A Challenging Decade Ahead

A survey of nearly 20K Registered Nurses throughout the nation…

The Decade Ahead

Challenges converge for nurses and healthcare organizations

People 65+ hospitalized 3X more than middle-aged people

Aging US population means rising demand for healthcare services

BY 2030 all Baby Boomers turn 65

Baby Boomer nurse retirement tsunami is hitting now

Nurse shortage getting worse

Most RNs agree, shortage is getting worse

Replacement nurses will be limited

Increasing Pressures

2015 2017 2019

Percentage of RNs who say nurse shortage has gotten worse

More than 1 in 5 RNs hold second jobs — including about 273K nurses with 2 full-time jobs

More than 2 in 5 say working more than 1 job negatively affects their quality of life

41% Victims of bullying, incivility or other forms of workplace violence

27% Witnessed workplace violence

81% Career Choice Satisfaction

75% Quality of Care Satisfaction

66% Worry Job is Affecting Health

44% Often Feel Like Quitting

Opportunities for Progress

Flexibility/work-life balance is biggest influence to stay at current job

Improve safety practices & engagement of staff — Top 2 positive influences on RN quality care

More satisfaction at jobs where their organization strongly supports diversity

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

Registered Nurses

Survey of 2019

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