

# 2017 SURVEY OF REGISTERED NURSES

VIEWPOINTS ON LEADERSHIP, NURSING SHORTAGES, AND THEIR PROFESSION



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## INTRODUCTION

Nursing has always been fundamental to the principal objective of healthcare delivery – quality patient care. Today, nursing is also a vital factor in the transformation of the healthcare industry, including the trend toward corporate consolidation, an increasingly competitive environment, and the focus on patient experience. The results of the AMN Healthcare *2017 Survey of Registered Nurses* reflect nursing's place in the changing healthcare landscape.

As healthcare organizations today must provide excellence in patient care while controlling costs and transitioning to value-based reimbursement, quality leadership has become significantly more important, including to nurses. A large majority of nurses believe that there should be more nurses in high-level leadership roles. Central to this aspiration is the feeling among many nurses that they are not adequately supported by their current leaders. This suggests a disconnect between leadership and the nursing workforce, a critical challenge considering that nurses are one of the most important factors influencing patient experience.

The 2017 RN Survey strongly suggests that a generational change in the nursing workforce is well underway, with a wave of Baby Boomer retirements among nurses already in progress. Since the survey was last taken in 2015, the percentage of nurses who say they will retire in less than a year – among those who are now planning their retirement – has risen significantly. This also may be a factor in the growing shortage of nurses.





Regarding shortages in nurse staffing, half of nurses say the nursing shortage has worsened over the last five years – considerably more than in 2015 – while a much smaller percentage today say that the shortage situation has improved. This mirrors the situation that healthcare providers and staffing companies are currently witnessing, as nurse openings have become harder to fill and utilization of temporary nurses has increased. Managing clinical staff in times of acute shortage is a major challenge for the industry today and for the foreseeable future.

The realities of an extremely competitive job market are reflected in the survey data on licensure and education. Nurses strongly support national licensure rather than the state-by-state process, an initiative now underway through the Nurse Licensure Compact, which could help streamline the hiring process, improve providers' access to quality nurses, and also facilitate telemedicine. The survey also showed that the percentage of nurses who say they are seeking a higher degree has dropped since 2015. Taken together, these two issues suggest that nurses may be more focused on getting a better job through the highly competitive marketplace than through obtaining additional education and training. With new and better career opportunities so plentiful for quality nurses, additional education may become less appealing. The downside for patient care is that educational attainment has been linked to improved quality and outcomes.

AMN Healthcare conducts the biennial survey of registered nurses to provide the healthcare industry with immediate and up-to-date information directly from one of the largest and most influential sectors of the healthcare workforce. The *2017 Survey of Registered Nurses: Viewpoints on Leadership, Shortages, and their Profession* provides nurses' views on the issues important to them in the changing environment of healthcare. This survey report is provided to healthcare leaders and managers, policymakers, regulators, the media, and to nurses to enhance understanding of this vital profession.

## METHODOLOGY

The *2017 Survey of Registered Nurses*, conducted by AMN Healthcare, was completed by 3,347 registered nurses. The survey questionnaires were sent out in March and April 2017. In the survey, percentages are rounded to the nearest full percent, causing some graphs and charts to total over 100%.

## DEMOGRAPHICS

The following is a demographic breakdown of nurses who responded to the survey.

### NUMBER OF WORK HOURS



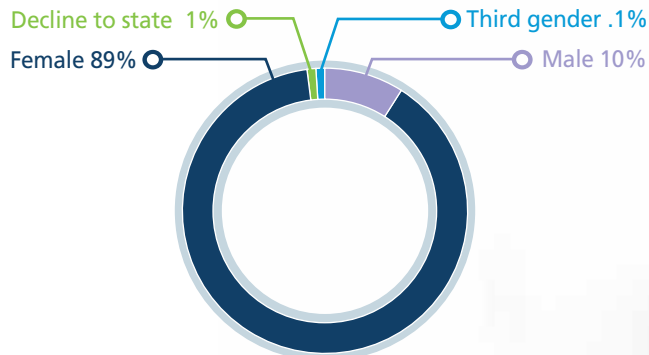
### SETTING %

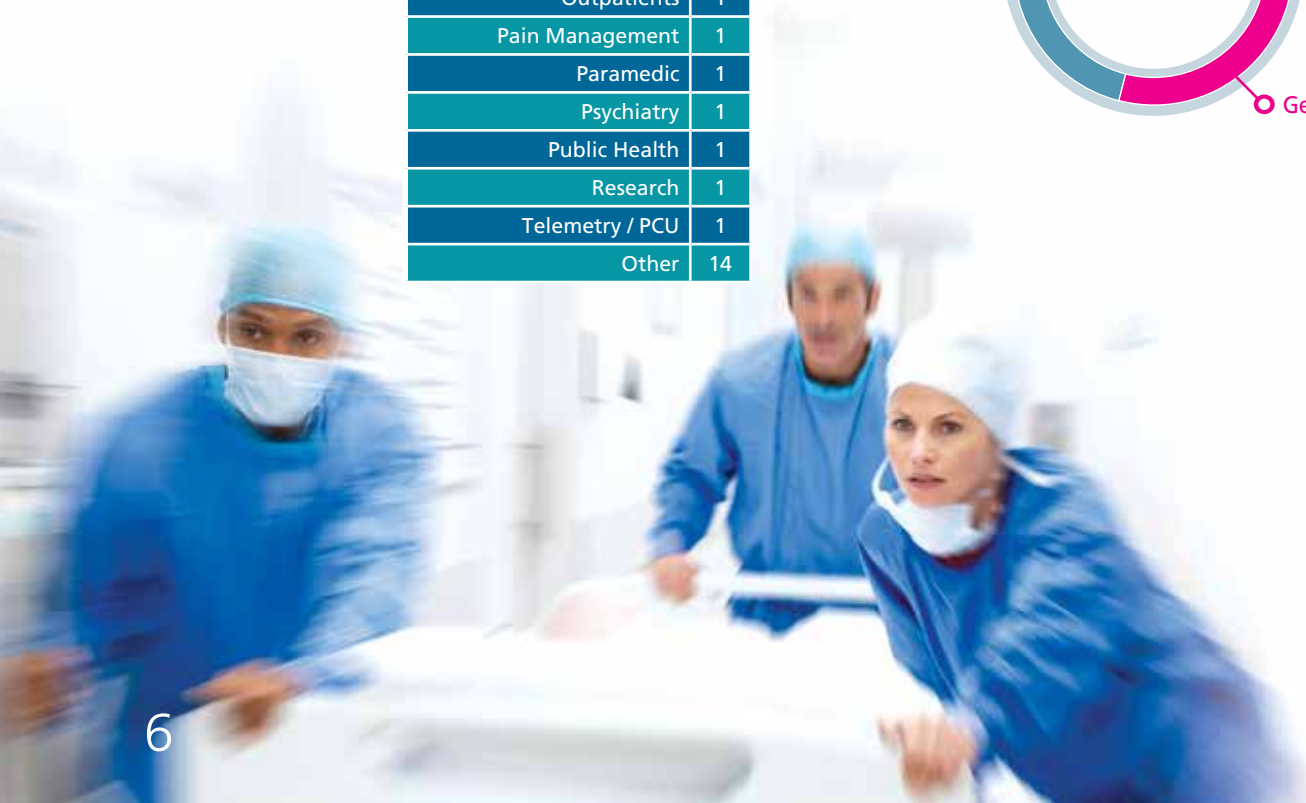
SETTING	%
Hospital permanent staff	53
Hospital temporary staff	7
Home health	4
Hospice	2
Physician office/ambulatory care	5
Nursing home/extended care	7
Nursing education	3
Public/community health	3
Not currently employed	2
Non-nursing field	1
Other	14

### MORE THAN ONE POSITION?



### GENDER

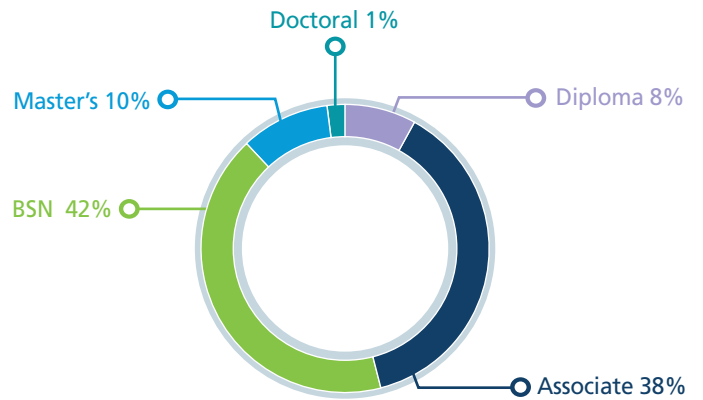




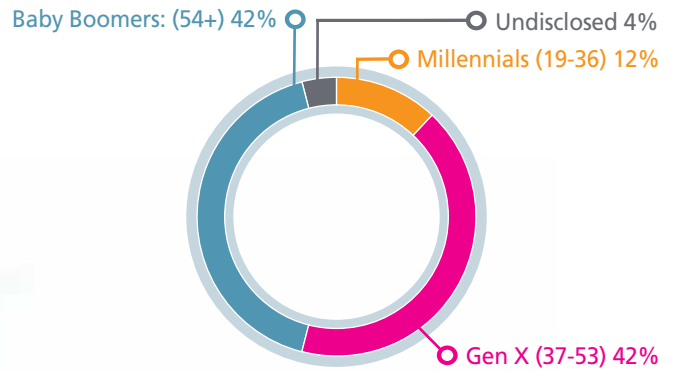
**SPECIALTY %**

Cardiology	10
Anesthesia	9
Womens Health / L&D	8
Ambulatory Care	7
Critical Care	5
OR / PACU	5
Education	4
Float Pool	4
Corrections	4
Dementia Care	3
Clinical Educator	3
Orthopedics	3
Pediatrics / PICU	3
Case Management	2
Geriatrics	2
Dialysis	2
Endoscopy	2
Home Health / Hospice	2
Management	1
Medical Surgical	1
Neurology	1
NICU / Neonatal	1
Oncology	1
Outpatients	1
Pain Management	1
Paramedic	1
Psychiatry	1
Public Health	1
Research	1
Telemetry / PCU	1
Other	14

**HIGHEST DEGREE**



**AGE**



## SUMMARY & KEY FINDINGS

In the current transformative era of healthcare, nurses find themselves playing a vital role in organizational success, now more than ever.

### **NURSE LEADERSHIP**

One area that has become increasingly important to success in healthcare is leadership, and nurses have their own very clear preferences on how organizations should transform leadership. An overwhelming number – 82% – say that more nurse leaders are needed in healthcare, and only 5% disagree. Nurses are somewhat disenchanted with their leaders, with approximately half saying that they don't trust their leaders, don't think their leaders care about them as an individual, and don't believe their leaders support their career goals. However, while most nurses say that healthcare organizations need more nurse leaders, most also say that they do not want to become leaders themselves. The disconnect between nurses and leadership is a challenge that can affect the supply of nurse leaders, turnover, retention, morale, and patient experience.

### **RETIREMENT AND NURSE SHORTAGE**

The 2017 RN Survey also reveals new information about the wave of Baby Boomer retirements among nurses, which has been predicted for many years. Data from the survey suggests that the retirement wave is already underway. The percentage of nurses who say they will retire in less than a year has risen significantly since the 2015 survey, and the percentage who say they will retire in four years or more has decreased significantly. This suggests that the retirement timetable for Baby Boomer nurses has advanced, since approximately 10,000 Boomers turn 65 every day, according to the Pew Charitable Trust. The retirement wave of Baby Boomer nurses will create a particular drain on experience and institutional knowledge, which are critical to organizational success. In addition, older nurses often are in specialties, most of which are in high demand.

Baby Boomer retirements also will exacerbate nursing shortages, a growing problem that the survey addresses. The percentage of nurses who say that shortages have worsened in the last five years grew from 37% in 2015 to 48% in 2017, while the percentage who said shortages have not worsened dropped from 34% in 2015 to 22% in 2017. Nurses witness the problem of shortages first-hand on the unit, plus they likely see the plethora of new job opportunities opening for them. Their unique outlook adds more evidence to a problem that's almost universally recognized within the healthcare industry, though not necessarily known by the general public.

## RN LICENSURE

The super-heated job market for nurses may have influenced their responses to questions about licensure and education. Nearly seven in ten nurses said that a national licensing system for nurses would be more helpful to their careers than the state-by-state system. The National Licensure Compact is already underway, and 26 states now have reciprocal licensing, though the most populous states are not part of the compact yet. The major nursing organizations support the national compact.

## JOB SATISFACTION

In every RN survey, nurses have been asked about their viewpoints on their chosen profession and their current jobs. Every year, a very large percentage of nurses say they are satisfied with their career choice, while a very small percentage – usually in the single digits – disagree. However, a significantly smaller percentage, though still a majority, say they are satisfied with their current jobs. More than half say they worry that their jobs are affecting their health, though this is probably not surprising for the emotionally and physically demanding job of nursing. Many say they often feel like quitting, and they hope they will not be working at their current job in a year.

But then, two-thirds say they would encourage others to become nurses. Clearly, the pride of nursing runs very deep. Though fraught with challenges, nursing is the backbone of quality patient care, and most nurses would never want to do anything else.



## LEADERSHIP

- 82% of nurses agree or strongly agree that more nurse leaders are needed; only 5% disagree or strongly disagree
- Nearly half of nurses either disagreed or were ambivalent when asked if they could trust their leaders
- Half of nurses either disagreed or were ambivalent when asked if their leaders supported their career development
- 61% of nurses said they would not consider moving into a leadership position, though 17% said they already were in a leadership position. Millennial nurses (19-36) were more likely – 36% – to be interested in entering a leadership position





## RETIREMENT

- 27% of nurses in 2017 who are planning to retire say they will do so in less than one year, compared to 16% in 2015
- 36% of nurses in 2017 said they are planning to retire in one year or less
- 46% of nurses in 2017 who are planning to retire say they will do it in four years or more, compared to 62% in 2015
- 73% of Baby Boomer nurses who are planning to retire say they will do so in three years or less

## SHORTAGES

- 48% of nurses in 2017 said that nursing shortages are worse today than five years ago, compared to 37% in 2015
- 22% of nurses in 2017 said that nursing shortages are not as bad as five years ago, compared to 34% in 2015

## LICENSURE & EDUCATION

- 68% of nurses said that it would be helpful to their careers if there were national licensing for nurses
- 77% of Millennial nurses said the same
- 48% of nurses say they won't pursue further education, compared to 43% in 2015
- Only 23% of Millennial nurses said they won't pursue further education

## CAREER & WORK ENVIRONMENT

- 83% of nurses say they are satisfied with their choice of nursing as a career; only 9% disagree
- 73% of nurses say they are satisfied with the quality of care they provide
- 66% of nurses say they would encourage others to become nurses
- 60% of nurses say they are satisfied with their current jobs
- 55% of nurses worry that their jobs are affecting their health
- 44% of nurses say they usually do not have the time they need to spend with their patients
- 38% of nurses say they often feel like quitting their jobs
- 35% of nurses say they hope they will not be working in their current job in a year

# RESULTS



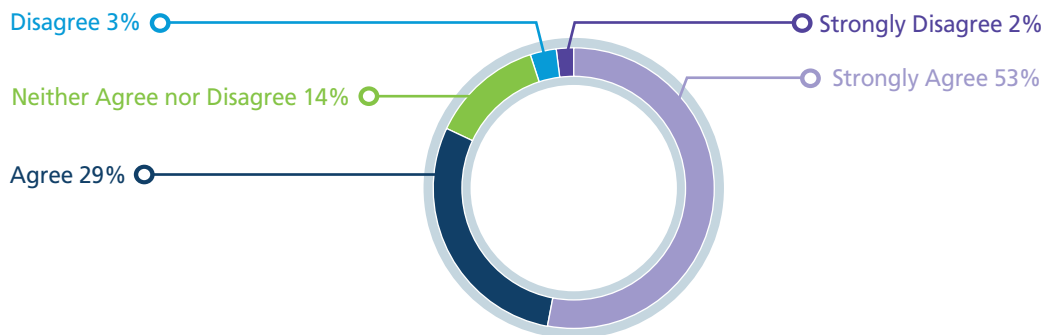
## LEADERSHIP

### MORE NURSE EXECUTIVES NEEDED

An overwhelming majority of nurses favor the inclusion of more nurses in executive leadership positions at hospitals, health systems, and other healthcare providers. This is not surprising considering this sentiment has been widely championed by nursing associations and other industry leaders over the last decade. It was strongly supported in the Institute of Medicine’s 2010 landmark study, “The Future of Nursing: Leading Change, Advancing Health,<sup>1</sup>” which called for more nurses in leadership roles to meet the changing demands of the healthcare system.

The majority of nurses, 53%, strongly agree that more nurses should be in high-level leadership roles; a total of 82% agree or strongly agree that more nurse leaders are needed.

**Q** Indicate your level of agreement with this statement: It is important for nurses to be in executive healthcare leadership roles, e.g. CEO or COO position.

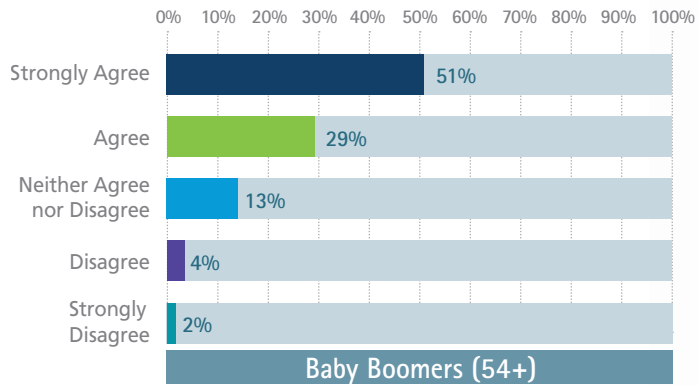
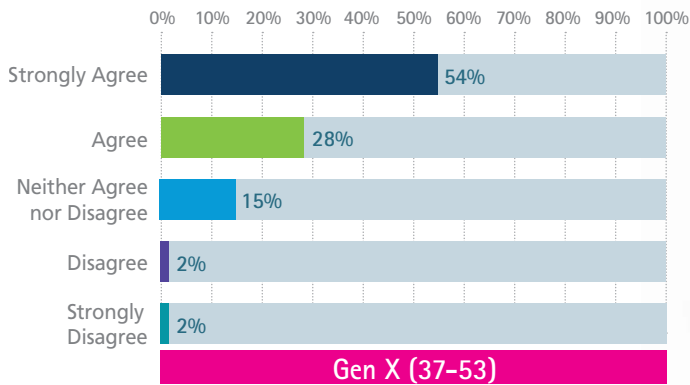
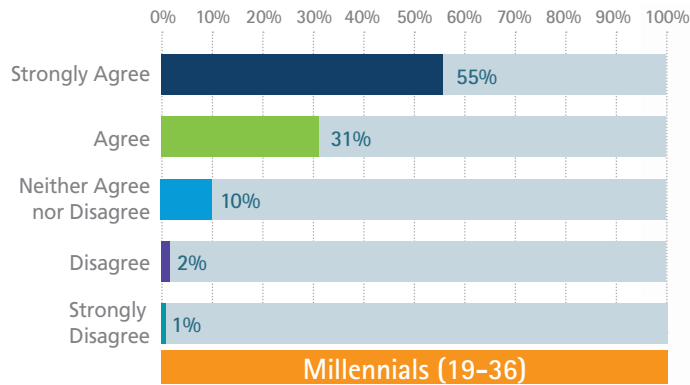


The percentages of nurses who want to see more nurse executives were consistent across age groups, though it was highest among Millennial nurses at 86%.



Indicate your level of agreement with this statement: It is important for nurses to be in executive healthcare leadership roles, e.g. CEO or COO position.

### By Generation



## MANY NURSES DON'T FEEL SUPPORTED BY LEADERS

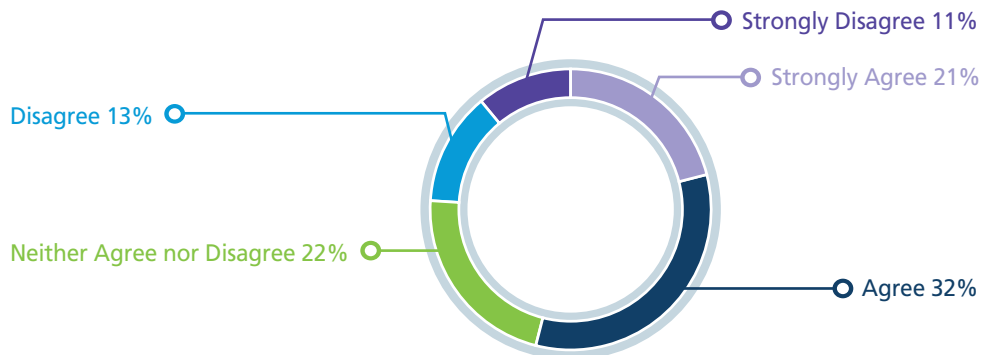
An important reason for RNs' desire to see more nurses in positions of leadership is their ambivalence about how much support they get from leadership. A bare majority of nurses reacted positively when asked about their feelings on the trust and support received from their leaders.



When asked whether their leaders were people they trust, good at what they do, care about them, and support their career development, half of the respondents agreed or strongly agreed, while one quarter neither agreed or disagreed, and one quarter disagreed or strongly disagreed.

Breaking down the information further, about half the RNs, 53%, agreed or strongly agreed when asked to respond to the statement, "My leader is someone I trust." Another 22% were ambivalent, stating that they neither agreed nor disagreed. Meanwhile, 24% responded negatively, saying that they disagreed or strongly disagreed that they could trust their leader. Collectively, nearly half, didn't feel or weren't sure that they could trust their leadership.

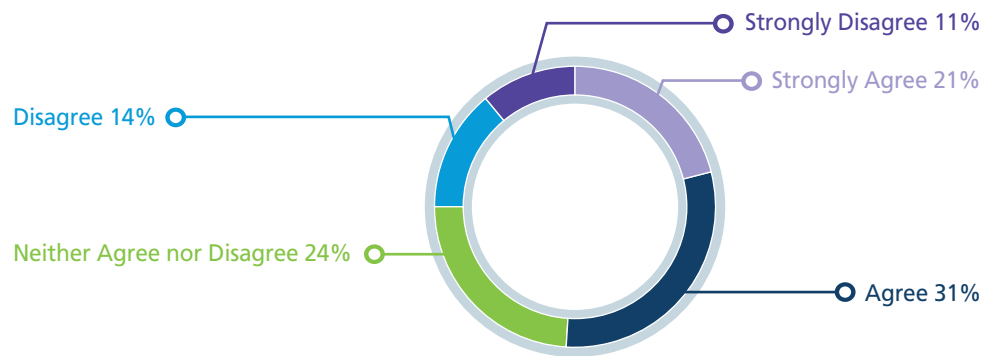
**Q** When asked to respond to the statement: My leader is someone that I trust.



“Collectively, nearly half of RNs didn’t feel or weren’t sure that they could trust their leadership.”

The ambivalence of nurses on issues of leadership support continued with the next question. When asked to respond to the statement, “My leader cares about me as a person,” 52% agreed or strongly agreed, while 49% either disagreed or neither agreed nor disagreed.

Q Indicate your level of agreement with this statement:  
My leader cares about me as a person.





“ Taken as a whole, the mixed results suggest that healthcare providers face challenges in ensuring workers feel cared about and supported by their leadership. ”

Another area of concern for many nurses was leadership support for their career development. Again, RNs were split when asked whether they felt their leader supported their career development. Specifically, 51% agreed or strongly agreed, 27% neither agreed nor disagreed, and 23% disagreed or strongly disagreed.

Q Indicate your level of agreement with this statement:  
My leader supports my career development.



Taken as a whole, the mixed results suggest that healthcare providers face challenges in ensuring workers feel cared about and supported by their leadership. Nurses' feelings of lack of support can impact job satisfaction,<sup>2</sup> which in turn can affect patient satisfaction.<sup>3</sup>

## NURSES RELUCTANT TO PURSUE LEADERSHIP ROLES

While a very large majority of RNs would like to see more nurses in leadership positions, only a small percentage indicated their interest in entering leadership positions themselves.

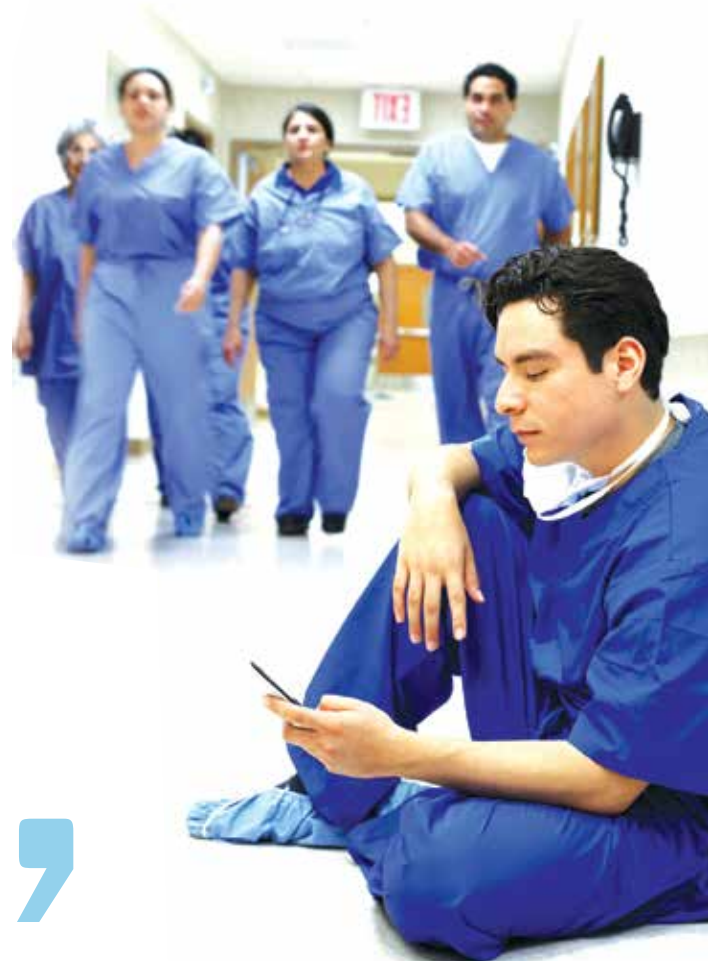
When asked about leadership pursuits, 61% said “no” they are not planning to pursue a leadership position and only 22% responded “yes.” Another 17% said they were already in a leadership position.



Are you considering a move into a leadership position?



I'm going to try a nurse manager position. I'll still be close to the bedside but with a different kind of stress. I expect to like it, but if not, I can always go back. - Survey respondent



Reasons given for lack of interest in leadership positions included not wanting to deal with the politics of leadership structure and a desire to remain at the bedside.

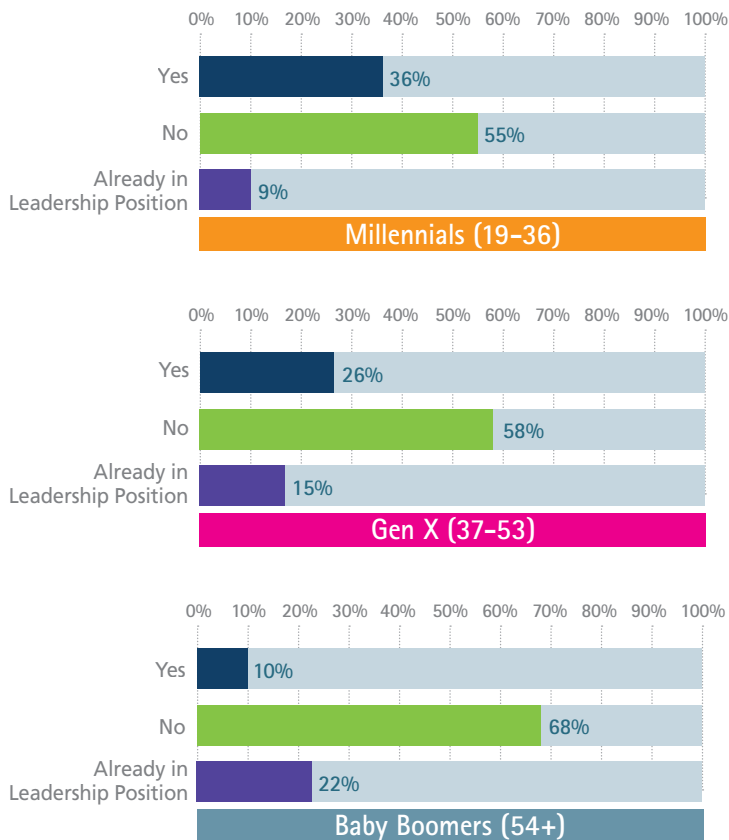
A slightly different picture emerges when the numbers are broken down by age group. Millennial nurses expressed significantly more interest in moving into leadership positions. In that age group, more than one third said they would consider pursuing leadership roles.

For Gen X nurses, the numbers were smaller, with one fourth interested in leadership roles, while for Baby Boomer nurses, only 10% expressed interest. However, Baby Boomer nurses had a much higher percentage of RNs already in leadership positions, compared to Gen X and Millennial nurses.



Are you considering a move into a leadership position?

### By Generation







## RETIREMENT

The aging of America – where 10,000 Baby Boomers turn 65 every day – is affecting the healthcare landscape in many important ways. Along with pushing patient demand to new heights, a wave of retirements among Baby Boomer nurses – a trend uncovered in the 2015 RN Survey – is beginning to take hold.

The 2017 RN Survey shows a significant increase among those nurses who say they will retire in less than a year. This march toward retirement among aging nurses will likely worsen workforce shortages and is expected to continue, given that much of the nursing population is older than the general population. In fact, according to a 2015 study<sup>4</sup> by the National Council of State Boards of Nursing, half of RNs are over age 50. The average age of respondents to this survey was 49.

While retirement numbers are growing, determining the exact number of retiring RNs in real time is impossible because the Social Security Administration does not track the occupations of people applying for first-time retirement benefits. Prospective data on nurses' plans for retirement may be the most conclusive way to determine trends.

### **IS THE RETIREMENT WAVE ALREADY UNDERWAY?**

Among those nurses who say they are planning to retire, 27% – more than one in four – plan to do so in less than a year. That is considerably higher than in the *2015 Survey of Registered Nurses*, when 16% of nurses making retirement plans wanted to carry them out in less than a year.

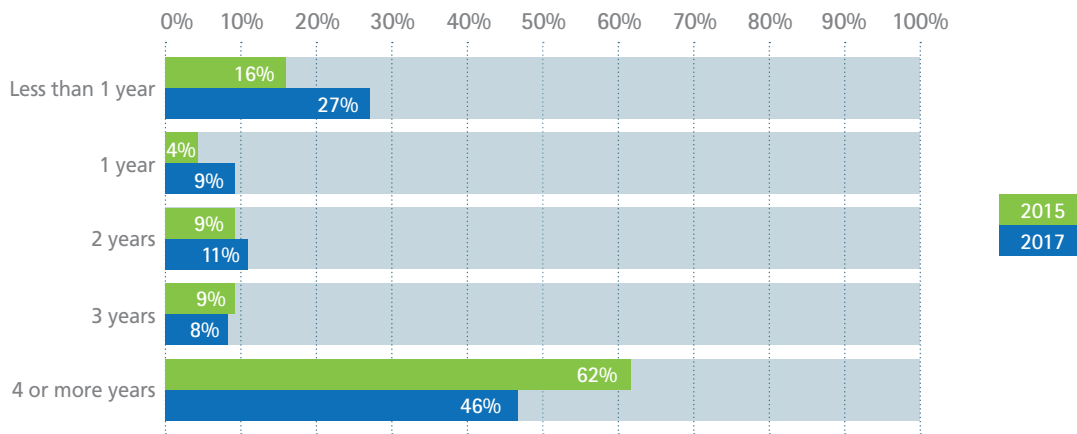
The significant increase in the percentages of nurses who plan to retire in a year or less suggests that the wave of retirements among Baby Boomer nurses, which has been widely predicted, is in fact already underway.

In addition to these numbers, the 2017 survey found that another 9% of RNs planning to retire say they will do so in one year, which is more than twice the number from 2015. That means that 36% of nurses who say they are planning to retire could do so in one year or less.

Moving forward two to three years, similar percentages are seen in both the 2017 and 2015 surveys. However, at four years or more, the percentage of nurses who say they plan to retire drops significantly, from 62% in 2015 to 46% in 2017. This may reflect that current retirements have increased, thus reducing the future retirement pool.

**Q** Are you planning to retire in:

***Of Nurses Who Say they are Planning to Retire***

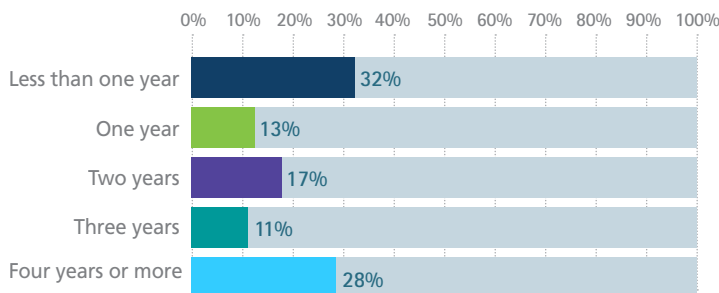


The knowledge that more than half of RNs who say they plan to retire will do so in three years or less is an alarming statistic. This means the national healthcare system will likely face a drain of knowledge and experience at unprecedented levels at a time when the aging population is growing and thus needing more care.

When examining only the percentages of older workers planning to retire, the retirement wave comes into even greater focus. Among Baby Boomer nurses who say they are planning to retire, 45% say they will to do so in a year or less. That number jumps to a total of 62% by two years out and 73% by three years.

**Q** Are you planning to retire in:

***Among Baby Boomer (54+) Nurses who Say They are Planning to Retire***



“ The significant increase in nurses who plan to retire in a year or less suggests that the wave of retirements among Baby Boomer nurses is already underway. ”

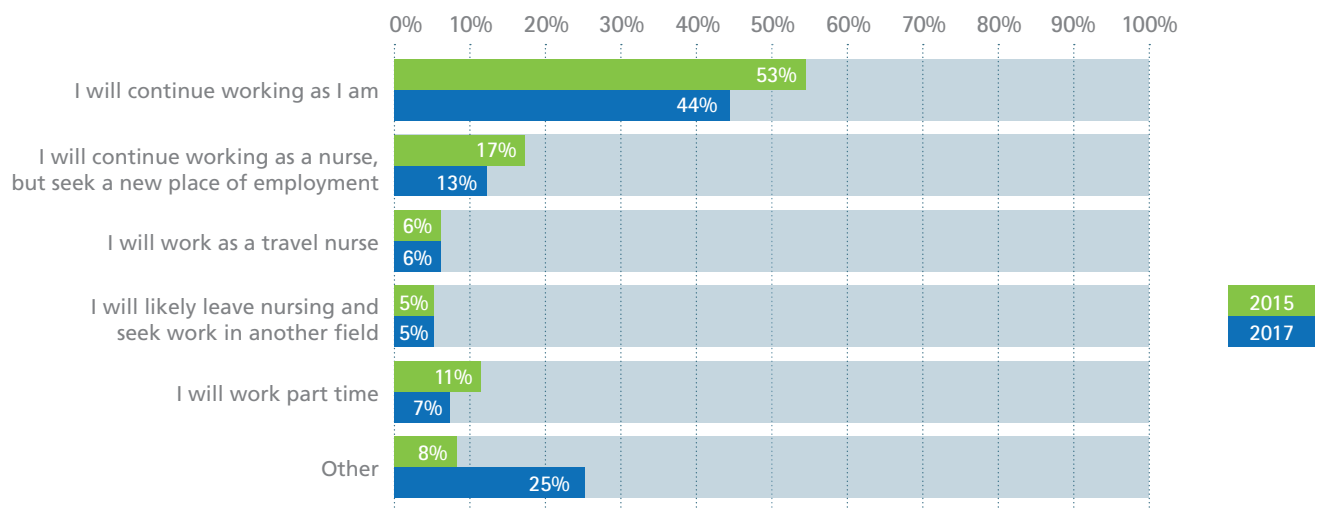
### OTHER NURSING CAREER CHANGES

When asked how else the improving economy might affect their career plans, fewer nurses plan on continuing to work in their current positions as compared to nurses in 2015. In 2017, 44% of nurses said they would continue working as they are, while 53% responded this way in 2015. This drop could reflect that a higher percentage of nurses said they are planning to retire in less than a year, 27% in the 2017 survey, and 16% when asked in 2015. Consequently, fewer nurses would be planning to remain in their current position.

More than half of the “Other” category includes nurses who plan to work outside of a direct patient care role, and a smaller segment who will work per diem.

While it is hard to discern exactly why more nurses are considering moving out of direct patient care or working per diem, it’s possible this also may be a result of the aging nurse population. Moving out of direct patient care could allow older nurses to obtain less physically demanding positions. Per diem positions allow older nurses much greater flexibility in the number of hours worked, enabling them to work fewer hours if desired.

**Q** How else might the improving economy affect your career plans?



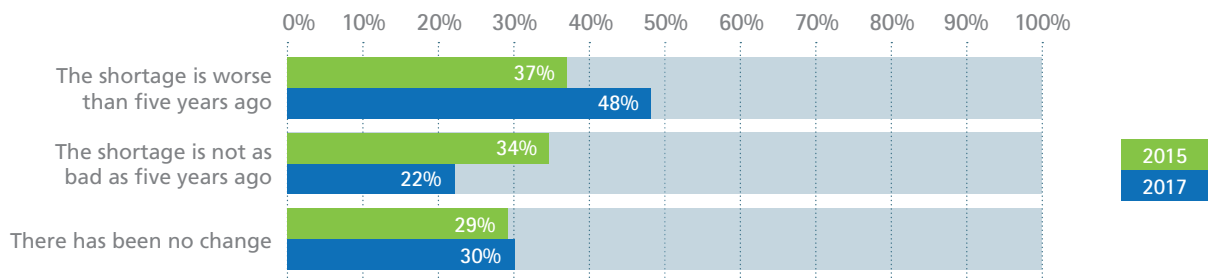
## SHORTAGES

A significantly higher percentage of RNs in the 2017 survey believe that the nursing shortage has become worse in the last five years. This growing concern reflects other indicators that show that the nurse shortage has, in fact, worsened, and that hospitals, health systems, and other healthcare facilities are feeling the effects of the worsening shortage on a daily basis.

According to the 2017 survey, 48% of RNs, or nearly half, feel that the nursing shortage has worsened over the last five years. This compares to 37% of RNs in the 2015 survey. In keeping with this trend, only 22% of RNs in 2017 said the shortages were not as bad as five years ago, compared to 34% who didn't see a worsening trend in 2015.

“ The shortage of nurses and the increased patient load has made me feel unsafe in caring for my patients. - Survey respondent ”

Q Compared to five years ago, how would you assess the nursing shortage today?

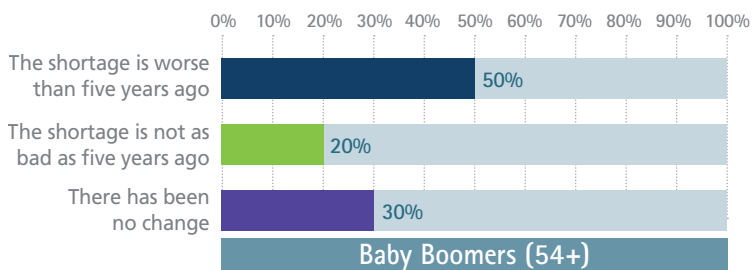
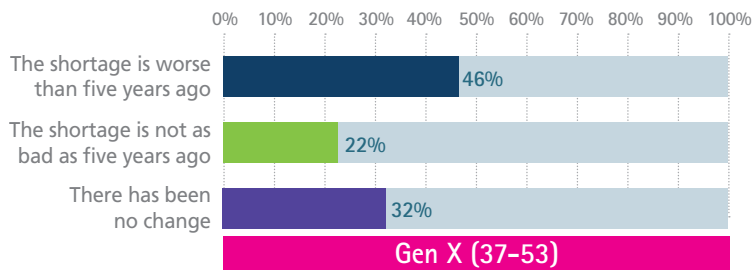
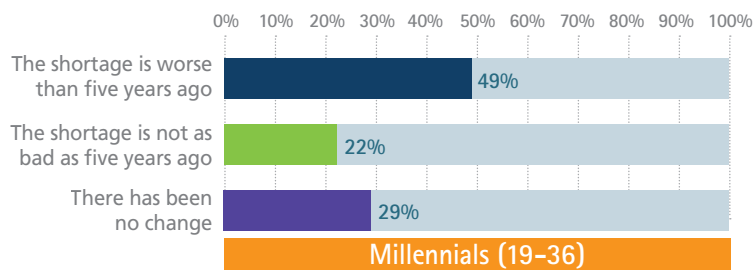


The growing belief that shortages are getting worse is fairly evenly distributed among age groups in the 2017 survey, with slightly more older nurses saying that shortages are worse.



**Q** Compared to five years ago, how would you assess the nursing shortage today?

**By Generation**





## LICENSURE & EDUCATION

### OVERWHELMING SUPPORT FOR NATIONAL LICENSURE

Continuing shortages of nurses and the increasing sophistication of the healthcare industry have intensified the competition for quality healthcare professionals. This heated trend has created an extremely competitive nursing job market, often resulting in national employment searches. The growth in travel nursing also means that nurses are increasingly drawn to work across state lines.

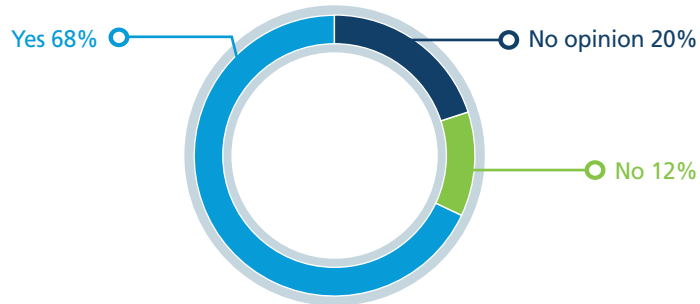
These factors are fueling a national nurse licensure movement that began in the early 2000s. Created by the National Council of State Boards of Nursing in 2000, the nurse licensure compact gives eligible registered nurses the ability to practice in other nursing compact states without having to secure an additional license. Thus far, 26 states have joined the Compact, which augments the existing system requiring nurses to be separately licensed in each state where they practice. Proponents say that multistate licensing will give patients greater access to quality care, facilitate telemedicine services by quality clinicians across state lines, and provide healthcare organizations with larger numbers of qualified job candidates.

According to the 2017 RN survey, nurses are heavily in favor of national licensure. A significant majority of RNs answered “yes” when asked, “Would it be helpful for your career if there were national level licensing rather than state by state licensing?” Younger nurses answered affirmatively at greater proportions than older nurses, but nurses of all age groups, education levels, and specialties strongly supported national licensure.

“ A significant majority of RNs answered ‘yes’ when asked if national level licensing would be helpful for their careers. ”

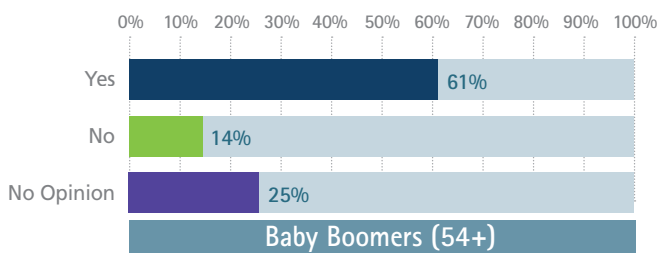
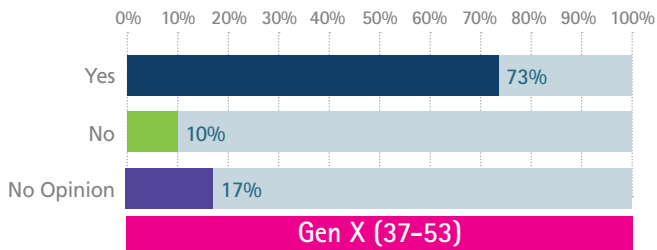
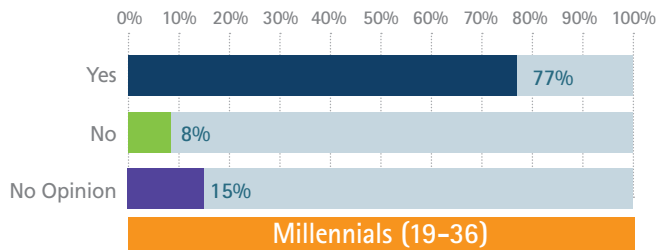


Would it be helpful for your career if there were national-level licensing rather than state-by-state licensing?



Would it be helpful for your career if there were national level licensing rather than state-by-state licensing?

**By Generation**



## ABOUT HALF OF NURSES DON'T PLAN FURTHER EDUCATION

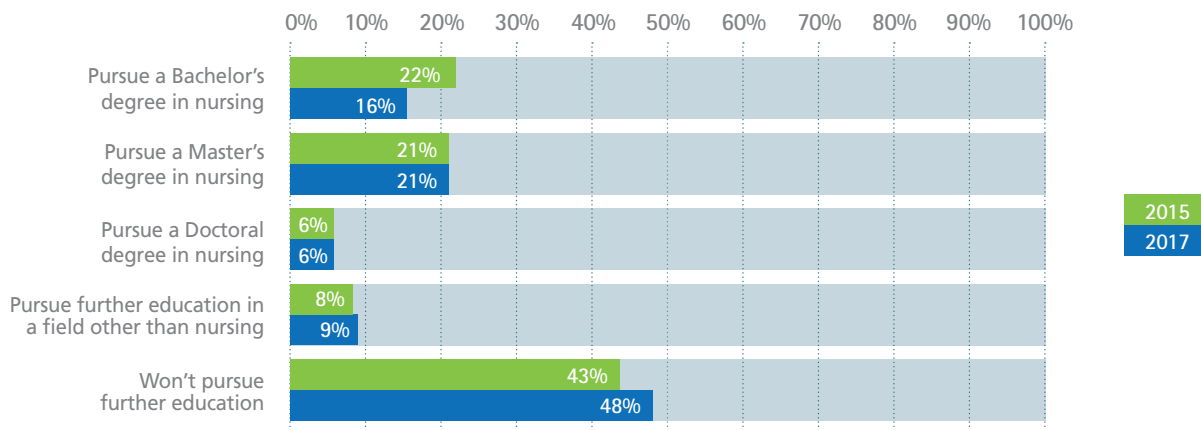
The percentage of RNs who plan to pursue a degree in the next three years has remained fairly static since the 2015 RN Survey, although a smaller percentage said they will pursue a Bachelor's degree.

Just under half of respondents said they won't pursue further education. These results do not support the goal of 80% attainment of bachelor of science in nursing (BSN) degrees for RNs by 2020, an objective outlined in the landmark "The Future of Nursing"<sup>5</sup> report in 2010 by the Institute of Medicine.

In 2017, 16% of nurses said they plan to pursue a Bachelor's degree in the next three years compared to 22% in 2015. The percentage who plan to pursue a Master's degree remained the same in both surveys, while slightly more nurses in the 2017 survey said they won't be pursuing further education.



Regarding your education, which of the following do you plan to do during the next three years?



The lower percentage of nurses interested in pursuing a bachelor's degree is concerning given recent research showing that better educated nurses provide higher levels of patient care.

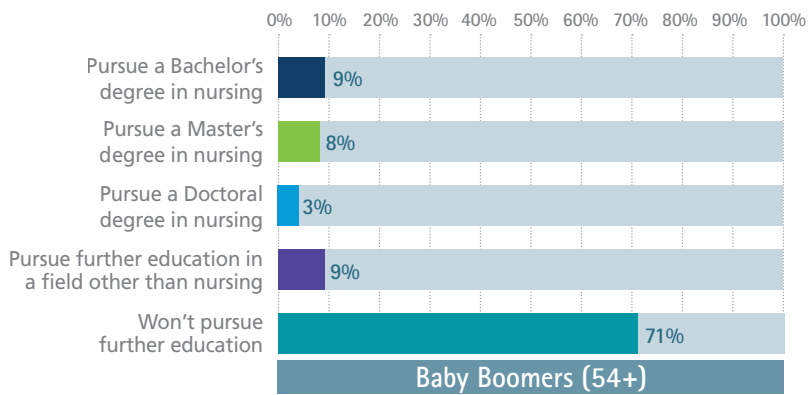
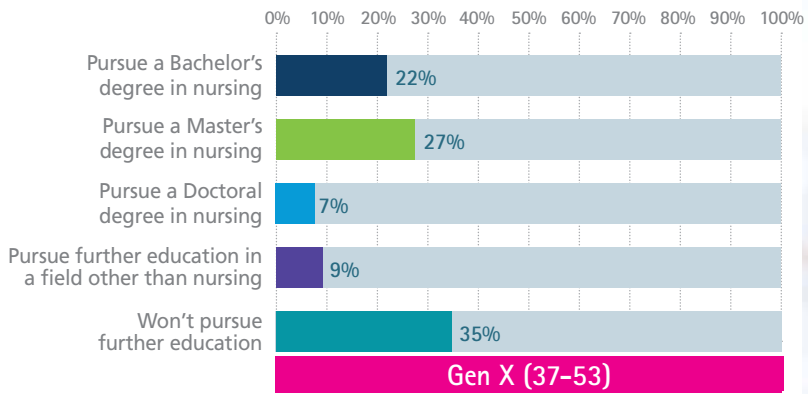
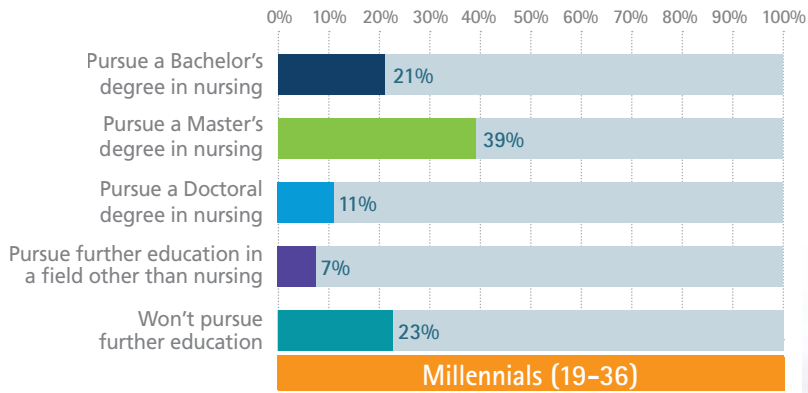






Regarding your education, which of the following do you plan to do during the next three years?

**By Generation**



When looked at by age group, most of those interested in pursuing a Bachelor's degree fall into the categories of Millennial and Gen X RNs. A similar percentage of Millennial RNs don't plan on pursuing further education and an even higher percentage of Gen X RNs, more than a third, are not considering further education.

The lower percentage of nurses interested in pursuing a Bachelor's degree is concerning given recent research showing that better educated nurses provide higher levels of patient care. In a 2013 study published in the *Journal of Nursing Administration*,<sup>6</sup> researchers found that hospitals with higher percentages of nurses with BSN degrees have better patient outcomes.

Such links between nurse education and patient outcomes – and by extension the relationship to patient satisfaction and its ties to funding reimbursement – bolster the case for healthcare organizations to hire more highly educated nurses.





## CAREER & WORK ENVIRONMENT

Nurses in the 2017 survey offered mixed feelings on questions pertaining to their career and work environment. Most are happy to be nurses and feel good about the quality of care they provide, but a number of concerns were evident, ranging from the job's effect on their health to having inadequate time to spend with patients.

### ATTENTION TO QUALITY

RNs feel strongly that certain factors involved in the daily work of clinical staff contribute to quality patient care. The top factors are safety practices, engagement of team members, skill mix on the unit, effective leadership, staffing levels, and the use of technology. Nurses with higher degrees are more likely to think that technology and culture have a positive influence.

#### *What Improves Quality of Care?*

Factor	Nurse ranking of most important influences on quality of care
Safety practices	79%
Engagement of the team members	79%
Skill mix on the unit	72%
Effective leadership	70%
Staffing levels	68%
The use of technology	67%
Culture	60%
Transparency of quality measures	59%
Professional development opportunities	58%
Magnet designation	30%

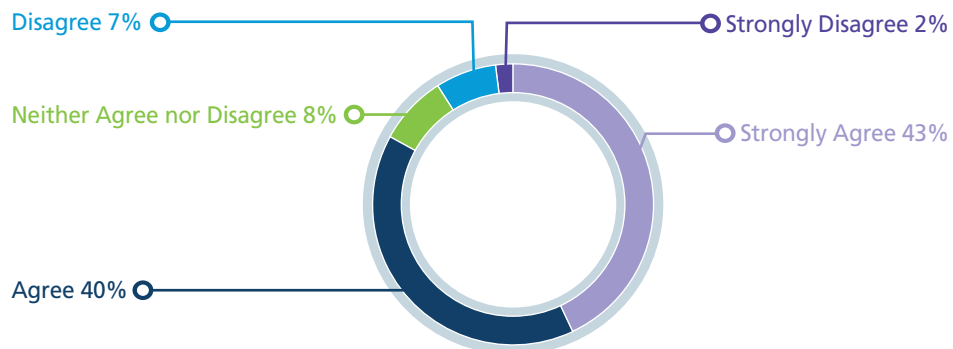
## JOB SATISFACTION

A very large majority of respondents feel satisfied with their choice of nursing as a career. Most are satisfied with the quality of care they are able to provide. Two-thirds would encourage others to become a nurse. Nurses with higher degrees are more likely to encourage others to become a nurse. However, despite these positives, a significant portion of nurses had qualms about their current job and hope to move to another job within a year.

When broken down by age group, older nurses expressed the highest level of satisfaction with their career choice, with a particularly high percentage saying they strongly agree that they are satisfied.



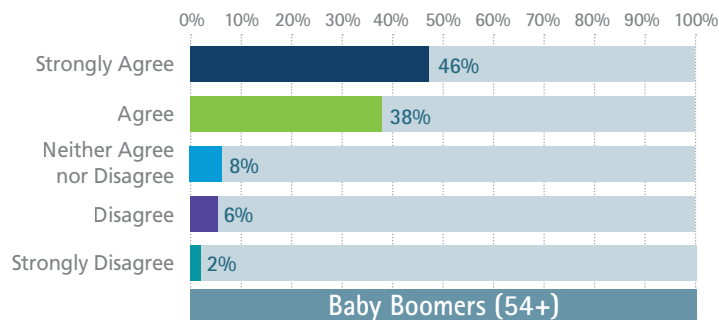
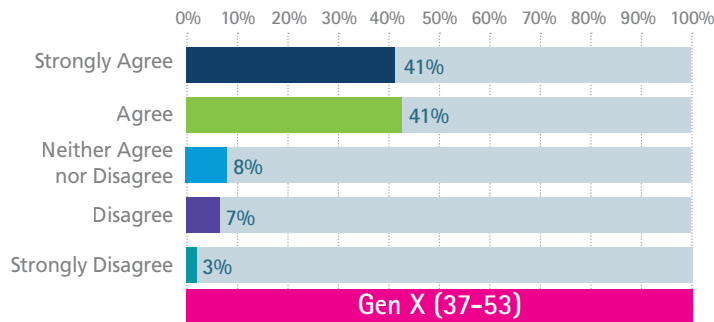
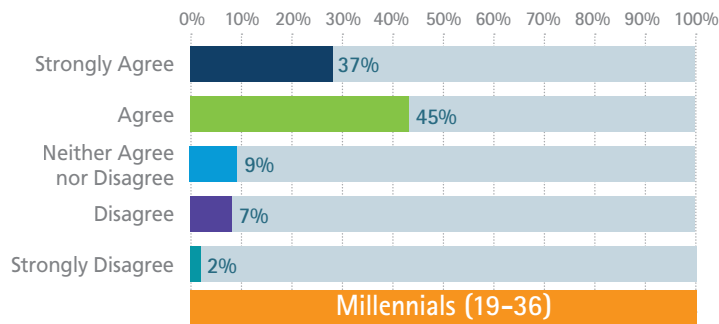
**Q** Indicate your level of agreement with this statement:  
Overall, I am satisfied with my choice of nursing as a career.





Indicate your level of agreement with this statement:  
Overall, I am satisfied with my choice of nursing as a career.

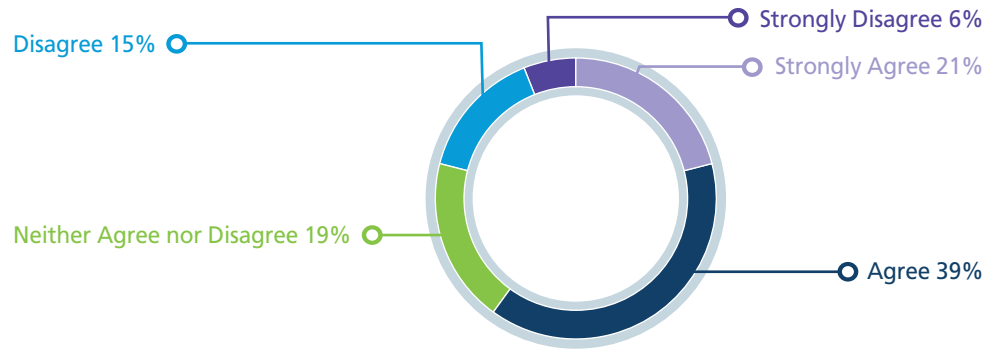
### By Generation



Nurses may be overwhelmingly satisfied with their career choice, but that doesn't necessarily define their feelings about their current jobs. A smaller percentage, though still a majority, said they are satisfied with their current jobs. Most nurses are satisfied with the quality of care they can provide patients. The numbers remain steady across age groups.

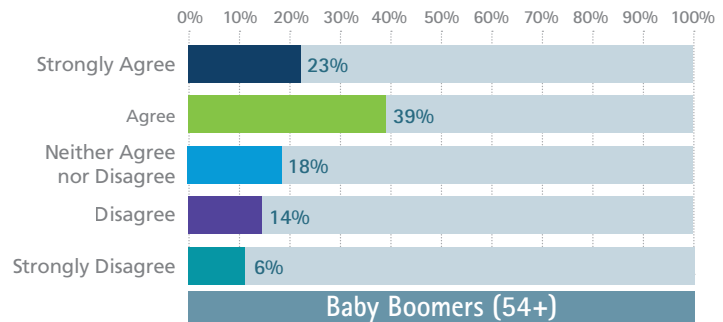
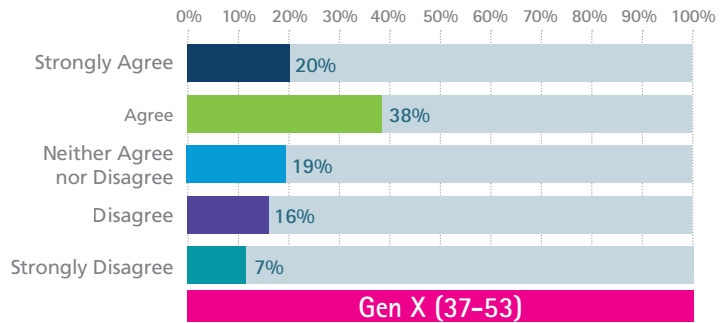
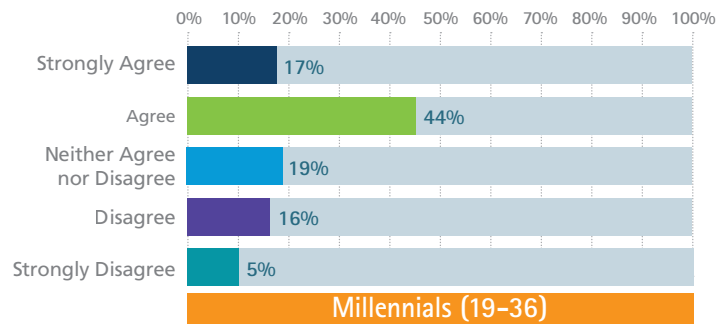


Indicate your level of agreement with this statement:  
Overall, I am satisfied with my current job.



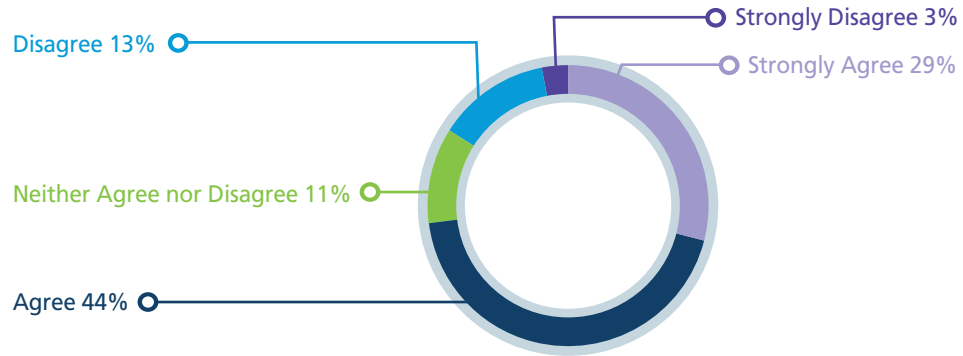
Indicate your level of agreement with this statement:  
Overall, I am satisfied with my current job.

**By Generation**



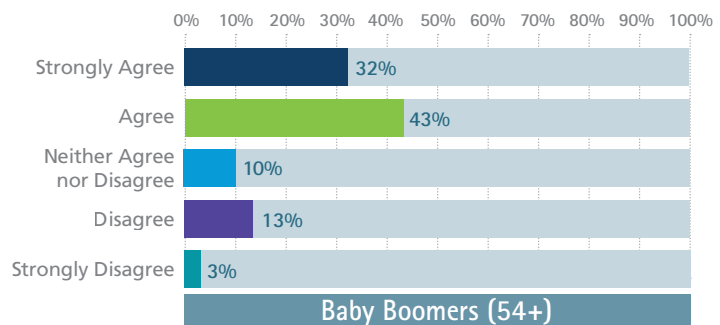
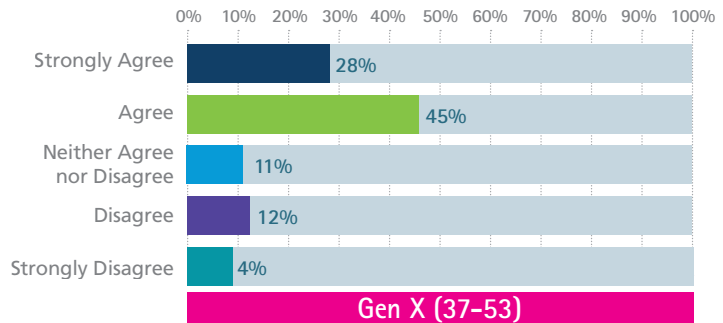
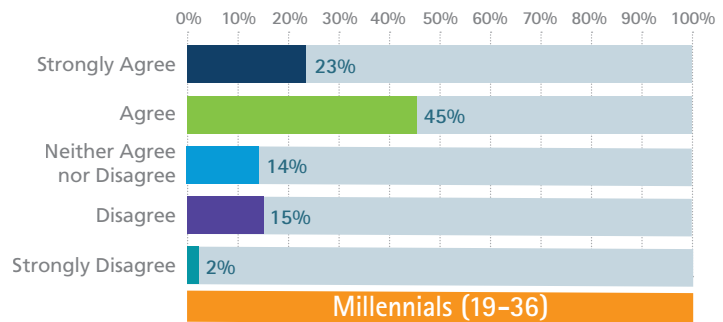


Indicate your level of agreement with this statement:  
I am satisfied with the quality of care I am able to provide in my job.



Indicate your level of agreement with this statement:  
I am satisfied with the quality of care I am able to provide in my job.

**By Generation**



## FRUSTRATIONS OF NURSING

Nurses expressed worry and frustration about various issues in their work environment. The top concerns are that their jobs are affecting their health and they don't have enough time to spend with patients. Many say they feel like quitting and that they hope they won't be working in their current job a year from now.

More than half of nurses agreed or strongly agreed when asked whether they worry that their job is affecting their health. Younger nurses expressed the strongest concern. The impact of job duties on an employee's health is a major concern, since it can lead to turnover, lower morale, and declining engagement.

Having adequate time to spend with patients was another major area of concern uncovered in the survey. Approximately four in ten nurses responded negatively when asked whether they had enough time with patients and another 20% were ambivalent. Only a very small percentage strongly agreed that they had enough time with patients. Of the various age groups, younger nurses were slightly more likely to say they didn't have the time they need to spend with patients.

More than one third of nurses agreed or strongly agreed when asked whether they often feel like resigning from their job. This probably reflects the particular emotional burden of nursing.

About one third of nurse respondents are apparently unhappy in their current jobs and looking to move on within a year. As mentioned previously, nurse turnover is a real concern for healthcare providers, especially given the highly competitive job market for qualified nurses. The nurse responses to the questions about leaving their current jobs underscore the importance of developing and maintaining a good work environment.

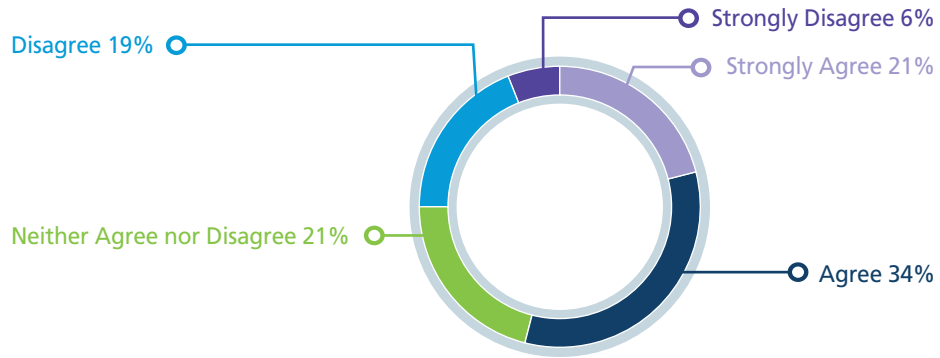
“ I don't have the time to truly care for my patients, and I don't want to make a mistake that will cost a family a loved one. - *Survey respondent*

”



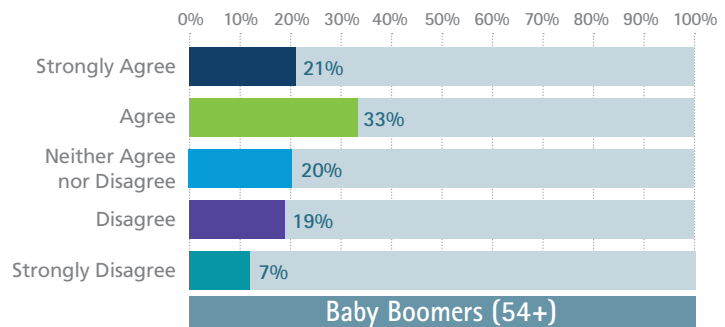
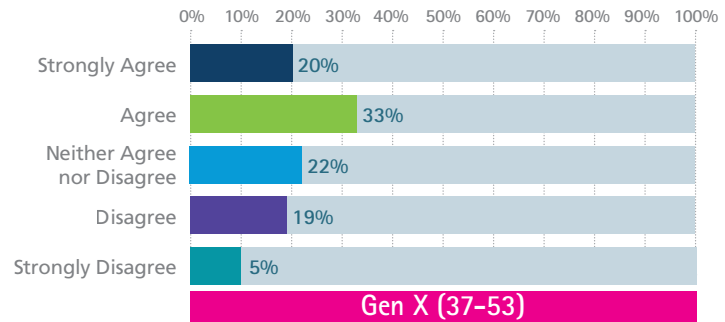
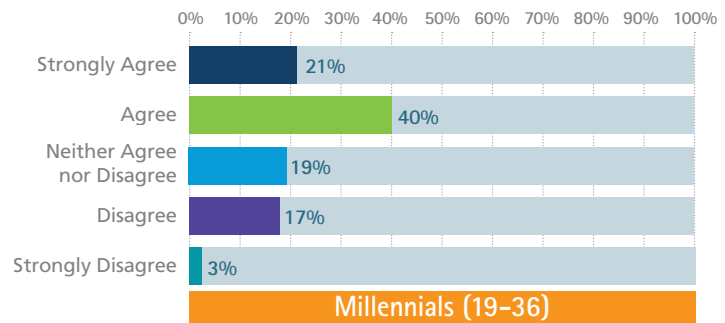


Indicate your level of agreement with this statement:  
I worry that this job is affecting my health.



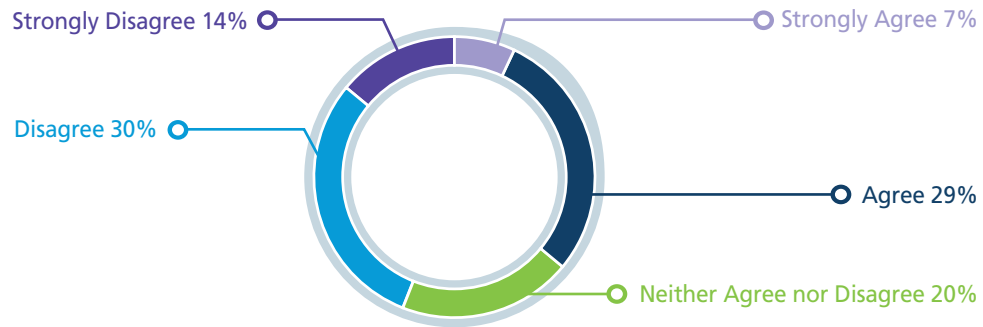
Indicate your level of agreement with this statement:  
I worry that this job is affecting my health.

**By Generation**



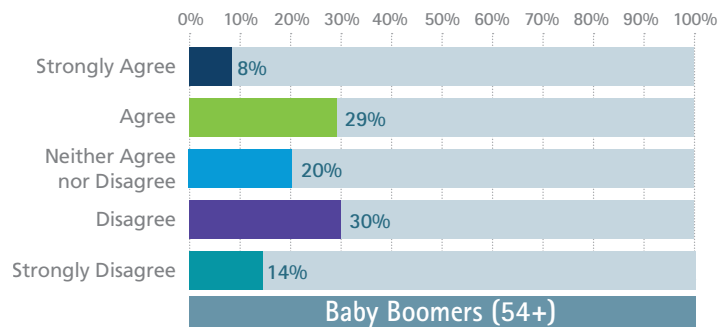
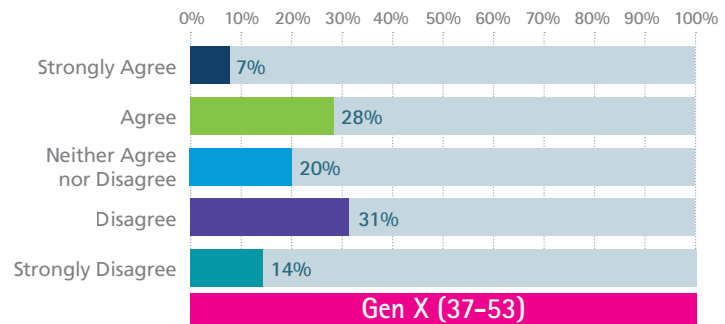
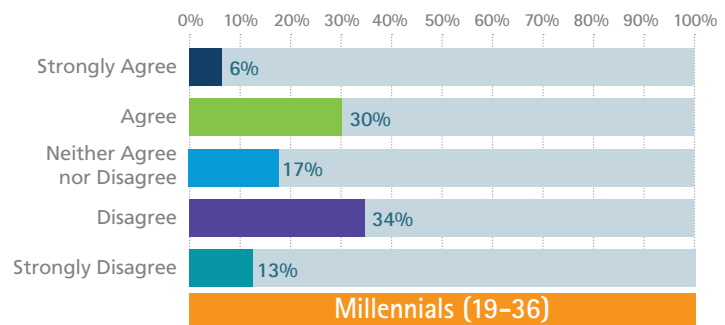


Indicate your level of agreement with this statement:  
I usually have the time I need to spend with my patients.



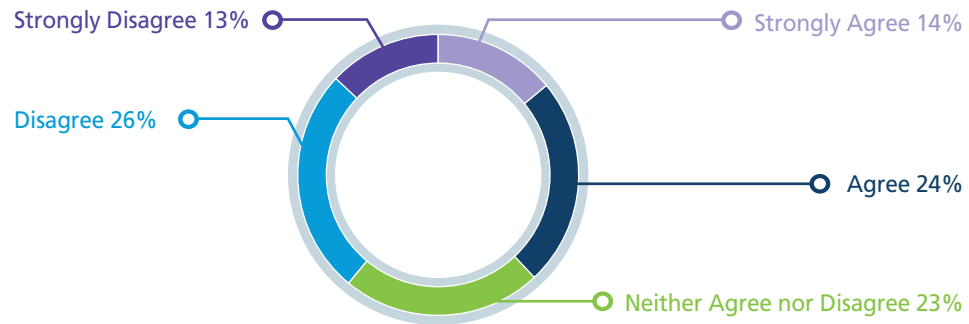
Indicate your level of agreement with this statement:  
I usually have the time I need to spend with my patients.

**By Generation**



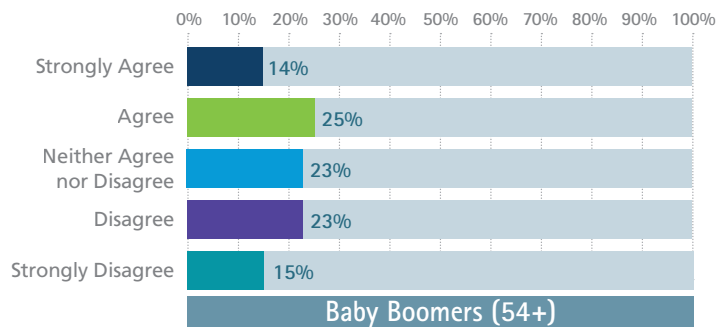
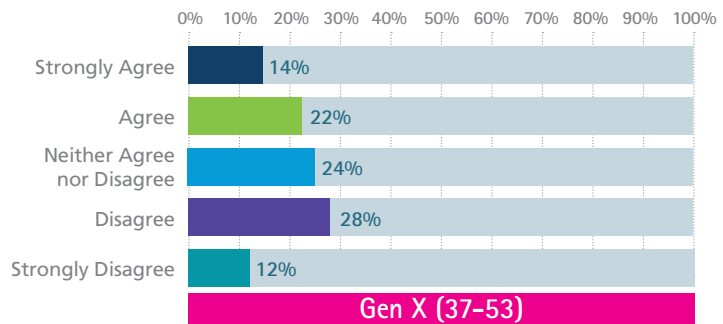
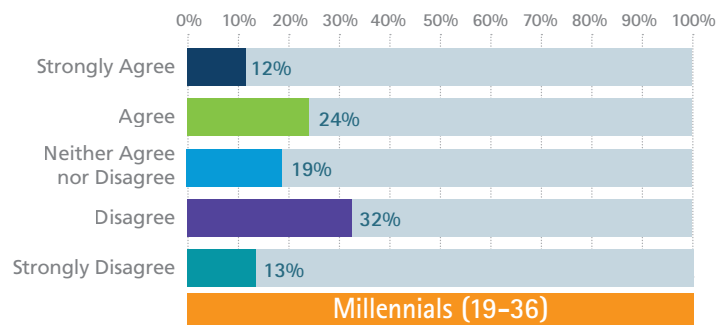


Indicate your level of agreement with this statement:  
I often feel like resigning my position.



Indicate your level of agreement with this statement:  
I often feel like resigning from my position.

**By Generation**



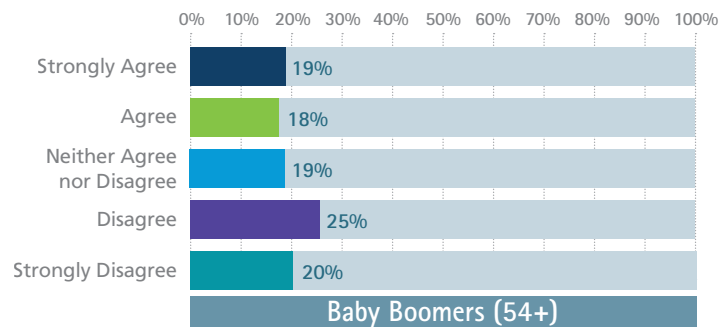
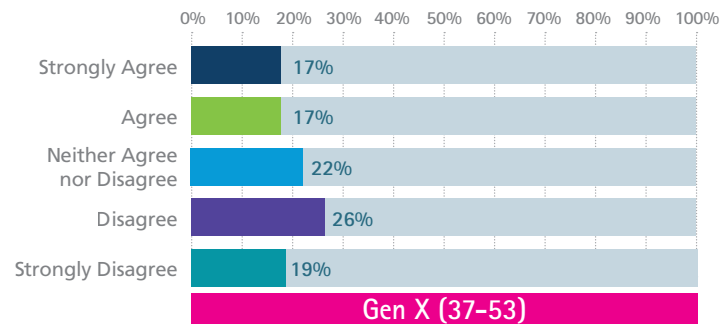
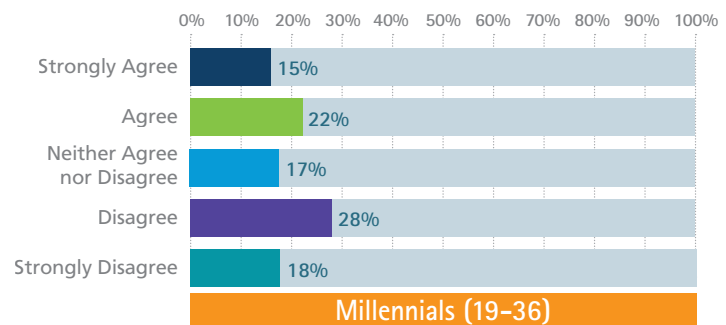


Indicate your level of agreement with this statement:  
If I have my way, I will not be working in this job a year from now.



Indicate your level of agreement with this statement:  
If I have my way, I will not be working in this job a year from now.

**By Generation**



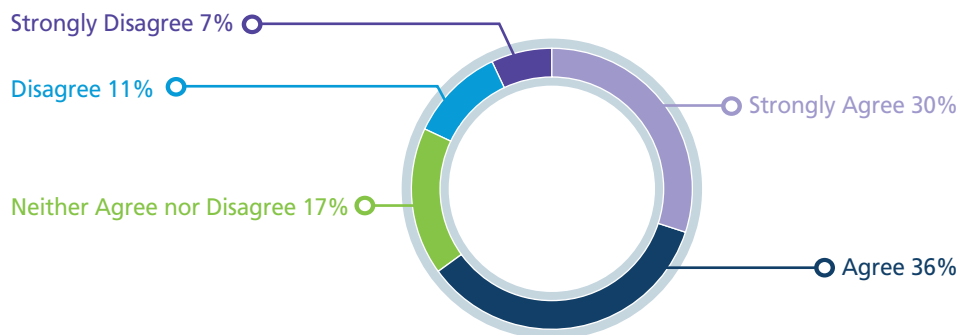


## DESPITE CHALLENGES, NURSES HIGHLY RECOMMEND NURSING

Pride eclipses other concerns that nurses might feel about their profession. Perhaps most important for the future of nursing, respondents to the 2017 RN Survey broadly agreed that they would encourage others to become nurses. Among age groups, younger nurses gave the strongest response of agreeing or strongly agreeing that they would recommend the profession to those considering nursing as a career. This is fundamental to any efforts at addressing the chronic nursing shortage through attracting more people to the profession.



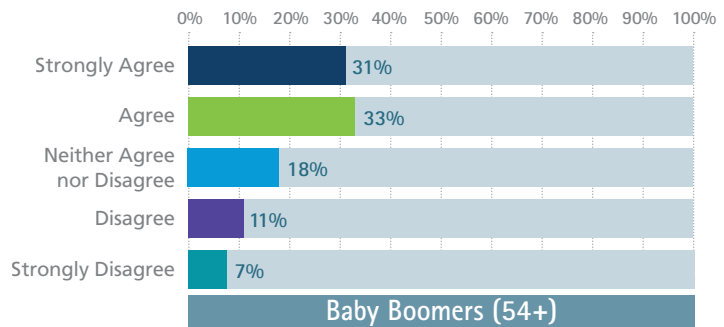
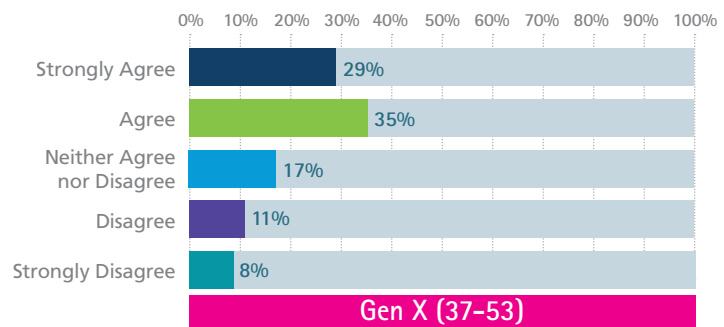
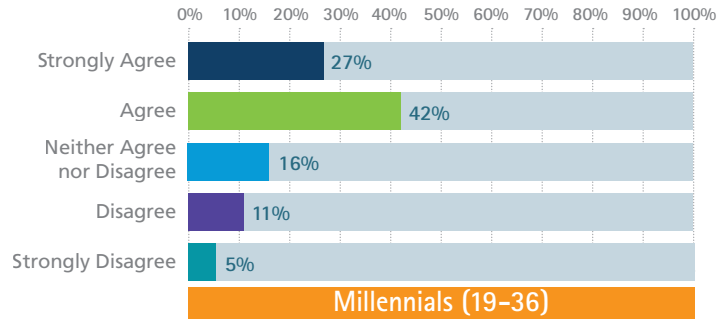
Indicate your level of agreement with this statement:  
I would encourage others to become a nurse.





Indicate your level of agreement with this statement:  
I would encourage others to become a nurse.

**By Generation**



## CONCLUSION

The unfolding transformation of the healthcare industry is changing the professional lives of registered nurses, yet many of their experiences and perceptions – such as intense pride in nursing and frustration at not having enough time with patients – seem to remain constant.

Among the developments revealed by the AMN Healthcare 2017 Survey of Registered Nurses are strong aspirations for more nurses in executive leadership positions in order to strengthen support for nursing in healthcare organizations. The survey also exposes the generational changes underway, including the onset of the long-predicted wave of Baby Boomer nurse retirements and the wide differences in education plans among age groups.

The survey strongly supports the prevalent belief within the healthcare industry that the nursing shortage is getting worse. To improve flexibility and professional development in this highly energized employment market, a significant majority of nurses support the evolution of national nurse licensure to augment the state-by-state process.

One of the most prominent aspects of the survey is the dynamic nature of Millennial nurses. The youngest generation of nurses are the ones who are most likely to enter leadership roles, attain higher education, support national licensure, and recommend a career in nursing to others. With the wave of retirements among Baby Boomer nurses, Millennials will increasingly take center stage in the healthcare field.

While nursing will always be fraught with challenges, and the current era of healthcare change may aggravate those challenges, the energy of Millennial nurses constitutes a progressive force for nursing and the healthcare industry.

“ I love being a nurse and don't see myself in any other profession than nursing. Care of the sick will always be needed, and I will always stay focused on my patient. - *Survey respondent* ”

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- <sup>2</sup> Bormann, Lorraine PhD, RN, MHA, CPHQ; Abrahamson, Kathleen PhD, RN. Do Staff Nurse Perceptions of Nurse Leadership Behaviors Influence Staff Nurse Job Satisfaction? 2014. *Journal of Nursing Administration*: April 2014 - Volume 44 - Issue 4 - p 219-225
- <sup>3</sup> Boev, C. (2012), The Relationship Between Nurses' Perception of Work Environment and Patient Satisfaction in Adult Critical Care. *Journal of Nursing Scholarship*, 44: 368-375. doi:10.1111/j.1547-5069.2012.01466.x
- <sup>4</sup> 2015 National Nursing Workforce Study conducted by the National Council of State Boards of Nursing, <https://www.ncsbn.org/workforce.htm>
- <sup>5</sup> The Future of Nursing: Leading Change, Advancing Health. the Institute of Medicine. 2010  
<https://www.nationalacademies.org/hmd/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx>
- <sup>6</sup> Blegen MA1, Goode CJ, Park SH, Vaughn T, Spetz J. (2013). Baccalaureate education in nursing and patient outcomes.



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For additional information about this survey,  
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