



2023

# This Is The State of Nursing

Nurse.org

# Report Contents

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# About the State of Nursing Report

With millions of nurses worldwide, we wanted to truly understand the state of nursing and give nurses a voice. For the second year, we surveyed nurses to find out how they felt about the past year and get to the real reasons behind the nursing shortage. We asked more than 2,100 nurses about the real issues they are facing every day.

## About Nurse.org

Nurse.org cares about nurses at every stage of their journey. We support and empower them to better their careers, lives and profession by publishing trusted educational resources and covering relevant news for nurses by nurses.

Nurse.org influences and amplifies the nursing voices and issues that matter most and is a trusted mentor to nurses worldwide: each month, > 1.5M current and future nurses visit our website and millions more engage via our email newsletters, [social channels](#), and [award-winning podcast](#).

# Methodology

This study was conducted using Google forms. We polled our own audience of nurses on our website and social media, as well as subscribers to our email newsletter. We received 2,145 responses. The survey ran from October - November of 2022.

This report was then peer-reviewed by a panel of nurses from different specialties and backgrounds, including:

- **Courtney Lamb**, MSN, RN, CEN, CCRN, Critical Care Clinical Nurse
- **Deidra Andrews**, BSN, RN, Nurse Consultant, Case Manager
- **Karen Fonseca**, RN, CM
- **Sherri McNeil**, BSN, RN, Med-Surg Float Nurse
- **John Silver**, Ph.D., MSN, RN, MBAC, Fellow-Institute of Nursing Leadership, Nursing Education, Program Chair
- **Jonathan V. Llamas**, DNP, RN-BC, PMHNP-BC, PHN, Psychiatric Mental-Health Nurse Practitioner

## Survey Limitations

Every effort was made to make the questions asked and corresponding answer options as clear as possible, though inevitably, some respondents may have misunderstood the choices. Free text boxes were provided throughout for respondents to provide additional detail.

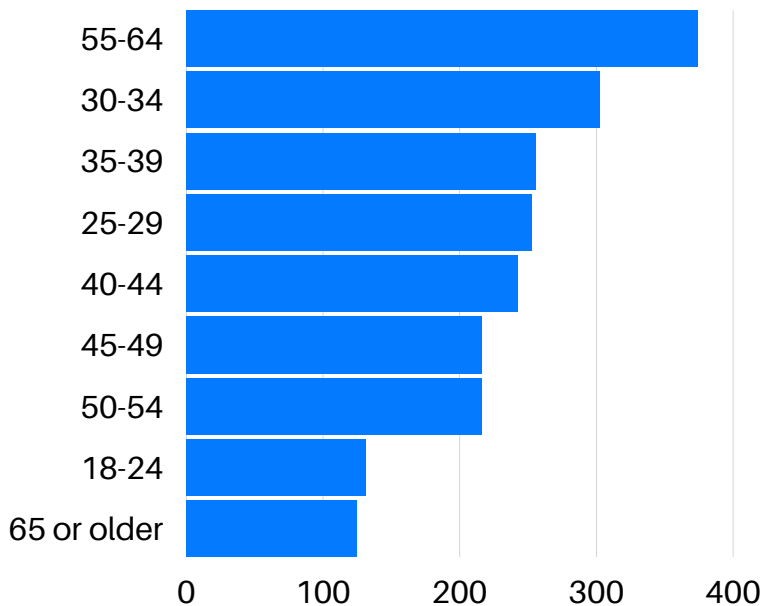
# Survey Insights

From Oct - Nov of 2022, Nurse.org surveyed more than 2,100 nurses to understand the state of nursing and give nurses a voice. What did we find?

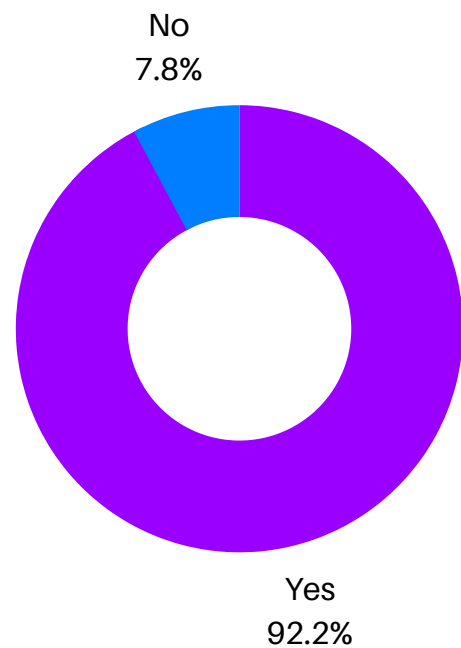
- **60% of nurses still love being a nurse**, but 62% are concerned about the future of nursing.
- **Overall, nurses are doing better than in 2021, but they're still not okay**, reporting high levels of burn out, mental health suffering, lack of support, and more.
- **39% of nurses report feeling dissatisfied with their current job**, but this varied based on education level and specialty.
- **The nursing shortage worsens**: 91% of nurses believe the nursing shortage is getting worse and that burnout, poor working conditions, and inadequate pay are the primary causes.
- **Staffing is still an issue**: 79% of nurses say their units are inadequately staffed, while 71% of nurses said that improving staffing ratios would have the greatest impact on the nursing shortage.
- **Nurses want better pay**: 55% of nurses saw a pay increase in the past year; however, 75% of nurses still feel underpaid and 52% believe that their hospital does not pay nurses with similar experience equally.

# Survey Demographics

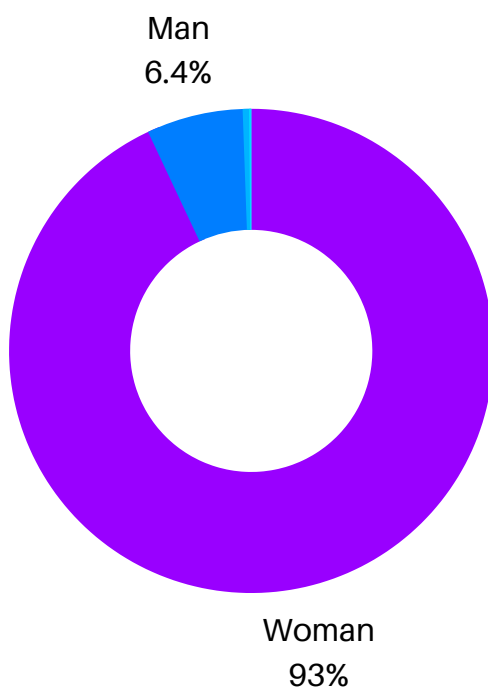
**Age Ranges**



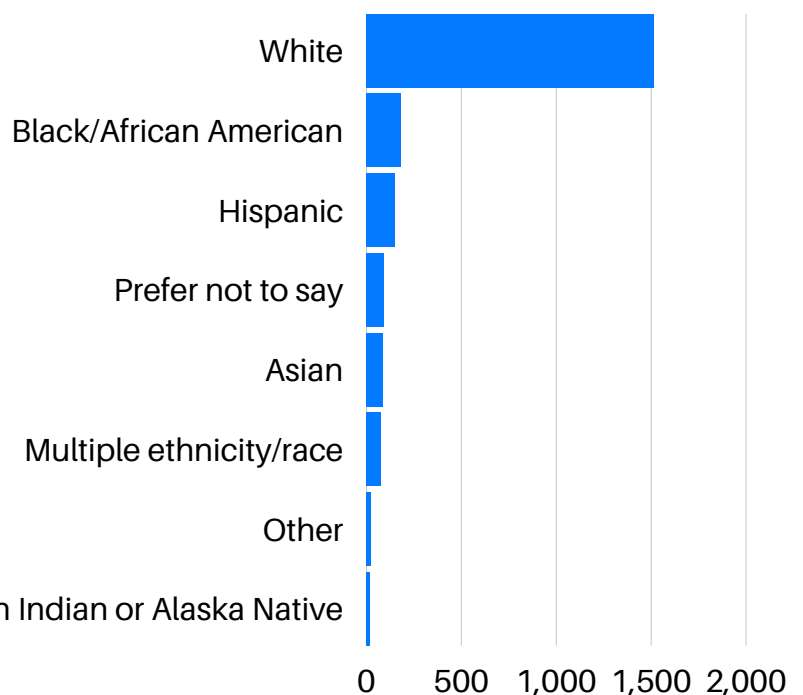
**RN Status**



**Gender Identity**

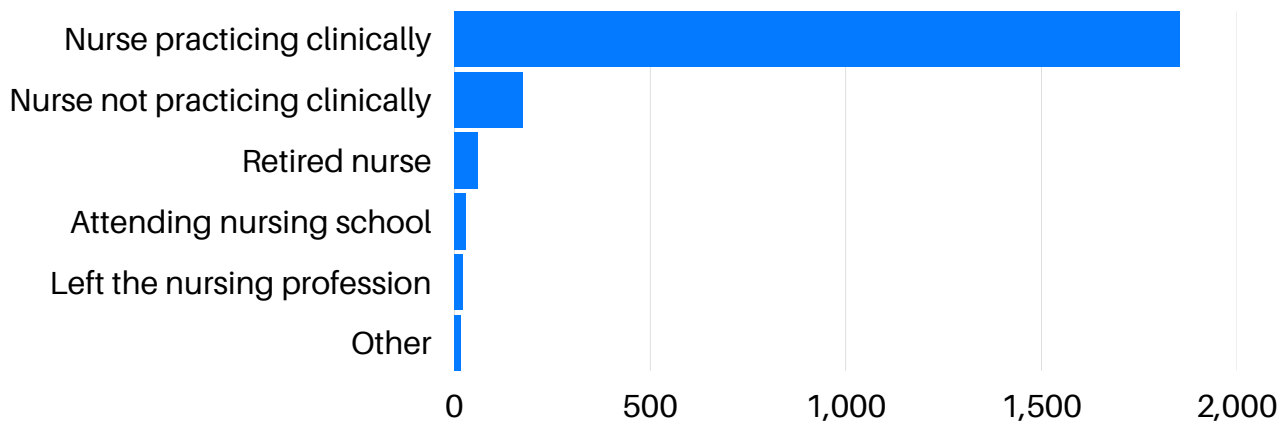


**Race / Ethnicity**

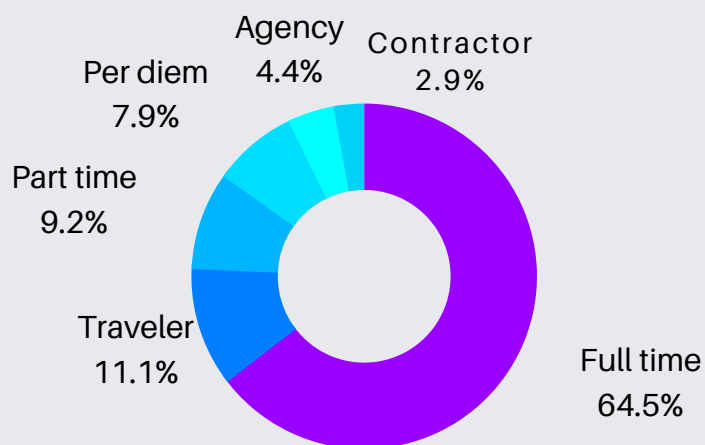


# Survey Demographics

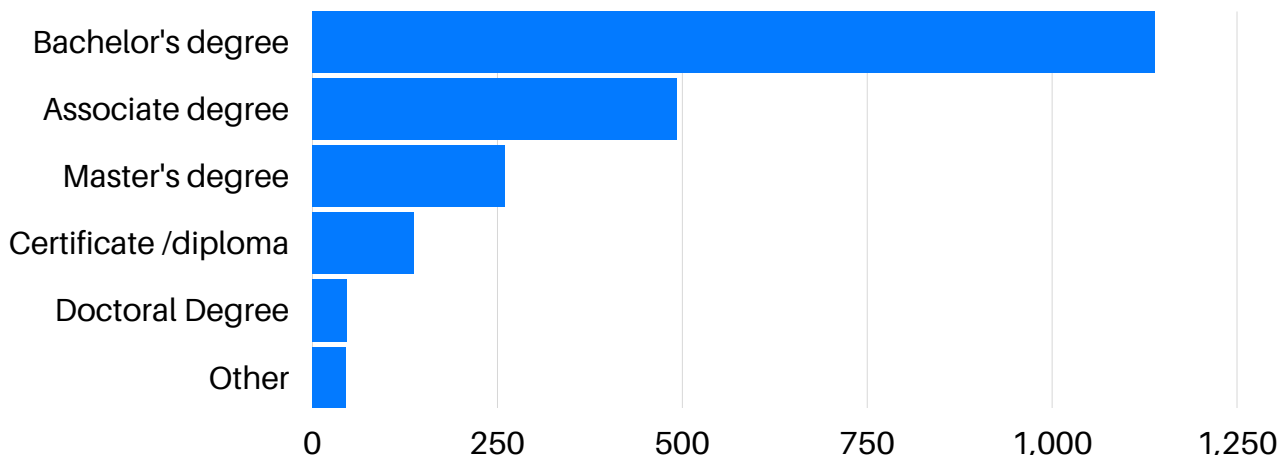
## Career Level



## Employment Status

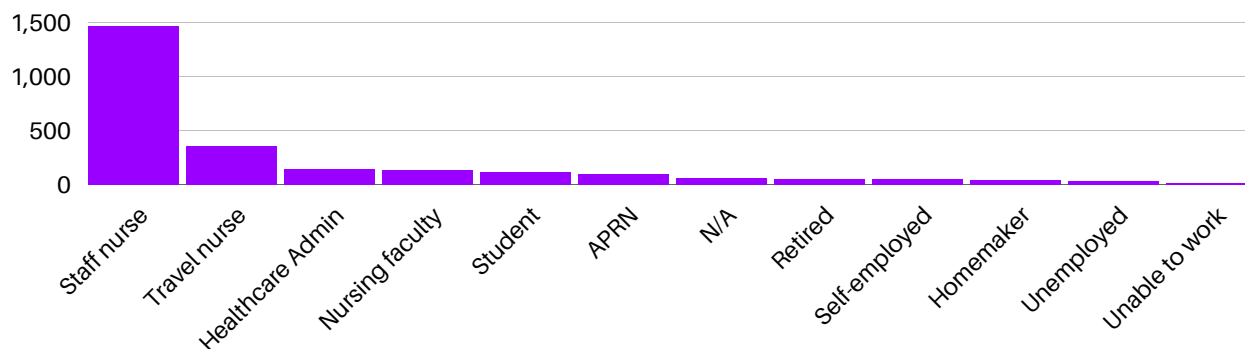


## Education Level

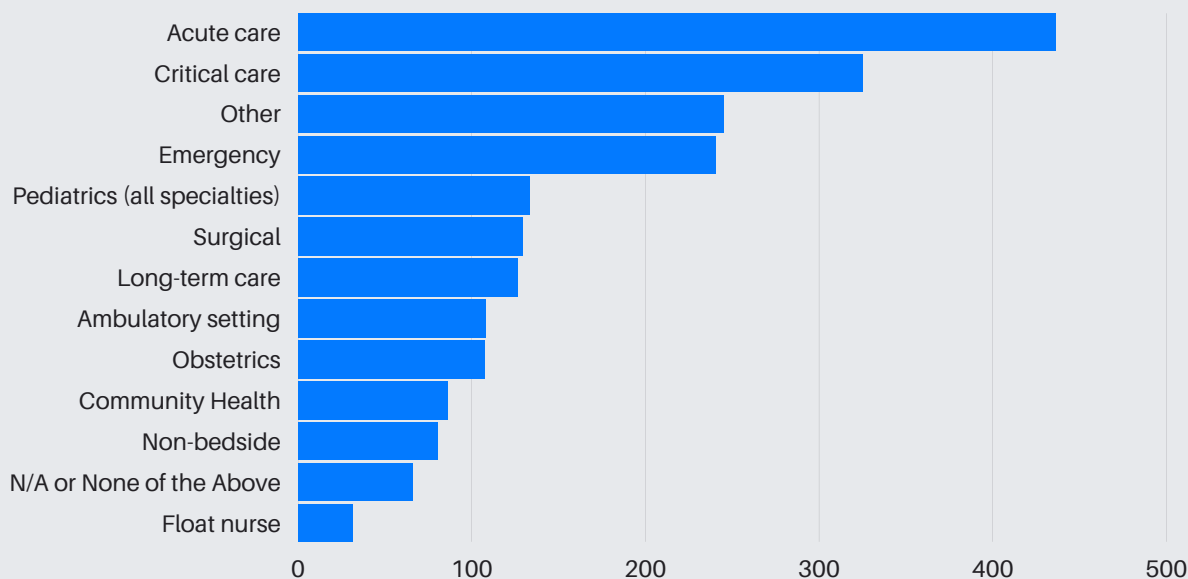


# Survey Demographics

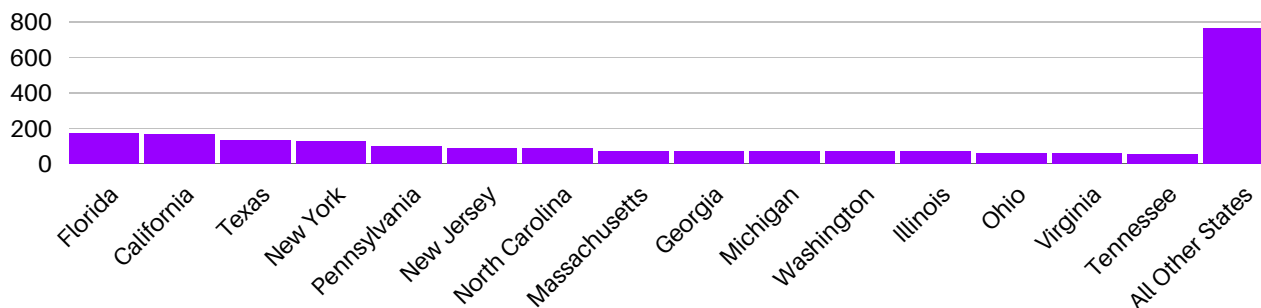
## Type of Nurse



## Primary Specialty



## Location







## SECTION 1

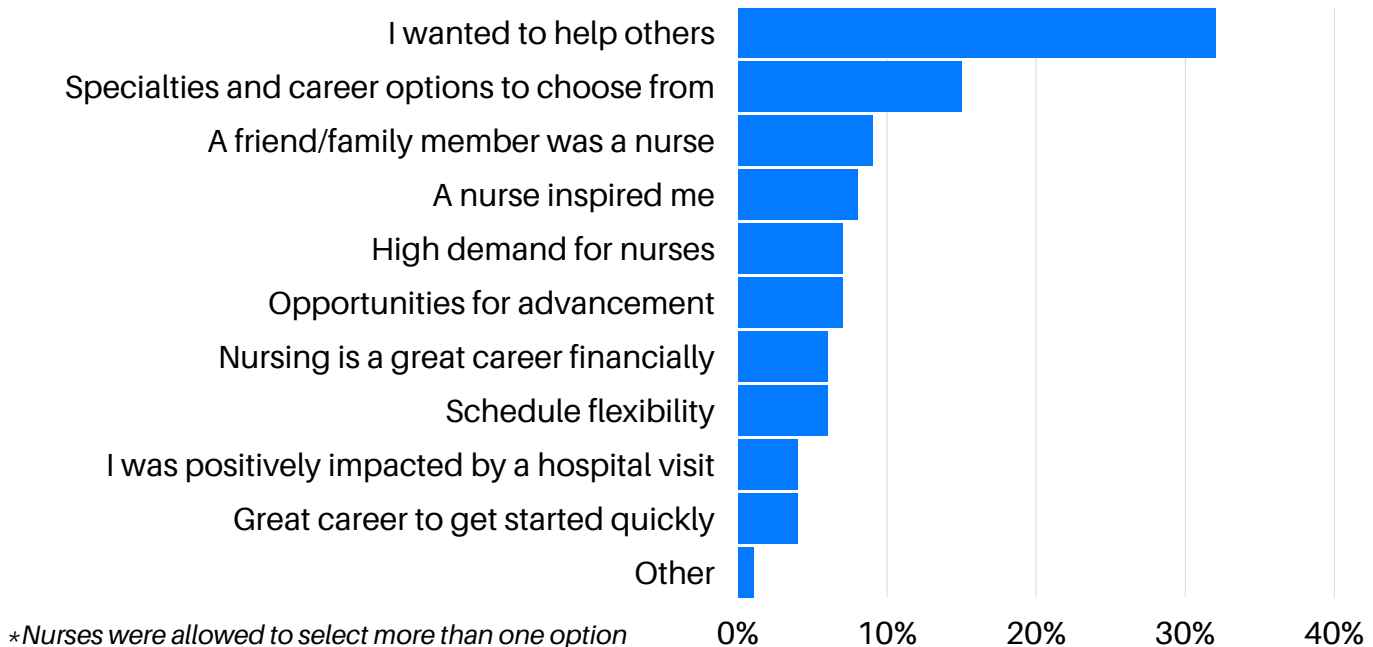
# Why Nurses Do What They Do

*Nurses love what they do, but have some concerns about the future of nursing.*

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# The #1 Reason Nurses Joined the Profession Was to Help Others

***What was the primary reason you originally became a nurse?***



## I Became a Nurse Because...

*"I thought about how to give to people without them being able to pay me back and nursing was the answer. Am proudly a Nurse."  
- Ihezie*

*"I became a nurse because I saw my grandmother care for so many people growing up." - Joelin*

*"I wanted to be a good role model for my daughter." - Rachel*

“

*I've always wanted to help people, so I wanted to enter the health sector. While researching, I found out that nurses were the heart of the hospital. So, I decided to become a nurse to be the patient's helping hand. - Clare*

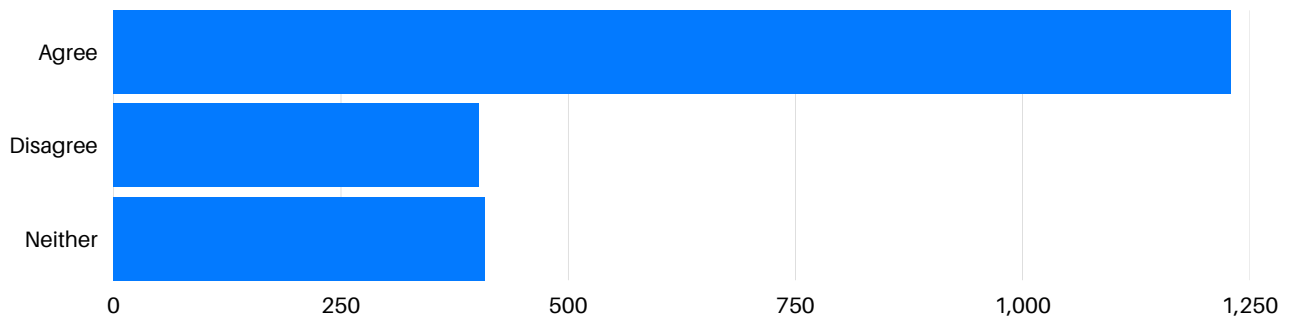
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*"It has always been my calling! I love caring for others and educating myself and others!"  
- Christy*

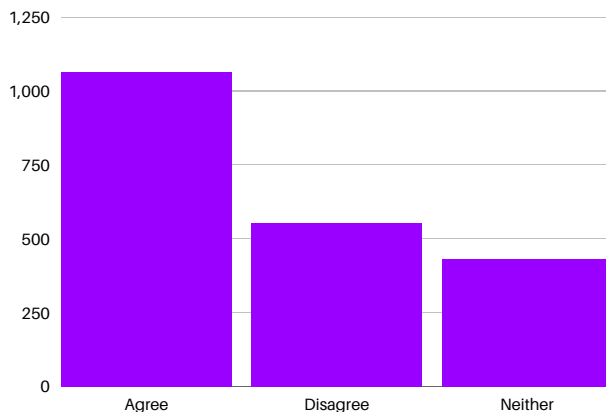
*"I always had a passion as a child to help others and being in the nursing field lets me do exactly that."  
- Karla*

# Nurses Love What They Do, 60% Said They "Love Being a Nurse"

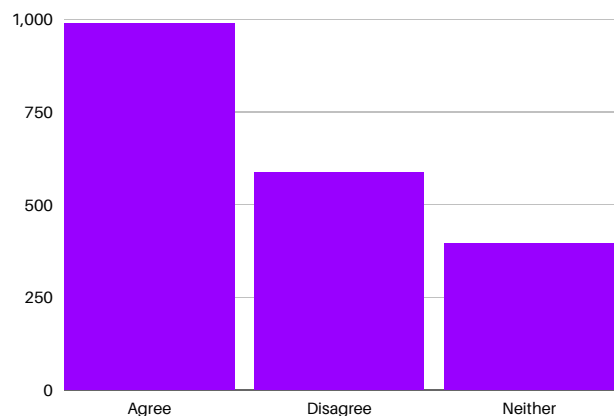
***Do you agree or disagree with the statement, "I love being a nurse."***



***Do you agree or disagree with the statement, "Nursing is a great career."***



***Do you agree or disagree with the statement, "New nurses should join the profession."***



## But 62% of Nurses Are Concerned About the Future of Nursing

*When asked, do you agree or disagree with the statement, "I'm optimistic about the future of nursing," 62% answered "Disagree" with only 18% replying "Agree"*



## SECTION 2

# How Are Nurses Feeling?

*Overall, nurses are doing better than they were in 2021, but they're still not okay.*

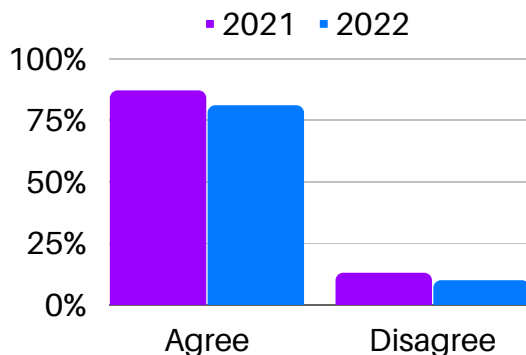
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# Rates of Burnout, Mental Health Suffering, and Lack of Support Have All Marginally Improved From 2021, While Feelings of Appreciation Have Dipped

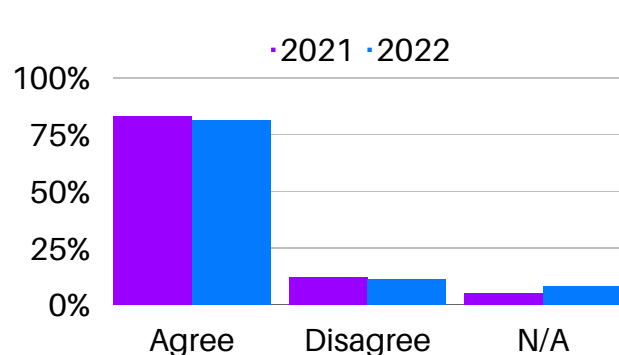
81% of Nurses Said They've Felt Burnt Out in The Past Year, Slightly Less Than in 2021.

*Do you agree or disagree with the statement, "In the past year I have felt burnt out"?*



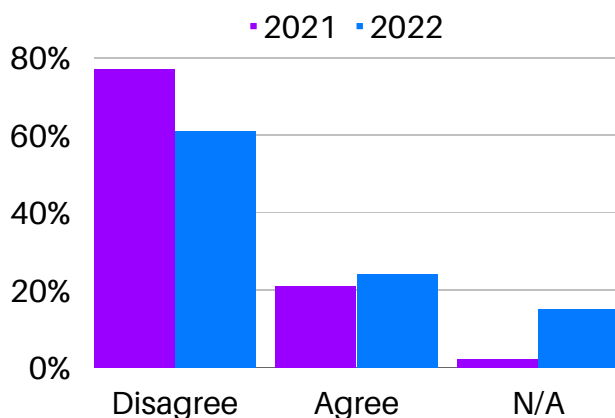
81% of Nurses Say Their Mental Health Has Suffered, Down From 83% in 2021.

*Do you agree or disagree with the statement, "My mental health has taken a toll"?*



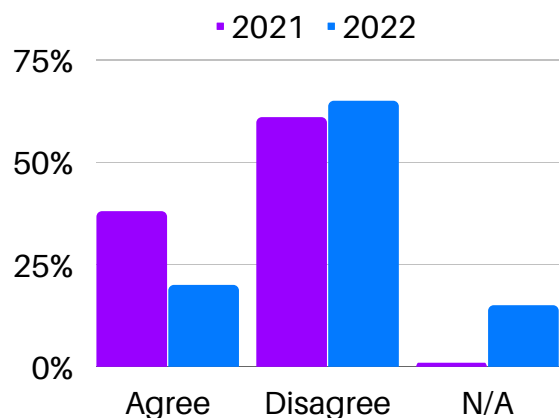
61% of Nurses Feel Unsupported at Work, Down From 77% in 2021.

*Do you agree or disagree with the statement, "In the past year, I have felt supported at work"?*



20% of Nurses Have Felt Appreciated During The Past Year, Down From 38% in 2021.

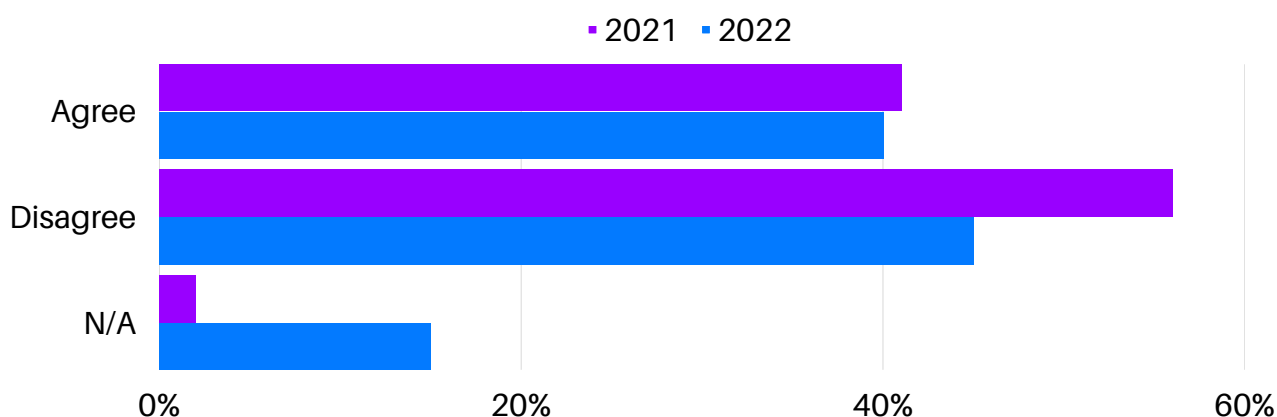
*Do you agree or disagree with the statement, "In the past year, I have felt appreciated"?*



# Reports of Feeling Unsafe at Work Have Dropped From 2021

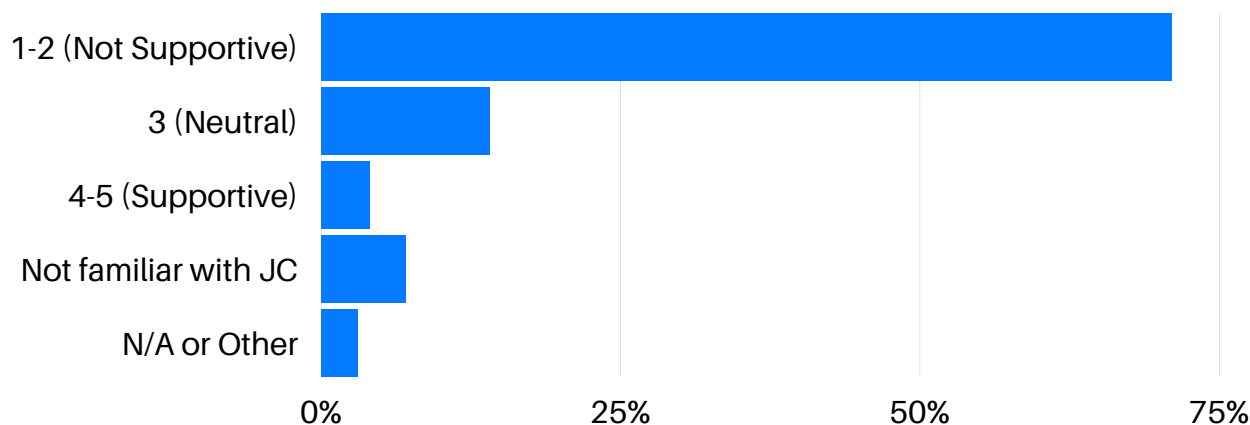
**45% of Nurses Felt Unsafe at Work in the Past Year, Down From 56% in 2021**

*Do you agree or disagree with the statement, "In the past year I have felt safe at work"?*



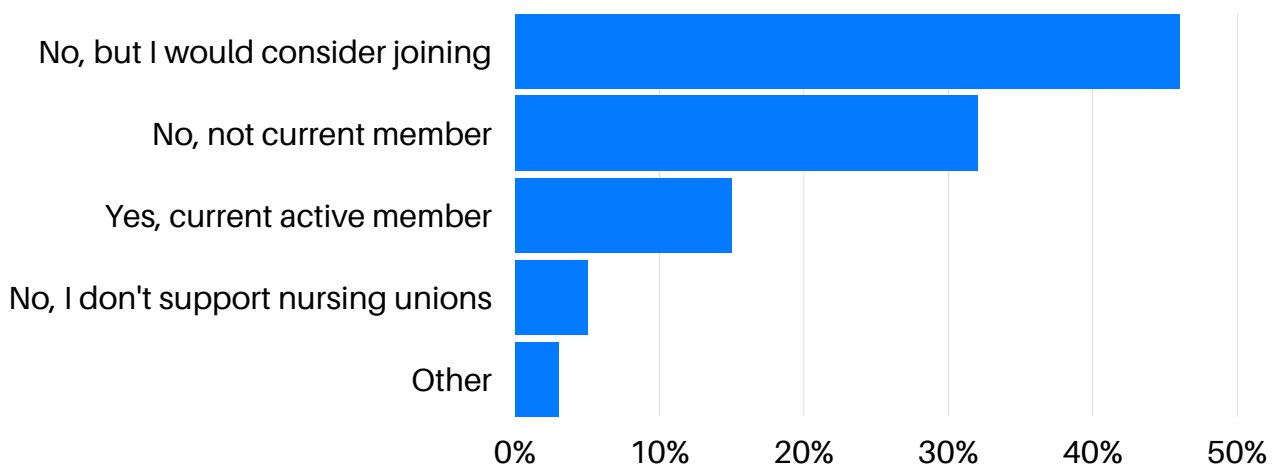
**71% of Nurses Feel That the Joint Commission Is Not Very Supportive**

*On a scale of 1 to 5 with 5 being the highest, how do you feel the Joint Commission supports you as a nurse?*



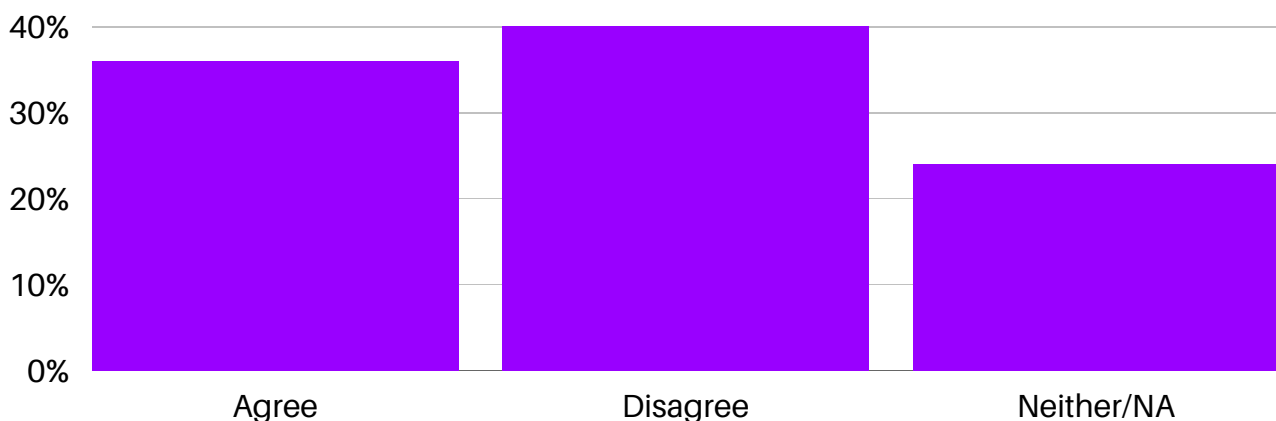
# Only 15% of Nurses Are Currently in Nursing Unions, But 46% of Nurses Would Consider Joining A Union if One Was Available

## Are you a member of a nursing union?



## Nurses Are Mixed on How They Feel About Choosing the Nursing Profession: 36% Are Happy They Chose it, 40% Are Not, and 24% Felt Neither

### *Do you agree or disagree with the statement, "In the past year, the majority of the time I have felt happy I chose the nursing profession"?*





## SECTION 3

# Job Dissatisfaction

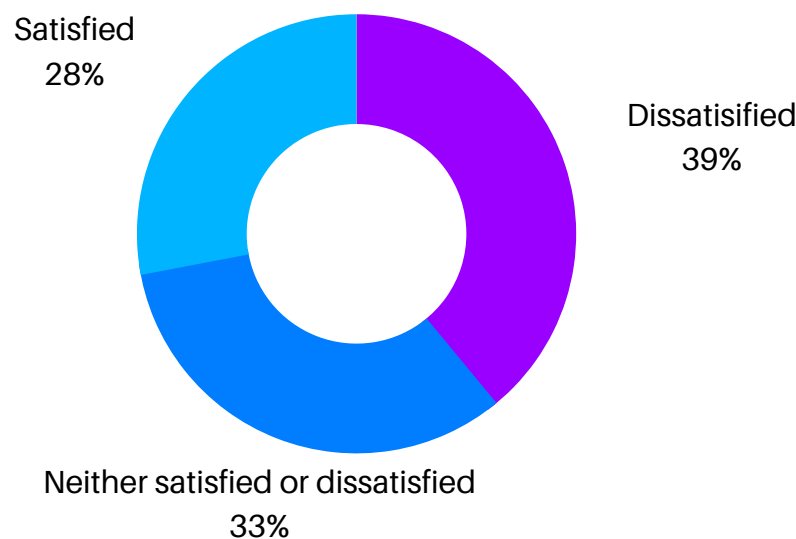
*39% of nurses report feeling dissatisfied with their current job, but this varies based on education level and specialty.*

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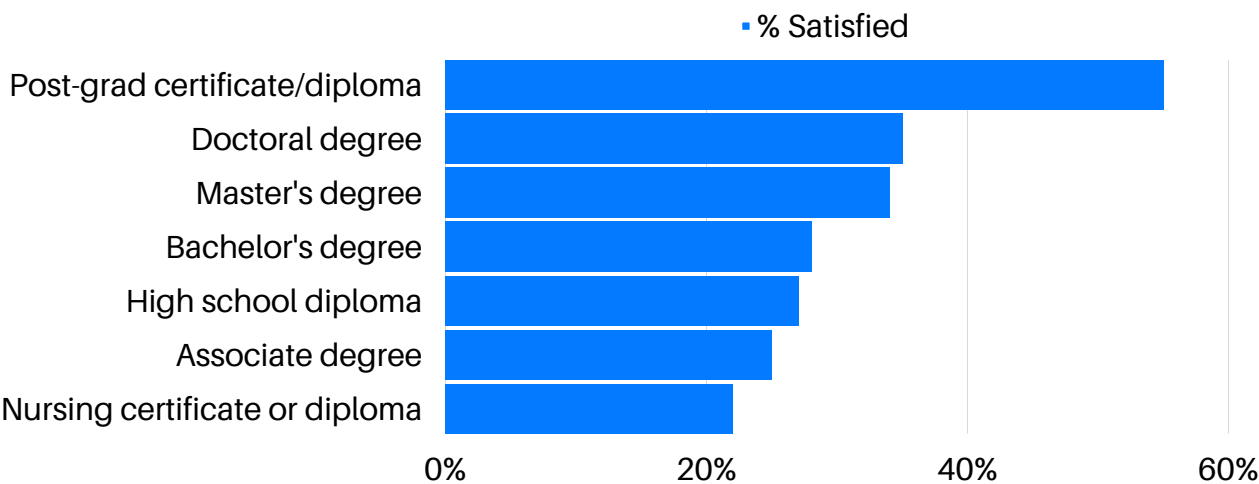
# 39% of Nurses Report Feeling Dissatisfied With Their Current Job

## How satisfied are you with your current job?



## Nurses With Higher Levels of Education Reported Higher Satisfaction Rankings

### Job Satisfaction by Education Level

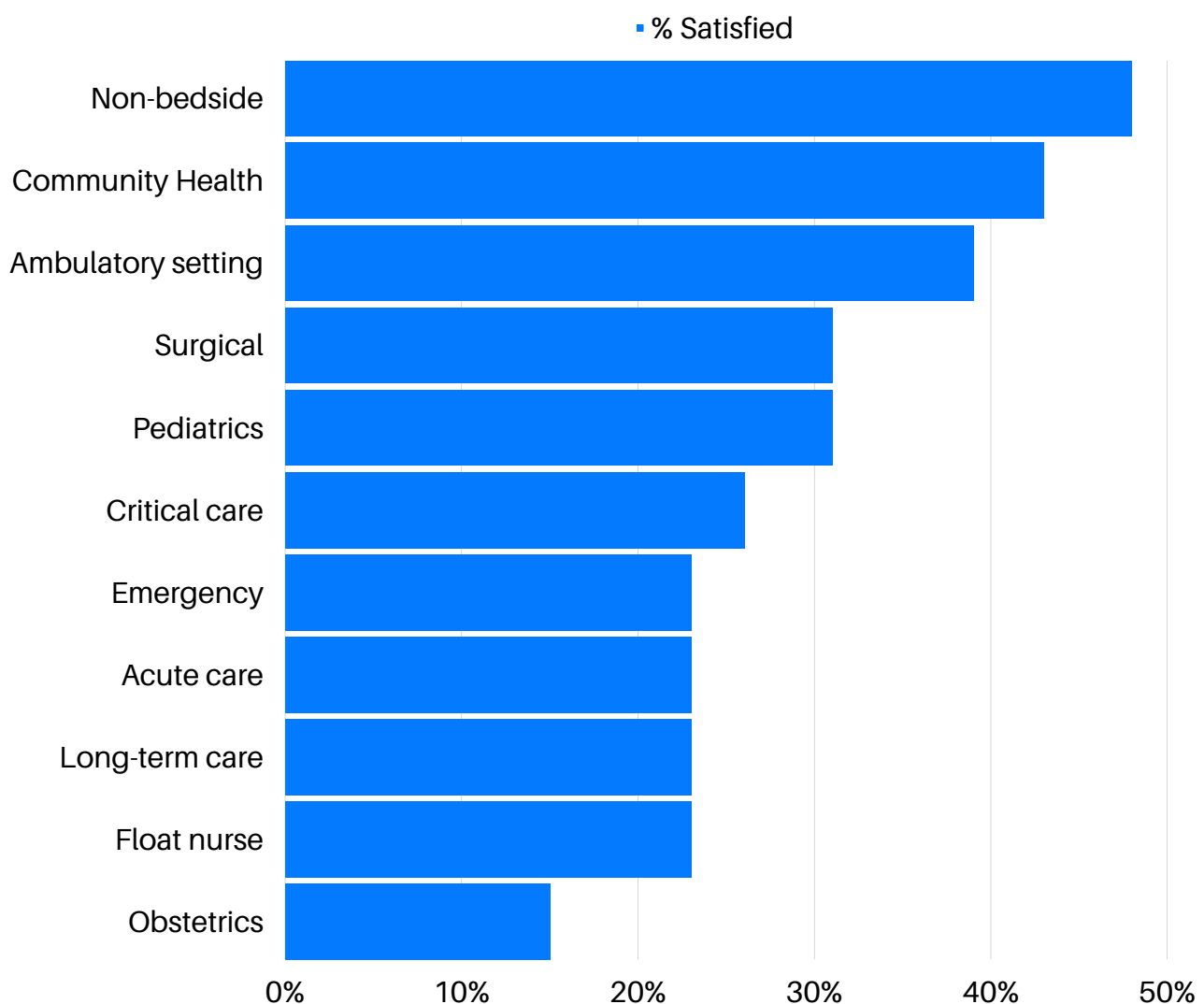


# Non-Bedside Nurses Are the Most Satisfied of any Specialty, Obstetrics the Least

When you compare job satisfaction by specialty, some clear disparities arise.

Non-Bedside, community health, and ambulatory specialties are the most satisfied with their jobs. While long-term care, float nurses, and obstetrics reported the lowest levels of job satisfaction.

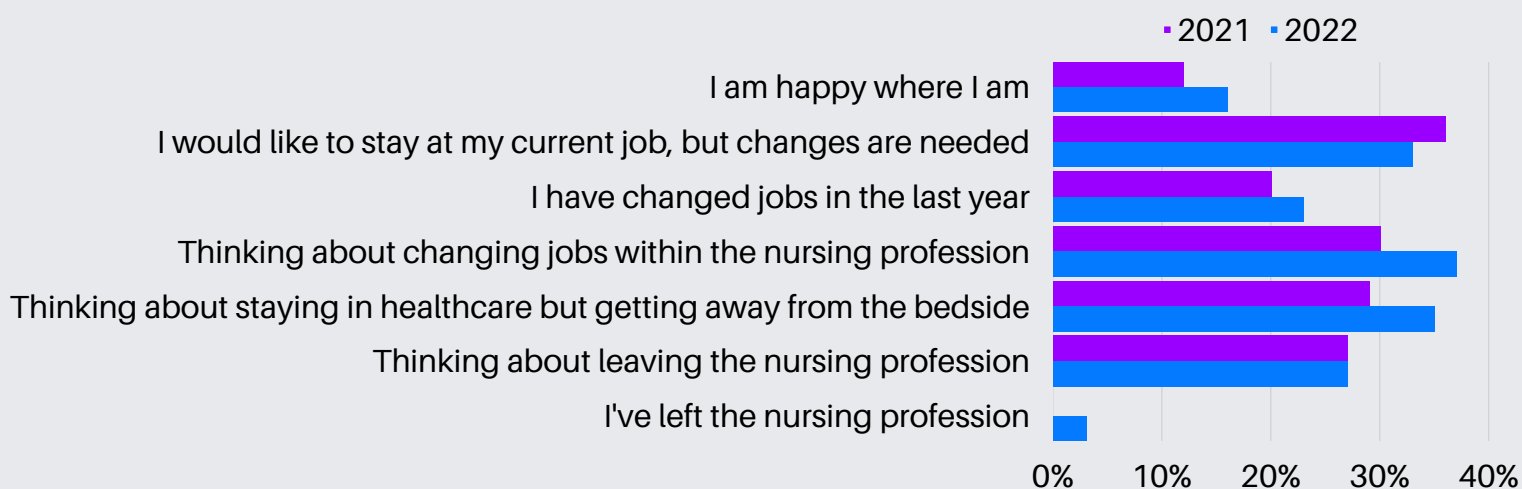
## **Job Satisfaction by Specialty**



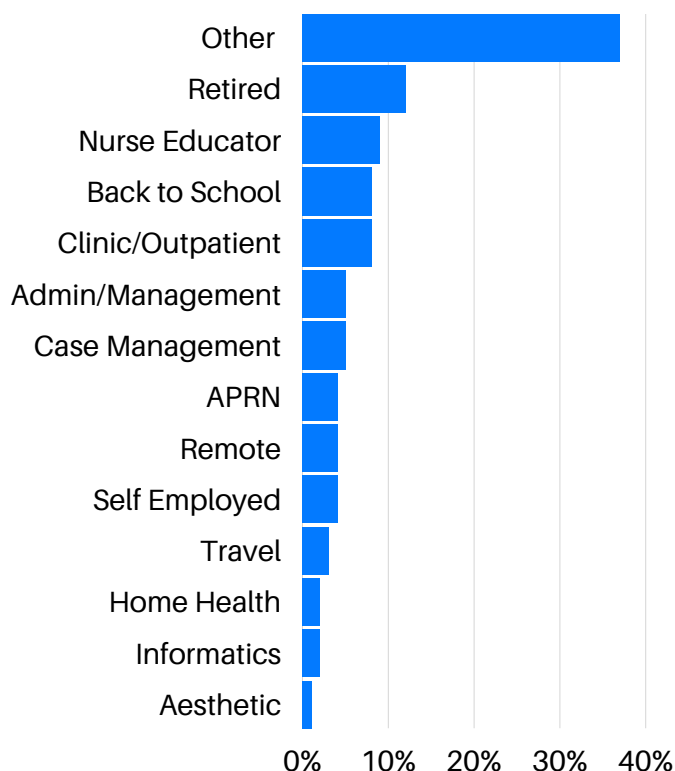
# Nurses Are Slightly Less Likely to Want to Change Careers in 2022, But More Likely to Want to Leave the Bedside

*When asked about their career plans, 16% of nurses reported being happy where they are versus 12% in 2021. But more nurses want to leave the bedside, 35% in 2022 vs 29% in 2021.*

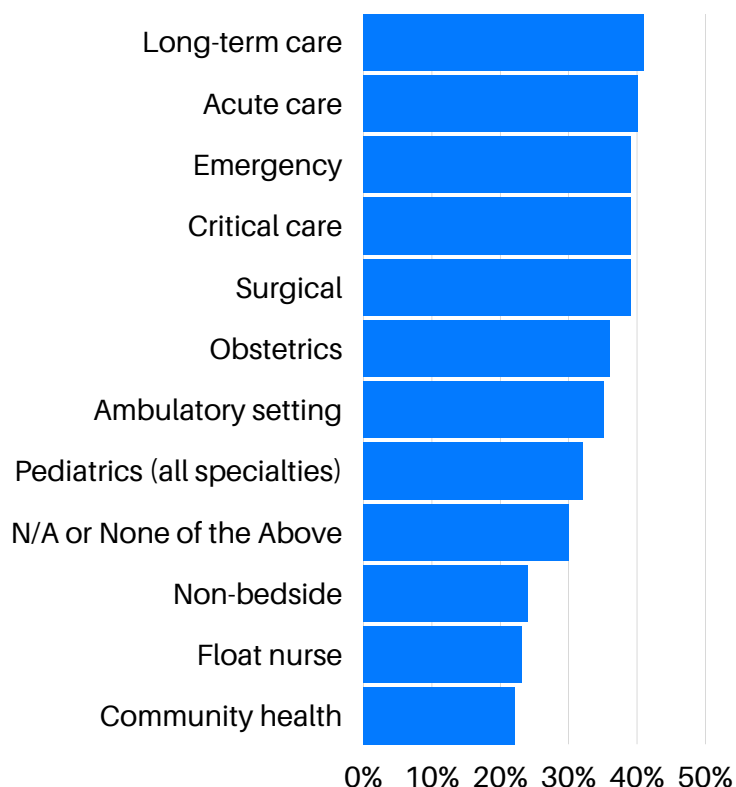
## **Which of these statements best reflect your thoughts about your current job?**



## ***What Nurses Are Leaving the Bedside For***

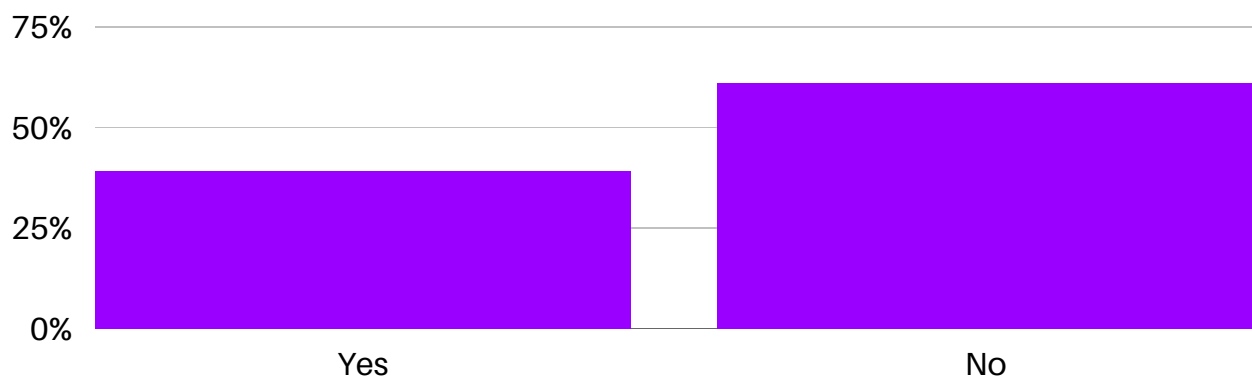


## ***Specialties Ranked by % of Nurses Planning on Changing Specialties***

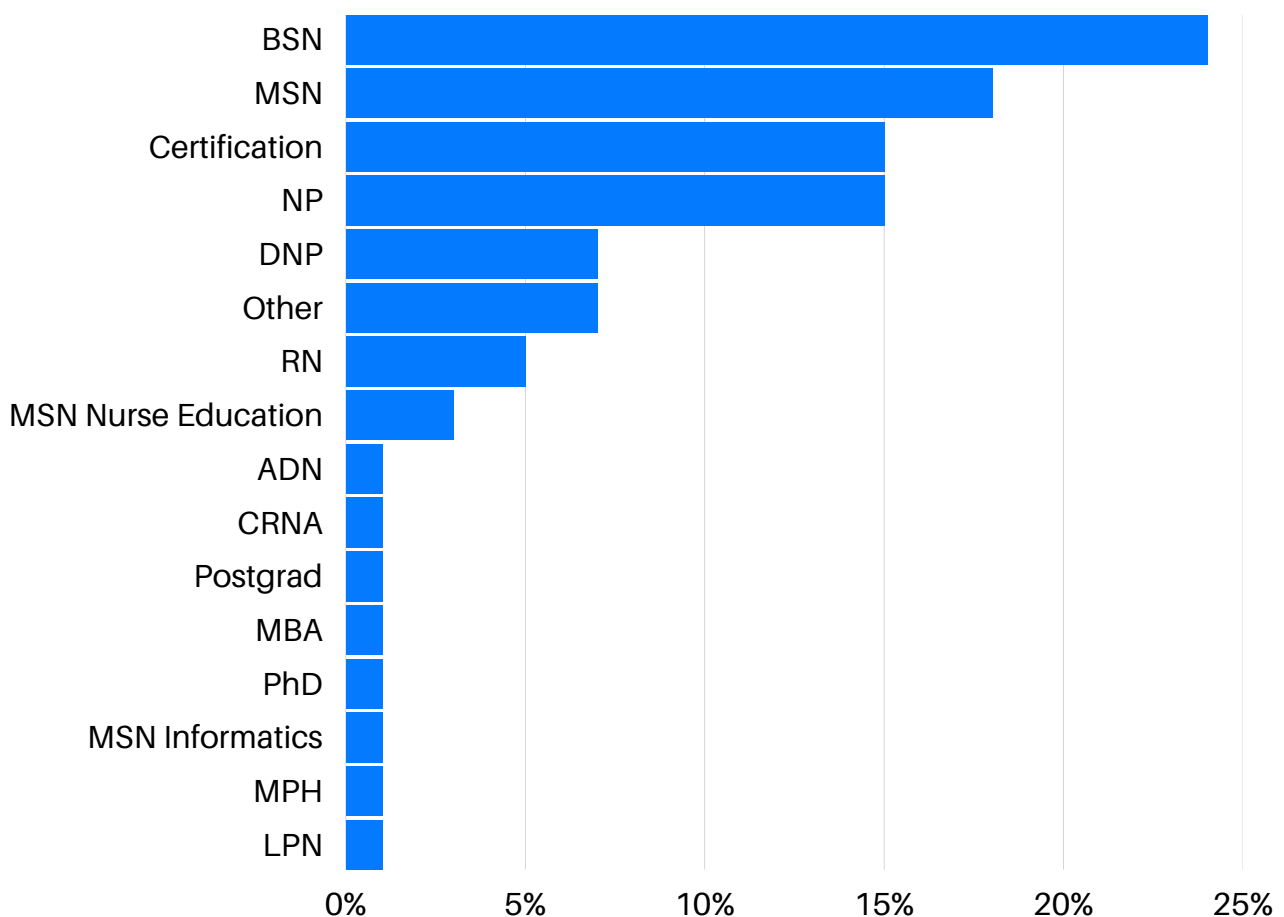


# 39% of Nurses Plan on Advancing Their Education in 2023

*Do you plan to further your education/credentials in the next year?*



*Top Education/Credentials Nurses Plan on Earning in the Next Year*





## SECTION 4

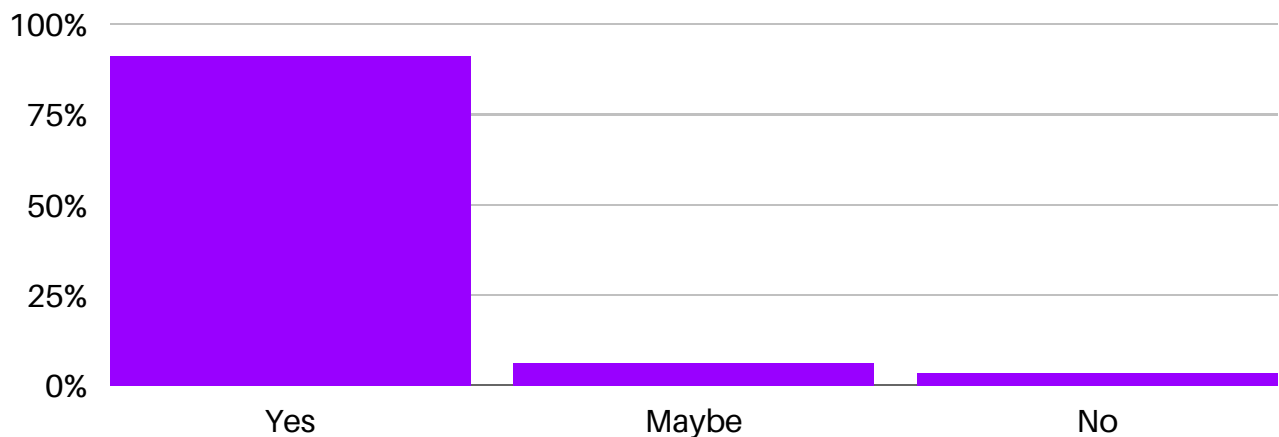
# The Nursing Shortage

*91% of nurses believe the nursing shortage is getting worse, with burnout, poor working conditions and inadequate pay cited as the primary causes.*

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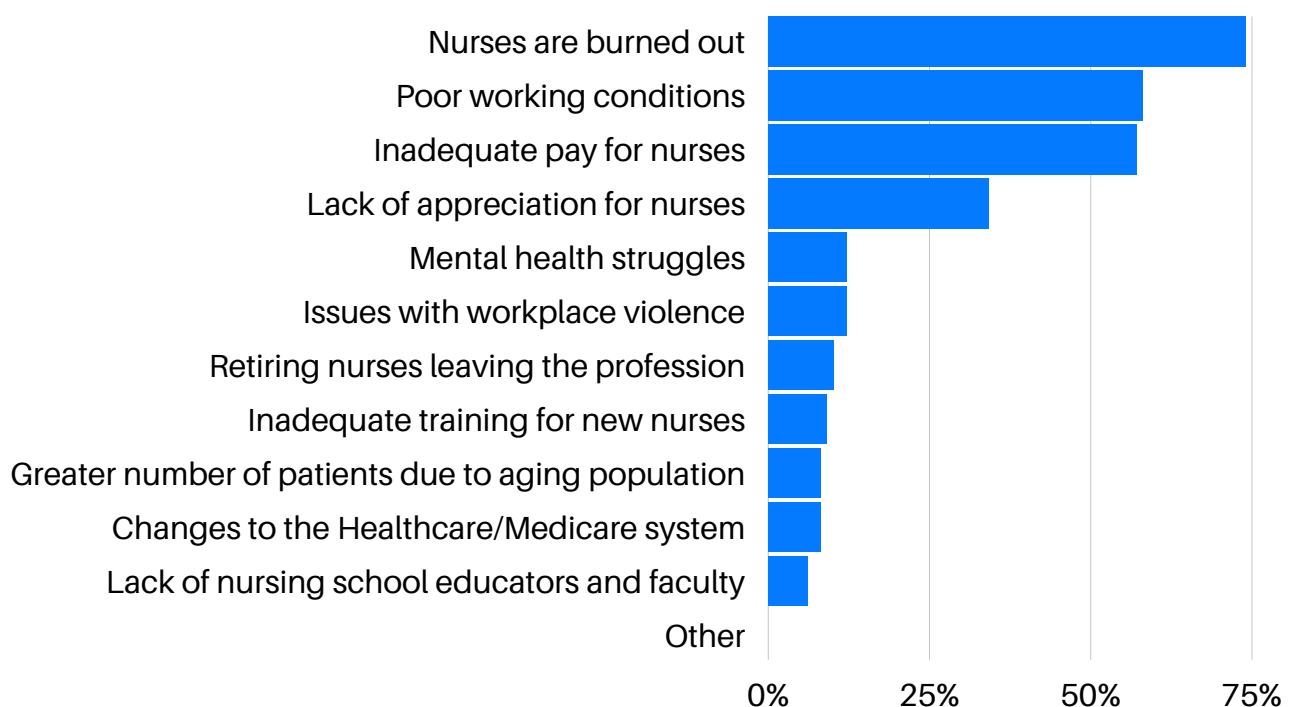
# 91% of Nurses Believe the Nursing Shortage is Getting Worse

***Do you think the nursing shortage is getting worse?***



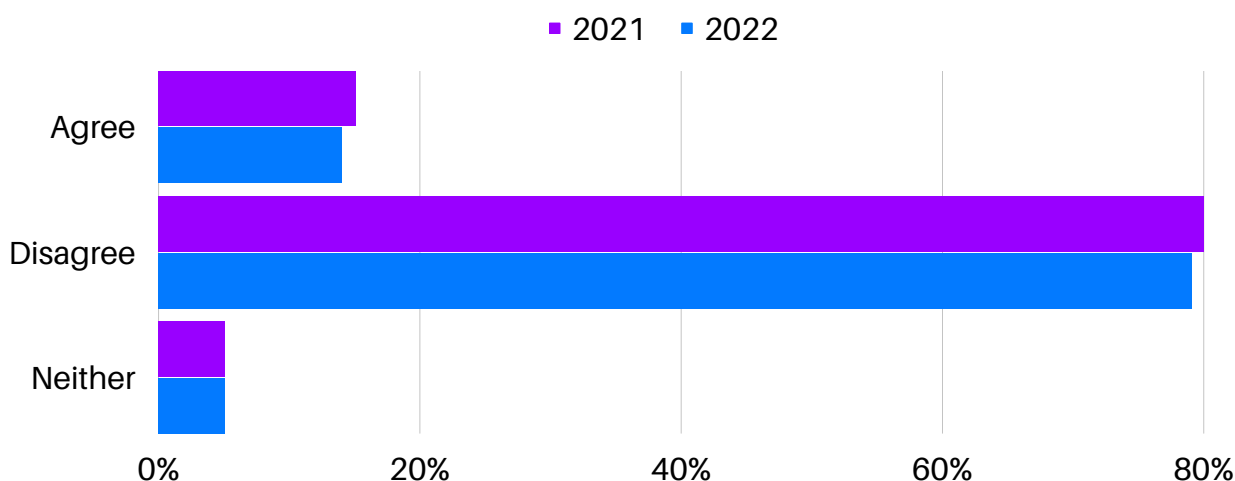
## Burnout, Poor Working Conditions and Inadequate Pay are Cited as the Primary Causes of the Nursing Shortage

***What do you think are the primary causes of the nursing shortage? (Select up to three)***



# Staffing is Still an Issue - 79% of Nurses Say Their Units Are Inadequately Staffed, Down Just 1 Percentage Point From 2021

***Do you agree or disagree with the statement, "My nursing unit is adequately staffed"?***



*We want to be able to make sure our patients get the care they need. We want to make sure we are getting our documentation done. We don't want to make mistakes by having too many patients and not enough staff.*



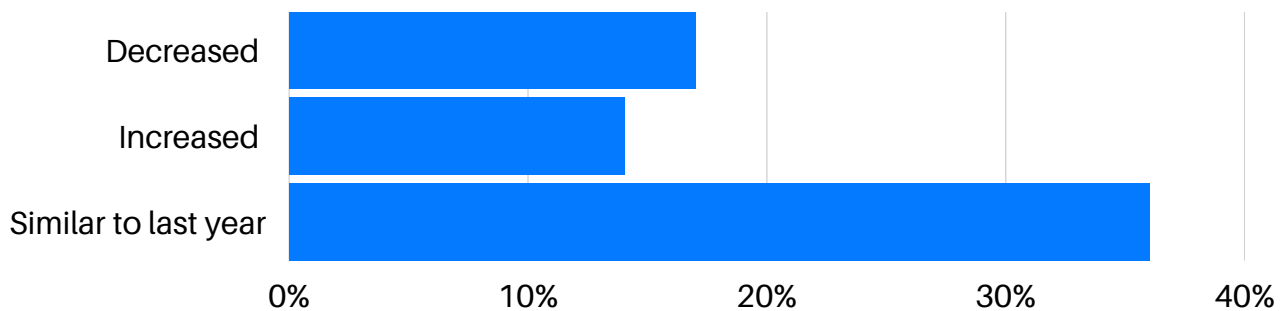
## Nursing Jobs That Have The Biggest Staffing Shortages

***% That Replied "Disagree" to Feeling Adequately Staffed***

- 90% of Float Nurses
- 88% of Long-Term Care Nurses
- 87% of Emergency Nurses
- 84% of Acute-Care Nurses
- 83% of Obstetrics Nurses

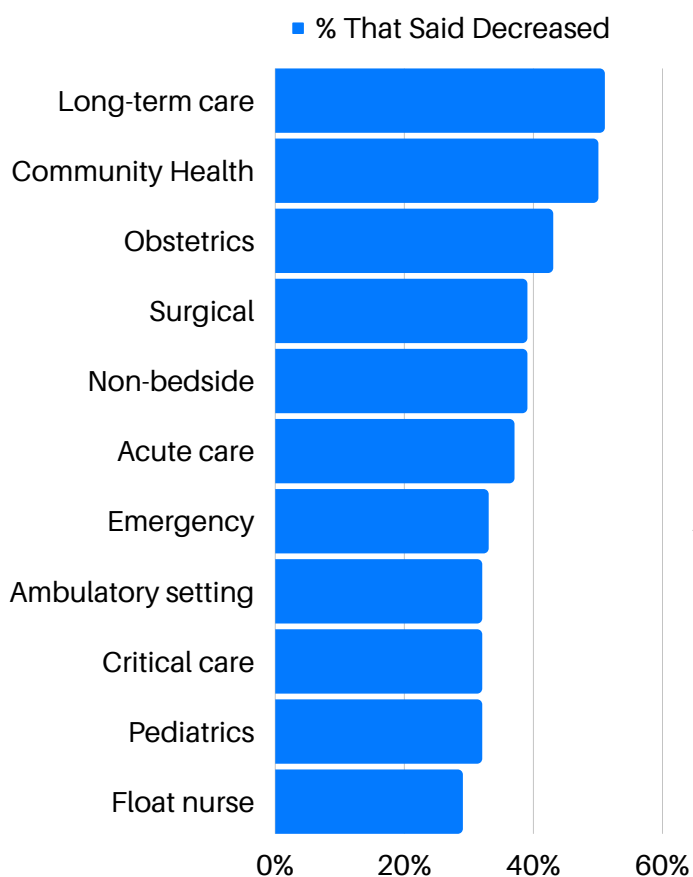
# 36% of Nurses Reported That Staffing Ratios Are Similar to Last Year

*How has your staffing ratio changed over the past year?*

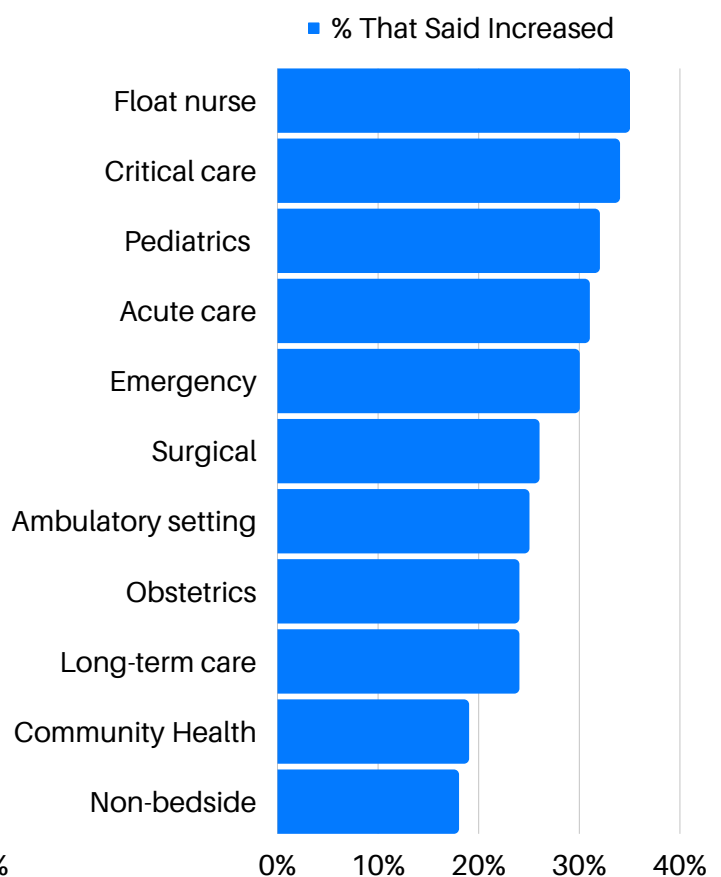


## Staffing Ratio Changes by Job Type

**Jobs with the Most Staffing Ratio Decreases vs 2021**



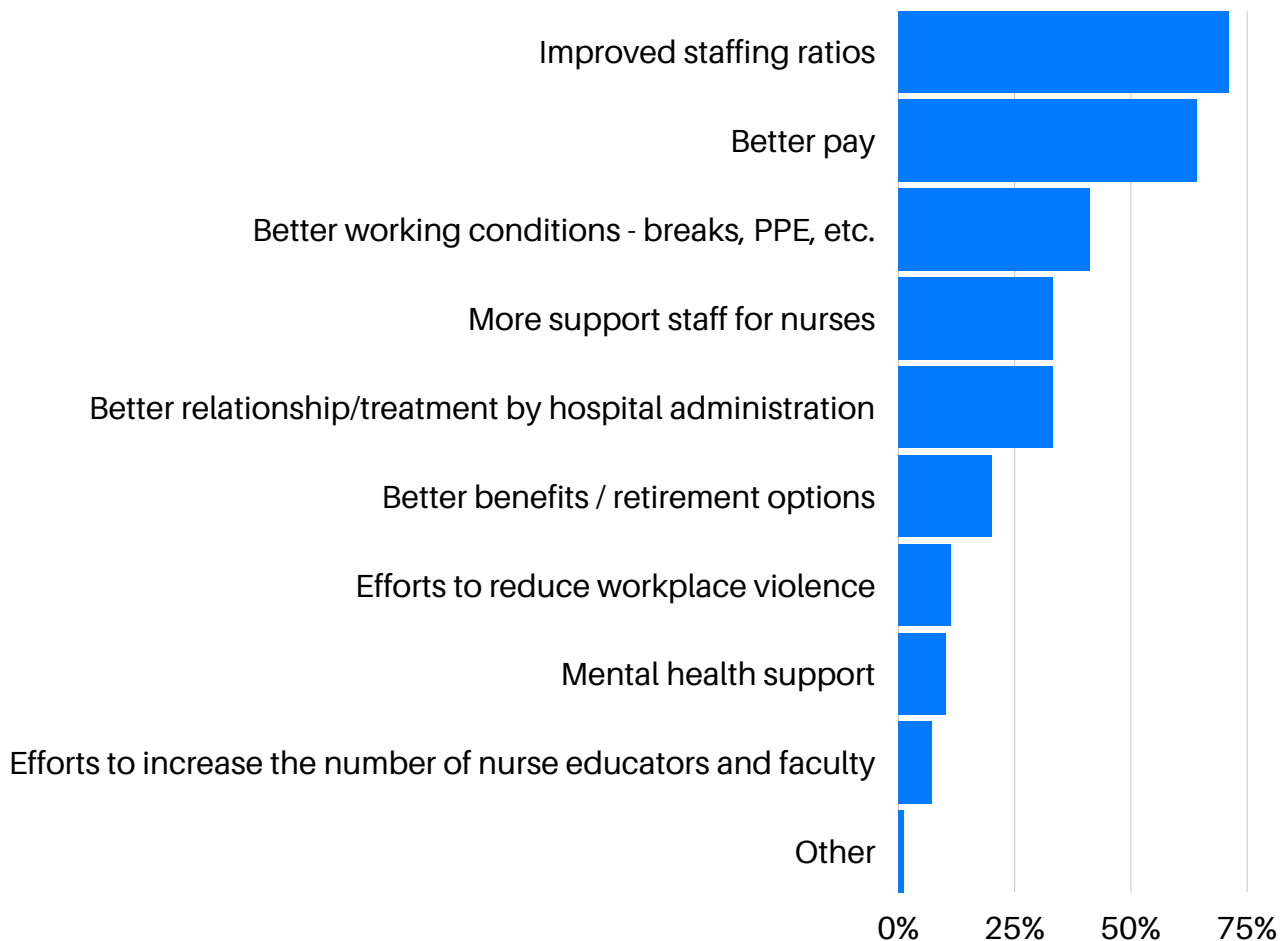
**Jobs with the Most Staffing Ratio Increases vs 2021**





# Nurses Reported That Improving Staffing Ratios & Offering Better Pay Would Have the Largest Impact on the Nursing Shortage

***What do you think would make the biggest impact on the nursing shortage? (Select up to three)***



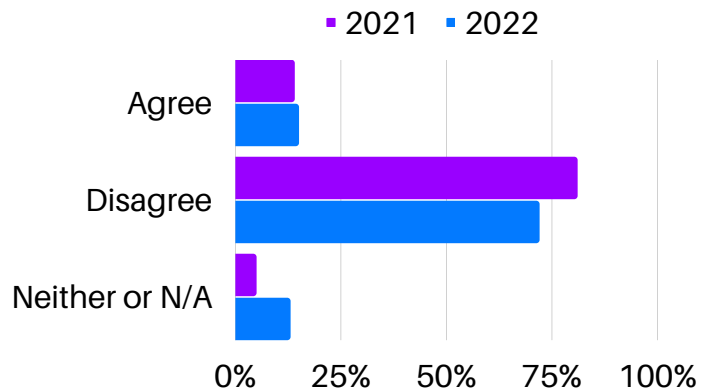
When asked to choose the factors that would make the biggest impact on the nursing shortage, the top responses were improved staffing ratios (71%), better pay (64%) and better working conditions (41%).

The factors that got the least amount of responses were efforts to reduce workplace violence (11%), mental health support (10%) and efforts to increase the number of nurse educators and faculty (7%).

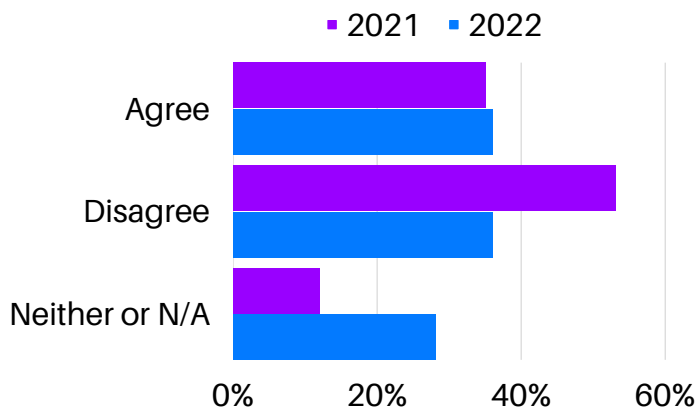
# Nurses Reported Working Conditions Are Slightly Better in 2022 vs 2021

*Do you agree or disagree with the statement, "My nursing unit provides adequate back-up when needed"?*

**72% Of Nurses Don't Have Adequate Back-Up, An Improvement from 81% in 2021**



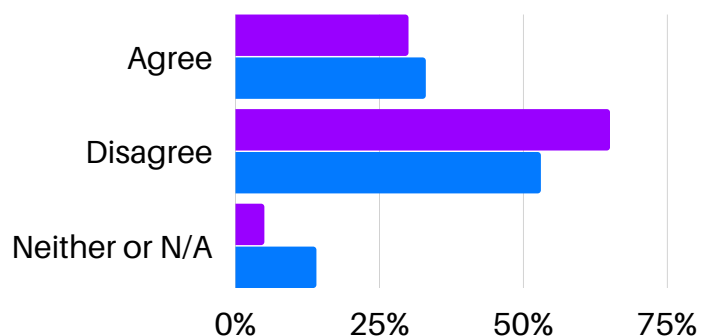
*Do you agree or disagree with the statement, "My nursing unit supports me turning down extra shifts"?*



**Only 36% of Nurses Feel They're Not Able to Turn Down Extra Shifts, Down from 53% in 2021**

*Do you agree or disagree with the statement, "My nursing unit supports nurses taking sick days when needed"?*

**53% of Nurses Are Unable to Take Sick Days, Down from 65% in 2021**





## SECTION 5

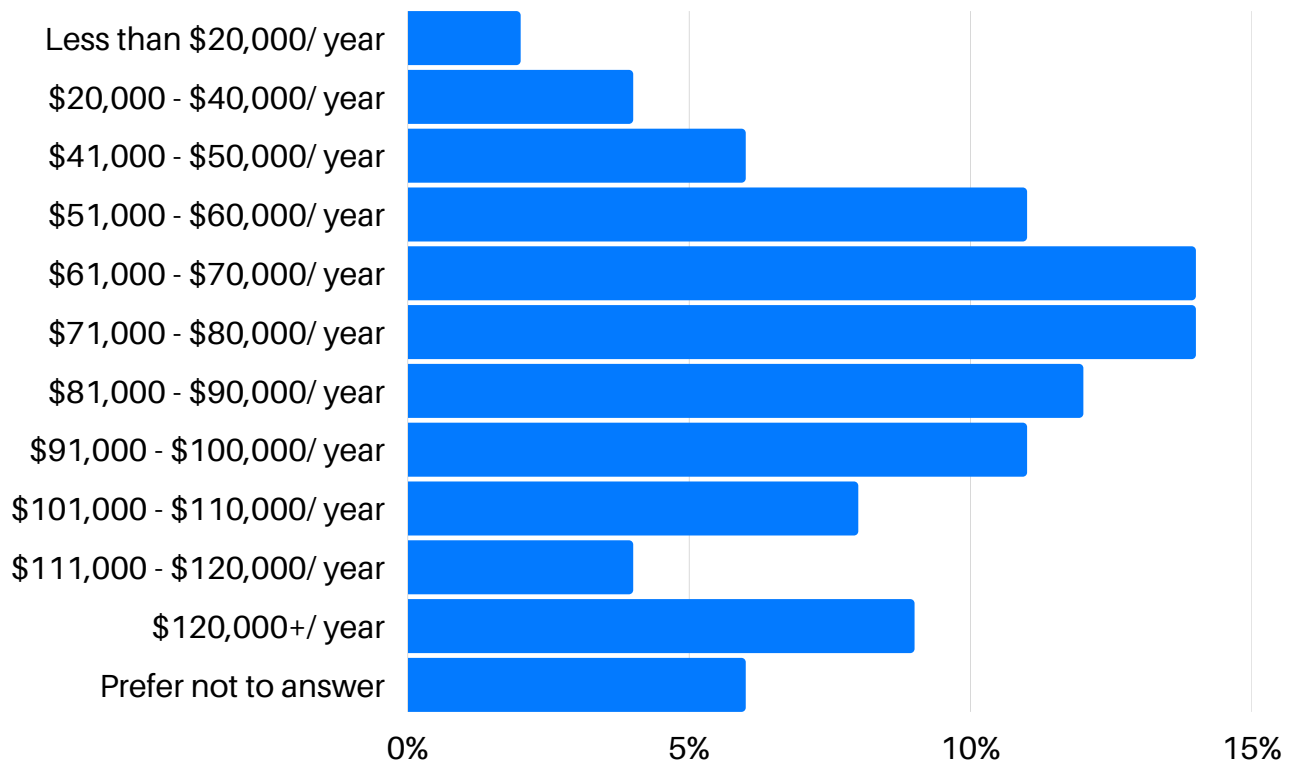
# Nurse Salaries

*55% of nurses saw a pay increase in the past year; however, 75% of nurses still feel underpaid and 52% believe that their hospital does not pay nurses with similar experience equally.*

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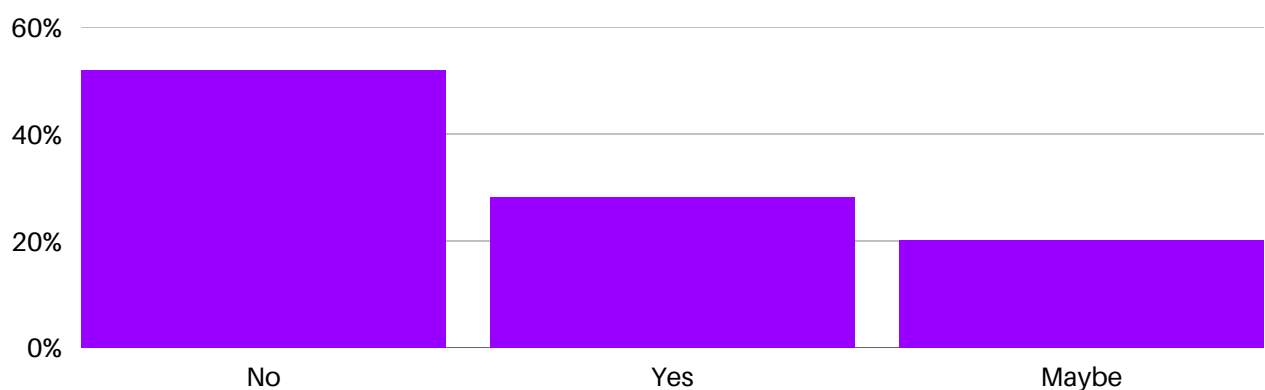
# On Average, Nurses in 2022 Earned Between \$61-80K / Year

## *What is your current annual salary?*



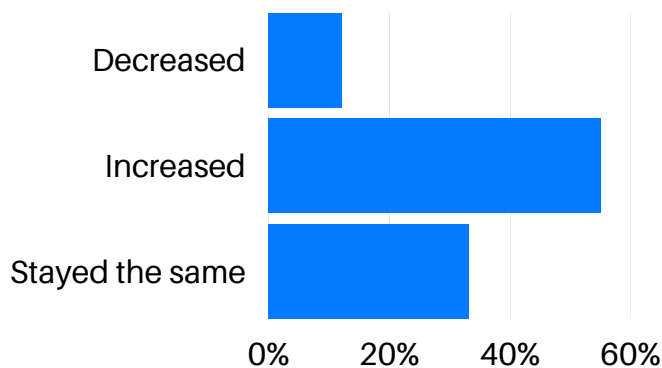
## 52% of Nurses Feel That Their Hospital Does Not Pay Nurses With Similar Experience Equally

### *Do you feel that your hospital or unit pays nurses with similar experience equally?*

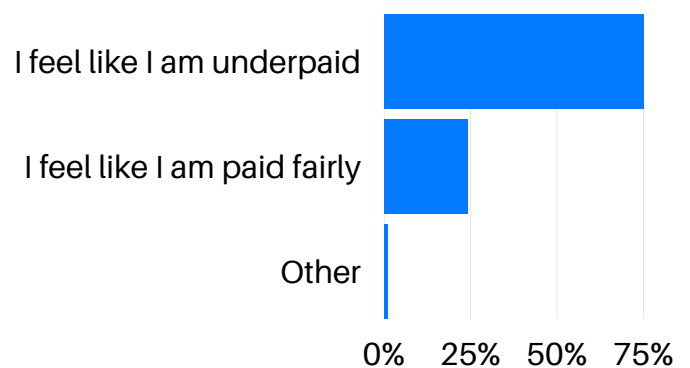


# 55% of Nurses Saw a Pay Increase Over the Past Year, yet 75% of Nurses Feel Like They Are Underpaid

***How has your pay changed over the past year?***

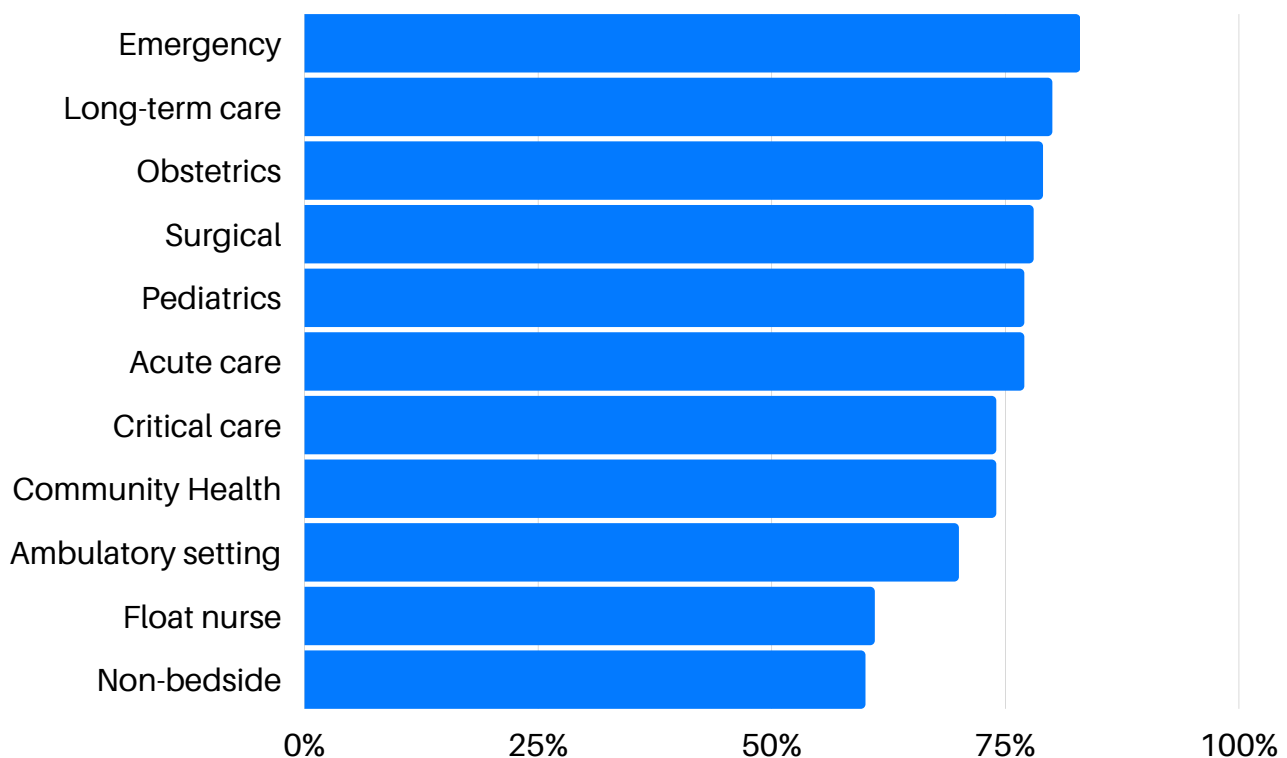


***How do you feel about your current pay?***



## Feelings About Pay Vary Across Jobs, With Emergency & Long-Term Care Nurses Most Likely to Feel Underpaid

***% of Nurses That Feel Underpaid by Job***



# So, What Now?

Nurses need support from administrators, coworkers, and healthcare systems to help them meet their basic needs. These include:

- Improved staffing ratios
- Better pay
- Better working conditions
- More support staff
- Better treatment by hospital administration

Regardless of what path your nursing career is headed, know that you are not alone. While you may be currently working long shifts in the ICU or overseeing hundreds of students as a school nurse, remember that your nursing trajectory might change.

Nursing can open endless doors and possibilities. Always be ready for what could come next and always know that you are doing enough for your patients, your families, and yourself.

# What Can We Do?

A world without enough nurses is a dangerous one indeed, but we have time to turn this around.

Retaining our nursing workforce, our nation's largest healthcare profession, should focus on three main issues:

- Continuing to push for safer staffing ratios
- Supporting nurses as they advocate for better pay
- Improving workplace conditions

The nursing shortage is an issue that affects us all, from the youngest of patients to the oldest, and from our families at home to the communities we live and work in.



*Everyone should be concerned with the conditions in the hospital because if something doesn't change soon, there will be no nurses to care for your loved ones.*



# How You Can Take Action

## Contact Your Elected Officials

It's time for elected officials to stand up for nurses. Write them a letter. Call their office. Demand change for nurses. **[Click here to get the contact information for your local and state officials.](#)**

## Contact Your State's Board of Nursing

While we may not be able to make this change at an individual level, collectively, we can amplify the voice of nurses and shed some light on the issues that they are facing every day. Click [here](#) to find out how to contact your state's board of nursing.

## Spread the Word

Make your voice heard and share these findings by:

- Taking it to your Unit Practice Council (UPC) meeting
- Taking it to your staff meeting
- Taking it to your hospital town hall
- Emailing it to your hospital's media team
- Sharing it with your union rep
- Sending it to professional nursing organizations
- Sharing it with your nursing school Dean/Professors
- Sending it to your senator/politicians
- Sharing it on social media



# Final Thoughts



*Nurses, we need you. Nursing has always been the glue that holds healthcare together and, with continued strains on the profession, it's vital that we lean on our resilience, our community, and our ingenuity to work towards change. We must not give up. Progress can, and is, being made, but we need everyone, so please hang in there and let's fight the good fight in unity.*

Nurse Alice Benjamin, MSN, APRN, ACNS-BC, FNP-C, CCRN, CEN, CV-BC, Chief Nursing Officer and Correspondent at Nurse.org



## Sources

Nurse.org's State of Nursing Survey, 2022

## Contact

Contact **info@nurse.org** for more information about this survey and check out **Nurse.org** to find out more about how you can get involved.

