

To: SEIU Healthcare 1199NW, UFCW 21, WSNA

From: GBAO

Date: December 13, 2021

## Healthcare Workers: Poll Analysis

---

Members of three unions representing healthcare workers in Washington (SEIU Healthcare 1199NW, UFCW 21 (healthcare employees), and the Washington State Nurses Association) report feeling burned out by their jobs in healthcare. Nearly half report that they are likely to leave the healthcare profession in the next few years, with many citing short-staffing, lack of pay, and concerns about workplace safety as reasons they would consider leaving.

The following are key findings from a survey of 1,148 healthcare workers in Washington, including 478 members of SEIU Healthcare 1199NW, 333 members of UFCW 21 who work in healthcare, and 338 members of WSNA. The survey was conducted December 4-9, 2021, members were interviewed online or via text-to-web, and the survey was weighted to be demographically representative of the three unions' membership. The survey carries a +/- 2.9 percentage point margin of error at the 95 percent confidence level.

- **Over 80% of members of each union report feeling burned out by their jobs.** Overall, 84% of healthcare workers say they feel very or somewhat burned out. Only 16% say they feel not very burned out or not at all burned out.
- **A plurality of healthcare workers say they are likely to leave the healthcare profession in the next few years.** 49% of healthcare workers say they are likely to leave the healthcare profession in the next few years, while only 43% say they are not likely to leave (27% not very likely, 17% not at all likely).
- **Short-staffing, lack of pay, and workplace safety are among the top reasons healthcare workers are considering leaving the healthcare profession.** Healthcare workers who said they were likely to leave the healthcare profession in the next few years were asked to choose the biggest reasons they are considering leaving from a list of seven reasons, including issues with the job (short-staffing, lack of pay, and workplace safety) as well as life transitions (retirement, entering another field, family reasons, or furthering their education). By far the top reasons cited were short-staffing (chosen by 71%), lack of pay (53%), and workplace safety (42%), with retirement far behind at 23%.

