Framing the Nursing Shortage Crisis
Implications for access to safe, high-quality health care

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The U.S has a robust and growing supply of RNs

Source: National Council of State Boards of Nursing

4.7 Million RNs (2023)
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4.7 Million RNs (2023)
Steady growth in newly licensed Registered Nurses
US-educated individuals who passed NCLEX licensing exam (first-time)

200,000 new RNs expected (2023)

Source: National Council of State Boards of Nursing; *2023 data annualized
The Nursing Shortage is a Shortage of **Nursing Care**, not supply

Unsafe workloads  
Poor working conditions

Burnout  
Job dissatisfaction  
Turnover
## Poor Nurse Job Outcomes and Working Conditions Prior to and During the Covid-19 Pandemic

<table>
<thead>
<tr>
<th></th>
<th>Pre-Pandemic (Dec 2019-Feb 2020)</th>
<th>During Pandemic (April-June 2021)</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>High burnout</td>
<td>48%</td>
<td>51%</td>
<td>3%***</td>
</tr>
<tr>
<td>Job dissatisfaction</td>
<td>27%</td>
<td>31%</td>
<td>4%***</td>
</tr>
<tr>
<td>Intent to leave employer</td>
<td>22%</td>
<td>25%</td>
<td>3%***</td>
</tr>
<tr>
<td>Not enough staff</td>
<td>57%</td>
<td>67%</td>
<td>10%***</td>
</tr>
<tr>
<td>Poor/fair work environment</td>
<td>47%</td>
<td>42%</td>
<td>-5%***</td>
</tr>
</tbody>
</table>


Lowest-Rated Interventions

Appoint a clinician wellness champion
- RNs
- Physicians

Provide resilience training
- RNs
- Physicians

The Nursing Shortage is a Shortage of **Nursing Care**, not supply

- Unsafe workloads
- Poor working conditions
- Burnout
- Job dissatisfaction
- Turnover
CA Staffing Policy Impact on Increasing Nursing Care

CA Staffing Policy Impact on Increasing Nursing Care

Number of Employed RNs per 1,000 Population

Source: BLS August 2022
The nature of the Nursing Shortage is too few nurses at the point of care, not a supply problem
- The U.S has a robust and rapid growing supply of RNs – 4.7 million RNs
- More newly licensed RNs are entering the workforce than at any time in history

Policies and interventions targeting the root causes of clinician burnout and address unsafe workloads are promising, evidenced-based strategies for improving the nursing care crisis
- Improve nurse staffing levels – either through policy mandate or organizational strategy
- Enable nurses to spend more time in direct patient care
- Enhance work-life balance – including, increasing scheduling flexibility and control