

# Current research agenda for staffing firms

Topic	What we're researching	Why it matters
<b>State of the Nursing Workforce</b>	<ul style="list-style-type: none"> <li>• What disconnects exist between what nurses need and what their roles and work environments provide?</li> <li>• What are the most urgent gaps in physical and psychological safety, staffing, workload, flexibility, and career development?</li> <li>• What actionable strategies can health systems use to address these gaps?</li> </ul>	Healthcare workforce strain is intensifying. Staffing firms must understand the root causes of dissatisfaction and turnover to design better retention strategies, improve workplace culture, and ensure sustainable staffing models.
<b>Nurse Career Pathing</b>	<ul style="list-style-type: none"> <li>• Which elements of career development matter most to which nurses and why?</li> <li>• What problems do current career pathways aim to address, and how must they evolve as new challenges emerge?</li> <li>• How can organizations balance system need with the individual aspirations of each nurse?</li> </ul>	Designing meaningful career pathways strengthens nurse engagement and builds future-ready strategies that enhance retention, elevate care quality, and align organizational success with individual growth.
<b>Workforce Benchmarking</b>	<ul style="list-style-type: none"> <li>• What are the latest benchmarks for workforce span of control and turnover?</li> <li>• How can organizations use comparative data to inform staffing analysis and workforce planning?</li> </ul>	Benchmarking enables staffing firms to assess organizational performance, identify areas for improvement, and make data-driven decisions about staffing structures and retention efforts.
<b>Clinician Preferences Survey</b>	<ul style="list-style-type: none"> <li>• What is the current state of clinician satisfaction and intent to leave?</li> <li>• What do clinicians value most in their work environments?</li> <li>• How do clinicians perceive different employers and their ability to meet clinician preferences?</li> </ul>	This survey provides insights into what drives clinician engagement and loyalty. Staffing firms can use this data to refine recruitment messaging, improve retention strategies, and better compete for top talent.
<b>CV Workforce Recruitment and Retention</b>	<ul style="list-style-type: none"> <li>• What new tactics exist to recruit and retain cardiovascular (CV) talent?</li> <li>• How are health systems adapting to a modern workforce and generational shifts in physician expectations?</li> </ul>	With rising demand and a shrinking CV workforce, staffing firms must evolve talent strategies to build sustainable pipelines and retain specialized clinical staff.