HCPro recently conducted a survey among 291 nursing professionals in the healthcare industry regarding their work experience, environment, salary, and benefits. The results show that while careers in nursing careers are more varied and higher paid than ever, nurses are working later in their career and the age gap is growing. Over 70% of the respondents are over 50 years old, while only 10% were under 40 (Figure 1). If these numbers are consistent, then reports of impending nursing shortage are accurate.

**Figure 1** In what range do you fall?

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 70</td>
<td></td>
</tr>
<tr>
<td>61 to 70</td>
<td></td>
</tr>
<tr>
<td>51 to 60</td>
<td></td>
</tr>
<tr>
<td>41 to 50</td>
<td></td>
</tr>
<tr>
<td>31 to 40</td>
<td></td>
</tr>
<tr>
<td>26 to 30</td>
<td></td>
</tr>
</tbody>
</table>

Source: 2017 Nursing Salary Report

**Education and Experience**

73% of our respondents were primarily made up of nursing professionals with Bachelors or Masters degrees (Figure 2). Despite having a similar education pool, the respondents held a wide variety of titles. The majority of respondents were nurse managers (24%), closely followed by nurse educators (21%); case managers and nursing administrators made up 15% of the responses respectively. The rest of the respondents were staff nurses, patient service directors, chief nursing officers, or clinical nurse specialists. See Figure 3 for a more detailed breakdown.
In terms of experience, an overwhelming majority of you have been in nursing for over 10 years, and 77% have worked in nursing for over 20 years (Figure 4). While the respondents were similarly experienced, there was variance in how long they have held a leadership position, with 31% having held their current position for only two to five years, 23% six to 10 years, and 30% having held the same position for over 10 years (Figure 5). This suggests that while nurses are staying in the profession longer, they are continuing to develop and take on new challenges.
Workplace Settings

Our survey had responses from around the country (Figure 6). A majority of the respondents hailed from the mid-west, south, and southeast, with the fewest responses from the western states. Despite the geographic differences, there was a relatively even split in workplace settings; 38% worked at urban facilities, 34% worked in rural facilities, and 29% worked in suburban facilities.
Over half of the responses came from acute care hospitals, while the rest of the responses came from a wide variety of settings, from skilled nursing facilities to rehabilitation centers to corporate offices (see Figure 7). Because of the wide variety of settings, the facility sizes were varied as well. A quarter of respondents indicated that their facility had less than 50 beds or none at all, over a third of respondents have between 50 and 200 beds, and the rest had more than 200 beds (Figure 8).

![Figure 7 Which of the following best describes the setting in which you work?](chart1.png)

![Figure 8 How many beds does your facility have?](chart2.png)

Source: 2017 Nursing Salary Report
Salary breakdown

Like most of our responses, there was a wide variety of reported salaries. The majority of individuals made between $50 – $150 thousand per year, with about 5% falling below and 5% going over those amounts. 41% fell between $50 - $80 thousand per year, 27% between $80 - $100 thousand, and 22% between $100 – $150 thousand (Figure 9).

Breaking down by demographics, salary ranges follow the pattern you might expect. Average salaries generally corresponded to levels of education and experience, where the top earners held Masters and PhDs and had worked in the field for over 10 years. Executive position typically had the highest salaries (see Figures 10, 11, and 12).
While salaries seem to be consistent, there doesn’t seem to be as much wage growth. 70% of respondents report that they received 2% or less of an increase in the past year, with 24% receiving no raise at all (Figure 13). Bonuses are also less likely; more than half of participants indicated that they were not eligible for bonuses (see Figure 14 for details).
**Figure 13** Have you received a raise within the last 12 months?

- I haven't received a raise
- 2% or less
- 3 to 4%
- 5 to 6%
- 9 to 10%
- More than 10%

Source: 2017 Nursing Salary Report

**Figure 14** What type of bonus, if any, are you eligible for?

- A bonus based on organization performance
- A bonus based on individual performance
- A bonus based on department goals
- None
- Other

Source: 2017 Nursing Salary Report

If you have any questions about this report, please contact kmichek@hcpro.com.