



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
 - Clark Ruttinger, MPA, MBA
 - 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

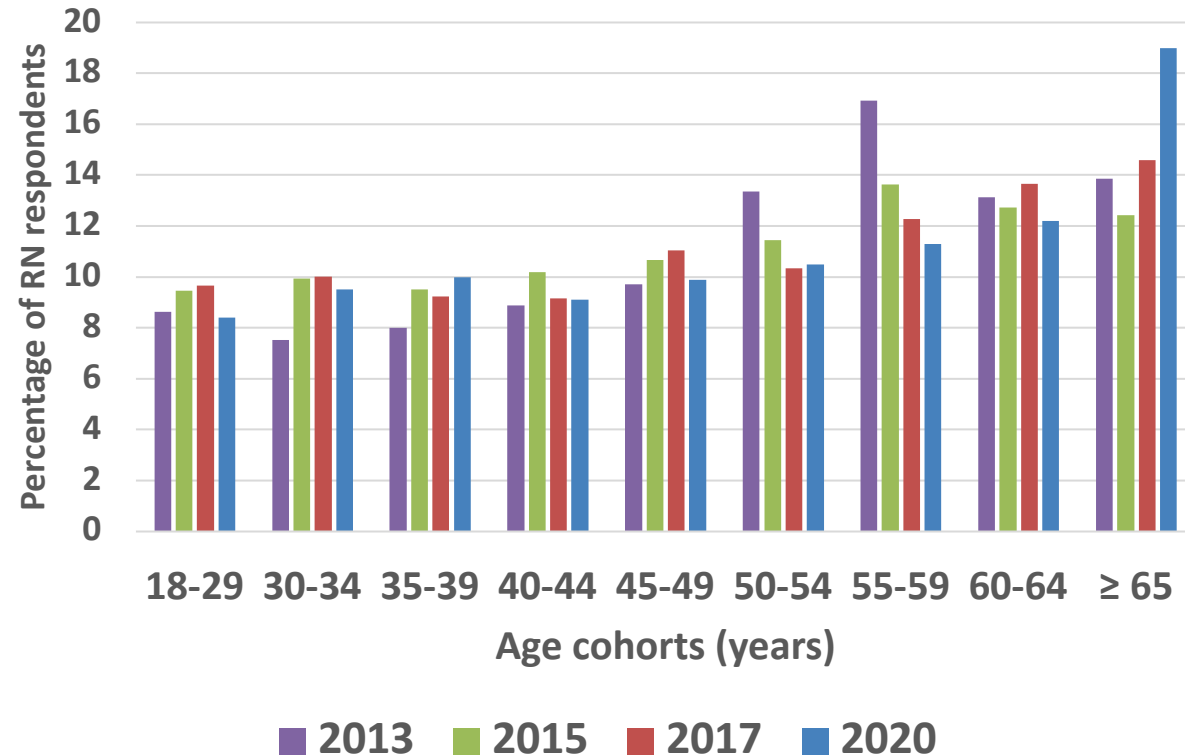
- Participants
 - 42,021 RNs responded:
 - 27.3% response rate
 - 35.5% online
 - 64.5% paper
 - 39,765 LPN/VNs responded:
 - 23.9% response rate
 - 31.1% online
 - 68.9% paper

Results

Age

- 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

2020 Age Distribution - RNs



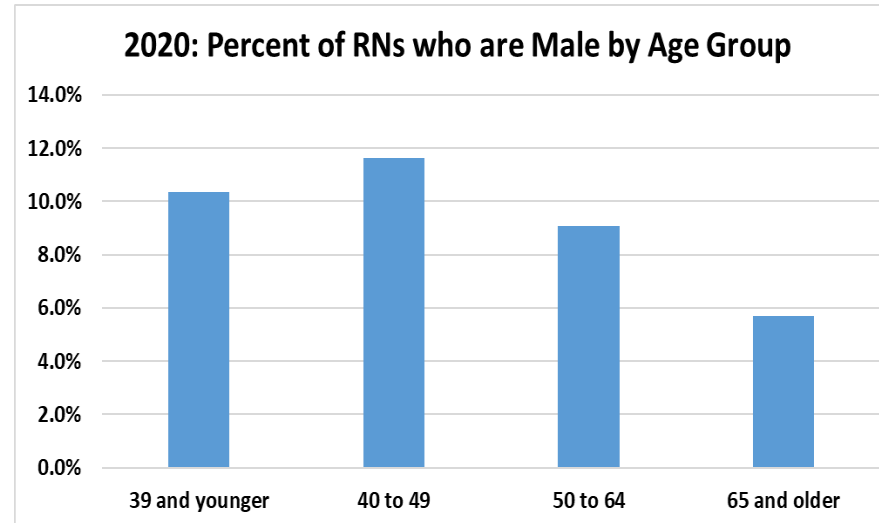
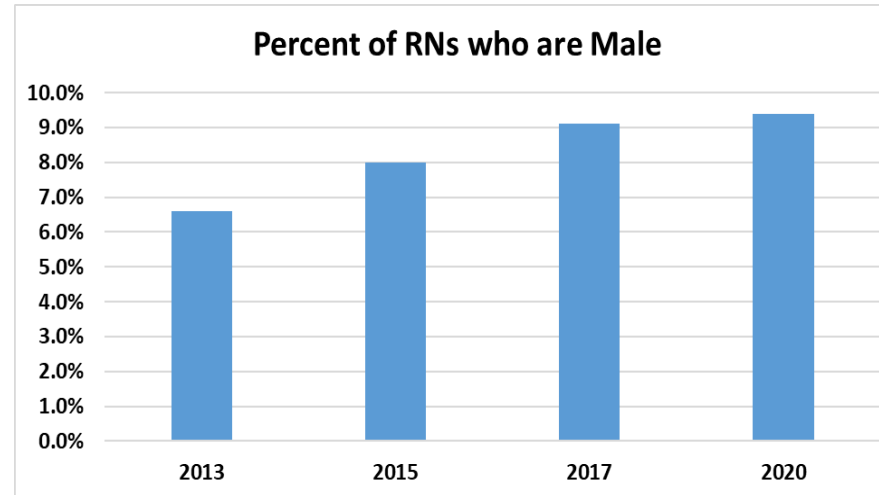
Age

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



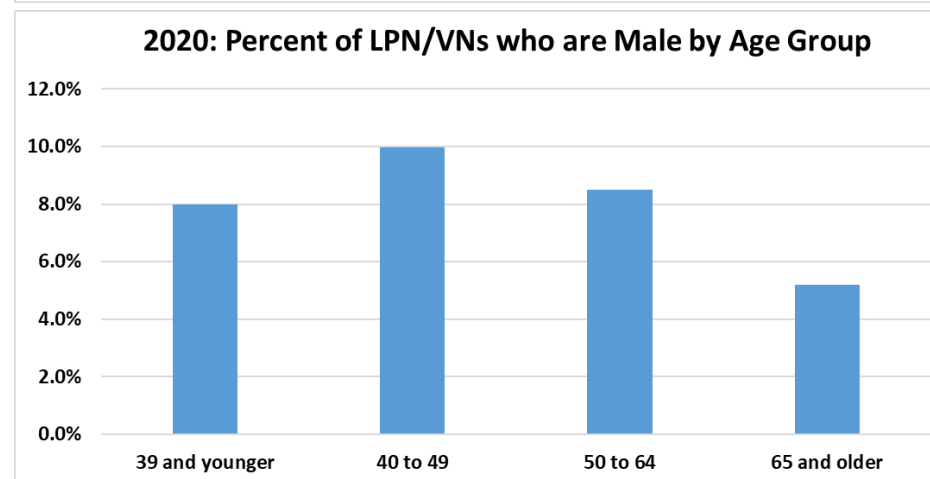
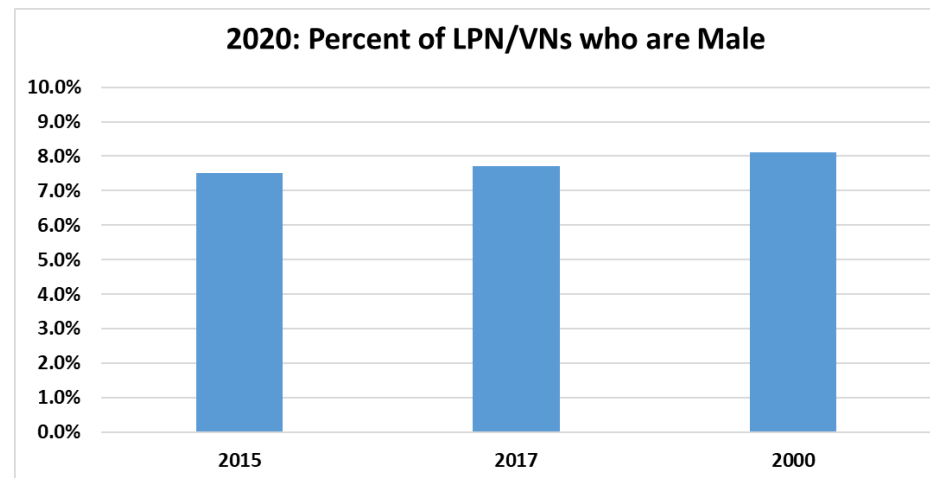
Gender

- 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



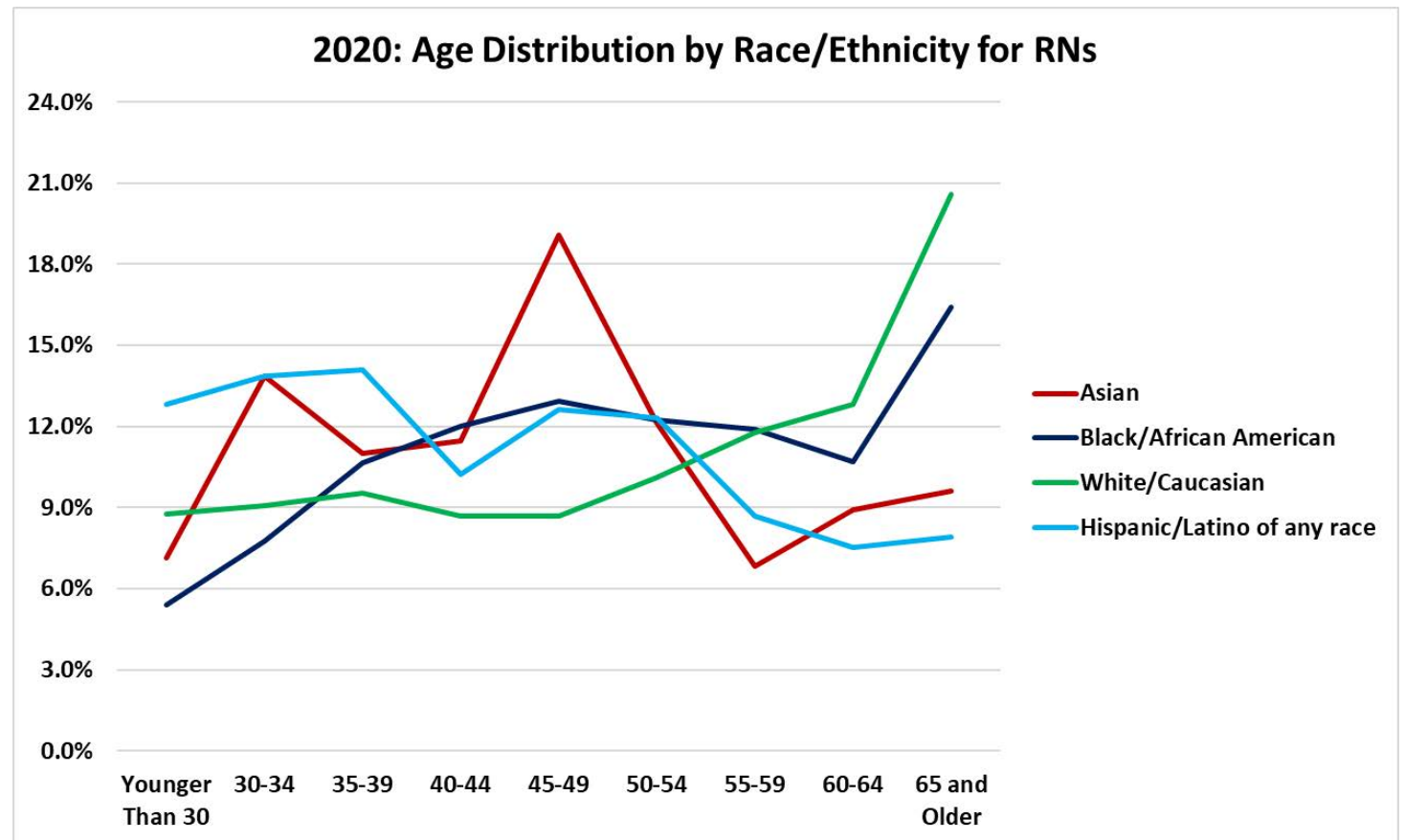
Gender

- 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



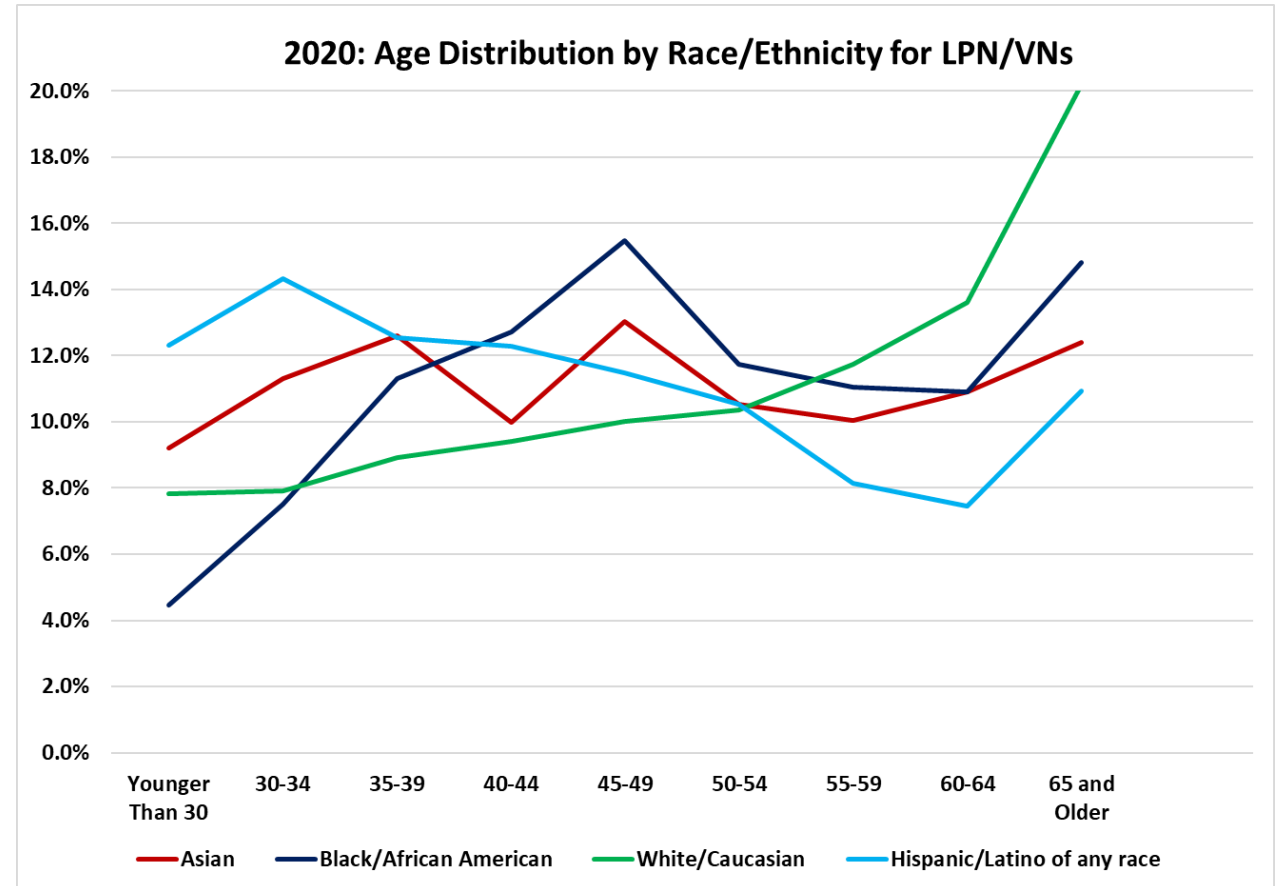
Racial/Ethnic Diversity

- 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



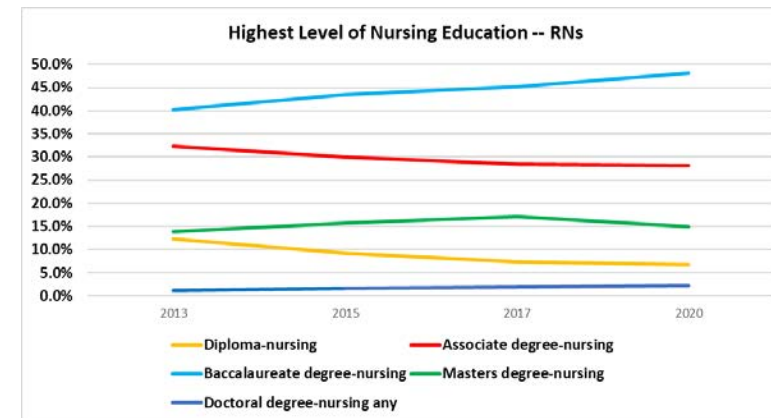
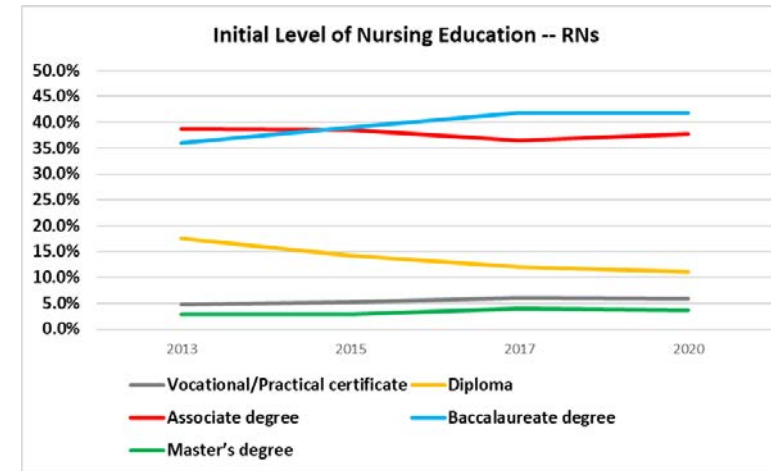
Racial/Ethnic Diversity

- 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



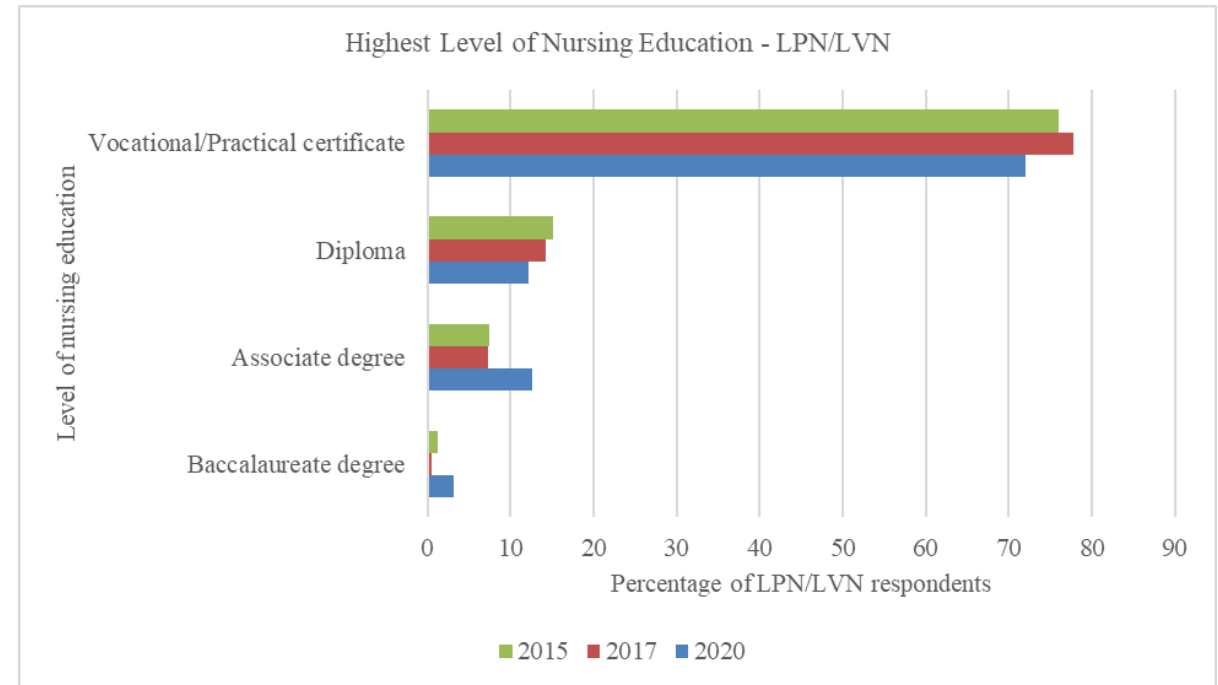
Initial and Highest Education

- **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



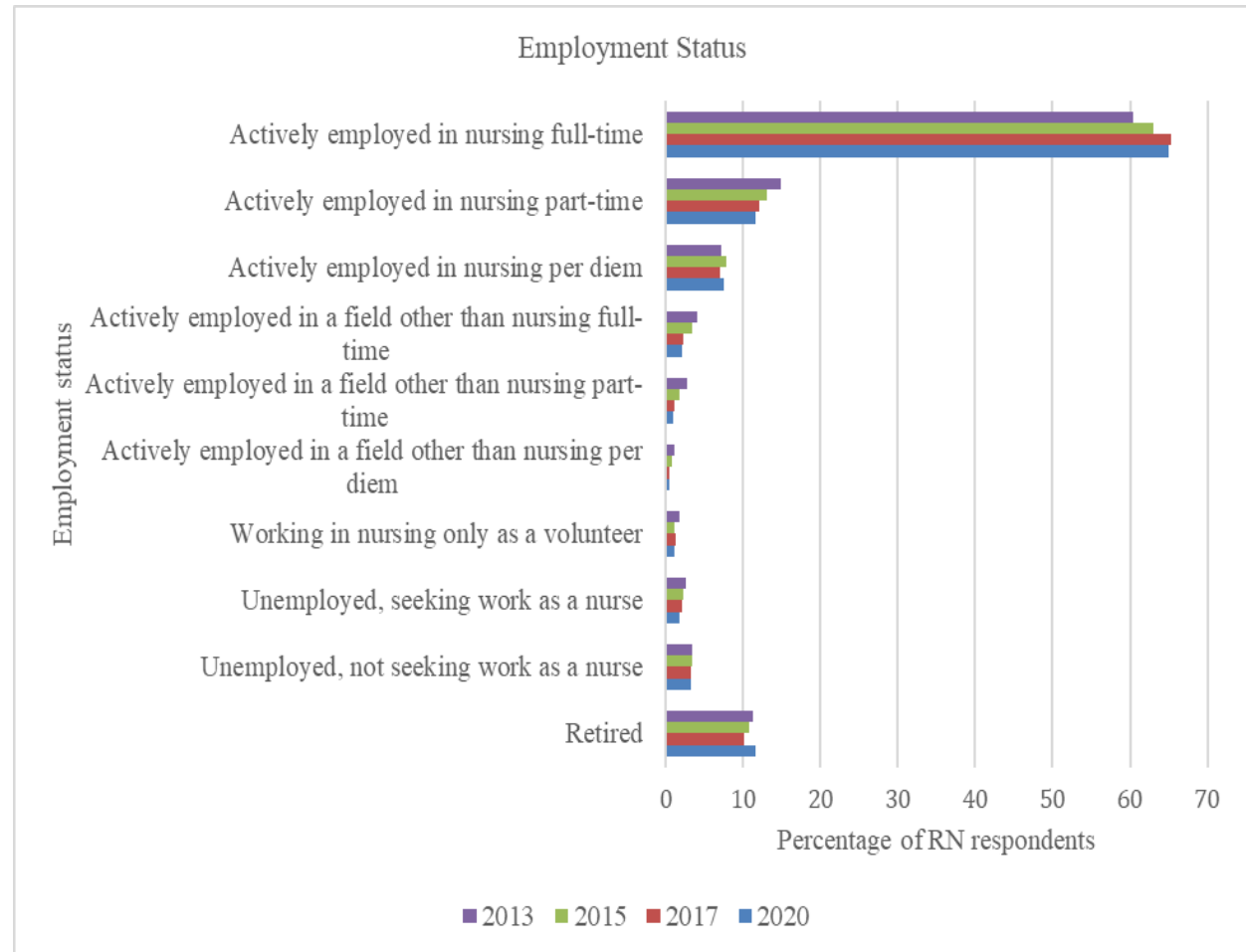
Education

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



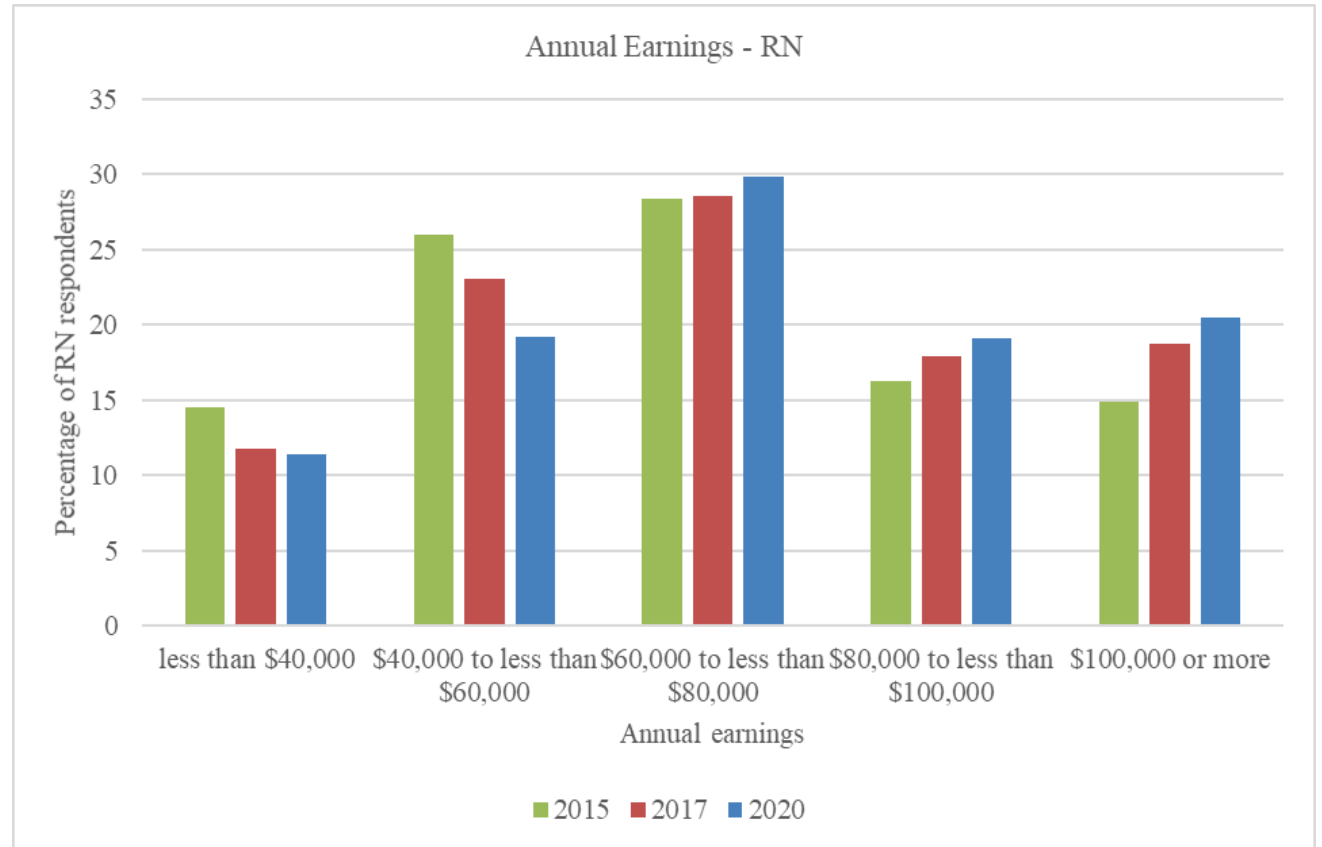
Employment Status

- 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



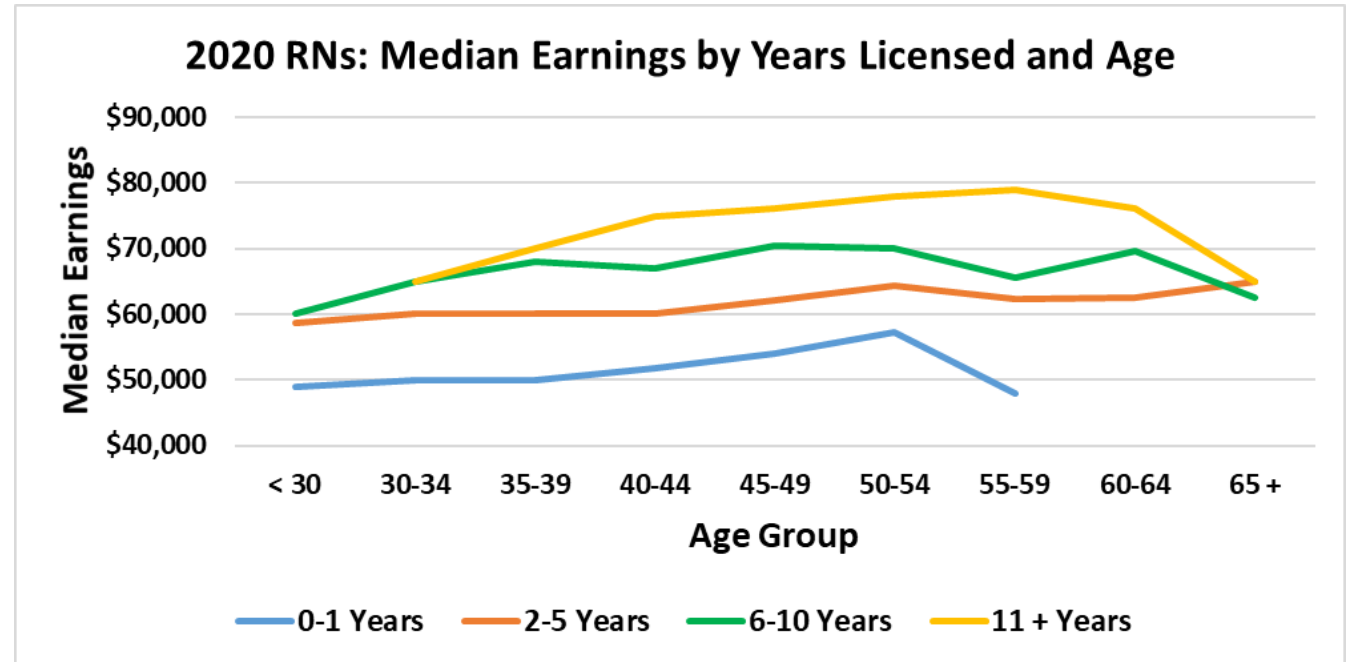
Earnings

- Median pre-tax annual earnings by responding RNs increased from \$60,000 in 2015 to \$70,000 in 2020



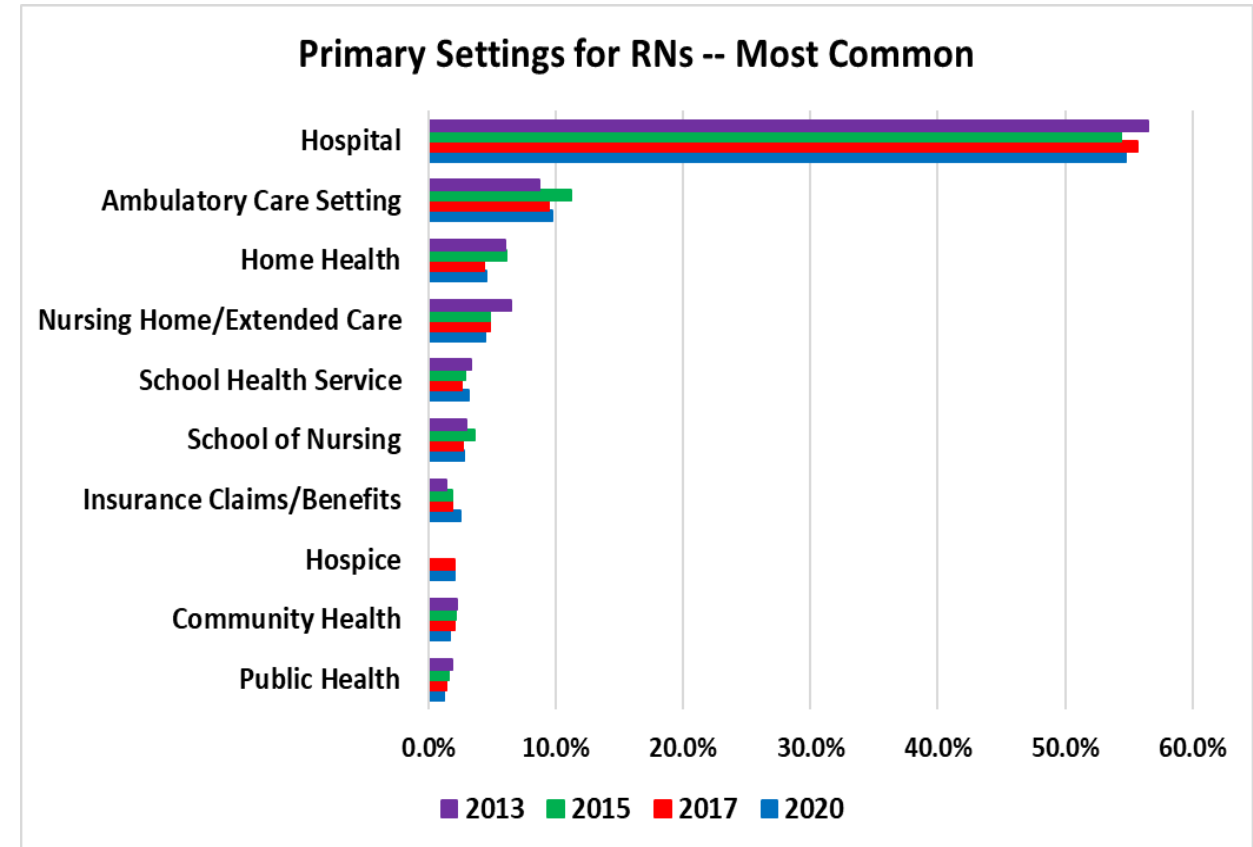
Earnings by Years Licensed and Age

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



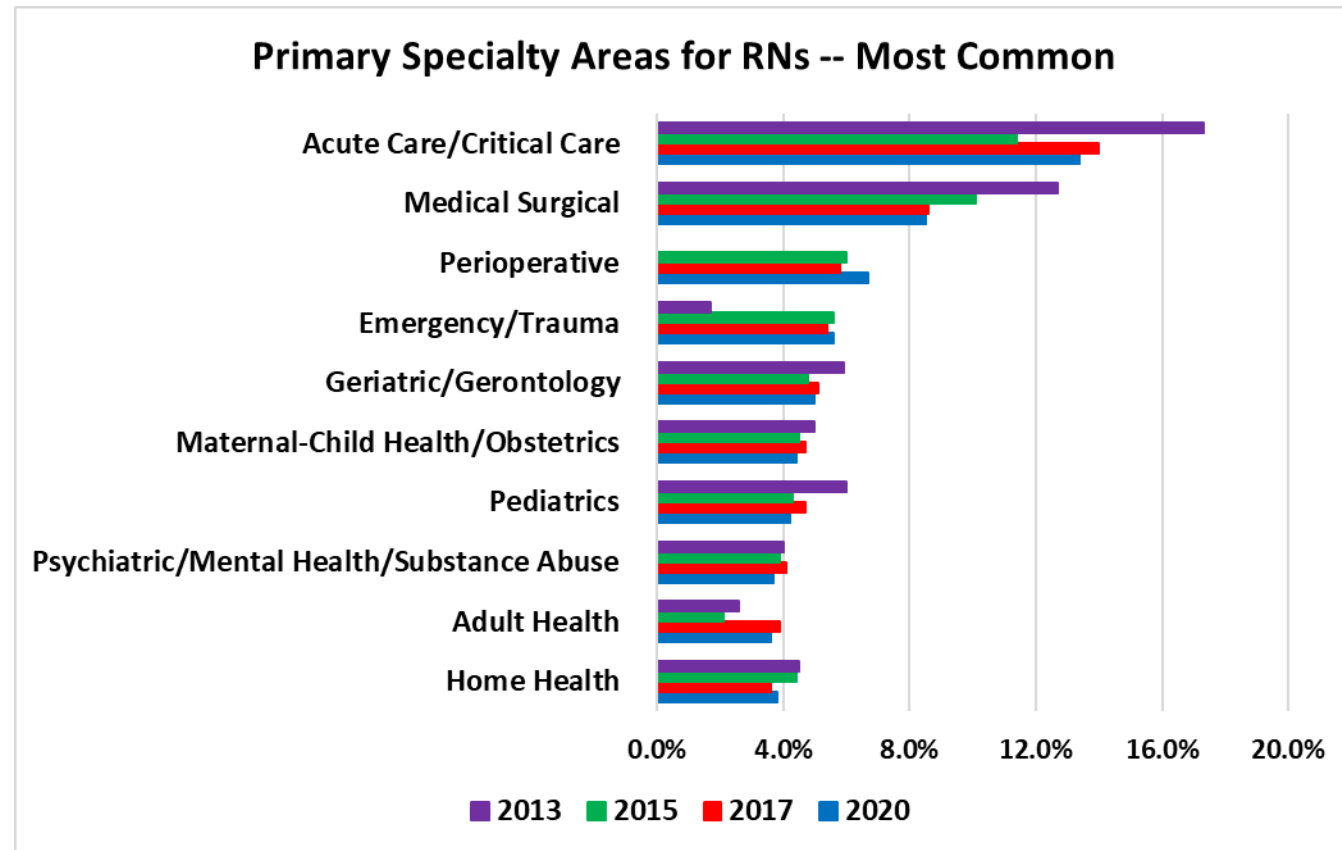
Employment Setting

- **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

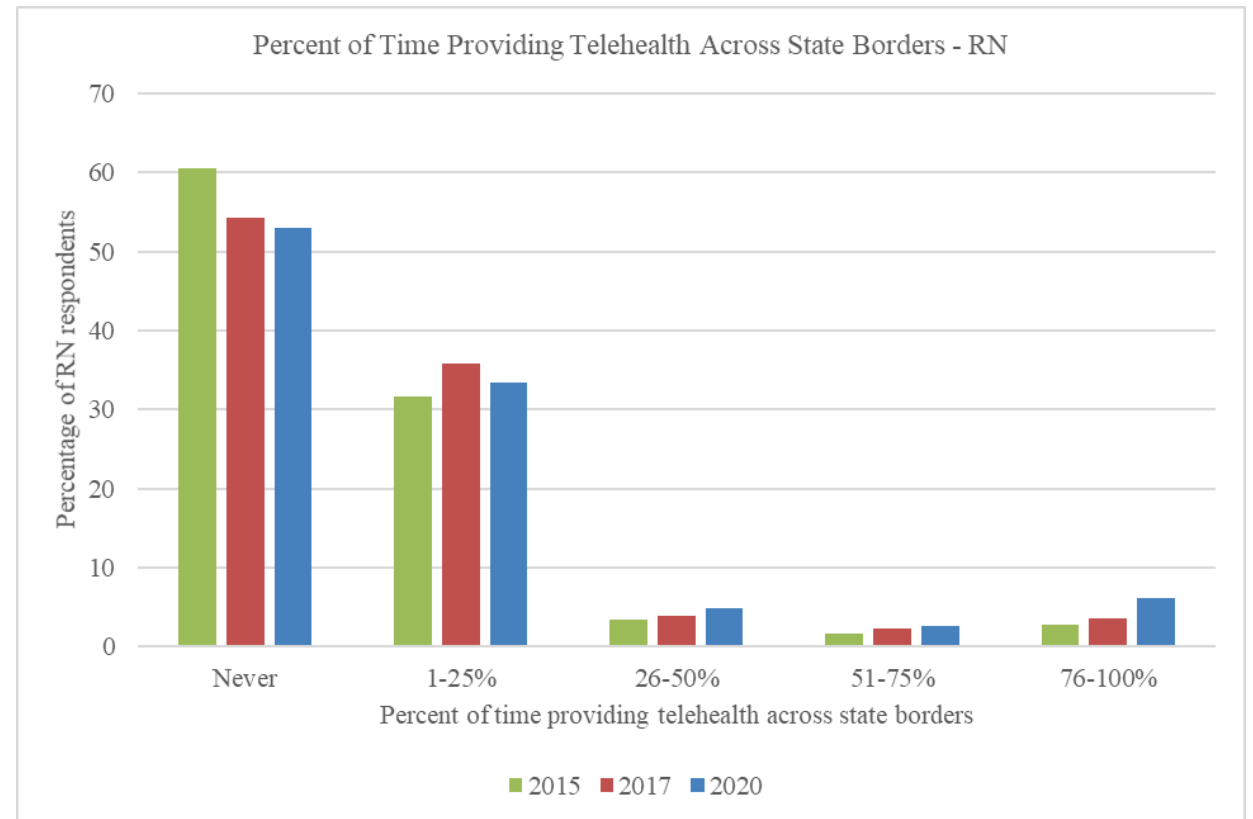
- **48.0%** of RNs indicated they engage in telehealth ... similar to the 2015 rate
 - 26.7% between 1 – 25% of their time
 - 6.7% between 26 – 50% of their time
 - 5.6% between 51 – 75% of their time
 - 10.0% between 76 – 100% of their time ... up from 5.8% in 2015

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

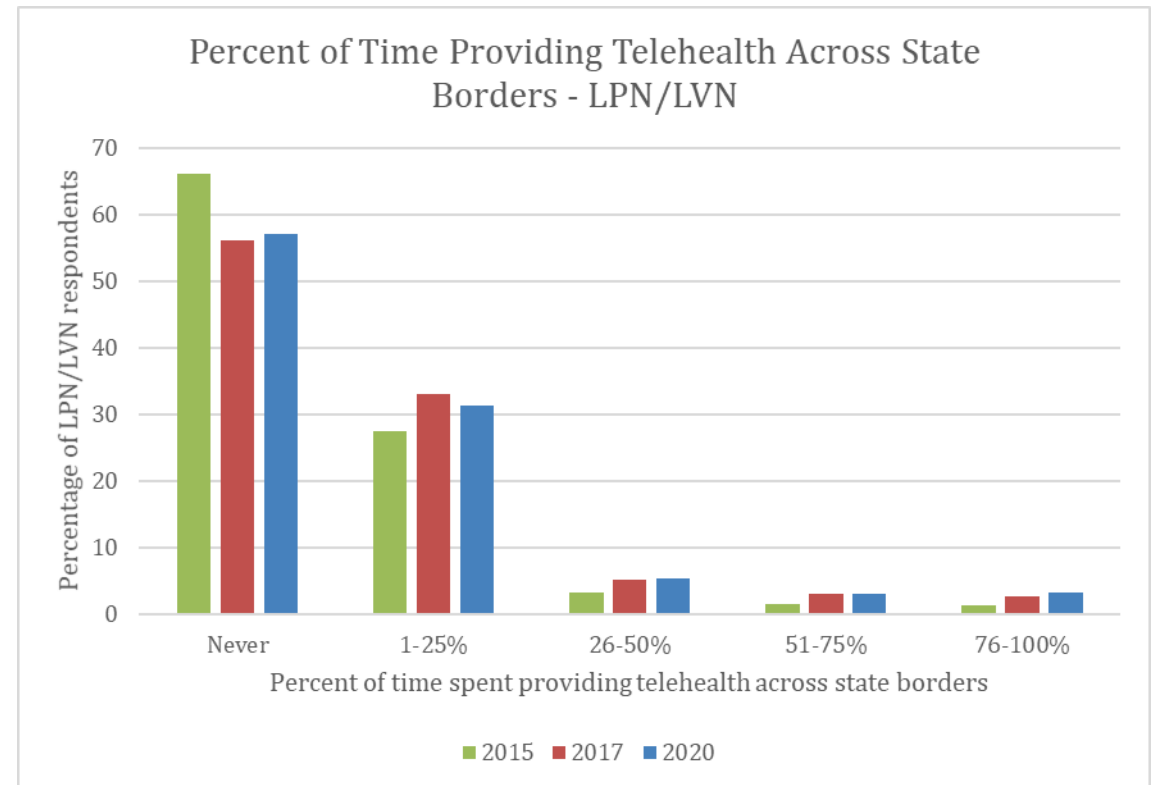
Cross-Border Telehealth

- Of those RNs providing nursing services remotely, increased proportions reported providing services over state borders in comparison to 2015 and 2017



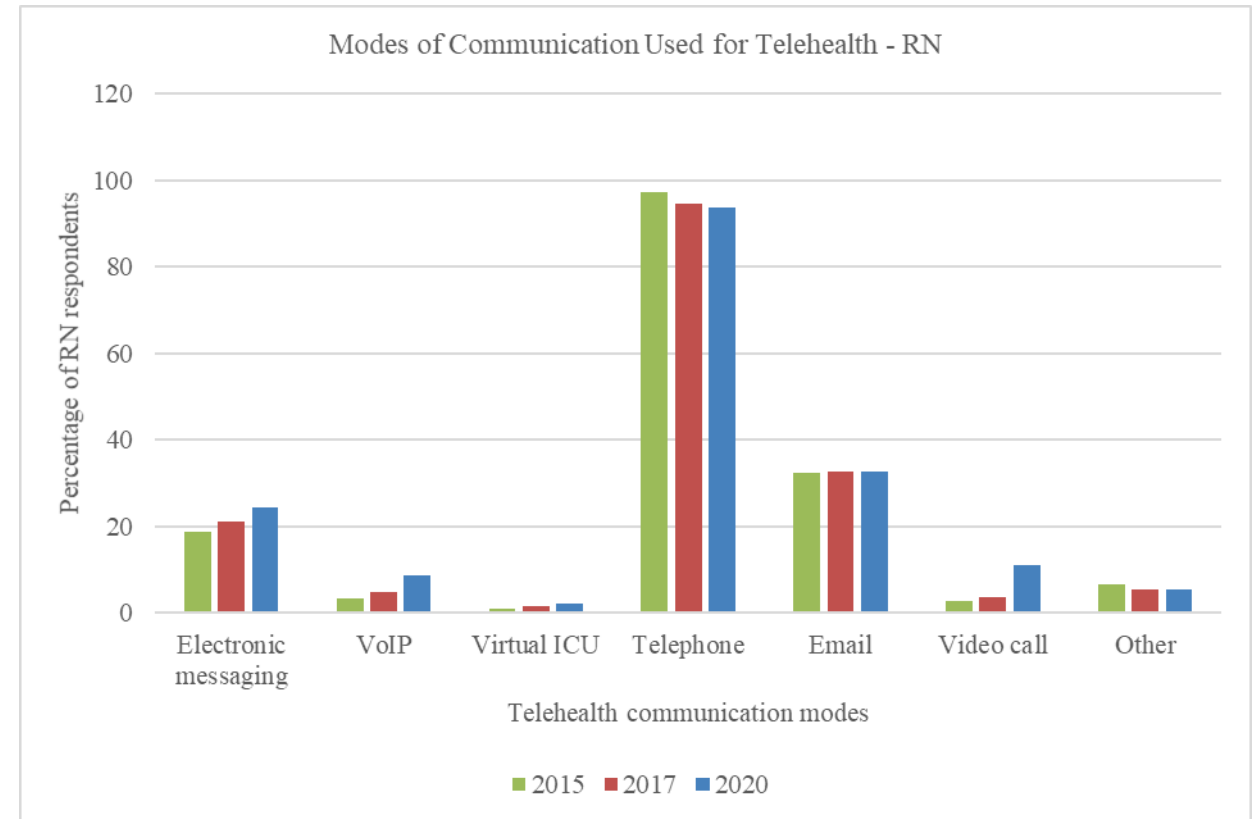
Cross-Border Telehealth

- Of those LPN/VNs providing nursing services remotely, similar proportions reported providing services over both state and national borders in comparison to 2017



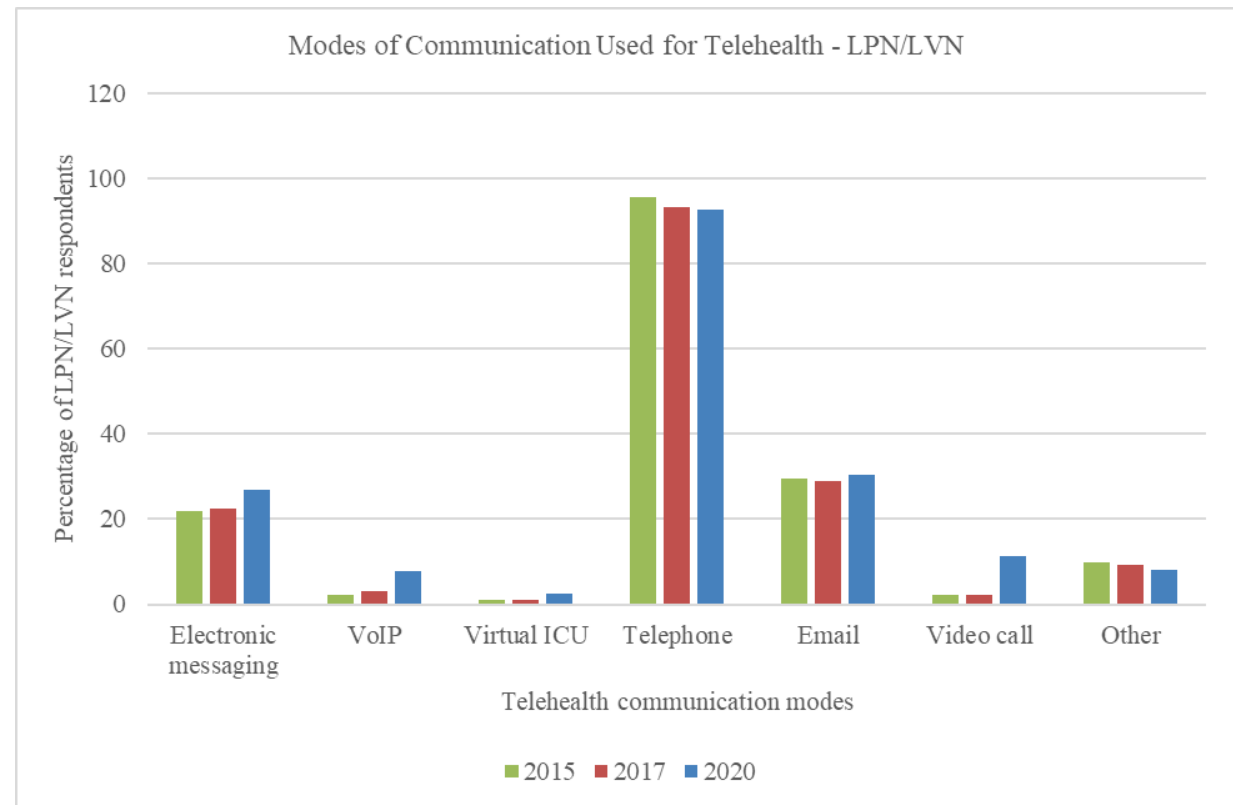
Modes of Communication Used for Telehealth

- Usage by RNs of VoIP, electronic messaging, and Video calls increased in 2020



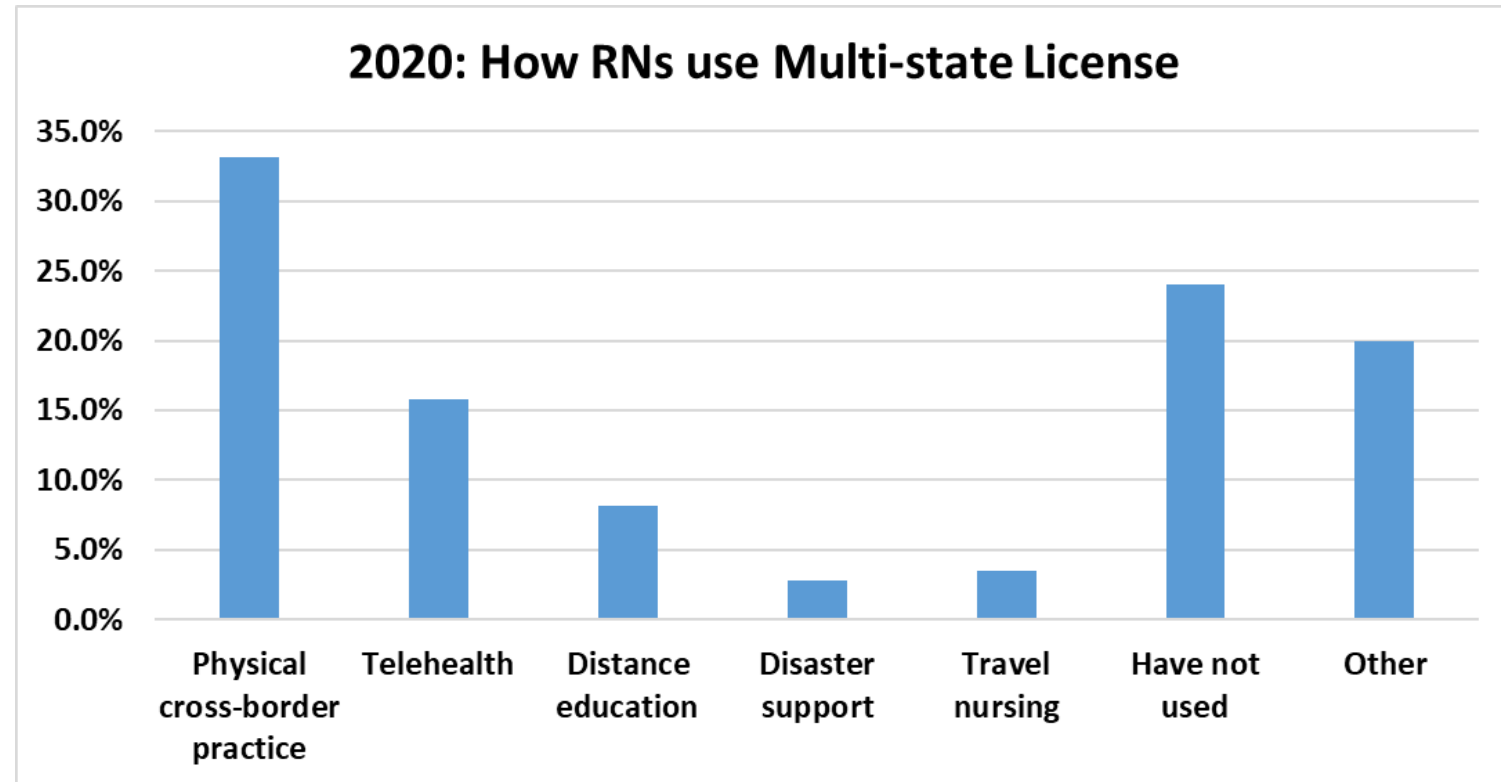
Modes of Communication Used for Telehealth

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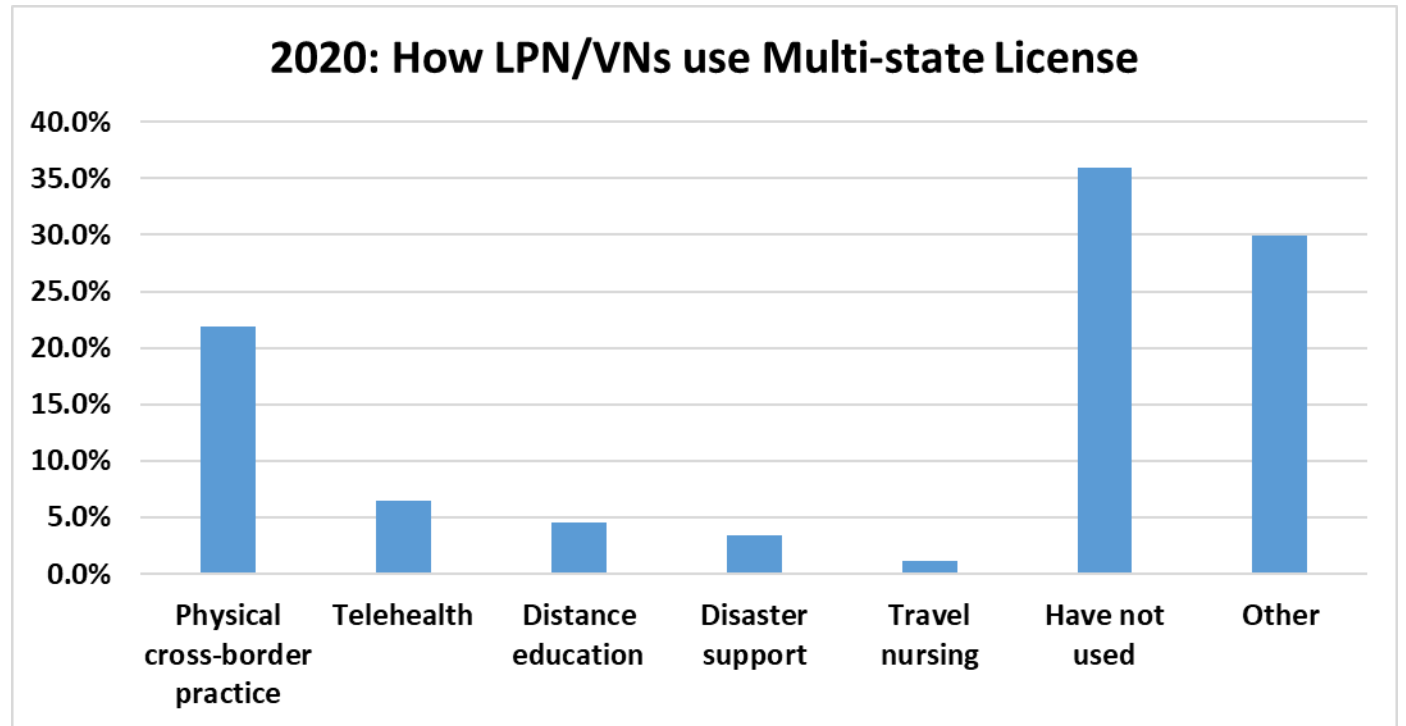
Multi-state Licensure

- 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

