

a new way to

# The future of the Y Generation in Rural and Remote Nursing?



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# Y Generation

Those born between 1980 – 2000

Other generations:

- Veterans
- Baby Boomers
- Generation X

# Common Terms

- Y Gen:
  - Echo Boomers
  - Millennials
  - Net generation
  - Nexters
  - Digital Natives
  - Dotcom generation

# Personality Traits

- Competitiveness
- Team approach
- Strong work life balance
- Hard working
- Regular change in occupation
- Culturally diverse

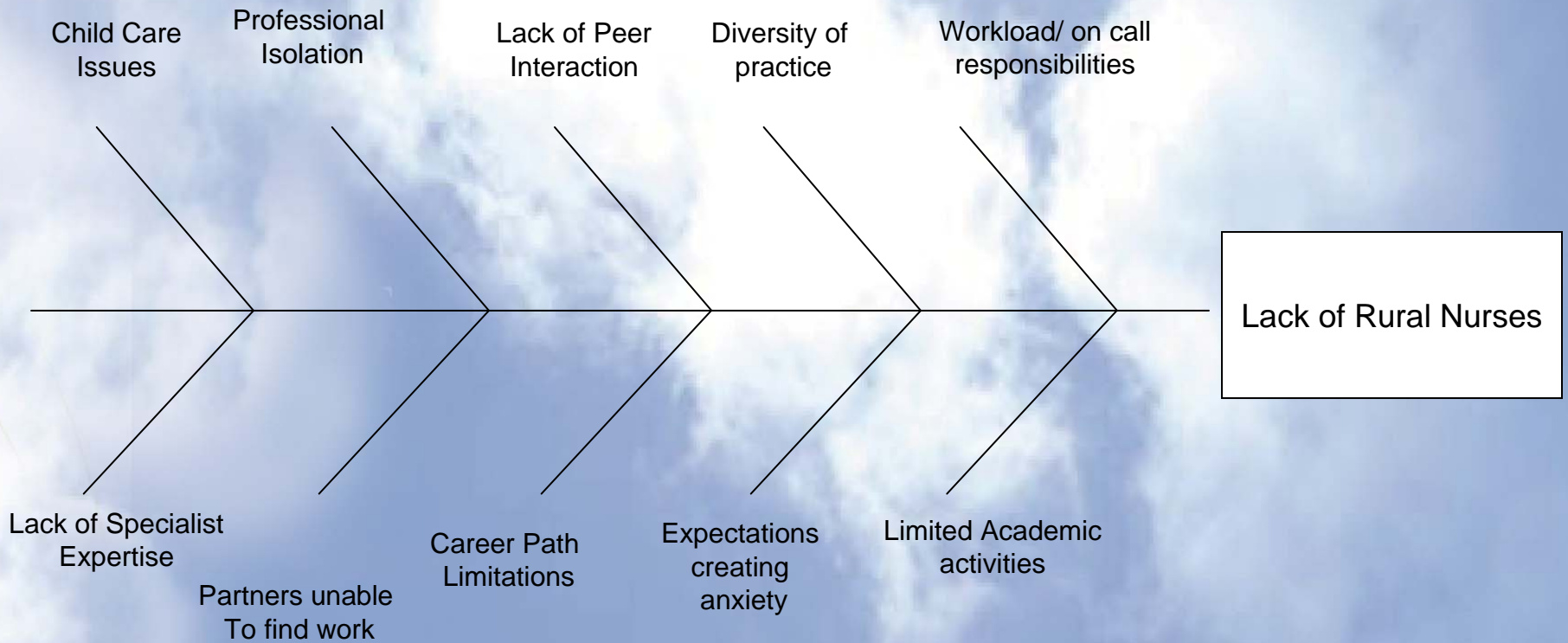
# Getting to know the Y Gen

- Technologically minded
- They know everything!!!
- Egos
- Need to know why/Y
- Similar to Baby Boomers in number
- Largest group to enter the workforce

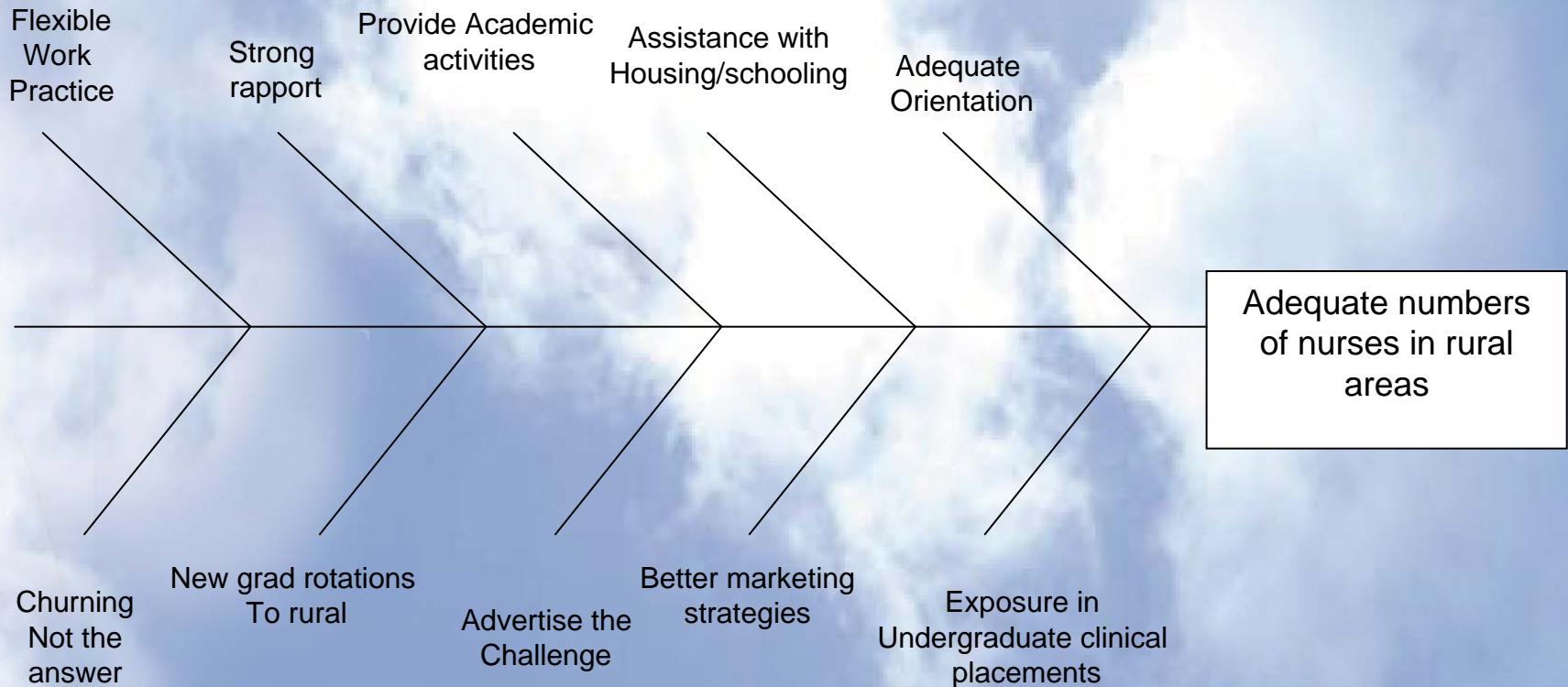
# Generational Change

- Minimal Research on Y Gen
- McCrindle on Doctors (2008)
- Relevance to Y Gen
- Further research planned

# What are the Issues?



# How to attract/retain



# The Research Project

- The aim of our research is to develop an understanding of the Y generation's attraction to nursing, how they see their future in nursing and how the nursing profession will retain them in nursing.

# Research Design

## **Method**

Quantitative approach

- will identify those characteristics that define individual Y generation nurses
- and present the influences and attraction to nursing as well as the future of these nurses in the workforce.

## **Data Collection**

- The questionnaire will be given to Y gen student nurses in the BN program at SCU and recent Y gen graduates of the same program.
- Newly developed tool, piloted

## **Data Coding and Analysis**

Quantitative data analysis will be undertaken using appropriate software.

# Progress to Date

- Research proposal finalised
- Ethics application approved by Human Research Ethics Committee at SCU
- Currently refining questionnaire through piloting and starting data collection final quarter 2008
- Anticipate commencing data analysis in early 2009 and disseminating results mid 2009 and beyond

# References

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