

THE NURSING WORKFORCE

CRISIS

Why Readiness & Retention
Matter as much as Recruitment



The Global Reality

4.5m

Project nursing
shortfall by 2030.¹

Can't simply recruit to get out of it — must retain and upskill.

Experience cliff ahead:
retirement is coming!²
Training and mentorship
will need to scale faster.

39%



Nurses = 39% of
global health work-
force shortage.³

Globally

19%

of all nurses are aged

55+



1 in 8 Nurses

Now work outside the country
of their initial training.⁴

The Canadian Challenge



477K

Canada has 477,000+ nurses,
but RNs per capita are declining⁵

Headcount ≠ supply. Skills mix + readiness
drive real capacity.



94%

Report burnout symptoms⁶

Confidence-building training
improves psychological safety.



28K

Unfilled nursing roles — the
most of any occupation⁷

Retention matters as much as hiring.



30%

Of nurses work over-
time weekly⁸

Better tools and training
reduce workload strain.

Why Readiness Matters



1 in 5

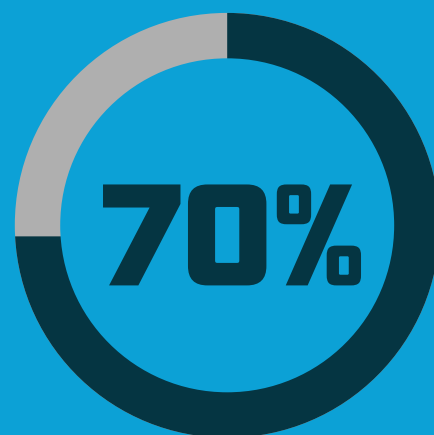
Canadian nurses exited
the profession after a
single year in 2023.⁹

low engagement and poor
support were driving factors.

34%

of new nurses leave within the
first two years of practice.¹⁰

inadequate clinical preparation and
orientation support among the key reasons.



of new nurses in one
mentorship program
study showed higher
clinical readiness and
greater intent to stay.¹¹

Supported With Advanced Training Tools

01

Recruitment Fills Positions — Training Keeps Them Filled

Systems that invest in micro-learning, simulation, and coaching
see higher retention and quicker time to safe practice.

02

Leveraging Technology for Clinical Readiness

Tailored training solutions, like Bluedrop's *AcceleratiEN*, target
the confidence, communication, and role clarity gaps that cause
early healthcare turnover.

03

Build Capacity From Within

Upskilling reduces burnout, improves patient safety, and
stabilizes the workforce faster than recruitment alone.



Addressing healthcare staffing shortages and skills
gaps goes far beyond incentivized recruitment. It
requires collaboration — across government, industry
leaders, and training providers — to ensure new staff
gain the training needed for clinical transition and
long-term retention.



Sources:

1. Nursing & midwifery (fact sheet), WHO: 2025
2. WHA 78 daily update, WHO: 2025
3. State of the World's Nursing, WHO: 2025
4. State of the World's Nursing, WHO: 2025
5. Nursing in Canada, CIHI: 2024
6. Member survey summary, CFNU: 2022

7. Nurses: working harder, more hours, StatCan: 2023
8. Nurses: working harder, more hours, StatCan: 2023
9. Member survey summary, CFNU: 2022
10. Nurses: working harder, more hours, StatCan: 2023
11. Mentorship ReSPeCT Study, Nurse Leader: 2023