

STATE OF US NURSING REPORT

2024

 **INCREDIBLE
HEALTH**



The 2024 State of US Nursing Report provides insights into the current landscape of nursing in the United States, highlighting both positive developments and significant challenges.



The 2024 State of US Nursing Report launches as Incredible Health celebrates two significant milestones: 1 million nurses and over 1,500 hospitals across the country, making it the largest career marketplace for permanent healthcare workers. In February 2024, we analyzed data from 1 million Incredible Health nurse profiles and surveyed more than 3,300 registered nurses to provide valuable insights that will inspire action by health systems and government agencies.

In the fifth edition of our report, we identified persistent issues and areas of improvement. Among the encouraging findings are a 6% improvement in mental health and 79% of nurses intend to remain in the field until retirement. However, three significant challenges are currently affecting the nursing field: shortage of nurses, concerns around workplace safety, and financial instability.

Nurses are increasingly concerned about staffing shortages

Despite a small decline in dissatisfaction with staffing, dropping from 55% in 2023 to 48% in 2024, 88% of nurses still voice concerns about the detrimental effects of staffing shortages on patient care.

This highlights the belief among nurses that insufficient staffing continues to negatively impact the quality of care provided to patients.

63%

63% of nurses report being assigned to **care for too many patients at a time.**

23%

The lack of adequate staffing has led to 23% of nurses surveyed saying they've been **asked to perform tasks outside of their job description.**

73%

88%

An alarming 88% of nurses surveyed believe that staffing shortages are having a detrimental impact on patient care.

This follows last year's report that 73% pointed to inadequate staffing as their top concern in the industry.



Despite future worries, AI's impact on nursing remains minimal

Nurses perceive Artificial Intelligence in widely disparate ways. Those who view it as having a positive impact cite its support of efficiency and expanding technological innovation,

while those who view it negatively express concerns about AI becoming a more trusted resource than nurses.



64%

of nurses believe AI will hurt their employment. 65% think AI will impact nursing negatively in general.

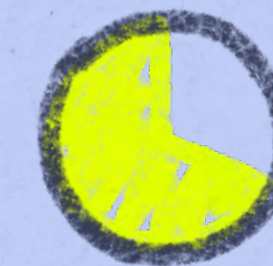
70%

say AI will not impact their roles in the next year, an increase from 61% in 2023

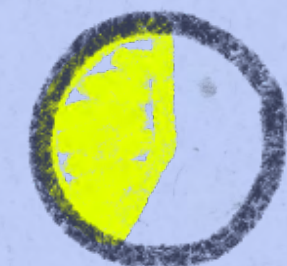
11%

Only 11% of nurses report having used AI in their roles, largely for recommendations on patient care, during the patient intake process, and care summary creation.

There is a generational difference in how nurses view AI:



69% of nurses age 55 or older anticipate a negative impact on the industry



44% of nurses ages 18 to 24 anticipate a negative impact on the industry

Increased support of nurses' mental health is making a difference

Burnout and trauma from the COVID-19 crisis had an alarming number of nurses reporting poor mental health, but the 2024 State of US Nursing Report suggests slow but steady improvement.

Mental health has seen a 6% improvement since 2023, a positive trend many attribute to health systems making an effort to build community, provide stress management tools, and improve work-life balance.

2024 **31.5%**

2023 **25.5%**



On the job safety is a rising issue

Concern about nurse safety is one of the most alarming takeaways from the 2024 State of US Nursing Report.

While nurses have expressed a desire to help people as their top reason for staying in the nursing profession (a sentiment expressed by 79% of those responding to the survey), it is clear that on-the-job safety is an issue that requires immediate attention from hospital management.

50% of nurses report having been verbally and/or physically assaulted by a patient or a member of a patient's family within the past year.

26% of nurses indicated they are likely to leave their current role as a result of these incidents.

Career trends in nursing

Medical-Surgical

Cardiac Care

Operating Room

68%

68% of nurses **do not feel hopeful about the next generation of nurses**, with particular concern expressed by Gen Z nurses.

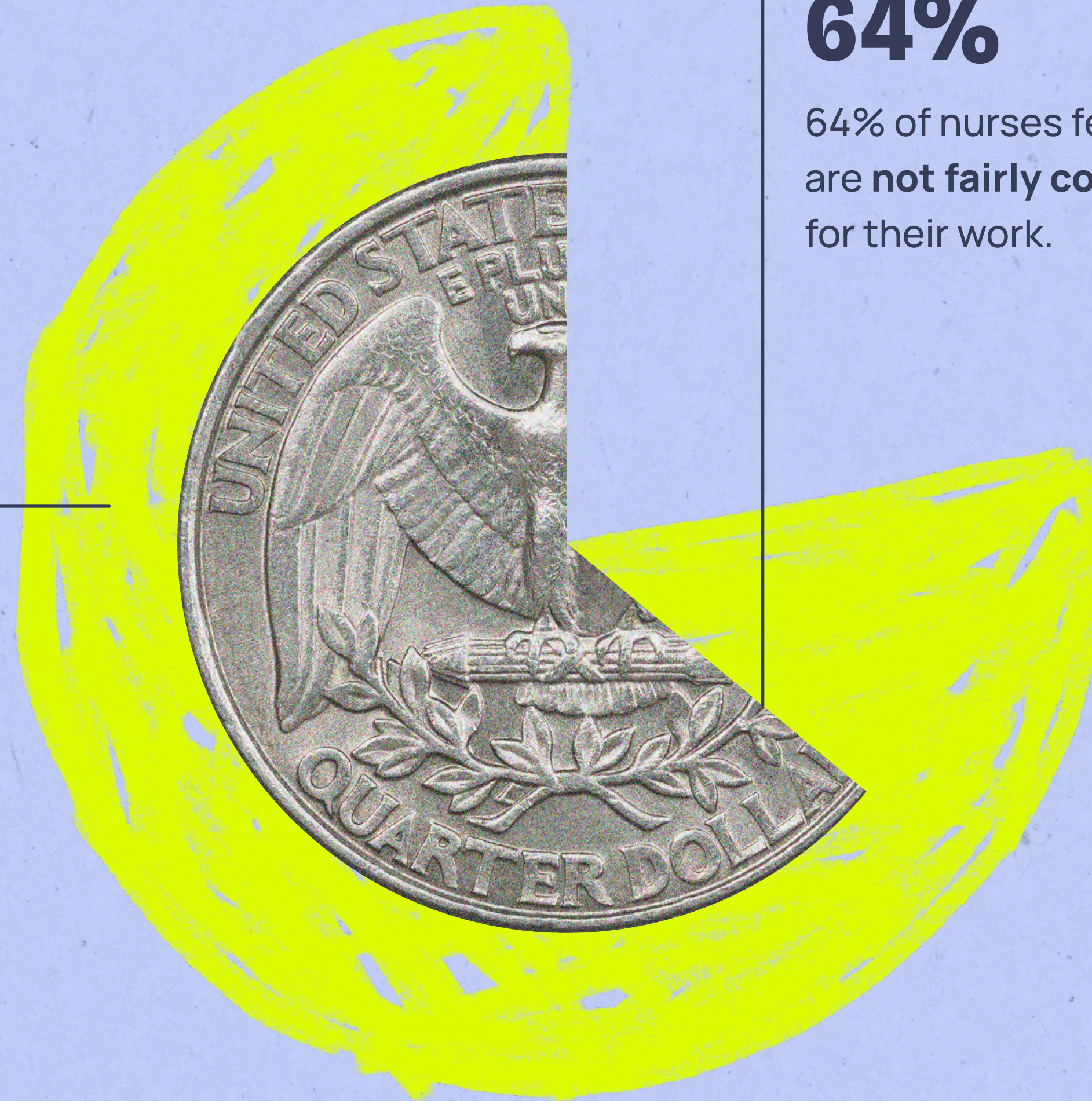
21%

21% of nurses have relocated to a different state for a role through the Incredible Health marketplace.

The highest spike in demand from health systems on the Incredible Health marketplace was for nurses in Cardiac Care, Medical-Surgical, and the Operating Room.

Compensation challenges

While many nurses point to burnout and inadequate staffing as concerns, dissatisfaction with compensation remains a primary complaint.



78%

78% of nurses say their household's financial situation only meets their basic needs, with little to nothing left over for extras.

64%

64% of nurses feel they are **not fairly compensated** for their work.

23%

23% of nurses stated they are **very likely to leave their role in 2024**, up from 8% in 2023.

About Us

Incredible Health is the largest permanent nurse hiring platform in the US, trusted by 1,000,000+ nurses and 1,500+ hospitals. Our innovative technology enables hospitals to source and hire permanent nurses and nurses to find a job in 20 days or less.

If your hospital is looking for a better way to hire and retain nurses and save \$5 million per facility, [click here](#):

[Book a demo](#)

If you're a nurse looking for your next permanent role, [click here](#):

[Find your dream job](#)

Methodology

We analyzed data from more than 1,000,000 Incredible Health nurse profiles in February 2024. We also surveyed more than 3,300 registered nurses in the United States in February 2024.