

# How Gig Work Can Help Address the National Nursing Shortage

**Control Over Finances and Schedule Can Keep More Nurses on the Job**

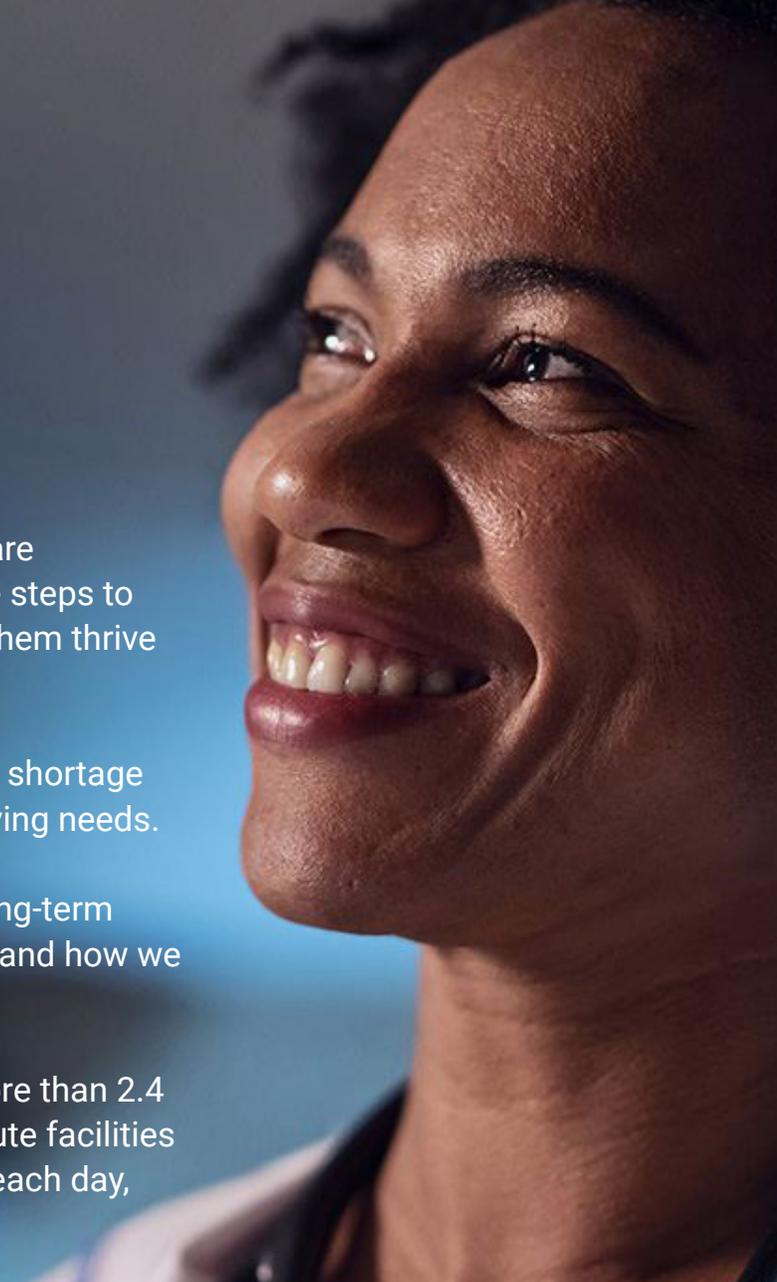
## Introduction

The past three years showed us how invaluable nurses are to our health care infrastructure. The pandemic made it all the more crucial we take concrete steps to address the nursing shortage and identify ways to retain nurses and help them thrive in their roles.

Supplemental or “per diem” nurses play a key role in mitigating the nursing shortage by helping facilities secure the additional staff they require to meet caregiving needs.

We surveyed over 500 Gale clinicians who work in senior care and other long-term care facilities to understand what they value in supplemental staffing jobs and how we can help alleviate the challenges they face.

Based on the latest data from the [National Center for Health Statistics](#), more than 2.4 million individuals rely on care from over 48,000 long-term care or post-acute facilities in the U.S. With more than [10,000 Baby Boomers](#) reaching retirement age each day, the need for clinicians in this industry has never been greater.



Gale Nursing Survey 2022

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## Our Survey Participants

Average Age

36

Nurses with at least  
one dependent

74%

At Least 5 Yrs  
Experience

70%

## Today's Supplemental Nursing Professional

The survey showed the average Gale clinician that accepts a temporary shift at a long term or post-acute health care facility is 36 years old, with two dependents at home. 69% are nurse aides or the equivalent, reflecting the industry's reliance on support staff to provide the majority of hands-on care. Per diem clinicians are experienced, with 70% having worked in health care for five years or more.



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## A Workforce in Transition

With an estimated [33 million Americans](#) now working in the gig economy, the workforce is changing – and the health care industry is no exception. Our survey showed even those with full-time nursing positions are picking up temporary jobs. About one-third of clinicians surveyed work in a full-time, non-agency health care job. Of clinicians working full-time, 78% work in a long-term care or post-acute facility. **90% of these full-time clinicians said earning extra income quickly is the top reason they also work per diem shifts.** Additional factors include control over their schedule (49%) and the opportunity to explore other facilities (22%).

Have a Full-time  
Nursing Job

35%

Top Reason  
for Adding Temp Shifts

90%

Say Getting Paid Quickly

## A Workforce in Transition

Most respondents use temporary nursing as their primary job and source of income, not just a way to earn extra cash. While they choose per diem over traditional full-time employment, 45% said they work the equivalent of a full-time schedule, proving gig work isn't necessarily for secondary jobs anymore.

In a sign of how important flexible scheduling is for clinicians, more than a quarter of respondents said they would quit if they had to work for a facility as a full-time employee.

**Work Temp Only**

**65%**

**Work Full-Time Equivalent**

**45%**

**Would Leave  
Without Temp Option**

**26%**

## A Workforce in Transition

In fact, when asked why they choose to work for a temporary staffing firm rather than a full-time employer, respondents ranked control over their schedule as the leading factor.

**Control over  
schedule**

**87%**

**Pay  
rate**

**63%**

**Pay  
schedule**

**42%**

**Prefer variety  
of work**

**29%**

Consistent with gig economy trends, getting paid quickly is important for per diem nurses. The vast majority said they prefer getting paid immediately after a shift or the same day they work, rather than waiting for a traditional weekly or biweekly payday.

**Strong Preference  
for Quick Pay**

**89%**

# The Impact of Understaffing

As the nursing shortage continues, health care professionals are feeling stressed and overworked. In Nurse.org's [State of Nursing 2022 survey](#), 80% of nurses reported that their units were inadequately staffed. Not surprisingly, the majority of Gale clinicians who hold full-time nursing jobs report they are asked to work an extra shift at least once a week, with 26% asked daily.

More than a third of respondents reported they have considered leaving nursing. Despite the many challenges they face, 74% of clinicians say their love of what they do is what keeps them in the profession. Pay (62%), job security (54%), flexibility in scheduling (48%), temporary work options (24%) and concern about particular patients (19%) were other factors.

Asked to Work  
Extra Shifts Weekly

59%

Considered  
Leaving Nursing

34%

Why Nurses Stay

Love of the job

74%



## Conclusion

Supplemental staffing plays a key role in addressing the national nursing shortage and keeps more nurses in the industry that desperately needs their skills. Supplemental staffing provides clinicians control over their schedule and pay, while providing facilities the support they need to reduce pressure on full-time staff.

As nursing professionals increasingly rely on gig-style work as a main source of income, it is crucial to ensure they receive the same protections as traditional nursing staff. Temporary staffing platforms that hire clinicians as W-2 employees offer the best of both worlds – overtime pay, health insurance options, and other traditional employment benefits along with flexible scheduling and fast pay.

By hiring nurses as W-2 employees, staffing companies also protect the health care facilities they serve by eliminating costly legal and financial consequences that result from employee misclassification.

To curb the nursing shortage, the healthcare industry must listen to the needs of clinicians and respond appropriately. As the gig economy grows, more clinicians are looking for alternative work options. Giving nurses more control over their schedule and pay, while still ensuring they get the benefits and protections they deserve are solutions that can keep more nurses in the job they love.



## Methodology

We surveyed 500 Gale clinicians digitally over the course of three weeks. Participants were asked 18 questions regarding their experiences in the health care industry and with gig-style work. The survey focused on identifying what clinicians value in a nursing job – particularly when accepting a temporary position or shift –and what nurses currently expect and prioritize.

## About Gale Healthcare Solutions

[Gale Healthcare Solutions](#) is a leading technology-enabled healthcare services and payments platform that provides temporary staffing services and software licensing services in post-acute and acute healthcare settings. Designed to address the national nursing shortage, the mobile and web-based Gale app connects nursing professionals directly to healthcare facilities in need of clinical staff, and provides caregivers with same day pay. Gale workforce management solutions include recruiting, credentialing, scheduling, time and attendance, communications, and pay. Based in Tampa, Gale offers a national clinical workforce of more than 55,000 clinicians and serves clients in 40 states. For more information, please visit [galehealthcaresolutions.com](https://galehealthcaresolutions.com)

