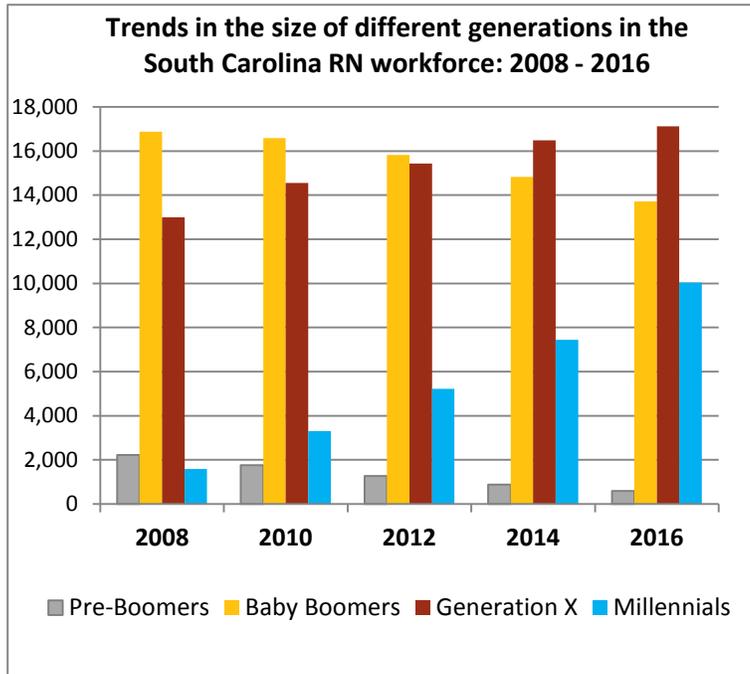




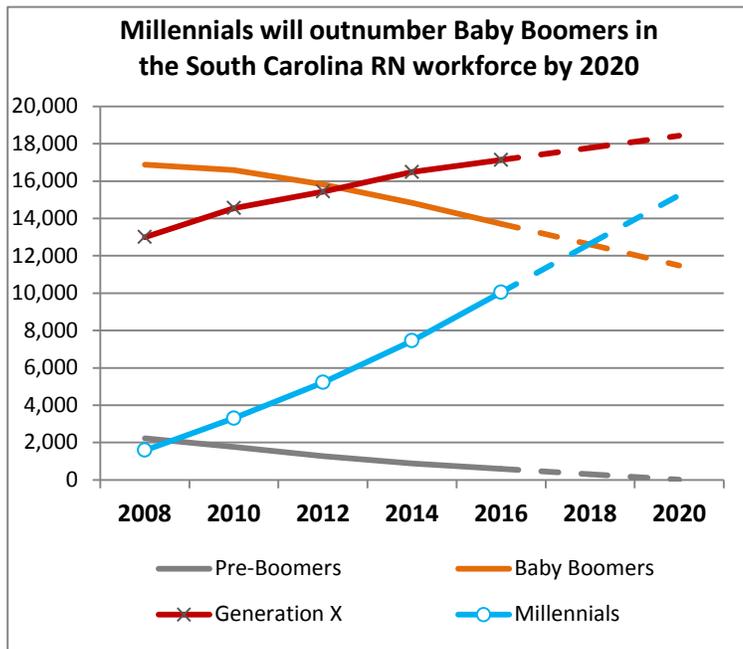
Recent Changes in the Balance of Generations Within the RN Workforce in South Carolina

The generational characteristics of the nursing workforce are changing rapidly and may have an impact on work behaviors and expectations in the future. In 2008 the Baby Boom generation dominated the RN workforce in South Carolina, as shown in the bar chart. By 2013 members of Generation X began to outnumber Baby Boomers and are now the dominant cohort.



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There is concern about whether the retirement of the Baby Boomers will result in a severe nursing shortage in the next decade. The unexpectedly large number of Millennials entering nursing in recent years suggests that – if we maintain our current production of new RNs and nursing remains an attractive field for Millennials - they will likely make up for the loss of the Baby Boomers, at least in numbers, if not in experience (see the line chart to the left). Millennials are expected to outnumber Baby Boomers beginning in 2018.



The generations are defined on the basis of birth year groupings:

- Pre-Boomers = 1920 – 1945**
- Baby Boomers = 1946 – 1964**
- Generation X = 1965 – 1981**
- Millennials = 1982 – 2000**

This pattern of generational growth and decline is consistent with a national study of changes in the nursing workforce published in Health Affairs¹ that addresses the causes and consequences in more detail.

Note: This generational analysis is based on the RN workforce in South Carolina over time. Advanced Practice RNs were not included.

¹ Millennials Almost Twice as Likely to be Registered Nurses as Baby Boomers Were. Auerbach, et al. Health Affairs, Vol 36, No. 10. October 2017.