Strategies for Creating an Innovative and Healthy Learning Environment for Millennial Nursing Students

Sigma Creating Healthy Work Environments 2019
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Baby Boomers

- Born between 1946 and 1964
- Comprise the majority of current nursing faculty and many nurse leaders
- Rely on tried and true teaching methods
- May possess lower technological abilities
- Educated in a time when the learner relied on the educator for information
Millennials

- Also known as Generation Y
- Born between 1982 and 2005
- Largest workforce in the world
- Grew up with a personal computer
- Have used the internet most of their life
- Socialized to expect a rapid exchange of information with a tendency toward reduced or no textbook reading
# Communication Styles

<table>
<thead>
<tr>
<th>Style</th>
<th>Baby Boomers</th>
<th>Millenials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Style</td>
<td>Semiformal</td>
<td>Eye-catching- Fun</td>
</tr>
<tr>
<td>Content</td>
<td>Chunk it down but give me everything</td>
<td>If, and when I need it, I will find it online</td>
</tr>
<tr>
<td>Context</td>
<td>Relevant to the bottom line</td>
<td>Relevant to now, today and my role</td>
</tr>
<tr>
<td>Attitude</td>
<td>Accepts the rules</td>
<td>OK with authority who has earned their respect</td>
</tr>
<tr>
<td>Speed</td>
<td>Available, handy</td>
<td>5 minutes ago</td>
</tr>
<tr>
<td>Frequency</td>
<td>As needed</td>
<td>Constant</td>
</tr>
</tbody>
</table>
Emerging Awareness

- Traditional teaching methods are a mismatch for millennials
- Why we need to change for millennial students
- What the educational needs of millennials are
Education Needs of Millennials

- Use of innovative & creative teaching methods
- Education that stimulates and keeps their attention
- Coaching and Mentoring
- Structure and Guidance
- Creative ways to solve problems
Call to Action

- The need for CHANGE
- Improved role satisfaction for educators, millennial nursing students, nurse leaders, and new nurses
Education Needs of Millennials

- Need teaching learning techniques that capture and retain their interest
- Need to share their opinions
- Need to learn Face-to-Face communication
Teaching / Learning Strategies

- Pulsed Education: Change method every 15-20 min
- Case Study
- Interactive Techniques
- Video tape analysis
- Journaling
- You Tube videos
- Blog or WIKI discussions
- Simulation
Teaching / Learning Strategies

- Use of Facebook, Tumblr and Twitter to encourage connection with other students
- Team meetings as means of communication of assignments and how they went
->Emails and chat rooms
- Pare down the essentials in textbooks and articles
- Teach how to work with different generations
Recommendations
Use of innovative teaching strategies provides for a more engaged student who recognizes their purpose and results in better retention of knowledge.

Modeling of professionalism in regard to the use of technology:
- Dress and behavior
- Being explicit when describing expectations
- Interactive participation is critical
- Preparation for entering work environment
- Faculty need to have critical self-reflection
- How feedback will be given
- Communication skills in every course
Integrate technology as a teaching/learning tool

– Podcasting can be used in a variety of ways:
  • Review of content already covered
  • Preview of upcoming content
  • Provide study review notes

– Wikis invite participation without the need for everyone to be in the same place at the same time
  • Useful not only for class assignments
  • Enhanced distance learning
- Hands on teaching / learning
- Simulation
  - High fidelity
  - Low fidelity
  - Standardized patient
- Group discussion
- Immediate feedback in real time
Teach me in ways that are interactive.

Use texting to reach me timely.

Simulation with mannequins or live interaction are great for my learning.

Journaling my experiences helps me to reflect on my learning.

I need information in a way I can capture important aspects of the material.

Keep me engaged in learning by having me create & share videos or case studies.

Social media is how I connect on a daily basis.

Provide me with mentors who are up to date with best practices.
Anticipated Results

- Better engagement of students ensures enhanced transfer of information from faculty to student
- Improved preparation for workforce
- Increased role satisfaction for nursing faculty
Future Research

- Development of a survey to answer two research questions-
  From the nursing education and nursing leadership perspectives:

  - How well did your pre-licensure nursing education prepare you in regard to Knowledge, Skills and Attitudes?

  - What qualities and behaviors does your nurse leader exhibit that have had the greatest impact on you?

- Population: Millenial (Generation Y) and Generation Z Registered Nurses in the role 6-12 months

- Setting: A large healthcare organization in southeast U.S.
Thank You for Attending

Questions?