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MILLENNIALS IN THE TEACHING PROFESSION

MILLENNIAL TEACHERS

Millennials in the WORKFORCE



Millennials (approximately ages 18 to 37)¹ are quickly becoming the largest presence in the workforce and are expected to comprise 75 percent of the workforce by 2030.² The millennial generation is greatly affecting the talent management practices of the corporate, nonprofit and public sectors. This generation of workers is seeking opportunities to grow and is not afraid to leave a company or organization to do so. Their average time at any given job is approximately two years, which is a fraction of the time Gen X (approximately 38 to 53 years old) and Baby Boomers (approximately 54 to 72 years old) spent in any given career. Gen X and Baby Boomers remained at jobs for an average of five and seven years, respectively.³

As we consider what this means for the teaching profession, it is important to remember that there is significant evidence that it takes a new teacher three-to-five years to hit their stride in the classroom.⁴

Millennials in COLLEGES OF EDUCATION

Generally speaking, the teaching profession has largely lost its appeal to the millennial generation, with many students feeling that being a teacher is not a prestigious career choice.⁵ Between 2010 and 2014, the percentage of high school graduates interested in education as a major declined by 16 percent.⁶ In fact, a recent study even showed that only four percent of class of 2015 high school students who took the ACT college entry exam planned to become teachers.^{7,8}

National trends support this notion—the teacher pipeline is suffering due to the decline in the enrollment in colleges of education.⁹ A professor at the University of California, Los Angeles (UCLA) noted a reduction of education majors from nearly ten percent (9.9%) in 2005 to just over four percent (4.2%) in 2015—a 58 percent decrease in enrollment over 10 years.¹⁰ Teacher preparation programs across the country have seen more than a 35 percent decrease in enrollment over the past five years.¹¹



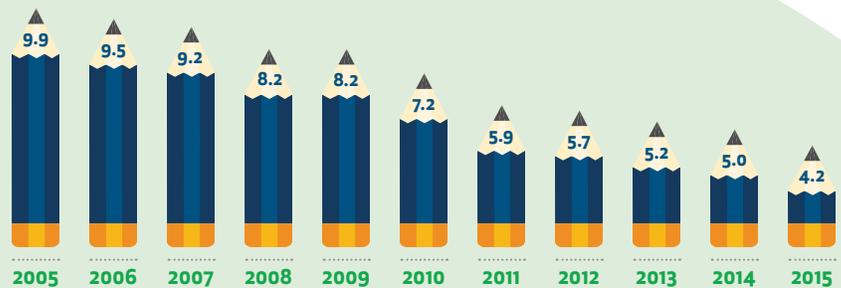
35%



DECREASE IN
TEACHER PREPARATION
PROGRAM ENROLLMENT
IN PAST 5+ YEARS

Where are the EDUCATION Majors?

Percent of incoming college freshman at UCLA likely to select education as chosen field of study.



Source: <http://neatoday.org/wp-content/uploads/2016/03/decline-in-education-majors.jpg>

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What Millennials WANT

Millennials are looking for opportunities to lead, but they want to be supported and coached, rather than supervised by a boss.¹² They want to be in constant conversations about performance. This means that professional learning is key to attracting and retaining millennials.¹³

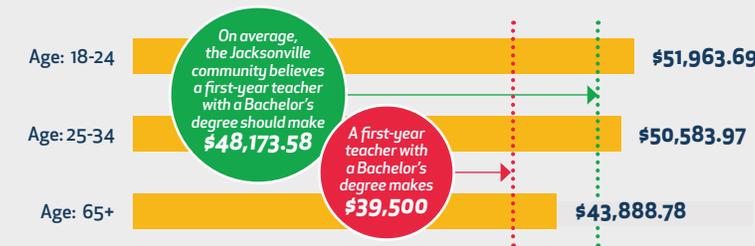
Working with this generation also means that simplifying processes and effectively leveraging technology are points of emphasis for their workstyles.¹⁴ They also desire flexibility. They want to contribute in a way that is impactful, but do not want to waste time or use prescribed tactics doing so.¹⁵ Lastly, they want to be fairly and competitively compensated. Virtually all of these desires run counter to what the education profession is offering new and incumbent teachers.

According to the 2017-18 Public Education Perceptions Poll, conducted by the Jacksonville Public Education Fund, millennials residing in Jacksonville believe, on average, that teachers deserve a significantly higher salary than community members who are 65 and older. This is especially important to consider, given that millennials are the ones being recruited into the teaching profession. A study conducted in 2015 showed that the weekly pay for a public school teacher was 17 percent lower than the pay of someone with a similar background in other employment sectors compared with nearly two percent (1.8%) lower in 1994.^{16,17}

Researchers suggest that to recruit the best teachers, particularly this generation's best potential teachers, a few changes need to happen:¹⁸

1. Offer more opportunities for advancement and growth in the profession, without forcing teachers to fully leave the classroom.
2. Update the profession to reflect the Millennial generation of employees that are populating the workforce with advanced technology, creative control, etc.
3. Attach advancement and growth to increased pay like high-quality teachers in Washington, D.C. public schools who have the potential to earn a six figure salary in their first seven years of teaching.¹⁹

What do you think the ANNUAL SALARY for a Duval County first-year teacher with a Bachelor's degree should be?



At the Jacksonville Public Education Fund, we believe that the recruitment and retention of high-quality teachers is the most important school-based factor in student success. High-quality teachers lay the foundation for what our city is and what it has the potential to be. For more information, please email info@jaxpef.org.

ENDNOTES

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13 – Ibid.

14 – Ibid.

15 – Ibid.

16 – Strauss, V. (2015). Think teachers aren't paid enough? It's worse than you think. Retrieved on February 5, 2018 from https://www.washingtonpost.com/news/answer-sheet/wp/2016/08/16/think-teachers-arent-paid-enough-its-worse-than-you-think/?utm_term=.3e968425e31d

17 – Allegreto, S., Mishel, L. (2016). The teacher pay gap is wider than ever. Retrieved February 5, 2018 from <https://www.epi.org/publication/the-teacher-pay-gap-is-wider-than-ever-teachers-pay-continues-to-fall-further-behind-pay-of-comparable-workers/>

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