The 2018-2022 Tennessee Nursing Workforce Survey
RNs/APRNs/RNs (not APRNs)/NPs Results (HRSA)

Data presented in this document is Tennessee **RNs/APRNs/RNs (not APRNs)/NPs** information collected in 2018 and 2022 by the Health Resources & Services Administration (HRSA) utilizing their National Workforce Survey tool. For more information, you can visit **https://data.hrsa.gov/**

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Demographics

Nursing License Type and Status in Tennessee

In 2022, there are fewer RNs and non-APRN RNs compared to 2018, but there are more APRNs and NPs than in 2018.

Nursing License Type and Status in Tennessee (2018-2022)

	Licensed	Licensed and Employed	Licensed	Licensed and Employed	Licensed	Licensed and Employed	Licensed	Licensed and Employed
	RNs		APRNs		RNs (not APRNs)		NPs	
2018	91,974	80,958	10,351	9,251	81,624	71,294	8,619	7,531
2022	94,725	77,831	15,717	12,569	79,009	63,188	11,760	9,374

■2018 ■2022
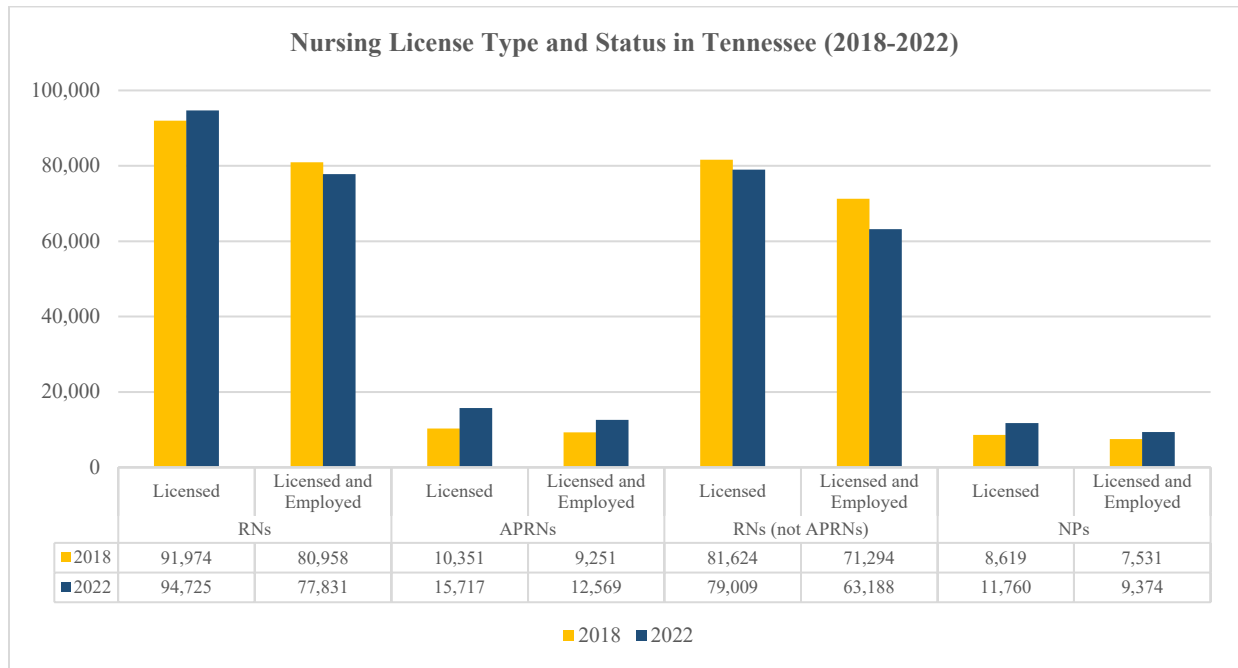
Average & Median Age of Licensed Nurses in TN

The average and median age of RNs and RNs (not APRNs) are lower in 2022 compared to 2018. However, the average and median age of APRNs and NPs are higher in 2022 than in 2018.

Average & Median Age of Licensed Nurse in TN (2018-2022)

	Average	Median	Average	Median	Average	Median	Average	Median	Average	Median	Average	Median	Average	Median	Average	Median
	Licensed		Licensed and Employed		Licensed		Licensed and Employed		Licensed		Licensed and Employed		Licensed		Licensed and Employed	
	RNs				APRNs				RNs (not APRNs)				NPs			
2018	47	46.3	45.6	44.7	45.2	42.5	43.9	41.5	47.2	46.9	45.7	45.1	45.4	43	44.1	41.6
2022	47.1	44.9	45.2	43.3	46.3	43.8	44.9	44.3	47.2	45.1	45.1	42.7	47.2	45.1	45.7	43.8

■2018 ■2022

Age Group of Licensed Nurses in TN

For all four license types, the largest number of nurses are in the 35 to 44 age group, followed by the 45 to 54 age group (table 1).

Age Group of Licensed Nurse in TN (2018-2022)
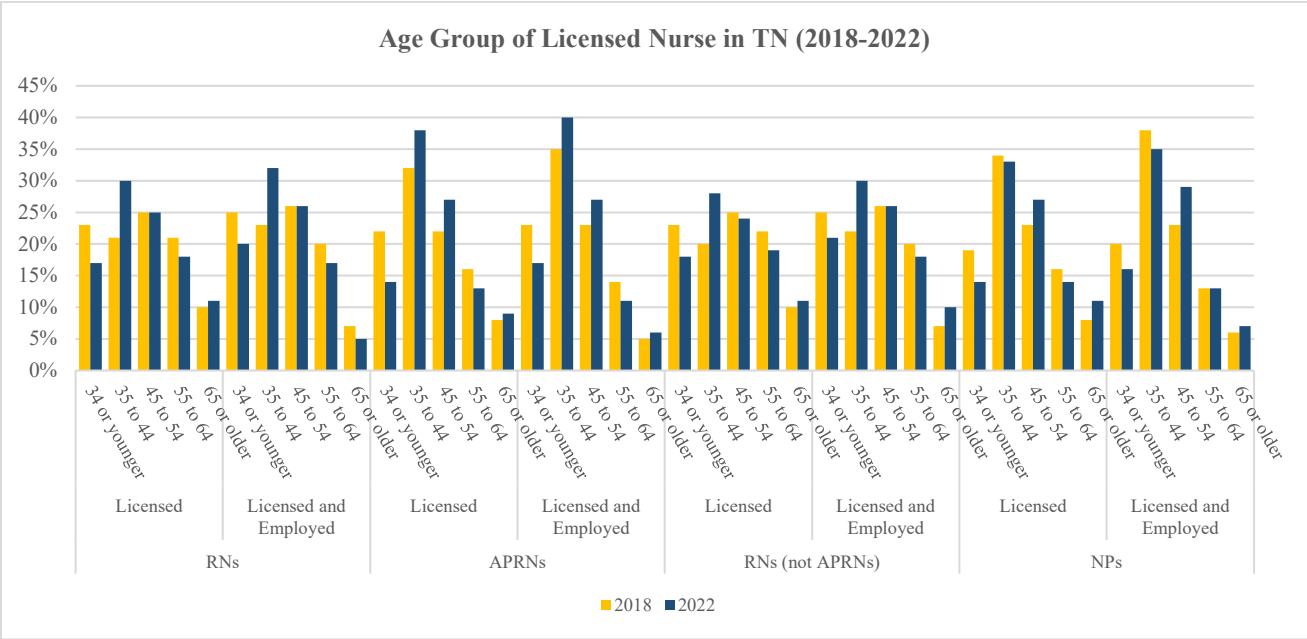
■2018 ■2022

Table 1 Age Group of Licensed Nurses in TN (2018-2022)

License Type	License Status	Age Groups	N (%)	
			2018	**2022**
RNs	Licensed	34 or younger	21,025(23)	16,030(17)
		35 to 44	19,350(21)	28,281(30)
		45 to 54	22,961(25)	23,246(25)

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		55 to 64	19,661(21)	16,997(18)
		65 or older	8,978(10)	10,171(11)
	Licensed and Employed	34 or younger	19,978(25)	15,402(20)
		35 to 44	18,687(23)	24,584(32)
		45 to 54	21,097(26)	20,442(26)
		55 to 64	15,793(20)	13,324(17)
		65 or older	5,404(7)	4,079(5)
APRNs	Licensed	34 or younger	2,283(22)	2,189(14)
		35 to 44	3,317(32)	5,944(38)
		45 to 54	2,311(22)	4,202(27)
		55 to 64	1,660(16)	2,006(13)
		65 or older	779(8)	1,376(9)
	Licensed and Employed	34 or younger	2,156(23)	2,084(17)
		35 to 44	3,208(35)	5,011(40)
		45 to 54	2,165(23)	3,333(27)
		55 to 64	1,273(14)	1,385(11)
		65 or older	449(5)	756(6)
RNs (not APRNs)	Licensed	34 or younger	18,742(23)	13,840(18)
		35 to 44	16,033(20)	22,337(28)
		45 to 54	20,650(25)	19,044(24)
		55 to 64	18,000(22)	14,991(19)
		65 or older	8,199(10)	8,759(11)
	Licensed and Employed	34 or younger	17,781(25)	13,222(21)
		35 to 44	15,483(22)	18,990(30)
		45 to 54	18,831(26)	16,273(26)
		55 to 64	14,364(20)	11,470(18)
		65 or older	4,835(7)	3,233(10)
NPs	Licensed	34 or younger	1,667(19)	1,651(14)
		35 to 44	2,936(34)	3,924(33)
		45 to 54	1,943(23)	3,172(27)
		55 to 64	1,400(16)	1,670(14)
		65 or older	674(8)	1,344(11)
	Licensed and Employed	34 or younger	1,540(20)	1,546(16)
		35 to 44	2,827(38)	3,239(35)
		45 to 54	1,716(23)	2,745(29)
		55 to 64	1,013(13)	1,172(13)
		65 or older	436(6)	673(7)

Race and Ethnicity of Licensed Nurses in TN

For all four license types, most nurses are white in both 2018 and 2022. However, the number of white nurses decreased in 2022 compared to 2018, while the number of black nurses increased (table 2).

Race and Ethnicity of Licensed Nurse in TN (2018-2022)

Table 2 Race of Licensed Nurses in TN (2018-2022)

License Type	License Status	Race and Ethnicity	N (%)	
			2018	2022
RNs	Licensed	White, NH	77,837(85)	73,552(78)
		Black, NH	6,958(8)	10,586(11)
		Asian, NH		4,103(4)
		Hispanic		3,590(4)
		N/A	7,179(8)	2,895(3)
	Licensed and Employed	White, NH	69,149(85)	59,381(76)
		Black, NH	5,680(7)	8,152(10)
		Asian, NH		3,866(5)
		Hispanic		3,550(5)
		N/A	6,129(8)	2,894(4)
APRNs	Licensed	White, NH	9,076(88)	12,387(79)
		Black, NH	664(6)	1,302(8)
		Asian, NH		363(2)
		N/A	612(6)	1,666(11)
	Licensed and Employed	White, NH	8,098(88)	9,738(77)
		Black, NH	569(6)	1,109(9)
		N/A	583(6)	1,722(14)
RNs (not APRNs)	Licensed	White, NH	68,761(84)	61,164(77)
		Black, NH	6,294(8)	9,285(12)
		Asian, NH		3,740(5)

License Type	License Status	Race and Ethnicity	2018	2022
		N/A	6,569(8)	4,820(6)
	Licensed and Employed	White, NH	60,683(85)	47,841(76)
		Black, NH	5,073(7)	6,908(11)
		Asian, NH		3,620(6)
		N/A	5,538(8)	4,819(8)
NPs	Licensed	White, NH	7,511(87)	9,208(78)
		Black, NH	664(8)	1,302(11)
		Multiple Races, NH		548(5)
		Asian, NH		295(3)
		N/A	445(5)	407(3)
	Licensed and Employed	White, NH	6,557(87)	7,321(78)
		Black, NH	569(8)	1,109(12)
		N/A	404(5)	944(10)

Sex of Licensed Nurse in TN

For all four license types, most nurses are female in both 2018 and 2022. However, the number of female nurses decreased in 2022 compared to 2018, while the number of male nurses increased (table 3).
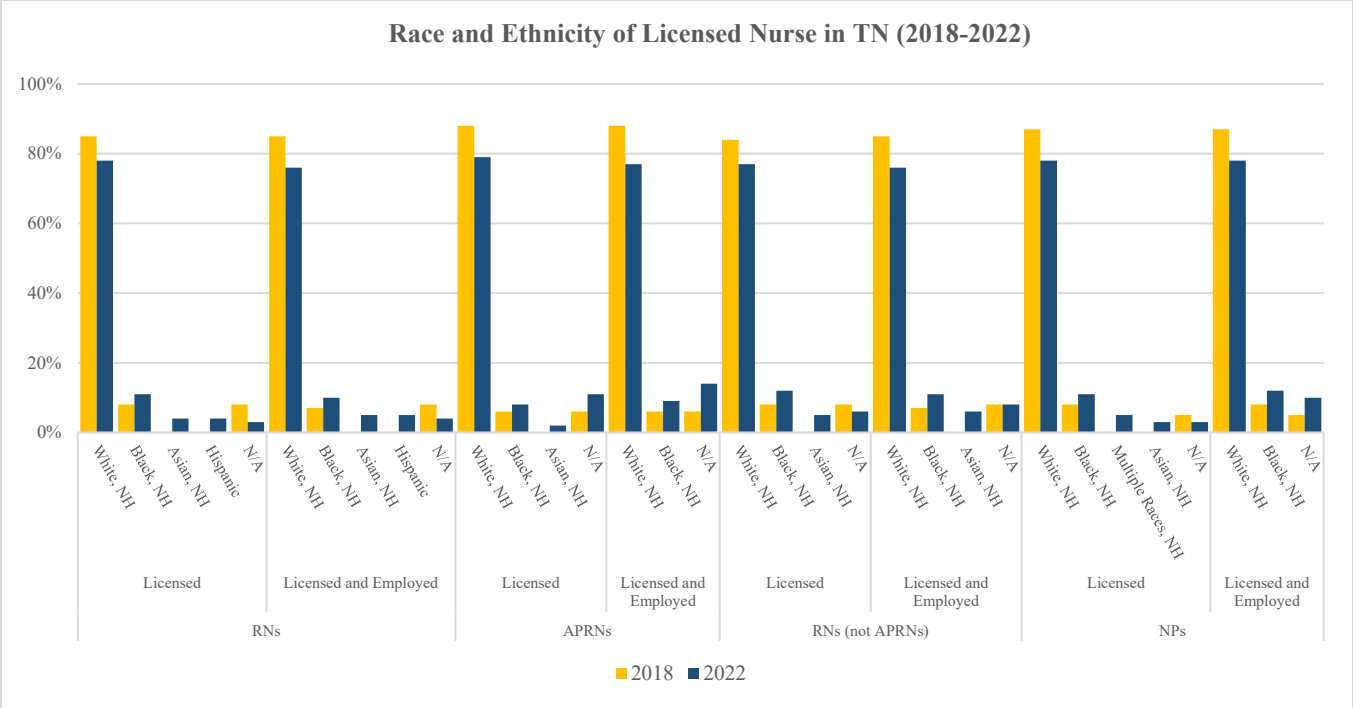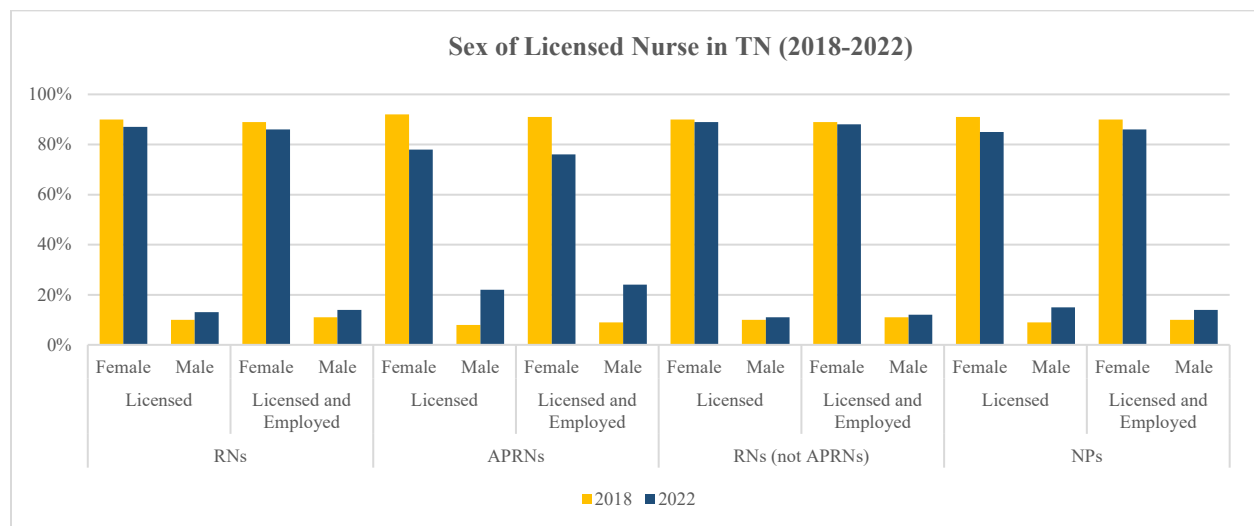

Table 3 Gender of Licensed Nurses in TN (2018-2022)

License Type	License Status	Race and Ethnicity	N (%)	
			2018	2022
RNs	Licensed	Female	82,766(90)	82,420(87)
		Male	9,208(10)	12,305(13)
	Licensed and Employed	Female	72,266(89)	66,973(86)
		Male	8,692(11)	10,859(14)
APRNs	Licensed	Female	9,483(92)	12,336(78)
		Male	867(8)	3,381(22)
	Licensed and Employed	Female	8,422(91)	9,499(76)

License Type	License Status		N (%)	
RNs (not APRNs)	Licensed	Male	829(9)	3,070(24)
		Female	73,282(90)	70,084(89)
		Male	8,341(10)	8,924(11)
	Licensed and Employed	Female	63,447(89)	55,497(88)
		Male	7,846(11)	7,691(12)
NPs	Licensed	Female	7,829(91)	10,020(85)
		Male	790(9)	1,740(15)
	Licensed and Employed	Female	6,779(90)	8,096(86)
		Male	752(10)	1,279(14)

Education/Licenses

Nursing Degrees

Initial Degree Level of Licensed Nurses in TN

For all four license types, most nurses hold either a bachelor's or an associate degree. Compared to 2018, the number of nurses with bachelor's degrees increased, while the number with associate degrees decreased for RNs, APRNs, and non-APRN RNs. For NPs, the numbers with bachelor's, associate, or master's degrees all increased compared to 2018 (table 4).

Table 4 Initial Degree Level of Licensed Nurses in TN (2018-2022)

License Type	License Status	Initial Degree	N (%)	
			2018	**2022**
RNs	Licensed	Associate	44,442(48%)	41,232(44%)
		Bachelor's	37,375(41%)	44,130(47%)
		Other	9,017(10%)	6,570(7%)
		N/A	1,140(1%)	
		Master's/Doctorate		2,793(3%)
	Licensed and Employed	Associate	37,780(47%)	33,701(43%)
		Bachelor's	34,210(42%)	38,448(49%)
		Other	7,854(10%)	3,028(4%)
		N/A	1,123(1%)	
		Master's/Doctorate		2,654(3%)
APRNs	Licensed	Associate	3,123(30%)	4,473(28%)
		Bachelor's	5,548(54%)	8,991(57%)
		Master's/Doctorate	800(8%)	1,545(10%)
		Other	880(8%)	708(5%)
	Licensed and Employed	Associate	2,759(30%)	3,099(25%)
		Bachelor's	5,115(55%)	7,366(59%)
		Master's/Doctorate	772(8%)	1,457(12%)
		Other	606(7%)	646(5%)
RNs (not APRNs)	Licensed	Associate	41,319(51%)	36,760(47%)
		Bachelor's	31,827(39%)	35,140(44%)

		Other	8,137(10%)	5,862(7%)
		N/A	341(0%)	1,247(2%)
	Licensed and Employed	Associate	34,987(49%)	29,666(47%)
		Bachelor's	28,912(41%)	29,944(47%)
		Other	7,054(10%)	
		N/A	341(0%)	3,578(6%)
NPs	Licensed	Associate	2,480(29%)	3,802(32%)
		Bachelor's	4,564(53%)	5,910(50%)
		Master's/Doctorate	800(9%)	1,340(11%)
		Other	775(9%)	708(6%)
	Licensed and Employed	Associate	2,116(28%)	2,819(30%)
		Bachelor's	4,039(54%)	4,818(51%)
		Master's/Doctorate	772(10%)	1,182(13%)
		Other	604(8%)	556(6%)

Average Age at Initial Graduation of Licensed Nurses in TN

The average age at initial graduation of all different degrees of all four types of licensed nurses is consistently around 30 years old, remaining stable from 2018 through 2022 (table 5).

Table 5 Average Age at Initial Graduation of Licensed Nurses in TN (2018-2022)

License Type	License Status	Degree	Average Age at Initial Graduation	
			2018	2022
RNs	Licensed	All	28	28
		Associate	30	30
		Bachelor's	26	26
		Master's or Doctorate	27	29
		Other	25	26
	Licensed and Employed	All	28	28
		Associate	30	30
		Bachelor's	26	26
		Master's or Doctorate	27	29
		Other	25	23
APRNs	Licensed	All	25	27
		Associate	26	28
		Bachelor's	25	25
		Master's or Doctorate	29	30
		Other	24	26
	Licensed and Employed	All	25	26
		Associate	26	27
		Bachelor's	25	25
		Master's or Doctorate	29	30
		Other	25	26
RNs (not APRNs)	Licensed	All	28	28

			2018	2022
		Associate	31	31
		Bachelor's	26	26
		Master's or Doctorate	23	27
		Other	25	26
	Licensed and Employed	All	28	28
		Associate	31	31
		Bachelor's	26	26
		Master's or Doctorate	23	27
		Other	25	23
NPs	Licensed	All	26	27
		Associate	27	28
		Bachelor's	25	25
		Master's or Doctorate	29	30
		Other	25	26
	Licensed and Employed	All	26	27
		Associate	27	27
		Bachelor's	25	25
		Master's or Doctorate	29	31
		Other	25	26

Initial Degree Level by Race and Ethnicity of Licensed Nurses in TN

From 2018 to 2022, the proportion of White, non-Hispanic (NH) nurses in Tennessee with bachelor's degrees decreased across all license types, while the percentages with associate degrees remained relatively stable. Black, NH nurses showed notable representation in 2022, with 13% having associate degrees and 10% bachelor's degrees among RNs. There was also a general decline in the proportion of nurses with higher degrees (master's or doctorate) and a slight increase in diversity among licensed nurses (table 6).

Table 6 Initial Degree Level by Race and Ethnicity of Licensed Nurses in TN (2018-2022)

License Type	License Status	Race	Degree	*N* (%)	
				2018	**2022**
RNs	Licensed	White, NH	Associate	36,419(82%)	33,767(82%)
			Bachelor's	31,972(86%)	32,300(73%)
			Master's or Doctorate		2,454(88%)
			Other	8,441(94%)	5,030(77%)
		Black, NH	Associate		5,274(13%)
			Bachelor's		4,327(10%)
			Master's or Doctorate		2,454(88%)
			Other		5,030(77%)
	Licensed and Employed	White, NH	Associate	31,596(84%)	26,846(80%)
			Bachelor's	29,265(86%)	8,260(74%)
			Master's or Doctorate		2,316(87%)
			Other	7,299(93%)	17,336(100%)
		Black, NH	Associate		

Category	Status	Race	Education		
			Bachelor's		2,973(8%)
			Master's or Doctorate		
APRNS	Licensed	White, NH	Associate	2870(92%)	3,687(82%)
			Bachelor's	4,823(87%)	6,962(77%)
			Master's or Doctorate	665(83%)	1,207(78%)
			Other	717(81%)	532(75%)
		Black, NH	Associate		463(10%)
			Bachelor's	320(6%)	595(7%)
			Master's or Doctorate		
		Asian, NH	Associate		
			Bachelor's		323(4%)
			Master's or Doctorate		
	Licensed and Employed	White, NH	Associate	2,548(92%)	2,428(78%)
			Bachelor's	4,466(87%)	5,721(78%)
			Master's or Doctorate	637(83%)	1,119(77%)
			Other	447(74%)	471(73%)
		Black, NH	Associate		
			Bachelor's	245(5%)	
			Master's or Doctorate		
RNs (not APRNs)	Licensed	White, NH	Associate	33,548(81%)	30,080(82%)
			Bachelor's	27,148(85%)	25,339(72%)
			Master's or Doctorate		
			Other	7,724(95%)	4,498(77%)
		Black, NH	Associate		4,811(13%)
			Bachelor's		3,732(11%)
			Master's or Doctorate		
	Licensed and Employed	White, NH	Associate	29,021(83%)	23,696(80%)
			Bachelor's	24,663(85%)	21,559(72%)
			Master's or Doctorate		
			Other	6,658(94%)	
		Black, NH	Associate		
			Bachelor's		
			Master's or Doctorate		
NPs	Licensed	White, NH	Associate	2227(90%)	3,016(79%)
			Bachelor's	4,006(88%)	4,658(79%)
			Master's or Doctorate	665(83%)	1,002(75%)
			Other	612(79%)	532(75%)
		Black, NH	Associate		463(12%)
			Bachelor's	320(7%)	595(10%)
			Master's or Doctorate		
		Asian, NH	Associate		
			Bachelor's		256(4%)
			Master's or Doctorate		
	Licensed and Employed	White, NH	Associate	1,905(90%)	2,148(76%)

	Race	Degree	2018	2022
		Bachelor's	3,570(88%)	3,950(82%)
		Master's or Doctorate	637(83%)	844(71%)
		Other	445(74%)	380(68%)
	Black, NH	Associate		
		Bachelor's	245(6%)	
		Master's or Doctorate		
	Asian, NH	Associate		
		Bachelor's		
		Master's or Doctorate		

Initial Degree Level by Age Group of Licensed Nurses in TN

From 2018 to 2022, the distribution of initial degree levels by age among licensed nurses in Tennessee showed significant changes. For RNs) the proportion of younger nurses (34 or younger) with bachelor's degrees decreased, while the percentage of those aged 35-44 with bachelor's degrees increased. Among APRNs, there was a decrease in younger nurses with bachelor's degrees and an increase in those aged 35-44. For NPs) the proportion of bachelor's degree holders increased in the 35-44 age group but decreased in younger nurses. Overall, there is a trend of increasing higher education (bachelor's and master's degrees) among mid-career nurses (35-44 years old) (table 7).

Table 7 Initial Degree Level by Age Group of Licensed Nurses in TN (2018-2022)

License Type	License Status	Race	Degree	*N* (%)	
				2018	2022
RNs	Licensed	34 or younger	Associate	6040(14%)	4,976(12%)
			Bachelor's	14,767(40%)	10,315(23%)
			Master's or Doctorate		
		35 to 44	Associate	10,377(23%)	10,289(25%)
			Bachelor's	7,961(21%)	16,394(37%)
			Master's or Doctorate	452(40%)	
		45 to 54	Associate	13,009(29%)	12,378(30%)
			Bachelor's	8,041(22%)	9,750(22%)
			Master's or Doctorate		536(19%)
		55 to 64	Associate	10,666(24%)	8,335(20%)
			Bachelor's	4,275(11%)	5,829(13%)
			Master's or Doctorate		
			Other	4354(48%)	
		65 or older	Associate	4,350(10%)	5,254(13%)
			Bachelor's	2,330(6%)	
			Master's or Doctorate		
			Other	2,284(25%)	2,997(46%)
	Licensed and Employed	34 or younger	Associate	5,875(16%)	4,976(15%)
			Bachelor's	13,883(41%)	9,688(25%)
			Master's or Doctorate		

		35 to 44	Associate	10,131(27%)	8,286(25%)
			Bachelor's	7,561(22%)	14,821(39%)
			Master's or Doctorate	452(40%)	
		45 to 54	Associate	11,723(31%)	11,008(33%)
			Bachelor's	7,492(22%)	8,316(22%)
			Master's or Doctorate		536(20%)
		55 to 64	Associate	7,873(21%)	6,610(20%)
			Bachelor's	7,492(22%)	4,747(12%)
			Master's or Doctorate		
			Other	3,707(47%)	
		65 or older	Associate	2,177(6%)	2,821(8%)
			Bachelor's		
			Master's or Doctorate		
APRNs	Licensed	34 or younger	Associate		427(10%)
			Bachelor's	1,910(34%)	1,646(18%)
			Master's or Doctorate		
		35 to 44	Associate	1,052(34%)	1,245(28%)
			Bachelor's	1,669(30%)	4,096(46%)
			Master's or Doctorate	407(51%)	536(35%)
		45 to 54	Associate	689(22%)	1,703(38%)
			Bachelor's	1,324(24%)	1,727(19%)
			Master's or Doctorate		536(35%)
			Other		
		55 to 64	Associate	890(28%)	456(10%)
			Bachelor's	448(8%)	1,057(12%)
			Master's or Doctorate		
		65 or older	Associate	319(10%)	642(14%)
			Bachelor's	197(4%)	466(5%)
			Master's or Doctorate		
	Licensed and Employed	34 or younger	Associate		379(12%)
			Bachelor's	1,783(35%)	1,589(22%)
			Master's or Doctorate		
		35 to 44	Associate	1,019(37%)	1,052(34%)
			Bachelor's	1,609(31%)	3,388(46%)
			Master's or Doctorate	407(53%)	504(35%)
		45 to 54	Associate	672(24%)	1,017(33%)
			Bachelor's	1,241(24%)	1,543(21%)
			Master's or Doctorate		536(37%)
		55 to 64	Associate	687(25%)	365(12%)
			Bachelor's	350(7%)	539(7%)
			Master's or Doctorate		
			Other		
		65 or older	Associate		
			Bachelor's	122(2%)	307(4%)

RNs (not APRNs)	Licensed	34 or younger	Master's or Doctorate		
			Associate	5,867(14%)	4,549(12%)
			Bachelor's	12,857(40%)	8,670(25%)
		35 to 44	Master's or Doctorate		
			Associate	9,325(23%)	9,044(25%)
			Bachelor's	6,292(20%)	12,298(35%)
		45 to 54	Master's or Doctorate		
			Associate	12,320(30%)	10,676(29%)
			Bachelor's	6,717(21%)	8,023(23%)
		55 to 64	Master's or Doctorate		
			Associate	9,776(24%)	7,879(21%)
			Bachelor's	3,827(12%)	4,772(14%)
			Master's or Doctorate		
			Other	4,119(51%)	
		65 or older	Associate	4,031(10%)	4,612(13%)
			Bachelor's	2,134(7%)	
			Master's or Doctorate		
			Other	2,034(25%)	
	Licensed and Employed	34 or younger	Associate	5,719(16%)	4,549(15%)
			Bachelor's	12,045(42%)	8,051(27%)
		35 to 44	Master's or Doctorate		
			Associate	9,096(26%)	7,150(24%)
			Bachelor's	5,971(21%)	10,934(37%)
		45 to 54	Master's or Doctorate		
			Associate	11,051(32%)	9,306(31%)
			Bachelor's	6,168(21%)	6,622(22%)
		55 to 64	Master's or Doctorate		
			Associate	7,152(20%)	6,209(21%)
			Bachelor's	3,453(12%)	3,774(13%)
			Master's or Doctorate		
			Other	3,481(49%)	
		65 or older	Associate	1,970(6%)	
			Bachelor's		
			Master's or Doctorate		
NPs	Licensed	34 or younger	Associate		427(11%)
			Bachelor's	1,294(28%)	1,107(19%)
			Master's or Doctorate		
		35 to 44	Associate	840(34%)	1,148(30%)
			Bachelor's	1,499(33%)	2,243(38%)
			Master's or Doctorate	407(51%)	466(35%)
		45 to 54	Associate	519(21%)	1,169(31%)
			Bachelor's	1,126(25%)	1,364(23%)
			Master's or Doctorate		402(30%)
		55 to 64	Associate	633(26%)	416(11%)

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License Status	Age	Degree	2018	2022
		Bachelor's	448(10%)	761(13%)
		Master's or Doctorate		
	65 or older	Associate	316(13%)	642(17%)
		Bachelor's	197(4%)	434(7%)
		Master's or Doctorate		
		Other	148(19%)	
Licensed and Employed	34 or younger	Associate		379(13%)
		Bachelor's	1,167(29%)	1,051(22%)
		Master's or Doctorate		
	35 to 44	Associate	807(38%)	923(33%)
		Bachelor's	1,439(36%)	1,814(38%)
		Master's or Doctorate	407(53%)	434(37%)
	45 to 54	Associate	503(24%)	964(34%)
		Bachelor's	961(24%)	1,221(25%)
		Master's or Doctorate		392(33%)
	55 to 64	Associate	430(20%)	296(10%)
		Bachelor's	360(9%)	457(9%)
		Master's or Doctorate		
	65 or older	Associate		
		Bachelor's		
		Master's or Doctorate		275(6%)

Initial Degree by Sex of Licensed Nurses in TN

From 2018 to 2022, the distribution of initial degree levels by gender among licensed nurses in Tennessee shows that the majority of nurses are female across all license types. For RNs, both licensed and employed, females predominantly hold associate degrees (90%) and bachelor's degrees (85%-89%), with a small increase in males holding bachelor's degrees (from 11% to 15%). Among APRNs, the proportion of females with associate degrees slightly decreased, while males saw an increase in associate degrees from 13% to 16%. NPs also experienced a similar trend, with an increase in males holding bachelor's degrees from 7% to 13%. Overall, females dominate the nursing field, but there is a gradual increase in the percentage of male nurses with higher degrees (table 8).

Table 8 Initial Degree by Sex of Licensed Nurses in TN (2018-2022)

License Type	License Status	Race	Degree	N (%)	
				2018	2022
RNs	Licensed	Female	Associate	39,998(90%)	37,006(90%)
			Bachelor's	33,372(89%)	37,347(85%)
			Master's or Doctorate		2,079(74%)
			Other	8,354(90%)	5,987(91%)
		Male	Associate	4,444(10%)	4,226(10%)
			Bachelor's	4,003(11%)	6,783(15%)
	Licensed and Employed	Female	Associate	33,504(89%)	29,813(88%)

			Bachelor's	30,542(89%)	32,454(84%)
			Master's or Doctorate		1,969(74%)
			Other	7,19592% ()	2,737(90%)
		Male	Associate	4,276(11%)	3,888(12%)
			Bachelor's	3,659(11%)	5,994(16%)
APRNs	Licensed	Female	Associate	2,708(87%)	3,741(84%)
			Bachelor's	5,232(94%)	6,763(75%)
			Master's or Doctorate	702(88%)	1,123(73%)
			Other	842(96%)	708(100%)
		Male	Associate	415(13%)	731(16%)
			Bachelor's	316(6%)	
	Licensed and Employed	Female	Associate	2,362(86%)	2,396(77%)
			Bachelor's	4,805(94%)	5,393(73%)
			Master's or Doctorate	673(87%)	1,063(73%)
			Other	582(96%)	646(100%)
		Male	Associate	397(14%)	703(23%)
			Bachelor's	310(6%)	
RNs (not APRNs)	Licensed	Female	Associate	37,290(90%)	33,265(90%)
			Bachelor's	28,140(88%)	30,584(87%)
			Other	7,512(92%)	5,279(90%)
		Male	Associate	4,029(10%)	
			Bachelor's	3,688(12%)	4,556(13%)
	Licensed and Employed	Female	Associate	31,115(89%)	26,481(89%)
			Bachelor's	25,562(88%)	26,021(87%)
			Other	6,429(91%)	
		Male	Associate	3,872(11%)	
			Bachelor's	3,350(12%)	
NPs	Licensed	Female	Associate	2,137(86%)	3,125(82%)
			Bachelor's	4,251(93%)	5,145(87%)
			Master's or Doctorate	702(88%)	1,042(78%)
			Other	739(95%)	708(100%)
		Male	Associate	344(14%)	677(18%)
			Bachelor's	312(7%)	764(13%)
	Licensed and Employed	Female	Associate	1,791(85%)	2,227(79%)
			Bachelor's	3,733(92%)	4,340(90%)
			Master's or Doctorate	673(87%)	973(82%)
			Other	582(96%)	556(100%)
		Male	Associate	326(15%)	592(21%)
			Bachelor's	3068% ()	478(10%)

Education Location & Financing

Location of Education for Initial Nursing Degrees

From 2018 to 2022, the distribution of initial nursing education locations showed that Tennessee remained the dominant state, although its share slightly decreased across all nursing categories. For RNs, the percentage educated in Tennessee dropped from 68% to 64%, with an increase in the unspecified ("N/A") category from 25% to 29%. Similarly, RNs (not APRNs) showed a decline from 69% to 64% in Tennessee, while the "N/A" category rose from 26% to 29%. For APRNs, Tennessee's share grew marginally from 63% to 65%, but the "N/A" category significantly decreased from 34% to 18%. NPs experienced a slight decrease in Tennessee from 67% to 64%, with a drop in the "N/A" category from 24% to 19%. Overall, while Tennessee remains the primary location for initial nursing education, there is an increasing trend of nurses being educated outside the state or in unspecified locations (table 9).

Table 9 Location of Education for Initial Nursing Degrees of Licensed Nurses in TN (2018-2022)

License Type	License Status	State	N (%)	
			2018	2022
RNs	Licensed	Tennessee	62,463(68%)	60,602(64%)
		New York	2,668(3%)	
		Arkansas	2,141(2%)	
		Mississippi	1,597(2%)	
		Alabama		4,193(64%)
		Mississippi		2,652()3%
		N/A	23,105(25%)	27,278(29%)
	Licensed and Employed	Tennessee	56,004(69%)	49,035(63%)
		New York	2,212()3%	
		Arkansas	2,141(3%)	
		Mississippi	1,587(2%)	2,652(3%)
		Alabama		3,499(4%)
		N/A	19,015(23%)	22,645(29%)
APRNs	Licensed	Tennessee	6,513(63%)	10,225(65%)
		Kentucky	354(3%)	507(3%)
		Alabama		496(3%)
		Mississippi		480(3%)
		Georgia		441(3%)
		New York		380(2%)
		Virginia		255(2%)
		Texas		144(1%)
		N/A	3,484(34%)	2,789(18%)
	Licensed and Employed	Tennessee	5,979(65%)	8,624(69%)
		Kentucky	246(3%)	
		New York	160(2%)	357(3%)
		N/A	2,866(31%)	2,480(20%)
		Georgia		429(3%)
		Alabama		424(3%)
		Virginia		255(2%)

RNs (not APRNs)	Licensed	Tennessee	55,949(69%)	50,377(64%)
		New York	2,380(3%)	
		Arkansas	2,004(2%)	
		Alabama		3,697(5%)
		Mississippi		2,172(3%)
		N/A	21,291(26%)	22,763(29%)
	Licensed and Employed	Tennessee	49,868(70%)	39,445(62%)
		Arkansas	2,004(3%)	
		Alabama		3,003(5%)
		Mississippi		2,172(3%)
		N/A	19,422(27%)	18,568(29%)
NPs	Licensed	Tennessee	5,808(67%)	7,512(64%)
		Kentucky	354(4%)	320(3%)
		Alabama	237(3%)	445(4%)
		New York	187(2%)	380(3%)
		Georgia		441(4%)
		Virginia		255(2%)
		Texas		144(1%)
		N/A	2,034(24%)	2,262(19%)
	Licensed and Employed	Tennessee	5,273(70%)	6,001(64%)
		Georgia		400(4%)
		Kentucky	246(3%)	
		Alabama	228(3%)	374(4%)
		New York	160(2%)	357(4%)
		Virginia		255()3%
		Michigan	150(2%)	
		N/A	1,473(20%)	1,987(21%)

Source Of Financing for Education

From 2018 to 2022, financing for nursing education saw notable changes. For RNs and NPs, there was an increase in reliance on federally-assisted student loans and self-financing, with the percentage of RNs self-financing rising from 62% to 64% and NPs from 64% to 60%. Conversely, APRNs saw a decrease in self-financing from 68% to 57%. Across all categories, new data in 2022 showed borrowing from family and friends accounting for 6-8% of financing. Additionally, other federal traineeships, scholarships, or grants decreased for both licensed RNs and APRNs. Overall, while self-financing remained the dominant source, the reliance on federally assisted loans increased, highlighting a shift in how nursing education is being funded (table 10).

Table 10 Source of Financing for Education of Licensed Nurses in TN (2018-2022)

License Type	License Status	Source of Financing	N (%) 2018	N (%) 2022
RNs	Licensed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	57,438(62%)	60,151(64%)
		Federally-Assisted Student Loan	35,092(38%)	42,778(45%)
		Other Federal Traineeship, Scholarship, or Grant	16,182(18%)	10,956(12%)
		Other Types of Student Loans	15,164(16%)	13,871(15%)
		State/Local Government Scholarship or Grant	15,114(16%)	15,107(16%)
		Non-Government Scholarship or Grant	10,738()12%	11,395(12%)
		Employer Tuition Reimbursement Plan	9,976(11%)	10,520(11%)
		Other Resources	4,569(5%)	
		Money Borrowed from Family and Friends		6,592 (7%)
	Licensed and Employed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	49,061(61%)	49,592(64%)
		Federally-Assisted Student Loan	32,719(40%)	37,878(49%)
		Other Federal Traineeship, Scholarship, or Grant	14,762(18%)	9,744(13%)
		Other Types of Student Loans	14,056(17%)	11,646(15%)
		State/Local Government Scholarship or Grant	14,005(17%)	13,840(18%)
		Non-Government Scholarship or Grant	9,443(12%)	10,446(13%)
		Employer Tuition Reimbursement Plan	8,887(11%)	8,533(11%)
		Other Resources	3,743(5%)	
		Money Borrowed from Family and Friends		5,918(8%)
APRNs	Licensed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	7,055(68%)	8,964()57%
		Federally-Assisted Student Loan	3,959(38%)	7,779(49%)
		Other Federal Traineeship, Scholarship, or Grant	1,581(15%)	1,674(11%)
		Other Types of Student Loans	1,591(15%)	2,559(16%)
		State/Local Government Scholarship or Grant	1,991(19%)	2,399(15%)
		Non-Government Scholarship or Grant	1,273(12%)	2,252(14%)
		Employer Tuition Reimbursement Plan	734 (7%)	1,154(7%)
		Other Resources	390(4%)	
		Money Borrowed from Family and Friends		928(6%)
	Licensed and Employed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	6,189(67%)	7,519(60%)
		Federally-Assisted Student Loan	3,566(39%)	6,296(50%)
		Other Federal Traineeship, Scholarship, or Grant	1,353()15%	953(8%)
		Other Types of Student Loans	1,491(16%)	1,745(14%)
		State/Local Government Scholarship or Grant	1,783(19%)	1,910(15%)
		Non-Government Scholarship or Grant	1,123(12%)	1,966(16%)
		Employer Tuition Reimbursement Plan	696(8%)	1,0658% ()
		Other Resources	325(4%)	

|				
		Money Borrowed from Family and Friends		762 (6%)
RNs (not APRNs)	Licensed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	50,383(62%)	51,186(65%)
		Federally-Assisted Student Loan	31,133(38%)	34,99944% ()
		Other Federal Traineeship, Scholarship, or Grant	14,601(18%)	9,282(12%)
		Other Types of Student Loans	13,573()17%	11,312(14%)
		State/Local Government Scholarship or Grant	13,123(16%)	12,708(16%)
		Non-Government Scholarship or Grant	9,465(12%)	9,142(12%)
		Employer Tuition Reimbursement Plan	9,242(11%)	9,365(12%)
		Other Resources	4,179(5%)	
		Money Borrowed from Family and Friends		5,664(7%)
	Licensed and Employed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	42,532(60%)	41,389(66%)
		Federally-Assisted Student Loan	28,937(41%)	30,446(48%)
		Other Federal Traineeship, Scholarship, or Grant	13,262(19%)	8,252(13%)
		Other Types of Student Loans	12,510(18%)	9,198(15%)
		State/Local Government Scholarship or Grant	12,167(17%)	11,538(18%)
		Non-Government Scholarship or Grant	8,262(12%)	8,224(13%)
		Employer Tuition Reimbursement Plan	8,191(11%)	7,462(12%)
		Other Resources	3,388(5%)	
		Money Borrowed from Family and Friends		5,073(8%)
NPs	Licensed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	5,540(64%)	7,071(60%)
		Federally-Assisted Student Loan	3,551(41%)	5,863(50%)
		Other Federal Traineeship, Scholarship, or Grant	1,290(15%)	1,117(9%)
		Other Types of Student Loans	1,591(18%)	1,956()17%
		State/Local Government Scholarship or Grant	1,399(16%)	1,869(16%)
		Non-Government Scholarship or Grant	1,273(15%)	2,109(18%)
		Employer Tuition Reimbursement Plan	734(9%)	1,008(9%)
		Other Resources	390(5%)	
		Money Borrowed from Family and Friends		882(7%)
	Licensed and Employed	Self-financed (Personal Saving, Earnings, Money from Spouse or Family, etc.)	4,753()63%	5,465(58%)
		Federally-Assisted Student Loan	3,146(42%)	4,677(50%)
		Other Federal Traineeship, Scholarship, or Grant	1,050(14%)	907(10%)
		Other Types of Student Loans	1,422(19%)	1,646(18%)
		State/Local Government Scholarship or Grant	1,192(16%)	1,607(17%)
		Non-Government Scholarship or Grant	1,123(15%)	1,790(19%)
		Employer Tuition Reimbursement Plan	696(9%)	919(10%)
		Other Resources	316(4%)	
		Money Borrowed from Family and Friends		655(7%)

RN & NP Certifications

Number Of RNs with Certifications

From 2018 to 2022, the number of licensed RNs with one or more certifications decreased from 87% to 77%, while those without certifications increased from 13% to 23%. Among licensed and employed RNs, those with certifications dropped from 90% to 83%, and those without certifications rose from 10% to 17%.

Number Of RNs with Certifications (2018-2022)

	RNs with One or More Certifications	RNs Without Certifications	RNs with One or More Certifications	RNs Without Certifications
	Licensed RNs		Licensed and Employed RNs	
2018	87%	13%	90%	10%
2022	77%	23%	83%	17%

■2018 ■2022
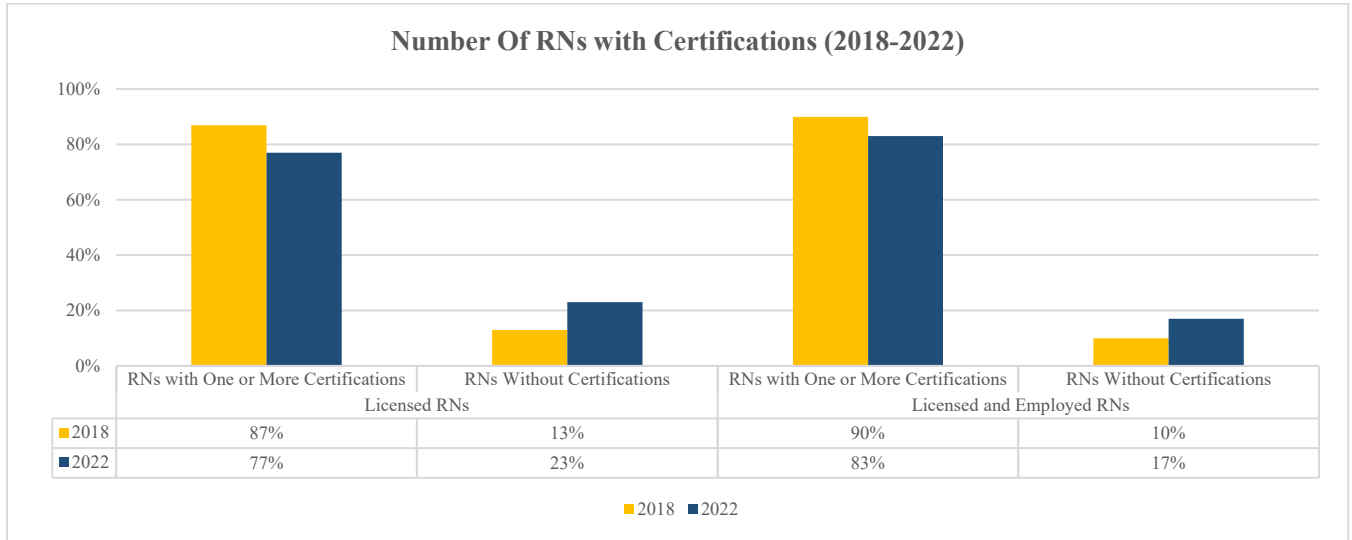
RNs by Certification Type

Across both Licensed RNs and Licensed & Employed groups, certifications in Life Support showed a modest increase, with 83% of Licensed RNs and 84% of Licensed and Employed RNs holding these certifications in 2018, rising to 89% and 91% respectively by 2022. Conversely, other certifications saw decreases in prevalence over the same period. Resuscitation certifications, for example, dropped from 54% to 43% among Licensed RNs and from 55% to 43% among Licensed and Employed RNs. Critical Care certifications declined from 7% to 5% in both groups, and Trauma Nursing certifications also decreased slightly. Emergency Medicine/Nursing certifications were present in 5% of Licensed RNs in 2018 but were not reported for 2022. Overall, these trends reflect shifts in the types of specialized certifications held by RNs over the four years.

RNs by Certification Type (2018-2022)
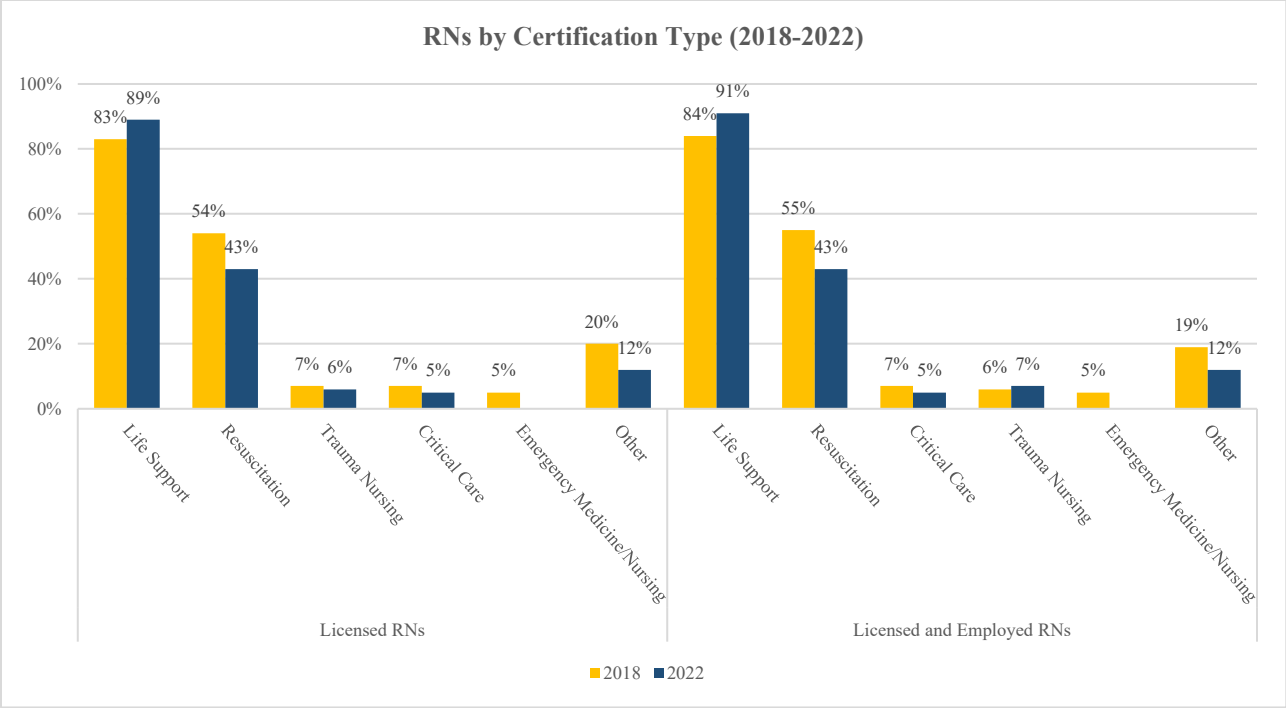
Number of NPs with Certifications

In 2018, 98% of licensed NPs held one or more certifications, amounting to 8,469 NPs. By 2022, this percentage decreased to 72%, with 11,265 certified NPs. Additionally, in 2018, there were 495 licensed NPs without certifications. Among employed NPs in 2018, 100% held one or more certifications, totaling 7,531 NPs.

Number of NPs with Certifications (2018-2022)
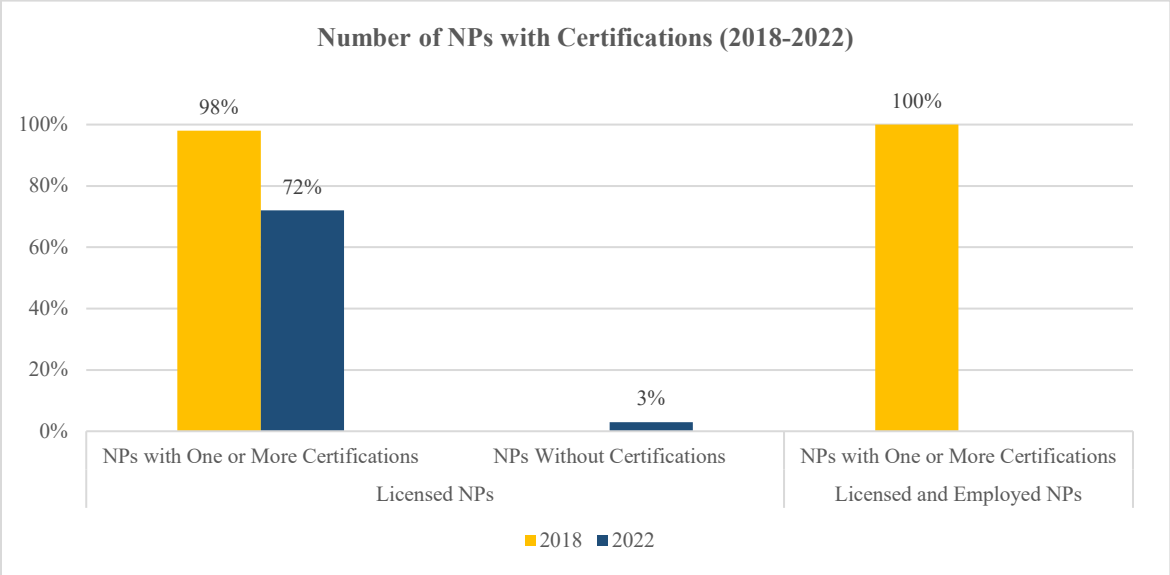
NPs by Certification Type

Between 2018 and 2022, the certification status for NPs underwent notable changes. Family certification showed substantial growth, increasing from 59% to 66% among licensed NPs and from 60% to 70% among those actively employed. Conversely, Pediatric certifications decreased from 13% to 4% among licensed NPs and from 12% to 5% among employed NPs. Psychiatric & Mental Health certifications remained relatively stable, with a slight increase from 5% to 4% among licensed NPs. There was also significant growth in certifications categorized as "Other," rising from 7% to 11% among licensed NPs and from 6% to 8% among employed NPs. The data underscores a shift towards Family specialization and diversification within other certification types among NPs over the four years.
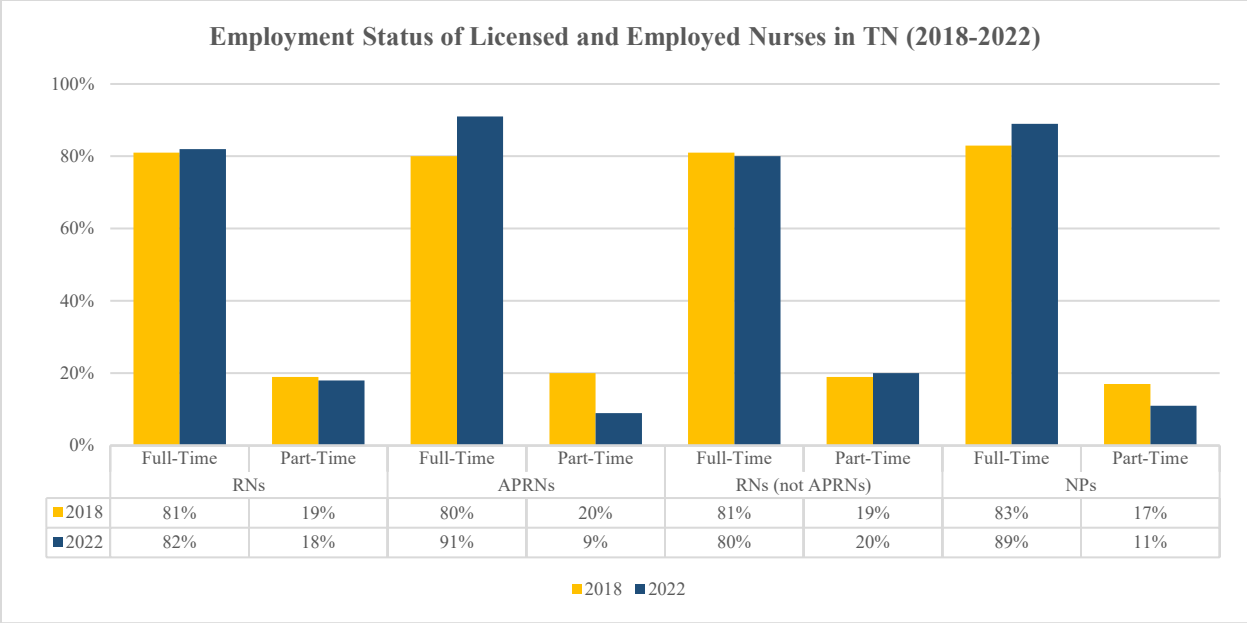

NPs by Certification Type (2018-2022)
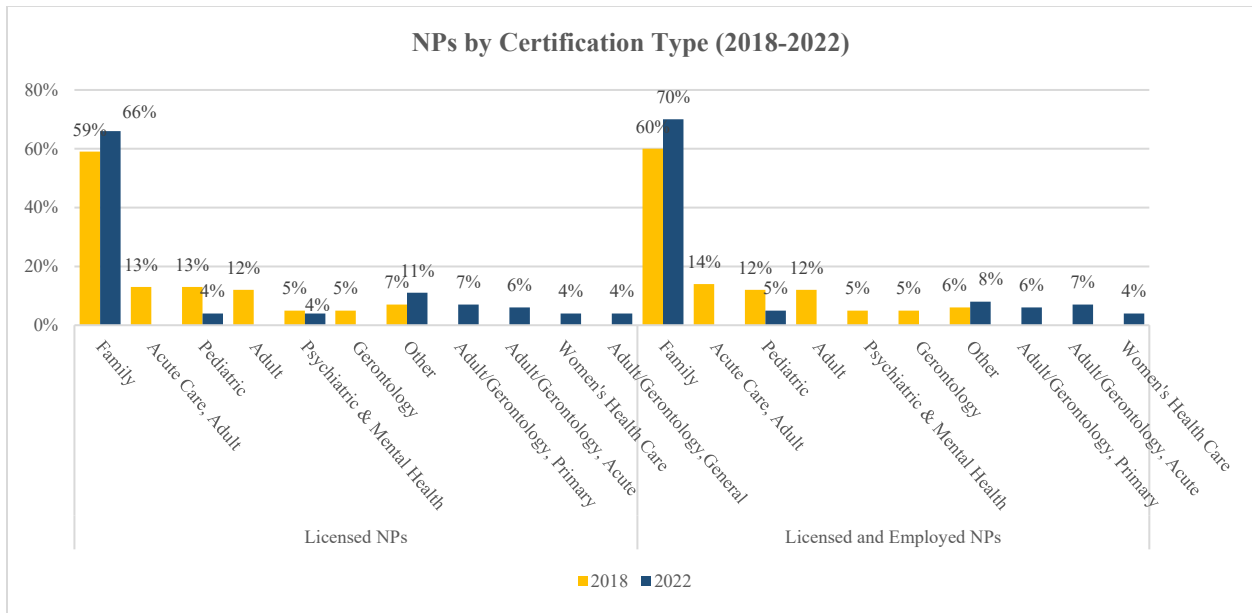
Employment

Full-Time/Part-Time

Employment Status of Licensed and Employed Nurses in TN

From 2018 to 2022, the employment status of licensed nurses in Tennessee shows a consistent majority working full-time across all categories. For RNs, the proportion of full-time employment slightly increased from 81% to 82%, while part-time employment decreased from 19% to 18%. APRNs saw a significant rise in full-time employment from 80% to 91%, with a corresponding decrease in part-time employment from 20% to 9%. RNs (not APRNs) maintained a stable full-time employment rate of around 80%, and part-time employment remained at 19-20%. NPs experienced an increase in full-time employment from 83% to 89%, and a decrease in part-time employment from 17% to 11%.

Employment Status of Licensed and Employed Nurses in TN (2018-2022)

	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
	RNs		APRNs		RNs (not APRNs)		NPs	
2018	81%	19%	80%	20%	81%	19%	83%	17%
2022	82%	18%	91%	9%	80%	20%	89%	11%

Employment Status by Gender of Licensed and Employed Nurses in TN

From 2018 to 2022 in Tennessee, the employment patterns of licensed nurses revealed some gender shifts. Among RNs, full-time employment for females remained high but slightly decreased, while it increased for males. Part-time employment for females showed a significant drop. For APRNs, full-time employment for females decreased substantially, whereas it rose greatly for males; part-time employment for females showed a slight decrease. Overall, there were slight decreases in full-time employment for females and increases for males across the various nursing categories.

Employment Status by Gender of Licensed and Employed Nurses in TN (2018-2022)

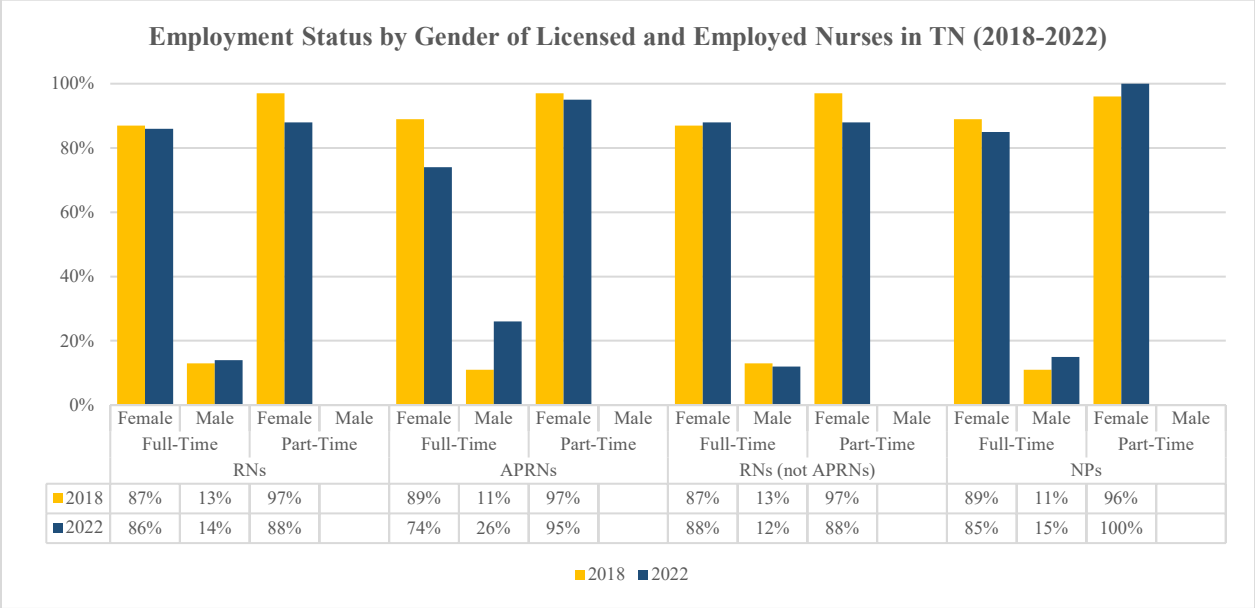|	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	Full-Time		Part-Time		Full-Time		Part-Time		Full-Time		Part-Time		Full-Time		Part-Time	
	RNs				APRNs				RNs (not APRNs)				NPs			
2018	87%	13%	97%		89%	11%	97%		87%	13%	97%		89%	11%	96%	
2022	86%	14%	88%		74%	26%	95%		88%	12%	88%		85%	15%	100%	

Employment Status by Age Group of Licensed and Employed Nurses in TN

From 2018 to 2022, the employment status of nurses in Tennessee showed notable trends across different age groups. For RNs, full-time employment decreased among younger age groups (34 or younger and 55 to 64) but increased significantly for the 35 to 44 age group. Part-time employment data for RNs was less complete but indicated a steady pattern for the 45 to 54 age group. APRNs showed increased full-time employment for the 35 to 44 and 45 to 54 age groups, while part-time employment data was limited. For NPs, full-time employment rose in the 35 to 44 and 45 to 54 age groups, while part-time employment data was sparse but showed a slight increase for older age groups. Overall, there was a general trend of increased full-time employment for middle-aged nurses and a decrease for the youngest and oldest age groups (table 11).
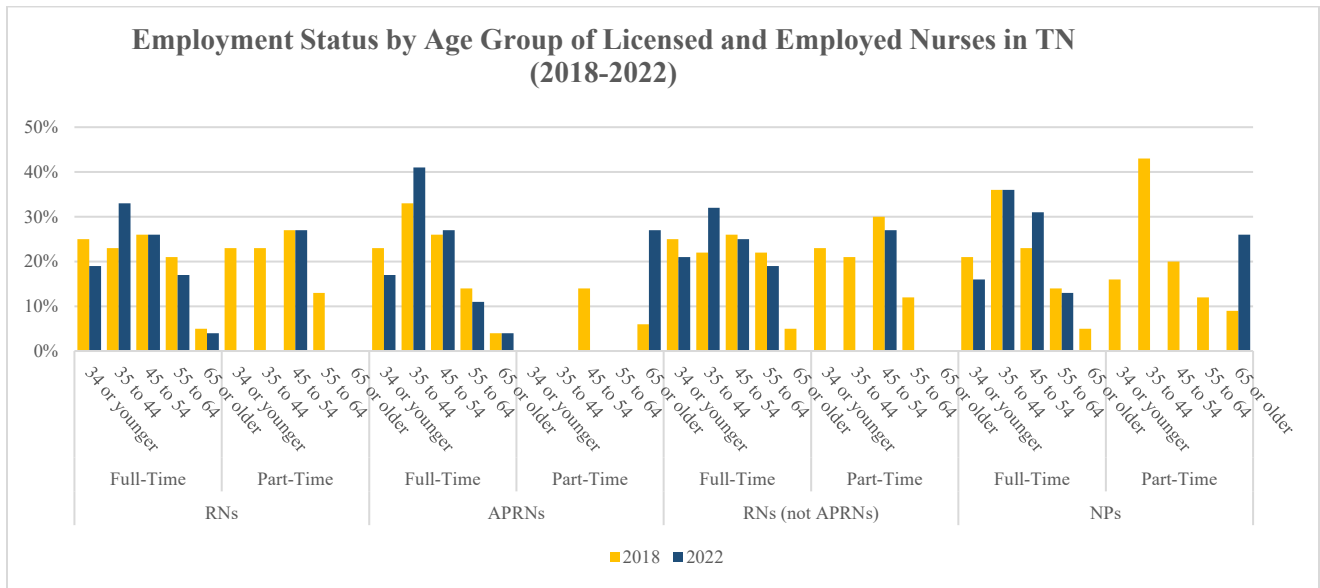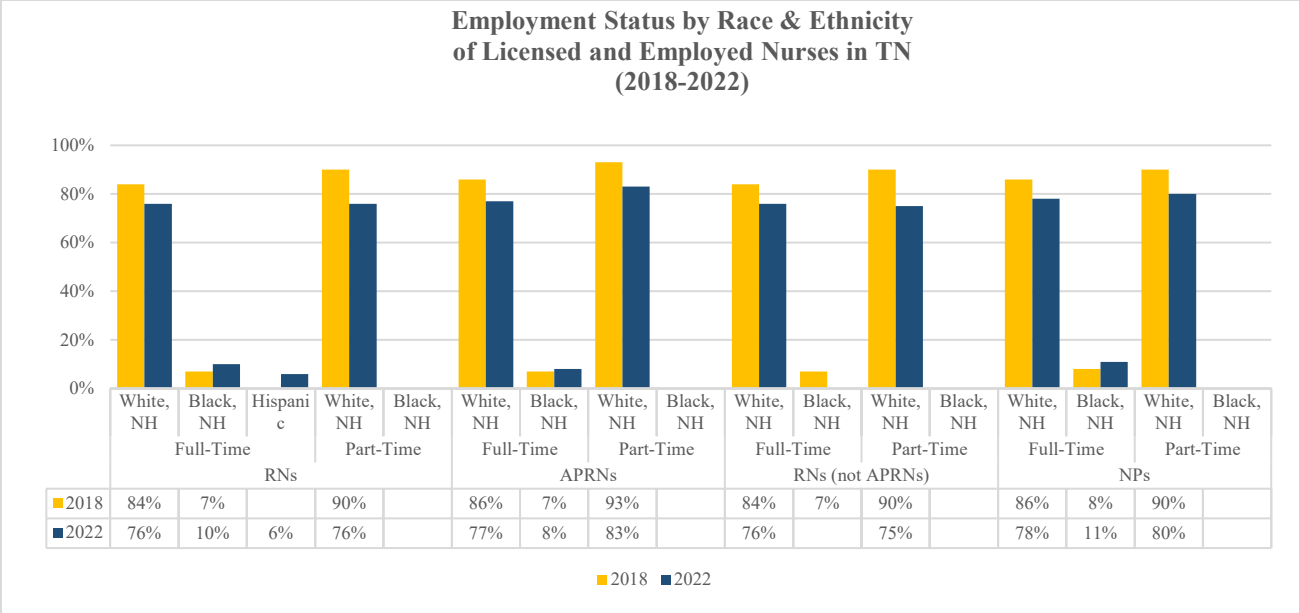

Table 11 Employment Status by Age Group of Licensed and Employed Nurses in TN (2018-2022)

License Type	Employment Status	Age	N (%)	
			2018	**2022**
RNs	Full-Time	34 or younger	16,468(25%)	12,415(19%)
		35 to 44	15,065(23%)	21,405(33%)
		45 to 54	16,818(26%)	16,784(26%)
		55 to 64	13,817(21%)	11,112(17%)
		65 or older	3,224(5%)	2,415(4%)
	Part-Time	34 or younger	3,509(23%)	
		35 to 44	3,622(23%)	
		45 to 54	4,279(27%)	3,658(27%)
		55 to 64	1,976(13%)	
		65 or older		
APRNs	Full-Time	34 or younger	1,719(23%)	1,904(17%)
		35 to 44	2,430(33%)	4,699(41%)
		45 to 54	1,899(26%)	3,107(27%)

		55 to 64	998(14%)	1,232(11%)
		65 or older	328(4%)	437(4%)
	Part-Time	34 or younger		
		35 to 44		
		45 to 54	266(14%)	
		55 to 64		
		65 or older	121(6%)	319(27%)
RNs (not APRNs)	Full-Time	34 or younger	14,732(25%)	10,415(21%)
		35 to 44	12,638(22%)	16,124(32%)
		45 to 54	14,818(26%)	12,924(25%)
		55 to 64	12,749(22%)	9,439(19%)
		65 or older	2,877(5%)	
	Part-Time	34 or younger	3,049(23%)	
		35 to 44	2,844(21%)	
		45 to 54	4,013(30%)	3,349(27%)
		55 to 64	1,615(12%)	
		65 or older		
NPs	Full-Time	34 or younger	1,332(21%)	1,368(16%)
		35 to 44	2,260(36%)	2,972(36%)
		45 to 54	1,449(23%)	2,559(31%)
		55 to 64	859(14%)	1,052(13%)
		65 or older	319(5%)	
	Part-Time	34 or younger	208(16%)	
		35 to 44	567(43%)	
		45 to 54	266(20%)	
		55 to 64	154(12%)	
		65 or older	117(9%)	268(26%)

Employment Status by Race & Ethnicity

**Employment Status by Race & Ethnicity
of Licensed and Employed Nurses in TN
(2018-2022)**

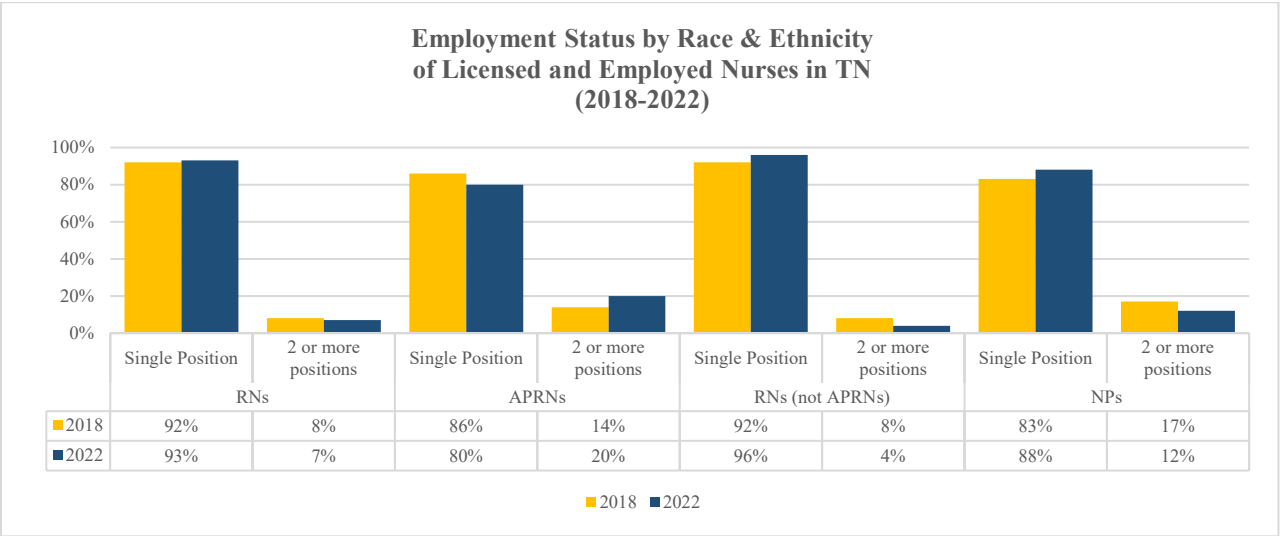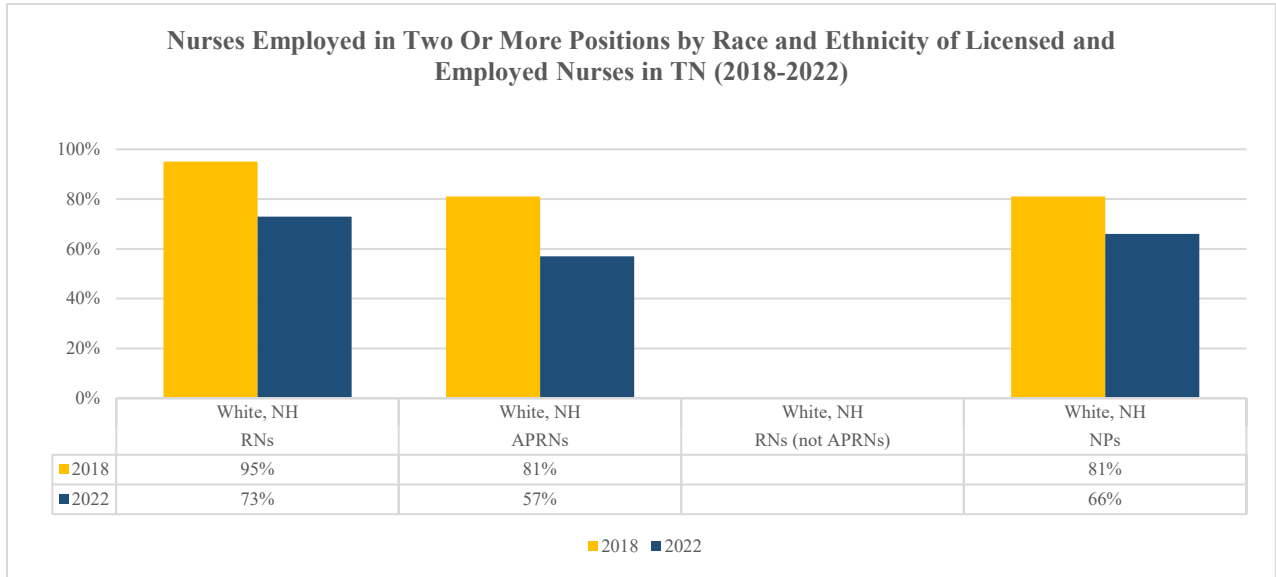|	RNs Full-Time White, NH	RNs Full-Time Black, NH	RNs Full-Time Hispanic	RNs Part-Time White, NH	RNs Part-Time Black, NH	APRNs Full-Time White, NH	APRNs Full-Time Black, NH	APRNs Part-Time White, NH	APRNs Part-Time Black, NH	RNs (not APRNs) Full-Time White, NH	RNs (not APRNs) Full-Time Black, NH	RNs (not APRNs) Part-Time White, NH	RNs (not APRNs) Part-Time Black, NH	NPs Full-Time White, NH	NPs Full-Time Black, NH	NPs Part-Time White, NH	NPs Part-Time Black, NH
2018	84%	7%		90%		86%	7%	93%		84%	7%	90%		86%	8%	90%	
2022	76%	10%	6%	76%		77%	8%	83%		76%		75%		78%	11%	80%	

■ 2018 ■ 2022

Secondary Employment

Number Of Positions in Nursing

From 2018 to 2022, the employment trends for nurses in Tennessee indicate a slight increase in the proportion of RNs, RNs (not APRNs), and NPs holding a single position. RNs with a single position rose from 92% to 93%, RNs (not APRNs) increased from 92% to 96%, and NPs increased from 83% to 88%. Conversely, APRNs saw a decrease in single positions from 86% to 80%, with a corresponding rise in those holding two or more positions from 14% to 20%.

**Employment Status by Race & Ethnicity
of Licensed and Employed Nurses in TN
(2018-2022)**

	RNs Single Position	RNs 2 or more positions	APRNs Single Position	APRNs 2 or more positions	RNs (not APRNs) Single Position	RNs (not APRNs) 2 or more positions	NPs Single Position	NPs 2 or more positions
2018	92%	8%	86%	14%	92%	8%	83%	17%
2022	93%	7%	80%	20%	96%	4%	88%	12%

■ 2018 ■ 2022

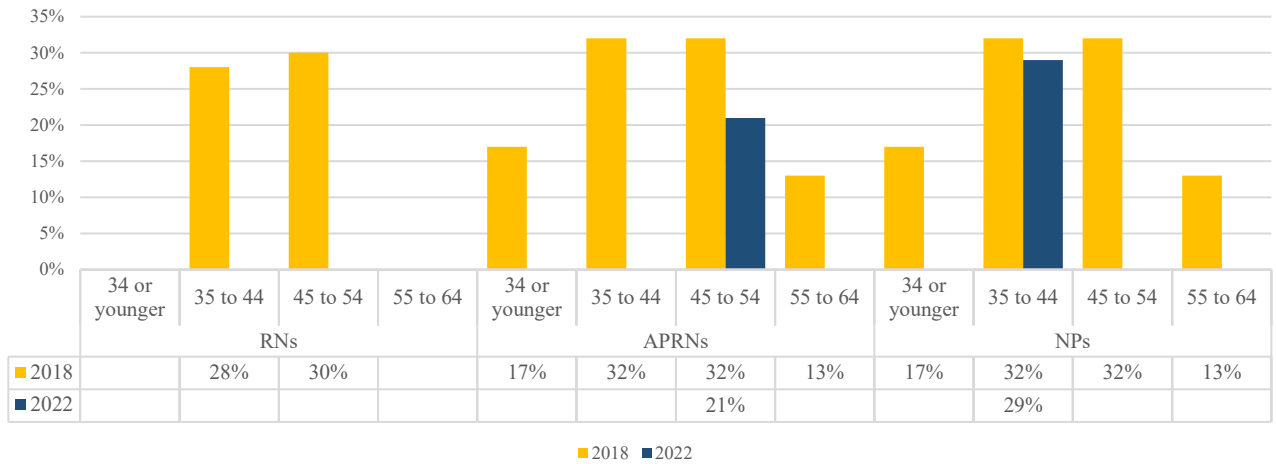*Nurses Employed in Two Or More Positions by Race and Ethnicity*

From 2018 to 2022, the percentage of nurses employed in two or more positions in Tennessee by race and ethnicity shows a notable shift. The proportion of White, NH RNs decreased from 95% to 73%, and White, NH APRNs declined from 81% to 57%. White, NPs nurses dropped from 81% to 66%. This indicates a general decrease in the share of White, NH nurses working multiple positions over the four years.

Nurses Employed in Two Or More Positions by Race and Ethnicity of Licensed and Employed Nurses in TN (2018-2022)

	White, NH RNs	White, NH APRNs	White, NH RNs (not APRNs)	White, NH NPs
2018	95%	81%		81%
2022	73%	57%		66%

■2018 ■2022

Nurses Employed in Two Or More Positions by Age Group

In 2018, a significant portion of nurses employed in two or more positions were aged 35 to 54. Among RNs, those aged 35 to 44 and 45 to 54 represented 28% and 30%, respectively. For APRNs and NPs, the 35 to 44 and 45 to 54 age groups each accounted for 32%, with APRNs aged 45 to 54 increasing to 21% by 2022. This indicates that mid-career nurses were more likely to hold multiple positions, particularly among APRNs and NPs.
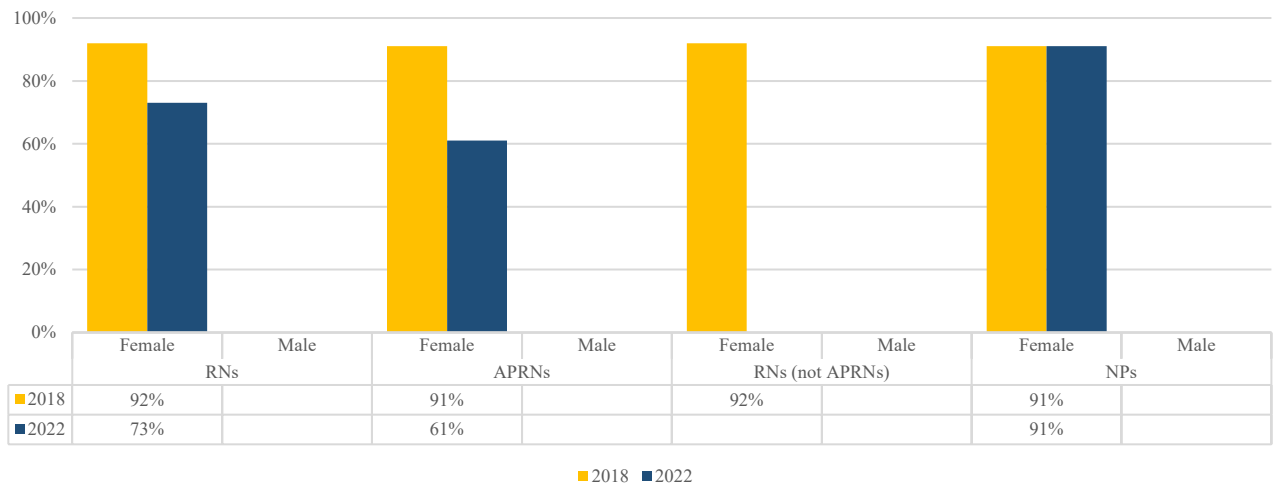
Nurses Employed in Two Or More Positions by Age of Licensed and Employed Nurses in TN (2018-2022)

	RNs				APRNs				NPs			
	34 or younger	35 to 44	45 to 54	55 to 64	34 or younger	35 to 44	45 to 54	55 to 64	34 or younger	35 to 44	45 to 54	55 to 64
2018		28%	30%		17%	32%	32%	13%	17%	32%	32%	13%
2022							21%			29%		

■2018 ■2022

Nurses Employed in Two Or More Positions by Sex

In both 2018 and 2022, the majority of nurses employed in two or more positions were female. For RNs, 92% of these nurses were female in 2018, decreasing to 73% in 2022. Among APRNs, 91% were female in 2018, dropping to 61% in 2022. For NPs, 91% were female in both years. This indicates a slight decrease in the proportion of female nurses holding multiple positions over time, with the most notable change among APRNs.
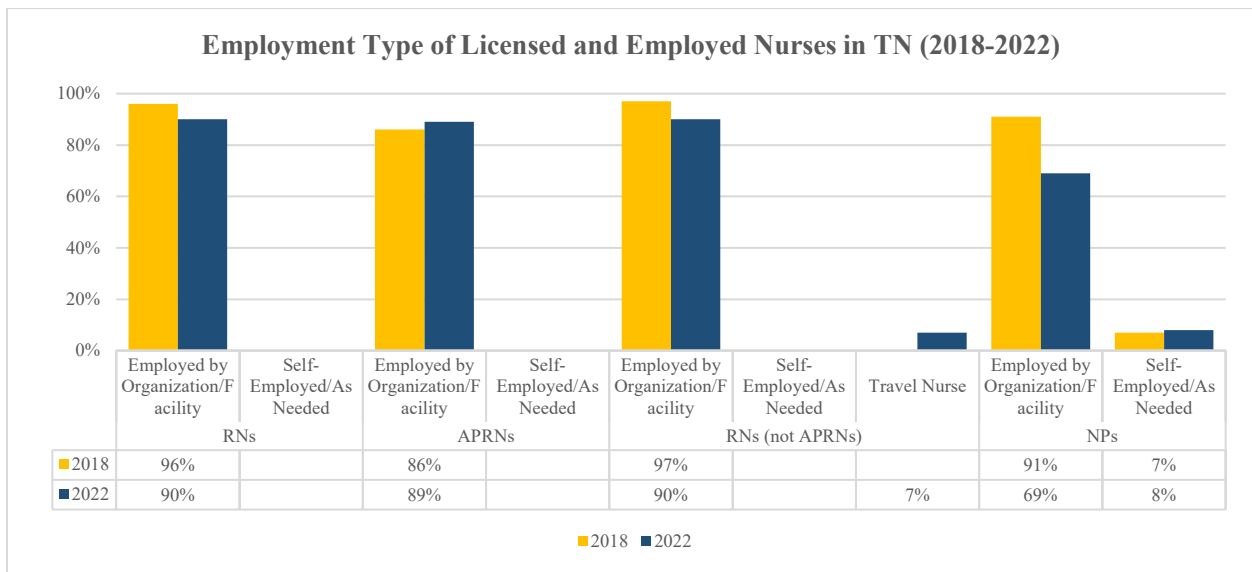

Nurses Employed in Two or More Positions by Sex of Licensed and Employed Nurses in TN (2018-2022)

|	RNs		APRNs		RNs (not APRNs)		NPs	
	Female	Male	Female	Male	Female	Male	Female	Male
2018	92%		91%		92%		91%	
2022	73%		61%				91%	

■2018 ■2022

Employment Type

Employment Type

In 2018 and 2022. Most RNs and APRNs were employed by organizations or facilities in both years, though the percentage slightly decreased over time. Specifically, 96% of RNs were employed by organizations in 2018, dropping to 90% in 2022. APRNs showed an increase from 86% in 2018 to 89% in 2022. Among RNs (not APRNs) employment by organizations decreased from 97% in 2018 to 90% in 2022, with 7% becoming travel nurses. For NPs, organizational employment decreased from 91% in 2018 to 69% in 2022, with an increase in self-employment from 7% to 8%.

Employment Type of Licensed and Employed Nurses in TN (2018-2022)

	Employed by Organization/Facility	Self-Employed/As Needed	Employed by Organization/Facility	Self-Employed/As Needed	Employed by Organization/Facility	Self-Employed/As Needed	Travel Nurse	Employed by Organization/Facility	Self-Employed/As Needed
	RNs		APRNs		RNs (not APRNs)			NPs	
2018	96%		86%		97%			91%	7%
2022	90%		89%		90%		7%	69%	8%

■2018 ■2022

Employment Type by Sex

For RNs, 96% of females were employed by organizations in 2018, decreasing slightly to 93% in 2022, while 92% of males were employed by organizations in 2018, dropping significantly to 74% in 2022. For APRNs, 85% of females were employed by organizations in 2018, increasing to 88% in 2022, with 8% self-employed in 2022. For RNs (not APRNs), 98% of females were employed by organizations in 2018, decreasing to 93% in 2022, and 92% of males in 2018 decreased to 68% in 2022. For NPs, 91% of females were employed by organizations in 2018, slightly decreasing to 89% in 2022, with 9% self-employed in 2018 and 8% in 2022, while 91% of males were employed by organizations in 2018, increasing to 92% in 2022.

Employment Type by Sex of Licensed and Employed Nurses in TN (2018-2022)
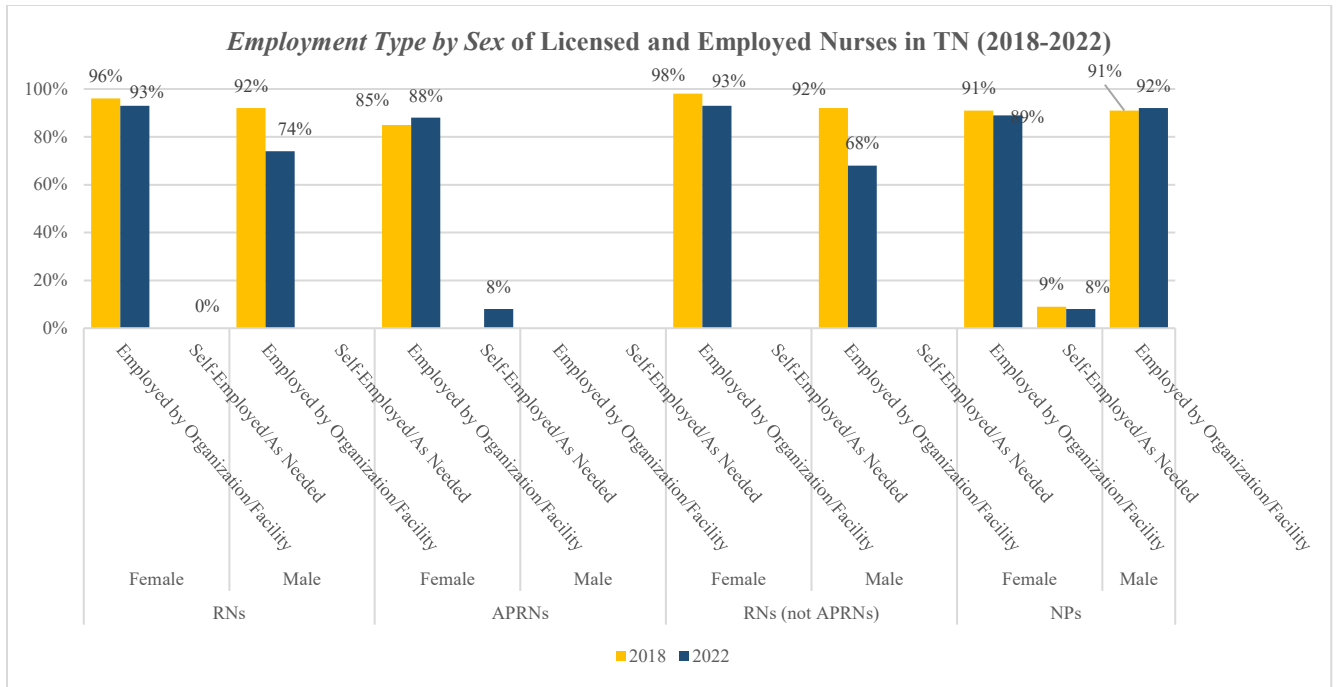
Employment Type by Age Group

In 2018, a high percentage of RNs and APRNs across all age groups were employed by organizations, ranging from 79% to 99%. By 2022, there was a slight decrease for RNs, with organizational employment ranging from 85% to 97%, and a varied trend for APRNs, with increases in some age groups and decreases in others, particularly those aged 65 or older. Overall, organizational employment remained the dominant employment type for nurses over the years (table 12).

Table 12 Employment Type by Age Group of Licensed and Employed Nurses in TN (2018-2022)

License Type	Age	Employment Type	*N* (%)	
			2018	2022
RNs	34 or younger	Employed by Organization/Facility	18,516(93%)	13,078(85%)
	35 to 44	Employed by Organization/Facility	18,109(97%)	21,542(88%)
	45 to 54	Employed by Organization/Facility	20,427(97%)	18,839(92%)
	55 to 64	Employed by Organization/Facility	15,385(97%)	12,893(97%)
	65 or older	Employed by Organization/Facility	5,061(94%)	3,676(90%)
APRNs	34 or younger	Employed by Organization/Facility	1,704(79%)	1,927(92%)
	35 to 44	Employed by Organization/Facility	2,798(87%)	4,69094% ()
	45 to 54	Employed by Organization/Facility	1,908(88%)	2,762(83%)
		Self-Employed/As Needed		512(15%)
	55 to 64	Employed by Organization/Facility	1,102(87%)	1,220(88%)
	65 or older	Employed by Organization/Facility	405(90%)	576(76%)

RNs (not APRNs)	34 or younger	Employed by Organization/Facility	16,772(94%)	1,475(96%)
	35 to 44	Employed by Organization/Facility	15,314(99%)	2,628(93%)
	45 to 54	Employed by Organization/Facility	18,419(98%)	1,471(86%)
	55 to 64	Employed by Organization/Facility	14,135(98%)	908(90%)
	65 or older	Employed by Organization/Facility	4,535(94%)	392(90%)

*Employment Type by Race and Ethnicity*

In 2018, a majority of RNs and APRNs across various racial and ethnic groups were employed by organizations or facilities, with 96% of White, NH RNs and 85% of White NH APRNs in such roles. By 2022, the percentage of White NH RNs employed by organizations slightly decreased to 93%, while self-employment and traveling nurse positions became more prevalent. For Black NH and Asian NH nurses, organizational employment remained high, with 72% of Black NH RNs and 99% of Asian NH RNs employed by organizations. APRNs showed a similar trend, with an increase in organizational employment among White NH and Black NH groups, and a notable portion of White NH APRNs moving into self-employment.

Employment Type by Race and Ethnicity of Licensed and Employed Nurses in TN (2018-2022)
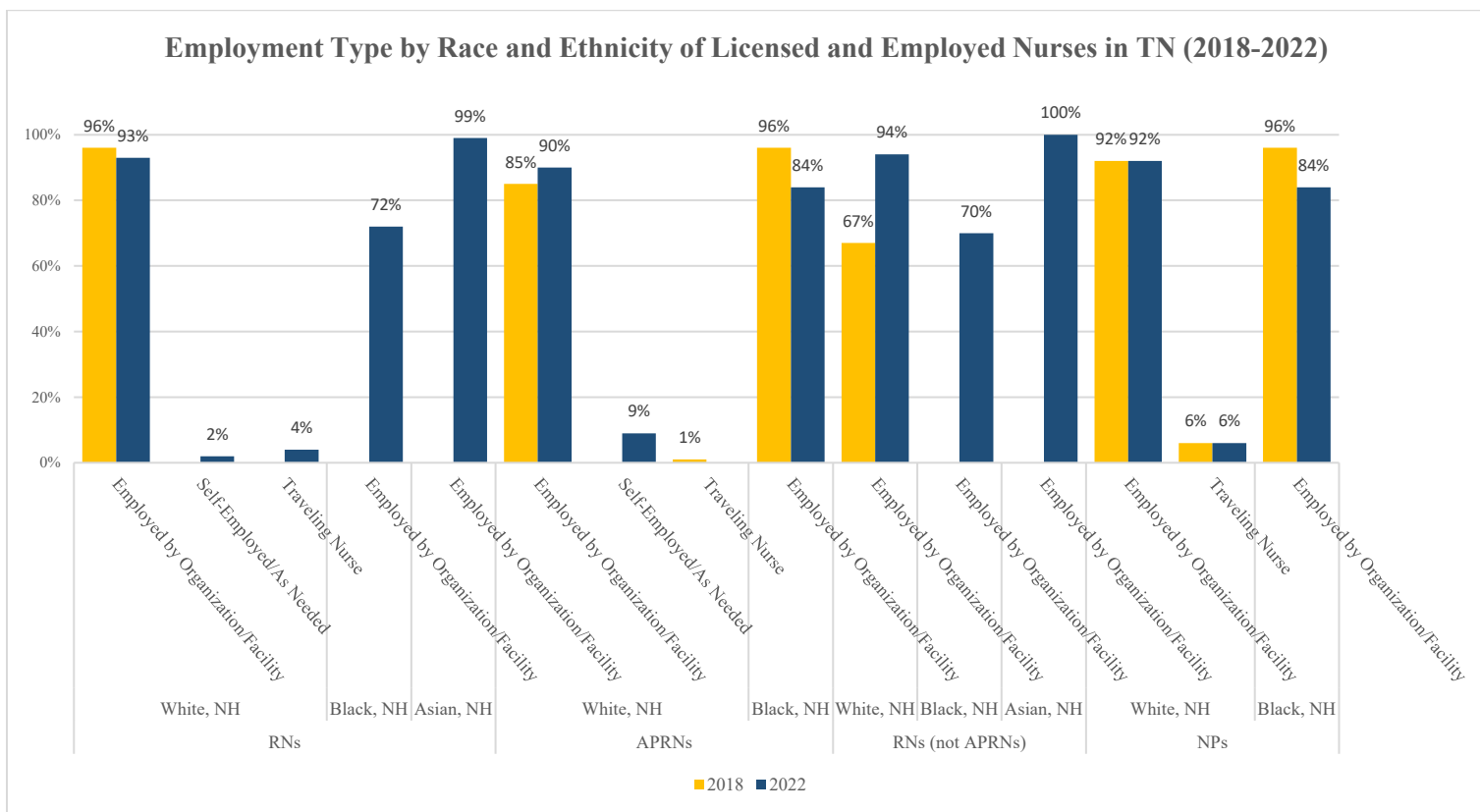
Retirement

Retirement Plans

The table highlights retirement plans for nurses in 2018 and 2022. For RNs, those planning to retire within 2 years increased from 7% to 9%, while those undecided increased from 18% to 19%. For APRNs, the percentage planning to retire within 2 years rose from 3% to 5%, with a slight decrease in those planning to retire in more than 5 years from 79% to 78%. For NPs, those planning to retire within 2 years grew from 4% to 5%, and those undecided increased from 10% to 13%. Overall, there is a slight trend toward more immediate retirement plans and increased indecision about retirement timelines.

Retirement Plans of Licensed and Employed Nurses in TN (2018-2022)
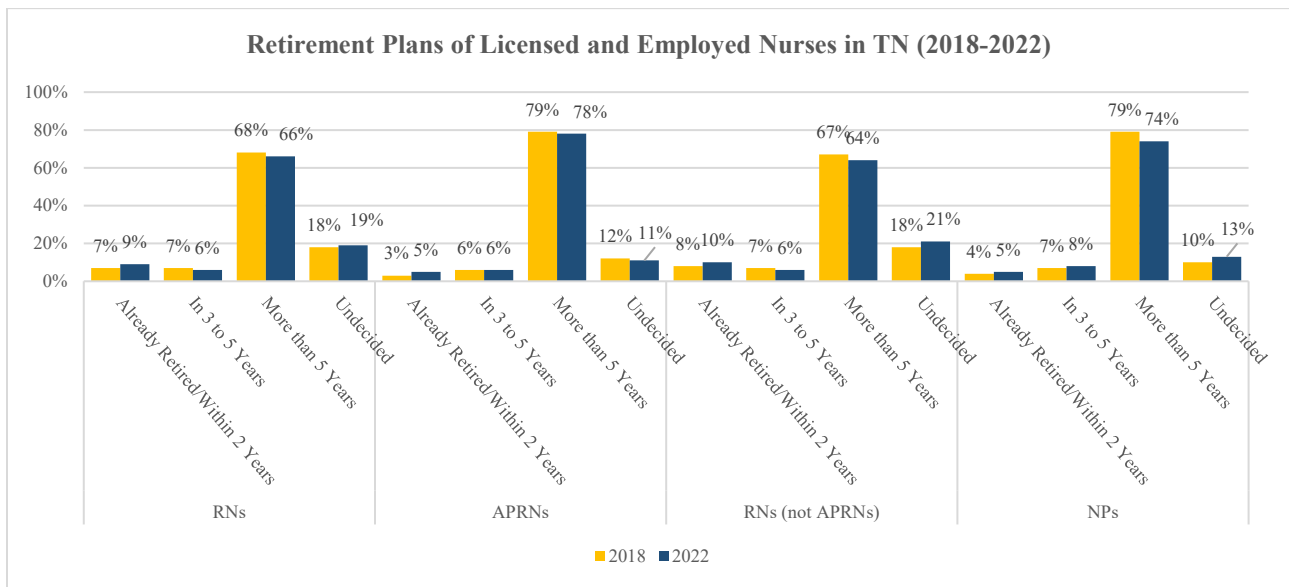
Retirement Plans by Sex

From 2018 to 2022, for female RNs, the percentage planning to retire within 2 years increased from 7% to 10%, while those undecided decreased slightly from 17% to 16%. For male RNs, data on immediate retirement plans isn't detailed, but those planning to retire in more than 5 years decreased from 65% to 57%. Female APRNs saw a slight increase in those planning to retire within 2 years from 3% to 6%, with minimal changes in other categories. Male APRNs largely planned to retire in more than 5 years, with a slight decrease in this category from 76%. For NPs, similar trends are observed with a slight increase in immediate retirement plans and a decrease in long-term retirement plans. Overall, there is a trend toward more immediate retirement planning among female nurses.
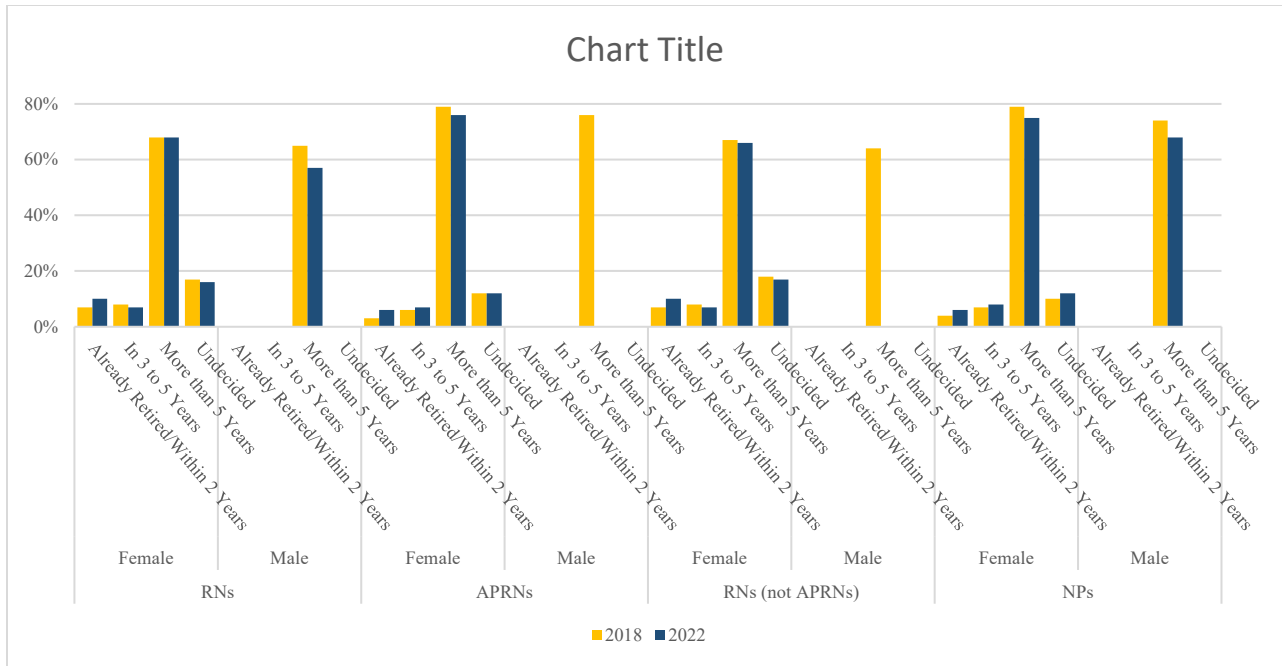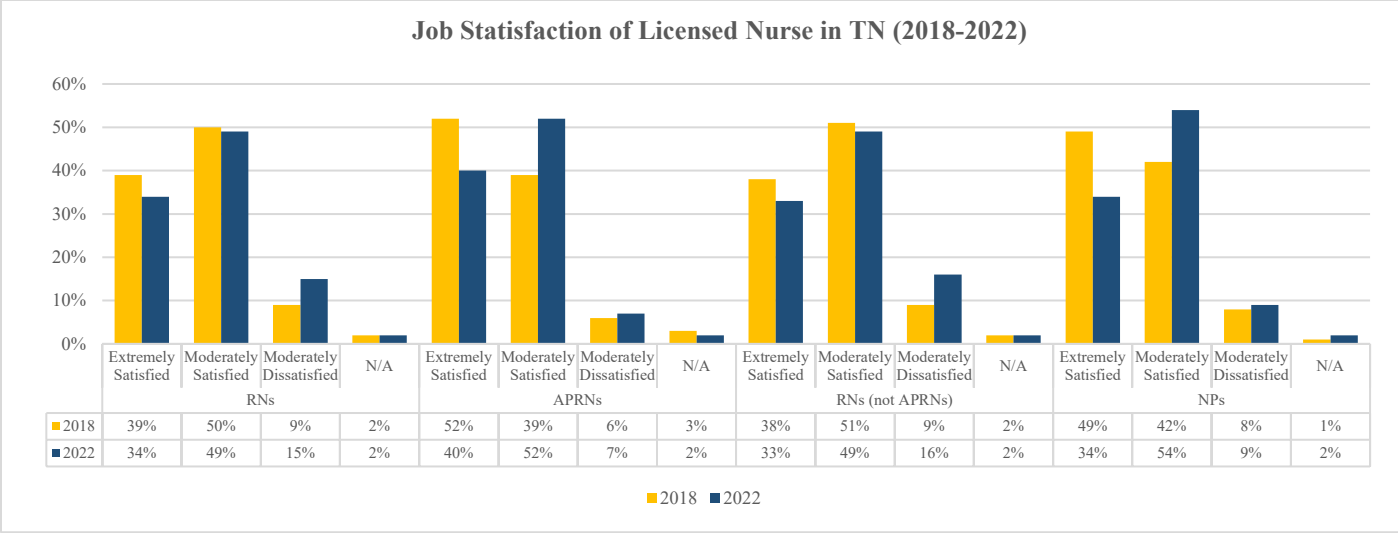
Work Environment

Employment Setting

Job Satisfaction

For RNs, extreme satisfaction decreased from 39% to 34% from 2018 to 2022, while moderate satisfaction slightly decreased from 50% to 49%, and moderate dissatisfaction increased from 9% to 15%. For APRNs, extreme satisfaction dropped significantly from 52% to 40%, but moderate satisfaction increased from 39% to 52%, with a slight rise in moderate dissatisfaction from 6% to 7%. NPs experienced a decline in extreme satisfaction from 49% to 34% and an increase in moderate satisfaction from 42% to 54%, with moderate dissatisfaction rising from 8% to 9%. Overall, there is a trend of decreasing extreme satisfaction and increasing moderate dissatisfaction across all categories.

Job Statisfaction of Licensed Nurse in TN (2018-2022)

	RNs				APRNs				RNs (not APRNs)				NPs			
	Extremely Satisfied	Moderately Satisfied	Moderately Dissatisfied	N/A	Extremely Satisfied	Moderately Satisfied	Moderately Dissatisfied	N/A	Extremely Satisfied	Moderately Satisfied	Moderately Dissatisfied	N/A	Extremely Satisfied	Moderately Satisfied	Moderately Dissatisfied	N/A
2018	39%	50%	9%	2%	52%	39%	6%	3%	38%	51%	9%	2%	49%	42%	8%	1%
2022	34%	49%	15%	2%	40%	52%	7%	2%	33%	49%	16%	2%	34%	54%	9%	2%

Type of Nursing Work

For RNs, there was an increase in those working in General/Specialty Inpatient care from 22% to 24% from 2018 to 2022, while those in Ambulatory Care decreased from 15% to 13%. In Surgery, the percentage increased from 8% to 12%, and Critical/Intensive Care showed a decrease from 10% to 6%. APRNs in Ambulatory Care dropped from 44% to 38%, while those in General/Specialty Inpatient remained stable at around 13-14%. For NPs, Ambulatory Care decreased dramatically in 2022 compared to 2018. Overall, there were notable shifts in various specialties, indicating changing roles and demands in the nursing profession (table 13).
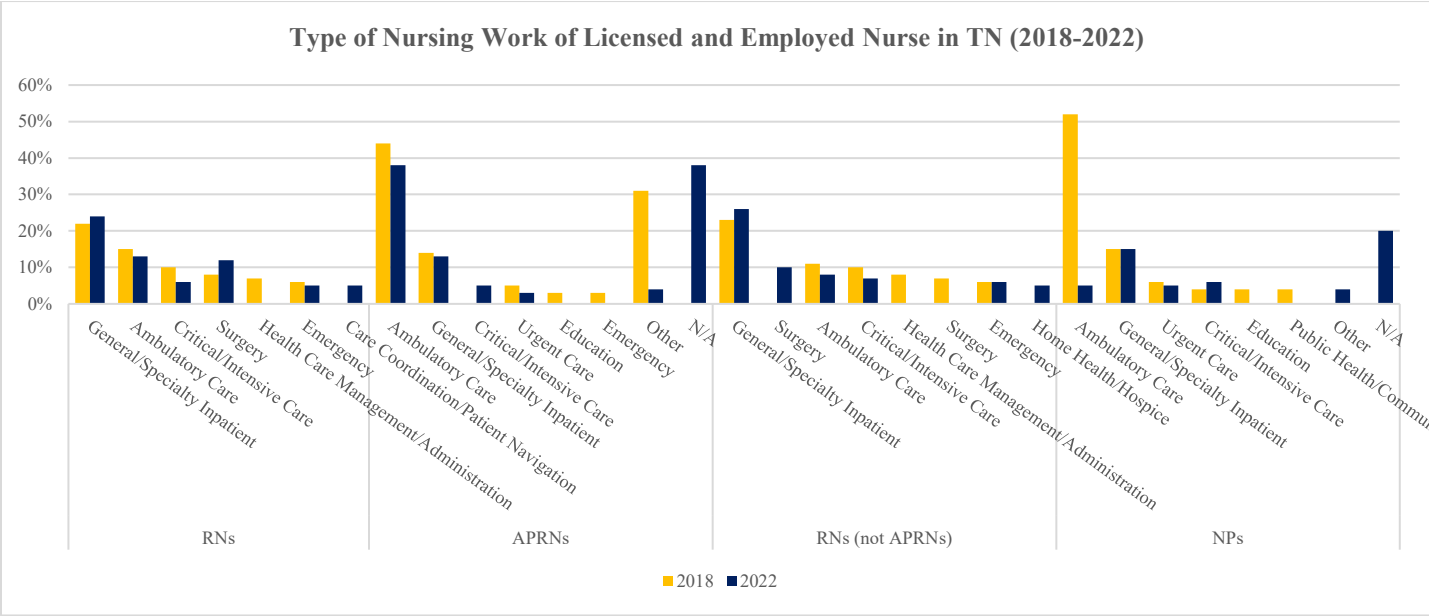

Type of Nursing Work of Licensed and Employed Nurse in TN (2018-2022)

Table 13 TYPE OF NURSING WORK of Licensed and Employed Nurses in TN (2018-2022)

License Type		N (%)	
		2018	**2022**
RNs	General/Specialty Inpatient	17,578(22%)	18,326(24%)
	Ambulatory Care	11,832(15%)	10,031(13%)
	Critical/Intensive Care	7,961(10%)	4,871(6%)
	Surgery	6,504(8%)	9,678(12%)
	Health Care Management/Administration	5,773(7%)	
	Emergency	4,746(6%)	3,899(5%)
	Care Coordination/Patient Navigation		3,663(5%)
APRNs	Ambulatory Care	4,113(44%)	4,770(38%)
	General/Specialty Inpatient	1,303(14%)	1,594(13%)
	Critical/Intensive Care		576 (5%)
	Urgent Care	446(5%)	433(3%)
	Education	294(3%)	
	Emergency	248(3%)	
	Other	2,847(31%)	474(4%)
	N/A		4,722(38%)
RNs (not APRNs)	General/Specialty Inpatient	19,204(23%)	16,198(26%)
	Surgery		6,328(10%)
	Ambulatory Care	7,754(11%)	5,162(8%)
	Critical/Intensive Care	7,463(10%)	4,114(7%)
	Health Care Management/Administration	5,716(8%)	
	Surgery	5,282(7%)	
	Emergency	4,498(6%)	3,529(6%)
	Home Health/Hospice		3,140(5%)
NPs	Ambulatory Care	3,897(52%)	4,651(5%)
	General/Specialty Inpatient	1,133(15%)	1,406(15%)
	Urgent Care	446(6%)	433(5%)
	Critical/Intensive Care	300(4%)	576(6%)
	Education	285(4%)	
	Public Health/Community Health	265(4%)	
	Other		395(4%)
	N/A		1914(20%)

Employment Setting

From 2018 to 2022, there has been a notable shift in employment settings for nurses. The percentage of RNs and NPs working in hospitals decreased, while those in outpatient/clinical/ambulatory settings increased significantly. For APRNs, hospital employment showed a slight increase and outpatient settings remained stable. In 2022, new data showed 12% of RNs and 4% of APRNs in nonpatient settings. Other inpatient settings remained relatively stable across all categories (table 14).
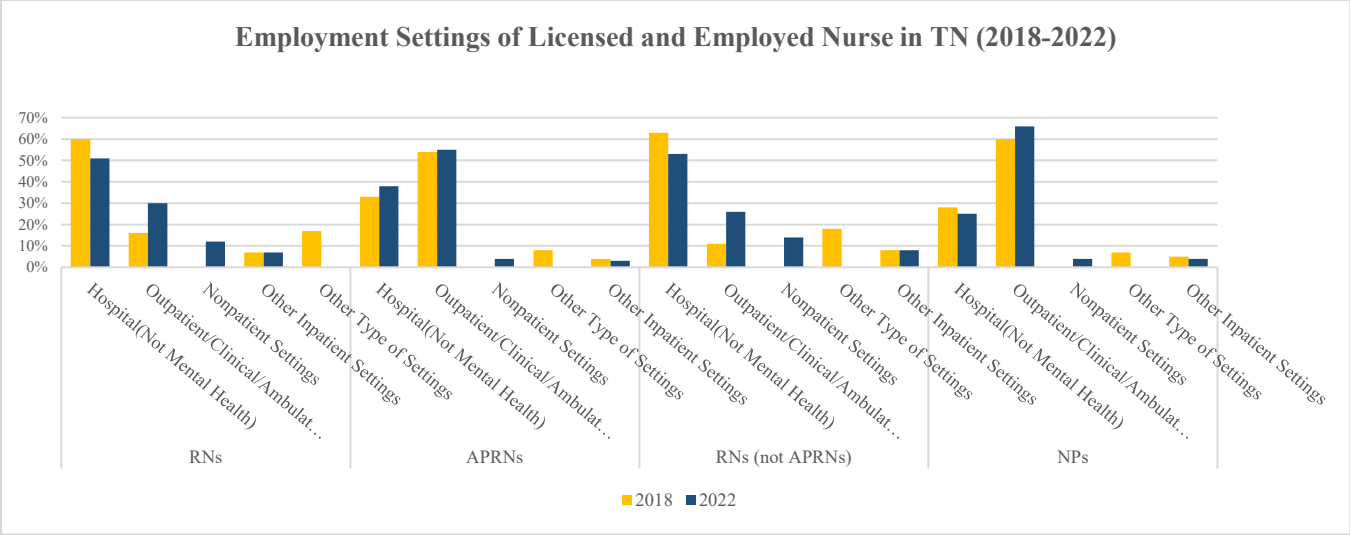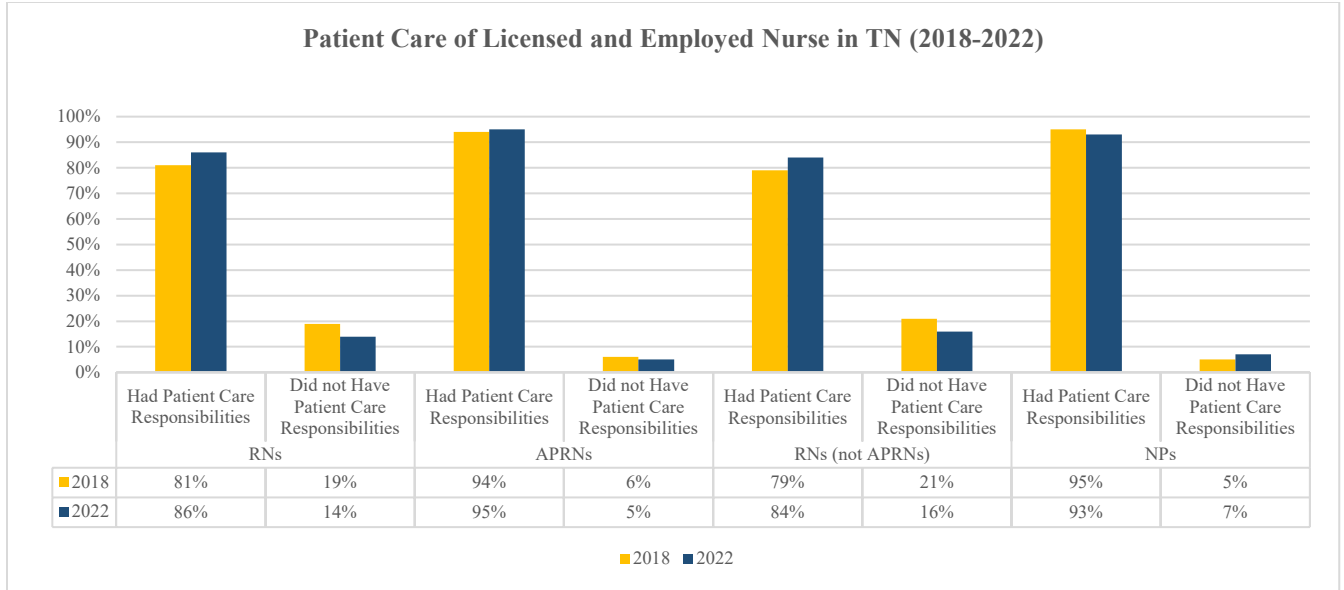
Employment Settings of Licensed and Employed Nurse in TN (2018-2022)

Table 14 Employment Setting of Licensed and Employed Nurses in TN (2018-2022)

License Type	Employment Setting	N (%)	
		2018	2022
RNs	Hospital (Not Mental Health)	48,218(60%)	39,660 (51%)
	Outpatient/Clinical/Ambulatory	13,031(16%)	23,450(30%)
	Nonpatient Settings		9,366 (12%)
	Other Inpatient Settings	5,812(7%)	5,356(7%)
	Other Type of Settings	13,897(17%)	
APRNs	Hospital (Not Mental Health)	3,097(33%)	4,782(38%)
	Outpatient/Clinical/Ambulatory	5,024(54%)	6,930(55%)
	Nonpatient Settings		452(4%)
	Other Type of Settings	769(8%)	
	Other Inpatient Settings	361(4%)	404(3%)
RNs (not APRNs)	Hospital (Not Mental Health)	44,806(63%)	33,209(53%)
	Outpatient/Clinical/Ambulatory	8,016(11%)	16,293(26%)
	Nonpatient Settings		8,735(14%)
	Other Type of Settings	13,021(18%)	
	Other Inpatient Settings	5,451(8%)	4,952(8%)
NPs	Hospital (Not Mental Health)	2,100(28%)	2,352(25%)
	Outpatient/Clinical/Ambulatory	4,508(60%)	6,198(66%)
	Nonpatient Settings		421(4%)
	Other Type of Settings	562(7%)	
	Other Inpatient Settings	361(5%)	404(4%)

Patient Care/Telehealth Usage

Patient Care

From 2018 to 2022, the proportion of nurses with patient care responsibilities increased across all categories. For RNs, this percentage rose from 81% to 86%. APRNs saw a slight increase from 94% to 95%. RNs (not APRNs) increased from 79% to 84%, while NPs showed a slight decrease from 95% to 93%. Conversely, the proportion of nurses without patient care responsibilities decreased in each category during this period.

Patient Care of Licensed and Employed Nurse in TN (2018-2022)

	Had Patient Care Responsibilities	Did not Have Patient Care Responsibilities	Had Patient Care Responsibilities	Did not Have Patient Care Responsibilities	Had Patient Care Responsibilities	Did not Have Patient Care Responsibilities	Had Patient Care Responsibilities	Did not Have Patient Care Responsibilities
	RNs		APRNs		RNs (not APRNs)		NPs	
2018	81%	19%	94%	6%	79%	21%	95%	5%
2022	86%	14%	95%	5%	84%	16%	93%	7%

■2018 ■2022

Clinical Specialties of Nurses with Patient Care Responsibility

From 2018 to 2022, there were shifts in the clinical specialties of nurses with patient care responsibilities. For RNs, the percentage in general medical surgical decreased from 23% to 18%, while those in ambulatory care increased slightly. APRNs showed a decline in ambulatory care from 19% to 9% and an increase in N/A categories from 15% to 37%. NPs experienced a significant rise in ambulatory care from 16% to 43%, while N/A also increased from 10% to 29%. Overall, there was a trend toward more nurses being categorized under unspecified specialties (table 15).

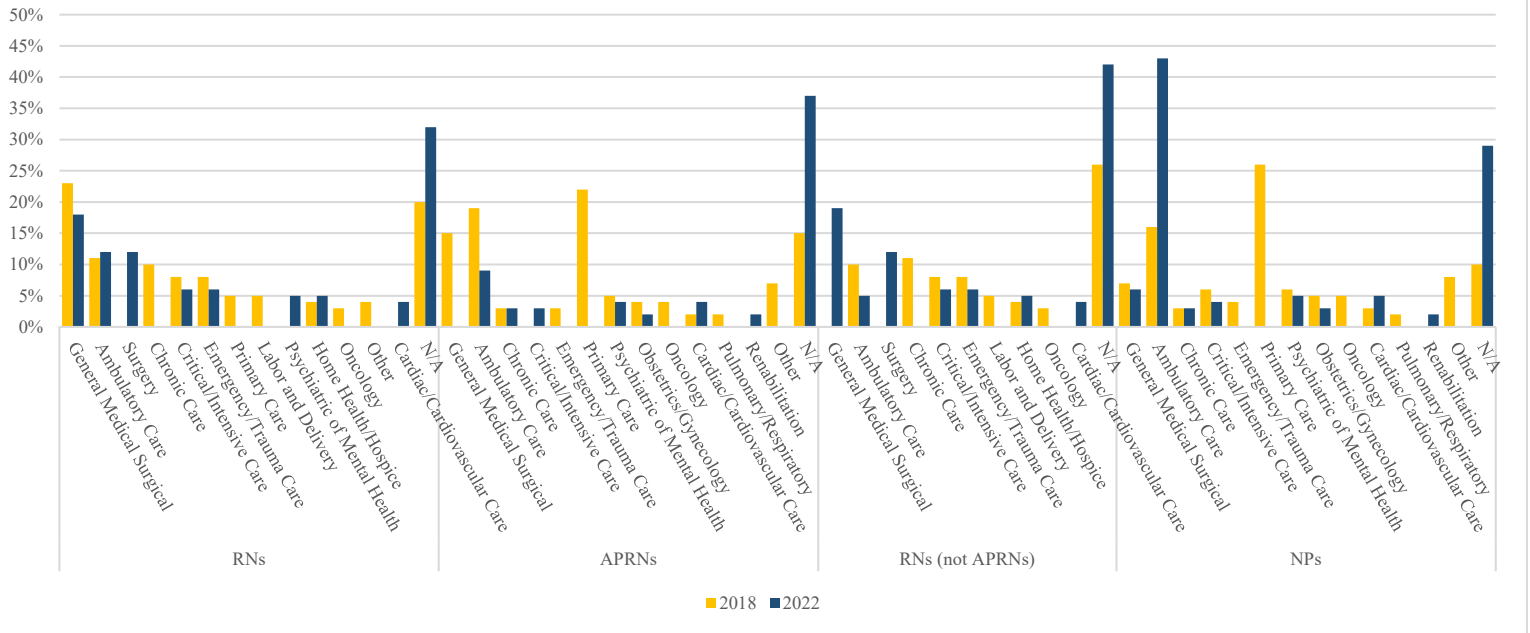Clinical Specialties of Nurses with Patient Care Responsibility of Licensed and Employed Nurse in TN (2018-2022)

Table 15 Clinical Specialties of Nurses with Patient Care Responsibility of Licensed and Employed Nurses in TN (2018-2022)
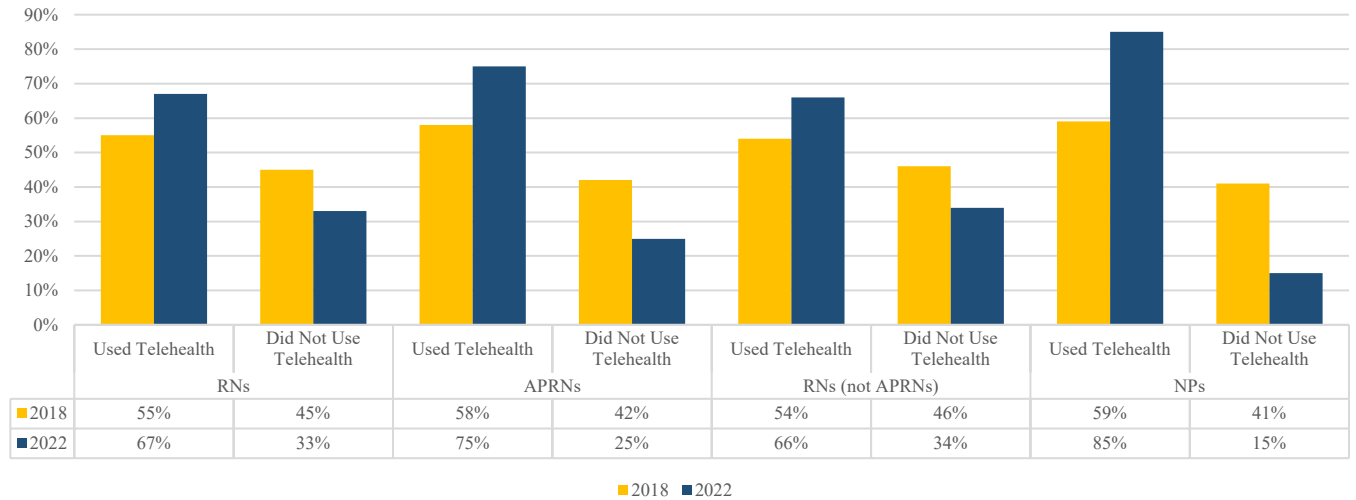
License Type	Clinical Specialties	N (%)	
		2018	2022
RNs	General Medical Surgical	15,048(23%)	12,054(18%)
	Ambulatory Care	7,283(11%)	8,109(12%)
	Surgery		8,193(12%)
	Chronic Care	6,359(10%)	
	Critical/Intensive Care	5,229(8%)	3,784(6%)
	Emergency/Trauma Care	4,980(8%)	3,741(6%)
	Primary Care	3,039(5%)	
	Labor and Delivery	2,969(5%)	
	Psychiatric of Mental Health		3,662(5%)
	Home Health/Hospice	2,435(4%)	3,067(5%)
	Oncology	2,240(3%)	
	Other	2,372(4%)	
	Cardiac/Cardiovascular Care		2,865(4%)
	N/A	13,253(20%)	21,423(32%)
APRNs	General Medical Surgical	1,338(15%)	
	Ambulatory Care	1,644(19%)	1,093(9%)
	Chronic Care	224(3%)	367(3%)
	Critical/Intensive Care		310(3%)
	Emergency/Trauma Care	256(3%)	

	Primary Care	1,871(22%)	
	Psychiatric of Mental Health	431(5%)	504(4%)
	Obstetrics/Gynecology	333(4%)	219(2%)
	Oncology	368(4%)	
	Cardiac/Cardiovascular Care	184(2%)	455(4%)
	Pulmonary/Respiratory	142(2%)	
	Rehabilitation		186(2%)
	Other	575(7%)	
	N/A	1,325(15%)	4,398(37%)
RNs (not APRNs)	General Medical Surgical		10,127(19%)
	Ambulatory Care	5,525(10%)	2,666(5%)
	Surgery		6,197(12%)
	Chronic Care	6,079(11%)	
	Critical/Intensive Care	4,589(8%)	3,377(6%)
	Emergency/Trauma Care	4,724(8%)	3,236(6%)
	Labor and Delivery	2,859(5%)	
	Home Health/Hospice	2,389(4%)	2,909(5%)
	Oncology	1,879(3%)	
	Cardiac/Cardiovascular Care		2,335(4%)
	N/A	14,499(26%)	22,314(42%)
NPs	General Medical Surgical	512(7%)	511(6%)
	Ambulatory Care	1,118(16%)	3,742(43%)
	Chronic Care	224(3%)	298(3%)
	Critical/Intensive Care	455(6%)	310(4%)
	Emergency/Trauma Care	256(4%)	
	Primary Care	1,871 (26%)	
	Psychiatric of Mental Health	431(6%)	435(5%)
	Obstetrics/Gynecology	329(5%)	219(3%)
	Oncology	368(5%)	
	Cardiac/Cardiovascular Care	184(3%)	455(5%)
	Pulmonary/Respiratory	142(2%)	
	Rehabilitation		186(2%)
	Other	575(8%)	
	N/A	712(10%)	2,568(29%)

Telehealth Usage Among Nurses in Organizations That Use Telehealth

From 2018 to 2022, telehealth usage among nurses in organizations that use telehealth increased significantly. The percentage of RNs using telehealth rose from 55% to 67%, and for APRNs, it increased from 58% to 75%. RNs (not APRNs) saw a rise from 54% to 66%, while NPs experienced the most substantial increase from 59% to 85%. Correspondingly, the percentage of nurses not using telehealth decreased across all categories.

Telehealth Usage Among Nurses with Patient Care Responsibility of Licensed and Employed Nurse in TN (2018-2022)

	RNs		APRNs		RNs (not APRNs)		NPs	
	Used Telehealth	Did Not Use Telehealth	Used Telehealth	Did Not Use Telehealth	Used Telehealth	Did Not Use Telehealth	Used Telehealth	Did Not Use Telehealth
2018	55%	45%	58%	42%	54%	46%	59%	41%
2022	67%	33%	75%	25%	66%	34%	85%	15%

■2018 ■2022

Telehealth Usage Type

From 2018 to 2022, telehealth usage among nurses expanded significantly. For RNs, provider-to-provider consults were at 57% in 2018, but by 2022, 67% used live video-conferencing, 58% used telephone calls without video, and 27% used text messaging/live chat. APRNs showed a similar trend, with live video-conferencing rising to 80% and telephone calls without video to 70% by 2022. RNs (Not APRNs) and NPs also increased their use of telehealth tools, with RNs (Not APRNs) reporting 63% live video-conferencing and 54% telephone calls without video, and NPs showing 79% live video-conferencing and 70% telephone calls without video by 2022.

Telehealth Usage Type Among Licensed and Employed Nurse in TN (2018-2022)
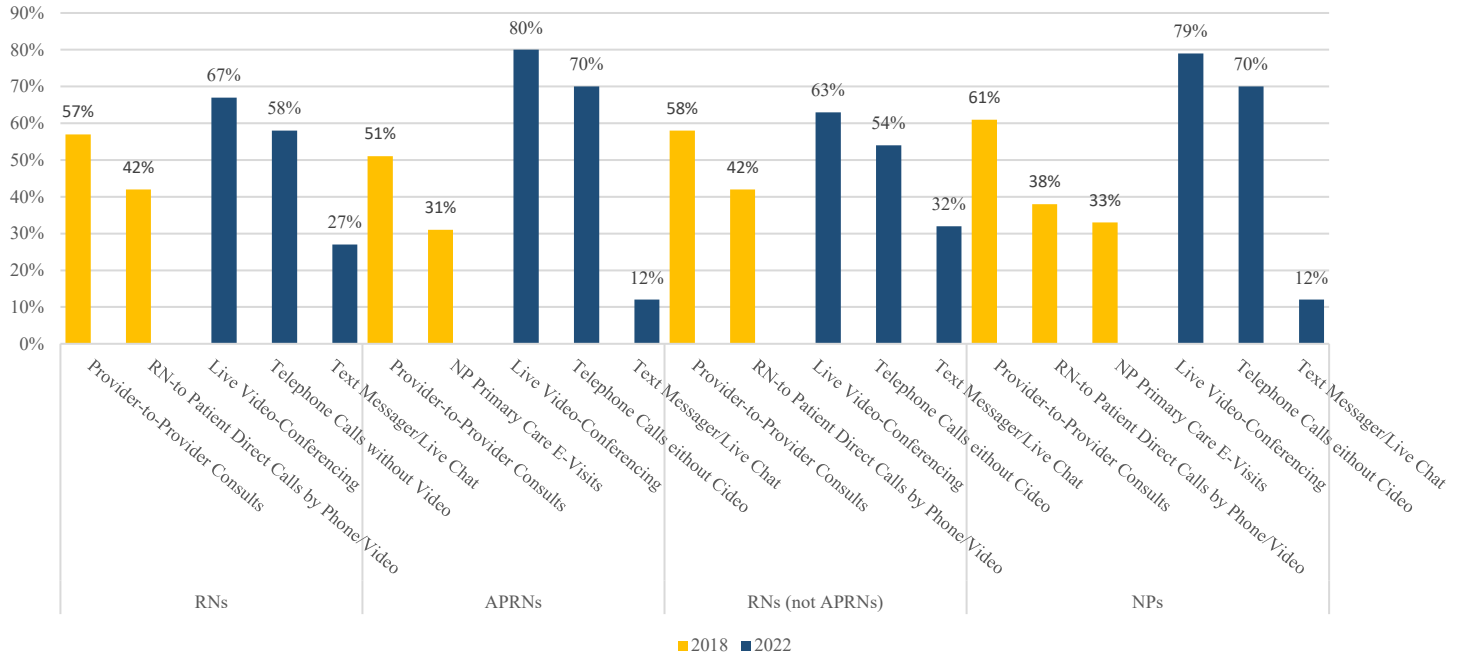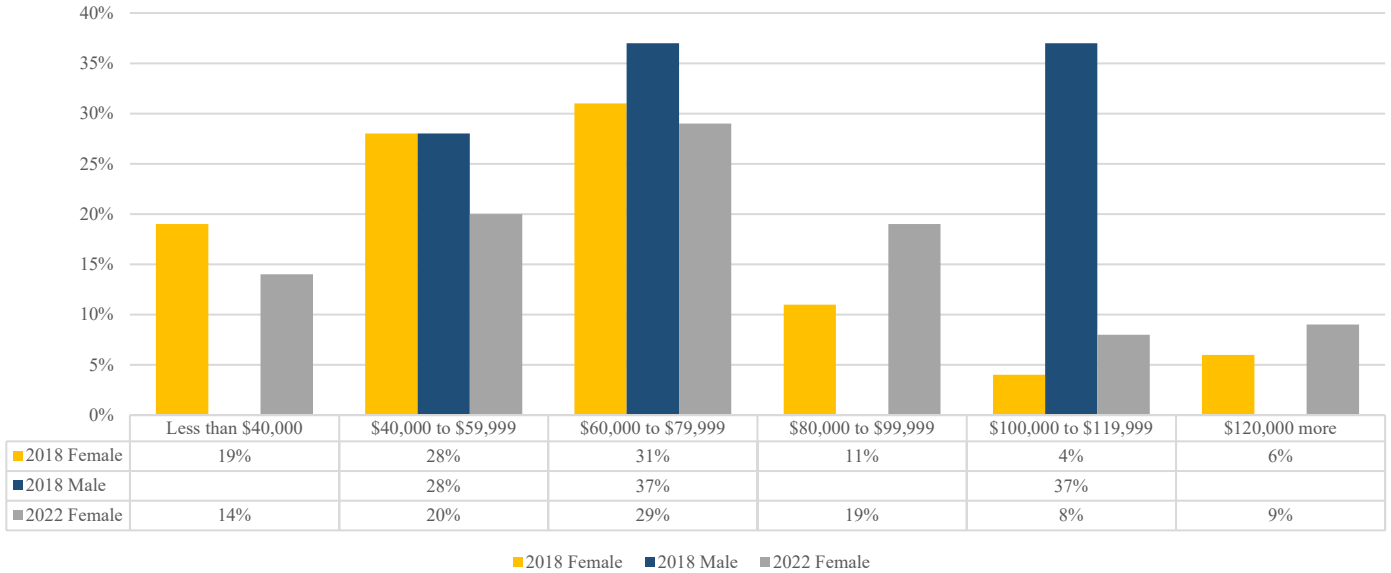
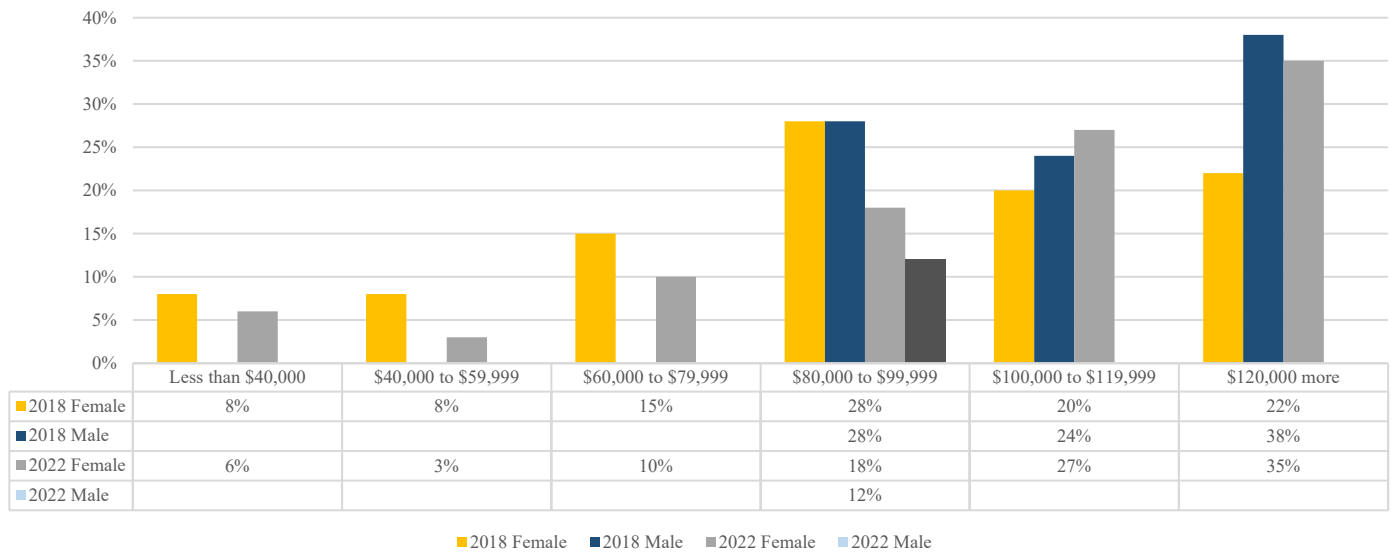## Earnings

Annual Earnings in Primary Position by Sex

From 2018 to 2022, the annual earnings of Registered Nurses (RNs) show a shift towards higher income brackets for both female and male nurses. In 2018, 47% of female RNs earned less than $60,000, which decreased to 34% in 2022. Earnings between $60,000 and $119,999 increased from 42% in 2018 to 56% in 2022 for female RNs. For male RNs, detailed data for specific ranges in 2022 are not provided, but in 2018, 65% earned between $40,000 and $99,999. Overall, the data indicates a trend of increasing earnings among RNs over this period.

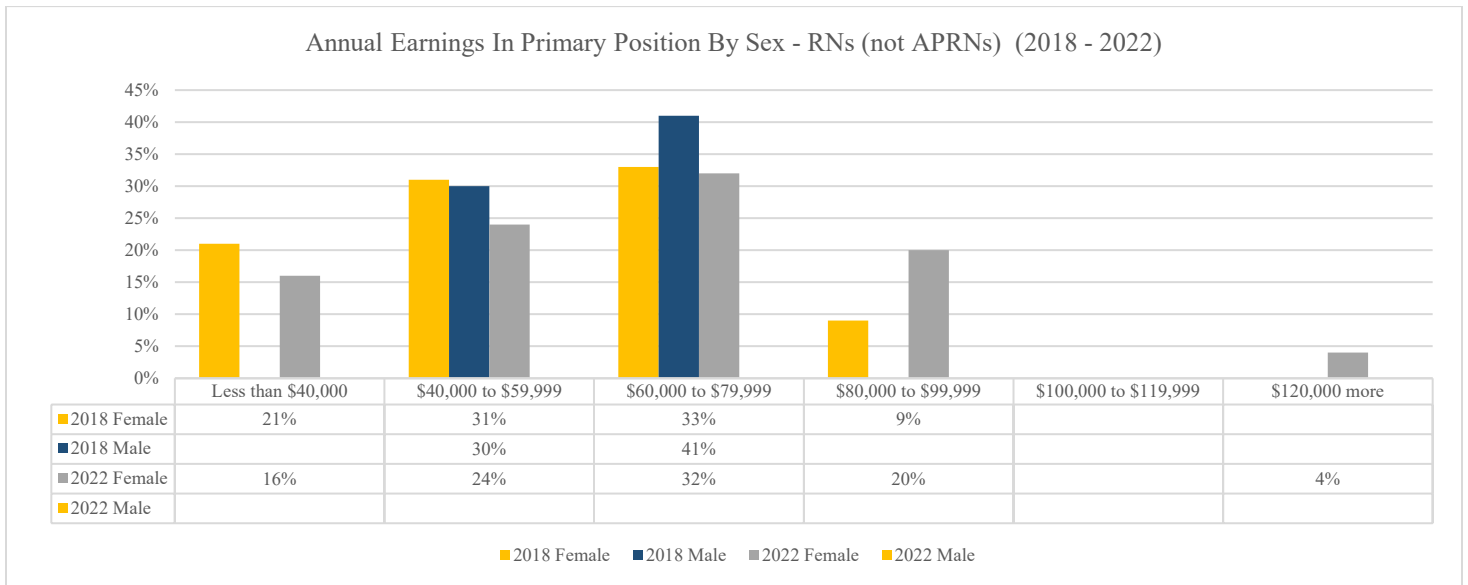Annual Earnings In Primary Position By Sex - RNs (2018 - 2022)

	Less than $40,000	$40,000 to $59,999	$60,000 to $79,999	$80,000 to $99,999	$100,000 to $119,999	$120,000 more
2018 Female	19%	28%	31%	11%	4%	6%
2018 Male		28%	37%		37%	
2022 Female	14%	20%	29%	19%	8%	9%

2018 Female 2018 Male 2022 Female

From 2018 to 2022, there were changes in annual earnings among APRNs by gender. In 2018, a larger percentage of female APRNs earned between $60,000 to $99,999 compared to males, while more males earned over $100,000. By 2022, fewer female APRNs were in the higher earnings brackets ($80,000 and above), with a notable increase in males earning over $120,000 annually.

Annual Earnings In Primary Position By Sex - APRNs (2018 - 2022)

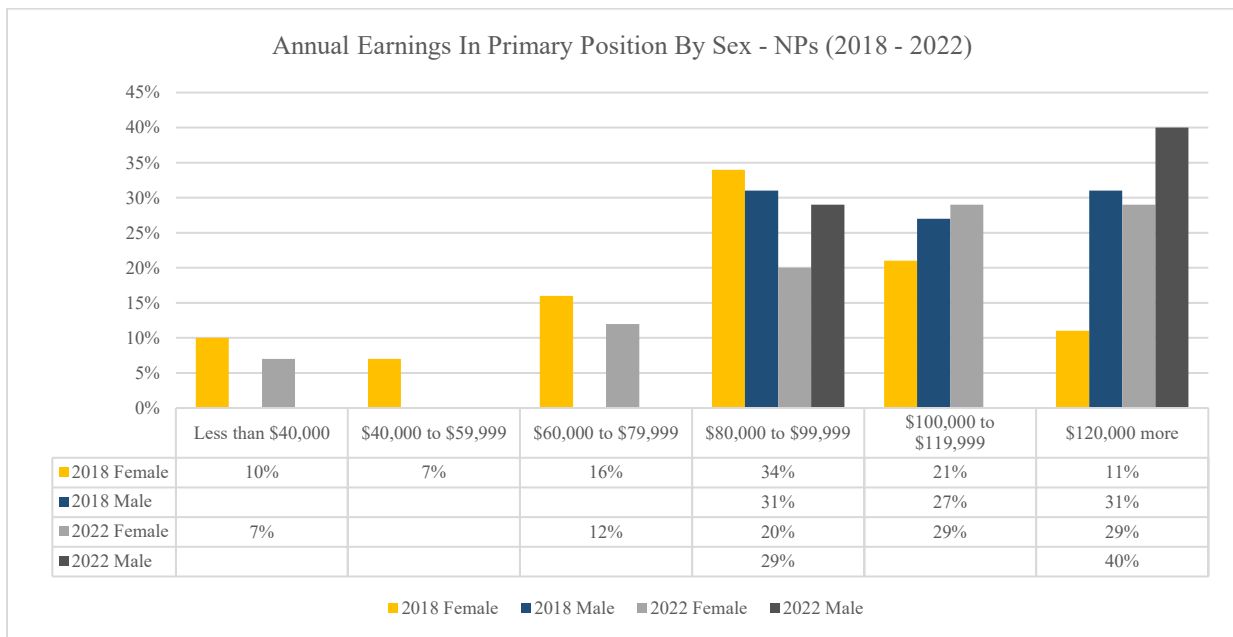|	Less than $40,000	$40,000 to $59,999	$60,000 to $79,999	$80,000 to $99,999	$100,000 to $119,999	$120,000 more
2018 Female	8%	8%	15%	28%	20%	22%
2018 Male				28%	24%	38%
2022 Female	6%	3%	10%	18%	27%	35%
2022 Male				12%		

2018 Female 2018 Male 2022 Female 2022 Male

From 2018 to 2022, there were changes in annual earnings for RNs (not APRNs) by sex. In 2018, a higher percentage of females earned less than $40,000 (21%) compared to males, who were not reported in this bracket. By 2022, the percentage of females earning less than $40,000

decreased to 16%, while specific data for males in all earnings categories was not provided. The distribution shifted with more females earning between $60,000 to $119,999 in 2022, reflecting a broader range of income levels among female RNs.

Annual Earnings In Primary Position By Sex - RNs (not APRNs) (2018 - 2022)

	Less than $40,000	$40,000 to $59,999	$60,000 to $79,999	$80,000 to $99,999	$100,000 to $119,999	$120,000 more
2018 Female	21%	31%	33%	9%		
2018 Male		30%	41%			
2022 Female	16%	24%	32%	20%		4%
2022 Male						

2018 Female ■ 2018 Male ■ 2022 Female ■ 2022 Male

From 2018 to 2022, there were changes in the salary distributions of Nurse Practitioners (NPs). For females in 2022, there was a decrease in those earning less than $40,000 (from 10% to 7%) and an increase in higher salary brackets, particularly in the $100,000 to $119,999 range. Male NPs in 2022 saw significant increases in higher salary brackets, notably in the $80,000 to $99,999 and $120,000 or more categories.

Annual Earnings In Primary Position By Sex - NPs (2018 - 2022)

	Less than $40,000	$40,000 to $59,999	$60,000 to $79,999	$80,000 to $99,999	$100,000 to $119,999	$120,000 more
2018 Female	10%	7%	16%	34%	21%	11%
2018 Male				31%	27%	31%
2022 Female	7%		12%	20%	29%	29%
2022 Male				29%		40%

2018 Female ■ 2018 Male ■ 2022 Female ■ 2022 Male

Annual Earnings in Primary Position by Age Group – 2018

In 2018, earnings for Registered Nurses (RNs) varied by age group and license type. RNs under 35 predominantly earned between $40,000 to $79,999 annually, while those aged 55 to 64 often earned $60,000 to $99,999. APRNs generally earned higher incomes, with a significant portion earning $80,000 to $99,999, especially among those aged 45 to 64. RNs (not APRNs) showed similar earning patterns to all RNs, with a notable proportion earning $60,000 to $79,999 across different age groups. Nurse Practitioners (NPs) typically earned higher, with a substantial number earning $80,000 to $119,999, particularly in the 35 to 64 age brackets, reflecting their advanced practice roles (table 14).

Table 14 Annual Earnings in Primary Position by Age Group of Licensed and Employed Nurses in TN (2018)

License Type	Annual Earnings	N (%)				
		34 or younger	35 to 44	45 to 54	55 to 64	65 or older
RNs	Less than $40,000	5,084(25%)		3,153(15%)	2,238(14%)	
	$40,000 to $59,999	7,135(36%)	6,426(34%)	4,974(24%)	3,319(21%)	
	$60,000 to $79,999	5,465(27%)	5,055(27%)	6,757(32%)	6,356(40%)	2,071(38%)
	$80,000 to $99,999	1,411(7%)	2,648(14%)	3,832(18%)		
	$100,000 to $119,999		883(5%)			
	$120,000 more					
APRNs	Less than $40,000		350(11%)			
	$40,000 to $59,999					
	$60,000 to $79,999	331(15%)	504(16%)			
	$80,000 to $99,999	743(34%)	842(26%)	570(26%)	392(31%)	
	$100,000 to $119,999		639(20%)	449(21%)	253(20%)	
	$120,000 more					
RNs (not APRNs)	Less than $40,000	4,961(28%)		3,052(16%)	2,149(15%)	
	$40,000 to $59,999	7,035(40%)	6,133(40%)	4,771(25%)	3,226(22%)	
	$60,000 to $79,999	5,117(29%)	4,547(29%)	6,613(35%)	5,993(42%)	2,003(41%)
	$80,000 to $99,999					
	$100,000 to $119,999					
	$120,000 more					
NPs	Less than $40,000		350(12%)			
	$40,000 to $59,999					
	$60,000 to $79,999	331(21%)	504(18%)		161(16%)	
	$80,000 to $99,999	743(48%)	842(30%)	570(33%)	327(32%)	
	$100,000 to $119,999		639(23%)	449(26%)	253(25%)	
	$120,000 more		381(13%)	324(19%)	151(15%)	

Annual Earnings in Primary Position by Age Group – 2022

In 2022, the annual earnings of nurses in Tennessee varied by age group and license type. For Registered Nurses (RNs), those aged 35 to 44 and 45 to 54 predominantly earned between $60,000 to $79,999 and $80,000 to $99,999, with some earning over $100,000. Advanced

Practice Registered Nurses (APRNs) generally earned higher salaries, particularly those aged 55 to 64 and 65 or older, with significant percentages earning over $100,000. Nurse Practitioners (NPs) across various age groups also showed a substantial proportion earning $80,000 to $99,999 and over $100,000 annually (table 15).

Table 15 Annual Earnings in Primary Position by Age Group of Licensed and Employed Nurses in TN (2022)

License Type	Annual Earnings	N (%)				
		34 or younger	35 to 44	45 to 54	55 to 64	65 or older
RNs	Less than $40,000					
	$40,000 to $59,999	5,176(34%)	4,797(20%)	4,341(21%)		
	$60,000 to $79,999	4,538(29%)	5,730(23%)	6,198(30%)	4,724(35%)	
	$80,000 to $99,999		3,616(15%)	4,273(21%)	2,866(22%)	
	$100,000 to $119,999		2,024(8%)	1,712(8%)		
	$120,000 more		4,481(18%)	1,503(7%)		
APRNs	Less than $40,000			230(7%)		
	$40,000 to $59,999					
	$60,000 to $79,999		428(9%)			
	$80,000 to $99,999	496(24%)	663(13%)	628(19%)		
	$100,000 to $119,999		1,282(26%)	798(24%)	303(22%)	
	$120,000 more			1,278(38%)	574(41%)	
RNs (not APRNs)	Less than $40,000					
	$40,000 to $59,999	4,141(39%)	4,682(25%)	4,166(26%)		
	$60,000 to $79,999	4,230(32%)	4,973(26%)	5,656(35%)	4,672(41%)	
	$80,000 to $99,999			3,390(21%)	2,466(22%)	
	$100,000 to $119,999					
	$120,000 more					
NPs	Less than $40,000			230(8%)		
	$40,000 to $59,999					
	$60,000 to $79,999		428(13%)			
	$80,000 to $99,999	496(32%)	663(20%)	519(19%)		
	$100,000 to $119,999		1,143(35%)	757(28%)	281(24%)	
	$120,000 more	474(31%)	856(26%)	880(32%)	413(35%)	

Earnings

Annual Earnings in Primary Position by Sex

From 2018 to 2022, the earnings of nurses have generally increased. For RNs, females saw a decline in those earning less than $40,000, with more now earning $80,000 to $99,999 and $100,000 to $119,999. Male RNs had an increase in higher earnings, particularly those earning $120,000 or more. APRNs and NPs also experienced a shift toward higher earnings, with significant increases in the $120,000 or more category for both females and males. Overall, there is a noticeable trend toward higher income brackets across all nursing categories (table 16).

Table 16 Annual Earnings in Primary Position by Sex of Licensed and Employed Nurses in TN (2022)

License Type	Earnings	N (%)			
		2018		**2022**	
		Female	**Male**	**Female**	**Male**
RNs	Less than $40,000	14,083(19%)		9,658(14%)	
	$40,000 to $59,999	20180(28%)	2,391(28%)	13,615(20%)	
	$60,000 to $79,999	22,447(31%)	3,257(37%)	19,718(29%)	
	$80,000 to $99,999	8,239(11%)		13,059(19%)	
	$100,000 to $119,999	3,233(4%)	231(3%)	5,153(8%)	
	$120,000 more	4,084(6%)		5,769(9%)	
APRNs	Less than $40,000	676(8%)		604(6%)	
	$40,000 to $59,999	634(8%)		289(3%)	
	$60,000 to $79,999	1,226(15%)		979(10%)	
	$80,000 to $99,999	2,394(28%)	229(28%)	1,757(18%)	374(12%)
	$100,000 to $119,999	1,669(20%)	200(24%)	2,562(27%)	
	$120,000 more	1,824(22%)	311(38%)	3,308(35%)	
RNs (not APRNs)	Less than $40,000	13,262(21%)		9,020(16%)	
	$40,000 to $59,999	19,457(31%)	2,376(30%)	13,200(24%)	
	$60,000 to $79,999	21,066(33%)	3,207(41%)	17,955(32%)	
	$80,000 to $99,999	5,842(9%)		10,901(20%)	
	$100,000 to $119,999				
	$120,000 more			2,237(4%)	
NPs	Less than $40,000	676(10%)		582(7%)	
	$40,000 to $59,999	468(7%)			
	$60,000 to $79,999	1,105(16%)		979(12%)	
	$80,000 to $99,999	2,315(34%)	229(31%)	1,648(20%)	374(29%)
	$100,000 to $119,999	1,440(21%)	200(27%)	2,328(29%)	
	$120,000 more	775(11%)	234(31%)	2,309(29%)	513(40%)

Annual Earnings in Primary Position by Age Group

In 2022, annual earnings for RNs and APRNs in Tennessee show notable trends based on age group. For RNs, younger nurses (34 or younger) had a higher proportion earning less than $60,000 compared to older age groups, while a significant number of older nurses (55 to 64) earned between $60,000 and $99,999. For APRNs, a large portion (38%) of those 55 to 64 earned $120,000 or more. NPs also showed an increase in higher earnings, with 35% of those 55 to 64 earning $120,000 or more. Overall, earnings generally increase with age, particularly for APRNs and NPs, with a higher percentage of older nurses earning in the top salary brackets (table 17).

Table 17 Annual Earnings in Primary Position by Age Group of Licensed and Employed Nurses in TN (2022)

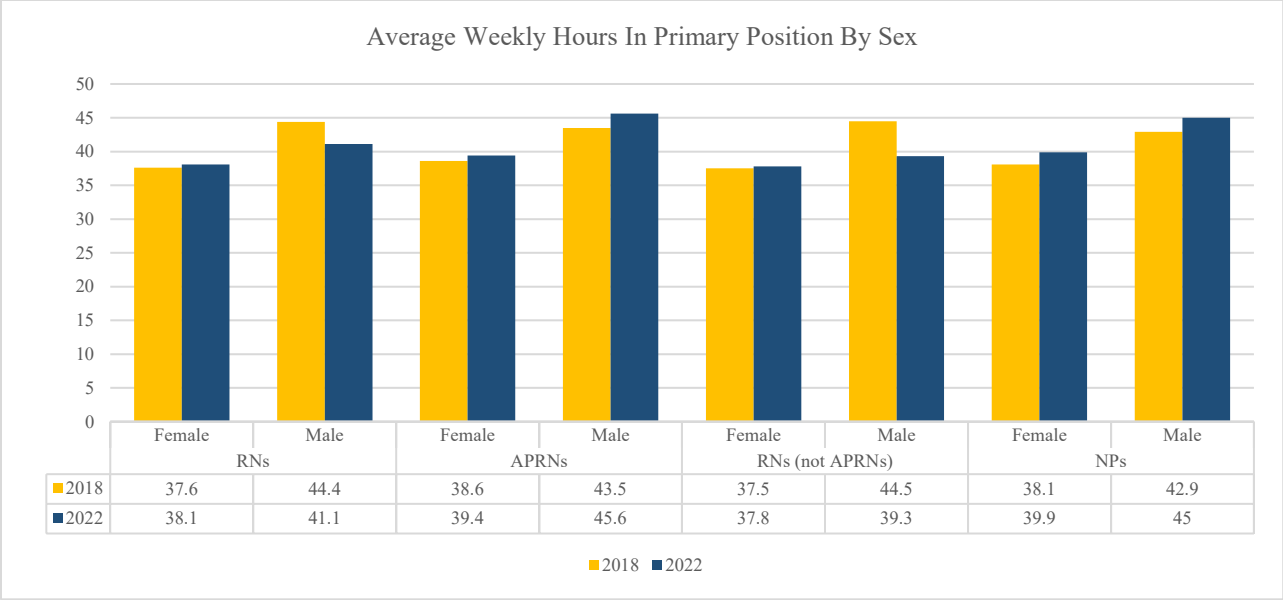|		2018					2022			
		34 or younger	35 to 44	45 to 54	55 to 64	65 or older	34 or younger	35 to 44	45 to 54	55 to 64
RNs	Less than $40,000	5,084(25%)		3,153(15%)	2,238(14%)					
	$40,000 to $59,999	7,135(36%)	6,426(34%)	4,974(24%)	3,319(21%)		5,176(34%)	4,797(20%)	4,341(21%)	
	$60,000 to $79,999	5,465(27%)	5,055(27%)	6,757(32%)	6,356(40%)	2,071(38%)	4,538(29%)	5,730(23%)	6,198(30%)	4,724(35%)
	$80,000 to $99,999	1,411(7%)	2,648(14%)	3,832(18%)				3,616(15%)	4,273(21%)	2,866(22%)
	$100,000 to $119,999		883(5%)					2,024(8%)	1,712(8%)	
	$120,000 more							4,481(18%)	1,503(7%)	
APRNs	Less than $40,000		350(11%)						230(7%)	
	$40,000 to $59,999									
	$60,000 to $79,999	331(15%)	504(16%)					428(9%)		
	$80,000 to $99,999	743(34%)	842(26%)	570(26%)	392(31%)		496(24%)	663(13%)	628(19%)	
	$100,000 to $119,999		639(20%)	449(21%)	253(20%)			1,282(26%)	798(24%)	303(22%)
	$120,000 more								1,278(38%)	574(41%)
RNs (not APRNs)	Less than $40,000	4,961(28%)		3,052(16%)	2,149(15%)					
	$40,000 to $59,999	7,035(40%)	6,133(40%)	4,771(25%)	3,226(22%)		4,141(39%)	4,682(25%)	4,166(26%)	
	$60,000 to $79,999	5,117(29%)	4,547(29%)	6,613(35%)	5,993(42%)	2,003(41%)	4,230(32%)	4,973(26%)	5,656(35%)	4,672(41%)
	$80,000 to $99,999								3,390(21%)	2,466(22%)
	$100,000 to $119,999									
	$120,000 more									
NPs	Less than $40,000		350(12%)						230(8%)	
	$40,000 to $59,999									
	$60,000 to $79,999	331(21%)	504(18%)		161(16%)			428(13%)		
	$80,000 to $99,999	743(48%)	842(30%)	570(33%)	327(32%)		496(32%)	663(20%)	519(19%)	
	$100,000 to $119,999		639(23%)	449(26%)	253(25%)			1,143(35%)	757(28%)	281(24%)
	$120,000 more		381(13%)	324(19%)	151(15%)		474(31%)	856(26%)	880(32%)	413(35%)

Hours

Average Weekly Hours in Primary Position by Race and Ethnicity

From 2018 to 2022, average weekly hours worked in their primary positions varied among nurses of different racial and ethnic backgrounds. Generally, White non-Hispanic RNs and NPs maintained consistent hours around 38.2 to 38.8 hours per week, whereas Hispanic and Asian RNs and NPs showed slight decreases in their average hours. Black non-Hispanic RNs and NPs experienced a decline in average weekly hours from 37.5 to 36.5 and 37.1 to 36.1, respectively. For APRNs, there was variability with White non-Hispanic APRNs increasing from 38.6 to 40.3 hours per week, while Asian non-Hispanic APRNs saw a decrease from 43.9 to 41.2 hours. Multiple/Other Races non-Hispanic nurses consistently worked longer hours, with an increase from 42.5 to 46.2 hours for RNs and 39.5 to 48.7 hours for APRNs.
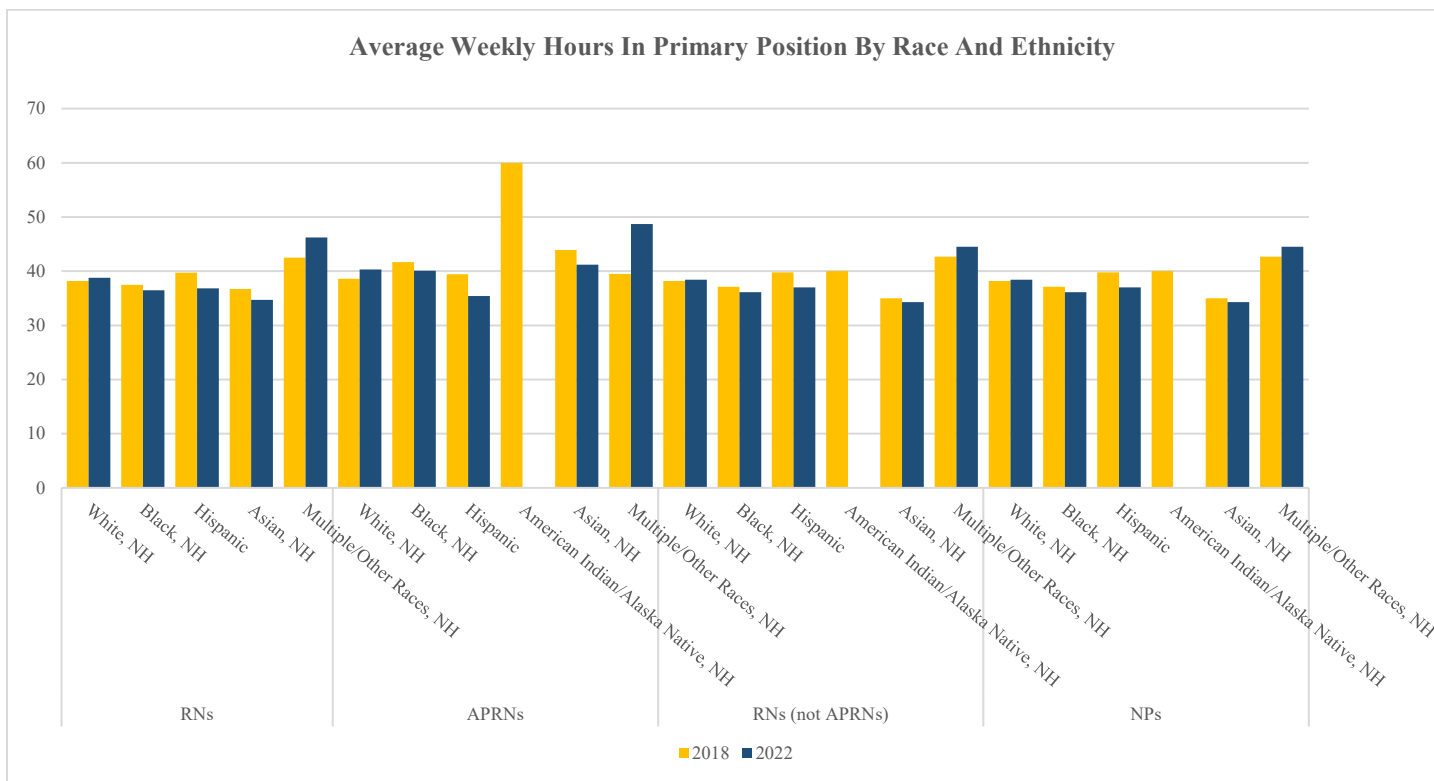
Average Weekly Hours in Primary Position by Sex

From 2018 to 2022, average weekly hours worked in their primary positions showed minor changes among nurses categorized by sex and type. Female RNs and NPs showed increases from 37.6 to 38.1 hours and from 38.1 to 39.9 hours, respectively. Male RNs and NPs experienced decreases, with male NPs showing a notable increase from 42.9 to 45 hours per week.

Average Weekly Hours In Primary Position By Sex

	Female	Male	Female	Male	Female	Male	Female	Male
	RNs		APRNs		RNs (not APRNs)		NPs	
2018	37.6	44.4	38.6	43.5	37.5	44.5	38.1	42.9
2022	38.1	41.1	39.4	45.6	37.8	39.3	39.9	45

■2018 ■2022

Average Weekly Hours in Primary Position by Age Group

From 2018 to 2022, average weekly hours worked in their primary position varied across age groups for RNs, APRNs, RNs (not APRNs), and NPs. Generally, there were fluctuations in hours worked among different age brackets, with some groups showing slight increases or decreases over the four-year period. Notably, APRNs aged 35 to 44 and NPs aged 35 to 44 and 55 to 64 saw increases in average weekly hours, while RNs of all categories generally maintained consistent or slightly decreased hours.