



Millennial Nurses

Next Generation Impact and
Strategies

Five Distinct Generations

1

Traditionalist/ Silent- Born before 1944ish (55 million in U.S.)
Currently over 74 years of age.

2

Baby Boomers-born between 1944 and 1964. They're current
between 54-74 years old (76 million in U.S.)

3

Generation X Born between 1965 -1979 and are currently between
39-53 years old (64 million people in U.S.)

4

**Millennials-Gen Y, or Millennials, were born between 1980 and
1994. They are currently between 24-38 years old. (79 Million
people in the U.S.)**

5

**Generation Z-Gen Z is the newest generation to be named and
were born between 1994 and 2015. They are currently between 3-
24 years old (nearly 74 million in U.S.)**

Millennials

Characteristics

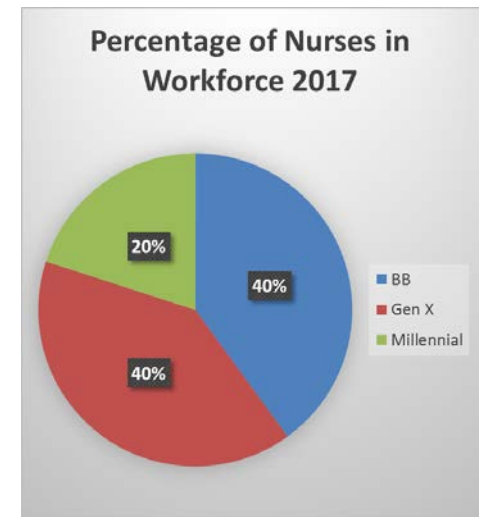
- 1 More culturally and racially tolerant
- 2 Work to live, rather than living to work
- 3 Search for job that provides great, personal fulfillment
- 4 Searches for the individual who will help them achieve their goals
- 5 Individualistic yet group oriented
- 6 Looks for opportunities to learn
- 7 Want 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

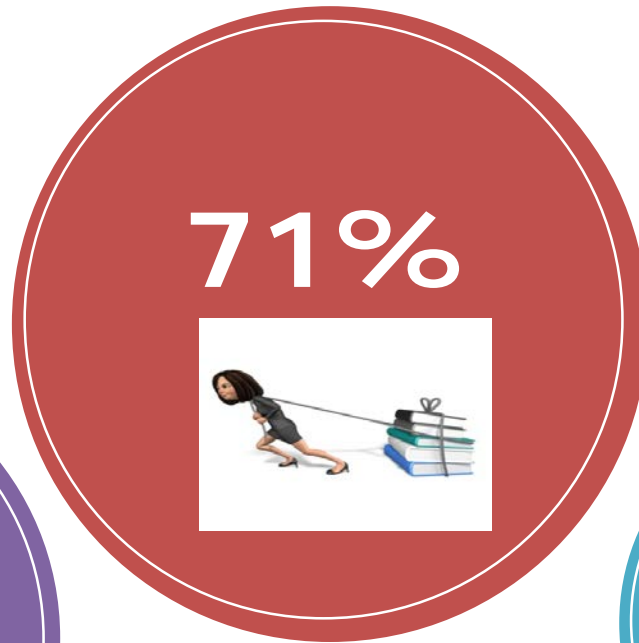
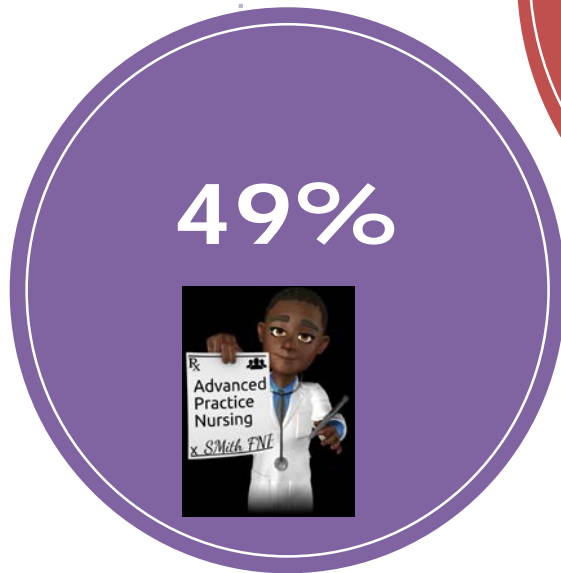
• Buerhaus, P. I., Skinner, L. E., Auerbach, D. I., & Staiger, D. O. (2017). State of the registered nurse workforce as a new era of health reform emerges. *Nursing Economics*, 35(5), 229-237. Retrieved from <http://search.proquest.com.proxy.consortiumlibrary.org/docview/1954855004?accountid=14473>

• Daniel KM, Smith CY. Present and future needs for nurses. *J Appl Behav Res*. 2018;23:e12122. <https://doi.org.proxy.consortiumlibrary.org/10.1111/jabr.12122>



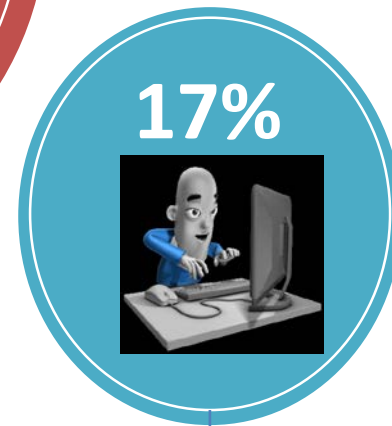
Millennial Nurses: A Dynamic Influence on the Profession

Plan to Enroll in
Advanced Practice RN
Program



Are Pursuing a Higher
Degree

Seeking Leadership
Opportunities



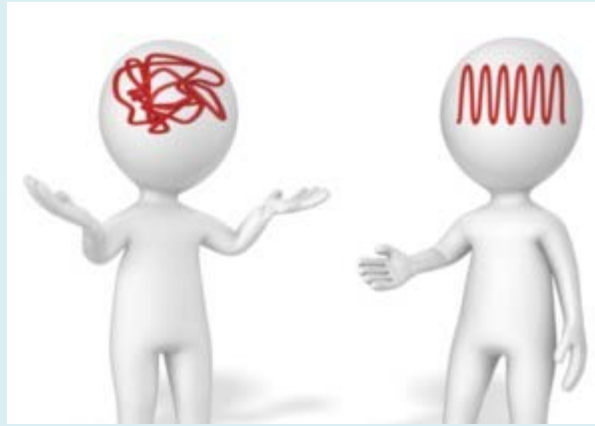
Are Presently Seeking
New Employment



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

- Nei D, Snyder LA, Litwiller BJ. Promoting retention of nurses: A meta-analytic examination of causes of nurse turnover. *Health Care Manage Rev.* Jul-Sep 2015;40(3):237-253.
- Leineweber C, Chungkham HS, Lindqvist R, et al. Nurses' practice environment and satisfaction with schedule flexibility is related to intention to leave due to dissatisfaction: A multi-country, multilevel study. *Int J Nurs Stud.* Jun 2016;58:47-58.
- Lavoie-Tremblay M, Fernet C, Lavigne GL, Austin S. Transformational and abusive leadership practices: impacts on novice nurses, quality of care and intention to leave. *J Adv Nurs.* Mar 2016;72(3):582-592.
- American Association of Colleges of Nursing. (2017a). Nursing shortage fact sheet. Retrieved from <http://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage> American Association of Colleges of Nursing. (April 26, 2017b).
- Nursing faculty shortage fact sheet. Retrieved from <http://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Faculty-Shortage>
- Auerbach, D. I. (2017). Millennials almost twice as likely to be registered nurses as baby boomers were. *Health Affairs (Millwood, Va.)*, 36(10), 1804–1807. <https://doi.org/10.1377/hlthaff.2017.0386> Auerbach, D. I., Buerhaus, P., & Staiger, D. O. (2017).
- How fast will the registered nurse workforce grow through 2030? Projections in nine regions of the country. *Nursing Outlook*, 65(1), 116–122. <https://doi.org/10.1016/j.outlook.2016.07.004>