The Nursing Workforce Dashboard

The Nursing Workforce Dashboard is an interactive Tableau Dashboard that visualizes data from the 2022 and 2018 National Sample Survey of Registered Nurses (NSSRN) to facilitate understanding of the landscape and challenges of the nursing workforce. Since its inaugural assessment in 1977, the NSSRN has provided educators, health workforce leaders, and policymakers with key details and developments of the nursing workforce supply and includes information on the demographics, educational attainment, licenses and certifications, and employment characteristics of RNs in the United States.

In collaboration with the U.S. Census Bureau, the National Center for Health Workforce Analysis administered the 11th NSSRN data collection in 2022. From December 15th, 2022 to April 13th, 2023, a total of 49,234 registered nurses completed the survey via a web form or a paper questionnaire with an unweighted response rate of 40.6% (41.1% weighted). This survey gathered data from participants with active RN licenses from all U.S. states revealing a comprehensive look into the RN and Advanced Practice Registered Nurse (APRN) workforce. For more on the NSSRN, including the 2018 NSSRN, see National Sample Survey of Registered Nurses.

This dashboard visualizes select NSSRN data on the characteristics of the nursing workforce in the United States, including education and licenses, employment, work environment, earnings, hours, and demographics.

Dashboard Features

2022 and 2018 NSSRN data in the Nursing Workforce Dashboard are organized by topic, with separate tabs for each of the following topics:

- **Demographics**: This tab shows the overall breakdown of nurses by race/ethnicity, sex, and age, as well as data on languages spoken other than English, and veteran status.

- **Education & Licenses**: This tab shows data on the educational attainment of the nation's nursing workforce, including both the initial degree and highest degree earned. Data on the location of and financing for the initial nursing degree, nurses' certifications, and APRN licenses are provided on separate subtabs of the 'Education & Licenses' tab. Data on nursing degrees and APRN licenses are broken out by race/ethnicity, age, and sex.

- **Employment**: This tab shows data on location and types of employment. Information on work schedules (full-time vs. part-time), secondary employment positions, and future retirement plans can be accessed by navigating to the various subtabs on the 'Employment' tab. Select employment data are broken out by race/ethnicity, age, and sex. For purposes of this dashboard, an RN is considered employed as an RN if they work in a job that requires an RN license. As such, RNs working as an LPN/LVN are excluded. Similarly, an RN is considered to be employed as an APRN (see below) if they work in a job that requires an APRN license or certification.

- **Work Environment:** This tab shows data on the work environment for nurses, including employment setting, type of work, job satisfaction, nursing specialties, and the types of telehealth services provided. In addition, the 2022 data contain details on burnout and the impact of COVID. 2022 NSSRN data on the 'Work Environment' tab are grouped into four subtabs: Employment Setting, Patient Care/ Telehealth Usage, COVID Conditions, and Burnout.

- **Earnings:** This tab shows data on the annual earnings of licensed nurses including breakdowns by race/ethnicity, sex, and age. Filters allow users to toggle between earnings from the primary nursing position and earnings from all nursing positions.

- **Hours:** This tab shows data on the average weekly hours of licensed nurses in their primary nursing position, including breakdowns by race/ethnicity, sex, and age.

- **Comparisons/Rural:** This tab shows side-by-side comparisons of NSSRN data. In four of the subtabs, comparisons of 2022 NSSRN data with 2018 NSSRN are grouped: Demographics Comparisons, Employment Comparisons, Work Environment Comparisons, and Earning and Hours Comparisons. In two additional subtabs, data from the 2022 NSSRN are compared for selected variables for nurses in rural and non-rural parts of the country. Two rurality definitions are available: one based on USDA Rural-Urban Commuting Area (RUCA) codes and one based on FORHP grant eligibility data.

Filters

Filters at the top of each tab allow users to drilldown by license type, employment status, and geography. Additional filters may be available on select tabs.

***License Types*:**
This dashboard includes data on the following nursing types:

1. **Registered Nurses (RNs)** – Licensed nurses that have received either a bachelor's degree in nursing, an associate degree in nursing, or a diploma from an approved nursing program. They must also pass a national exam, known as the NCLEX-RN, before they are licensed to practice.

2. **Advanced Practice Registered Nurses (APRNs)** – A sub-group of registered nurses that have received a Master's or post-Master's degree in nursing and have a specialized license or certification that expands their role. The types of APRNs include Clinical Nurse Specialists (CNS), Nurse Practitioners (NP), Nurse Anesthetists (NA), Nurse-Midwife (NM).

3. **Nurse Practitioners (NPs)** – A type of Advanced Practice Registered Nurses that have received a Master's or post Master's degree in nursing and have a specialized certification. Some NPs work independently in clinics or hospitals while others collaborate with a physician as part of a health care team.

4. **Registered Nurses that are not APRNs (RNs not APRNs)** – This is the subset of registered nurses that have not completed additional training as an APRN.

***Status*:**

Select tabs allow the users to filter the data on employment status:

1. **Licensed** – Includes all nurses with an active license of the type selected from the above list, regardless of whether or not they are employed as an RN or APRN.

2. **Licensed and Employed** – Includes only those nurses that are employed as an RN, APRN, or NP. For example, an RN is included in 'Licensed and Employed' when the nurse is working in a job that requires an RN license. As such, RNs working as an LPN/LVN are not included as employed for purposes of this dashboard. Similarly, an APRN is considered employed only when working in a job that requires an APRN license and an NP is considered employed when working in a job that requires certification or licensure as an NP.

   It is important to note that, an APRN that is not employed in a job that requires an APRN license is still considered an APRN and, as such, is not included as an employed RN that is not an APRN (although they would be included as an employed RN). Therefore, the number of employed APRNs plus the number of employed RNs that are not APRNs may not add to the total number of RNs in a given geography.

***Region (Geography)*:**

Users can choose to display data for the U.S. as a whole or for individual states and the District of Columbia. Due to sample size, data for certain smaller states were grouped together in the underlying dataset. When selecting from the Region filter, these states/districts are shown together:

- 2022 NSSRN
  - Delaware and District of Columbia
  - Montana and Wyoming
- 2018 NSSRN
  - Montana and Wyoming
  - North Dakota and South Dakota
  - Rhode Island and Vermont
- On the Comparison tabs, only states and groups of states appearing in both underlying datasets being compared (e.g., 2018 and 2022) may be selected for comparisons across different NSSRN releases.
  - States and groups appearing in only one dataset will not be shown on the filter.
  - For the COVID & Burnout and Rurality subtabs, data are not available for individual states/districts and only presented for the 2022 NSSRN.

Data Notes

***Data Reference Date*:**

Currently all data in the Nursing Workforce comes from the 2022 NSSRN and 2018 NSSRN. The 2022 NSSRN includes nurses with an active RN license on December 31, 2021. In general, data is provided as of December 31, 2021, or for the calendar year ending December 31, 2021 unless otherwise specified. The 2018 NSSRN includes nurses with an active RN license on December 31, 2017.

Multi-Selection Questions:
Certain questions within the NSSRN allow respondents to choose multiple answer for a selection of possible choices. For example, respondents may have multiple Nurse Practitioner certifications or have used multiple sources of financing to fund their nursing education. In these cases, dashboard visualizations will indicate that the data may not sum to 100% due to multiple selections of answer choices.

Data Suppression:
This dashboard is based on data from the NSSRN Public Use File (PUF) which was designed to meet Census Bureau disclosure avoidance standards to protect the identities of respondents. In addition, data are suppressed for any value where the percent relative standard error (PRSE) is greater than 30% to ensure the statistical reliability of the estimates presented.

When data are suppressed, zero, or otherwise unavailable, it is shown in the dashboard as NA (not available).

Downloads

Visualizations from the Nursing Workforce Dashboard can be downloaded as an image, PDF, or PowerPoint slide using the download feature in the upper right corner of the dashboard. In addition, the data underlying the dashboard can be downloaded in Microsoft Excel format. Data in the Excel downloads are organized by columns to allow users to use filters to specify which data to view.

Using these data

All data from this dashboard are in the public domain and can be used freely. Data should be cited as coming from the Department of Health and Human Services, Health Resources and Services Administration, Nursing Workforce Dashboard. Please direct questions to NCHWAinquiries@hrsa.gov.