

vivian



The Vivian Healthcare  
*Workforce* Report 2024



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# Introduction

In this fourth installment of Vivian Health’s annual Healthcare Workforce report, we once again examine the attitudes of healthcare professionals about their careers, well-being and lifestyle to better understand rapidly changing employment dynamics. This survey was conducted December 12, 2023 – January 11, 2024, and includes responses from 863 clinicians.

Vivian Health conducted this year’s survey at a critical time in healthcare, marked by multiple factors with profound implications for the industry and its workforce. The National Council of State Boards of Nursing reported that about 100,000 registered nurses left the workforce during the pandemic and many more reported an intent to leave by 2027, primarily due to burnout. The problem of burnout is not isolated to just Registered Nurses, but is impacting all types of healthcare professionals, from physicians to therapists to allied health techs.

The official ending of the Public Health Emergency (PHE) in May 2023 added to the stress. It meant the return of regulatory requirements waived to ease burdens on the healthcare system and the end of enhanced federal funding and reimbursements for certain telehealth services. At the same time, inflation persistently remains higher than pre-pandemic levels, at 3.1% in November 2023 compared to 1.2% at the close of 2020, based on rates last reported by the U.S. Bureau of Labor Statistics. Higher consumer prices significantly impact the career choices of

many, and hiring remains an issue across multiple sectors, with healthcare especially vulnerable given the stresses within these jobs.

Americans’ health depends on the well-being of our healthcare workforce. Our nation’s health workers face a mental health crisis, as spotlighted in a CDC Vital Signs report in October 2023. Mental health and burnout seem to be prevalent among healthcare workers, making it more urgent than ever to have consistent, proactive efforts to bring stress levels down in their workplaces. Healthcare professionals told Vivian Health that means providing more flexibility, work-life balance and lower staffing ratios (i.e., fewer patients per clinician).

In tandem with all the above challenges, the need for healthcare and healthcare staff continues to rise as more baby boomers reach retirement age. While Gen Z began finding their footing in the workforce in 2023, their attitudes toward work immensely differ from previous generations. Inadequate and outdated nurse retention strategies have added to the shortage of

nurses in particular, putting the future of healthcare at a tipping point. The respondents in this report repeatedly identified quality of life – both in and out of the workplace – as their highest priority.

An ongoing goal of our State of the Healthcare Workforce Reports is to provide healthcare employers with actionable insights to help improve their current retention efforts and encourage them to make changes now to meet future healthcare workforce needs. In 2024, we also highlight the urgent need to address the mental health of our nation’s health workers and the increased incidence of violence in the healthcare workplace to help employers mitigate these issues.

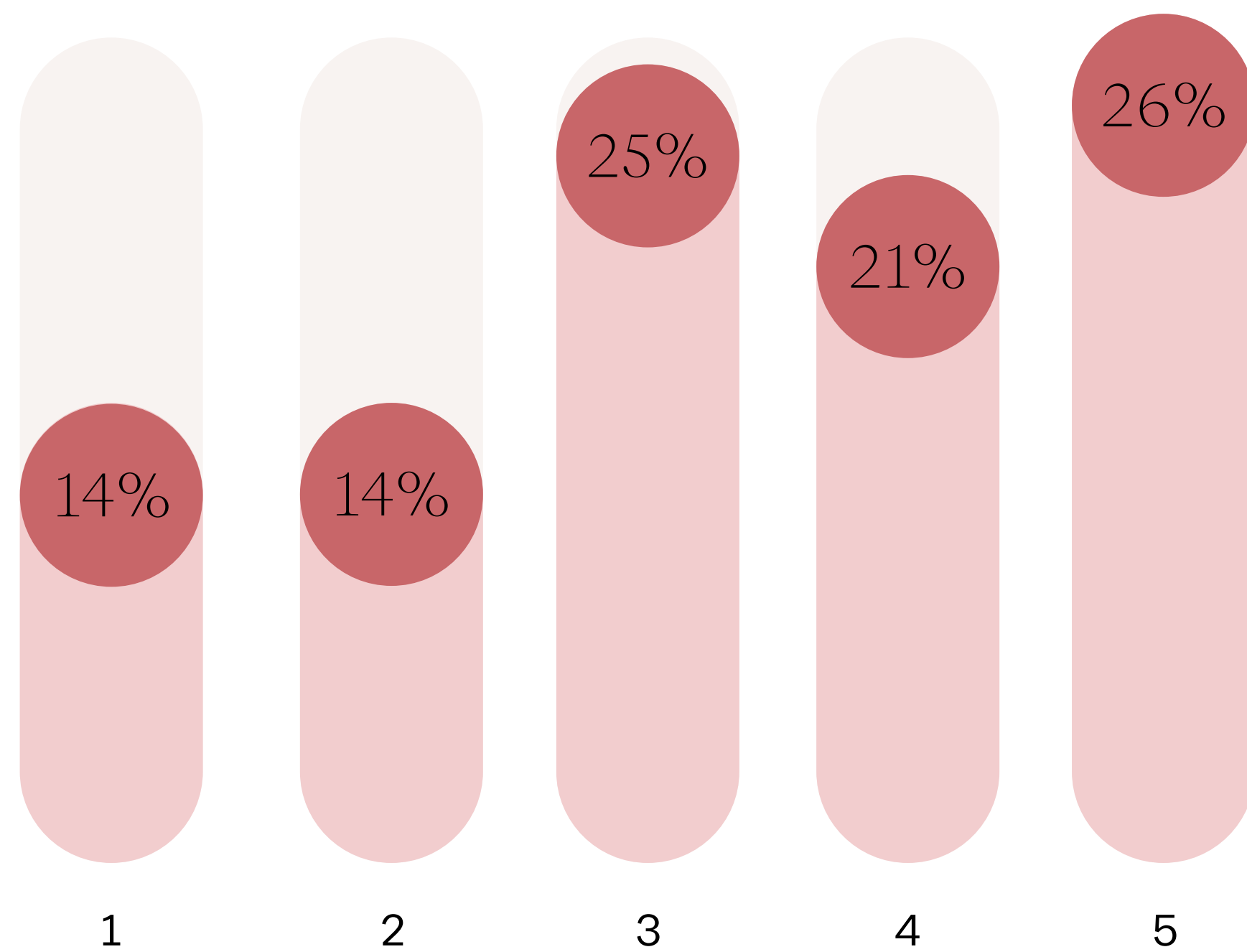
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# Mental Health & *Burnout*

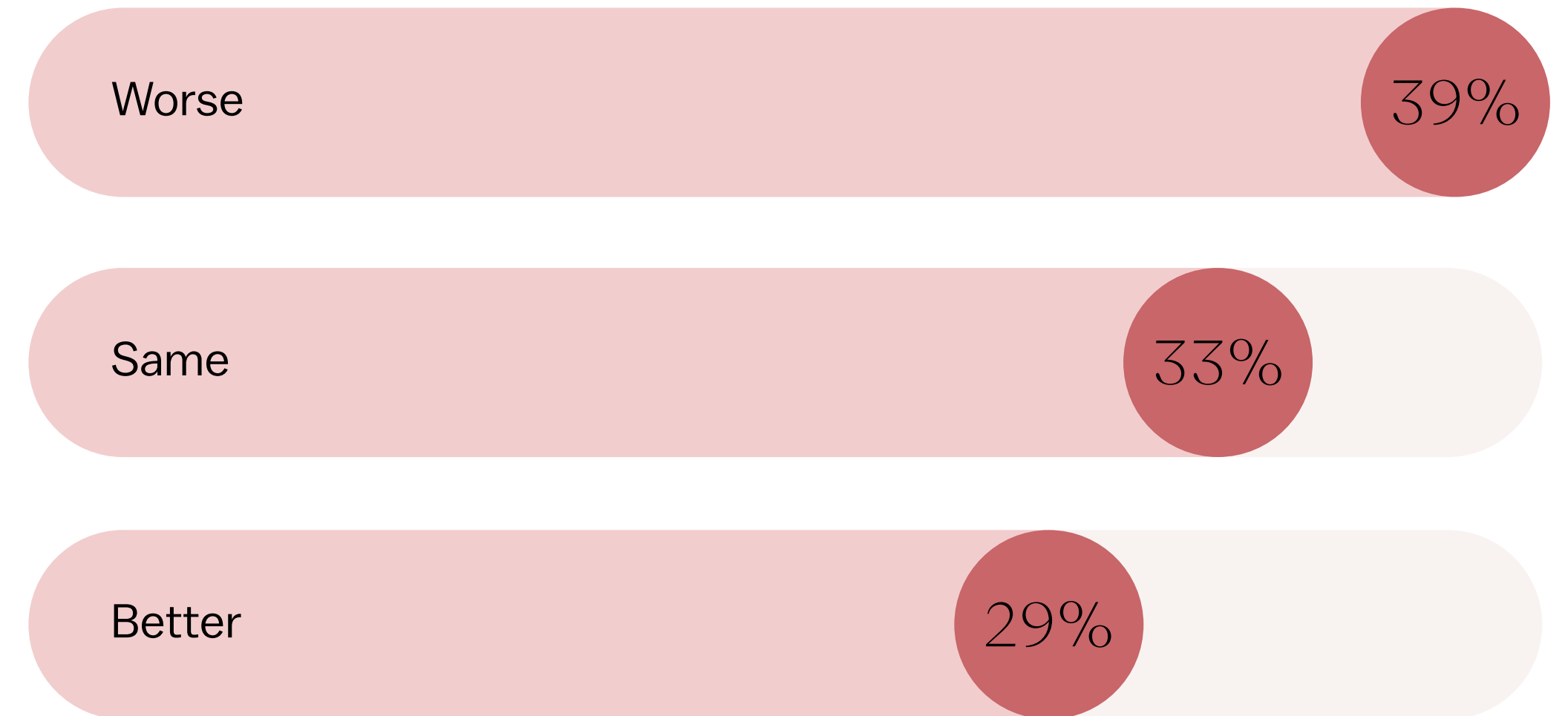
Clinicians are still deeply affected by the stresses of an understaffed workplace. While recruiting clinical staff positions became easier in 2023, the combination of persistent burnout and staffing ratio concerns should serve as a reminder that healthcare employers need to continually focus on clinicians' well-being.



On a scale from 1-5, how burned out do you feel?



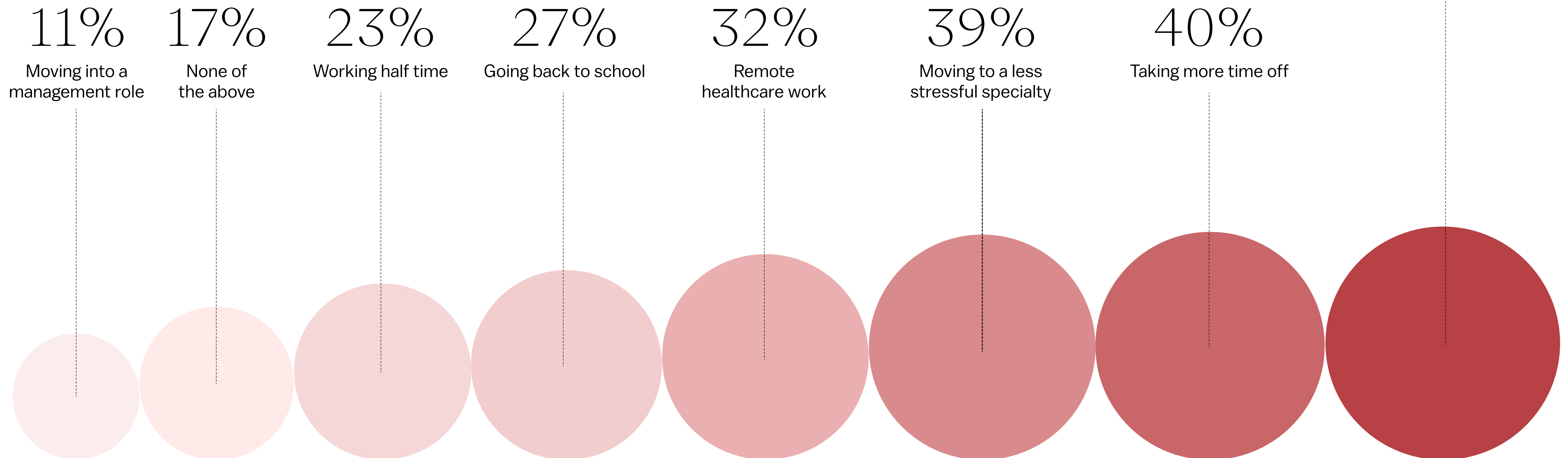
How does your level of burnout compare to last year?



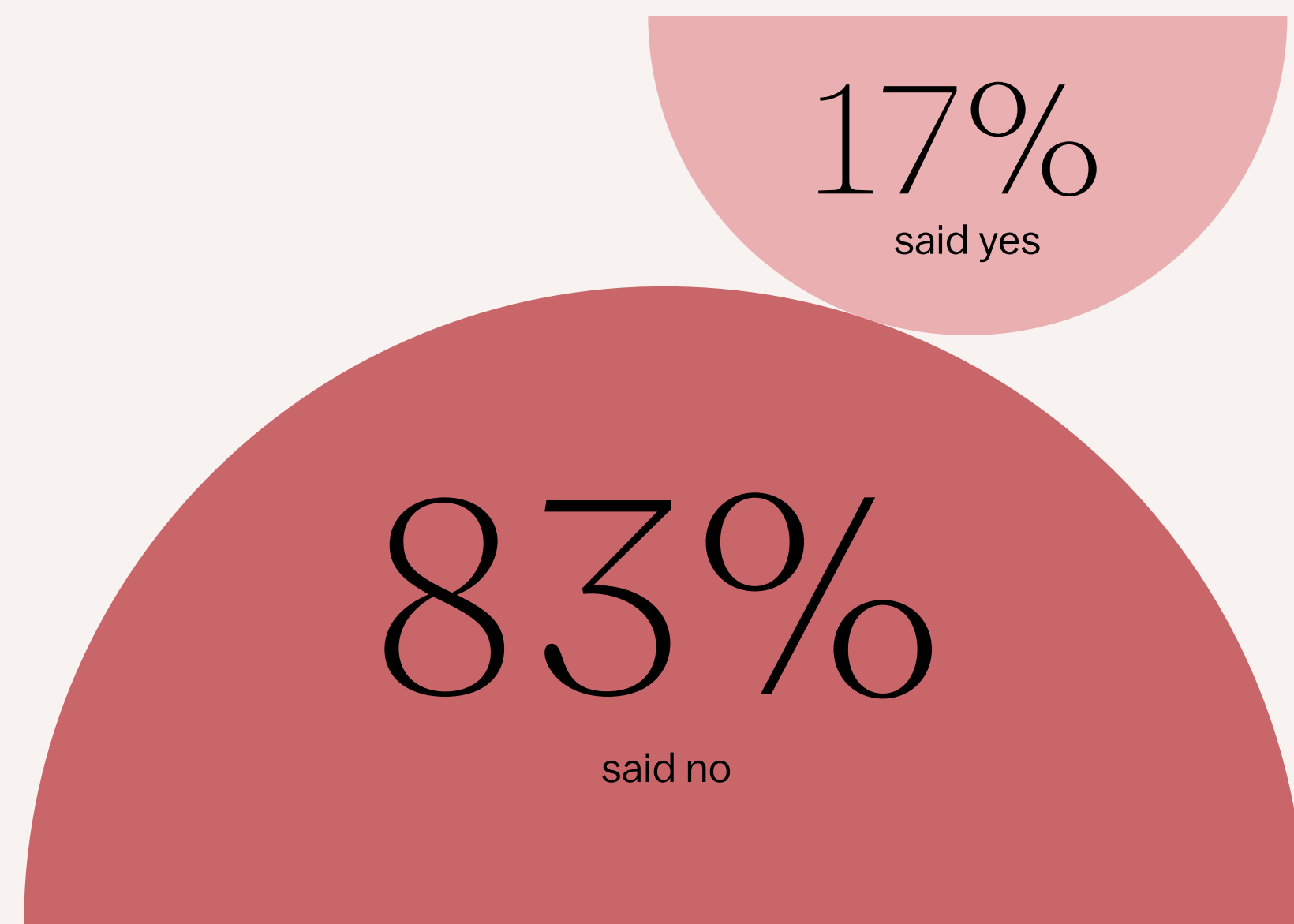
# I have considered or have already done the following to avoid burnout:

42%

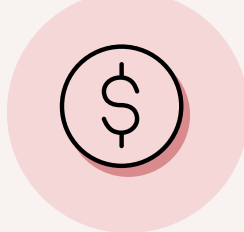
Leaving healthcare entirely



# Has your employer implemented new processes to reduce burnout?



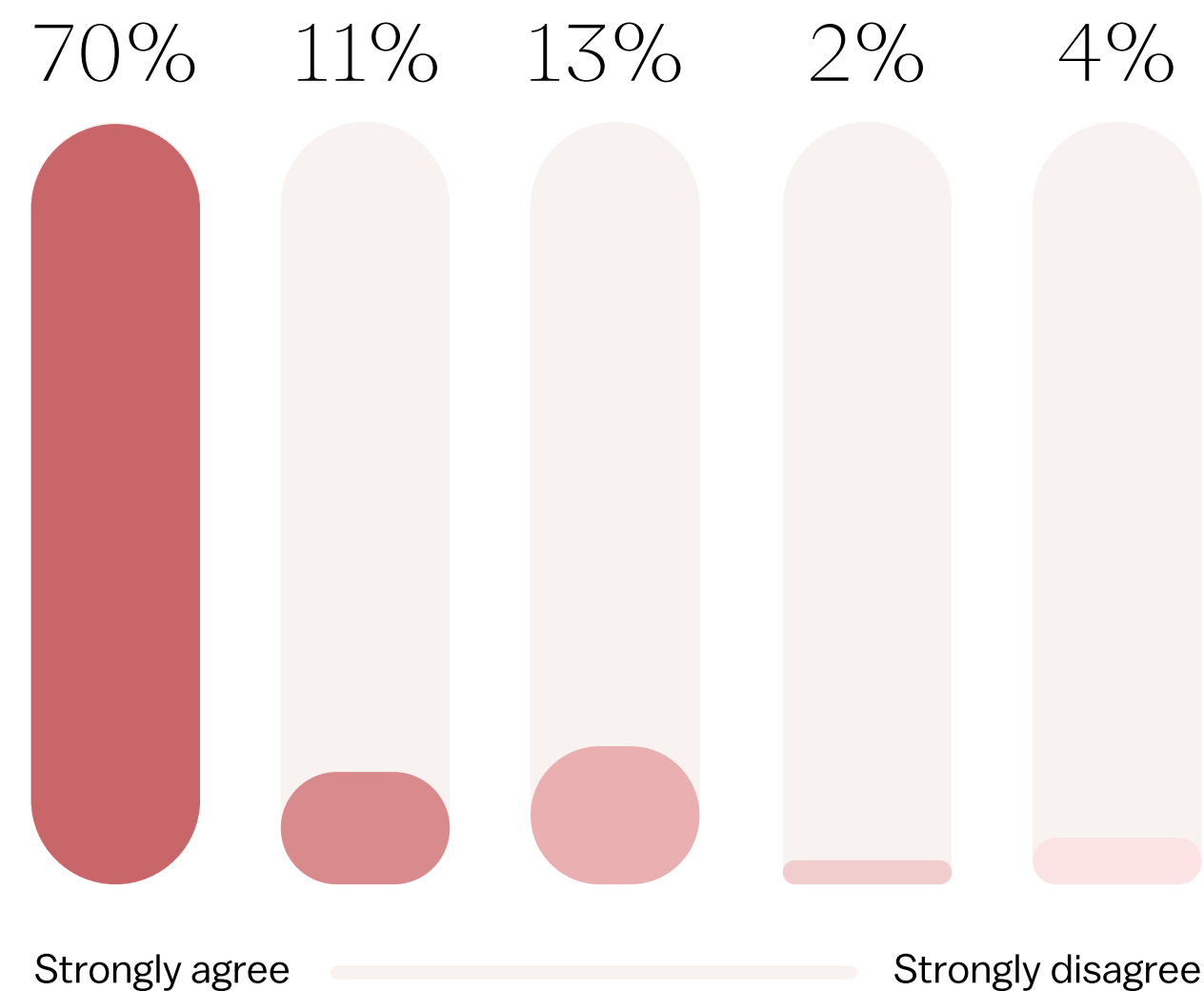
## 3 most common anti-burnout measures reported:

-  Employer offered flexible schedules
-  Employer offered wellness programs
-  Employer increased pay

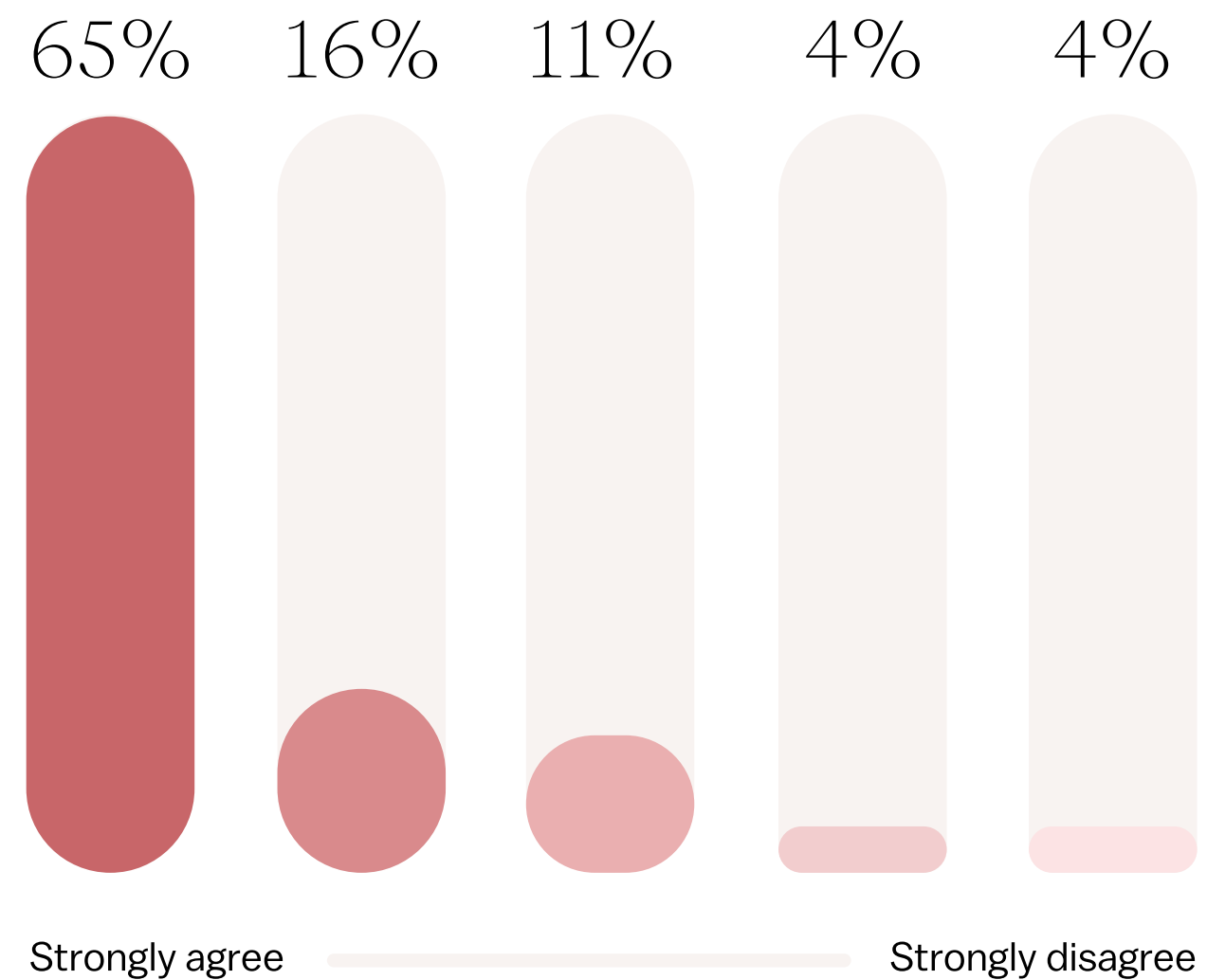
# Staff-to-Patient Ratios

Staffing ratios are the average number of patients assigned to a healthcare professional in a given shift. Evidence shows that high staffing ratios are harmful for patients and clinicians. In 2023, staffing ratios were the subject of state regulation, labor union strikes, and advocacy by major professional groups like the American Nurses Association (ANA).

I believe that my state should have laws governing staff-to-patient ratios.

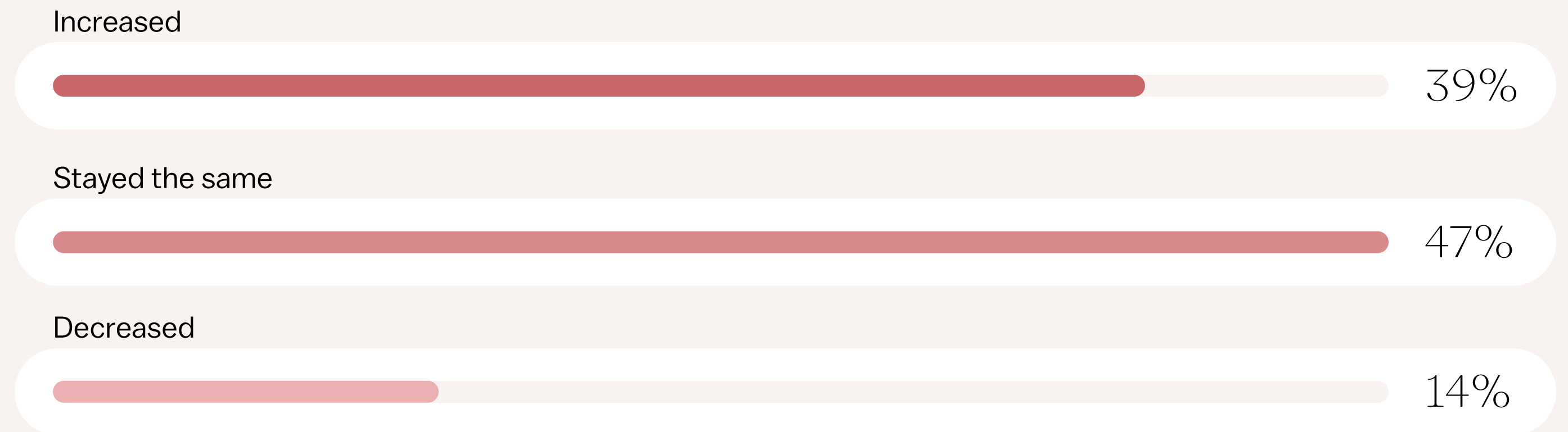


I would consider leaving a job that wasn't staffed properly or safely.



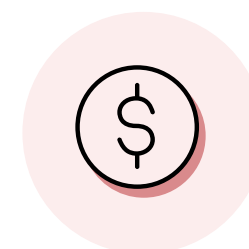


# Compared to this time last year, my typical patient ratio has:



# Top 5 factors when considering a new job:

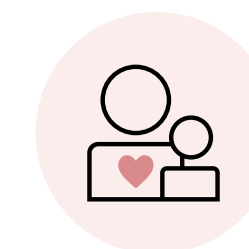
Notably, Benefits doesn't crack the top 5 list. In 2023, healthcare professionals were heavily focused on their quality of life, both in and out of work.



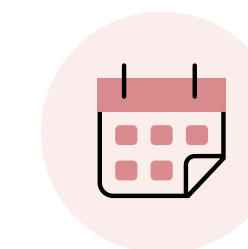
Pay



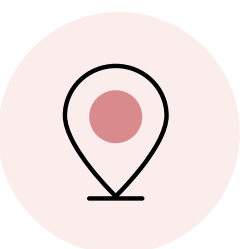
Work-life balance



Staff-to-patient ratios



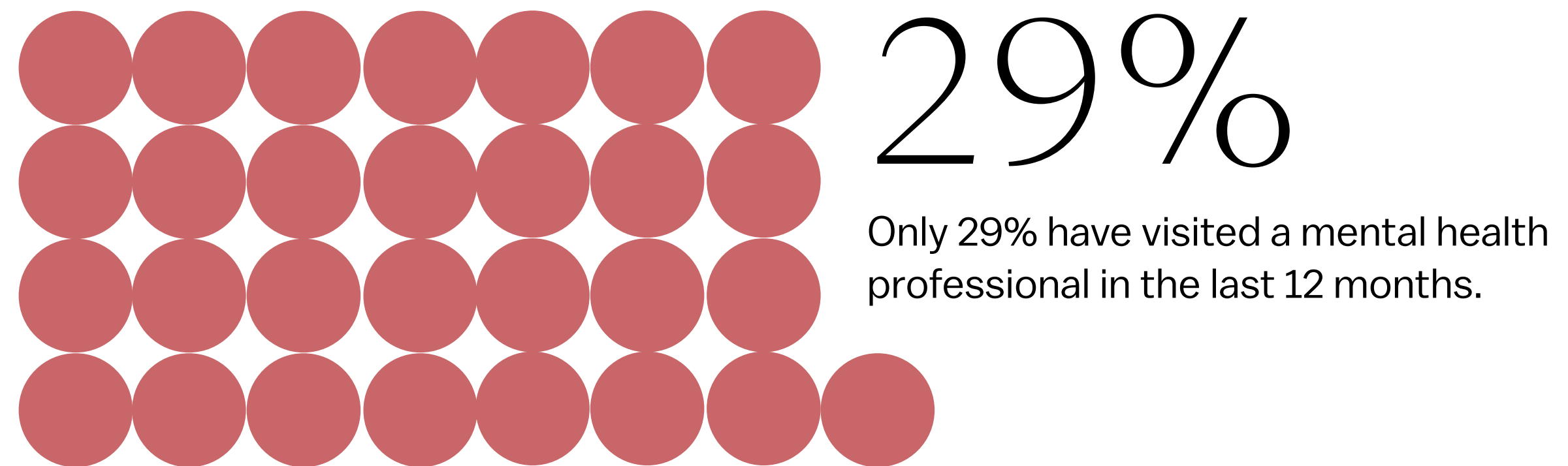
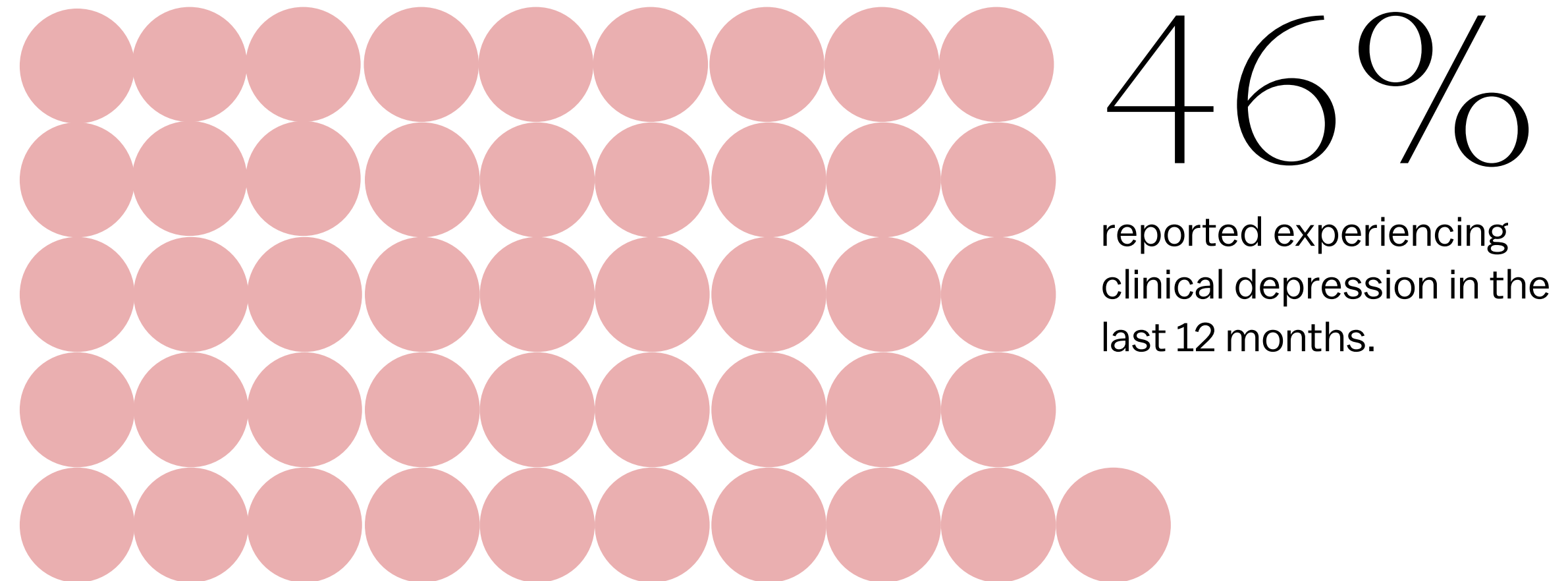
Schedule flexibility



Location

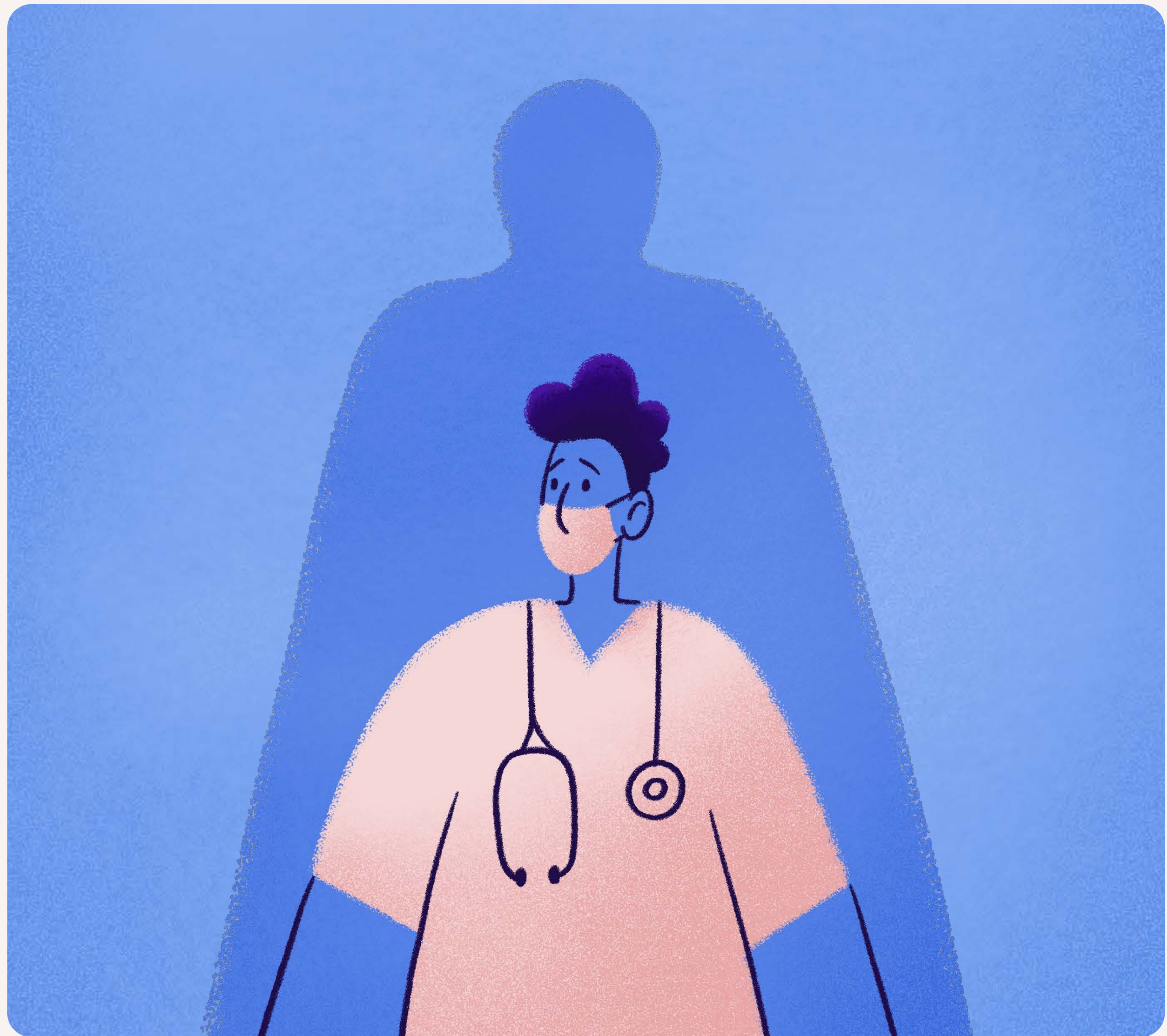
# Mental Health Conditions

The Centers for Disease Control acknowledges that healthcare professionals face a crisis of mental health, and that they need support. The CDC made specific recommendations to employers that can reduce burnout, recognizing the relationship between the intense stresses of a healthcare workplace and overall mental wellbeing.



# Workplace *Violence*

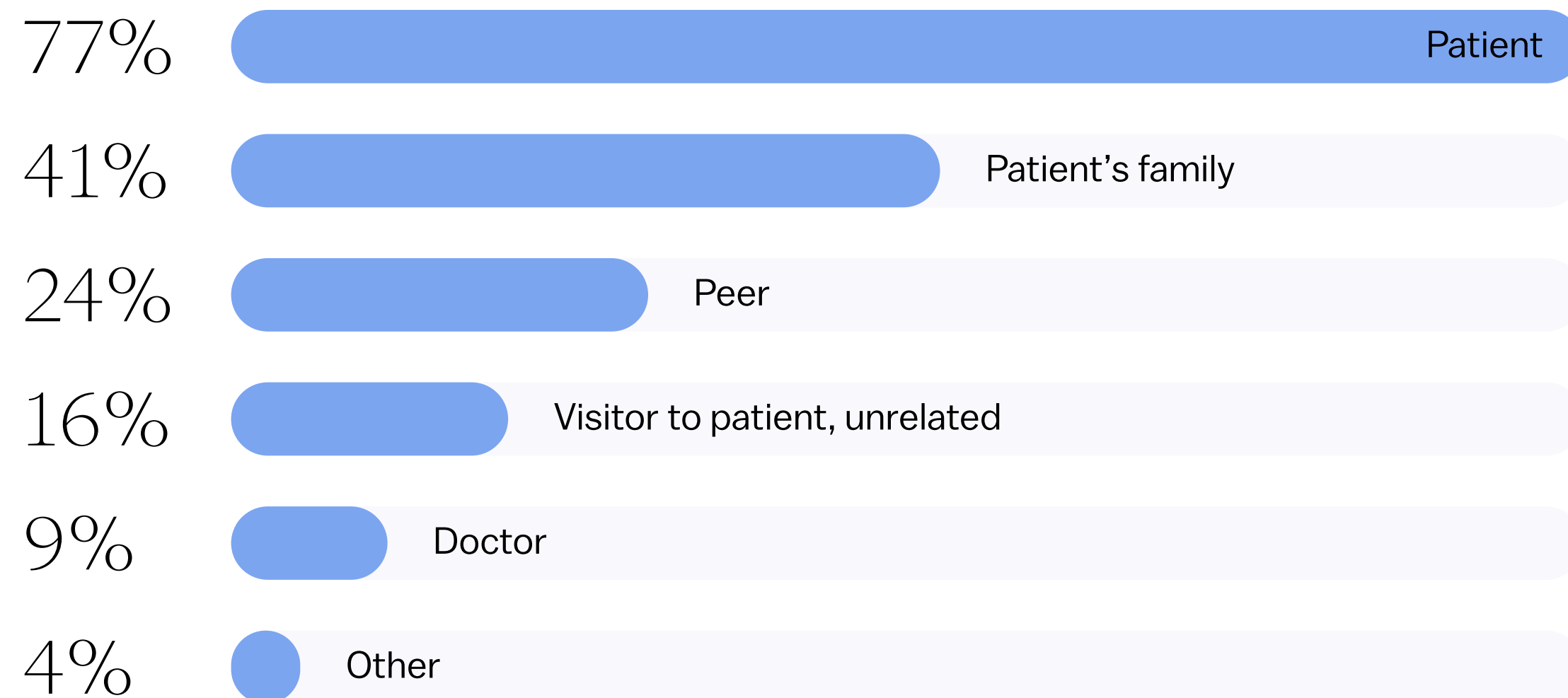
A whopping 47% of respondents reported that they had experienced violence against themselves or their coworkers in 2023. However, there is some good news: respondents report that workplace violence in healthcare, which increased significantly during the pandemic, is on the decline. In fact, 42% of respondents reported experiencing less violence this past year than in 2022.



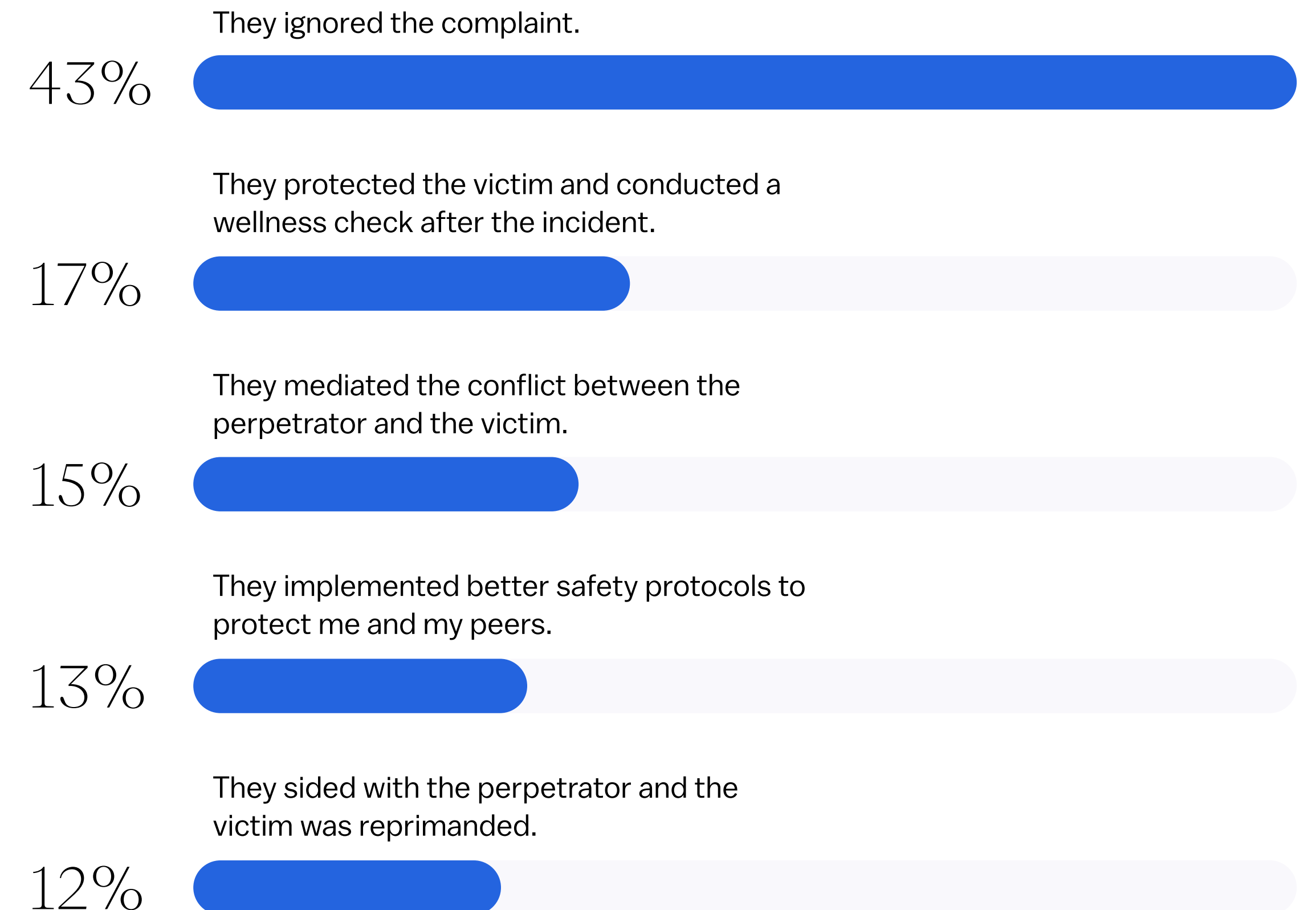
42% felt unsafe at work in 2023.

47% experienced workplace violence against themselves or their coworkers in 2023.

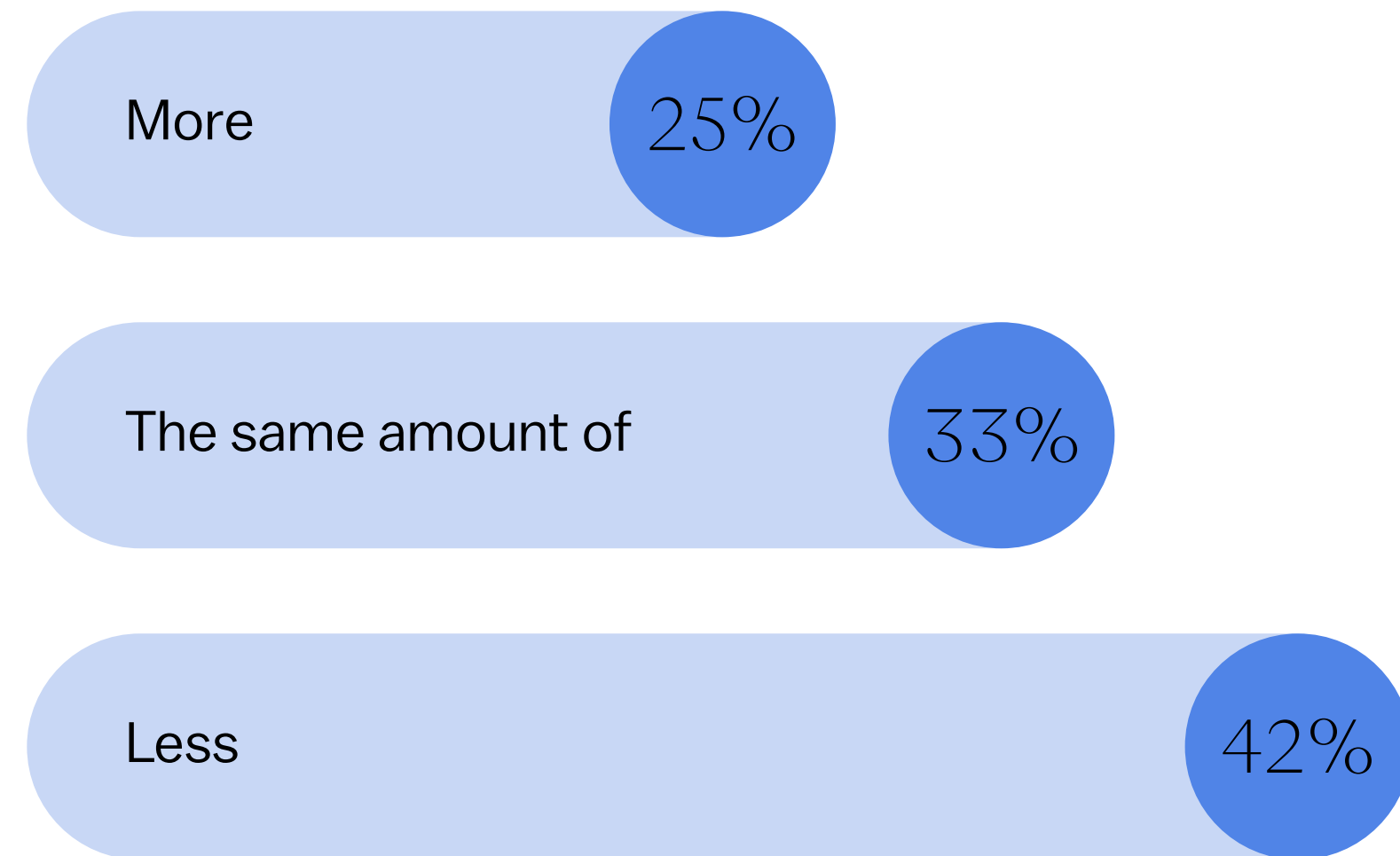
### Who perpetrated the violence?



### Which statement best describes how your administration handled workplace violence?

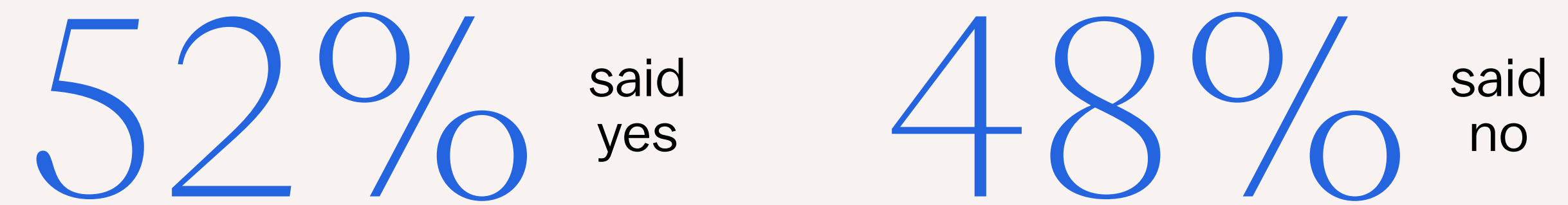


# I have seen...



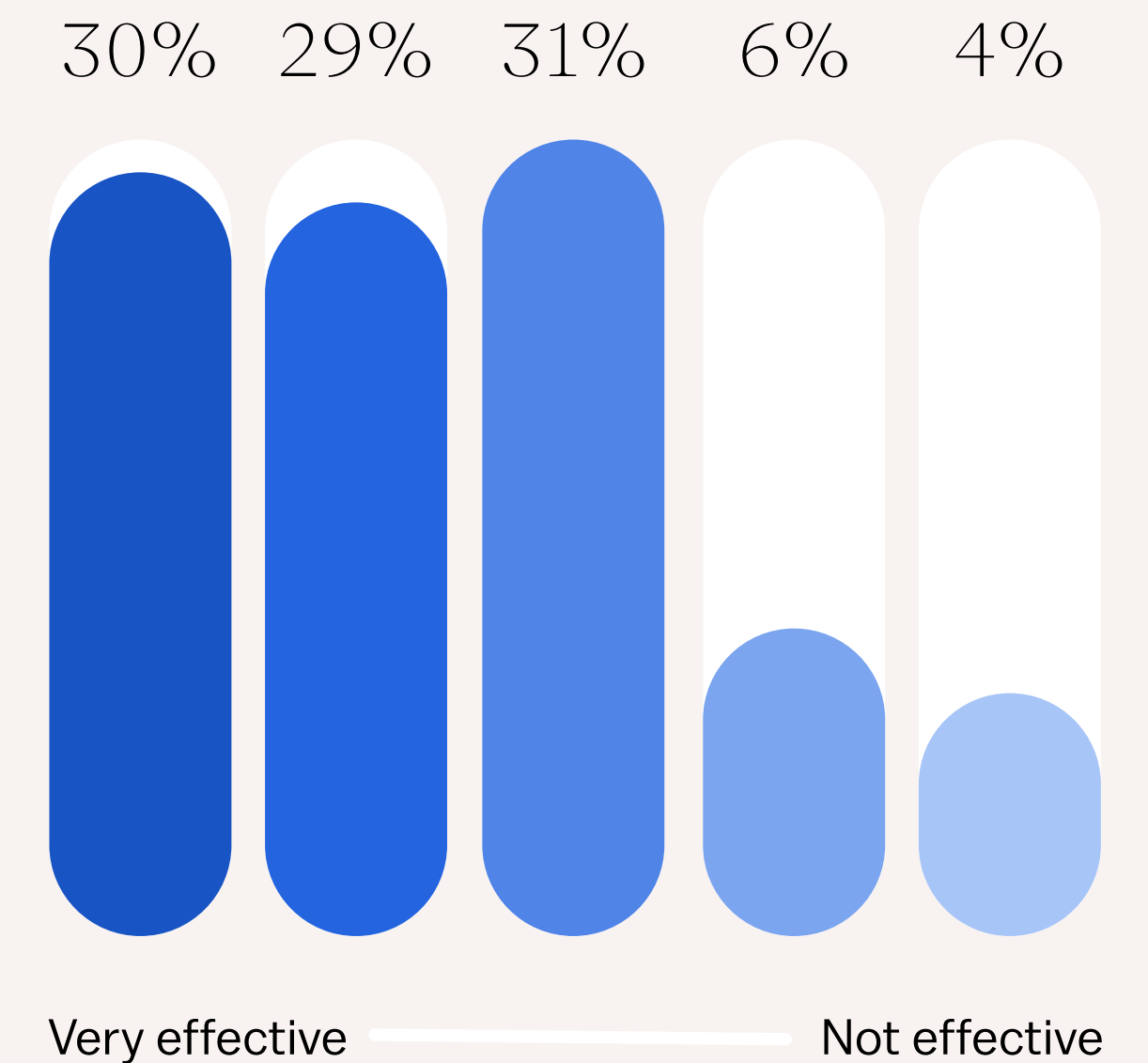
...violence at the workplace this past year.

# Has your employer implemented safety protocols to protect you?



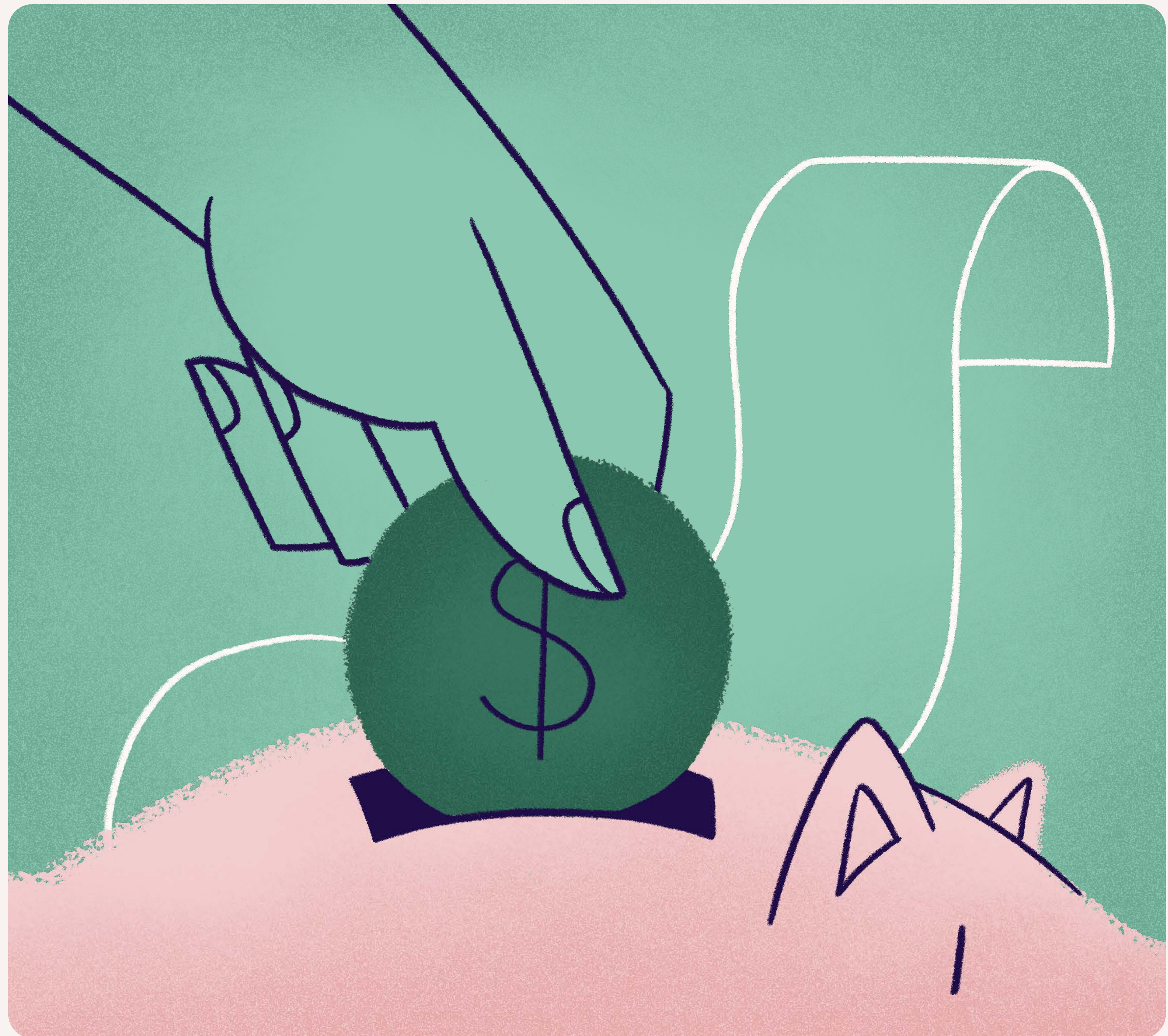
# How effective were those protocols?

While workplace violence affected nearly half of healthcare professionals in 2023, those whose employers implemented safety protocols largely found them to be effective.



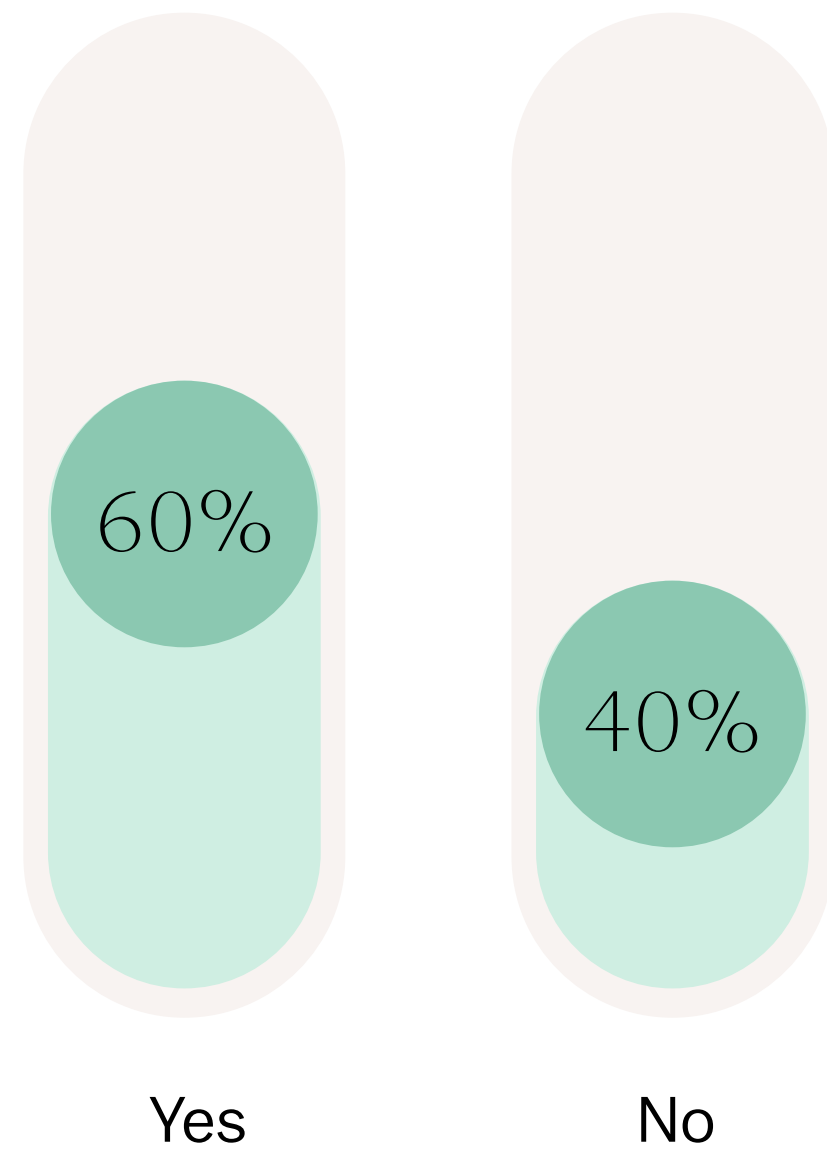
# *Finances*

In the face of growing inflation, “side hustles” have become common with clinical workers, as 35% of respondents reported having them. Half of these side hustles are occurring within healthcare-related roles, such as per diem work. This presents an opportunity to satisfy this income demand by providing alternative, flexible work options.

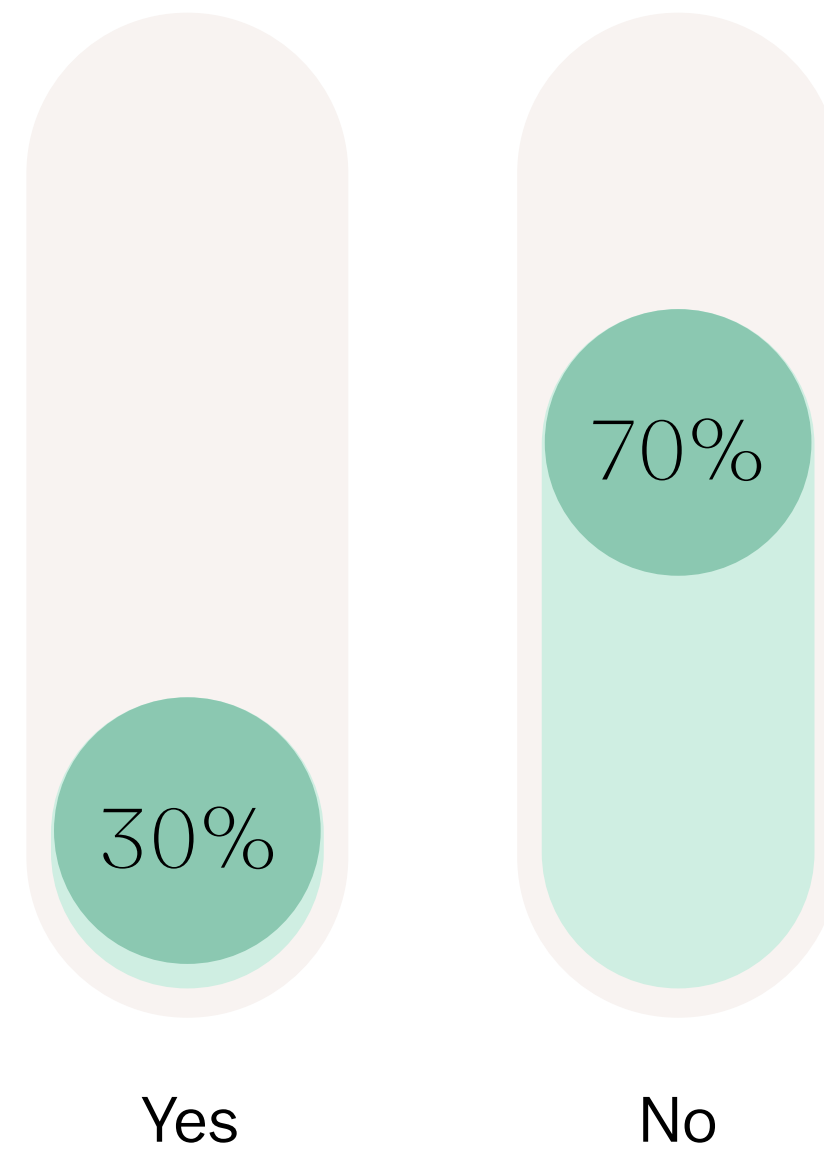


# Effects of Inflation

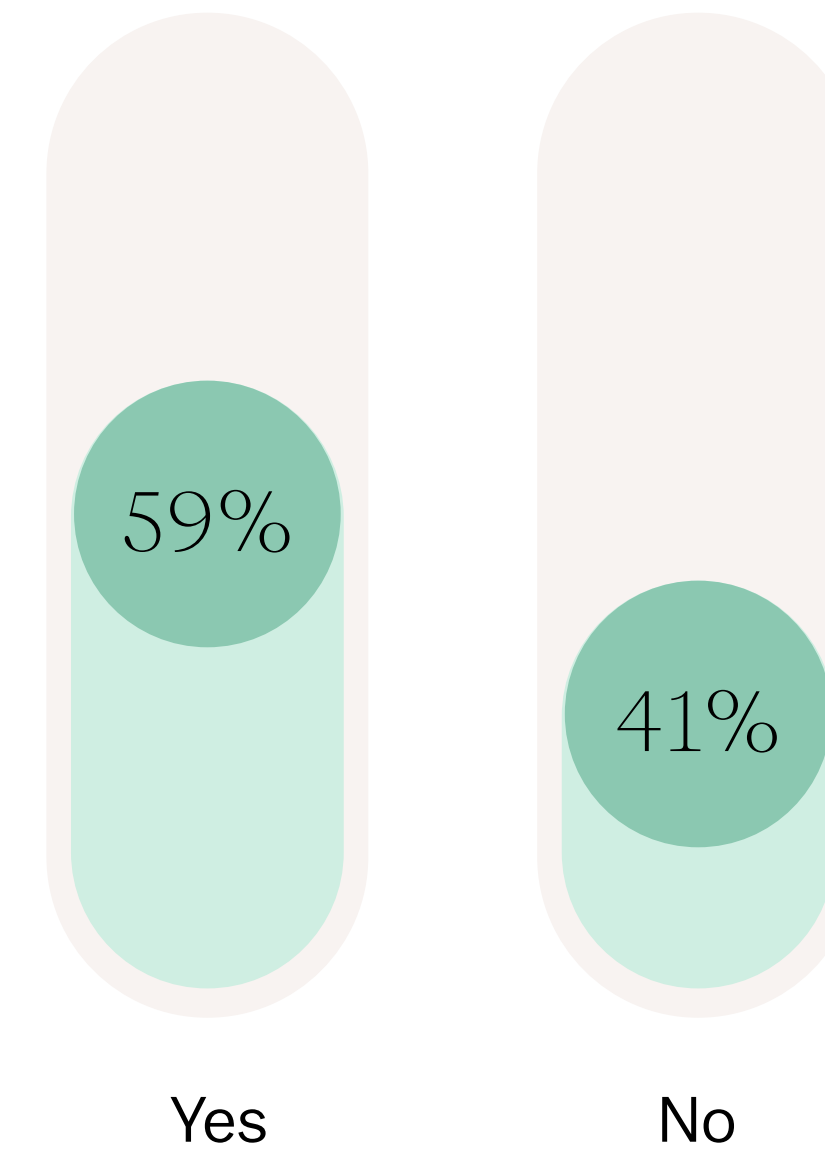
Has inflation caused you to switch to a higher paying role in 2023?



Has inflation caused you to move somewhere with a lower cost of living?



Has inflation caused you to ask for a raise in the last year?

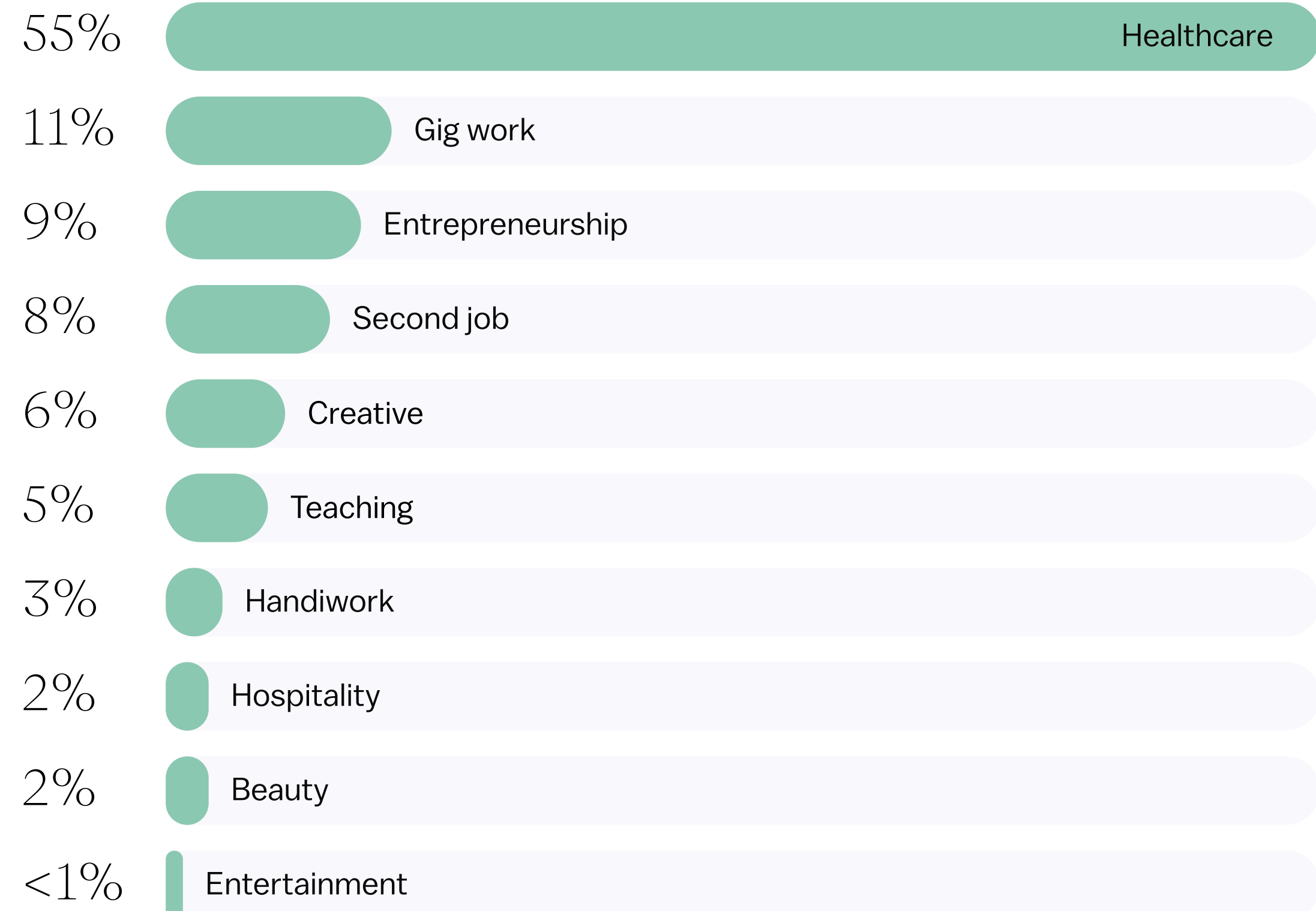


FINANCES

35%

work part-time or have a side hustle, and over half have second jobs in healthcare.

Types of side hustles:





# Parenthood & *Caregiving*

Parents and caregivers made up just over half of the respondents. This section examines how well healthcare workplaces adapt to their unique needs. The results show ample opportunity for employers to provide more benefits and services to attract and retain experienced employees who have caregiving responsibilities.

The data in this section covers answers only from respondents who are parents and caregivers.



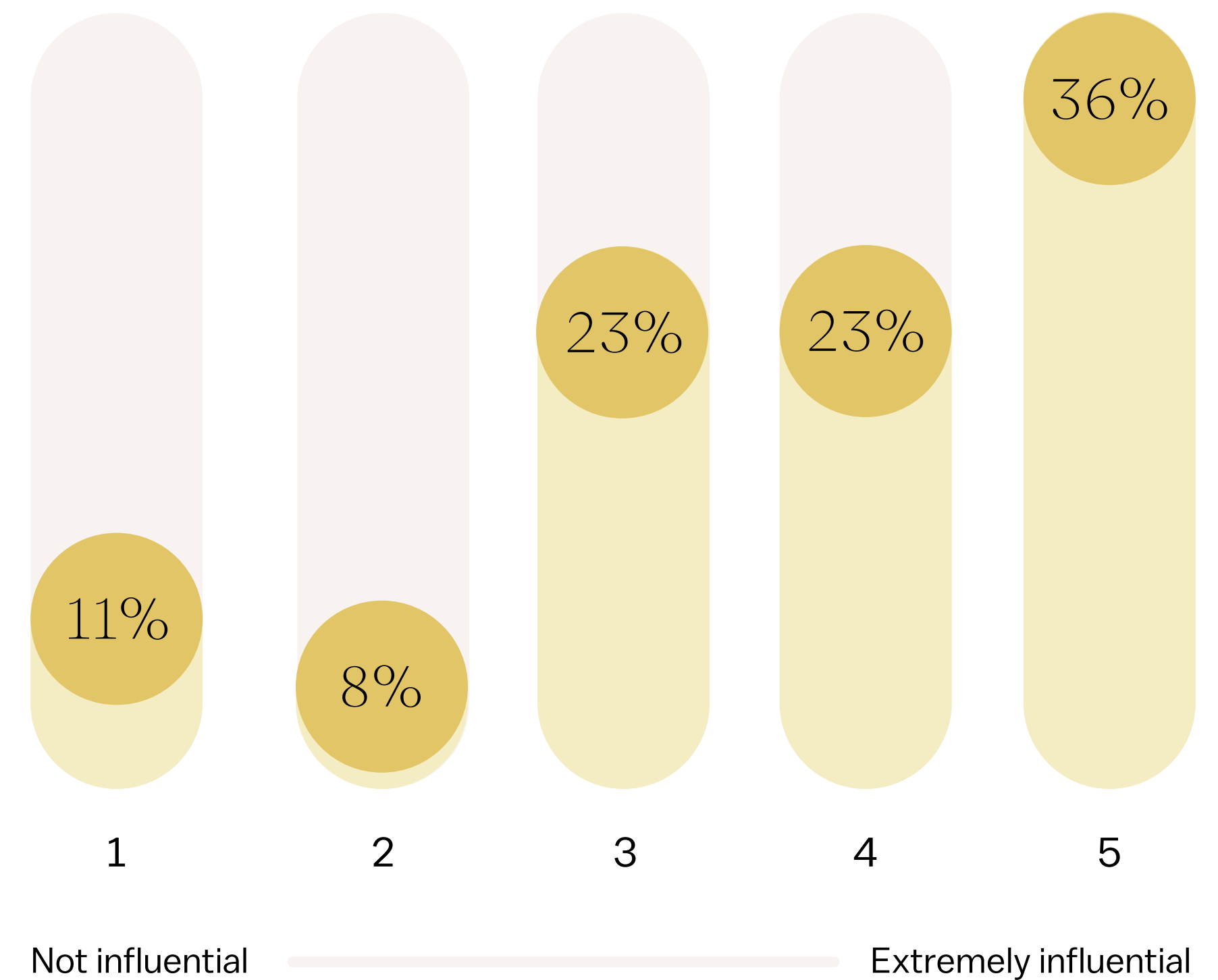
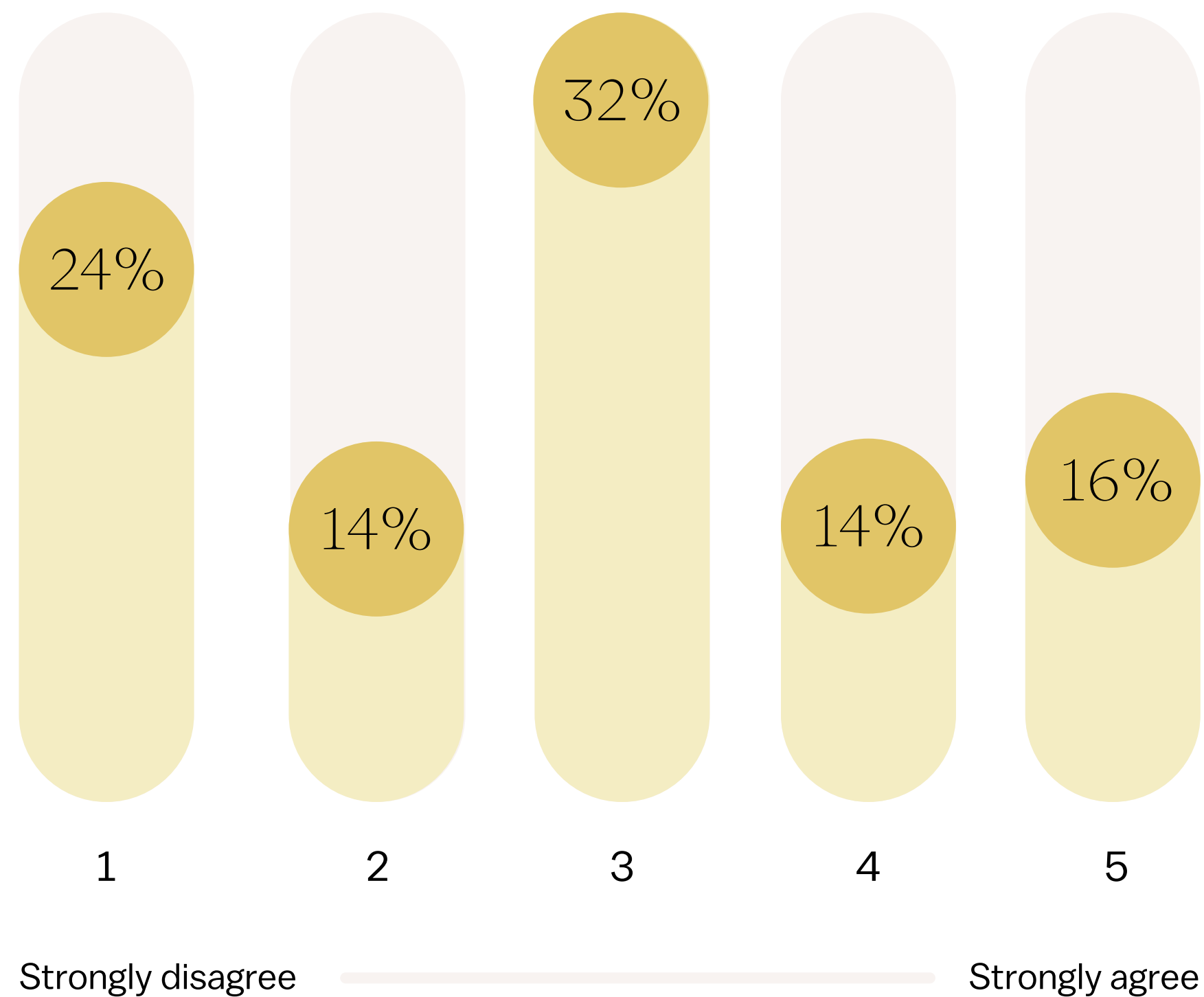
51%  
of respondents are  
parents or caregivers.

### What is your employer doing to meet the needs of caregivers?



I feel that my employer does enough to meet my needs as a caregiver.

How much does your caregiving responsibility influence where you work?



57%

of caregivers are unable to get adequate child care or caregiving services.

45%

of caregivers took a break from their career to care for their family.

Only 45% of those who took a career break were able to return to their previous employer.

## Length of career break:

<6 months

56%

6 months - 1 year

19%

1 - 2 years

14%

More than 2 years

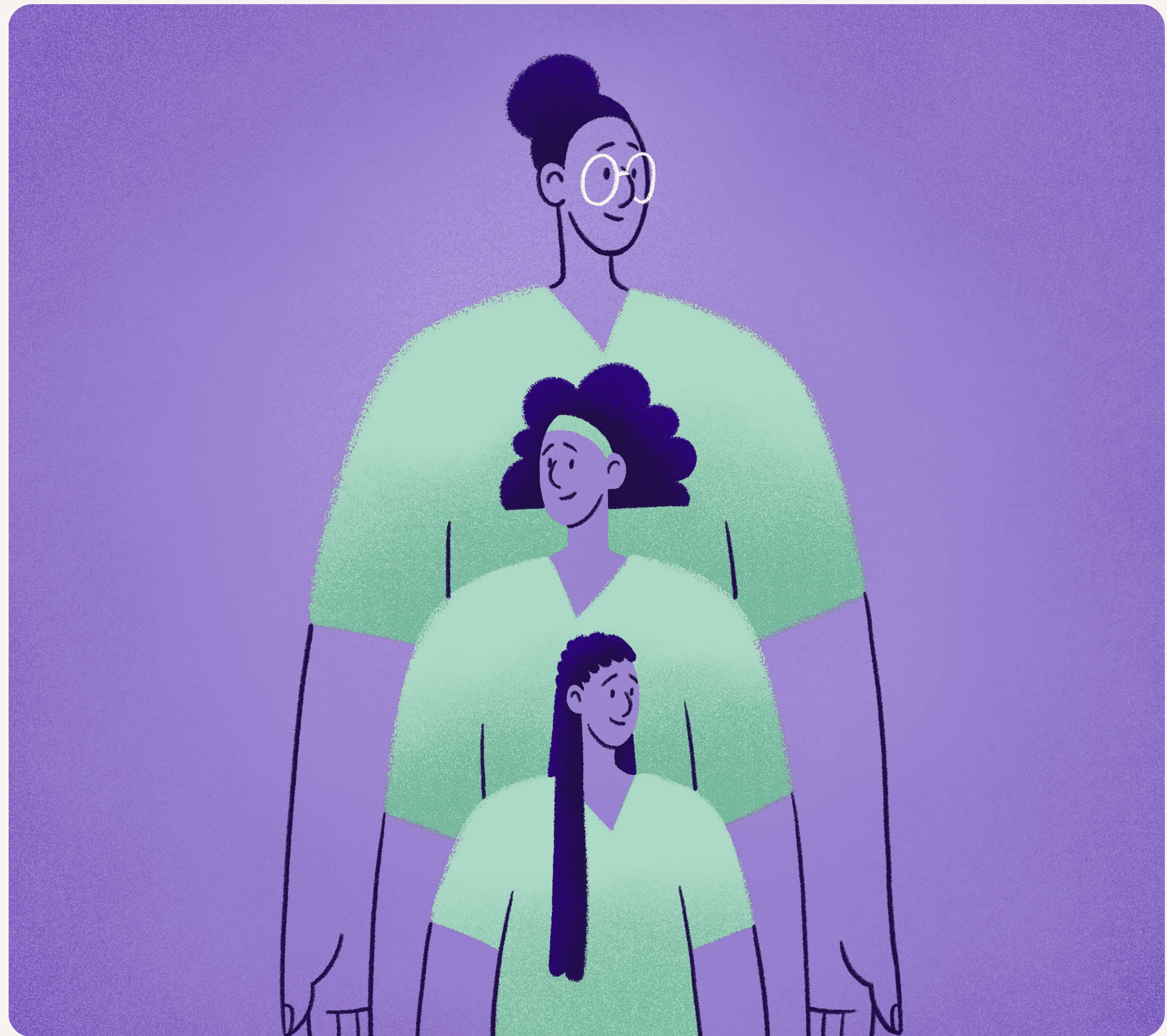
11%

# Generational *Differences*

There has been much discussion about Gen Z in the workplace. This year's survey reveals a few key differences between generations in attitudes around mental health, burnout, and finances.

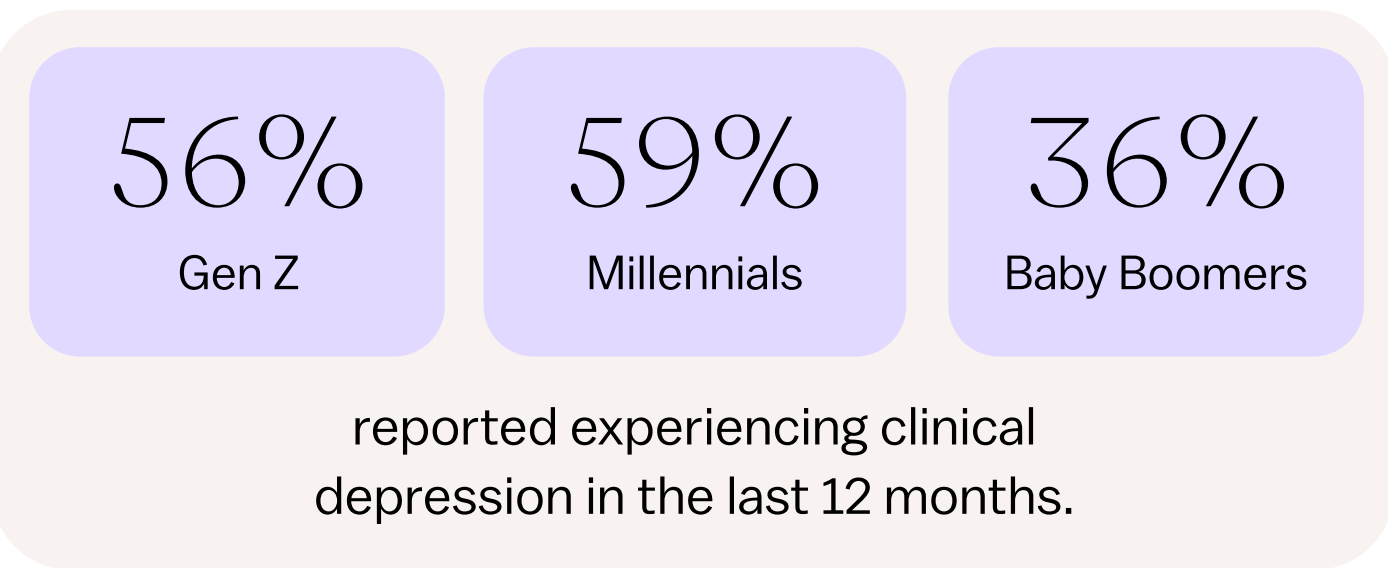
Generation Z	18-26
Millennials	27-42
Generation X	43-58
Baby Boomer	59-68

Generation                      Age

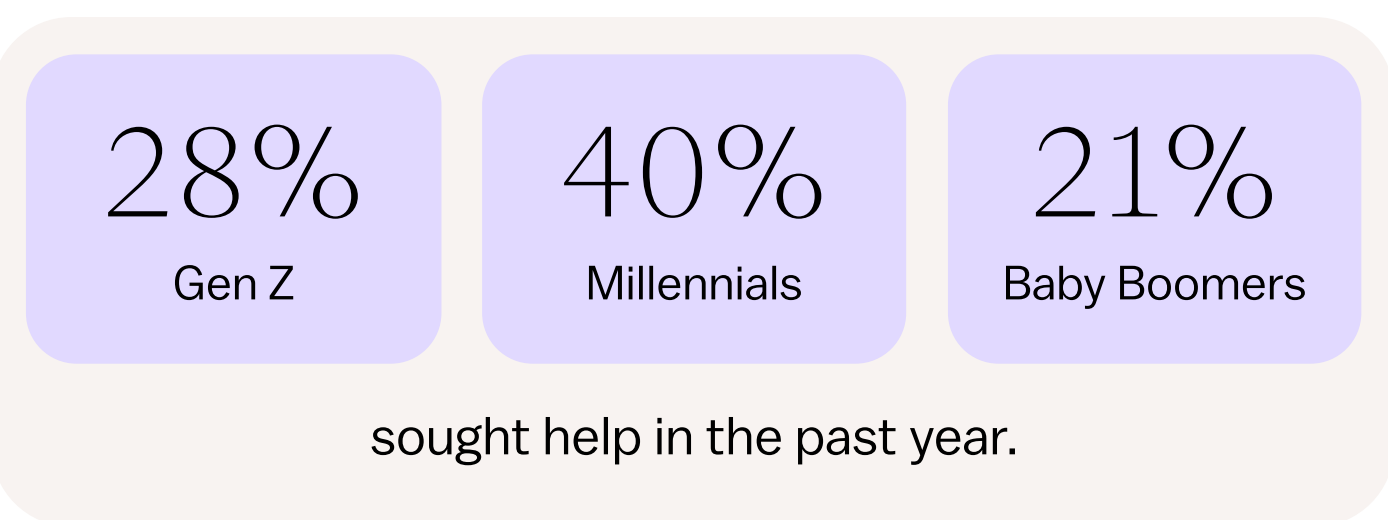


# Mental Health

Clinical depression is more common among younger healthcare professionals:

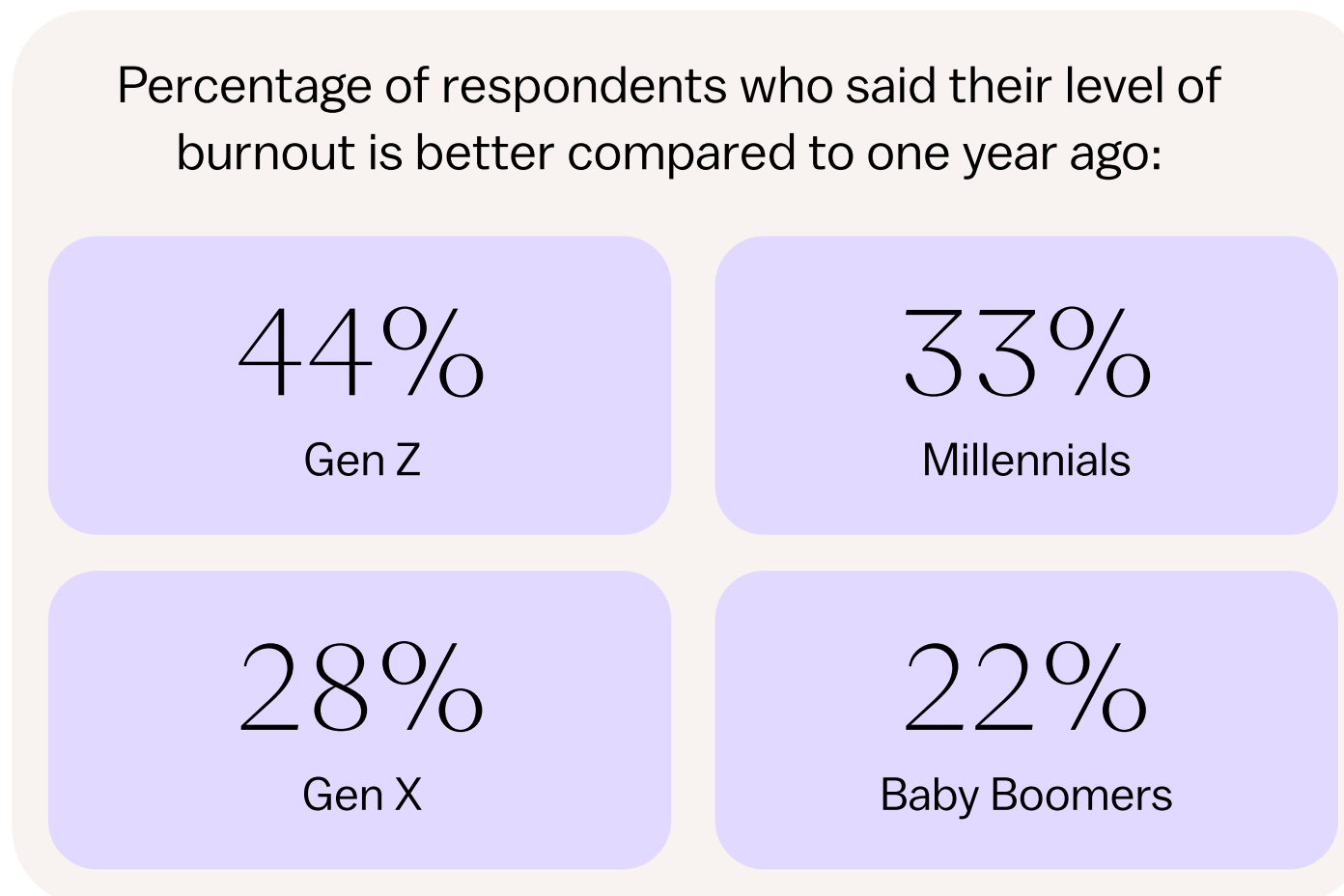


Millennials are most likely to seek out mental healthcare:



# Burnout

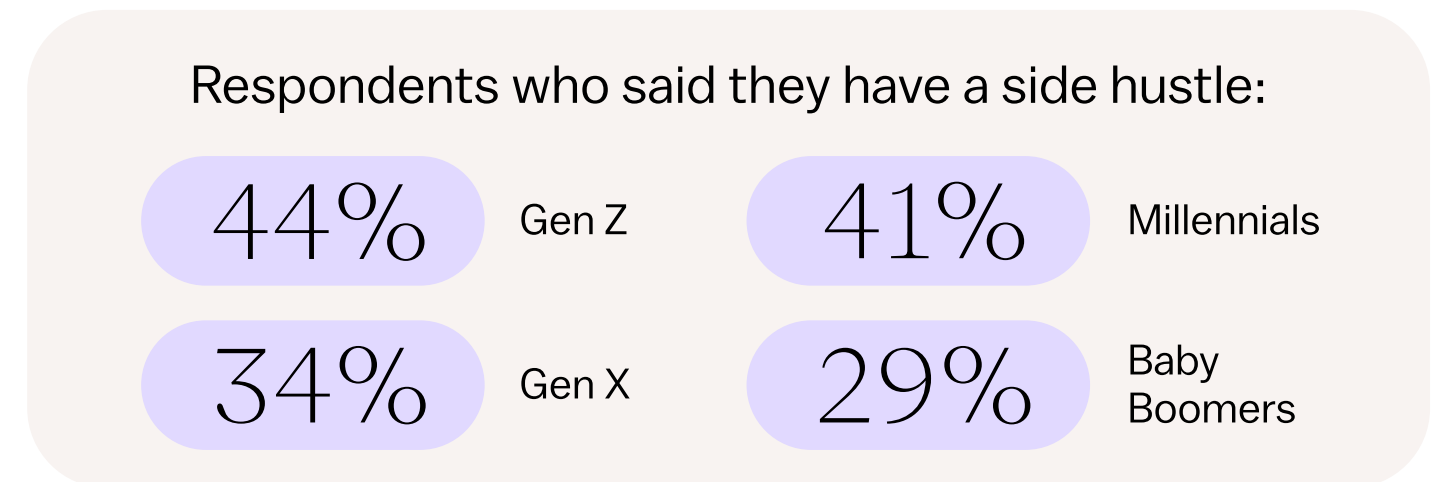
Burnout levels are better for the younger generations compared to last year than the older generations.



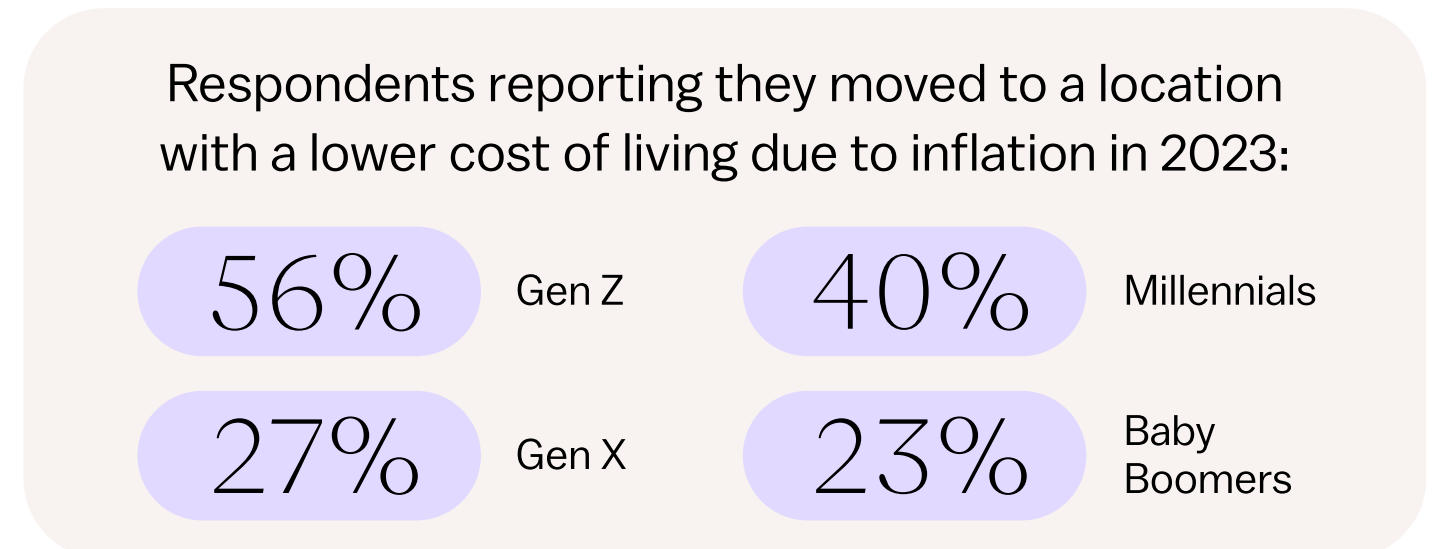
This may be in part because Gen Z is less likely to feel unsafe at work. Only 33% of Gen Z respondents reported feeling unsafe in 2023, compared to 46% of Millennials and 43% of Gen X.

# Finances

Younger generations are more likely to have additional part-time work or side hustles.



Younger generations are more likely to move somewhere with a lower cost of living than Baby Boomers:

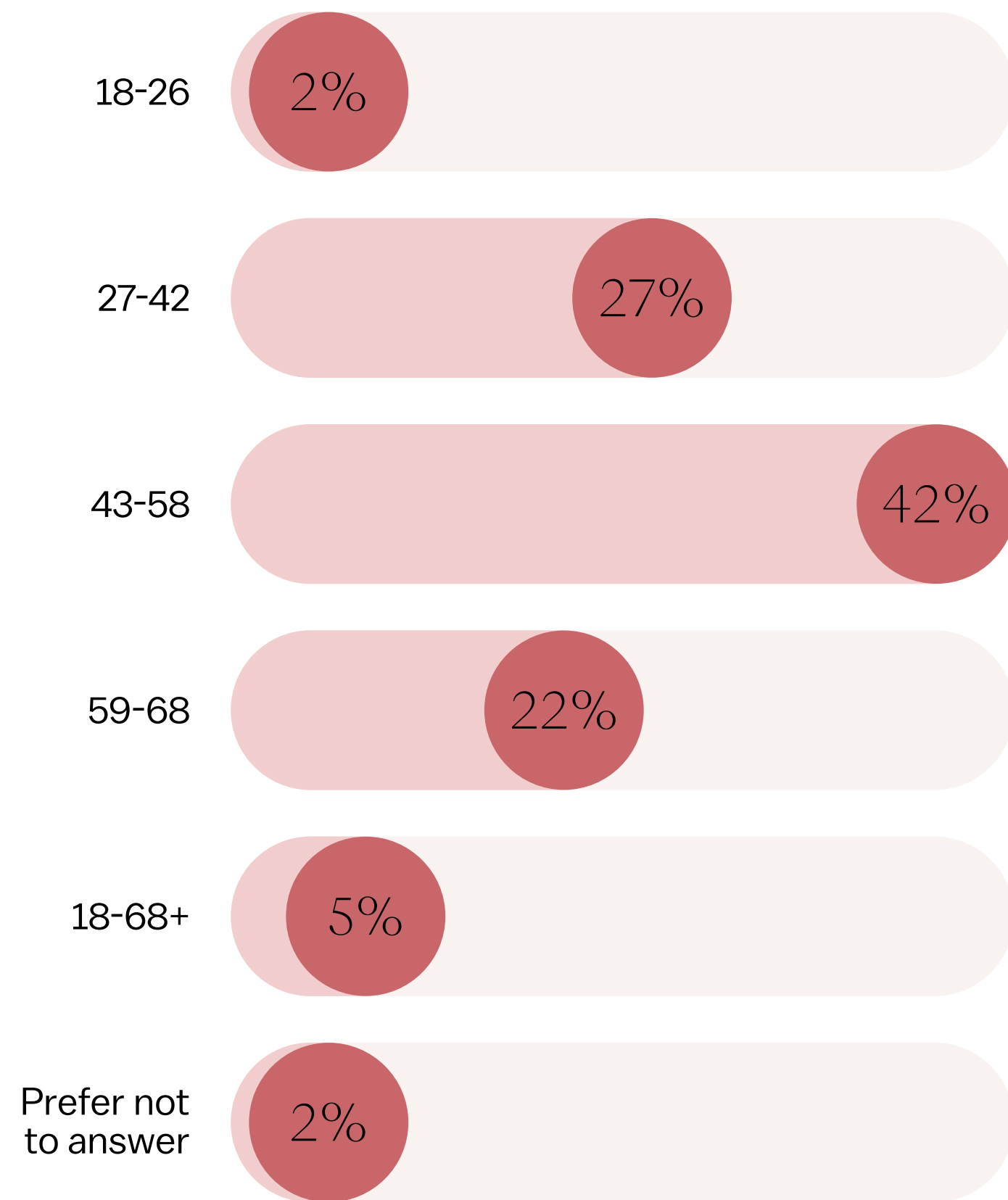


# Survey *Demographics*

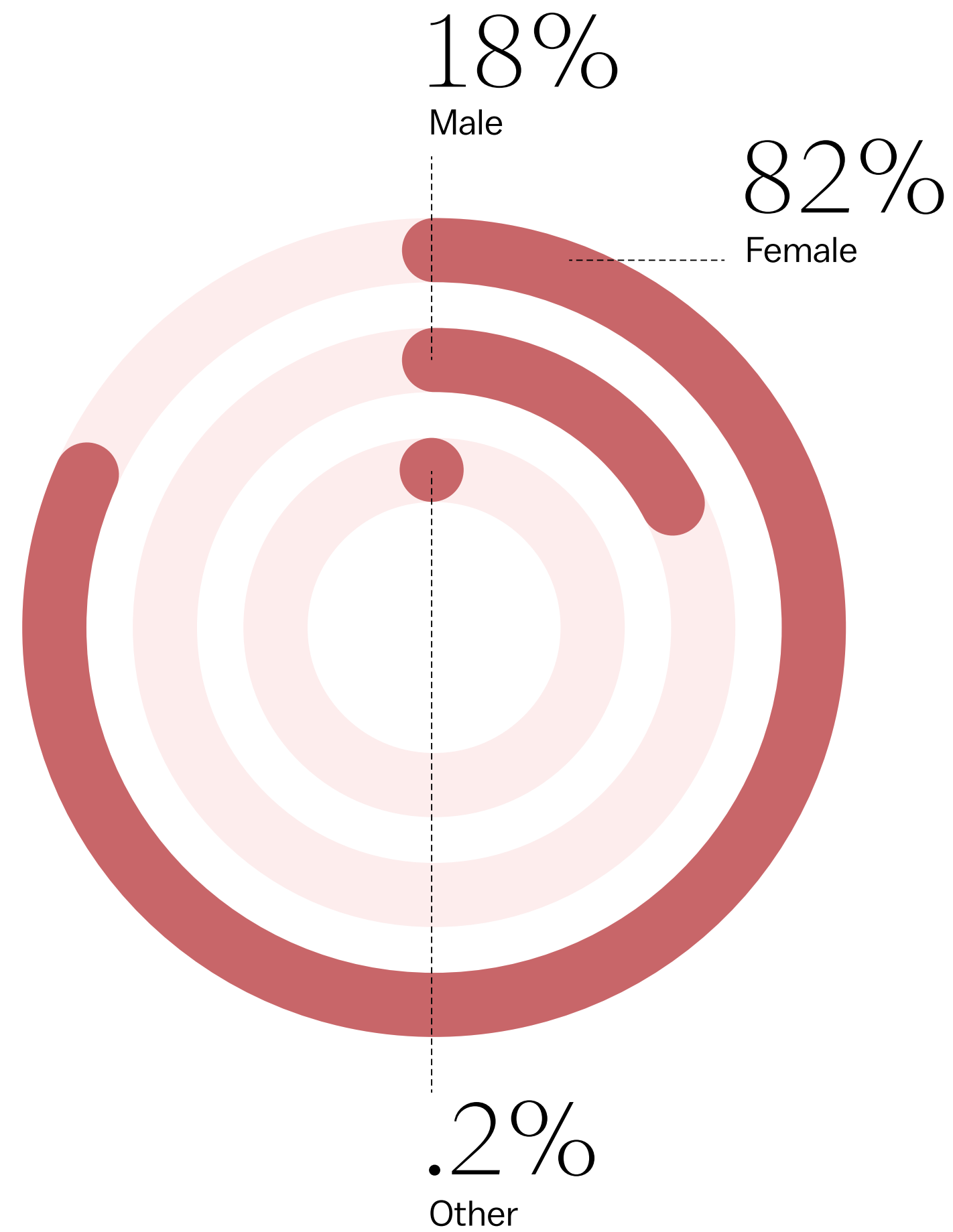
This survey covered 863 respondents across all 50 states, Puerto Rico, and the District of Columbia. All respondents worked in clinical roles in healthcare in 2023.



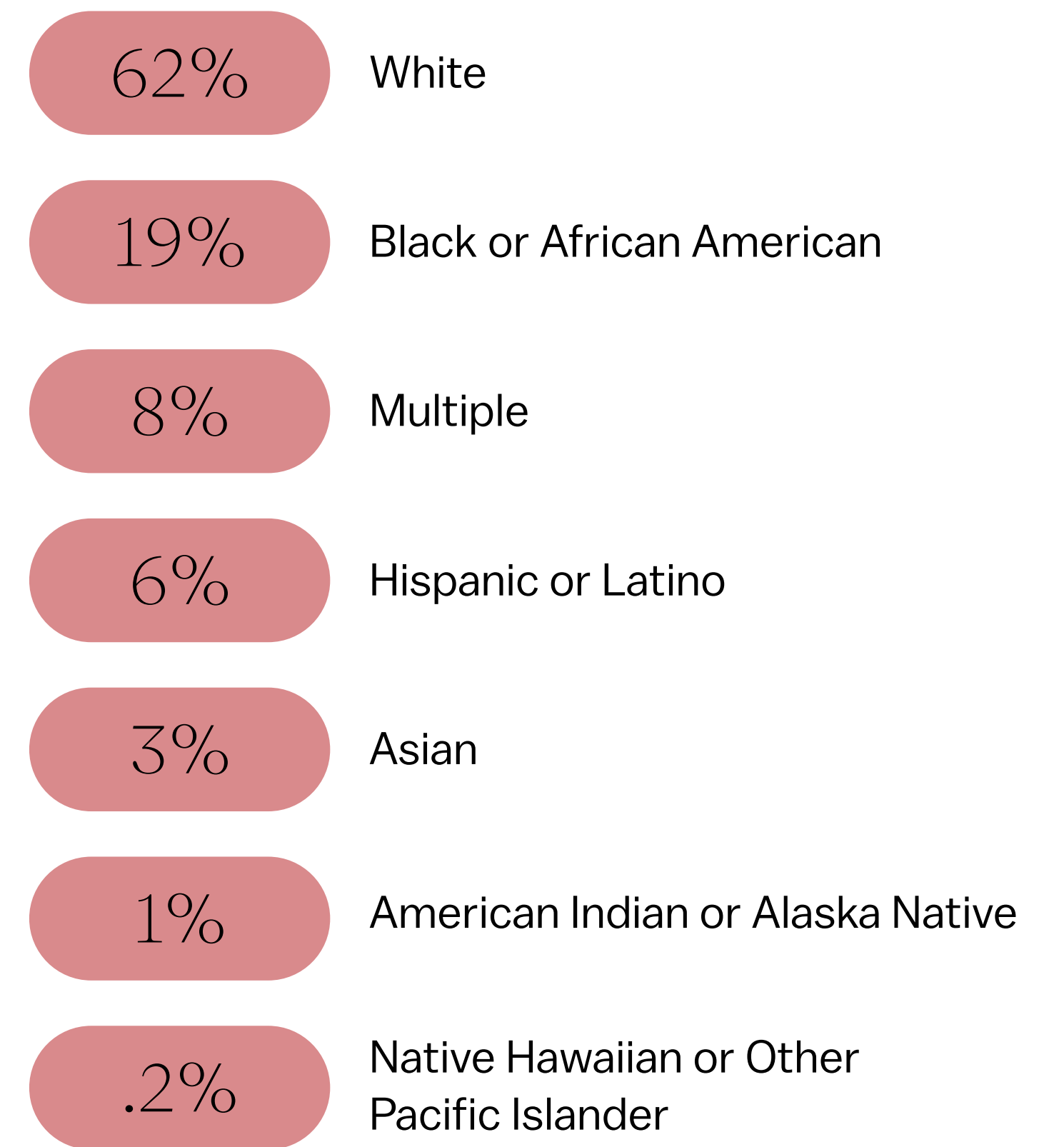
# Age



# Gender

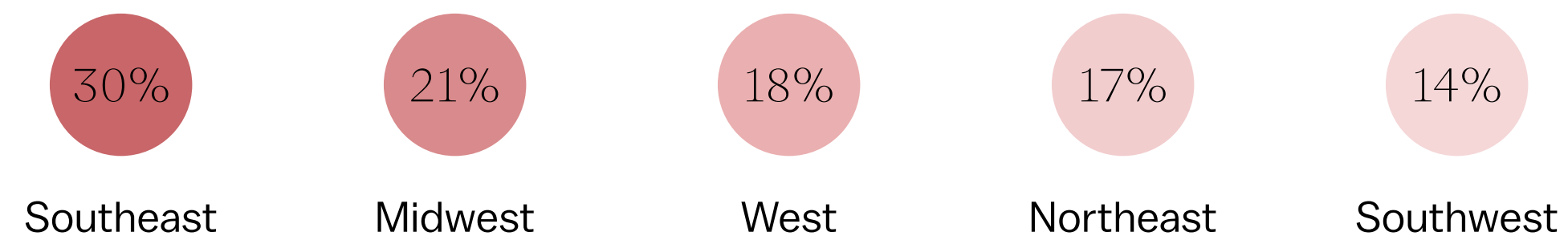
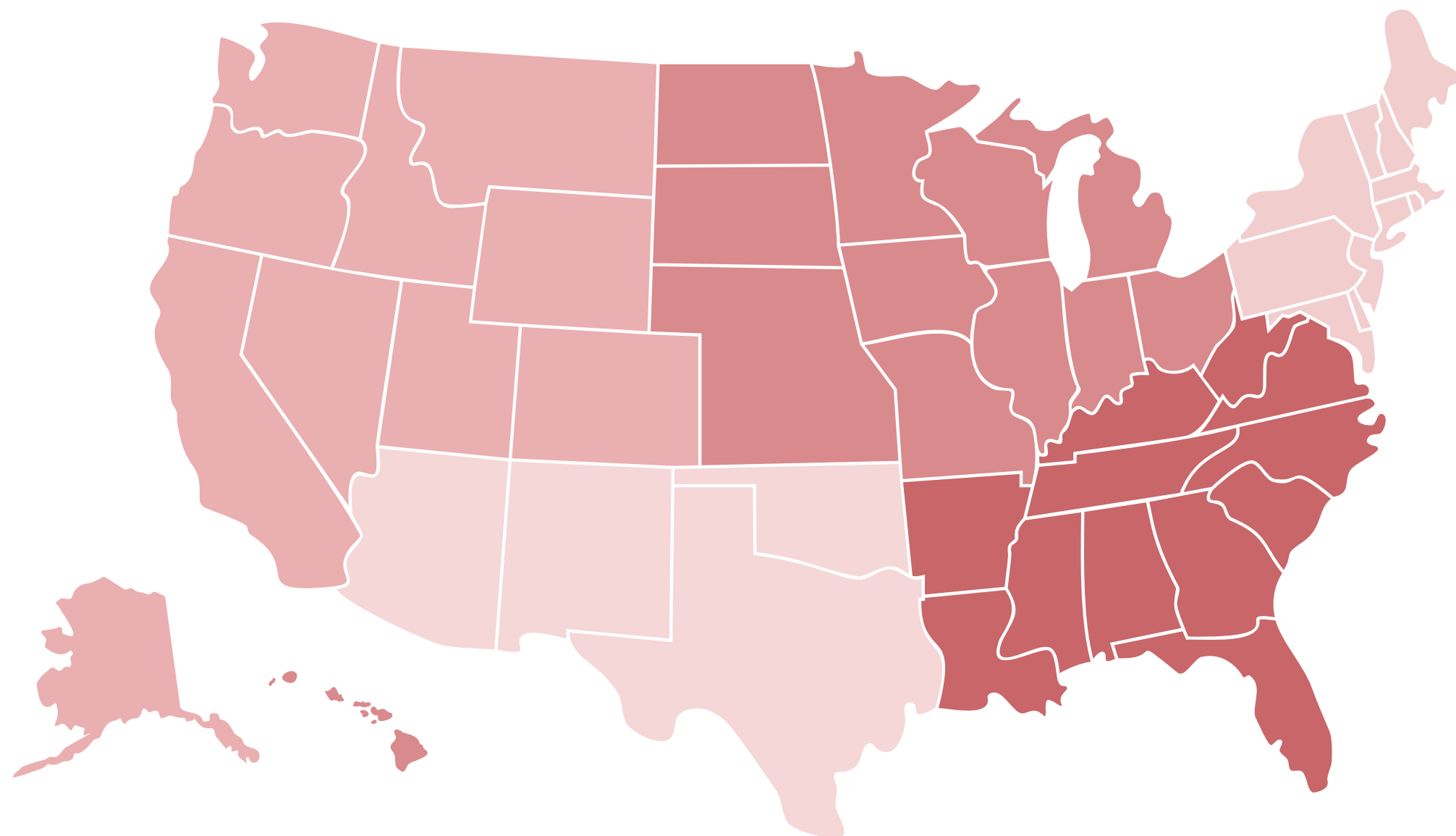


# Race/Ethnicity

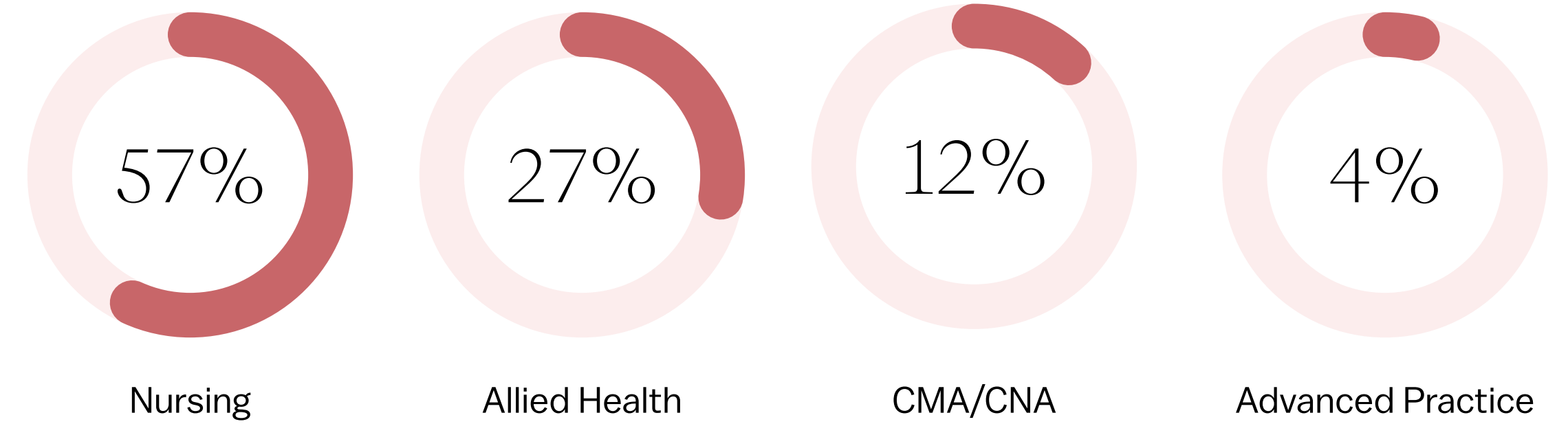




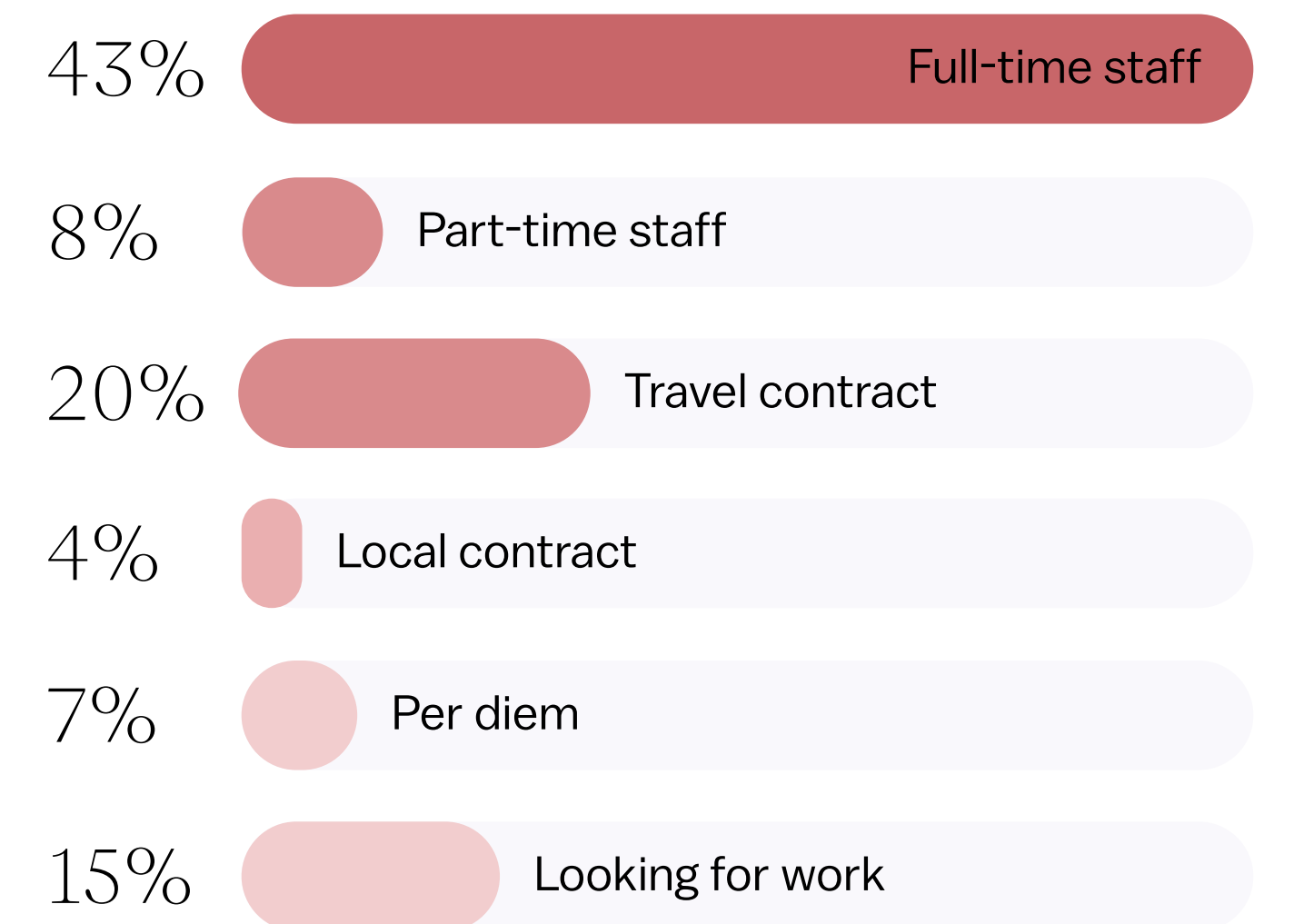
## Location



## Disciplines



## Current Employment



# About *Vivian*

Vivian Health is transforming how the healthcare industry hires. As the leading jobs marketplace that serves healthcare professionals first, Vivian Health empowers a broad range of healthcare professionals to find jobs they love across many types of healthcare work, including staff roles, per-diem shifts, local contracts and travel positions. Built on intelligent matching, transparent information and the widest selection of job opportunities, over 1.7 million healthcare professionals turn to Vivian to find their perfect job. For employers, Vivian Health helps fill roles faster than traditional recruiting practices and at a fraction of the cost, helping alleviate labor shortages in healthcare.

*Learn more at [hire.vivian.com](https://hire.vivian.com)*



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Thank you to the nurses, medical assistants, therapists, technologists, and clinicians who have careers devoted to patient care for sharing a piece of your lives for this report. Your voices, your stories, and your experiences are important.