



# SHINE THROUGH

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SHAPING A BRILLIANT FUTURE

2023 ANNUAL MEETING AUG. 16-18, 2023 | CHICAGO



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# 2022 National Nursing Workforce Survey

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# Outline

1. Background & Introduction
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

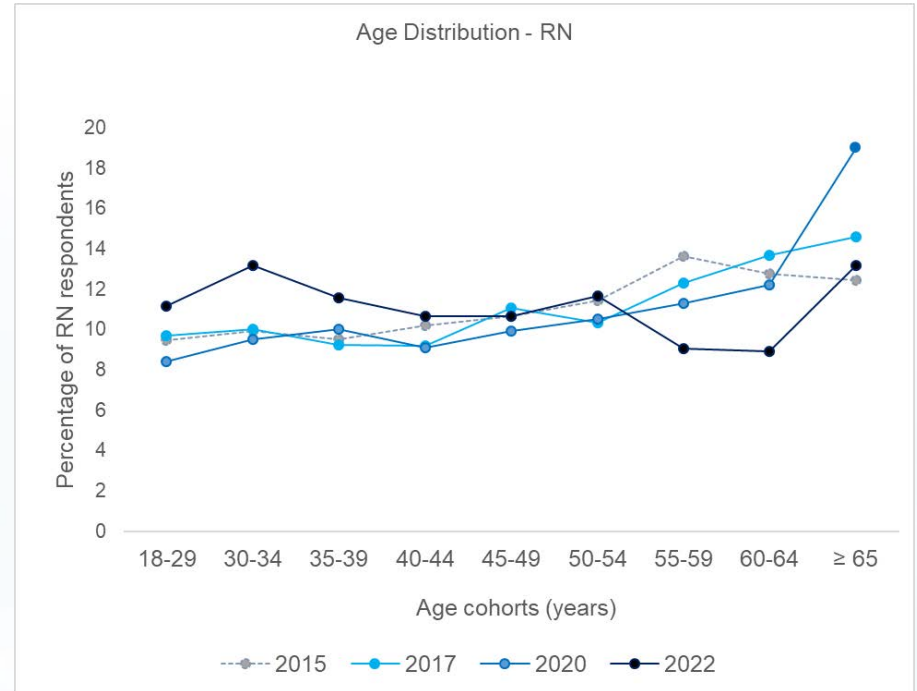
- **249,416** RNs records
- **30,693** LPNs records

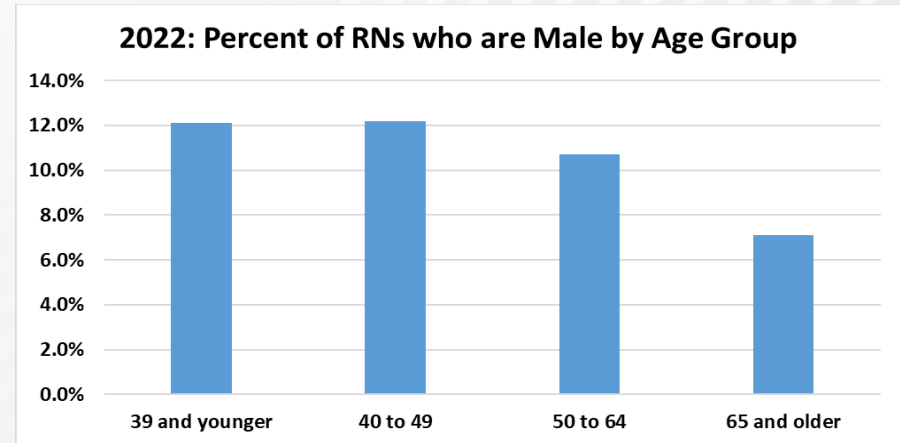
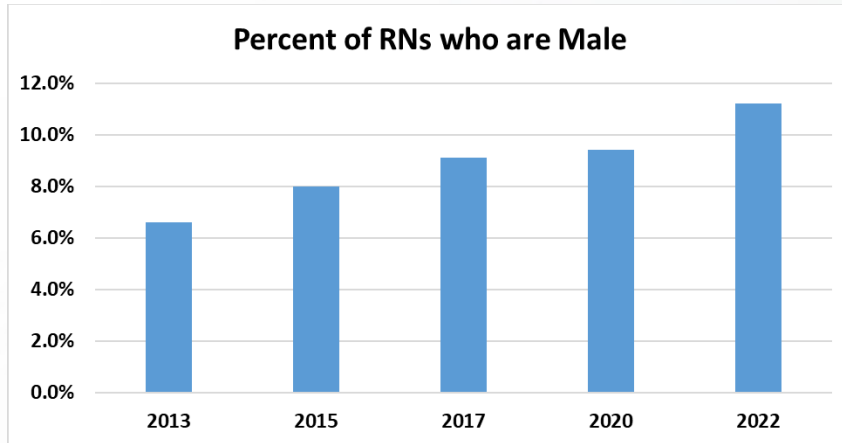


A woman with dark hair, wearing light blue scrubs, is looking out a window. The background is a bright, slightly blurred view of a city or town. The text "Registered Nurse Results" is overlaid on the left side of the image.

# **Registered Nurse Results**

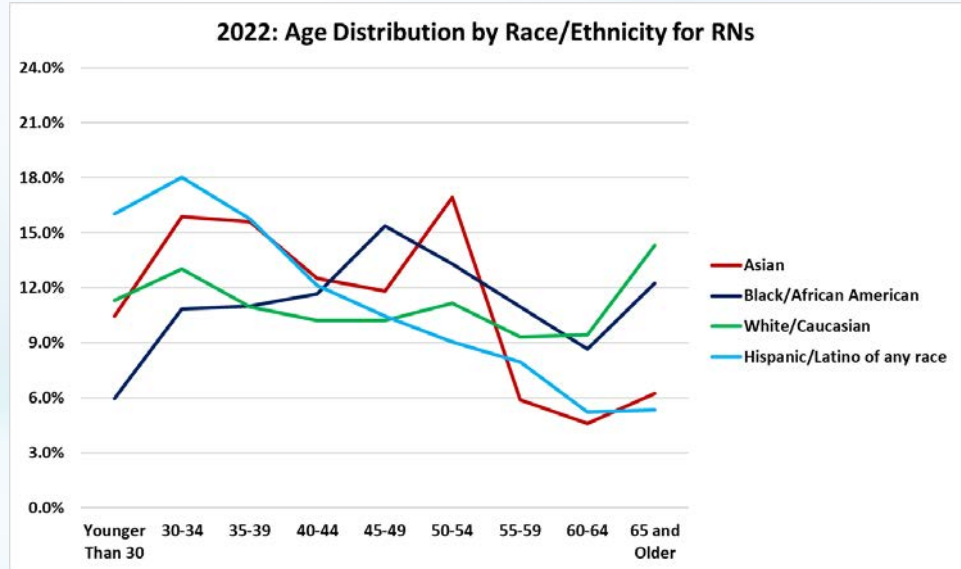
- Median Age = 46
  - **a decrease of 6 years** from the 2020 median
- Almost a quarter of RNs are age 34 or younger
- Over 200,000 experienced RNs lost to workforce



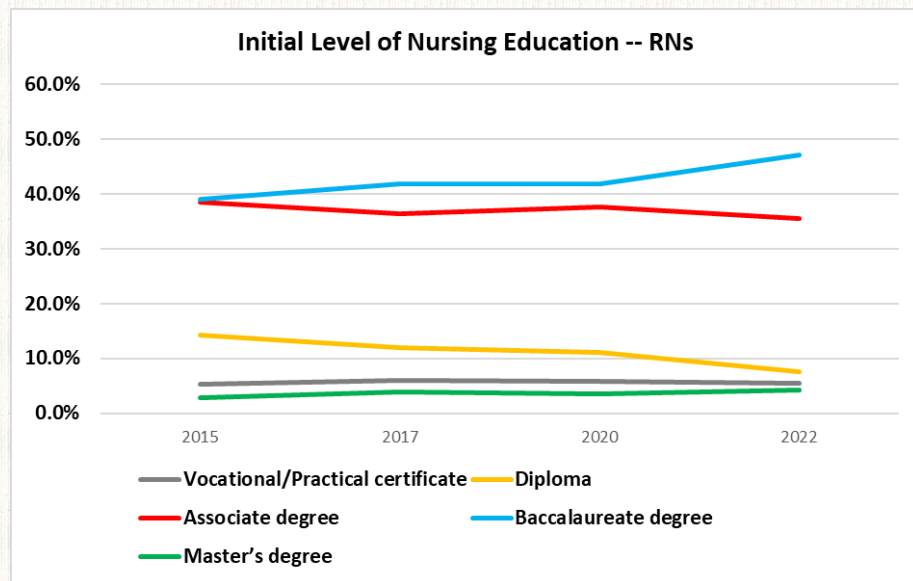
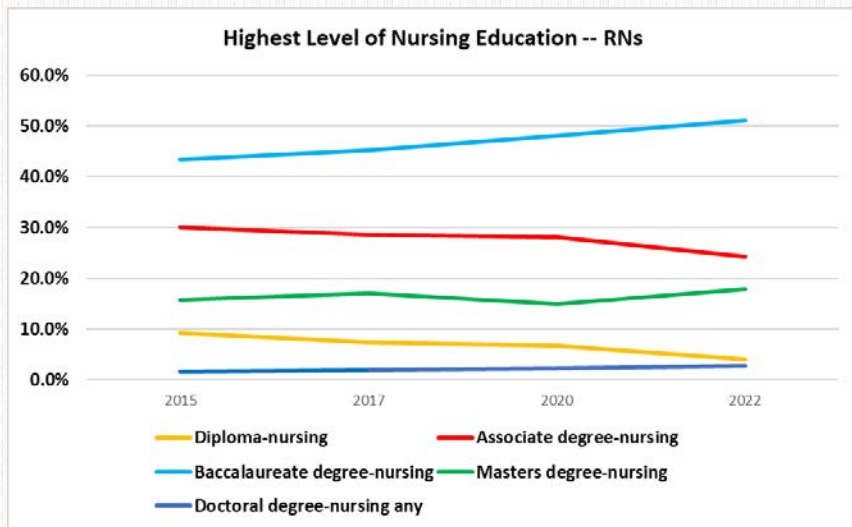


- Men **11.2%**
- Race/Ethnicity Groups with the highest percent males are
  - Asian (**17.7%**)
  - Native Hawaiian or Other Pacific Islander (**15.5%**)

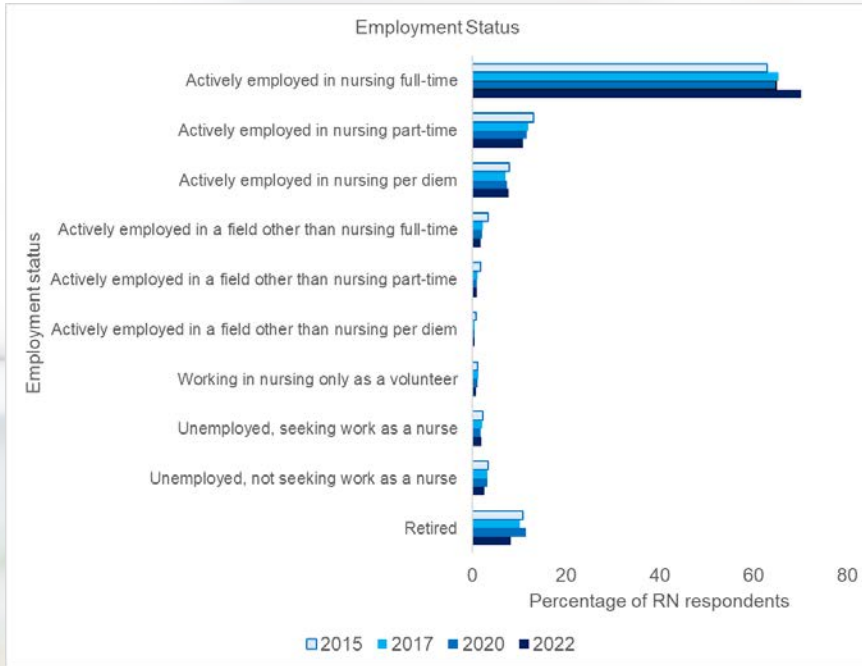
- Individuals from racial and ethnic minority groups accounted for **40.7%** of the US population in 2021
- **24.0%** of RNs were minorities in 2022
  - up from **23.0%** in 2020



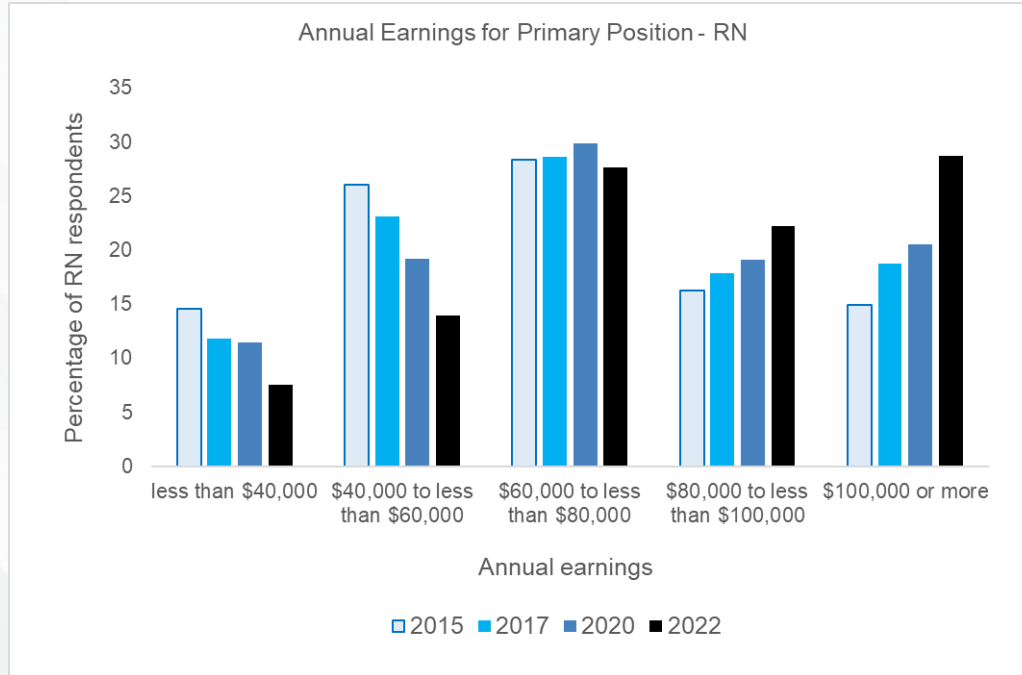
**47.2%** held a baccalaureate as their **initial** nursing education



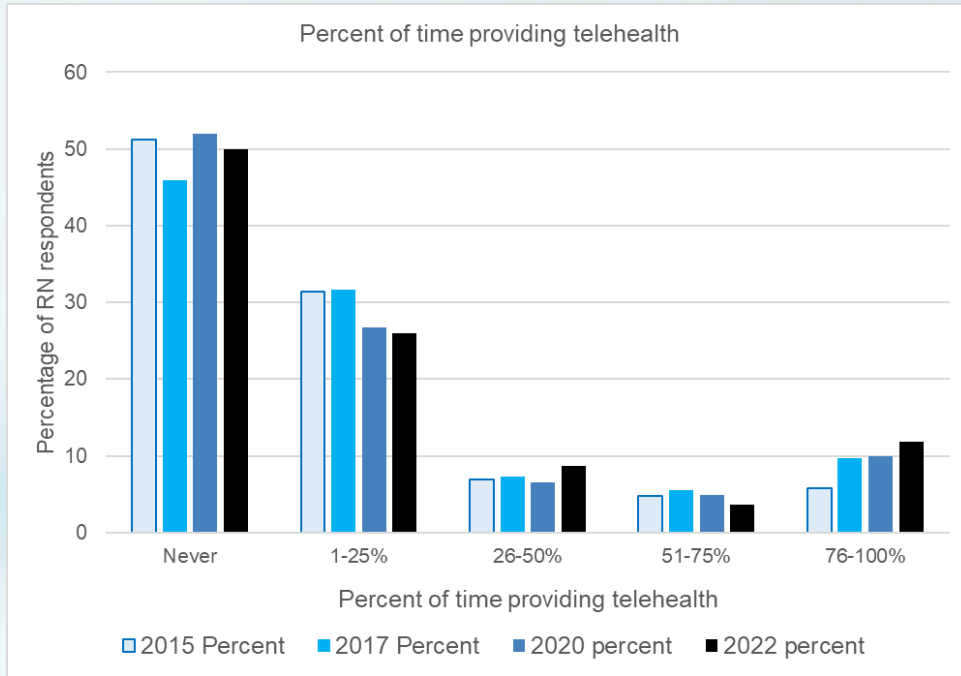
**71.7%** had baccalaureate or higher degree as their **highest level** of nursing education



- **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



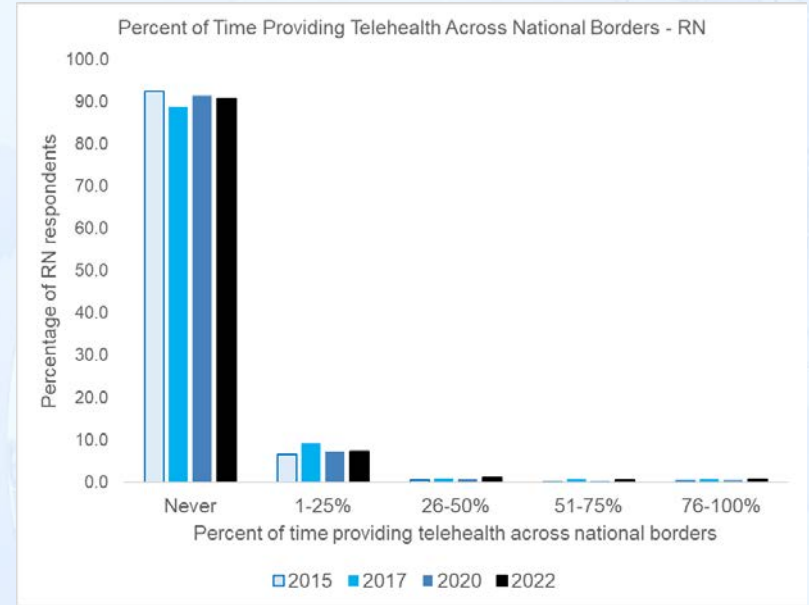
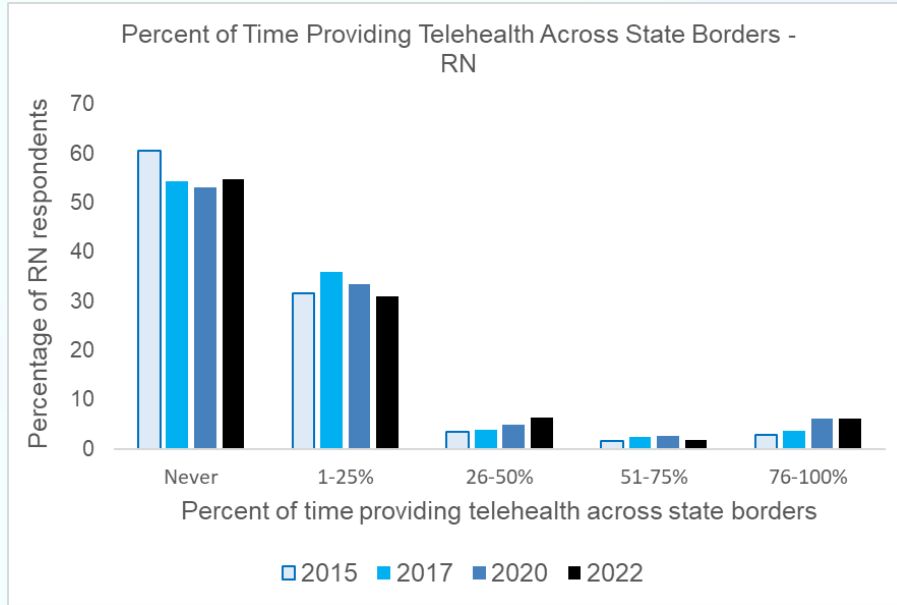
Median pre-tax annual earnings by responding RNs increased from **\$70,000** in 2020 to **\$80,000** in 2022



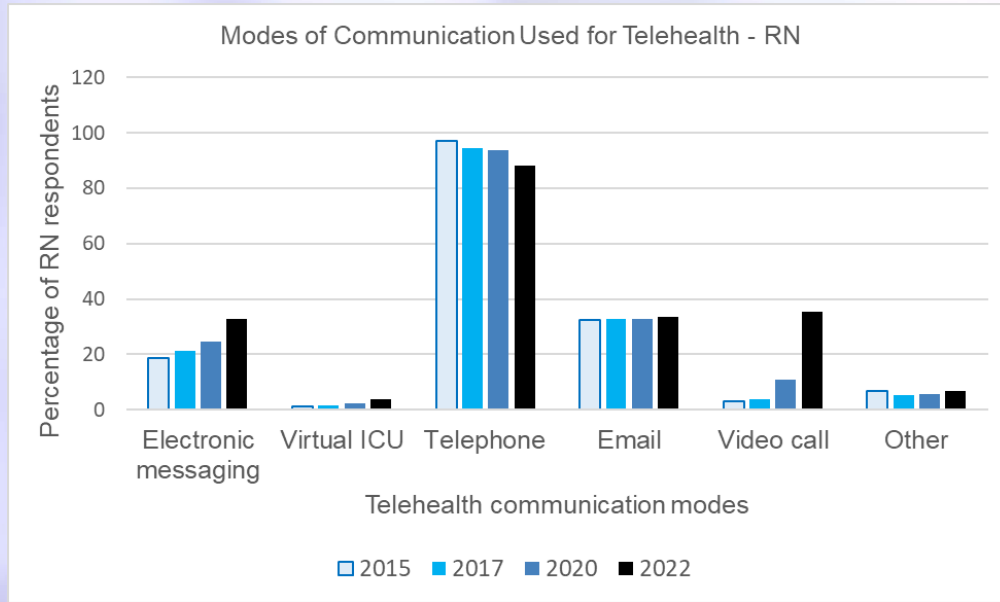
**50.1%** of RNs indicated they engage in telehealth

- similar number to the previous rates

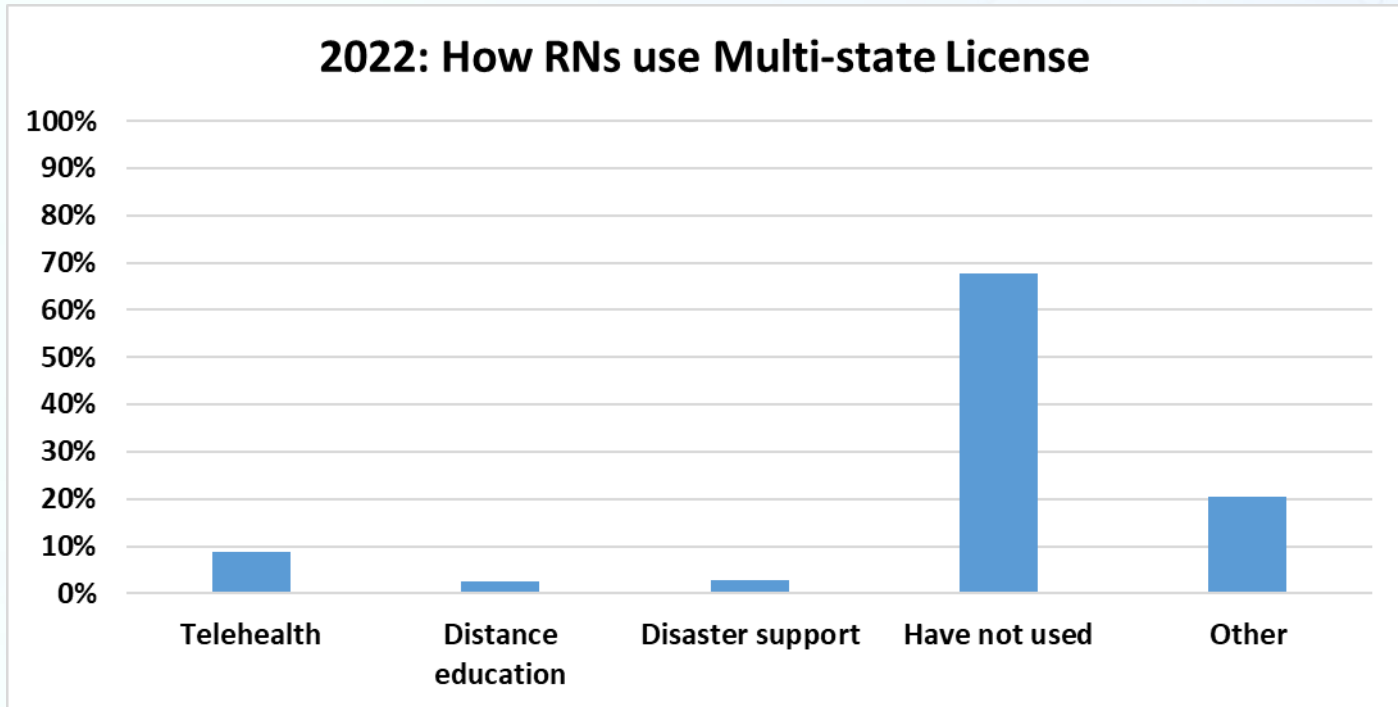




Of those RNs providing nursing services remotely, proportions reporting providing services over state and national borders remained constant in comparison to previous years



- 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:**

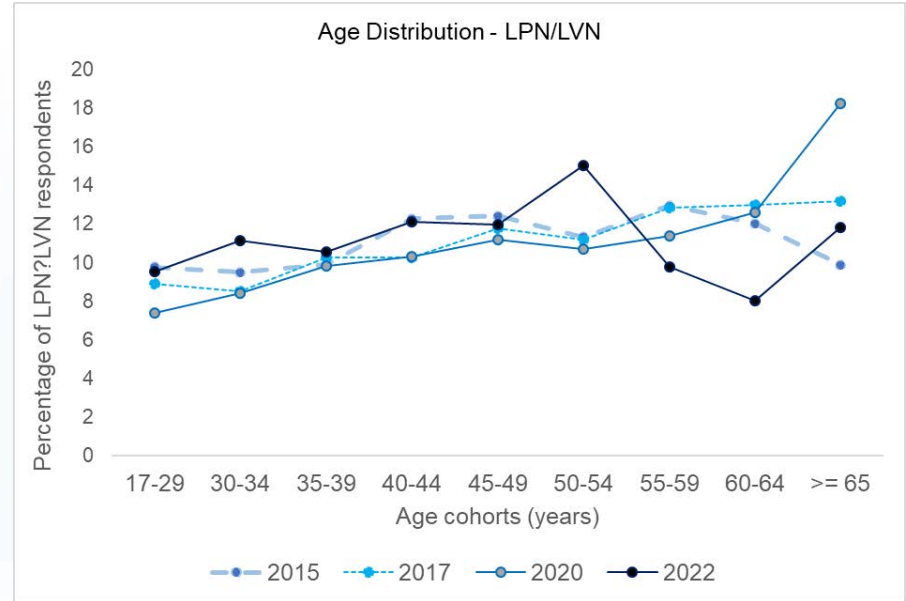
- 61.8%** of RNs reported a workload increase
- 15.6%** reported that they changed their practice setting
- 8.7%** reported that they retired or left nursing
- 46.2%** reported that they felt burned out at least a few times a week

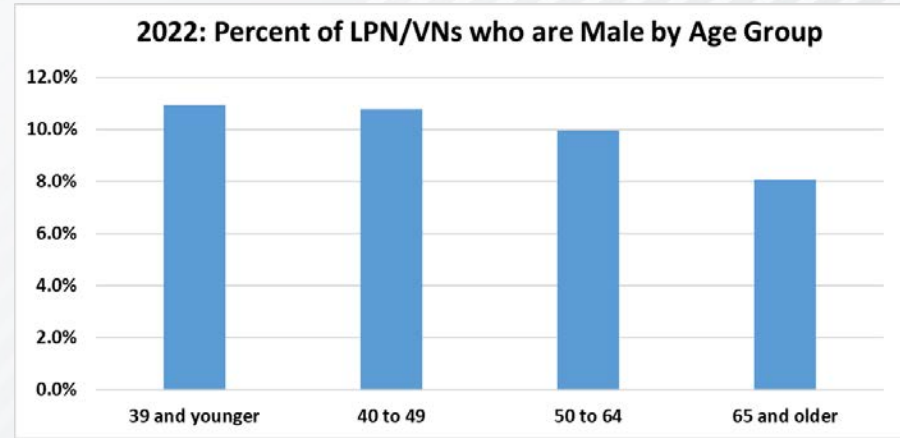
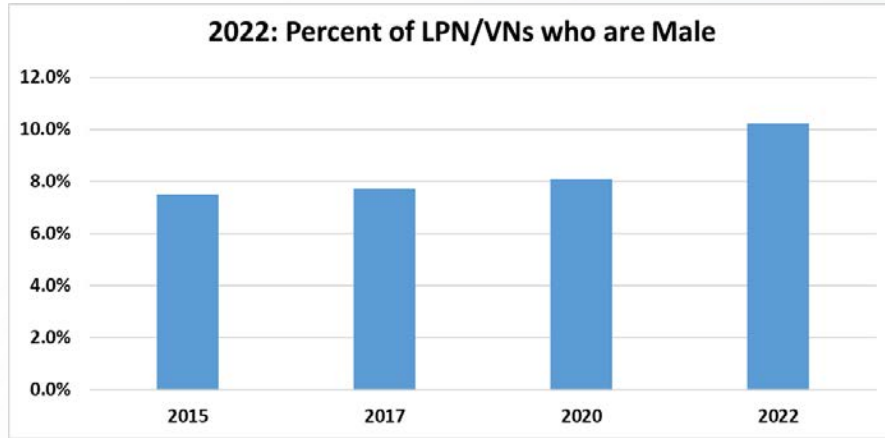


# Licensed Practical/ Vocational Nurse Results



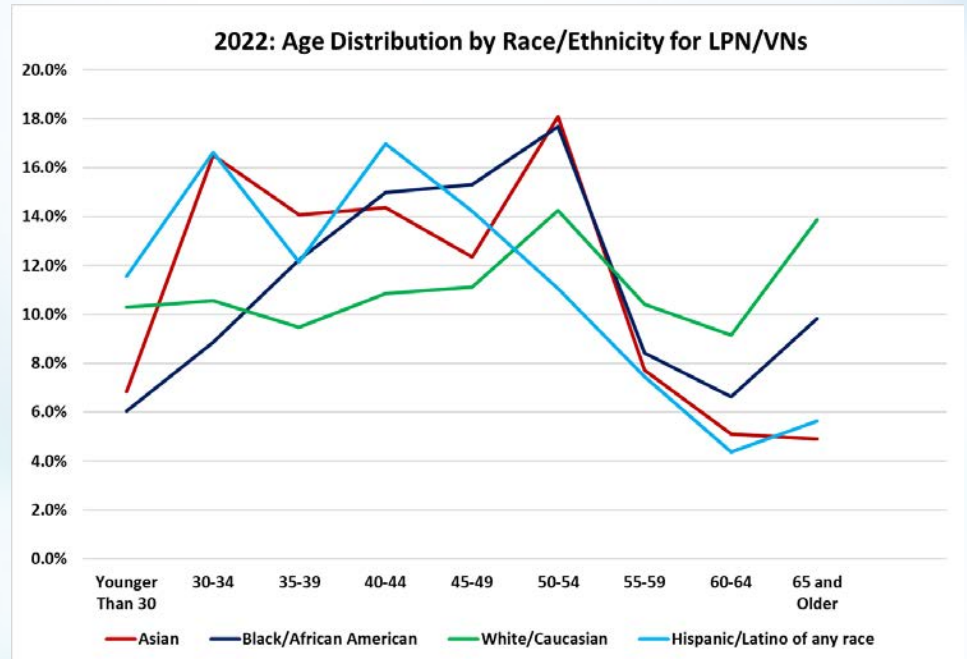
- Median Age = 47
  - **a decrease of 6 years** from the 2020 median
- There was a loss to the experienced workforce of over **60,000** LPN/VNs





- 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%**)

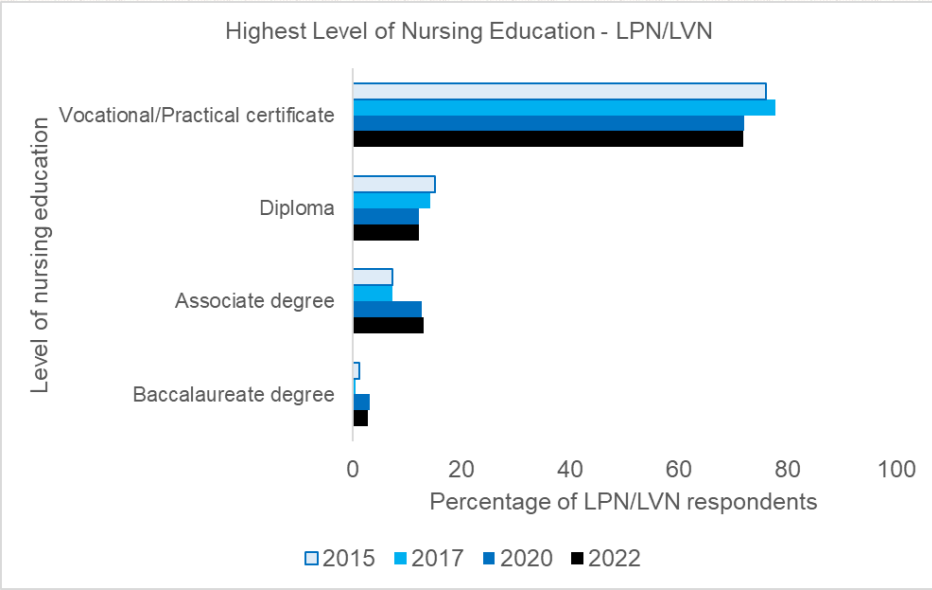
- Individuals from racial and ethnic minority groups accounted for **40.7%** of the US population in 2021
- **39.7%** of LPN/VNs were minorities in 2022
  - up from **35.9%** in 2020

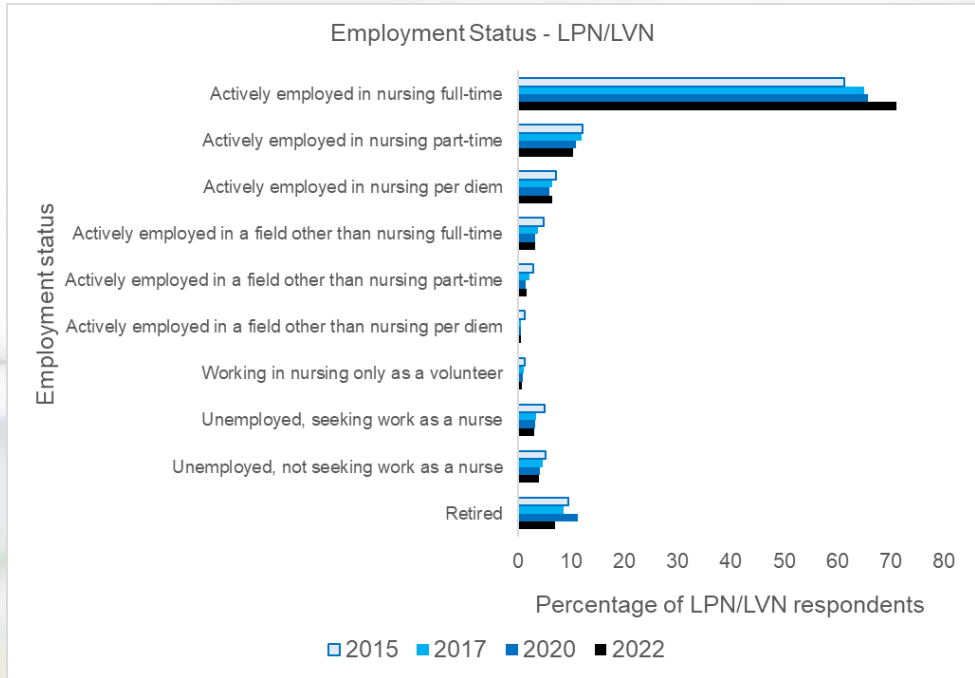




## Highest Level of education:

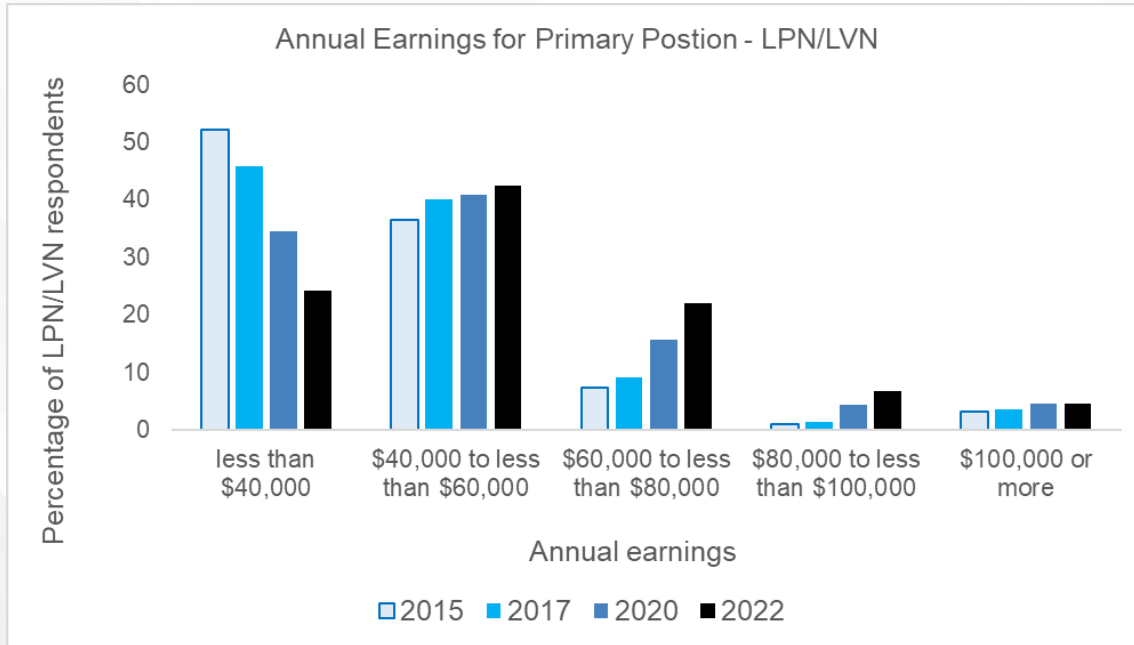
- **71.8%** vocational/practical certificate-nursing
- **12.2%** diploma
- **13.1%** associate's degree-nursing
- **2.9%** baccalaureate degree-nursing





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

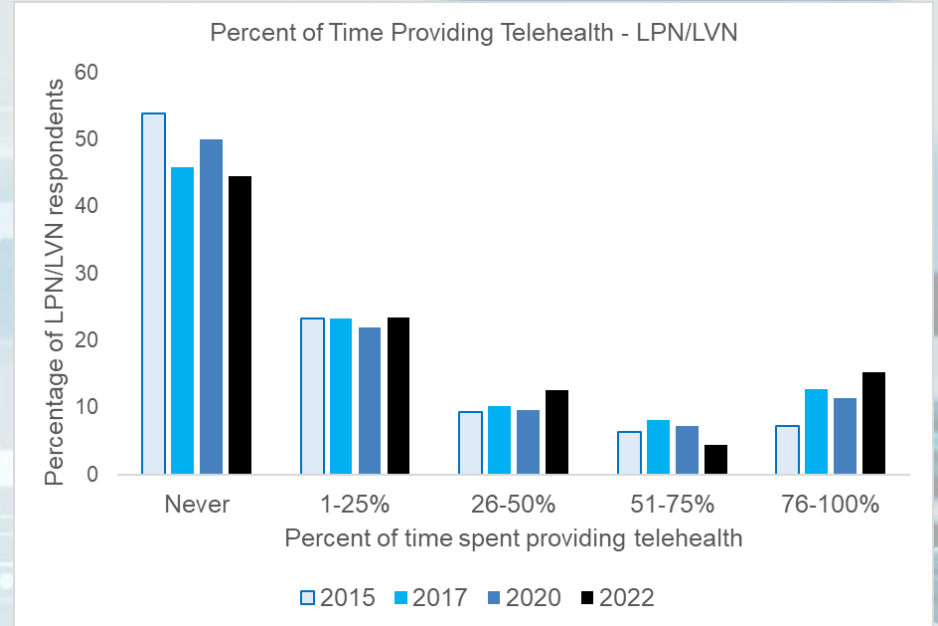
- An increase from **65.7%** in 2020

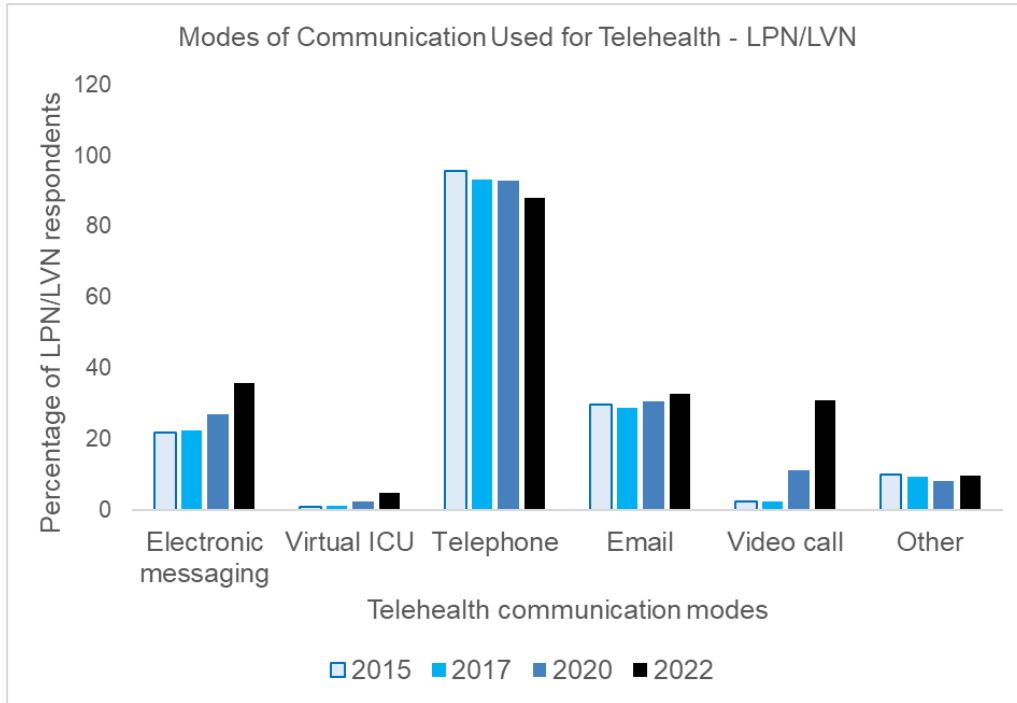


Median pre-tax annual earnings by responding LPN/VNs increased from **\$44,000** in 2020 to **\$50,000** in 2022

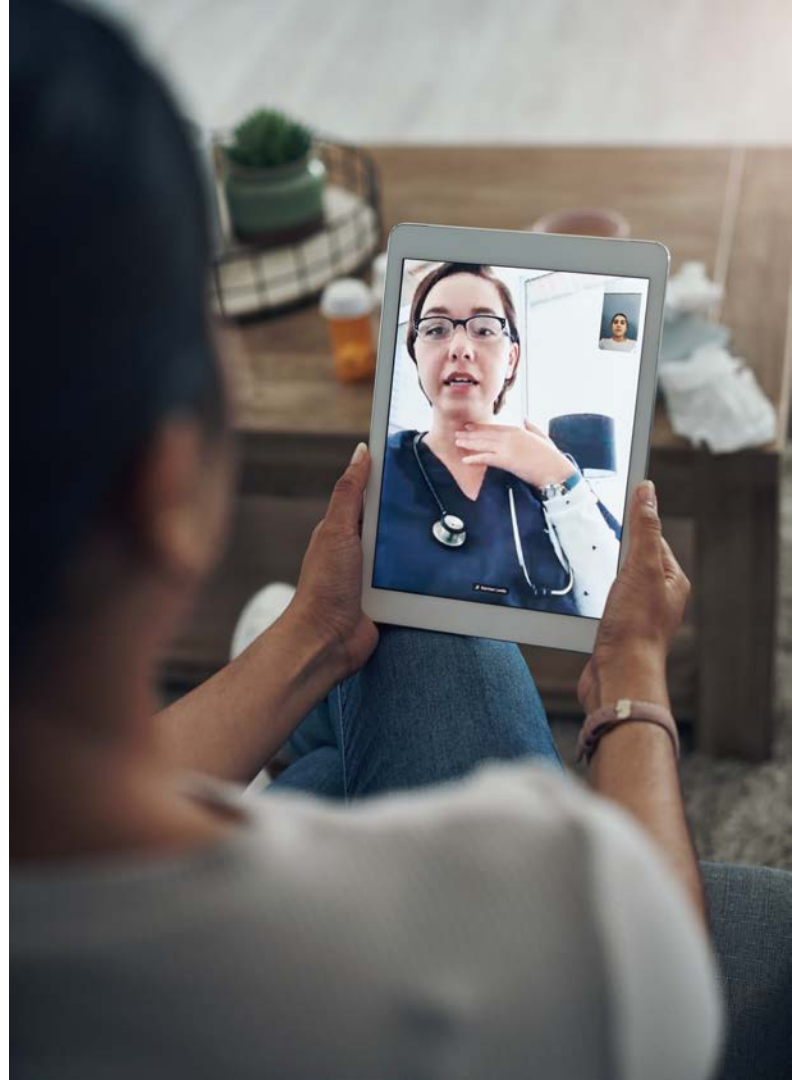
**55.5%** of LPN/VNs indicated they engage in telehealth

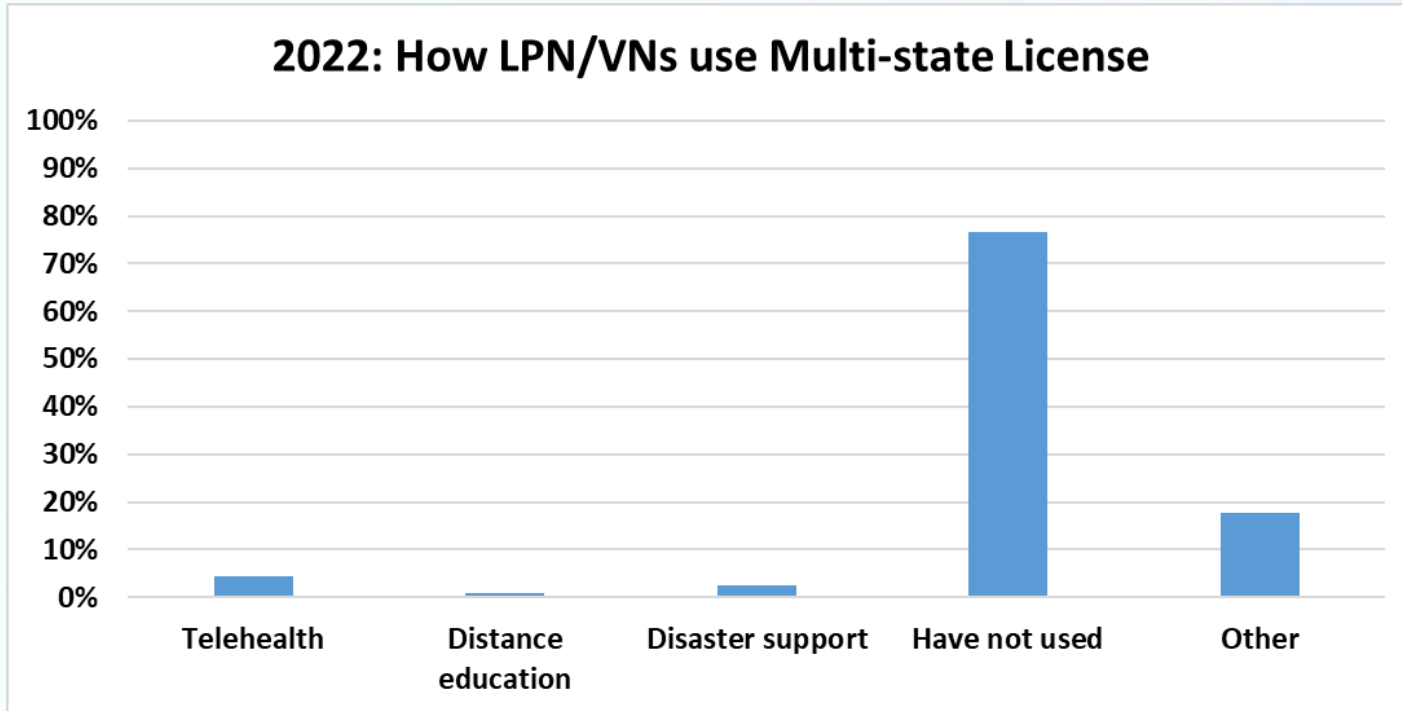
- An increase from **50.1%** in 2020





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

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**Background:** Every two years, the National Council of State Boards of Nursing (NCSBN) and the National Forum of State Nursing Workforce Centers (Forum) conduct the only national-level survey focused on the entire U.S. nursing workforce. The survey generates data on the supply of registered nurses (RNs) and licensed practical nurses/licensed vocational nurses (LPNs/LVNs). These data are especially crucial in providing information on emerging nursing issues, which in 2022, was the impact of the (COVID-19) pandemic on the nursing workforce. **Purpose:** To provide data critical to planning for enough adequately prepared nurses and ensuring a safe, diverse, and effective healthcare system. **Methods:** This study used a mixed-mode approach, involving mailing a national, randomized sample survey to licensed RNs and LPNs/LVNs in most jurisdictions, supplemented by a national, randomized sample survey emailed to licensed RNs and LPNs/LVNs in four jurisdictions and data from the e-Notify nurse licensure notification system for five jurisdictions. Data from RN and LPN/LVN respondents were collected between April 11, 2022, and September 30, 2022. Data included nurse demographics, educational attainment, employment, practice characteristics, and trends. **Results:** The total number of active RN and LPN/LVN licenses in the United States were 5,239,499 and 973,788, respectively. The median age of RNs was 46 years and 47 years for LPNs/LVNs, which reflects a decrease of 6 years for each cohort from the 2020 data. This decline was associated with estimated losses to the workforce of at least 200,000 experienced RNs and 60,000 experienced LPNs/LVNs. An average of 89% of all nurses who maintain licensure are employed in nursing with roughly 70% working full-time. Hospitals and nursing/extended care facilities continue to be the primary practice setting for RNs and LPNs, respectively. Increased proportions of male and Hispanic/Latino nurses have introduced greater racial diversity in the nursing workforce. The nursing workforce is becoming increasingly more educated with more than 70% of RNs holding a baccalaureate degree or higher. More than one-quarter of all nurses report that they plan to leave nursing or retire over the next 5 years. Increased demand from the COVID-19 pandemic and inflation led nursing incomes to rise significantly across the country. Nurses were also specifically asked how the COVID-19 pandemic impacted them, and more than 60% of all nurses reported an increase in their workload because of the pandemic. **Conclusion:** 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/LVNs. The nursing workforce has become younger and more diverse with increases reflected for Hispanic/Latino and male nurses. An increasing proportion of the RN workforce holds a baccalaureate degree or higher, moving closer to goals established by the National Academy of Medicine. Salaries have notably increased for nurses, likely due to inflation and increased demand for nursing services. With a quarter of the population contemplating leaving the profession, the impact of the pandemic may still be felt in the future.

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