

Health system nursing leaders' concerns in 2023, ranked

n=242 nursing leaders at health systems across the U.S.

Identify the five most pressing concerns in your market	Top five concerns	Top concern
Market shortage of qualified RN candidates	52.1%	33.5%
Abuse directed at RNs (i.e., physical/emotional/verbal)	34.3%	3.3%
Continuing increases in RN labor costs (compensation, agency, etc.)	32.2%	8.3%
Unresolved RN burnout	28.1%	7.9%
Undergraduate academic pipeline not keeping up with projected RN demand	22.7%	2.5%
Recruitment of unlicensed entry level workforce	21.5%	3.7%
RN disillusionment with finding meaningful work in acute care	19.0%	2.9%
Inpatient care roles increasingly viewed as a shorter-term employment option for RNs	17.8%	2.5%
Disruptions in quality due to RN burnout	16.1%	0.8%
Disruptions in safety due to RN burnout	14.9%	2.1%
Exodus of early career RNs into NP programs	12.8%	0.4%
Organizational capacity to address structural work environment challenges (scheduling/role flexibility, work-life balance, etc.)	12.0%	0.4%
Hospital's ability to compete with non-traditional healthcare employers for RN talent	11.6%	0.8%
Organizational skill to address structural work environment challenges (scheduling/role flexibility, work-life balance, etc.)	11.2%	1.2%
Limited technology investments for supporting RN work processes	10.7%	0.4%
Disruptions in patient experience performance due to RN burnout	7.0%	0.4%
Union organizing	5.8%	0.4%
Organizational capacity to address complex clinical work processes	5.4%	0.0%
Organizational ability to advance key growth strategies	5.4%	0.0%
Organizational skill to address complex clinical work processes	5.0%	0.8%
Organizational ability to ensure service access	4.5%	0.0%
Increasing momentum for federal staffing standards	2.5%	0.0%



TOP FIVE CONCERNS

A disproportionately large **33.5%** of respondents named **market shortage of qualified RN candidates** as their single top priority.



BOTTOM FIVE CONCERNS