NCSBN

2024 SCIENTIFIC SYMPOSIUM

From Data to Policy

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NCSBN

2022 National Nursing Workforce Survey

Richard A. Smiley, MS, MA
Senior Statistician | Research
NCSBN

2024 SCIENTIFIC **SYMPOSIUM**

Outline

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2. Methods
3. Response Rate
4. Results
   - Registered Nurses
   - Licensed Practical/Vocational Nurses
5. A Quick Look at The Future
6. Key Take Aways

Background & Introduction

- Collaborative partnership with The National Forum of State Nursing Workforce Centers
- Data collection from HRSA's National Survey Sample of Registered Nurses stopped after 2008
- NCSBN stepped up to fill the void of RN supply data in 2013, 2015, 2017, and 2020

Methods

- **Mailout Survey Sample** (**43** Jurisdictions)
  - All active RN & LPN licensees eligible
  - Sampling was stratified by state
  - **154,757** RNs & **154,490** LPNs selected
- **Email Survey Sample** (**4** Jurisdictions)
  - All active RN & LPN licensees eligible
  - Sampling was stratified by state
  - **26,697** RNs & **18,710** LPNs selected

- **e-Notify Data** (**5** Jurisdictions)
  - A comprehensive review of data collected through the e-Notify system
  - Five jurisdictions had data of sufficient quality to use for survey
- **Materials**
  - Minimum Data Set used for bulk of questions
  - Questions added for telehealth, NLC, retirement, travel nursing, direct care
  - 2022 Survey added COVID questions

Weighting

- Nonresponse bias analysis conducted
- Survey responses weighted based on:
  - Age (nonresponse weight)
  - Gender (nonresponse weight)
  - State nursing population size (stratification weight)

Descriptive Analysis

- Counts, and Mean/Median Values

Response

Mailout Survey

- **26,757** RNs responded - **17.8%** response rate
- **22,634** LPNs responded - **15.2%** response rate

Email Survey

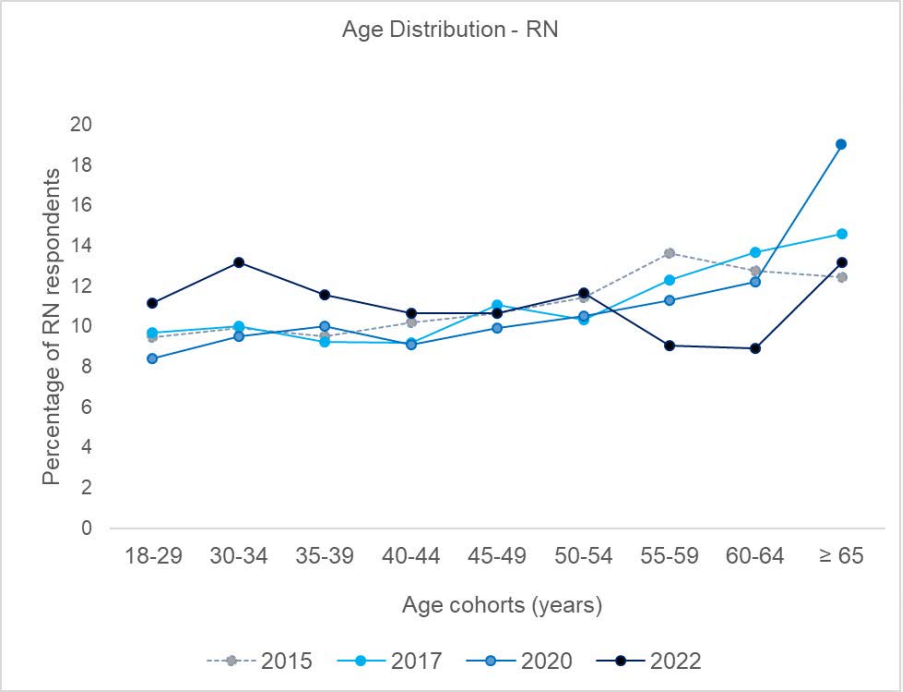
- **2,458** RNs responded - **9.2%** response rate
- **2,176** LPNs responded - **11.6%** response rate

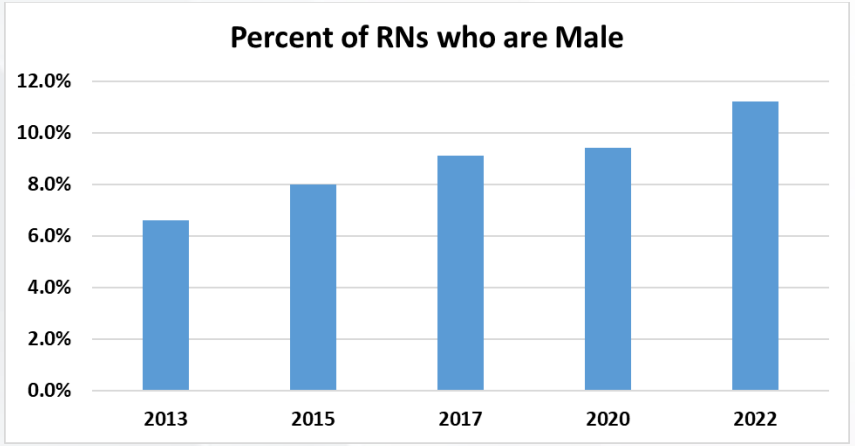
E-Notify Data

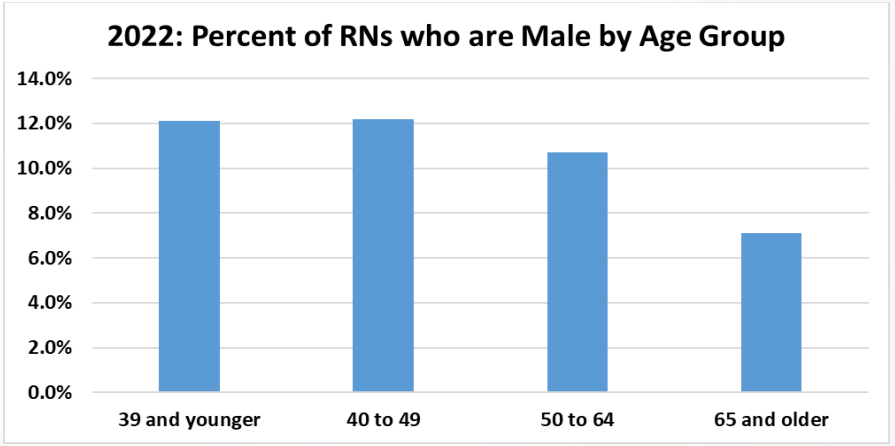
- **249,416** RNs records
- **30,693** LPNs records

Registered Nurse Results

- Median Age = 46
  - **a decrease of 6 years** from the 2020 median
- Almost a quarter of RNs are age 34 or younger
- Over 200,000 experienced RNs lost to workforce

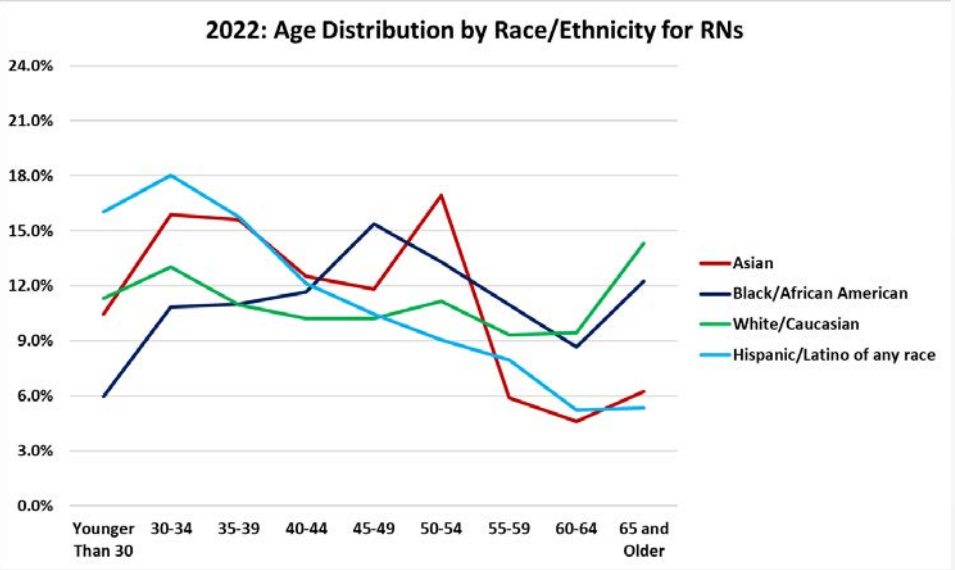




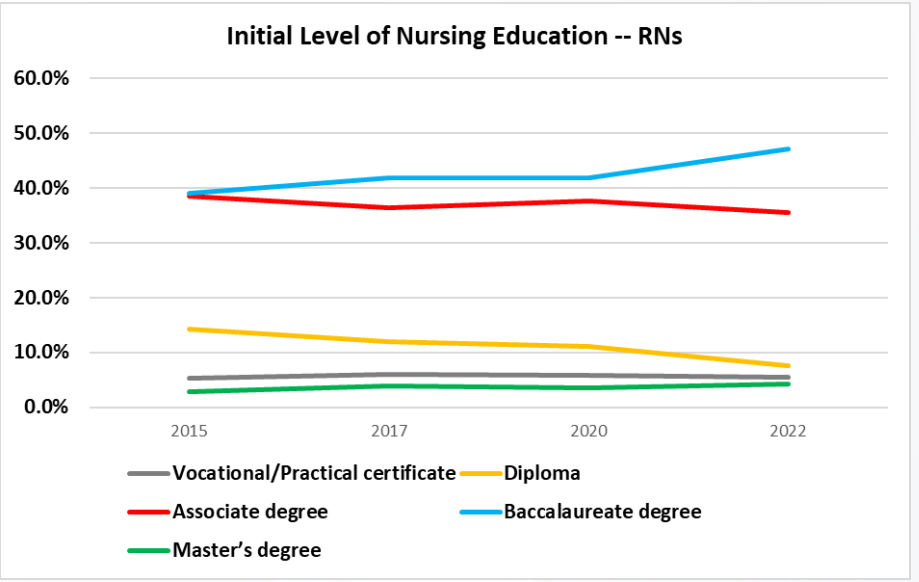


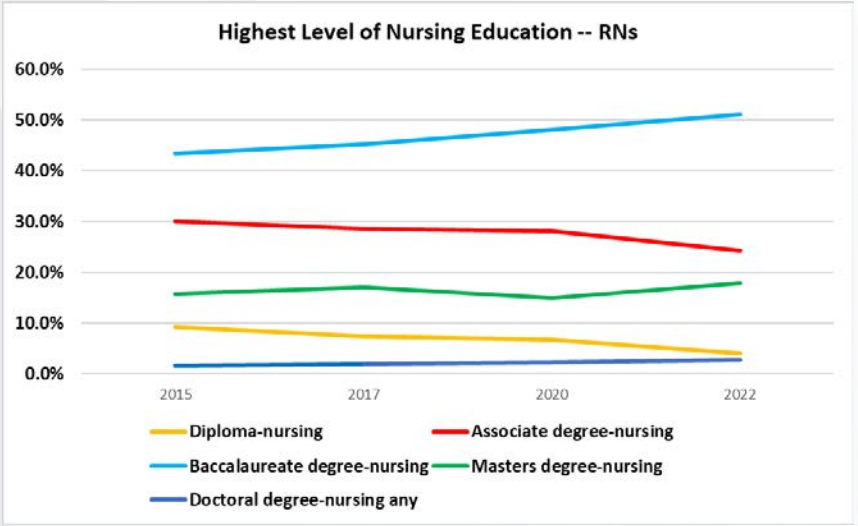
- Men **11.2%**
- Race/Ethnicity Groups with the highest percent males are
  - Asian (**17.7%)**
  - Native Hawaiian or Other Pacific Islander **(15.5%)**

- Individuals from racial and ethnic minority groups accounted for **40.7%** of the US population in 2021
- **24.0%** of RNs were minorities in 2022
  - up from **23.0%** in 2020

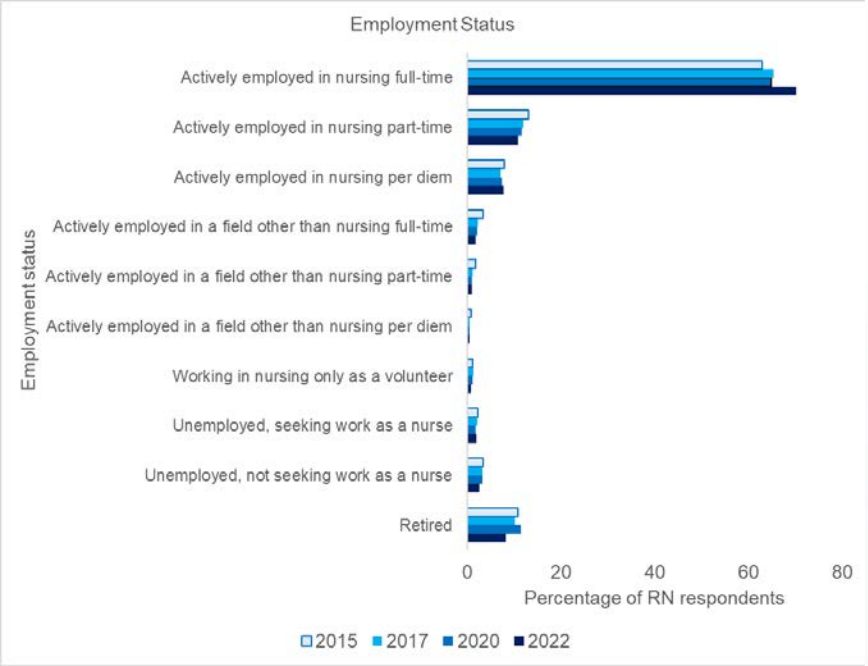


47.2% held a baccalaureate as their **initial** nursing education

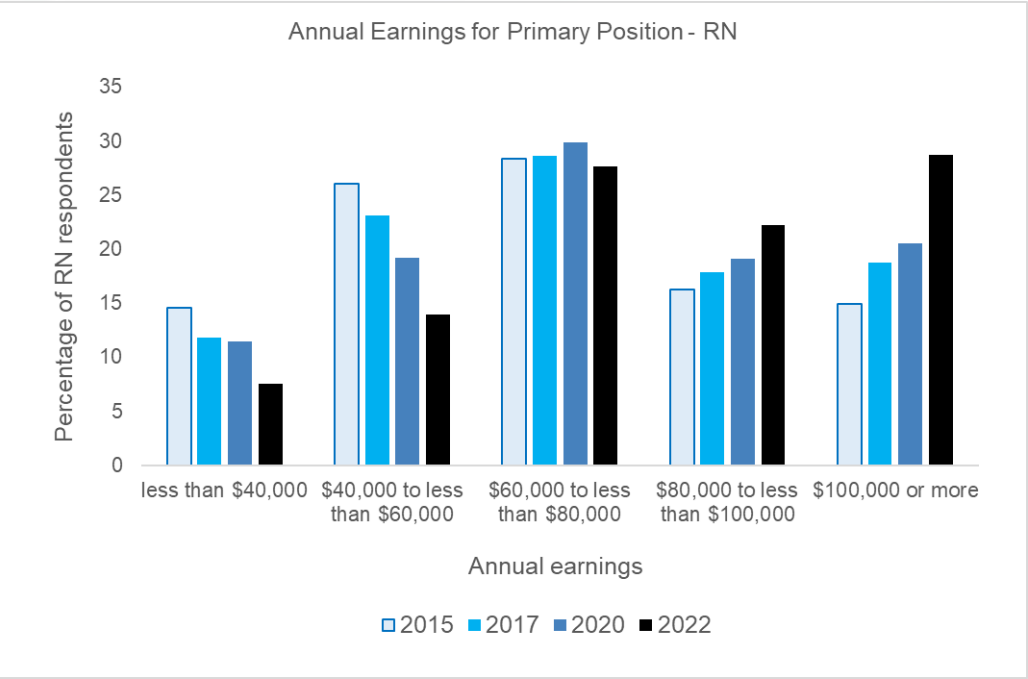




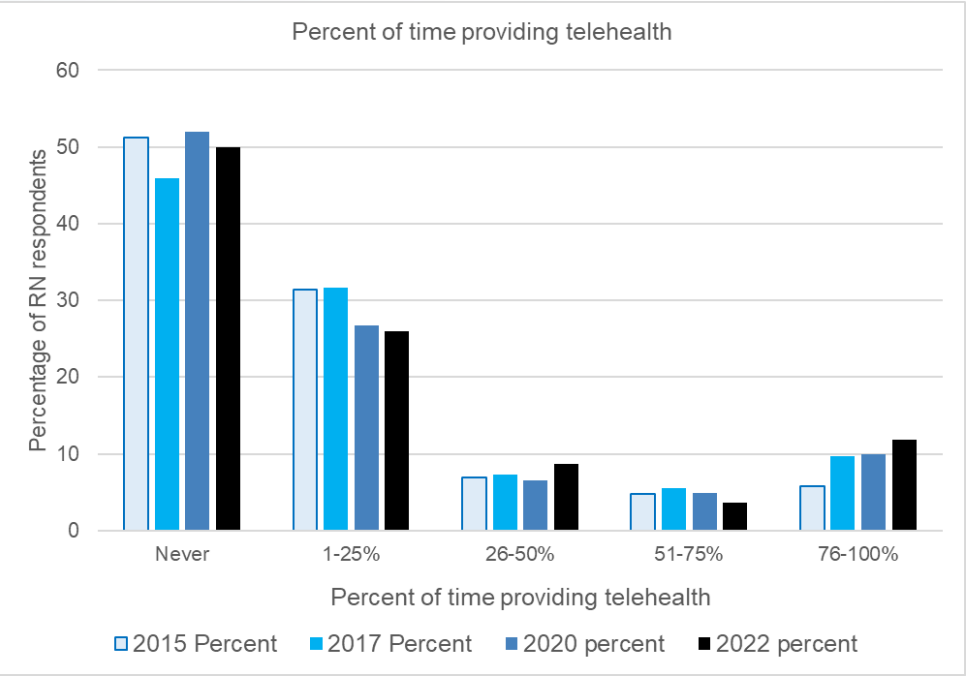
71.7% had baccalaureate or higher degree as their **highest level** of nursing education



- **88.9%** of RN licensees were actively employed in nursing
  - an increase from **84.1%** in 2020
- **70.2%** of RN licensees were working full-time
  - up from **64.9%** in 2020

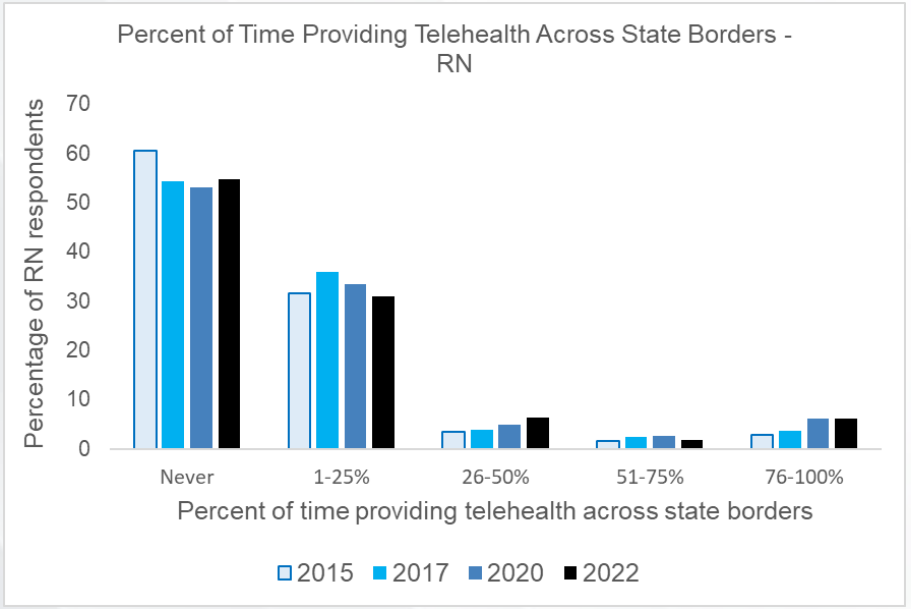


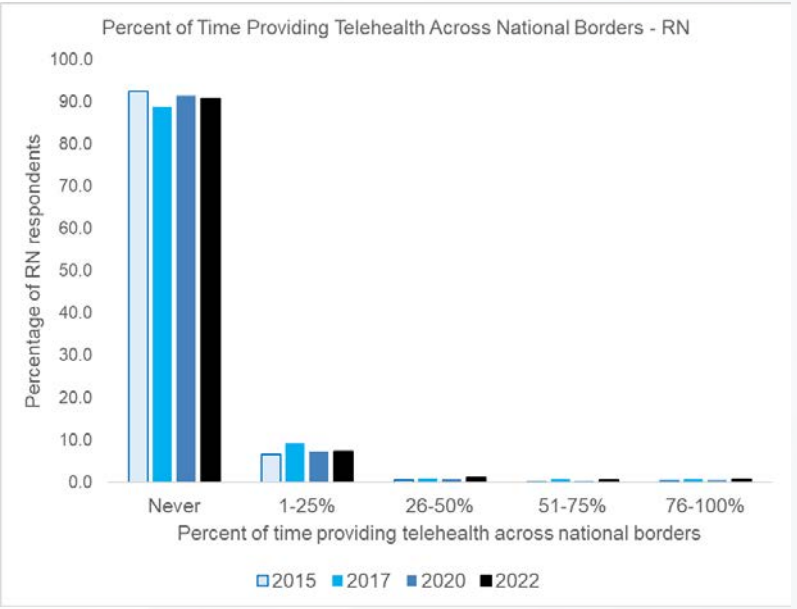
Median pre-tax annual earnings by responding RNs increased from **$70,000** in 2020 to **$80,000** in 2022



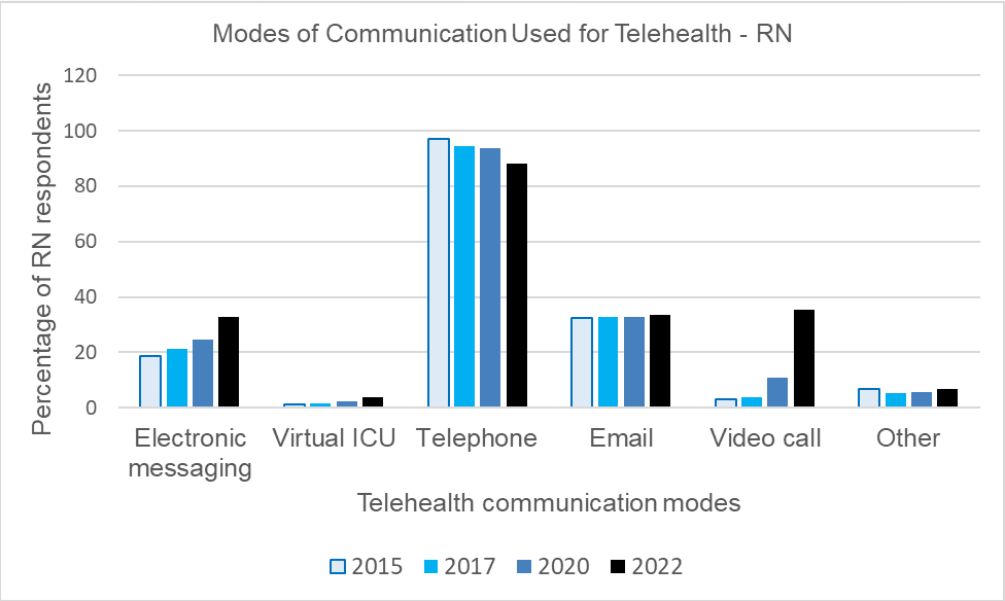
50.1% of RNs indicated they engage in telehealth

- similar number to the previous rates

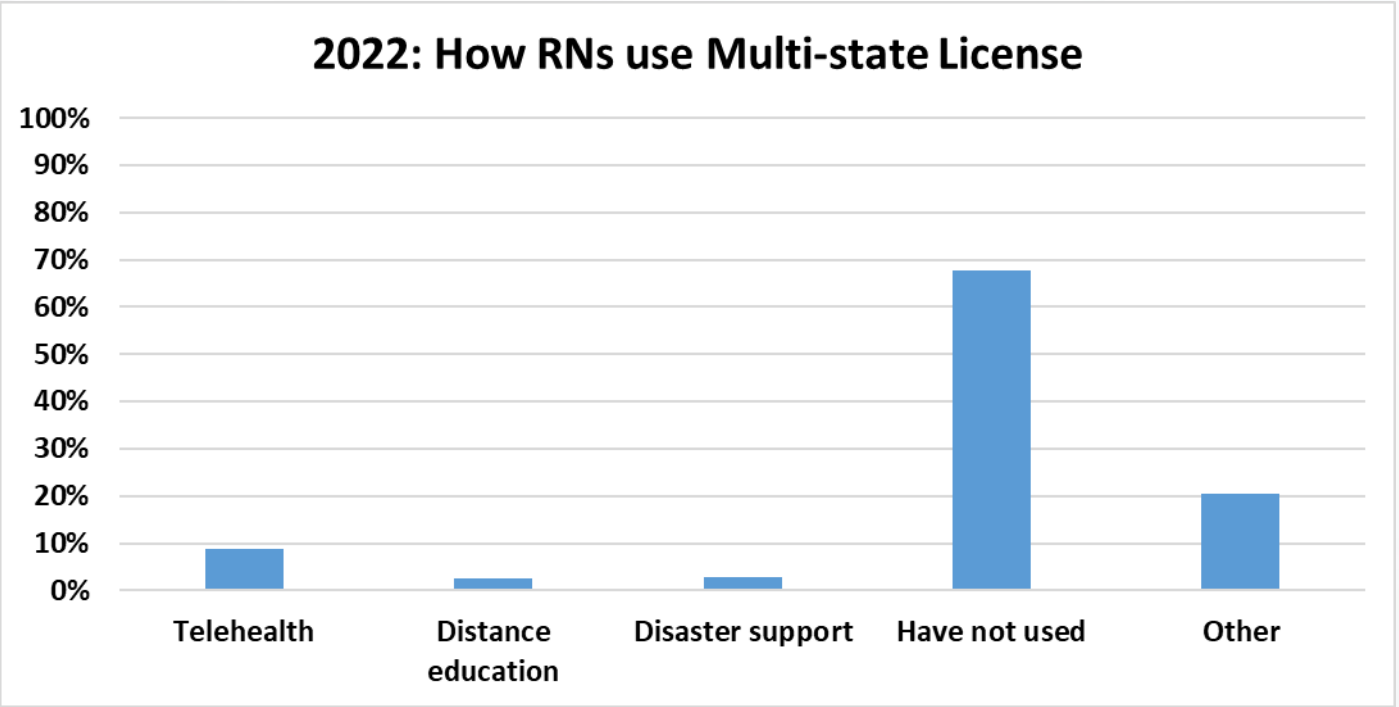




Of those RNs providing nursing services remotely, proportions reporting providing services over state and national borders remained constant in comparison to previous years



- Usage by RNs of video calls tripled from **11.0%** in 2020 to **35.4%** in 2022
- Usage of electronic messaging increased from **24.5%** in 2020 to **32.7%** in 2022



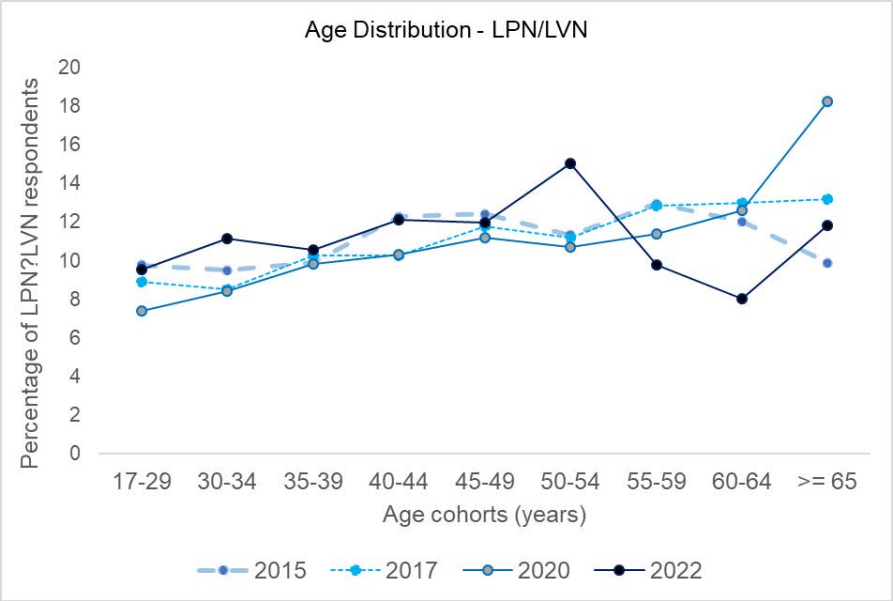
Among RNs who hold a multi-state license, **8.9%** have used it for telehealth while **67.8%** have not

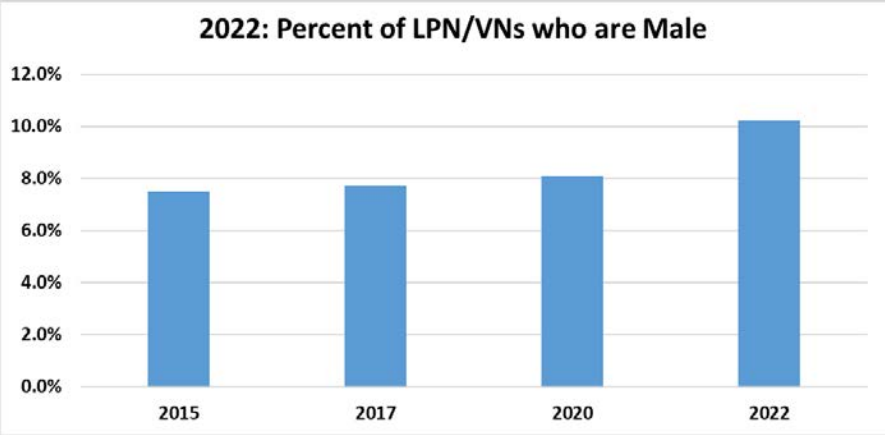
As a result of the pandemic:

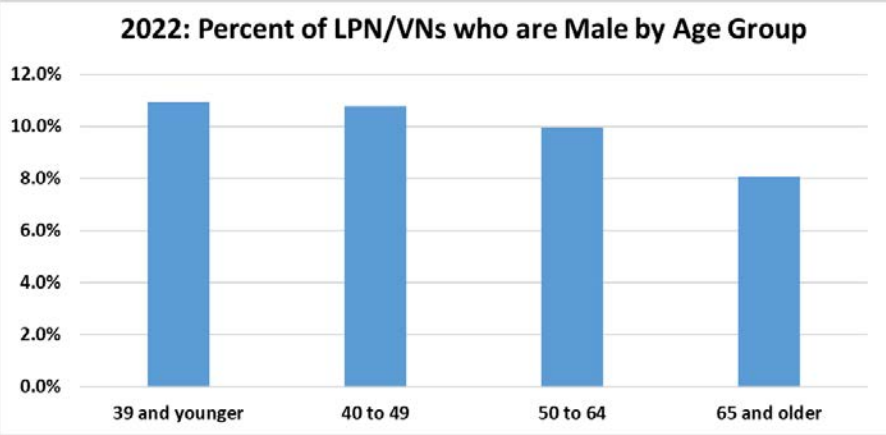
- **61.8%** of RNs reported a workload increase
- **15.6%** reported that they changed their practice setting
- **8.7%** reported that they retired or left nursing
- **46.2%** reported that they felt burned out at least a few times a week

Licensed Practical/ Vocational Nurse Results

- Median Age = 47
  - **a decrease of 6 years** from the 2020 median
- There was a loss to the experienced workforce of over **60,000** LPN/VNs

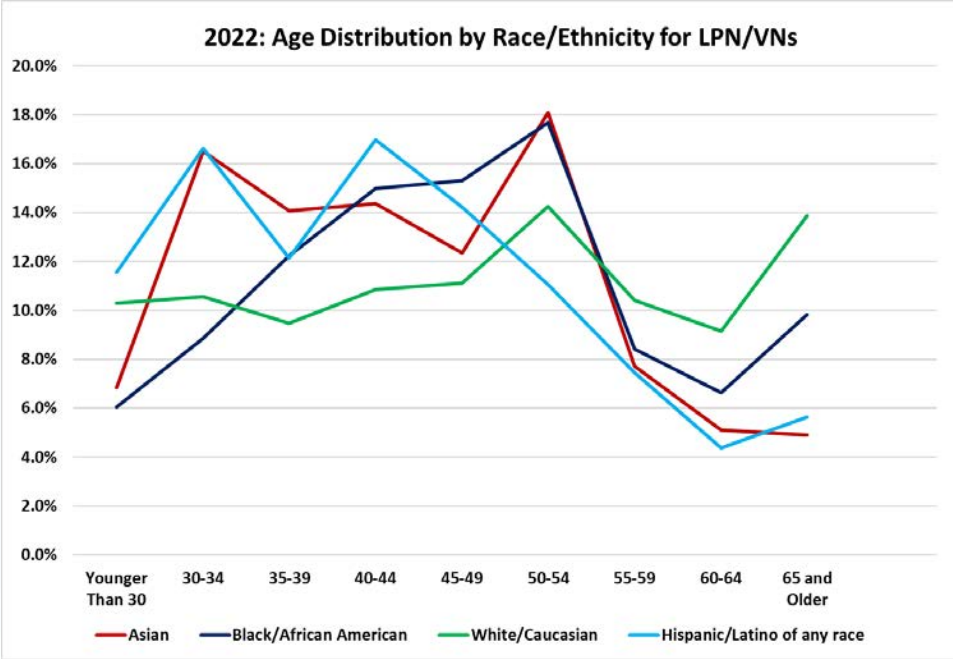






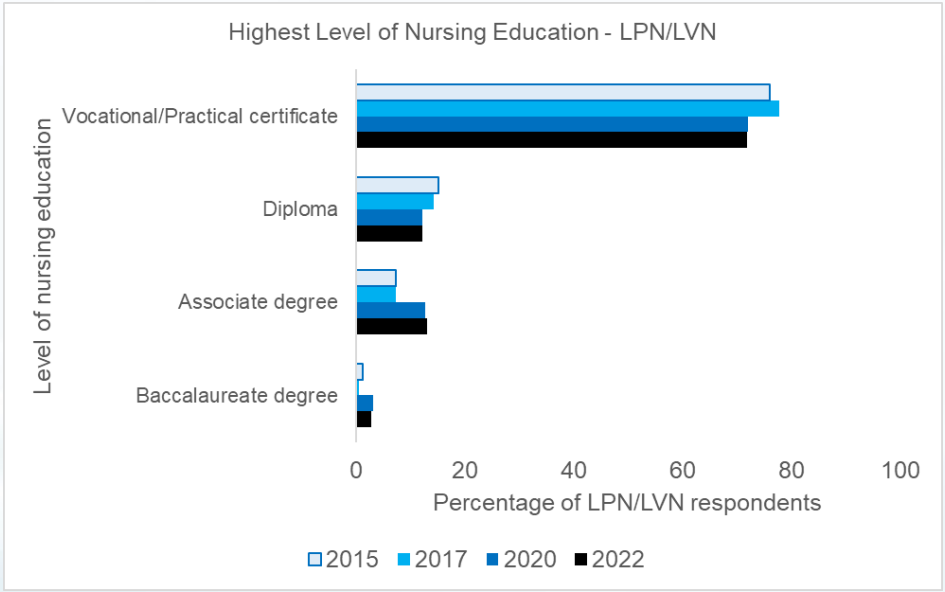
- Men **10.2%**
  - up from **8.1%** in 2020
- Race/Ethnicity Groups with the highest percent males:
  - Native Hawaiian or Other Pacific Islander **(29.5%)**
  - Asian **(24.2%)**

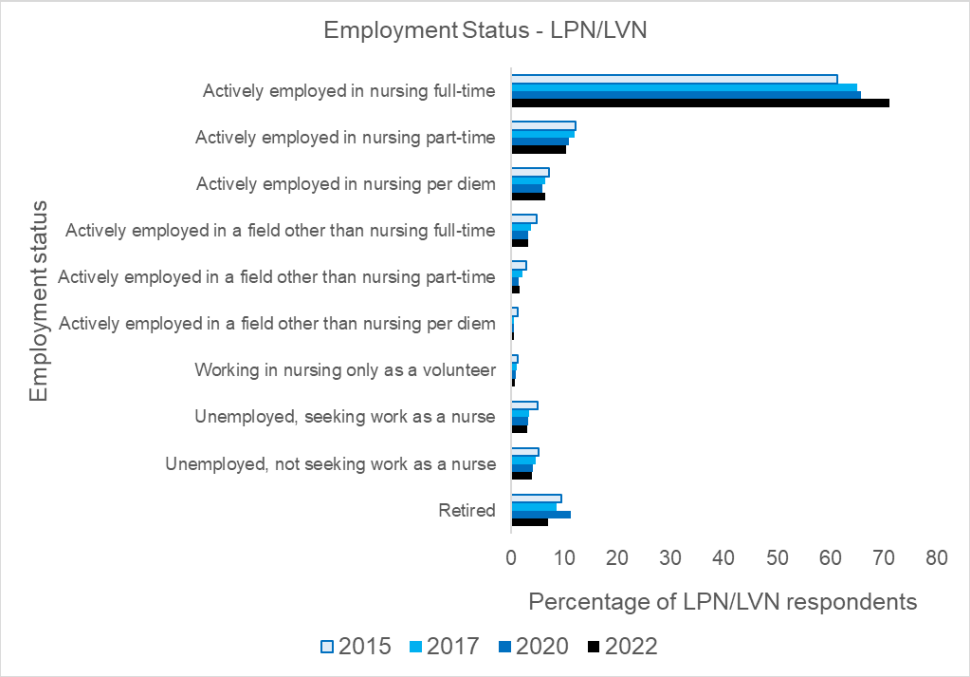
- Individuals from racial and ethnic minority groups accounted for **40.7%** of the US population in 2021
- **39.7%** of LPN/VNs were minorities in 2022
  - up from **35.9%** in 2020



Highest Level of education:

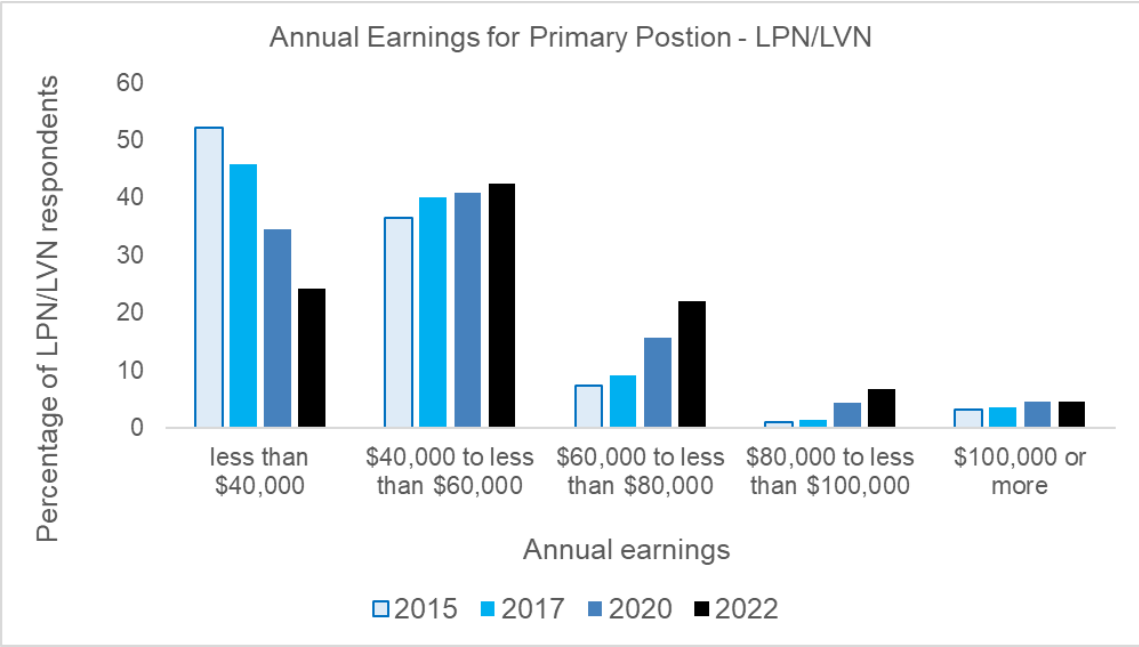
- **71.8%** vocational/practical certificate-nursing
- **13.1%** associate's degree-nursing
- **2.9%** baccalaureate degree-nursing
- **12.2%** diploma





71.0% of responding LPN/VNs reported being actively employed in nursing full-time

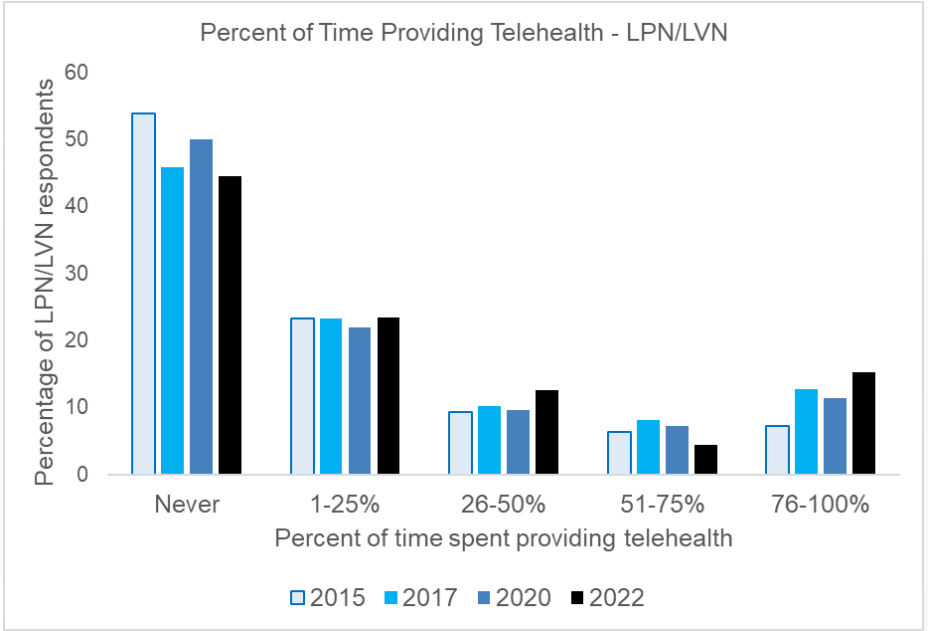
- An increase from **65.7%** in 2020

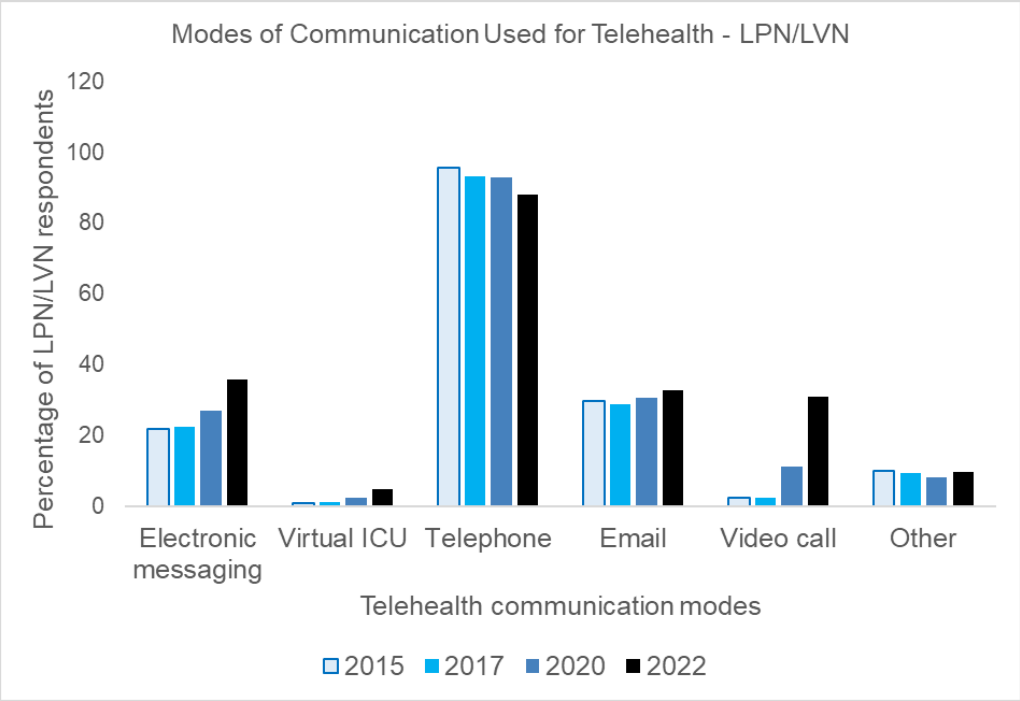


Median pre-tax annual earnings by responding LPN/VNs increased from **$44,000** in 2020 to **$50,000** in 2022

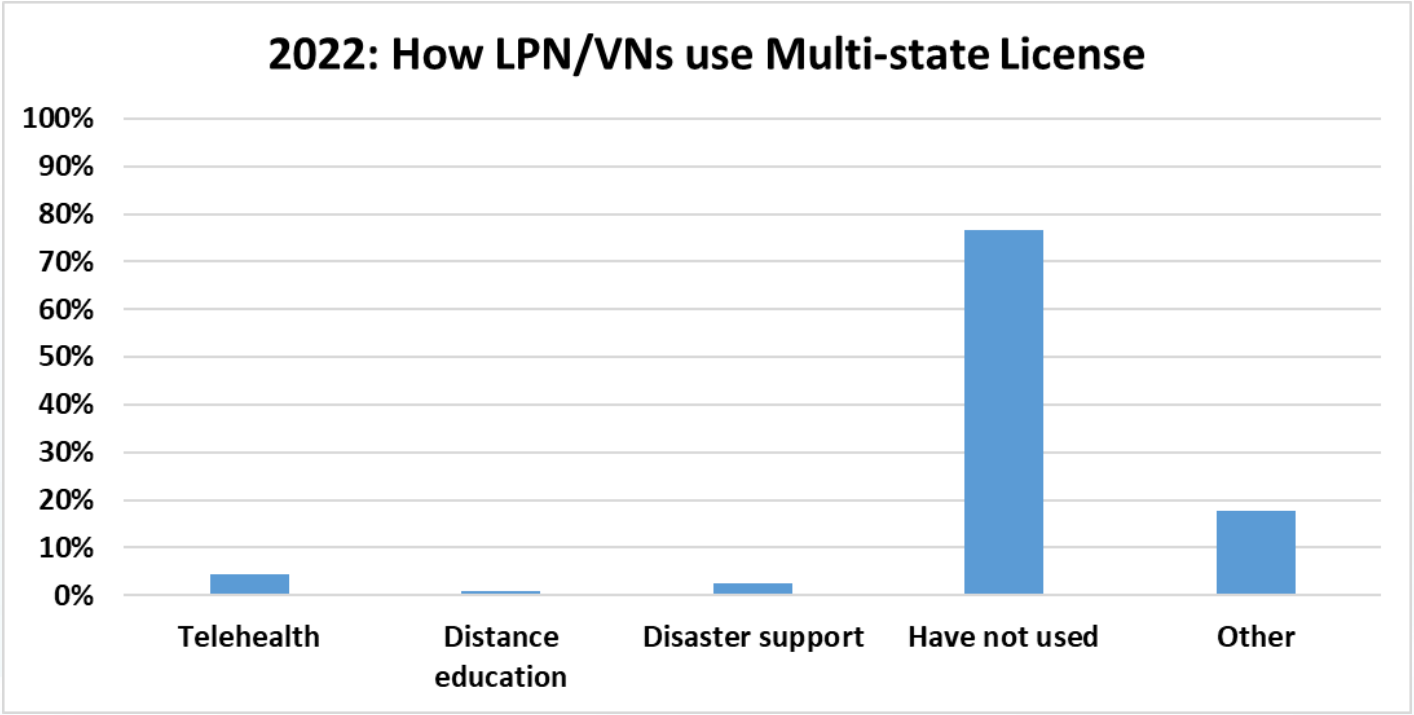
55.5% of LPN/VNs indicated they engage in telehealth

- An increase from **50.1%** in 2020





Usage by LPN/VNs of Video calls increased from **11.3%** in 2020 to **30.9%** in 2022



Among LPN/VNs who hold a multi-state license, **4.4%** have used it for telehealth while **76.6%** have not

COVID-19 Impact

- **62.9%** of LPN/VNs reported that their workload increased as a result of the pandemic
- **11.4%** reported that they changed their practice setting as a result of the pandemic
- **9.9%** reported that they retired or left nursing as a result of the pandemic
- **44.8%** reported that they felt burned out at least a few times a week as a result of the pandemic

Future Impact

Nurses' Intent to Leave by 2027

- **800,000** RNs and **184,000** LPNs/LVNs
- Equivalent to **20%** of the total licensed U.S. nursing workforce
- **24%** of RNs are younger, early career nurses

Key Takeaways

- In the wake of the COVID-19 pandemic, the nursing workforce has undergone a dramatic shift with the loss of hundreds of thousands of experienced RNs and LPNs
- The workforce today is distinctly younger, more educated, and slightly more diverse
- Salaries have increased for RNs & LPN/VNs
- About half of RNs and LPN/VNs engage in telehealth
- One fifth of the total licensed U.S. nursing workforce may leave nursing in the next five years.

The 2022 National Nursing Workforce Survey

Smiley, R. A., Allgeyer, R. L., Shobo, Y., Lyons, K. C., Letourneau, R., Zhong, E., ... & Alexander, M. (2023). The 2022 national nursing workforce survey. Journal of Nursing Regulation, 14(1), S1-S90.

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