

Millennials are ready to Transform Health Care

By Phil M. Burrell

Thomas Jefferson University, Jefferson Health

Philadelphia, Pennsylvania

Pburrell254@gmail.com

Congratulations, Millennials.

We are now the largest generation in the health care workforce.

We are the generation of design and innovation.

We are the generation of no voice in health care.

It's been recently reported that we make [20% less than our parents](#) did at this stage of their life. Add that to [growing student loans](#), [growing stagnation of wage increases](#), and our limited interest of politics, and we've got a very difficult set of circumstances to overcome.

Let's not forget to mention Millennials may also be inheriting major economic and environmental challenges over the next decade.

And if you are a Millennial on the fast-track to success, understand that most of your colleagues are not, which should be of personal concern to you. The ripple effect the previously mentioned challenges have on future growth and development of our workforce stands to become a direct challenge to the development of your career, from promotions to available jobs in your profession.

The notion that Millennials are [living in their parents](#) basements is not because we aren't motivated; it's because we are stuck with so many constraints we can't afford to rent the attic.

To young professionals, including me, all of these realizations are extremely frustrating. A bachelor's degree isn't what it used to be. Meaning, a bachelor's degree in your field no longer qualifies you for an entry-level position in your career. You'll need work experience and very good contacts. Work experience you likely must get through internships, work-studies, and additional opportunities where you may not be compensated financially. An undergraduate student needs to have significant work experience prior to graduation to be ready to compete for an entry-level job in the field they are passionate about. Especially in health care.

So how do we fix this?

Answer: Millennial activation. Millennial health care workers must become vocal leaders and advocates for our generation across the health care industry. And we need to work with our mentors, the generations before us to achieve it.

In today's health care workforce environment, the Millennial voice does not exist. Therefore, even though we continue to grow in numbers, our growth as leaders in arena's where our challenges and concerns need to be heard remain dormant. Now [there are glimmers of hope](#), but still too few and far between. There needs to be a relentless, focused effort to get out the experiences and prospective of the Millennial health care worker to address current issues and future challenges.

Millennials: Let's utilize all methods for getting our voice heard in the public sphere of health care, new and old. Let's engage local community health councils, and promote digital media that highlights views of our generation. Take every single comment you hear declaring Millennials as "lazy" or "not willing to accept things the way they are" and emphasize that our information-driven mindset is key to the growth of health care consumerism, and our ability to look past the status quo to solve complex challenges is paving the way to major health care improvements. Millennials believe the best way to improve the world is to understand it first. And given the right tools and a little time we can fix major problems.

Give us a voice and we will transform health care.