

# The State of Nursing: 2024



**193,100** openings for RNs are projected each year between 2022 and 2032.<sup>1</sup>

**33%** of newly-hired RNs left within a year in 2022<sup>2</sup>

AND NEARLY

**900,000** RNs intend to leave the workforce by 2027.<sup>3</sup>



## *Nurses are struggling. Why?*

FACTORS INCLUDE...

**79%**

of nurses say their units are inadequately staffed.<sup>4</sup>

**56%**

of nurses are experiencing symptoms of burnout, such as emotional exhaustion.<sup>5</sup>

**25%**

of nurses say they've been assaulted by patients or patients' family members.<sup>6</sup>

**28%**

of RNs reported they feel "at the end of their rope" at least a few times per week.<sup>7</sup>



## New Nurses Are Struggling the Hardest

80,000

fewer RNs younger than age 35 were hired between 2019 and 2021 than expected.<sup>8</sup>

24%

of nurses intending to leave the workforce are new, younger nurses – a dramatic difference from previous years.<sup>9</sup>

Younger nurses are

2x

more likely to feel burnout than their more senior counterparts.<sup>10</sup>



A continued reduction in the number of younger RNs would have serious implications for the future workforce. Because RNs typically spend their entire careers in nursing, a reduction of younger RNs in the workforce would have an impact that is felt over a generation.<sup>11</sup>

## The Cost of Nurse Turnover

Recruiting and retaining quality staff continues to be the top healthcare issue consuming operational efforts and capital.<sup>12</sup>

\$52,350

the average cost of turnover for a bedside RN.<sup>13</sup>



time it takes to recruit an experienced RN.<sup>14</sup>

\$380,600

amount that the average hospital could save for every 1% change in RN turnover.<sup>15</sup>



amount that the average hospital lost due to turnover in 2022.<sup>16</sup>



amount that the average hospital could save by replacing 20 travel nurses.<sup>17</sup>

PROFESSIONAL RECRUITMENT IS THE #1 ISSUE KEEPING CEOS, CNOS AND CHROS UP AT NIGHT.<sup>18</sup>

## Simulation Training Can Help You Support and Empower Your Nurses

Only **14%** of new graduate nurses demonstrate readiness for residency.<sup>19</sup>

Simulation training is highly effective for building competency, confidence, and readiness for practice.<sup>20</sup>

Simulation as part of a residency program has been shown to yield benefits in ROI, turnover, and even patient outcomes.<sup>21</sup>



**46%**

of RNs say that professional development opportunities are a factor that is extremely or very much likely to impact their likelihood to stay in their current position.<sup>22</sup>

From building their confidence during residency to helping them grow through continuous professional development, **simulation can help you ensure your nurses are committed to a lasting and successful career journey at your organization.**



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