

# Examining the Impact of the COVID-19 Pandemic on Burnout and Stress Among U.S. Nurses

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**Background:** The COVID-19 pandemic has amplified long-standing issues of burnout and stress among the U.S. nursing workforce, renewing concerns of projected staffing shortages. Understanding how these issues affect nurses' intent to leave the profession is critical to accurate workforce modeling. **Purpose:** To identify

We used a subset of data from the 2022 National Nursing Workforce Survey for analysis. Binary logistic regression models and natural language processing were used to determine the significance of observed trends. **Results:** Data from a total of 29,472 registered nurses (including advanced practice registered nurses) and 24,061 licensed practical nurses/licensed vocational nurses across 45 states were included

Similarly high proportions reported feeling emotionally drained (50.8%), used up (56.4%), fatigued (49.7%), burned out (45.1%), or at the end of their rope (29.4%) "a few times a week" or "every day." These issues were most pronounced among nurses with 10 or fewer years of experience, driving an overall 3.3% decline in the U.S. nursing workforce during the past 2 years. **Conclusion:** High workloads and unprecedented levels of burnout during the COVID-19 pandemic have stressed the U.S. nursing workforce, particularly younger, less experienced RNs. These factors have already resulted in high levels of turnover with the potential for further declines. Coupled with disruptions to prelicensure nursing education and comparable declines among nursing support staff, this report calls for significant policy interventions to foster a more resilient and safe U.S. nursing workforce moving forward.

**Keywords:** Workforce, burnout, stress, pandemic, COVID-19, nursing shortage

**F**indings from the 2022 National Nursing Workforce Survey (NNWS) indicate that the COVID-19 pandemic has significantly impacted the U.S. nursing workforce, leading to increased burnout and stress among nurses. The survey found that 50.8% of nurses reported feeling emotionally drained, 56.4% reported feeling used up, 49.7% reported feeling fatigued, 45.1% reported feeling burned out, and 29.4% reported feeling at the end of their rope "a few times a week" or "every day." These issues were most pronounced among nurses with 10 or fewer years of experience, driving an overall 3.3% decline in the U.S. nursing workforce during the past 2 years. High workloads and unprecedented levels of burnout during the COVID-19 pandemic have stressed the U.S. nursing workforce, particularly younger, less experienced RNs. These factors have already resulted in high levels of turnover with the potential for further declines. Coupled with disruptions to prelicensure nursing education and comparable declines among nursing support staff, this report calls for significant policy interventions to foster a more resilient and safe U.S. nursing workforce moving forward.

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50% ... (50.8%),  
(56.4%), (49.7%), (45.1%),  
(29.4%)

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