NCSBN
2024 SCIENTIFIC
SYMPOSIUM
From Data to Policy
Jan. 23–24, 2024 • Scottsdale, Ariz.

2022 National Nursing Workforce Survey

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NCSBN

2024 SCIENTIFIC SYMPOSIUM

Outline

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

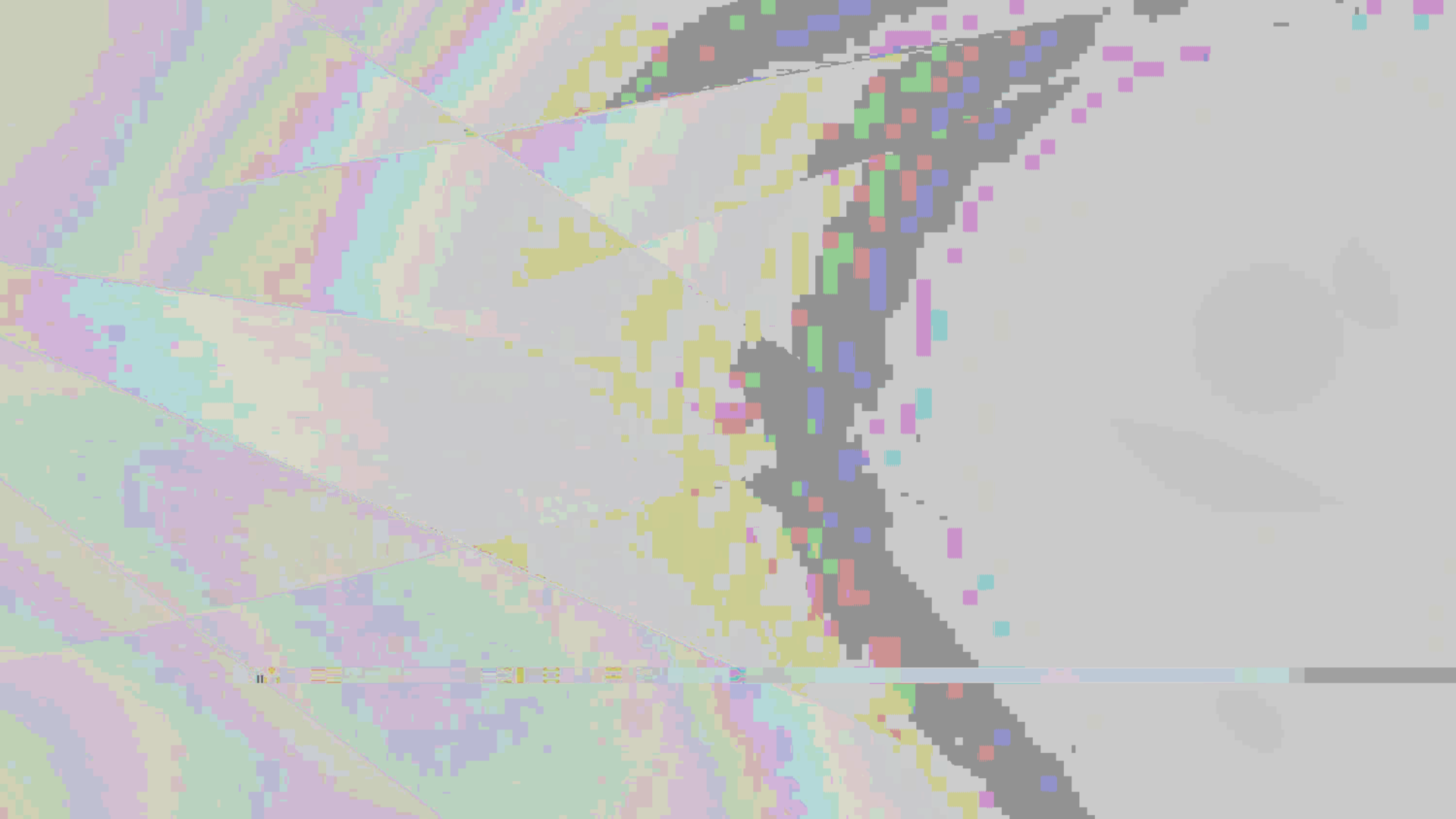
Background & Introduction

- 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-"



Response

Mailout Survey

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

Email Survey

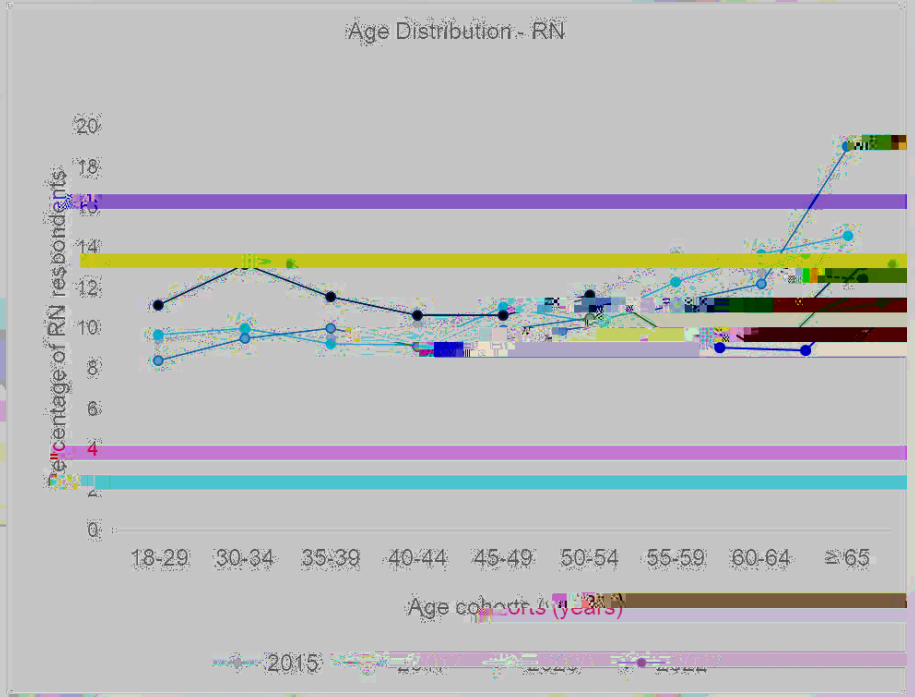
- **2,458** RNs responded - **9.2%** response rate
- **2,176** LPNs responded - **11.6%** response rate

E-Notify Data

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

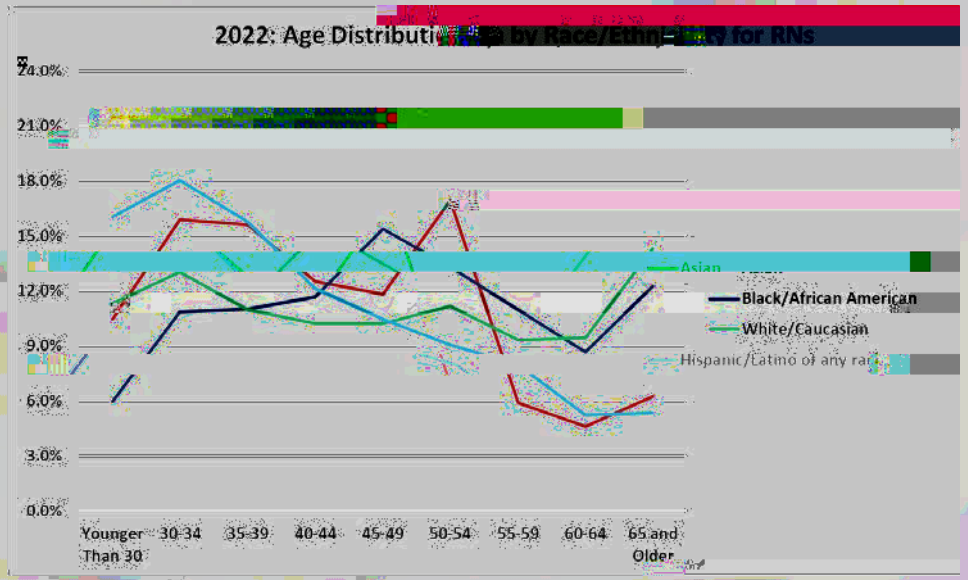
Registered Nurse Results

- 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

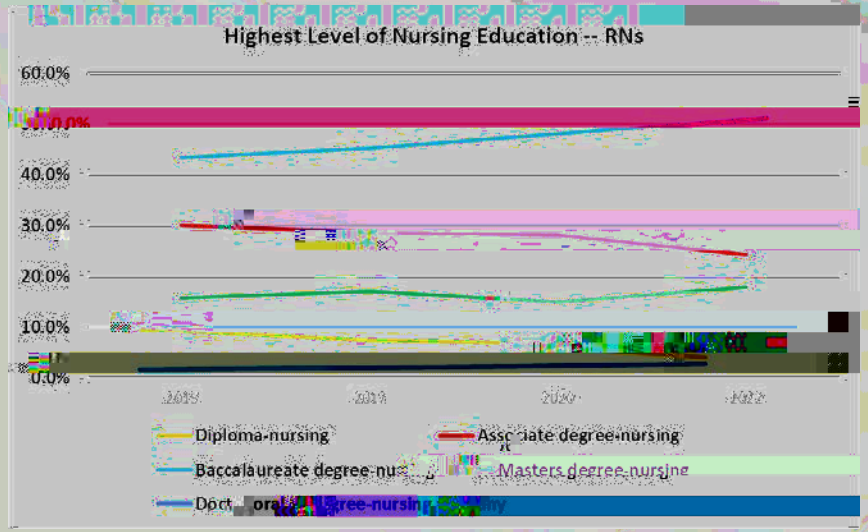


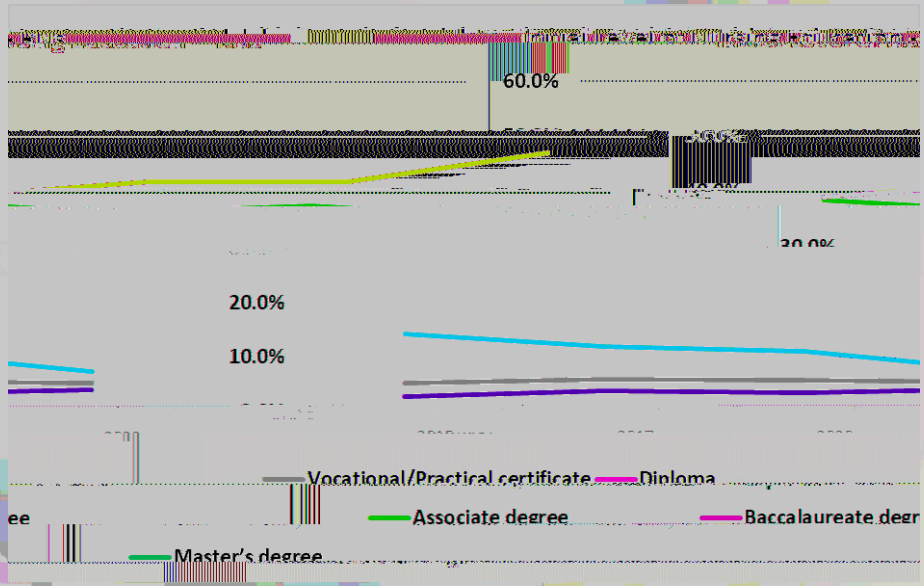
- Men **11.2%**
- Race/Ethnicity Groups with the highest percent males are
  - Asian (**17.7%)**
  - Native Hawaiian or Other Pacific Islander **(15.5%)**

- 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



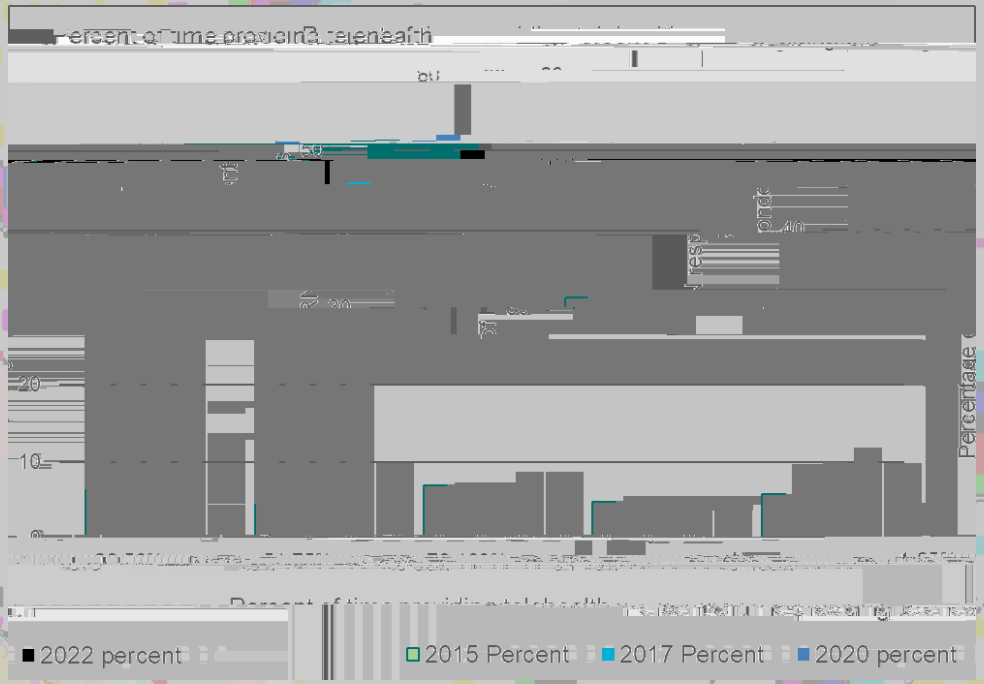
47.2% held a baccalaureate as their **initial** nursing education





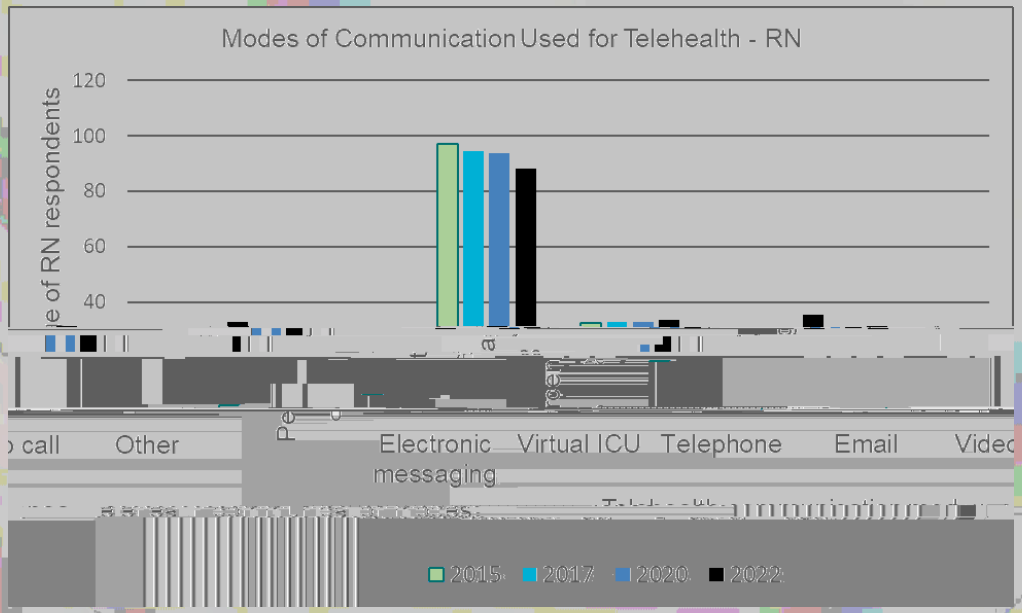
71.7% had baccalaureate or higher degree as their **highest level** of nursing education

Median pre-tax annual earnings by



50.1% of RNs indicated they engage in telehealth

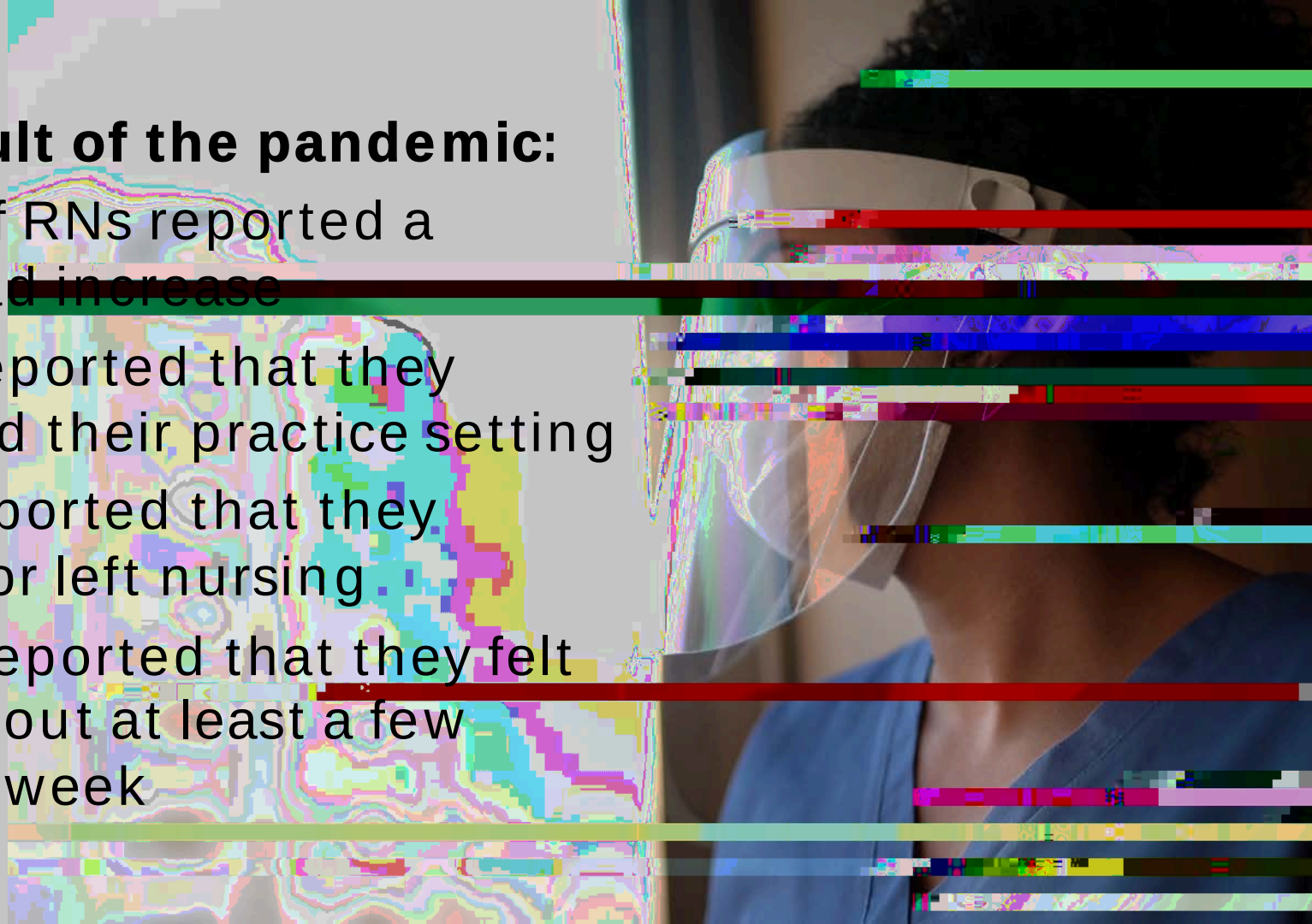
- similar number to the previous rates



- 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

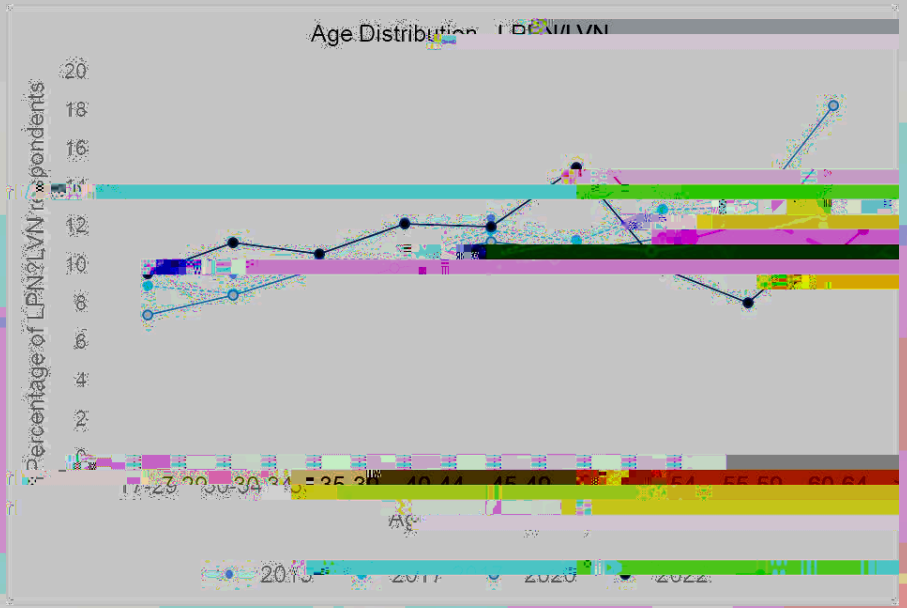
As a result of the pandemic:

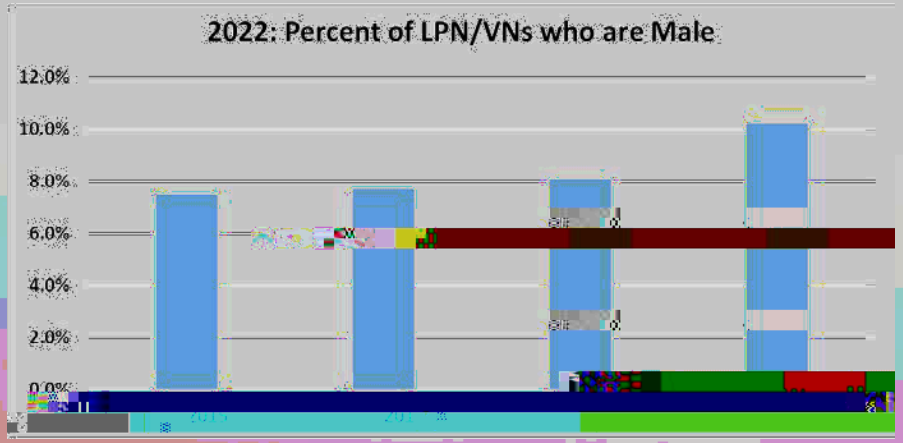
- **61.8%** of RNs reported a workload increase
- **15.6%** reported that they changed their practice setting
- **8.7%** reported that they retired or left nursing
- **46.2%** reported that they felt burned out at least a few times a week

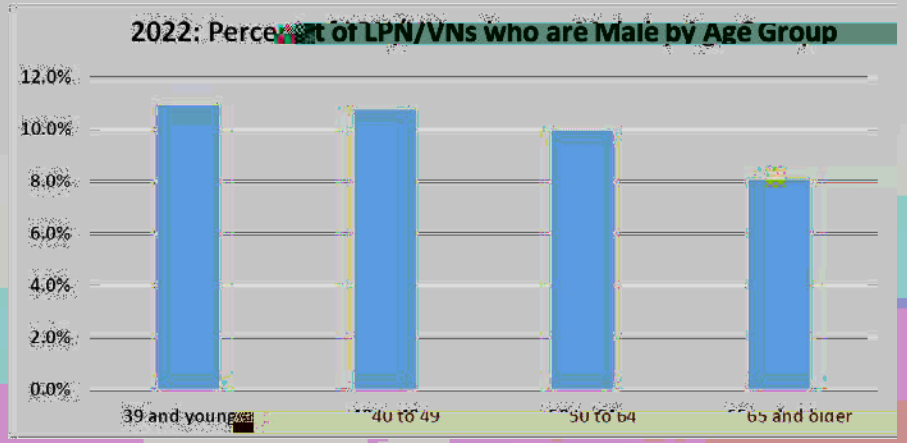


Licensed Practical/ Vocational Nurse Results

- 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

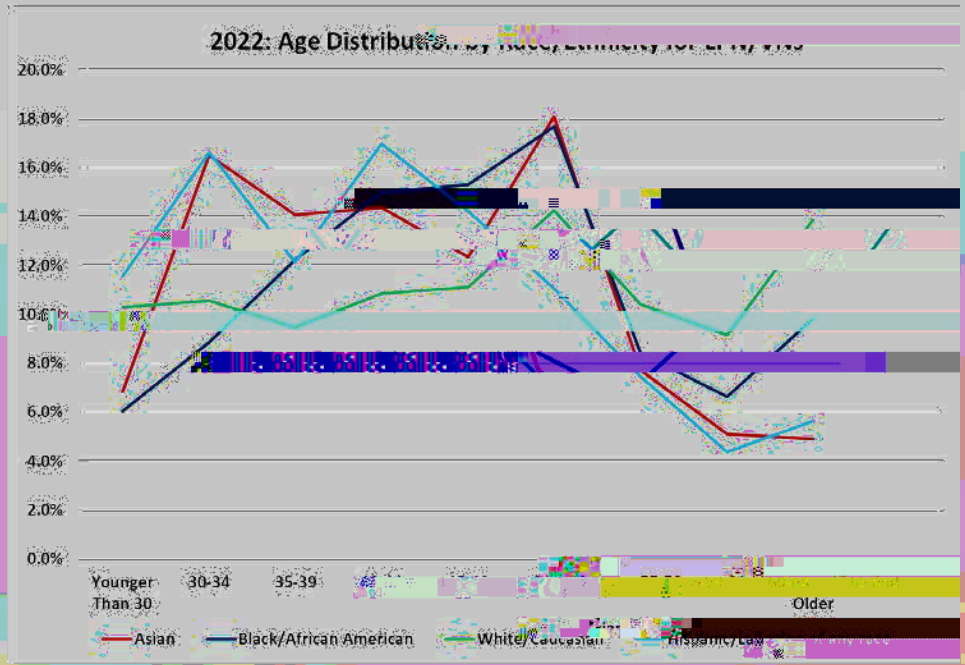






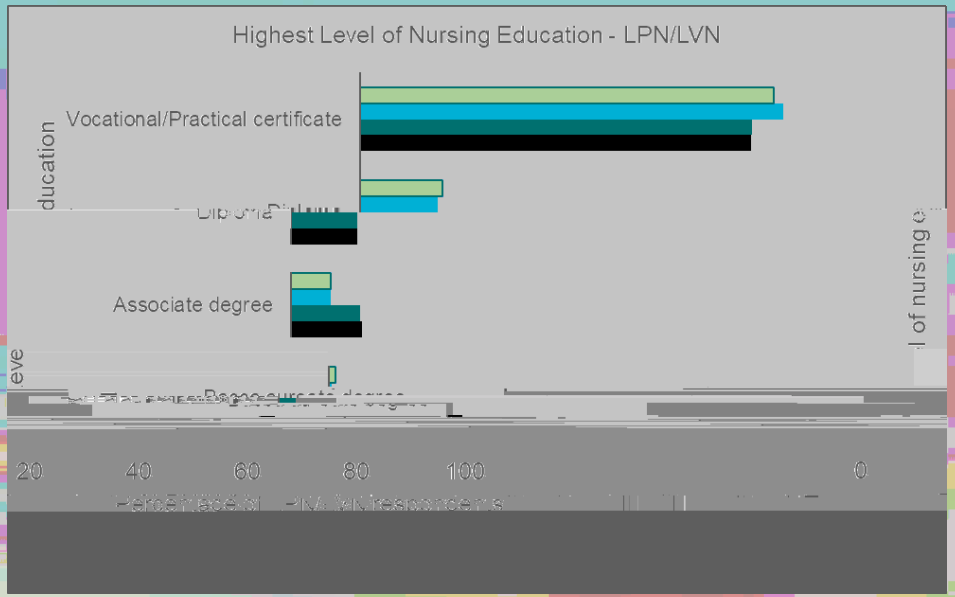
- Men **10.2%**
  - up from **8.1%** in 2020
- Race/Ethnicity Groups with the highest percent males:
  - Native Hawaiian or Other Pacific Islander **(29.5%)**
  - Asian **(24.2%)**

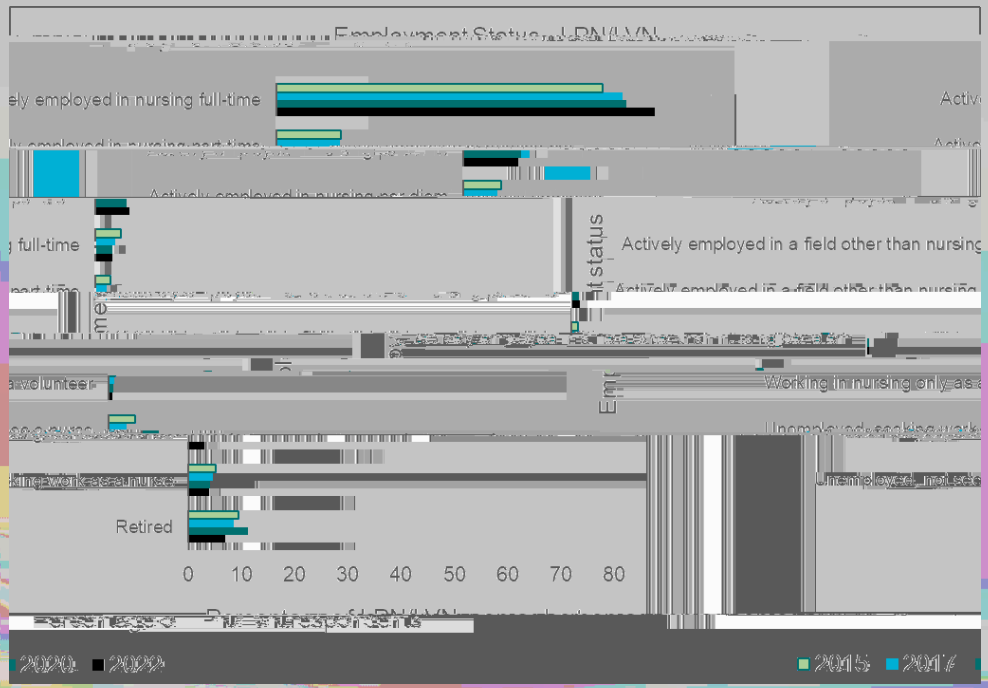
- Individuals from racial and ethnic minority groups accounted for **40.7%** of the US population in 2021
- **39.7%** of LPN/VNs were minorities in 2022
  - up from **35.9%** in 2020



Highest Level of education:

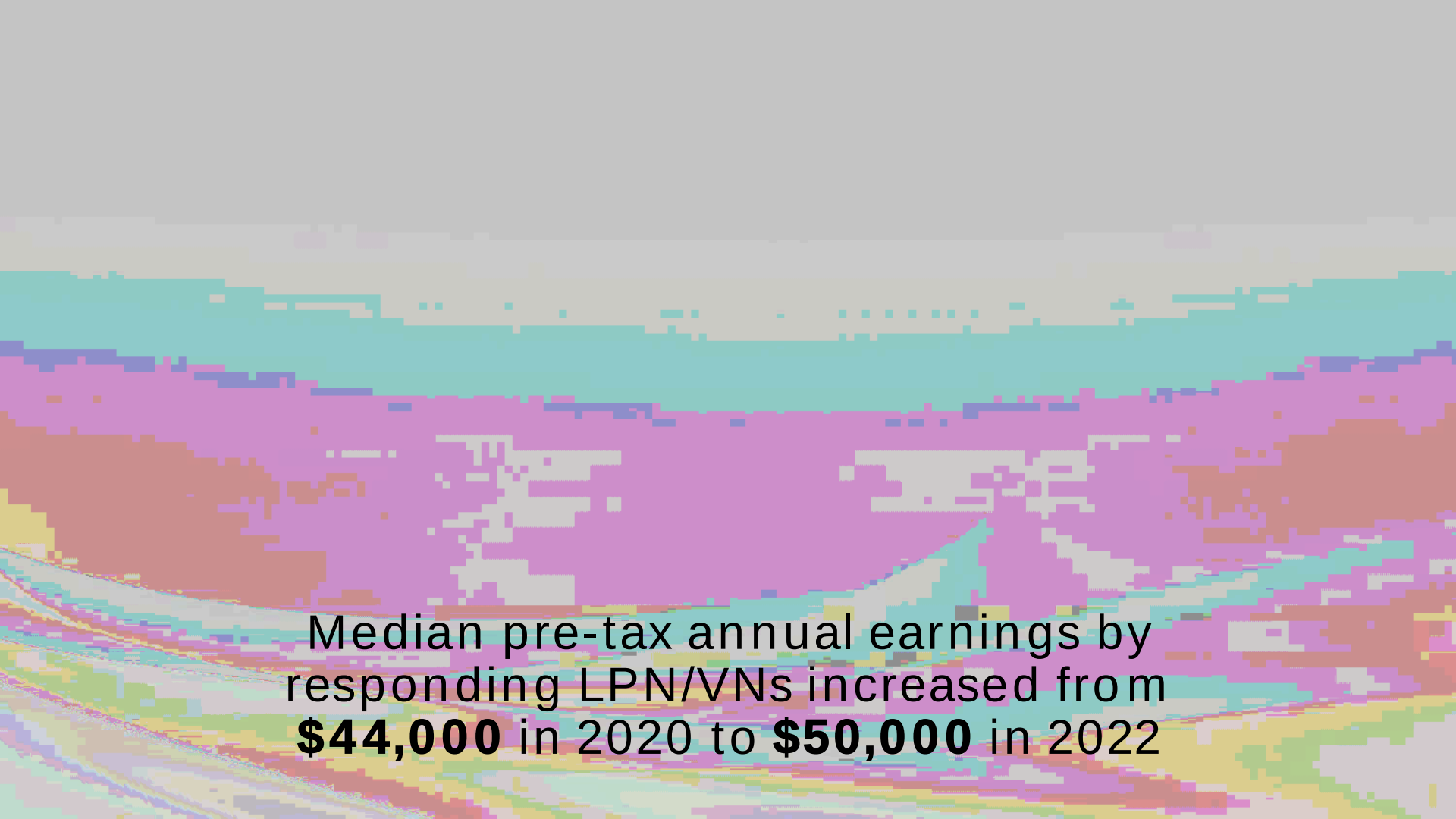
- **71.8%** vocational/practical certificate-nursing
- **13.1%** associate's degree-nursing
- **2.9%** baccalaureate degree-nursing
- **12.2%** diploma





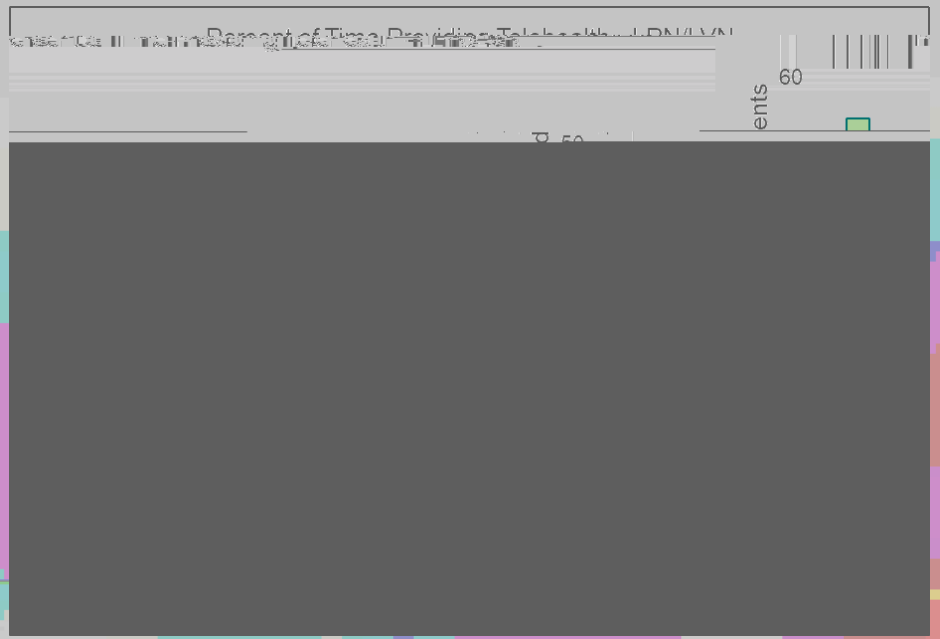
71.0% of responding LPN/VNs reported being actively employed in nursing full-time

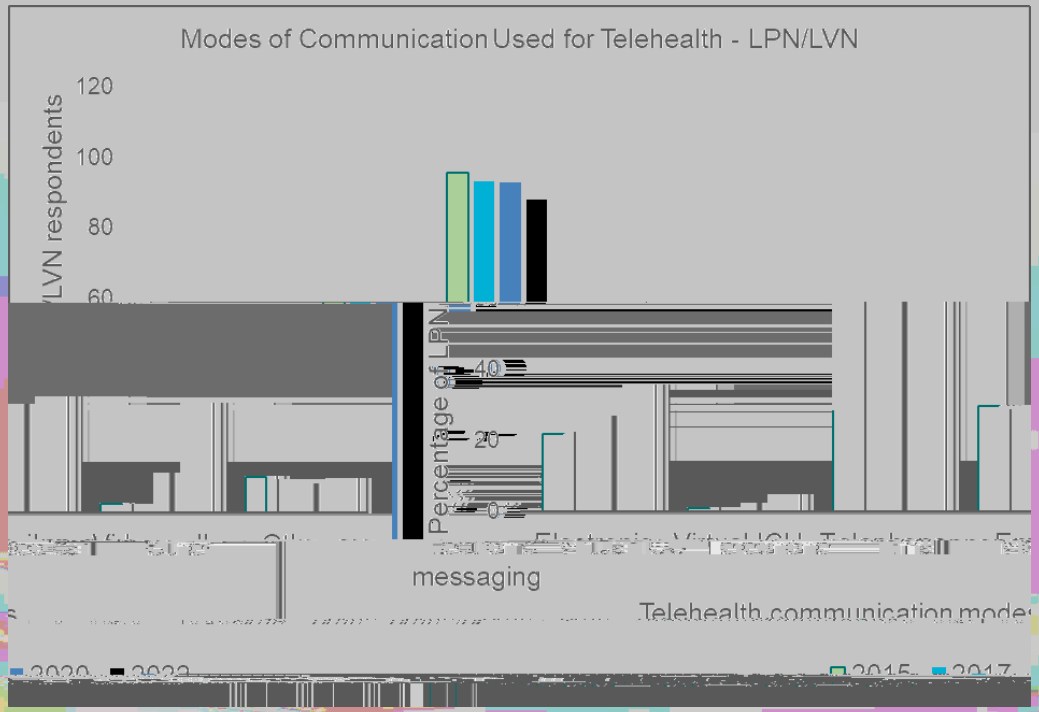
- An increase from **65.7%** in 2020


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

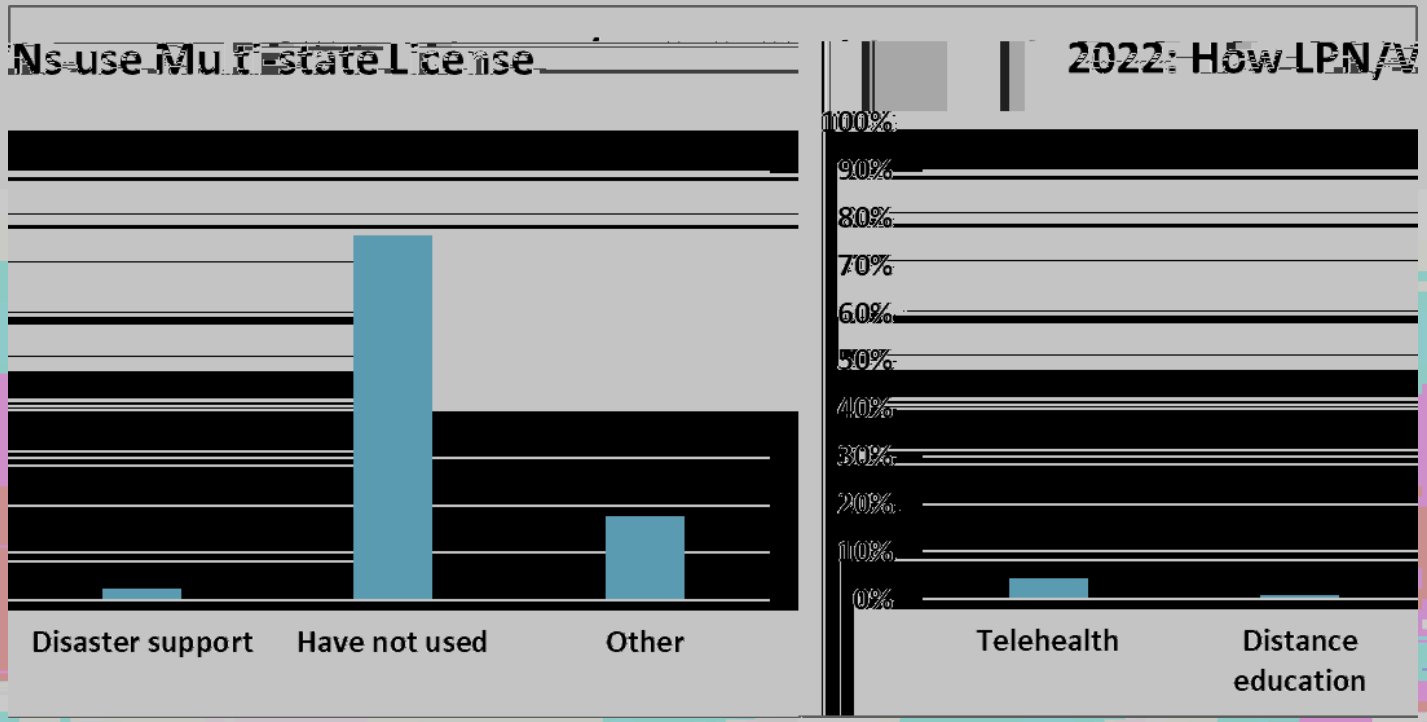
55.5% of LPN/VNs indicated they engage in telehealth

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

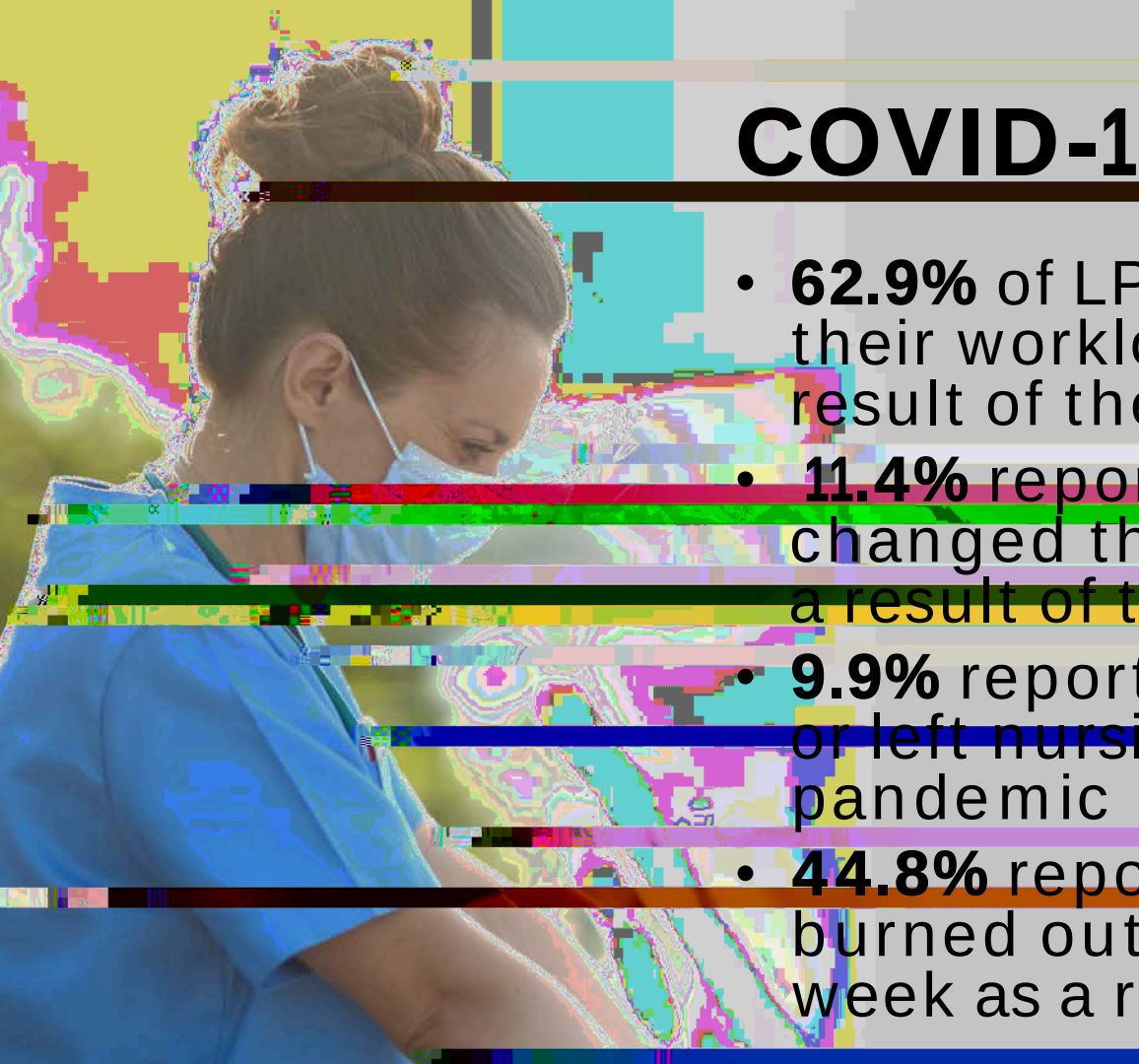




Usage by LPN/VNs of Video calls increased from **11.3%** in 2020 to **30.9%** in 2022



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

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