The 2022 National Nursing Workforce Survey

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Background: Every two years, the National Council of State Boards of Nursing (NCSBN) and the National Forum of State Nursing Workforce Centers (Forum) conduct the only national-level survey focused on the entire U.S. nursing workforce. The survey generates data on the supply of registered nurses (RNs) and licensed practical nurses/licensed vocational nurses (LPNs/LVNs). These data are especially crucial in providing information on emerging nursing issues, which in 2022, was the impact of the (COVID-19) pandemic on the nursing workforce. **Purpose:** To provide data critical to planning for enough adequately prepared nurses and ensuring a safe, diverse, and effective healthcare system. **Methods:** This study used a mixed-mode approach, involving mailing a national, randomized sample survey to licensed RNs and LPNs/LVNs in most jurisdictions, supplemented by a national, randomized sample survey emailed to licensed RNs and LPNs/LVNs in four jurisdictions and data from the e-Notify nurse licensure notification system for five jurisdictions. Data from RN and LPN/LVN respondents were collected between April 11, 2022, and September 30, 2022. Data included nurse demographics, educational attainment, employment, practice characteristics, and trends. **Results:** The total number of active RN and LPN/LVN licenses in the United States were 5,239,499 and 973,788, respectively. The median age of RNs was 46 years and 47 years for LPNs/LVNs, which reflects a decrease of 6 years for each cohort from the 2020 data. This decline was associated with estimated losses to the workforce of at least 200,000 experienced RNs and 60,000 experienced LPNs/LVNs. An average of 89% of all nurses who maintain licensure are employed in nursing with roughly 70% working full-time. Hospitals and nursing/extended care facilities continue to be the primary practice setting for RNs and LPNs, respectively. Increased proportions of male and Hispanic/Latino nurses have introduced greater racial diversity in the nursing workforce. The nursing workforce is becoming increasingly more educated with more than 70% of RNs holding a baccalaureate degree or higher. More than one-quarter of all nurses report that they plan to leave nursing or retire over the next 5 years. Increased demand from the COVID-19 pandemic and inflation led nursing incomes to rise significantly across the country. Nurses were also specifically asked how the COVID-19 pandemic impacted them, and more than 60% of all nurses reported an increase in their workload because of the pandemic. **Conclusion:** In the wake of the COVID-19 pandemic, the nursing workforce has undergone a dramatic shift with the loss of hundreds of thousands of experienced RNs and LPNs/LVNs. The nursing workforce has become younger and more diverse with increases reflected for Hispanic/Latino and male nurses. An increasing proportion of the RN workforce holds a baccalaureate degree or higher, moving closer to goals established by the National Academy of Medicine. Salaries have notably increased for nurses, likely due to inflation and increased demand for nursing services. With a quarter of the population contemplating leaving the profession, the impact of the pandemic may still be felt in the future.

Keywords: U.S. nursing workforce, nursing demographics, nursing education, nursing licensure, nursing employment, nursing diversity, telehealth, COVID-19 pandemic.

The National Council of State Boards of Nursing (NCSBN) has collaborated with the National Forum of State Nursing Workforce Centers (Forum) to conduct the National Nursing Workforce Survey since 2013. The 2022 survey added questions pertaining to the COVID-19 pandemic and travel nursing. Data are comparable to the 2013, 2015, 2017, and 2020 datasets, which facilitated trend analyses. This study is the only continuous national, randomized survey of this size specifically focused on nurses, and it is the only comprehensive and updated study that includes registered nurses (RNs) as well as licensed practical nurses/licensed vocational nurses (LPNs/LVNs). The evidence generated from the National Nursing Workforce Survey fills a critical gap in supply-side information about nurses in the United States.

Demographics

In the wake of the COVID-19 pandemic, the nursing workforce has undergone a dramatic shift, with many older nurses opting to leave the profession. In 2020, nurses aged 55 years or older accounted for 43% of the RN workforce and 42% of the LPN/LVN workforce. In 2022, this same age cohort accounted for 31% of RNs and 30% of LPNs/LVNs. This decline was associated with estimated losses to the workforce of at least 200,000 experienced RNs and 60,000 experienced LPNs/LVNs.

The losses in the experienced workforce have been somewhat offset by gains in the lowest age ranges. In 2020, nurses aged 29 years or younger accounted for 8% of the RN workforce and 7% of the LPN/LVN workforce. In 2022, this same age cohort accounted for 11% of RNs and 10% of LPNs/LVNs. This increase was associated with estimated gains to the workforce of 130,000 RNs and 16,000 LPNs/LVNs.

The workforce in 2022 is more demographically diverse and representative of the country's population than in any year in which this study was previously conducted. Women continue to account for a large majority of nurses; however, the proportion of men licensed as RNs or LPNs/LVNs in the country has increased steadily since at least 2015. Currently, men account for 11% of the RN workforce, an increase from 8% in 2015. Though less pronounced, the same pattern holds true for the proportion of men in the LPN/LVN workforce.

RNs are more likely to report identifying as an underrepresented racial minority. Overall, the RN workforce is 80% White/Caucasian, a slight decrease from 81% in 2020. In contrast, 72% of the U.S. population identifies as White/Caucasian (U.S. Census Bureau, 2020). RNs who reported being of Hispanic or Latino ethnicity comprised 7% of the workforce in 2022, whereas in 2015 they represented 4% of the workforce. It is unclear whether this increase in diversity will continue. After years of decline, the proportion of RNs identifying as White/Caucasian in the youngest age ranges has risen back to the level of the overall population mean.

LPNs/LVNs are also more likely to report identifying as an underrepresented racial minority. Overall, the LPN/LVN workforce is 66% White/Caucasian, a decrease from 70% in 2020. LPNs/LVNs who reported being of Hispanic or Latino ethnicity comprised 12% of the workforce in 2022, an increase from 6% in 2015. As with the RN workforce, the proportion of LPNs/LVNs identifying as White/Caucasian in the youngest age ranges has risen back to the level of the overall population mean.

Employment

Since the onset of the COVID-19 pandemic, nursing employment has jumped significantly. Reporting data suggest an estimated 89% of RNs who maintain licensure are employed in nursing; among these nurses, 70% work full time, 11% work part time, and about 8% work per diem shifts. This is an increase from the 84% who reported working in nursing in 2020. Likewise, the 88% of LPNs/LVNs who reported being employed in nursing in 2022 was an increase over the 82% of LPNs/LVNs who did so in 2020.

Despite these gains, the COVID-19 pandemic may still have an impact on future employment. Survey data indicate that 28% of all nurse respondents plan to retire in the next 5 years, an increase from the 21% who responded positively in 2020.

Hospitals continue to be the primary practice setting for RNs, followed by the ambulatory care setting, home health, and nursing homes. The primary practice setting for LPNs/LVNs is nursing homes/ extended care settings followed by hospitals and nursing homes. In comparison to 2020, increased proportions of RNs and LPNs/LVNs reported providing direct patient care in their jobs.

Education

In the 2022 survey, the educational accomplishment of RNs increased with more than 70% of the workforce holding a baccalaureate degree or higher. The proportion of LPNs/LVNs holding an associate degree or higher remained steady at around 16%.

There is evidence that RNs and LPNs/LVNs are continuing their nursing education after obtaining their initial nursing license. Comparing the highest level of nursing education to the educational attainment when first licensed shows that proportionally more RNs hold a baccalaureate or graduate degree than did at initial licensure (51% vs. 47%). Additionally, proportionally more LPNs/LVNs hold an associate or baccalaureate as their highest level of nursing education than at initial licensure (16% vs. 8%).

Licensure

Overall, RNs and LPNs/LVNs are less experienced now than in previous years because of the COVID-19 pandemic. The proportion of RNs with 10 or fewer years licensed jumped from 31% in 2020 to 38% in 2022, while the proportion of LPNs/LVNs with 10 or fewer years practicing rose from 37% in 2020 to 42% in 2022. As in previous years, most RNs (96%) and LPNs/LVNs (99%) obtained their initial nursing license in the United States.

Salary

Increased demand from the COVID-19 pandemic and inflation led nursing incomes to rise significantly across the country, with the median RN annual earnings increasing from $70,000 in 2020 to $80,000 in 2022 and the median LPN/LVN annual earnings rising from $44,000 in 2020 to $50,000 in 2022.

COVID-19

Nurses were also specifically asked how the COVID-19 pandemic impacted them. More than 60% of all nurses reported an increase in their workload, while 16% of RNs and 11% of LPNs/LVNs reported changing their practice settings. More than half of all nurses reported feeling "emotionally drained from work" at least a few times each week, while more than a quarter of all nurses reported feeling "like they were at the end of their rope" at least a few times each week.

Methods

Sample

A mixed-mode sampling plan was employed to capture data for the 2022 National Nursing Workforce Survey. The e-Notify nurse licensure notification system helps nurses track their licenses and discipline statuses and provides license renewal reminders. The information is provided as it is entered into the Nursys database by participating nursing regulatory bodies. After a comprehensive review of data collected through the e-Notify system, it was determined that five participating jurisdictions (Missouri, North Carolina, New Mexico, Washington, and Wyoming) had entered data of sufficient volume and quality so that a separate survey of nurses was unnecessary. Data for four jurisdictions (Alabama, New Hampshire, New York, and Rhode Island) were obtained from an email survey of the state nurse membership. Data for the remaining jurisdictions were collected through a direct mail survey that offered nurses the opportunity to respond via filling out and mailing back a paper survey (using a prepaid business reply envelope) or going online and accessing an online version of the survey.

Mailing Address Lists

For the U.S. jurisdictions and territories involved in the mailout portion of the survey, all RNs and LPNs/LVNs with an active license were eligible survey participants. A portion of the sample was drawn from Nursys, NCSBN's licensure database. This database contains basic demographic and licensure information for RN and LPN/LVN licensees. Licensee lists and addresses were obtained directly from the following boards of nursing (BONs): (a) California (LPN/LVN), (b) Colorado, (c) Hawaii, (d) Indiana, (e) Michigan, (f) Pennsylvania, (g) Utah, and (h) Wisconsin. Georgia's licensee lists and addresses were purchased from MMS, Inc. The BONs for American Samoa, Guam, and the Virgin Islands chose not to participate in this survey.

As of December 31, 2021, the total number of active RN licenses in the United States was 5,239,499, and the total number of active LPN/LVN licenses was 973,788 (NCSBN, 2022). Separate RN and LPN/LVN samples stratified by state were randomly selected from among RN and LPN/LVN licensees. Surveys were mailed to 154,757 RNs and 154,490 LPNs/LVNs. Tables 1a and 2a present the sampling by jurisdiction/state for the mailout portion of the survey. Each jurisdiction is listed with the actual number of active licenses at the time of sampling. Approximately 1,000 nurses needed to respond from each jurisdiction to construct a 95% confidence of plus or minus 3% error. To calculate the number of surveys that needed to be mailed out to reach the target survey response, response rates to the online and paper surveys from the previous 2020 survey administration were used as estimates. For example, in 2020, Alaska had a 29.1% response rate for the RN survey. Given this estimated response rate, 3,340 RNs in Alaska were selected to be survey recipients in order to receive the target of 1,000 surveys. The actual response from Alaskan RNs to the current survey (i.e., the number of responses returned) was 742, a response rate of 22.1%.

Email Lists

For the four jurisdictions in the email portion of this survey, separate RN and LPN/LVN samples stratified by state were randomly selected from among RN and LPN/LVN licensees. Surveys were emailed to 26,697 RNs and 18,710 LPNs/LVNs. Tables 1b and 2b present the sampling by jurisdiction/state for the email portion of the survey. We again targeted receiving 1,000 responses from each jurisdiction and selected up to 8,000 nurses per jurisdiction for the mailing.

e-Notify

For the five jurisdictions in the e-Notify portion, the already-collected sample information was selected and unduplicated. Tables 1c and 2c show the number of nurses who contributed data to the e-Notify system.

TABLE 1A

RN Mailout Survey Response

Jurisdiction	Number of Active RN Licenses	Number of Surveys Mailed	Undeliverable	Number Received	Number of Responses	Total Response Rate
AK	18,102	3,440	89	3,351	742	22.1%
AR	45,016	4,213	251	3,962	557	14.1%
AZ	102,364	4,765	490	4,275	656	15.3%
CA	466,414	3,858	46	3,812	664	17.4%
CO	80,946	3,762	294	3,468	585	16.9%
CT	81,242	3,676	40	3,636	665	18.3%
DC	30,222	4,252	228	4,024	538	13.4%

RN Mailout Survey Response *(continued)*

Jurisdiction	Number of Active RN Licenses	Number of Surveys Mailed	Undeliverable	Number Received	Number of Responses	Total Response Rate
DE	19,211	3,308	24	3,284	658	20.0%
FL	347,136	4,329	84	4,245	601	14.2%
GA	139,314	4,106	250	3,856	493	12.8%
HI	26,785	3,261	136	3,125	678	21.7%
IA	58,571	3,184	47	3,137	674	21.5%
ID	25,815	2,793	48	2,745	629	22.9%
IL	219,409	3,837	62	3,775	619	16.4%
IN	118,822	3,110	17	3,093	608	19.7%
KS	53,662	3,191	30	3,161	606	19.2%
KY	72,058	3,847	35	3,812	641	16.8%
LA	65,167	5,316	256	5,060	597	11.8%
MA	153,862	3,753	324	3,429	563	16.4%
MD	86,804	3,858	62	3,796	603	15.9%
ME	27,942	3,058	35	3,023	637	21.1%
MI	167,780	2,911	48	2,863	561	19.6%
MN	119,829	3,071	31	3,040	661	21.7%
MS	50,436	4,634	85	4,549	626	13.8%
MT	20,261	2,504	48	2,456	640	26.1%
ND	16,777	2,697	56	2,641	591	22.4%
NE	31,238	2,977	32	2,945	664	22.5%
NJ	139,719	5,347	43	5,304	861	16.2%
NV	51,606	4,179	99	4,080	583	14.3%
OH	220,800	3,449	28	3,421	556	16.3%
OK	52,039	3,618	49	3,569	567	15.9%
OR	73,418	3,461	62	3,399	777	22.9%
PA	232,528	3,315	42	3,273	661	20.2%
SC	77,288	4,020	87	3,933	679	17.3%
SD	19,237	2,961	26	2,935	659	22.5%
TN	110,427	4,065	54	4,011	641	16.0%
TX	363,865	4,596	79	4,517	580	12.8%
UT	40,201	3,450	89	3,361	661	19.7%
VA	112,482	3,762	42	3,720	608	16.3%
VT	20,320	3,379	46	3,333	717	21.5%
WI	111,192	2,853	110	2,743	649	23.7%
WV	33,047	3,946	21	3,925	728	18.5%
Northern Mariana Islands	3,618	645	34	611	73	11.9%
Total	4,306,972	154,757	4,059	150,698	26,757	17.8%

TABLE 1B

RN Email Survey Response

Jurisdiction	Number of Active RN Licenses	Number of Surveys Emailed	Number of Responses	Total Response Rate
AL	94,029	8,000	638	8.0%
NH	25,656	2,697	340	12.6%
NY	356,083	8,000	699	8.7%
RI	27,272	8,000	781	9.8%
Total	503,040	26,697	2,458	9.2%

TABLE 1C

RN e-Notify Data

Jurisdiction	Number of Active RN Licenses	Number of e-Notify Participants
MO	124,098	124,098
NC	149,005	28,301
NM	30,160	23,435
WA	117,351	68,199
WY	8,873	5,383
Total	429,487	249,416

Note. RN = registered nurse.

TABLE 2A

LPN/LVN Mailout Survey Response

Jurisdiction	Number of Active LPN/LVN Licenses	Number of Surveys Mailed	Undeliverable	Number Received	Number of Responses	Total Response Rate
AK	760	502	26	476	84	17.6%
AR	14,317	4,450	331	4,119	580	14.1%
AZ	10,825	5,918	778	5,140	676	13.2%
CA	106,006	5,275	73	5,202	593	11.4%
CO	8,037	4,739	533	4,206	575	13.7%
CT	13,828	4,799	77	4,722	628	13.3%
DC	2,177	1,356	104	1,252	111	8.9%
DE	3,169	2,886	42	2,844	349	12.3%
FL	61,431	4,694	68	4,626	605	13.1%
GA	29,752	2,398	299	2,099	195	9.3%
HI	1,680	1,544	63	1,481	317	21.4%
IA	10,069	3,412	70	3,342	647	19.4%
ID	3,526	3,189	91	3,098	643	20.8%
IL	25,619	4,657	84	4,573	659	14.4%
IN	22,894	3,718	74	3,644	670	18.4%
KS	9,633	3,510	71	3,439	606	17.6%
KY	12,745	4,398	55	4,343	642	14.8%
LA	21,836	4,859	104	4,755	597	12.6%
MA	19,861	4,589	579	4,010	556	13.9%

LPN/LVN Mailout Survey Response *(continued)*

Jurisdiction	Number of Active LPN/LVN Licenses	Number of Surveys Mailed	Undeliverable	Number Received	Number of Responses	Total Response Rate
MD	11,280	4,975	158	4,817	584	12.1%
ME	1,899	1,762	33	1,729	384	22.2%
MI	22,421	3,618	82	3,536	631	17.8%
MN	19,641	3,355	39	3,316	743	22.4%
MS	14,072	3,953	65	3,888	454	11.7%
MT	2,416	2,214	54	2,160	567	26.3%
ND	3,446	2,667	69	2,598	585	22.5%
NE	5,209	3,094	23	3,071	697	22.7%
NJ	23,860	5,297	69	5,228	673	12.9%
NV	4,393	3,175	156	3,019	408	13.5%
OH	53,674	4,353	93	4,260	609	14.3%
OK	15,597	4,434	86	4,348	576	13.2%
OR	6,013	4,081	88	3,993	575	14.4%
PA	52,773	3,661	72	3,589	635	17.7%
SC	12,354	4,158	100	4,058	597	14.7%
SD	2,674	2,232	46	2,186	451	20.6%
TN	30,140	4,510	68	4,442	627	14.1%
TX	105,610	5,329	164	5,165	590	11.4%
UT	2,808	2,383	43	2,340	364	15.6%
VA	27,030	5,034	81	4,953	708	14.3%
VT	2,587	1,498	14	1,484	254	17.1%
WI	15,045	2,776	106	2,670	478	17.9%
WV	7,976	5,003	89	4,914	709	14.4%
Northern Mariana Islands	48	35	1	34	2	5.9%
Total	821,131	154,490	5,321	149,169	22,634	15.2%

TABLE 2B

LPN/LVN Email Survey Response

Jurisdiction	Number of Active LPN/LVN Licenses	Number of Surveys Emailed	Number of Responses	Total Response Rate
AL	17,248	8,000	831	10.4%
NH	3,083	300	31	10.3%
NY	68,060	8,000	1,051	13.1%
RI	2,561	2,410	263	10.9%
Total	90,952	18,710	2,176	11.6%

TABLE 2C

LPN/LVN e-Notify Data

Jurisdiction	Number of Active LPN/LVN Licenses	Number of e-Notify Participants
MO	24,514	21,675
NC	22,786	2,898
NM	2,476	1,435
WA	11,062	4,270
WY	867	415
Total	61,705	30,693

Note. LPN/LVN = licensed practical nurse/licensed vocational nurse.

Survey Instrument and Materials

The survey instrument is based on the Forum's Minimum Nurse Supply Dataset (MDS), which was approved in 2009 after an intensive process of consensus-building and data compilation to collect data on the nursing workforce at the state level. The MDS was last updated by the Forum in 2016 to account for the transformations that had occurred in healthcare and nursing over the previous 7 years. Additionally, the 2022 survey instrument includes new questions about the impact of the COVID-19 pandemic and a question about travel nursing (Appendix A). The survey was a four-page Scantron fillable document with 39 questions. Data elements from the latest revision of the MDS were incorporated, resulting in the following changes to the survey between the 2020 and 2022 waves of data collection:

- Response options for the race and gender questions were updated
- A question about travel was added
- Questions about the impact of the COVID-19 pandemic were added
- The question about secondary specialty were removed.

Procedures

Mailing Address Lists

The Western Institutional Review Board granted approval for the current study. A unique identification number was generated and assigned to each sampled participant. The identification number was only used to record that the survey had been returned. This prevented unnecessary and expensive duplicate mailings to those selected to participate in the study. The unique access code identifier was also used for the online survey option. Once materials were developed and the sampling file was complete, surveys were distributed over a 20-week period starting the week of April 11, 2022, that included the following steps:

- Week 1: A cover letter and paper survey were mailed via first-class U.S. mail to all nurses selected to participate. The letter included a URL and access code to take the survey online.
- Week 10: For half of the nurses who had not responded, a cover letter reminder and paper survey were mailed via first-class U.S. mail. For the other half of the nonresponders, only the cover letter reminder was sent.
- Week 20: For nurses who still had not responded, an additional cover letter and paper survey were mailed via first-class U.S. mail.
- Week 25: Participants could submit their responses via mail or online until the survey closed on September 30, 2022. Once the survey was closed, the final data file was compiled separately for RNs and LPNs/LVNs.

At weeks 1, 10, and 20, a prepaid business reply envelope was included in the mailing. Survey response data are kept on department-secured servers. NCSBN's research staff, three key members of the Forum, and key personnel at Scantron and its strategic partner, R. R. Donnelley, had initial access to the identifiable data. Scantron no longer has access to identifiable data.

Email Lists

Beginning in April, Qualtrics surveys were emailed to the nurses selected for the email portion of the study. Follow-up reminders were sent to nonresponders on a weekly basis. Participants could submit their responses online until September 2022.

e-Notify

Data for the e-Notify portion of the survey were collected from the system in October 2022.

Nonresponse

A formal nonresponse bias analysis was conducted after the survey closed and weighting was applied in the analysis process. The weights adjust the distribution across states, age, and gender but sum to the actual number of RNs and LPNs/LVNs in the subsets of completed responses.

To create the weights, an analysis of basic demographic data (i.e., gender, age, and race/ethnicity) for all RN and LPN/LVN licensees sampled from the Nursys database was used to compare survey respondents to survey nonrespondents. Results revealed that nurses who were White/Caucasian, female, and age 55 years or older may have been slightly overrepresented in both the RN and LPN/LVN samples. Because of missing or incomplete data on race/ethnicity, only gender and age were used to make nonresponse weighting adjustments. Additionally, since sampling was stratified by state, to prevent smaller states from being overrepresented in the overall analysis, a weighting variable was constructed to adjust for differing nursing population sizes across states. A description of this process can be found in Appendix B.

Analysis

Mailing Address Lists

At the close of the survey, 26,757 of 150,698 successfully delivered RN surveys were completed and returned, yielding a response rate of 17.8%. There were 22,634 of 149,169 successfully delivered LPN/LVN surveys returned, resulting in a 15.2% response rate.

Email Lists

A total of 26,697 RNs were randomly selected for participation in the email portion of the study. The overall response rate was 9.2% or 2,458 nurses.

A total of 18,710 LPNs/LVNs were randomly selected for participation in the email portion of the study. The overall response rate was 11.6% or 2,176 nurses.

e-Notify

The data for a total of 249,416 RNs and 30,693 LPNs/LVNs were collected in the e-Notify portion of the study.

For an accurate and comprehensive view of the statistics drawn from the sample, the number of actual valid answers to each question is reported for every table. Missing data were not imputed; hence, the presented statistics represent the actual responses from participants who responded to each respective survey item. If a participant did not respond to a certain item, they were not part of the analysis for that item. Additionally, some tables display data for all responding nurse licensees while other tables display data for employed nurses. If a table is specific to nurses employed in nursing, it is explicitly stated. Many tables include bar graphs to help readers easily visualize and comprehend the data presented.

Population Estimate

For each question on the survey, the listed frequencies reflect the nonresponse weighting adjustments. For some of the questions, an additional set of frequencies are shown that displays the data scaled up to reflect estimates of the nursing population in the subgroup identified. For example, the 487,526 males reported in the 2022 column of Table 3 reflect the number of male respondents adjusted to the population level of the number of RNs after the nonresponse weighting adjustments were made to the survey results and after adjusting the population number to account for nurses having licenses in multiple states.

Registered Nurse Results

Demographics

Gender

Respondents were asked to identify their gender. From 2015 through 2022, the percentage of male nurses grew from 8.0% to 11.2% while the percentage of female nurses decreased from 92.0% to 88.5%. The 2020 and 2022 surveys included a response option of "other" and "nonbinary," respectively. In 2020 and 2022, this third response option represented 0.1% and 0.3% of responses, respectively. The percentage of respondents answering the question is converted to frequency data (as in all subsequent tables) of the entire U.S. RN population in the second half of Table 3.

TABLE 3

Gender Distribution of Registered Nurses (RNs), 2015–2022

Gender	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	N = 43,330.9		N = 48,084.9		N = 41,698.8		N = 273,894.8	
Male	3,459.6	8.0	4,369.3	9.1	3,915.2	9.4	30,555.8	11.2
Female	39,871.4	92.0	43,715.5	90.9	37,739.9	90.5	242,508.4	88.5
Nonbinary	-	-	-	-	43.6	0.1	830.6	0.3
U.S. RN Population								
Male	277,542	8.0	354,453	9.1	391,141	9.4	487,526	11.2
Female	3,198,650	92.0	3,546,321	90.9	3,770,336	90.5	3,869,290	88.5
Nonbinary	-	-	-	-	4,356	0.1	13,252	0.3

Note. "Other" was added as a response option with the 2020 survey and was renamed "nonbinary" in 2022.

Age

In 2015, the largest percentage of RNs were aged 55 to 59 years (13.6%). In 2017 and 2020, the largest percentage of RNs were aged 65 years or older (14.6% and 19.0%, respectively). In 2022, the largest percentage of RNs were tied between the age group of 30 to 34 years and 65 years or older (13.2%). While older nurses are remaining in the workforce, we are making headway on increasing younger nurses in the profession (Table 4 and Figure 1).

TABLE 4

Age Distribution of Registered Nurses (RNs), 2015–2022

Age, y	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	N = 41,258.6		N = 47,527.3		N = 39.899.2		N = 261,161.4	
18–29	3,905.2	9.5	4,594.5	9.7	3,349.5	8.4	29,085.6	11.1
30–34	4,098.0	9.9	4,762.8	10.0	3,792.0	9.5	34,393.8	13.2
35–39	3,928.1	9.5	4,390.6	9.2	4,006.2	10.0	30,170.4	11.6
40–44	4,200.7	10.2	4,356.7	9.2	3,645.9	9.1	27,756.4	10.6
45–49	4,398.2	10.7	5,250.7	11.1	3,956.5	9.9	27,855.5	10.7
50–54	4,724.8	11.5	4,914.9	10.3	4,191.6	10.5	30,514.5	11.7
55–59	5,622.4	13.6	5,834.4	12.3	4,502.0	11.3	23,695.5	9.1
60–64	5,254.9	12.7	6,489.8	13.7	4,884.2	12.2	23,272.9	8.9
≥65	5,126.3	12.4	6,932.9	14.6	7,571.3	19.0	34,416.9	13.2
U.S. RN Population								
18–29	313,291	9.5	372,716	9.7	334,626	8.4	464,070	11.1
30–34	328,759	9.9	386,374	10.0	378,833	9.5	548,763	13.2
35–39	315,127	9.5	356,175	9.2	400,232	10.0	481,378	11.6
40–44	337,000	10.2	353,430	9.2	364,237	9.1	442,861	10.6
45–49	352,843	10.7	425,953	11.1	395,267	9.9	444,442	10.7
50–54	379,041	11.5	398,712	10.3	418,754	10.5	486,867	11.7
55–59	451,051	13.6	473,303	12.3	449,764	11.3	378,068	9.1
60–64	421,574	12.7	526,468	13.7	487,947	12.2	371,326	8.9

Age Distribution of Registered Nurses (RNs), 2015–2022 *(continued)*

Age, y	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
≥65	411,256	12.4	562,414	14.6	756,397	19.0	549,131	13.2

FIGURE 1

Age Distribution of Registered Nurses (RNs)
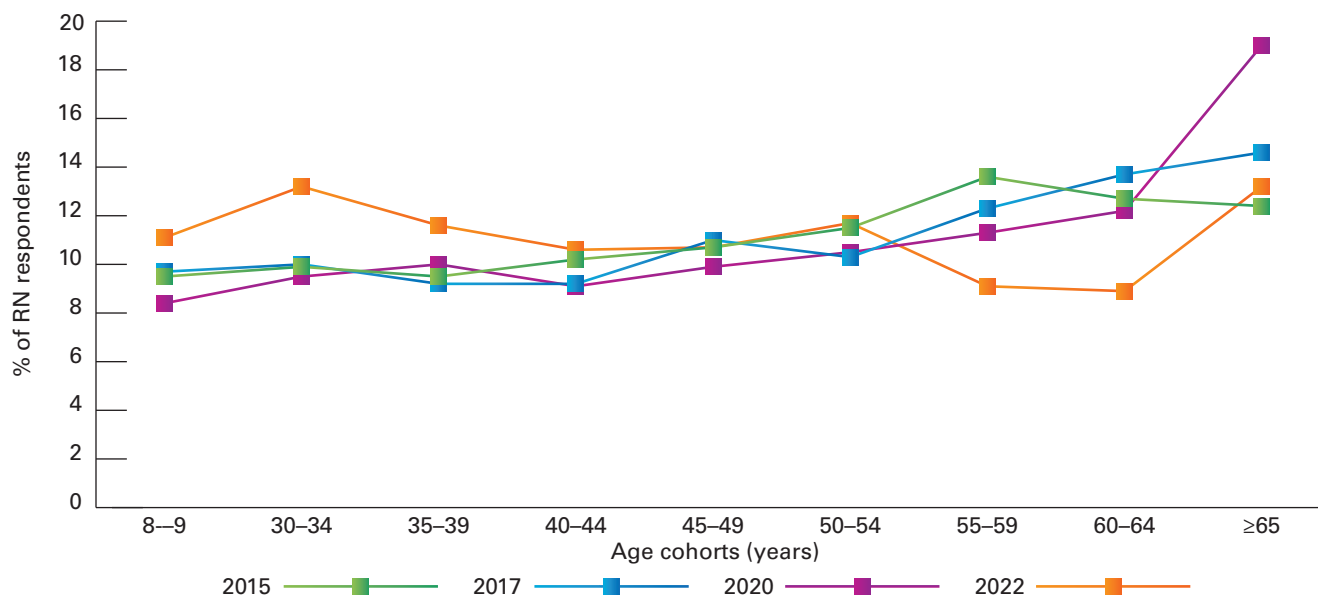
Age by Gender

The distribution of female RNs was relatively flat across all age cohorts. Interestingly, the largest cohort of female nurses was the oldest age group (≥65 years). This was markedly different than the male and nonbinary genders where the age distribution skewed toward younger age groups (Table 5).

TABLE 5

Age Distribution of Registered Nurses by Gender, 2022

Age, y	Male (*n* = 28,706.0)		Female (*n* = 230,260.0)		Nonbinary (*n* = 778.6)		Total (*N* = 259,744.0)	
	n	%	*n*	%	*n*	%	*n*	%
18–29	3,154.1	11.0	25,562.1	11.1	244.0	31.3	28,960.2	11.1
30–34	4,547.1	15.8	29,554.6	12.8	144.4	18.6	34,246.1	13.2
35–39	3,552.2	12.4	26,220.4	11.4	144.8	18.6	29,917.5	11.5
40–44	3,427.7	11.9	24,164.3	10.5	23.2	3.0	27,615.2	10.6
45–49	3,313.7	11.5	24,309.7	10.6	79.6	10.2	27,703.0	10.7
50–54	3,795.9	13.2	26,545.9	11.5	16.6	2.1	30,358.4	11.7
55–59	2,390.2	8.3	21,103.8	9.2	60.7	7.8	23,554.7	9.1
60–64	2,091.9	7.3	21,034.5	9.1	20.7	2.7	23,147.0	8.9
≥65	2,433.1	8.5	31,764.5	13.8	44.6	5.7	34,242.3	13.2

Race/Ethnicity

From 2017 to 2022, those who identified as White/Caucasian decreased from 80.8% to 80%. Nurses who reported being Asian decreased from 7.5% to 7.4%. Nurses who responded as Black/African American increased from 6.2% to 6.3%. The multiracial category increased over the same time from 1.7% to 2.5% (Table 6).

TABLE 6

Race of Registered Nurses (RNs), 2017–2022

Race	2017		2020		2022	
	n	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 47,966.3		*N* = 41,702.0		*N* = 272,713.6	
American Indian or Alaska Native	176.0	0.4	194.1	0.5	1,209.8	0.4
Asian	3,605.6	7.5	2,996.3	7.2	20,036.9	7.4
Black/African American	2,995.9	6.2	2,800.7	6.7	17,273.7	6.3
Native Hawaiian or Other Pacific Islander	226.3	0.5	175.9	0.4	1,136.9	0.4
Middle Eastern/North African	-	-	89.4	0.2	-	-
White/Caucasian		80.8	33,595.1	80.6	218,133.9	80.0
Other		2.9	967.7	2.3	8,133.1	3.0
More than one race category selected	828.5	1.7	882.8	2.1	6,789.3	2.5
U.S. RN Population						
American Indian or Alaska Native	14,276	0.4	19,391	0.5	19,303	0.4
Asian	292,497	7.5	299,340	7.2	319,695	7.4
Black/ African American	243,032	6.2	279,799	6.7	275,607	6.3
Native Hawaiian or Other Pacific Islander	18,362	0.5	17,573	0.4	18,139	0.4
Middle Eastern/North African	-	-	8,931	0.2	-	-
White/Caucasian	3,144,812	80.8	3,356,257	80.6	3,480,388	80.0
Other	110,960	2.9	96,676	2.3	129,766	3.0
More than one race category selected	67,214	1.7	88,195	2.1	108,325	2.5

Note. Respondents were asked to select all that apply. The responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Hispanic/Latino Origin

Respondents were asked to identify whether they were of Hispanic/Latino origin. Between 2015 and 2022, the percentage of RNs identifying as Hispanic or Latino increased from 3.6% to 6.9%. The frequency numbers represented by these percentages increased from 136,707 in 2015 to 299,640 in 2022 (Table 7).

TABLE 7

Hispanic or Latino Ethnicity of Registered Nurses (RNs), 2015–2022

Ethnicity	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 45,989.3		*N* = 47,852.6		*N* = 41,483.3		*N* = 271,920.8	
Hispanic or Latino origin	1,654.0	3.6	2,528.1	5.3	2,335.9	5.6	18,780.0	6.9
Not of Hispanic or Latino origin	44,335.3	96.4	45,324.5	94.7	39,147.4	94.4	253,140.8	93.1
U.S. RN Population								
Hispanic or Latino origin	136,707	3.6	205,088	5.3	233,364	5.6	299,640	6.9
Not of Hispanic or Latino origin	3,556,764	96.4	3,676,844	94.7	3,910,949	94.4	4,038,933	93.1

Note. In the 2015 surveys, the Hispanic/Latino ethnicity and race categories were combined into one question. The categories were separated beginning with the 2017 survey.

Race/Ethnicity by Gender

Male RNs tend to be more racially diverse than their female colleagues. For instance, about 81% of female RNs identify as White/Caucasian, while 74% of their male colleagues identified as such. Also, male RNs identified as Asian (11.7%) almost twice as often as female RNs (6.8%) (Table 8).

TABLE 8

Race of Registered Nurses by Gender, 2022

Race	Male (n = 30,223.1)		Female (n = 240,368.0)		Nonbinary (n = 821.3)		Total (N = 271,412.0)	
	n	%	*n*	%	*n*	%	*n*	%
American Indian or Alaska Native	118.0	0.4%	1,074.7	0.5%	13.0	1.6%	1,205.7	0.4%
Asian	3,534.8	11.7%	16,322.1	6.8%	64.1	7.8%	19,921.0	7.3%
Black/African American	1,704.8	5.6%	15,377.2	6.4%	38.5	4.7%	17,120.6	6.3%
Native Hawaiian or other Pacific Islander	172.2	0.6%	927.5	0.4%	14.9	1.8%	1,114.7	0.4%
White/Caucasian	22,396.1	74.1%	194,534.0	80.9%	455.7	55.5%	217,386.0	80.1%
Other	1,324.1	4.4%	6,413.4	2.7%	184.9	22.5%	7,922.4	2.9%
More than one race category selected	973.0	3.2%	5,718.6	2.4%	50.2	6.1%	6,741.8	2.5%

Note. Respondents were asked to select all that apply, and responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents who selected multiple race categories were reclassified into the "more than one race category selected" category.

Race by Age

While younger RNs tend to be more racially diverse than older nurses, the youngest two cohorts (age groups 18–29 years and 30–34 years) are less diverse than those in slightly older cohorts. RNs between the ages of 35 and 54 years are the most diverse of all age groups (Table 9).

TABLE 9

Race Distribution of Registered Nurses by Age Group, 2022

Age, y	*n*	*n* (%)						
		American Indian or Alaska Native	Asian	Black/ African American	Native Hawaiian or other Pacific Islander	White/ Caucasian	Other	More than one race
18–29	28,826.5	71.6 (0.3)	1,977.4 (6.9)	947.9 (3.3)	149.8 (0.5)	23,551.0 (81.7)	1,083.6 (3.8)	1,045.3 (3.6)
30–34	34,200.6	71.0 (0.2)	3,008.1 (8.8)	1,731.2 (5.1)	176.3 (0.5)	27,125.9 (79.3)	915.2 (2.7)	1,173.0 (3.4)
35–39	29,832.4	215.5 (0.7)	2,952.7 (9.9)	1,756.1 (5.9)	180.5 (0.6)	22,842.8 (76.6)	1,028.3 (3.5)	856.6 (2.9)
40–44	27,513.5	115.2 (0.4)	2,369.0 (8.6)	1,856.0 (6.8)	57.9 (0.2)	21,330.7 (77.5)	1,150.3 (4.2)	634.5 (2.3)
45–49	27,728.2	203.1 (0.7)	2,237.1 (8.1)	2,448.1 (8.8)	181.1 (0.7)	21,311.8 (76.9)	685.2 (2.5)	662.0 (2.4)
50–54	30,356.1	185.0 (0.6)	3,203.3 (10.6)	2,117.7 (7.0)	132.4 (0.4)	23,267.9 (76.7)	912.4 (3.0)	537.4 (1.8)
55–59	23,513.9	109.2 (0.5)	1,115.1 (4.7)	1,745.0 (7.4)	40.6 (0.2)	19,462.0 (82.8)	657.8 (2.8)	384.2 (1.6)
60–64	23,116.1	85.6 (0.4)	872.0 (3.8)	1,381.0 (6.0)	57.7 (0.3)	19,663.4 (85.1)	564.7 (2.4)	491.8 (2.1)
≥65	34,214.0	136.5 (0.4)	1,183.0 (3.5)	1,951.2 (5.7)	16.0 (0.1)	29,863.7 (87.3)	563.4 (1.7)	500.3 (1.5)
Total	259,301.0	1,192.6 (0.5)	18,917.4 (7.3)	15,934.1 (6.1)	992.3 (0.4)	208,419.0 (80.4)	7,560.9 (2.9)	6,284.8 (2.4)

Note. Respondents were asked to select all that apply, and responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents who selected multiple race categories were reclassified into the "More than one race" category.

Education

Type of Nursing Degree or Credentials for First U.S. Nursing License

From 2015 to 2022, LPN/LVN certificates ranged from 5.3% to 6%, RN diplomas decreased from 14.3% to 7.6%, associate degrees decreased from 38.5% to 35.6%, baccalaureate degrees increased from 39% to 47.2%, and master's degrees increased from 2.8% to 4.3% (Table 10 and Figure 2).

TABLE 10

Type of Nursing Degree or Credential of Registered Nurses (RNs) for First U.S. Nursing License, 2015–2022

Nursing Degree or Credential	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 45,758.5		*N* = 47,650.0		*N* = 41,383.6		*N* = 271,402.2	
Vocational/practical certificate	2,442.1	5.3	2,850.6	6.0	2,382.8	5.8	14,898.2	5.5
Diploma	6,539.3	14.3	5,708.1	12.0	4,581.2	11.1	20,484.5	7.6
Associate degree	17,625.9	38.5	17,332.5	36.4	15,611.5	37.7	96,490.5	35.6
Baccalaureate degree	17,853.4	39.0	19,922.7	41.8	17,313.6	41.8	127,989.8	47.2
Master's degree	1,297.9	2.8	1,836.0	3.9	1,494.5	3.6	11,539.2	4.3
U.S. RN Population								
Vocational/practical certificate	195,916	5.3	231,247	6.0	238,049	5.8	237,705	5.5
Diploma	524,607	14.3	463,060	12.0	457,676	11.1	326,836	7.6
Associate degree	1,414,020	38.5	1,406,062	36.4	1,559,638	37.7	1,539,534	35.6
Baccalaureate degree	1,432,271	39.0	1,616,186	41.8	1,729,683	41.8	2,042,113	47.2
Master's degree	104,121	2.8	148,942	3.9	149,305	3.6	184,111	4.3

FIGURE 2

Type of Nursing Degree or Credential of Registered Nurses (RNs) for First U.S. Nursing License
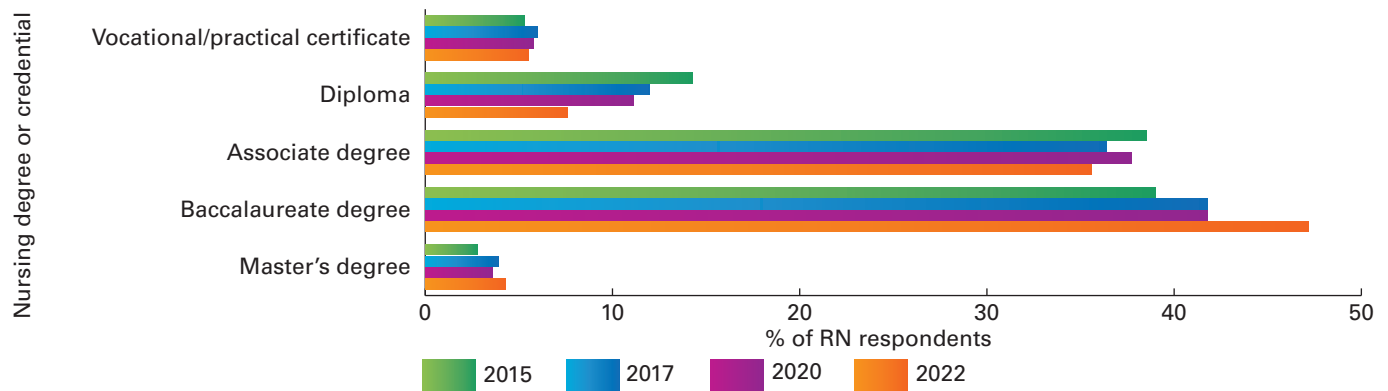
Type of Nursing Degree or Credential for First U.S. Nursing License by Age

A baccalaureate degree was the most common degree for initial U.S. licensing for nurses younger than 40 years. A diploma, associate degree, and vocational/practical certificate were more common among older nurses, with 42% of RNs aged 65 years or older holding a diploma when first licensed in the United States (Table 11).

TABLE 11

Type of Nursing Degree or Credential of Registered Nurses for First U.S. Nursing License by Age, 2022

Age, y	n (%)					
	Vocational/Practical Certificate (n = 14,146.0)	Diploma (n = 19,459.4)	Associate Degree (n = 92,062.3)	Baccalaureate Degree (n = 121,427.0)	Master's Degree (n = 10,674.1)	Total (N = 257,769.0)
18–29	646.3 (4.6)	620.7 (3.2)	6,680.4 (7.3)	20,531.2 (16.9)	436.7 (4.1)	28,915.4 (11.2)
30–34	1,355.8 (9.6)	694.4 (3.6)	10,239.8 (11.1)	20,651.1 (17.0)	1,144.0 (10.7)	34,085.1 (13.2)
35–39	1,325.0 (9.4)	626.5 (3.2)	10,136.4 (11.0)	16,171.0 (13.3)	1,486.4 (13.9)	29,745.3 (11.5)
40–44	1,852.3 (13.1)	871.9 (4.5)	10,949.2 (11.9)	12,310.6 (10.1)	1,497.7 (14.0)	27,481.7 (10.7)
45–49	2,179.0 (15.4)	1,024.2 (5.3)	11,150.6 (12.1)	11,563.8 (9.5)	1,492.6 (14.0)	27,410.2 (10.6)
50–54	1,886.7 (13.3)	2,081.2 (10.7)	11,715.8 (12.7)	12,594.3 (10.4)	1,840.1 (17.2)	30,118.0 (11.7)
55–59	1,424.6 (10.1)	2,456.4 (12.6)	9,428.2 (10.2)	8,889.3 (7.3)	1,078.6 (10.1)	23,277.1 (9.0)
60–64	1,312.6 (9.3)	2,949.8 (15.2)	9,374.8 (10.2)	8,493.1 (7.0)	814.9 (7.6)	22,945.2 (8.9)
≥65	2,163.6 (15.3)	8,134.3 (41.8)	12,387.2 (13.5)	10,222.4 (8.4)	883.2 (8.3)	33,790.7 (13.1)

Highest Level of Nursing Education

From 2015 through 2022, diplomas in nursing decreased from 9.2% to 4.1%, associate degrees decreased from 30.1% to 24.3%, baccalaureate degrees increased from 43.4% to 51.1%, master's degrees increased from 15.8% to 17.9%, doctoral degrees (PhD) remained static at 0.9%, doctor of nursing practice (DNP) degrees increased from 0.6% to 1.6%, and other nursing doctoral degrees increased slightly from 0.1% to 0.2% (Table 12 and Figure 3).

TABLE 12

Highest Level of Nursing Education of Registered Nurses, 2015–2022

Nursing Education Level	2015 (N = 38,625.9)		2017 (N = 48,140.7)		2020 (N = 41,571.5)		2022 (N = 273,272.8)	
	n	%	n	%	n	%	n	%
Diploma	3,551.3	9.2	3,547.7	7.4	2,782.8	6.7	11,124.2	4.1
Associate degree	11,608.8	30.1	13,729.1	28.5	11,683.2	28.1	66,312.1	24.3
Baccalaureate degree	16,762.5	43.4	21,744.1	45.2	19,998.5	48.1	139,614.9	51.1
Master's degree	6,085.1	15.8	8,238.3	17.1	6,200.5	14.9	49,011.8	17.9
Doctoral degree: PhD	340.2	0.9	284.1	0.6	281.2	0.7	2,345.7	0.9
Doctoral degree: DNP	239.1	0.6	551.2	1.1	569.1	1.4	4,272.7	1.6
Doctoral degree: other	39.0	0.1	46.1	0.1	56.1	0.1	591.3	0.2

Note. DNP = doctor of nursing practice. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

FIGURE 3

Highest Level of Nursing Education of Registered Nurses (RNs)
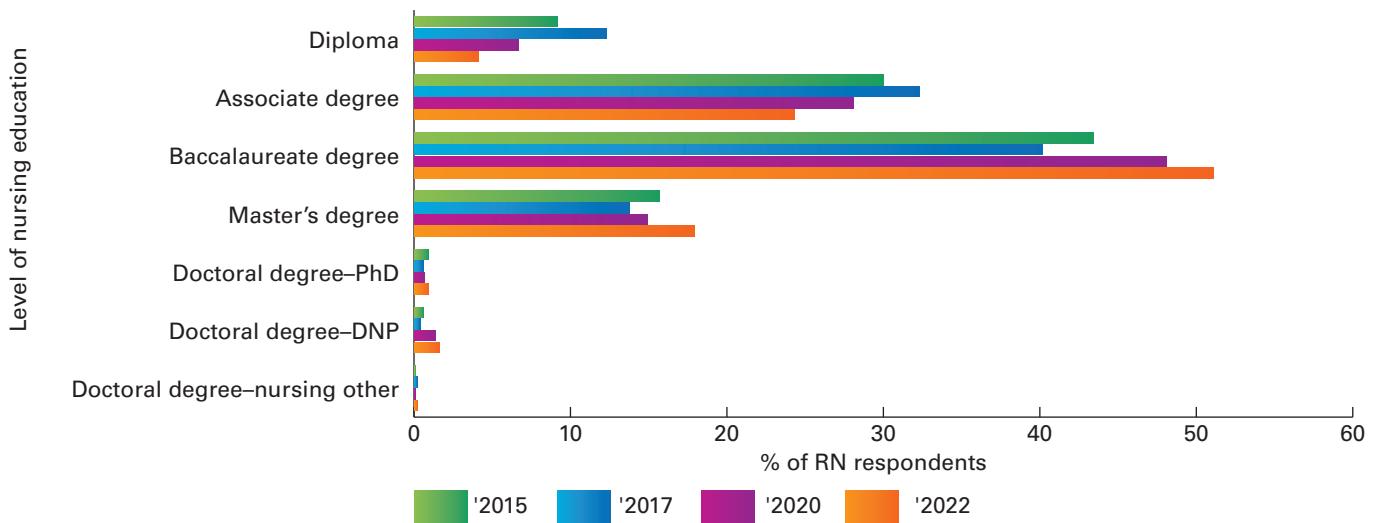
Note. DNP = doctor of nursing practice.

Highest Level of Nursing Education by Gender

Proportionally, more males were awarded doctoral degrees (PhD = 14.0% and DNP = 13.2%) relative to any other degree (Table 13).

TABLE 13

Gender of Registered Nurses by Highest Level of Nursing Education, 2022

Weighted Sample Values	Male		Female		Nonbinary		
Nursing Education Level	*n*	%	*n*	%	*n*	%	*N*
Diploma	780.7	7.1%	10,174.0	92.8%	12.3	0.1%	10,966.9
Associate degree	7,704.0	11.7%	58,073.5	88.0%	181.6	0.3%	65,959.1
Baccalaureate degree	15,639.0	11.3%	122,797.0	88.5%	398.8	0.3%	138,835.0
Master's degree	5,247.9	10.8%	43,155.7	88.8%	224.2	0.5%	48,627.8
Doctoral degree: PhD	321.7	14.0%	1,974.5	85.8%	4.9	0.2%	2,301.2
Doctoral degree: DNP	565.3	13.2%	3,703.5	86.8%	0.0	0.0%	4,268.8
Doctoral degree: other	61.5	11.3%	485.5	88.8%	0.0	0.0%	547.0
Total	30,320.1	11.2%	240,363.0	88.5%	821.9	0.3%	271,505.0

Note. DNP = doctor of nursing practice. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

Highest Level of Nursing Education by Race

The baccalaureate nursing degree was the most common highest level of education across all racial groups. For RNs identifying as Asian, about 71% reported holding a baccalaureate degree, which is the highest proportion across all racial categories. A little less than half of White/Caucasian, Black/African American, and American Indian or Alaska Native respondents held a baccalaureate degree (Table 14).

TABLE 14

Highest Level of Nursing Education of Registered Nurses by Race and Ethnicity, 2022

Race	Nursing Education Level, n (%)							n
	Diploma	Associate	Baccalaureate	Master's	Doctoral (PhD)	Doctoral (DNP)	Doctoral (other)	
American Indian or Alaska Native	61.2 (5.1)	346.6 (28.7)	586.3 (48.5)	165.7 (13.7)	14.9 (1.2)	33.3 (2.8)	0.0 (0.0)	1,208.0
Asian	549.2 (2.8)	1,919.5 (9.6)	14,175.0 (71.1)	3,119.0 (15.6)	35.0 (0.2)	145.8 (0.7)	6.4 (0.0)	19,949.9
Black/African American	452.6 (2.7)	3,718.6 (21.8)	8,405.9 (49.3)	3,868.0 (22.7)	220.7 (1.3)	339.6 (2.0)	45.6 (0.3)	17,051.0
Native Hawaiian or Other Pacific Islander	69.0 (6.1)	113.5 (10.0)	662.4 (58.4)	278.7 (24.6)	4.8 (0.4)	6.3 (0.6)	0.1 (0.0)	1,134.7
White/Caucasian	9,535.9 (4.4)	56,320.0 (26.0)	106,344.0 (49.1)	38,608.1 (17.8)	1,910.2 (0.9)	3,343.2 (1.5)	473.9 (0.2)	216,535.0
Other	171.1 (2.2)	1,705.9 (21.4)	4,347.7 (54.6)	1,487.5 (18.7)	60.5 (0.8)	181.6 (2.3)	10.3 (0.1)	7,964.6
More than one race category selected	138.9 (2.1)	1,438.0 (21.6)	3,767.2 (56.7)	1,051.5 (15.8)	68.4 (1.0)	171.6 (2.6)	10.9 (0.2)	6,646.6
Total	10,977.7 (4.1)	65,562.1 (24.2)	138,288.0 (51.1)	48,578.7 (18.0)	2,314.5 (0.9)	4,221.4 (1.6)	547.3 (0.2)	270,490.0
Hispanic/Latino	279.3 (1.5)	4,570.7 (24.6)	9,776.5 (52.5)	3,411.9 (18.3)	90.3 (0.5)	445.6 (2.4)	39.5 (0.2)	18,613.7

Note. DNP = doctor of nursing practice. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey. For the race question, respondents were asked to select all that apply, and responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Highest Level of Nursing Education by Age

Younger nurses (aged 18–39 years) tended to hold a baccalaureate degree as their highest level of nursing education while older nurses tended to have a nursing diploma or associate degree as their highest level of nursing education. RNs older than 35 years were somewhat more likely to hold an advanced nursing degree (i.e., master's, PhD, or DNP) than their younger colleagues (Table 15).

TABLE 15

Age of Registered Nurses by Highest Level of Nursing Education, 2022

Weighted Sample Values	Age, y, n (%)									n
Nursing Education Level	18–29	30–34	35–39	40–44	45–49	50–54	55–59	60–64	≥65	
Diploma	377.2 (3.6)	349.2 (3.3)	301.6 (2.8)	331.1 (3.1)	369.6 (3.5)	1,023.2 (9.6)	1,160.0 (10.9)	1,736.1 (16.3)	4,990.6 (46.9)	10,638.5
Associate degree	4,184.5 (6.6)	6,457.3 (10.2)	5,649.1 (8.9)	6,953.4 (11.0)	7,273.2 (11.5)	8,172.8 (12.9)	7,140.5 (11.3)	7,435.2 (11.8)	9,928.6 (15.7)	63,194.6
Baccalaureate degree	22,559.8 (17.0)	21,493.3 (16.2)	16,956.4 (12.8)	13,505 (10.2)	13,520.9 (10.2)	14,217.4 (10.7)	9886 (7.5)	8930.1 (6.7)	11,570.3 (8.7)	132,639.0
Master's degree	1,621.2 (3.5)	5,229.0 (11.3)	6,279.2 (13.6)	6,117.1 (13.2)	5,858.2 (12.7)	6,049.4 (13.1)	4,526.8 (9.8)	4,250.9 (9.2)	6,356.4 (13.7)	46,288.1
Doctoral degree: PhD	19.2 (0.9)	112.4 (5.0)	233.6 (10.3)	7,273.2 (8.5)	271.7 (12.0)	210.6 (9.3)	378.1 (16.7)	323.4 (14.3)	519.9 (23.0)	2,261.8
Doctoral degree: DNP	176.5 (4.3)	558.3 (13.5)	561.3 (13.6)	540.9 (13.1)	432.7 (10.5)	593.3 (14.3)	465.7 (11.3)	361.6 (8.7)	449.5 (10.9)	4,139.7
Doctoral degree: other	0.0 (0.0)	27.7 (5.5)	78.4 (15.5)	29.5 (5.8)	48.8 (9.7)	46.1 (9.1)	17.4 (3.5)	66.3 (13.1)	191.6 (37.9)	505.8
Total	28,938.3 (11.1)	34,227.3 (13.2)	30,059.5 (11.6)	27,669.8 (10.7)	27,775.1 (10.7)	30,312.7 (11.7)	23,574.6 (9.1)	23,103.6 (8.9)	34,006.7 (13.1)	259,668.0

Note. DNP = doctor of nursing practice. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

Highest Level of Non-nursing Education

From 2017 through 2022, non-nursing associate degrees decreased from 35.3% to 33.9%, baccalaureate degrees increased from 45.8% to 50.2%, master's degrees decreased from 15.8% to 13.9%, and doctoral degrees decreased from 3.1% to 2.1% (Table 16 and Figure 4).

TABLE 16

Highest Level of Non-nursing Education of Registered Nurses, 2017–2022

Nursing Education Level	2017 (*N* = 19,904.5)		2020 (*N* = 17,698.1)		2022 (*N* = 113,020.7)	
	n	%	*n*	%	*n*	%
Associate degree	7,025.9	35.3	6,578.1	37.2	38,275	33.9
Baccalaureate degree	9,115.4	45.8	8,141.5	46.0	56,706	50.2
Master's degree	3,150.8	15.8	2,547.4	14.4	15,660	13.9
Doctoral degree	612.4	3.1	431.1	2.4	2,380	2.1

Note. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

FIGURE 4

Highest Level of Non-nursing Education of Registered Nurses (RNs)
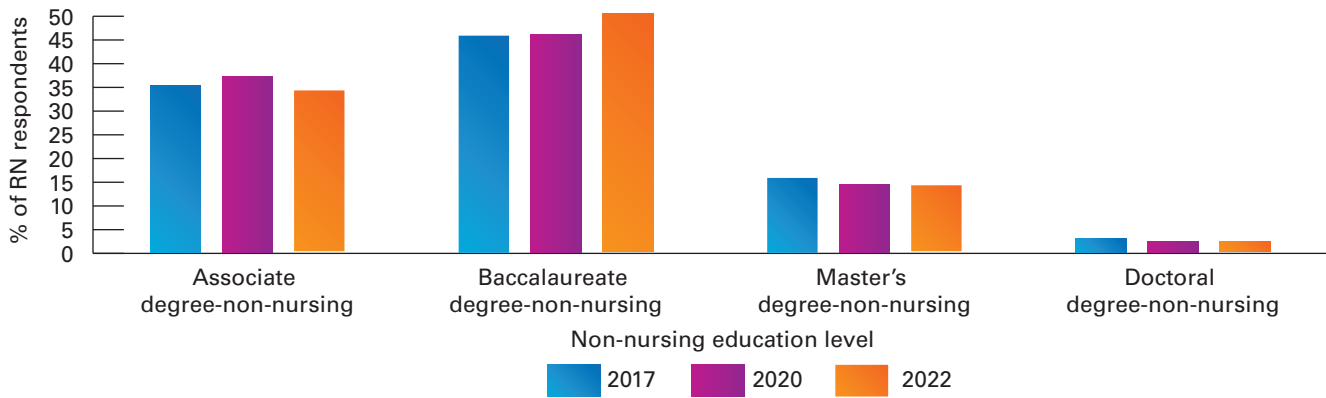
Licensure

Type of License Currently Held

Like previous years, less than 1% of responding RNs held an LPN/LVN license, while 9.8% held an advanced practice registered nurse (APRN) credential. The percentage of RNs holding an APRN credential has recovered from 6.6% in 2020 but is still lower than the 10% in 2017 (Table 17 and Figure 5).

TABLE 17

Type of License Currently Held by Registered Nurses (RNs), 2015–2022

License	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Response	*N* = 46,047.8		*N* = 48,128.0		*N* = 41,601.8		*N* = 252,623.7	
RN	43,730.2	95.0	45,971.3	95.5	40,378.3	97.1	239,838.6	94.9
LPN/LVN	330.8	0.7	386.2	0.8	323.6	0.8	2,109.2	0.8
APRN	3,974.7	8.6	4,788.6	10.0	2,763.2	6.6	24,633.4	9.8
U.S. RN Population								
RN	3,508,219	95.0	3,729,318	95.5	4,033,920	97.1	3,826,692	94.9
LPN/LVN	26,534	0.7	31,328	0.8	32,329	0.8	33,653	0.8
APRN	318,870	8.6	388,461	10.0	276,052	6.6	393,032	9.8

Note. RN = registered nurse; LPN/LVN = licensed practical nurse/licensed vocational nurse; APRN = advanced practice registered nurse. Respondents were asked to select all that apply.

FIGURE 5

Type of License Currently Held by Registered Nurses (RNs)
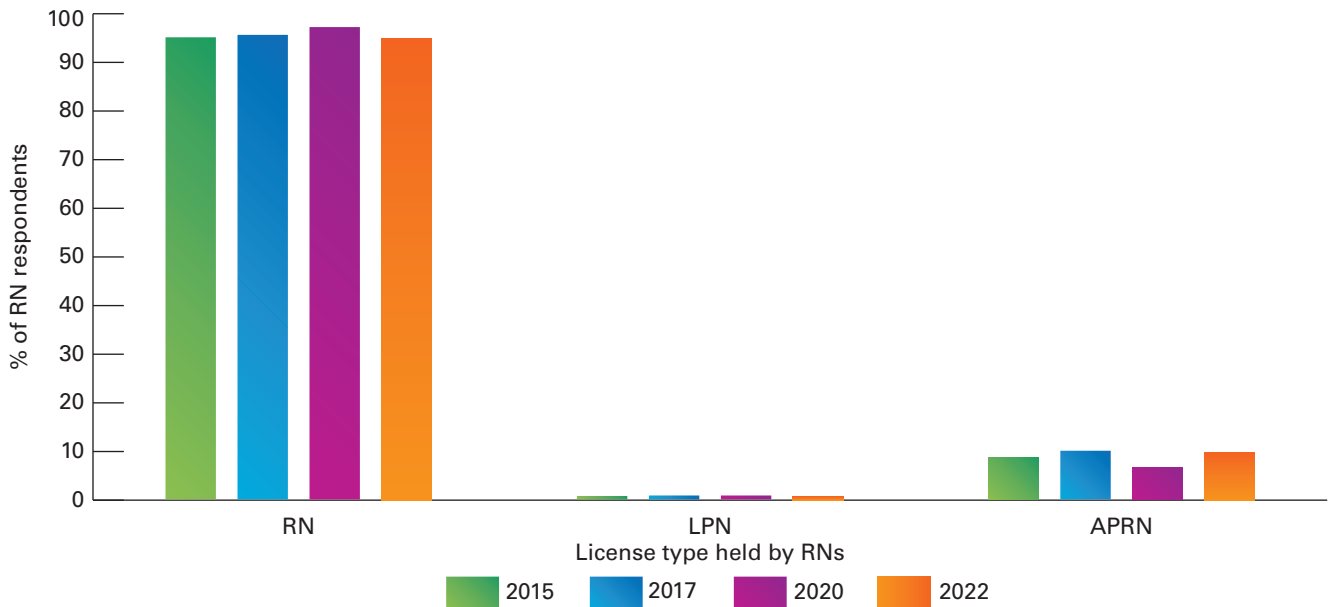
Number of Years Licensed

RN respondents were licensed for a median of 15 years, as compared to 20 years in the 2020 survey. More than one-third (37.9%) were licensed for 10 years or less, the highest since 2015. An additional 24.6% were licensed between 11 and 20 years, resulting in more than 62% of RNs reporting fewer than 20 years of being licensed. The percent licensed for more than 20 years was at the lowest level in 2022 (37.6%) since 2015 (47%)—nearly 10 percentage points less (Table 18 and Figure 6).

TABLE 18

Number of Years the Registered Nurse Has Been Licensed, 2015–2022

Years Licensed	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 39,771.5		*N* = 46,757.6		*N* = 38,741.0		*N* = 255,537.8	
0–10	13,307.3	33.5	15,397.6	32.9	11,802.6	30.5	96,801.6	37.9
11–20	7,753.4	19.5	9,217.7	19.7	8,577.4	22.1	62,790.2	24.6
21–30	6,855.8	17.2	8,121.6	17.4	6,934.1	17.9	42,027.9	16.5
31–40	7,311.4	18.4	8,226.1	17.6	5,951.6	15.4	29,614.8	11.6
≥41	4,543.7	11.4	5,794.6	12.4	5,475.4	14.1	24,303.1	9.5
U.S. RN Population								
0–10	1,067,569	33.5	1,249,096	32.9	1,179,117	30.5	1,544,497	37.9
11–20	622,009	19.5	747,767	19.7	856,909	22.1	1,001,835	24.6
21–30	549,997	17.2	658,844	17.4	692,739	17.9	670,566	16.5
3–40	586,547	18.4	667,326	17.6	594,584	15.4	472,513	11.6
≥ 41	364,511	11.4	470,073	12.4	547,010	14.1	387,763	9.5

FIGURE 6

Number of Years Registered Nurses (RNs) Have Been Licensed
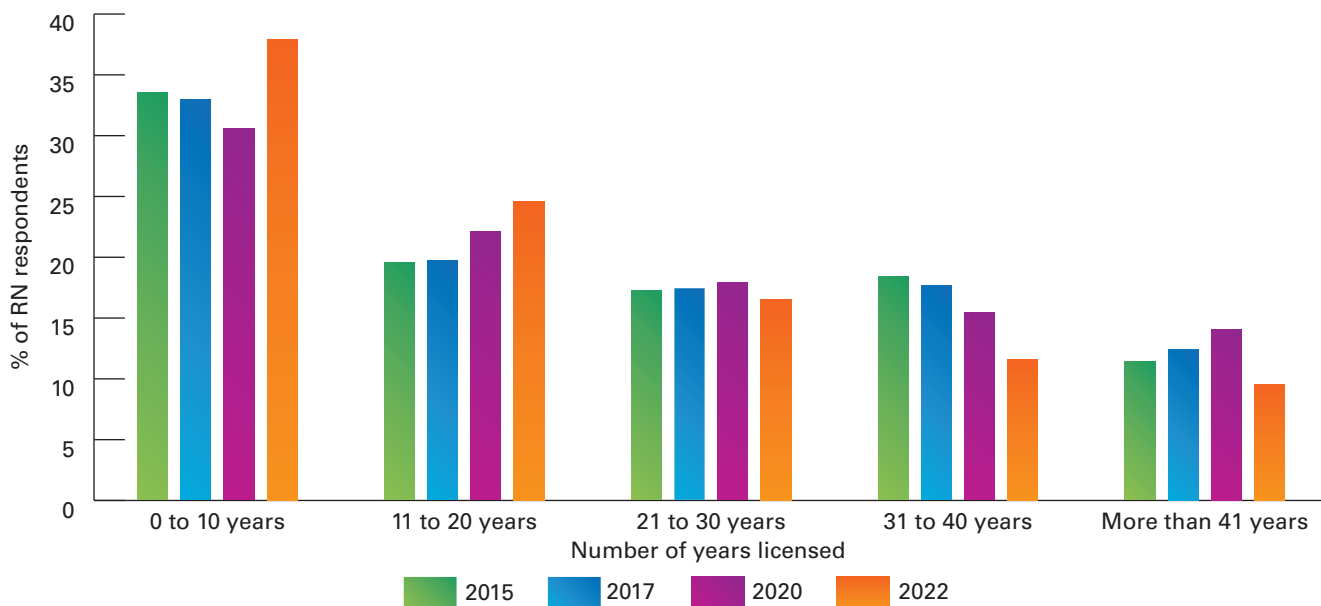
Country Where Entry-Level Education Was Received

Most RNs (94.8%) reported obtaining their entry-level nursing education in the United States in 2022, a slight increase from the 93.9% who reported the same in 2020. Another 2.8% obtained their entry-level nursing education in the Philippines, 0.5% in Canada, and 0.4% in India (Table 19).

TABLE 19

Country of Entry-Level Nursing Education of Registered Nurses (RNs), 2020–2022

Country	2020		2022	
	n	%	*n*	%
RN Survey Respondents	*N* = 41,745.5		*N* = 252,307.9	
United States	39,192.5	93.9	239,250.2	94.8
Canada	224.7	0.5	1,256.5	0.5
Philippines	1,360.3	3.3	7,089.6	2.8
India	212.8	0.5	883.8	0.4
Other	755.2	1.8	3,827.9	1.5
U.S. RN Population				
United States	3,915,455	93.9	3,817,304	94.8
Canada	22,448	0.5	20,048	0.5
Philippines	135,898	3.3	113,116	2.8
India	21,259	0.5	14,101	0.4
Other	75,447	1.8	61,075	1.5

Credentials to Practice as an APRN

Respondents were asked whether they were credentialed as an APRN in their state, enabling them to practice in any of the four APRN roles: nurse practitioner (NP), clinical nurse specialist (CNS), certified registered nurse anesthetist (CRNA), or certified nurse midwife (CNM). Most respondents (88.4%) indicated they were not credentialed to practice as an APRN. This represents a lower proportion of RNs not credentialed as an APRN compared to 91.6% in 2020. In 2022, 8.6% of respondents reported being credentialed as a NP, compared to 5.5% in 2020 (Table 20 and Figure 7).

TABLE 20

Registered Nurse (RN) Credentials to Practice as an APRN, 2015–2022

Credential	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 43,045.0		*N* = 47,713.6		*N* = 41,129.2		*N* = 271,194.6	
Nurse practitioner	3,129.4	7.2	4,067.1	8.5	2,257.1	5.5	23,188.1	8.6
Clinical nurse specialist	576.8	1.3	983.5	2.1	769.2	1.9	5,466.0	2.0
Certified registered nurse anesthetist	571.9	1.3	728.7	1.5	399.7	0.9	2,959.5	1.1
Certified nurse midwife	167.7	0.4	242.0	0.5	192.0	0.5	994.2	0.4
Not licensed/certified as any above	38,599.3	89.7	42,004.2	88.0	37,677.6	91.6	239,699.1	88.4
U.S. RN Population								
Nurse practitioner	251,053	7.2	329,933	8.5	225,491	5.5	369,972	8.6
Clinical nurse specialist	46,275	1.3	79,787	2.1	76,846	1.9	87,212	2.0
Certified registered nurse anesthetist	45,879	1.3	59,114	1.5	39,931	0.9	47,219	1.1
Certified nurse midwife	13,452	0.4	19,636	0.5	19,181	0.5	15,863	0.4
Not licensed/certified as any above	3,096,595	89.7	3,407,498	88.0	3,764,112	91.6	3,824,467	88.4

Note. APRN = advanced practice registered nurse.

FIGURE 7

Registered Nurses (RNs) Credentialed as Advanced Practice Registered Nurses (APRNs)
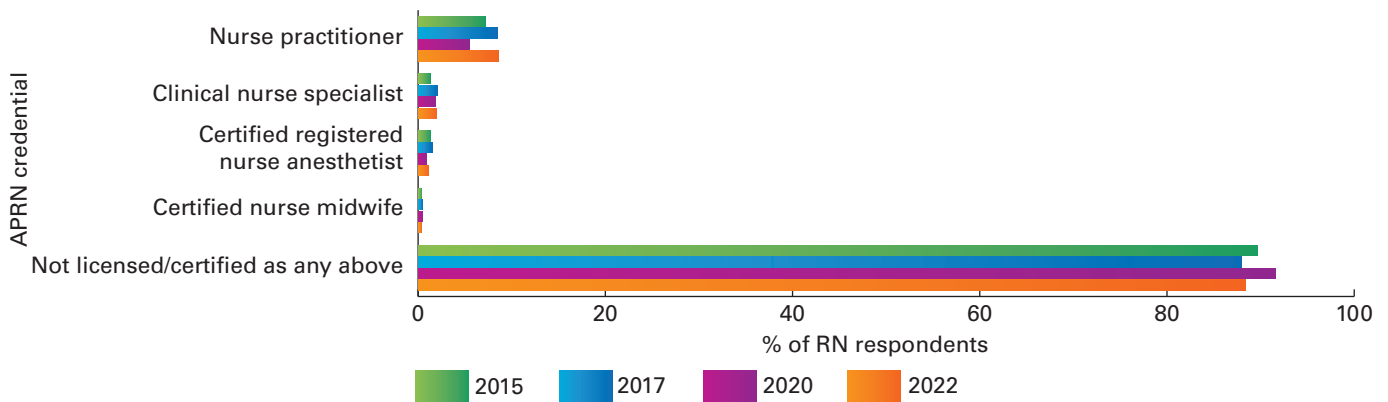
Multistate Licensure

Currently Hold a Multistate License

From 2020 through 2022, multistate licensure among RNs increased by 6.3% from 24.0% to 30.3% (Table 21).

TABLE 21

Registered Nurses Holding a Multistate License, 2020–2022

Multistate License	2020 (*N* = 34,825.9)		2022 (*N* = 214,686.7)	
	n	%	*n*	%
Yes	8,367.4	24.0	65,087.7	30.3
No	26,458.5	76.0	149,599.1	69.7

Note. Respondents were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Use of Multistate License

In 2022, 32.2% of RNs with multistate licenses had used them. In addition to telehealth, distance education, and disaster support, they were used for travel nursing and multistate practice Table 22).

TABLE 22

How a Multistate License is Used by Registered Nurses, 2022

Use of Multistate License	2022 (*N* = 66,014.3)	
	n	%
Telehealth	5,850.0	8.9
Distance education	1,686.0	2.6
Disaster support	1,800.6	2.7
Have not used	44,777.2	67.8
Other	13,472.2	20.4

Note. Respondents were asked to select all that apply. Respondents were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Employment

Employment Status

The majority of responding RNs (88.9%) were actively employed in nursing, with 70.2% employed full time. Compared with 2020 survey results, this represents a 4.8% increase in the proportion of RNs actively employed and a 5.3% increase in those working full time. The proportion of RNs who are actively employed in nursing is at the highest level since 2015 (Table 23 and Figure 8).

TABLE 23

Employment Status of Registered Nurses (RNs), 2015–2022

Employment Status	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 46,210.2		*N* = 48,146.9		*N* = 41,783.4		*N* = 277,034.9	
Actively employed in nursing full time	29,088.5	62.9	31,476.6	65.4	27,101.0	64.9	194,565.3	70.2
Actively employed in nursing part time	6,088.0	13.2	5,820.9	12.1	4,901.7	11.7	30,268.8	10.9
Actively employed in nursing per diem	3,675.2	8.0	3,424.9	7.1	3,133.6	7.5	21,526.3	7.8
Actively employed in a field other than nursing full time	1,576.1	3.4	1,108.9	2.3	882.4	2.1	5,098.3	1.8
Actively employed in a field other than nursing part time	850.8	1.8	605.7	1.3	438.5	1.1	2,727.8	1.0
Actively employed in a field other than nursing per diem	377.7	0.8	267.5	0.6	188.5	0.5	1,521.2	0.6
Working in nursing only as a volunteer	564.5	1.2	645.6	1.3	517.1	1.2	2,553.8	0.9
Unemployed, seeking work as a nurse	1,070.7	2.3	1,030.2	2.1	809.1	1.9	5,443.9	2.0
Unemployed, not seeking work as a nurse	1,611.6	3.5	1,616.2	3.4	1,362.4	3.3	7,223.8	2.6
Retired	4,993.7	10.8	4,916.9	10.2	4,824.7	11.6	23,038.1	8.3
U.S. RN Population								
Actively employed in nursing full time	2,333,606	62.9	2,553,467	65.4	2,707,476	64.9	3,104,344	70.2
Actively employed in nursing part time	488,405	13.2	472,204	12.1	489,695	11.7	482,946	10.9
Actively employed in nursing per diem	294,837	8.0	277,834	7.1	313,057	7.5	343,458	7.8
Actively employed in a field other than nursing full time	126,445	3.4	89,956	2.3	88,155	2.1	81,345	1.8
Actively employed in a field other than nursing part time	68,255	1.8	49,139	1.3	43,808	1.1	43,522	1.0
Actively employed in a field other than nursing per diem	30,298	0.8	21,702	0.6	18,832	0.5	24,271	0.6
Working in nursing only as a volunteer	45,288	1.2	52,374	1.3	51,660	1.2	40,746	0.9
Unemployed, seeking work as a nurse	85,896	2.3	83,573	2.1	80,832	1.9	86,859	2.0
Unemployed, not seeking work as a nurse	129,287	3.5	131,114	3.4	136,108	3.3	115,258	2.6
Retired	400,613	10.8	398,871	10.2	482,003	11.6	367,580	8.3

Note. Respondents were asked to select all that apply.

FIGURE 8

Employment Status of Registered Nurses (RNs)
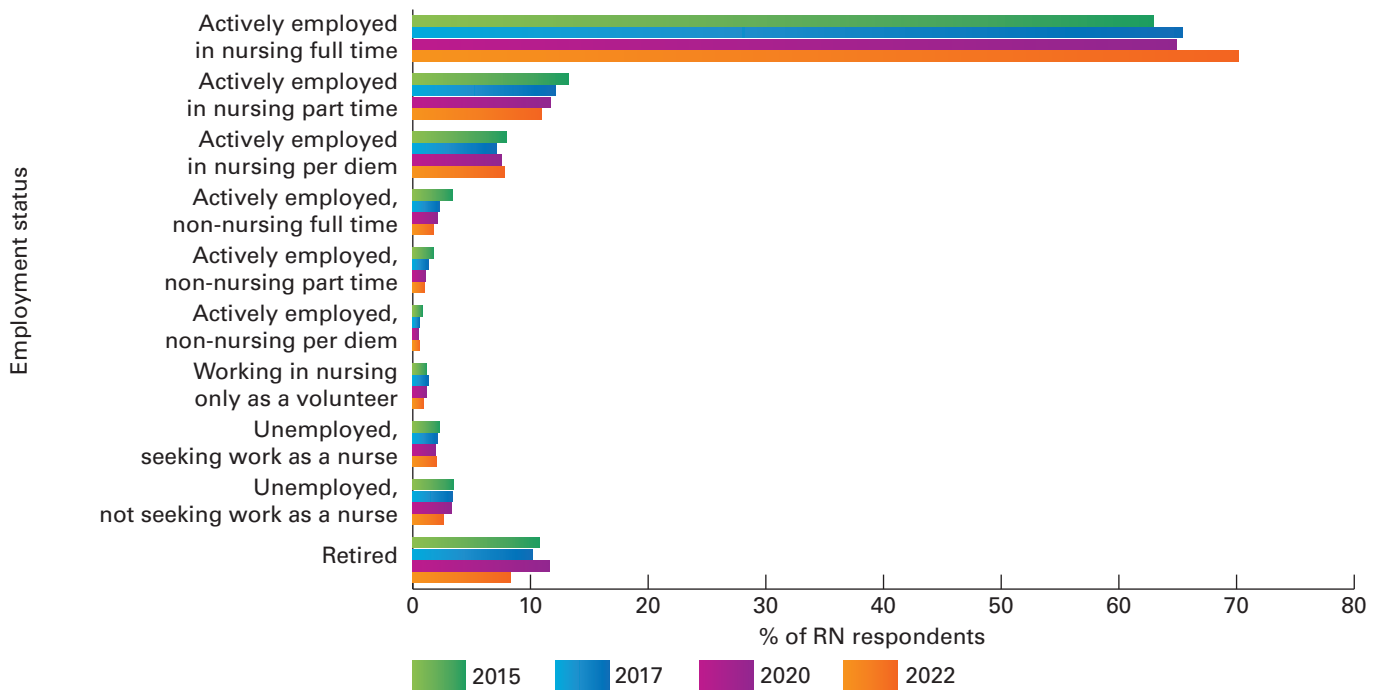
Reasons for Being Unemployed

Taking care of home and family was the most frequently reported reason for being unemployed (reported by 46.8% of respondents). About 22% attributed their unemployment to the COVID-19 pandemic. Almost 12% of RNs stated they were unemployed because of "inadequate salary." This represents a marked increase in the reporting of an inadequate salary, as the proportion of RNs reporting an inadequate salary in 2020 was 2.5%. The percentage of RNs who indicated unemployment because they had trouble in finding a nursing position was 10.7%, which was down from 14.6% in 2020. The percentage of RNs who listed "disabled" as the reason for unemployment was 7.2%, and 9.5% listed "school" as the reason for unemployment (Table 24 and Figure 9).

TABLE 24

Reasons for Unemployment of Registered Nurses, 2015–2022

Reasons for Unemployment	2015 (N = 2,272.4)		2017 (N = 2,567.2)		2020 (N = 2,122.1)		2022 (N = 12,397.1)	
	n	%	*n*	%	*n*	%	*n*	%
Taking care of home and family	1137.3	50.0	1226.8	47.8	1,039.5	49.0	5,805.8	46.8
Disabled	298.5	13.1	347.6	13.5	226.4	10.7	893.9	7.2
Inadequate salary	48.2	2.1	73.7	2.9	53.7	2.5	1,477.7	11.9
School	143.1	6.3	186.0	7.2	172.2	8.1	1,171.1	9.5
Difficulty in finding a nursing position	352.0	15.5	395.0	15.4	310.3	14.6	1,327.6	10.7
COVID-19 pandemic	-	-	-	-	-	-	2,433.5	22.6
Other	557.4	24.5	758.9	29.6	680.2	32.1	4,486.6	36.2

Note. Survey participants were asked to answer this question only if they were unemployed. Respondents were asked to select all that apply.

FIGURE 9

Reasons for Unemployment of Registered Nurses (RNs)

Legend: 2015, 2017, 2020, 2022

x-axis: % of RN respondents

y-axis: Reason for unemployment
- Taking care of home and family
- Disabled
- Inadequate salary
- School
- Difficulty in finding a nursing position
- COVID-19 pandemic
- Other
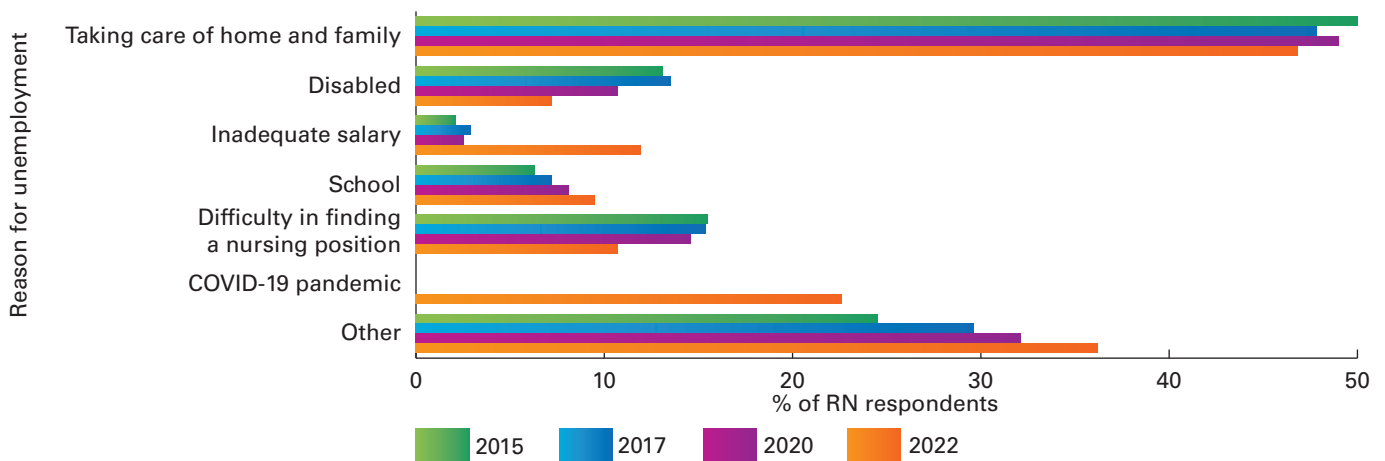
Retirement Plans

More than a quarter (28.7%) of RNs reported they plan to retire within the next 5 years. This finding represents a 6.6% increase over the proportion who thought they would retire within 5 years (22.1%) in the 2020 survey (Table 25).

TABLE 25

Registered Nurse (RN) Plans to Retire or Leave Nursing, 2020–2022

Plan to Retire Within 5 Years	2020		2022	
	n	%	*n*	%
RN Survey Respondents	*N* = 34,360.2		*N* = 216,831.7	
Yes	7,584.5	22.1	62,234.8	28.7
No	26,775.8	77.9	154,597.0	71.3
U.S. RN Population				
Yes	757,716	22.1	992,974	28.7
No	2,674,987	77.9	2,466,639	71.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Number of Positions Currently Held

Respondents were asked to identify the number of positions in which they were currently employed as a nurse. Most respondents (82.4%) reported holding just one position as a nurse, which represents a 0.5% increase when compared to 2020. The percentage of RNs who reported working in two positions increased from 13.7% in 2020 to 15.0% in 2022. The percentage of respondents who indicated that they held three or more positions in nursing also slightly increased from 2.4% in 2020 to 2.6% in 2022 (Table 26).

TABLE 26

Number of Positions Currently Held by Registered Nurses (RNs), 2015–2022

Number of Positions Held	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 37,114.2		*N* = 39,414.3		*N* = 33,992.6		*N* = 235,732.0	
1	31,499.3	84.9	32,827.2	83.3	28,516.3	83.9	194,280.1	82.4
2	4,744.0	12.8	5,496.7	13.9	4,664.1	13.7	35,280.2	15.0
≥3	870.8	2.4	1,090.5	2.8	812.2	2.4	6,171.7	2.6
U.S. RN Population								
1	2,527,010	84.9	2,663,030	83.3	2,848,869	83.9	3,099,794	82.4
2	380,585	12.8	445,905	13.9	465,958	13.7	562,905	15.0
≥3	69,861	2.4	88,463	2.8	81,141	2.4	98,471	2.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Number of Hours Worked During a Typical Week in All Nursing Positions

More than half (54.6%) of responding RNs reported working 32 to 40 hours in a typical week in all positions. This is a decrease from the results from the 2020 (58.7%) and the 2017 survey findings (58.6%). The second most frequently reported category was 41 to 50 hours (19%), which is higher than that reported for 2020 (14.5%) and 2017 (15.8%) (Table 27 and Figure 10).

TABLE 27

Number of Hours Registered Nurses (RNs) Worked During a Typical Week in All Nursing Positions, 2015–2022

Hours Worked per Week	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 36,327.6		*N* = 39,293.3		*N* = 33,847.5		*N* = 235,197.9	
1–15	1,697.7	4.7	1,903.7	4.8	1,624.0	4.8	8,482.5	3.6
16–23	1,655.7	4.6	1,728.1	4.4	1,402.3	4.1	7,897.3	3.4
24–31	3,536.9	9.8	3,765.0	9.6	3,251.0	9.6	20,715.0	8.8
32–40	21,174.3	58.4	23,012.6	58.6	19,850.6	58.7	128,375.1	54.6
41–50	5,957.3	16.4	6,198.0	15.8	4,915.1	14.5	44,684.8	19.0
51–60	1,636.9	4.5	1,851.3	4.7	1,479.9	4.4	14,197.5	6.0
≥61	578.8	1.6	834.7	2.1	1,324.5	3.9	10,845.7	4.6
U.S. RN Population								
1–15	136,200	4.7	154,434	4.8	162,243	4.8	135,340	3.6
16–23	132,826	4.6	140,190	4.4	140,094	4.1	126,004	3.4
24–31	283,745	9.8	305,426	9.6	324,785	9.6	330,513	8.8
32–40	1,698,692	58.4	1,866,841	58.6	1,983,138	58.7	2,048,261	54.6
41–50	477,918	16.4	502,796	15.8	491,034	14.5	712,959	19.0
51–60	131,318	4.5	150,180	4.7	147,847	4.4	226,525	6.0
≥61	46,432	1.6	67,712	2.1	132,322	3.9	173,046	4.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 10

Number of Hours Registered Nurses (RNs) Worked in All Nursing Positions
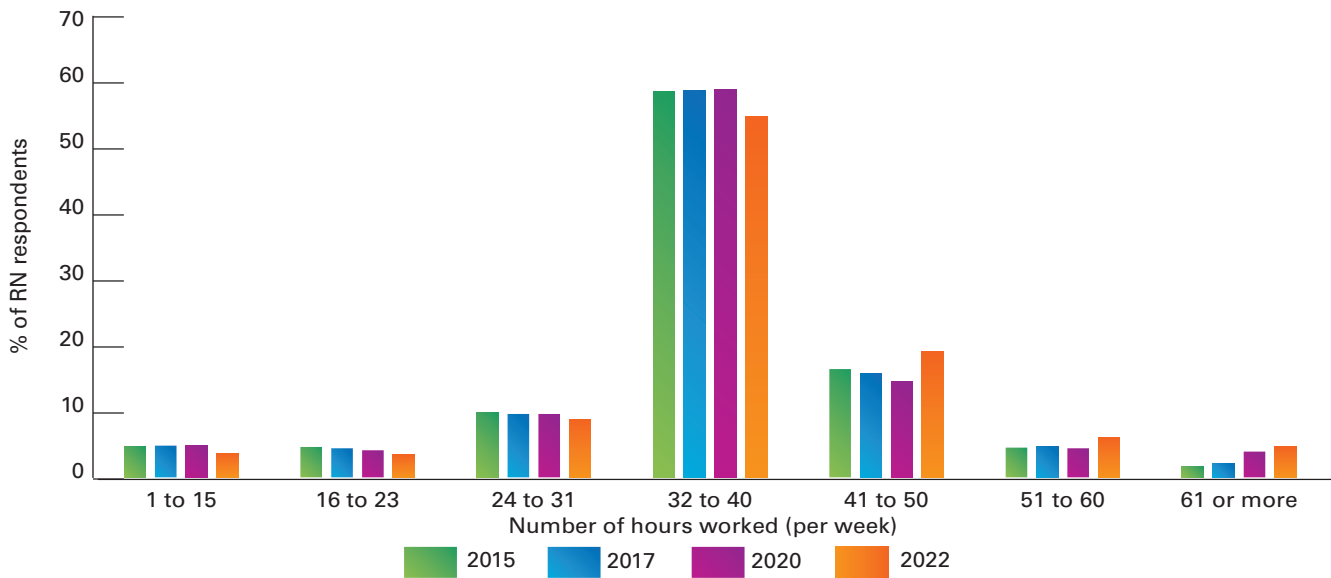
Primary Nursing Practice Position Setting

About 57% of RNs indicated that a hospital was their primary nursing practice. This represents an increase of 2.7 percentage points from 2020. Ambulatory care setting was the second most frequently selected setting by 10.4% of RNs, followed by nursing home/extended care at 3.9% and home health setting selected by 3.4%. School health service as a selection dropped from 3.1% in 2020 to 2.3% in 2022. Nurses selecting public health also increased to 1.7% in 2022, up from 1.2 in 2020. Insurance claims/benefits respondents dropped to 2.0% in 2022, down from 2.5% in 2020 (Table 28 and Figure 11).

TABLE 28

Primary Nursing Practice Position Setting of Registered Nurses (RNs), 2015–2022

Practice Setting	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 37,372.1		*N* = 38,870.1		*N* = 33,640.6		*N* = 232,872.0	
Hospital	20,311.9	54.4	21,646.5	55.7	18,441.8	54.8	133,911.7	57.5
Nursing home/extended care	1,807.2	4.8	1,859.7	4.8	1,486.7	4.4	9,024.8	3.9
Assisted living facility	233.3	0.6	211.2	0.5	177.5	0.5	1,187.3	0.5
Home health	2,288.0	6.1	1,685.9	4.3	1,501.7	4.5	7,818.4	3.4
Hospice	-	-	757.8	2.0	674.3	2.0	4,175.6	1.8
Correctional facility	259.6	0.7	294.8	0.8	277.7	0.8	1,525.4	0.7
School of nursing	1,357.0	3.6	1,028.9	2.7	954.1	2.8	4,908.9	2.1
Public health	595.4	1.6	539.3	1.4	407.5	1.2	3,832.2	1.7
Dialysis center	-	-	493.6	1.3	386.8	1.2	2,643.9	1.1
Community health	786.9	2.1	780.8	2.0	565.3	1.7	4,655.2	2.0
School health service	1,092.8	2.9	1,025.3	2.6	1,057.8	3.1	5,441.8	2.3
Occupational health	250.3	0.7	292.6	0.8	230.7	0.7	1,642.9	0.7
Ambulatory care setting	4,201.1	11.2	3,649.2	9.4	3,271.6	9.7	24,267.2	10.4
Insurance claims/benefits	673.7	1.8	694.1	1.8	841.1	2.5	4,642.6	2.0
Policy/planning/regulatory/licensing agency	148.7	0.4	86.9	0.2	88.1	0.3	746.5	0.3
Other	3,366.3	9.0	3,823.6	9.8	3,278.0	9.7	22,447.4	9.6
U.S. RN Population								
Hospital	1,629,506	54.4	1,756,021	55.7	1,842,394	54.8	2,136,599	57.5
Nursing home/extended care	144,982	4.8	150,865	4.8	148,526	4.4	143,994	3.9

(continued)

Primary Nursing Practice Position Setting of Registered Nurses (RNs), 2015–2022 (continued)

Practice Setting	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
Assisted living facility	18,718	0.6	17,132	0.5	17,733	0.5	18,943	0.5
Home health	183,553	6.1	136,765	4.3	150,025	4.5	124,744	3.4
Hospice	-	-	61,471	2.0	67,365	2.0	66,623	1.8
Correctional facility	20,828	0.7	23,918	0.8	27,743	0.8	24,338	0.7
School of nursing	108,863	3.6	83,466	2.7	95,318	2.8	78,324	2.1
Public health	47,763	1.6	43,748	1.4	40,711	1.2	61,143	1.7
Dialysis center	-	-	40,040	1.3	38,643	1.2	42,185	1.1
Community health	63,128	2.1	63,337	2.0	56,475	1.7	74,275	2.0
School health service	87,666	2.9	83,178	2.6	105,678	3.1	86,826	2.3
Occupational health	20,080	0.7	23,736	0.8	23,048	0.7	26,213	0.7
Ambulatory care setting	337,028	11.2	296,030	9.4	326,843	9.7	387,190	10.4
Insurance claims/benefits	54,046	1.8	56,306	1.8	84,029	2.5	74,075	2.0
Policy/planning/regulatory/licensing agency	11,930	0.4	7,050	0.2	8,801	0.3	11,910	0.3
Other	270,057	9.0	310,178	9.8	327,483	9.7	358,155	9.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 11

Most-Reported Primary Nursing Practice Position Setting of Registered Nurses (RNs)
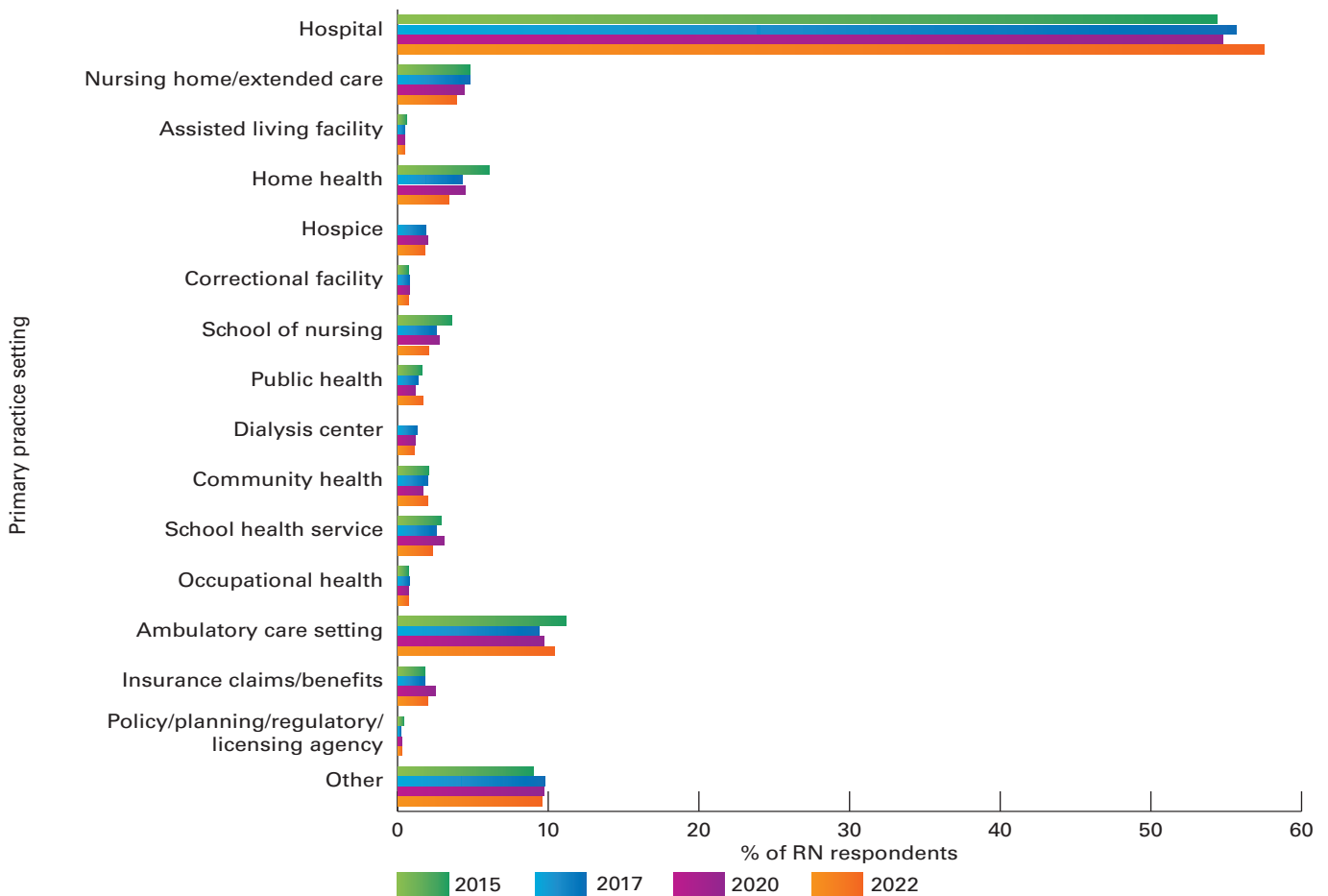
Primary Nursing Position Title

More than half (56%) of RNs reported their nursing position title as a staff nurse in 2022. This is down slightly from 2020, when 60% identified as a staff nurse. The title of case manager accounted for 10.9% of nursing titles, which is an increase from 7.4% in the 2020 survey. Additionally, the proportion of APRNs grew in 2022 to 9.7% from 6.3% in 2020 (Table 29 and Figure 12).

TABLE 29

Primary Nursing Position Title of Registered Nurses (RNs), 2015–2022

Primary Title	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 37,711.1		*N* = 39,063.1		*N* = 33,713.7		*N* = 233,841.4	
Consultant	672.4	1.8	577.4	1.5	531.7	1.6	2,782.6	1.2
Nurse researcher	247.2	0.7	235.9	0.6	155.6	0.5	1,140.6	0.5
Nurse executive	881.4	2.3	725.3	1.9	647.7	1.9	4,326.3	1.9
Nurse manager	3,045.8	8.1	3,126.2	8.0	2,673.3	7.9	17,149.0	7.3
Nurse faculty/educator	1,422.2	3.8	1,558.2	4.0	1,392.5	4.1	7,673.0	3.3
APRN	3,069.1	8.1	3,946.1	10.1	2,130.2	6.3	22,782.1	9.7
Staff nurse	21,920.7	58.1	22,673.0	58.0	20,265.9	60.1	132,070.7	56.5
Case manager	2,524.8	6.7	2,519.2	6.4	2,485.3	7.4	25,478.9	10.9
Other – health related	3,685.1	9.8	3,561.9	9.1	3,277.4	9.7	17,964.2	7.7
Other – not health related	242.5	0.6	139.7	0.4	154.2	0.5	2,474.0	1.1
U.S. RN Population								
Consultant	53,944	1.8	46,844	1.5	53,119	1.6	44,397	1.2
Nurse researcher	19,830	0.7	19,139	0.6	15,545	0.5	18,199	0.5
Nurse executive	70,706	2.3	58,836	1.9	64,707	1.9	69,027	1.9
Nurse manager	244,343	8.1	253,609	8.0	267,071	7.9	273,617	7.3
Nurse faculty/educator	114,099	3.8	126,408	4.0	139,115	4.1	122,425	3.3
APRN	246,214	8.1	320,121	10.1	212,814	6.3	363,495	9.7
Staff nurse	1,758,573	58.1	1,839,294	58.0	2,024,628	60.1	2,107,225	56.5
Case manager	202,546	6.7	204,368	6.4	248,289	7.4	406,523	10.9
Other – health related	295,637	9.8	288,950	9.1	327,423	9.7	286,625	7.7
Other – not health related	19,453	0.6	11,332	0.4	15,405	0.5	39,473	1.1

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 12

Most Reported Primary Nursing Position Title of Registered Nurses (RNs)
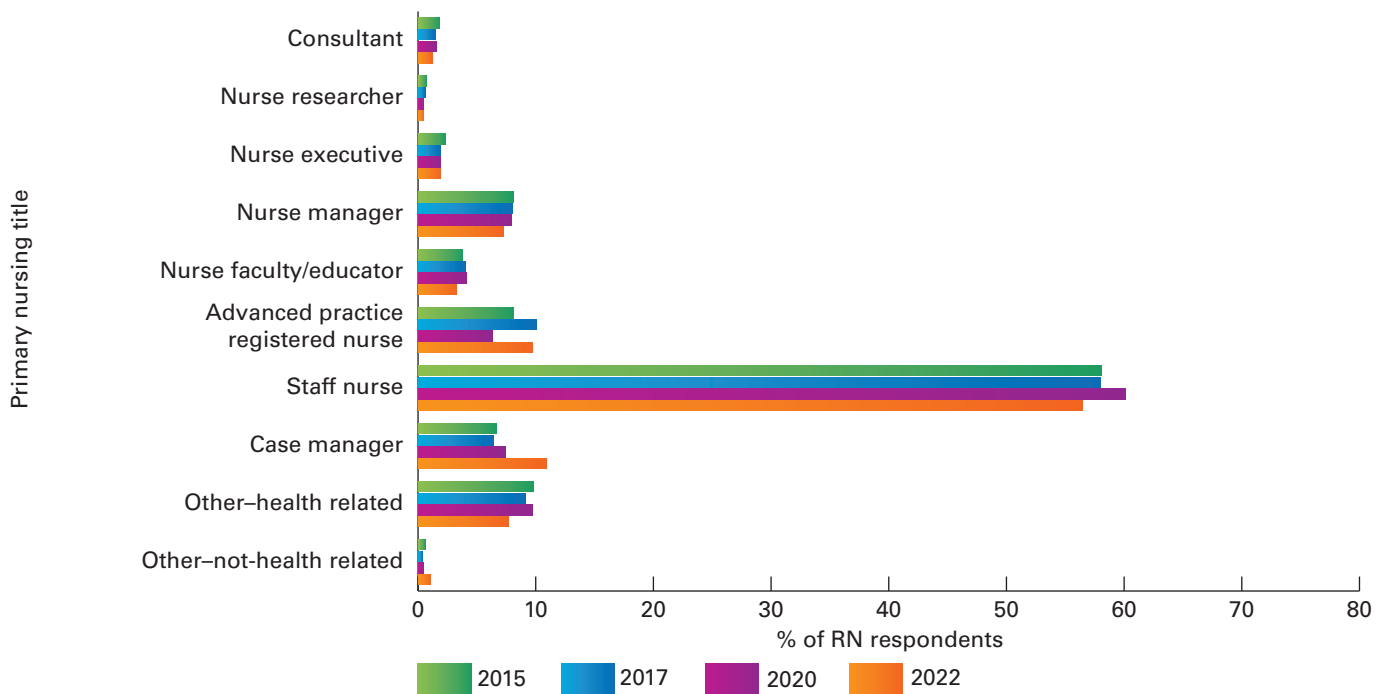
Traveling Nurse Position

In the 2022 survey, a new question was added: "Are you currently a travel nurse?" About 6% of RNs reported currently being a travel nurse (Table 30).

TABLE 30

Registered Nurses in Travel Nursing, 2022

Travel Nurse	2022	
	n	%
RN Survey Respondents	*N* = 215,429.5	
Yes	13,296.0	6.2
No	202,133.5	93.8
U.S. RN Population		
Yes	212,142	6.2
No	3,225,097	93.8

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Primary Nursing Position Specialty

In 2022, 16.5% of RNs reported that their primary practice specialty was acute care/critical care. This increased from the 13.4% reported in 2020. The second most reported specialty position in 2022 was medical-surgical at 10.0% (compared to 8.5% reported in 2020). Emergency/trauma was the third most often reported practice specialty (8.1%), an increase from 5.6% reported in 2020. The proportion of RNs reporting other nonclinical specialties grew to 5.6% of respondents in 2022 from the 3.2% reported in 2020 (Table 31 and Figure 13).

TABLE 31

Primary Nursing Position Specialty of Registered Nurses, 2015–2022

Primary Specialty	2015 (N = 36,424.1)		2017 (N = 37,484.3)		2020 (N = 32,364.8)		2022 (N = 199,133.7)	
	n	%	n	%	n	%	n	%
Acute care/critical care	4,159.1	11.4	5,239.2	14.0	4,338.5	13.4	32,897.2	16.5
Adult health	756.1	2.1	1,447.1	3.9	1,172.9	3.6	5,069.8	2.6
Anesthesia	549.9	1.5	705.5	1.9	379.4	1.2	3,516.5	1.8
Cardiology	-	-	1,291.0	3.4	1,086.0	3.4	7,394.4	3.7
Community	356.7	1.0	386.6	1.0	300.9	0.9	1,920.1	1.0
Emergency/trauma	2,026.7	5.6	2,027.3	5.4	1,818.4	5.6	16,108.5	8.1
Family health	-	-	1,243.4	3.3	801.2	2.5	5,251.3	2.6
Genetics	40.6	0.1	-	-	-	-	328.6	0.2
Geriatric/gerontology	1,754.7	4.8	1,918.5	5.1	1,614.2	5.0	8,796.8	4.4
Home health	1,604.0	4.4	1,360.1	3.6	1,226.1	3.8	5,890.7	3.0
Informatics	318.2	0.9	-	-	-	-	1,071.7	0.5
Information technology	-	-	-	-	-	-	255.7	0.1
Maternal-child health/obstetrics	1,633.9	4.5	1,778.1	4.7	1,422.3	4.4	8,892.7	4.5
Medical-surgical	3,695.7	10.1	3,203.1	8.6	2,757.8	8.5	19,876.0	10.0
Neonatal	808.4	2.2	809.5	2.2	725.4	2.2	4,750.5	2.4
Nephrology	476.4	1.3	555.7	1.5	500.7	1.6	3,237.7	1.6
Neurology/neurosurgical	337.1	0.9	-	-	-	-	1,924.3	1.0
Occupational health	280.7	0.8	339.8	0.9	314.4	1.0	1,892.8	1.0
Oncology	1,044.0	2.9	1,046.9	2.8	955.9	3.0	6,514.0	3.3
Orthopedic	436.1	1.2	-	-	-	-	2,373.4	1.2
Palliative care/hospice	529.1	1.5	643.3	1.7	522.2	1.6	4,099.7	2.1
Pediatrics	1,570.3	4.3	1,774.1	4.7	1,345.9	4.2	9,652.4	4.9
Perioperative	2,195.7	6.0	2,187.7	5.8	2,173.2	6.7	12,690.4	6.4
Primary care	1,092.5	3.0	-	-	-	-	4,661.5	2.3
Public health	466.0	1.3	472.3	1.3	428.9	1.3	3,440.5	1.7
Psychiatric/mental health/substance abuse	1,418.4	3.9	1,534.1	4.1	1,206.8	3.7	5,036.1	2.5
Radiology	191.2	0.5	-	-	-	-	376.8	0.2
Rehabilitation	717.3	2.0	725.4	1.9	541.4	1.7	1,847.2	0.9
School health	1,025.1	2.8	945.5	2.5	980.0	3.0	2,469.0	1.2
Urology	87.5	0.2	-	-	-	-	65.7	0.0
Women's health	651.7	1.8	567.1	1.5	490.5	1.5	2,111.8	1.1
Other - clinical specialties	-	-	4,507.7	12.0	4,229.5	13.1	3,566.0	1.8
Other - nonclinical specialties	-	-	775.1	2.1	1,032.1	3.2	11,154.0	5.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 13

Most Reported Primary Nursing Position Specialty of Registered Nurses (RNs)
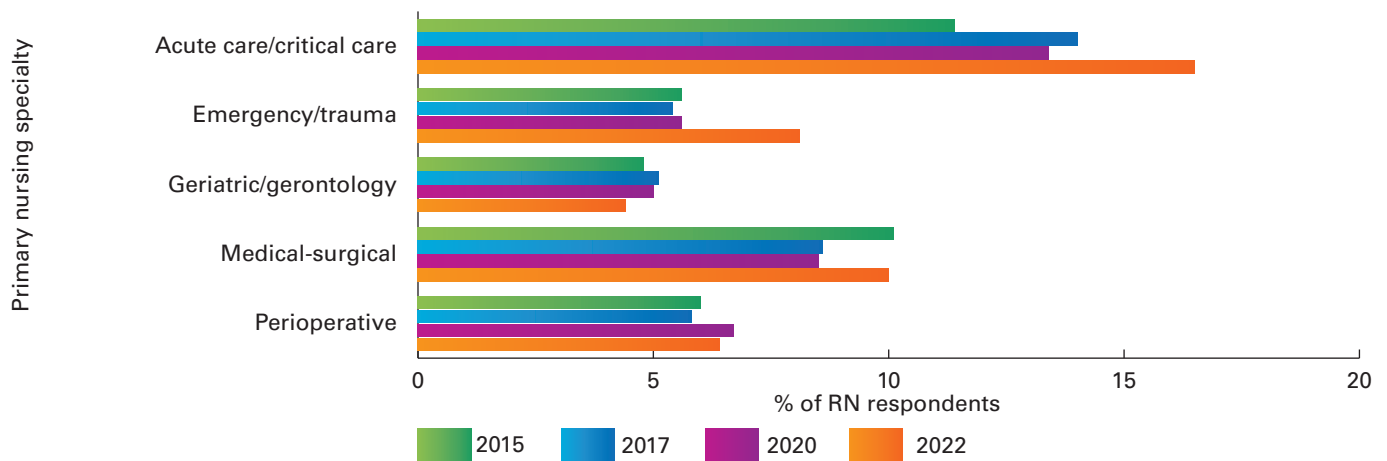
Providing Direct Patient Care—Primary Nursing Position

In 2022, 72.5% of RN respondents reported providing direct patient care in their primary nursing position. In 2020, the first year this question was asked, 68.6% of nurses said they provided direct patient care in their primary nursing position (Table 32).

TABLE 32

Registered Nurses (RNs) Providing Direct Patient Care—Primary Nursing Position, 2020–2022

Providing Direct Patient Care	2020		2022	
	n	%	*n*	%
RN Survey Respondents	*N* = 34,080.7		*N* = 215,838.4	
Yes	23,391.8	68.6	156,539.8	72.5
No	10,688.9	31.4	59,298.6	27.5
U.S. RN Population				
Yes	2,336,915	68.6	2,497,637	72.5
No	1,067,855	31.4	946,126	27.5

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Secondary Nursing Practice Position Setting

Of the 17.6% of RNs who reported having more than one nursing position (Table 26), 34.7% reported practicing in a hospital setting, 9.2% in a nursing home/extended care, and 8.8% in an ambulatory care setting. Of the more common practice settings, the proportion of RNs practicing in a nursing home/extended care setting grew 2% and those practicing in nursing schools dropped by 1.6%, from 8.7% in 2020 to 7.1% in 2022 (Table 33 and Figure 14).

TABLE 33

Secondary Nursing Practice Position Setting of Registered Nurses, 2015–2022

Secondary Practice Setting	2015 (*N* = 4,877.3)		2017 (*N* = 6,153.3)		2020 (*N* = 5,121.6)		2022 (*N* = 39,004.5)	
	n	%	*n*	%	*n*	%	*n*	%
Hospital	1,632.6	33.5	2,213.4	36.0	1,879.1	36.7	13,548.1	34.7
Nursing home/extended care	277.2	5.7	456.7	7.4	363.8	7.1	3,575.2	9.2
Assisted living facility	58.9	1.2	58.4	1.0	58.3	1.1	815.6	2.1
Home health	577.5	11.8	555.7	9.0	430.1	8.4	2,977.1	7.6
Hospice	-	-	185.9	3.0	139.3	2.7	1,122.3	2.9
Correctional facility	72.2	1.5	68.3	1.1	46.2	0.9	403.5	1.0

Secondary Nursing Practice Position Setting of Registered Nurses, 2015–2022 *(continued)*

Secondary Practice Setting	2015 (N = 4,877.3)		2017 (N = 6,153.3)		2020 (N = 5,121.6)		2022 (N = 39,004.5)	
	n	%	n	%	n	%	n	%
School of nursing	519.7	10.7	493.6	8.0	446.2	8.7	2,776.4	7.1
Public health	38.1	0.8	89.2	1.5	68.9	1.3	935.7	2.4
Dialysis center	-	-	87.7	1.4	54.7	1.1	521.7	1.3
Community health	191.1	3.9	209.6	3.4	121.6	2.4	1,002.7	2.6
School health service	171.7	3.5	173.0	2.8	113.2	2.2	1,006.0	2.6
Occupational health	39.0	0.8	57.1	0.9	36.3	0.7	564.0	1.5
Ambulatory care setting	451.2	9.3	556.7	9.1	492.6	9.6	3,438.9	8.8
Insurance claims/benefits	39.4	0.8	51.7	0.8	44.1	0.9	565.5	1.5
Policy/planning/regulatory/licensing agency	6.1	0.1	7.1	0.1	22.5	0.4	145.2	0.4
Other	802.5	16.5	889.3	14.5	806.9	15.8	5,606.5	14.4

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 14

Most Reported Secondary Nursing Practice Position Setting of Registered Nurses (RNs)
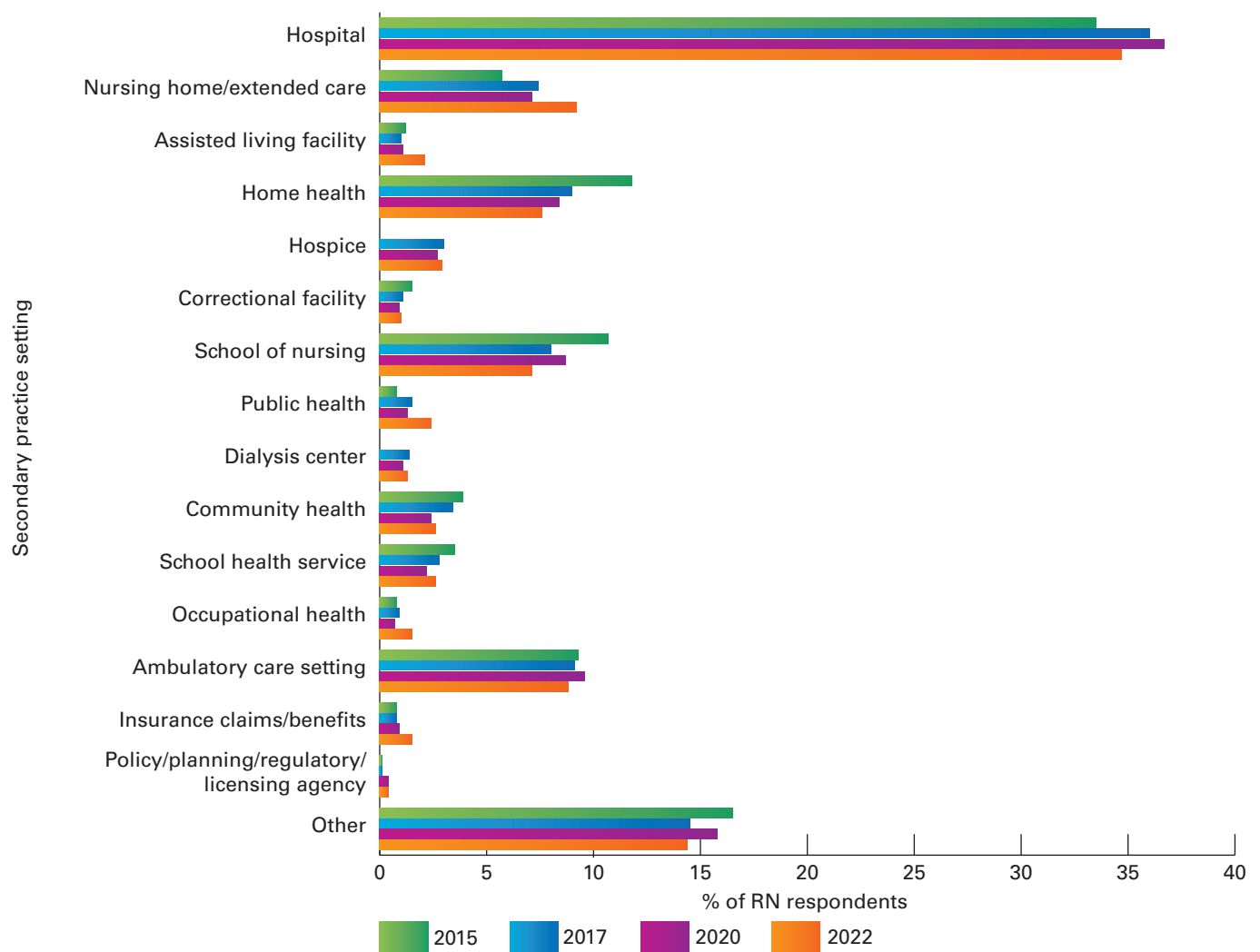
Secondary Nursing Position Title

Of those RNs who had more than one nursing position, 52.9% of respondents were staff nurses. This represents a decline from 2020 when 57.6% of nurses were staff nurses. About 15% of RN respondents had other health-related titles and 12.6% were APRNs. As with the primary position titles previously listed, the proportion of respondents reporting being an APRN increased by 3.9% from 2020 (Table 34 and Figure 15).

TABLE 34

Secondary Nursing Practice Position Title of Registered Nurses, 2015–2022

Secondary Title	2015 (*N* = 4,857.8)		2017 (*N* = 6,145.9)		2020 (*N* = 5,080.8)		2022 (*N* = 38,665.7)	
	n	%	*n*	%	*n*	%	*n*	%
Consultant	216.0	4.5	201.2	3.3	165.6	3.3	1,085.5	2.8
Nurse researcher	28.9	0.6	36.2	0.6	21.9	0.4	300.4	0.8
Nurse executive	46.6	1.0	34.6	0.6	40.3	0.8	245.2	0.6
Nurse manager	143.2	3.0	235.4	3.8	196.2	3.9	1,408.7	3.6
Nurse faculty/educator	482.0	9.9	601.5	9.8	547.0	10.8	3,135.3	8.1
APRN	521.8	10.7	743.0	12.1	443.9	8.7	4,887.6	12.6
Staff nurse	2,767.9	57.0	3,430.8	55.8	2,924.9	57.6	20,461.2	52.9
Case manager	157.8	3.4	256.3	4.2	205.5	4.1	866.9	2.2
Other – health related	475.0	9.8	573.7	9.3	490.2	9.7	5,800.5	15.0
Other – not health related	18.6	0.4	33.3	0.5	45.3	0.9	474.2	1.2

Note. Survey participants were asked about their secondary nursing practice title only if they were actively employed in nursing.

FIGURE 15

Most Reported Secondary Nursing Position Title of Registered Nurses (RNs)
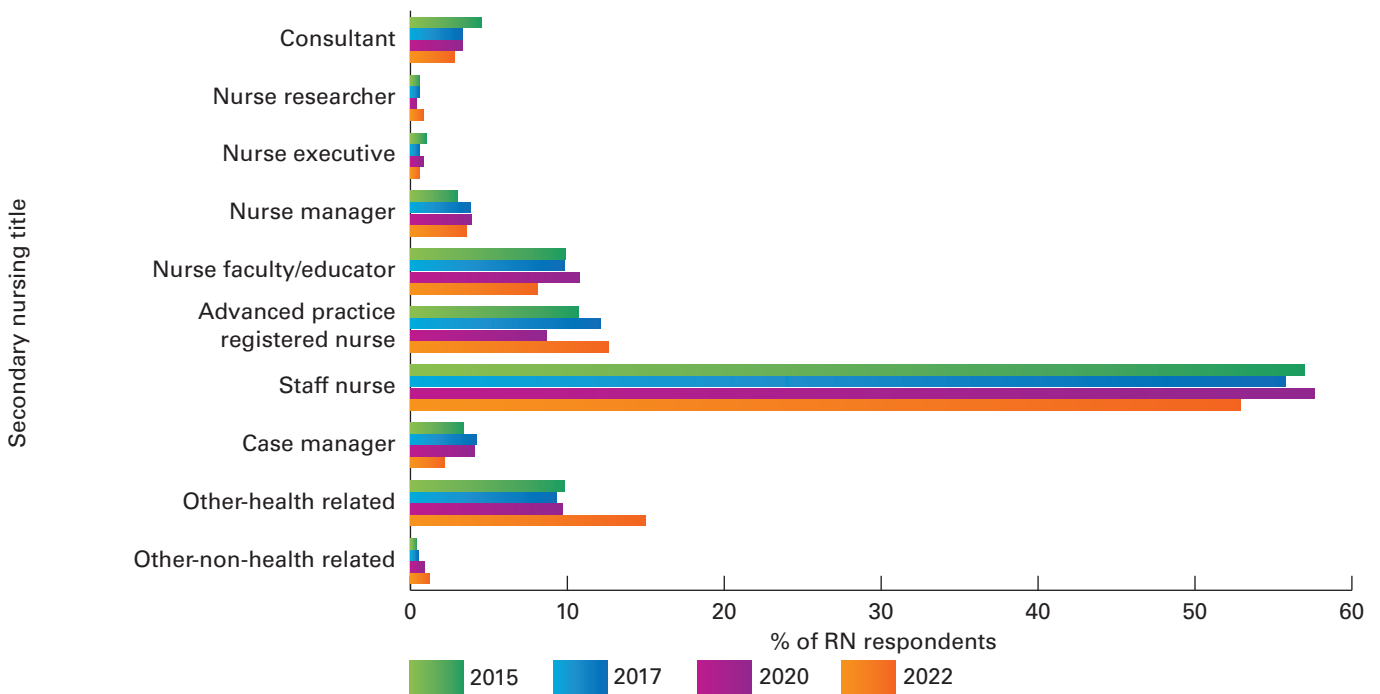
Providing Direct Patient Care—Secondary Nursing Practice Position

In 2022, 75.4% of RN respondents reported providing direct patient care in their secondary nursing position. In 2020, the first year this question was asked, 72.0% of nurses said they provided direct patient care in their secondary nursing position (Table 35).

TABLE 35

Providing Direct Patient Care—Secondary Nursing Position of Registered Nurses, 2020–2022

Providing Direct Patient Care	2020 (*N* = 5,076.1)		2022 (*N* = 35,791.8)	
	n	%	*n*	%
Yes	3,653.3	72.0	26,985.5	75.4
No	1,422.7	28.0	8,806.3	24.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Annual Earnings

2022 Pretax Annual Earnings From Primary Nursing Position

The median pretax annual earnings for RNs grew to $80,000 in 2022. Pretax wages grew by 14% since 2020 when the median pretax annual wage was $70,000. The percentage of respondents earning less than $40,000 annually (7.5%) decreased by 3.9%; those earning between $40,000 and $60,000 (13.9%) decreased by 5.3% between 2020 and 2022. The percentage of respondents in categories making between $60,000 and $80,000 per year (27.7%) also showed a decline of 2.2%. Between 2020 and 2022, the proportion of RNs making between $80,00 and $100,000 (22.3%) increased by 3.2%, and those making more than $100,000 per year (28.7%) increased by 8.2% (Table 36 and Figure 16).

TABLE 36

Annual Earnings of Registered Nurses (RNs) From Primary Nursing Position, 2015–2022

Annual Earnings	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 32,455.7		*N* = 35,745.6		*N* = 29,453.8		*N* = 181,491.9	
<$40,000	4,711.3	14.5	4,217.8	11.8	3,355.6	11.4	13,599.2	7.5
$40,000 to <$60,000	8,436.8	26.0	8,243.4	23.1	5,639.5	19.2	25,203.8	13.9
$60,000 to <$80,000	9,202.0	28.4	10,213.3	28.6	8,808.0	29.9	50,193.6	27.7
$80,000 to <$100,000	5,279.8	16.3	6,386.3	17.9	5,617.0	19.1	40,376.6	22.3
≥$100,000	4,825.7	14.9	6,684.8	18.7	6,033.8	20.5	52,118.8	28.7
U.S. RN Population								
<$40,000	377,964	14.5	342,160	11.8	335,235	11.4	216,979	7.5
$40,000 to <$60,000	676,837	26.0	668,729	23.1	563,404	19.2	402,133	13.9
$60,000 to <$80,000	738,224	28.4	828,530	28.6	879,947	29.9	800,853	27.7
$80,000 to <$100,000	423,568	16.3	518,071	17.9	561,156	19.1	644,220	22.3
≥$100,000	387,136	14.9	542,292	18.7	602,796	20.5	831,570	28.7

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Annual Earnings of Registered Nurses (RNs) for Primary Position
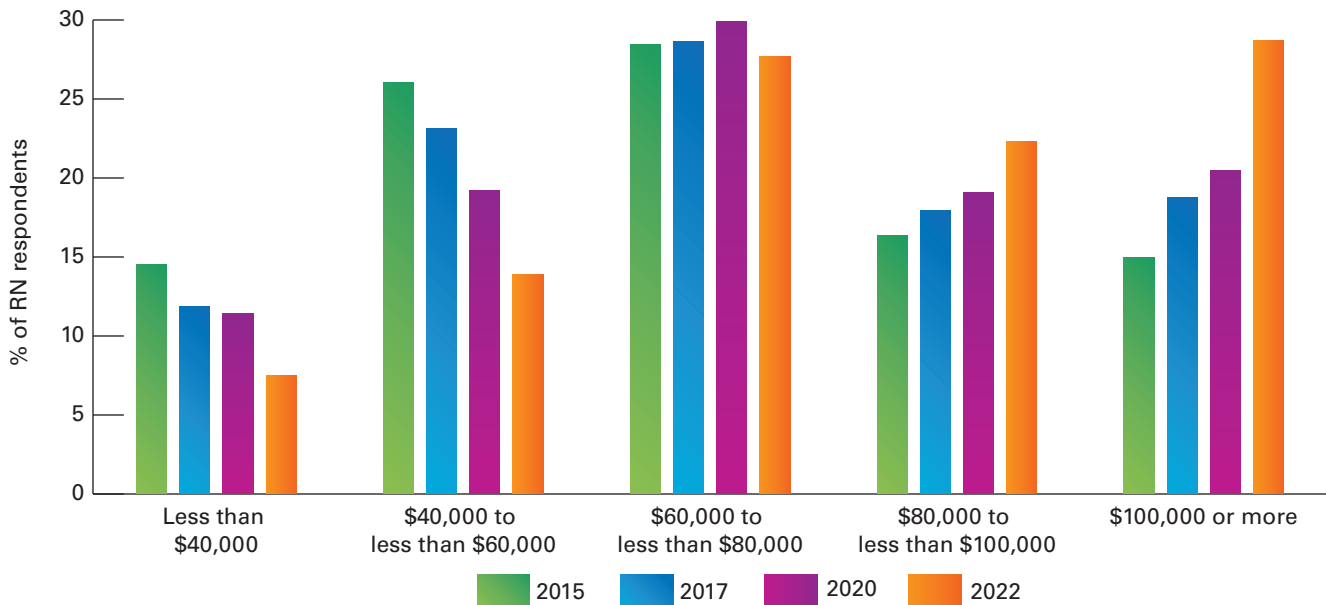
Earnings by Gender and Specialty

The specialty with the highest median annual wage was anesthesia at $188,000. Men have higher earnings across most specializations, where women earn 85% of men's median wage. In 2022, women earned more in the specialties of genetics, geriatrics, neonatal, nephrology, neurology, rehabilitation, and radiology (Table 37).

TABLE 37

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurse Gender and Specialty, 2022

Specialty	Male		Female		Nonbinary		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Acute care/critical care	349	$90,000	2,123	$80,000	10	$74,000	2,482	$80,000
Adult health	27	$90,000	337	$75,000	2	$109,000	366	$75,500
Anesthesia	91	$220,000	171	$180,000	1	$130,000	263	$188,000
Cardiology	80	$90,000	540	$75,000	2	$64,000	622	$75,500
Community	6	$70,500	157	$67,000	1	$74,000	164	$67,500
Emergency/trauma	184	$88,000	991	$78,000	8	$90,000	1,183	$80,000
Family health	20	$117,500	426	$81,150	1	$3,500	447	$84,000
Genetics	4	$73,000	27	$75,000	-	-	31	$75,000
Geriatric/gerontology	57	$70,000	861	$75,000	2	$90,000	920	$75,000
Home health	42	$77,500	518	$73,500	3	$90,000	563	$74,000
Informatics	12	$102,500	92	$95,500	-	-	104	$96,000
Information technology	3	$93,500	22	$89,250	-	-	25	$93,500
Maternal-child health/obstetrics	4	$112,500	795	$70,000	-	-	799	$70,000
Medical-surgical	145	$79,000	1,376	$70,000	2	$92,000	1,524	$70,000
Neonatal	6	$68,500	336	$78,000	-	-	342	$78,000
Nephrology	24	$80,000	234	$84,000	-	-	258	$82,500
Neurology/neurosurgical	18	$79,000	169	$80,496	1	$54,000	188	$80,000
Occupational health	14	$97,500	163	$85,000	-	-	177	$86,000
Oncology	29	$80,000	512	$77,500	4	$72,500	545	$78,000
Orthopedic	15	$89,000	175	$72,500	1	$30,000	191	$75,000
Palliative care/hospice	22	$72,250	333	$76,000	1	$85,000	356	$75,000

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurse Gender and Specialty, 2022 *(continued)*

Specialty	Male		Female		Nonbinary		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Pediatrics	30	$83,500	719	$70,000	4	$82,500	753	$70,000
Perioperative	98	$90,000	985	$75,000	6	$63,000	1,089	$75,000
Primary care	39	$100,000	443	$83,000	1	$72,000	483	$85,000
Public health	27	$90,000	305	$73,000	-	-	332	$74,875
Psychiatric/mental health/substance abuse	69	$95,000	287	$80,000	1	$345,000	357	$82,000
Radiology	4	$64,000	29	$82,000	-	-	33	$80,000
Rehabilitation	17	$72,000	123	$77,000	-	-	140	$76,500
School health	7	$59,000	191	$54,000	-	-	198	$54,500
Urology	2	$82,250	12	67000	-	-	14	$67,000
Women's health	1	$120,000	125	$65,000	2	$78,500	128	$65,050
Other - clinical specialties	16	$92,250	160	$83,000	-	-	176	$84,750
Other - nonclinical specialties	102	$92,750	899	$77,000	5	$55,000	1,006	$78,000
Total	1,564	$89,000	14,636	$76,000	59	$74,000		

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by Highest Education

As in previous surveys, the 2022 results show increases in median wages with higher-level degrees. RNs holding a DNP reported the highest earnings at $110,000 per year. RNs with a PhD reported an annual media wage of $105,000, while RNs holding a master's or doctorate other than a DNP or PhD earned $100,000. Baccalaureate-educated RNs earned $75,000, while their associate degree in nursing (ADN) and diploma education colleagues made $70,000 per year. Overall, wages across educational attainment rose in 2022 over their 2020 earnings (Table 38).

TABLE 38

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurses' Highest Education, 2017–2022

Highest Education	2017		2020		2022	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Diploma	1,358	$72,900	1,318	$65,000	635	$70,000
Associate degree	8,303	$65,000	8,308	$63,000	4,847	$70,000
Baccalaureate degree	12,714	$68,000	14,964	$67,000	10,183	$75,000
Master's degree	4,999	$95,000	4,617	$90,000	3,620	$100,000
Doctoral degree – PhD	200	$100,000	209	$93,600	151	$105,000
Doctoral degree – DNP	413	$104,000	519	$100,000	411	$110,000
Doctoral degree – nursing other	37	$96,000	40	$96,000	43	$100,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses. Regarding education, in the 2013 and 2015 surveys, a single question of "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

Earnings by State

Annual median wages grew in 2022 over 2020 earnings in every state except for New Hampshire and Tennessee. As in previous surveys, the states with the highest reported median wages were California ($104,000), Hawaii ($100,000), Oregon ($91,500), New York ($90,000), and the District of Columbia ($90,000). States with the lowest annual median wages were Iowa ($68,000), Alabama ($70,000), North Dakota ($70,000), Tennessee ($70,000), and Nebraska ($70,441). In contrast to previous reports where the lowest earning state saw the largest percent increase, in 2022, the highest wage states tended to also see the largest percent increases (e.g., California at 15.6%, Oregon at 14.4%, and New York at 12.5%) while the lowest earning states saw the lowest percent increase (e.g., Alabama at 2.9%, Nebraska at 3.6%, and Tennessee at 0%) (Table 39).

TABLE 39

Median Annual Earnings in Primary Nursing Position by Jurisdictions Where Registered Nurses Are Currently Practicing, 2015–2022

Jurisdiction	2015	2017	2020	2022	Jurisdiction	2015	2017	2020	2022
Alabama	$55,000	$60,000	$68,000	$70,000	Montana	$58,000	$60,000	$66,000	$74,800
Alaska	$70,000	$76,000	$79,000	$85,000	Nebraska	$54,000	$60,000	$68,000	$70,441
Arizona	$69,000	$70,500	$75,000	$81,000	Nevada	$72,000	$77,000	$78,000	$83,750
Arkansas	$56,000	$61,605	$68,000	$70,765	New Hampshire	$64,000	$66,500	$75,000	$75,000
California	$90,000	$88,000	$90,000	$104,000	New Jersey	$76,000	$75,915	$80,000	$88,000
Colorado	$63,000	$65,000	$74,030	$79,000	New Mexico	$62,000	$69,500	$73,000	$81,125
Connecticut	$75,000	$75,000	$80,000	$86,500	New York	$77,000	$80,000	$80,000	$90,000
Delaware	$71,000	$71,900	$75,000	$80,000	North Carolina	$58,890	$61,000	$69,000	$78,316
District of Columbia	$75,000	$79,000	$80,000	$90,000	North Dakota	$54,000	$60,000	$65,000	$70,000
Florida	$60,000	$65,500	$72,000	$77,751	Ohio	$58,000	$65,000	$70,000	$74,000
Georgia	$64,000	$68,000	$75,000	$80,000	Oklahoma	$58,326	$64,000	$70,000	$75,000
Hawaii	$82,000	$85,000	$90,000	$100,000	Oregon	$75,000	$80,000	$80,000	$91,500
Idaho	$60,000	$62,000	$70,000	$73,000	Pennsylvania	$62,000	$70,000	$75,000	$81,000
Illinois	$65,000	$67,000	$73,169	$79,000	Rhode Island	$70,000	$70,000	$77,400	$82,000
Indiana	$53,000	$64,000	$69,000	$75,000	South Carolina	$57,000	$64,000	$69,609	$78,000
Iowa	$51,662	$58,000	$63,000	$68,000	South Dakota	$51,000	$54,000	$62,000	$71,025
Kansas	$54,000	$64,000	$65,000	$73,000	Tennessee	$55,000	$62,000	$70,000	$70,000
Kentucky	$60,000	$64,000	$68,000	$74,000	Texas	$68,700	$72,000	$75,000	$80,000
Louisiana	$60,000	$65,000	$68,000	$78,000	Utah	$53,000	$65,000	$68,000	$73,000
Maine	$60,000	$63,000	$68,800	$75,000	Vermont	$62,000	$61,000	$73,492	$76,000
Maryland	$70,000	$74,466	$78,000	$80,000	Virginia	$60,000	$69,000	$75,000	$79,000
Massachusetts	$75,633	$76,000	$79,655	$83,000	Washington	$70,000	$75,000	$80,000	$86,000
Michigan	$60,000	$67,000	$73,000	$78,000	West Virginia	$55,000	$62,000	$68,000	$72,000
Minnesota	$64,870	$66,000	$74,000	$77,000	Wisconsin	$60,000	$63,000	$70,500	$75,000
Mississippi	$58,000	$60,000	$68,000	$73,000	Wyoming	$64,000	$65,000	$70,000	$81,000
Missouri[a]	-	-	$68,640	$81,000	Northern Mariana Islands	$35,000	$41,600	$60,000	$64,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

[A] Missouri did not participate in the 2015 and 2017 surveys.

Earnings by Years Licensed and Age

Median annual earnings tended to increase with both age and experience. However, an examination of Table 40 suggests these increases are more dependent on experience than on age. Earnings grow consistently with experience, while growth with age varies and begins to decrease after the age of 60 years (Table 40).

TABLE 40

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurses' Years Licensed and Age, 2022

Age, y	Number of Years Licensed									
	0–1		2–5		6–10		≥11		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
18–29	362	$57,000	1,137	$65,000	301	$70,000	3	$90,000	1,803	$64,000
30–34	118	$60,000	603	$66,000	1,098	$71,000	263	$75,000	2,082	$70,000
35–39	66	$58,350	355	$70,000	596	$75,000	1,194	$80,000	2,211	$75,000
40–44	51	$62,000	225	$70,000	446	$78,000	1,353	$81,000	2,075	$80,000
45–49	39	$60,000	151	$70,000	263	$78,000	1,459	$85,000	1,912	$80,626
50–54	22	$59,000	97	$72,000	203	$78,000	1,731	$88,000	2,053	$85,000
55–59	9	$60,000	58	$76,500	135	$84,000	1,914	$87,341	2,116	$86,000
60–64	2	$77,500	22	$79,000	74	$77,362	2,201	$84,000	2,299	$84,000
≥65	7	$65,000	19	$63,000	33	$69,000	1,906	$79,500	1,965	$70,000
Total	676	$60,000	2,667	$68,000	3,149	$75,000	12,024	$82,000		

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by APRNs

CRNAs continue to report the highest earnings among APRNs (*Mdn*, $197,500 in 2022), with NPs reporting the second highest wages (*Mdn*, $108,000 in 2022). While earnings grew in each APRN role in 2022, earnings for CNMs and CNSs grew the fastest in 2022 at 18.3% and 11.3%, respectively (Table 41).

TABLE 41

Median Annual Earnings for Primary Nursing Position by APRN Role, 2017–2022

APRN role	2017		2020		2022	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
CNP	2,982	$100,000	1,958	$100,000	1,755	$108,000
CNS	644	$88,000	448	$80,000	399	$89,000
CRNA	557	$171,000	341	$180,000	244	$197,500
CNM	186	$97,750	116	$86,000	74	$101,739

Note. APRN = advanced practice registered nurse; CNP = certified nurse practitioner; CNS = clinical nurse specialist; CRNA = certified registered nurse anesthetist; CNM = certified nurse midwife. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Telehealth Utilization

Percentage of Time Providing Telehealth

Telehealth utilization by RNs remains relatively unchanged from previous years, with about half of RNs (49.9%) not providing services via telehealth. However, the proportion of nurses who reported utilizing telehealth all of the time rose to 11.8%, an increase of 1.8% from the 2020 survey. It remains likely that the increase in telehealth utilization is only among advanced practice degrees and those practicing in ambulatory and primary care settings (Table 42 and Figure 17).

TABLE 42

Percentage of Time Registered Nurses (RNs) Reported Providing Telehealth, 2015–2022

Provides Telehealth	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
RN Survey Respondents	*N* = 37,354.6		*N* = 39,441.6		*N* = 33,582.4		*N* = 203,074.2	
Never	19,119.1	51.2	18,095.1	45.9	17,460.2	52.0	101,365.6	49.9
1%–25%	11,710.7	31.4	12,490.6	31.7	8,960.8	26.7	52,667.1	25.9
26%–50%	2,560.5	6.9	2,851.2	7.2	2,184.9	6.5	17,701.3	8.7
51%–75%	1,785.3	4.8	2,201.6	5.6	1,634.5	4.9	7,307.6	3.6
76%–100%	2,179.1	5.8	3,803.2	9.6	3,341.9	10.0	24,032.6	11.8
U.S. RN Population								
Never	1,533,811	51.2	1,467,920	45.9	1,744,329	52.0	1,617,317	49.9
1%–25%	803,549	31.4	1,013,268	31.7	895,212	26.7	840,319	25.9
26%–50%	175,691	6.9	231,294	7.2	218,278	6.5	282,429	8.7
51%–75%	122,502	4.8	178,602	5.6	163,292	4.9	116,595	3.6
76%–100%	149,519	5.8	308,529	9.6	333,866	10.0	383,446	11.8

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 17

Percentage of Time Registered Nurses (RNs) Report Providing Telehealth
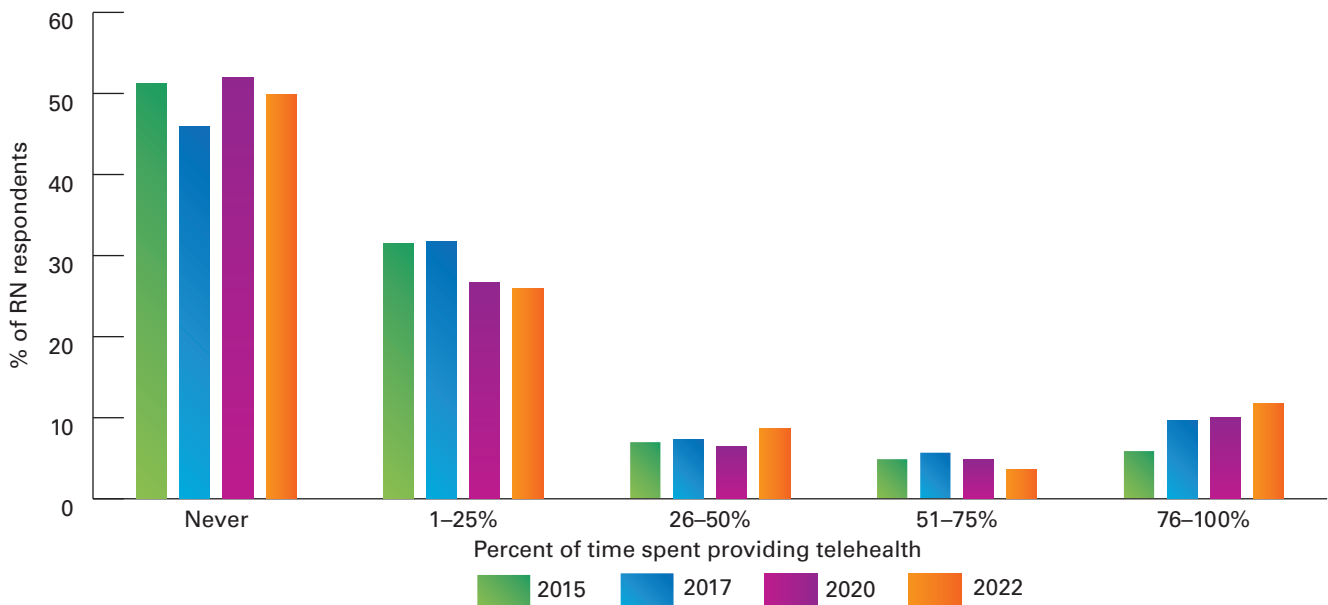
Telehealth Across State Borders

As with the provisioning of services via telehealth in general (Table 42), more than half (54.7%) of RNs do not utilize telehealth to provide services to patients across state lines. Thirty-one percent of RNs report spending between 1% and 25% of their time providing services to patients in other states through telehealth. Utilization of services across state borders through telehealth is similar to utilization reported in 2020 (Table 43 and Figure 18).

TABLE 43

Percentage of Time Registered Nurses Spend Providing Telehealth Across State Borders, 2015–2022

Provides Telehealth	2015 (N = 18,456.1)		2017 (N = 17,573.3)		2020 (N = 13,965.3)		2022 (N = 77,135.0)	
	n	%	*n*	%	*n*	%	*n*	%
Never	11,186.7	60.6	9,535.0	54.3	7,395.6	53.0	42,175.6	54.7
1%–25%	5,843.2	31.7	6,294.5	35.8	4,663.6	33.4	23,898.1	31.0
26%–50%	626.8	3.4	692.2	3.9	678.0	4.9	4,913.7	6.4
51%–75%	298.5	1.6	414.0	2.4	366.9	2.6	1,352.0	1.8
76%–100%	500.9	2.7	637.6	3.6	861.2	6.2	4,795.6	6.2

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 18

Percentage of Time Registered Nurses (RNs) Spend Providing Telehealth Across State Borders
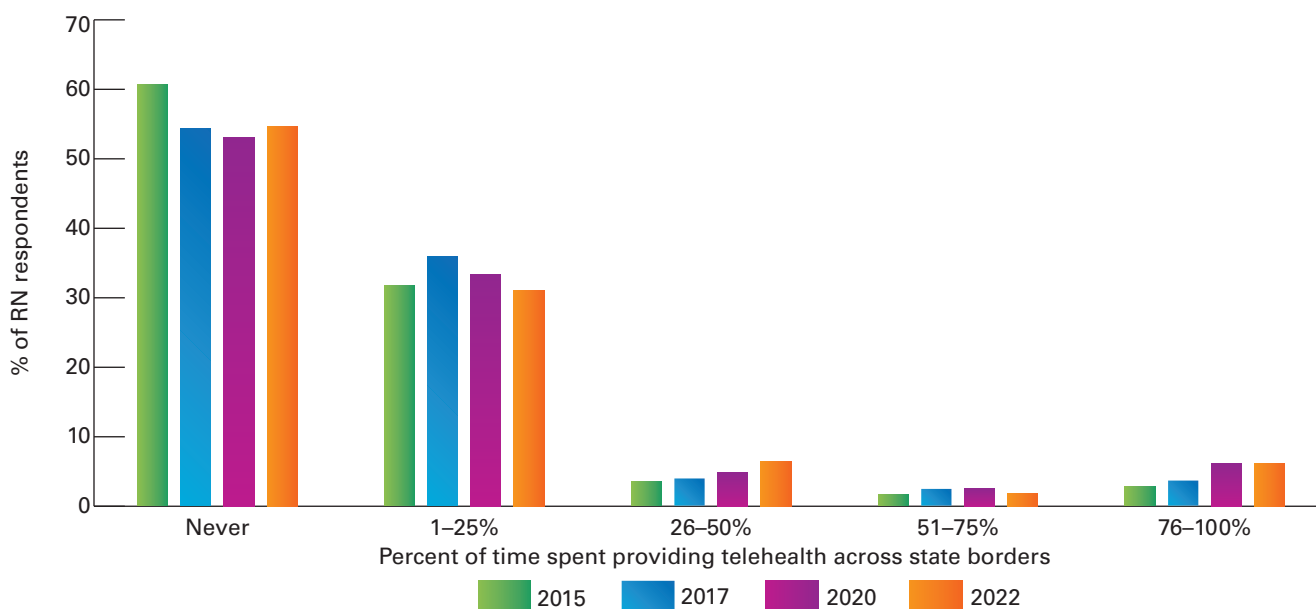
Telehealth Across International Borders

Less than 10% of RNs in the United States provide services via telehealth across international borders. This rate has changed little from previous surveys (Table 44 and Figure 19).

TABLE 44

Percentage of Time Registered Nurses Spend Providing Telehealth Across International Borders, 2015–2022

Provides Telehealth	2015 (N = 18,096.1)		2017 (N = 16,369.8)		2020 (N = 13,208.2)		2022 (N = 64,434.9)	
	n	%	*n*	%	*n*	%	*n*	%
Never	16,707.2	92.3	14,548.6	88.9	12,087.2	91.5	58,397.1	90.6
1%–25%	1,194.7	6.6	1,488.2	9.1	965.9	7.3	4,681.2	7.3
26%–50%	96.3	0.5	129.4	0.8	74.0	0.6	616.4	1.0
51%–75%	33.7	0.2	103.7	0.6	32.9	0.3	278.1	0.4
76%–100%	64.3	0.4	99.8	0.6	48.3	0.4	462.2	0.7

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 19

Percentage of Time Registered Nurses (RNs) Spend Providing Telehealth Across National Boarders
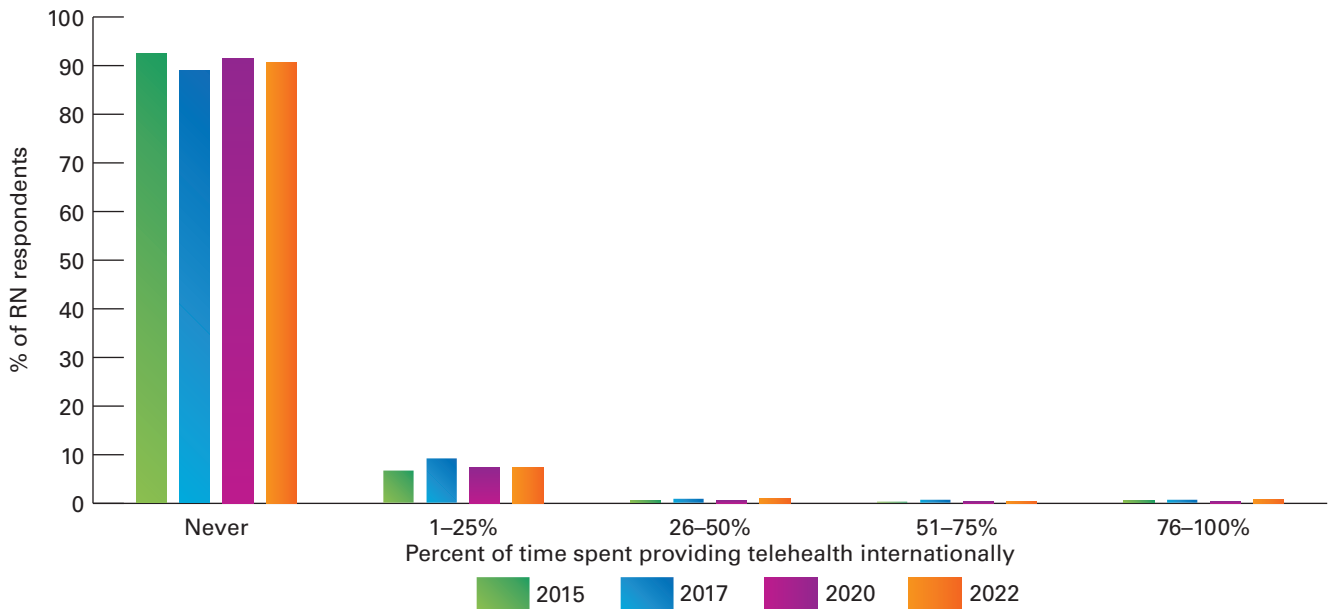
Modes of Communication Used for Telehealth

As seen in previous years, the use of the telephone is the most common mode (88.0%) of communication for telehealth provision. The use of video calls was the second most common mode (35.4%) and has increased markedly in use since 2020 (11.0%). Email was the third most common mode at 33.4% and was relatively unchanged since 2020. The use of electronic messaging was used in 32.7% of telehealth service provision and had increased by 8.2% since 2020 (Table 45 and Figure 20).

TABLE 45

Modes of Communication Used for Telehealth by Registered Nurses, 2015–2022

Mode of Telehealth	2015 (N = 15,864.1)		2017 (N = 17,066.0)		2020 (N = 13,775.4)		2022 (N = 83,950.6)	
	n	%	*n*	%	*n*	%	*n*	%
Electronic messaging	2,954.0	18.6	3,599.6	21.1	3,379.3	24.5	27,458.1	32.7
VoIP	528.7	3.3	817.3	4.8	11,297.7	8.7	0.0	0.0
Virtual ICU	167.7	1.1	276.9	1.6	316.3	2.3	3,046.7	3.6
Telephone	15,406.7	97.1	16,143.9	94.6	12,893.3	93.6	73,855.0	88.0
Email	5,128.2	32.3	5,574.4	32.7	4,497.9	32.7	28,028.3	33.4
Video call	463.7	2.9	619.8	3.6	1,517.1	11.0	29,677.6	35.4
Other	1,070.9	6.8	926.4	5.4	753.5	5.5	5,561.9	6.6

Note. VoIP = voice over internet protocol; ICU = intensive care unit.

FIGURE 20

Modes of Communication Used by Registered Nurses (RNs) for Telehealth
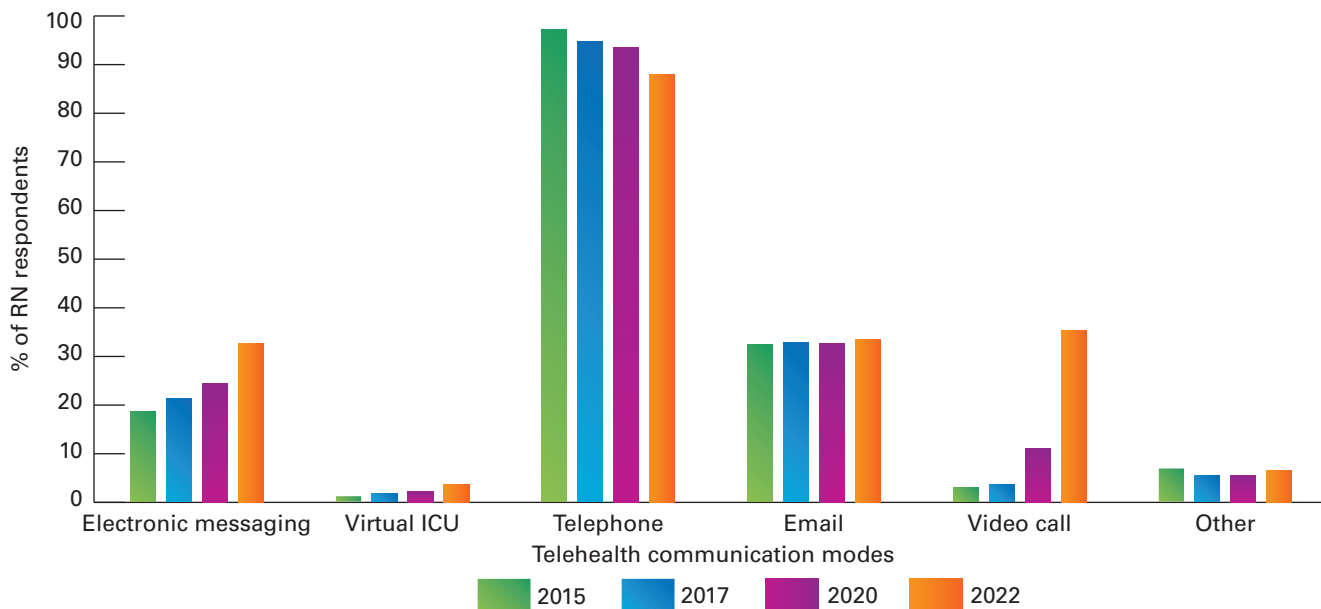
Note. VoIP = voice over internet protocol; ICU = intensive care unit.

Impact of the COVID-19 Pandemic

Impact on Employment

The coronavirus pandemic affected RNs mostly through its impact on their workload. More than 60% of RNs reported an increase in their workload due to the pandemic. The next most-reported impact was a change in practice setting (16%). About 12% of RNs reported that the pandemic had no impact on their employment (Table 46).

TABLE 46

Impact of COVID-19 Pandemic on Registered Nurse (RN) Employment, 2022

Impact	2022	
	n	%
RN Survey Respondents	*N* = 250,709.3	
My workload increased	154,905.6	61.8
I became a travel nurse	13,434.5	5.4
I changed my practice setting	39,109.8	15.6
I started doing telehealth	15,268.1	6.1
I left nursing	6,719.7	2.7
I retired	15,035.5	6.0
No impact	31,184.7	12.4
Other	43,185.8	17.2
U.S. RN Population		
My workload increased	2,471,562	61.8
I became a travel nurse	214,351	5.4
I changed my practice setting	624,007	15.6
I started doing telehealth	243,606	6.1
I left nursing	107,215	2.7
I retired	239,895	6.0

(continued)

Impact of COVID-19 Pandemic on Registered Nurse (RN) Employment, 2022 *(continued)*

Impact	2022	
	n	%
No impact	497,561	12.4
Other	689,042	17.2

Note. Respondents were asked to select all that apply. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Are You Emotionally Drained?

About a quarter (24%) of RNs reported they were emotionally drained from work every day and another 27% reported they were emotionally drained a few times a week. Thus, more than half of RNs reported they were emotionally drained from work at least few times every week. Only 5% reported never feeling emotionally drained from work (Table 47).

TABLE 47

Registered Nurses Who Reported Feeling Emotionally Drained From Work, 2022

Felt Emotionally Drained	2022 (*N* = 239,525.5)	
	n	%
Never	11,997.6	5.0
A few times a year	22,007.6	9.2
Once a month or less	18,481.9	7.7
A few times a month	37,914.3	15.8
Once a week	27,374.7	11.4
A few times a week	64,472.9	26.9
Every day	57,276.6	23.9

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Used Up?

Two-thirds of RNs reported feeling used up at the end of their workday at least one day a week. Only 5.6% reported never feeling used up at the end of their workday (Table 48).

TABLE 48

Registered Nurses Who Reported Feeling Used Up at the End of Their Workday, 2022

Felt Used Up	2022 (*N* = 238,535.4)	
	n	%
Never	13,423.1	5.6
A few times a year	17,208.9	7.2
Once a month or less	15,702.6	6.6
A few times a month	30,373.2	12.7
Once a week	26,609.1	11.2
A few times a week	62,924.5	26.4
Every day	72,293.9	30.3

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Fatigued When You Get Up?

More than a quarter (26.3%) of RNs reported feeling fatigued when they get up and have to face another day on the job every day. Another 23.3% reported feeling fatigued when they get up and have to face another day on the job a few times a week. Only 8.2% reported never feeling fatigued when they get up and must face another day on the job (Table 49).

TABLE 49

Registered Nurses Who Reported Feeling Fatigued When They Get Up, 2022

Felt Fatigue	2022 (*N* = 238,780.7)	
	n	%
Never	19,594.7	8.2
A few times a year	21,548.7	9.0
Once a month or less	19,788.0	8.3
A few times a month	31,919.5	13.4
Once a week	27,482.0	11.5
A few times a week	55,652.9	23.3
Every day	62,795.0	26.3

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Burned-Out From Work?

A quarter (25.8%) of RNs reported feeling burned-out from work every day and 19.4% also reported feeling burned-out a few times a week. About 11% reported never feeling burned-out from work (Table 50).

TABLE 50

Registered Nurses Who Reported Feeling Burned-Out From Work, 2022

Felt Burned-Out	2022 (*N* = 238,420.3)	
	n	%
Never	26,003.5	10.9
A few times a year	29,406.4	12.3
Once a month or less	21,739.6	9.1
A few times a month	30,730.1	12.9
Once a week	22,876.1	9.6
A few times a week	46,233.6	19.4
Every day	61,431.0	25.8

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Did You Feel You Were at the End of Your Rope?

About 28% of RNs reported they felt they were at the end of their rope at least a few times per week, with half of this group feeling like that every day. About 9.2% felt they were at the end of their rope once per week. Slightly over a quarter never felt like they were at the end of their rope (Table 51).

TABLE 51

Registered Nurses Who Reported Feeling at the End of Their Rope, 2022

Felt at End of Rope	2022 (*N* = 238,187.0)	
	n	%
Never	66,571.2	28.0
A few times a year	31,951.3	13.4
Once a month or less	21,266.7	8.9
A few times a month	26,454.6	11.1
Once a week	21,834.0	9.2
A few times a week	35,017.1	14.7
Every day	35,092.1	14.7

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Licensed Practical Nurse/Licensed Vocational Nurse Results

Demographics

Gender

Respondents were asked to identify their gender. From 2015 through 2022, the percentage of male LPNs/LVNs nurses increased from 7.5% to 10.2% while the percentage of female nurses decreased from 92.5% to 89.6% (Table 52).

TABLE 52

Gender Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Gender	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	*N* = 28,891.0		*N* = 34,616.8		*N* = 39,530.0		*N* = 54,380.7	
Male	2,169.7	7.5	2,670.9	7.7	3,195.8	8.1	5,563.2	10.2
Female	26,721.3	92.5	31,945.9	92.3	36,303.1	91.8	48,712.3	89.6
Nonbinary[a]	-	-	-	-	31.1	0.1	105.2	0.2
U.S. LPN/LVN Population								
Male	65,246	7.5	61,064	7.7	75,932	8.1	92,604	10.2
Female	803,559	92.5	730,383	92.3	862,559	91.8	810,861	89.6
Nonbinary[a]	-	-	-	-	739	0.1	1,751	0.2

Note. Frequencies reflect nonresponse weighting adjustments.

[a] "Other" was added as a response option with the 2020 survey and was renamed "nonbinary" in 2022.

Age

The median age for LPNs/LVNs in 2022 was 47 years. In 2015, the largest proportion of LPNs/LVNs were aged 55–59 years (12.9%). In 2017 and 2020, the largest proportion of LPNs/LVNs were aged 65 years or older (13.2% and 18.2%, respectively). In 2022, the largest proportion of LPNs/LVNs were aged 50–54 years (15.0%), but every younger age group increased in 2022 compared with 2020. While older LPNs/LVNs are remaining in the workforce, the profession is making headway in increasing the proportion of younger nurses in the profession (Table 53).

TABLE 53

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Age, y	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	*N* = 27,172.4		*N* = 34,454.1		*N* = 37,868.7		*N* = 51,883.5	
17–29	2,652.5	9.8	3,072.7	8.9	2,816.1	7.4	4,955.1	9.6
30–34	2,579.5	9.5	2,930.1	8.5	3,163.8	8.4	5,783.9	11.2
35–39	2,689.3	9.9	3,541.2	10.3	3,710.1	9.8	5,485.8	10.6
40–44	3,331.8	12.3	3,539.4	10.3	3,885.0	10.3	6,280.0	12.1
45–49	3,375.1	12.4	4,052.6	11.8	4,253.5	11.2	6,205.3	12.0
50–54	3,076.4	11.3	3,875.0	11.2	4,056.5	10.7	7,787.3	15.0
55–59	3,516.3	12.9	4,428.0	12.9	4,305.6	11.4	5,073.6	9.8
60–64	3,264.9	12.0	4,476.9	13.0	4,770.8	12.6	4,177.8	8.1
≥65	2,686.6	9.9	4,538.3	13.2	6,907.3	18.2	6,134.5	11.8
U.S. LPN/LVN Population								
17–29	79,764	9.8	70,251	8.9	66,910	7.4	82,482	9.6
30–34	77,569	9.5	66,991	8.5	75,172	8.4	96,279	11.2
35–39	80,873	9.9	80,962	10.3	88,152	9.8	91,316	10.6
40–44	100,194	12.3	80,921	10.3	92,307	10.3	104,537	12.1
45–49	101,495	12.4	92,654	11.8	101,063	11.2	103,293	12.0
50–54	92,513	11.3	88,595	11.2	96,382	10.7	129,626	15.0
55–59	105,742	12.9	101,239	12.9	102,301	11.4	84,455	9.8

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022 *(continued)*

Age, y	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
60–64	98,182	12.0	102,356	13.0	113,354	12.6	69,544	8.1
≥65	80,791	9.9	103,759	13.2	164,117	18.2	102,115	11.8

FIGURE 21

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
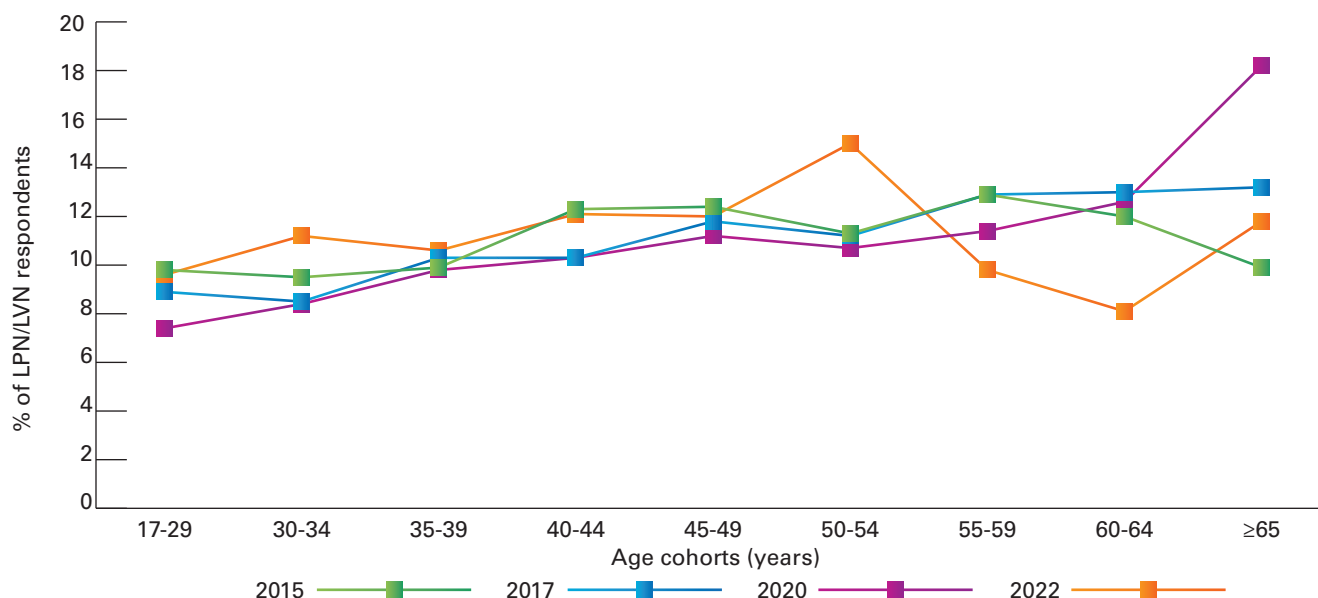
Age by Gender

The distribution of female LPNs/LVNs was relatively flat across all age cohorts. Interestingly, the largest cohort of female nurses was the oldest age group (≥65 years) at 12.1%. This was markedly different than the male and nonbinary genders where the age distribution is skewed towards younger age groups (Table 53).

TABLE 53

Age Distribution of Licensed Practical Nurses/Licensed Vocational Nurses by Gender, 2022

Age, y	Male (*n* = 5,292.8)		Female (*n* = 46,312.8)		Nonbinary (*n* = 96.7)		Total (*N* = 51,702.3)	
	n	%	*n*	%	*n*	%	*n*	%
17–29	665.6	12.6	4,233.1	9.1	41.0	42.4	4,939.7	9.6%
30–34	663.4	12.5	5,086.7	11.0	14.3	14.8	5,764.3	11.1%
35–39	437.5	8.3	5,025.3	10.9	8.8	9.1	5,471.7	10.6%
40–44	704.9	13.3	5,555.5	12.0	5.9	6.1	6,266.3	12.1%
45–49	638.0	12.1	5,535.9	12.0	2.4	2.4	6,176.3	11.9%
50–54	803.1	15.2	6,943.2	15.0	16.1	16.7	7,762.4	15.0%
55–59	512.1	9.7	4,537.5	9.8	1.0	1.0	5,050.5	9.8%
60–64	374.9	7.1	3,785.5	8.2	2.2	2.3	4,162.6	8.1%
≥65	493.3	9.3	5,610.0	12.1	5.1	5.3	6,108.4	11.8%

Race/Ethnicity

From 2017 to 2022, the proportion of White/Caucasian LPNs/LVNs decreased from 71.4% to 65.9%, while the proportion of Asian LPNs/LVNs increased from 2.6% to 6.3%. The proportion of LPNs/LVNs in the other racial categories remained largely unchanged between 2017 and 2022 (Table 54).

TABLE 54

Race/Ethnicity of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2017–2022

Race	2017		2020		2022	
	n	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 34,467.5		N = 39,397.4		N = 53,913.0	
American Indian or Alaska Native	219.8	0.6	316.6	0.8	673.1	1.3
Asian	897.4	2.6	1,980.6	5.0	3,415.1	6.3
Black/African American	6,372.4	18.5	6,790.7	17.2	9,482.5	17.6
Native Hawaiian or Other Pacific Islander	62.4	0.2	225.2	0.6	309.3	0.6
White/Caucasian	24,604.0	71.4	27,385.1	69.5	35,527.2	65.9
Other	1,568.5	4.6	1,743.9	4.4	2,915.6	5.4
More than one race category selected	743.1	2.2	921.6	2.3	1,590.2	3.0
U.S. LPN/LVN Population						
American Indian or Alaska Native	5,024	0.6	7,522	0.8	11,205	1.3
Asian	20,517	2.6	47,059	5.0	56,848	6.3
Black/African American	145,692	18.5	161,346	17.2	157,844	17.6
Native Hawaiian or Other Pacific Islander	1,427	0.2	5,351	0.6	5,149	0.6
White/Caucasian	562,524	71.4	650,668	69.5	591,382	65.9
Other	35,860	4.6	41,435	4.4	48,533	5.4
More than one race category selected	16,990	2.2	21,897	2.3	26,471	3.0

Note. Respondents were asked to select all that apply. Responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Hispanic/Latino Ethnicity

In 2022, 11.5% of LPNs/LVNs identified as being of Hispanic/Latino origin. Between 2015 and 2022, the percentage of RNs identifying as Hispanic/Latino increased from 6.4% to 11.5% (Table 55 and Figure 22).

TABLE 55

Hispanic or Latino Ethnicity of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Ethnicity	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 30,620.8		N = 34,449.3		N = 39,335.6		N = 53,914.9	
Hispanic or Latino origin	1,964.6	6.4	2,558.6	7.4	3,912.8	10.0	6,219.1	11.5
Not of Hispanic or Latino origin	28,656.3	93.6	31,890.6	92.6	35,422.9	90.0	47,695.8	88.5
U.S. LPN/LVN Population								
Hispanic or Latino origin	59,079	6.4	58,498	7.4	92,968	10.0	103,522	11.5
Not of Hispanic or Latino origin	861,746	93.6	729,119	92.6	841,645	90.0	793,940	88.5

Note. In the 2013 and 2015 surveys, the Hispanic/Latino origin and race categories were combined into one question. The categories were separated beginning with the 2017 survey.

FIGURE 22

Hispanic or Latino Origin for Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
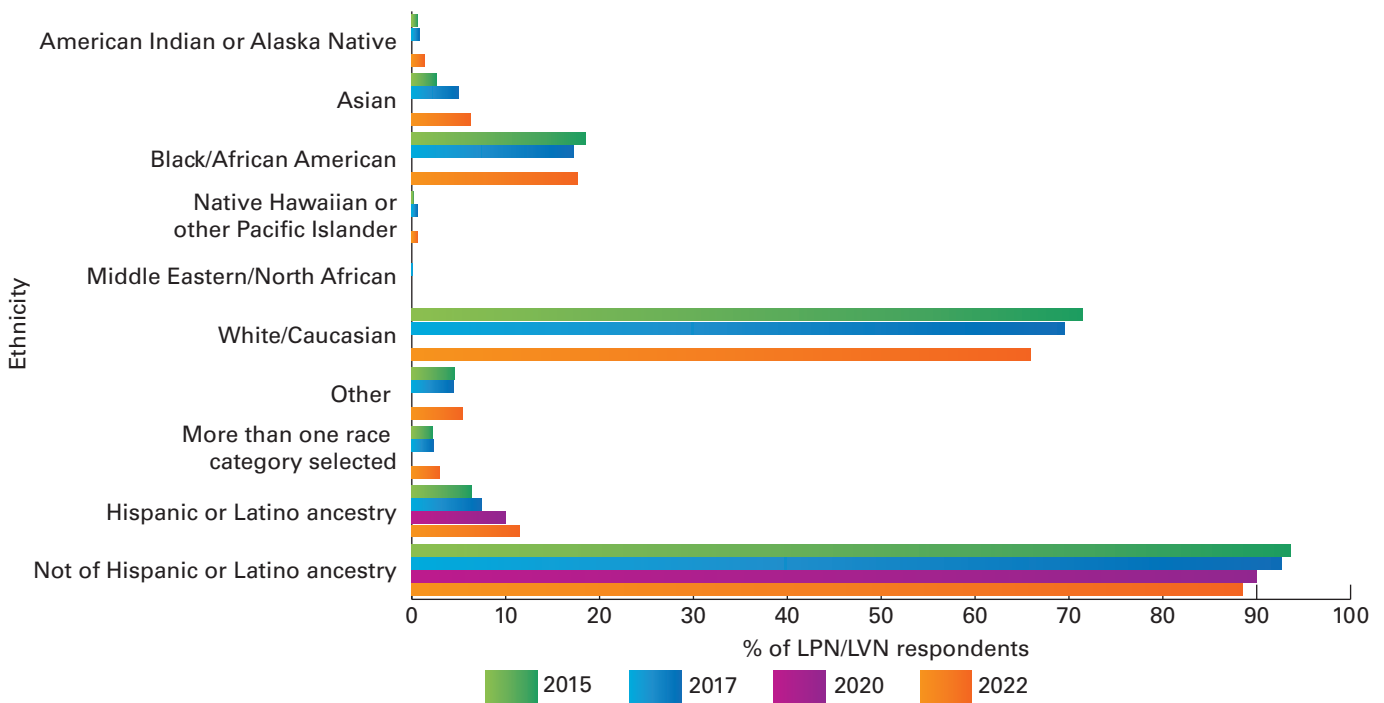
Race/Ethnicity by Gender

Male LPNs/LVNs tend to be more racially diverse than their female colleagues. Only 47.5% of male LPNs/LVNs identified as being White/Caucasian compared to 68.1% for female LPNs/LVNs. Also, 20.9% of male LPNs/LVNs identified as Black/African American and 14.9% identified as Asian, while female LPNs/LVNs were 17.2% and 5.4%, respectively (Table 56).

TABLE 56

Race of Licensed Practical Nurses/Licensed Vocational Nurses by Gender, 2022

Race	Male (*n* = 5,526.9)		Female (*n* = 48,091.0)		Nonbinary (*n* = 105.2)		Total (*N* = 53,723.1)	
	n	%	*n*	%	*n*	%	*n*	%
American Indian or Alaska Native	147.7	2.7	509.8	1.1	9.1	8.7	666.7	1.2
Asian	822.3	14.9	2,572.1	5.4	4.1	3.9	3,398.5	6.3
Black/African	1,154.8	20.9	8,275.3	17.2	4.9	4.7	9,435.0	17.6
Native Hawaiian or other Pacific Islander	89.1	1.6	212.9	0.4	0.0	0.0	302.0	0.6
White/Caucasian	2,626.3	47.5	32,739.1	68.1	69.9	66.5	35,435.3	66.0
Other	389.2	7.0	2,498.6	5.2	12.5	11.9	2,900.3	5.4
More than one race category selected	297.5	5.4	1,283.2	2.7	4.7	4.4	1,585.4	3.0

Note. Weighted sample values. Respondents were asked to select all that apply. The responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Race by Age

Like the results seen for RNs, younger LPNs/LVNs tend to be more racially diverse than older nurses. However, the youngest cohort (age 17–29 years) are less diverse than those in slightly older cohorts. LPNs/LVNs between the ages of 30 and 54 years were the most diverse of all age groups (Table 57).

TABLE 57

Race of Licensed Practical Nurses/Licensed Vocational Nurses by Age, 2022

Age, y	n (%)							n
	American Indian or Alaska Native	Asian	Black/African American	Native Hawaiian or other Pacific Islander	White/ Caucasian	Other	More than one race	
17–29	135.6 (2.8)	218.4 (4.5)	538.4 (11.0)	48.0 (1.0)	3,509.7 (71.8)	263.8 (5.4)	176.5 (3.6)	4,890.4
30–34	72.0 (1.3)	526.2 (9.2)	789.7 (13.8)	49.5 (0.9)	3,596.3 (62.9)	431.3 (7.5)	254.2 (4.5)	5,719.2
35–39	75.2 (1.4)	448.2 (8.3)	1,090.8 (20.1)	46.6 (0.9)	3,221.6 (59.4)	360.3 (6.6)	185.5 (3.4)	5,428.2
40–44	67.9 (1.1)	458.2 (7.4)	1,335.7 (21.5)	59.8 (1.0)	3,700.1 (59.6)	322.3 (5.2)	259.5 (4.2)	6,203.6
45–49	54.1 (0.9)	393.8 (6.4)	1,364.2 (22.1)	46.0 (0.8)	3,781.2 (61.4)	305.0 (5.0)	217.6 (3.5)	6,162.0
50–54	110.9 (1.4)	576.2 (7.5)	1,574.8 (20.4)	25.7 (0.3)	4,855.5 (62.9)	408.6 (5.3)	169.1 (2.2)	7,720.8
55–59	56.0 (1.1)	246.3 (4.9)	750.0 (14.9)	14.9 (0.3)	3,550.1 (70.7)	289.9 (5.8)	113.8 (2.3)	5,021.0
60–64	29.4 (0.7)	163.1 (3.9)	591.6 (14.3)	9.4 (0.2)	3,120.0 (75.5)	154.0 (3.7)	66.8 (1.6)	4,134.4
≥ 65	47.0 (0.8)	156.6 (2.6)	876.9 (14.4)	6.8 (0.1)	4,719.0 (77.7)	178.4 (2.9)	86.0 (1.4)	6,070.6
Total	648.1 (1.3)	3,187.1 (6.2)	8,912.1 (17.4)	306.7 (0.6)	34,053.5 (66.3)	2,713.6 (5.3)	1,529.2 (3.0)	51,350.2

Note. Weighted sample values. Respondents were asked to select all that apply. The responses were subsequently recoded to ensure that the race categories were mutually exclusive. Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Education

Type of Nursing Degree or Credentials for First U.S. Nursing License

In 2022, 82.0% of LPNs/LVNs held a vocational/practical certificate when they were first licensed in the United States. This rate is mostly unchanged from 2015 to 2022. A little more than 10% held a nursing diploma when first licensed, while 8.0% held either a baccalaureate or associate degree (Table 58 and Figure 23).

TABLE 58

Type of Nursing Degree or Credential of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for First U.S. Nursing License, 2015–2022

Nursing Degree or Credential	2015		2017		2020		2022	
	n	%	n	%	n	%	n	%
LPN/LVN Survey Respondents	N = 30,223.3		N = 34,108.8		N = 38,868.2		N = 52,916.2	
Vocational/practical certificate	25,257.4	83.6	28,395.0	83.2	31,665.6	81.5	43,388.8	82.0
Diploma	3,661.3	12.1	4,098.6	12.0	3,914.4	10.1	5,317.0	10.1
Associate degree	1,168.8	3.9	1,521.3	4.5	2,793.3	7.2	3,423.7	6.5
Baccalaureate degree	135.8	0.4	93.9	0.3	495.0	1.3	786.7	1.5
U.S. LPN/LVN Population								
Vocational/practical certificate	759,537	83.6	649,197	83.2	752,371	81.5	722,246	0.0
Diploma	110,101	12.1	93,707	12.0	93,006	10.1	88,507	0.0
Associate degree	35,146	3.9	34,782	4.5	66,368	7.2	56,990	0.0
Baccalaureate degree	4,085	0.4	2,146	0.3	11,760	1.3	13,095	0.0

FIGURE 23

Type of Nursing Degree or Credential of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for First U.S. Nursing License

Type of Nursing Degree or Credential for First U.S. Nursing License by Age

Across all age groups, the vocational/practical certificate was the most commonly held credential when respondents obtained their first U.S. LPN/LVN license. The second most-held credential was the nursing diploma, and it was more common among LPNs/LVNs between the ages of 40 and 54 years (Table 59).
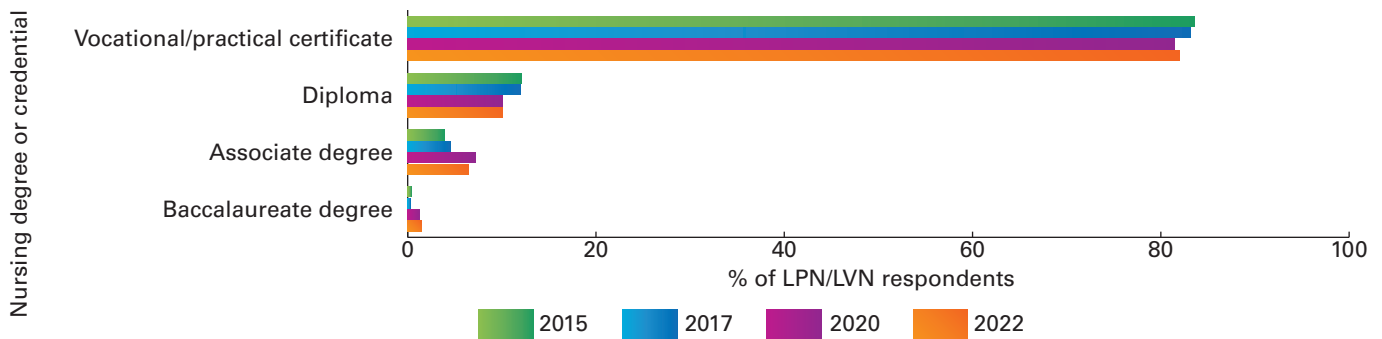
TABLE 59

Type of Nursing Degree or Credential of Licensed Practical Nurses/Licensed Vocational Nurses for First U.S. Nursing License by Age, 2022

Age, y	Nursing degree or credential, n (%)					Total (N = 50,408.3)
	Vocational/ practical certificate (n = 41,243.7)	Diploma (n = 5,106.1)	Associate degree (n = 3,283.4)	Baccalaureate degree (n = 747.5)	Master's degree (n = 27.6)	
17–29	4,108.0 (10.0)	363.2 (7.1)	368.3 (11.2)	40.8 (5.5)	0.0 (0.0)	4,880.3 (9.7)
30–34	4,608.7 (11.2)	454.1 (8.9)	384.9 (11.7)	200.6 (26.8)	0.1 (0.4)	5,648.4 (11.2)
35–39	4,428.8 (10.7)	483.1 (9.5)	379.8 (11.6)	90.3 (12.1)	3.9 (14.1)	5,385.9 (10.7)
40–44	4,792.8 (11.6)	730.4 (14.3)	504.6 (15.4)	87.8 (11.7)	0.2 (0.6)	6,115.7 (12.1)
45–49	4,837.8 (11.7)	737.6 (14.5)	430.0 (13.1)	64.4 (8.6)	0.0 (0.0)	6,069.8 (12.0)
50–54	5,977.9 (14.5)	877.5 (17.2)	460.1 (14.0)	161.0 (21.5)	10.9 (39.7)	7,487.5 (14.9)
55–59	3,965.5 (9.6)	531.8 (10.4)	317.1 (9.7)	51.8 (6.9)	0.2 (0.6)	4,866.4 (9.7)
60–64	3,388.0 (8.2)	412.5 (8.1)	218.3 (6.7)	28.3 (3.8)	4.1 (14.9)	4,051.3 (8.0)
≥65	5,136.3 (12.5)	515.9 (10.1)	220.1 (6.7)	22.5 (3.0)	8.2 (29.8)	5,903.1 (11.7)

Note. Weighted sample values.

Highest Level of Nursing Education

In 2022, 71.8% of LPNs/LVNs' highest level of nursing education was a vocational/practical certificate. Additionally, 12.2% of LPNs/LVNs held a diploma, 13.1% were awarded an associate degree, and 2.9% held a baccalaureate degree (Table 60 and Figure 24).

TABLE 60

Highest Level of Nursing Education Among Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022

	2015 (N = 25,626.5)		2017 (N = 34,208.6)		2020 (N = 38,746.1)		2022 (N = 49.455.0)	
Nursing Degree or Credential	n	%	n	%	n	%	n	%
Vocational/practical certificate	19,481.3	76.0	26,615.3	77.8	27,899.9	72.0	35,510.0	71.8
Diploma	3,882.5	15.2	4,900.8	14.3	4,732.5	12.2	6,051.6	12.2
Associate degree	1,888.6	7.4	2,509.6	7.3	4,910.1	12.7	6,473.3	13.1

Highest Level of Nursing Education Among Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022 *(continued)*

Nursing Degree or Credential	2015 (*N* = 25,626.5)		2017 (*N* = 34,208.6)		2020 (*N* = 38,746.1)		2022 (*N* = 49.455.0)	
	n	%	*n*	%	*n*	%	*n*	%
Baccalaureate degree	308.5	1.2	182.8	0.5	1,203.5	3.1	1,420.1	2.9

Note. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey. A very small number (<0.1%) of Licensed Practical Nurses/Licensed Vocational Nurses earned a master's degree.

FIGURE 24

Highest Level of Nursing Education Among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs
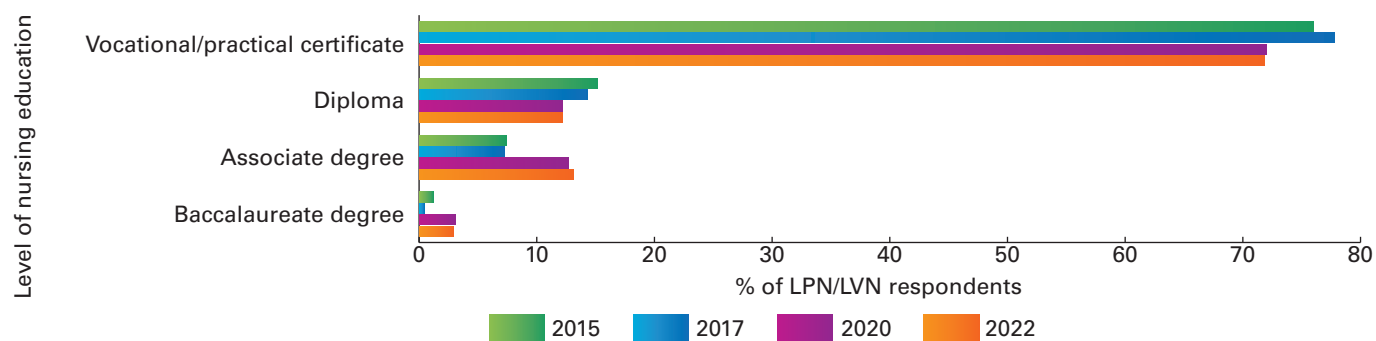
Highest Level of Nursing Education by Race

The vocational/practical certificate was the most common highest level of education across all racial groups. For LPNs/LVNs identifying as Asian, 59.0% held a vocational/practical certification, 7.0% had an associate degree, and 24.0% held a baccalaureate. Overall, only 2.9% of the LPN/LVN workforce held a baccalaureate degree and 13.1% held an associate degree (Table 61).

TABLE 61

Highest Level of Nursing Education of Licensed Practical Nurses/Licensed Vocational Nurses by Race, 2020

Race	*n* (%)				*n*
	Vocational/Certificate	Diploma	Associate	Baccalaureate	
American Indian or Alaska Native	440.6 (71.2)	56.1 (9.1)	77.9 (12.6)	44.6 (7.2)	619.2
Asian	1,886.8 (59.0)	224.5 (7.0)	319.6 (10.0)	766.6 (24.0)	3,198.2
Black/African American	5,438.6 (64.6)	1,576.9 (18.7)	1,236.8 (14.7)	169.5 (2.0)	8,421.8
Native Hawaiian or Other Pacific Islander	246.5 (83.9)	8.9 (3.0)	29.5 (10.1)	8.7 (3.0)	293.7
White/Caucasian	24,335.6 (75.7)	3,600.8 (11.2)	3,946.6 (12.3)	252.1 (0.8)	32,136.5
Other	1,819.2 (66.6)	308.5 (11.3)	536.0 (19.6)	66.5 (2.4)	2,730.2
More than one race category selected	871.3 (61.0)	215.2 (15.1)	246.0 (17.2)	97.0 (6.8)	1,429.5
Total	35,038.5 (71.8)	5,991.0 (12.3)	6,392.3 (13.1)	1,405.0 (2.9)	48,829.2

Note. Weighted sample values. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey. For the race question, respondents were asked to select all that apply. The responses were subsequently recoded to ensure that the race categories were mutually exclusive.

Respondents selecting multiple race categories were reclassified into the "more than one race category selected" category.

Highest Level of Non-nursing Education

When asked about their highest level of non-nursing education, 69.2% of LPNs/LVNs reported an associate degree non-nursing education. While 25.0% held a baccalaureate degree, 4.8% held a master's degree, and 1.1% obtained a doctorate (Table 62).

TABLE 62

Highest Level of Non-nursing Education of Licensed Practical Nurses/Licensed Vocational Nurses, 2017–2022

Degree	2017 (N = 9,832.6)		2020 (N = 12,497.8)		2022 (N = 18,469.8)	
	n	%	*n*	%	*n*	%
Associate degree	6,762.0	68.8	8,719.7	69.8	12,786.6	69.2
Baccalaureate degree	2,460.1	25.0	3,008.1	24.1	4,612.7	25.0
Master's degree	515.6	5.2	674.0	5.4	877.0	4.8
Doctoral degree	95.0	1.0	95.9	0.8	193.5	1.1

Note. In the 2015 surveys, a single question "What is your highest level of education?" was asked with the set of possible responses including both nursing and non-nursing degrees. The degree types were separated beginning with the 2017 survey.

Licensure

Number of Years Licensed

In 2022, LPN/LVN respondents reported they were licensed for a median of 13 years, as compared to 17 years in the 2020 survey. More than four of every 10 respondents (42.1%) were licensed for 10 years or less, a 5.2% increase from the 36.9% reporting the same in 2020. An additional 27.3% were licensed between 11 and 20 years, which also increased from 23.4% in 2020. Nearly 70% reported they have been licensed for 20 years or less, the highest percentage since 2015 (Table 63).

TABLE 63

Number of Years Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Have Been Licensed, 2015–2022

Years Licensed	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 26,138.0		N = 33,652.6		N = 36,311.8		N = 50,033.44	
0–10	11,417.8	43.7	13,694.1	40.7	13,401.4	36.9	21,074.2	42.1
11–20	5,258.9	20.1	6,674.0	19.8	8,502.2	23.4	13,658.1	27.3
21–30	4,018.0	15.4	5,483.9	16.3	6,028.3	16.6	7,578.4	15.2
31–40	3,552.0	13.6	4,531.9	13.5	4,213.2	11.6	4,229.0	8.5
≥41	1,891.4	7.2	3,268.6	9.7	4,166.7	11.5	3,493.8	7.0
U.S. LPN/LVN Population								
0–10	343,353	43.7	313,090	40.7	318,416	36.9	350,798	42.1
11–20	158,145	20.1	152,589	19.8	202,012	23.4	227,352	27.3
21–30	120,828	15.4	125,379	16.3	143,232	16.6	126,149	15.2
31–40	106,815	13.6	103,614	13.5	100,105	11.6	70,395	8.5
≥41	56,877	7.2	74,730	9.7	99,000	11.5	58,157	7.0

FIGURE 25

Number of Years Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Have Been Licensed
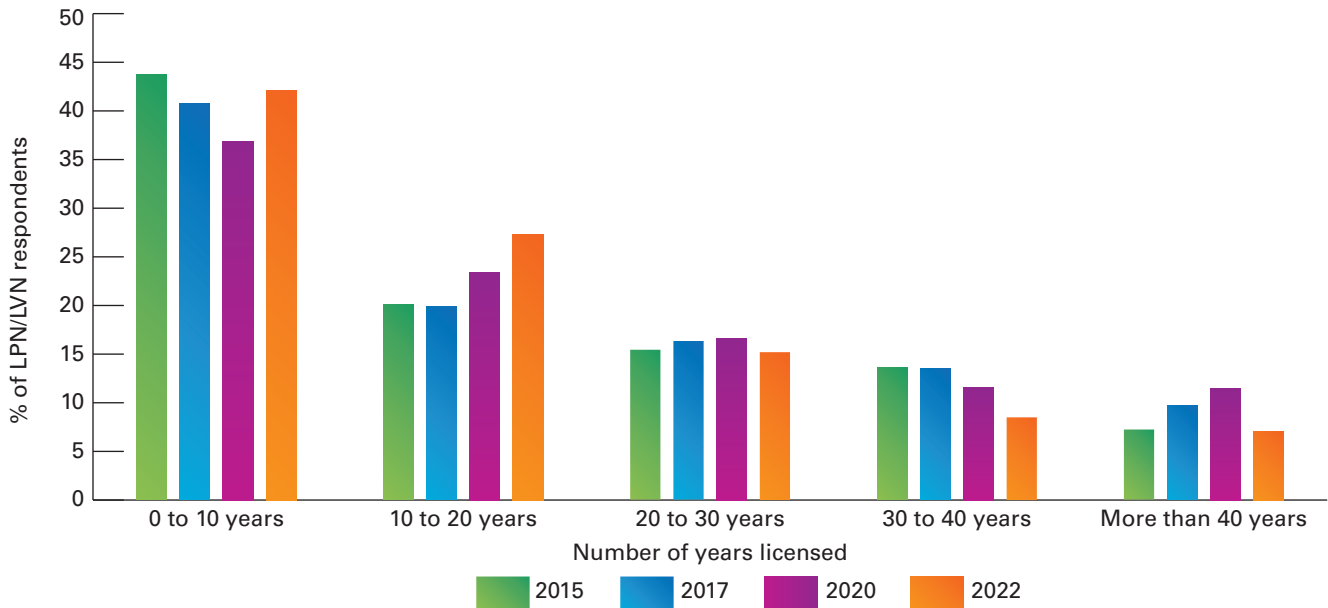
Initially Licensed in the United States

Almost 99% of LPN/LVN respondents were initially licensed in the United States, the same proportion as in 2020. Another 0.7% were initially licensed in the Philippines, 0.1% in Canada, and 0.1% in India. These results are nearly identical to the results in 2020 (Table 64).

TABLE 64

Country in Which Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Were Initially Licensed, 2020–2022

Country	2020		2022	
	n	%	*n*	%
LPN/LVN Survey Respondents	*N* = 39,472.5		*N* = 54,920.8	
United States	38,959.1	98.7	54,218.6	98.7
Canada	48.2	0.1	55.6	0.1
Philippines	237.9	0.6	397.6	0.7
India	28.9	0.1	29.6	0.1
Other	198.4	0.5	219.5	0.4
U.S. LPN/LVN Population				
United States	925,665	98.7	902,518	98.7
Canada	1,145	0.1	925	0.1
Philippines	5,652	0.6	6,618	0.7
India	687	0.1	492	0.1
Other	4,714	0.5	3,654	0.4

Multistate License

In 2022, 28.7% of LPN/LVNs reported having a multistate license. This represents a 7.5% increase in the possession of a multistate license by LPN/LVNs since 2020 (Table 65).

TABLE 65

Licensed Practical Nurses/Licensed Vocational Nurses Holding a Multistate License, 2020–2022

Multistate license	2020 (N = 32,235.9)		2022 (N = 42,649.7)	
	n	%	*n*	%
Yes	6,847.5	21.2	12,223.9	28.7
No	25,388.3	78.8	30,425.8	71.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Use of Multistate License

In 2022, a new question was added to the survey to inquire about the use of the multistate license among LPNs/LVNs. About three quarters of respondents (76.6%) reported not using their multistate license. For LPNs/LVNs who have a multistate license, 4.4% used it for telehealth, 2.4% used it for disaster support, 1.0% for distance education, and 17.6% used their multistate license for another purpose (Table 66). Additional uses were for travel nursing and multistate practice.

TABLE 66

How Multistate License is Used by Licensed Practical Nurses/Licensed Vocational Nurses, 2022

Use of Multistate License	2022 (N = 12,135.0)	
	n	%
Telehealth	531.0	4.4
Distance education	115.2	1.0
Disaster support	293.1	2.4
Have not used	9,296.3	76.6
Other	2,134.6	17.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing and had a multistate license. Respondents were asked to select all that apply. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Employment

Employment Status

The major portion of responding LPNs/LVNs (87.7%) were actively employed in nursing, with 71.0% employed in nursing full time. This represents a 5.3% increase in the proportion of LPNs/LVNs actively employed and a 5.3% increase in those working full time from 2020 (65.7%). In 2022, the proportion of LPNs/LVNs who were actively employed in nursing was at the highest level since 2015 (Table 67).

TABLE 67

Employment Status of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Employment Status	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 30,766.0		N = 34,570.2		N = 39,579.6		N = 54,901.4	
Actively employed in nursing full-time	18,823.4	61.2	22,476.5	65.0	26,020.5	65.7	38,963.4	71.0
Actively employed in nursing part-time	3,714.0	12.1	4,151.9	12.0	4,275.9	10.8	5,633.0	10.3
Actively employed in nursing per diem	2,179.4	7.1	2,227.5	6.4	2,326.0	5.9	3,567.4	6.5

(continued)

Employment Status of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022 *(continued)*

Employment Status	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
Actively employed in a field other than nursing full-time	1,504.3	4.9	1,306.6	3.8	1,257.8	3.2	1,769.1	3.2
Actively employed in a field other than nursing part-time	868.5	2.8	756.7	2.2	600.9	1.5	938.7	1.7
Actively employed in a field other than nursing per diem	386.7	1.3	193.6	0.6	230.5	0.6	331.1	0.6
Working in nursing only as a volunteer	366.1	1.2	408.9	1.2	383.6	1.0	455.6	0.8
Unemployed, seeking work as a nurse	1,558.7	5.1	1,162.0	3.4	1,260.9	3.2	1,625.4	3.0
Unemployed, not seeking work as a nurse	1,588.9	5.2	1,595.0	4.6	1,614.7	4.1	2,203.0	4.0
Retired	2,927.1	9.5	2,991.2	8.7	4,457.7	11.3	3,798.7	6.9
U.S. LPN/LVN Population								
Actively employed in nursing full-time	566,053	61.2	513,884	65.0	618,245	65.7	648,581	71.0
Actively employed in nursing part-time	111,686	12.1	94,925	12.0	101,595	10.8	93,766	10.3
Actively employed in nursing per diem	65,540	7.1	50,928	6.4	55,266	5.9	59,383	6.5
Actively employed in a field other than nursing full-time	45,236	4.9	29,874	3.8	29,885	3.2	29,448	3.2
Actively employed in a field other than nursing part-time	26,116	2.8	17,301	2.2	14,277	1.5	15,625	1.7
Actively employed in a field other than nursing per diem	11,629	1.3	4,427	0.6	5,477	0.6	5,511	0.6
Working in nursing only as a volunteer	11,008	1.2	9,350	1.2	9,114	1.0	7,583	0.8
Unemployed, seeking work as a nurse	46,873	5.1	26,566	3.4	29,959	3.2	27,056	3.0
Unemployed, not seeking work as a nurse	47,782	5.2	36,467	4.6	38,365	4.1	36,670	4.0
Retired	88,024	9.5	68,387	8.7	105,915	11.3	63,232	6.9

Note. Respondents were asked to select all that apply.

FIGURE 26

Employment Status of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
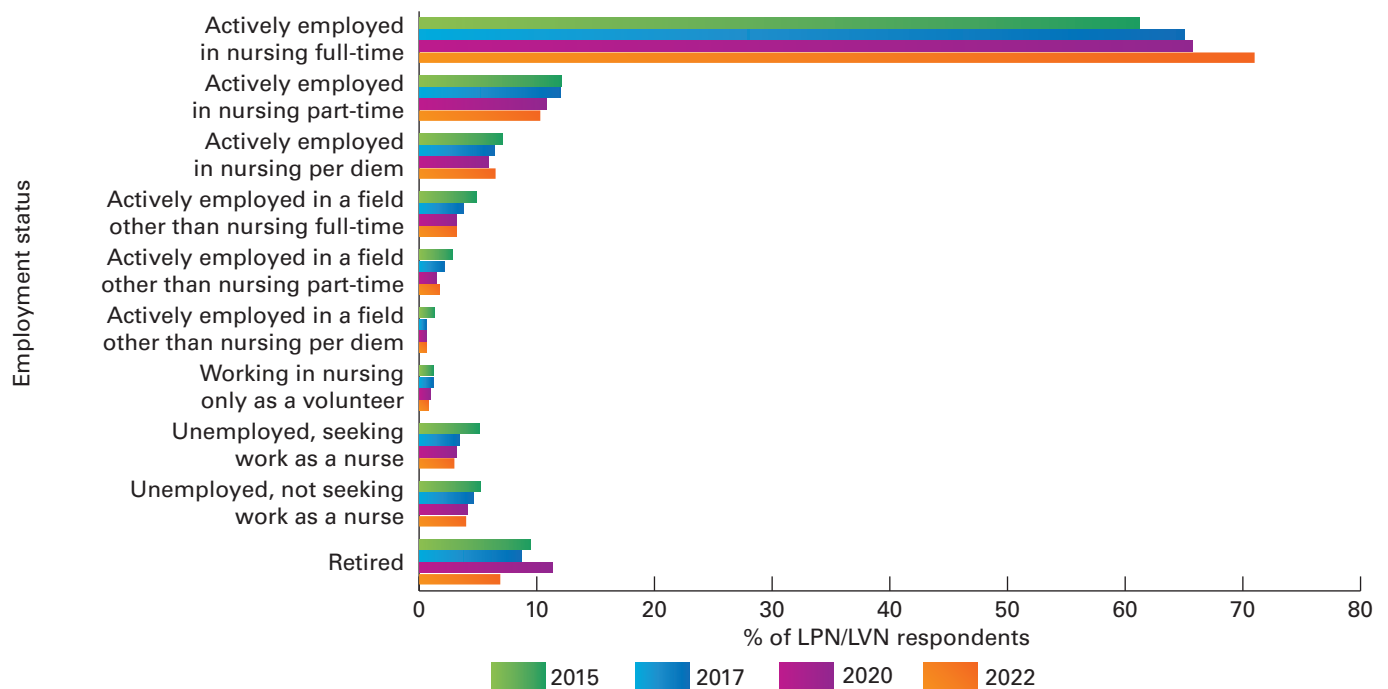
Reasons for Being Unemployed

Respondents were asked to select all the reasons for being unemployed. Taking care of home and family was the most frequently selected reason for being unemployed (41.9%). Other respondents cited the COVID-19 pandemic (20.2%), school (14.2%), and disability (13.0%) as reasons for being unemployed. Almost 11% of LPNs/LVNs stated they were unemployed due to inadequate salary. This represents a marked increase in the reporting of an inadequate salary as the reason for being unemployed (4.8% in 2020 was 4.8% and between 3.0% in 2015 to 4.1% in 2017). The percentage of LPNs/LVNs who indicated unemployment because they experienced difficulty in finding a nursing position was 8.9% in 2022, which was down from 13.8% in 2020 (Table 68 and Figure 27).

TABLE 68

Reasons for Unemployment Among Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022

Reasons for Unemployment	2015 (N = 2,644.5)		2017 (N = 2,696.8)		2020 (N = 2,781.4)		2022 (N = 3,672.8)	
	n	%	*n*	%	*n*	%	*n*	%
Taking care of home and family	1,033.0	39.1	1,117.4	41.4	1,203.2	43.3	1,537.9	41.9
Disabled	463.3	17.5	570.0	21.1	470.5	16.9	478.7	13.0
Inadequate salary	77.9	3.0	111.5	4.1	133.7	4.8	401.8	10.9
School	393.9	14.9	288.4	10.7	336.5	12.1	521.2	14.2
Difficulty in finding a nursing position	610.4	23.1	419.6	15.6	384.5	13.8	325.6	8.9
COVID-19 pandemic	-	-	-	-	-	-	658.4	20.2
Other	600.1	22.7	713.0	26.4	812.3	29.2	1,309.7	35.7

Note. Survey participants were asked to answer this question only if they were unemployed. Respondents were asked to select all that apply.

FIGURE 27

Reasons for Unemployment Among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
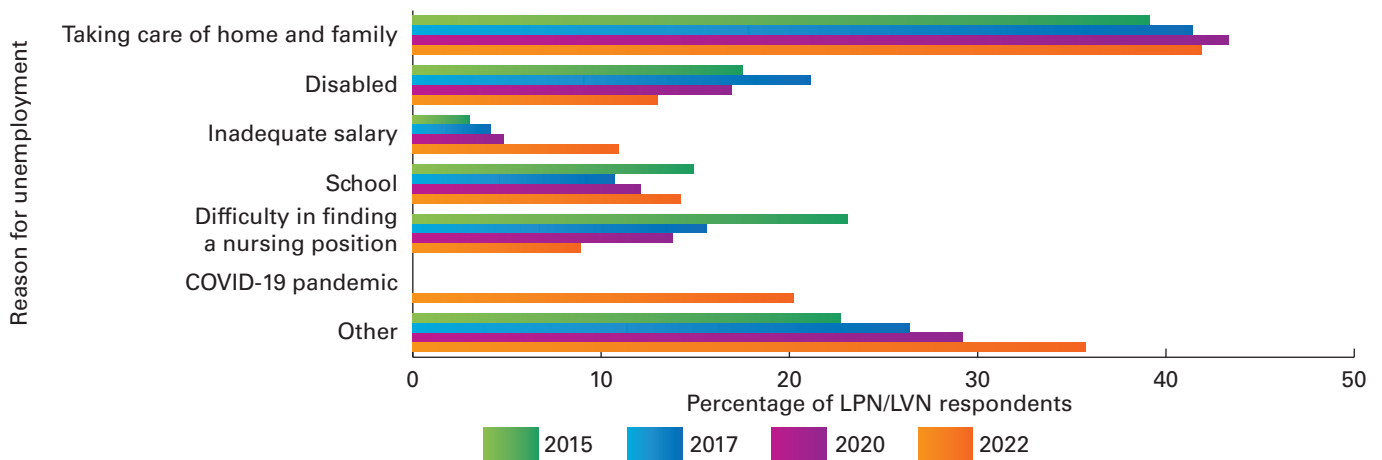
Retirement Plans

When asked about their plans to retire in the next 5 years, a quarter (25.6%) of LPNs/LVNs reported they plan to retire within the next 5 years. This finding represents a 5.4% increase over the proportion who thought they would retire within 5 years (20.2%) in the 2020 survey. This question was new in the 2020 survey (Table 69).

TABLE 69

Retirement Plans of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2020–2022

Plan to Retire Within 5 Years	2020		2022	
	n	%	*n*	%
LPN/LVN Survey Respondents	*N* = 31,693.0		*N* = 43,129.4	
Yes	6,406.8	20.2	11,041.4	25.6
No	25,286.2	79.8	32,087.9	74.4
U.S. LPN/LVN Population				
Yes	152,225	20.2	183,795	25.6
No	600,798	79.8	534,133	74.4

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Number of Positions Currently Held

Respondents were asked to identify the number of positions in which they were currently employed as a nurse. The majority of LPNs/LVNs (79.2%) reported holding just one position as a nurse, which represents a 3.2% decrease compared to 2020. The percentage of LPNs/LVNs who reported working in two positions increased from 15.1% in 2020 to 17.4% in 2022. The percentage of respondents who indicated that they held three or more positions in nursing also increased from 2.5% in 2020 to 3.5% in 2022 (Table 70).

TABLE 70

Number of Positions Currently Held by Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Number of Positions	2015		2017		2020		2022	
	n	%	n	%	n	%	*n*	%
LPN/LVN Survey Respondents	*N* = 23,317.3		*N* = 27,576.8		*N* = 31,231.7		*N* = 45,431.9	
1	19,706.5	84.5	22,725.0	82.4	25,738.9	82.4	35,983.4	79.2
2	3,113.0	13.4	4,117.5	14.9	4,705.7	15.1	7,882.7	17.4
≥3	497.8	2.1	734.3	2.7	787.1	2.5	1,565.8	3.5
U.S. LPN/LVN Population								
1	592,611	84.5	519,563	82.4	611,554	82.4	598,977	79.2
2	93,613	13.4	94,139	14.9	111,807	15.1	131,214	17.4
≥3	14,970	2.1	16,788	2.7	18,701	2.5	26,064	3.5

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Number of Hours Worked During a Typical Week in All Nursing Positions

A little more than half (50.8%) of responding LPNs/LVNs reported working 32 to 40 hours in a typical week in all positions. This is lower than the results from the 2020 survey (58.6%) and the 2017 survey (59.4%). The second most frequently reported category was 41 to 50 hours (20.6%). This represents an increase from 2020 (14.9%) and 2017 (16.0%) (Table 71 and Figure 28).

TABLE 71

Number of Hours Worked by Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) During a Typical Week in All Nursing Positions, 2015–2022

Hours Worked per Week	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	*N* = 22,450.6		*N* = 27,505.7		*N* = 30,985.7		*N* = 45,095.9	
1–15	913.1	4.1	1,132.6	4.1	1,214.4	3.9	1,527.3	3.4
16–23	1,088.9	4.9	1,298.4	4.7	1,323.6	4.3	1,461.9	3.2
24–31	1,866.4	8.3	2,031.1	7.4	2,238.6	7.2	2,622.0	5.8
32 –40	13,562.8	60.4	16,328.2	59.4	18,164.7	58.6	22,901.9	50.8
41–50	3,410.0	15.2	4,412.7	16.0	4,609.1	14.9	9,292.1	20.6
51–60	928.3	4.1	1,391.1	5.1	1,567.2	5.1	3,933.0	8.7
≥61	681.1	3.0	911.5	3.3	1,868.1	6.0	3,357.6	7.5
U.S. LPN/LVN Population								
1–15	27,459	4.1	25,896	4.1	28,854	3.9	25,424	3.4
16–23	32,744	4.9	29,686	4.7	31,449	4.3	24,335	3.2
24–31	56,126	8.3	46,437	7.4	53,189	7.2	43,646	5.8
32–40	407,859	60.4	373,314	59.4	431,592	58.6	381,223	50.8
41–50	102,546	15.2	100,888	16.0	109,512	14.9	154,676	20.6
51–60	27,916	4.1	31,805	5.1	37,237	5.1	65,468	8.7
≥61	20,482	3.0	20,841	3.3	44,386	6.0	55,890	7.5

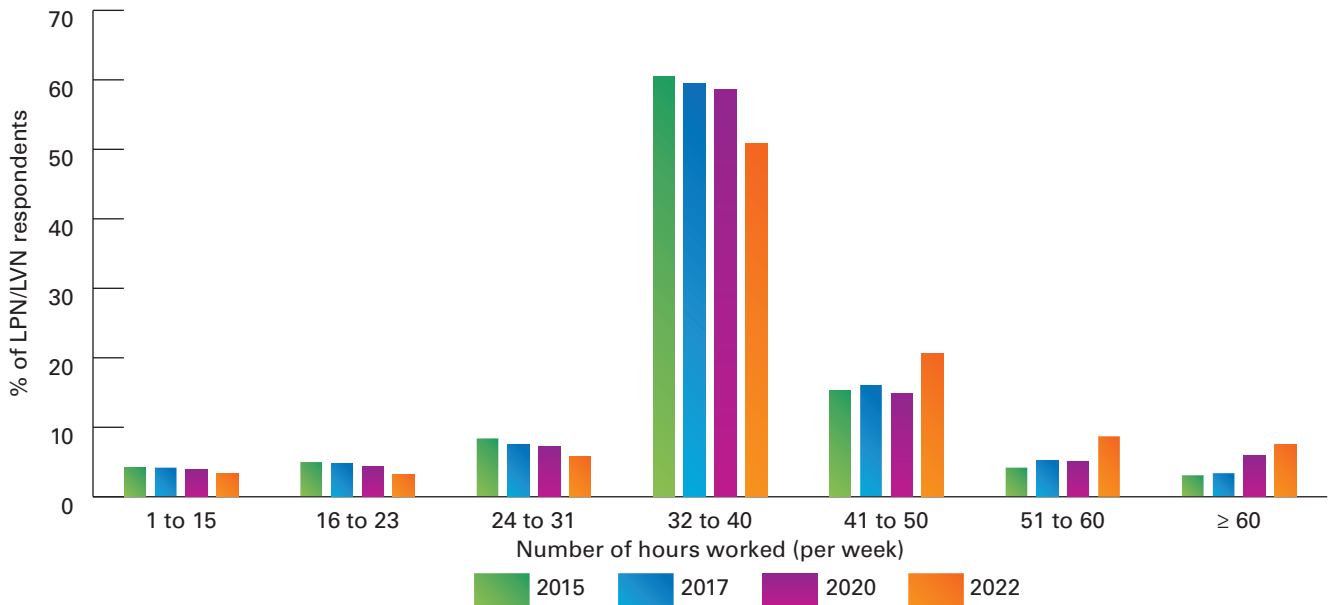*Note.* Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 28

Number of Hours Worked by Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) in All Nursing Positions

Primary Nursing Practice Position Setting

Of those LPNs/LVNs who responded to the question, 30.6% indicated that a nursing home/extended care was their primary nursing practice setting. This represents an increase of 3.1% from 2020. Hospital settings were the second most frequently selected setting at 11.7% of LPNs/LVNs, followed by home health at 11.6% and ambulatory care settings at 8.6% (Table 72 and Figure 29).

TABLE 72

Primary Nursing Practice Position Setting of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

Primary Practice Setting	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LPV Survey Respondents	N = 22,989.1		N = 26,459.8		N = 30,055.4		N = 43,306.2	
Hospital	2,478.9	10.8	2,540.3	9.6	3,831.4	12.8	5,084.7	11.7
Nursing home/extended care	6,911.9	30.1	8,385.3	31.7	8,250.3	27.5	13,250.0	30.6
Assisted living facility	1,369.5	6.0	1,484.2	5.6	1,679.5	5.6	2,835.5	6.6
Home health	3,451.0	15.0	3,710.5	14.0	3,733.3	12.4	5,025.9	11.6
Hospice	-	-	426.6	1.6	639.8	2.1	698.7	1.6
Correctional facility	670.2	2.9	738.6	2.8	729.3	2.4	961.6	2.2
School of nursing	142.0	0.6	78.4	0.3	173.7	0.6	141.4	0.3
Public health	399.8	1.7	498.3	1.9	623.1	2.1	972.6	2.3
Dialysis center	-	-	165.8	0.6	266.1	0.9	310.4	0.7
Community health	922.6	4.0	888.1	3.4	1,073.8	3.6	1,487.7	3.4
School health service	683.9	3.0	697.4	2.6	977.2	3.3	1,410.7	3.3
Occupational health	174.9	0.8	166.6	0.6	187.3	0.6	278.4	0.6
Ambulatory care setting	2,061.2	9.0	1,797.3	6.8	2,588.2	8.6	3,702.9	8.6
Insurance claims/benefits	259.7	1.1	241.3	0.9	331.8	1.1	518.5	1.2
Policy/planning/regulatory/ licensing agency	32.3	0.1	24.4	0.1	36.7	0.1	16.0	0.0
Other	3,431.2	14.9	4,616.7	17.4	4,933.9	16.4	6,611.2	15.3
U.S. LPN/LVN Population								
Hospital	74,544	10.8	58,079	9.6	91,034	12.8	84,639	11.7
Nursing home/extended care	207,854	30.1	191,715	31.7	196,026	27.5	220,559	30.6
Assisted living facility	41,183	6.0	33,933	5.6	39,905	5.6	47,200	6.6
Home health	103,779	15.0	84,834	14.0	88,703	12.4	83,661	11.6
Hospice	-	-	9,753	1.6	15,202	2.1	11,631	1.6
Correctional facility	20,154	2.9	16,887	2.8	17,328	2.4	16,007	2.2
School of nursing	4,270	0.6	1,792	0.3	4,127	0.6	2,354	0.3
Public health	12,022	1.7	11,394	1.9	14,805	2.1	16,190	2.3
Dialysis center	-	-	3,790	0.6	6,323	0.9	5,167	0.7
Community health	27,745	4.0	20,305	3.4	25,513	3.6	24,764	3.4
School health service	20,565	3.0	15,945	2.6	23,218	3.3	23,482	3.3
Occupational health	5,260	0.8	3,810	0.6	4,450	0.6	4,634	0.6
Ambulatory care setting	61,984	9.0	41,091	6.8	61,495	8.6	61,637	8.6
Insurance claims/benefits	7,810	1.1	5,517	0.9	7,884	1.1	8,632	1.2
Policy/planning/regulatory/ licensing agency	973	0.1	557	0.1	872	0.1	266	0.0
Other	103,182	14.9	105,553	17.4	117,229	16.4	110,049	15.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 29

**Most Reported Primary Nursing Practice Position Setting of Licensed Practical Nurses/
Licensed Vocational Nurses (LPNs/LVNs)**

Primary Nursing Position Title

About two-thirds (66.5%) of LPNs/LVNs reported staff nurse as their nursing position title. This is down from 2020, when 72.8%
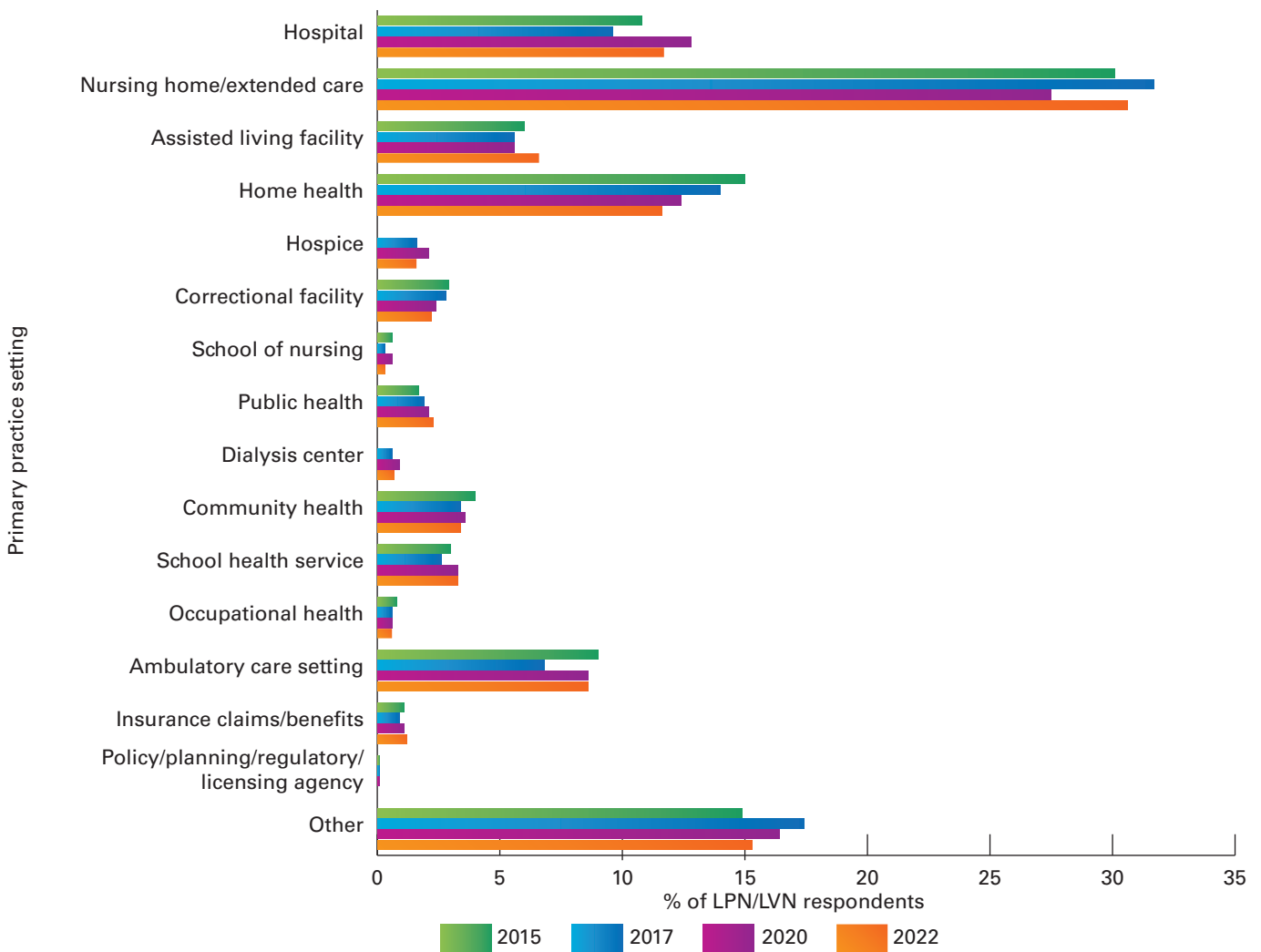identified as a staff nurse (Table 73 and Figure 30).

TABLE 73

**Primary Nursing Position Title of Licensed Practical Nurses/Licensed Vocational Nurses
(LPNs/LVNs), 2015–2022**

Primary Title	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 23,567.8		N = 26,776.9		N = 30,512.5		N = 44,122.7	
Consultant	140.6	0.6	152.7	0.6	148.4	0.5	257.4	0.6
Nurse researcher	65.0	0.3	51.2	0.2	66.3	0.2	79.8	0.2
Nurse executive	137.6	0.6	70.9	0.3	120.6	0.4	157.5	0.4
Nurse manager	1,365.4	5.8	1,661.5	6.2	1,680.2	5.5	2,955.9	6.7
Nurse faculty/educator	967.9	4.1	257.5	1.0	310.5	1.0	481.0	1.1

(continued)

Primary Nursing Position Title of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022 *(continued)*

Primary Title	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
APRN	401.7	1.7	9.0	0.0	149.4	0.5	110.6	0.3
Staff nurse	16,214.1	68.8	19,564.6	73.1	22,209.9	72.8	29,324.4	66.5
Case manager	595.3	2.5	561.4	2.1	842.8	2.8	3,708.4	8.4
Other – health related	3,444.2	14.6	4,275.5	16.0	4,768.8	15.6	6,049.8	13.7
Other – not health related	236.0	1.0	172.7	0.7	215.5	0.7	997.9	2.3
U.S. LPN/LVN Population								
Consultant	4,227	0.6	3,490	0.6	3,526	0.5	4,285	0.6
Nurse researcher	1,955	0.3	1,170	0.2	1,575	0.2	1,329	0.2
Nurse executive	4,138	0.6	1,621	0.3	2,865	0.4	2,621	0.4
Nurse manager	41,060	5.8	37,986	6.2	39,921	5.5	49,203	6.7
Nurse faculty/educator	29,107	4.1	5,887	1.0	7,377	1.0	8,007	1.1
APRN	12,079	1.7	206	0.0	3,550	0.5	1,841	0.3
Staff nurse	487,589	68.8	447,308	73.1	527,705	72.8	488,131	66.5
Case manager	17,902	2.5	12,835	2.1	20,025	2.8	61,730	8.4
Other – health related	103,572	14.6	97,751	16.0	113,306	15.6	100,704	13.7
Other – not health related	7,097	1.0	3,949	0.7	5,120	0.7	16,611	2.3

Note. APRN = advanced practice registered nurse. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 30

Most Reported Primary Nursing Position Title of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
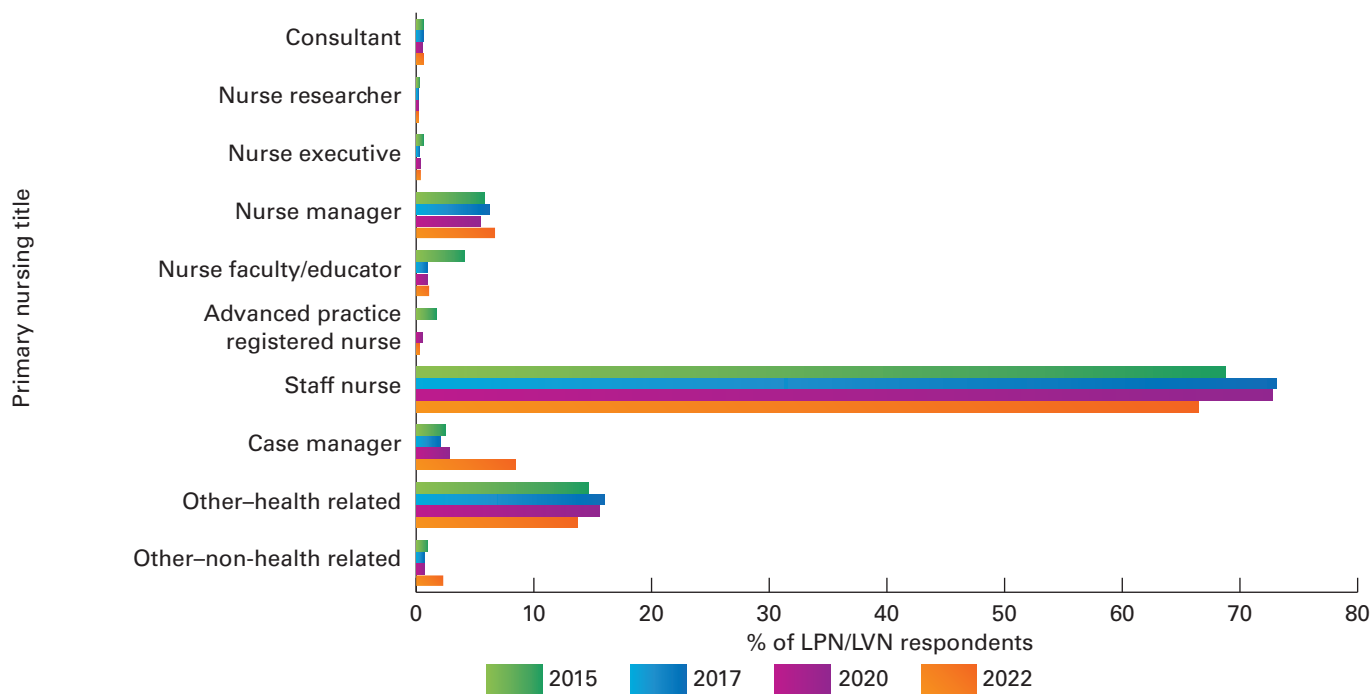
Are You Currently a Travel Nurse?

In the 2022 survey, a new question was added: "Are you currently a travel nurse?" The majority (95.4%) of LPNs/LVNs indicated they were not a travel nurse (Table 74).

TABLE 74

Travel Nurses Among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2022

Travel Nurse	2022	
	n	%
LPN/LVN Survey Respondents	N = 42,737.4	
Yes	1,989.0	4.7
No	40,748.4	95.4
U.S. LPN/LVN Population		
Yes	33,108	4.7
No	678,294	95.4

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Primary Nursing Position Specialty

In 2022, 31.3% of LPNs/LVNs reported their primary practice specialty was geriatric/gerontology. This increased from 26.6% reported in 2020. The second most common position specialty in 2022 was home health at 8.4%, which was unchanged from 2020. Pediatrics was the third most often reported practice specialty at 7.4% followed by adult health at 7.0% (Table 75 and Figure 31).

TABLE 75

Primary Nursing Position Specialty of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022

| Primary Position Specialty	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 21,932.4		N = 25,214.9		N = 28,417.9		N = 36,204.7	
Acute care/critical care	458.5	2.1	670.0	2.7	1,157.6	4.1	1,227.7	3.4
Adult health	960.6	4.4	1,968.0	7.8	2,354.2	8.3	2,541.7	7.0
Anesthesia	18.0	0.1	17.6	0.1	22.5	0.1	36.9	0.1
Cardiology	-	-	250.4	1.0	312.5	1.1	338.4	0.9
Community	262.6	1.2	216.8	0.9	323.6	1.1	381.0	1.1
Emergency/trauma	157.2	0.7	127.5	0.5	261.6	0.9	531.4	1.5
Family health	-	-	1,712.4	6.8	1,840.3	6.5	1,832.6	5.1
Genetics	182.2	0.8	-	-	-	-	537.7	1.5
Geriatric/gerontology	6,064.1	27.7	7,685.8	30.5	7,545.9	26.6	11,348.1	31.3
Home health	2,109.3	9.6	2,228.2	8.8	2,372.5	8.4	3,055.9	8.4
Informatics	41.4	0.2	-	-	-	-	36.6	0.1
Information technology	-	-	-	-	-	-	28.4	0.1
Maternal-child health/obstetrics	120.5	0.6	225.1	0.9	266.5	0.9	308.1	0.9
Medical-surgical	777.3	3.5	728.6	2.9	1,008.2	3.6	1,412.8	3.9
Neonatal	28.2	0.1	28.8	0.1	40.8	0.1	23.9	0.1
Nephrology	133.7	0.6	201.0	0.8	258.2	0.9	402.2	1.1
Neurology/neurosurgical	90.6	0.4	-	-	-	-	177.1	0.5
Occupational health	154.5	0.7	160.8	0.6	183.4	0.7	242.0	0.7
Oncology	137.1	0.6	152.9	0.6	252.5	0.9	290.0	0.8
Orthopedic	185.5	0.9	-	-	-	-	256.3	0.7
Palliative care/hospice	348.2	1.6	354.7	1.4	490.7	1.7	653.5	1.8
Pediatrics	1,326.0	6.1	1,880.2	7.5	1,819.5	6.4	2,660.3	7.4
Perioperative	93.1	0.4	76.4	0.3	135.3	0.5	189.0	0.5

(continued)

Primary Nursing Position Specialty of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs), 2015–2022 *(continued)*

Primary Position Specialty	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
Primary care	1,695.5	7.7	-	-	-	-	1,725.2	4.8
Public health	173.1	0.8	257.6	1.0	332.4	1.2	456.4	1.3
Psychiatric/mental health/substance abuse	1,084.8	5.0	1,205.0	4.8	1,405.0	4.9	1,064.2	2.9
Radiology	24.2	0.1	-	-	-	-	14.1	0.0
Rehabilitation	847.7	3.9	1,081.5	4.3	990.8	3.5	1,023.1	2.8
School health	612.9	2.8	646.2	2.6	870.1	3.1	660.9	1.8
Urology	102.1	0.5	-	-	-	-	53.8	0.2
Women's health	342.8	1.6	291.0	1.2	426.2	1.5	240.4	0.7
Other - clinical specialties	-	-	2,724.1	10.8	3,264.9	11.5	1,986.9	5.5
Other - nonclinical specialties	-	-	324.1	1.3	482.9	1.7	468.0	1.3
U.S. LPN/LVN Population								
Acute care/critical care	13,787	2.1	15,319	2.7	27,504	4.1	20,437	3.4
Adult health	28,888	4.4	44,995	7.8	55,936	8.3	42,309	7.0
Anesthesia	542	0.1	401	0.1	535	0.1	614	0.1
Cardiology	-	-	5,725	1.0	7,425	1.1	5,633	0.9
Community	7,896	1.2	4,956	0.9	7,689	1.1	6,342	1.1
Emergency/trauma	4,729	0.7	2,915	0.5	6,216	0.9	8,846	1.5
Family health	-	-	39,151	6.8	43,725	6.5	30,505	5.1
Genetics	5,480	0.8	-	-	-	-	8,950	1.5
Geriatric/gerontology	182,359	27.7	175,722	30.5	179,290	26.6	188,899	31.3
Home health	63,430	9.6	50,944	8.8	56,370	8.4	50,869	8.4
Informatics	1,244	0.2	-	-	-	-	610	0.1
Information technology	-	-	-	-	-	-	473	0.1
Maternal-child health/obstetrics	3,623	0.6	5,148	0.9	6,332	0.9	5,128	0.9
Medical-surgical	23,375	3.5	16,659	2.9	23,955	3.6	23,518	3.9
Neonatal	848	0.1	659	0.1	969	0.1	398	0.1
Nephrology	4,022	0.6	4,595	0.8	6,135	0.9	6,696	1.1
Neurology/neurosurgical	2,723	0.4	-	-	-	-	2,948	0.5
Occupational health	4,647	0.7	3,677	0.6	4,358	0.7	4,028	0.7
Oncology	4,124	0.6	3,497	0.6	5,999	0.9	4,828	0.8
Orthopedic	5,577	0.9	-	-	-	-	4,267	0.7
Palliative care/hospice	10,471	1.6	8,109	1.4	11,659	1.7	10,878	1.8
Pediatrics	39,875	6.1	42,988	7.5	43,231	6.4	44,282	7.4
Perioperative	2,798	0.4	1,747	0.3	3,215	0.5	3,147	0.5
Primary care	50,986	7.7	-	-	-	-	28,717	4.8
Public health	5,207	0.8	5,889	1.0	7,898	1.2	7,597	1.3
Psychiatric/mental health/substance abuse	32,622	5.0	27,550	4.8	33,383	4.9	17,714	2.9
Radiology	727	0.1	-	-	-	-	235	0.0
Rehabilitation	25,493	3.9	24,727	4.3	23,541	3.5	17,031	2.8
School health	18,432	2.8	14,774	2.6	20,674	3.1	11,001	1.8
Urology	3,071	0.5	-	-	-	-	896	0.2
Women's health	10,308	1.6	6,653	1.2	10,126	1.5	4,002	0.7
Other - clinical specialties	-	-	62,282	10.8	77,574	11.5	33,074	5.5
Other - nonclinical specialties	-	-	7,411	1.3	11,474	1.7	7,791	1.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 31

Most Reported Primary Nursing Position Specialty of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
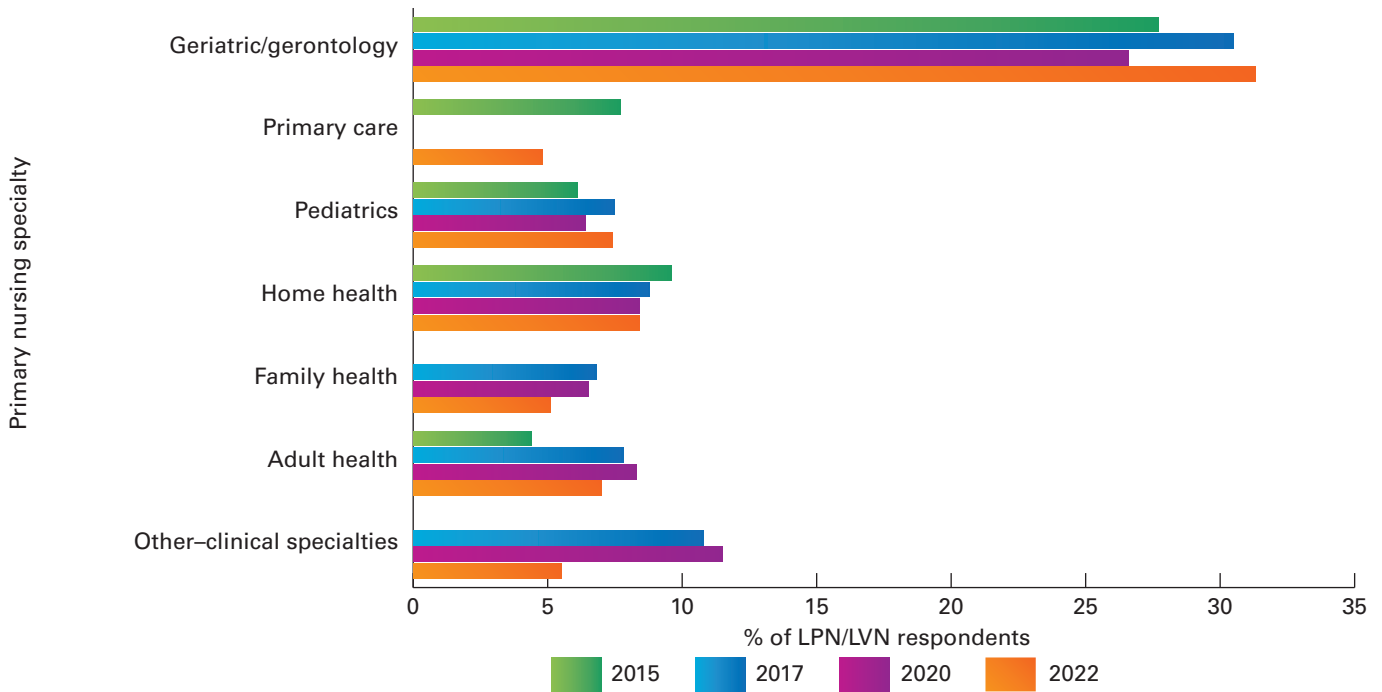
Providing Direct Patient Care—Primary Nursing Position

In 2022, 78.6% of LPNs/LVNs reported providing direct patient care in their primary nursing position. In 2020, the first year this question was asked, 77.8% of LPNs/LVNs said they provided direct patient care in their primary nursing position (Table 76).

TABLE 76

Licensed Practical Nurses/Licensed Vocational Nurses Providing Direct Patient Care Through Primary Nursing Position, 2020–2022

Provide Direct Patient Care	2020 (*N* = 5,140.8)		2022 (*N* = 8,035.0)	
	n	%	*n*	%
Yes	4,393.8	85.5	6,565.3	81.7
No	747.0	14.5	1,469.7	18.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Secondary Nursing Position Setting

Of the 20.9% of LPNs/LVNs who have more than one nursing position (Table 70), 29.9% reported practicing in a nursing home/extended care setting, 17.8% in home health, and 11.7% in an assisted living facility (Table 77 and Figure 32).

TABLE 77

Secondary Nursing Position Setting Among Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022

Secondary Nursing Position	2015 (*N* = 3,018.7)		2017 (*N* = 4,376.2)		2020 (*N* = 5,067.9)		2022 (*N* = 8,416.1)	
	n	%	*n*	%	*n*	%	*n*	%
Hospital	180.4	6.0	261.2	6.0	461.1	9.1	756.7	9.0
Nursing home/extended care	813.3	26.9	1,422.0	32.5	1,608.2	31.7	2,516.4	29.9

(continued)

Secondary Nursing Position Setting Among Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022 *(continued)*

Secondary Nursing Position	2015 (*N* = 3,018.7)		2017 (*N* = 4,376.2)		2020 (*N* = 5,067.9)		2022 (*N* = 8,416.1)	
	n	%	*n*	%	*n*	%	*n*	%
Assisted living facility	232.5	7.7	332.3	7.6	374.8	7.4	983.4	11.7
Home health	961.3	31.9	1,173.1	26.8	1,189.7	23.5	1,498.7	17.8
Hospice	-	-	115.7	2.6	177.8	3.5	349.7	4.2
Correctional facility	108.7	3.6	136.6	3.1	125.1	2.5	228.6	2.7
School of nursing	32.7	1.1	10.4	0.2	54.8	1.1	97.0	1.2
Public health	30.3	1.0	55.8	1.3	54.1	1.1	179.7	2.1
Dialysis center	-	-	35.0	0.8	30.4	0.6	41.5	0.5
Community health	69.1	2.3	85.2	2.0	108.0	2.1	176.7	2.1
School health service	42.1	1.4	111.9	2.6	109.9	2.2	211.9	2.5
Occupational health	16.9	0.6	31.1	0.7	44.3	0.9	101.9	1.2
Ambulatory care setting	78.4	2.6	121.7	2.8	165.7	3.3	285.7	3.4
Insurance claims/benefits	6.5	0.2	22.8	0.5	25.8	0.5	45.8	0.5
Policy/planning/regulatory/licensing agency	15.9	0.5	16.6	0.4	6.2	0.1	36.5	0.4
Other	430.5	14.3	444.8	10.2	532.0	10.5	905.9	10.8

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 32

Most Reported Secondary Nursing Practice Position Setting Among Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)

Secondary Nursing Position Title

Of those LPNs/LVNs who reported more than one nursing position, 66.4% reported being staff nurses in their secondary position. This represents a decline from 2020, when 77.7% of LPNs/LVNs were staff nurses. About 20% of respondents reported other health-related titles (Table 78 and Figure 33).

TABLE 78

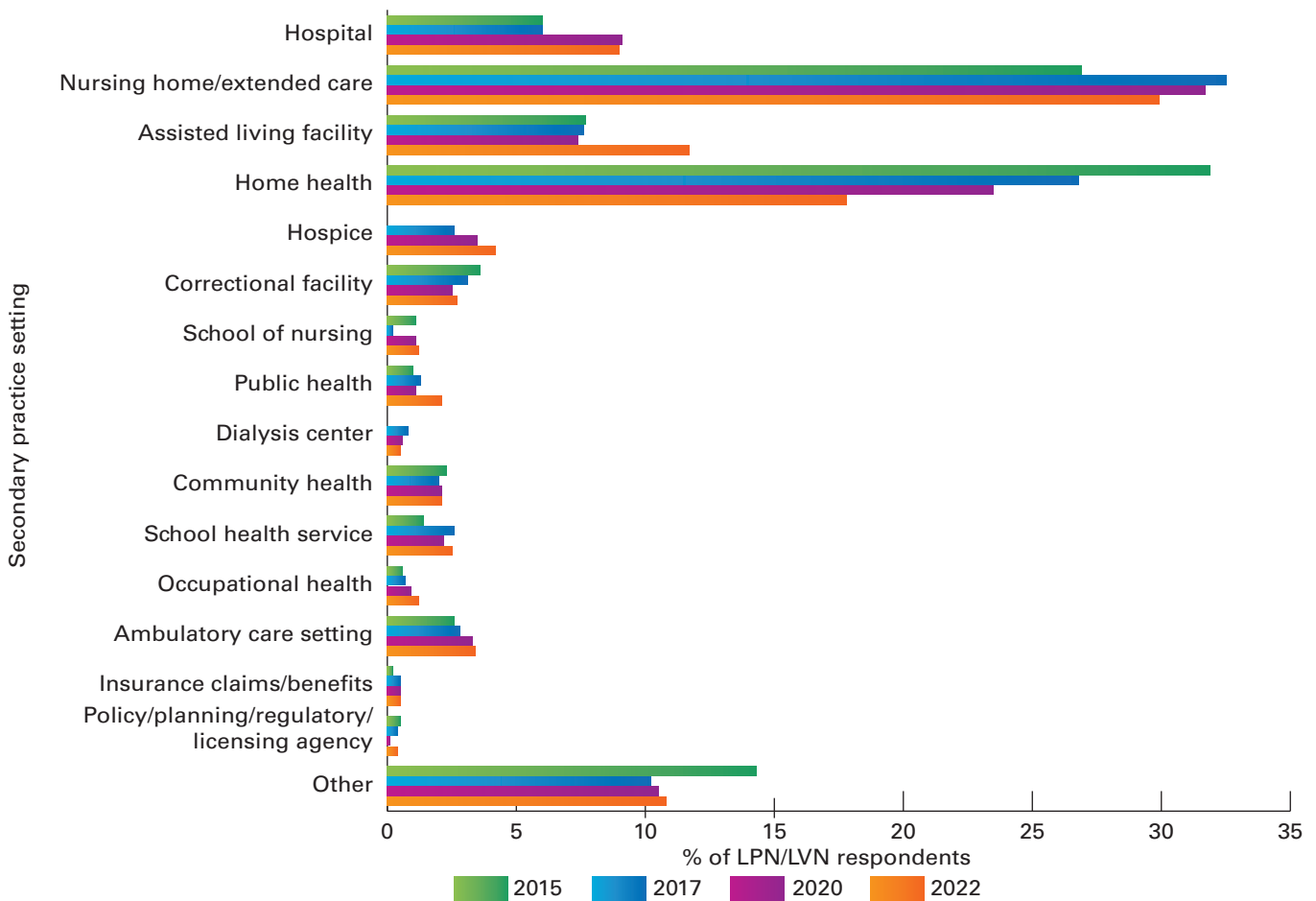**Secondary Nursing Position Title of Licensed Practical Nurses/Licensed Vocational Nurses, 2015–2022**

Secondary Nursing Title	2015 (N = 2,980.3)		2017 (N = 4,217.2)		2020 (N = 4,942.1)		2022 (N = 8,533.0)	
	n	%	*n*	%	*n*	%	*n*	%
Consultant	37.5	1.3	45.2	1.1	47.0	1.0	170.3	2.0
Nurse researcher	7.0	0.2	1.3	0.0	7.3	0.2	18.6	0.2
Nurse executive	10.4	0.4	10.0	0.2	8.6	0.2	45.7	0.5
Nurse manager	59.9	2.0	141.4	3.4	153.2	3.1	350.0	4.1
Nurse faculty/educator	132.0	4.4	58.4	1.4	107.9	2.2	165.4	1.9
APRN	34.1	1.1	2.6	0.1	36.1	0.7	24.7	0.3
Staff nurse	2,167.2	72.7	3,309.2	78.5	3,842.2	77.7	5,666.0	66.4
Case manager	53.8	1.8	66.6	1.6	111.6	2.3	240.4	2.8
Other – health related	440.3	14.8	528.9	12.5	586.2	11.9	1,682.9	19.7
Other – not health related	38.3	1.3	53.5	1.3	42.1	0.9	169.1	2.0

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

FIGURE 33

Most Reported Secondary Nursing Position Title of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs)
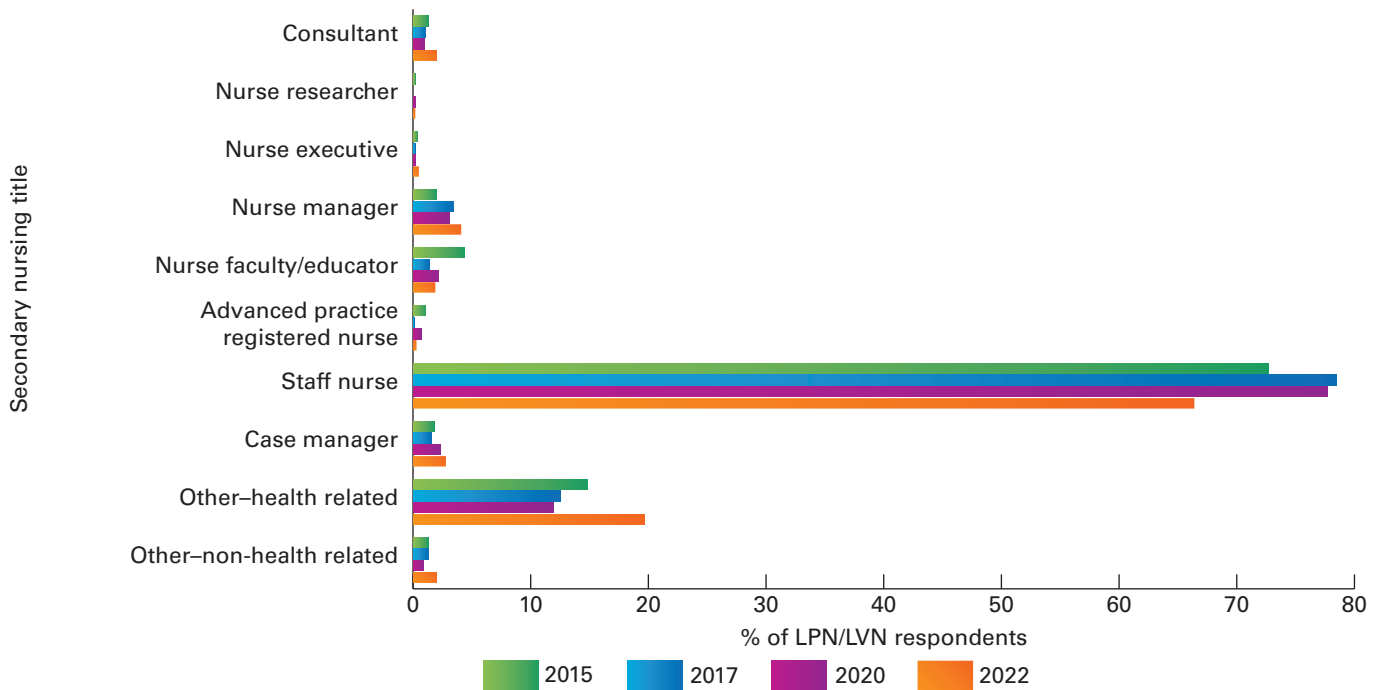
Providing Direct Patient Care—Secondary Nursing Practice Position

In 2022, 81.7% of LPNs/LVNs reported providing direct patient care in their secondary nursing position. In 2020, the first year this question was asked, 85.5% of LPNs/LVNs said they provided direct patient care in their secondary nursing position (Table 79).

TABLE 79

Providing Direct Patient Care—Secondary Nursing Practice Position of Licensed Practical Nurses/Licensed Vocational Nurses, 2020–2022

Provide Direct Care	2020 (*N* = 5,140.8)		2022 (*N* = 8,035.0)	
	n	%	*n*	%
Yes	4,393.8	85.5	6,565.3	81.7
No	747.0	14.5	1,469.7	18.3

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Annual Earnings

2022 Pretax Annual Earnings From Primary Nursing Position

The median pretax annual earnings for LPNs/LVNs grew to $50,000 in 2022. Pretax wages grew by about 14% since 2020, when the median pretax annual wage was $44,000. Compared with 2020, the percentage of LPNs/LVNs earning less than $40,000 annually (24.3%) decreased by 10.2% in 2022, while those earning between $40,000 and $60,000 (42.4%) increased by 1.5% between 2020 and 2022. The percentage of respondents in categories making between $60,000 and $80,000 per year (22.0%) also showed an increase of 6.3% from 2020 to 2022. The proportion of LPNs/LVNs making between $80,00 and $100,000 (6.8%) increased by 2.5%, and those making more than $100,000 per year (4.6%) remained the same as reported in 2020 (Table 80 and Figure 34).

TABLE 80

Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for Nurses' Primary Nursing Position, 2015–2022

Annual Earnings	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondents	N = 19,436.4		N = 24,473.1		N = 26,035.6		N = 34,311.9	
<$40,000	10,138.3	52.2	11,190.3	45.7	8,988.0	34.5	8,321.6	24.3
$40,000 to <$60,000	7,088.3	36.5	9,819.4	40.1	10,653.6	40.9	14,546.7	42.4
$60,000 to <$80,000	1,418.5	7.3	2,243.9	9.2	4,073.6	15.7	7,559.4	22.0
$80,000 to <$100,000	174.6	0.9	361.1	1.5	1,118.1	4.3	2,318.4	6.8
>$100,000	616.8	3.2	858.4	3.5	1,202.3	4.6	1,565.8	4.6
U.S. LPN/LVN Population								
<$40,000	304,877	52.2	255,845	45.7	213,554	34.5	138,521	24.3
$40,000 to <$60,000	213,157	36.5	224,501	40.1	253,129	40.9	242,143	42.4
$60,000 to <$80,000	42,657	7.3	51,303	9.2	96,788	15.7	125,833	22.0
$80,000 to <$100,000	5,250	0.9	8,256	1.5	26,566	4.3	38,592	6.8
>$100,000	18,548	3.2	19,626	3.5	28,567	4.6	26,064	4.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.
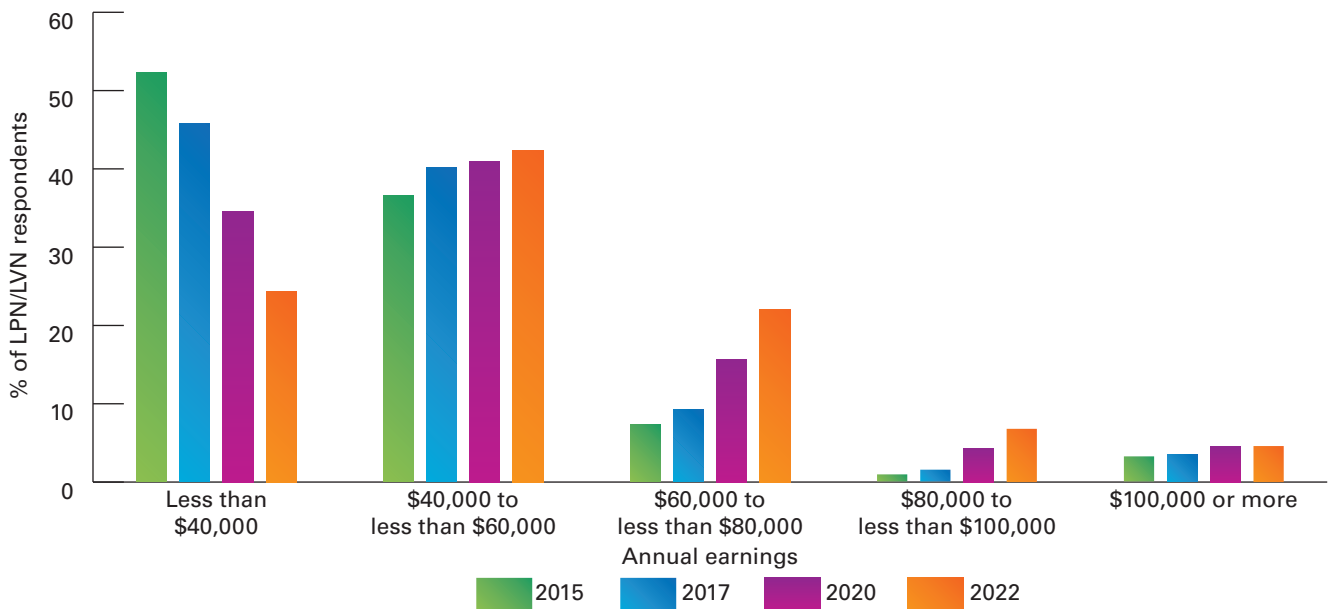
FIGURE 34

Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for Primary Nursing Position

Earnings by Gender and Specialty

As was seen in the analysis of RNs, the annual median wage was greater for male LPNs/LVNs across most specialties in 2022. Female LPNs/LVNs reported higher earnings in anesthesia, emergency/trauma care, informatics, information technology, and orthopedics. LPNs/LVNs in informatics, radiology, rehabilitation, and palliative care/hospice reported the highest median wage, while LPNs/LVNs in school health, women's health, neonatology, and family health reported the lowest median wage (Table 81).

TABLE 81

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses for Primary Nursing Position by Nurses' Gender and Specialty, 2022

Specialty	Male		Female		Nonbinary		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Acute care/critical care	41	$62,000	369	$50,000	4	$53,000	414	$50,000
Adult health	76	$59,000	588	$50,000	2	$30,556	666	$50,000
Anesthesia	1	$52,000	8	$52,900	-	-	9	$52,000
Cardiology	4	$68,100	125	$48,000	-	-	129	$48,000
Community	12	$56,500	134	$50,000	1	$80,000	147	$50,000
Emergency/trauma	21	$42,000	104	$47,500	-	-	125	$46,000
Family health	18	$55,000	758	$42,000	2	$25,000	778	$42,000
Genetics	12	$57,500	210	$51,100	1	$34,000	223	$52,000
Geriatric/gerontology	266	$60,000	3,486	$52,000	10	$47,000	3,762	$52,000
Home health	68	$55,500	816	$48,000	3	$45,000	887	$49,000
Informatics	4	$55,000	22	$66,000	-	-	26	$63,500
Information technology	2	$47,500	16	$56,000	-	-	18	$51,000
Maternal-child health/obstetrics	-	-	111	$45,000	-	-	111	$45,000
Medical-surgical	40	$50,000	403	$45,000	1	$18,000	444	$45,000
Neonatal	1	$48,000	7	$40,000	-	-	8	$41,000
Nephrology	12	$59,000	93	$50,000	-	-	105	$50,000
Neurology/neurosurgical	7	$52,000	50	$44,000	-	-	57	$45,696

(continued)

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses for Primary Nursing Position by Nurses' Gender and Specialty, 2022 *(continued)*

Specialty	Male		Female		Nonbinary		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Occupational health	13	$60,000	92	$47,132	2	$62,000	105	$49,000
Oncology	6	$48,250	81	$45,000	-	-	87	$45,000
Orthopedic	3	$39,590	109	$45,000	-	-	112	$44,800
Palliative care/hospice	15	$62,000	199	$52,000	2	$22,500	216	$52,932
Pediatrics	25	$50,000	721	$42,000	-	-	746	$43,000
Perioperative	6	$53,650	56	$47,183	-	-	62	$47,333
Primary care	38	$60,000	740	$48,710	1	$120,000	779	$49,483
Public health	4	$61,500	142	$43,750	1	$70,000	147	$45,000
Psychiatric/mental health/substance abuse	40	$56,500	264	$50,000	1	$63,000	305	$50,000
Radiology	1	$69,000	1	$50,000	-	-	2	$59,500
Rehabilitation	30	$55,500	247	$54,616	1	$42,000	278	$54,808
School health	6	$41,850	168	$34,500	-	-	174	$35,000
Urology	3	$50,000	19	$47,000	-	-	22	$47,500
Women's health	-	-	64	$41,000	-	-	64	$41,000
Other – clinical specialties	3	$90,000	57	$50,000		-	60	$51,325
Other – nonclinical specialties	45	$60,000	589	$50,000	1	$52,000	635	$50,000
Total	823	$58,000	10,849	$49,184	31	$44,000	13,992	$50,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by Highest Education

As was found in previous surveys, LPNs/LVNs holding a baccalaureate degree reported the highest median annual wage ($60,000). LPNs/LVNs with an ADN ($50,000) earned similar wages to those with a vocational/practical certificate ($50,000) and those with a diploma ($48,000) (Table 82).

TABLE 82

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses of Primary Nursing Position and by Highest Education, 2017–2022

Highest Education Level	2017		2020		2022	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Vocational/practical certificate-nursing	16,750	$42,000	17,947	$43,000	10,238	$50,000
Diploma	3,709	$41,600	3,589	$43,000	2,174	$48,000
Associate degree	2,199	$40,000	3,565	$45,000	2,119	$50,000
Baccalaureate degree	227	$51,619	566	$60,000	262	$60,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by State

Reported annual median wage rose in most states in 2022. Only five states and territories did not experience annual median wage increases. The highest median earning for LPNs/LVNs were practicing in California ($64,000), Rhode Island ($60,000), Oregon ($60,000), Nevada ($60,000), and New Jersey, Massachusetts, Hawaii, and Connecticut ($58,000 each). The lowest median earnings for LPNs/LVNs were in West Virginia ($40,020), Alabama ($44,000), and Arkansas, Iowa, Kentucky, Louisiana, Minnesota, Mississippi, Nebraska, North Dakota, Oklahoma, and Tennessee ($45,000 each). As stated above, all but five states saw increases in wages between 2020 and 2022, with 35 states seeing median wages increase by more than 10%. Wages rose between 5%–10% in nine states and by 1%–5% in three states. Wages did not change from 2020 in three states/jurisdiction (New Hampshire, New Mexico, and District of Columbia), while median annual earnings declined in two states (New York: -16.7% and Texas: -0.8%) (Table 83).

TABLE 83

Median Annual Earnings in Primary Nursing Position by Jurisdictions Where Licensed Practical Nurses/Licensed Vocational Nurses Are Currently Practicing, 2015–2022

State/Jurisdiction	2015	2017	2020	2022	State/Jurisdiction	2015	2017	2020	2022
Alabama	$33,000	$35,000	$39,000	$44,000	Montana	$36,260	$37,440	$43,000	$47,000
Alaska	$50,000	$52,000	$56,559	$58,972	Nebraska	$33,000	$38,000	$40,000	$45,000
Arizona	$48,000	$48,000	$52,000	$55,000	Nevada	$48,000	$49,000	$55,000	$60,000
Arkansas	$33,500	$37,000	$40,000	$45,000	New Hampshire	$42,000	$45,500	$50,000	$50,000
California	$45,000	$48,000	$55,836	$64,000	New Jersey	$45,000	$48,000	$54,000	$58,000
Colorado	$42,000	$45,000	$50,000	$55,000	New Mexico	$45,000	$45,000	$50,000	$50,000
Connecticut	$49,000	$50,000	$52,360	$58,000	New York	$40,000	$45,000	$60,000	$50,000
Delaware	$45,000	$47,000	$50,000	$52,000	North Carolina	$38,000	$41,000	$44,000	$50,000
District of Columbia	$53,000	$50,000	$55,000	$55,000	North Dakota	$35,000	$37,000	$40,000	$45,000
Florida	$37,000	$40,000	$43,210	$50,000	Ohio	$34,000	$36,000	$40,000	$47,000
Georgia	$36,000	$39,800	$42,000	$50,000	Oklahoma	$35,000	$37,000	$40,000	$45,000
Hawaii	$45,000	$46,000	$50,000	$58,000	Oregon	$42,240	$47,000	$53,000	$60,000
Idaho	$32,560	$38,000	$42,000	$47,212	Pennsylvania	$39,000	$40,320	$44,000	$50,000
Illinois	$40,000	$40,000	$45,000	$50,000	Rhode Island	$45,000	$50,000	$50,000	$60,000
Indiana	$36,000	$40,000	$45,000	$50,000	South Carolina	$37,124	$40,000	$42,000	$48,000
Iowa	$34,640	$36,000	$41,000	$45,000	South Dakota	$30,000	$34,865	$38,000	$45,500
Kansas	$35,000	$39,000	$41,500	$48,000	Tennessee	$34,000	$36,000	$40,000	$45,000
Kentucky	$35,000	$40,000	$42,000	$45,000	Texas	$40,082	$43,000	$49,383	$49,000
Louisiana	$35,000	$38,000	$40,000	$45,000	Utah	$36,000	$41,000	$41,000	$47,646
Maine	$36,000	$40,000	$43,500	$50,000	Vermont	$37,128	$42,000	$45,000	$50,381
Maryland	$45,000	$50,000	$53,012	$56,486	Virginia	$36,000	$40,000	$44,000	$50,000
Massachusetts	$48,000	$50,000	$54,000	$58,000	Washington	$44,000	$48,000	$54,000	$55,000
Michigan	$35,000	$40,000	$45,000	$50,000	West Virginia	$32,000	$35,000	$36,000	$40,020
Minnesota	$33,000	$36,750	$40,000	$45,000	Wisconsin	$35,000	$38,000	$40,000	$50,000
Mississippi	$35,000	$35,000	$37,000	$45,000	Wyoming	$40,000	$40,500	$44,000	$50,000
Missouri[a]	-	-	$40,000	$50,000	Northern Mariana Islands	$55,000	$28,500	$32,959	$45,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

[a] Missouri did not participate in the 2015 and 2017 surveys.

Earnings by Years Licensed and Age

As was previously noted with RNs, wages for LPNs/LVNs saw steady increases by years of experience except for LPNs/LVNs with more than 10 years of experience, which did not change. LPNs/LVNs reported wage increases across the younger age groups. Earnings in the 30 to 34 age group increased by 14.2% over the 17 to 29 age group, 5.0% in the 35 to 39 age group, and 4.2% in the 40 to 44 age group over their younger age groups. Two age groups (60-64 and ≥65) reported median wage decreases when compared to the next youngest age group (Table 84).

TABLE 84

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses for Primary Nursing Position by Nurses' Years Licensed and Age, 2022

Number of Years Licensed	0–1		2–5		6–10		≥11		Total	
Age, y	n	Mdn	n	Mdn	n	Mdn	n	Mdn	n	Mdn
17–29	299	$36,000	615	$42,000	126	$41,375	7	$49,820	1,047	$40,000
30–34	132	$40,000	410	$47,217	461	$46,000	118	$46,000	1,121	$45,696
35–39	97	$40,000	305	$46,630	396	$48,000	542	$49,000	1,340	$48,000
40–44	83	$40,000	273	$50,000	385	$50,000	873	$50,000	1,614	$50,000
45–49	62	$45,000	173	$50,000	291	$52,000	1,075	$51,000	1,601	$50,000

(continued)

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses for Primary Nursing Position by Nurses' Years Licensed and Age, 2022 *(continued)*

Number of Years Licensed	0–1		2–5		6–10		≥11		Total	
Age, y	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
50–54	55	$49,000	138	$53,500	256	$53,000	1,438	$52,000	1,887	$52,000
55–59	20	$53,000	84	$48,250	151	$56,000	1,520	$52,000	1,775	$52,000
60–64	13	$40,000	32	$54,500	108	$50,000	1,771	$50,000	1,924	$50,000
≥65	5	$54,000	38	$43,000	49	$52,000	1,591	$47,000	1,683	$47,000
Total	766	$40,000	2,068	$46,113	2,223	$50,000	8,935	$50,000		

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Telehealth Utilization

Percentage of Time Providing Telehealth

Telehealth utilization by LPNs/LVNs remains relatively unchanged from previous years, with a little less than half of LPNs/LVNs (44.5%) not providing services via telehealth. However, slightly more LPNs/LVNs who reported utilizing telehealth all the time rose to 15.2%, an increase of 3.8% from the 2020 survey. About a quarter (23.4%) of LPNs/LVNs spend up to a quarter of their time and 12.5% spend between a quarter and half of their time proving services via telehealth (Table 85 and Figure 35).

TABLE 85

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Spend Providing Telehealth, 2015–2022

Provide Telehealth	2015		2017		2020		2022	
	n	%	*n*	%	*n*	%	*n*	%
LPN/LVN Survey Respondent	*N* = 23,619.9		*N* = 27,760.6		*N* = 31,095.7		*N* = 39,650.3	
Never	12,723.1	53.9	12,715.8	45.8	15,504.3	49.9	17,650.4	44.5
1%–25%	5,496.6	23.3	6,436.4	23.2	6,799.8	21.9	9,283.1	23.4
26%–50%	2,207.1	9.3	2,821.3	10.2	2,993.3	9.6	4,965.5	12.5
51%–75%	1,490.6	6.3	2,253.8	8.1	2,240.4	7.2	1,716.6	4.3
76%–100%	1,702.4	7.2	3,533.3	12.7	3,557.9	11.4	6,034.7	15.2
U.S. LPN/LVN Population								
Never	382,606	53.9	290,722	45.8	368,381	49.9	293,806	44.5
1%–25%	165,294	23.3	147,157	23.2	161,563	21.9	154,526	23.4
26%–50%	66,373	9.3	64,503	10.2	71,121	9.6	82,656	12.5
51%–75%	44,826	6.3	51,529	8.1	53,232	7.2	28,574	4.3
76%–100%	51,195	7.2	80,781	12.7	84,535	11.4	100,453	15.2

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 35

Percent of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Providing Telehealth
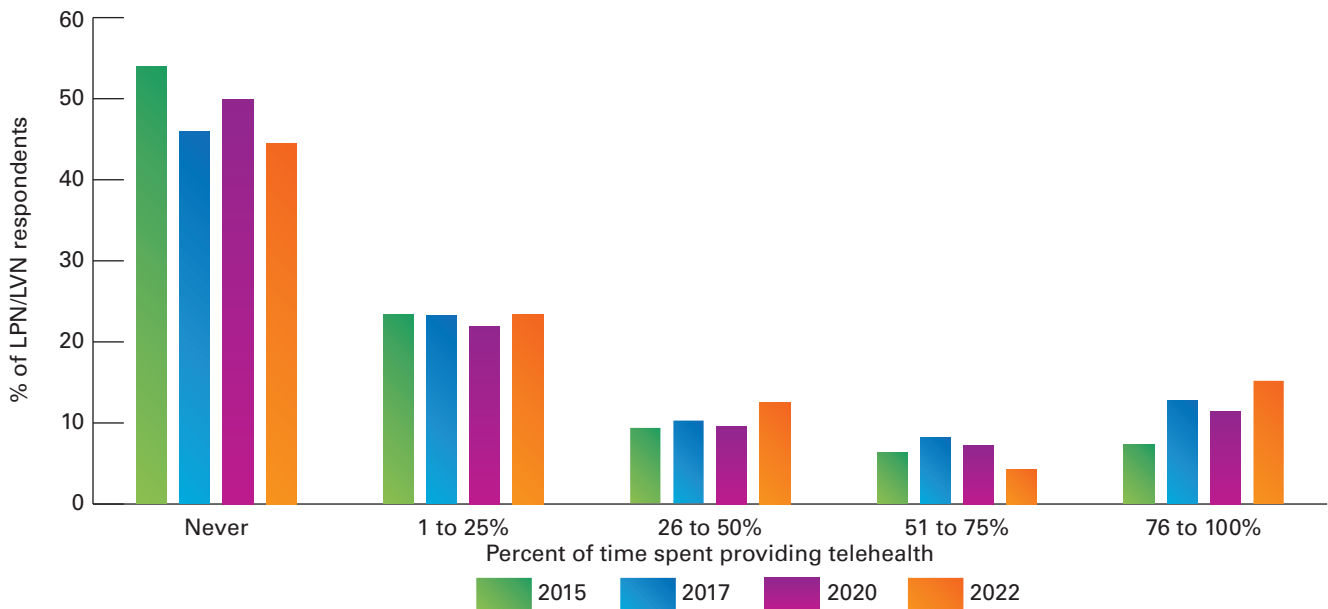
Telehealth Across State Borders

About 71% of LPNs/LVNs did not utilize telehealth to provide services to patients across state lines in 2022. Twenty percent of LPNs/LVNs reported spending between 1% and 25% of their time providing services to patients in other states through telehealth. Utilization of services across state borders through telehealth declined in compared to the reported 2020 rates (Table 86 and Figure 36).

TABLE 86

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses Spend Providing Telehealth Across State Borders, 2015–2022

Provide Telehealth	2015 (N = 11,421.5)		2017 (N = 12,214.3)		2020 (N = 12,981.4)		2022 (N = 23,516.1)	
	n	%	*n*	%	*n*	%	*n*	%
Never	7,566.5	66.2	6,849.9	56.1	7,413.4	57.1	16,616.9	70.7
1%–25%	3,140.4	27.5	4,040.1	33.1	4,062.8	31.3	4,721.9	20.1
26%–50%	371.1	3.2	622.9	5.1	692.7	5.3	1,043.3	4.4
51%–75%	180.4	1.6	372.2	3.1	390.8	3.0	288.8	1.2
76%–100%	163.1	1.4	329.3	2.7	421.7	3.3	845.1	3.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 36

Percent of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Spend Providing Telehealth Across State Borders

Telehealth Across National Borders

A little more than 10% of LPNs/LVNs in the United States provide services via telehealth across international borders. This rate has changed little from previous surveys (Table 87 and Figure 37).
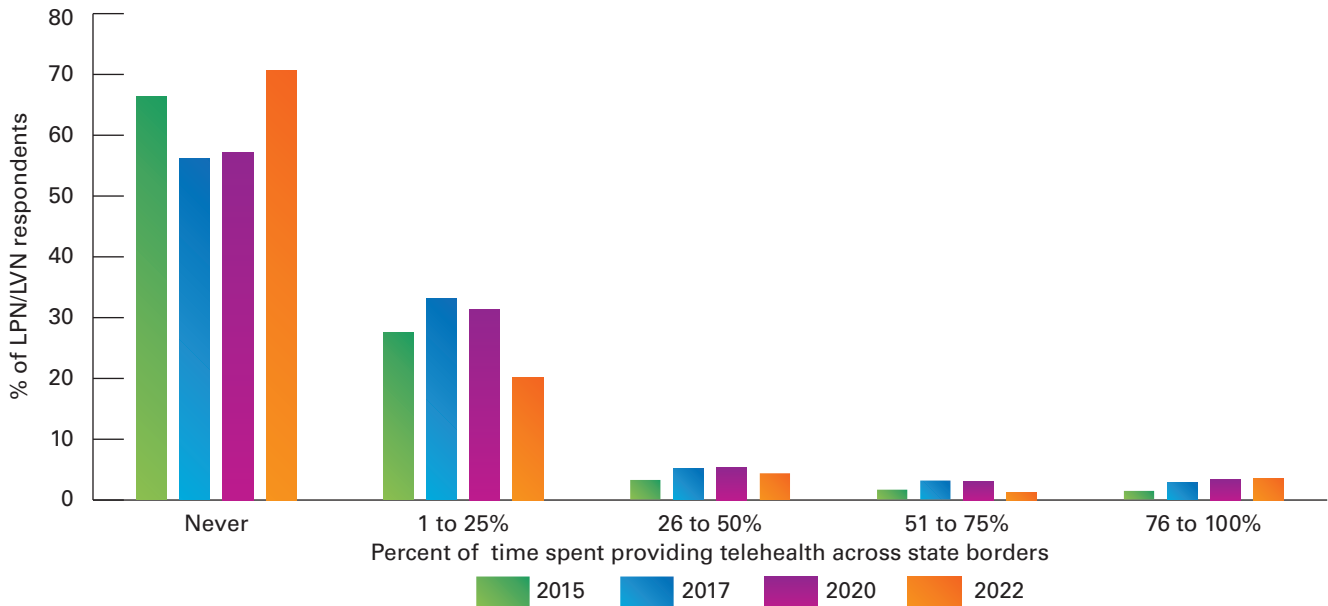
TABLE 87

Percentage of Time Licensed Practical Nurses/Licensed Vocational Nurses Spend Providing Telehealth Across National Borders, 2015–2022

Provide Telehealth	2015 (*N* = 11,089.2)		2017 (*N* = 11,117.1)		2020 (*N* = 12,295.4)		2022 (*N* = 16,513.5)	
	n	%	*n*	%	*n*	%	*n*	%
Never	10,201.8	92.0	9,800.3	88.2	11,068.0	90.0	14,768.6	89.4
1%–25%	633.3	5.7	807.0	7.3	814.2	6.6	1,074.2	6.5
26%–50%	129.0	1.2	208.1	1.9	193.3	1.6	313.3	1.9
51%–75%	82.0	0.7	189.0	1.7	115.8	0.9	66.3	0.4
76%–100%	43.1	0.4	112.7	1.0	104.2	0.9	291.2	1.8

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.
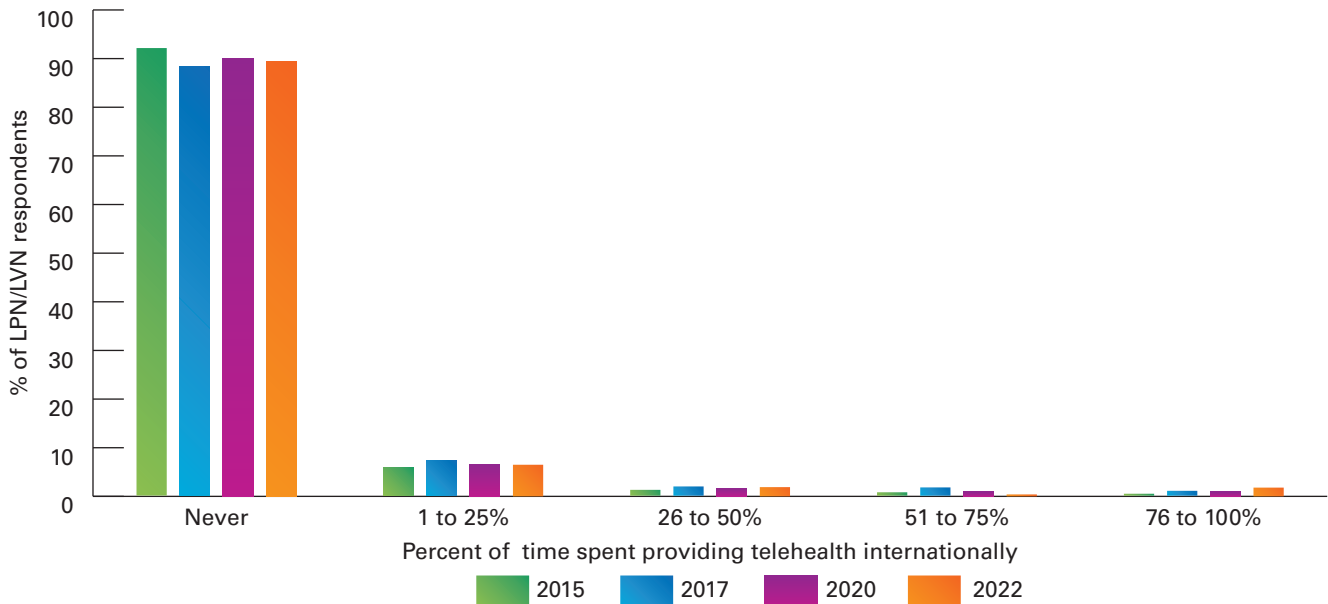
FIGURE 37

Percent of Time Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) Spend Providing Telehealth Across National Borders

Modes of Communications Used for Telehealth

As seen in previous years, the use of the telephone is the most common mode (88.1%) of communication for telehealth provision by LPNs/LVNs. The use of electronic messaging was the second most common mode (35.6%) and has increased markedly in use since 2020. Email was the third most common mode at 32.8% and was relatively unchanged since 2020. The use of video call technology was used in 30.9% of provisions of telehealth service and had increased by 19.6% since 2020 (Table 88 and Figure 38).

TABLE 88

Modes of Communication Used by Licensed Practical Nurses/Licensed Vocational Nurses for Telehealth, 2015–2022

Mode of Telehealth	2015 (*N* = 8,881.7)		2017 (*N* = 11,164.0)		2020 (*N* = 12,154.9)		2022 (*N* = 16,948.4)	
	n	%	*n*	%	*n*	%	*n*	%
Electronic messaging	1,947.7	21.9	2,510.8	22.5	3,280.4	27.0	6,036.3	35.6
Virtual ICU	84.9	1.0	125.2	1.1	287.5	2.4	830.2	4.9
Telephone	8,498.5	95.7	10,405.0	93.2	11,274.7	92.8	14,924.3	88.1
Email	2,622.2	29.5	3,226.2	28.9	3,706.7	30.5	5,565.4	32.8
Video call	207.4	2.3	260.7	2.3	1,371.8	11.3	5,236.4	30.9
Other	883.0	9.9	1,027.2	9.2	998.1	8.2	1,631.8	9.6

Note. ICU = intensive care unit. Survey participants were asked to answer this question only if they were actively employed in nursing. Respondents were asked to select all that apply. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

FIGURE 36

Modes of Communication Used by Licensed Practical Nurses/Licensed Vocational Nurses (LPNs/LVNs) for Telehealth
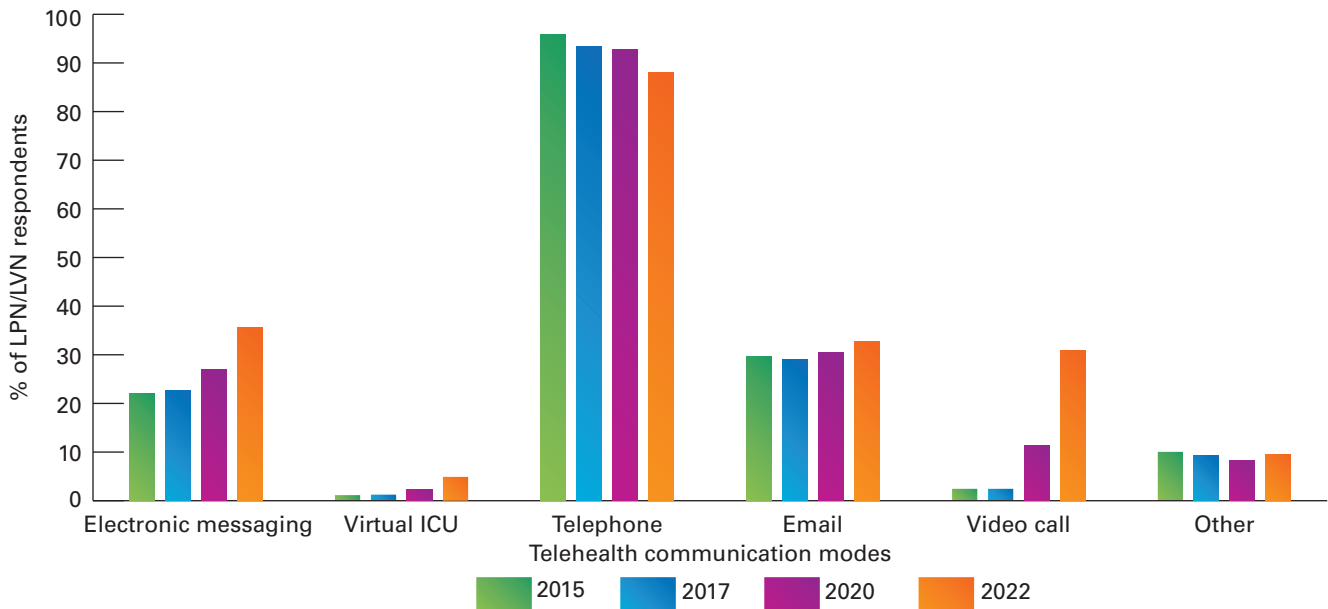
Note. ICU = intensive care unit.

Impact of the COVID-19 Pandemic

Impact on Employment

The coronavirus pandemic affected LPN/LVN respondents most through its impact on their workload. More than 60% reported an increase in their workload due to the pandemic. About 11% of LPN/LVN respondents reported a change in their practice setting because of COVID-19 (Table 89).

TABLE 89

Impact of COVID on Employment of Licensed Practical Nurses/Licensed Vocational Nurses, 2022

Impact	%
My workload increased	62.9
I became a travel nurse	3.7
I changed my practice setting	11.4
I started doing telehealth	4.8
I left nursing	4.0
I retired	5.9
No impact	14.4
Other	17.2

Note. Respondents were asked to select all that apply. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Are You Emotionally Drained?

About a quarter of LPNs/LVNs reported they were emotionally drained from work every day and another 25.8% reported they were emotionally drained a few times per week. Thus, about a half of LPNs/LVNs reported that they were emotionally drained from work at least a few times every week. Only 6.9% reported never feeling emotionally drained from work (Table 90).

TABLE 90

Feeling of Being Emotionally Drained From Work of Licensed Practical Nurses/Licensed Vocational Nurses, 2022

Felt emotionally drained	2022 (*N* = 48,786.9)	
	n	%
Never	3,385.1	6.9
A few times a year	5,032.3	10.3
Once a month or less	3,535.8	7.3
A few times a month	7,823.6	16.0
Once a week	4,365.8	9.0
A few times a week	12,580.4	25.8
Every day	12,064.0	24.7

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Used Up?

Over half of LPNs/LVNs reported feeling used up at the end of their workday, with more than half of this group feeling that way every day. Less than 20% reported feeling used up at the end of their workday only a few times per year or never (Table 91).

TABLE 91

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Used Up at the End of Their Workday, 2022

Felt Used Up	2022 (*N* = 48,421.6)	
	n	%
Never	4,259.8	8.8
A few times a year	3,783.9	7.8
Once a month or less	3,465.1	7.2
A few times a month	5,943.5	12.3
Once a week	4,288.8	8.9
A few times a week	12,397.3	25.6
Every day	14,283.4	29.5

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Fatigued When You Awake?

Over a quarter of LPNs/LVNs reported feeling fatigued when they get up and have to face another day on the job every day. Another 24.2% reported feeling fatigued when they get up and have to face another day on the job a few times a week. About 10% reported never feeling fatigued when they get up and have to face another day on the job (Table 92).

TABLE 92

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Fatigued When They Get Up, 2022

Felt Fatigued	2022 (*N* = 48,501.1)	
	n	%
Never	5,104.7	10.5
A few times a year	4,594.4	9.5
Once a month or less	3,855.6	8.0
A few times a month	6,175.4	12.7
Once a week	4,340.0	9.0
A few times a week	11,716.8	24.2
Every day	12,714.2	26.2

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Do You Feel Burned-Out From Work?

A quarter of LPNs/LVNs reported feeling burned-out from work every day, and nearly 20% reported feeling burned-out at least once per week. About 13% reported never feeling burned-out from work (Table 93).

TABLE 93

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling Burned-Out From Work, 2022

Felt Burned-Out	2022 (*N* = 48,541.6)	
	n	%
Never	6,211.2	12.8
A few times a year	6,315.6	13.0
Once a month or less	4,158.7	8.6
A few times a month	6,193.9	12.8
Once a week	3,881.5	8.0
A few times a week	9,482.2	19.5
Every day	12,298.6	25.3

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

How Often Did You Feel You Were at the End of Your Rope?

About 30% of LPNs/LVNs reported feeling they were at the end of their rope at least a few times per week, with half of this group feeling like that every day. About a third of LPNs/LVNs never felt like they were at the end of their rope (Table 94).

TABLE 94

Licensed Practical Nurses/Licensed Vocational Nurses Who Reported Feeling at the End of Their Rope, 2022

Felt at the End of Their Rope	2022 (*N* = 48,323.7)	
	n	%
Never	15,773.1	32.6
A few times a year	5,867.5	12.1
Once a month or less	3,840.2	8.0
A few times a month	4,924.3	10.2
Once a week	3,789.2	7.8
A few times a week	6,839.5	14.2
Every day	7,289.9	15.1

Note. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Discussion and Implications

Demographics

Many older nurses left the workforce between 2020 and 2022. This decline was associated with estimated losses to the workforce of at least 200,000 experienced RNs and 60,000 experienced LPNs/LVNs. The loss of the intellectual capital of older nurses is concerning, but that loss is somewhat offset by the growing number of younger nurses in the profession.

The workforce in 2022 is more demographically diverse and representative of the country's population than in any year in which this study was previously conducted. The racial composition reflects growth in diversity with increases reflected for Hispanic and multiracial nursing categories. It is unclear whether this increase in diversity will slow. After years of decline, the proportion of RNs and LPNs/LVNs identifying as White/Caucasian in the youngest age ranges has risen back to the level of the overall population mean.

Though women continue to account for the majority of nurses, the proportion of men licensed as RNs or LPNs/LVNs in the country has increased steadily since at least 2015. Additionally, male nurses are more racially diverse than their female counterparts. Although the rate of growth appears to be leveling, this is a positive trend for gender diversity in the profession.

Employment

Nursing employment jumped significantly. About 88% of all licensed nurses who maintain licensure are employed in nursing; among those who are employed in nursing, roughly 71% work full-time, 10% work part-time, and 7% work per diem shifts. While the proportion of nurses working in nursing part-time or per diem has remained steady since 2020, the proportion of nurses working full-time has increased by about 5% during this same time.

Over the past reporting periods, there has been a consistent number of licensed RNs and LPNs/LVNs who report working in fields other than nursing. Using weighted sample values, this translates to approximately 200,000 licensees. Proportionally more LPNs/LVNs than RNs work in a field other than nursing (5.5% vs 3.4%, respectively). Despite recent concerns about nurses leaving the profession, a larger proportion is now practicing in nursing roles than in previous years.

But future employment may still be impacted by the exit of nurses. In the survey, respondents were asked if they plan to retire in the next 5 years, and 28% of all nurses replied positively to the question, an increase from the 21% who responded positively in 2020. These data are consistent with the idea that the long-anticipated "retirement tsunami of nurses" (McMenamin, 2014) has begun.

For nurses who report being unemployed, about 47% of RNs and roughly 42% of LPNs/LVNs cite taking care of home and family as their reason for not working. The COVID-19 pandemic is another significant reason reported for unemployment among RNs (22.6%) and LPNs/LVNs (20.2%). In past reports, about 11% of RNs and 17% of LPNs/LVNs indicated a disability was the main reason for being unemployed, but this has declined in 2022. About 7% of RNs and 13% of LPNs/LVNs reported a disability as the reason for being unemployed in 2022.

Most nurses (82.4% of RNs and 79.2% of LPNs/LVNs) work in only one position in nursing. However, 17.6% of RNs and 20.9% of LPNs/LVNs reported that they work in two or more nursing positions. Nearly 53% of nurses work 32 to 40 hours per week and about a third of nurses work more than 40 hours each week.

Hospitals continue to be the primary practice setting for RNs (57.5%), followed by the ambulatory care setting (10.4%), nursing homes (3.9%), and home health (3.4%). The primary practice setting for LPNs/LVNs is nursing homes/extended care settings (30.6%), followed by hospitals (11.7%) and home health (11.6%). In comparison to 2020, increased proportions of RNs and LPNs/LVNs reported providing direct patient care in their jobs.

Education

In the 2022 survey, the educational accomplishment of RNs increased with more than 70% of the workforce holding a baccalaureate degree or higher. But the nation continues to fall short of the National Academy of Medicine's (formerly the Institute of Medicine) goal for 80% of RNs to hold a baccalaureate degree or higher (Institute of Medicine, 2011). This goal remains relevant and is discussed in the National Academy of Medicine's (2021) report on the future of nursing.

The proportion of baccalaureate-prepared and master's-prepared nurses increased from 2020 to 2022, while the proportion of nurses earning a diploma, associate degree, or vocational/practical certificate decreased from 2020 to 2022.

There is evidence that RNs and LPNs/LVNs are continuing their nursing education after obtaining their initial nursing license. From 2015 through 2022, diplomas in nursing and ADNs decreased from 39.3% to 28.4%, while bachelor's of science in nursing, master's of science in nursing, DNPs, and other doctoral degrees increased from 59.9% to 70.8%; however, PhDs remained fixed around 0.9%. No growth or slow growth of PhD-prepared nurses is concerning because this population of nurses has the expertise to conduct research, generate new knowledge, and serve in the role of faculty to prepare the nation's future nurses.

Younger nurses tended to hold a baccalaureate degree as their highest level of nursing education, while older nurses tended to have a nursing diploma or associate degree as their highest level of nursing education. The highest level of education was very

similar for male and female nurses with respect to baccalaureate and associate degrees. However, male RNs tended to hold doctorate degrees at a slightly higher proportion than female RNs (3.1% vs. 2.6%).

Licensure

As in previous years, most RNs (96%) and LPNs/LVNs (99%) obtained their initial nursing license in the United States. However, evidence suggests that these nurses are less experienced now than in previous years. The proportion of RNs licensed for 20 or fewer years was at the highest level in 2022 (62.5%) when compared to the previous three surveys. The same trend was reported in the LPN/LVN workforce; in 2022, 69.4% of the responding LPNs/LVNs were licensed for 20 or fewer years.

By contrast, APRN credentials and multistate licenses are now more prevalent. The proportion of RNs holding an APRN credential recovered from the 5-year low recorded in 2020 (6.6%) and was at its second-highest level (9.8%) in 2022. The reported prevalence of APRN credentials was only 0.2% lower than the highest level of 10% in 2017. Although the proportion of nurses holding a multistate license increased by 6.3% for RNs and 7.5% for LPNs/LVNs in the past 2 years, fewer than a third reported actively using it. Of the few who reported using it, most used it for providing telehealth services. travel nursing, and multistate practice.

Annual Earnings

Nursing incomes for both RNs and LPNs/LVNs have increased annually by about 7% from 2020 to 2021. with the median RN income increasing from $70,000 to $80,000 and the median LPN/LVN income increasing from $44,000 to $50,000. RNs' earnings grew in every state except New Hampshire and Tennessee. Similarly, earnings for LPNs/LVNs grew in every state except for five. Wages did not change in three states (New Hampshire, New Mexico, and the District of Columbia) and declined in two (New York and Texas).

Inflation and increased demand due to the pandemic are likely contributors to the increase in wages, but another possible contributing explanation is that highly paid travel nurses were common during the pandemic. While only 6% of RNs and 5% of LPNs/LVNs are currently travel nurses, the demand for travel nurses was much higher during the first year of the pandemic. In 2020, the number of travel nurses grew by 35% over the previous year and wages grew by 25% (Yang & Mason, 2022). As the use of travel nurses decreases, it will be interesting to see how this affects future earnings growth.

Telehealth

While telehealth has become a major focus of pandemic healthcare delivery, it does not seem to have changed how nurses use telehealth overall. However, there is some reason to believe the use of telehealth is increasing for some nurses. Nurses who spend much of their time providing services via telehealth increased since 2020. It is likely that nurses working in areas with high telehealth utilization, such as primary care and ambulatory care settings, are beginning to learn how to best use telehealth to provide nursing services. Both RNs and LPNs/LVNs saw a large increase in the use of video calls to deliver services (24.4% for RNs and 19.6% for LPNs/LVNs) since 2020.

The Impact of COVID-19

The COVID-19 pandemic had a deleterious impact on nurses' work and emotional well-being. Over 60% of all nurses reported an increase in their workload due to COVID-19, while 16% of RNs and 11% of LPNs/LVNs reported changing their practice settings. Consequently, it was not surprising that the majority of nurses reported feeling emotionally drained from work, used up at the end of their workday, and fatigued when they woke up. A considerable proportion also reported feeling at the end of their rope and burned out from work. The toll of COVID-19 on nurses requires urgent attention.

Conclusion

In the wake of the COVID-19 pandemic, the nursing workforce has undergone a dramatic shift with the loss of hundreds of thousands of experienced RNs and LPNs/LVNs. The nursing workforce has become younger and more diverse, with increases reflected in Hispanic/Latino and multiracial nursing categories, in addition to a steady increase in the proportion of men licensed. An increasing proportion of the RN workforce holds a baccalaureate degree or higher, moving closer to goals established by the National Academy of Medicine (2011). Salaries have notably increased for RNs and LPNs/LVNs, likely due to inflation and increased demand for nursing services. With the majority of nurses reporting feeling emotionally drained from work, used up at the end of their workday, and fatigued when they wake up, and with about a quarter of the population contemplating leaving the profession, the impact of the pandemic may still be felt in the future.

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Conflicts of Interest: None

APPENDIX A

2022 National Workforce Study Questionnaire

2022 NATIONAL NURSING WORKFORCE SURVEY

Marking Instructions
Use a No. 2 pencil or blue or black ink pen only.
Do not use pens with ink that soaks through the paper.
Make solid marks that fill the oval completely.

● **Correct Mark**   ✓ ✗ ● **Incorrect Marks**

Unless indicated, select one answer per question.

Tell Us About Your Experiences During the COVID-19 Pandemic

1. How did the COVID-19 pandemic impact your employment? *(Select all that apply)*
- ○ My workload increased
- ○ I became a travel nurse
- ○ I changed my practice setting
- ○ I started doing telehealth
- ○ I left nursing
- ○ I retired
- ○ The COVID-19 pandemic did not impact my employment
- ○ Other (Please specify)

2. Please mark the response that best describes how frequently you have each feeling in relation to your role at your job.

	Never	A few times a year	Once a month or less	A few times a month	Once a week	A few times a week	Every day
I feel emotionally drained from my work.	①	②	③	④	⑤	⑥	⑦
I feel used up at the end of the workday.	①	②	③	④	⑤	⑥	⑦
I feel fatigued when I get up and have to face another day on the job.	①	②	③	④	⑤	⑥	⑦
I feel burned-out from my work.	①	②	③	④	⑤	⑥	⑦
I feel like I'm at the end of my rope.	①	②	③	④	⑤	⑥	⑦

3. Is there anything else you would like to share about your experiences with stress in the workplace (e.g., burnout)?

Tell Us About Your License

4. What type of license do you currently hold? *(Select all that apply)*
- ○ RN   ○ LPN   ○ APRN

5. Year of Initial U.S. Licensure: **YEAR**

6. In what country did you receive your entry-level nursing education?
- ○ United States   ○ India
- ○ Canada   ○ Other (Please specify)
- ○ Philippines

7. In what country were you initially licensed as an RN, LPN or APRN?
- ○ United States   ○ India
- ○ Canada   ○ Other (Please specify)
- ○ Philippines

8. What is the status of the license currently held?
- ○ Active   ○ Inactive

9. Indicate whether you are credentialed in your state to practice as any of the following: *(Select all that apply)*
- ○ Certified Nurse Practitioner
- ○ Clinical Nurse Specialist
- ○ Certified Registered Nurse Anesthetist
- ○ Certified Nurse Midwife
- ○ Not credentialed as any of the above

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DO NOT WRITE IN THIS AREA

SERIAL #

10. Please indicate the states in which you hold an active license to practice as an RN, LPN or APRN:
(Select all that apply)

○ AK	○ HI	○ MI	○ NV	○ UT
○ AL	○ IA	○ MN	○ NY	○ VA
○ AR	○ ID	○ MO	○ OH	○ VT
○ AZ	○ IL	○ MS	○ OK	○ WA
○ CA	○ IN	○ MT	○ OR	○ WI
○ CO	○ KS	○ NC	○ PA	○ WV
○ CT	○ KY	○ ND	○ RI	○ WY
○ DC	○ LA	○ NE	○ SC	○ **AS**
○ DE	○ MA	○ NH	○ SD	○ **GU**
○ FL	○ MD	○ NJ	○ TN	○ **MP**
○ GA	○ ME	○ NM	○ TX	○ **VI**

11. Please indicate the states in which you are currently practicing as an RN, LPN or APRN:
(Select all that apply)

○ AK	○ HI	○ MI	○ NV	○ UT
○ AL	○ IA	○ MN	○ NY	○ VA
○ AR	○ ID	○ MO	○ OH	○ VT
○ AZ	○ IL	○ MS	○ OK	○ WA
○ CA	○ IN	○ MT	○ OR	○ WI
○ CO	○ KS	○ NC	○ PA	○ WV
○ CT	○ KY	○ ND	○ RI	○ WY
○ DC	○ LA	○ NE	○ SC	○ **AS**
○ DE	○ MA	○ NH	○ SD	○ **GU**
○ FL	○ MD	○ NJ	○ TN	○ **MP**
○ GA	○ ME	○ NM	○ TX	○ **VI**

Tell Us About Your Work

12. What is your employment status?
(Select all that apply)
- ○ Actively employed in nursing or in a position that requires a nurse license full-time
- ○ Actively employed in nursing or in a position that requires a nurse license part-time
- ○ Actively employed in nursing or in a position that requires a nurse license on a per-diem basis
- ○ Actively employed in a field other than nursing full-time
- ○ Actively employed in a field other than nursing part-time
- ○ Actively employed in a field other than nursing on a per-diem basis
- ○ Working in nursing only as a volunteer
- ○ Unemployed, seeking work as a nurse
- ○ Unemployed, not seeking work as a nurse
- ○ Retired

13. If unemployed or retired, please indicate the reasons. *(Select all that apply)*
- ○ Taking care of home and family
- ○ Disabled
- ○ Inadequate salary
- ○ Other (Please specify)
- ○ School
- ○ Difficulty in finding a nursing position
- ○ COVID-19 pandemic

If you are not actively employed in nursing, please skip to Question 33.

14. Do you plan to retire or leave nursing in the next five years?
- ○ Yes   ○ No

15. In how many positions are you currently employed as a nurse?
- ○ 1   ○ 2   ○ 3 or more

16. How many hours do you work during a typical week in all your nursing positions?

HOURS

17. Are you currently a travel nurse?
- ○ Yes   ○ No

18. Please indicate the zip code of your _primary_ employer.

ZIP CODE

⓪	⓪	⓪	⓪	⓪
①	①	①	①	①
②	②	②	②	②
③	③	③	③	③
④	④	④	④	④
⑤	⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨	⑨

19. Please estimate your 2021 pre-tax _annual_ earnings from your _primary_ nursing position. Include overtime and bonuses but exclude sign-on bonuses.

EARNINGS

$ ____ , ____ , ____ .00 per year

⓪	⓪	⓪	⓪	⓪	⓪	⓪	⓪
①	①	①	①	①	①	①	①
②	②	②	②	②	②	②	②
③	③	③	③	③	③	③	③
④	④	④	④	④	④	④	④
⑤	⑤	⑤	⑤	⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥	⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦	⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧	⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨	⑨	⑨	⑨	⑨

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20. Please identify the type of <u>setting</u> that most closely corresponds to your <u>primary</u> nursing practice position.

- ○ Hospital
- ○ Nursing Home/ Extended Care
- ○ Assisted Living Facility
- ○ Home Health
- ○ Hospice
- ○ Correctional Facility
- ○ School of Nursing
- ○ Public Health
- ○ Dialysis Center
- ○ Community Health
- ○ School Health Service
- ○ Occupational Health
- ○ Ambulatory Care Setting
- ○ Insurance Claims/Benefits
- ○ Policy/Planning/ Regulatory/Licensing Agency

- ○ Other (Please specify)

_____

21. Please identify the <u>position title</u> that most closely corresponds to your <u>primary</u> nursing practice position.

- ○ Consultant
- ○ Nurse Researcher
- ○ Nurse Executive
- ○ Nurse Manager
- ○ Nurse Faculty/Educator
- ○ Other–Health Related (Please specify)
- ○ Advanced Practice Registered Nurse
- ○ Staff Nurse
- ○ Case Manager

_____

- ○ Other–Not Health Related (Please specify)

_____

22. Please identify the employment <u>specialty</u> that most closely corresponds to your <u>primary</u> nursing practice position.

- ○ Acute Care/Critical Care
- ○ Adult Health
- ○ Anesthesia
- ○ Cardiology
- ○ Community
- ○ Emergency/ Trauma
- ○ Family Health
- ○ Genetics
- ○ Geriatric/Gerontology
- ○ Home Health
- ○ Informatics
- ○ Information Technology
- ○ Maternal-Child Health/ Obstetrics
- ○ Medical Surgical
- ○ Neonatal
- ○ Nephrology
- ○ Other–Clinical specialties (Please specify)
- ○ Neurology/ Neurosurgical
- ○ Occupational Health
- ○ Oncology
- ○ Orthopedic
- ○ Palliative Care/ Hospice
- ○ Pediatrics
- ○ Perioperative
- ○ Primary Care
- ○ Public Health
- ○ Psychiatric/Mental Health/ Substance Abuse
- ○ Radiology
- ○ Rehabilitation
- ○ School Health
- ○ Urologic
- ○ Women's Health

_____

- ○ Other–Non-clinical specialties (Please specify)

_____

23. In your primary nursing practice position, do you spend the majority of your time providing direct patient care?

- ○ Yes   ○ No

24. Please identify the type of <u>setting</u> that most closely corresponds to your <u>secondary</u> nursing practice position.

- ○ No Secondary Practice Position
- ○ Hospital
- ○ Nursing Home/ Extended Care
- ○ Assisted Living Facility
- ○ Home Health
- ○ Hospice
- ○ Correctional Facility
- ○ School of Nursing
- ○ Public Health
- ○ Dialysis Center
- ○ Community Health
- ○ School Health Service
- ○ Occupational Health
- ○ Ambulatory Care Setting
- ○ Insurance Claims/ Benefits
- ○ Policy/Planning/ Regulatory/ Licensing Agency

- ○ Other (Please specify)

_____

25. Please identify the <u>position title</u> that most closely corresponds to your <u>secondary</u> nursing practice position.

- ○ No Secondary Practice Position
- ○ Consultant
- ○ Nurse Researcher
- ○ Nurse Executive
- ○ Nurse Manager
- ○ Nurse Faculty/Educator
- ○ Advanced Practice Registered Nurse
- ○ Staff Nurse
- ○ Case Manager
- ○ Other–Health Related (Please specify)

_____

- ○ Other–Not Health Related (Please specify)

_____

26. In your secondary nursing practice position, do you spend the majority of your time providing direct patient care?

- ○ No Secondary Practice Position
- ○ Yes
- ○ No

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Tell Us About Your Experience with Telehealth

27. What percentage of your work time do you estimate you provide nursing services or communicate with a patient or client located somewhere different from where you are located, via phone or electronically?

[ ][ ][ ] **% of my work time**

28. When providing nursing services or communicating with a remote patient or client via phone or electronically, what percentage of the time is it across a <u>state border</u>?

[ ][ ][ ] **% of the time**

○ Not applicable; I do not provide nursing services or communicate with remote patients or clients

29. When providing nursing services or communicating with a remote patient or client via phone or electronically, what percentage of the time is it across an <u>international border</u>?

[ ][ ][ ] **% of the time**

○ Not applicable; I do not provide nursing services or communicate with remote patients or clients

30. Please select the mode(s) of communication you use to provide nursing services, or communicate with, a remote patient or client. *(Select all that apply)*

○ Not applicable; I do not provide nursing services or communicate with remote patients or clients
○ Electronic messaging (ex: text message, instant message)
○ Virtual ICU (also known as: tele-ICU, remote ICU, eICU)
○ Telephone
○ Email
○ Video call (Zoom, Skype, FaceTime, MSTeams, etc.)

○ Other (Please specify)

Tell Us About Your Experience with the Nurse Licensure Compact

31. Do you hold a multi-state license?
○ Yes   ○ No

32. How have you used your multi-state license?
○ I do not hold a multi-state license
○ Have Not Used
○ Disaster support
○ Distance education
○ Telehealth/communicating across state borders
○ Other (Please specify)

Tell Us About Yourself

33. What is your gender?
○ Male   ○ Female   ○ Non-Binary

34. Are you of Hispanic or Latino origin?
○ Yes   ○ No

35. What is your race? *(Select all that apply)*
○ American Indian or Alaska Native
○ Asian
○ Black/African American
○ Native Hawaiian or Other Pacific Islander
○ White/Caucasian
○ Other

36. In what year were you born? **YEAR** [ ][ ][ ][ ]

37. What type of nursing degree/credential qualified you for your first U.S. nursing license?
○ Vocational/Practical certificate–nursing
○ Diploma–nursing
○ Associate degree–nursing
○ Baccalaureate degree–nursing
○ Master's degree–nursing
○ Doctoral degree–nursing (PhD)
○ Doctoral degree–nursing (DNP)

38. What is your highest level of nursing education?
○ Vocational/Practical certificate–nursing
○ Diploma–nursing
○ Associate degree–nursing
○ Baccalaureate degree–nursing
○ Master's degree–nursing
○ Doctoral degree–nursing (PhD)
○ Doctoral degree–nursing practice (DNP)
○ Doctoral degree–nursing other

39. What is your highest level of non-nursing education?
○ Associate degree–non-nursing
○ Baccalaureate degree–non-nursing
○ Master's degree–non-nursing
○ Doctoral degree–non-nursing
○ Not applicable

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Registered Nurse Nonresponse Analyses and Sample Weighting

Registered Nurse Nonresponse Analyses and Sample Weighting

A formal nonresponse bias analysis was conducted following the close of the survey. Although response rates are a valuable indicator of survey quality, they are not a good measure of response bias. An analysis of basic demographic data (gender and age) for all registered nurse (RN) licensees sampled from the Nursys database was used to compare the survey respondents and nonrespondents to determine the representativeness of the survey participants. The analysis was restricted to the states in the mailout portion of the survey who allowed the data to be shared from the Nursys database.

Variables in the data file came from both the Nursys database (i.e., the frame data) and responses to the survey (i.e., survey data). The variables used in the nonresponse analysis were from the frame and include state, date of birth, gender, and ethnicity. The dependent variable in the analysis was whether or not the sampled RN population completed the questionnaire.

Preliminary Analysis

Of the 150,698 RNs in the sample frame, 26,757 responded for a response rate of 17.8%* (Table B1). Table B2 shows the frequencies for gender. Table B3 shows the descriptive statistics for age. The only demographic information used for the following analyses come from Nursys, not the survey.

TABLE B1

Response Bias of Registered Nurses: Response Rate (*N* = 150,698)

Response Status	n	%
Nonresponse	123,941	82.2
Response	26,757	17.8

TABLE B2

Response Bias of Registered Nurses: Gender (*N* = 150,698)

Status	Gender	n	%	Valid %
Valid	Female	80,444	53.4	89.2
	Male	9,695	6.4	10.8
	Total	90,139	59.8	100.0
Missing	Restricted/unknown	21,342	14.2	
	Missing	39,217	26.0	
	Total	57,605	38.2	

TABLE B3

Response Bias of Registered Nurses: Descriptive Statistics for Age

	n	M	SD	Min	Max
Age, y	83,797	46.3	14.0	20	98

Bivariate analysis

Table B4 shows the bivariate relationship between gender from the sample frame and whether or not the respondent completed the survey. There were far fewer men in the database (9,695 men compared to 80,444 women), and they were less likely to complete the survey (12.6% among men compared to 17.0% among women).

TABLE B4

Response Bias of Registered Nurses: Survey Completion Rate by Gender (*N* = 150,698)

Gender	n	Complete survey?	
		No, %	Yes, %
Female	80,444	83.0	17.0
Male	9,695	87.4	12.6
Total	90,139	83.5	16.5

Note. χ^2 (1, *N* = 90,139) = 121.5, *p* < .001.

Table B5 displays the mean age of RNs. On average, those who completed the survey were 4.9 years older than the nonrespondents. This relationship was statistically significant.

TABLE B5

Response Bias RNs: Differences in Mean Age by Survey Completion

Complete survey?	n	Age, y, M (SD)
No	69,676	45.5 (13.7)
Yes	14,121	50.4 (14.5)
Total	83,797	46.3 (14.0)

Note. A *t* test showed that the relationship was significant at *p* < .001.

Weights

In the 2015, 2017, and 2020 National Nursing Workforce Survey reports, nonresponse adjustments were made for gender and age. For the 2022 Survey, nonresponse adjustments were applied for gender and age in the jurisdictions for which data were obtained through the Nursys database. To create the combined age and gender (AgeGender) nonresponse weights (i.e., AgeGenderWgtC),

the survey response rates for the age variable were compared at the 5-year age group level and neighboring cells with similar response rates were collapsed. Upon completion of this process, five age groups were created (18 to 34, 35 to 54, 55 to 59, ≥60, and missing). These five age groups were combined with the gender variable response categories (male, female, missing) to produce 15 AgeGender categories. The survey response rate for each AgeGender category (# responding/# in sample frame) was calculated and used to create each category's weight as follows:

$$\text{AgeGender Category Weight} = \frac{\text{Overall Survey Response Rate}}{\text{AgeGender Category Survey Response Rate}}$$

As an example of how this was calculated, there were 1,794 RNs in the sample frame whose gender was identified as male and whose age was missing. Out of these 1,794 RNs, 196 responded. The AgeGender response rate for this category was determined to be 196/1794 = .1093. The overall survey response rate was 26757/129356 = 0.2068. So the AgeGender weight for the age missing-gender male category was 0.2068/0.1093 = 1.8934.

When the AgeGender weights for each respondent are totaled, the sum comes to 26,757 – the same as the total number of respondents. Table B6 displays the weights for the 18 AgeGender categories in jurisdictions for which data were obtained through the Nursys database.

TABLE B6

Response Bias of Registered Nurses: AgeGender Weights

Age Group, y	Gender: Missing	Gender: Female	Gender: Male
18–34	1.625	1.623	2.428
35–54	1.430	1.408	1.722
55–59	1.096	1.033	1.181
≥60	0.795	0.794	0.909
Age missing	0.598	1.285	1.8934

In a similar manner, poststratification weights (i.e., JurisdictionWgtC) were constructed at the state level to adjust for differing sampling rates across states. These adjustments were made by comparing the number of responses to the number of licensees in that state. Analysis of the raw data, without accounting for the sample design, would lead to the overall results being too heavily influenced by states with fewer licensees.

For example, there were 466,414 RNs in California out of which 664 responded. The California response per license rate was 664/466414 = 0.0014. The overall response per license rate was 278631/5239499 = 0.0532. So, the poststratification weight for California was 0.0532/0.0014 = 37.3545.

Overall weights (pct_wgtC), which combined the AgeGender and poststratification weights, were created by multiplying the AgeGender and poststratification weights for each individual to create an initial set of weights, adding the initial weights together and

slightly adjusting the weights so that they summed to 278,631—the total number of responses in the mailout, email, and e-Notify portions of the survey.

The overall weights adjust the distribution across states, age, and gender but sum to the actual number of RNs in the subset of completed responses. They can be applied when analyzing relationships between variables without the effect of artificially altering the degrees of freedom and thereby affecting significance tests.

Licensed Practical/Vocational Nurse Nonresponse Analyses and Sample Weighting

As with the RNs, a formal nonresponse bias analysis was conducted on the licensed practical nurse/licensed vocational nurse (LPNs/LVNs) data following the close of the survey. Variables in the data file came from both the Nursys database (i.e., the frame data) and responses to the survey (i.e., survey data). The variables used in the nonresponse analysis were from the frame and included date of birth and gender. The dependent variable in the analysis was whether or not the sampled LPN/LVN population completed the questionnaire. The analysis was restricted to the states in the mailout portion of the survey who allowed the data to be shared from the Nursys database.

Preliminary analysis

Of the 149,169 LPN/VNs in the sample frame, 22,634 responded for a response rate of 15.2% (Table B7). Table B8 shows the frequencies for gender, and Table B9 shows the descriptive statistics for age.

TABLE B7

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: Response Rate (N = 149,169)

Response	n	%
No	126,535	84.8
Yes	22,634	15.2

TABLE B8

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: Gender (N = 149,169)

Status	Gender	n	%	Valid %
Valid	Female	83,338	55.9	91.8
	Male	7,526	5.0	8.2
	Total	90,864	60.9	100.0
Missing	Restricted/unknown	15,768	10.6%	
	Missing	42,537	28.5%	
	Total	58,305	39.1%	

TABLE B9

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: Descriptive Statistics for Age

	n	M	SD	Min	Max
Age, y	88,530	47.1	13.4	18	100

Bivariate analysis

Tables B10 shows the bivariate relationship between gender from the sample frame and whether or not the respondent completed the survey. There were far fewer men in the database (7,526 men compared to 83,338 women), and they were less likely to complete the survey (10.0% among men compared to 14.7% among women).

TABLE B10

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: Survey Completion Rate by Gender

Gender	*n*	Complete Survey?	
		No, %	Yes, %
Female	83,338	85.3	14.7
Male	7,526	90.0	10.0
Total	90,864	76.0	24.0

Note. χ^2 (1, *N* = 90,864) = 123.4, *p* < .001.

Table B11 displays the mean age of LPN/VNs. On average, those who completed the survey were 6 years older than nonrespondents. This relationship was statistically significant.

TABLE B11

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: Differences in Mean Age by Survey Completion

Complete survey?	*n*	Age, y, M (SD)
No	75,842	46.2 (13.2)
Yes	12,688	52.2 (13.7)
Total	88,530	47.1 (13.4)

Note. A *t* test showed that this relationship was significant at *p* < .001.

Weights

In the 2015, 2017, and 2020 National Nursing Workforce Survey reports, nonresponse adjustments were made for gender and age. For the 2022 Survey, nonresponse adjustments were applied for gender and age in the jurisdictions for which data was obtained through the Nursys database. To create the combined age and gender (AgeGender) nonresponse weights (i.e., AgeGenderWgtC), the survey response rates for the age variable were compared at

the 5-year age group level and neighboring cells with similar response rates were collapsed. Upon completion of this process, five age groups were created (18 to 34, 35 to 54, 55 to 59, ≥60, and missing). These five age groups were combined with the gender variable response categories (male, female, missing) to produce 15 AgeGender categories. The survey response rate for each AgeGender category (# responding/# in sample frame) was calculated and used to create each category's weight as follows:

$$\text{AgeGender Category Weight} = \frac{\text{Overall Survey Response Rate}}{\text{AgeGender Category Survey Response Rate}}$$

An example of how this was calculated can be found in the RN nonresponse sample weighting section.

When the AgeGender weights for each respondent are totaled, the sum equals 22,634 – the same as the total number of respondents. Table B12 displays the weights for the 15 AgeGender categories in jurisdictions for which data were obtained through the Nursys database.

TABLE B12

Response Bias of Licensed Practical Nurses/Licensed Vocational Nurses: AgeGender Weights

Age Group, y	Gender: Missing	Gender: Female	Gender: Male
18–34	2.324	1.784	2.706
35–54	1.597	1.408	1.890
55–59	1.052	0.908	1.296
≥60	0.780	0.677	0.984
Age missing	0.611	1.253	1.848

In a similar manner, poststratification weights (i.e., JurisdictionWgtC) were constructed at the state level to adjust for differing sampling rates across states. However, these adjustments were made not by comparing the number of responses in a state to its sample frame count, but rather by comparing the number of responses to the number of licensees in that state. An example of how these weights were calculated can be found in the RN nonresponse sample weighting section.

Overall weights (pct_wgtC), which combined the AgeGender and poststratification weights, were created by multiplying the AgeGender and poststratification weights for each individual to create an initial set of weights, adding the initial weights together, and slightly adjusting the weights so that they sum up to 55,503– the total number of responses in the mailout, email, and e-Notify portions of the survey.

The overall weights adjust the distribution across states, age, and gender but sum to the actual number of LPNs/LVNs in the subset of completed responses. They can be applied when analyzing relationships between variables without the effect of artificially altering the degrees of freedom and thereby affecting significance tests.