



**Nursing in the  
Time of COVID-19:  
Stressors and  
Demand for Workers**

COVID-19 has made working as a nurse more difficult and made pre-existing issues in the industry worse like staffing shortages, burnout and stress. That is according to a survey of more than 400 nurses by Incredible Health, conducted in April 2020. Incredible Health also closely analyzed its proprietary data to determine larger hiring trends in nursing and speed-to-hire.

The results brought to light the very real toll COVID-19 is taking on nurses and hospitals and the highly variable spike in demand for healthcare workers to care for sick patients.

## COVID-19 cases, lack of preparedness for COVID-19 and inadequate personal protective equipment (PPE) for nurses

**Ninety percent** of nurses responded that their hospital has had COVID-19 patients.

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**Almost two-thirds (62%)** said their facility **does not have the appropriate PPE** to properly protect themselves from COVID-19.

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**A strong majority of nurses (59%)** said they **do not feel adequately supported** by their facility to deal with the added stress of COVID-19.

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**Only 2%** of respondents said their facility was **“very prepared”** to deal with COVID-19. Over a quarter (26%) said their facility was unprepared or very unprepared.

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## Increase in nurse hiring demand

Incredible Health’s data showed that nursing **roles in the intensive care unit (ICU) and emergency department (ED)** in March and April have seen the biggest spike in demand

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**Nurses with emergency department (ED) experience were twice as likely** to be hired in February and March and **nurses with ICU experience were 50% more likely** to get hired, compared to roles in other departments such as the operating room (OR) and labor and delivery (L&D).

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**About one-fifth (19%)** of nurses who responded to the survey **said they have been reassigned from their typical unit** i.e. working in the OR and moved to ICU or ED.

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**Roles that have dropped in demand include operating room nurses (OR), labor and delivery (L&D), NICU, Pediatrics and Cath Lab.** This trend is due to many hospitals pausing elective procedures, and transferring staff and resources to the ICU and ED to care for COVID-19 patients.

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## Increase in speed to hire

**Speed-to-hire on the Incredible Health platform increased from 25 days in January and February to 19 days in March (so about 24%).** National average is 90 days to hire; whereas Incredible Health guarantees clients speed to hire in under 30 days using their software-enabled and algorithm-driven approach to screening and custom matching.

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The **urgency to drive specific hires like ED and ICU** nurses was the main driver for this increase in speed.

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Nurses are also picking up additional shifts. **More than a third (34%)** of nurse respondents to the survey **said they have added shifts** to help with the demand of COVID-19 patients.

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[Incredible Health](#) is a San Francisco-based career marketplace for connecting hospitals to permanent nursing talent.

Incredible Health's mission is to help healthcare professionals live better lives and find and do their best work. Incredible Health is used by over 200 top hospitals throughout California and nationwide.



**Incredible Health**

466 8th Street, Suite 200  
San Francisco CA 94103

[www.incrediblehealth.com](http://www.incrediblehealth.com)