Results from the 2020 National Nursing Workforce Survey

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Background & Introduction

• Collaborative partnership with The National Forum of State Nursing Workforce Centers
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    • President, The National Forum of State Nursing Workforce Centers
    • Director, Utah Nursing Workforce Information Center
  • Carrie M. Oliveira, Ph.D.
    • Asoc. Specialist for Workforce Research, Hawaii Center for Nursing
  • Laura R. Hudson, MSN, RN
    • Associate Director - CE/Workforce, Iowa Center for Nursing Workforce
  • Richard Allgeyer, Ph.D.
    • Associate Director – Research Director, Oregon Center for Nursing

• Data from HRSA’s NSSRN was completed in 2008, and reported out in 2010
• NCSBN & The Forum Partnered to fill the void of RN supply data in 2013, 2015, and 2017
• 2015 included LPN/VNs for the first time
• HRSA resurrected the NSSRN in 2018
Method

• Sample
  • All active RN and LPN/VN licensees were eligible for survey participation
  • Sampling was stratified by state
  • 157,459 RNs and 172,045 LPN/VNs were selected to be sent a survey

• Materials
  • Minimum Data Set used for bulk of questions
  • Additional questions about telehealth, National Licensure Compact, specialty setting, future retirement, and direct patient care added
Method

• Procedure
  • Week 1: cover letter, survey and online link mailed (first class)
  • Week 6: reminder letter and survey mailed (*first class*)
  • Week 10: reminder letter and survey mailed (*first class*)
  • Week 20: deadline for survey receipt

• Weighting
  • Nonresponse bias analysis was conducted
  • Survey responses weighted based on:
    • Age
    • Gender
    • State nursing population size

• Descriptive Analysis
Response

• Participants
  • 42,021 RNs responded:
    • 27.3% response rate
    • 35.5% online
    • 64.5% paper
  • 39,765 LPN/VNs responded:
    • 23.9% response rate
    • 31.1% online
    • 68.9% paper
Results
• Median Age = 52 ... a decrease of a year over the 2017 median

• Almost 20% of RNs are age 65 or older

• 22.1% of employed RNs indicated that they plan to retire or leave nursing in the next five years
Age

• Median Age = 53 ... a decrease of a year from the 2017 median
• LPNs/LVN who are age 65 or older account for 18.2% of the workforce
Gender

• Men 9.4%
• Race/Ethnicity Groups with the highest percent males are
  • Native Hawaiian or Other Pacific Islander (34.3%)
  • Middle Eastern /North African (19.1%)
  • Asian (15.7%)
• Male workforce expected to grow
Gender

- **Men 8.1%** (up from 7.5% in 2015)

- **Race/Ethnicity**
  - Groups with the highest percent males are
    - Native Hawaiian or Other Pacific Islander (22.1%)
    - Asian (17.2%)
    - Hispanic/Latino (16.7%)

- **The proportion of the LPN/VN workforce that is male is still growing**
Racial/Ethnic Diversity

- Individuals from racial and ethnic minority groups accounted for 39.9% of the US population in 2019.
- 23.0% of RNs were minorities in 2020, up from 22.4% in 2017.
- Racial/ethnic diversity expected to continue increasing.
Racial/Ethnic Diversity

- Individuals from racial and ethnic minority groups accounted for 39.3% of the US population in 2017.
- 35.9% of LPN/VNs were minorities in 2020, up from 32.4% in 2017;
- Racial/ethnic diversity expected to increase.
Initial and Highest Education

- **41.8%** held a baccalaureate as their initial nursing education
- **3.6%** held a graduate degree as their initial nursing education
- **65.2%** had baccalaureate or higher degree as their highest level of nursing education
Education

- Highest Level of education:
  - 72.0% vocational/practical certificate-nursing
  - 12.2% diploma
  - 12.7% associate’s degree-nursing
  - 3.1% baccalaureate degree-nursing
Employment Status

- 84.1% of RN licensees were actively employed in nursing
- 64.9% of RN licensees were working full-time ... a slight decrease from 65.4% in 2017
Earnings

- Median pre-tax annual earnings by responding RNs increased from $60,000 in 2015 to $70,000 in 2020
Earnings by Years Licensed and Age

- Median earnings for RNs are driven more by number of years licensed than by age
Employment Setting

• **54.8%** of RN’s report their primary employment setting as being a hospital ... which is similar to the responses to the previous surveys
Employment Specialty

• **13.4%** of RN respondents report their primary employment specialty as being acute care/critical care with the second most frequent being medical-surgical (8.5%)

• **68.6%** of RN respondents report spending the majority of your time providing direct patient care
Employment

• **65.7%** of responding LPN/VNs reported being actively employed in nursing full-time ... an increase from 61.2% in 2015

• Primary employment setting
  • 27.5% nursing home/extended care
  • 12.8% hospitals
  • 12.4% home health

• Primary employment specialty
  • 26.6% geriatric/gerontology
  • 8.4% home health
Telehealth Overall

• **48.0%** of RNs indicated they engage in telehealth ... similar to the 2015 rate
  – 26.7% between 1 – 25% of their time
  – 6.7% between 26 – 50% of their time
  – 5.6% between 51 – 75% of their time
  – 10.0% between 76 – 100% of their time ... up from 5.8% in 2015
Telehealth Overall

• **50.1%** of LPN/VNs indicated they engage in telehealth. A decrease from 54.2% in 2015
  – 21.9% between 1 – 25% of their time
  – 9.6% between 26 – 50% of their time
  – 7.2% between 51 – 75% of their time
  – 11.4% between 76 – 100% of their time
Cross-Border Telehealth

• Of those RNs providing nursing services remotely, increased proportions reported providing services over state borders in comparison to 2015 and 2017
• Of those LPN/VNs providing nursing services remotely, similar proportions reported providing services over both state and national borders in comparison to 2017.
Modes of Communication Used for Telehealth

• Usage by RNs of VoIP, electronic messaging, and Video calls increased in 2020
Modes of Communication Used for Telehealth

- Usage by LPN/VNs of VoIP, electronic messaging, and Video calls increased in 2020
Multi-state Licensure

• Among RNs who hold a multi-state license, 33.1% have used it for physical cross-border practice while 24% have not used it.
Multi-state Licensure

- Among LPN/VNs who hold a multi-state license, 21.9% have used it for physical cross-border practice while 35.9% have not used it.
Conclusions

- The workforce today is slightly younger, more diverse, and has a higher initial nursing education.

- A large cohort of nurses will age out of the nursing workforce over the next five years.

- About half of RNs and LPNs engage in telehealth.

- Multi-state licenses are primarily being used for physical cross-border practice.
Discussion/Questions