Millennial Nurses

Next Generation Impact and Strategies
## Five Distinct Generations

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Age Range (U.S.)</th>
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<tbody>
<tr>
<td>1</td>
<td>Traditionalist/ Silent- Born before 1944ish (55 million)</td>
<td>Currently over 74 years of age.</td>
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<td>2</td>
<td>Baby Boomers-born between 1944 and 1964. They're current between 54-74 years</td>
<td>76 million in U.S.</td>
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<td>3</td>
<td>Generation X Born between 1965 -1979 and are currently between 39-53 years</td>
<td>64 million people in U.S.</td>
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<td>4</td>
<td>Millennials-Gen Y, or Millennials, were born between 1980 and 1994. They are</td>
<td>79 Million people in the U.S.</td>
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<td>currently between 24-38 years old.</td>
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<td>5</td>
<td>Generation Z-Gen Z is the newest generation to be named and were born</td>
<td>3-24 years old (nearly 74 million in U.S.)</td>
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Millennials

Characteristics

1. More culturally and racially tolerant
2. Work to live, rather than living to work
3. Search for job that provides great, personal fulfillment
4. Searches for the individual who will help them achieve their goals
5. Individualistic yet group oriented
6. Looks for opportunities to learn
7. Want open, constant communication and positive reinforcement
8. Want leadership from bosses and supervisors
Percentage of Millennial Nurses in Workforce

• Approx. 3.2 million Nurses in US between 640,000 and 850,000 Millennials

• 888 Millennial Nursing Graduates in the last 5 years from UAA out of a 1,230

• 72% of all nursing graduates in all levels at UAA


AMN Healthcare *Survey of Millennial Nurses: A Dynamic Influence on the Profession, August 31, 2018*
Some Positive Survey Results

- Trust leaders
- Believe EMR improves job satisfaction
- Believes leaders support career development and want more
- Support National Licensure
Recruitment and Retention Measures for Millennial Nurses
References


