

Facts about those entering the workforce in 2008. Consider these when reviewing and preparing written procedures and in conducting training.

- The people who are entering the workplace or starting college this year were born in 1990.
- They don't remember the first President Bush.
- They were babies when the Persian Gulf War was waged.
- They were just born when the Soviet Union broke apart and they don't remember the Cold War.
- They don't remember the space shuttle blowing up.
- Tiananmen Square means nothing to them.
- They grew up with computers in the house.
- They have always had cell phones and Voicemail.
- They invented their own language to use with text messaging.
- They grew up with digital clocks. Half past three or quarter to four may have no meaning to them.
- Bottle caps have always been screw off and plastic.
- Tamper-proof packaging was created before they were born.
- Atari predates them, as do vinyl record albums.
- The expression "you sound like a broken record" means nothing to them because they've never owned a record player.
- They have likely never played Pac Man and have never heard of Pong.
- Most of them have never seen a television set with only 13 channels, nor have they seen a black and white TV. They have always had cable.
- There have always been VCR's and you could always rent or buy movies.
- They cannot fathom not having a remote control.
- Roller skating has always meant in-line for them.
- Jay Leno has always been on the Tonight Show. They don't know who Johnny Carson was.
- Popcorn has always been cooked in the microwave.
- The Vietnam War is as ancient history to them as World War I, World War II or even the Civil War.
- They have no idea that Americans were ever held hostage in Iran.
- They can't imagine what hard contact lenses are.
- They don't know who Mork was or where he was from.
- They do not care who shot J.R. and have no idea who J.R. is.
- There has always been MTV.