



# Voices of Care

Understanding our Nation's Caregivers

**CLINICIAN SURVEY REPORT**

APRIL 2025



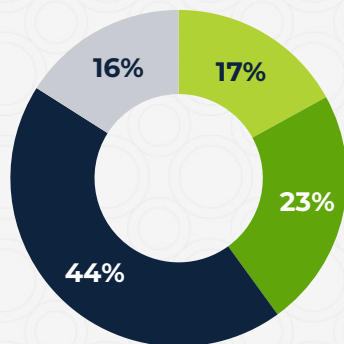
To better understand the experiences, preferences, and priorities of today's healthcare professionals, we asked respondents to share a bit about themselves. Here's a snapshot of who participated in the **Voices of Care** survey.



## AGE COHORTS\*

Respondents range from early-career to seasoned clinicians, offering insights shaped by both fresh perspectives and deep experience.

■ Boomer ■ Gen X  
■ Millennial ■ Gen Z

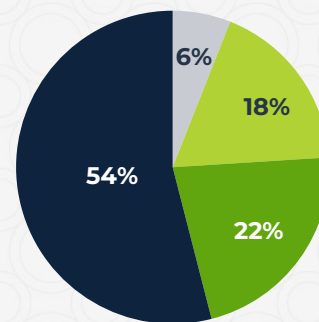


## YEARS OF WORK EXPERIENCE

How many total years of work experience do you have in your role in the medical field?

■ 2 years or less  
■ 3-5 years  
■ 6-10 years  
■ More than 10 years

Overall (n=3,774)

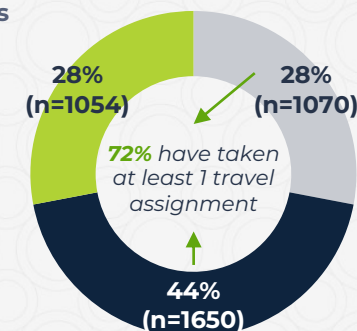


## TRAVEL ASSIGNMENT EXPERIENCE

How many travel assignments have you taken in your healthcare career?

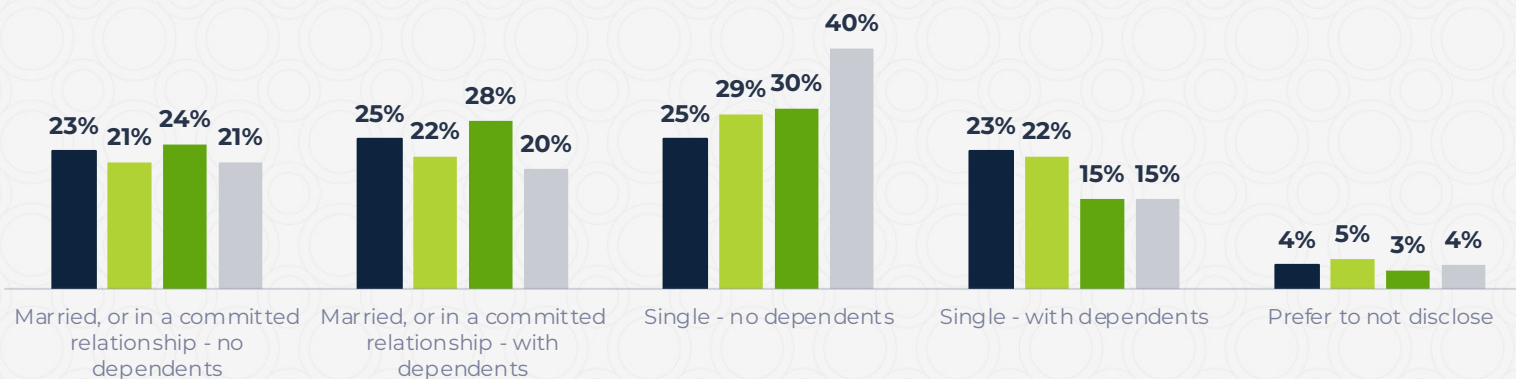
■ 1-3 assignments  
■ 4 or more assignments  
■ I haven't taken a travel assignment

Overall (n=3,774)



## FAMILY STATUS

45%  
40%  
35%  
30%  
25%  
20%  
15%  
10%  
5%  
0%

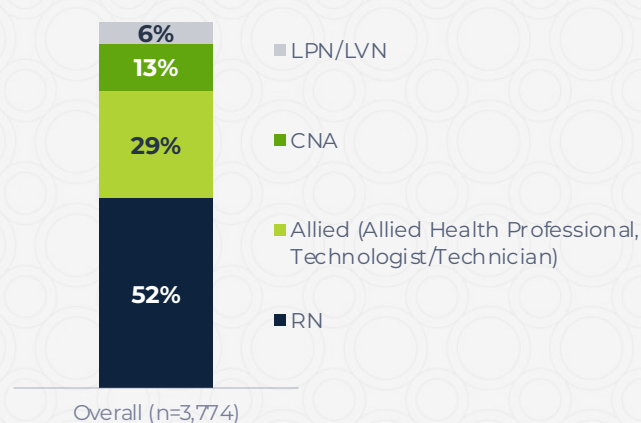


■ Internal Travel Contracts (n=148) ■ Per Diem / PRN (n=482) ■ Permanent (n=1,851) ■ Travel (n=1,293)



## PROFESSION

100%  
90%  
80%  
70%  
60%  
50%  
40%  
30%  
20%  
10%  
0%



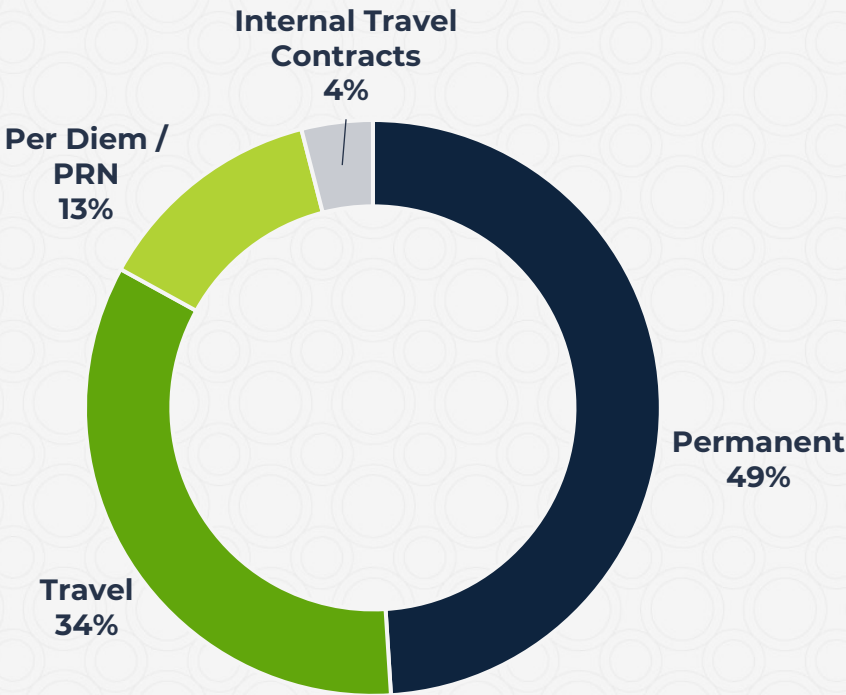
**\*Note:** Age cohorts are segmented in the graph above to facilitate external benchmarking, including comparisons with industry standards.



# Work Allocation by Age

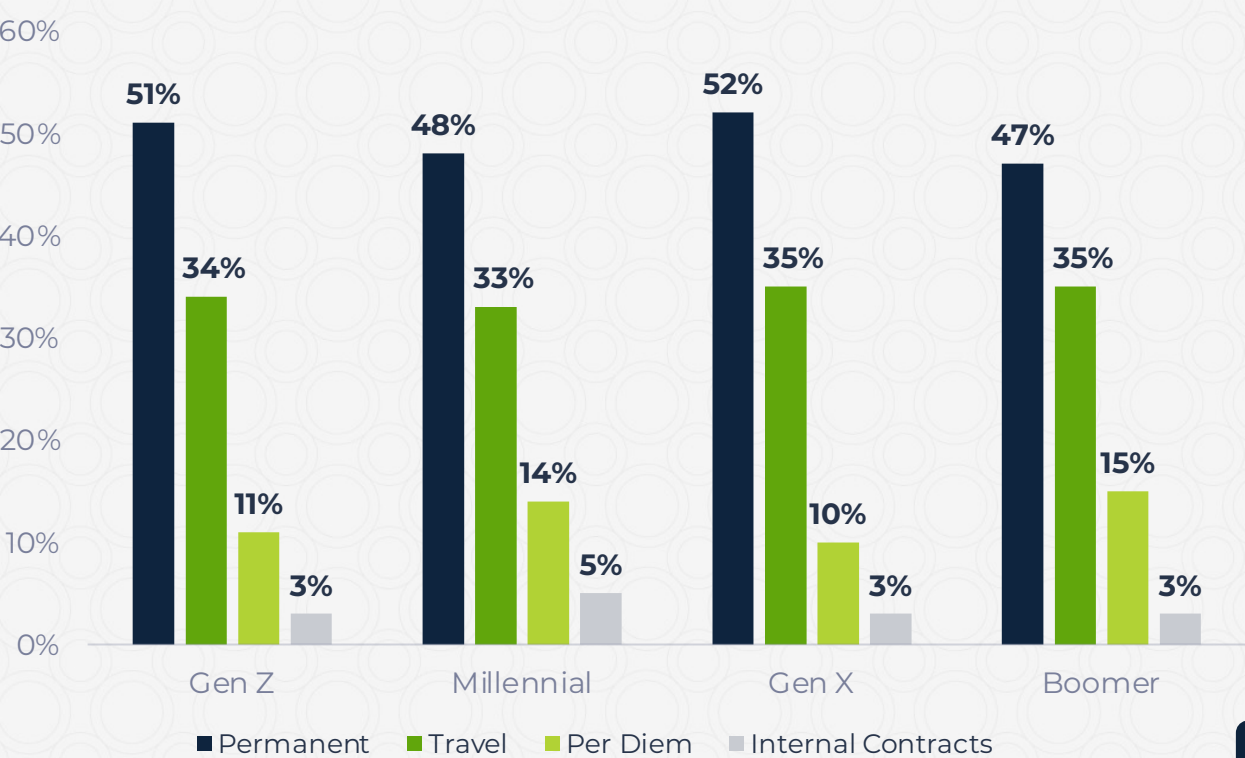
## OVERALL

From early to late-career, today's workforce has diverse work preferences across age groups.

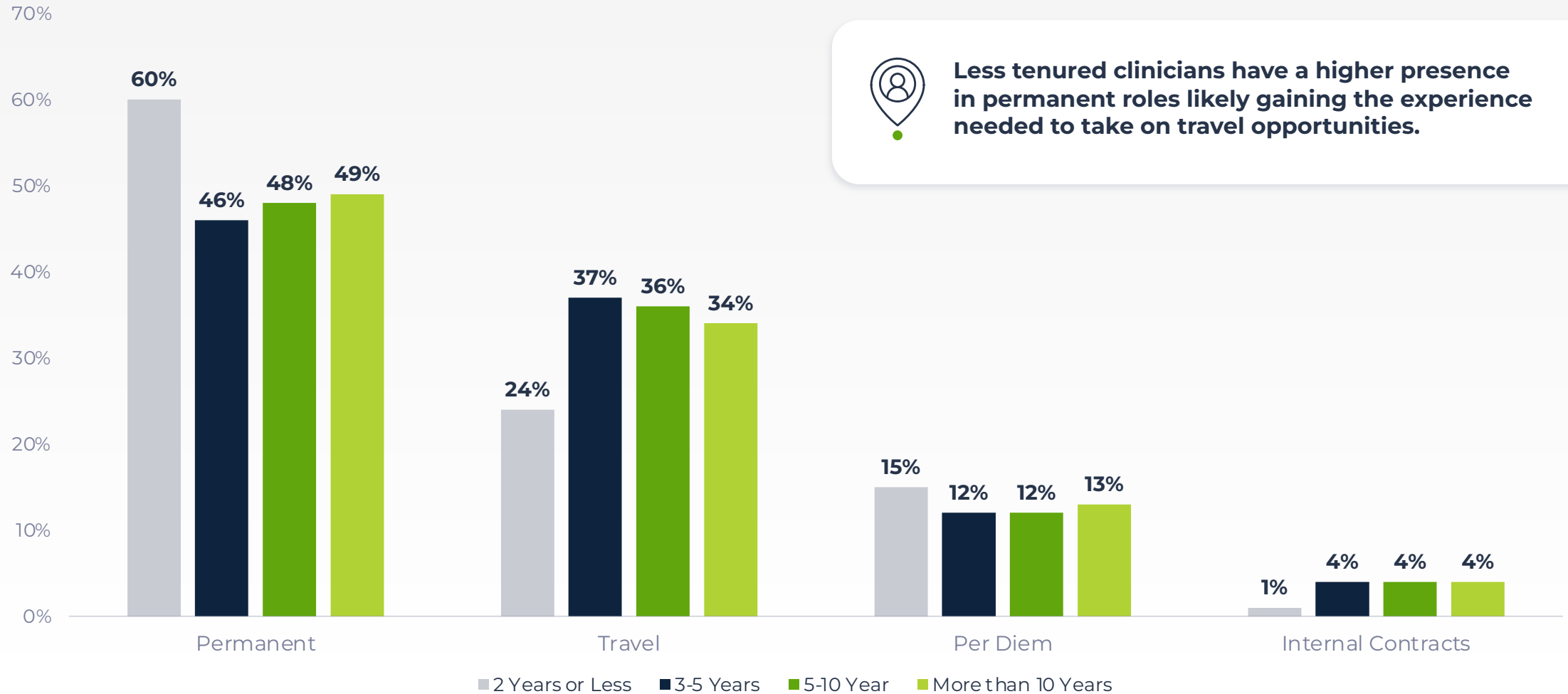


## AGE COHORTS

There is an equal distribution of age cohorts across each job type indicating no strong job type preference among different generations.



# Work Allocation by Years of Experience



**Less tenured clinicians have a higher presence in permanent roles likely gaining the experience needed to take on travel opportunities.**



# Primary Motivation for Work Allocation

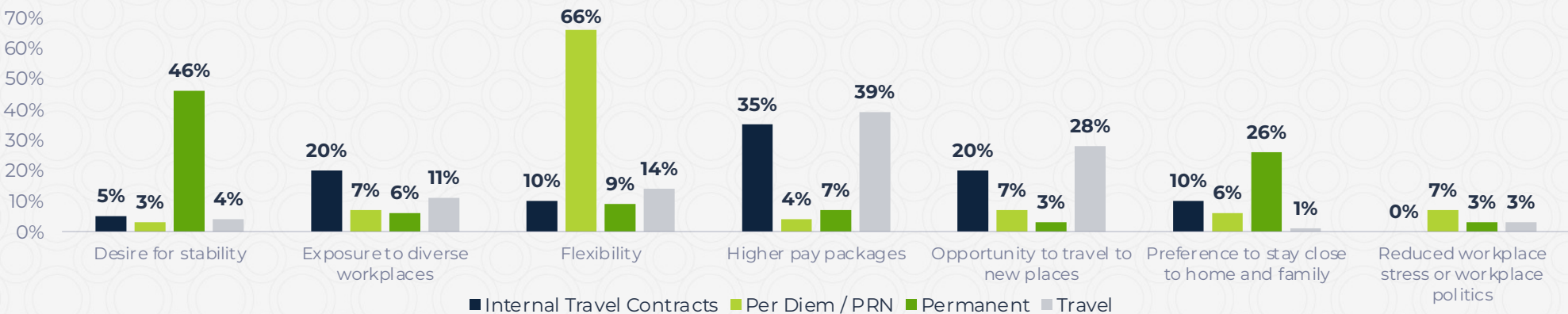
What is the primary reason you choose <Internal Travel Contracts/Per Diem/PRN/Permanent/Travel>?

Clinicians shared why they chose their current work setup- most often for stability, flexibility, pay, or personal connection to family or new experiences.



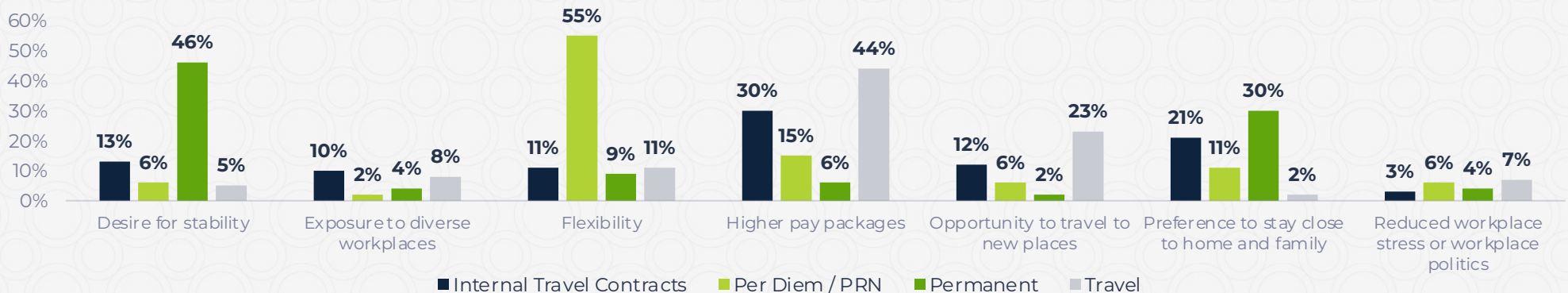
## GEN Z

Gen Z has the lowest interest for stability and staying close to friends and family, with the strongest desire for flexibility.



## MILLENNIAL

Millennials have a higher desire for stability, but their biggest motivator is pay packages.



# Primary Motivation for Work Allocation

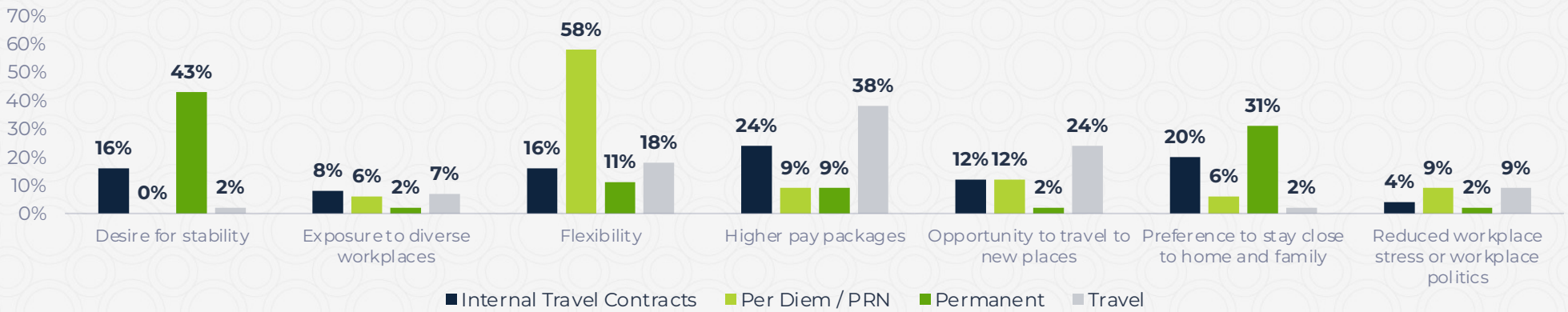
What is the primary reason you choose <Internal Travel Contracts/Per Diem/PRN/Permanent/Travel>?

Gen X and Boomers prioritize flexibility and stability over novelty or workplace variety, with a focus on practical and personal needs over professional novelty.



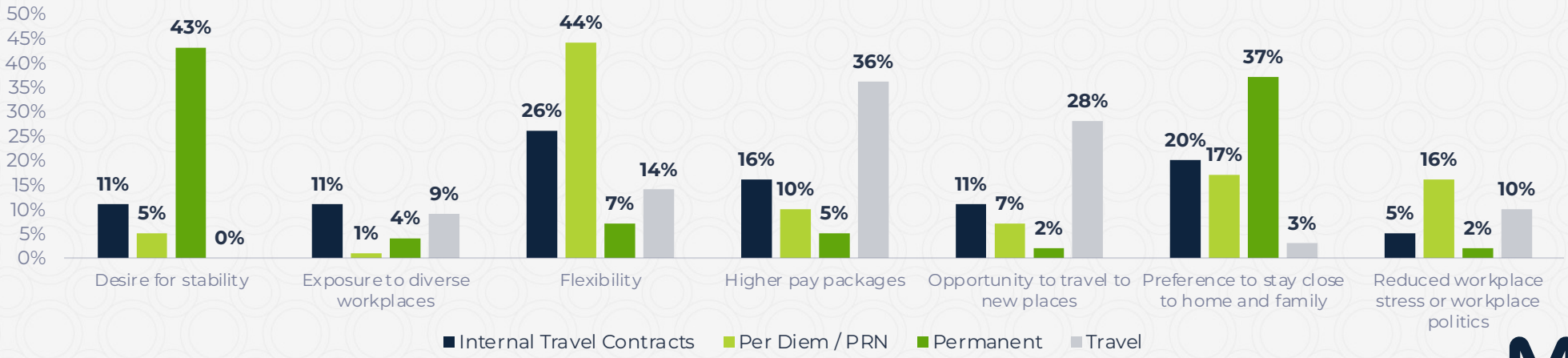
## GEN X

Similar to Gen Z, Gen X has a strong desire for flexibility with the lowest interest in diverse workplaces.



## BOOMER

Boomers have the highest desire for staying close to friends and family and flexibility with pay being the lowest motivator among all generations.

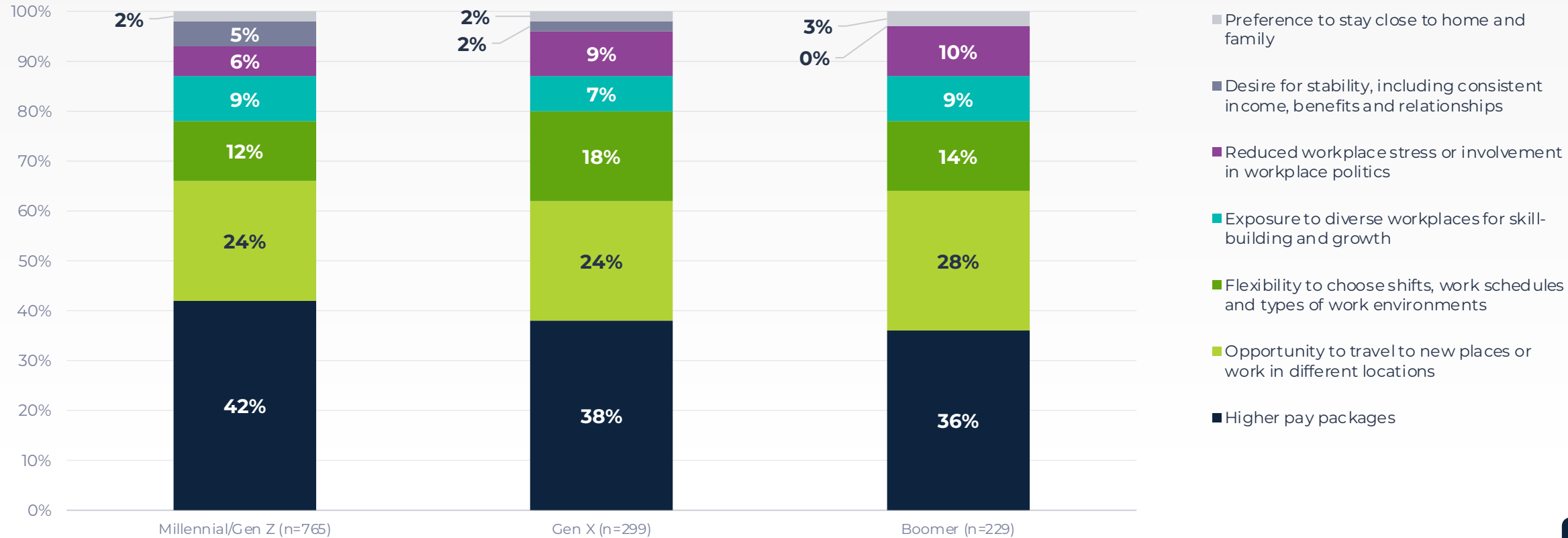


# Reasons for Traveling

What is the primary reason you choose travel? (n=1,293)



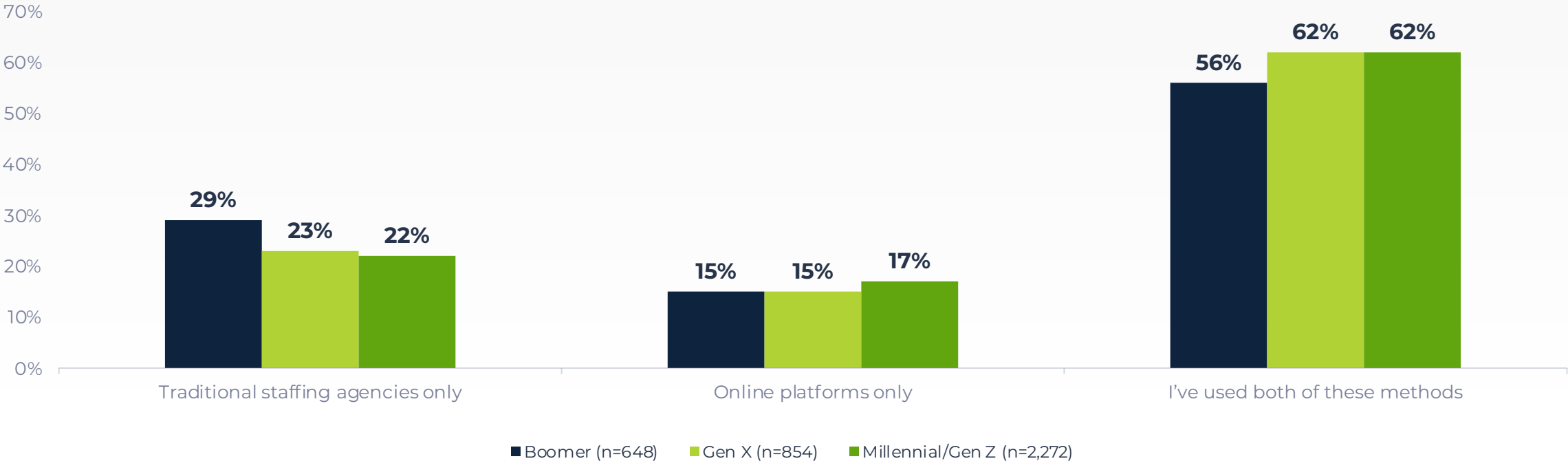
Most clinicians chose higher pay, new places, and flexible schedules—the right mix of freedom, adventure, and financial reward.



# Human-Assisted vs. Self-Service Platforms

The job search process can be conducted through traditional staffing agencies with significant human interaction (e.g. phone calls, emails, texts) or through online platforms that enable candidates to self-select assignments without recruiter assistance. Which of these methods have you used? (n=3,774)

 We asked clinicians how they search for jobs. Across all generations, most use both traditional and online methods, valuing personal support and digital convenience in their job search process.



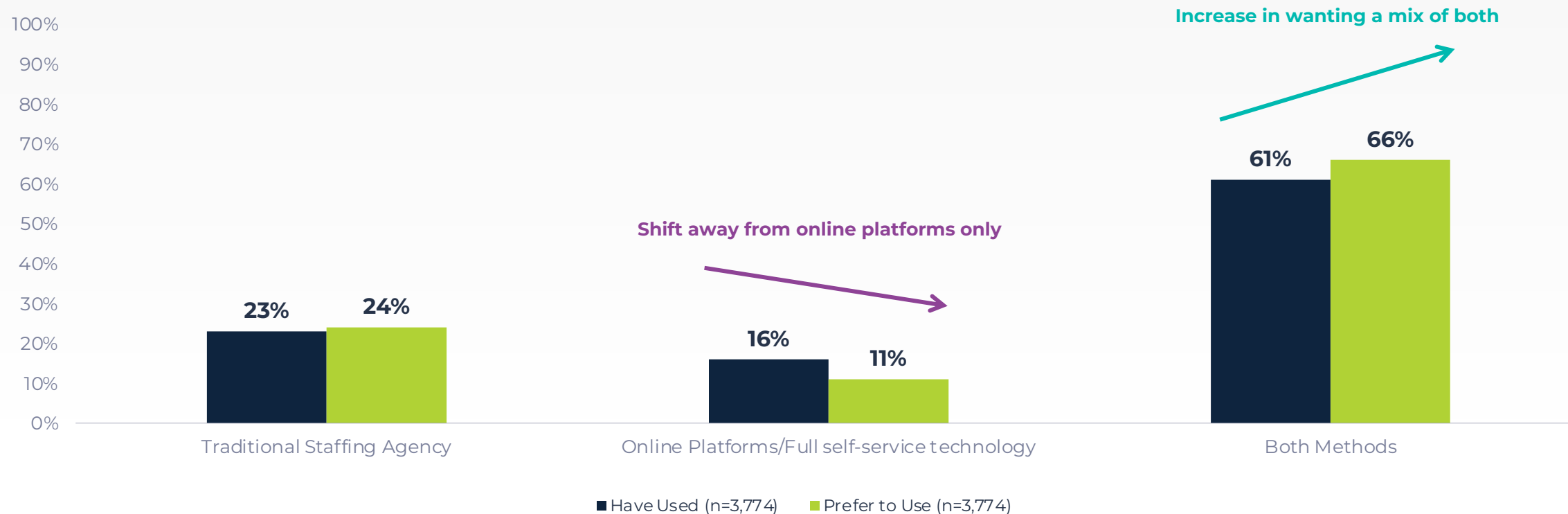


# Technology Used and Preferred to Use

Which of these methods have you used? AND: Which of these methods do you prefer to use? (n=3,774)



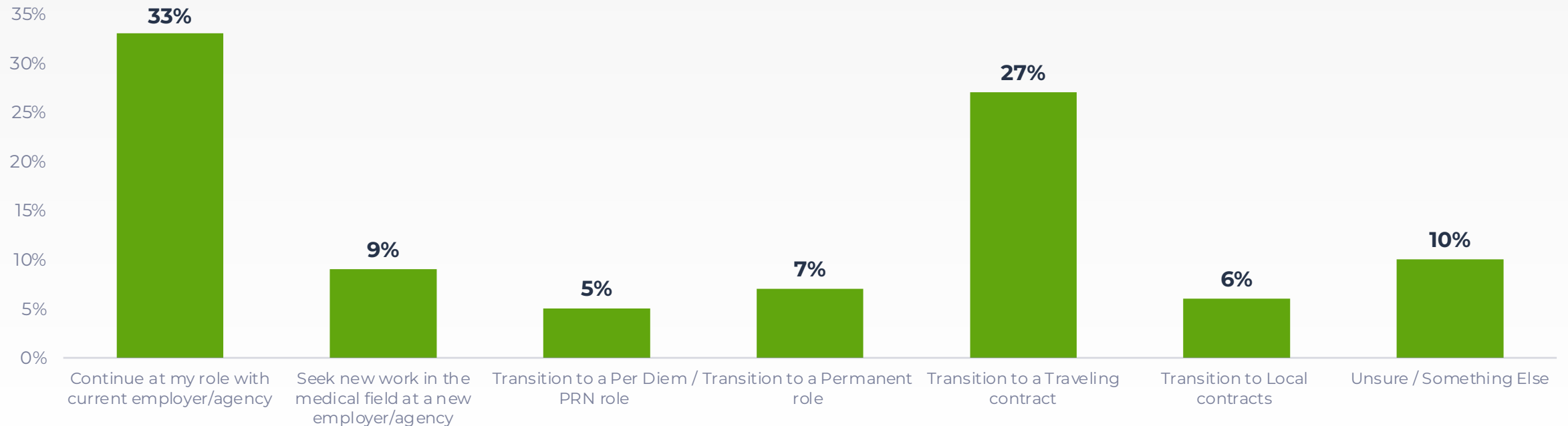
The majority of respondents across all groups cited they prefer to use both traditional staffing agencies with full human interaction and online platforms with self-service technology for a well-rounded job search experience.



# Work Plans for the Coming Year

**What are your work plans for the coming year?** (Recipients were asked to select 1)

 **Most clinicians said they plan to continue their current role or transition to a traveling contract. Fewer respondents indicated plans to transition to a Per Diem/PRN role or local contracts.**



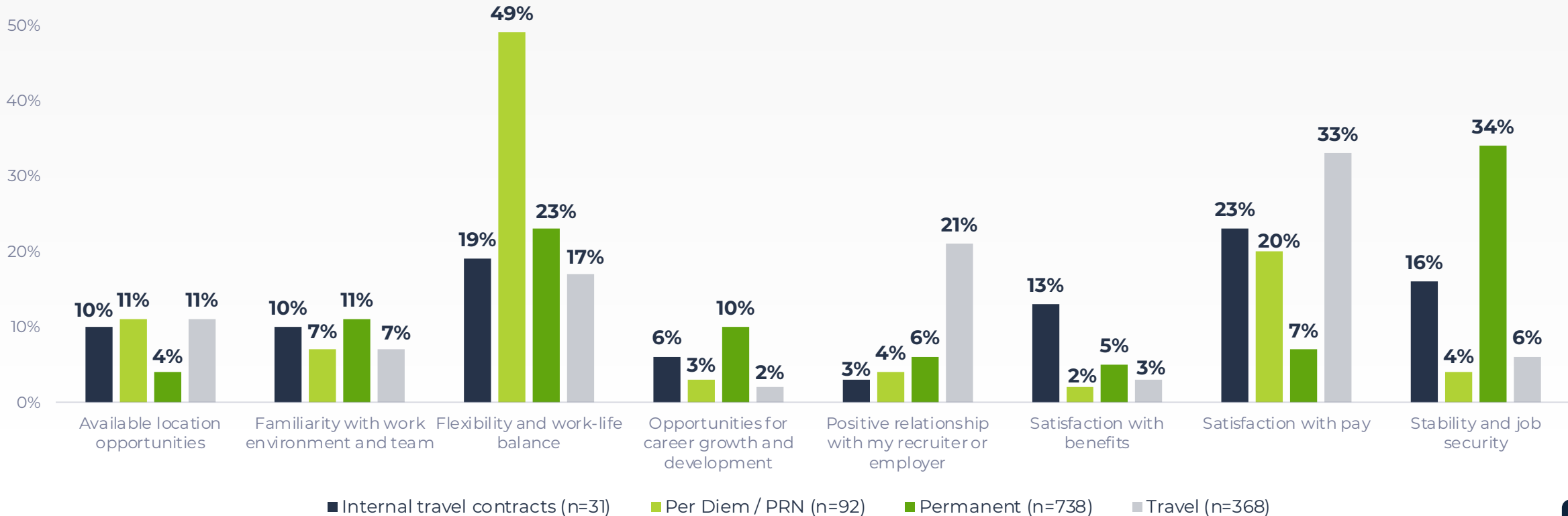
*Due to low n sizes and percentages the following answer options were removed from the graph:*

- Leave Job And Seek New Career Outside Of The Medical Field
- Leave Job To Pursue Further Education In The Medical Field
- Leave Workforce Entirely For Now And Retire

# Reasons for Continuing Current Role

What is the primary reason you plan to continue in your current role with your current employer or agency?

 Most clinicians cited flexibility and work-life balance, stability and job security, or satisfaction with pay. A smaller number mentioned the positive relationship with their recruiter or employer as a key factor.





# Medical Solutions™

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