

# Profile on New Nurses: A National Perspective in a Post-Pandemic World

Cory Church PhD, RN, NPD-BC & Ryan Schalles BSN, RN, CEN, TCRN



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER

School of Nursing



## Background

- New nurses are faced with numerous systemic challenges including chronically understaffed healthcare facilities, low wages compared to travel and agency coworkers, emotional exhaustion brought on by the stress of the pandemic, high turnover rates among their peers and widespread burnout (Sandler, 2018; Phillips, 2020; Shin et al., 2018; Haddad et al., 2021).
- New nurses continue to leave their positions within the first year during a critical time of competency attainment, role development, and professional socialization.

## Objectives

- Descriptive study to conduct a retrospective analysis of a national data source and create a profile on new nurses.
- This study explored demographics, education levels, primary nursing employment data, and reasons why new nurses leave, intend to leave, or intend to stay in their first employment.

## Method

- NSSRN 2018 National Survey Data Set
- Filter Data: 2 years or Less of Experience
- Exclude Respondents with NP License
- All analyses were conducted using frequency analysis in IBM SPSS 28.

## Results

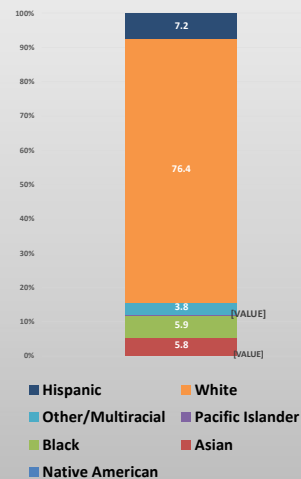
Top Reasons NGN Leave



Top Reasons NGN Stay



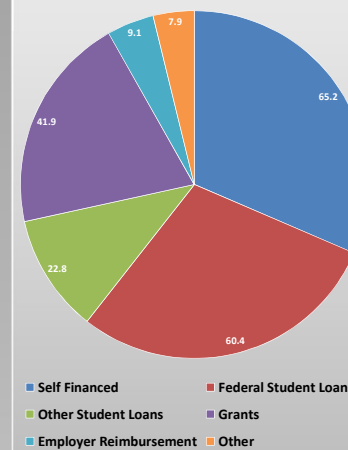
Diversity



Employment Characteristics

Hours Worked Per Week	
36 Hrs or Less	42.6%
36-40 Hrs	37.3%
40 Hrs or More	20.1%
Considered Leaving in the Past Year?	
Yes	48.1%
No	3.2%
Preceptor Assigned	
Yes	89.2%
No	10.8%

Funding Education



## Questions for the Future

Are the efforts of the profession to recruit and retain a diverse nursing workforce mitigated by the work environment identified by new nurses?

Do how new nurses finance their first nursing education degree impact their perception of the equity of their salary/benefits and/or influence their decisions to stay or leave?

Do we continue to focus on transition to practice issues for new nurses (competence, role socialization, job satisfaction, confidence) without facing the underlying systemic issues facing new nurses (workload, staffing, work environment, well-being)?

## Conclusion

This study joins years of evidence that points to a common set of problems that account for the majority of new nursing turnover and attrition. As noted above; inadequate staffing, poor pay, burnout, overly stressful work environments, and lack of support from leadership stand above all other reasons as why new nurses left their positions. While this study provides a national profile of trends and issues of the new nursing workforce, the same problems have long been cited by other authors as factors contributing to excessive nurse attrition across all experience levels.

## References

- Haddad, L. M., Anammanur, P., & Toney-Burke, T. J. (2021). Nursing shortage. *StatPearls Publishing*. <https://www.ncbi.nlm.nih.gov/books/NBK493125/>
- National Center for Health Workforce Analysis (NCHWA). (2019). *2018 National Sample Survey of Registered Nurses*. [Data set and code book]. U.S. Department of Health and Human Services, Health Resources and Services Administration. <https://data.hrsa.gov/topics/health-workforce/nursing-workforce-survey-data>
- Phillips, C. (2020). Relationships between workload perception, burnout, and intent to leave among medical-surgical nurses. *International Journal of Evidence-Based Healthcare*, 18(2), 265-273. doi: 10.1097/HEB.0000000000000220
- Sandler, M. (2018). Why are new graduate nurses leaving the profession in their first year of practice and how does this impact on ED nurse staffing? A rapid review of current literature and recommended reading. *Canadian Journal of Emergency Nursing*, 41(1), 23-24. <https://doi.org/10.29173/cjen66>
- Shin, A., Park, J., & Bae, S. (2018). Nurse staffing and nurse outcomes: A systematic review and meta-analysis. *Nursing Outlook*, 6(9), 273-282. <https://doi.org/10.1016/j.outlook.2017.12.002>