

SURVEY OF Registered Nurses

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



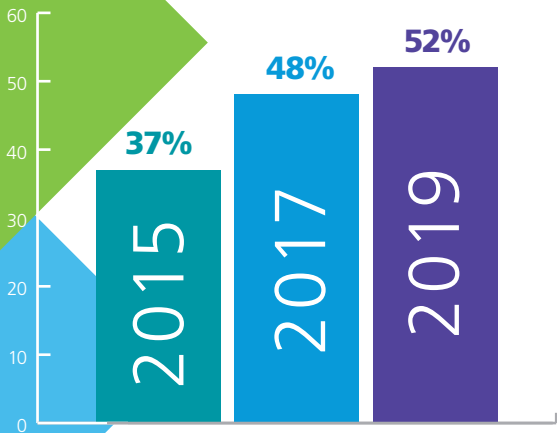
Most RNs agree, shortage is getting worse

COLLEGE-AGE POPULATION IS REMAINING STATIC



Replacement nurses will be limited

INCREASING PRESSURES



Percentage of RNs who say nurse shortage has gotten worse

86%

Baby Boomer nurses plan to retire in the next 5 years. More than **1/3** of RNs in survey are Baby Boomers.



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

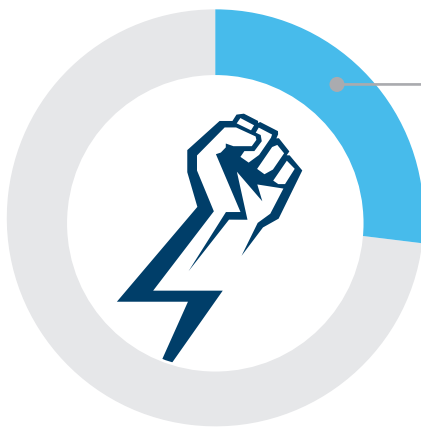


Nearly **1 in 5** say **working more than 1 job negatively impacts** their **quality of work**



Nearly **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

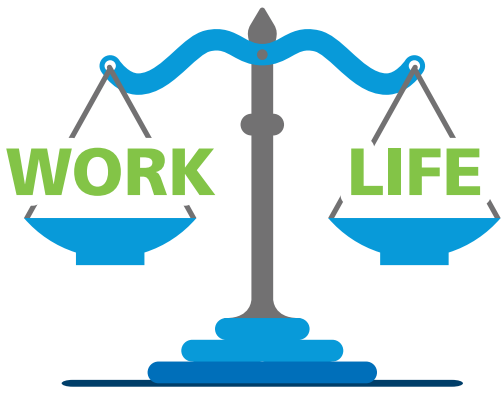
66%

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**

