



TRAVELER NURSE SURVEY

August 2023

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2023 National Traveler Survey

● Introduction

As part of Adaptive Workforce Solution's effort to help healthcare organizations navigate the new normal of the post-pandemic healthcare labor landscape, our 2023 National Traveler Survey was designed to provide insight into what travel nurses are thinking about nursing as a profession, their travel nursing preferences, and their thoughts on the future of nursing.

We were particularly curious this year about traveler perspectives, now that the pandemic is in the rear-view mirror, on the sharply increased pay rates it spawned and the admittedly complex question of whether nursing – and healthcare in general – has lost some of its traditional humanity. We were also eager to explore whether the pandemic had dampened respondent enthusiasm for travel nursing and what factors and/or incentives might induce travel nurses to return to full-time staff roles.



● Methodology

Responses to the 2023 National Traveler Survey were collected between May and June of 2023. We received a total of 209 responses. Responses were incentivized with the opportunity to enter a drawing to win a \$100 visa gift card.

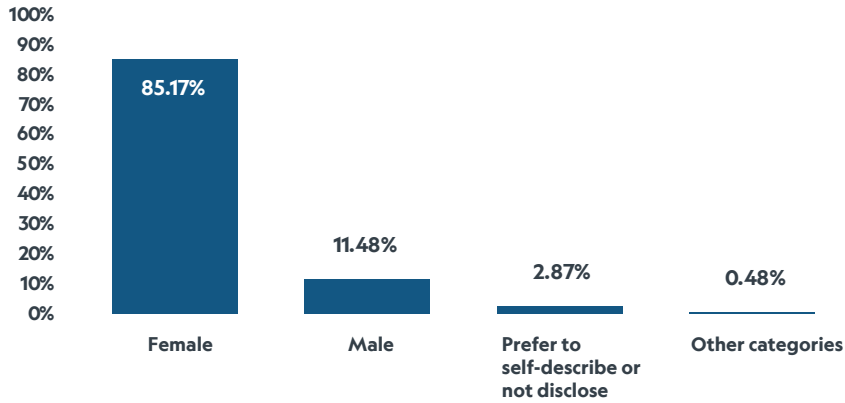
● Adaptive Workforce Solutions Surveys

Adaptive Workforce Solutions, a leader and innovator in workforce solutions for healthcare organizations, publishes multiple surveys and other research reports each year that provide original data on a variety of healthcare workforce-related topics of interest to healthcare organizations and the healthcare staffing industry.

ABOUT SURVEY RESPONDENTS

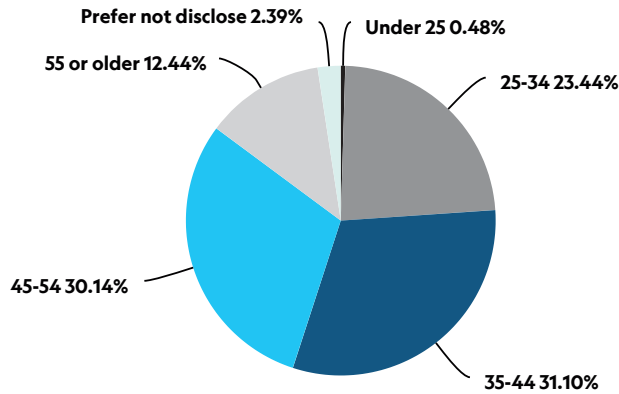
Question 1

Gender:



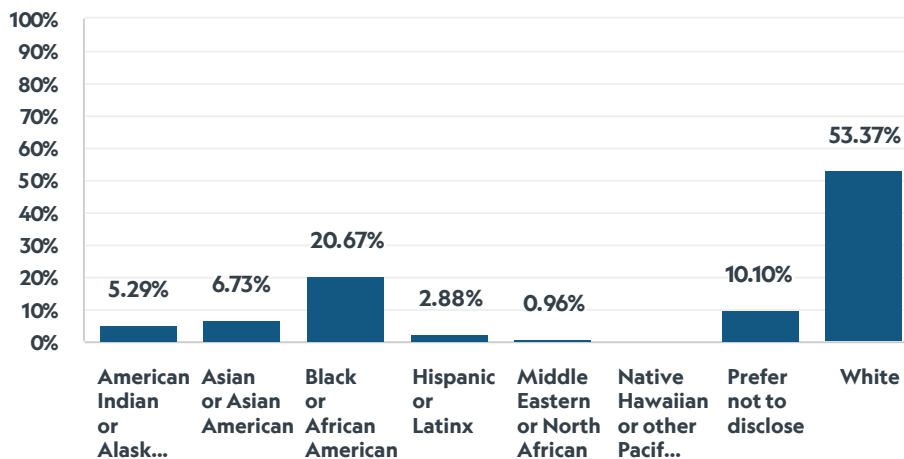
Question 2

Age:



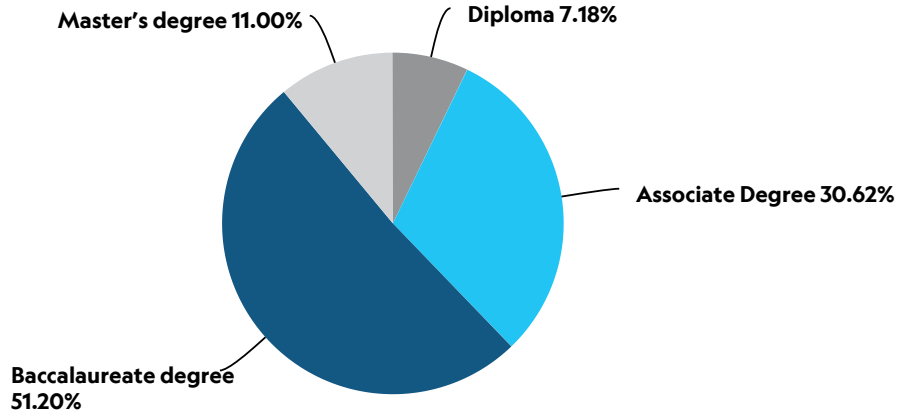
Question 3

Race and ethnicity:



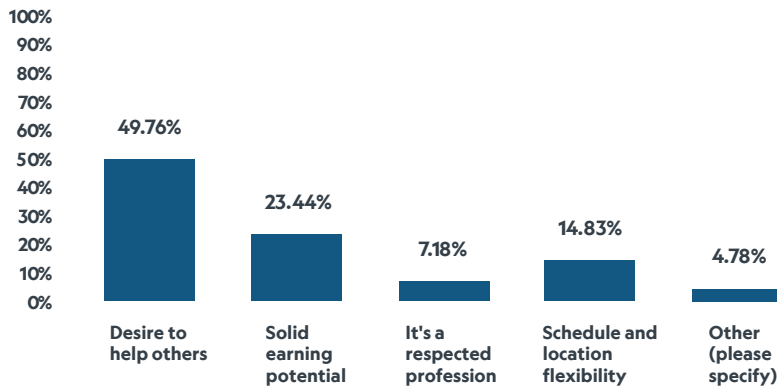
Question 4

Highest degree in nursing:



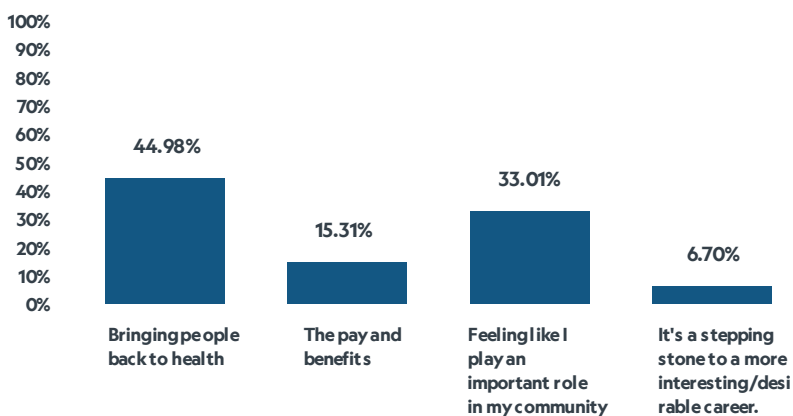
Question 5

What was the most significant factor that prompted you to choose a career in nursing?



Question 6

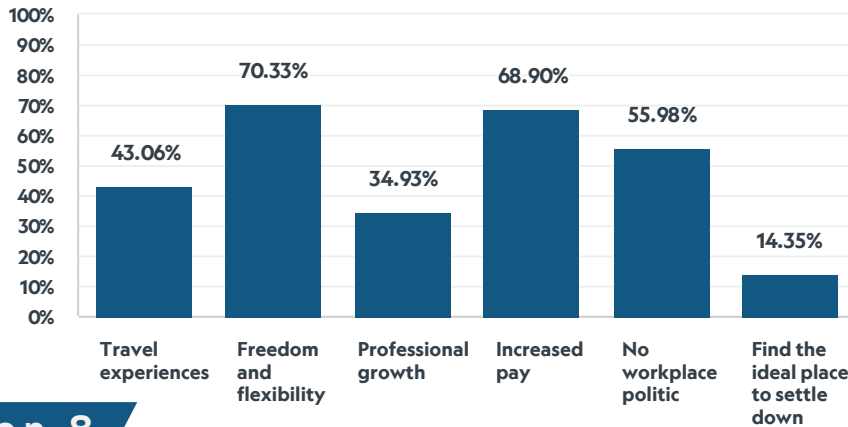
What do you enjoy most about the nursing profession?



THE TRAVEL NURSING EXPERIENCE

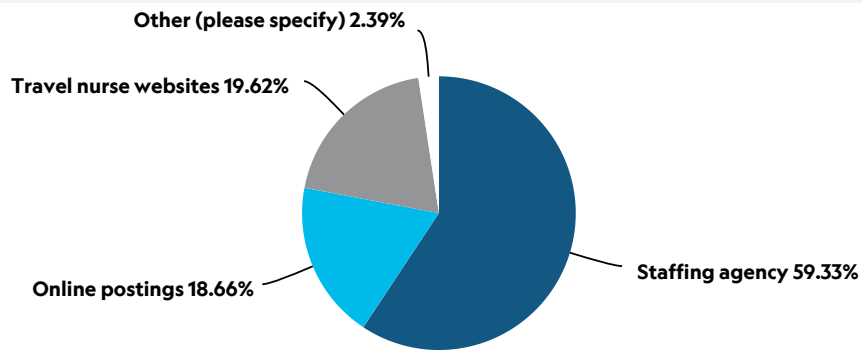
Question 7

Why did you become a travel nurse?



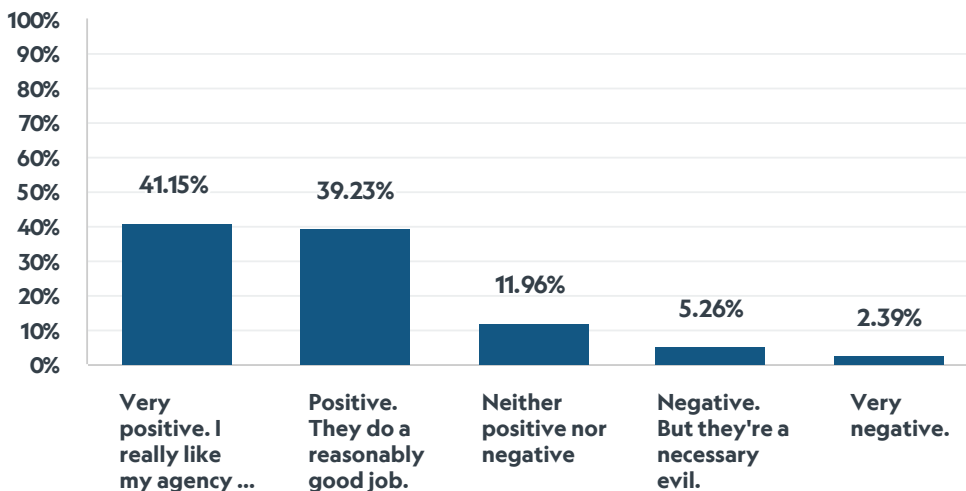
Question 8

How do you find most of your travel assignments?



Question 9

How would you describe your feelings toward your staffing agency/recruiter?



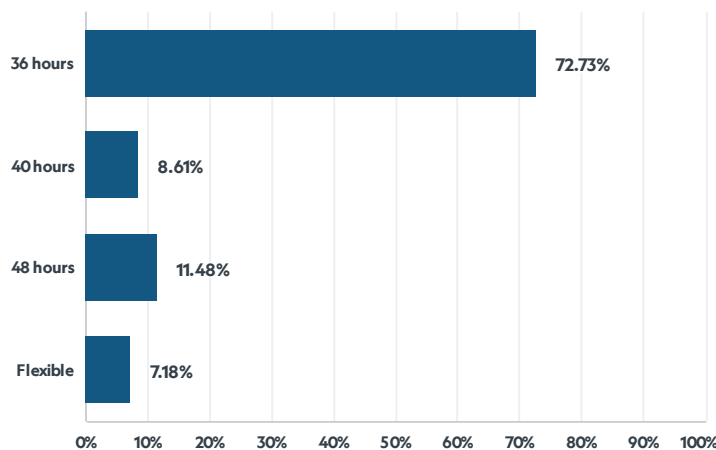
Question 10

What is your favorite thing about travel nursing?

Travelers who left a response to this question most often referenced higher pay, getting to travel, and flexibility as their favorite thing about travel nursing. A significant number of responses also cited the professional benefit of learning how different hospitals do things. A number of travelers stated that traveling enabled them to avoid workplace politics.

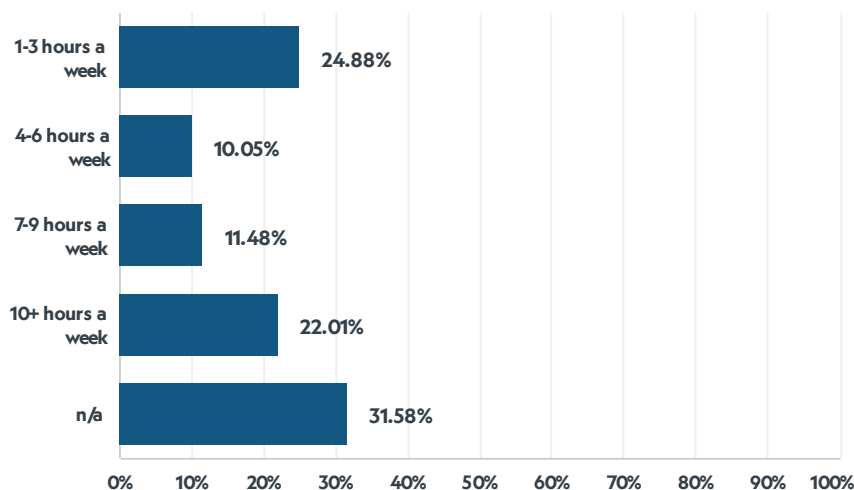
Question 11

How many guaranteed hours do you look for when picking travel assignments?



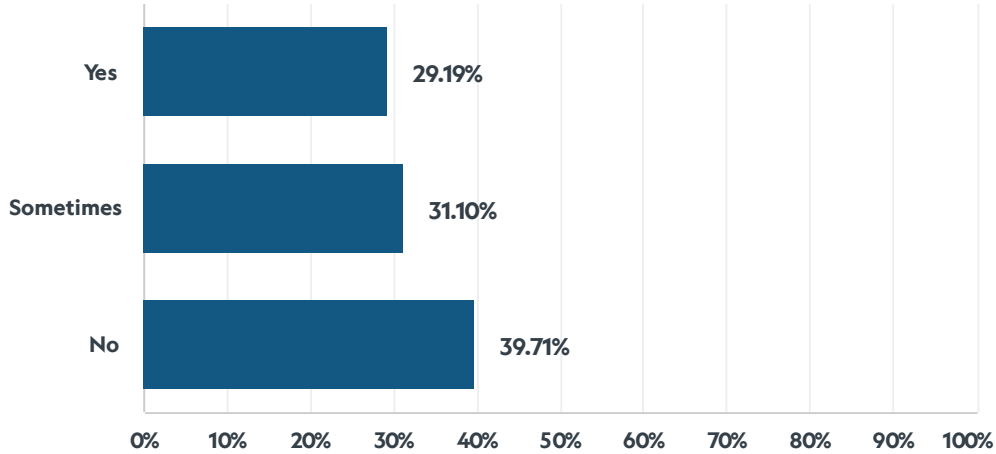
Question 12

How much overtime per week do you typically work during an assignment?



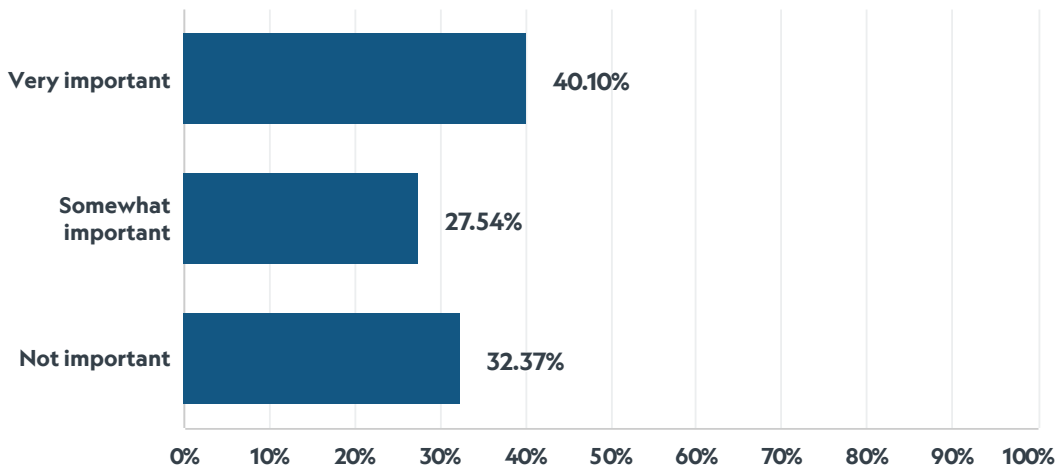
Question 13

Are you willing to work rotating shifts (day/evening/nights)?



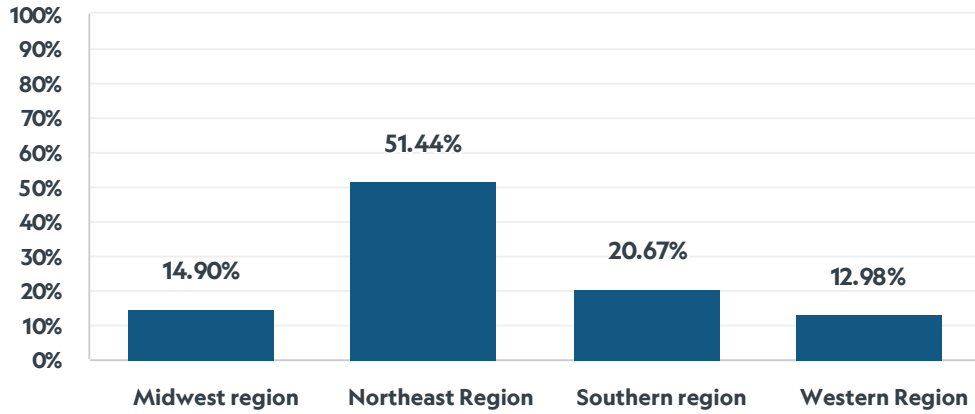
Question 14

How important are benefits to you when selecting a travel assignment?



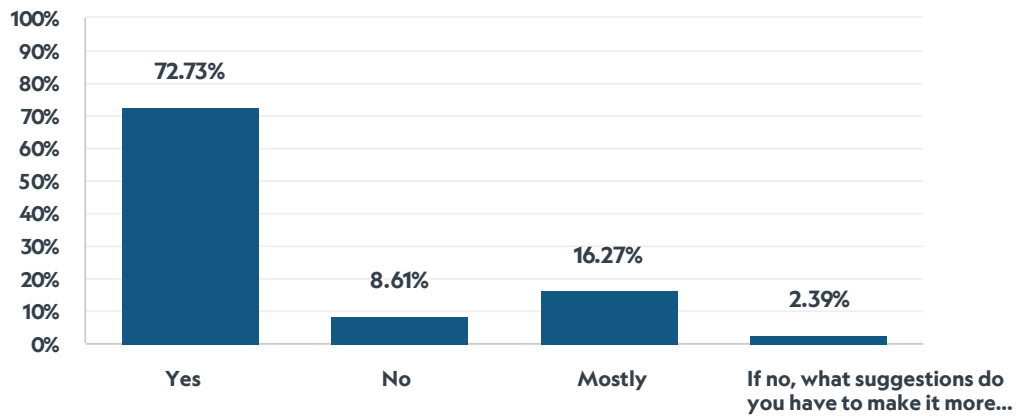
Question 15

What region do you normally select for your travel assignments?



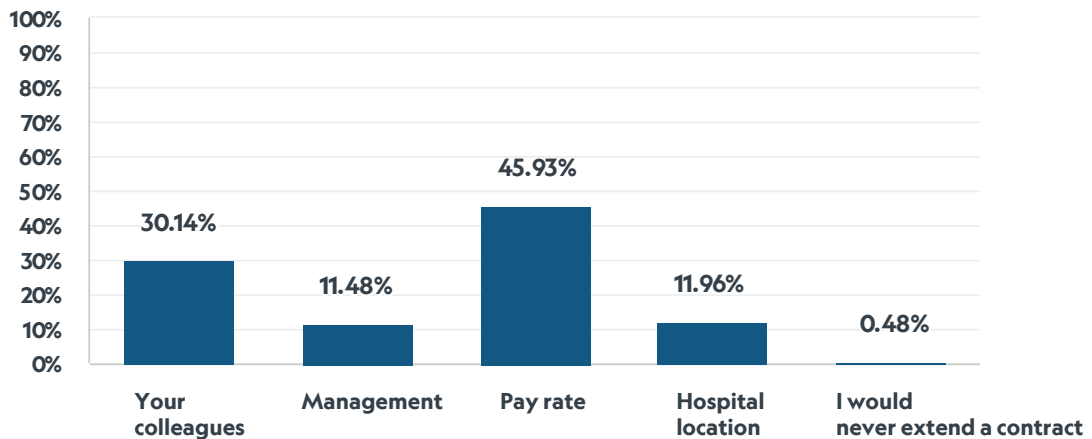
Question 16

Is your current facility traveler friendly?



Question 17

When considering whether to extend an assignment, which factors matter most to you?



Question 18

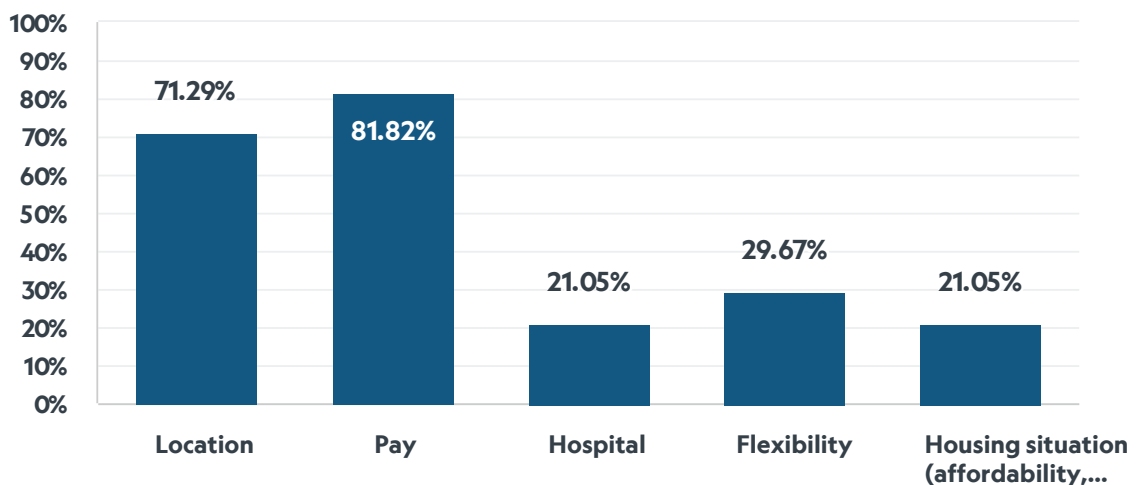
What was the biggest challenge you faced as a travel nurse in the past six months?

Travelers who left a response to this open-ended question referenced time away from family, declining pay rates, the difficulty of finding affordable housing, and staffing shortages as their biggest challenge. Several stated that their biggest challenge was rudeness or discriminatory treatment (because of their traveler status) from regular staff while on assignment.



Question 19

What will you be looking for when selecting your next travel assignment?



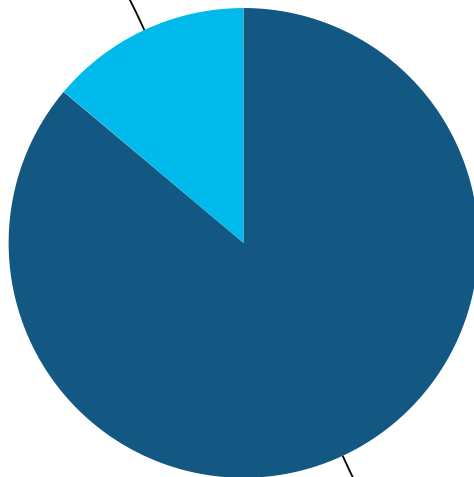
THE HUMANITY IN NURSING



Question 20

Do you ever feel like nursing and/or healthcare in general, has lost its humanity?

No 13.88%

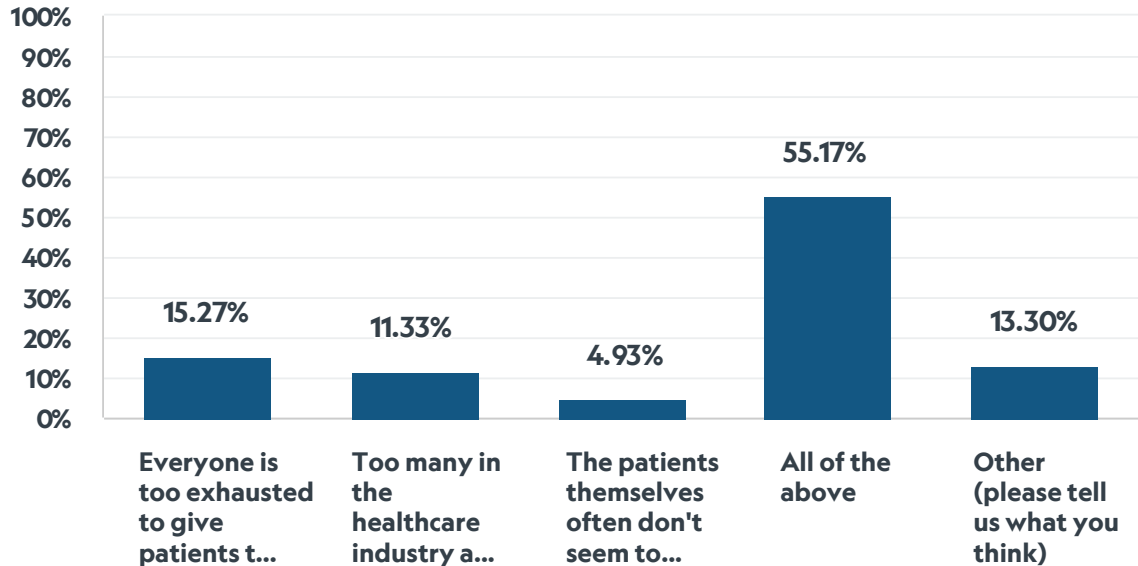


Yes 86.12%

In asking this question, we were trying to assess traveler opinion about whether - particularly in light of the crisis atmosphere of the pandemic and the dramatically increased pay rates - it seemed that nursing/healthcare had drifted from its mission of caring for the sick. A significant majority (86%) agreed.

Question 21

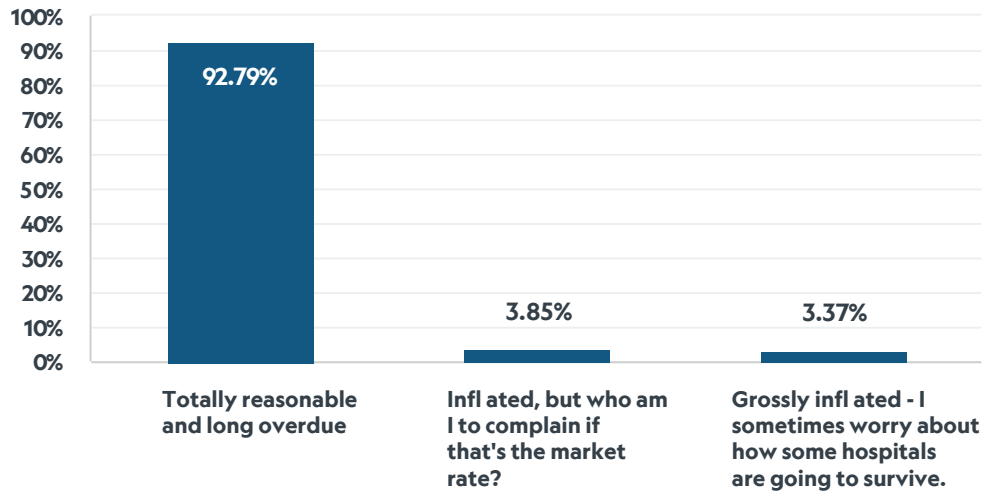
If yes, and we know this is a complicated question, why do you think that is?



To the extent travelers viewed nursing and healthcare as having lost its humanity, we wanted to explore the reasons behind the negative assessment of their own profession and industry. In response to this follow-up question, a majority (55.17%) cited the combined effects of clinician burnout, self-interest, and lack of patient appreciation as causative factors. Fifteen percent of surveyed travelers selected clinician burnout as the specific reason for the loss of focus. A majority of the written responses to the “other” option expanded on the burnout explanation, with a number of those responses specifically noting high staffing ratios as contributing to a decline in patient care.

Question 22

The pandemic ushered in a sharp rise in pay rates. Would you say those pay rates are:



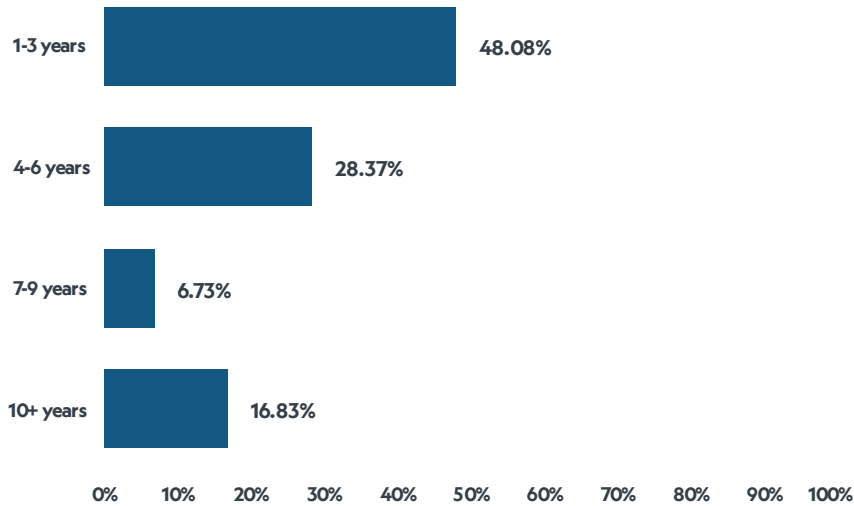
Perhaps unsurprisingly, an overwhelming majority (93%) saw the higher nurse pay rates as reasonable and long overdue. Only 7% percent of respondents expressed reservations.



FUTURE PLANS

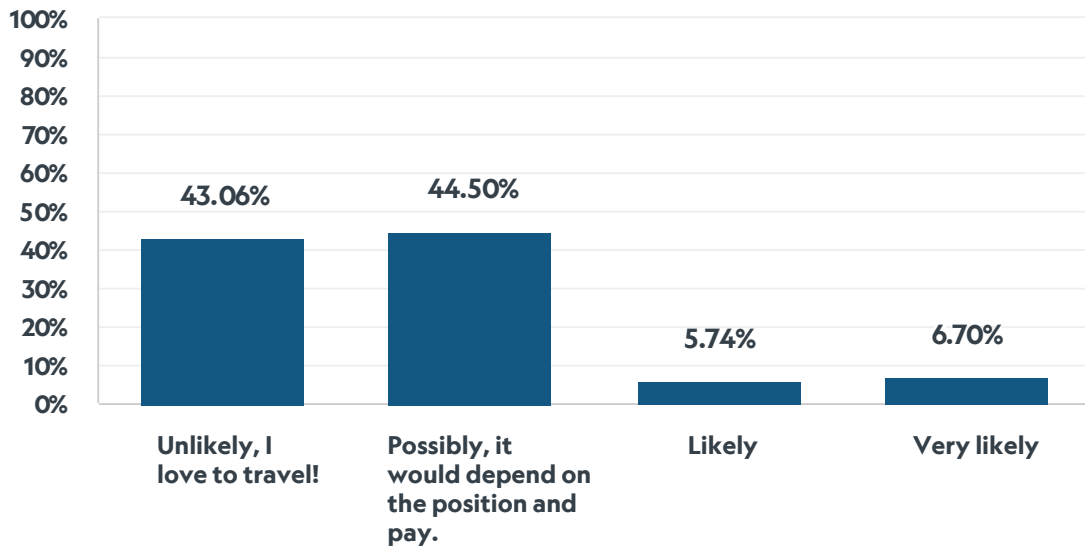
Question 23

How many more years do you think you'll travel?



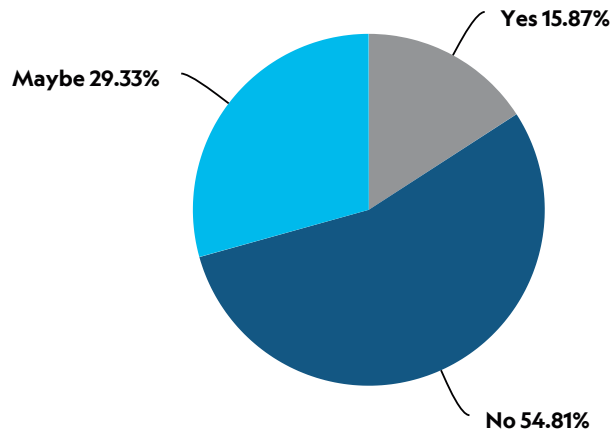
Question 24

How likely are you to consider going back to a full-time staff position in the coming year?



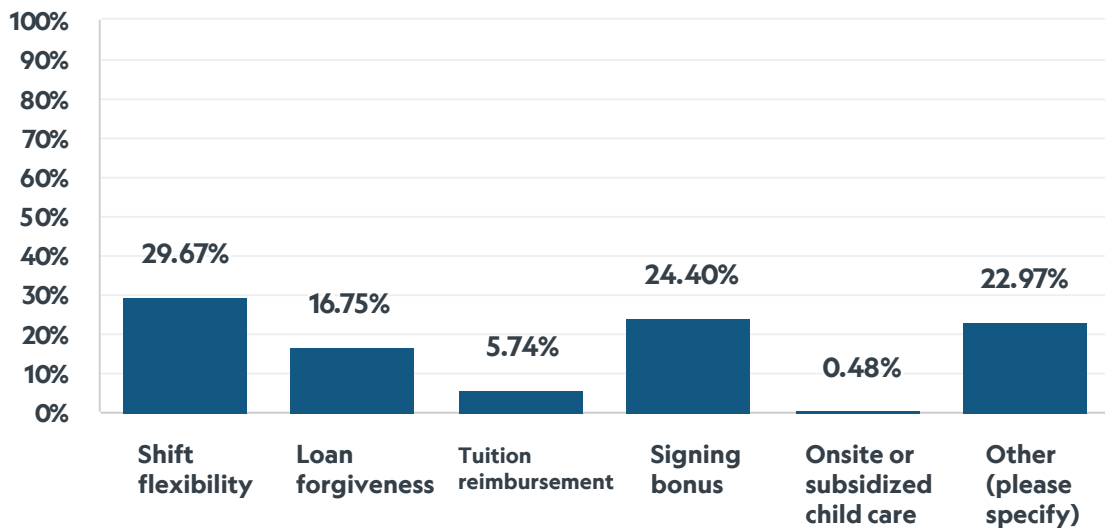
Question 25

Would you accept less hourly pay for a better schedule?



Question 26

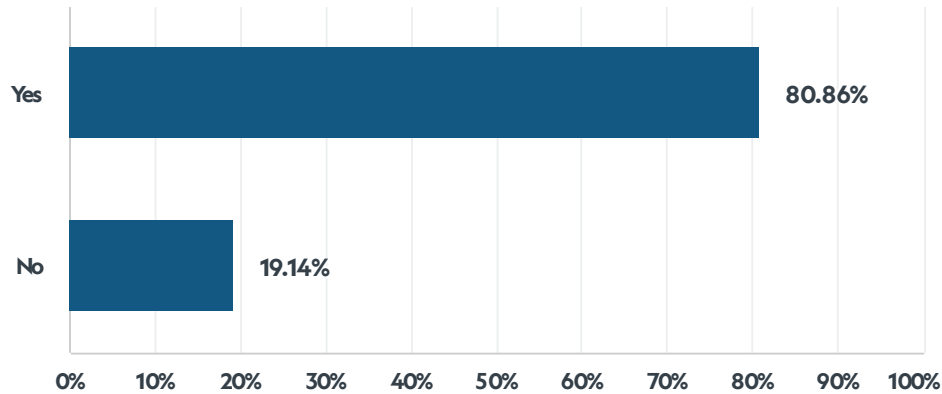
What kinds of programs, if offered by a healthcare organization, might persuade you to take a staff position?



A majority of travelers who left responses to the “other” option cited higher pay as the biggest possible incentive to return to a staff position, although a number also referenced better benefits, lower staffing ratios, shift flexibility, and opportunities for growth. A handful of respondents answered “nothing.”

Question 27

Would you consider a virtual nursing role?



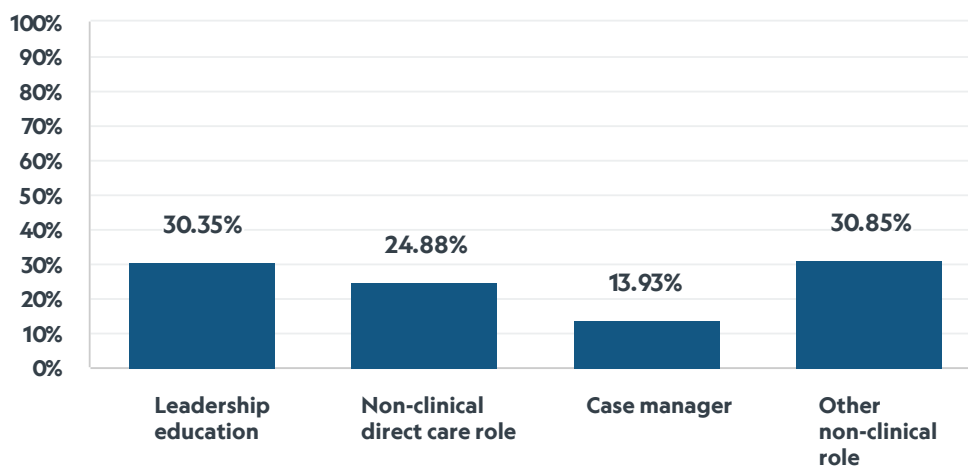
Question 28

Why or why not?

A majority of travelers who left responses cited flexibility/convenience and the ability to step away or take a break from bedside nursing as a reason they would consider a virtual nursing role. A significant number of travelers took the opposite view, with one of them commenting, "I like to assess my patients with my hands and my eyes. I like to speak personally face to face. It's more intimate and it allows patients to be vulnerable with their concerns."

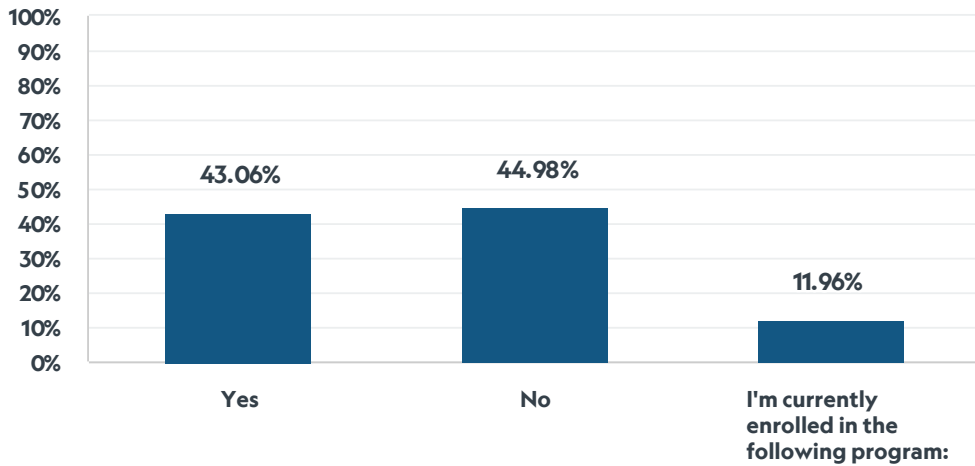
Question 29

Would you consider full-time employment if offered a non-clinical role such as:



Question 30

Are you interested in going back to school?



Question 31

If yes, what kind of academic program are you interested in?

In response to this question, 18% of respondents indicated an interest in completing their BSN degree, 35% were interested in obtaining a master's degree in nursing, and 9% were interested in pursuing a doctoral degree. Thirty-eight percent of respondents were interested in pursuing degrees in non-nursing medical fields such as hospital or healthcare administration, cardiac perfusion, or psychology.



TRAVEL NURSE SURVEY KEY FINDINGS

- A majority of travelers (57%) expressed an interest in returning to a full-time staff position in the coming year, with 45% indicating they'd consider less hourly pay in exchange for a better schedule. In response to a question about what programs/benefits would serve as an inducement to accept a staff position, more respondents cited "shift flexibility" than a signing bonus or increased pay.

- Perhaps unsurprisingly, in the aftermath of a nationwide healthcare emergency that stressed both hospital systems and frontline healthcare providers, an overwhelming majority (86%) of respondent travelers are feeling demoralized about nursing and/or the healthcare industry, with many expressing concerns about staffing ratios and declining patient care.

- Interest in virtual nursing roles is very high (81%), with a number of respondents noting that such roles would provide a respite from the stresses of bedside nursing.

THE ADAPTIVE WORKFORCE SOLUTION

For over 20 years, the dynamic team of healthcare staffing experts at Adaptive Workforce Solutions have been designing solutions to help healthcare organizations procure and manage contract labor. We love what we do and take enormous pride in our role as valued consultants and advocates for the hospitals and healthcare systems we serve across the country.

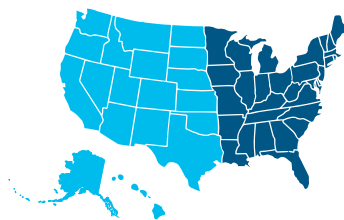
Central to the Adaptive approach to our workforce solutions is the concept of vendor-neutrality, and transparency which means that all staffing vendors receive staffing requisitions through our VMS software at the same time - none are given "advanced access" to requisitions or preferred status - and the rates are completely transparent to all parties. This ensures an even playing field and promotes price competition. This unbiased approach is a core part of who we are, enabling us to deliver uncompromised service, advocacy, and guaranteed cost-savings to our clients.

We specialize in designing customized workforce solutions that streamline and automate the entire contract labor lifecycle onto a single, integrated, and easy-to-use web-based platform. The platform, together with a dedicated Adaptive service delivery team, will simplify and manage all aspects of the workforce management program for the client, greatly expanding access to qualified temporary staff and enabling a wide array of reporting, analytics, and auditing tools. But because bigger isn't always better, we also offer a wide array of more targeted solutions.

Our Services Include:

- **Managed Service Programs**
- **Payroll Services**
- **PRN Float Pools**
- **Emergency Staffing Services**
- **In-House Travel Programs**
- **International Nurse Programs**
- **Guaranteed Savings Commitment**

WEST REGION



EAST REGION

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