

NURSE SHORTAGE AND RETENTION

One out of six of the world's nurses are expected to retire in the next 10 years, meaning that

4.7 million

new nurses will have to be educated.



The global nursing workforce is estimated at **27.8 million**¹. The world was already facing 5.9 million of nurses shortage before the COVID-19 pandemic. Close to 90% of these shortages are concentrated in low- and lower middle-income countries.

Due to existing nursing shortages, the ageing of the nursing workforce and the growing COVID-19 effect, ICN estimates up to

13 million

nurses could be needed to fill the global shortages and replace nurses who leave in the next few years.



20%

One year into the pandemic, a recent survey by ICN found that 20% of national nurses associations (NNAs) reported an increased rates of nurses leaving the profession in 2020. Studies and reports from ICN members across regions suggest the pandemic has significantly increased nurses' reported rates of intention to leave.

90% of NNAs are somewhat or extremely concerned that heavy workloads, and insufficient resourcing, burnout and stress related to pandemic response are the drivers resulting in increased numbers of nurses who have left the profession and increased reported rates of intention to leave this year and when the pandemic is over.

90%