INCREDIBLE
HEALTH

STUDY:

COVID-19
One Year Later

Impact on Nurses
by the Numbers

It's no secret that nurses have carried a heavy burden since the COVID-19 pandemic hit America in March 2020. A year later, we wanted to understand what that burden has felt like, the impact of the pandemic on nurses' physical and mental well-being, and what kind of career choices they made during this prolonged emergency.

We surveyed nurses nationwide and analyzed our own proprietary hiring data to better understand the full scope of the pandemic's impact on the day-to-day lives of American nurses.

High turnover was driven by state surges, attractive salaries

80% of Chief Nursing Officers and Chief HR Officers report an **increase** in **permanent nurse turnover** during the pandemic.

Turnover increased due to nurses choosing **early retirement, joining travel agencies, or quitting from increased fatigue and burnout.**

There was a **400% increase in New York-based nurses aiming to change jobs** on Incredible Health during the state's COVID-19 surge in April and May 2020. Over **30% of those signups wanted to leave the state**.

A third of nurses experienced financial hardship in the past year. As a result, nurses were 26% more likely to consider a job change for the sake of earning a higher salary.

NURSE SALARIES AND SIGNING BONUSES HAVE GONE UP DURING THE PANDEMIC

The **average annual salary** for nurses on Incredible Health's platform **increased from $112,000 before the pandemic to $122,000 by the end of 2020.**

During the pandemic **signing bonuses increased 12% from an average of $8,200 to $9,190**.

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CERTAIN SPECIALTIES SURGED IN DEMAND WHILE OTHERS DROPPED

Demand grew by 186% for nurses in **Intensive Care (ICU), Progressive Care (PCU), Cardiac Care, and Emergency units** compared to the same period pre-pandemic.

Demand dropped by 15% for nurses in **Pediatrics, Orthopedics, Labor & Delivery, and Oncology departments.**

Despite progress, employers must do more to protect nurse health and safety
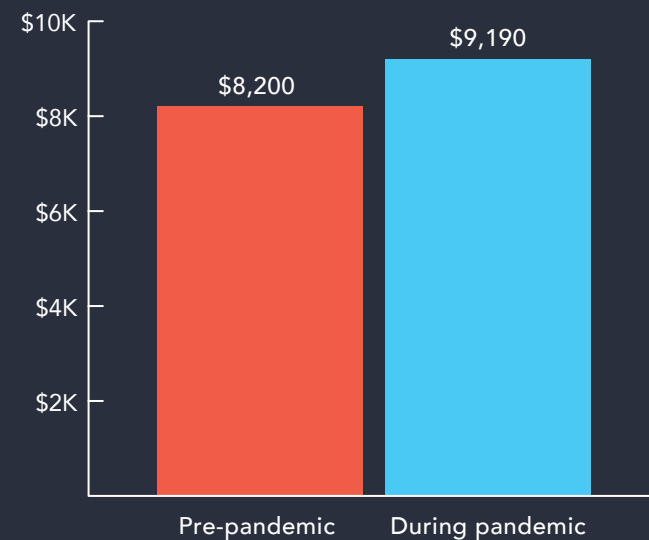
80% of nurses say their facility **provides them with adequate PPE** compared to the **37% of those surveyed in May 2020.**

Despite the increased PPE, **23% of nurses** still say they **contracted COVID-19 sometime in the last year.**
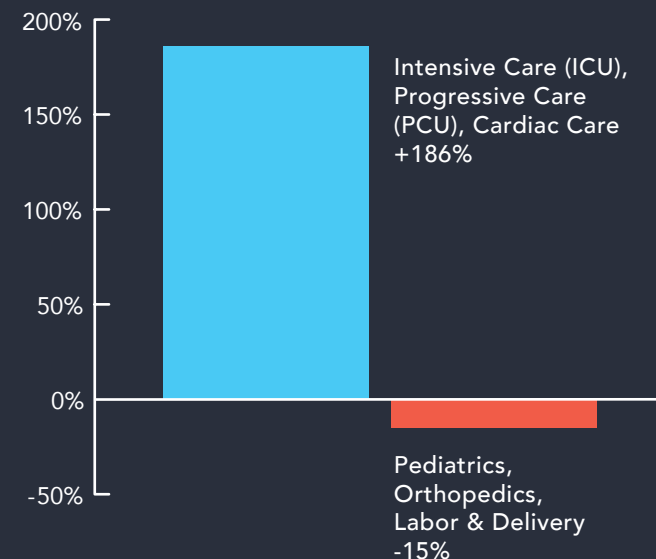
73% of nurses had already **received at least one vaccine dose.** However, that leaves over a quarter of nurses unvaccinated.

Of those surveyed who have not yet received a dose, **33% say they don't plan to take the vaccine at all**, even when it becomes available to them.

NURSE SIGNING BONUSES

$10K

$8K — $8,200

$6K

$4K

$2K

$9,190

Pre-pandemic   During pandemic

CHANGE IN DEMAND FOR NURSING SPECIALTIES

200%

150%

100%

50%

0%

-50%

Intensive Care (ICU), Progressive Care (PCU), Cardiac Care +186%

Pediatrics, Orthopedics, Labor & Delivery -15%

A GLARING PROBLEM: NURSE MENTAL HEALTH

89% of nurses say they're experiencing **increased stress, anxiety, or depression** since the pandemic.

73% of nurses are **not sufficiently supported by their facility to deal with added stress** compared to 59% of nurses from our previous study in 2020.

58% of nurses reported **less time with family** since the pandemic began, while **44% reported less leisure time** in the same period.

73% of nurses still **don't feel their sacrifices are being sufficiently appreciated** by their local community.

How employers and community members can help

The data demonstrates what we anecdotally already know: nurses have worked hard to keep their communities safe during the pandemic and have personally struggled as a result. They deserve our recognition and respect for their herculean effort.

The number one thing non-healthcare workers can do to support them is to follow the CDC's guidelines. If you are not a healthcare worker, keeping yourself and your communities safe will lower the pressure on healthcare systems and nurses. You may also consider thanking a nurse in your life with a note, a gift, or another form of support. Finally, employers, health tech organizations, and others

NURSE VACCINATION

Don't plan to vaccinate
9%

Planning to vaccinate
18%

Already vaccinated
73%
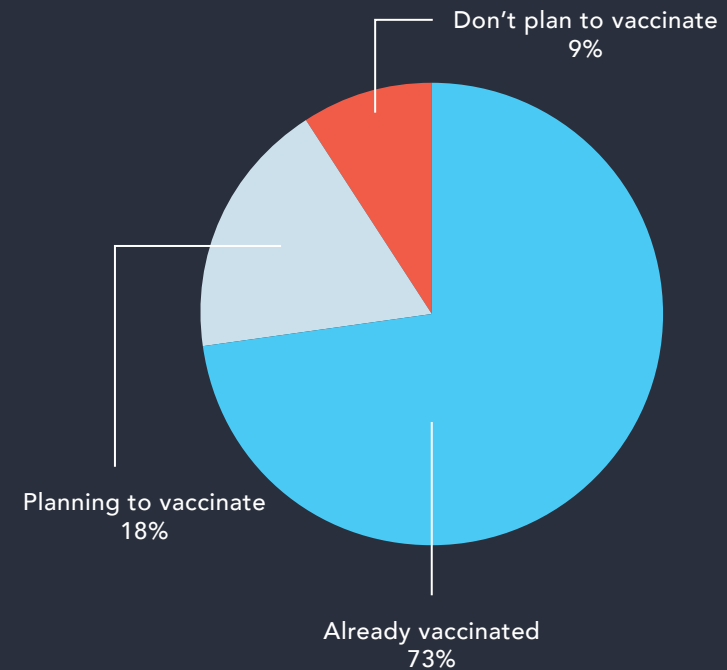
in the industry can work toward providing more [coping resources for stress, anxiety, and burnout](#).

Methodology

Incredible Health analyzed data from more than 60,000 nurse profiles as well as over 14,000 interview requests in 2020 and 2021. We also surveyed more than 500 registered nurses in the United States.

[Incredible Health](#) dramatically reduces the time and cost to hire permanent, specialized nurses.

Over 300 hospitals trust Incredible Health, including HCA, Baylor Scott & White, Cedars-Sinai, Stanford Health Care, Adventist Health, and many more.

Incredible Health is based in San Francisco, operates nationally, and is backed by $17M in venture capital from top tier venture firms like Andreessen Horowitz.

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Incredible Health
466 8th Street, Suite 200
San Francisco CA 94103
incrediblehealth.com