



FMCS

FEDERAL MEDIATION & CONCILIATION SERVICE

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MILLENNIAL/YOUNG WORKER INITIATIVES AT THE FEDERAL MEDIATION AND CONCILIATION SERVICE

The FMCS Millennial/Young Worker Program seeks to help workers, employers and labor organizations meet the hiring, employee engagement, and retention challenges of the 21st century workplace. We are changing our own workforce practices and programs to better support our customers' urgent need to adapt theirs.

- Inside FMCS, we are --
 - Building a more generationally diverse workforce by creating a Developmental Mediator Program to train and mentor mediators who reflect the demographics and diversity of our customers.
 - Engaging in two-way mentoring by “downloading” institutional knowledge from senior mediators and “uploading” innovative applications of technology from new mediators in a variety of innovative ways, such as, a highly successful new employee/senior employee bidirectional version of “speed dating” that we call “speed mentoring.”
 - Continuously evaluating FMCS services, programs, and policies by multi-generational mediator work teams.
- In the services we deliver to our customers, we are --
 - Training labor and management partners to identify the challenges and benefits of multi-generational workplaces.
 - Utilizing innovative mediation and facilitation techniques that enhance multi-generational understanding, communications, and problem solving.
 - In all service delivery areas, ensuring that generationally diverse stakeholder groups can address and resolve specific conflicts, on issues such as pensions, which are based on seemingly opposing interests and concerns.

