

One-in-Five Healthcare Workers Will Leave Their Jobs in 2007, CareerBuilder.com Survey Finds

- Better pay, career advancement opportunities driving workers to leave -

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Seventeen percent of healthcare workers are dissatisfied with their jobs, and 21 percent plan to leave their current positions in the coming year, according to a recent CareerBuilder.com survey. Fifty-seven percent of healthcare employees say better pay and/or career advancement opportunities will be the primary factors driving them to leave. The survey, "Job forecast 2007 - Healthcare," was conducted from November 17 through December 11, 2006 and included more than 800 workers.

Overall, healthcare workers want more competitive salaries. Thirty-six percent of healthcare employees say they are dissatisfied with their pay, and 26 percent did not receive a raise in 2006. Of those who did receive a pay bump, 64 percent received an extra 3 percent or less. Seventy-one percent did not earn a bonus last year.

Healthcare workers would also like to revive their career progress. Eighty-seven percent of healthcare employees did not receive a promotion last year, and 23 percent felt they were overlooked for one. Thirty-one percent of healthcare workers say they are dissatisfied with the overall career advancement opportunities and 29 percent are dissatisfied the training and development options at their current employers.

"The healthcare industry added more than 324,000 jobs last year, according to U.S. Bureau of Labor Statistics estimates," said Rosemary Haefner, vice president of human resources for CareerBuilder.com. "In addition, the healthcare industry is facing a shortage of qualified staff as our aging population demands more medical services. In this employee-driven climate, instituting formal recruitment and retention efforts has never been more important."

Survey Methodology

This survey was conducted online by Harris Interactive on behalf of CareerBuilder.com among 824 health care workers (employed full-time; not self employed), ages 18 and over within the United States between November 17 and December 11, 2006. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was also used to adjust for respondents' propensity to be online.

With a pure probability sample of 824 one could say with a ninety-five percent probability that the overall results have a sampling error of +/- 3 percentage points, respectively. Sampling error for data from subsamples is higher and varies. However that does not take other sources of error into account. This online survey is not based on a probability sample and therefore no theoretical sampling error can be calculated.

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