



2024

Survey of Michigan Nurses

SPECIALTY BRIEF

Emerging Trends Among Younger Nurses

Introduction

The Survey of Michigan Nurses has been supported by the Michigan Department of Health and Human Services-Office of Nursing Programs (MDHHS-ONP) annually since 2004 to gather information about the supply of nurses in Michigan. The MDHHS-ONP contracted with the Michigan Public Health Institute (MPHI) to update the annual Survey of Michigan Nurses, collect and analyze the data, and report findings to nursing partners in a variety of formats. Due to the underrepresentation of younger nurses—those under the age of 35—in the survey, a specialty brief has been developed to further explore trends among younger nurses.

Emerging Trends Among Younger Nurses

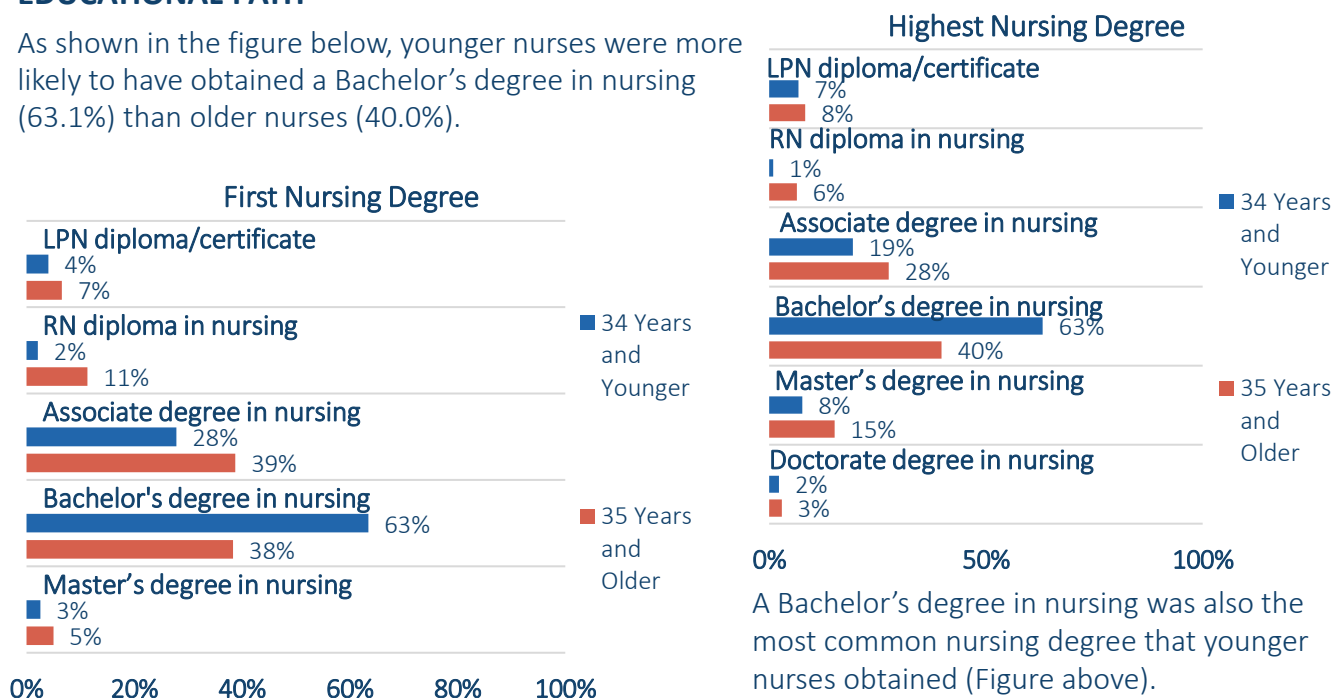
COMPARING SURVEY RESPONDENTS TO LARA LICENSURE DATA

When comparing the ages of nurses who participated in the nurse survey compared to those who are in the nurse licensure data, there is an underrepresentation of younger nurses and an overrepresentation of older nurses. The survey showed that only **8%** of survey participants were nurses under the age of 35, yet this age group makes up **23%** of the profession's current workforce.

The tables and charts in the specialty brief are reflective of LPNs and RNs for both 34 years and younger in addition to 35 years and older.

EDUCATIONAL PATH

As shown in the figure below, younger nurses were more likely to have obtained a Bachelor's degree in nursing (63.1%) than older nurses (40.0%).

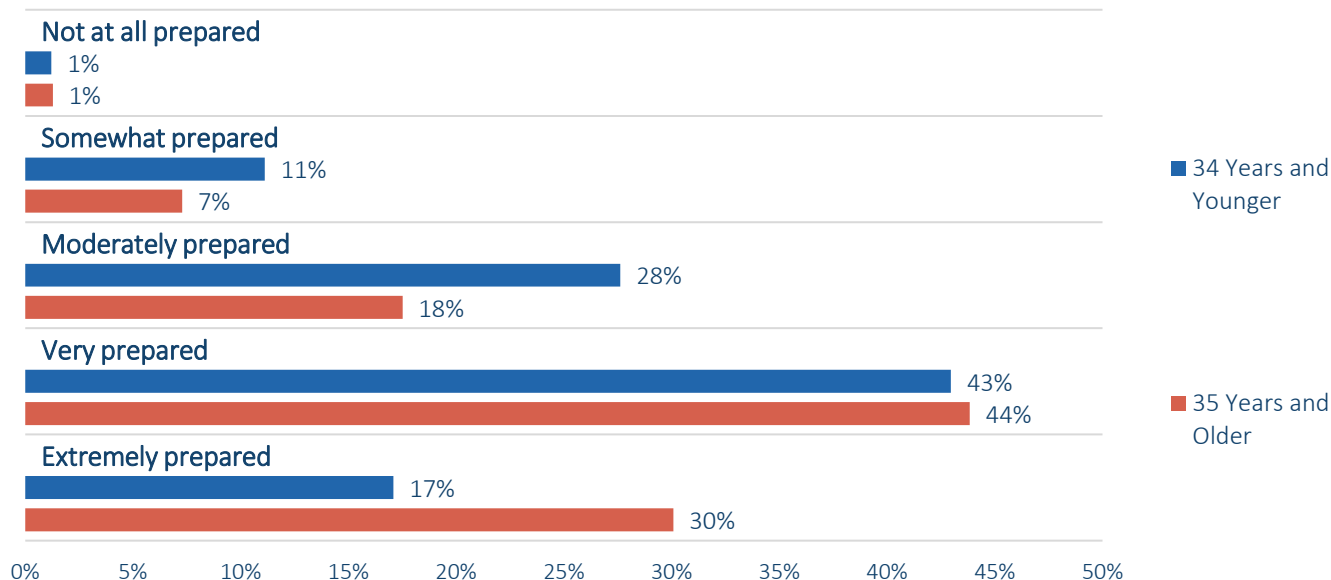


Emerging Trends Among Younger Nurses

SOCIAL DETERMINANTS OF HEALTH (SDOH)

Nurses were asked how prepared they felt to assess patients' social determinants of health. Younger nurses were less likely to say they were extremely prepared to assess patients' SDOH compared to older nurses (17.1% vs. 30.1%).

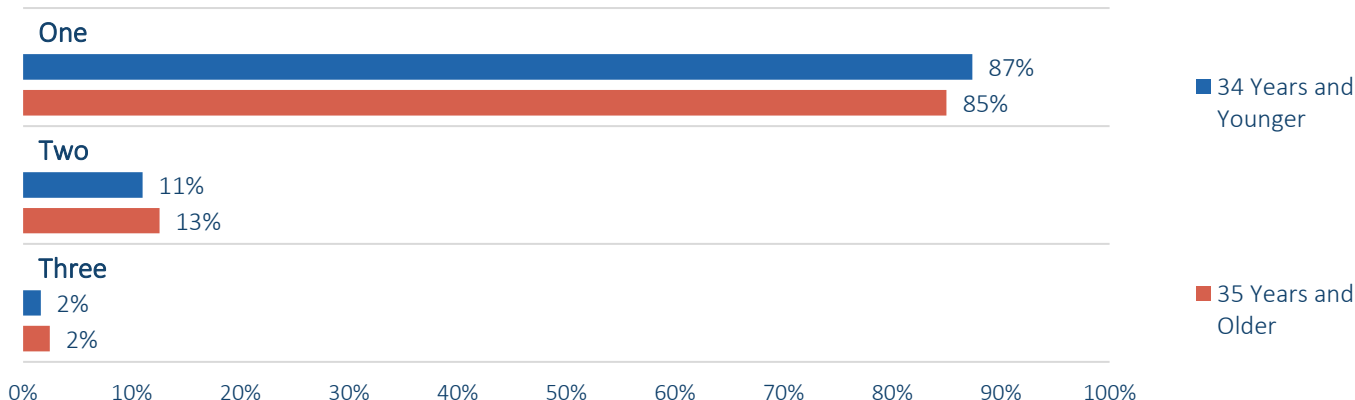
Social Determinants of Health



EMPLOYMENT

Nurses 34 years and younger were employed in nursing at higher rates (RNs 18 to 24 years: 91.3%; RNs 25 to 24 years: 91.0%; LPNs 25 to 34 years: 90.2%; Table 15 in 2024 Survey Report) than those nurses 35 years and older. There were no differences in the number of positions worked by nurses based on age.

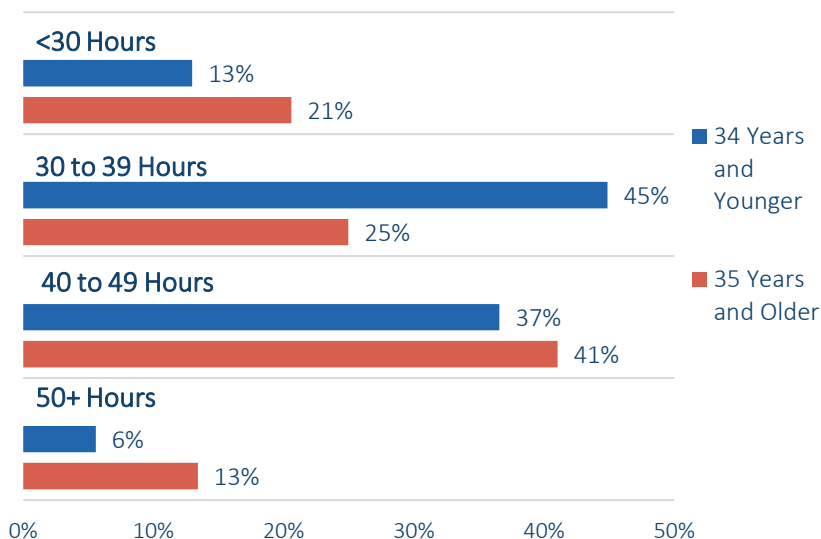
Number of Positions



Emerging Trends Among Younger Nurses

Nurses who stated they were working as a nurse were asked to indicate how many hours per week they worked in nursing or a related area. Younger nurses were statistically more likely to work 30 to 39 hours per week compared to older nurses (44.9% vs. 25.0%). Younger LPNs were statistically more likely to work 50 or more hours a week compared to RNs in the same age group (18.6% vs. 6.0%; Figure 5 in 2024 Survey Report). Younger LPNs and older LPNs were statistically more likely compared to RNs to work 40 to 49 hours a week (49.0% vs. 40.8% and 51.7% vs. 44.0%, respectively; Figure 5 in 2024 Survey Report).

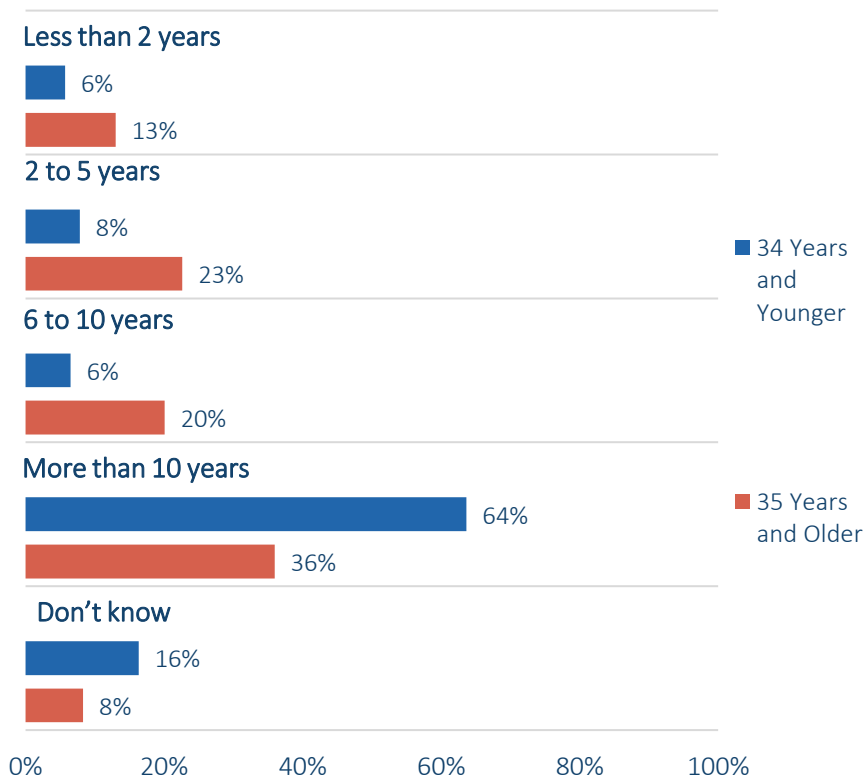
Hours Worked Per Week



PLANS TO CONTINUE NURSING

Overall, most nurses indicated that they planned to stay in the nursing workforce for at least the next 10 years or more (51.8%; Table 33 in 2024 Survey Report). This was statistically more likely compared to all other duration of time categories (7.6%, 13.9%, 15.4%, 11.3%, respectively; Table 33 in 2024 Survey Report). Younger nurses were more likely to indicate staying in the workforce for 10 years or more compared to older nurses (63.6% vs. 36.0%), but they were also more likely to say they were not sure how long they would be staying in the workforce (16.3% vs. 8.3%).

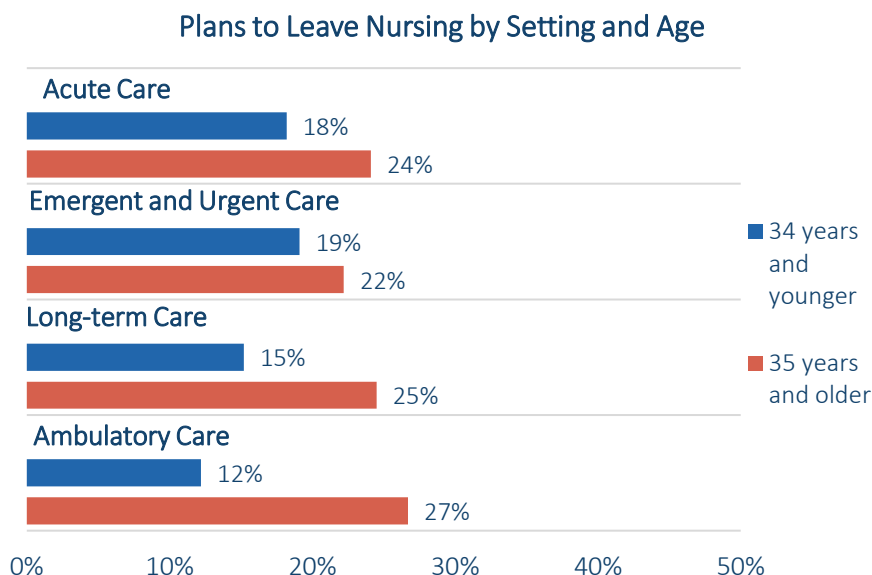
Plans to Continue Nursing



Emerging Trends Among Younger Nurses

Plans to Leave by Setting and Age

Nurses aged 34 years and younger who only plan to work for the next five years most commonly worked in emergent and urgent care (19.1%) and acute care (18.2%). Nurses aged 35 years or older were statistically more likely to plan on working only for the next five years in the following employment settings compared to those aged 34 years or younger: acute care (24.1% vs. 18.2%) and ambulatory care (26.7% vs. 12.2%). Figure 9 in the 2024 Survey Report shows additional trends on older nurses. Due to the suppression rule, data in Figure 9 in 2024 Survey Report could not be compared to younger nurse.

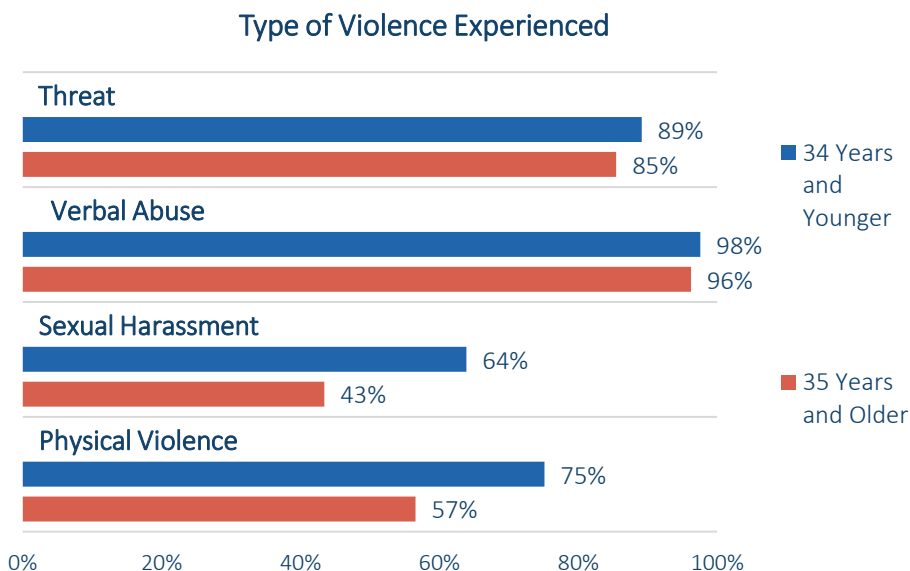


WORKPLACE VIOLENCE

Over half the RNs 34 years or younger indicated they experienced workplace violence in the past year (younger than 25 years old= 62.6%; 25 to 34 years old= 59.8%; Table 42 in 2024 Survey Report). Over one-third of LPNs 25 to 44 years old experienced workplace violence in the past year (25 to 34 years old= 41.7%; 35 to 44 years old= 36.0%; Table 42 in 2024 Survey Report).

Type of Violence Experienced

Overall, younger nurses experienced significantly higher rates of sexual harassment and physical violence compared to older nurses. Threats and verbal abuse did not differ significantly between the age groups.

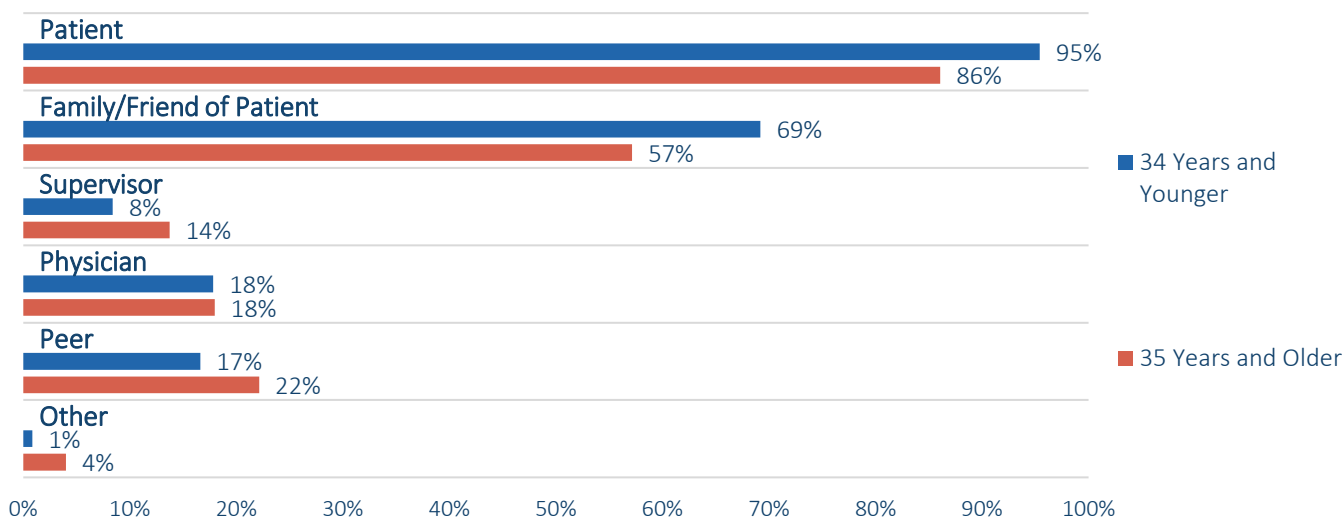


Emerging Trends Among Younger Nurses

Perpetrator of Workplace Violence

Overall, younger nurses experienced workplace violence perpetrated by patients at higher rates than older nurses (95.4% and 86.1%, respectively) and were more likely to experience workplace violence perpetrated by a family or friend compared to older nurses (69.2% vs. 57.2%).

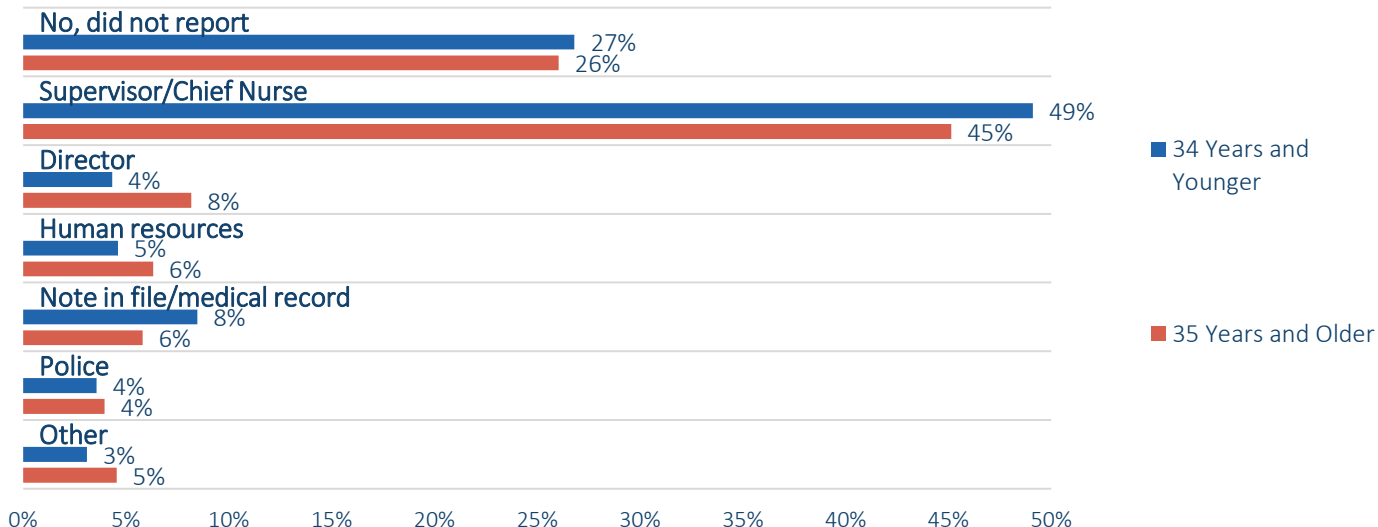
Perpetrator of Workplace Violence



Reporting Workplace Violence

Overall, nurses reported workplace violence to their supervisor or the chief nurse (younger nurses = 49.1%; older nurses = 45.1%). There were no statistical differences in reporting workplace violence based on age.

Reporting Workplace Violence



Conclusion

The 2024 Survey of Michigan Nurses highlights an underrepresentation of younger nurses, with only 8% of participants under the age of 35, despite this group making up 23% of the workforce. Employment rates were higher among younger nurses, with a significant portion working 30 to 39 hours per week. Younger nurses felt less prepared to assess patients' social determinants of health compared to older nurses. Most nurses planned to stay in the workforce for at least ten years, with younger nurses being more likely to indicate this compared to older nurses. Workplace violence is a significant issue, with over half of younger nurses experiencing it in the past year. Younger nurses faced higher rates of sexual harassment and physical violence compared to older nurses. The report also notes that younger nurses were more likely to experience violence perpetrated by patients and family or friends compared to older nurses. It would be beneficial to explore the reasons behind the low participation of younger nurses in the survey and develop strategies to increase their involvement in future surveys.



ADDITIONAL INFORMATION

For additional information related to the 2024 Survey of Michigan Nurses results, past years' reports, and data produced from Michigan's nurse licensure data, please visit minurse.org. For questions or comments related to the content presented in this report, please contact Christopher Wojcik, Associate Program Director, Michigan Public Health Institute (cwojcik@mphi.org).

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