

Hiring and inspiring millennials

If you've been thinking about the challenges with hiring, training, and retaining millennials, you're not alone. Let's explore what makes millennials different from baby boomers and how to work effectively with them.



Healthcare

Millennials are your largest talent pool. Attracting and retaining them is key to your organization's financial sustainability and ability to deliver quality care.



54 million =
Number of Americans
between the ages of 18 and 34
(1/3 of the workforce)

They want to be connected, coached (not managed)—and they expect technology to support their personal and corporate potential.

Are you ready?

Myth:

Millennials are job hoppers.

Fact:

Millennials change jobs in their 20s at the same rate as Baby Boomers.

First-year job churn rates by generation:

61%
MILLENNIALS

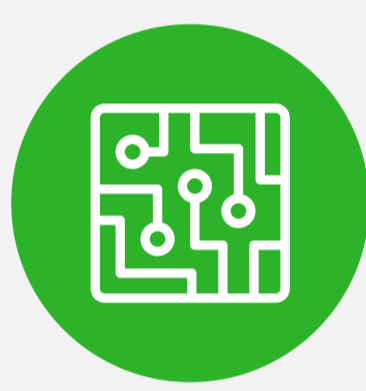
63%
GENERATION X

56%
BABY BOOMERS

Key millennial influencers



Parenting



Technology



Impatience



Environment

A matter of trust

They do not trust others.

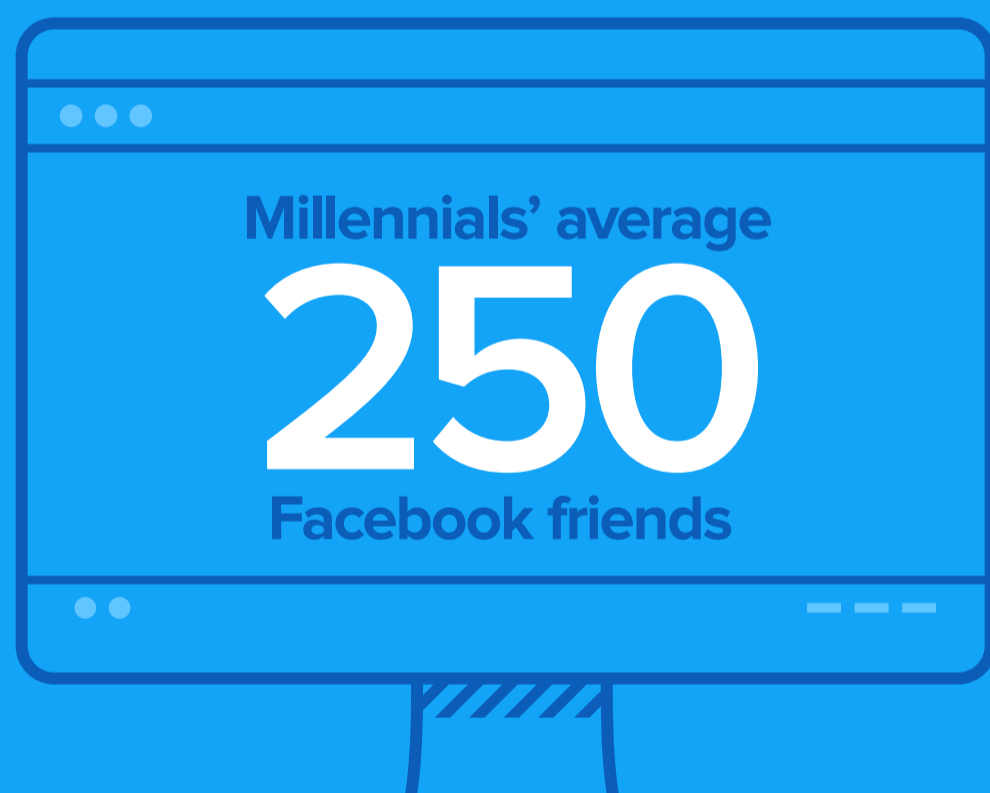
But they share...



Millennials



Boomers



Keep Millennial staff engaged



Boost patient satisfaction

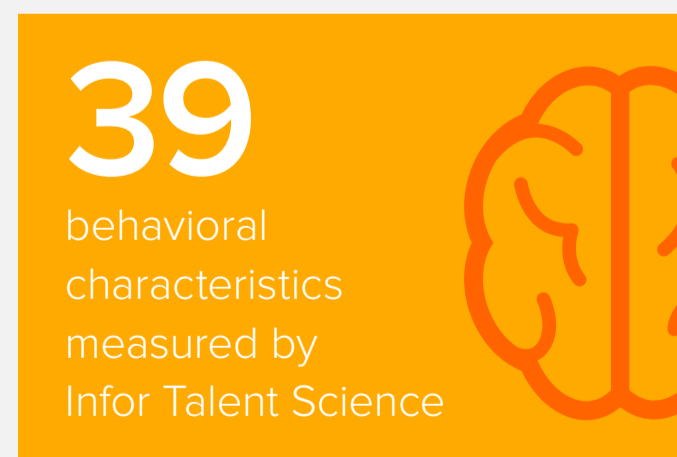
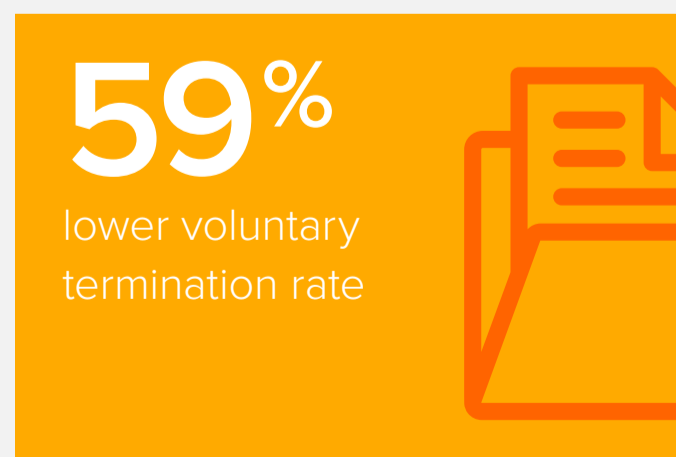


Reduce costs

Focus on behavioral DNA, not age

Infor Talent Science's nursing assessment tools identify top candidates for your caregiving team.

Using Infor Talent Science, some of the largest healthcare organizations report:



Infor's human capital management solutions are specialized for healthcare with 30 years of healthcare expertise in clinical scheduling, occupational health tracking, analytics, nursing care workloads, and nursing assignments. **To learn more, visit Infor Healthcare.**



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¹ Infor study of 500,000 worker voluntary terminations