
Overcoming Onboarding Challenges for Millennials and Gen Z with Simulation-Based Training

Introduction

The general workforce of today consists of a combination of members from the Baby Boomer, GenX, Millennial, and GenZ generations. Naturally, their working principles and methods, communication styles, success metrics, team dynamics, and basic demands from the workplace are quite diverse. The same can be said about the ways in which they prefer to learn at the workplace. With the latter generations slowly gaining numbers in the workforce, it has become a necessity to modify existing training systems that were designed to cater to older generations. Otherwise, the newer generations, which are ultimately the future of the workplace, will lose motivation and perform poorly. In fact, the Deloitte 2024 GenZ and Millennial Report outlines how 21% each of GenZ and millennial employees chose their current workplace due to its learning and development opportunities and 13% left their past employer due to the lack thereof.

The best way to transition from one training style to another is to utilize a solution that can fulfill the needs of both types of learners. It should still provide what baby boomers and GenXers need while being capable of overcoming millennial and GenZ onboarding challenges. If you too have an age-diverse workforce, consider utilizing Assima to manage your L&D requirements. Having been in business for over two decades, we have grown up with the generations and know how to adjust training for every type of learner.

Explore how Assima helps enterprises deliver smarter, safer training - without disrupting live systems

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Why Millennials and Gen Z Have Unique Onboarding Needs

Employee onboarding for GenZ and millennials needs to be different for a very simple reason, which is that these workers face a major generational gap from the older employees. They grew up in the age of technology and had a very different upbringing from their predecessors. For example,

Tech-Savvy Backgrounds with Low Digital Resistance

Millennials and GenZers were born and brought up in a period when the 21st-century technology boom had started and flourished. While baby boomers and GenXers were used to doing things manually, millennials and GenZers preferred using technology to solve their problems. Hence, not only are they far less resistant to workplace digital adoption but they also welcome and expect it. In fact, they are even known to reject companies that are behind in their digital drive and still do things the traditional way.

Desire for Personalized and Interactive Experiences

One of the things that the dissatisfaction with the education and employment system has made GenZers and millennials realize is that the current systems were designed based on either the voice of the majority or the opinions of those in power. They understand that these systems do not fit everyone and even hinder them. Onboarding systems that personalize their learning journey and tailor their experience based on their progress, preferences, and learning styles are desired by the newer generations.

Preference for Flexible, Self-Guided Learning

The digital revolution of the 21st century has also resulted in an increase in the frequency of events and distractions. It is no longer feasible to sit in one place for hours, mugging up all the necessary information and giving an assessment exam soon after. With research showing that flexible, self-guided learning methods like microlearning, just-in-time learning, on-demand content delivery, etc. are far more effective in inculcating information among learners than traditional methods, that's just what GenZers and millennials are asking for.

Highly Results-Driven Approach to Employment

There was a time when success was defined by how many tasks and projects you completed, how many awards and accolades you won, or how many sales or clients you brought in. Those days are over, not only because business has become much more complex and multi-faceted nowadays but also because people have started to put more emphasis on the quality of the results. Millennials and GenZers have taken this cue quite seriously, working hard and training harder to produce meaningful results rather than just high numbers.



Common Challenges in Onboarding Millennials and Gen Z

Improving onboarding experiences for GenZ and millennial employees is possible only if you first

understand the challenges you must overcome to make that happen. This includes:

Resistance to Traditional Training Methods

Millennials and GenZers have gotten used to consuming a variety of multimedia content over the last two or three decades, which has raised their expectations regarding training content too. They are no longer satisfied with one-dimensional training materials like static manuals, text-heavy guidebooks, or lengthy presentations. Learning materials that provide diverse stimuli are way more appealing to them.

High Expectations for Technology Integration

One of the most significant millennial and GenZ onboarding challenges is their natural expectation of the use of technology to simplify and streamline any process, including learning. Moreover, they are impatient with poor-quality technology, legacy systems, and bulky software; what they expect are intuitive interfaces, guided but self-paced learning journeys, and end-to-end onboarding processes. Anything less disappoints them.

Personalized Learning Preferences

Gone are the days when one-size-fits-all garnered looks of admiration. Now, the notion is disheartening, especially for GenZers and millennials when it comes to employee training. They prefer to have personalized onboarding journeys that cater to their role, responsibilities, existing skillset, and professional bandwidth. Contextual learning is important to them, and there is no space to learn anything more or less than they need.

Demand for Interactive Training Experiences

The newer generations understand that training methodologies that appeal to more than a single sense are far more likely to be retained. Interactive training sets up a dialogue between the learner and the system, which is not only a fun way to learn but also ensures that the information consumed is ingrained in their minds. It provides an experiential learning journey that is far more effective than a static, one-dimensional one.

Read this blog to know more about general challenges faced during software onboarding.

[CLICK HERE](#)

How Assima Train Helps Solve Onboarding Challenges

GenZ and millennial onboarding strategies must include elements that can successfully overcome the challenges of training the newer generations. In line with that, Assima Train has a

host of features that are highly beneficial for satisfactorily training the modern workforce.

Simulation-Based Onboarding and Training

Millennials and GenZers are obsessed with simulative methods of training like Extended Reality, gamified lessons, etc. While simulations have been historically used for professional training, including software training, it is not a widespread practice. Moreover, most software training simulations are not adequate enough to replace and emulate live training in a risk-free environment. Assima changes that scenario.

Using [Assima Train](#), you can create hyper-realistic, highly interactive simulations that perfectly mimic the captured software. These simulations give the learner a completely true-to-life experience without the risks of messing with the live system. Thus, when employees transition to the live system, they have no problem adjusting and can start working without hiccups in an instant.

<https://assimasolutions.com/wp-content/uploads/2024/01/Product-video-1.mp4>

Personalized, Adaptive Learning Paths

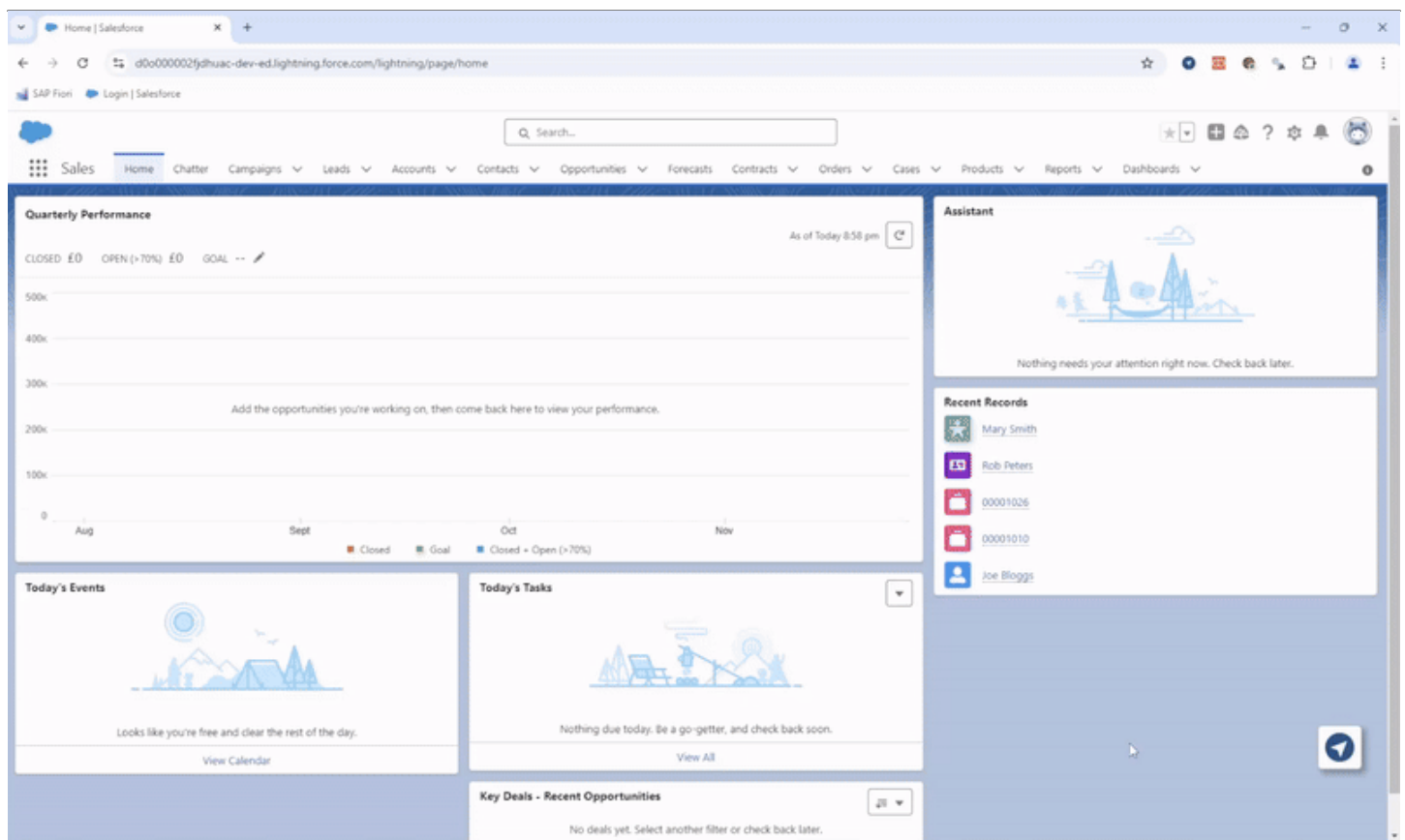
Since Assima uses simulations that act and react just like the actual software, each learner experiences a personalized learning path based on what actions they take and which decisions they make. These learning journeys are adaptive and will lead in a direction influenced by how the learner interacts with them. The simulations can also be customized to fit the roles and responsibilities of individual employees or teams in the office.

This type of training that emulates on-the-job learning and teaches the learner based on their working style is perfect for GenZ and millennials, who prefer contextual, relevant instructions and information that take into account their capabilities, responsibilities, and scope of working. It results in faster and more effective knowledge retention and onboarding.

Real-Time, Fully Interactive Guidance

While [Assima Train](#) provides pre-go live training and support using application simulations, [Assist](#) and [In-App Search](#) provide real-time support on the live application while working. You get contextual information provided to you at the point of need at the right time, ensuring just-in-time learning advantages. This reduces mistakes in the live system and [weans the employees off excessive dependency on the IT team](#).

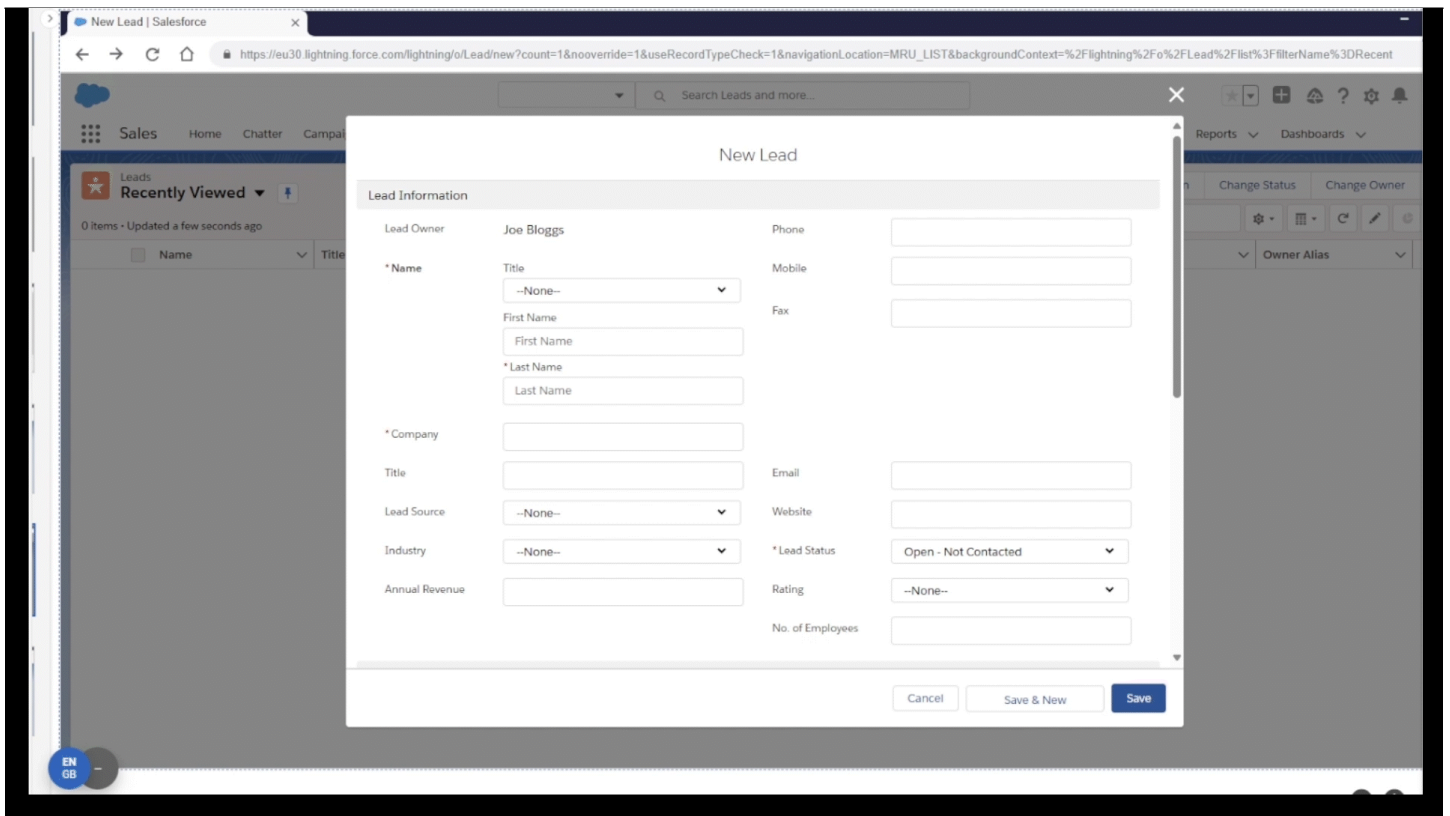
Such an intuitive and interactive interface not only improves productivity, employee performance, and motivation but also reduces downtime and the time needed to go from novices in the use of some new technology to confident experts. Workers also feel more confident knowing that solutions are ready and at hand whenever they are in a pickle.



Multilingual Support for Global Teams

The modern workforce comprising GenZ and millennial employees is not restricted to one geographical area; they are spread across the world, working in a remote and agile fashion. In this globalized age, workplaces that demand their employees learn the first language of the area where the office they are mapped to is located are now frowned upon. The newest generations understand that not everyone can be expected to learn a language just for work and it is a right to ask their workplace to take responsibility for language support if they wish to employ a diverse workforce.

Hence, [multilingual support](#) has become a necessity to learn the use of any software. Assima provides translation capabilities to a large number of languages, applicable to the user interface, data, and instructions of entire lessons.



Best Practices for a Seamless Onboarding Experience

GenZ and millennial onboarding best practices must include the following:

Utilize Simulation-Based Learning Tools

[Simulation-based training for onboarding](#) has improved in quality manifold since the initial days of introduction and use. Most workplaces use some form of static or interactive simulations to familiarize employees with the software during the learning phase itself. It also ensures a more hands-on approach during employee onboarding. Resources like Assima's lifelike simulations can do wonders when training the modern generations in the workplace, improving engagement, retention, and motivation.

Leverage Microlearning for Quick Wins

In this busy day and age with thousands of distractions in every direction, people cannot be expected to sit in a classroom for hours to learn by traditional methods. In response, [microlearning has become all the rage](#). The basic concept is that a full-sized lesson is broken down into mini parts that take from a few seconds to a few minutes to consume. They are made available on demand. As a result, people can choose to learn whenever they get a break, on the commute, in between tasks, etc. It is also easier on the brain and prevents overloading.

Ensure Real-Time Support for Instant Resolutions

The modern generation wants everything to be available 24/7, on demand, whenever asked for. The same goes for product or technical support too. When at the workplace, this translates to support during the usage of software for their work. Now, IT support and helpdesk staff may not be available at all times, especially during rush time. Having built-in support in your system that provides the first line of defense when facing a problem is a huge help. With [Assima In-App Search](#) and [Assist](#), you can achieve exactly that.



Conclusion

As more and more millennials and GenZers join the workforce, it becomes necessary to phase out traditional training facilities for more modern, digital-based ones. Falling behind will result in your organization losing out on fresh talent. However, with innovative digital onboarding tools and solutions like Assima, you should be able to evolve your training methodologies and overcome millennial and GenZ onboarding challenges with ease and confidence.

Find out how Assima can help you modernize your L&D.

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