be compensated for their talents does factor into their employment decision. But unlike their predecessors who placed a high premium on the financial aspects of work, Gen Y employees are driven by the chance to make the world more sustainable.

Employers benefit

Many companies have developed sustainability components as they realize the role it plays in helping preserve the planet. These same employers have also come to understand that this crop of talents have a broader purpose and are not just seeking to build a resume. There is a higher calling with a legacy that is built on leaving a positive imprint on the planet while setting the standard for the next wave of academics, scholars and professionals.



The Brand

Sustainability and an employer's willingness to infuse it into their day to day operations, can also have a profound effect on their brand from a number of different perspectives. From the employee standpoint as it relates to millennials, the emphasis that an employer places on sustainability can have a direct correlation of the tenure of the staff. With a defined, deliberate approach in place, employers will more than likely see a much higher rate of retention among millennials. This often leads to increase efficiencies, a stronger reputation, and a more robust bottom line.

Conclusion

Sustainability and the preservation of the planet is a shared responsibility and one that has not been lost on millennials. Their desire to align with those who share in these ideals and beliefs will be a key driver to the success of companies throughout the globe.

About Flagship Facility Services

Flagship was founded in 1988 as a one-person operation, dedicated to the delivery of first-class commercial janitorial services. With headquarters in California, we currently provide facilities maintenance solutions to four of the top 10 airports in the nation, based on the 2017 *JD Powers Airport Satisfaction Rankings*. Since entering the market, we have become a recognized leader by offering a broad range of facilities services. With a staff of nearly 4,000 positioned throughout the United States, our broad suite of services includes facilities management, planning, culinary, and grounds. For more information, visit www.flagshipinc.com