



About the Survey

- Biennial survey of RNs on trends in the nursing profession and the lives of nurses
- Unique and original data about nurse views on:
 - COVID-19 impact on their mental health and wellbeing
 - Pandemic-caused delays in education and training
 - Diversity, equity, equality, and inclusion
 - Viewpoints of diverse nurses
- 6,562 completed surveys from practicing RNs – May 14, 2021, to May 21, 2021

Gender

72% 9% 18% 1%

● Female ● Male ● Prefer to self describe or not to disclose ● Other categories

About the Survey

Race and ethnicity

White	37%
Black or African American	17%
Asian or Asian American	16%
Prefer not to disclose	6%
Hispanic, Latino, Latina, or Latinx	6%
Race or ethnicity not listed here	4%
American Indian or Alaska Native	1%
Middle Eastern or North African	1%
Native Hawaiian or Other Pacific Islander	1%

Place of employment

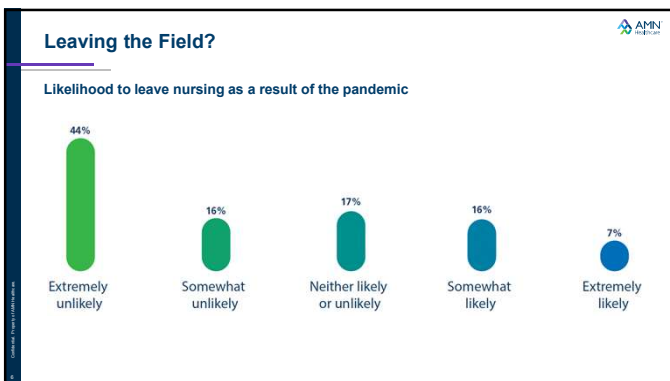
Hospital	42%
Other	17%
Home health or hospice	9%
Ambulatory care	7%
Public or community health	7%
Post-acute setting	5%
Physician office	5%
Telehealth	4%
Academy	2%
Urgent care	2%
Social Care	1%

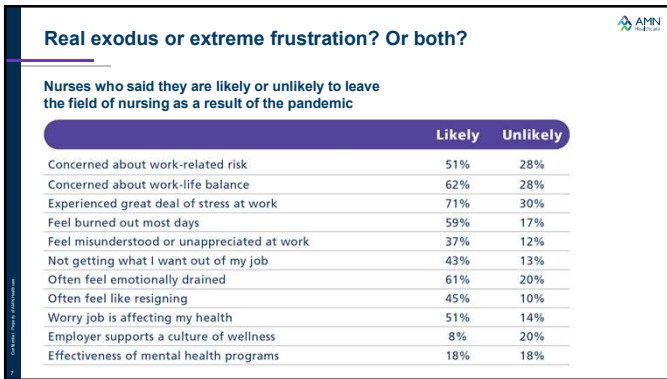
Generation

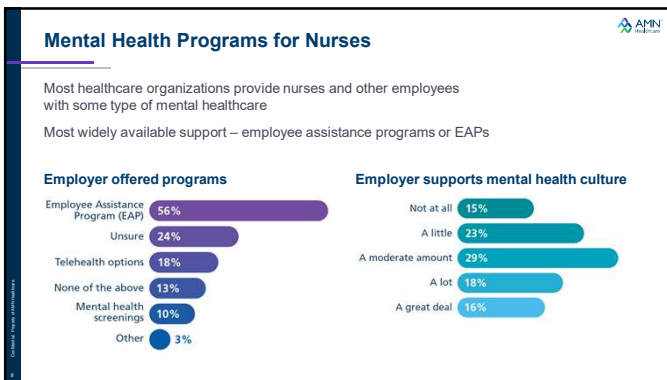
1% Gen Z
39% Millennials
37% Gen X
22% Baby Boomers

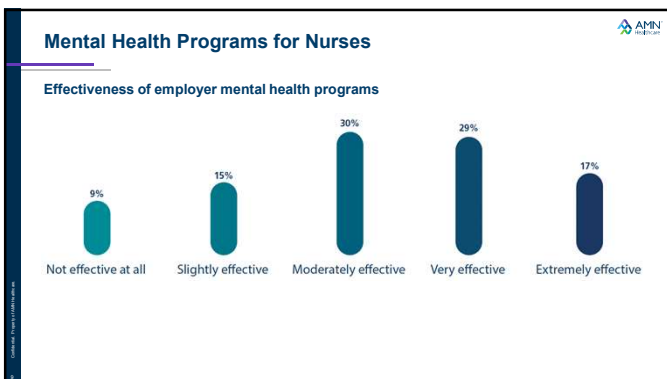













COVID-19 Motivates Nurse Education

Nurses who provided direct care to COVID-19 patients were more motivated to seek higher education



19% 19% of nurses who treated COVID-19 patients were enrolled in a nursing education program, compared to 14% who did not treat COVID-19 patients

48% 48% of nurses who treated COVID-19 patients were planning to enroll in a nursing education program, compared to 42% who did not treat COVID-19 patients

Nurse Education – Planning to enroll rises

18% enrolled in some type of program – nearly half in MSN. 24% planning to enroll in next 3 years

More Nurses Considering Education
Planning to enroll up 10 percentage points since 2019. Percentage answering “maybe” planning to enroll has nearly doubled since 2019 – from 25% to 48%

Type of nurse education program

- 31% Bachelor's degree in nursing
- 46% Master's degree in nursing
- 11% Doctoral degree in nursing
- 2% Degree in field other than nursing
- 10% Other

Planning to enroll in a nurse education program in the next three years

Year	Yes	No	Maybe
2019	18%	57%	25%
2021	24%	28%	48%

COVID-19 Delays Education Plans

Half of RNs said the pandemic impacted their education plans, ranging from “a little” to a “great deal”

Approximately three quarters already enrolled in programs said the pandemic impacted their training and transition to residency programs

Pandemic impact on RN or APRN training

Impact Level	Percentage
Not at all	15%
A little	9%
A moderate amount	16%
A lot	20%
A great deal	39%

What Trends Are You Seeing in Enrollment to Your Nursing Degree Programs?

A. No change in enrollment from pre-pandemic
 B. Increase in enrollment since start of pandemic
 C. Decrease in enrollment since start of pandemic
 D. Does not apply to me

We Want to Hear From You: Audience Poll

Diversity, Equality, Equity and Inclusion Solutions & Key Takeaways

Inclusion in the Workplace

A sense of belonging among nurses is vital for the mental health and wellbeing of nurses – and for quality of patient care and success of healthcare organizations.

Nearly two-thirds of nurses said they feel a sense of belonging at their current workplace.

- More than one-third disagree or are unsure.

Sense of belonging

Response	Percentage 1	Percentage 2	Percentage 3
Strongly disagree	6%		
Somewhat disagree	13%	14%	
Neither agree or disagree	10%	15%	17%
Somewhat agree	31%	31%	31%
Strongly agree	34%	23%	20%

- I feel like I belong in my current place of work.
- I can freely express my ideas, opinions, and beliefs, and I feel heard in my current place of work.
- I feel that I can voice an opposing view or a different perspective without fear or consequences in my current place of work.







Views of Diverse Nurses

Racially underrepresented nurses (labeled as "nonwhite" in this survey), nurses who do not identify as heterosexual, and nurses with disabilities were more likely to **not** feel included in the workplace and to experience more discrimination and harassment.


Nonwhite Nurses

Nonwhite nurses were twice as likely to have experienced racial or ethnic harassment at work compared to white nurses

- 12 percentage points less likely to agree that all employees have equitable opportunities
- 11 percentage points less likely to agree that employers and coworkers value employees from different backgrounds

10 percentage points **higher** in career satisfaction for nonwhite nurses

12 percentage points **more likely** to encourage others to become a nurse



Nurses of LGBTQ+ Community

Nurses who do not identify as heterosexual

- 7** percentage points less likely to agree that their employers and coworkers value employees from different backgrounds compared to heterosexual nurses
- 7** percentage points less likely to agree that their employers are committed to workplace diversity
- 5** percentage points less likely to agree that all employees have equitable opportunities.

Nurses who do not identify as heterosexual

3 percentage points **higher** in career satisfaction

2 percentage points **higher** in job satisfaction

3 percentage points **more likely** to encourage others to become nurses



What Efforts are You Currently Leading or Researching Related to DEIB (choose all that apply)?

- A. Diversification of the Nursing Workforce
- B. Diversification of Nursing Faculty
- C. Achieving Health Equity
- D. Confronting Structural Racism and Implicit Bias in Nursing
- E. Equitable Opportunity and Pay for Diverse Nurses
- F. Fostering a Culture of Inclusion and Belonging
- G. None of the above

We Want to Hear From You: Audience Poll





Caring for caregivers at AMN

- Mental Health Support**
 - Free Counseling
 - Partnerships
 - Shining a Light
- Physical Well-Being Support**
 - Telehealth
 - Pre-Assignment Testing
 - Clinical Care Calls
 - Vaccine Support
- Professional Training & Support**
 - Background Screenings and Credentialing
 - Detailed Coaching
 - Training for Leadership Positions
 - Career Development
 - Largest and Most Experienced Clinical Team in the Industry
- Critical Resources**
 - Financial Information and Resources
 - Work-Life Solutions
 - Legal Support and Guidance
- Logistics Support**
 - Housing and Transportation Support for Rapid Response
 - AMN Passport
 - Updated Information
 - Payroll/Benefits Support

Racial & Social Justice


Nurses, educators, and leaders should address structural racism, cultural racism, and discrimination in nursing profession, education, and practice settings

National Commission to Address Racism in Nursing launched in January 2021


- American Nurses Association, National Black Nurses Association, National Coalition of Ethnic Minority Nurse Associations, and National Association of Hispanic Nurses
- Goal – Examine and confront racism in nursing and spotlight the impact on nurses, patients, communities, and healthcare organizations

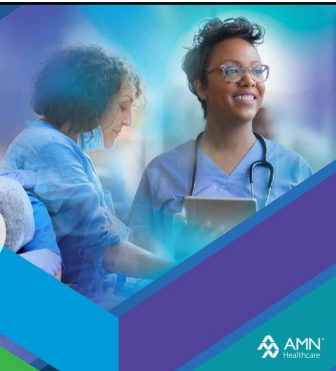
Taking Aim Initiative – National League for Nursing, with the support of AMN Healthcare and Elsevier Nursing & Health Education

- Professional development program to help nursing education address structural racism and better understand issues of diversity, equity, and inclusion in nursing and healthcare

Key Takeaways 

- COVID-19 pandemic unleashed intense hardships on nursing. The burden of stress and mental health impacts on nurses must be recognized and understood by healthcare organizations, professional organizations, government, civil society, the private sector, the public, and nurses themselves.
- A shared national multisectoral effort must be co-created and engaged to reduce the stress and mental health burden on nurses and build real support for the nursing profession and for nurses' professional and personal lives.
- Inequities that impact diverse nurses, including structural discrimination and harassment, must be examined, confronted, and reduced in a shared effort by healthcare organizations, professional organizations, government, civil society, the private sector, and all nurses
- The burdens of stress and mental health, and discrimination and injustice, pose serious risks to the quality, access, and cost of healthcare. Recognition that these problems affect everyone, not just nurses and healthcare, is imperative. Without shared solutions, a worsening crisis in the health of the nation is all but certain.

Nurturing the Frontline: Professional Well-Being in Nursing
 2021 Nurse Graduate Program Interest Survey Findings 



What Nurse Well-Being Research Are You Conducting (choose all that apply)? 

- A. Mental/Emotional Health, Burnout, Moral Distress
- B. Physical Health
- C. Financial Health
- D. Spiritual Health
- E. Professional Health, Career Growth
- F. None of the above

We Want to Hear From You: Audience Poll

Why Create a Nurse Graduate Degree Program Survey?

Wellness is a connection of paths: knowledge and action.
-Author: Unknown

Promoting Wellness Guide, SAMHSA, 2017

About the Survey & Respondents

- Deployed December 2021, Active for 4 weeks
- Sent to 1800 long-term* AMN travel nurses, 435 responses
- Survey Domains:
 - State of Residence; Gender; Age; Race/Ethnicity; Degree(s) Obtained; License(s) Currently Held; Current Practice Setting
 - Interest in Graduate Nursing Programs
 - Intention to continue practice as a nurse
 - Interest in obtaining graduate degree by type and specialty/concentration
 - Desired timeline to start program
 - Desired program format
 - Barriers to pursuing program

Gender

Age

Race/Ethnicity

Primary Place of Residence

* Equivalent of 2 years of consecutive service > 2000 hours

Professional Characteristics of Survey Respondents

- Primarily inpatient nursing roles
- ICU, Medical Surgical, ED most common specialties
- Majority hold Registered Nurse licensure
- 1/2 Baccalaureate Degree prepared, 1/4 Associate Degree prepared

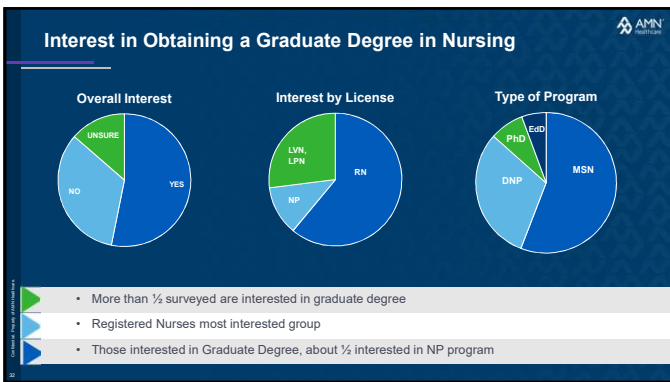
Current Role

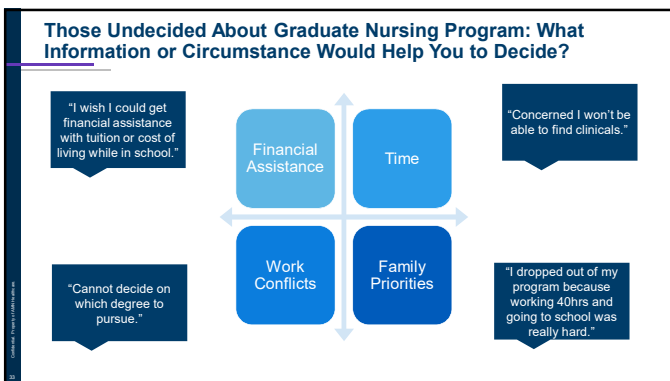
Current Specialty

License Currently Held

Highest Degree Obtained







Key Takeaways

- Half of travel nurses surveyed are interested in graduate degrees. Of those interested in graduate degrees, about 1/2 want to pursue NP positions. 68% desire MSN, while 38% desire DNP degrees. The vast majority prefer an online program.
- Of those desiring MSN program, FNP, ANP, and Nurse Informatics were most popular programs desired.
- 3/4 of those interested in DNP want to work in direct patient care. FNP, ANP, Informatics, Advanced Leadership, and Nurse Education are the most preferred DNP concentrations.
- Degree confusion and terminal role confusion may contribute to enrollment hesitancy or drop out rates for nurses pursuing graduate degrees.
- To remove barriers to graduate nurse programs, consider the following:
 - Financial assistance for tuition and cost of living
 - Flexible and reduced work hours while in program
 - Assistance with childcare, elder care, family member special needs

What Research is Needed to Further Support Nurses' Professional Well-Being?

- A. Financial barriers and resolutions to program enrollment
- B. Healthy work-life-study balance in graduate programs
- C. Knowledge confirmation of nursing degree options and job roles by degree
- D. Professional development outside of degree programs
- E. Re-skilling motivators and barriers
- F. Access to clinical preceptorships
- G. Other

We Want to Hear From You: Audience Poll

Questions?
Thank you.

AMN Healthcare



We would like to acknowledge the following partners in this work:

Dr. Cole Edmondson, AMN Healthcare
Paulette Anest, AMN Healthcare
Dr. Lindell Joseph, University of Iowa School of Nursing

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Illustrating the pandemic's impact on nurses' wellbeing, education plans, and other issues, while providing unique data on diversity, equality, and inclusion in the healthcare environment.

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