

AT A GLANCE

Millennial teachers want support. Are they getting it?



The millennial workforce

1 in 3

U.S. workers **are millennials.** (Pew Research Center, 2018)



25%

of millennials speak a language other than English at home. They are the **most culturally, ethnically, and linguistically diverse generation** in U.S. history. (U.S. Census Bureau, 2017)

44%

of **U.S. teachers** are under the age of 40. (National Center for Education Statistics, 2018)

104%

Increase in **teachers of color** between 1987 and 2012 (National Center for Education Statistics, 2017)

YET

82%

of public school teachers **are white.** (National Center for Education Statistics, 2016)

Most new teachers are from the generation known as millennials, born roughly between 1980 and 1996. Millennials are the most educated generation in U.S. history, yet there are fewer of them in the teaching workforce than members of the slightly older Generation X.

Millennials are often stereotyped as enthusiastic but entitled job-hoppers. In reality, research presents a conflicted picture of how often millennials tend to make job transitions. But what is clear is that young teachers care about their career development and want support for professional growth.

Millennials want opportunities for career development

59% vs. 44%

Percentage of **millennials and Gen Xers** who say opportunities to learn and grow are extremely important to them in applying for a job. (Gallup, 2016)

87% vs. 69%

Percentage of **millennials and older workers** who rate "professional or career growth and development opportunities" as important to them in a job. (Gallup, 2016)

YET

Only 6%

of superintendents believe their district understands **millennial teachers' needs.** (Gallup, 2016)

39%

of millennials (across fields) strongly agree that they **learned something new** in the past 30 days that they can use to do their jobs better. (Gallup, 2016)

<50%

of millennials (across fields) strongly agree that they have had opportunities to **learn and grow** in the past year. (Gallup, 2016)

1 in 4

millennials strongly agree that there is someone at work (across fields) who **encourages their development.** (Gallup, 2016)



The case for investing in millennial teachers' development

Under 30 & Over 50

Ages during which **teacher attrition** is most common. (Learning Policy Institute, 2017)

#1

reason for teacher attrition is teacher-reported **lack of administrative support.** (Learning Policy Institute, 2017)

1st priority

among teachers of all ages for improving work conditions is **time during the school day** for peer collaboration and professional learning. (Learning Policy Institute, 2017)



For a full list of reference sources, see the online version of this publication at learningforward.org/publications/jsd