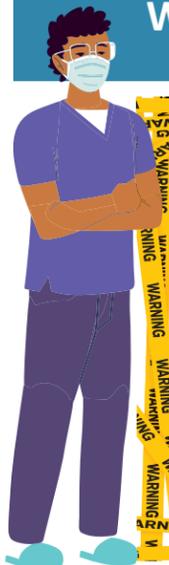


IN 2024, OVER

# 6,000

WASHINGTON NURSES REPORTED:



# 49%

Workloads are unsafe for patients.

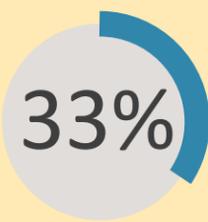
AT LEAST ONCE A WEEK



Feeling emotionally drained from work



Feeling fatigued when they get up & have to face another day on the job



Feeling burned out from their work

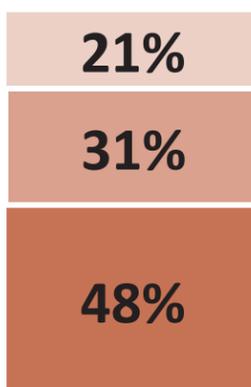
FEELING USED UP AT THE END OF THE DAY COMPARED TO THE 2024 NATIONAL NURSING WORKFORCE SURVEY



Every day  
At least once a week  
A few times a month or less

WA RN Average

National RN Average



Smiley et al., (2025). The 2024 National Nursing Workforce Survey. Volume 16 (1). S1-S88.

### TWO GROUPS AT HIGHEST RISK FOR BURNOUT

**Underrepresented Nurses of Color**



Professional well-being has been negatively impacted by racism

# 23%

Are planning to leave their current employer in the next year.

**Younger Nurses (Age 20-30)**

Had the highest overall emotional exhaustion of all age groups and well above the international average

# 28%



Nearly **1 in 4**



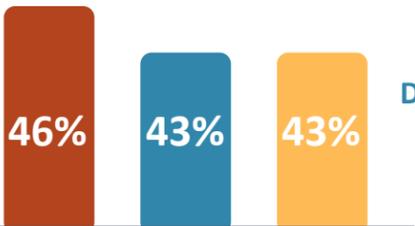
REASONS INCLUDE:

Dissatisfied with management or administration

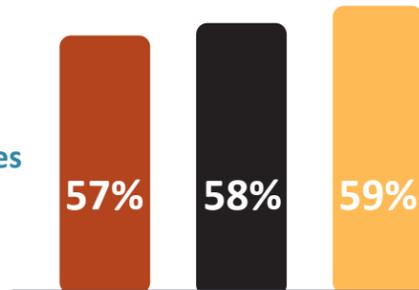
Dissatisfied with salary, wage or bonuses

Did not feel valued by their employer

Burnout



Underrepresented Nurses of Color



Younger Nurses (Age 20-30)

### NATIONAL PLAN FOR HEALTH WORKFORCE WELL-BEING

**AUDIENCE & ACTORS:**

- Academic Institutions
- Clinical Training Programs
- Accreditation Bodies
- Federal, State and Local Governments
- Health Systems
- Private and Non-profit Organizations
- Health Workers
- Insurers and Payers
- Patients

[Click to read National Academy of Medicine Report](#)

**PRIORITY AREAS:**

- Create and Sustain a Positive Work and Learning Environment and Culture.
- Invest in Measurement, Assessment, Strategies and Research.
- Support mental health and reduce stigma. Institutionalize well-being as a long-term value.
- Address Compliance, Regulatory and Policy Barriers for daily work.
- Engage effective technology tools.
- Recruit and retain a diverse and inclusive health workforce.



**ACTION PLAN COMING MARCH 2026**

[CLICK HERE TO READ FULL REPORT](#)  
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 Email: [info@wcnursing.org](mailto:info@wcnursing.org)