

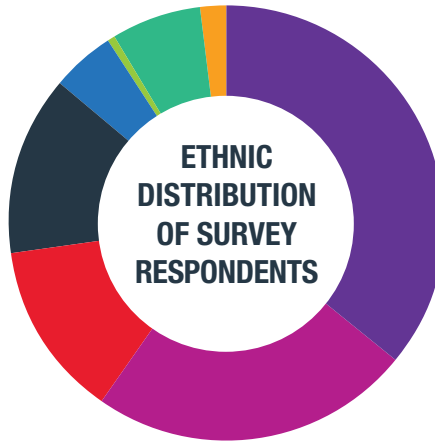


# CALIFORNIA Newly Licensed RN Employment Survey

FALL 2020

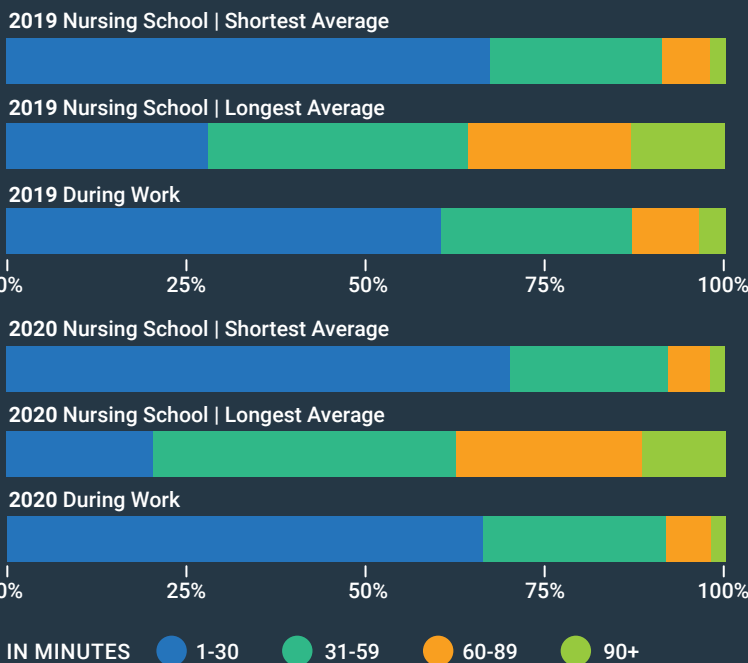
Since 2010, HealthImpact has conducted a survey of newly licensed registered nurses (RNs) focused on employment and entry into the workforce. Additional survey questions were added in the fall of 2019 to understand the social determinants of health and education both when they were nursing students and as they entered the workplace.

RNs newly licensed by exam in California in the prior 12-month period between September 2019 and August 2020 were invited to participate in the study. A total of 3,058 eligible nurses completed the survey for a 27.9% survey response rate. Download the entire report here: [bit.ly/RNSurvey2020](https://bit.ly/RNSurvey2020)

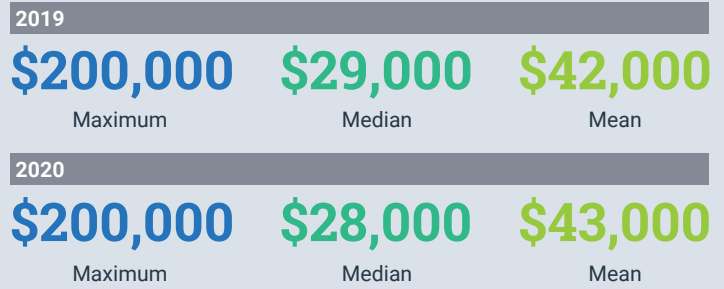


- Caucasian, White, European, Middle Eastern
- Central American, South American, Cuban, Mexican, Other Hispanic
- Fijian, Filipino, Guamanian, Hawaiian, Samoan, Tongan
- Cambodian, Chinese, Indian, Indonesian, Japanese, Korean, Laotian/Hmong, Pakistani, Thai, Vietnamese
- African American, African, Black
- American Indian, Alaskan Native
- Other/Mixed
- Prefer to Not Answer

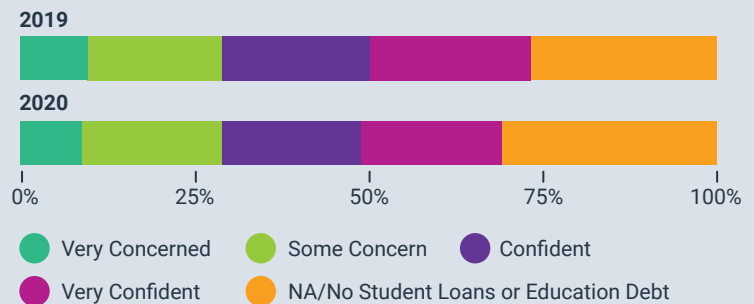
## ONE-WAY COMMUTE TIME



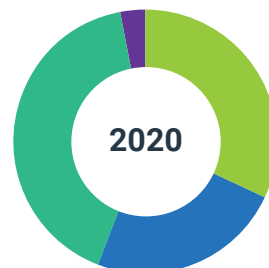
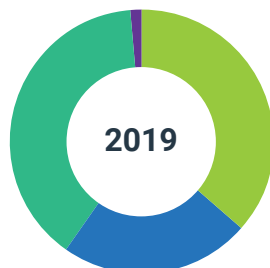
## AMOUNT OF STUDENT DEBT AT ACADEMIC PROGRAM COMPLETION



## LEVEL OF CONFIDENCE TO PAY BACK STUDENT DEBT



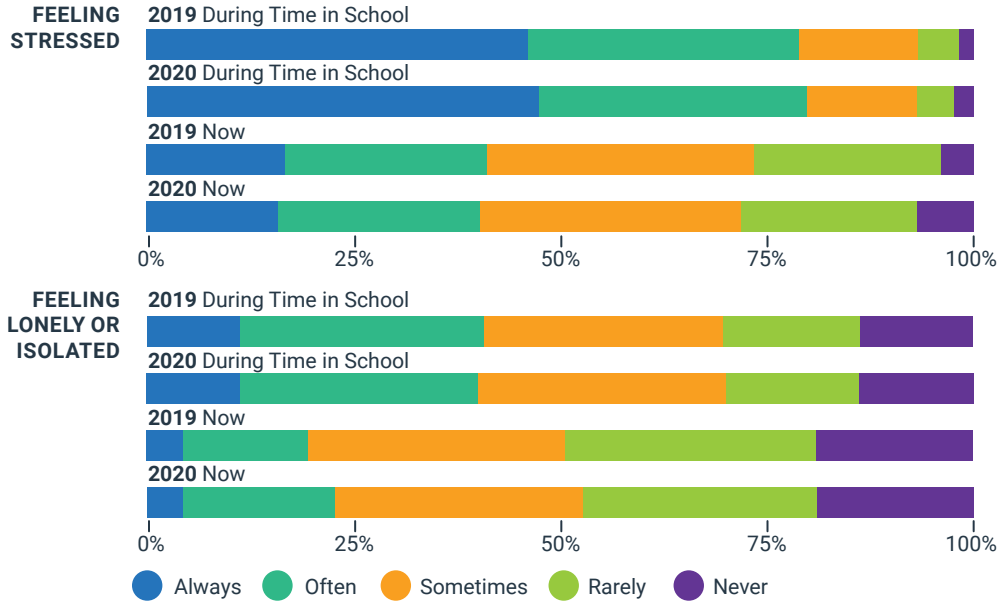
## PERCENT OF RNS CONSIDERING JOB OR CAREER CHANGE WITHIN 1-2 YEARS



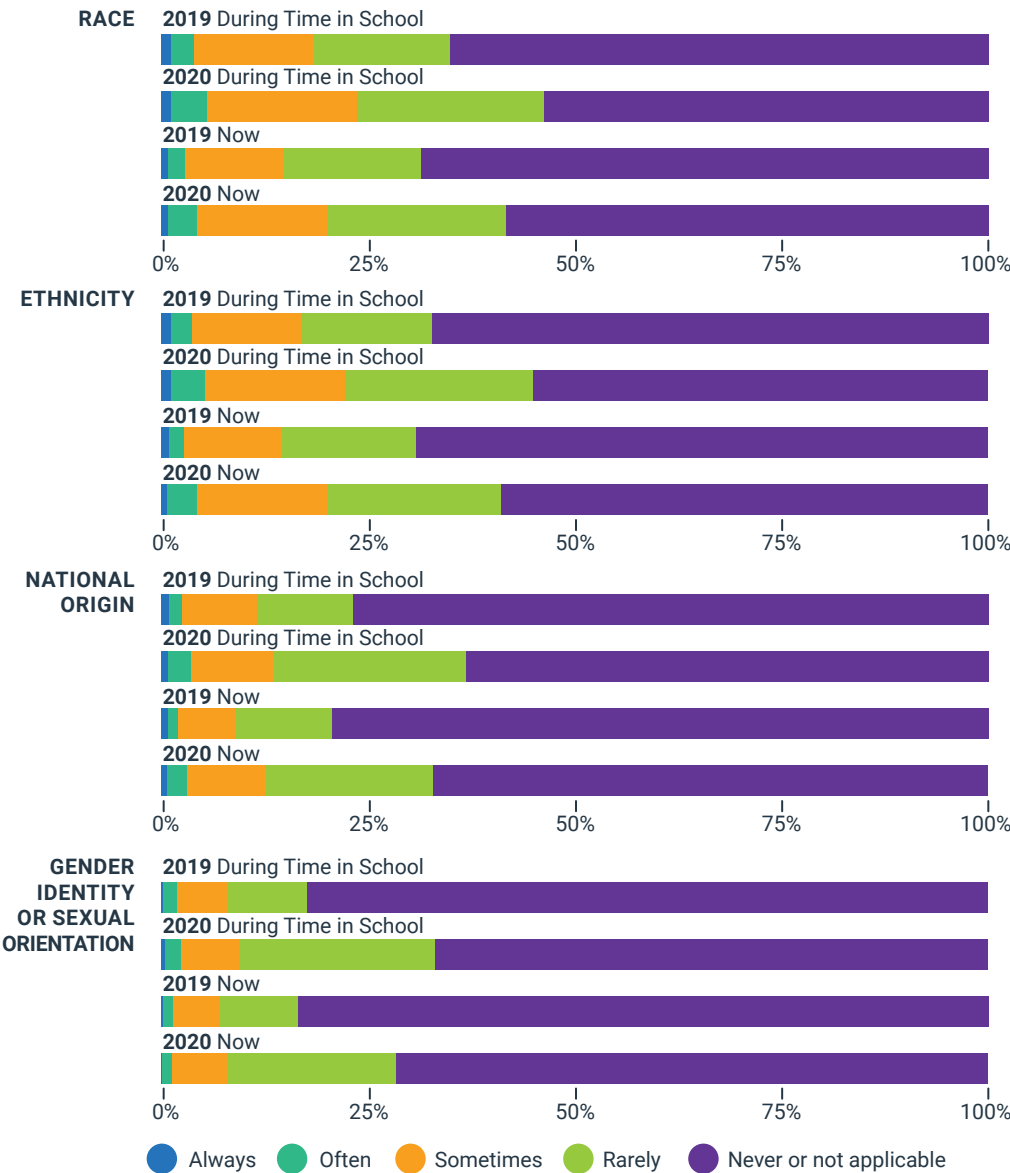
- No
- Yes, with same employer
- Yes, with different employer
- Yes, outside of nursing

# Physical & Mental Health

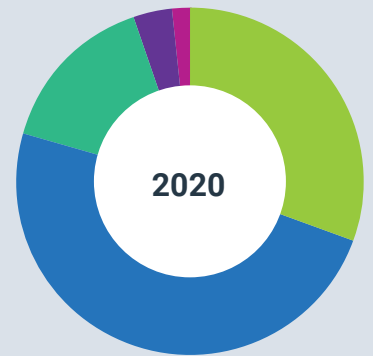
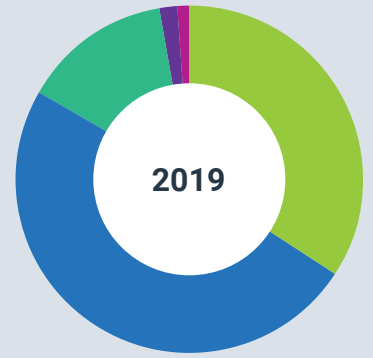
## COMPARISON OF PHYSICAL & MENTAL HEALTH IN NURSING SCHOOL & NOW



## EXPERIENCE OF BIAS OR DISCRIMINATION IN NURSING SCHOOL & NOW

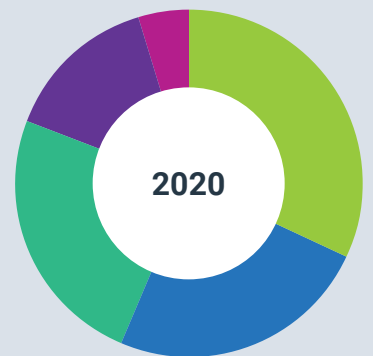


## NEWLY LICENSED RNs REPORTING BURNOUT WITHIN THE 1<sup>ST</sup> YEAR OF EMPLOYMENT



- I enjoy my work, and have no symptoms of burnout
- Occasionally I am under stress, but do not feel burned out
- I have one or more symptoms of burnout, such as physical and emotional exhaustion
- I am frustrated at work and my burnout symptoms will not go away
- I feel completely burned out and at a point where I need to seek help or changes

## JOB SATISFACTION



- Highly satisfied
- Greatly satisfied
- Satisfied
- Somewhat satisfied
- Dissatisfied

Download the entire report here:  
[bit.ly/RNSurvey2020](https://bit.ly/RNSurvey2020)