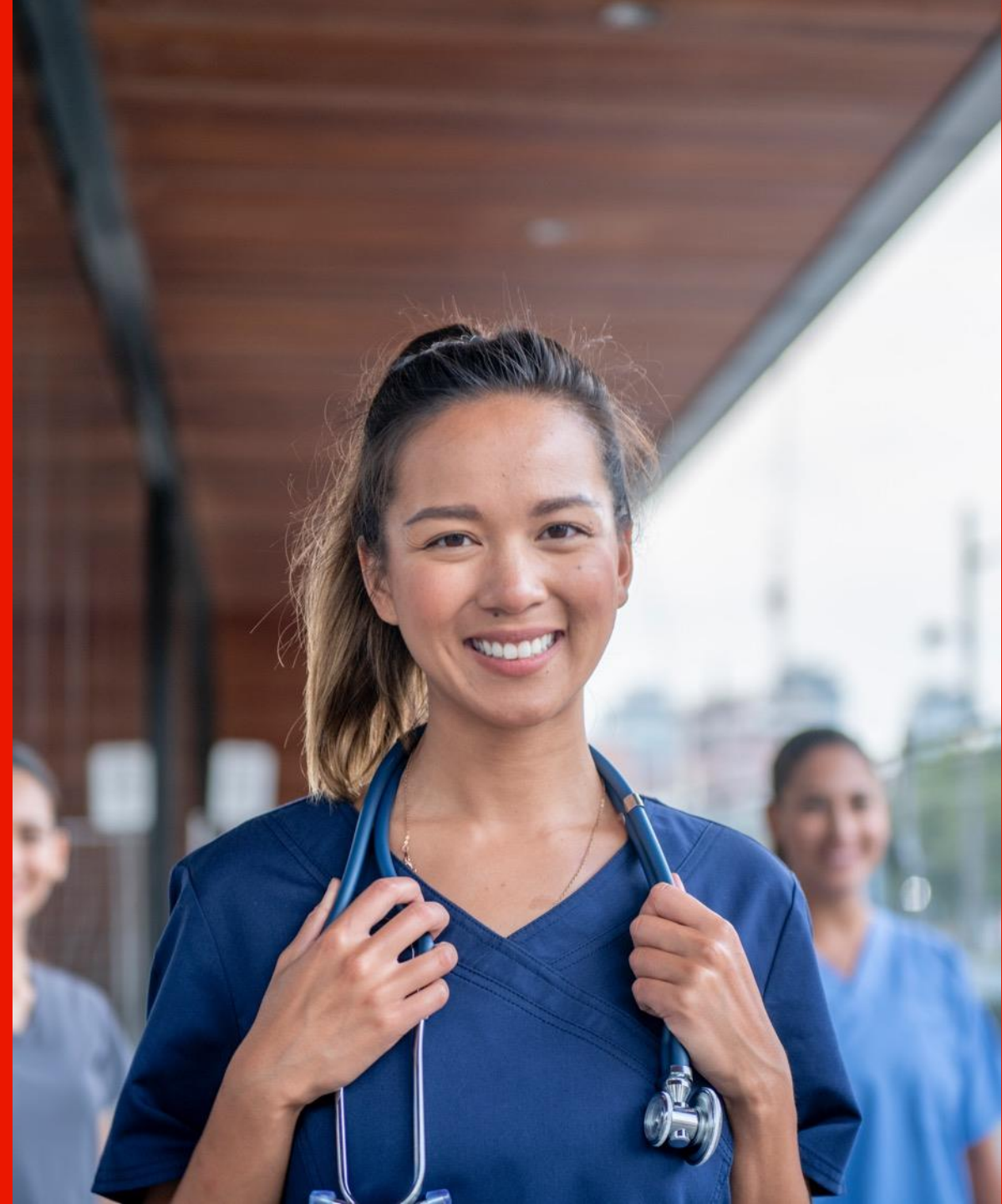# Advocating for Nurses

Proudly championing and empowering nurses for over 125 years

COMPILATION OF US NURSING PROFESSION INSIGHTS FROM THIRD PARTY DATA

Johnson&Johnson

September 18, 2024

FOR HEALTHCARE TO WORK, IT TAKES NURSES.

Nurses are the most trusted profession in the US for +20 years[1] and are vital to advancing health equity and access.

Nurses are innovators, leaders, clinical experts, and fierce patient advocates who...

- ◎ Represent the largest health care workforce in the United States

- ◎ Serve at the forefront across the care continuum, from admission to discharge

- ◎ Offer unique qualifications to educate patients and help improve the quality of health care

YET, WE FACE A HEALTHCARE CRISIS.

4 million registered nurses care for patients in the US,[2]

but 1 million intend to leave the profession within 3 years.[3]

Health care is in crisis. New York's nurses strike is just the latest sign

By Chris Isidore, CNN
Published 9:22 AM EST, Wed January 11, 2023

LACK OF DIVERSITY IN HEALTHCARE WORKFORCE HAS NEGATIVE EFFECT ON PATIENTS OF COLOR

ANALYSIS | BY CHRISTOPHER CHENEY | APRIL 01, 2022

A critical shortage: amid burnout, fatigue, exhaustion, nurses leave their jobs

Updated: Jan. 12, 2023, 11:03 a.m. | Published: Jan. 11, 2023, 5:07 a.m.

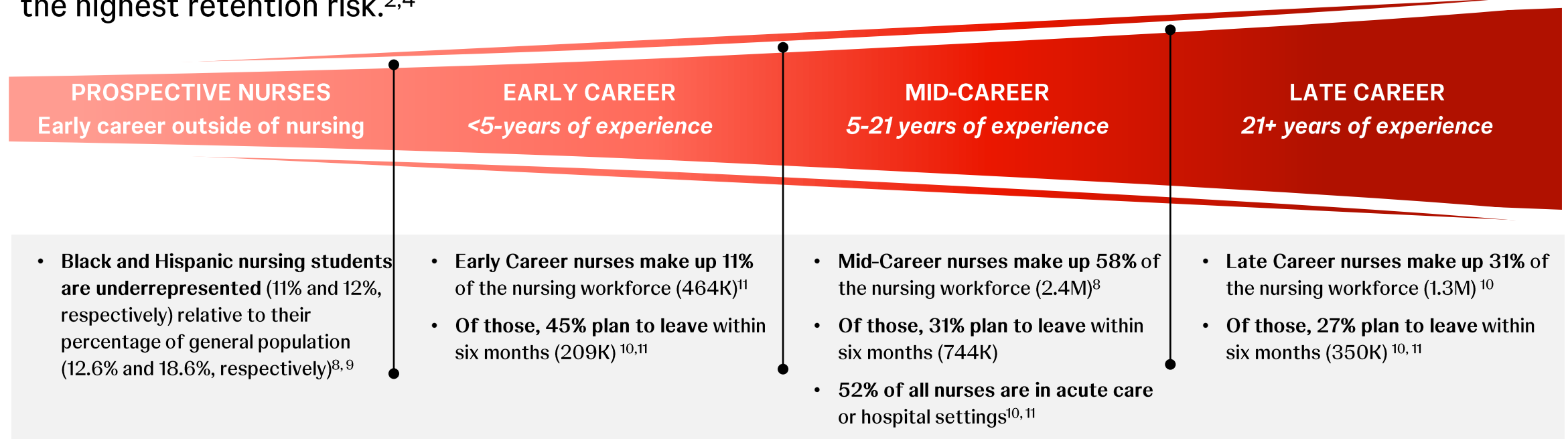February 06, 2023 05:00 AM | 9 HOURS AGO

Opinion: Nurses have solutions to the staffing crisis, if leaders will listen

To End the Nurse Shortage, Start With Nursing Schools

By The Editors
February 6, 2023 at 7:00 AM CST

[2] Nursing Workforce Fact Sheet, American Association of Colleges of Nursing ;[3] 2023 NCSBN Symposium: Solutions Addressing Nursing Workforce Crisis, NCSBN

INTENT TO LEAVE VARIES BY TENURE.

Mid-career nurses[4] leave the profession at disproportionately higher rates, and nurses in acute care present the highest retention risk.[2,4]

PROSPECTIVE NURSES Early career outside of nursing	EARLY CAREER *<5-years of experience*	MID-CAREER *5-21 years of experience*	LATE CAREER *21+ years of experience*

- **Black and Hispanic nursing students are underrepresented** (11% and 12%, respectively) relative to their percentage of general population (12.6% and 18.6%, respectively)[8,9]

- **Early Career nurses make up 11%** of the nursing workforce (464K)[11]
- **Of those, 45% plan to leave** within six months (209K) [10,11]

- **Mid-Career nurses make up 58%** of the nursing workforce (2.4M)[8]
- **Of those, 31% plan to leave** within six months (744K)
- **52% of all nurses are in acute care** or hospital settings[10,11]

- **Late Career nurses make up 31%** of the nursing workforce (1.3M) [10]
- **Of those, 27% plan to leave** within six months (350K) [10,11]

Prior to COVID-19, nurse turnover rates averaged 20% per year.[27]

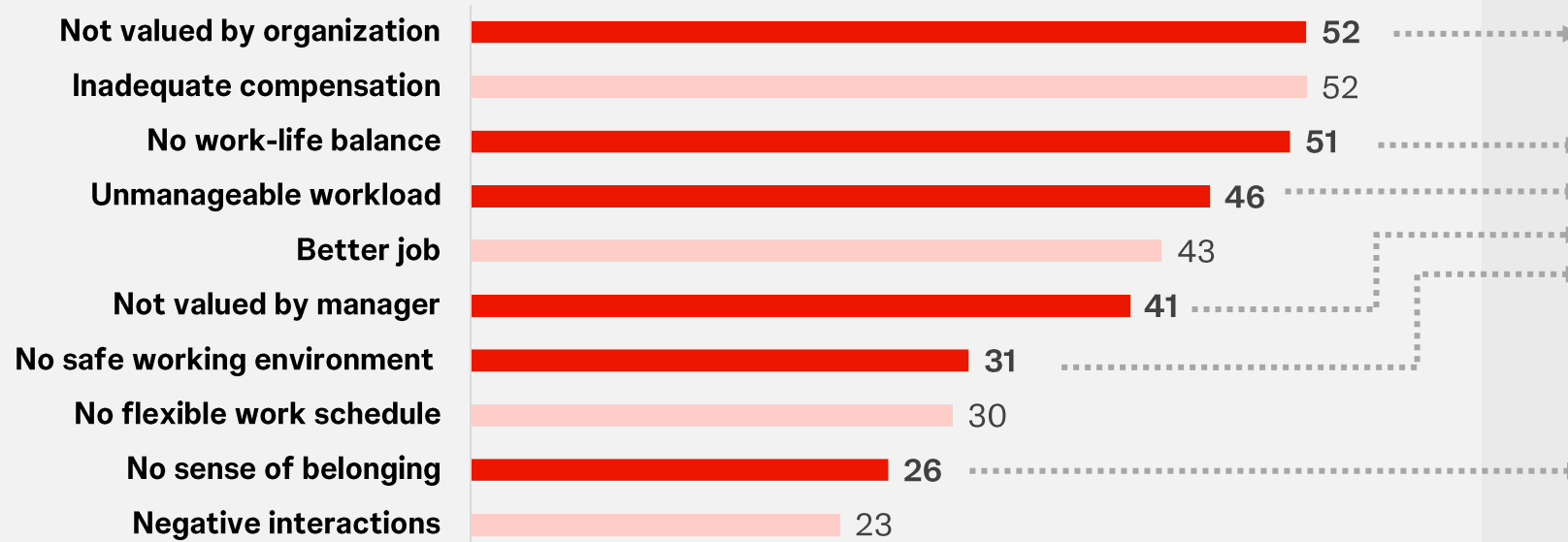Today, annual turnover-related losses result in $3.6M–$6.5M for the average hospital.[6,7]

SOURCES: [2] Nursing Workforce Fact Sheet, American Association of Colleges of Nursing ; [4] More Nurses Consider Leaving Direct Patient Care, McKinsey & Company; [5] Occupational Outlook Handbook: Registered Nurses, US Bureau of Labor Statistics; [6] The Cost Of Nurse Turnover By The Numbers, Becker's Hospital Review; [7] 2024 NSI National Health Care Retention & RN Staffing Report, Nursing Solutions Inc.; [8] Black Americans In Nursing Education, American Nurse Journal; [9] Data Spotlight: Trends in Hispanic/Latino Students in U.S Nursing Programs, American Association of Colleges of Nursing; [10] Supporting Nurses of All Tenures, McKinsey & Company ; [11] What Influences Newly Graduated Registered Nurses' Intention To Leave The Nursing Profession? An Integrative Review, BMC Journal; [27] Four Challenges Facing the Nursing Workforce in the United States, Journal of Nursing Regulation - Buerhaus, P. I., Skinner, J. S., Auerbach, D. I., & Staiger, D. O. (2017). "Four Challenges Facing the Nursing Workforce in the United States." *Journal of Nursing Scholarship*, 49(1), 17-24; -Turnover rate pre- pandemic was already on the raise from 13.5% in 2013 to 16.7% in 2019. 18.7% in 2020 and 27.1% in 2021 and then slightly lower most recently in 2023 hovering around 18-25% in (Source: The impact of nurse turnover, in 2 charts (advisory.com); Intent to Leave their employer within 1 year was 20% (or 1/5); S: Pre-Pandemic Hospital Conditions & Nurse Burnout - Penn LDI (upenn.edu)

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CAUSES OF THE CRISIS.

Top factors include among others perceived value, unhealthy work environments, and sense of belonging.

WHAT NURSES SAY

KEY THEMES

Among surveyed RNs, the following factors contribute to the decision to leave direct patient care[12]*

Factor	Value
Not valued by organization	52
Inadequate compensation	52
No work-life balance	51
Unmanageable workload	46
Better job	43
Not valued by manager	41
No safe working environment	31
No flexible work schedule	30
No sense of belonging	26
Negative interactions	23

Feeling Undervalued & Underestimated

Unhealthy Work Environments & Burnout

Lack of Belonging / Diversity

% of September 2022 survey participants responding 'extremely' or 'very much'

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FEELING UNDERVALUED & UNDERESTIMATED

INSIGHTS: WHAT THE DATA SHOWS US

ACTION: WHAT NURSES SAY WE CAN DO

- 57% of registered nurses **feel misunderstood and unappreciated,** of which 32% felt this strongly[17]

Nurses who receive great recognition are 20 times more likely to be engaged employees. Recognition that is authentic, personalized, equitable, and embedded in company culture supports satisfaction[19]

- **Only 19% of nurses under 35 feel that their organization cares about their well-being,** leading most to feel undervalued and overwhelmed[28]

Recognizing your nursing team, whether by soliciting their input or paving the way for professional growth, can help them feel seen and respected[28]

[14] Addressing Health Care's Talent Emergency, Deloitte Consulting; [16] 2023 AMN Healthcare Survey of Registered Nurses, AMN Healthcare; [17] Share Of Nurses Who Feel Misunderstood And Unappreciated U.S. 2023, Statista; [18] Benefits of Mentorship in Nursing, ANA Nursing Resource Hub [19] Empowering Workplace Culture Through Recognition, Gallup

UNHEALTHY WORK ENVIRONMENTS & BURNOUT

| INSIGHTS: WHAT THE DATA SHOWS US | ACTION: WHAT NURSES SAY WE CAN DO |

- 69% of nurses said that they are **'very concerned' about burnout leading to decreased quality of patient care**[14]

Reimagining care delivery is key to addressing burnout – this includes rethinking where care is delivered, redesigning work teams, and leveraging flexible schedules or job shares[14]

- 28% of nurses said they **lacked the time or resources to perform adequate patient surveillance,** 20% left treatments or procedures undone, and 28% left care plans unfinished[13]

Using technology to lessen administrative burden, such as reducing the number of electronic health record (EHR) clicks, can free up more time for nurses to dedicate to patient care[14]

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LACK OF BELONGING / DIVERSITY

INSIGHTS: WHAT THE DATA SHOWS US

ACTION: WHAT NURSES SAY WE CAN DO

- Patients have better outcomes when care is provided by a diversified healthcare team. Yet, **nurses of color represent fewer than 20% of leadership roles** in nursing administration, education, and professional organizations[20,22]

77% of nurses say that **elevating racially and ethnically diverse nurses into leadership and managerial positions** would support attraction of racially and ethnically diverse nurses[23]

- **Black nurses reported higher job dissatisfaction and intent to leave** their positions within a year than white nurses[23]

75% of nurses say that **creating and sustaining mentorship initiatives for career development among racially and ethnically diverse nurses** would improve attraction and retention of those nurses[20]

[20] Why Representation Matters in Nursing and Healthcare, Nurse Journal; [21] Diversity Improves Performance And Outcomes, Journal of the National Medical Association; [22] Factors Affecting The Advancement Of Black Nurses Into Leadership Roles: A Scoping Review, Nursing Outlook; [23] Insights Into Nurses' Experiences and Perceptions of Discrimination, Robert Wood Johnson Foundation; [24] Reducing Disparities through Culturally Competent Health Care: An Analysis of the Business Case, National Institutes of Health; [25] Methods of increasing cultural competence in nurses working in clinical practice: A scoping review of literature 2011–2021, Frontiers in Psychology

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Thank you.

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