

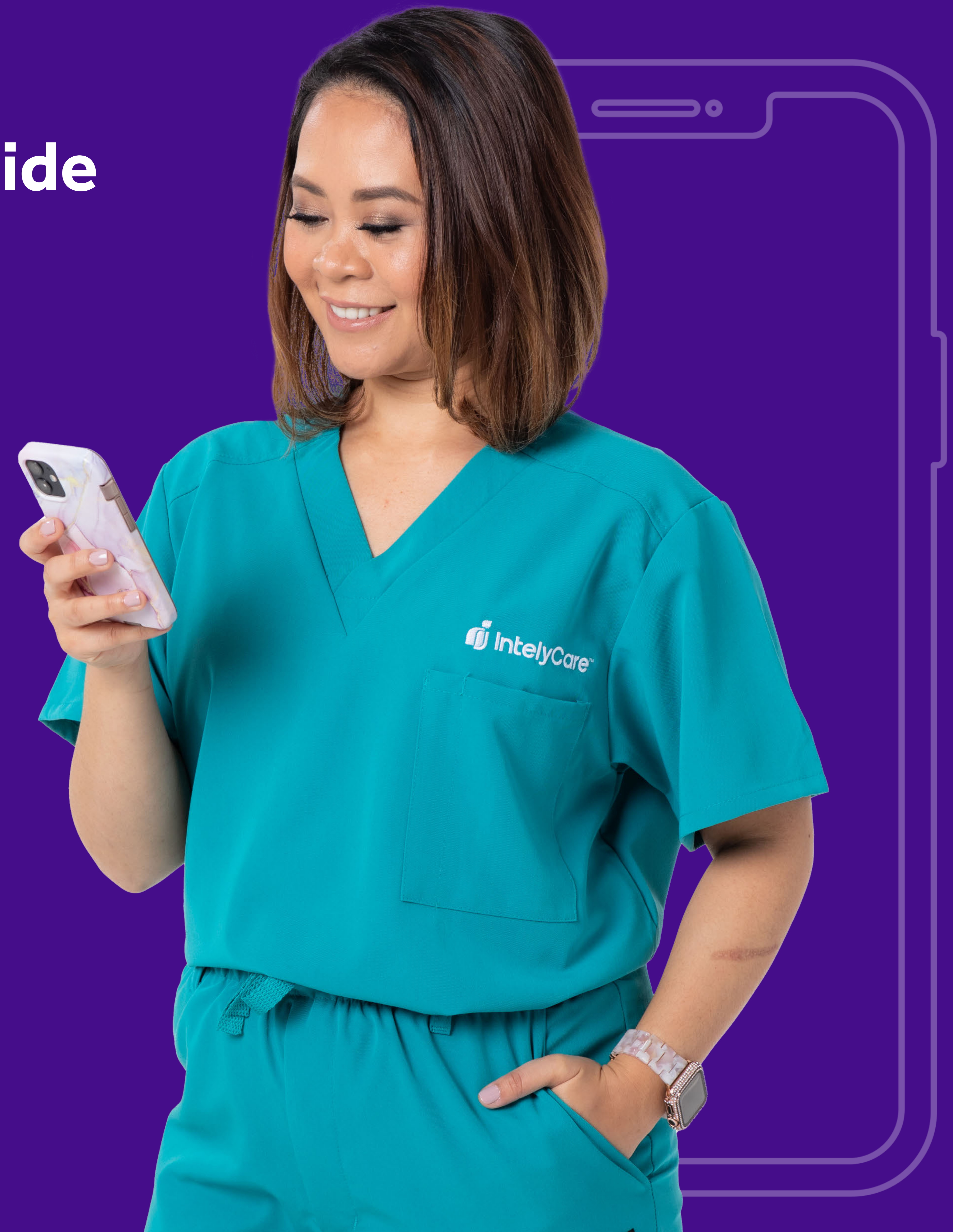
Solving the Shortage

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How Gig Working Technology Is Keeping More Nurses by the Bedside

Nearly 75% of nursing professionals chose their career based on a desire to help others. Yet now more than half would not recommend that their children follow in their footsteps.

In this IntelyCare Research Group report, we examine the desire for nurses to achieve the same predictability and control over their time that technology is affording other professions. And how those who are finding flexibility in tech-enabled per diem nursing work are less stressed, happier, and more likely to thrive in their careers.



Abstract

As we head toward a post-pandemic world, it is crucial to identify and determine the most effective ways to overcome the issues that are causing historic shortages in the nursing workforce. In this study, the IntelyCare Research Group examines the findings of two surveys that aimed to better understand the demands on nursing professionals, the impacts of growing staffing shortages, and the working models nurses prefer. The first survey, conducted by Reputation Leaders, identified the current work situations, emotional state, and future aspirations of nursing professionals segmented by provider type and tenure. The second survey, conducted by Oliver Wyman, identified the role scheduling plays in nurses' decisions to remain by the bedside and their desire to explore new ways of working. Together, the two surveys paint the picture of a nursing workforce that is demanding flexibility in their lives and a growing segment of nurses that are finding that flexibility in tech-enabled gig roles.

Nurses Are Ready for a Change

According to the American Nurses Association, more than 500,000 registered nurses are expected to leave by the end of 2022. But for the 75% of nurses who followed their calling to help others, the road doesn't need to end with an exit.

50–60%

of the nursing workforce wants to change their career plans

45%

of post-acute care nurses are now considering a gig-based role

The Future of Nursing Is Now

Nursing Professionals who have adopted gig working apps are more likely to feel that they are thriving in their careers. ICRG's study found that nurses who are a part of the gig economy are less stressed, happier, and take better care of their mental and physical health than permanent staffers. The study also revealed that a third of nurses who have never worked in a per diem capacity feel anxious or uncertain about their career, compared to just one in five per diem nurses. **And those who shifted to a tech-enabled per diem role early feel more empowered, as 43% of early technology adopters more often describe themselves as successful and confident in their nursing careers.**

Planning to Leave Current Role

Per Diem Nurses

13%

Full-Time Nurses

30%

Overcoming Shortages with the Gig Economy

The dearth of proper staffing levels in post-acute care settings has throttled hospital throughput and left thousands of facilities unable to maintain the census required to receive adequate funding from CMS. The shortages are also having a detrimental effect on those nurses who remain by the bedside. Working hours have increased by up to 15% across the nursing workforce over the last two years and 56% of those surveyed pointed to workload as the cause for leaving a job. Nurses are now consistently working more than the typical 36-hour-per-week pre-pandemic norm, with nursing assistants working nearly 52 hours per week on average.

Estimated 2021 Nursing Turnover

4.

22-36%

for registered nurses

33-52%

for certified nursing assistants

Time-To-Fill for a Bedside Nurse Vacancy

90 Days

Building a More Sustainable Nursing Workforce

The high levels of acuity and patient deaths and long working hours experienced during COVID-19 have combined with the pressures of understaffing to take a significant mental and physical toll on nurses. Affording nurses with more control over their schedules and time can go a long way in preserving the nursing workforce. **ICRG's study found that a majority (56%) of per diem nurses prioritize their health, while 61% of those in full-time roles put their job before their physical and mental well-being.** Per diem nurses are also finding themselves less drained at the end of a week's worth of shifts.

“I Have Something ‘Left in the Tank’ at the End of the Working Week”

60%

of Per Diem Nurses responded yes

49%

of Full-Time Nurses responded yes

Finding Stability In Flexibility

While there is a strong desire among nursing professionals to achieve more flexibility in their careers, many are still apprehensive about switching jobs because of the familiarity and stability their current role provides.

Reasons Why I Stay In My Role

Relationships with patients and staff

29 %

Unknowns of working in a new facility

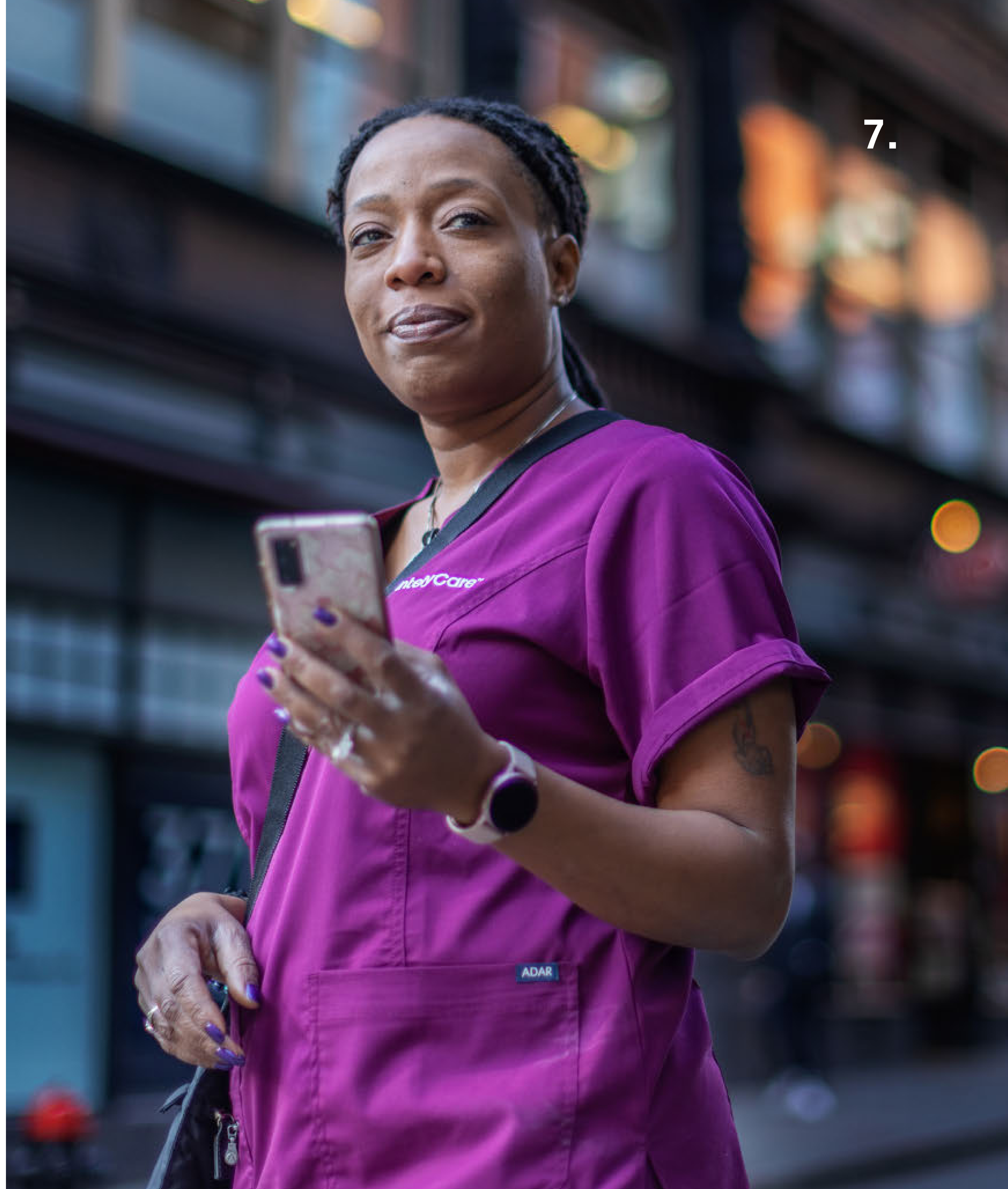
45 %

As staffing technologies get more sophisticated, however, there are now more opportunities to find that stability in flexible per diem roles. Staffing apps, like IntelyCare, can offer the ability to schedule a longer-term engagement with a healthcare facility to create more familiarity between a per diem nurse and the facility's processes, internal staff, and residents. The IntelyCare app also provides nurses and nursing assistants with in-app training, as well as specific information on a facility and a rating system.

Bringing The Gig Economy to Healthcare

As part of the research, the surveys also spoke specifically to nursing professionals who work for IntelyCare, known as IntelyPros. The IntelyCare app provides per diem nurses and nursing assistants with the ability to accept single shifts, blocks of shifts, and contract assignments with its partnering healthcare organizations.

IntelyPro respondents were likely to feel more confident, happy, and as if they were thriving in their career than the respondents outside of IntelyCare.



42% vs 33%

Confident

37% vs 26%

Happy

27% vs 9%

Thriving

Methodology

Reputation Leaders

Reputation Leaders surveyed 1,341 post-acute care nurses across the United States that included a mix of registered nurses, licensed practical nurses, and certified nursing assistants. The survey focused on identifying the current work situations, emotional state, and future aspirations of the nursing workforce.

Oliver Wyman

Oliver Wyman conducted a 200-respondent survey of nursing and allied health professionals. The survey aimed to uncover a better understanding of the composition, sentiments, future state expectations, and key motivators of the nursing and allied health professional workforce.

About IntelyCare

IntelyCare is the leading tech-enabled nurse staffing platform for healthcare organizations in the United States. Through its AI-based platform, IntelyCare addresses the nation's growing healthcare labor challenges by placing nursing professionals in increasingly distributed care settings. In doing so, IntelyCare provides nurses and nursing assistants with unprecedented flexibility in their work lives while simultaneously empowering healthcare organizations to take complete control of how they manage full-time, part-time, and per diem nursing staff.