

Summary of Survey Methodology

In order to capture the current state of the RN workforce, the 2008 NSSRN questionnaire was revised and tested to minimize respondent response time burden and includes questions for Nurse Practitioners and on new health care delivery patterns.

A sample of 102,690 registered nurses were randomly selected from over 4.6 million licensure records provided by the National Council of the State Boards of Nursing and individual state nursing boards. The licensure records were sorted by state, license type (RN or NP), and demographic variables. Sampling rates from each state were then determined to set a baseline for representation.

Data collection for the NSSRN spanned 24 weeks. The survey offered respondents the opportunity to participate via a web instrument or paper questionnaire, after being contacted by mail. Additionally, respondents had access to a staffed questionnaire assistance telephone line where they could receive login assistance, language support, or other assistance. A total of 50,273 eligible participants completed this survey with an unweighted response rate of 50.1 percent (49.1% weighted).

Additional information about the development, plan, and operations for the 2018 NSSRN can be found in the Technical Documentation for the NSSRN located on the National Center for Health Workforce Analysis' NSSRN website.¹

¹ Link To Be Entered Before Publication

Demographics and Diversity

The average age of respondents was 47.9 years old, with nearly half (47.5%) of all RNs aged 50 or older (Figure 2). Figure 3 shows that White, non-Hispanic RNs accounted for the largest proportion (73.3%), followed by Hispanic RNs (10.2%), Black, non-Hispanic, RNs (7.8%), Asian, non-Hispanic RNs (5.2%), and multiple races (1.7%). Racial and ethnic minority groups accounted for 26.7 percent of the RNs in this study. In particular, for RNs who graduated in the past two decades, the proportion of minority groups (those of not NH White descent) appeared to be higher when compared to those licensed prior to that period. This increase in proportion in minority groups is largely driven by Hispanic RNs (Figure 4).

Men in nursing also continue to be a growing demographic in nursing. In 2018, male RNs represented 9.6 percent of the population, an increase from 7.1 percent in the 2008 NSSRN study.

Figure 1: Distribution of RNs by Age

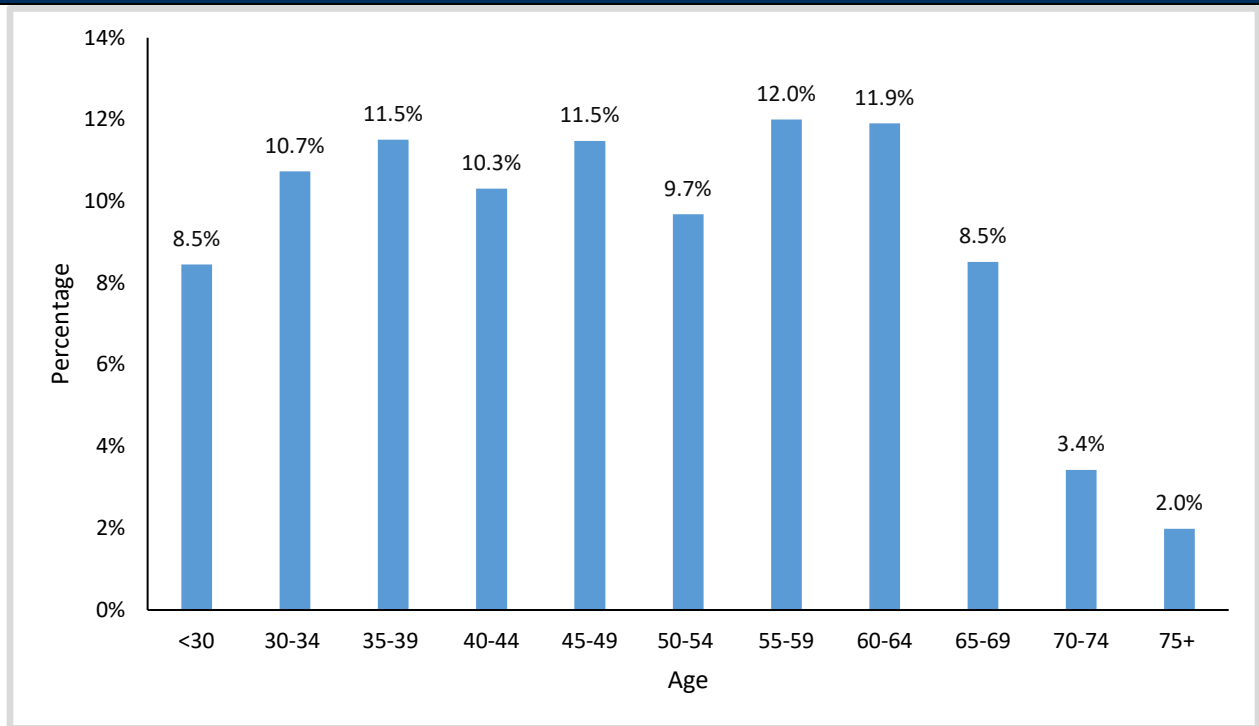


Figure 2: Distribution of RNs by Race and Ethnicity

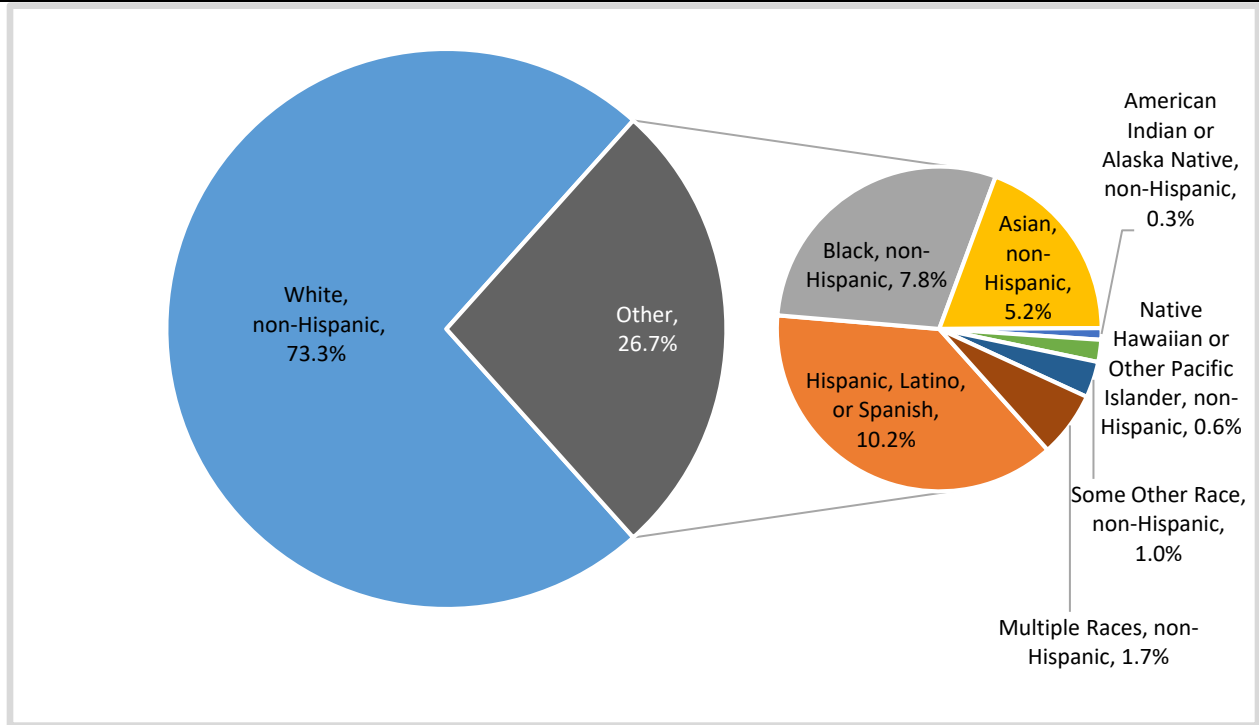
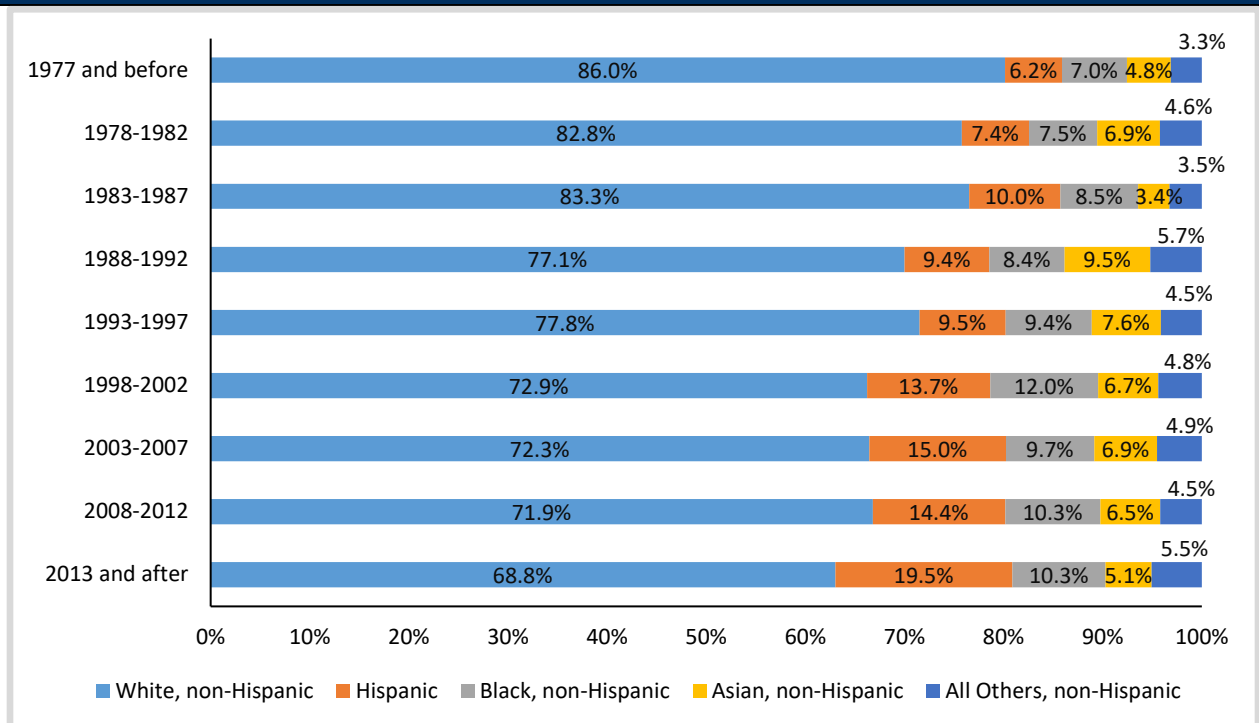


Figure 3: Distribution of Race and Ethnicity by Initial Nursing Program Graduation Year



Education and Training

In the 2018 survey, the most commonly reported initial educational qualification for registered nurses in the United States were the Associate (48.5%) and Bachelor (39.2%) degrees (*Figure 5*). When asked about the highest nursing or nursing-related educational attainment, nearly two-thirds of the RNs (63.9 %) had a Bachelor degree or higher (44.6% earned a Bachelor degree and 19.3% earned a graduate degree) (*Figure 6*). An estimated 5.0 percent of registered nurses in the United States completed their training outside of the United States and nearly half of them were from the Philippines, followed by Canada and India.

Figure 4: Initial Nursing Education

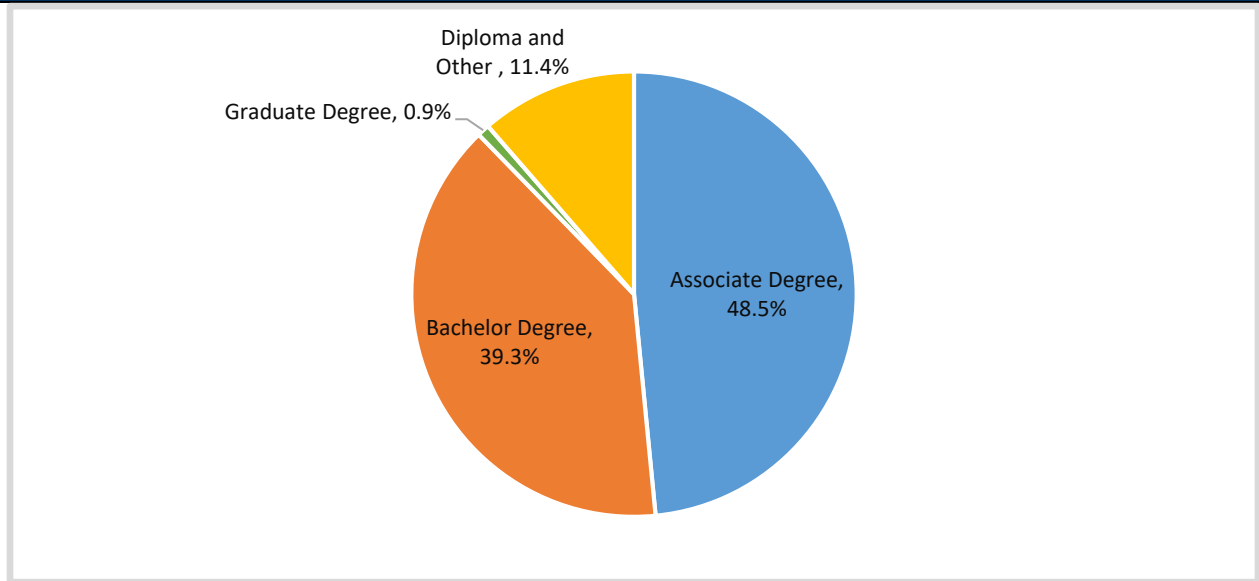
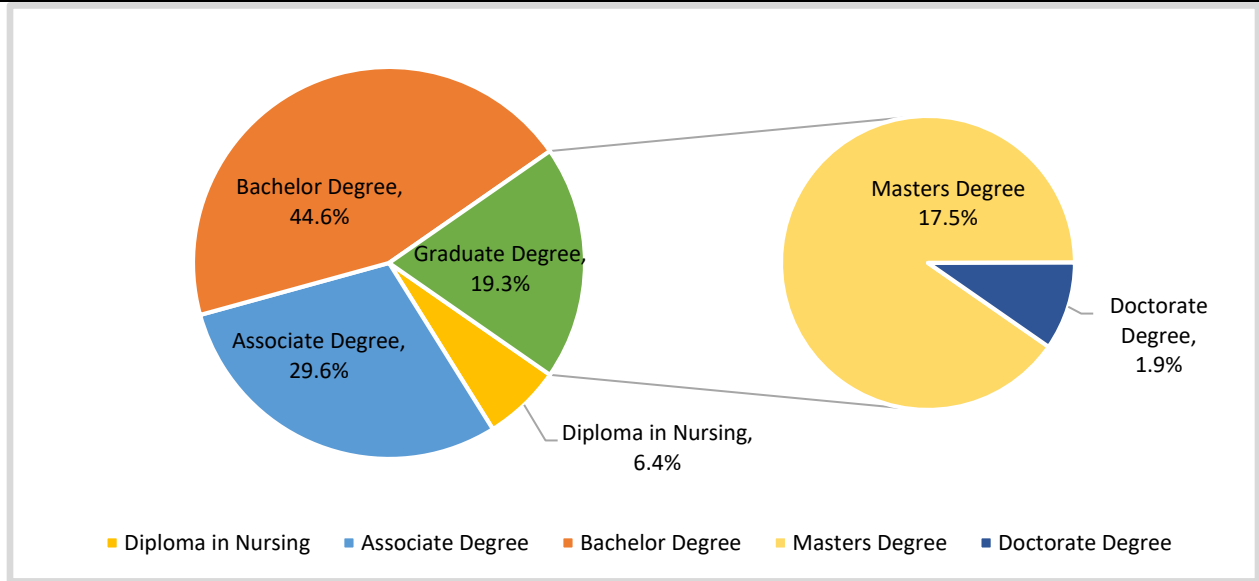
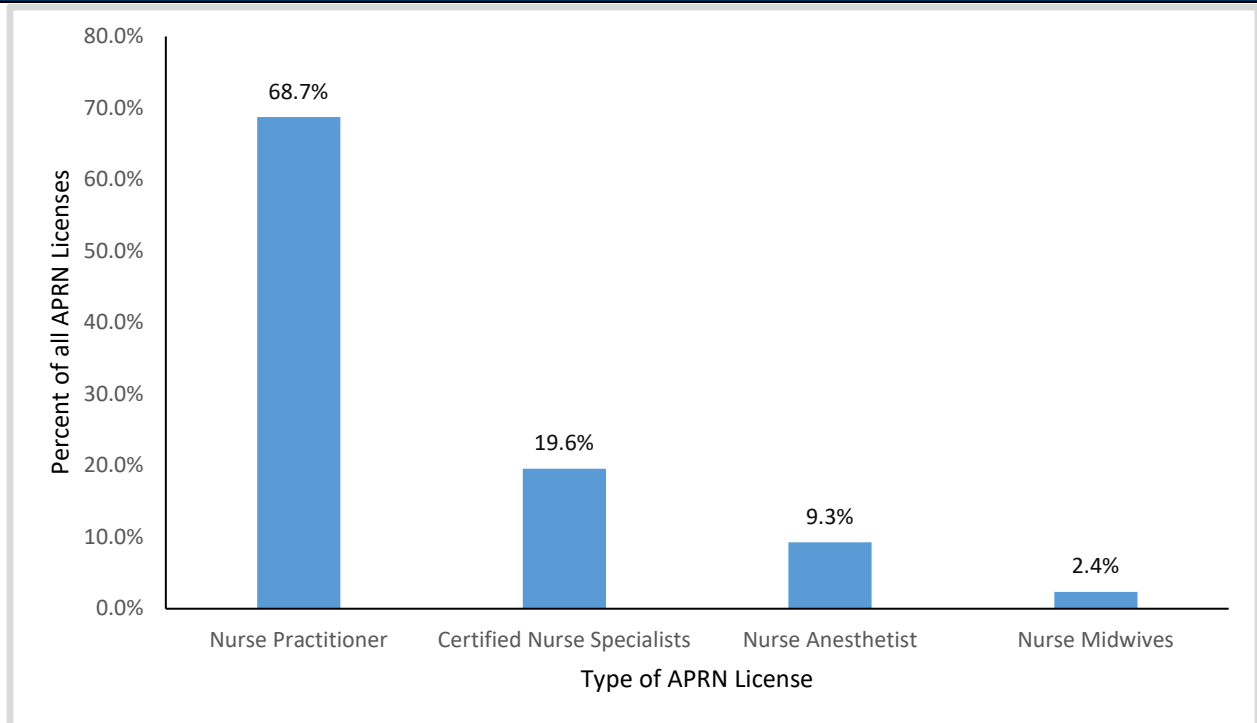


Figure 5: Highest Nursing and Nursing-Related Educational Attainment



Registered nurses may expand their scope of practice by earning a graduate degree and an advanced practice certification including Nurse Practitioner (NP), Certified Nurse Specialist (CNS), Certified Registered Nurse Anesthetist (CRNA), and Certified Nurse Midwife (CNM). This survey estimates that 11.5 percent of RNs (n=439,527) have completed their training for advanced practice, an increase from 8.1 percent in 2008. Figure 7 highlights the breakdown of all Advanced Practice Registered Nurse (APRN) licenses.² NPs accounted for 68.7 percent of all APRN licenses, followed by CNSs (19.6%), CRNAs (9.3%), and CNMs (2.4%).

Figure 6: Distribution of Advanced Practice Registered Nurse Licenses



² Nurses may hold multiple APRN licenses. Figure 7 displays the distribution of APRN licenses.

Employment

Among the 3,272,872 RNs who were employed in nursing, 78.9 percent worked full-time. Figure 8 shows the distribution of full-time and part-time RNs who are currently employed by age. Most nurses reported working in a hospital (59.9%), while others reported working at clinics and ambulatory settings (15.6%), other inpatient settings (8.3%), and other types of settings (16.2%). When compared to women, the percentage of men who reported working in a hospital was higher (67.8% for men and 55.6% for women) (Figure 9). Approximately 16.6 percent of employed nurses did not have direct patient care as part of their duties in their primary nursing position. Of the nurses who were actively licensed to practice but had left their position held at the end of 2017, 12.9 percent reported that they stopped working due to retirement. Table 1 in the appendix shows RN employment by state.

Figure 7: Distribution of Full-Time/Part-Time Employment by Age Group

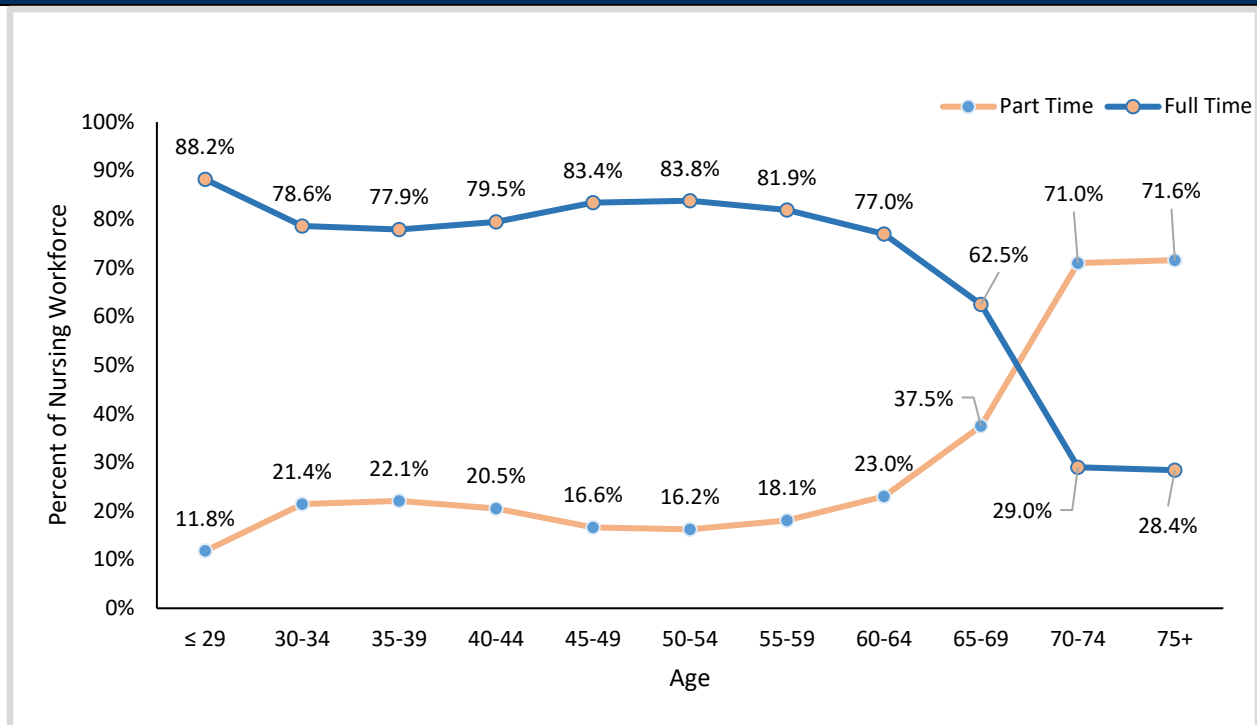
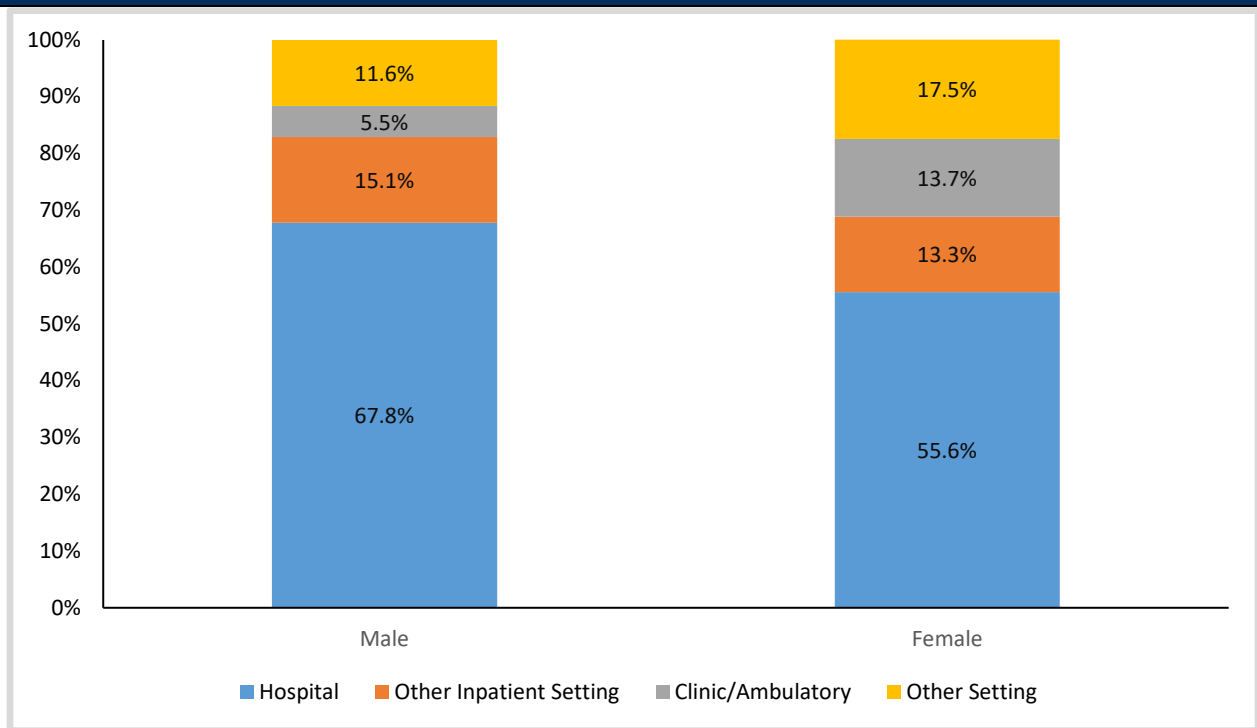


Figure 8: Distribution of Employment Setting by Sex



Telehealth

Telehealth technologies in the workplace were reported by 32.9 percent of nurses (*Figure 10*). Of those nurses, 50.3 percent reported using some form of telehealth in their primary nursing position. Participants of the survey were asked what type of telehealth they utilized as part of their work. *Provider-to-provider consults* accounted for 54.4 percent of type of telehealth usage and *RN to patient direct calls* accounted for 49.2 percent (*Figure 11*).

Figure 9: Telehealth in the Workplace

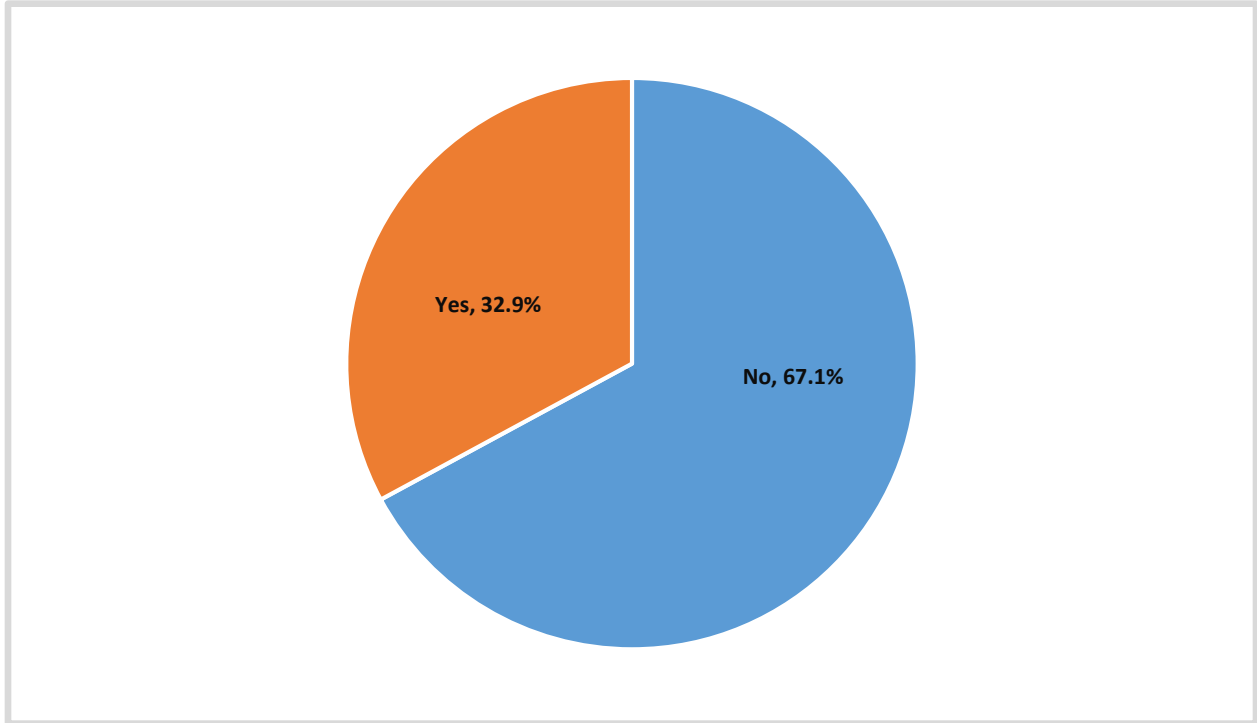
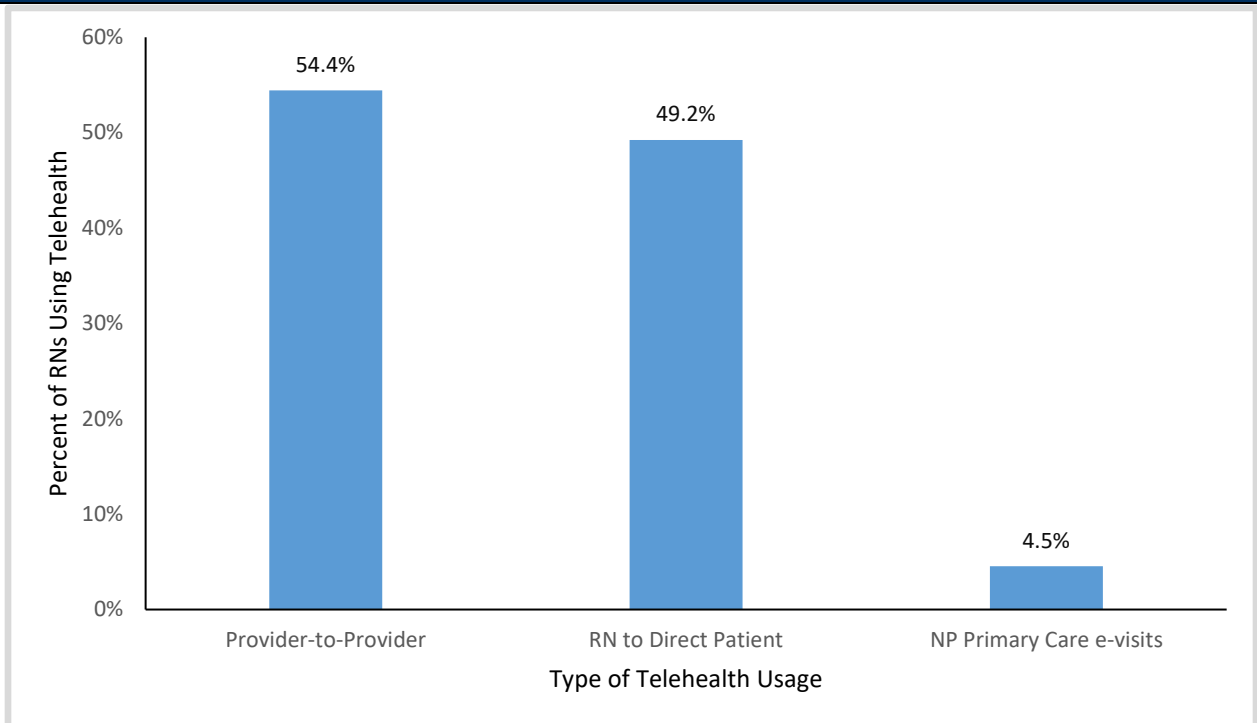


Figure 10: Telehealth Usage by RNs



*Participants in this study had the option to select all that applied for this question

Salary and Earnings

In 2018, the median earnings for full-time RNs was \$73,929, while part time RNs earned a median of \$39,985. The median earnings for RNs with and without a graduate degree are shown in Figure 13. The highest median earnings were reported by Nurse Anesthetists (\$161,076), followed by Certified Nurse Midwives (\$102,115), and Nurse Practitioners (\$99,962) (Figure 14). Men in nursing also had higher median earnings (\$79,928) when compared to female nurses (\$71,960) (Figure 12).

Figure 11: Median Full-Time Earnings by Sex



Figure 13: Median Full-Time Earnings by Degree Type

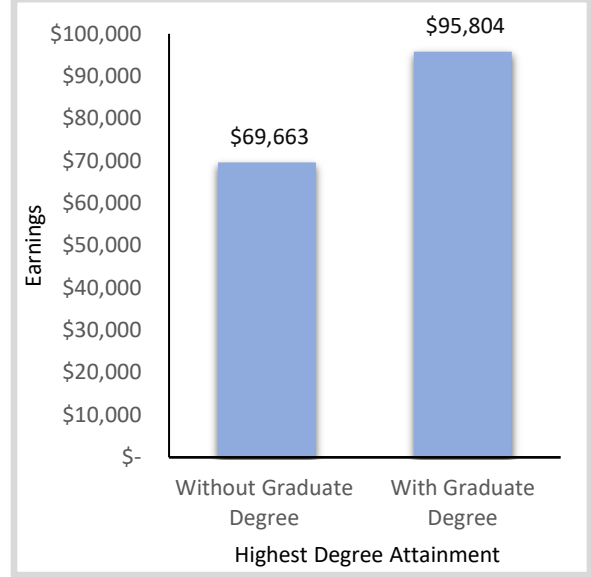
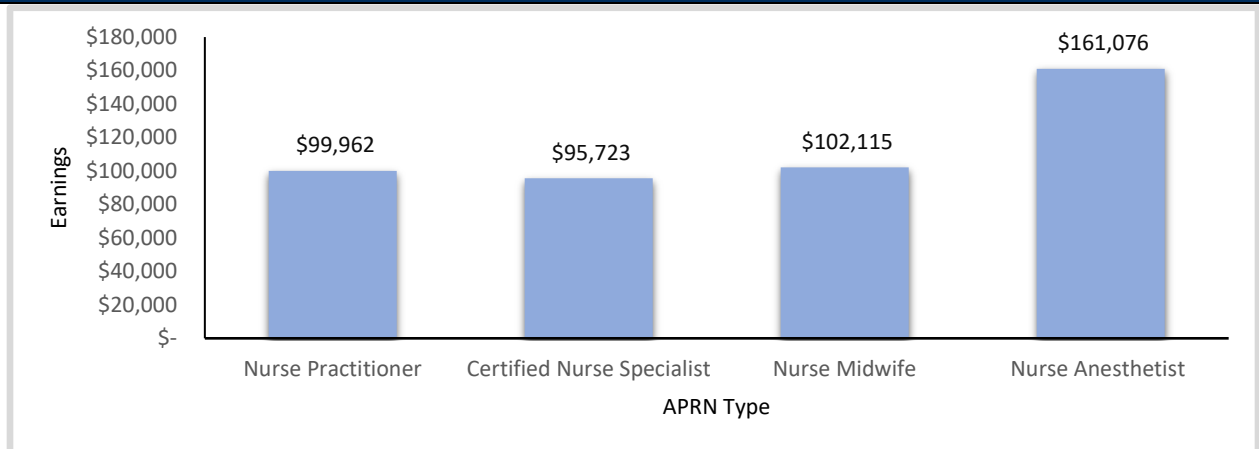


Figure 12: Median Full-Time Earnings by Advanced Practice Type



Appendix

Table 1: RN Employment by State

| State/Region | Total Active Licenses | Percent Employed ³ | Percent Unemployed |
|--------------------------|-----------------------|-------------------------------|--------------------|
| ALABAMA | 62,725 | 81.9% | 18.1% |
| ALASKA | 10,298 | 87.9% | 12.1% |
| ARIZONA | 75,566 | 80.2% | 19.8% |
| ARKANSAS | 36,726 | 82.0% | 18.0% |
| CALIFORNIA | 365,464 | 81.5% | 18.5% |
| COLORADO | 66,179 | 81.9% | 18.1% |
| CONNECTICUT | 52,265 | 82.7% | 17.3% |
| DELAWARE | 15,894 | 86.1% | 13.9% |
| WASHINGTON DC | 13,028 | 95.8% | 4.2% |
| FLORIDA | 272,378 | 78.7% | 21.3% |
| GEORGIA | 108,599 | 85.1% | 14.9% |
| HAWAII | 20,006 | 84.2% | 15.8% |
| IDAHO | 18,766 | 82.3% | 17.7% |
| ILLINOIS | 157,452 | 80.9% | 19.1% |
| INDIANA | 97,223 | 80.0% | 20.0% |
| IOWA | 46,180 | 84.2% | 15.8% |
| KANSAS | 42,927 | 81.6% | 18.4% |
| KENTUCKY | 60,983 | 85.2% | 14.8% |
| LOUISIANA | 54,067 | 85.5% | 14.5% |
| MAINE | 21,535 | 79.9% | 20.1% |
| MARYLAND | 68,323 | 87.7% | 12.3% |
| MASSACHUSETTS | 111,545 | 83.5% | 16.5% |
| MICHIGAN | 137,541 | 77.8% | 22.2% |
| MINNESOTA | 89,047 | 83.8% | 16.2% |
| MISSISSIPPI | 41,331 | 87.7% | 12.3% |
| MISSOURI | 92,982 | 82.4% | 17.6% |
| NEBRASKA | 25,044 | 92.6% | 7.4% |
| NEVADA | 28,244 | 88.7% | 11.3% |
| NEW HAMPSHIRE | 18,400 | 89.7% | 10.3% |
| NEW JERSEY | 97,103 | 84.6% | 15.4% |
| NEW MEXICO | 23,215 | 84.9% | 15.1% |
| NEW YORK | 238,280 | 81.7% | 18.3% |
| NORTH CAROLINA | 120,647 | 84.7% | 15.3% |
| OHIO | 184,000 | 82.4% | 17.6% |
| OKLAHOMA | 44,199 | 80.2% | 19.8% |
| OREGON | 46,490 | 88.6% | 11.4% |
| PENNSYLVANIA | 193,212 | 81.5% | 18.5% |
| SOUTH CAROLINA | 40,586 | 78.7% | 21.3% |
| TENNESSEE | 91,974 | 88.9% | 11.1% |
| TEXAS | 278,983 | 81.3% | 18.7% |
| UTAH | 33,899 | 85.8% | 14.2% |
| VIRGINIA | 89,801 | 84.7% | 15.3% |
| WASHINGTON | 78,127 | 88.4% | 11.6% |
| WEST VIRGINIA | 26,592 | 85.5% | 14.5% |
| WISCONSIN | 88,565 | 80.3% | 19.7% |
| NEW ENGLAND OTHER | 22,464 | 87.8% | 12.2% |
| WEST NORTH CENTRAL OTHER | 25,734 | 89.2% | 10.8% |
| MOUNTAIN OTHER | | 81.8% | 18.2% |

³ Employment may include self-employment

