

Five Generations...

I recently had an interest in the multi-generational workforce. Briefly it is recognized there are 5 Generations within the workplace:

- i. The **Silent Generation**, born before 1946
- ii. **Baby Boomers**, born between 1946 and 1964
- iii. **Gen-X**, born between 1965 and 1980
- iv. **Millennials**, born between 1981 and 1996
- v. **Gen-Z**, born after 1996

I developed the following table, based on the US Census of 2020, the GLBCY and UP24 as of November 2021. The usual qualifiers in terms of reliability, consistency and seasonally adjusted apply. The point of the exercise is to begin to look at our ageing membership.

Cohort		Raw Data 2020/2021			Cumulative Comparison		
		US	GLBCY	UP24	US	GLBCY	UP24
1. Greatest	< 1928	0.58	2.02	4.29	0.58	2.02	4.29
2. Silent	1928-1945	7.04	25.2	1.43	7.62	27.22	5.72
3. Baby Boomer's	1946-1964	23.45	37.3	36.43	31.07	64.52	42.15
4. Gen x	1965-1980	21.97	23.89	37.14	53.04	88.41	79.29
5. Millennial	1981-1996	24.32	11.29	17.14	77.36	99.70	96.43
6. Gen Z	> 1997	22.65	0.3	3.57	100.01	100.00	100.00

The way I read the Cumulative Comparison is in the US population [Gen X] 53% are 40 or older yet in BCY it is 88% and in UP24 79%. When we look at the Baby Boomer Generation 31% is the cumulative population in the US yet 64% of the BCY population is over 55.

This prompts the question – is this something we [Lodges] should consider when looking at our ‘programs’ to become relevant to others. How do we appeal to the younger generation, before they become the older generation?

Here is a link to a web page titled “Fraternal Organization Look to Millennials as the Next Generation of Leaders”

<https://www.yourmembership.com/blog/fraternal-organizations-look-to-millennials-as-next-generation-of-leaders/>

Another link to look at is an Interview by a former Vice President of Dale Carnegie on the subject of Five Generations in the Workplace. Although it may be 10+ years since the interview it does address the issues around technology. One comment which stands out for me is at the two-minute mark “...five generations in the workforce, all have different outlooks and different work ethics”... The URL is at https://www.youtube.com/watch?v=IO5JSsMuY_A

Should we take this into consideration within the framework of Freemasonry today?

Prepared by RWB Jim Ferguson with absolutely no intention other than to generate discussion