



Health and Safety E-Learning and the Millennials

There is a new generation of employees showing up in your health and safety training classes – they're millennials and e-learning is proving to be a great way to reach them. Millennials are infiltrating the workforce while safety managers and older generations are scrambling to understand how to work with this unique crowd. Millennials are the group of new hires born since 1980.

The Millennials have developed work characteristics and tendencies, structured lives, and contact with diverse people. But most of all, they are computer experts and have received much of their college and even high school education through e-learning.

Incorporating this new workforce into your health and safety training program can present a challenge.

Conventional approaches to health and safety training that worked for your boomers will likely prove ineffective for this group—a fact that should cause concern, because they are as exposed to safety risks as others in your workforce. It is time to consider including e-learning in your program.

Studies indicate that millennials seek challenges, and do not want to experience boredom, and they want flexibility in scheduling and a life away from work. Millennials want immediate and ongoing feedback; they grew up sitting in front of a monitor playing video games. Millennials are the most connected generation in history and will network right out of their current workplace if their needs are not met.

Meeting the New Challenge with Eawareness Training e-Learning Platform

The **Eawareness Training™** health & safety e-learning platform is specifically designed to meet the cross-generational health and safety training requirements of your workforce. **Eawareness Training™** online safety training content is designed to be intuitive and easy to navigate for your older, less computer-savvy employees, while incorporating engaging, “game-quality” e-learning content and instructional interactivity to ensure that your millennials are engaged and thus achieve the necessary health and safety competencies.

Additionally, **Eawareness Training™ Learning Centre**, our software as service, learning management system specifically designed to manage your health and safety e-learning program, offers your millennials their much valued flexibility by allowing millennials to access their assigned health and safety e-learning anytime, from anywhere.