

Recommendations for Building and Retaining our Workforce

*Insights into the Millennial & Gen Z
Generation of Nurses*

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1

OBJECTIVES

Define Millennial and Generation Z learners' key attributes and the impact on the learning process.

Recommend strategies for successfully teaching today's learner.

Describe how these concepts extend to practice and the recruitment and retention of the Millennial & Generation Z Workforce.



2



Generation Z:
1995 – 2012
Technology from birth
Global perspective
Cautious & Pragmatic

Millennials:
1980 – 1995
Confident
Achievement oriented
Grew into technology

WHO IS THE LEARNER?



Strengths:
Strong desire to make an impact
Value inclusivity & diversity (Gen Z)
Value achievement and long-term goals
Comfortable with the integration and presence of technology
Approach the world through a holistic lens

Generation Z:
1995 – 2012
Technology from birth
Global perspective
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Millennials:
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Challenges:
Struggle with interpersonal relationships (Gen Z)
"Self-focused" motives, looking out for their own interests
Slower entrance into adulthood
Lacking in experience and professionalism
Outwardly disloyal

WHO IS THE LEARNER?

A CHANGING DEMOGRAPHIC OF LEARNERS

Modalities of Learning

- *Multi-tasking*
- *Short attention span*
- *Expectation of appropriate integration of technology*
- *Immediate feedback*

Overall Goals

- *High-achieving, but cautious and rarely take risks*

Late Entry into Adulthood

- *Underdeveloped social and oral communication skills*
- *Underdeveloped professional competencies*

Impact of High-Stress World & Challenges of Coping

- *Mental health challenges and value of well-being*
- *Financial concerns*
- *Assessing how they want to be present in the world*



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5

RECOMMENDATIONS FOR TEACHING TODAY'S LEARNER

In the learning process, Millennials & Generation Z Value:

- *Individualized approach*
- *Active, Engaged Learning Process*
- *Appropriate Use of Technology*
- *Approachable, Supportive Faculty*



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6

How Does this Extend to Practice and the Recruitment/Retention of this Generation

Table 1. Characteristics of Millennials and Gen Z Generations That Shape Employment Choices⁷

Characteristic	Millennials	Gen Z
Social impact	Come of age in the new millennium, class of 2000 44% non-White Witnessed 9/11 2008 recession impact Increased parental involvement Busy, planned lives	More diverse than previous generations 48% non-White 2008 recession impact Affordable Care Act Student debt crisis First US Black president Legalization of same-sex marriage
Technology	Introduction of the Internet Introduction of handheld devices	Cannot recall a time without computers Handheld devices commonplace
Lifestyle	Receive information through the Internet Value relationship with manager Value career development Want flexibility in work Value work-life integration	Immediate access to information Multitasking Independent learners Value independence Want flexibility in work Work focus: learn new skills Not concerned with titles or salary

(JONA, 2022)



7



"Our job is obvious: We need to get out of the way, shine a light, and empower a new generation to teach itself and to go further and faster than any generation ever has."

-Seth Godin

8



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