



Nursing in 2025: No Relief in Sight as Burnout, Stress & Short Staffing Persist

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New National Survey from Cross Country and Florida Atlantic University Reveals Worsening Crisis and Urgent Call to Action

BOCA RATON, Fla.--(BUSINESS WIRE)--Apr. 29, 2025-- Cross Country Healthcare (NASDAQ: CCRN), a leader in workforce solutions and tech-enabled staffing, recruitment, and advisory services, today released its fourth annual survey [Beyond the Bedside: The State of Nursing in 2025](https://www.businesswire.com/news/home/20250429573470/en/). In partnership with Florida Atlantic University's Christine E. Lynn College of Nursing, the study paints a sobering picture of a profession at a breaking point—where stress, burnout, and chronic short staffing continue to jeopardize the well-being of nurses and the quality of patient care nationwide.

This press release features multimedia. View the full release here: <https://www.businesswire.com/news/home/20250429573470/en/>



Cross Country Healthcare (NASDAQ: CCRN), a leader in workforce solutions and tech-enabled staffing, recruitment, and advisory services, released its fourth annual survey, *Beyond the Bedside: The State of Nursing in 2025* report. In partnership with Florida Atlantic University's Christine E. Lynn College of Nursing, the study paints a sobering picture of a profession at a breaking point—where stress, burnout, and chronic short staffing continue to jeopardize the well-being of nurses and the quality of patient care nationwide.

The findings are drawn from 2,600 voices across the nursing profession, including seasoned RNs, LPNs, APRNs, and students preparing to enter the field. Despite the spotlight placed on nurses throughout the pandemic and the promises of reform, little progress has been made—and the consequences are becoming impossible to ignore.

"Nurses are the backbone of our healthcare system, yet they're still being asked to carry an unsustainable load," said John A. Martins, President & CEO of Cross Country. "This year's report is not just data—it's a resounding cry for change. If we don't act now, we risk losing an entire generation of dedicated professionals."

Key Findings from the 2025 Survey:

- 65% of nurses report high levels of stress and burnout.
- Only 60% say they would choose nursing again if given the choice.
- Top stressors: short staffing, inadequate pay, lack of leadership support, and patient abuse.
- 67% of student nurses are already concerned about managing their workload.
- Despite the challenges, 82% of students express excitement about their future in nursing.
- Profession top demands: improved staffing levels, stronger leadership, flexible schedules, and meaningful recognition.

"Our data reveals a troubling paradox," added Dr. Cameron Duncan, Dean of the Christine E. Lynn College of Nursing at Florida Atlantic University. "While students are hopeful and eager to begin practicing as a nurse, our experienced workforce is sending distress signals loud and clear. This moment requires bold, coordinated action at every level—from nurse educators to hospital executives to national policy makers".

A Roadmap for Reinvention

The report outlines five critical priorities that healthcare leaders must address to stabilize the nursing profession and restore hope:

1. **Staffing and Recruitment:** Build a pipeline of qualified nurses and ensure safe staffing ratios across all units.
2. **Competitive Pay and Benefits:** Offer salaries that reflect nurses' essential role and address long-term retention.
3. **Work-Life Balance Initiatives:** Introduce flexible scheduling, rest spaces, and dedicated mental health resources.
4. **Leadership and Communication:** Train managers to lead with empathy, respect, and transparency.
5. **Streamlined Credentialing:** Remove bureaucratic hurdles that delay employment and add to administrative fatigue.

"This isn't just about adding perks—it's about rebuilding trust," Martins emphasized. "The future of healthcare depends on the well-being of our nurses. We must create a system where they feel heard, valued, and empowered to thrive—not just survive."

As the nation faces a growing care gap, Cross Country and Florida Atlantic University urge industry leaders to leverage this data to spark real, measurable change—because supporting nurses today is an investment in the health of tomorrow.

To download the full report, visit <https://www.crosscountry.com/beyondthebedside>.

About Cross Country Healthcare

Cross Country Healthcare, Inc. is a market-leading, tech-enabled workforce solutions and advisory firm with 38 years of industry experience and

insight. We help clients tackle complex labor-related challenges and achieve high-quality outcomes while reducing complexity and improving visibility through data-driven insights. Diversity, equality, and inclusion are at the heart of the organization's overall corporate social responsibility program. It is closely aligned with our core values to create a better future for its people, communities, and stockholders.

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Media Contact

Karen Varga-Sinka, Cross Country

Kvarga-sinka@crosscountry.com

813-944-7124

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