



Nursing Survey Data

In an ever-evolving healthcare landscape, understanding the preferences, challenges, and experiences of nursing professionals is crucial for building a more responsive and supportive work environment.

This study was conducted between July 22 and August 2, 2024, through a comprehensive survey distributed to over 9,000 nursing professionals. The survey explored various aspects of nursing careers, including work priorities, scheduling and compensation preferences, workplace culture, clinical knowledge among colleagues, and professional development trends.

Likelihood Of Recommending Facility As Place To Work	Percent
0/10	11.86%
1/10	4.49%
2/10	5.77%
3/10	2.88%
4/10	3.53%
5/10	12.82%
6/10	6.41%
7/10	11.54%
8/10	12.82%
9/10	9.94%
10/10	17.95%

Included In Unit Based Staff Meetings/Social Events	Percent
Strongly Agree	26.60%
Agree	21.47%
Neutral	18.59%
Disagree	10.90%
Strongly Disagree	16.03%

Was Facility Open to Hearing Best Practices From Past Experiences

	Percent
Strongly Agree	28.53%
Agree	17.63%
Neutral	26.28%
Disagree	10.90%
Strongly Disagree	11.54%

Felt Included/Had A Sense Of Belonging

	Percent
Strongly Agree	24.36%
Agree	20.83%
Neutral	24.04%
Disagree	10.26%
Strongly Disagree	16.03%

Patient Safety Was Highest Priority For All Nurses

	Percent
Strongly Agree	30.77%
Agree	23.08%
Neutral	19.23%
Disagree	10.26%
Strongly Disagree	11.54%

Was Given Chance To Have Voice Heard

	Percent
Strongly Agree	22.44%
Agree	19.23%
Neutral	26.28%
Disagree	10.58%
Strongly Disagree	16.03%

Facility Was Consistently Focused On Providing High Quality Care

	Percent
Strongly Agree	26.28%
Agree	20.19%
Neutral	23.72%
Disagree	12.50%
Strongly Disagree	11.86%

Most Important Benefits When Considering Nursing Position

	Percent
Paid time off and vacation days	31.09%
Health insurance plans	23.72%
Other	18.59%
Training opportunities	7.95%
Educational credits or reimbursement	8.65%

Likelihood Of Recommending Facility As Place To Work
Other Responses

Percent

Pay	8.97%
All of the above	1.92%
Schedule	1.92%
Opportunities for different roles within my specialty	0.32%
Housing, sign on or completion bonuses	0.64%
Flexibility	0.64%
Time off	0.64%
Environment	0.32%
Gratitude	0.32%
Helping patient population with the highest need for nurses	0.32%
None	0.32%
Hours	0.32%
Regular pay	0.32%
Insurance, rate of pay, frequency of pay, and flexible schedule	0.32%
Location, pay scale and booking	0.32%
Work	0.32%

Likelihood To Pick Up PRN Agency Shifts
If Returning to Hospital Setting Full-Time

Percent

Very Likely	47.76%
Somewhat likely	26.60%
N/A	12.82%
Not at all likely	12.82%

What Shifts Appeal To You	Percent
PRN work (single shifts at facilities)	68.91%
App based shift options	51.28%
8 hour shifts	45.19%
4 hour shifts	27.56%

Reason To Work With Staffing Agency For Nursing Contracts	Percent
Flexibility in contract options	75.32%
Compensation and benefits	67.31%
Flexibility in shift options	56.73%
Opportunity to learn and share best practices with other nurses	33.65%
Other	8.65%

Highest Degree Level	Percent
Associate degree	40.38%
Bachelor's degree	39.42%
Master's degree	11.22%
High School diploma or equivalent	8.01%
Doctorate degree	0.96%

Total Years of Nursing Experience

Percent

Over 10 years

60.26%

5-0 years

26.60%

1-4 years

13.14%

Classification

Percent

Nursing

98.72%

Advanced Practitioner

1.28%

Certification

Percent

RN

70.19%

LPN

28.53%

NP

1.28%

Current Employment Setting

Percent

Inpatient

75.64%

Outpatient

24.36%

Specialty	Percent
RN - Psychiatric	13.14%
LPN - Corrections	10.58%
RN - Corrections	10.58%
RN - Med Surg	9.62%
LPN - Long Term Care (LTC)	7.37%
RN - Clinic / Wellness / Immunization	5.45%
RN - Long Term Care (LTC)	5.13%
LPN - Psychiatric	4.49%
RN - Telemetry	4.49%
LPN - Clinic / Wellness / Immunization	4.17%
RN - Emergency Room	4.17%
RN - Critical Care	3.53%
RN - OR	2.88%
RN - Progressive Care PCU	2.24%
LPN - General / Med Surg	1.60%
RN - Rehabilitation	1.60%
Nurse Practitioner	1.28%
RN - Long Term Acute Care LTAC	1.28%
RN - Labor and Delivery	0.96%
RN - PACU	0.96%
RN - Mother / Baby	0.64%
RN - CVICU	0.64%
RN - Home Health	0.64%
RN - Obstetrics	0.32%
RN - Neuro ICU	0.32%

Current Facility Type (cont.)	Percent
RN - Oncology	0.32%
RN - NICU	0.32%
RN - Telephonic Triage	0.32%
RN - Cath Lab	0.32%
RN - Dialysis	0.32%
RN - Pediatrics	0.32%

Current Facility Type	Percent
Hospital	35.26%
Government	20.83%
Correctional Facility	20.51%
Long Term Care	9.62%
Behavioral/Mental Health	7.37%
Ambulatory Care	3.85%
Staffing	0.96%
Corporate Office	0.64%
Homecare	0.64%
School	0.32%

Current Staffing Situation

	Percent
Working with multiple agencies	35.90%
Working exclusively with one agency	25.00%
Working full time as a staff nurse	23.08%
Other	9.94%
Working part time as a staff nurse	6.09%

Nurse Colleagues Level Of Clinical Knowledge (Last 3 Years)

	Percent
Increased	43.27%
Decreased	32.69%
Stayed the same	24.04%

Level Of Experience vs. Other Nurses (Most Recent Assignment)

	Percent
I was more experienced	61.86%
I had the same level of experience	34.94%
I had less experience	3.21%