Millennials

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Introductions
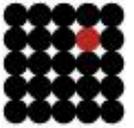
Elizabeth Wallner

Elizabeth has been working with the CA Perkins JSPAC for 17 years. She has a passion for ensuring the access and opportunities for each student in the community college CTE programs and beyond.

Elizabeth is a graduate of Cosumnes River College and CSU, Sacramento. She has a BA in Liberal Studies, a minor in women's studies, and a MA (ABT) in Public Policy. She is a proud single mother of one CCC student.

Tonette Salter

Tonette, is a seasoned grant manager with emphasis on developing educational programs. She has lead faculty from K-14 in developing a region wide education plan to address students in ESL, Short Term CTE, and Adult with Disabilities. Tonette is pretty clever at finding ways to achieve what may seem impossible. Her ingenuity comes from a creative spirit and her credence to Listen –Learn – Connect- Implement – Achieve. She is an advocate for teachers and knows first-hand that teachers have the ability to see the effectiveness or inefficiencies of education and are vital players in educational reform.

CA Perkins Joint Special Populations Advisory Committee ([JSPAC](#))
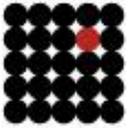
The mission of the CA Perkins JSPAC is to **promote equity and success** in CTE for students from **special populations** by providing educators **research based professional development, instructional strategies,** & **resources**.
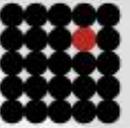
CA Perkins JSPAC mission is to promote equity and success for ALL students in Career Technical Education (CTE) by providing educators with

- Professional development
- Instructional strategies &
- Resources

*"Promoting **Equity** & **Success** through Career Technical Education"*

JSPAC Resources

- **Brochures**

- **E-Seminars**

- **Links**

- **Professional Development Activities**
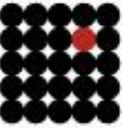
JSPAC Conference 2017

Nov. 30-Dec. 1, 2017
November 29 – preconferences

Additional details to be posted
to www.JSPAC.org ASAP

Save the Date!

CCC Special Populations Collaborative

www.cccspecialpopulations.org

- **Brochures**
  - CCC *Programs Classified as Nontraditional* – by TOP Codes
  - *Making a Difference for:*
    - *Special Population Students*
    - *Limited English Proficient Students*
    - *Nontraditional Traditional (by gender)*
  - *Use Core Indicators to Track the Success of SPs in CTE*

- **Reports**
  - Core Indicators Longitudinal Study By TOP Codes by Regions
  - Core Indicator Data & Analysis - by Region/TOP Codes

- **Advice From Experienced Practitioners**
  - Enhancing the Success of Special Population Students in CTE

- **Effective Practices**

Millennials are:

- Born 1982 through 2000 (some say other dates)
- The most diverse generation we have had to teach, thus our approaches to teaching must be diverse
  - 17 year old High School student (in K-12 or CCC)
  - 26 year old "average" CCC student (AE or CCC)
  - 35 year old returning/re-careering student (AE or CCC)

Some Millennial Assumptions

- Computers are not technology*
- Reality is no longer real
- Doing is more important that knowing. Knowledge is no longer perceived to be the ultimate goal
  - the half-life of information is **so** short
- Multitasking is a way of life
- There is low tolerance for delays
- Consumer and creator are blurring

*caution… depends on students

Millennials Face:

- A changing workforce
  - Rapid job loss due to:
    - Out-sourcing
    - New technologies
    - End of an occupation
  - Jobs that haven't been invented yet
- Changing work-life balance expectations

The 5 Rs of Teaching Millennials

- Course <u>content</u> must be **relevant** to the current culture
- Students are more likely to adhere to <u>course policies</u> when the instructor provides a **rationale** or reason for them
- Students are more likely to thrive in a more **relaxed** and less formal <u>learning environment</u> in which they feel at ease talking within their professor and other students – <u>group work</u> with 2-3 people to eliminate some people not doing their fair share.
- Students value the opportunity to develop a good **rapport** with their <u>instructor</u> – one study found this <u>more important</u> than technology
- A **variety** of active <u>learning strategies</u> & <u>frequent assessments/feedback</u> that include **research-based** methods are especially important for Millennial student engagement and learning

https://goo.gl/UtoBQU & https://goo.gl/fidVYP

Who They Are and What They Want…

- Failed parenting strategies
  - Anything they want
  - Helicopter Parents
    - Chores, participation medals, etc.
  - Educational interference
    - Advanced classes, grades, extensions, etc.
- Grew up with technology
  - Can access information <u>NOW</u>
- Left with a sense of
  - Entitlement/patience
  - Narcissistic

- Purpose/Impact/Civically Oriented/Global Citizens
- Work-Life Balance
- Instant Gratification/Multitaskers
- Collaboration/Team Oriented
- Highly Educated
  - https://vimeo.com/67277269
- Entrepreneurial
- Practical
- Liberal/Progressive/Secular
- Nomadic/Adventurers

http://luckyattitude.co.uk/millennial-characteristics/
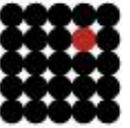
Purpose/ Impact /Civic Oriented/Global

- Design Assignments – regardless of subject matter – that require critical thinking & problem solving of about a community or global issue

- Look at real world issues:
    - Drug abuse
    - Political Refugees/War/Terrorism
    - Food insecurity
    - Climate Change/Pollution
    - Health Care/Infectious Disease
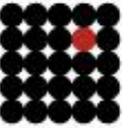
Work-Life Balance... begins at school

- Time management
- Goal setting
- Efficiency
- Engage in real life!
  - Cultivate a life that includes art, music, nature, theatre, restaurants, cooking, dinner-party hosting, etc.
- Soft Skills
  - http://jspac.org/training-e-seminars#Skills or https://goo.gl/Cs9rHU
  - Health, exercise
  - Communication/honesty/responsibility
  - Breaks from: people, electronics, work, chores

http://www.mentalhealthamerica.net/work-life-balance

Instant Gratification/ Multitaskers

Instant Gratification

- Mindset! The Power Of YET!!

- Teach how to:
  - Pay attention to urges
  - Delay: spending, eating, travel, TV, etc.
  - Make a conscious decision
  - Learn over time
  - Enjoy the moment without following the URGE

- Teach Intentionality – I believe its vital!

Multitasking:
  - More than one task splits the brain
  - the brain switches attention back and forth between activities

https://goo.gl/ZcZLLF & https://zenhabits.net/gratify/
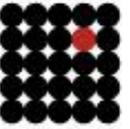
Collaboration/Team Oriented

- Students succeed together, or not
- Share decision making in the group
- Make data accessible
- Model discussion and decision making skills
- Show students how to identify good research sources
- Build trust
- Keep knowledge and skills up to date

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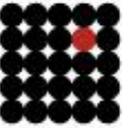
Highly Educated

- Raise the bar!
  - But have manageable steps and
  - intermediary skills identification
- Teach students about Mindset (again!) and remind them of the power of YET!
- Pushing towards a Master's degree
  - http://www.teloses.com/

https://goo.gl/RNneq4

Entrepreneurial

- Encourage this by allowing and encouraging students to define the path to your pre-determined goals.
- Encourage students to identify entrepreneurial opportunities based upon newly acquired knowledge or skills
  - Extra credit anyone?
- Have in-class speakers or filed trips to small business owners that "look like" your students
- Make them the teachers!
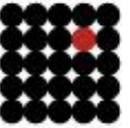
Practical

- Group work is faster
- Technology allows for faster knowledge acquisition
- Look at homework and identify "busywork"
  - Is it necessary?
 - Does it further the cause?

More Liberal/Progressive/Secular

Does it matter??

233 CLINTON   270 TO WIN   TRUMP 305

- Democrat
- Lean Democrat
- Republican
- Lean Republican
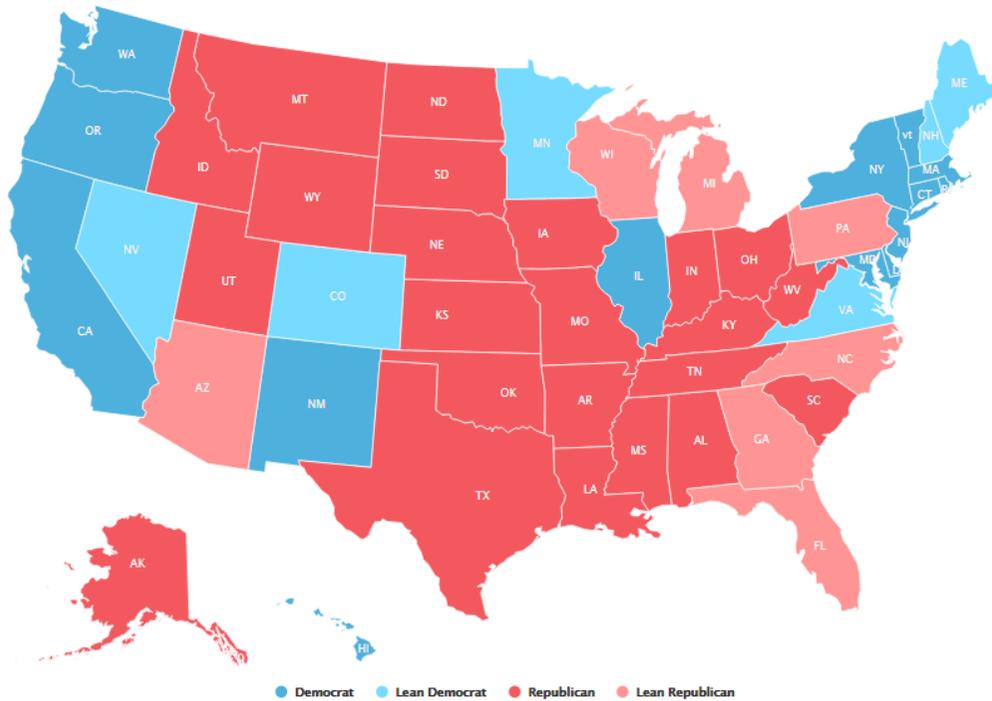
Political and religious identification matters

https://goo.gl/Si0wzg

496 CLINTON   270 TO WIN   TRUMP 39

- Democrat
- Lean Democrat
- Republican
- Lean Republican
- Toss-Up
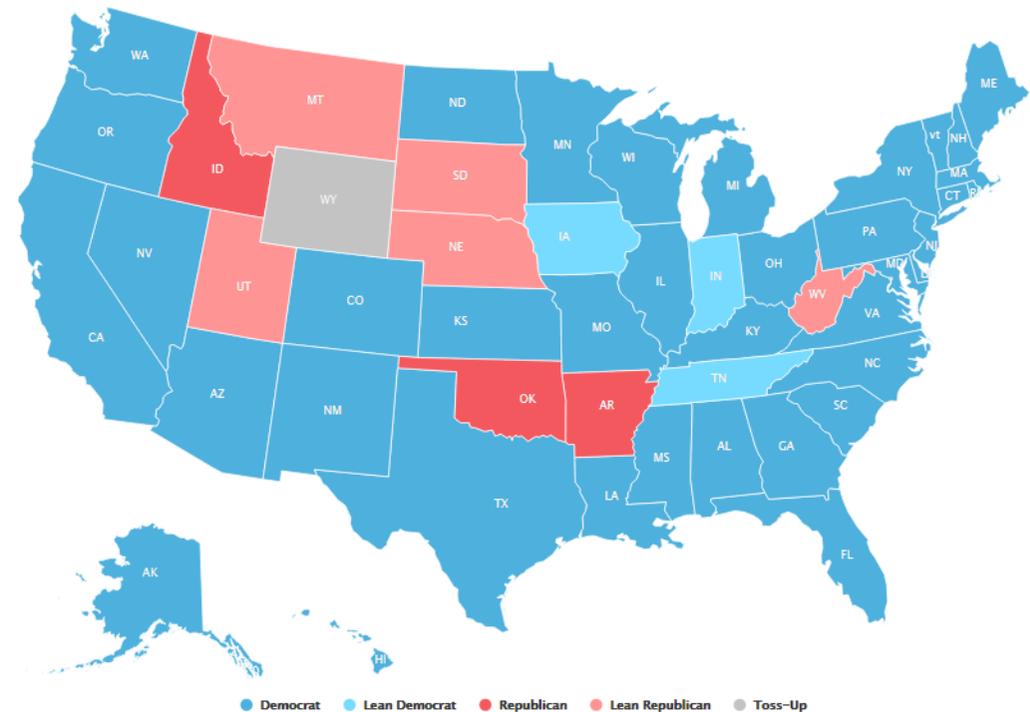
Millennials were less likely to
- attend religions services
- say religion was important in their lives
- approve of religious organizations

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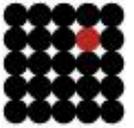
Nomadic/Adventurers

- Take students out of the classroom
    - Field trips
    - Campus tours
    - Conferences – teach and learn
    - Teach outside
        - "If you change where you teach, you change how you teach"
- Develop "Student Sharing" policies
    - K-12 → AE → 1st CCC→ → 2nd CCC → 4-year → 3rd CCC
- Credit for life experiences
    - Veterans
    - Travel
    - Employment

And then comes…

Gen Z

- Questions?

- Evaluations

  – https://www.surveymonkey.com/r/jspacmillennial

- Thank you!!