



# 2015 SURVEY OF REGISTERED NURSES

Viewpoints on Retirement,  
Education and Emerging Roles

# 2015 SURVEY OF REGISTERED NURSES

## Viewpoints on Retirement, Education and Emerging Roles

### IN THIS REPORT

INTRODUCTION .....	PAGE 3
EXECUTIVE SUMMARY .....	PAGE 4
KEY FINDINGS .....	PAGE 9
METHODOLOGY .....	PAGE 10
DEMOGRAPHICS .....	PAGE 11
RETIREMENT .....	PAGE 14
EMERGING ROLES AND EDUCATION .....	PAGE 20
NURSES' VIEWS .....	PAGE 29
TOP FIVE FRUSTRATIONS FOR NURSES .....	PAGE 53
BARRIERS TO QUALITY .....	PAGE 54
REASONS FOR OPTIMISM .....	PAGE 57
REFERENCES .....	PAGE 59



AMN Healthcare  
12400 High Bluff Drive  
San Diego, CA 92130

For additional information  
about this survey please contact:  
[info@AMNHealthcare.com](mailto:info@AMNHealthcare.com)

[www.amnhealthcare.com](http://www.amnhealthcare.com)



## INTRODUCTION

Immense changes underway in the healthcare industry are reshaping the roles and duties of millions of clinical professionals, while also transforming supply and demand in the healthcare workforce. On the front lines of this veritable revolution are registered nurses, by far the largest profession among healthcare workers and a dynamic force in the health of the American people.

The responses from more than 8,828 registered nurses in the *2015 Survey of Registered Nurses/Viewpoints on Retirement, Education and Emerging Roles* provide an opportunity to measure the impact on nurses of the changes occurring in the healthcare industry. It also foretells of an impending transformation in the nursing workforce as baby boomers retire and a younger generation tries to fill the ranks during a period of nurse shortages.

Results from this survey suggest that the growing shortage of nurses may become critical as retirements surge among older nurses in the next few years. In the past, healthcare experts have expressed concerns about the possibility of a wave of baby boomer retirements among nurses. This survey provides dimensions and a timeline for the retirement surge.

At the same time, the survey's findings on nurses' desire for education and training are inspirational. The Institute of Medicine (IOM) report on the future of nursing<sup>1</sup> urged education and training enhancement throughout the clinical workforce to improve quality of care and keep pace with healthcare changes. The *2015 Survey of Registered Nurses/Viewpoints on Retirement, Education and Emerging Roles* shows that nurses have embraced the call to educate, with a larger percentage planning to seek higher degrees than those who are not, growing interest in new and emerging nursing roles, and a surprisingly high percentage of young nurses seeking to enter advanced practitioner roles.

The survey also shows that many nurses feel that changes in the healthcare industry have exacerbated hardships in the already stressful world of nursing. While they remain intensely proud of and satisfied with their career choice, they're less happy about their current jobs and emphatic that some key aspects of nursing are headed in the wrong direction.

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 *2015 Survey of Registered Nurses/Viewpoints on Retirement, Education and Emerging Roles* provides nurses' views on career plans, education, quality of patient care, and concerns and satisfaction with their profession. This survey report is provided to healthcare leaders and managers, policymakers, regulators, the media and to nurses to enhance understanding of this vital profession.



## EXECUTIVE SUMMARY

Decisive changes predicted for the healthcare workforce have begun. Catalysts for change are led by the Affordable Care Act, which is adding millions of new patients to the rolls of the insured while inaugurating fundamental changes to the way healthcare is delivered to increase quality while containing costs.

But other forces for change are equally powerful. The aging of both patient and practitioner populations is resulting in more patients with increasingly complex conditions and growing constraints on the supply of healthcare professionals to provide care. An improving economy means more resources for people to seek healthcare and thus more demand for healthcare services. It also means more opportunities for nurses to retire or cut back on work hours, both of which are increasingly appealing to older healthcare workers.

## SURGE IN NURSE RETIREMENTS

Some experts surmised that baby boomer nurses delayed retirement<sup>ii</sup> because of the recession. However, the recession is over, and the findings in the *2015 Survey of Registered Nurses/Viewpoints on Retirement, Education and Emerging Roles* strongly indicate an impending surge in retirement among older nurses. Those who don't retire may cut back their hours to part time. If older nurses retire and switch to part-time work as this survey indicates, it could result in a nursing supply crisis.

Of 8,828 nurses who responded to this survey, a remarkable 62% older than age 54 answered “yes” or “maybe” when asked, “Now that the economy has improved, are you thinking more about retirement?” And these are not idle musings, because 47% of those planning to retire say they will do it in the next two years and 62% say they plan to retire in the next three years.

In addition, 21% of nurses, or more than one in five, say now that the economy has improved, they will move to part-time work.

## WHY OLDER NURSES ARE IMPORTANT

The loss of older nurses to retirement and part-time work means a considerable overall loss in nursing supply, since older nurses make up a significant portion of the nursing workforce. More than half of working nurses are 50 or older.<sup>iii</sup> A resulting increase in nurse-patient ratios could, in turn, reduce patient outcomes, quality of care and satisfaction, as many recent studies have pointed out. Also, the cost of a rising nurse turnover rate could be significant for healthcare facilities and systems.<sup>iv</sup>

The loss of intellectual capital, particularly the experience and wisdom that would depart along with older nurses, can create serious challenges. According to “Wisdom at Work: The Importance of the Older and Experienced Nurse in the Workplace,” a report by the Robert Wood Johnson Foundation<sup>v</sup>, the loss of older nurses “can negatively affect organizational performance and productivity. Most organizations do not know where they are vulnerable in terms of the loss of knowledge.”

The foundation study points out that procedures, safety and effectiveness “could be severely compromised.” For example, older nurses may be better able from experience to assess orders based on each patient's condition and have well-developed



interpersonal skills for bedside care and dealing with challenging families or patients. These skills can be particularly valuable in treating older patients with more chronic conditions. And, of course, older nurses act as mentors to younger nurses in everything from institutional operations and procedures to better coping with stressful situations.

## A surge in retirements could hit education programs particularly hard, which in turn would exacerbate supply problems overall and in the specialties.

### A CRISIS IN NURSING INSTRUCTION

The *2015 Survey of Registered Nurses/Viewpoints on Retirement, Education and Emerging Roles* also found that among many specialties, the rates of nurses considering retirement are higher than average. This reveals the unevenness of the current and future nursing shortage, where supply and demand problems may be particularly acute in some critically important areas.

But nowhere should the concern be greater than in nursing instruction. In this survey, a high percentage of nurse educators said they are or may be thinking more about retirement. Without adequate nurse educators, our healthcare system will not be able to provide an adequate supply of nurses. A study in 2013 found that 72% of full-time faculty in nursing programs were age 50 or older<sup>vi</sup>. A surge in retirements could hit training education particularly hard, which in turn would exacerbate supply problems overall and in the specialties.

The current shortage of nurse educators is already acute. A 2014 survey conducted through the American Association of Colleges of Nursing (AACN)<sup>vii</sup> found that 56% of U.S. nursing schools had vacant full-time faculty positions. The AACN reported that U.S. nursing schools had to turn away nearly 69,000 qualified applicants in 2014, due in part to a shortage of faculty and clinical preceptors.<sup>viii</sup>



## STRONG INTEREST IN EDUCATION

A bright spot in the survey is the strong interest among nurses in furthering their education, and exploring new fields in nursing. Nearly three-quarters of nurses in the survey were aware of new and emerging roles for nurses, and more than 60% said that they would enter a training program for these roles, if one were available.

The survey also showed that among all nurses, more plan to seek a higher degree in nursing than those who won't pursue further education. Among younger nurses, more than three-quarters plan to pursue a higher degree in the next three years. The survey data on those currently seeking or considering a degree in advanced practice nursing are fairly astounding – one in five of all nurses. And, among nurses younger than 40, more than one in three want to become a nurse practitioner or enter another advanced role. In the changing healthcare environment, nurse practitioners have increasing responsibility and authority over patient care. A much more robust and autonomous nursing practice is available to them than just a few years ago. Due to the acute physician shortage, advanced practice nurses are in high demand, and that will increase.

The survey data on those currently seeking or considering a degree in advanced practice nursing are fairly astounding – one in five of all nurses. And, among nurses younger than 40, more than one in three want to become a nurse practitioner or enter another advanced role.

The landmark study, “The Future of Nursing: Leading Change, Advancing Health,” from the Institute of Medicine (IOM) in 2010<sup>IX</sup>, recommended that nurses should achieve higher levels of education to play a critical role in our healthcare system. The study set a target of 80% of RNs achieving a bachelor's degree by 2020. While that target appears far off, the interest in advancing education is very strong among nurses today.

## MIXED FEELINGS ABOUT NURSING

It is ironic but telling that nurses report that they love nursing, are very proud of their career choice and would recommend it to others, but they are much less sanguine about their jobs, the quality of patient care and the future of the care environment.

Fully 85% of survey respondents either agreed or strongly agreed with the statement “Overall, I am satisfied with my choice of nursing as a career.” Only 2% strongly disagreed.

After that, responses to specifics about their jobs show decline: 73% agreed or strongly agreed that they are satisfied with the quality of care they provide, 63% said they are satisfied with their current jobs, and only 36% said they usually have the time they need to spend with patients. On top of that, 50% worried that their jobs were affecting their health, and 30% said they often feel like quitting.

While nursing has always been a stressful job, the transformation under way in healthcare today creates an added layer of ambiguity. And labor shortages can mean frustration due to the added workload. The pace of change in healthcare is expected to continue in the coming decades and so will other forces, especially the aging of the population and concurrent rise in demand for more care. These changes will not engender tranquility in the healthcare workplace. The mixed feelings by nurses – pride in their career and dissatisfaction with their jobs – will likely persist.





## KEY FINDINGS

### RETIREMENT

- 39% of all nurses answered “yes” or “maybe” when asked if they were thinking more about retirement now that the economy has improved.
- 62% of nurses older than age 54 answered “yes” or “maybe” when asked if they were thinking more about retirement now that the economy has improved.
- 38% of all nurses who are considering retirement said they plan to retire within the next three years.
- 32%, or nearly one third, of nurses older than age 54 who are considering retirement said they plan to retire in the next year.
- 62% of nurses over age 54 who are considering retirement said they plan to retire in the next three years.
- 21% of nurses older than age 54 – or one in five – said they plan to work part time.
- 44% of nursing educators answered “yes” or “maybe” when asked if they were thinking more about retirement now that the economy has improved.
- 20% of nursing educators said that now that the economy is improving, they plan to work part time.

### EDUCATION

- 72% of all nurses said they are aware of new and emerging roles for nurses.
- 62% of all nurses said they would enter a training program for one of these roles if a program were available.
- 49% of all nurses said they will pursue a bachelor’s, master’s or doctoral degree in nursing in the next one-to-three years. 43% said they won’t pursue further education.
- 77% of nurses younger than age 40 said they will pursue a bachelor’s, master’s or doctoral degree in nursing in the next one-to-three years.

- 19% of all nurses said they are currently enrolled in or considering pursuing a degree in advanced practice nursing.
- 36% of nurses younger than age 40 said they are currently enrolled in or considering pursuing a degree in advanced practice nursing.

### VIEWS ON NURSING

- 85% of all nurses said that overall they are satisfied with their choice of nursing as a career.
- 67% of all nurses said they would encourage others to become a nurse.
- 73% of all nurses said they agree or strongly agree that they are satisfied with the quality of care they are able to provide in their jobs.
- 63% agree or strongly agree that overall they are satisfied with their current jobs.
- 50% agree or strongly agree that they worry that their jobs are affecting their health.
- 36% agree or strongly agree that they usually have the time they need to spend with their patients.
- 30% agree or strongly agree that they often feel like resigning from their positions.
- 52% said that the quality of nursing care has generally declined since they first began as a nurse.
- 36% said that the focus on quality of care has positively influenced the quality of their care to patients.

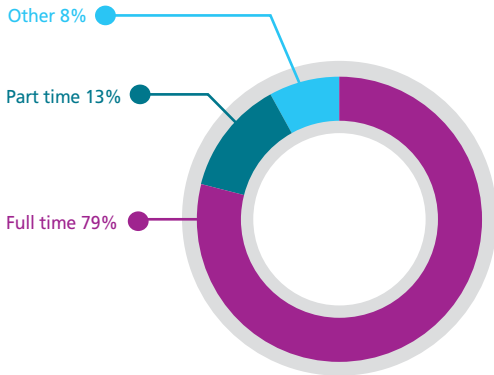
## METHODOLOGY

The *2015 Survey of Registered Nurses*, conducted by AMN Healthcare, was sent to 281,985 registered nurses from which 8,828 surveys were received for a 3.1% response rate. The survey was conducted from March 16, 2015, to May 1, 2015. Numbers were rounded up to the nearest full percent, causing some sections to total over 100%.

# DEMOGRAPHICS

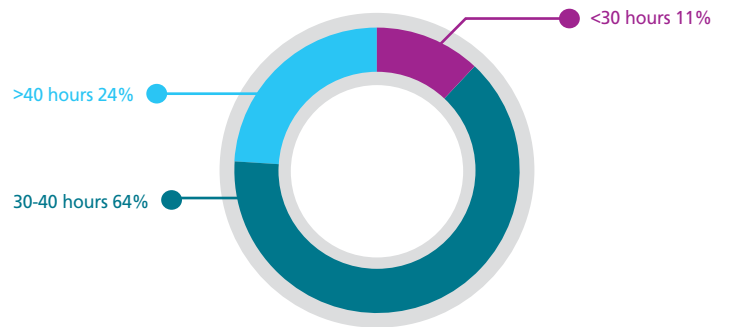
Q

In your position do you work



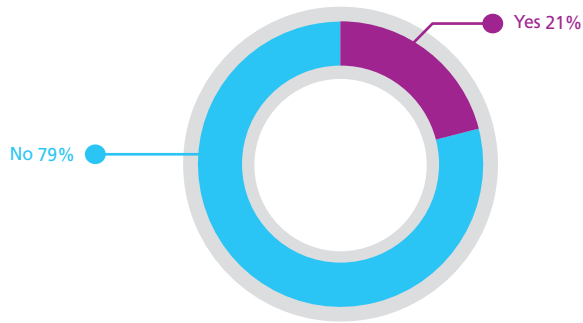
Q

What is the average number of hours you work each week?

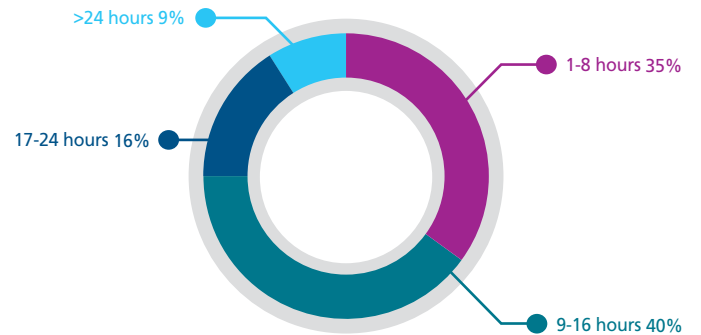


Q

Do you hold more than one position as a nurse?

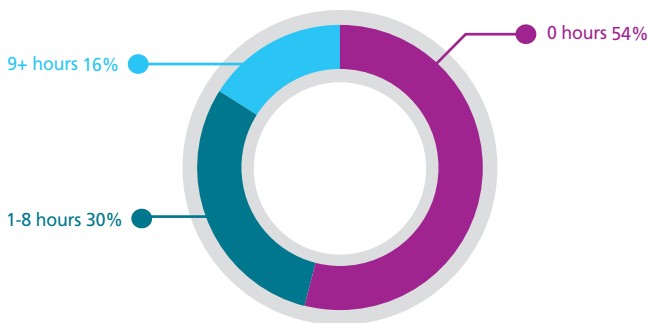


In your secondary position, how many hours do you work on average each week?



Q

How many overtime hours do you average each week?



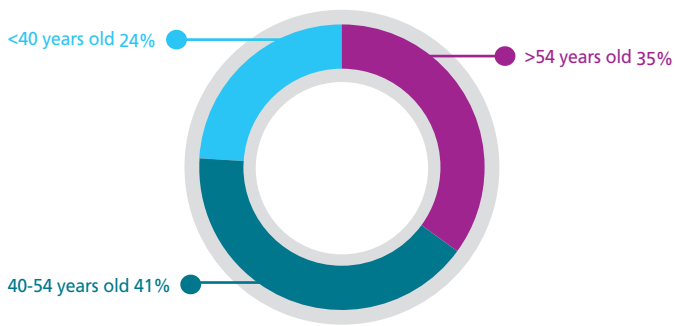
Q

What is your gender?



Q

What is your age?



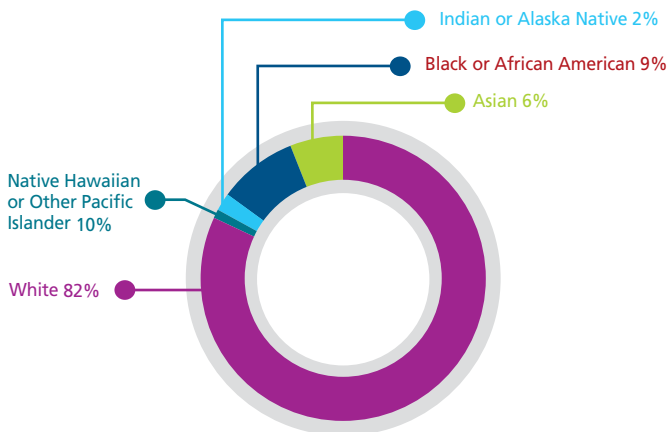
Q

What is your current primary employment setting?

Home health	5%
Hospice	2%
Hospital permanent staff	51%
Hospital temporary staff	6%
Non-nursing field	1%
Not currently employed	3%
Nursing education	4%
Nursing home/extended care	7%
Other	14%
Physician office/ambulatory care	5%
Public/community health	3%
Retail care	0%
Urgent care	1%

Q

What is your race?



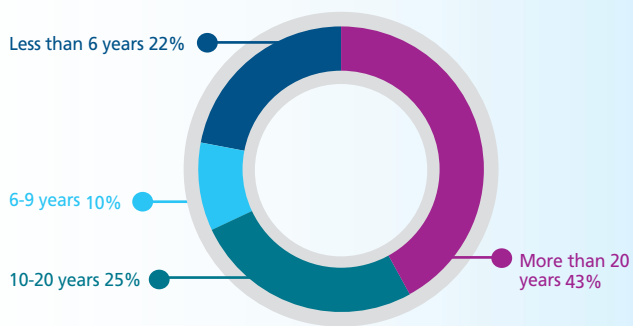
Q

What is your primary nursing specialty?

Critical Care	9%
ER/Trauma	8%
Geriatrics/LTC	6%
Home Health/Hospice	5%
Management	3%
Medical Surgical	11%
NICU/Neonatal	2%
Oncology	3%
OR/PACU	8%
Other	27%
Pediatrics/PICU	3%
Psychiatry	4%
Rehab	3%
Telemetry/PCU	5%
Women's Health/L&D	4%

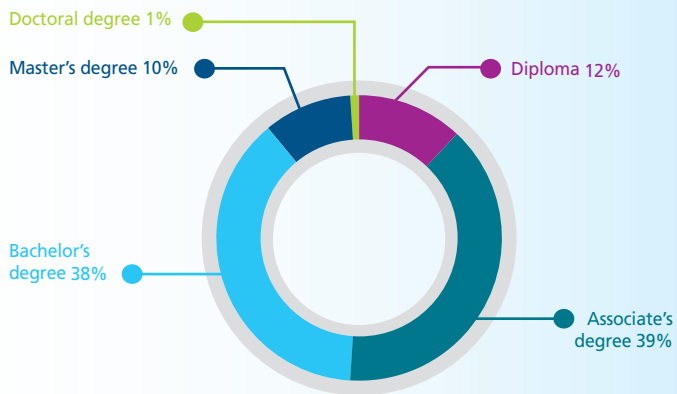
Q

How many years have you practiced as a nurse?



Q

What is your highest degree in nursing?

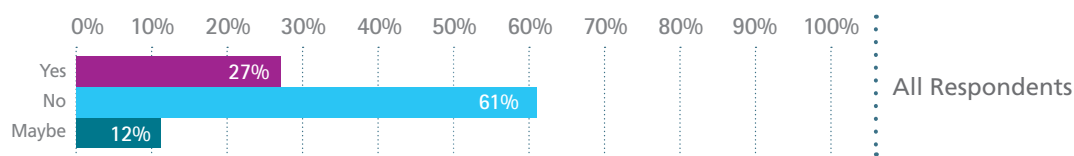


## RETIREMENT

A significant percentage of nurses—about two out of every five who responded to this survey—reported that they are thinking about or planning to retire. This could have a significant and unforeseen impact on the nursing shortage, especially since the retirements could happen soon. A large percentage of nurses who are planning to retire say they expect to do so in the next three years.

**Q** Now that the economy has improved, are you thinking more about retirement?

The majority of nurses who responded to this question aren't ready to retire. But nearly 40% of all the nurses surveyed reported that they are or may be thinking about retirement. That's a significant percentage, given that it translates into nearly two out of five nurses. Breaking that down further, the survey revealed 27% – or more than one in four nurses – said they are thinking more about retirement, with another 12% responding with “maybe.”



Older nurses seem to be thinking more seriously about retiring in the near future. When the responses of nurses older than age 54 are examined, the interest in retirement jumps. Of those nurses, more than two out of five, or 44%, said “yes.” Another 18% responded “maybe.” The result: a definitive majority of 62% of nurses older than 54 said they are thinking or may be thinking of retirement.

	Age		
	<40 years old	40-54 years old	>54 years old
Yes	16%	20%	44%
No	76%	71%	38%
Maybe	9%	10%	18%

However, it's also important to consider the professional specialties of those nurses who may be looking to retire soon. Retirements could lead to very uneven supply in some specialties in which higher percentages of nurses say they are considering retirement. For example, some specialty areas to consider: NICU/Neonatal: 39% “yes” or “maybe”; OR/PACU: 45% “yes” or “maybe”; Psychiatry: 43% “yes” or “maybe”; Women’s Health/L&D: 44% “yes” or “maybe”. Additionally, 40% of the



RNs in management roles answered “yes” or “maybe, which could lead to some gaps in management positions across a variety of specialties.

	Specialty						
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management	Medical Surgical	NICU/Neonatal
Yes	29%	27%	25%	25%	29%	25%	29%
No	60%	63%	63%	63%	60%	65%	61%
Maybe	11%	10%	12%	12%	11%	10%	10%

	Oncology	OR/PACU	Other	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women’s Health/L&D
	Yes	26%	30%	28%	19%	28%	19%	25%
No	58%	55%	58%	65%	56%	72%	66%	56%
Maybe	16%	15%	14%	15%	16%	9%	9%	15%

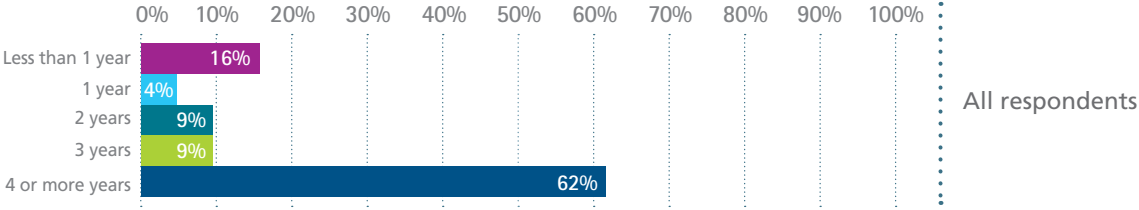
Another consideration: the number of nurse educators who are looking forward to retirement. In this survey, 44% of nursing educators, or more than two out of five, responded “yes” or “maybe” to the question. This could have serious consequences for the nursing workforce of the future because nurse faculty shortages are already critical. A 2014 survey conducted through the AACN<sup>x</sup> found that 56% of U.S. nursing schools had vacant full-time faculty positions; another 17.4% didn’t have any vacancies but reported needing additional faculty members. Nursing schools are already turning away qualified applicants, even though nurses are needed in the future, because they do not have enough faculty to educate and guide them. In fact, the AACN reported that U.S. nursing schools had to turn away nearly 69,000 qualified applicants in 2014 due, in part, to a shortage of faculty, as well as a shortage of clinical sites and clinical preceptors.<sup>x</sup> Experts are concerned that the situation will only get worse if this particular shortage is not rectified.<sup>xii</sup>

	Setting				
	Home Health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Yes	25%	29%	27%	27%	40%
No	65%	57%	62%	62%	43%
Maybe	10%	14%	12%	12%	17%

	Not currently employed	Nursing education	Nursing home/extended care	Other	Physician office/ ambulatory care	Public/community health
	Yes	31%	30%	20%	30%	26%
No	54%	56%	66%	56%	61%	62%
Maybe	15%	14%	13%	15%	13%	12%

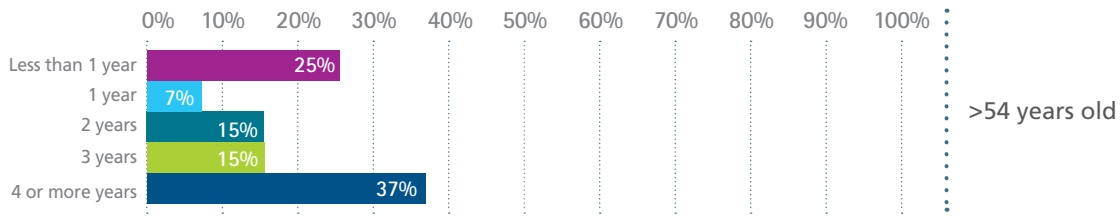
**Q** Are you planning to retire in:

One-fifth of nurses who plan to retire said they will do so in one year or less. They may be followed closely by the 9% who reported they are planning to retire in two years and another 9% in three years. That means that nearly two in five of the nurses who said they are considering retirement could be exiting the nursing workforce in the next three years. This is a high percentage for any profession, but it could have dire consequences for the nursing workforce if the pipeline of future nurses is not well-established.



One-fifth of nurses who plan to retire said they will do so in one year or less. They may be followed closely by the 9% who reported they are planning to retire in two years and another 9% in three years.

A closer look at the responses from nurses older than age 54 reveals that 25% of those planning to retire say they will do so in less than one year, with 7% planning to retire in one year, 15% in two years and another 15% in three years. This could result almost one-third retiring within the next year and three in five in the next three years. There may be an impending surge in nurse retirements, as has been suggested. Some nurses delayed retirement due to economic concerns during the recent recession, but other data has revealed that nursing careers have expanded in longevity in recent years, which accounts for some of the delayed retirements.<sup>xiii</sup> A rise in retirements among baby boomer nurses has been expected at some point, and these survey results suggest it may occur very soon.

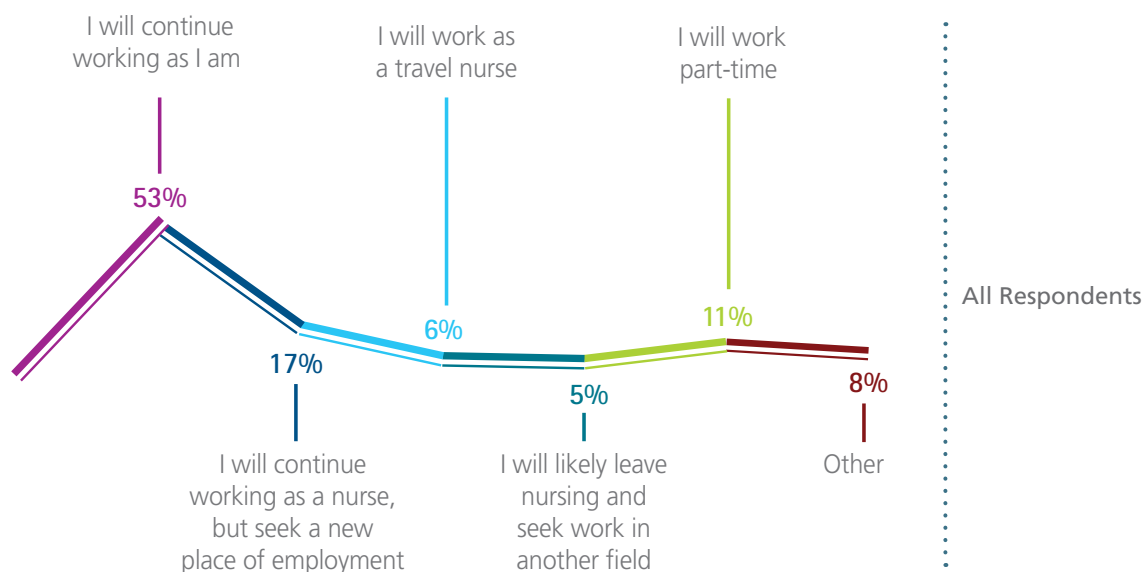




## How else might the improving economy affect your career plans?

According to survey responses, the improving economy may inspire some nurses to cut down on the hours that they are working. Slightly more than half —53%—of respondents said they plan to work full time, but another 11% said that they plan to work part time. A greater percentage of the older nurses had a part-time position in mind; 21%, or about one of five, of nurses older than age 54 said they will work part time. And certain specialties may experience more nurses transitioning from full time to part time, including oncology nurses, 16% of whom responded that they plan to work part time; OR/PACU nurses (15%); and psychiatry nurses (15%).

Additionally, 20% of nurses working in nursing education responded that they plan to work part time. If more nurse educators work only part time in the future, it could contribute to the ongoing shortage of nursing faculty. It is possible that some of those nursing educators are choosing to work part time because it suits their needs, but it's also possible that full-time positions in academia are not available to them. Research from the AACN shows that many nursing schools do not fill their vacant full-time positions, often because they don't have sufficient funding to hire enough full-time faculty or to pay them competitive salaries that would lure them into academia.<sup>XIV</sup>



	Age		
	<40 years old	40-54 years old	>54 years old
I will continue working as I am	59%	57%	44%
I will continue working as a nurse, but seek a new place of employment	21%	20%	12%
I will work as a travel nurse	6%	6%	5%
I will likely leave nursing and seek work in another field	4%	5%	7%
I will work part time	3%	6%	21%
Other	7%	7%	12%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
I will continue working as I am	49%	50%	46%	54%	56%
I will continue working as a nurse, but seek a new place of employment	17%	16%	26%	20%	18%
I will work as a travel nurse	8%	10%	4%	3%	4%
I will likely leave nursing and seek work in another field	6%	7%	6%	4%	6%
I will work part time	9%	8%	12%	11%	9%
Other	11%	9%	6%	7%	7%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	I will continue working as I am	53%	60%	60%	49%
I will continue working as a nurse, but seek a new place of employment	20%	12%	14%	14%	16%
I will work as a travel nurse	7%	11%	3%	8%	3%
I will likely leave nursing and seek work in another field	5%	5%	3%	7%	5%
I will work part time	8%	8%	16%	15%	12%
Other	7%	4%	5%	7%	11%

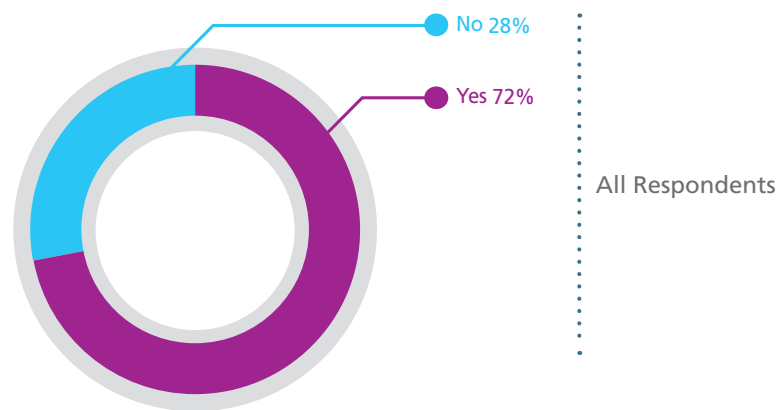
	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	I will continue working as I am	56%	49%	56%	51%
I will continue working as a nurse, but seek a new place of employment	17%	17%	26%	20%	12%
I will work as a travel nurse	7%	6%	1%	9%	8%
I will likely leave nursing and seek work in another field	4%	7%	5%	6%	7%
I will work part time	10%	15%	7%	6%	9%
Other	6%	6%	6%	8%	10%

## EMERGING ROLES AND EDUCATION

Very high percentages of nurses said they're aware of new and emerging roles for nurses, and nearly a third are interested in entering these roles. Higher education is also very important to nurses, with half saying they plan to seek a higher degree. More nurses say they will pursue a higher degree than those who say they won't pursue further education. This trend shows promise. The IOM<sup>xv</sup> has recommended higher degrees for nurses to improve the quality of care and expand patient access to primary and specialty care.

**Q** Are you aware of new and emerging roles for nurses?

The survey results show a very clear awareness of the changing roles of nurses. The awareness is particularly high among nurses with graduate-level education, many of whom are prepared to serve in some of those roles.



	Age		
	<40 years old	40-54 years old	>54 years old
Yes	72%	72%	74%
No	28%	28%	26%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Yes	67%	66%	77%	88%	91%
No	33%	34%	23%	12%	9%



### Specialty

	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management	Medical Surgical	NICU/Neonatal
Yes	74%	72%	60%	70%	83%	70%	59%
No	26%	28%	40%	30%	17%	30%	41%

	Oncology	OR/PACU	Other	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
Yes	82%	73%	78%	71%	68%	64%	75%	69%
No	18%	27%	22%	29%	32%	36%	25%	31%



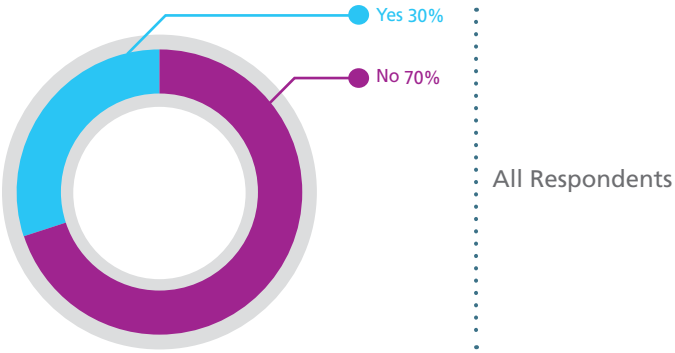
### Setting

	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Yes	66%	71%	75%	72%	79%
No	34%	29%	25%	28%	21%

	Not currently employed	Nursing education	Nursing home/extended care	Other	Physician office/ambulatory care	Public/community health
Yes	65%	85%	61%	73%	73%	72%
No	35%	15%	39%	27%	27%	28%

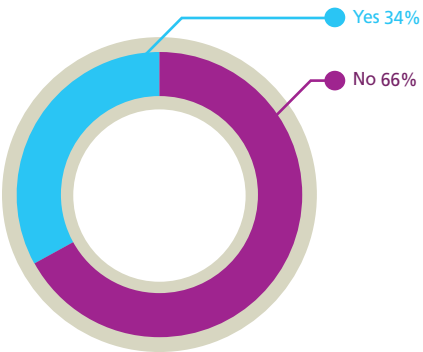
**Q** Are you considering a career move into one of these roles?

It might be time for a career change for some of the nurses who responded to this question. In fact, 30% said “yes,” with more younger nurses interested in making a career move into a new or emerging role than older nurses.

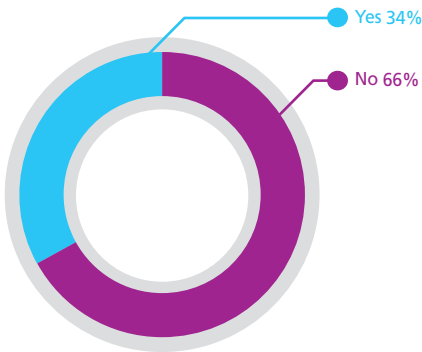


“I believe nurses with current or up-to-date education feel more empowered to make positive changes in their work places and for their patients.”

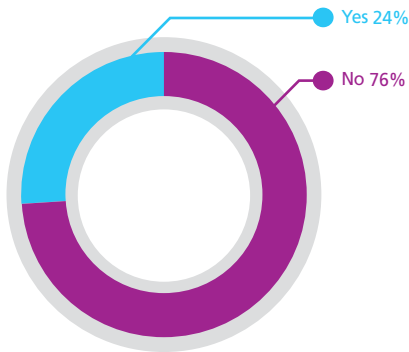
– Survey respondent



<40 years old



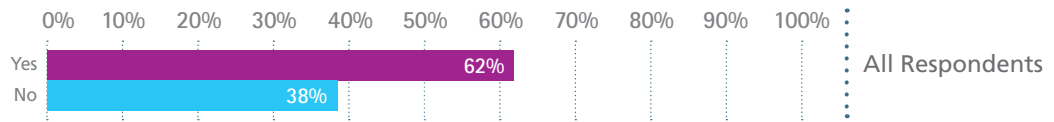
40-54 years old



>54 years old

**Q** Would you enter a training program for one of these roles, if one were available to you?

A distinct majority of all respondents answered “yes” to this question. An even greater percentage of younger nurses responded positively. This is another positive example of the trend toward greater educational attainment among today’s nurses. It also suggests that the new roles in nursing being created by changes in our healthcare system are capturing the interest of nurses, particularly younger nurses.



	Age		
	<40 years old	40-54 years old	>54 years old
Yes	69%	67%	52%
No	31%	33%	48%

	Degree				
	Diploma	Associate’s degree	Bachelor’s degree	Master’s degree	Doctoral degree
Yes	58%	66%	64%	54%	41%
No	42%	34%	36%	46%	59%

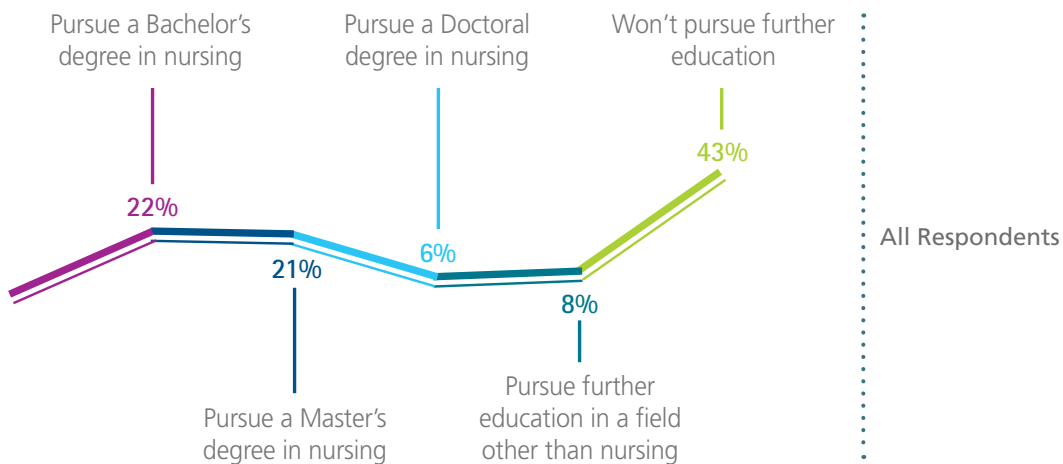
	Specialty						
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management	Medical Surgical	NICU/Neonatal
Yes	59%	62%	69%	71%	61%	62%	54%
No	41%	38%	31%	29%	39%	38%	46%

	Oncology	OR/PACU	Other	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women’s Health/L&D
	Yes	65%	61%	62%	59%	65%	71%	68%
No	35%	39%	38%	41%	35%	29%	32%	45%



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

Of all the nurses surveyed, about half said they plan to pursue a higher degree in nursing during the next one-to-three years. The interest in pursuing additional education could be an indication that nurses want to build upon their existing knowledge and experience, but it also may be an indication of nurses' desire to be competitive in the job market, as more health systems are expressing a preference for nurses with higher education.<sup>XVI</sup>



Younger nurses seem particularly motivated to pursue higher education, according to the survey results. More than three-quarters of the nurses younger than 40 responded that they plan to pursue another degree in the next one-to-three years. About a third plan to work toward a bachelor's degree, and more than a third plan to pursue a master's degree.

	Age		
	<40 years old	40-54 years old	>54 years old
Pursue a Bachelor's degree in nursing	32%	26%	9%
Pursue a Master's degree in nursing	37%	23%	7%
Pursue a Doctoral degree in nursing	8%	7%	3%
Pursue further education in a field other than nursing	6%	8%	10%
Won't pursue further education	17%	37%	72%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Pursue a Bachelor's degree in nursing	32%	43%	0%	0%	0%
Pursue a Master's degree in nursing	5%	11%	41%	0%	0%
Pursue a Doctoral degree in nursing	0%	1%	5%	35%	0%
Pursue further education in a field other than nursing	9%	7%	9%	8%	16%
Won't pursue further education	54%	39%	44%	53%	70%

Also worth noting are those specialty nurses who indicated an interest in pursuing a higher level of education. About half of medical-surgical nurses said they would pursue additional education; about a quarter want to pursue a bachelor's degree and another quarter said they would pursue a master's degree. A similar portion of critical care and ER/trauma nurses expressed a desire to pursue a master's degree in the next one-to-three years.

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Pursue a Bachelor's degree in nursing	17%	20%	34%	28%	14%
Pursue a Master's degree in nursing	27%	27%	13%	18%	16%
Pursue a Doctoral degree in nursing	10%	4%	4%	4%	13%
Pursue further education in a field other than nursing	7%	10%	10%	7%	9%
Won't pursue further education	40%	39%	40%	43%	49%

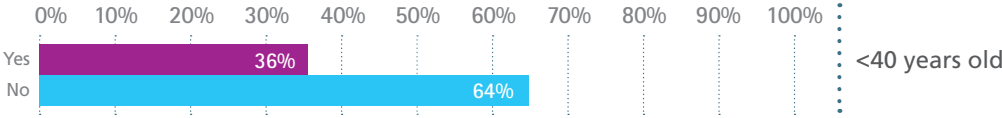
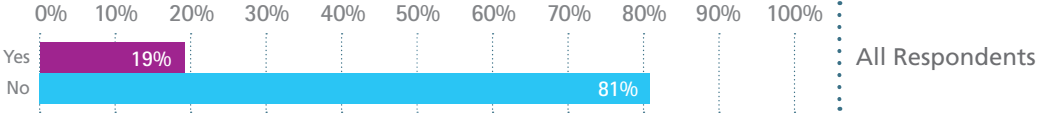
	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Pursue a Bachelor's degree in nursing	26%	17%	24%	17%
Pursue a Master's degree in nursing	26%	21%	21%	17%	18%
Pursue a Doctoral degree in nursing	6%	6%	5%	4%	6%
Pursue further education in a field other than nursing	6%	11%	6%	7%	9%
Won't pursue further education	36%	46%	43%	55%	50%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Pursue a Bachelor's degree in nursing	16%	21%	35%	26%
Pursue a Master's degree in nursing	27%	13%	17%	29%	21%
Pursue a Doctoral degree in nursing	7%	9%	2%	4%	5%
Pursue further education in a field other than nursing	8%	10%	7%	8%	8%
Won't pursue further education	41%	45%	39%	33%	46%

**Q** Are you currently enrolled in or considering pursuing a degree in advanced practice nursing?

Nearly one out of five respondents said that they are currently enrolled in or considering pursuing a degree in advanced practice nursing. This translates into a significant portion of current nurses who wish to make this appreciable leap forward in healthcare. The job market for them looks bright, according to the U.S. Bureau of Labor Statistics, which projects that jobs for advanced practice nurses will grow even faster than the jobs for RNs.<sup>XVII</sup>

Among younger nurses, more than a third said they were currently enrolled in or considering pursuing a degree in advanced practice nursing. This shows the enormous appeal of advanced practice nursing, likely because of the autonomy, independence and opportunities to provide a wider range of patient care.



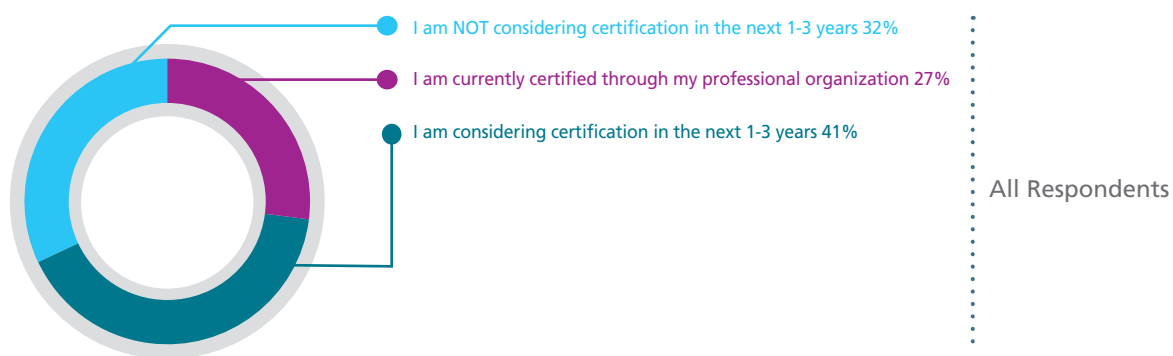




Regarding professional certification, please describe your current status:

Professional certification is another area of education and training reflected in the recommendations of the IOM report on the future of nursing.<sup>xviii</sup> When taking age into account, younger nurses are considering certification at higher levels, perhaps because many older nurses already are certified. In this survey, higher percentages of nurses with an associate’s or bachelor’s degree are considering certification in the next one-to-three years.

When the respondents’ specialties were taken into account, oncology nurses reported the highest certification rates, followed by OR/ PACU, medical-surgical, ER/trauma, NICU/neonatal and critical care nurses.



“Critical thinking and implementation is emphasized in training and that improves patient care.” – Survey respondent

	Age		
	<40 years old	40-54 years old	>54 years old
I am currently certified through my professional organization	18%	29%	33%
I am considering certification in the next one-to-three years	62%	44%	22%
I am NOT considering certification in the next one-to-three years	20%	27%	45%



**Q** Regarding professional certification, please describe your current status (cont.):

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
I am currently certified through my professional organization	25%	18%	32%	51%	58%
I am considering certification in the next 1-3 years	29%	45%	44%	27%	16%
I am NOT considering certification in the next 1-3 years	46%	38%	24%	22%	26%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
I am currently certified through my professional organization	34%	28%	17%	16%	33%
I am considering certification in the next 1-3 years	45%	46%	40%	42%	33%
I am NOT considering certification in the next 1-3 years	20%	26%	44%	42%	34%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	I am currently certified through my professional organization	22%	25%	55%	43%
I am considering certification in the next 1-3 years	47%	45%	33%	33%	35%
I am NOT considering certification in the next 1-3 years	31%	30%	12%	23%	39%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	I am currently certified through my professional organization	30%	22%	24%	16%
I am considering certification in the next 1-3 years	42%	41%	45%	58%	32%
I am NOT considering certification in the next 1-3 years	27%	37%	31%	26%	35%

## NURSES' VIEWS

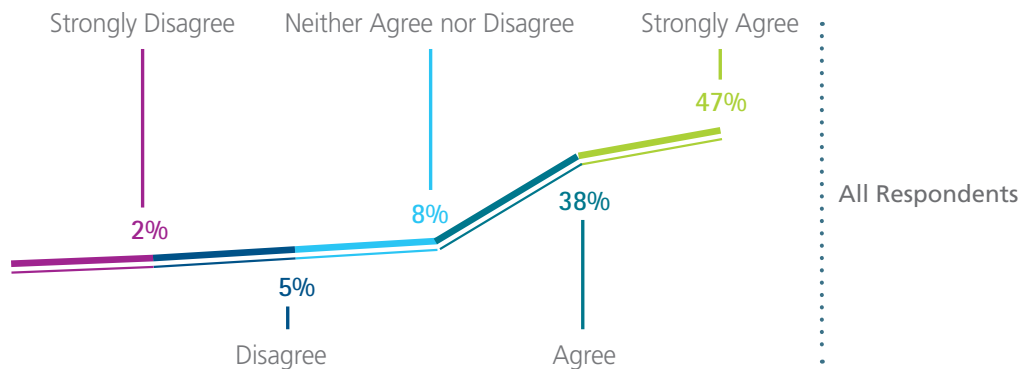
### SATISFACTION WITH NURSING

Nurses show very high levels of career satisfaction, though they often express dissatisfaction with their current jobs and other factors related to nursing and healthcare. Nurse satisfaction with their current jobs is more than 20 percentage points below their level of career satisfaction, and the rate of current job satisfaction has declined since the AMN 2013 Survey of Registered Nurses. Satisfaction levels reported by temporary nurses are about the same as permanent staff.

**Q** Overall, I am satisfied with my choice of nursing as a career.

A definitive majority, 85% of all the nurses, agreed or strongly agreed that they are satisfied with their choice of nursing as a career. These strong positive feelings carry across ages and demographics. This was down slightly from the 90% in the AMN 2013 Survey of Registered Nurses. In the 2015 survey, however, fewer nurses were dissatisfied with their career choice; only 7% of all the nurses said they disagree or strongly disagree with their career choice, down from 10% in 2013.

Nurses show very high levels of career satisfaction, though they often express dissatisfaction with their current jobs and other factors related to nursing and healthcare.



	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	1%	2%	2%
Disagree	5%	5%	5%
Neither Agree nor Disagree	9%	9%	7%
Agree	38%	39%	37%
Strongly Agree	47%	46%	50%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	2%	2%	2%	2%	0%
Disagree	4%	6%	5%	4%	0%
Neither Agree nor Disagree	9%	8%	9%	7%	12%
Agree	40%	39%	39%	30%	28%
Strongly Agree	46%	46%	46%	58%	60%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	2%	2%	1%	1%	0%
Disagree	6%	5%	4%	6%	3%
Neither Agree nor Disagree	9%	10%	8%	7%	8%
Agree	37%	40%	41%	33%	38%
Strongly Agree	46%	42%	46%	53%	50%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
Strongly Disagree	1%	2%	3%	2%	2%
Disagree	5%	4%	7%	3%	5%
Neither Agree nor Disagree	7%	6%	4%	8%	8%
Agree	41%	46%	35%	38%	37%
Strongly Agree	46%	42%	50%	49%	49%

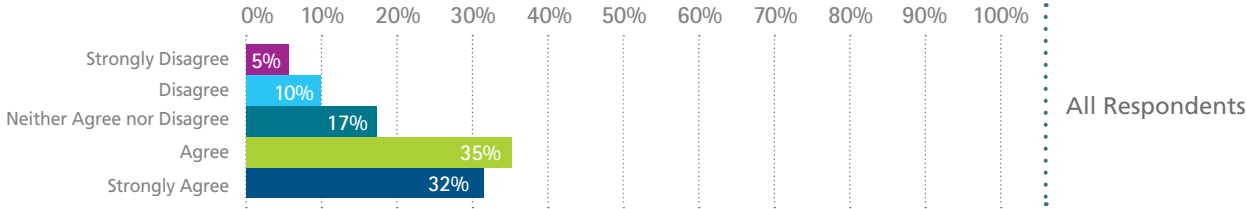
	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
Strongly Disagree	0%	3%	2%	3%	1%
Disagree	3%	5%	7%	6%	5%
Neither Agree nor Disagree	11%	11%	10%	11%	7%
Agree	33%	38%	44%	40%	38%
Strongly Agree	53%	43%	37%	41%	48%

	Setting				
	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Strongly Disagree	2%	0%	2%	3%	4%
Disagree	5%	6%	5%	6%	9%
Neither Agree nor Disagree	7%	7%	8%	10%	26%
Agree	38%	31%	40%	38%	30%
Strongly Agree	48%	56%	46%	44%	30%

	Not currently employed	Nursing education	Nursing home/ extended care	Other	Physician office/ ambulatory care	Public/community health
Strongly Disagree	4%	0%	2%	2%	1%	0%
Disagree	10%	1%	4%	5%	4%	5%
Neither Agree nor Disagree	15%	5%	8%	8%	9%	10%
Agree	38%	30%	39%	37%	34%	36%
Strongly Agree	33%	63%	47%	48%	52%	49%

**Q** I would encourage others to become a nurse.

Pride in the career and vocation of nursing is further affirmed in responses to this question. Most nurses would encourage others to become a nurse; about two thirds, or 67%, said they agreed or strongly agreed. Among younger nurses, the percentage who agreed or strongly agreed is slightly higher than for older nurses. And the overall percentages of those who disagree is relatively low.



**Q** I would encourage others to become a nurse. (cont.)

	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	4%	5%	7%
Disagree	8%	11%	11%
Neither Agree nor Disagree	16%	17%	18%
Agree	39%	35%	33%
Strongly Agree	34%	32%	32%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	7%	6%	6%	3%	2%
Disagree	10%	11%	10%	9%	7%
Neither Agree nor Disagree	20%	17%	17%	16%	14%
Agree	34%	35%	37%	30%	30%
Strongly Agree	30%	32%	30%	42%	47%



	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	7%	5%	4%	3%	3%
Disagree	12%	14%	9%	8%	10%
Neither Agree nor Disagree	18%	19%	18%	15%	13%
Agree	36%	34%	34%	32%	37%
Strongly Agree	27%	28%	34%	42%	37%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	5%	4%	6%	6%
Disagree	11%	18%	6%	12%	9%
Neither Agree nor Disagree	19%	15%	13%	17%	17%
Agree	35%	34%	41%	33%	34%
Strongly Agree	30%	30%	34%	32%	35%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	3%	6%	7%	8%
Disagree	8%	10%	11%	10%	9%
Neither Agree nor Disagree	16%	19%	13%	20%	16%
Agree	37%	36%	43%	42%	37%
Strongly Agree	36%	30%	25%	20%	32%

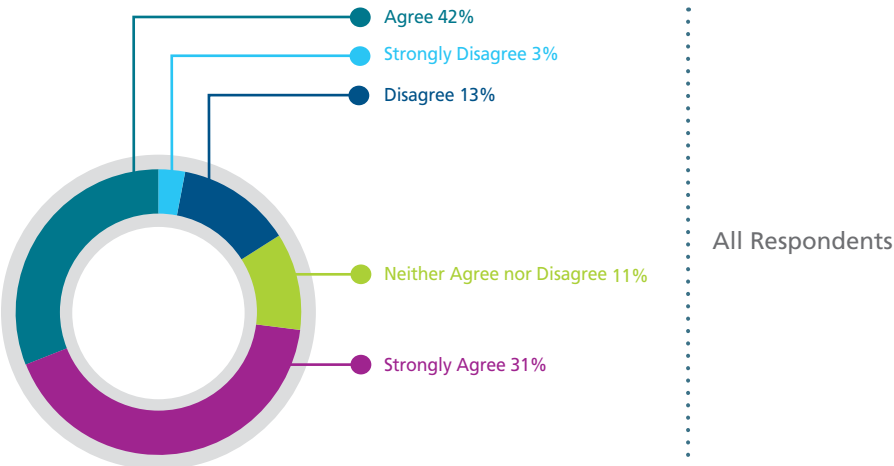
	Setting				
	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Strongly Disagree	3%	5%	6%	6%	6%
Disagree	8%	8%	11%	9%	17%
Neither Agree nor Disagree	16%	15%	18%	22%	21%
Agree	31%	33%	37%	35%	30%
Strongly Agree	42%	39%	28%	28%	26%

	Not currently employed	Nursing education	Nursing home/ extended care	Other	Physician office/ ambulatory care	Public/community health
	Strongly Disagree	11%	2%	6%	6%	5%
Disagree	18%	6%	9%	9%	7%	6%
Neither Agree nor Disagree	21%	13%	15%	18%	16%	16%
Agree	26%	35%	35%	32%	34%	34%
Strongly Agree	24%	45%	36%	36%	38%	40%



**Q** I am satisfied with the quality of care I am able to provide in my job.

In this survey, nurses reported a relatively high satisfaction level with the quality of care they're able to provide. The percentage of nurses saying they agreed or strongly agreed is 73%, and these levels are very similar among all specialties. The percentage of nurses overall who disagreed or strongly disagreed is 16%. The highest percentage among the various education levels was among nurses with doctoral degrees, of whom 81% who said they agree or strongly agree that they are satisfied with the quality of care they provide.



All Respondents

	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	2%	3%	3%
Disagree	12%	13%	14%
Neither Agree nor Disagree	10%	11%	13%
Agree	44%	43%	40%
Strongly Agree	32%	30%	31%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	3%	3%	3%	2%	2%
Disagree	13%	14%	13%	10%	7%
Neither Agree nor Disagree	12%	11%	11%	12%	9%
Agree	41%	43%	42%	38%	51%
Strongly Agree	30%	30%	31%	37%	30%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	4%	3%	3%	1%	0%
Disagree	15%	15%	17%	8%	11%
Neither Agree nor Disagree	10%	14%	11%	9%	11%
Agree	42%	44%	42%	41%	46%
Strongly Agree	28%	24%	27%	41%	31%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	3%	0%	2%	2%
Disagree	17%	15%	12%	9%	10%
Neither Agree nor Disagree	12%	10%	8%	9%	13%
Agree	41%	49%	43%	42%	41%
Strongly Agree	26%	26%	35%	38%	34%

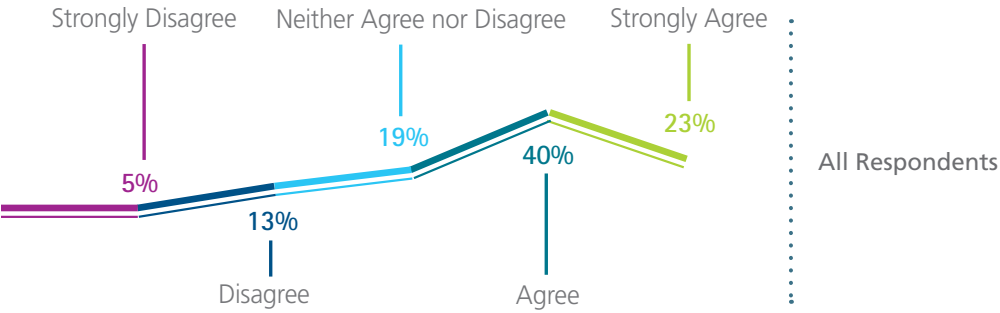
	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	2%	3%	5%	5%
Disagree	12%	14%	18%	21%	14%
Neither Agree nor Disagree	6%	13%	11%	13%	9%
Agree	41%	42%	43%	38%	45%
Strongly Agree	39%	27%	23%	22%	30%

	Setting				
	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Strongly Disagree	1%	0%	3%	2%	8%
Disagree	8%	10%	15%	12%	13%
Neither Agree nor Disagree	11%	5%	11%	14%	21%
Agree	39%	45%	43%	43%	34%
Strongly Agree	42%	40%	28%	30%	25%

	Not currently employed	Nursing education	Nursing home/ extended care	Other	Physician office/ ambulatory care	Public/community health
	Strongly Disagree	6%	1%	4%	3%	1%
Disagree	18%	10%	17%	9%	7%	11%
Neither Agree nor Disagree	19%	12%	11%	11%	10%	9%
Agree	36%	41%	40%	44%	41%	40%
Strongly Agree	20%	35%	28%	33%	40%	39%

**Q** Overall, I am satisfied with my current job.

While most nurses said they are satisfied with their jobs, the responses to this question are a 22-percentage-point drop from those who said they are satisfied with their careers. Only 63% agreed or strongly agreed that they are satisfied with their jobs, compared to 85% who are satisfied with their careers. This also represents a drop from the 73% who said they were satisfied with their jobs in the *AMN 2013 Survey of Registered Nurses*. This differentiation between job and career satisfaction may be due to the immense changes under way in the healthcare industry, which can create a level of uncertainty.



	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	4%	5%	5%
Disagree	13%	13%	14%
Neither Agree nor Disagree	18%	19%	20%
Agree	43%	41%	38%
Strongly Agree	22%	22%	24%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	5%	5%	5%	4%	7%
Disagree	12%	14%	13%	13%	12%
Neither Agree nor Disagree	24%	19%	19%	16%	26%
Agree	38%	41%	41%	36%	33%
Strongly Agree	21%	21%	23%	31%	23%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	5%	5%	6%	6%	3%
Disagree	16%	14%	18%	10%	13%
Neither Agree nor Disagree	20%	21%	22%	20%	15%
Agree	38%	43%	36%	37%	40%
Strongly Agree	21%	17%	18%	27%	29%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	5%	5%	4%	5%
Disagree	14%	11%	12%	10%	11%
Neither Agree nor Disagree	21%	18%	15%	20%	18%
Agree	40%	43%	46%	43%	39%
Strongly Agree	20%	22%	23%	23%	27%

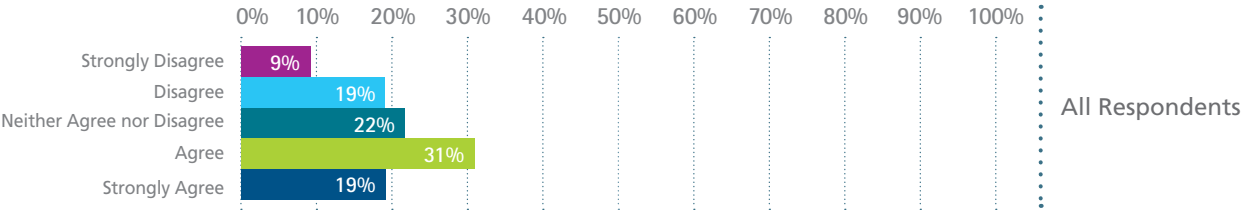
	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	2%	8%	7%	5%
Disagree	14%	13%	18%	18%	13%
Neither Agree nor Disagree	17%	22%	20%	22%	17%
Agree	39%	39%	42%	39%	47%
Strongly Agree	28%	18%	13%	16%	20%

	Setting				
	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Strongly Disagree	7%	3%	5%	4%	2%
Disagree	11%	10%	14%	10%	19%
Neither Agree nor Disagree	22%	13%	18%	19%	30%
Agree	34%	45%	43%	45%	32%
Strongly Agree	26%	30%	20%	22%	17%

	Not currently employed	Nursing education	Nursing home/ extended care	Other	Physician office/ ambulatory care	Public/community health
	Strongly Disagree	16%	2%	5%	5%	4%
Disagree	15%	10%	20%	11%	11%	13%
Neither Agree nor Disagree	43%	13%	21%	20%	15%	16%
Agree	17%	40%	36%	35%	42%	35%
Strongly Agree	9%	35%	18%	29%	29%	32%

**Q** I worry that this job is affecting my health.

About half the nurses in this survey said they agree or strongly agree that they worry their jobs are affecting their health. The concern is at about the same level across the age categories, but it's slightly higher among hospital-based nurses than for those working in home health, hospice and nonclinical roles. One of the persistent health problems in nursing is worker injuries, which are higher in healthcare than in any other industry.<sup>XIX</sup>

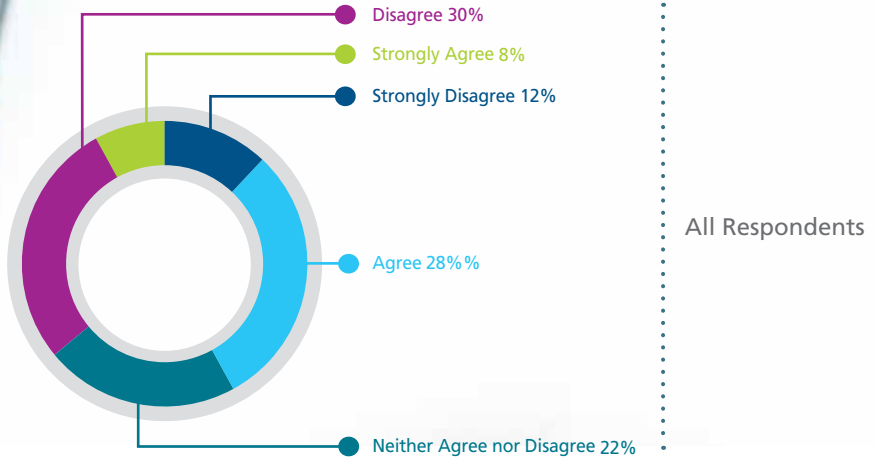


About half the nurses in this survey said they agree or strongly agree that they worry their jobs are affecting their health. The concern is at the same level across the age categories.

**Q** I usually have the time I need to spend with my patients.

Reaction to this important question about the state of patient care was mixed. Slightly more nurses, 42%, said they disagree or strongly disagree, compared to 40% who said they agree or strongly agree. About one-fifth said they neither agree nor disagree, a relatively sizable percentage to be uncertain.

When looking at the responses of the various specialties, it becomes clear that critical care (49%), ER/trauma (50%), and medical-surgical (54%) have higher-than-average negative responses to the question. Nurses in the geriatrics specialty category topped the list with 56% saying they disagree or strongly disagree that they usually have enough time to spend with patients.



	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	11%	12%	13%
Disagree	30%	30%	30%
Neither Agree nor Disagree	20%	21%	24%
Agree	30%	29%	25%
Strongly Agree	10%	8%	8%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	11%	14%	11%	10%	9%
Disagree	31%	32%	29%	24%	28%
Neither Agree nor Disagree	23%	21%	22%	26%	28%
Agree	26%	25%	30%	31%	21%
Strongly Agree	9%	8%	8%	9%	14%

**Q**

I usually have the time I need to spend with my patients. (cont.)

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	15%	14%	18%	6%	8%
Disagree	34%	36%	38%	20%	24%
Neither Agree nor Disagree	18%	22%	16%	18%	29%
Agree	26%	23%	22%	35%	30%
Strongly Agree	7%	5%	6%	22%	8%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	17%	7%	12%	9%
Disagree	37%	24%	31%	24%	25%
Neither Agree nor Disagree	20%	18%	18%	24%	27%
Agree	22%	39%	33%	33%	28%
Strongly Agree	4%	11%	6%	9%	11%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	10%	15%	20%	18%
Disagree	22%	30%	37%	41%	31%
Neither Agree nor Disagree	23%	22%	20%	17%	19%
Agree	37%	25%	18%	19%	34%
Strongly Agree	9%	8%	5%	4%	5%

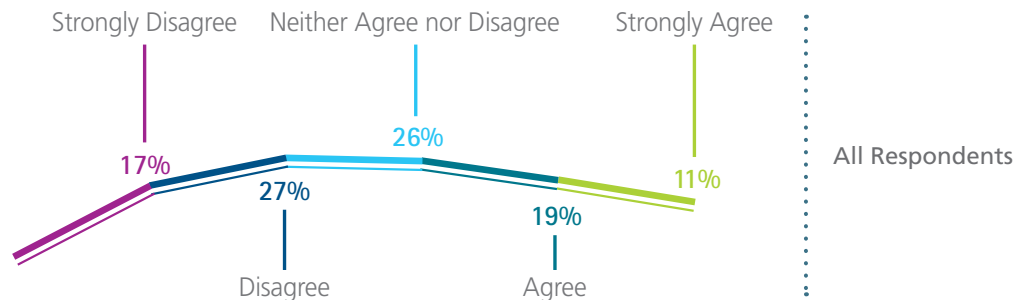
	Setting				
	Home health	Hospice	Hospital permanent staff	Hospital temporary staff	Non-nursing field
Strongly Disagree	4%	10%	13%	14%	9%
Disagree	21%	23%	33%	27%	32%
Neither Agree nor Disagree	15%	19%	20%	24%	30%
Agree	36%	30%	28%	28%	23%
Strongly Agree	24%	18%	6%	7%	6%

	Not currently employed	Nursing education	Nursing home/ extended care	Other	Physician office/ ambulatory care	Public/community health
	Strongly Disagree	21%	10%	18%	11%	4%
Disagree	39%	23%	39%	23%	26%	23%
Neither Agree nor Disagree	26%	36%	16%	28%	22%	26%
Agree	11%	24%	21%	27%	38%	30%
Strongly Agree	4%	8%	7%	12%	10%	14%



**Q** I often feel like resigning from my position.

This seemingly severe sentiment resonates with some nurses, although only for a minority of respondents. A little less than one third, or 30%, said they agree or strongly disagree with this statement. Among older nurses, the percentage is highest at 33%, compared to 29% among nurses 40-54 and 25% in nurses younger than 40. Many specialties have higher-than-average percentages of nurses who feel like quitting. These responses reinforce the importance of nurse retention efforts.



	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	19%	18%	17%
Disagree	30%	28%	23%
Neither Agree nor Disagree	26%	24%	27%
Agree	17%	18%	21%
Strongly Agree	8%	11%	12%

	Degree				
	Diploma	Associate's degree	Bachelor's degree	Master's degree	Doctoral degree
Strongly Disagree	15%	17%	18%	19%	16%
Disagree	24%	27%	29%	27%	28%
Neither Agree nor Disagree	31%	26%	24%	25%	23%
Agree	18%	19%	19%	18%	16%
Strongly Agree	12%	11%	10%	11%	16%

**Q** I often feel like resigning from my position. (cont.)

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	16%	16%	15%	20%	19%
Disagree	28%	23%	25%	27%	21%
Neither Agree nor Disagree	22%	27%	25%	23%	25%
Agree	23%	21%	20%	21%	24%
Strongly Agree	11%	13%	15%	10%	11%

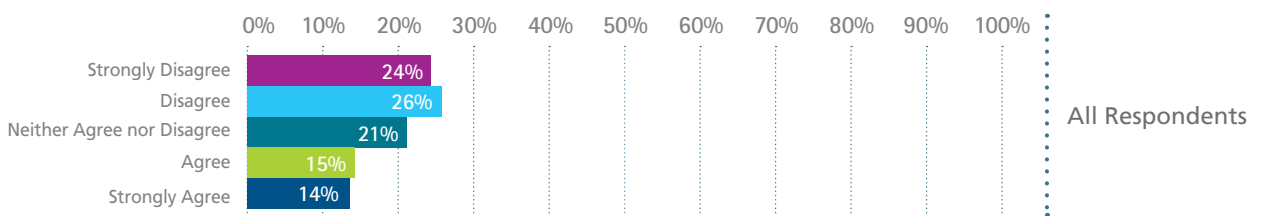
	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	17%	17%	24%	17%
Disagree	29%	25%	28%	28%	27%
Neither Agree nor Disagree	29%	26%	24%	27%	26%
Agree	17%	20%	17%	17%	17%
Strongly Agree	9%	12%	7%	11%	10%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	22%	16%	15%	12%
Disagree	32%	24%	28%	29%	33%
Neither Agree nor Disagree	24%	24%	29%	27%	24%
Agree	14%	19%	17%	21%	18%
Strongly Agree	8%	16%	11%	11%	9%

**Q** If I have my way, I will not be working in this job a year from now.

Of all nurses, half disagree or strongly disagree with this statement. But nearly 30% agree with it, and among some specialties, the percentage is higher. Again, this reinforces the importance of retention efforts.





	Age		
	<40 years old	40-54 years old	>54 years old
Strongly Disagree	25%	25%	23%
Disagree	26%	28%	23%
Neither Agree nor Disagree	20%	20%	23%
Agree	17%	14%	15%
Strongly Agree	13%	13%	17%

	Specialty				
	Critical Care	ER/Trauma	Geriatrics/LTC	Home Health/Hospice	Management
Strongly Disagree	23%	21%	22%	26%	25%
Disagree	26%	26%	21%	24%	27%
Neither Agree nor Disagree	19%	21%	22%	18%	16%
Agree	17%	17%	14%	17%	17%
Strongly Agree	16%	16%	22%	15%	16%

	Medical Surgical	NICU/Neonatal	Oncology	OR/PACU	Other
	Strongly Disagree	24%	21%	29%	24%
Disagree	25%	23%	29%	27%	26%
Neither Agree nor Disagree	24%	22%	21%	21%	21%
Agree	16%	19%	12%	14%	14%
Strongly Agree	11%	15%	9%	14%	14%

	Pediatrics/PICU	Psychiatry	Rehab	Telemetry/PCU	Women's Health/L&D
	Strongly Disagree	27%	22%	22%	17%
Disagree	30%	20%	24%	25%	26%
Neither Agree nor Disagree	22%	25%	22%	25%	18%
Agree	11%	13%	16%	17%	16%
Strongly Agree	11%	19%	16%	17%	11%

“I find that we still continue to struggle with the same problems. We are working short staffed, and we’re not being able to provide the one-to-one nursing care that our patients are seeking.”

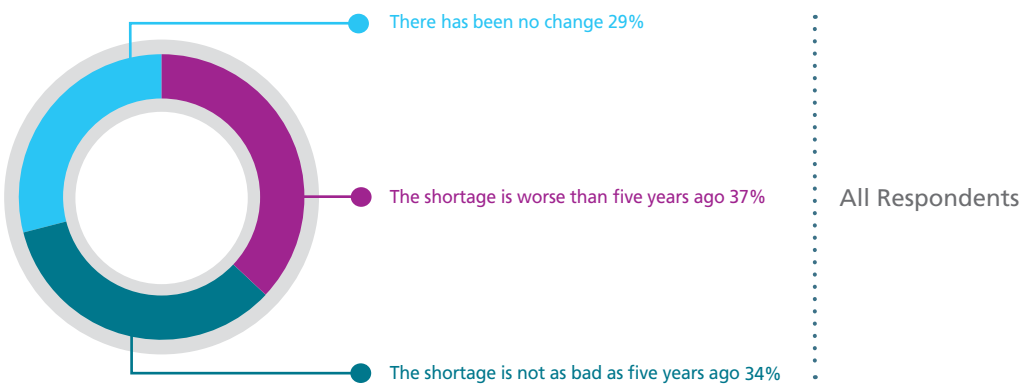
- Survey respondent

### NURSING SUPPLY AND DEMAND

Today’s nurses are fairly evenly divided on whether the nursing shortage is getting worse or better. In addition, a majority are not confident that healthcare reform can ensure an adequate supply of qualified nurses in the future.

**Q** Compared to 5 years ago, how would you assess the nursing shortage today?

Slightly more nurses than not said they believe the nursing shortage is worse now than it was five years ago. Those percentages are both slightly higher than the percentage of nurses who believe there hasn’t been any change. This ratio holds through all the demographics, although older nurses are slightly more likely to feel that the shortage is worse now than a half-decade ago.

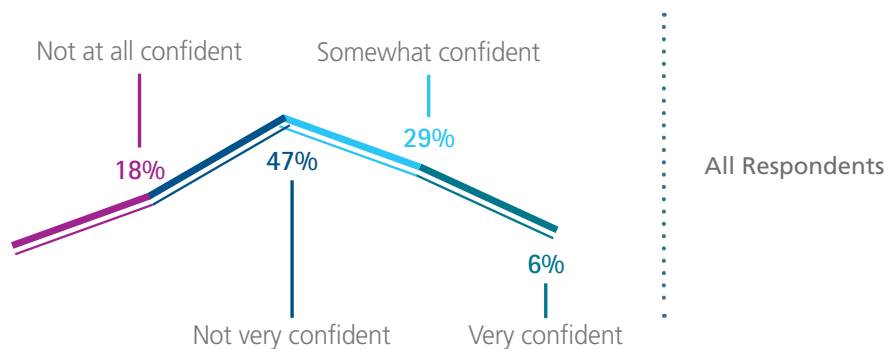


	Age		
	<40 years old	40-54 years old	>54 years old
The shortage is worse than five years ago	34%	37%	40%
The shortage is not as bad as five years ago	37%	35%	30%
There has been no change	30%	28%	30%



How confident are you that healthcare reform provides a mechanism that will ensure an adequate supply of qualified nurses?

Many nurses are dubious about whether any efforts to bolster the healthcare workforce by the Affordable Care Act and the U.S Department of Health and Human Services will be enough to solve nursing supply challenges. More than two-thirds of respondents said they are not very or not at all confident that healthcare reform will achieve adequate success in boosting the future nursing workforce. The highest percentage of nurses who did say that they are confident are nurses younger than 40, though only a small percentage of them said they are very confident.



Many nurses are dubious about whether any efforts to bolster the healthcare workforce by the Affordable Care Act and the U.S Department of Health and Human Services will be enough to solve nursing supply challenges.

	Age		
	<40 years old	40-54 years old	>54 years old
Not at all confident	16%	19%	21%
Not very confident	42%	49%	51%
Somewhat confident	35%	26%	25%
Very confident	7%	5%	4%

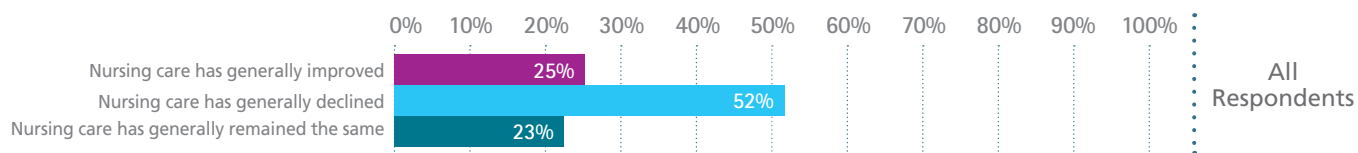


## QUALITY OF PATIENT CARE

Nurses are extremely proud of their profession, so when other responsibilities impinge on the time that they spend with patients, nurses may express dissatisfaction and concern that patient care will suffer. Older nurses generally harbor more negative views on this subject compared to younger nurses.

**Q** How do you view the quality of patient care nurses provide today compared to the quality they provided when you first began as a nurse?

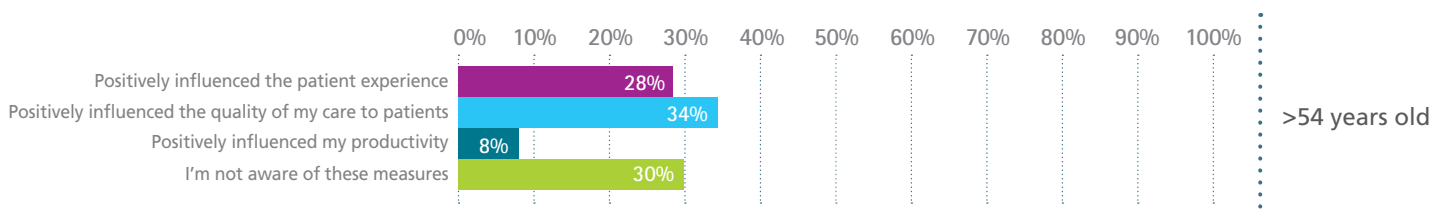
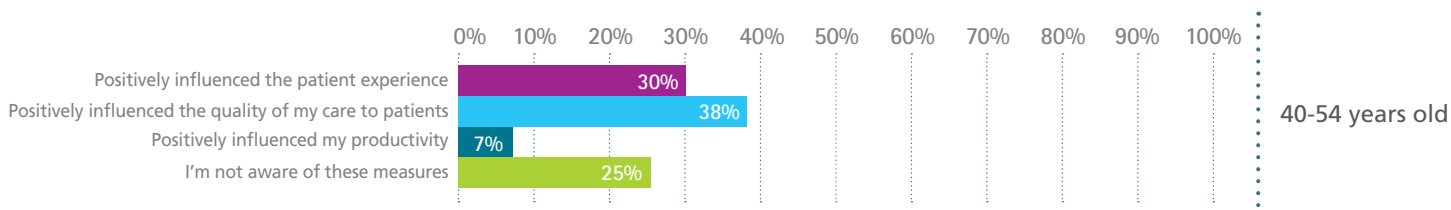
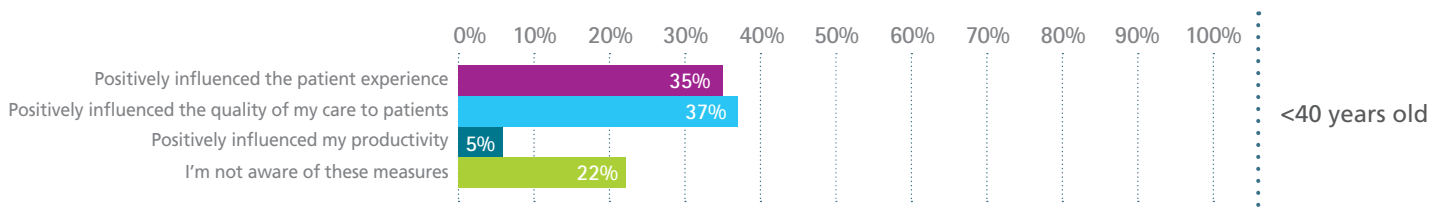
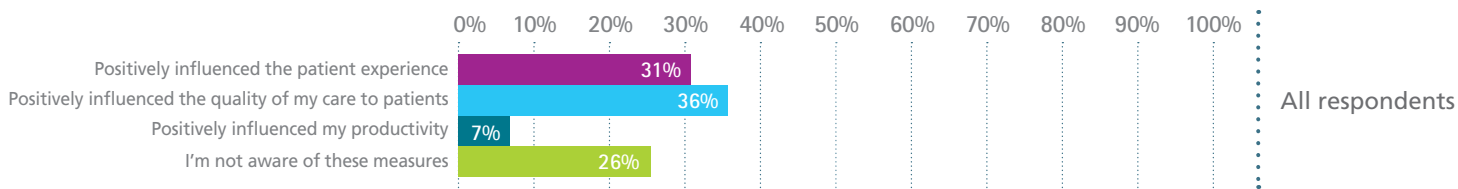
More than half of all the nurses said they think that the quality of nursing care has declined since they began their careers. Older nurses are more likely to hold this belief; two thirds of the nurses older than 54 said they believe nursing care has declined in quality, and slightly more than half of those between 40 and 54 agree. Nurses younger than 40 were more optimistic, with two thirds saying they believe the quality is the same or better now.



	Age		
	<40 years old	40-54 years old	>54 years old
Nursing care has generally improved	31%	24%	19%
Nursing care has generally declined	32%	53%	67%
Nursing care has generally remained the same	37%	22%	13%

**Q** How has the focus on quality care measures impacted your role?

Slightly less than one third of all respondents said the focus on quality of care measures have positively influenced the patient experience, while more than one third said it has positively influenced the quality of the care they provide to patients. However, it's a different story when it comes to the influence of quality of care measures on nurses' productivity. Only a small percentage of nurses in all age categories said the focus on these measures has positively influenced their productivity.



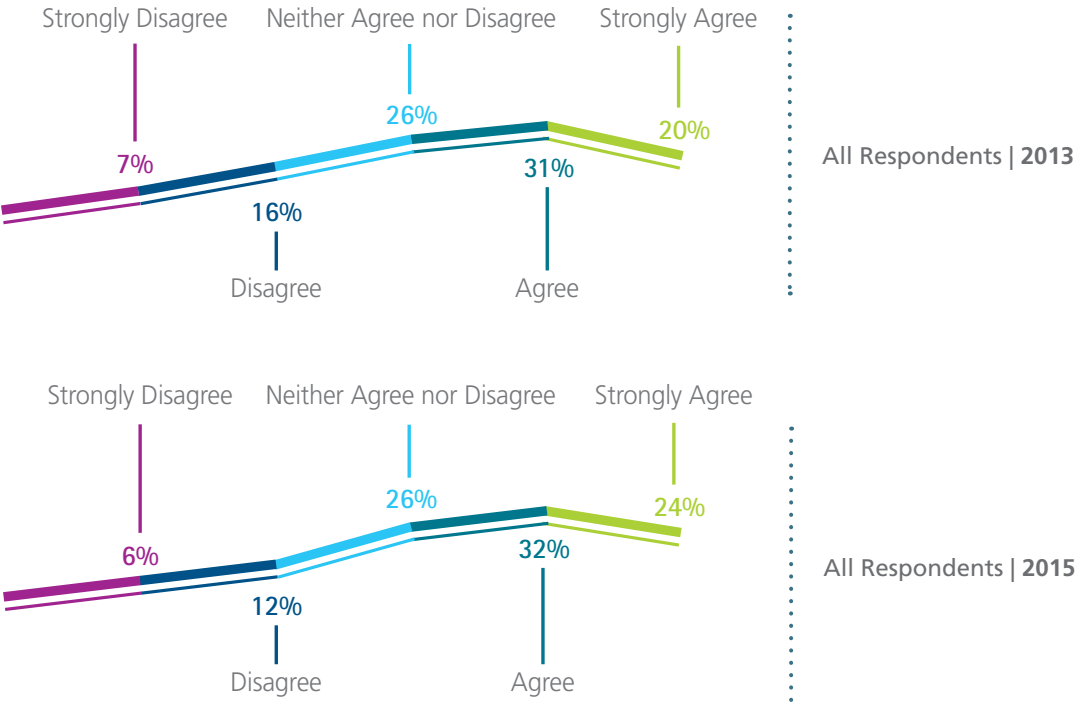


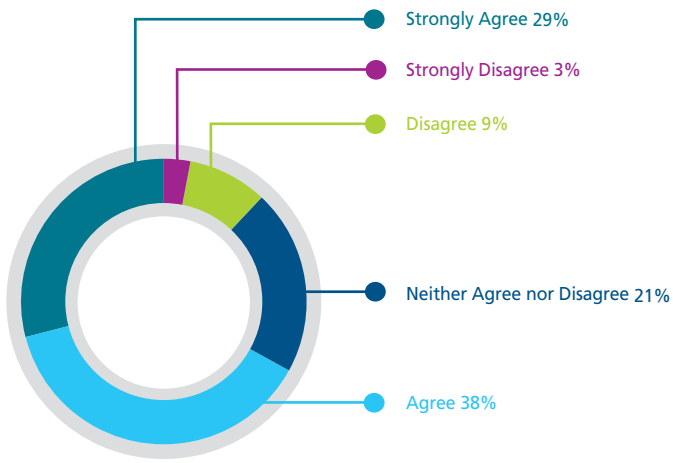
ELECTRONIC MEDICAL RECORDS (EMRs)

More than half of nurses surveyed agree that EMRs have a positive influence on their job satisfaction and on the quality of patient care, though some hold ambivalent or negative attitudes toward the use of EMRs. Younger nurses hold much more positive attitudes toward their use and benefits. The percentage of nurses who say that EMRs have positively influenced their job satisfaction has increased slightly since the *AMN 2013 Survey of Registered Nurses*.

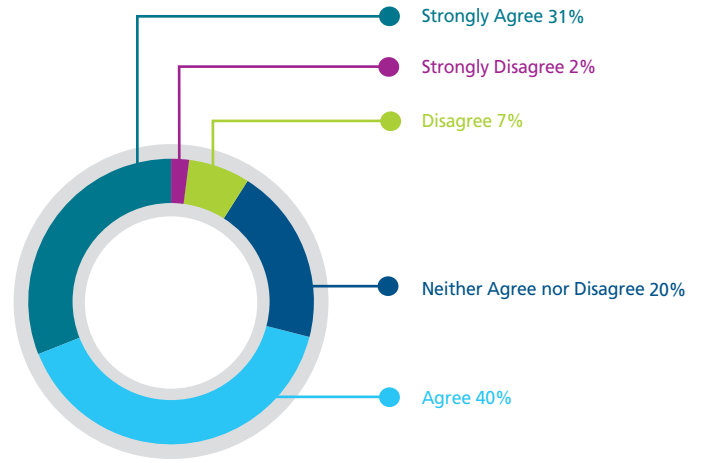
**Q** The use of EMR in my facility has positively influenced my job satisfaction.

Of all the nurses who responded, more than half, or 56%, agree or strongly agree that the use of an EMR in their facilities has positively influenced their job satisfaction. Age is the biggest factor determining a nurse’s perception of the effect EMRs have on job satisfaction—specifically, younger nurses are more likely to report a positive experience. Of nurses younger than 40, 71% agree or strongly agree that EMR use has positively influenced their job satisfaction, and only 9% disagree or strongly disagree. Contrast this with the nurses older than age 54, of whom 45% agree or strongly agree but 25% disagree or strongly disagree. Comparisons between responses in 2015 and 2013 show a slight increase in positive attitudes.

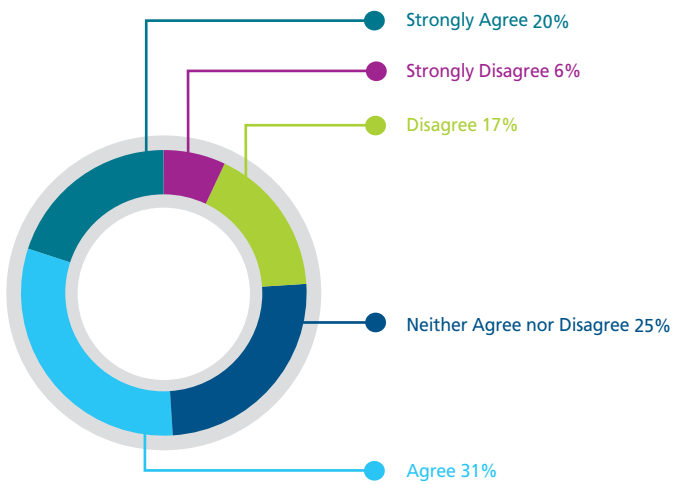




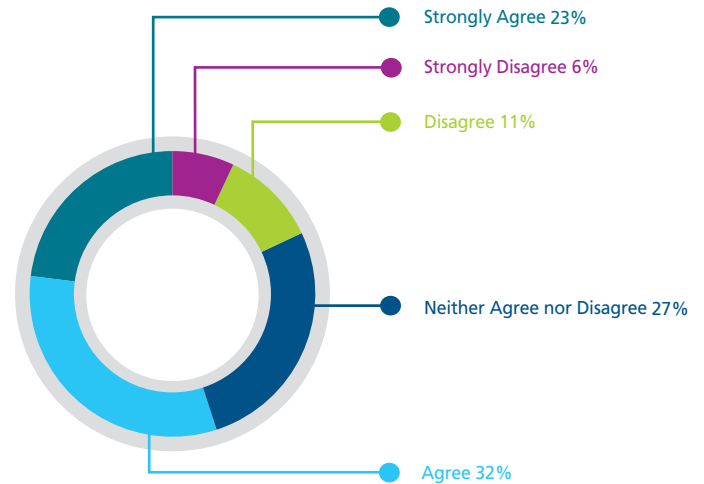
<40 years old  
2013



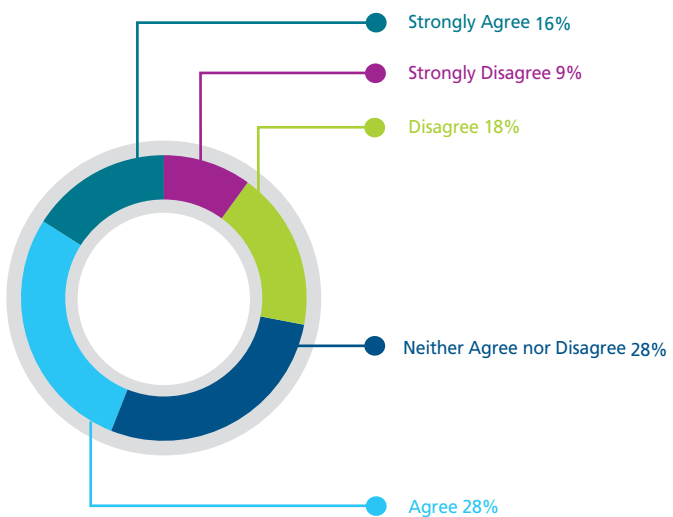
<40 years old  
2015



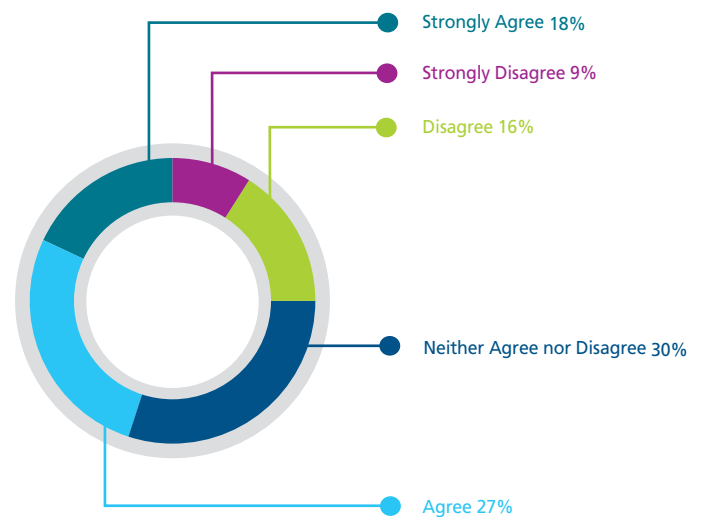
40-54 years old  
2013



40-54 years old  
2015



>54 years old  
2013

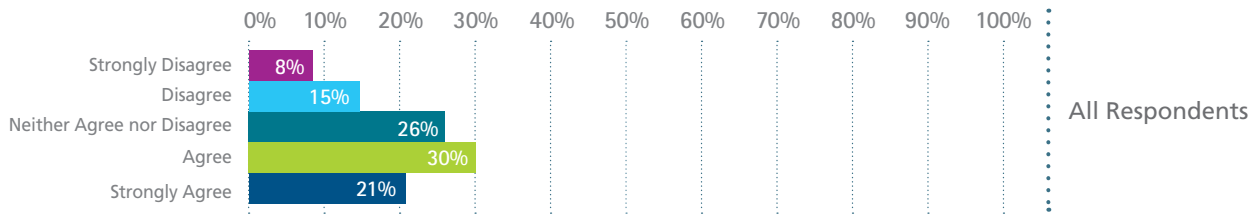


>54 years old  
2015

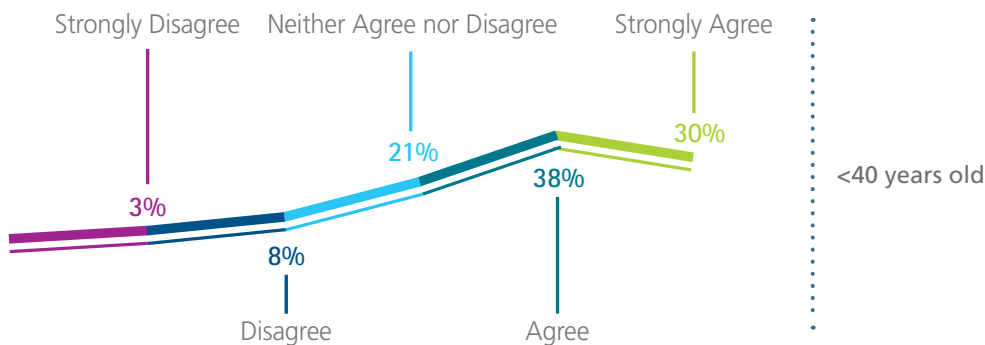


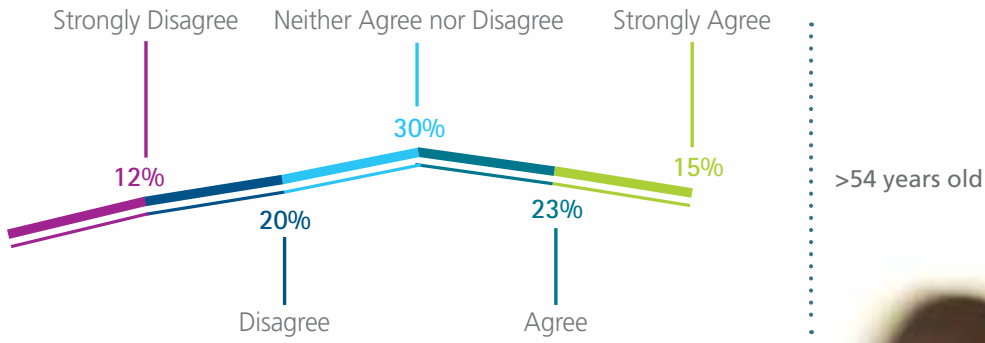
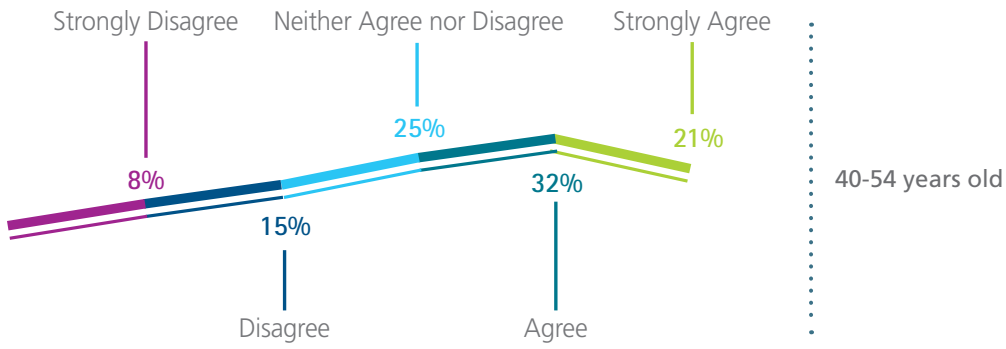
The use of EMRs in my facility has positively influenced the quality of patient care.

Again, age is the biggest determining factor. Altogether, 51% of respondents said they agree or strongly agree, with 23% saying that they disagree or strongly disagree. But nurses younger than 40 are twice as likely to strongly agree compared to nurses older than 54. And of nurses younger than 40, 68% said they agree or strongly agree, compared to 53% of the nurses between 40 and 54 and 38% of the nurses older than 54.



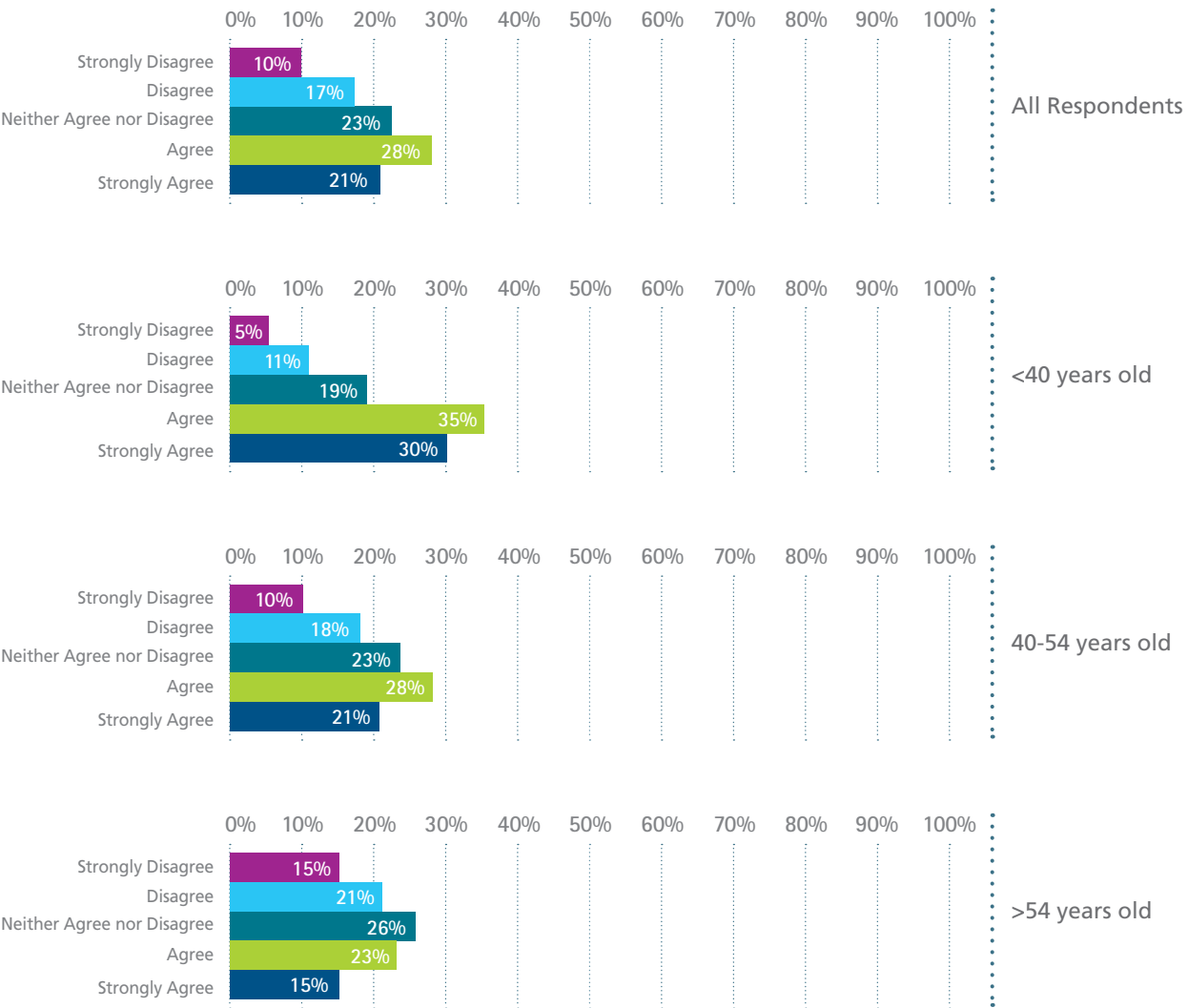
“Better technology and requirements within nursing care in the workplace allow for better time management, efficiency, and overall better quality of care.” - Survey respondent





**Q** The use of EMRs in my facility has positively influenced my productivity and time management.

Nurses weren't quite as positive about the influence of their facility's EMR on their productivity and time management. Of all the nurses who responded, 49% said they agree or strongly agree, and 27% disagree or strongly disagree. Nurses older than 54 are more than twice as likely to disagree or strongly disagree compared to nurses younger than 40—that's 36% compared to 16%. Of the nurses 40 and under, 65% actually said they agree or strongly agree that the use of EMRs in their facility has positively influenced their productivity and time management. About half (49%) of the nurses between 40 and 54 agreed, compared to only 38% of nurses older than 54.



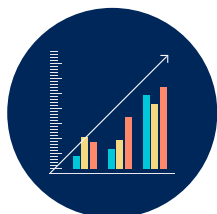
## TOP FIVE FRUSTRATIONS FOR NURSES

Though satisfied with their career choice, many nurses said they are dissatisfied with their current jobs. The survey asked them to identify the main reasons for their dissatisfaction.



### 1. INADEQUATE PAY

Not receiving enough compensation for the work they do was the number one concern expressed by the nurses. They responded that their pay rate is too low, and when they do receive raises, they are minimal. Many said they are not compensated for working overtime.



### 2. WORKLOAD TOO HIGH

Too much work and not enough time to do it is the essence of this complaint. Respondents reported an increase in the acuity level of patients, high nurse-to-patient ratios, and in general not having enough time to accomplish their duties.



### 3. STAFFING SHORTAGE

Many nurses said their facilities are consistently understaffed, a condition that research has linked to job dissatisfaction and turnover.



### 4. TROUBLES WITH MANAGEMENT/ADMINISTRATION

Many nurses cited the lack of support from management as a major cause of dissatisfaction. They said that managers and administrators don't support them or demonstrate loyalty to the nursing staff, and don't take action to address challenges that nurses face in their daily work. Additionally, nurses say many managers and administrators don't listen to staff and make unreasonable demands on them.



### 5. TOO MANY HOURS/POOR SCHEDULING

Working long hours, being on-call regularly, mandatory overtime, working weekends and holidays, and being unable to take time off are major sources of job dissatisfaction.

Along with this top list, nurses also included limited opportunities for growth or promotion, inadequate benefits, charting or paperwork prioritized over patient care, employers who put profit over patients and staff, and a general feeling of being undervalued by employers, the public and others.

The most frequently cited factor contributing to lack of time at bedside was too much documentation. Nurses feel it holds them back from valuable time spent with patients. Some referred to this as “nursing the computer rather than the patient.”

## BARRIERS TO QUALITY

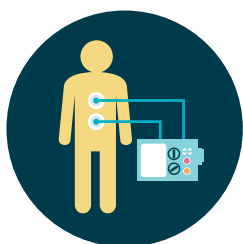
More than half of RNs responding to the survey said they think nursing quality has declined since they began their careers. Nurses were asked for reasons behind this unfavorable outlook. Three main factors were identified:



The work environment doesn't allow enough time for bedside care.



Too many nurses don't have the skills or the desire for quality bedside care.



Nursing has become too automated.



A closer look at these concerns:

#### NOT ENOUGH TIME AT THE BEDSIDE

- 1 : The most frequently cited factor contributing to **lack of time at bedside** was too much documentation. Nurses feel it holds them back from valuable time spent with patients. Some referred to this as “nursing the computer rather than the patient.”
- 2 : Many nurses are upset by their **increasing workload**. Nurse-to-patient ratios are too high, and there’s just not enough time to spend with each patient.
- 3 : **Not enough staff** are employed to allow nurses to spend adequate time with patients. This applies to both nursing and other staff.
- 4 : Another concern was **increasing patient acuity**. Because of our aging population and the increase in outpatient care, patients admitted to the hospital, on the whole, are sicker than in the past, which means they require more hands-on care.
- 5 : **Non-nursing responsibilities** are increasing. Nurses said they are often pulled away from the bedside by responsibilities and obligations like meetings, making calls to pharmacists and other providers, teaching duties, and even some tasks usually delegated to ancillary staff.

Other factors cited included too much focus on budgets, efficiency and productivity; increasing rules and regulations; and too much focus on patient satisfaction.



## LACK OF SKILLS OR DESIRE

- 1 : Many respondents said they're concerned about a rising "it's just a job" attitude among nurses. They felt that nurses have become too focused on making money or having a stable job rather than on providing quality patient care.
- 2 : Nurses are not getting enough hands-on experience. Many nursing education programs don't provide enough time at the bedside, which means that newer nurses don't get the chance to develop the clinical skills they need.
- 3 : Some respondents said they believe a growing number of nurses don't want to do bedside care. Hands-on patient care, including checking vitals and bathing patients, is unappealing to some nurses, so they delegate those responsibilities to other staff and limit their interactions with patients.

Other factors cited included a lack of compassion, decline in quality in training and education, and decline in critical thinking skills among newer nurses.



## TOO MUCH AUTOMATION

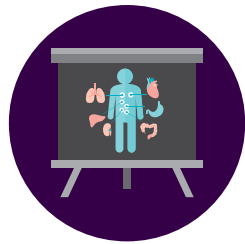
Many respondents said that nursing has become less focused on the patient as a result of the use of more technology. This takes them away from the bedside. Nurses rely on the computer too much and don't talk to patients to assess them. Some respondents said that newer nurses don't use their critical thinking skills because they have become too reliant on the technology.

## REASONS FOR OPTIMISM

About one quarter of respondents said that they believe nursing care has generally improved. The three main reasons most cited were:



Improved technology



Better education and training



Advancements in the field

A closer examination of these reasons:

### IMPROVED TECHNOLOGY

Advancements in technology have led to improvements in the quality of nursing care, said many respondents, citing diagnostic tools, bed alarms and smart infusion pumps as examples. Some also specifically mentioned computer-based charting systems.

Better technology has also:

- Enabled nurses to be more efficient: They can do more in less time, and some said they've been able to spend more time at the bedside as a result.
- Improved the safety of care: New technology has reduced the incidence of errors, especially in medication prescription and administration.
- Provided easier access to information: Nurses can look up valuable information much more easily, which helps them provide more targeted treatments and improve the continuity of care.

New technology has reduced the incidence of errors, especially in medication prescription and administration.

#### BETTER EDUCATION AND TRAINING

Nurses are spending more time in school—and in better education programs, many respondents said. They have more opportunities for continuing education, in-service education and certification, which results in higher levels of knowledge and skills.

“I believe better education and preceptorships are being provided during school, and longer training programs at places of employment are providing better, well-trained nursing staff,” one nurse said.

#### ADVANCEMENTS IN THE FIELD

Treatment, medication and the overall knowledge base have advanced, helping nurses provide better care today. One respondent noted that pain management, wound care and surgical techniques have markedly improved.

Additionally, respondents noted that nurses have a stronger role in healthcare today—with more autonomy and recognition. Some respondents also noted that appropriate ratios and increased staffing levels are decreasing their patient loads, which helps improve nursing care.

## REFERENCES

- <sup>i</sup> Institute of Medicine. (2010). The future of nursing: Leading change, advancing health. <http://www.thefutureofnursing.org/IOM-Report>
- <sup>ii</sup> Auerbach DI, Buerhaus PI, Staiger DO. Registered Nurses Are Delaying Retirement, a Shift That Has Contributed to Recent Growth in the Nurse Workforce. Auerbach DI, Buerhaus PI, Staiger DO. *Health Aff (Millwood)*. 2014;33:1474-1480
- <sup>iii</sup> National Nursing Workforce Study, The National Forum of State Nursing Workforce Centers, 2013. <https://www.ncsbn.org/workforce.htm>
- <sup>iv</sup> Business Case/Cost of Nurse Turnover. Robert Wood Johnson Foundation, July 2009. <http://www.rwjf.org/en/library/research/2009/07/wisdom-at-work-retaining-experienced-nurses/business-case-cost-of-nurse-turnover.html>
- <sup>v</sup> Barbara J. Hatcher (editor), Michael R. Bleich, Charlene Connolly, Kathleen Davis, Peggy O'Neill Hewlett and Karen Stokley Hill. *Wisdom at Work: The Importance of the Older and Experienced Nurse in the Workplace*, June 2006. Robert Wood Johnson Foundation. <http://www.rwjf.org/content/dam/supplementary-assets/2006/06/wisdomatwork.pdf>
- <sup>vi</sup> National Nursing Workforce Study, The National Forum of State Nursing Workforce Centers, 2013. <https://www.ncsbn.org/workforce.htm>
- <sup>vii</sup> Yan Li and Di Fang. Special Survey on Vacant Faculty Positions for Academic Year 2014-2015. American Associations of Colleges of Nursing. <http://www.aacn.nche.edu/leading-initiatives/research-data/vacancy14.pdf>
- <sup>viii</sup> AACN 2014-2015 Enrollment and Graduations in Bachelor's and Graduate Programs in Nursing.
- <sup>ix</sup> Institute of Medicine. (2010). The future of nursing: Leading change, advancing health. <http://www.thefutureofnursing.org/IOM-Report>
- <sup>x</sup> Yan Li and Di Fang. Special Survey on Vacant Faculty Positions for Academic Year 2014-2015. American Associations of Colleges of Nursing. <http://www.aacn.nche.edu/leading-initiatives/research-data/vacancy14.pdf>
- <sup>xi</sup> AACN 2014-2015 Enrollment and Graduations in Bachelor's and Graduate Programs in Nursing.
- <sup>xii</sup> The Impact of the Nursing Faculty Shortage on Nurse Education and Practice. National Advisory Council on Nurse Education and Practice. August 2010. <http://www.hrsa.gov/advisorycommittees/bhpradvisory/nacnep/Reports/ninthreport.pdf>
- <sup>xiii</sup> Ibid.
- <sup>xiv</sup> Yan Li and Di Fang. Special Survey on Vacant Faculty Positions for Academic Year 2014-2015. American Associations of Colleges of Nursing. <http://www.aacn.nche.edu/leading-initiatives/research-data/vacancy14.pdf>
- <sup>xv</sup> Institute of Medicine. (2010). The future of nursing: Leading change, advancing health. <http://www.thefutureofnursing.org/IOM-Report>
- <sup>xvi</sup> Realities of the Current Job Market. National League for Nursing and National Student Nurses Association. [www.nсна.org/Portals/0/Skins/.../RealitiesOfTheCurrentJobMarket.pdf](http://www.nсна.org/Portals/0/Skins/.../RealitiesOfTheCurrentJobMarket.pdf)
- <sup>xvii</sup> Summary: Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/healthcare/print/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm>
- <sup>xviii</sup> Institute of Medicine. (2010). The future of nursing: Leading change, advancing health. <http://www.thefutureofnursing.org/IOM-Report>
- <sup>xix</sup> Safety and Health Topics: Healthcare. Occupational Safety & Health Administration, US Department of Labor. <https://www.osha.gov/SLTC/healthcarefacilities/>



We've earned  
The Joint Commission's  
Gold Seal of Approval™



\* HFMA staff and volunteers determined that this product has met specific criteria developed under the HFMA Peer Review Process. HFMA does not endorse or guaranty the use of this product.



For additional information about  
this survey please contact:  
info@AMNHealthcare.com

AMN Healthcare, Inc.  
12400 High Bluff Drive  
San Diego, CA 92130

[www.amnhealthcare.com](http://www.amnhealthcare.com)