

2025 State of U.S. Nurses & Technicians

6th Annual Report



Healthcare professionals remain deeply committed to delivering high-quality patient care, but face mounting pressure from staffing shortages, outdated systems, safety concerns, and limited career advancement.

Incredible Health's 6th Annual 2025 State of U.S. Nurses & Technicians Report offers a data-driven look into the priorities and challenges shaping today's healthcare workforce. For the first time, this report includes insights from over 150 U.S. technicians and technologists, alongside more than 2,300 U.S. nurses, providing a more comprehensive view of the frontline experience.

Backed by Incredible Health marketplace proprietary data from over 1 million U.S. healthcare workers, and 1,500 healthcare employers, the findings highlight shared dedication amid rising strain. As healthcare workers call for greater flexibility, support, and opportunity, the path forward is clear: to hire and retain top talent, healthcare organizations must adopt more modern, transparent, and sustainable workforce models.

Staffing shortages are reshaping the delivery of care

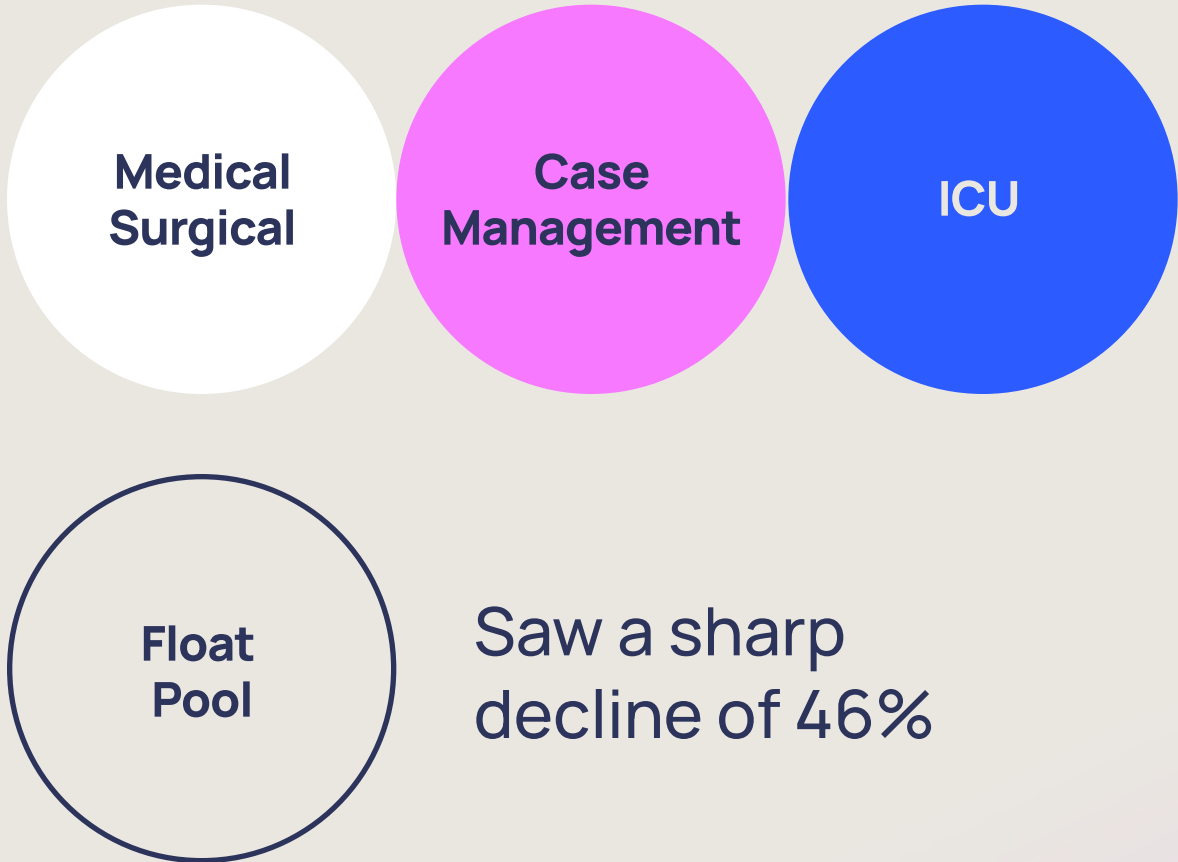
Nurses and technicians continue to carry increasing workloads amid nationwide labor shortages. Persistent understaffing continues to strain healthcare workers and limit time with patients. While demand is rising in key specialties, flexible staffing capacity may be eroding.

80%

55%

of nurses report increased stress, and 69% say they have less time for direct patient care

of technicians expect job pressure will rise in 2025



71%

Nurses

61%

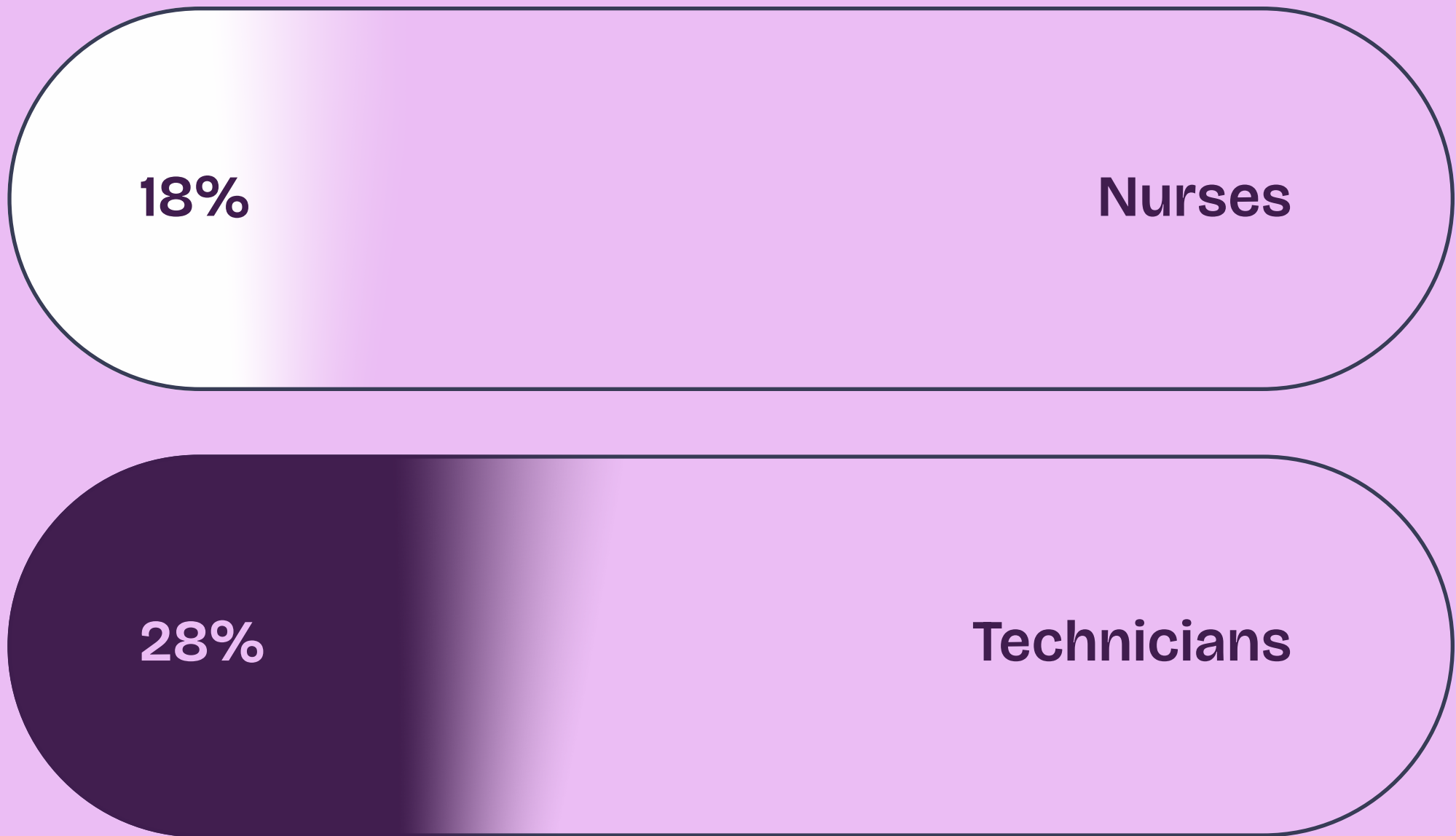
Technicians

say staffing shortages are negatively affecting their role

Retention pressures are rising

A growing segment of the nursing and technician workforce is exploring new career paths, particularly among those with 20+ years of experience.

While most want to stay in healthcare, where and how they work is increasingly evolving, driven by burnout, poor management, and lack of growth opportunities.



18% of nurses and 28% of technicians say they're likely to leave their job by the end of 2025

31%
of nurses considering leaving mention retirement (up from just 2% in 2024)

30%
say they're looking for a change within the healthcare field

85%
of respondents expect to stay in healthcare until retirement

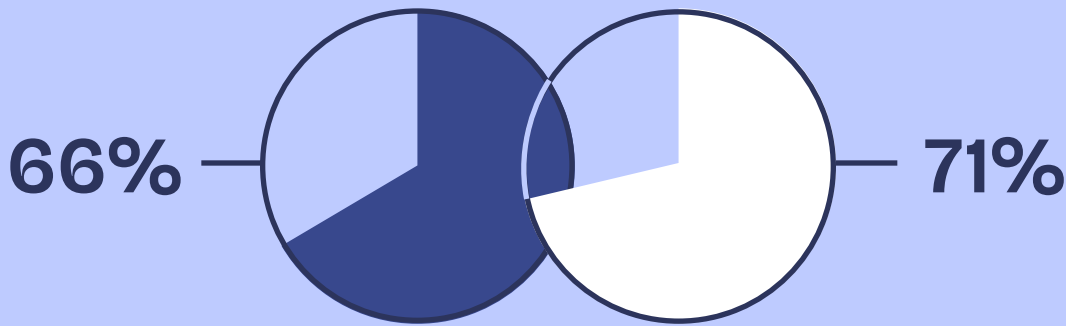
44%
of nurses using Incredible Health's software and AI-enabled career marketplace relocated to new cities for a job (up from 40%)

Financial strain is limiting career mobility and fueling dissatisfaction

Compensation remains one of the biggest reasons nurses and techs feel unsupported. Paired with housing affordability and interest rate concerns, this has made mobility and quality-of-life decisions more difficult for thousands of healthcare workers. 55% say housing costs or interest rates make it hard to consider relocating for work.

65%

report the economy has affected their career decisions



66% of nurses and 71% of technicians say they are not fairly compensated

Average RN salary in 2024 (+3% YoY)

Average signing bonus, where offered (down from \$12,800 in 2023)

Highest signing bonuses in PACU, NICU, Neuro, Burn, and Transport roles



\$12,600

>\$17,000

Career growth matters, but the path forward is unclear

Many healthcare professionals want to explore new roles or skill development but don't know where to begin. Despite rising internal demand for mobility and training, most employers have yet to define equitable, structured advancement opportunities.

30%

of nurses don't know where to begin when considering a transition



Only 1 in 3 nurses and nearly 1 in 5 of technicians are satisfied with career advancement options

Safety and mental health are ongoing concerns

Many nurses and technicians are experiencing unsafe working conditions—verbal and physical assaults continue to rise, especially in short-staffed, high-pressure environments.

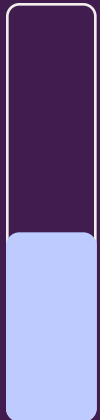
Mental health ratings dropped again in 2025, erasing last year’s gains. Top mental health burdens include lack of leadership support, financial strain, and operational overload.

Leading causes of assault

Patient confusion

High staff-to-patient ratios

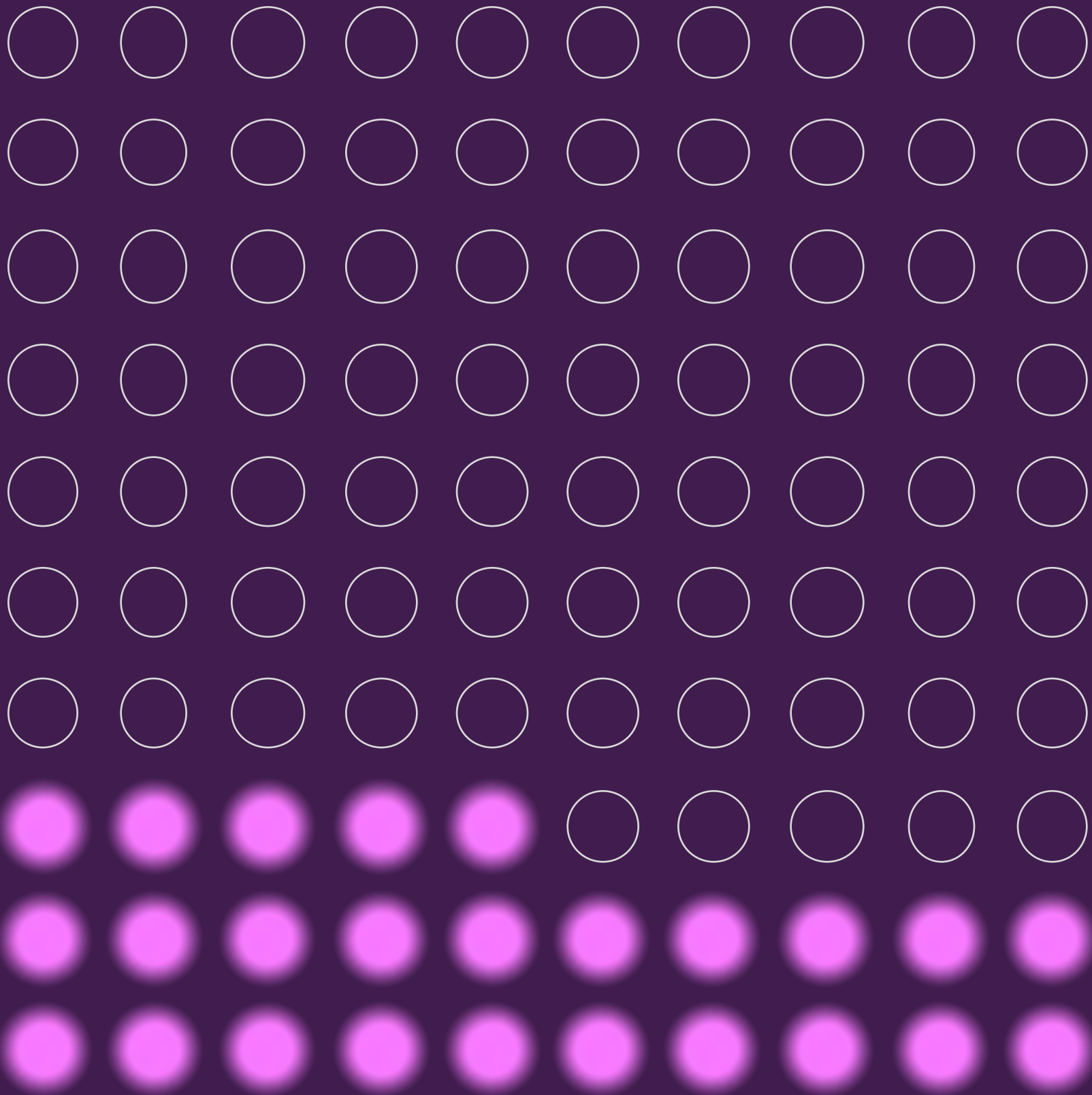
Long wait times



46%
Nurses



24%
Technicians were verbally or physically assaulted this year



25%

of nurses and techs rated their mental health as “very good”



AI and modern tools are underutilized

There is growing excitement—and anxiety—about how AI could reshape the healthcare experience. While few healthcare professionals are using AI today, many are hopeful about its ability to eliminate tasks that erode patient time, if introduced thoughtfully.

85%

nurses

84%

technicians

have not used AI in their jobs

Concerns include

- Loss of patient connection 64%
- Judgment override 63%
- Misinformation 40%

Uses include

- Patient monitoring
- Workflow optimization
- Data collection

85%

express a desire for training on how to use AI effectively

Gen Z and younger nurses show increased openness toward AI if supported by structured rollouts



Technician and Technologists Spotlight

Technicians experience many of the same pain points as nurses, but with fewer institutional benefits, smaller pay increases, and less support for growth.

71%

of technicians say they are not fairly compensated

87%

say they need more training to use AI

25%

of techs rated their mental health as “very good”; 17% said “bad” or “very bad”

Top contributors to burnout include








76% believe finding a job is harder today than in previous years



How healthcare leaders can drive change

To attract and retain today's healthcare workforce, hospitals and health systems are targeting changes built around frontline experiences:

-  Invest in competitive, transparent pay
-  Improve staffing and flexibility
-  Launch internal career pathways
-  Prioritize workplace safety and mental health
-  Invest in AI Training

Conclusion

Today's nurses and technicians are driven, resilient, and adaptable, but they're being pushed to the edge. The message is clear: The future of healthcare depends on how we support those delivering the care.

About Incredible Health

Incredible Health is the largest career marketplace in the United States, trusted by over 1 million nurses and technicians and over 1,500 hospitals, home health organizations, and surgery centers nationwide.

Incredible Health's software and AI-enabled marketplace helps healthcare employers hire permanent healthcare workers 5x faster than the national average—often in 20 days or less. In addition to speeding up hiring, Incredible Health helps healthcare employers save up to \$5 million per facility annually by reducing dependency on travel nurses and overtime and improving retention.

Whether you're a healthcare employer looking to improve hiring outcomes or a healthcare professional seeking your next opportunity, Incredible Health is built to support your goals.

If you're a healthcare employer looking for a faster, more effective way to hire and retain healthcare professionals, learn more [here](#).

Book a demo

If you're a nurse or technician searching for your next permanent role, learn more [here](#).

Find your dream job

Methodology

For this report, we analyzed proprietary data from over 1,000,000 nurses on the Incredible Health marketplace as of April 2025. We also surveyed more than 2,300 registered nurses and over 150 technicians across the United States in April 2025.