

GENERATIONS IN THE NURSING WORKFORCE

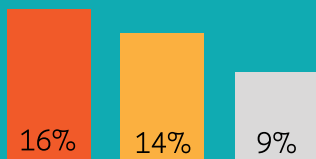
This infographic summarizes key differences among Hawai'i nurses born in the Millennial, Generation X, and Baby Boomer generations.

■ Millennial (Age 23-38)
 ■ Generation X (Age 39-54)
 ■ Baby Boomer (Age 55-73)

DEMOGRAPHICS

The workforce has become more diverse over time. Each generation is more likely to be male, multi-racial, and Native Hawaiian than the previous generation.

MALES



ETHNICITY

TOP 3

Millennial

Filipinx (38%)
Multi-Racial (25%)
White (23%)

Generation X

Filipinx (36%)
White (23%)
Multi-Racial (20%)

Baby Boomer

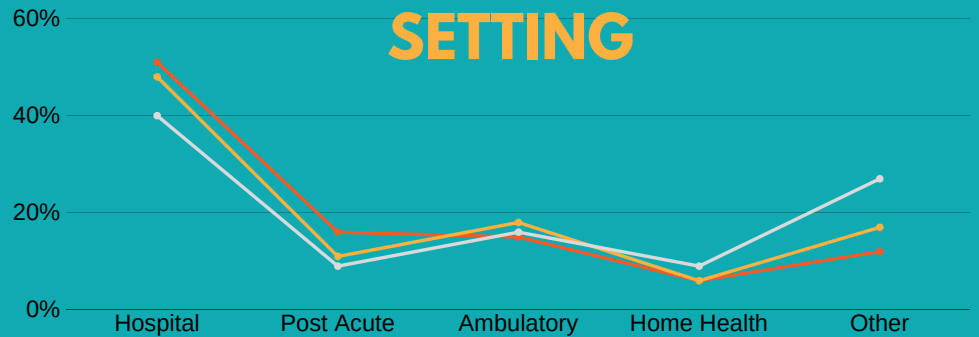
White (42%)
Filipinx (20%)
Multi-Racial (14%)

NATIVE HAWAIIAN



PRACTICE

SETTING

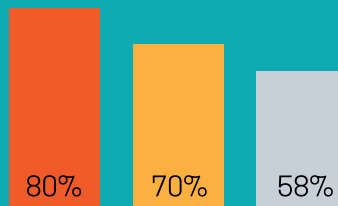


Primary practice specialty does not systematically vary by generation.

EDUCATION

Millennials are the highest educated generation. They are most likely to have a BSN or higher and be currently enrolled in a degree-leading nurse education program.

BSN+



EMPLOYMENT

MILLENNIAL

Least likely to work more than 40 hours per week.

GENERATION X

Most likely to hold multiple positions.

BABY BOOMER

Least likely to work in a full-time position.

RETENTION

MILLENNIAL

Most likely to leave their position in the next 12 months.

GENERATION X

Most likely to stay in their current position for the next 5 years.

BABY BOOMER

35% are intending to retire in the next 5 years.