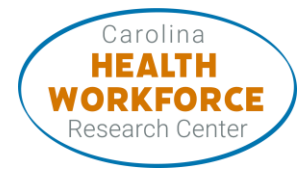# Understanding Registered Nurse Turnover in the U.S: New Insights for a Recurring Problem

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Registered nurse (RN) turnover is not a new phenomenon, but the COVID-19 pandemic accelerated turnover and heightened concerns about the factors contributing to nurse turnover across healthcare settings. This study provides baseline, pre-pandemic data on RN turnover. A cross-sectional, secondary analysis of RN turnover was conducted using data from the *National Sample Survey of Registered Nurses 2018* (NSSRN) which is conducted by the National Center for Health Workforce Analysis in collaboration with the U.S. Census Bureau. Sociodemographic, professional, employment, and economic data and weighting techniques were used to model pre-pandemic RN turnover behaviors. Responses from 41,428 RNs across the U.S. were used for analysis. Of those, over 34,000 RNs had no job turnover, while about 17% (n=7,054) of the sample reported job turnover within the previous two years. About 2,000 RNs (5%) reported having changed jobs within the organizations where they worked (i.e., internal turnover) and over 5,000 (12%) reported having changed employers (i.e., external turnover) during the previous 2 years. Results of logistic regression models indicate that RNs who worked part-time were less likely to change jobs, overall, than their full-time RN colleagues. The likelihood of both internal and external RN turnover varied by settings where nurses worked, with RNs working in almost all other settings being more likely to change employers than RNs who worked in hospitals. Baseline RN turnover data can guide employers and policymakers in addressing new and recurring nursing workforce trends during crises, and targeting actions that mitigate potentially lasting effects of nurse turnover.

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