



WHAT'S NEXT FOR NURSING?

Discover how a changing healthcare paradigm is impacting the nursing profession.

Nurses play a significant role in the shift in how healthcare is being delivered. Instead of providing “sick” care, we’re moving toward a sustainable model of wellness care—and nurses are on the front lines.

Because care priorities are changing, nurses must adapt to a changing profession by keeping up with the changes in healthcare as well as within their practice. They are going back to school to pursue advanced degrees, which gives them more opportunities to thrive in the new model. The downside? Whenever a nurse pursues advanced practice, they may have to leave the bedside behind. But there’s hope: nurses on both ends of the nursing continuum—Millennial and Boomer nurses—are becoming more aware of the challenges and demands of the profession and have views on the priorities that will deliver the best care for patients.

Here’s a look at the changing landscape.

The Transition to Wellness Shifts Priorities

Conditions in the places where patients live, learn, work and play, affect a wide range of health risks and outcomes, according to the Centers for Disease Control and Prevention. These conditions are known as the social determinants of health.

18% of nurses believe a top priority for nursing over the next few years is to improve the health of individuals, families and communities by addressing social determinants of health.¹

Social Determinants of Health

1. Biological and Genetic Endowment
2. Education
3. Employment and Working Conditions
4. Gender
5. Health Services
6. Healthy Child Development
7. Income and Social Status
8. Personal Health Practices and Coping Skills
9. Physical Environment
10. Social Environment
11. Social Support Networks

Are Nurses Ready?

Our healthcare system is shifting from an episodic/disease model to a wellness model of care. Optimizing health and disease prevention is a top priority in the wellness model. Many nurses are going back to school to earn higher-level degrees to be ready for population health, prevention and wellness. But whenever a nurse goes back to school, it can be a disadvantage to the healthcare institution because that could mean one less person to care for patients.



The Shortage

There is a need for an additional **203,700** new RNs each year through **2026**²



The Cost

The average tenure for a nurse is **5.6** years. To replace one nurse is extremely costly: about **\$48,000** per nurse, but even more for specialty nurses—up to **\$85,000**.^{2, 3}



The Pain

28% of bedside nurses and **20%** of Chief Nursing Officers say the top priority for the nursing profession over the next few years is to hire fast enough to replace nurses retiring or leaving the hospital and/or profession.¹

The Urgency

Some **37%** of nurses and **24%** of Chief Nursing Officers say the highest priority for hospitals over the next few years is hiring fast enough to replace nurses who are retiring or transitioning to advanced practice.¹

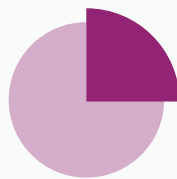


Millennial Nurses¹

Millennial nurses are prioritizing community health initiatives. They have a lot of ideas about how to improve care and want to positively change patient outcomes.

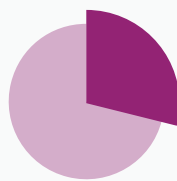
25%

believe a top priority for nursing over the next few years is to improve the health of individuals, families and communities by addressing social determinants of health.



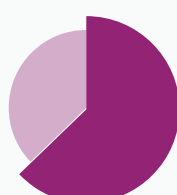
29%

agree that hospitals need to prioritize gaining access to data that helps them better respond to a patient’s social and/or lifestyle needs.



63%

say the use of artificial intelligence in healthcare will help providers get the information they need to make care decisions.

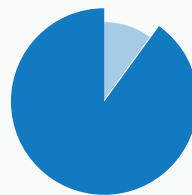


Boomer Nurses¹

Boomer nurses recognize they must provide care based upon their full scope of competency to better meet the needs of the changing healthcare system.

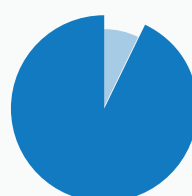
90%

believe that if they had more access to information that drives evidence-based decisions at the point of care, there would be a significant improvement in patient outcomes.



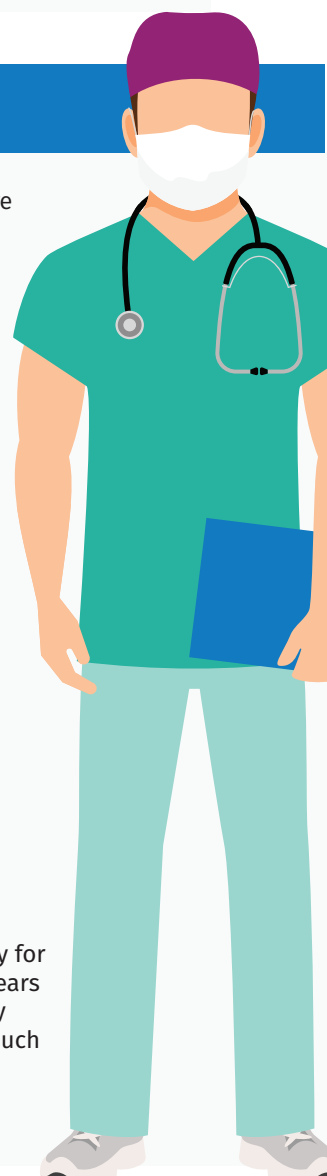
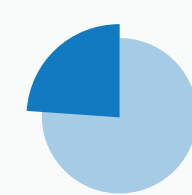
93%

say patient outcomes would improve if care teams all accessed the same evidence-based content.



24%

agree that the highest priority for hospitals over the next few years is keeping up with technology and technological advances such as artificial intelligence.



Sources:

¹ Wolters Kluwer, US Health Survey 2019

² US Bureau of Labor Statistics

American Association of Critical-Care Nurses