

SURVEY OF REGISTERED NURSES 2015/HIGHLIGHTS

VIEWPOINTS ON RETIREMENT, EDUCATION AND EMERGING ROLES

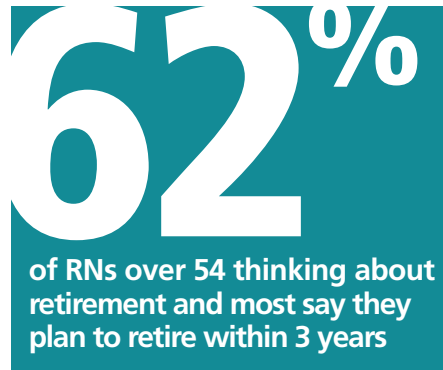


This country has a shortage of nurses. And, based on what nurses told us, the shortage is about to get worse.

Almost 9,000 Registered Nurses provided their views on retirement, education and emerging roles. Here's what we learned.

A wave of retirements is going to hit soon.

- 62% of nurses 54+ years old said “yes” or “maybe” when asked if they’re thinking more about retirement.
- In addition, 21% of older nurses say they will switch to part-time.



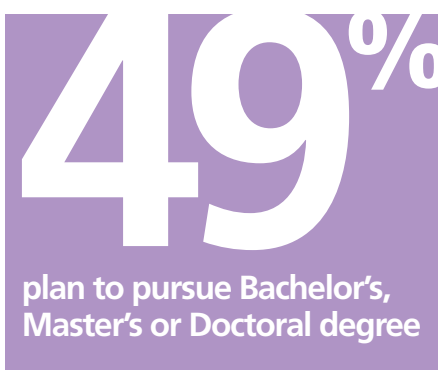
Now that the economy has improved, are you thinking more about retirement?	<40	40-54	54>
YES	16%	20%	44%
NO	76%	71%	38%
MAYBE	9%	10%	18%

Are you planning to retire in:	54>
Less than 1 year	25%
1 year	7%
2 years	15%
3 years	15%
4 or more years	37%

Nurses continue to have a strong interest in education.



- More nurses plan to attain higher degrees than those who are not interested in pursuing education.
- Three-quarters of younger nurses plan to pursue higher degree within 3 years.
- More than one-third of nurses under 40 may become nurse practitioners.
- Three-quarters are aware of new and emerging nursing roles; 60% would enter training program for these jobs.



Which of the following do you plan to do during the next 1-3 years?	
Pursue a Bachelor's degree in nursing	22%
Pursue a Master's degree in nursing	21%
Pursue a Doctoral degree in nursing	6%
Won't pursue further education	43%

Are you currently enrolled in or considering pursuing a degree in Advanced Practice Nursing?		
	All	<40
Yes	19%	36%
No	81%	64%

Loss of more experienced nurses could have a ripple effect in healthcare.

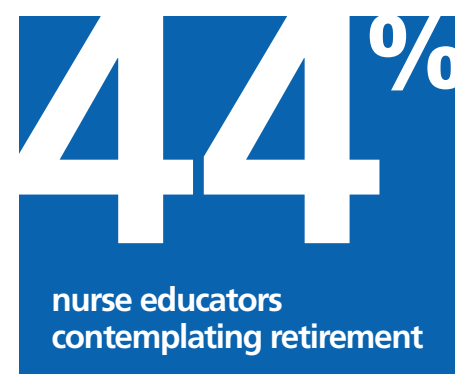


- Retirement surge could accelerate shortage of quality nurses, because older nurses comprise a large portion of the total workforce.
- Loss of experience and knowledge could hurt organizations and impact patient care.
- Outflow of talent could deprive younger nurses of mentors.

Nurses contemplating retirement:	
All	39%
Nurse Educators	44%

Retirements could heavily impact nurse instruction.

- Higher percentage of nurse educators are contemplating retirement.
- Nurse educators are older, closer to retirement on average.
- Shortages are already acute.
- Shortage of nurse educators worsens shortage of nurses.



They love their career choice, but have mixed feelings about their job.

While very positive about nursing as a career...

- They are 22% less satisfied with their current jobs.
- Only 36% say they have the time to spend with patients that they need.
- Half of them worry that their job is affecting their health; 30% often feel like quitting.



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

Strongly Disagree	2%
Disagree	5%
Neither Agree nor Disagree	8%
Agree	38%
Strongly Agree	47%

I worry that this job is affecting my health.

Strongly Disagree	9%
Disagree	19%
Neither Agree nor Disagree	22%
Agree	31%
Strongly Agree	19%

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