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GENERATION Y

A Brief Examination of the Mindsets in Employment of The Next Generation of Orthopedic Surgeons



WHAT ARE THEY?

The generation of people born during the 1980s and early 1990s. The name is based on Generation X, the generation that preceded them. Members of Generation Y are often referred to as “echo boomers” because they are the children of parents born during the baby boom. Children born during this period have had constant access to technology (computers, cell phones) in their youth. Also called ‘millennials’, “echo boomers”, ‘internet generation.’

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GENERATION Y

- Highly Computerized / IPAD – IPOD
 - Generation Y spends an estimated \$20 billion in online purchases alone each year.
 - 9/10 Generation Y-ers own a personal electronic device
 - 4/5 Generation Y-ers use technology in managing their daily lives
 - Facebook, Twitter, Skype-Social Media People called ‘Digital Natives’
- Maximize Time, Working Faster and ‘Better’
- More Outreach Work to Foreign Countries
- Immediate Responsibility- Make an Impact DAY 1!
- Goal – Oriented



- **HOSPITAL EMPLOYMENT A MORE ACCEPTED PRACTICE MODEL**
Hospital Employment Up 32% Overall, Though Less for Orthopaedics [AHA Hospital Statistics 2012 Edition] Rough Estimates are 25%+ of all Orthopedic Doctors are now hospital employed.
- **DEFINED PROFESSIONAL WINDOW-RETIREMENT CYCLE**
- **USED TO WORKING IN AN EMR / PAPERLESS ENVIRONMENT**
- **CONTINUING EDUCATION – ONLINE or SHORT DISTANCE GEOGRAPHICALLY**
- **CALL COVERAGE vs FREE TIME/LIFESTYLE***
- **INCREASED COMPETITION FOR 'LIFE STYLE' SUB-SPECIALTY FELLOWSHIPS**
- **THE MAJORITY OF RESIDENTS WISH TO PRACTICE IN LARGER METROPOLITAN SETTINGS***

KNOWING ALL OF THIS...

Keys to Successful Collaborations



- Leverage Technology to Communicate During Recruitment and Hire and Throughout Employment
- Empower Through Participation in EMR, Surgical Robotics, Innovation Committee or other Strategic Initiatives
- Utilize Structured, Organized, Clearly Defined Employment Agreements and Milestones



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THANK YOU

