

2019

SURVEY

Registered Nurses

A Challenging Decade Ahead

A survey of nearly 20,000 Registered Nurses throughout the nation



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The 2020s


PROBLEMS CONVERGE FOR NURSES AND HEALTHCARE ORGANIZATIONS

- Aging US population means rising demand for healthcare services (people over 65 are hospitalized three times more than middle-aged people)
- Aging population also means the Baby Boomer nurse retirement tsunami is hitting now [by 2030, all Baby Boomers will turn 65]
- The size of college-age population is remaining static, so replacement nurses will be limited
- Most RNs say nurse shortages getting worse

PEOPLE 65+ HOSPITALIZED 3X MORE
than middle-aged people



BY 2030 BABY BOOMERS TURN 65



NURSE SHORTAGE GETTING WORSE

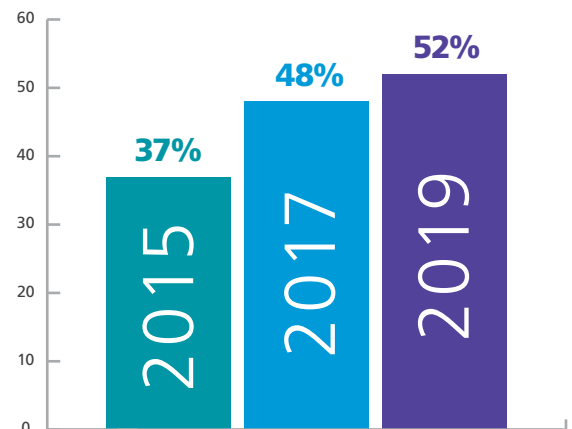


COLLEGE-AGE POPULATION IS REMAINING STATIC



Increasing Pressures

- Percentage of RNs who say the nurse shortage has gotten worse rose from 37% in 2015 to 48% in 2017 to 52% in 2019
- 86% of Baby Boomer nurses plan to retire in the next five years. More than one third of RNs in survey are Baby Boomers
- More than one in five RNs hold second jobs – including about 273,000 nurses with two full-time jobs
- Nearly one in five say working more than one job negatively impacts their quality of work – nearly two in five say it negatively affects their quality of life
- 41% of nurses are the victims of bullying, incivility or other forms of workplace violence – another 27% say they’ve witnessed workplace violence
- 81% of nurses are satisfied with career choice, and 75% are satisfied with quality of care they provide.
 - But, 66% worry their job is affecting their health, and 44% say they often feel like quitting



Percentage of RNs who say nurse shortage has gotten worse



81%

Career Choice Satisfaction

75%

Quality of Care Satisfaction

66%

Worry Job is Affecting Health

44%

Often Feel Like Quitting

Opportunities for Progress

- Improve work-life balance – RNs say flexibility/work-life balance is biggest influence to stay at current job
- Support diversity – RNs are more satisfied at jobs where their organization strongly supports diversity
- Enhance education support – Nearly 60% of Millennial RNs are either enrolled in a nursing education program or plan to enroll soon
 - But, nearly one in five nurses say their organization offers no professional development support
- Improve safety practices and engagement of staff – Top two positive influences on RN quality care



60%

Millennial RNs are either **enrolled** in a **nursing education** program or **plan to enroll** soon

1 in 5 nurses say their organization offers **no professional development support**



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