

Service with a Smile...

In a career dedicated to helping others, how happy are nurses themselves?

An inside look at the who, what, where and why of job satisfaction in the nursing community.

The **#1 reason** to become a nurse:

A desire to help people and make a difference.

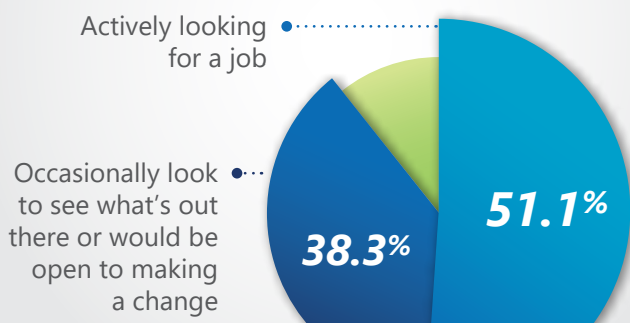


NURSES REPORT FEELING SATISFIED IN THEIR CAREERS OVERALL

Nursing members on Nexxt report an average satisfaction of more than **7 out of 10**, and **27%** rate their satisfaction a **10 out of 10**.

...But they're not necessarily happy in their current work environment

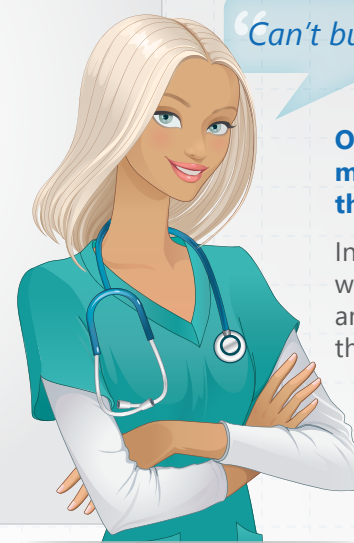
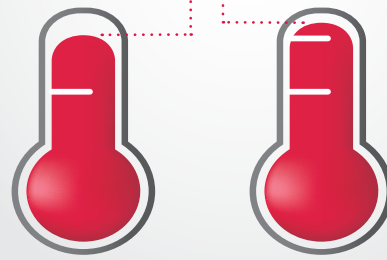
Of nursing professionals who are managing their careers on Nexxt, **nearly 2/3 are already employed. Of those...**



Reasons nurses move on:

20.5% For a better work environment

22.6% To enter a different area of nursing or healthcare

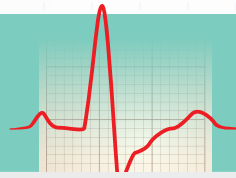


Can't buy me (job) love!

Only 14.5% said making more money would be their top reason to leave.

In fact, nursing professionals with a salary of \$100K+ were among the least satisfied in their careers.

VITAL SIGNS Common symptoms of the most (and least) satisfied nurse.



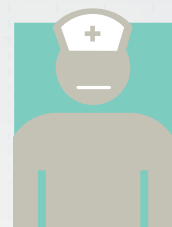
The most satisfied nurse works regular office hours in Nurse Education in the South, and has 11-15 years experience.



Of nurses who work in **Nurse Education**:

- 73% rated their satisfaction as an 8 out of 10 or higher
- 93% said they would recommend nursing to younger people
- Nurses with 11-15 years experience have a median job satisfaction of 7.5 out of 10.
- 63% of nurses in Southern states rate their satisfaction at least an 8 out 10.

The least satisfied nurse works evening shifts in a Hospital setting in the Midwest, and has over 15 years experience.



Of nurses who work in **Hospitals**:

- 23% rated their satisfaction 3/10 or lower.
- 51% said "no" or "not sure" when asked if they would recommend nursing to a younger person.
- When asked to share their frustrations with their current or most recent job, 63% cited a shortage of staff and 58% said that management is out of touch.
- Nurses with over 15 years experience have a median job satisfaction of just 6.5 out of 10, and are 11% more likely to be unemployed.
- Midwestern nurses are most likely to want to leave their current position – over 38% said they would like to find something new.

IS THE SHORTAGE REALLY OVER?



Over half of nurses say one of their main frustrations in their current or most recent position is that staff is spread too thin.

The U.S. needs new nurses – and lots of them. According to the Bureau of Labor Statistics' Employment Projections 2010-2020 released in February 2012, Registered Nursing is the **top occupation** in terms of job growth through 2020.

Projected increase in employed nurses:

An increase of **712,000** employed nurses
2.74 million in 2010 to 3.45 million in 2020



495,500 replacements will need to be added to the nursing workforce



1.2 million job openings for nurses due to growth and replacements

1.2 million nurses needed by 2020

That's more than the entire population of Rhode Island.



Reasons for the impending shortage:

The high average age of the Registered Nurse – estimated at 44.5 in 2012. The current median age is 46.

A shortage of nursing school faculty, causing restrictions on nursing program enrollment. U.S. nursing schools turned away 75,587 qualified applicants from baccalaureate and graduate nursing programs in 2011 due to insufficient number of faculty, clinical sites, classroom space and clinical preceptors, as well as budget constraints.

Our nation's aging population. The US population is projected to grow at least 18% between 2000 and 2020, while the population of those 65 and older is expected to increase three times that rate.

Insufficient Staffing = Decreased Satisfaction

A shortage will likely lead to higher stress levels for nurses, which may impact job satisfaction and even drive nurses to leave the profession.

Find nursing career opportunities on HealthcareJobSite.com powered by Nexxt

Data provided by: A Nexxt member survey of 853 nursing professionals and Nexxt statistics.

Additional sources:

The Bureau of Labor Statistics (<http://www.bls.gov/news.release/ecopro.t06.htm>)

American Association of Colleges of Nursing (<http://www.aacn.nche.edu/media-relations/fact-sheets/nursing-shortage>)

US Census Bureau (<http://www.census.gov/population/www/projections/usinterimproj/>)

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