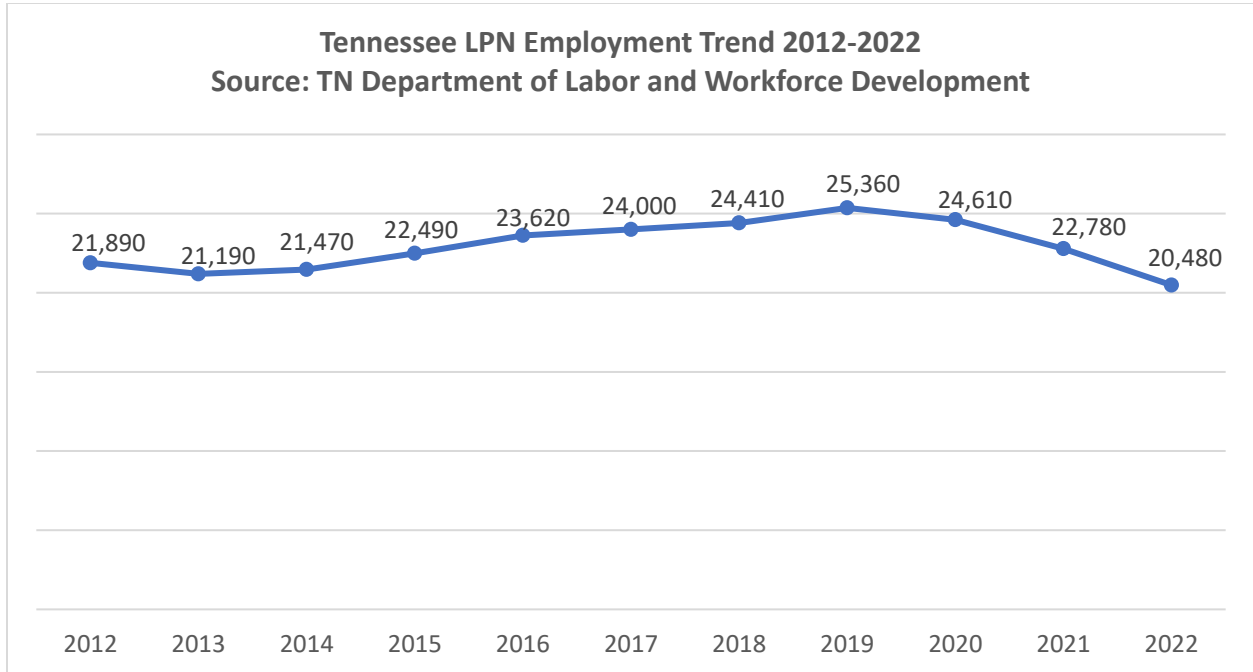


Tennessee State Employer Demand Trends for Nursing Professionals

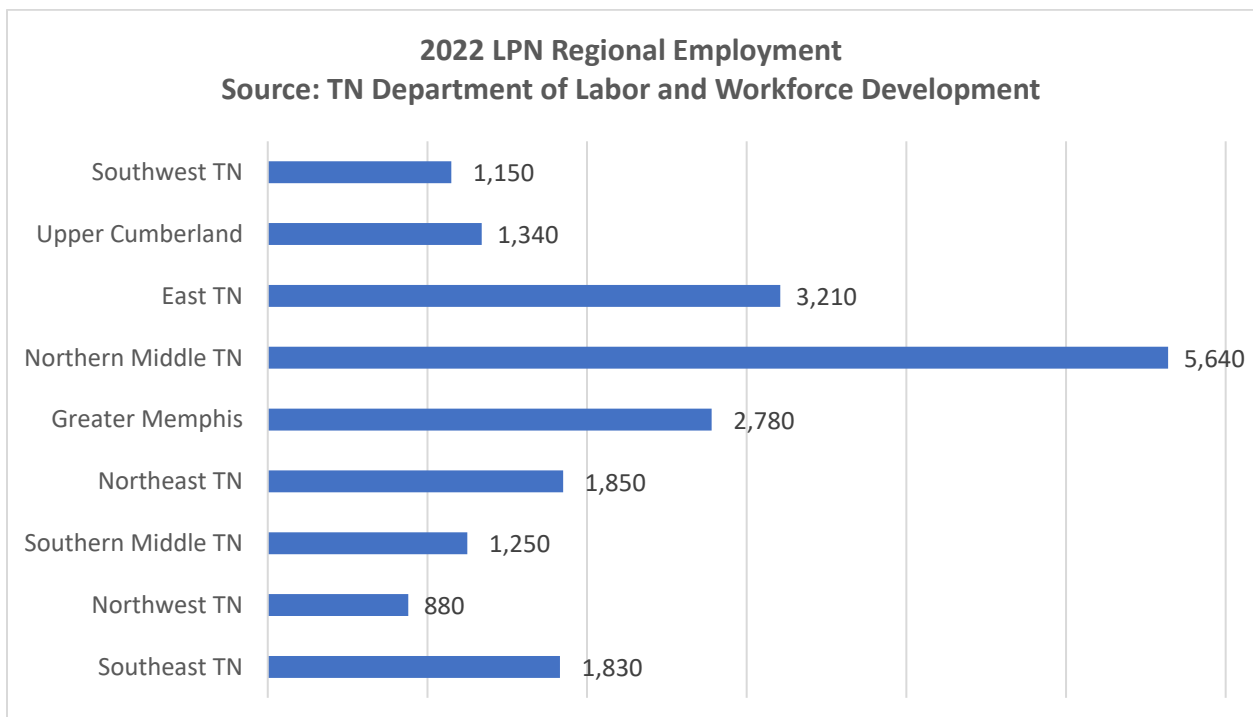
**Analysis of available Tennessee Nursing Demand data developed by Patricia Moulton
Burwell, PhD, National Forum of State Nursing Workforce Centers- November 2023.**

Licensed Practical Nurses

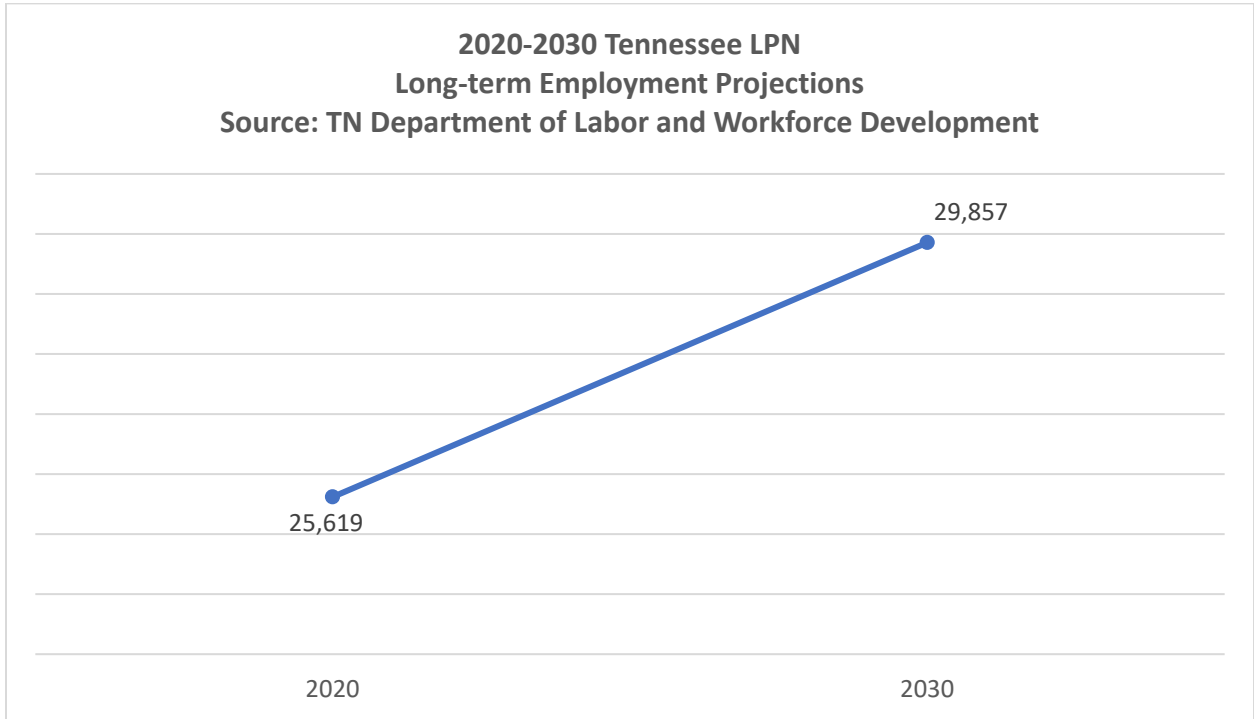
The number of jobs for LPNs in Tennessee decreased by 7% between 2012 and 2021.



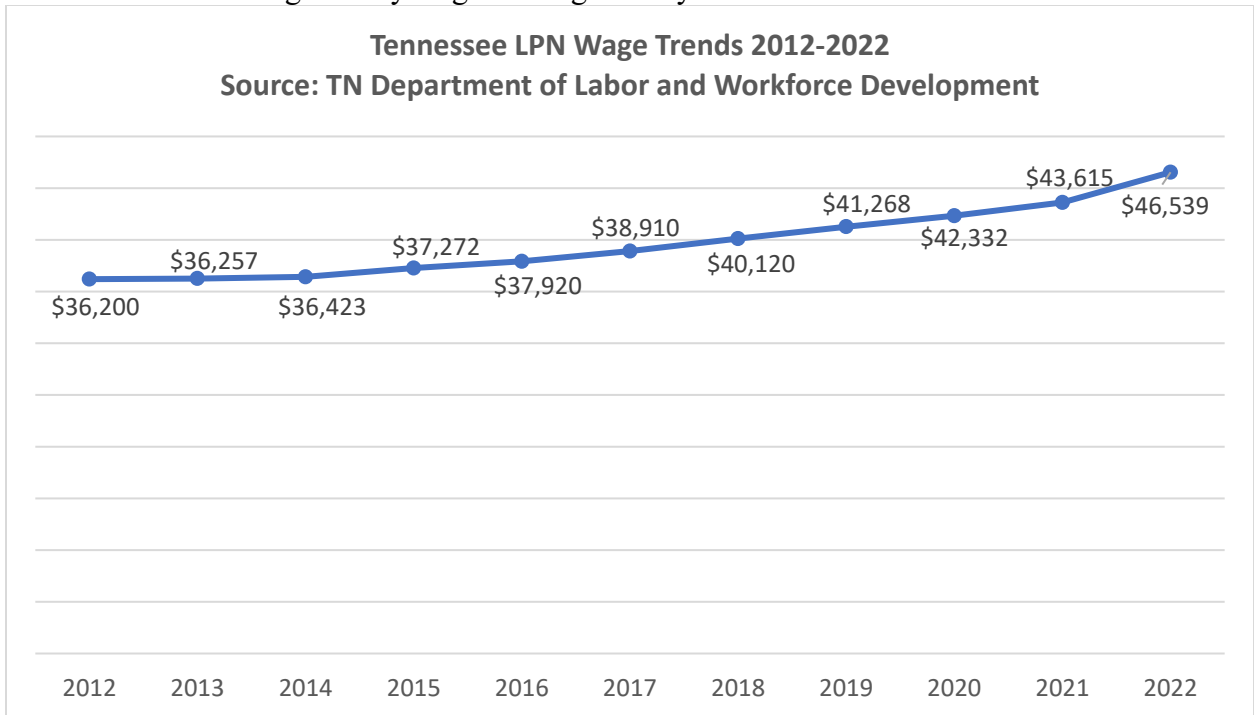
In 2022, the Northern Middle region had the most LPN jobs.



LPN jobs have a projected growth of 3,968 jobs (15%) from 2020-2030 with a total of 25,169 job openings over the ten-year period.



Tennessee LPN average hourly wages have grown by 25% from 2012 to 2022.

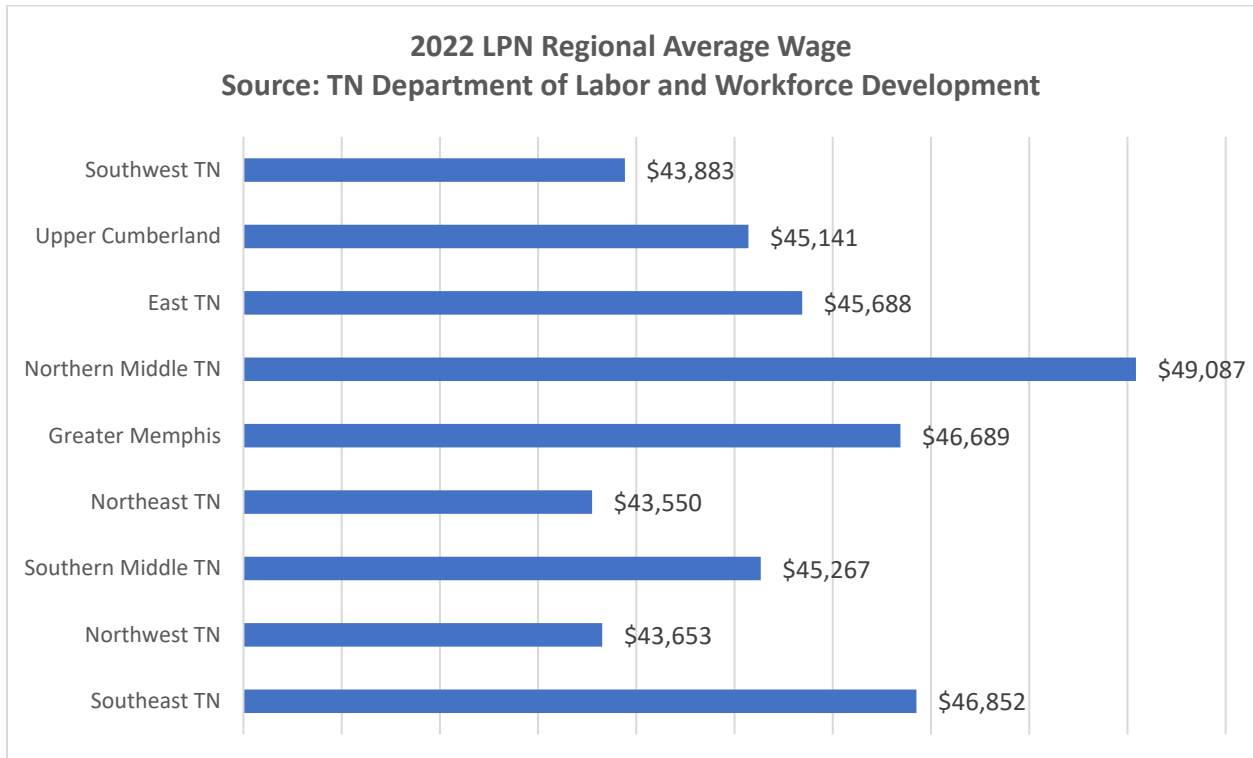


Entry level wage for Tennessee LPNs was \$36,873 which increased to \$51,373 for experienced LPNs, a 33% difference between entry and experienced wages.



Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

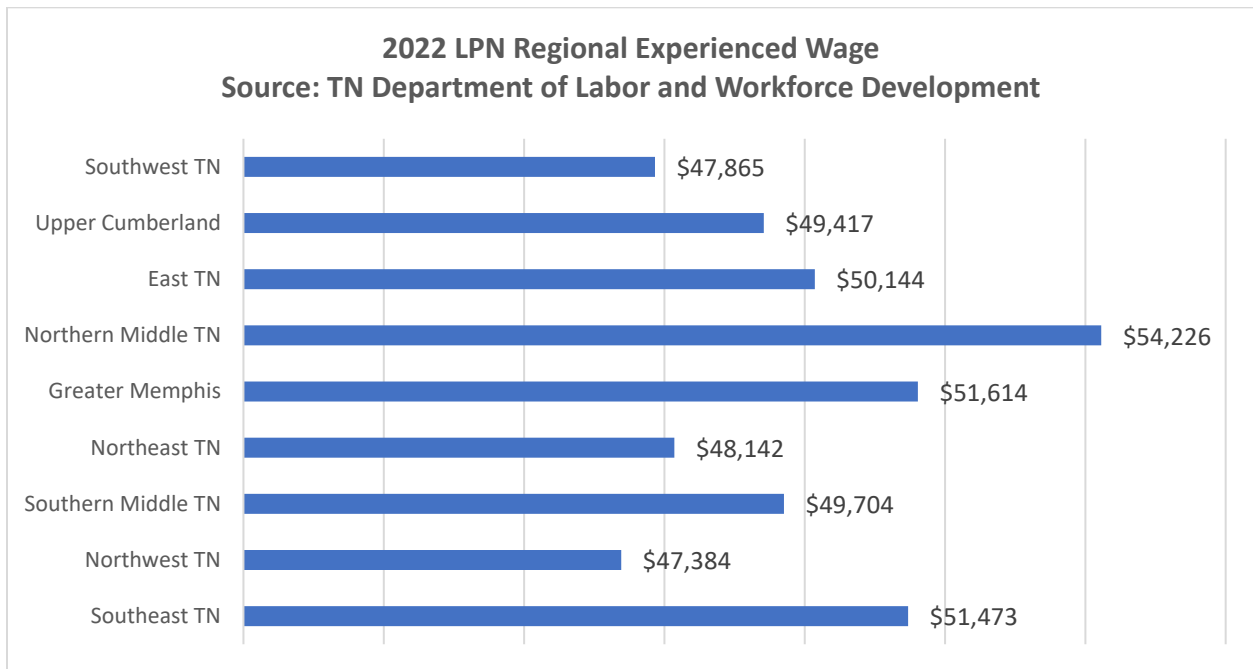
Tennessee LPN jobs in the Northern Middle Region have the greatest average hourly wage.



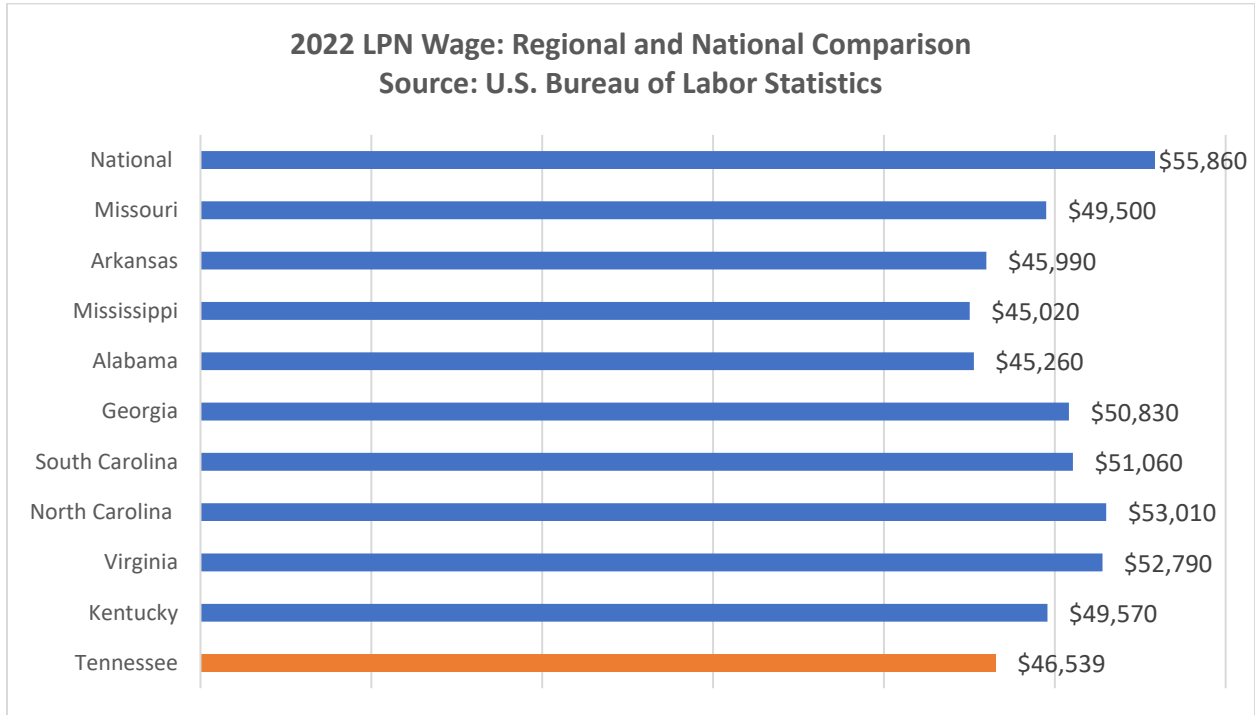
Tennessee LPN jobs in the Northern Middle Region have the greatest entry hourly wage.



Tennessee LPN jobs in the Northern Middle Region have the greatest experienced hourly wage.



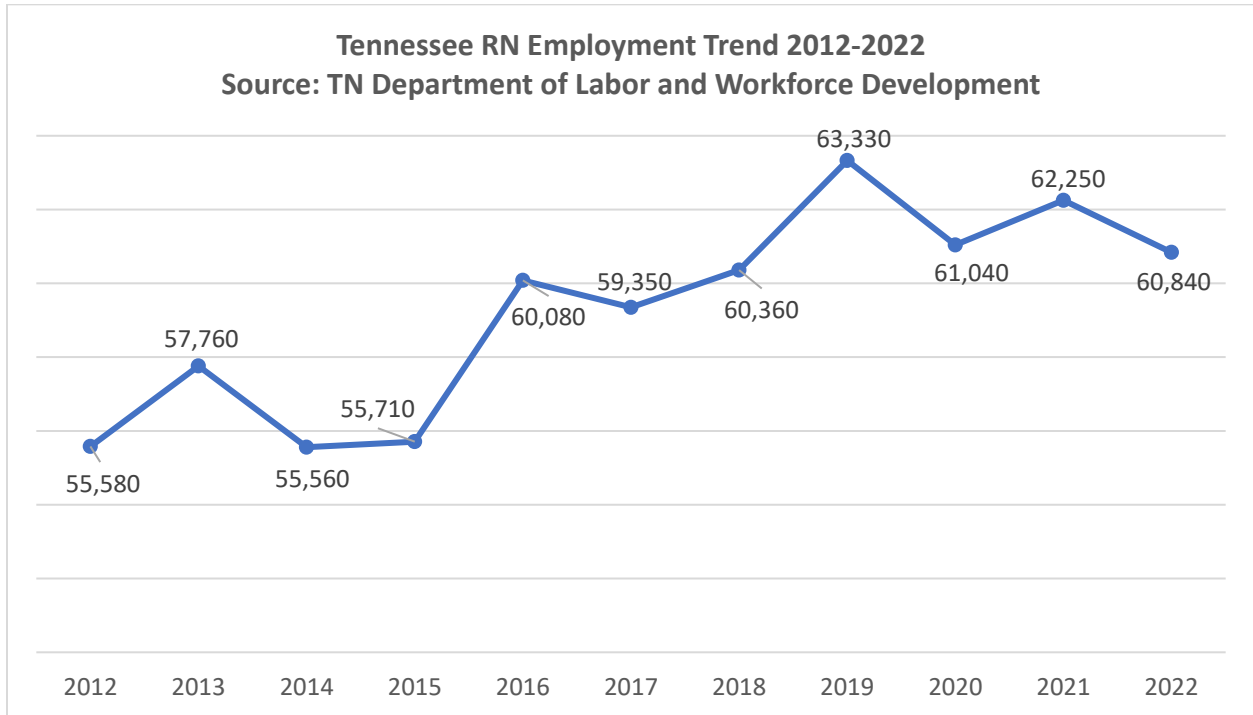
Tennessee LPN wages are higher than Arkansas, Mississippi and Alabama but are below the national average.



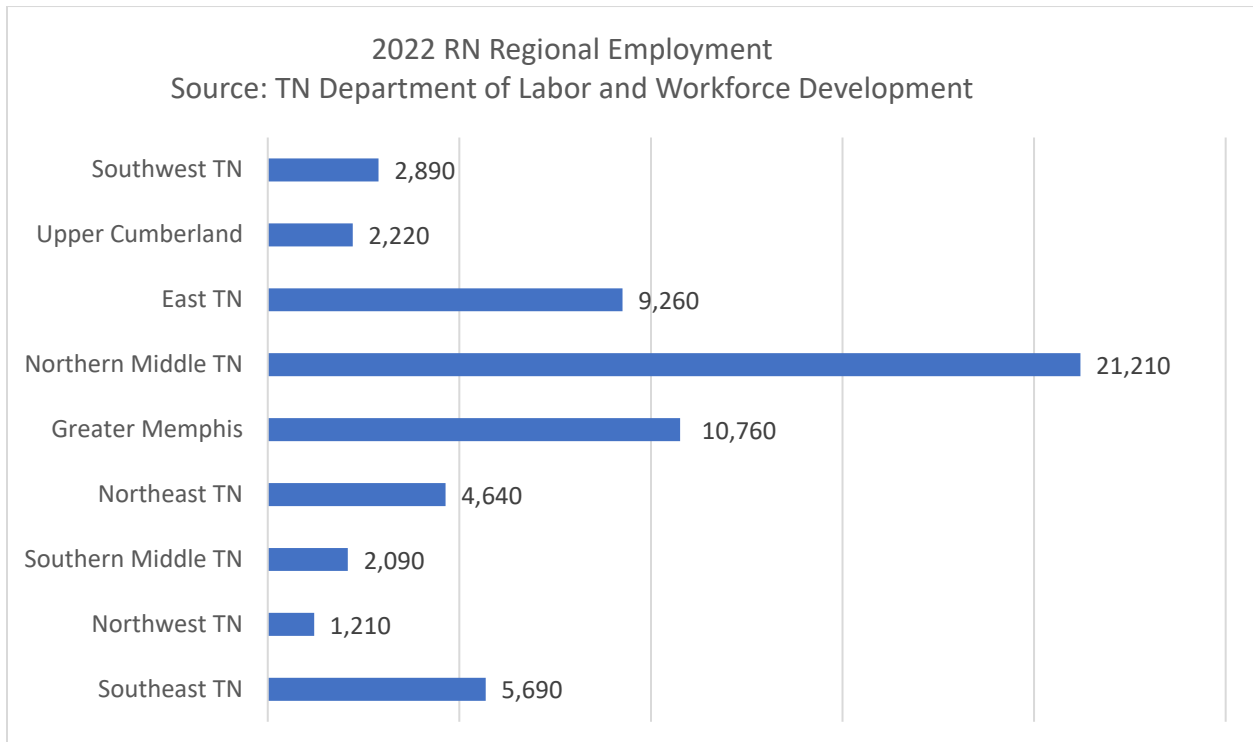
Licensed Practical Nurses had the third highest number of job openings advertised online in Tennessee on November 18, 2023. There were 1,702 job openings. LPNs are considered a bright outlook profession nationally with a job market that is expected to grow rapidly in the next several years or have large numbers of job openings (Tennessee Department of Labor and Workforce Development online advertised jobs data).

Registered Nurses

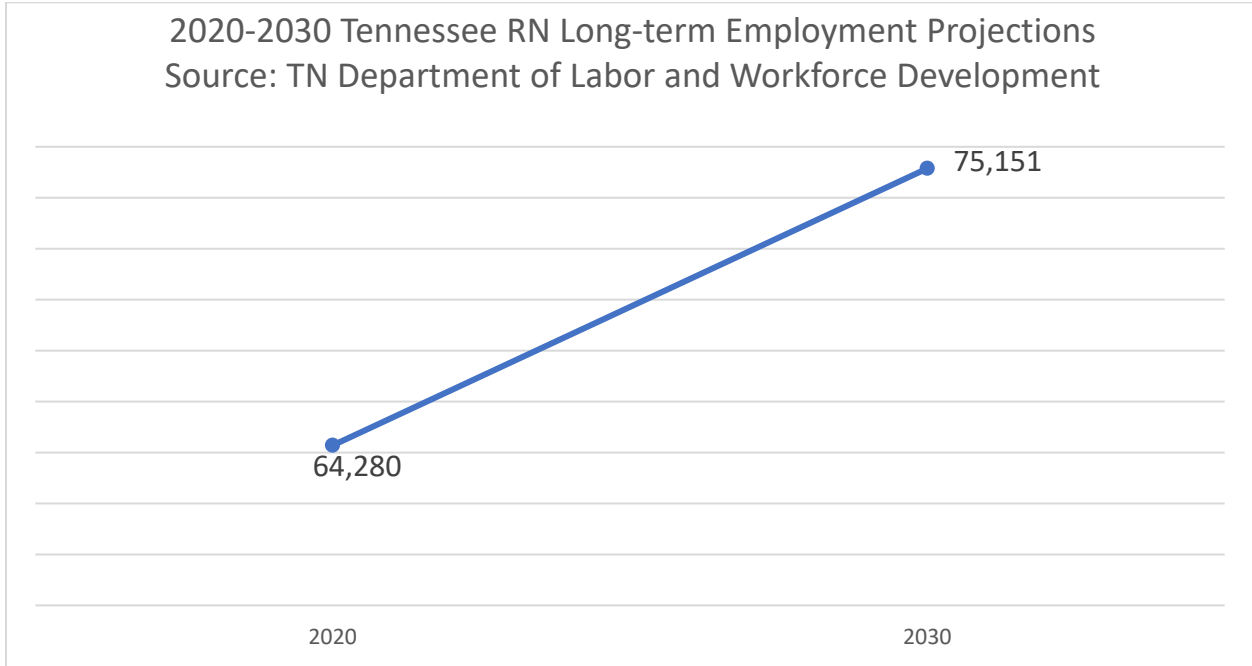
The number of jobs for RNs in Tennessee increased by 8% between 2012 and 2022.



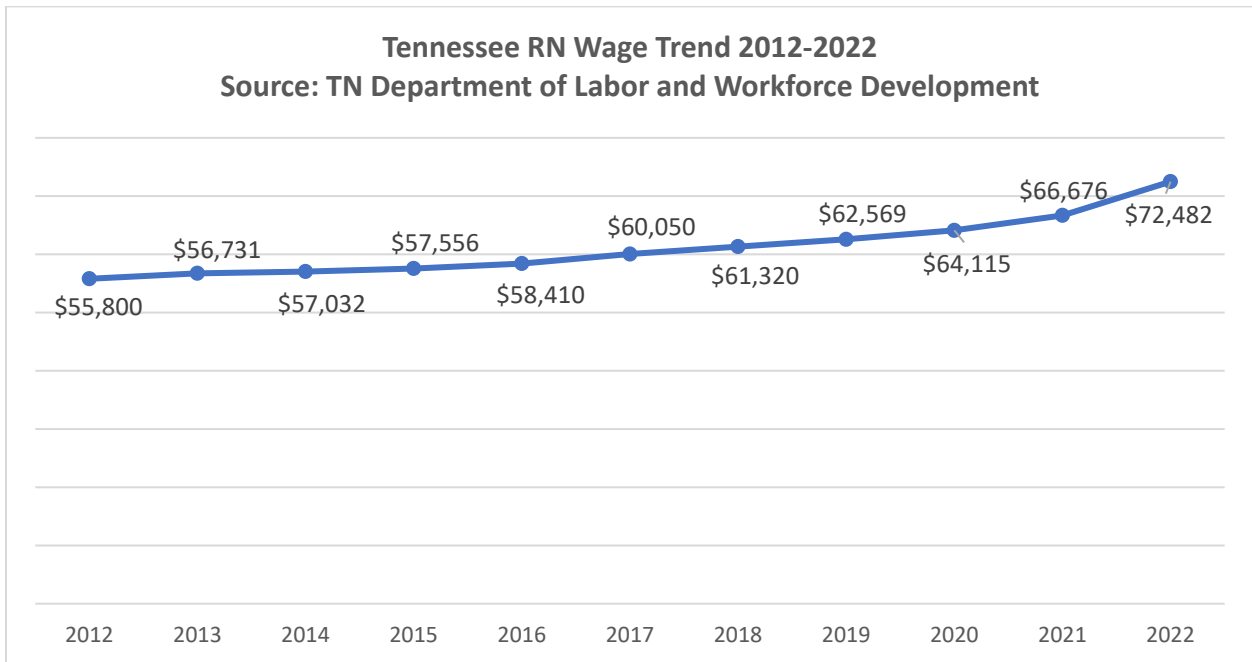
In 2022, the Northern Middle region had the most RN jobs.



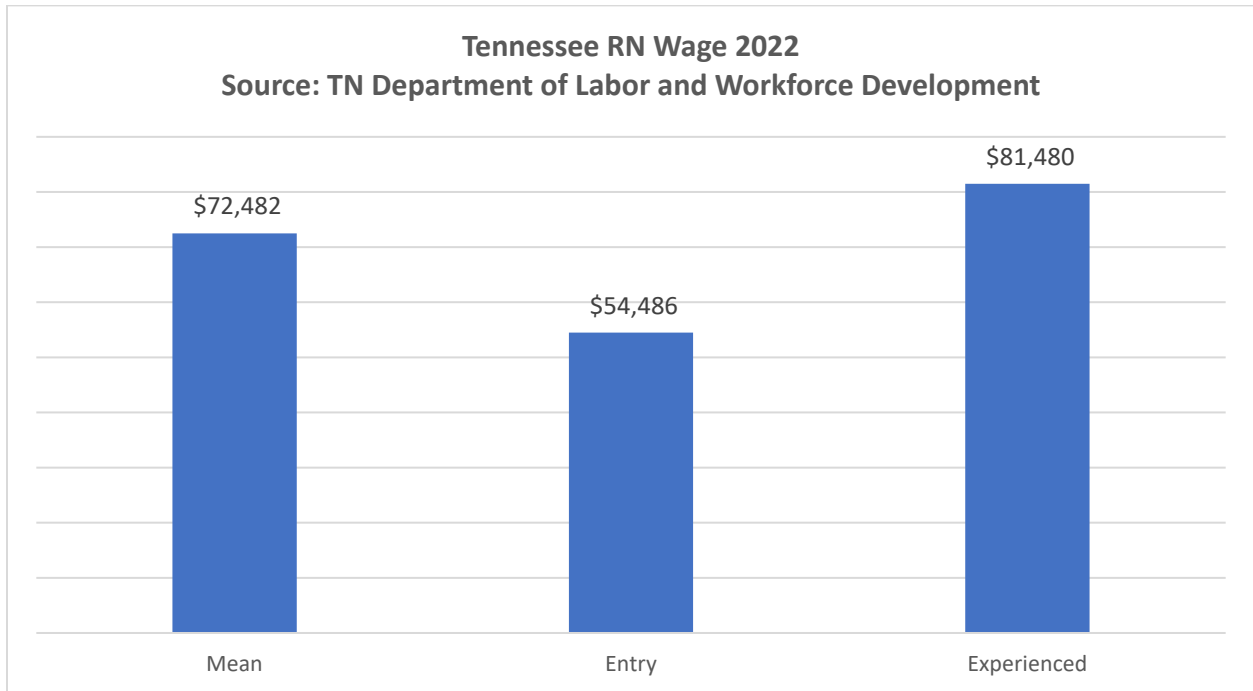
RN jobs have a projected growth of 10,871 jobs (16%) from 2020-2030 with a total of 47,011 job openings over the ten-year period.



Tennessee RN average hourly wages have grown by 26% from 2012 to 2022.

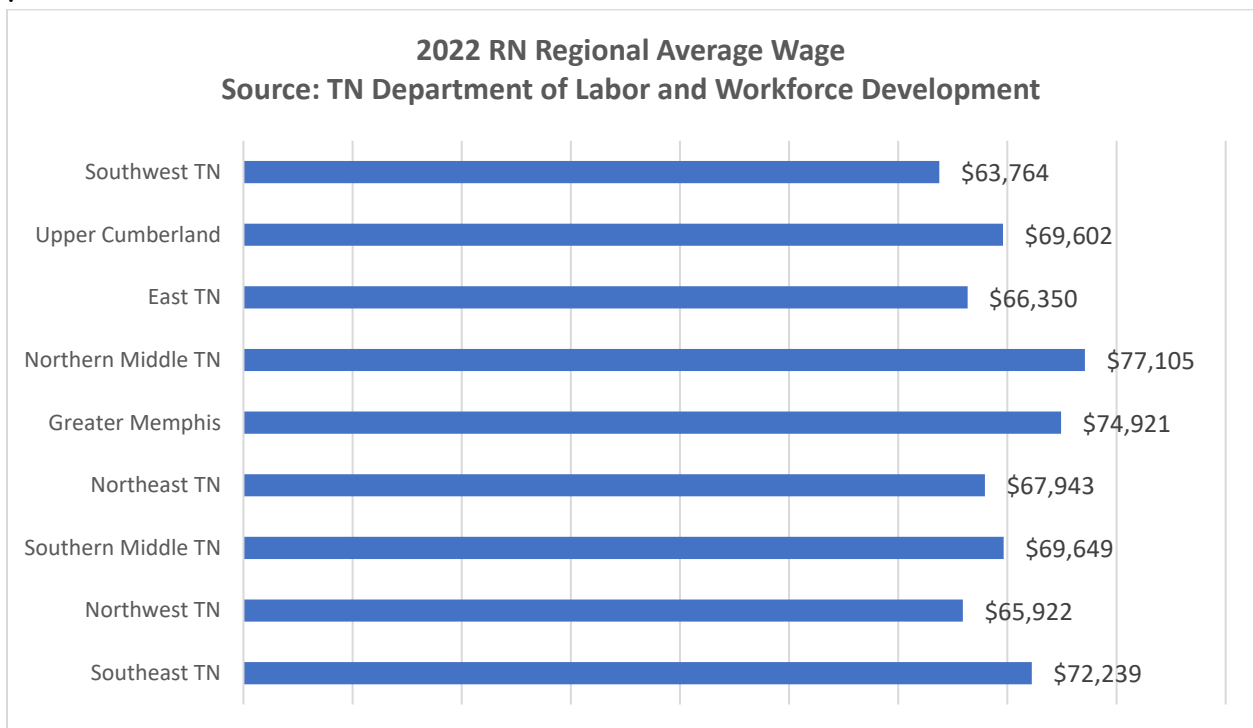


Entry level wage for Tennessee RNs was \$54,486 which increased to \$81,480 for experienced RNs. This is a 40% difference between entry and experienced wages.



Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

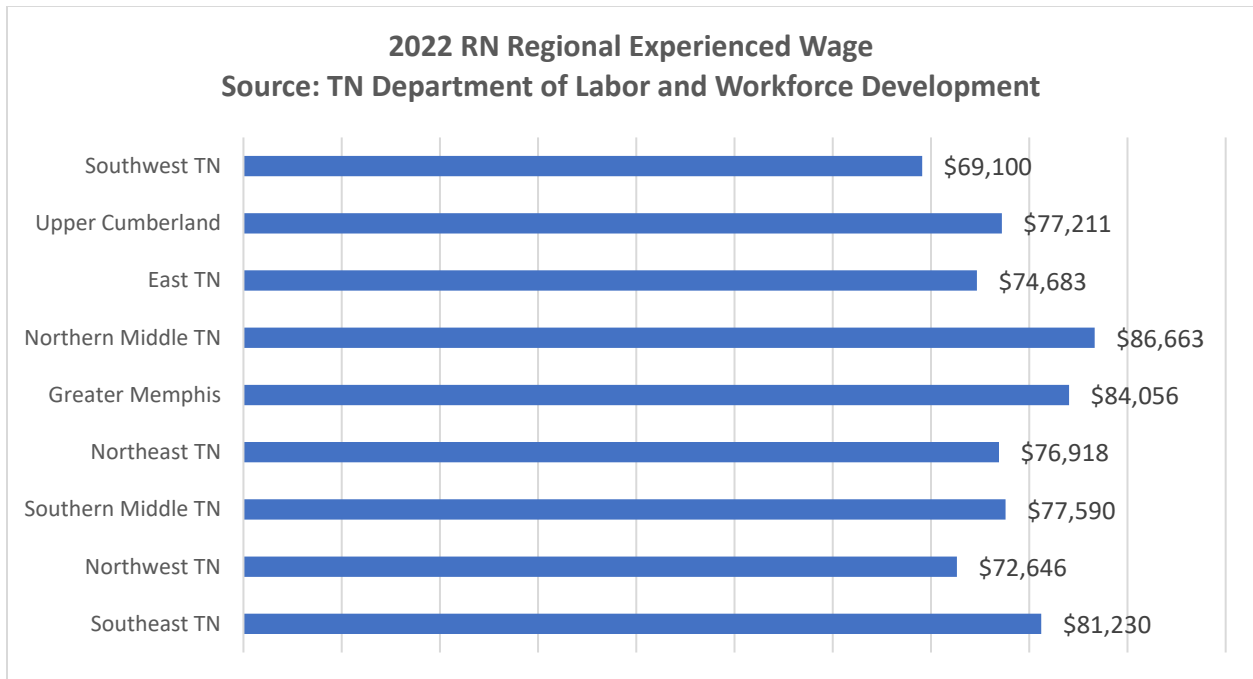
Tennessee RN jobs in the Northern Middle Region have the greatest average hourly wage.



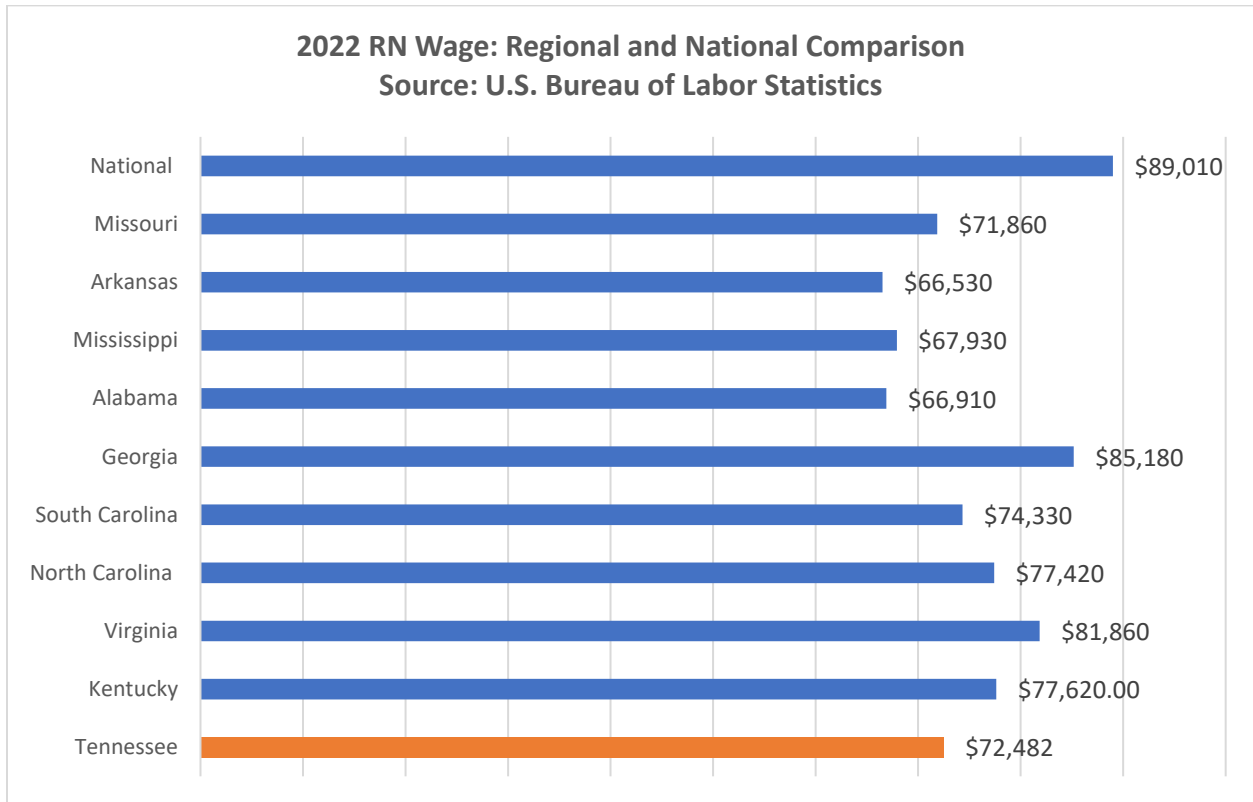
Tennessee RN jobs in the Northern Middle have the greatest entry hourly wage.



Tennessee RN jobs in the Northern Middle Region have the greatest experienced hourly wage.



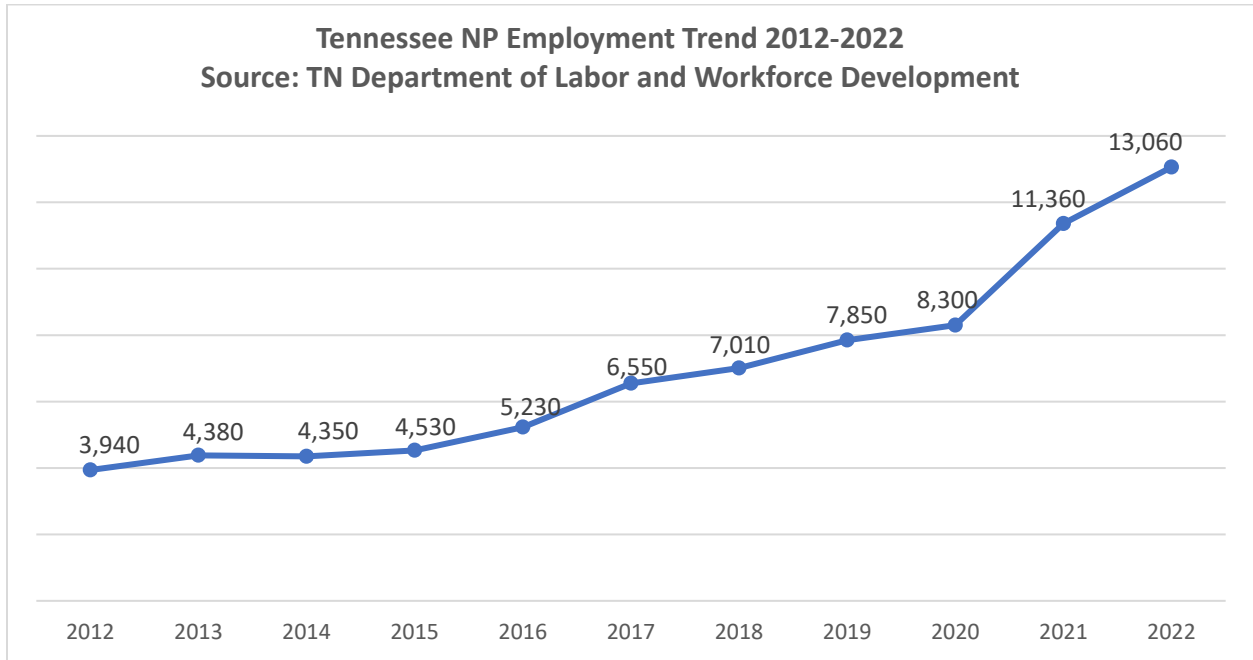
Tennessee RN wages are higher than Missouri, Arkansas, Mississippi and Alabama but are below the national average.



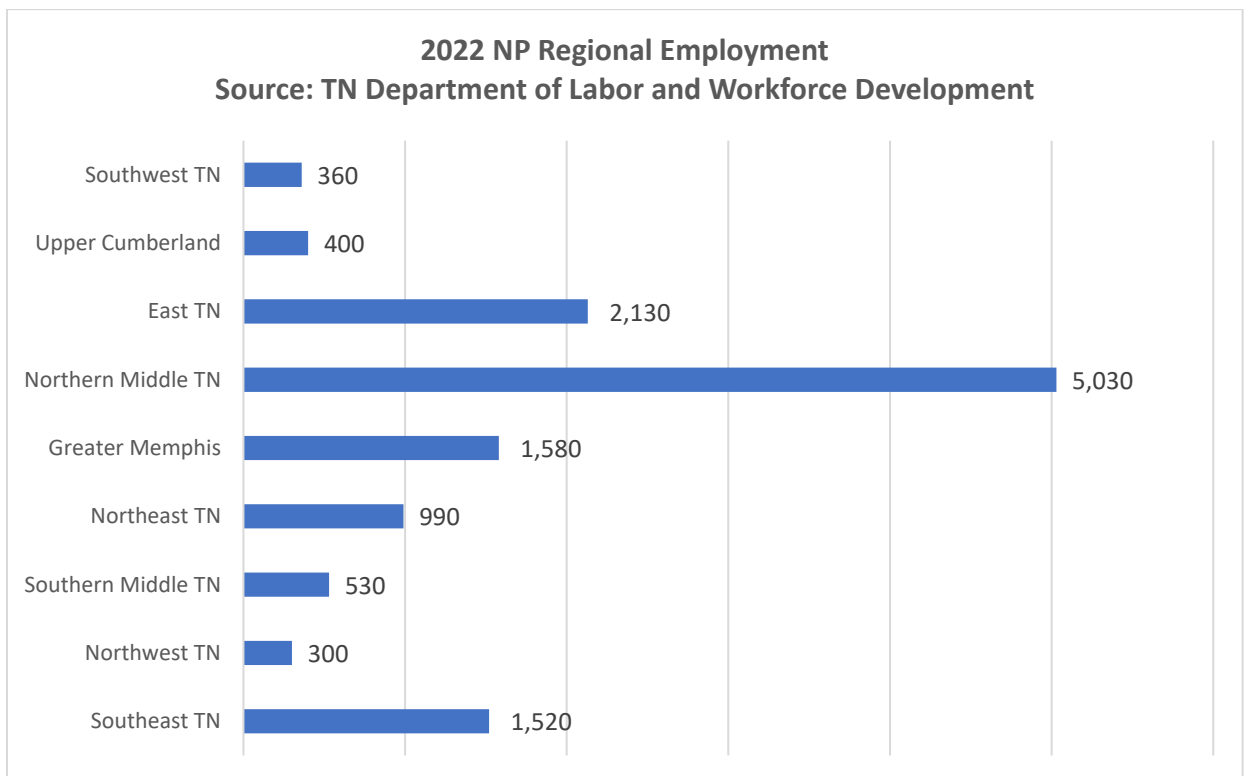
Registered Nurses had the highest number of job openings advertised online in Tennessee on November 18, 2023. There were 6,382 job openings. RNs are considered a bright outlook profession nationally with a job market that is expected to grow rapidly in the next several years or have large numbers of job openings (Tennessee Department of Labor and Workforce Development online advertised jobs data).

Nurse Practitioners

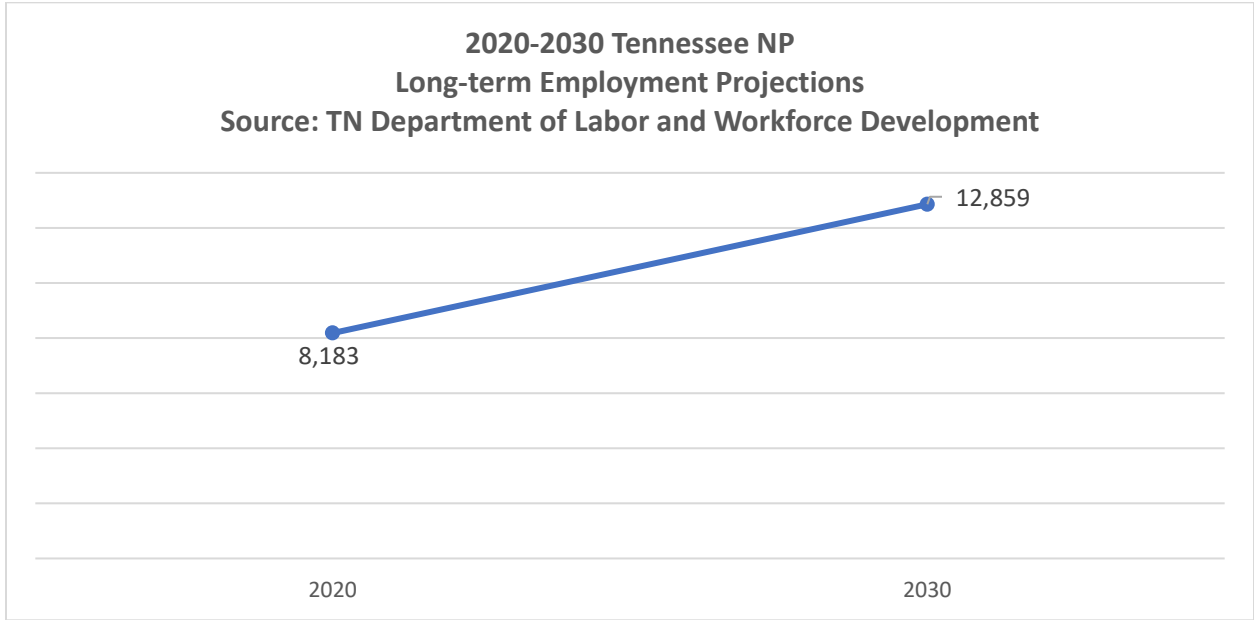
The number of jobs for NPs in Tennessee increased by 107% between 2012 and 2022.



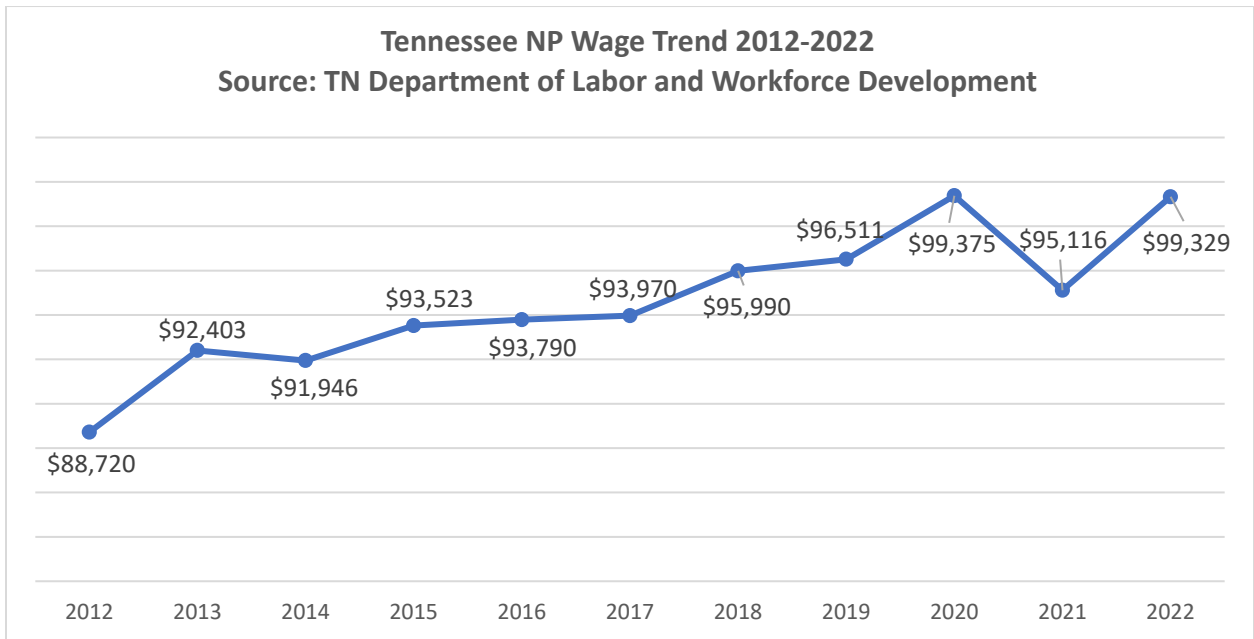
In 2022, the Northern Middle region had the most NP jobs.



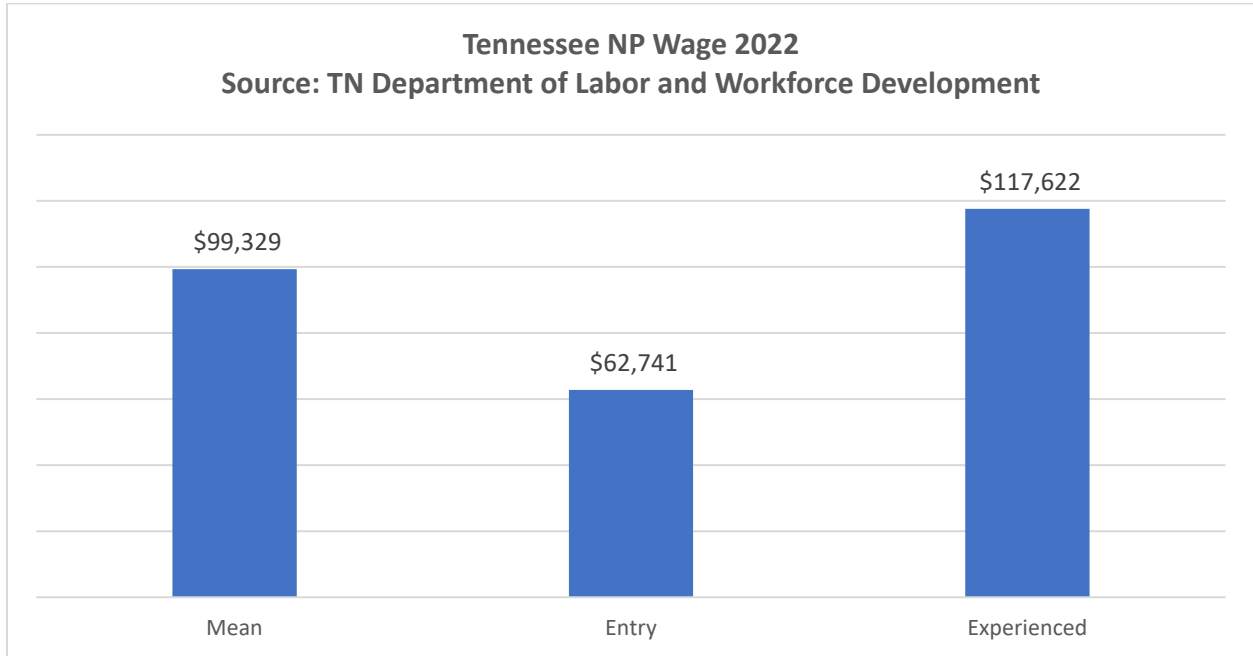
Tennessee labor market projections indicate a projected growth of 4,676 jobs (44%) from 2020-2030 with a total of 10,170 job openings over the ten-year period.



Tennessee NP average hourly wages have grown by 11% from 2012 to 2022.

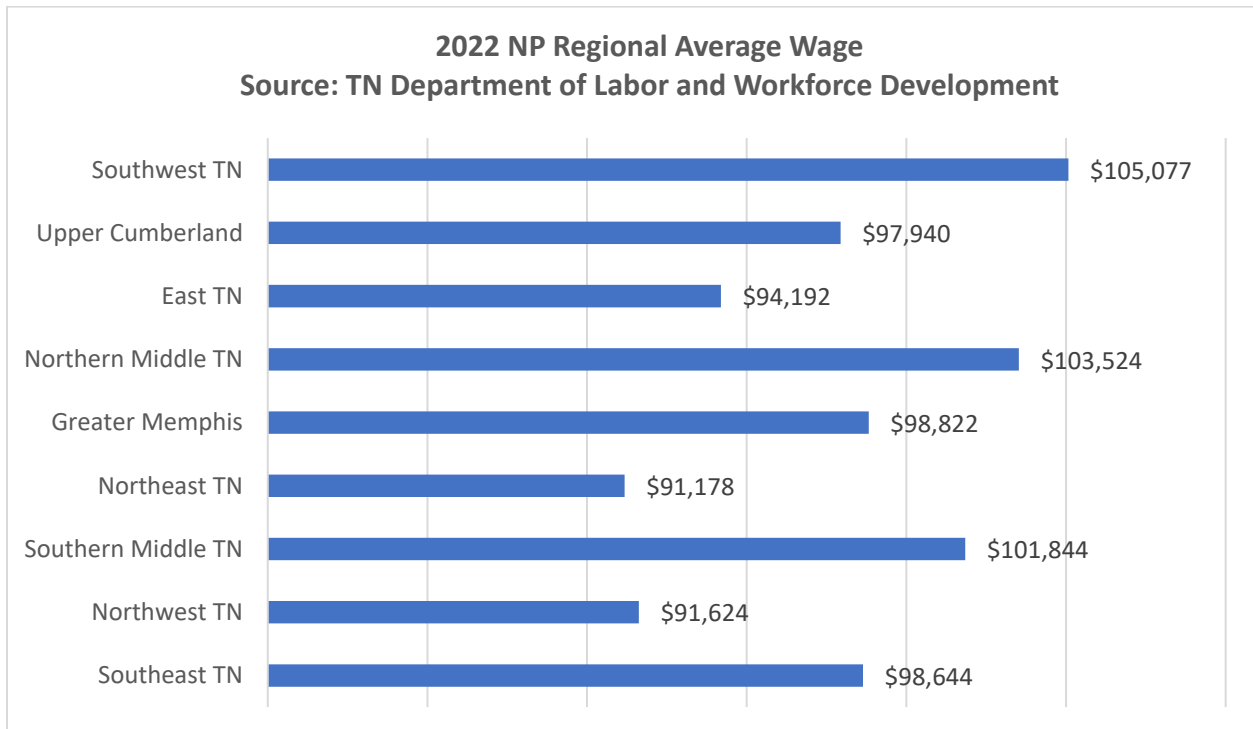


Entry wage for Tennessee NPs was \$62,741 which increased to \$117,622 for experienced NPs. This is a 61% difference between entry and experienced wages.

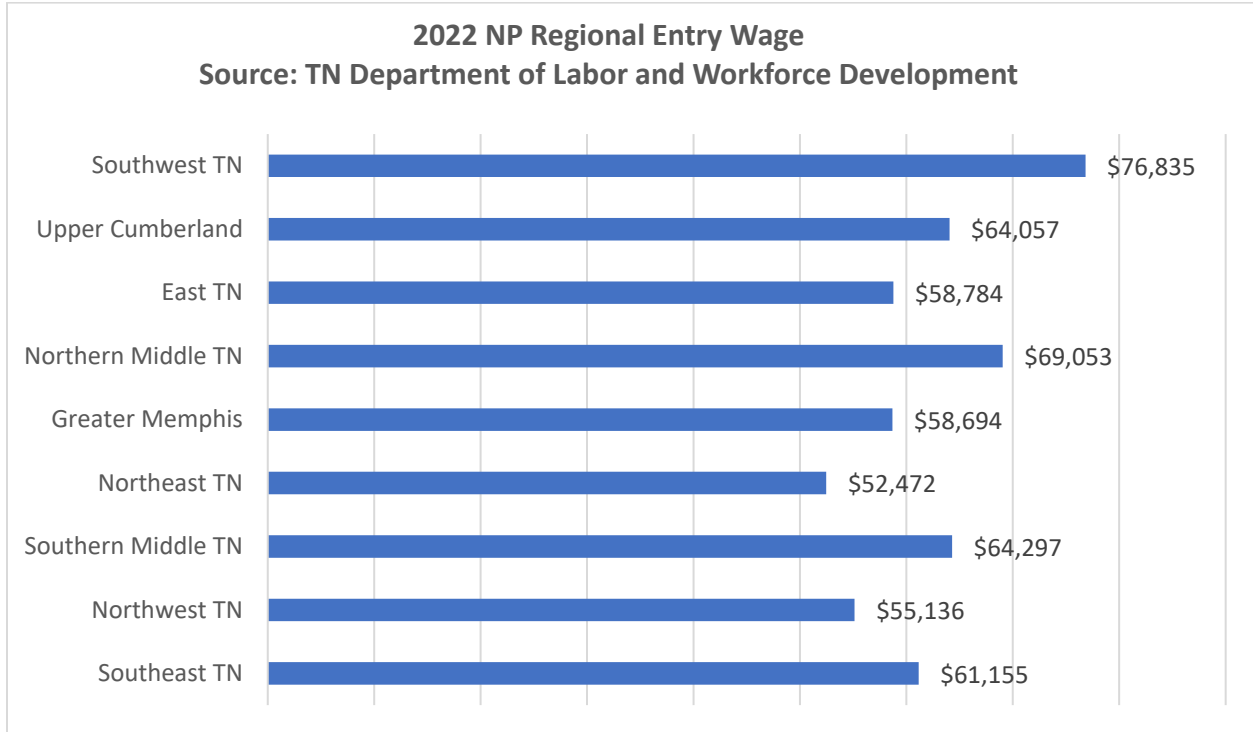


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

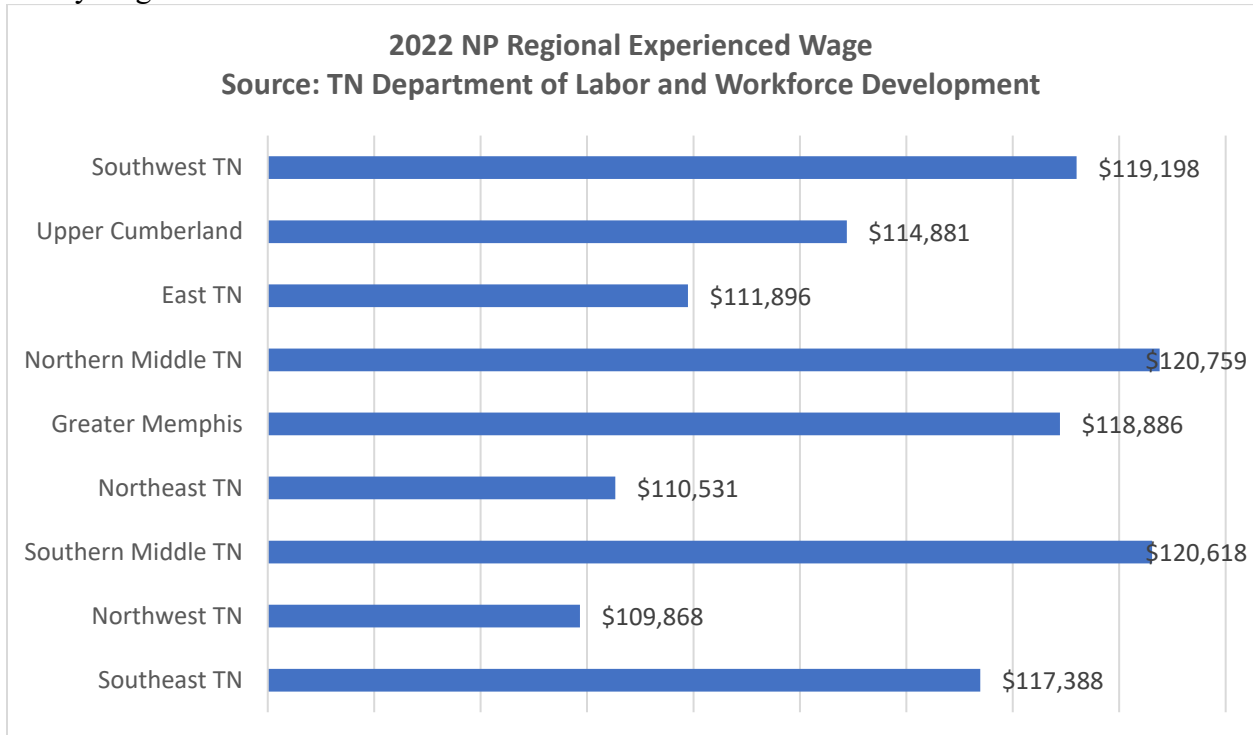
Tennessee NP jobs in the Southwest region have the greatest average hourly wage.



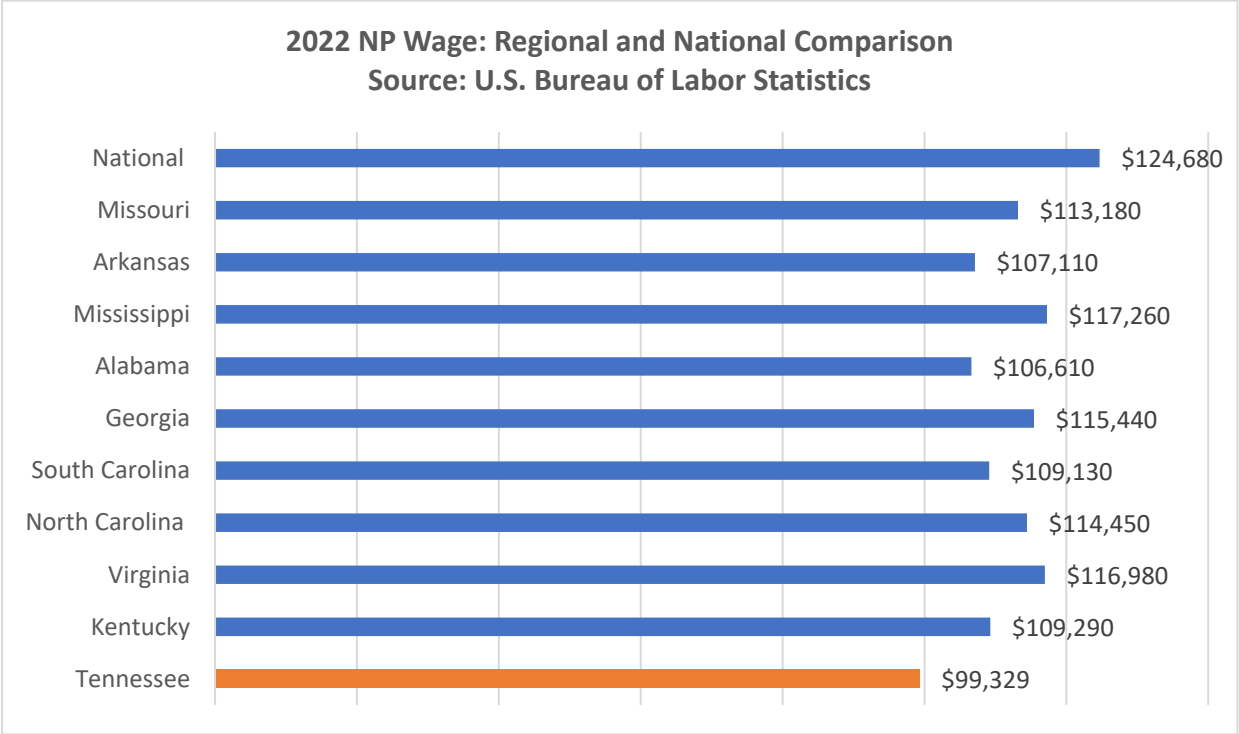
Tennessee NP jobs in the Southwest Region have the greatest entry hourly wage.



Tennessee NP jobs in the Northern and Southern Middle Regions have the greatest experienced hourly wage.

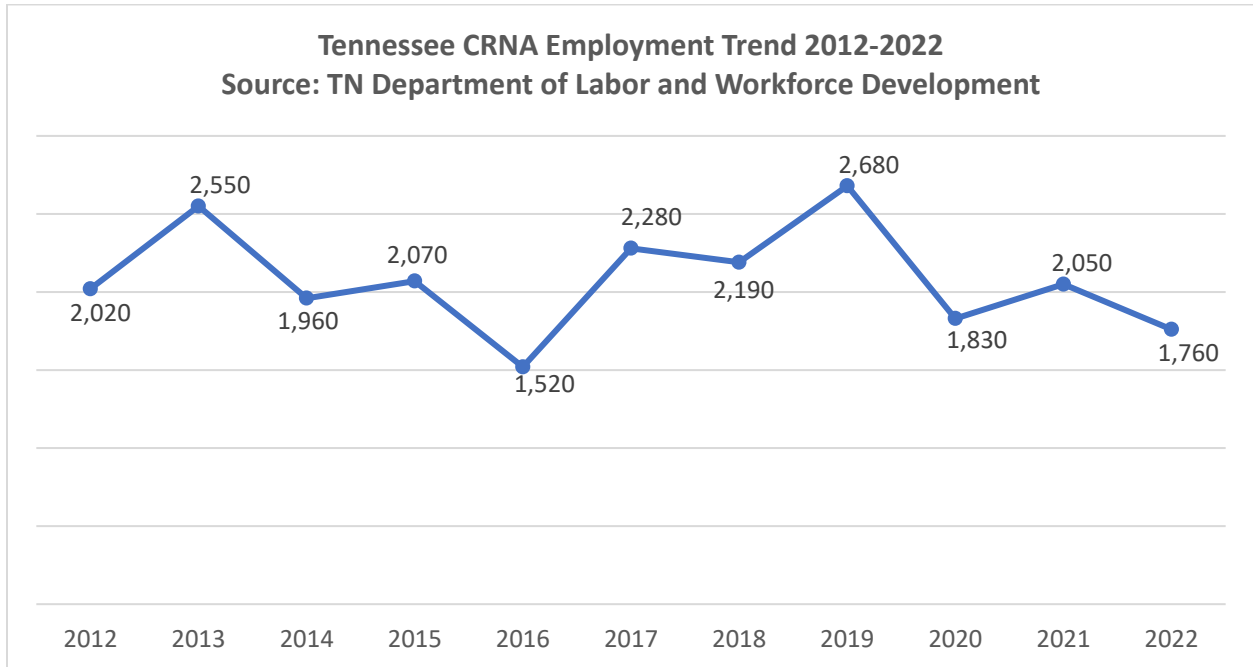


Tennessee NP wages are lower than the surrounding states and the national average.

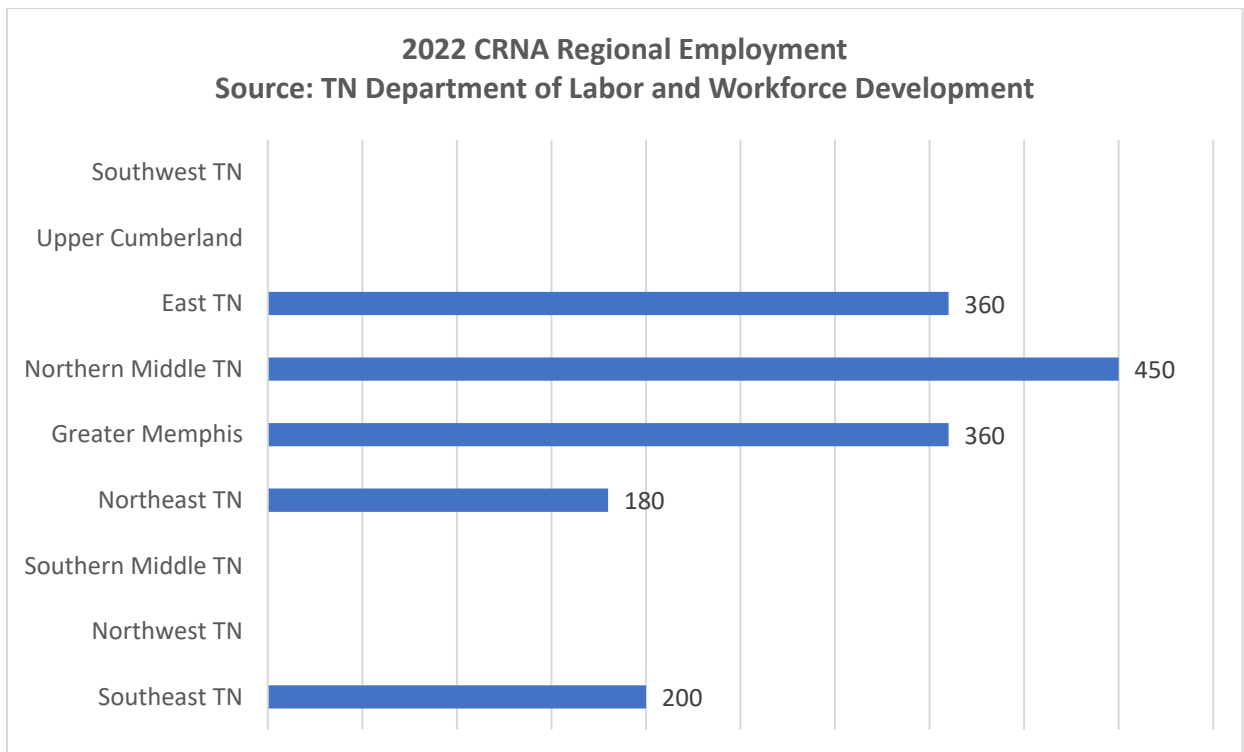


Nurse Anesthetists

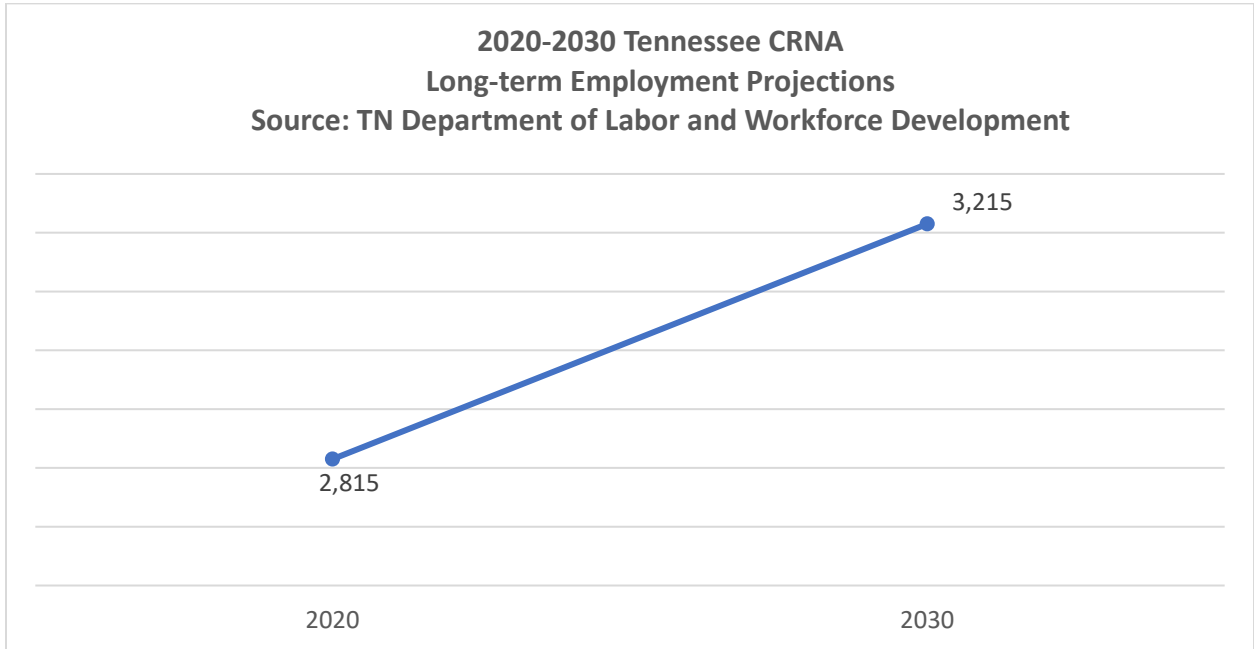
The number of jobs for CRNAs in Tennessee decreased by 14% between 2012 and 2022.



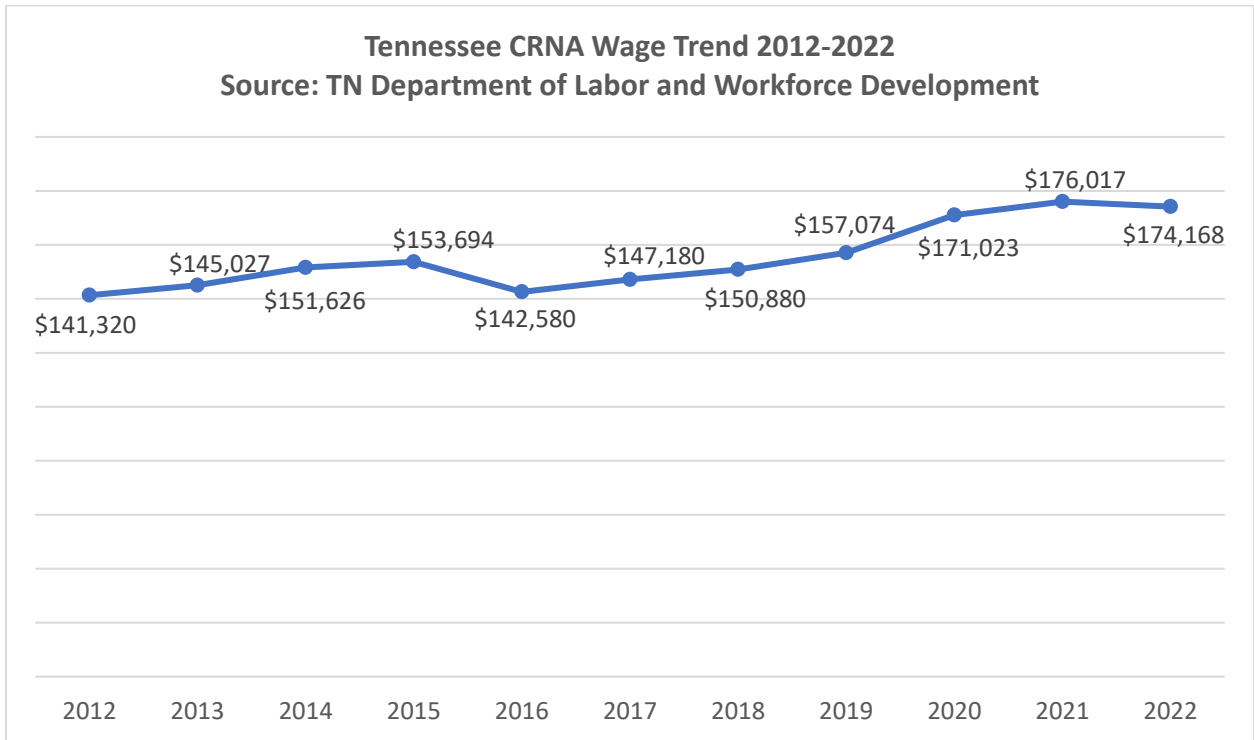
In 2022, the Northern Middle Region in Tennessee had the most Nurse Anesthetist jobs.



Tennessee labor market projections indicate a growth of 400 jobs (13%) from 2020-2030 with a total of 1,895 job openings over the eight-year period.



Tennessee CRNA average hourly wages have grown by 21% from 2012 to 2022.

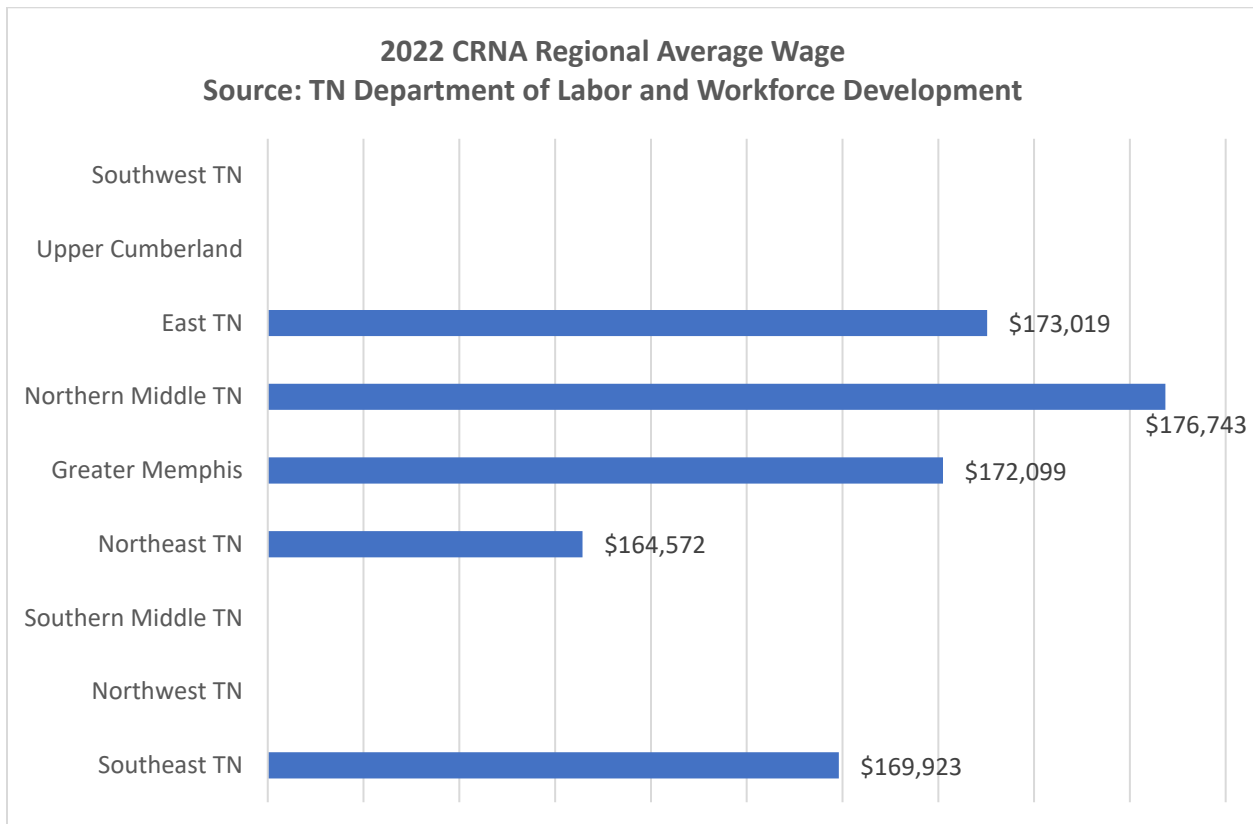


Starting Tennessee average CRNA wage was \$135,887 which increased to \$193,309 for experienced CRNAs. This is a 35% difference between entry and experienced wages.

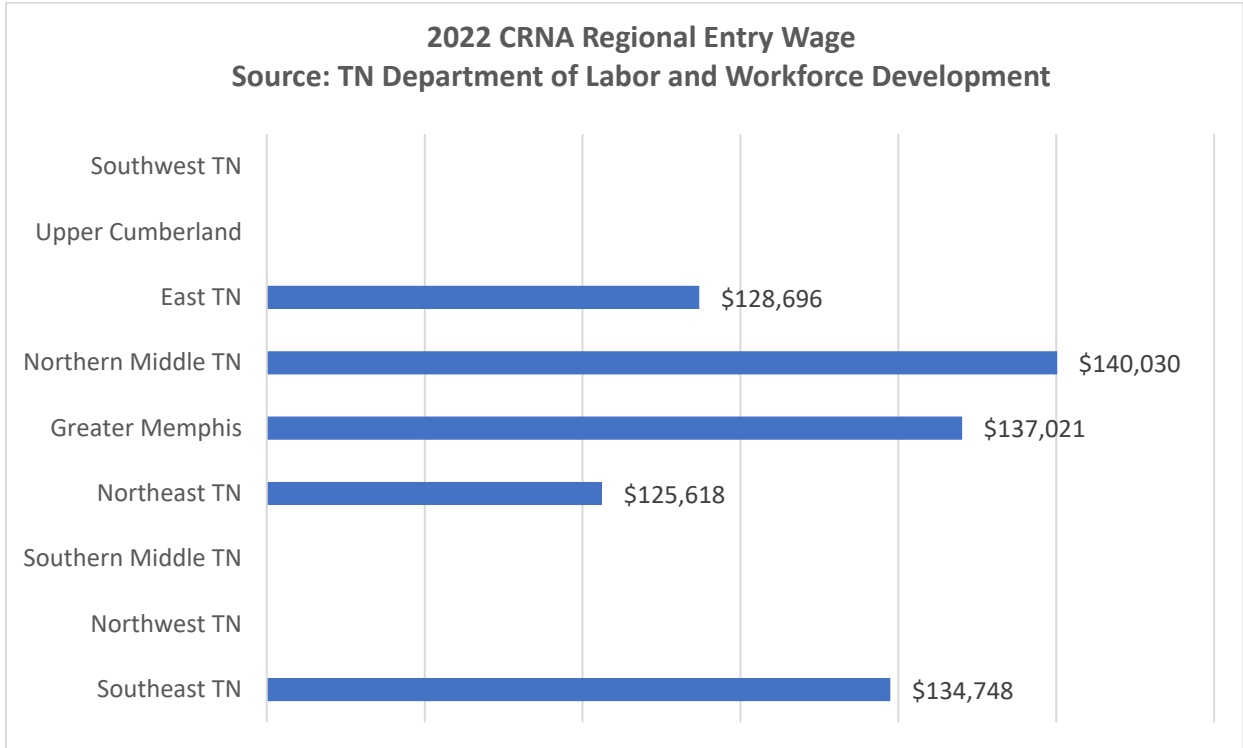


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

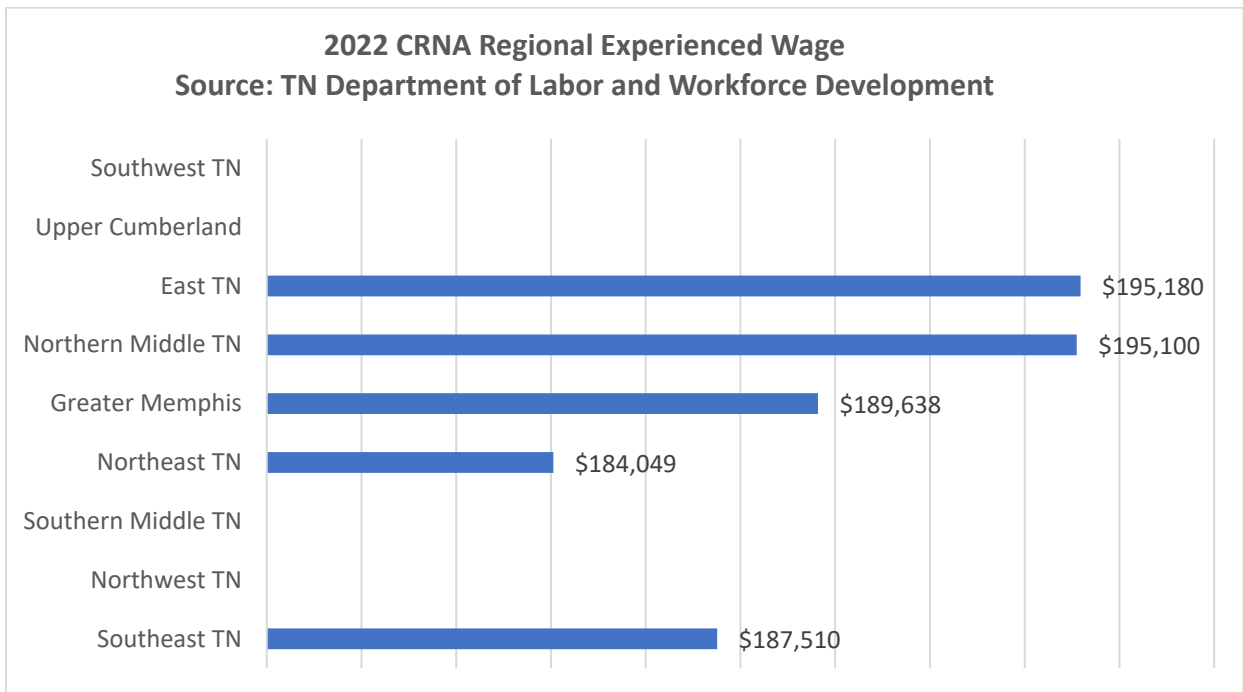
Tennessee CRNA jobs in the Northern Middle Region have the greatest average hourly wage.



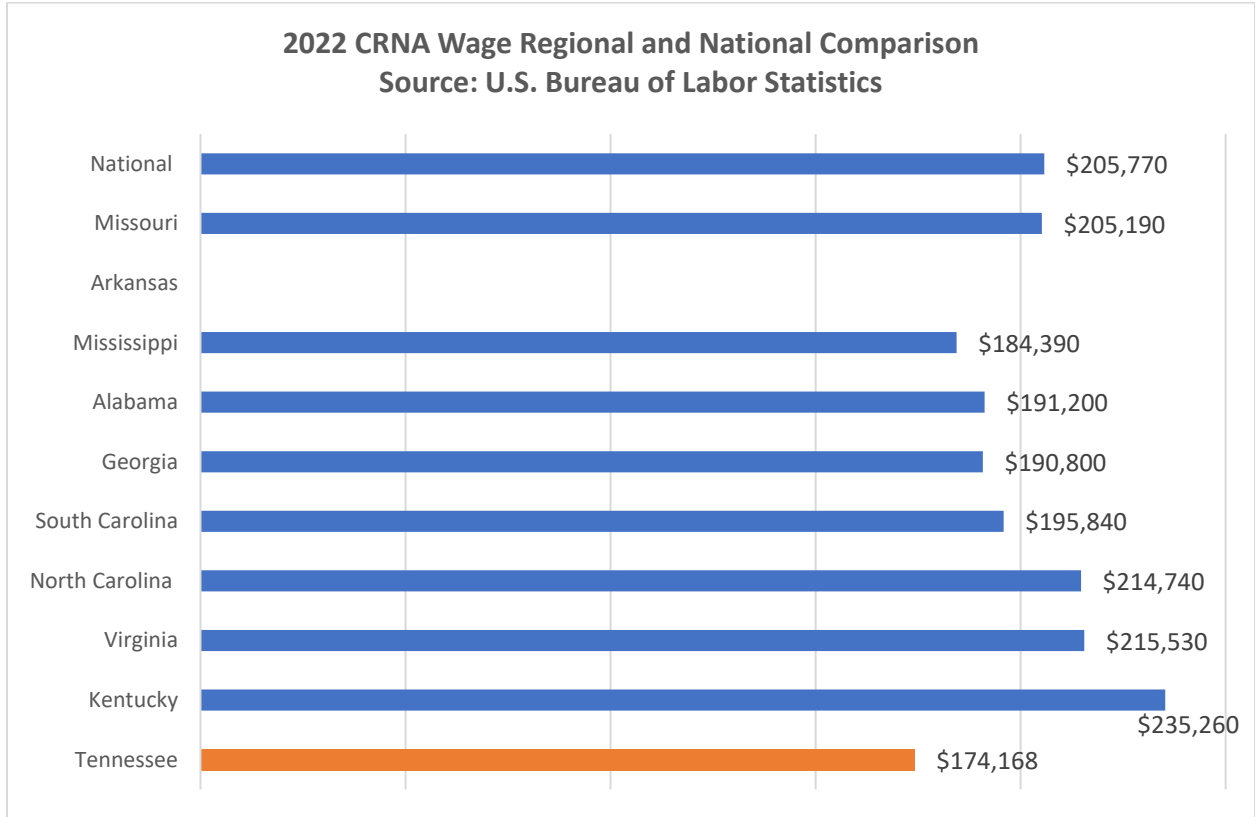
Tennessee CRNA jobs in the Northern Middle Region have the greatest entry hourly wage.



Tennessee CRNA jobs in the Northern Middle and East Regions have the greatest experienced hourly wage.

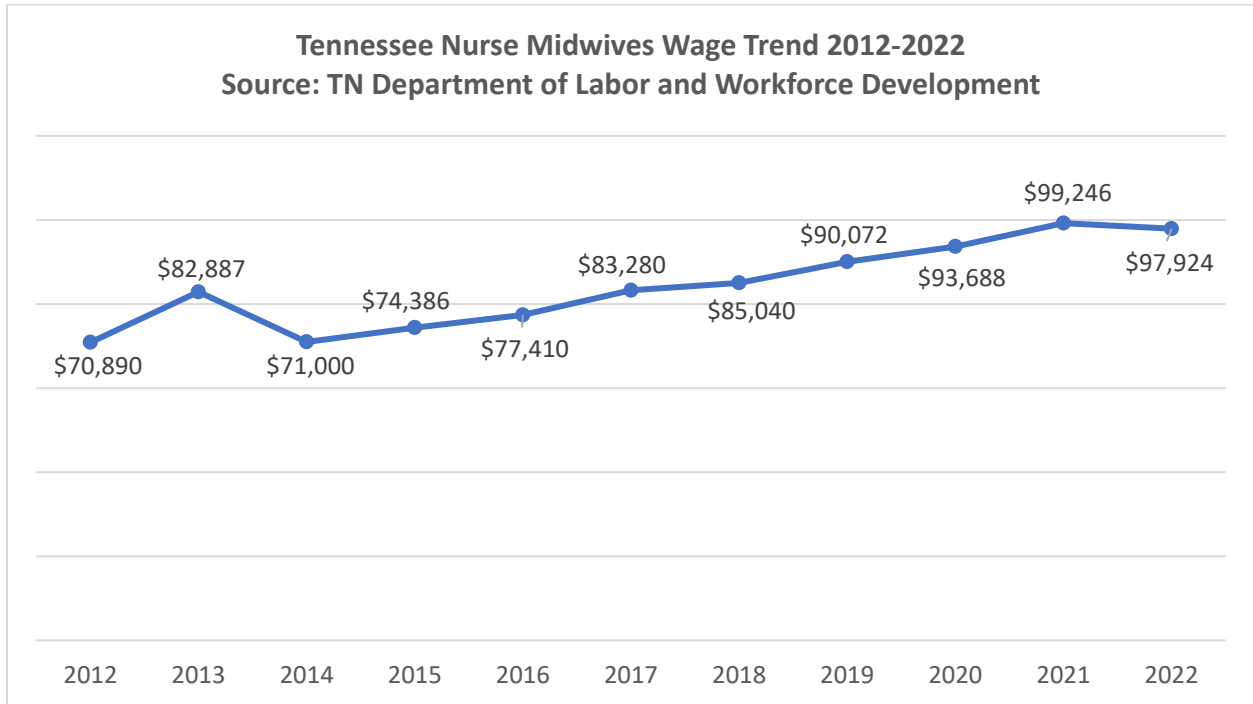


Tennessee CRNA hourly wages are lower than surrounding states and the national average.

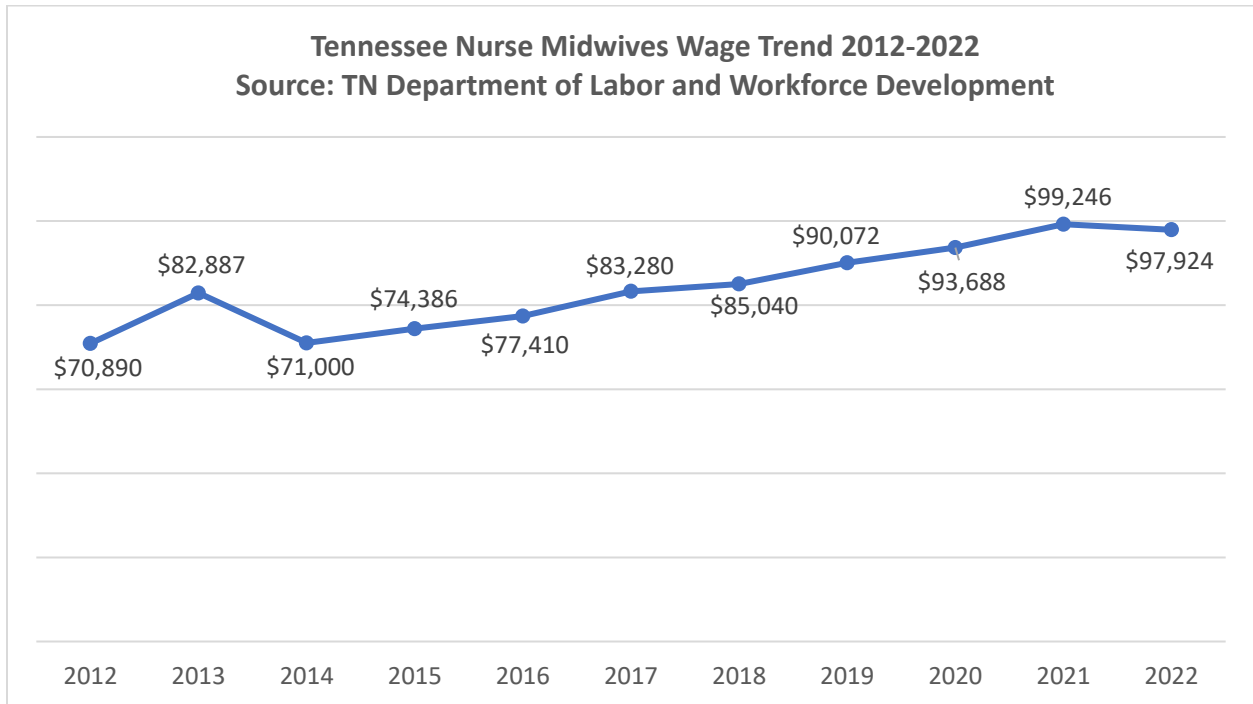


Nurse Midwives

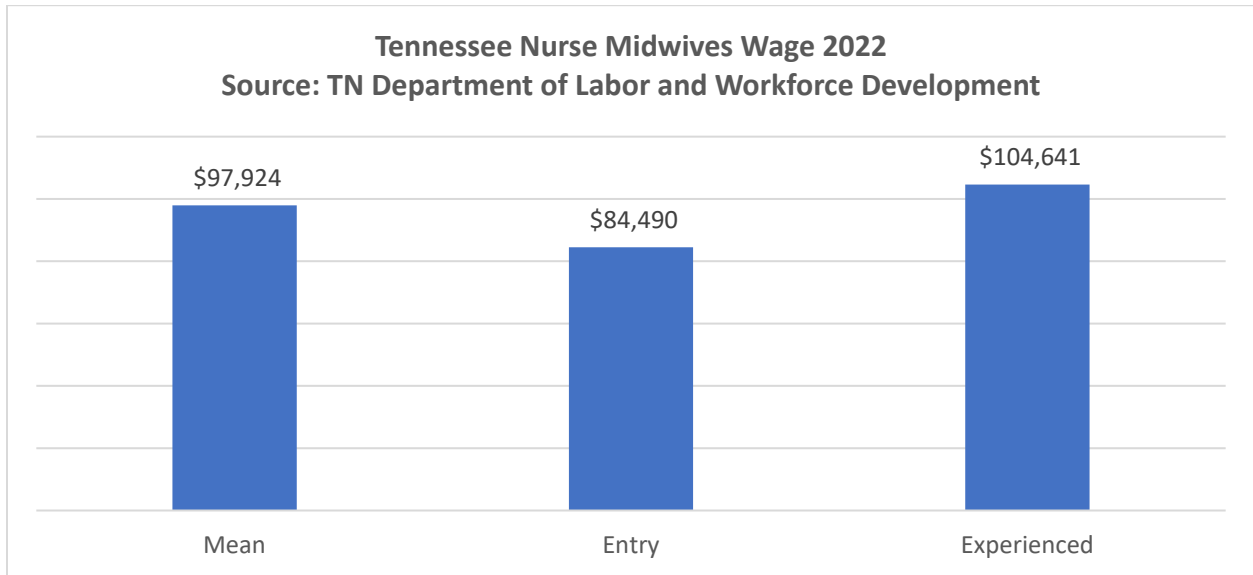
The number of jobs for Nurse Midwives in Tennessee increased by 32% between 2012 and 2022.



Tennessee Nurse Midwife average hourly wages have grown by 32% from 2012 to 2022.

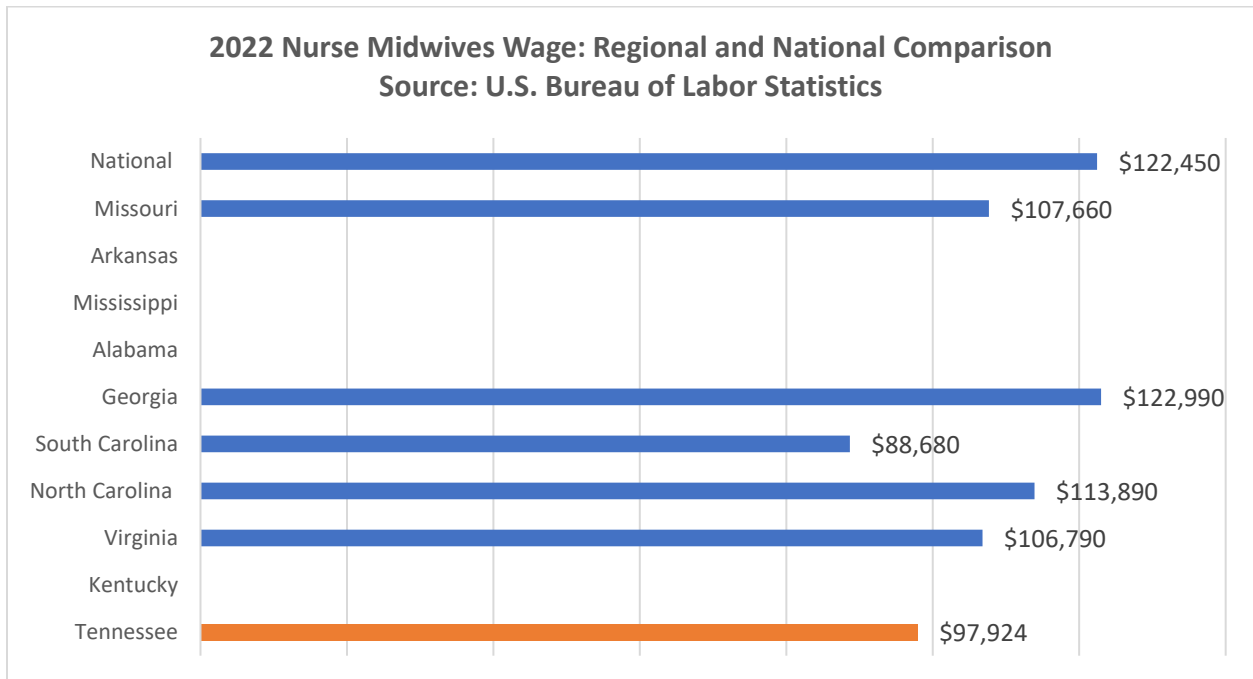


Entry level average wage for Tennessee Nurse Midwives was \$84,490 which increased to \$104,641 for experienced Nurse Midwives. This is a 21% difference between entry and experienced wages.



Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

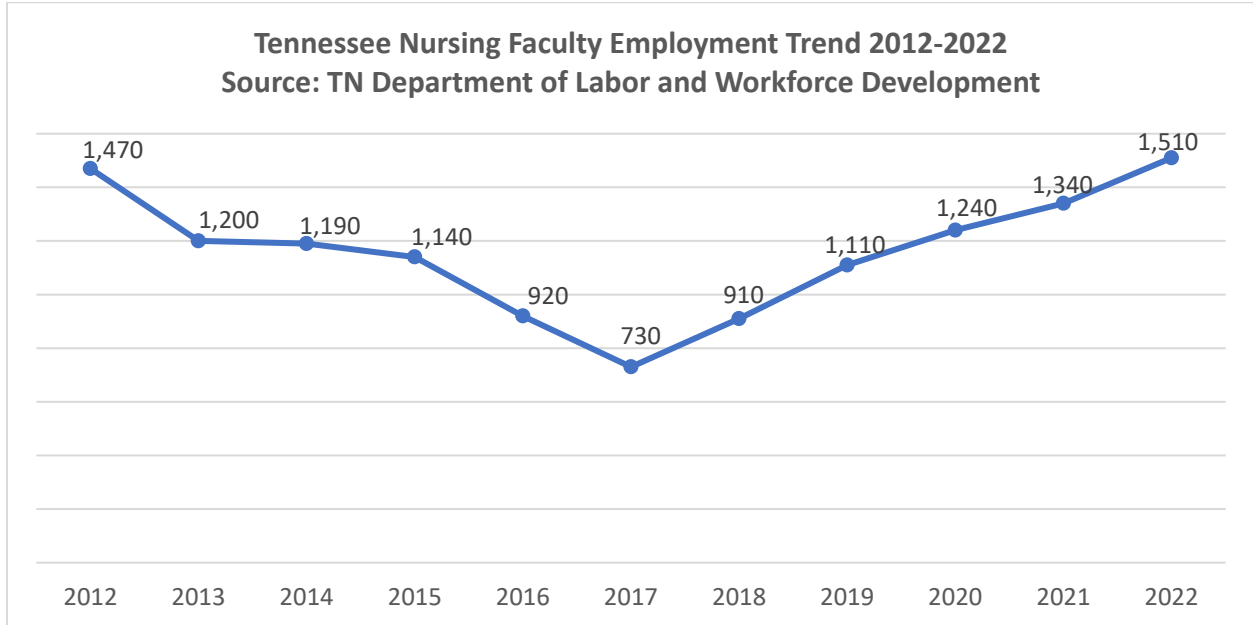
Tennessee Nurse Midwife average hourly wages are higher than South Carolina but lower than surrounding states and the national average.



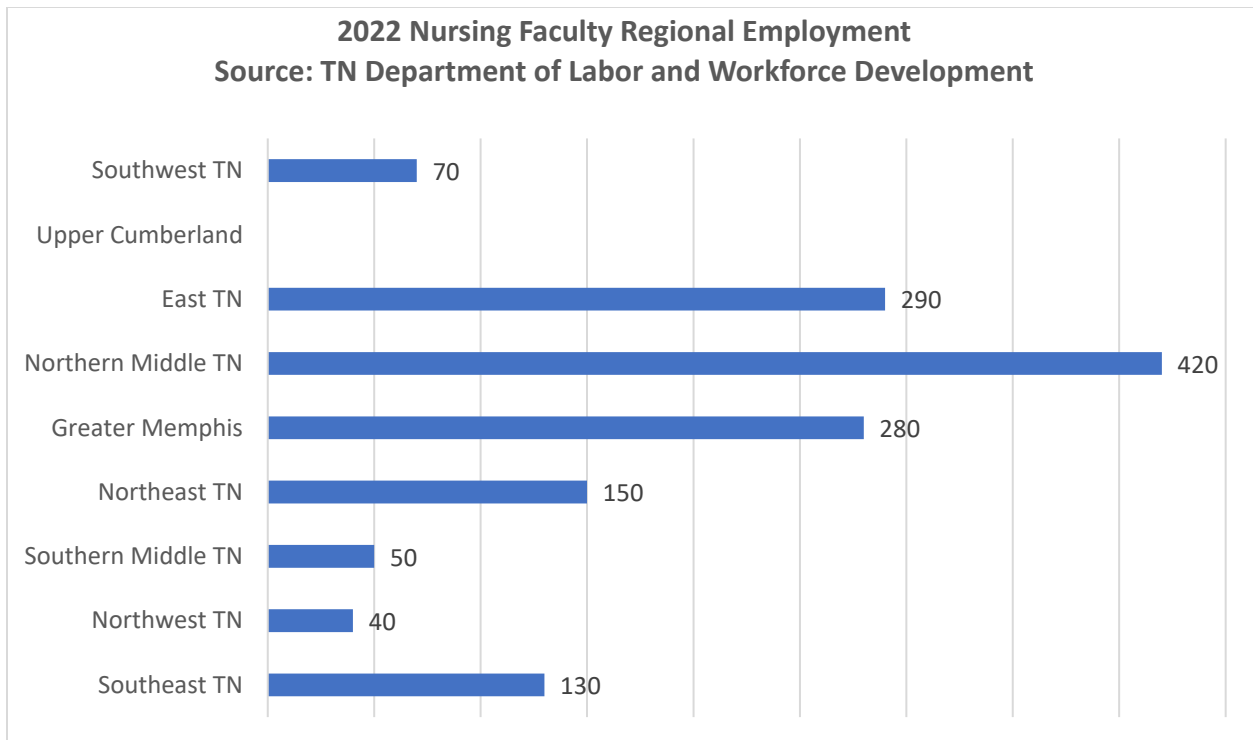
Note: Arkansas, Mississippi, Alabama and Kentucky Nurse Midwife average wages are unavailable.

Nursing Faculty

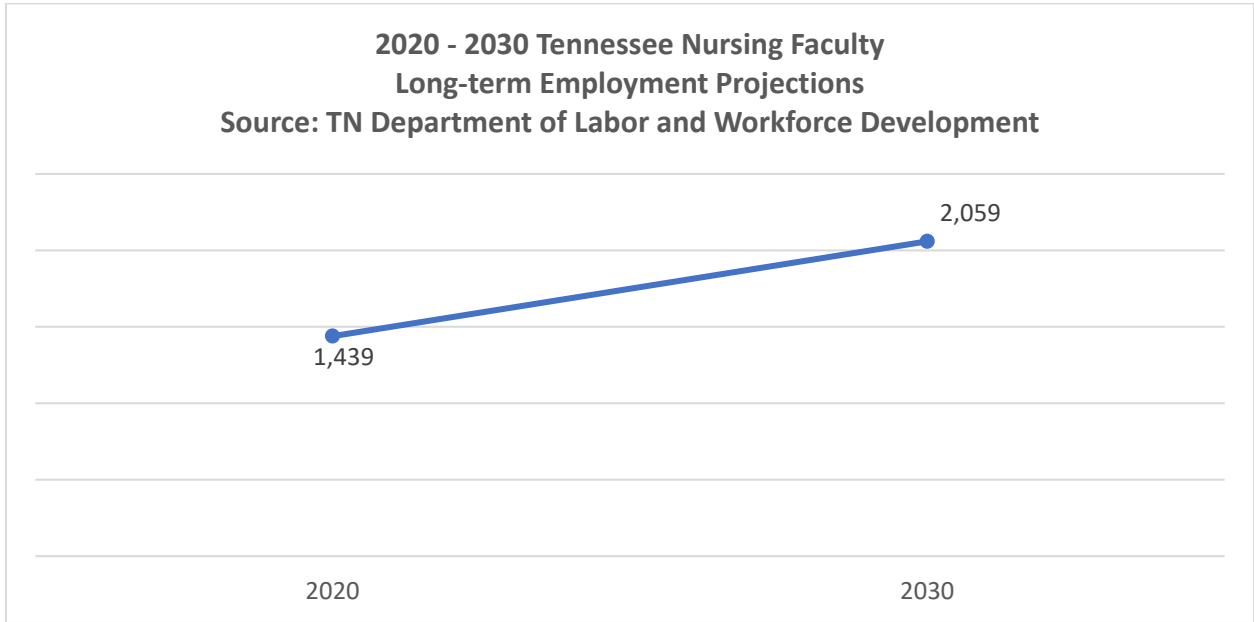
The number of jobs for Nursing Faculty in Tennessee increased by 3% between 2012 and 2022 after experiencing a decline through 2017.



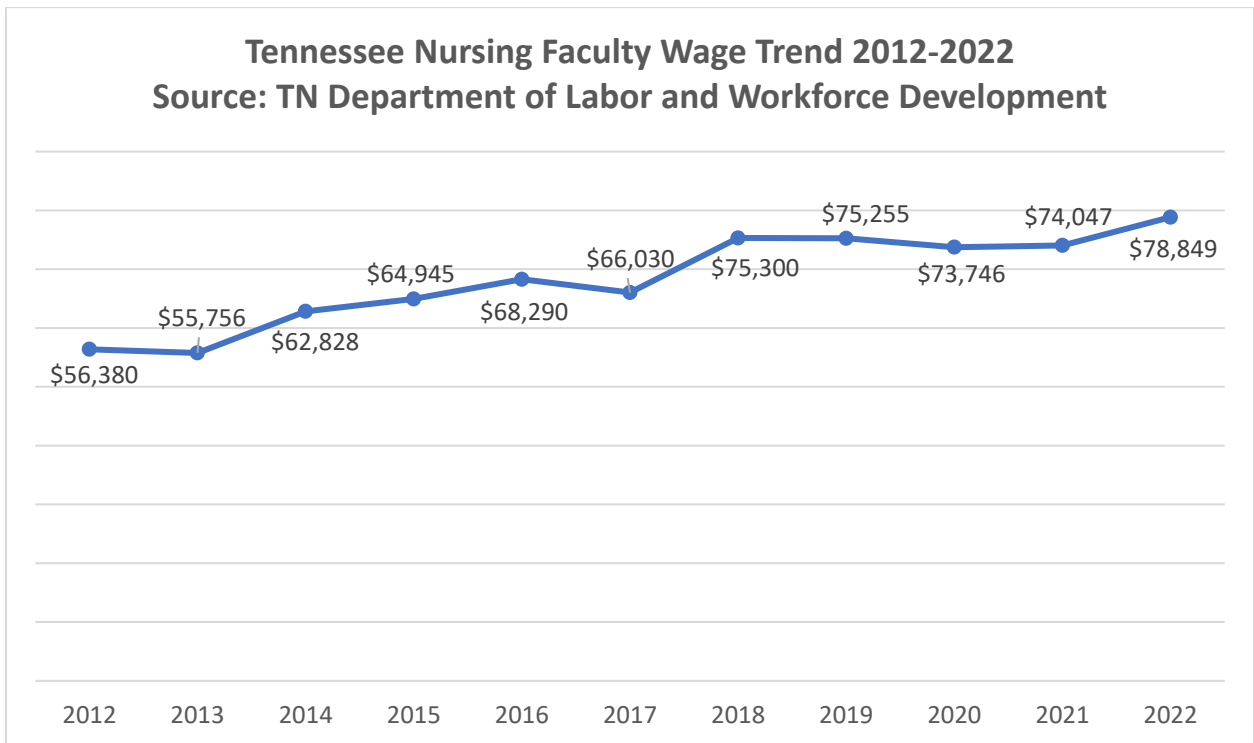
In Tennessee, the Northern Middle Region has the most Nursing Faculty jobs.



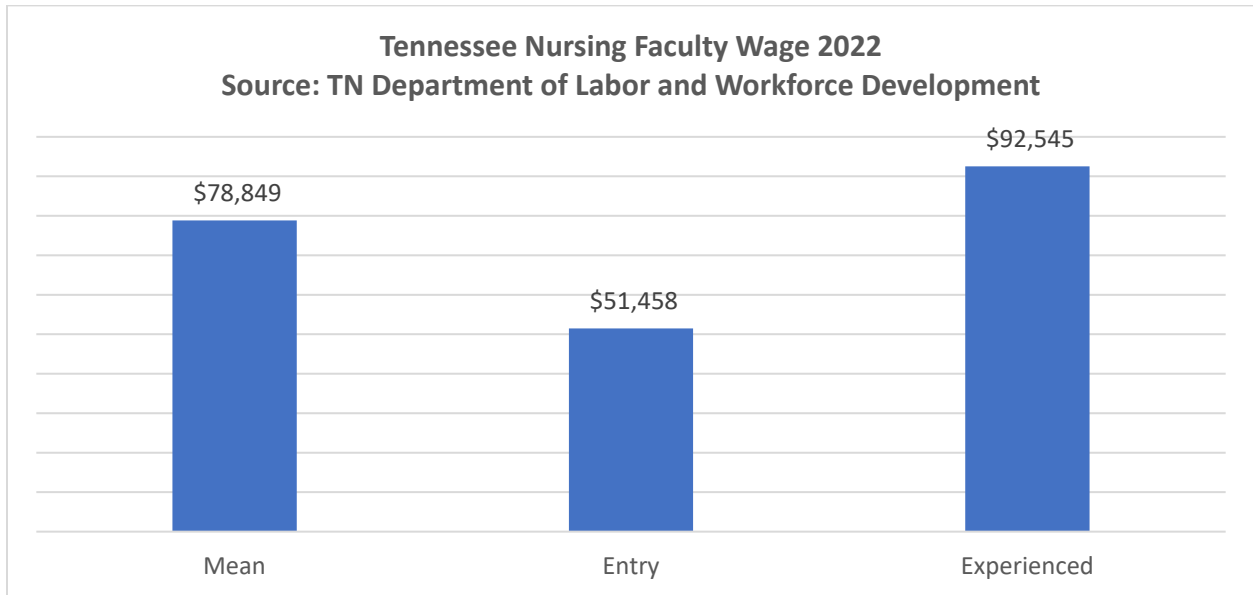
Tennessee labor market projections indicate a growth of 620 jobs (35%) from 2020-2030 with a total of 2,219 job openings over the ten-year period.



Tennessee Nursing Faculty average hourly wages have grown by 33% from 2012 to 2022.

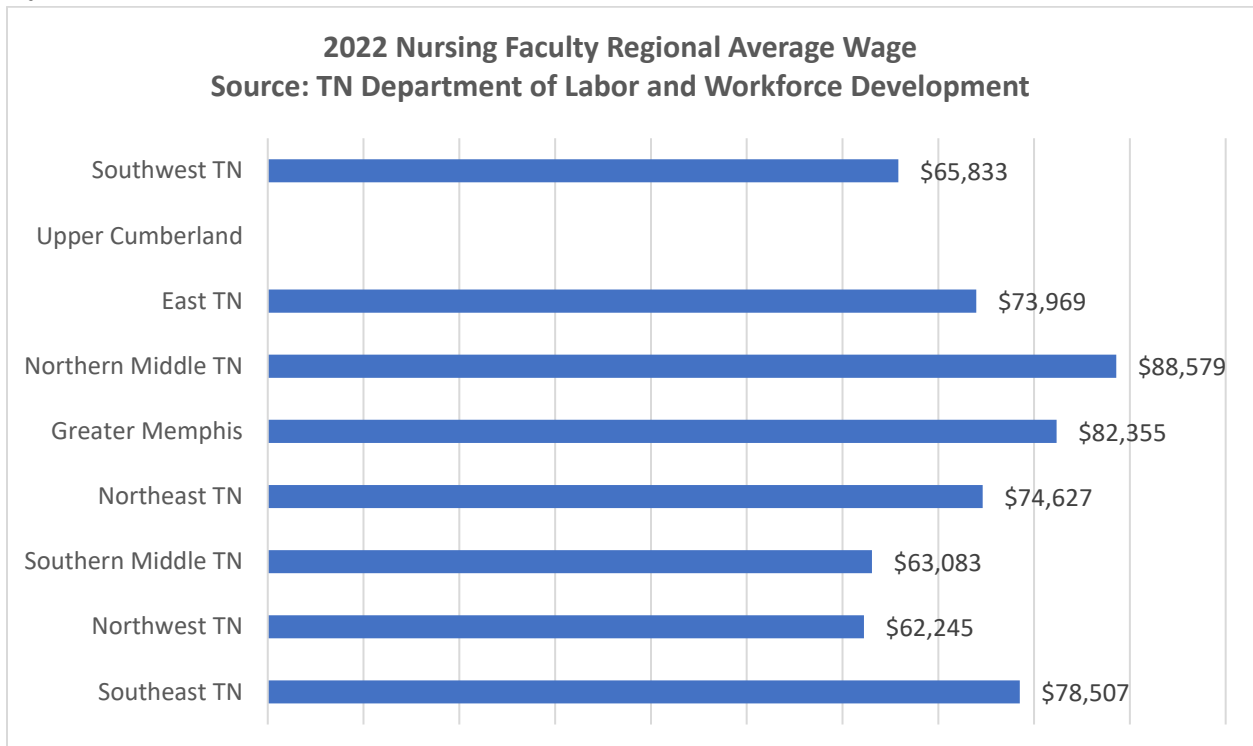


Entry level average Tennessee Nursing Faculty wage was \$51,348 which increased to \$92,545 for experienced faculty. This is a 57% difference between entry and experienced wages.

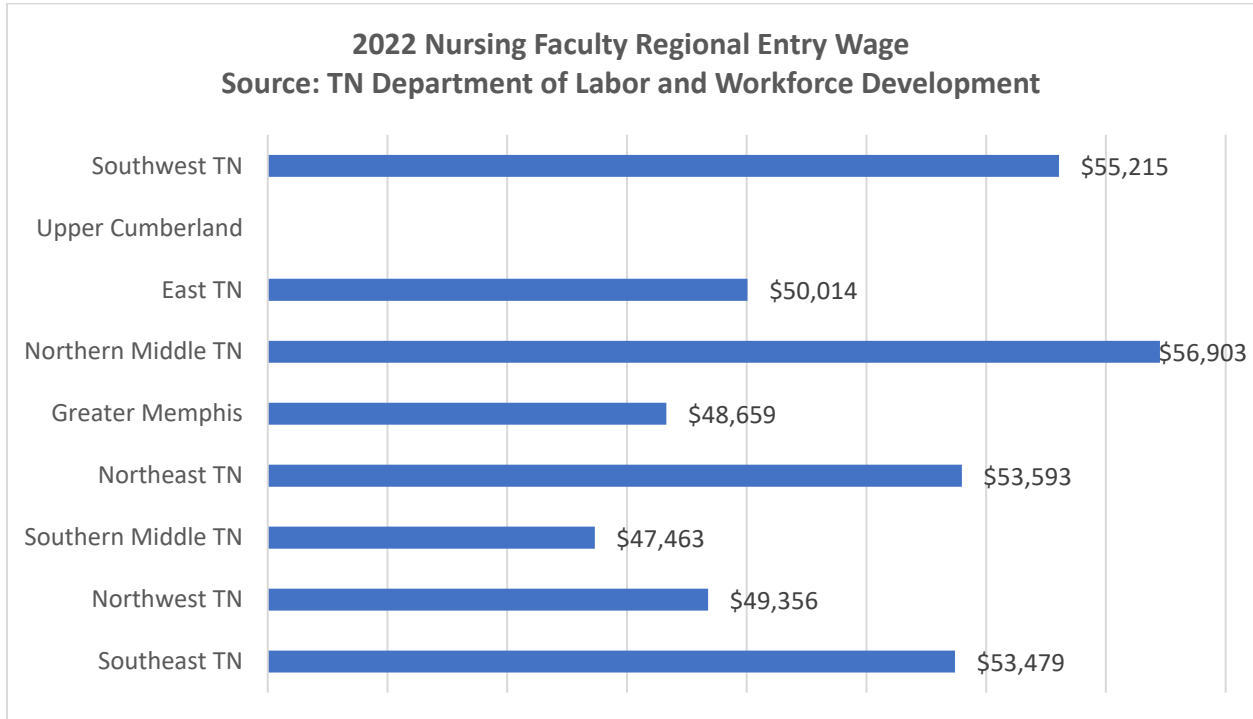


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

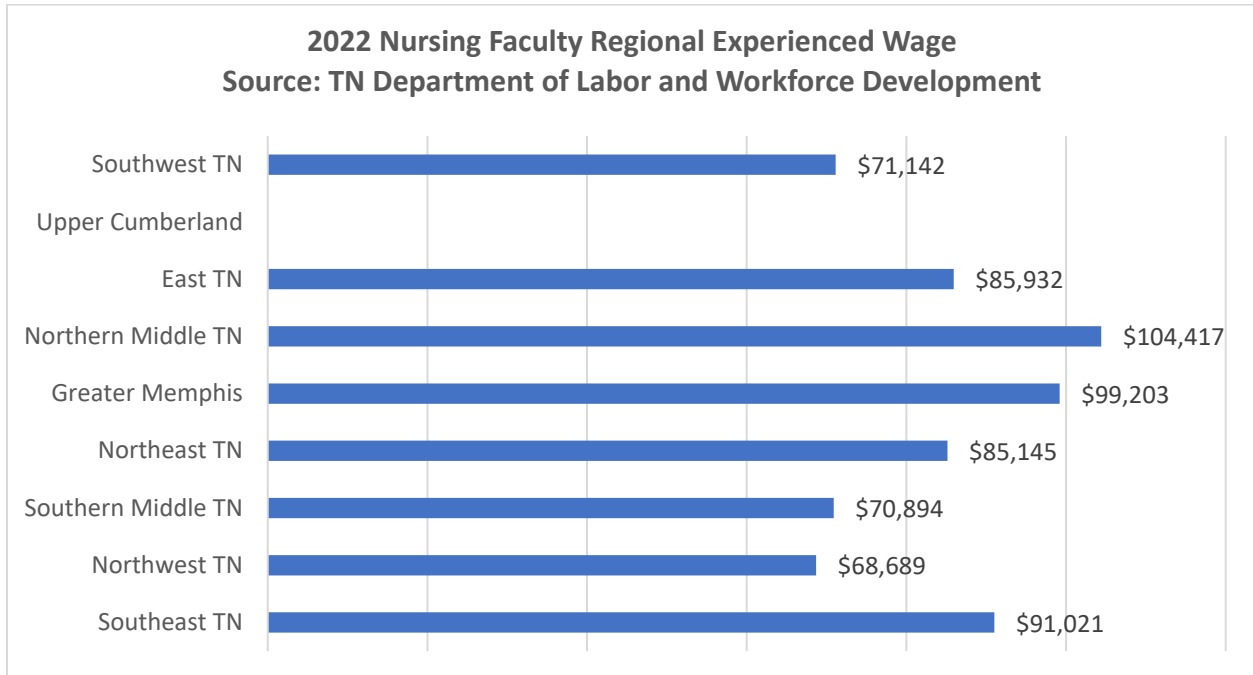
Tennessee Nursing Faculty in the Northern Middle Region had the highest average wages in 2022.



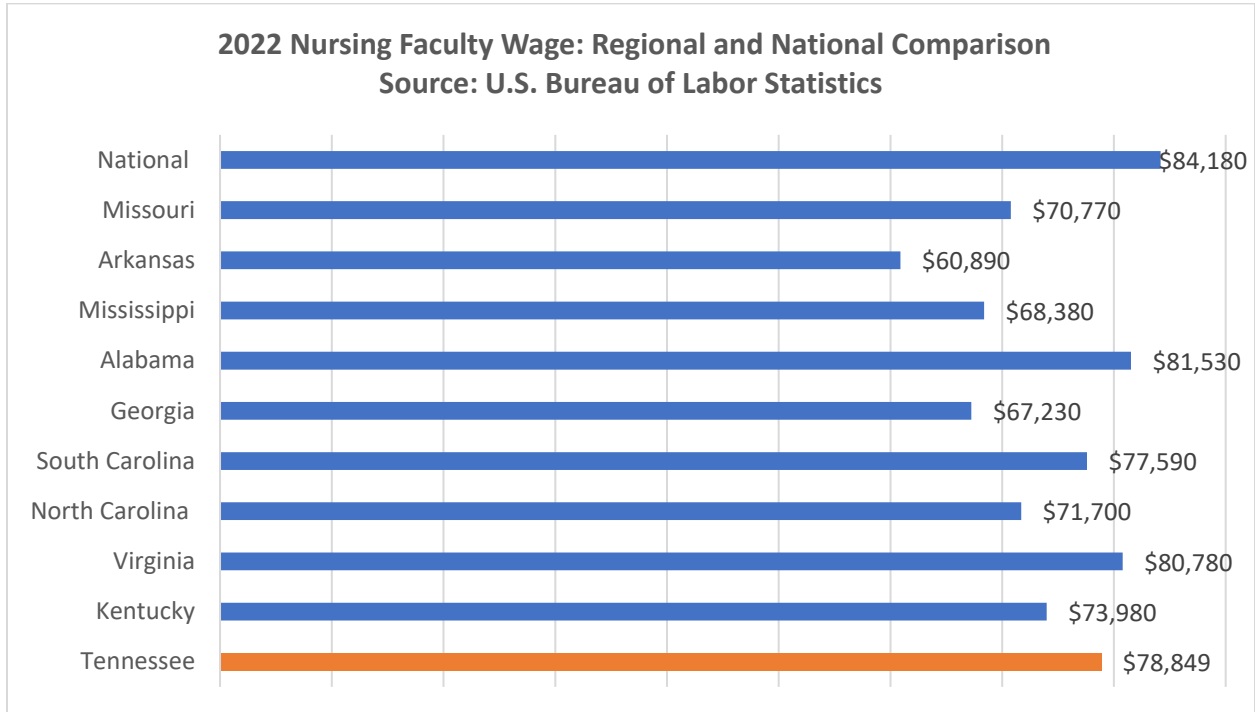
Tennessee Nursing Faculty in the Northern Middle Region had the highest entry level wages in 2022.



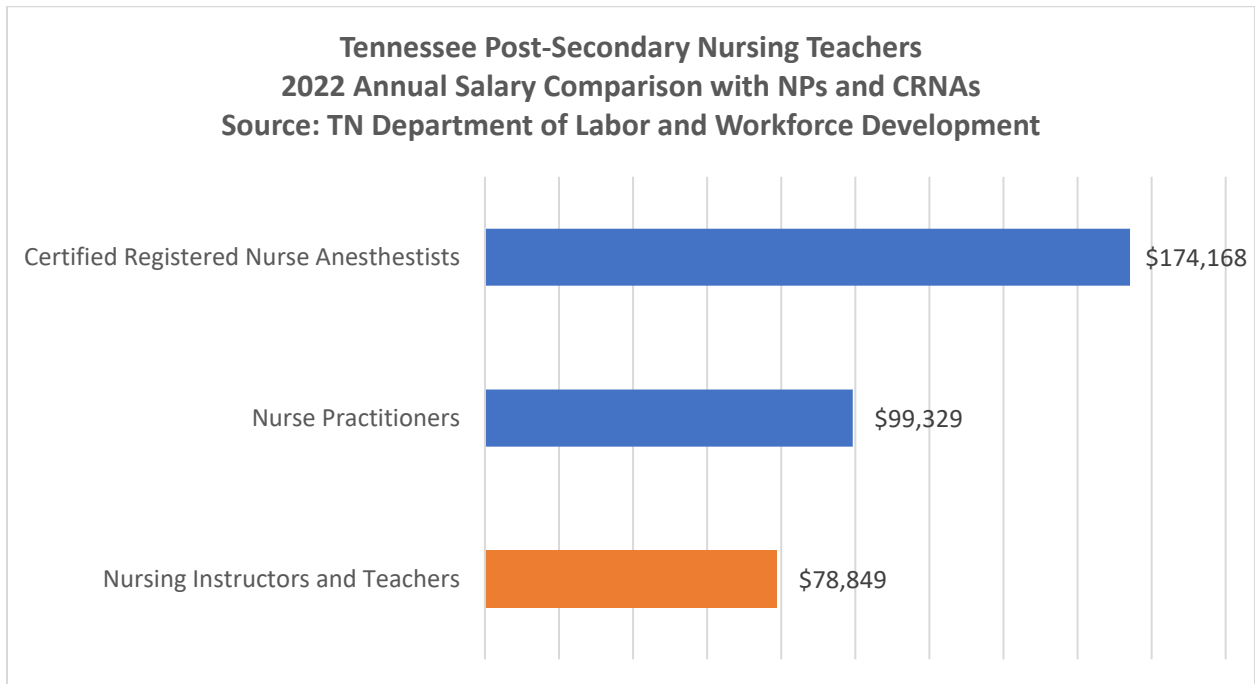
Tennessee Nursing Faculty in the Northern Middle Region had the highest experienced wage.



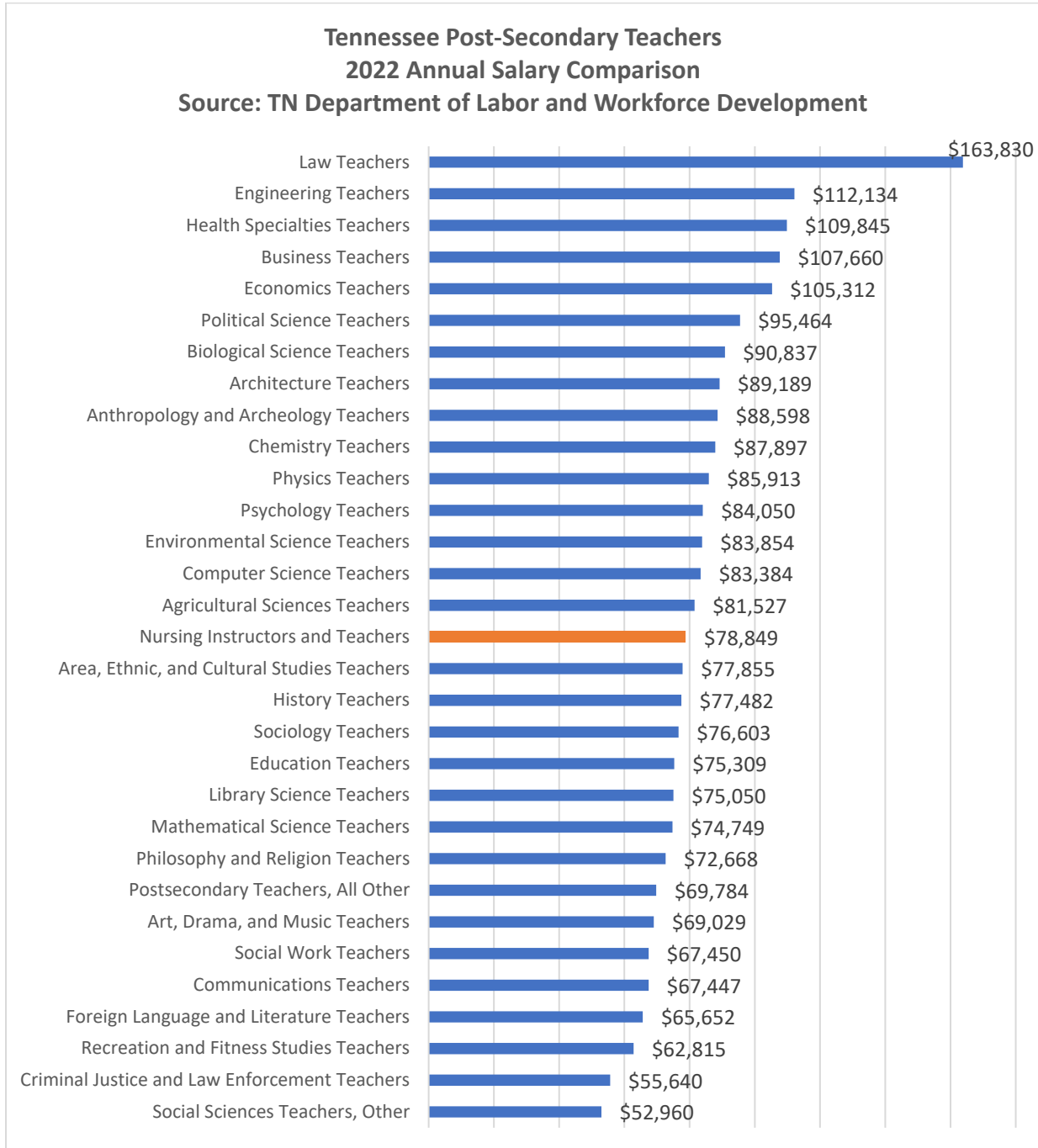
Tennessee Nursing Faculty average wages are higher than Missouri, Arkansas, Mississippi, Georgia, South Carolina, North Carolina and Kentucky but are less the national average.



Tennessee Nursing Faculty average annual wages are 26% lower than NP average annual wage and 121% lower than CRNA average annual wage.



Tennessee Nursing Faculty have the 16th highest salary as compared with other post-secondary teachers.



Dataset Information

Occupational Employment and Wage Statistics (OEWS)

This is a program of the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This federal-state cooperative program produces employment and wage estimates for nearly 867 occupations. Each year the Tennessee Department of Labor and Workforce Development compiles occupational employment and wage estimates that feed into the National Bureau of Labor Statistics. The data are presented statewide, and regionally utilizing Standard Occupation Classification (SOC) codes. For more information go to

<https://www.jobs4tn.gov/vosnet/MenuLandingPage.aspx?enc=QR4OZJARREkf7MmF5/FK4THEuun3Bt2EXKupQEfsr7Ftvq3nrjtUFhyLZYin4qji>

At the national level, estimates for a given reference period are based on a sample of 1.1 million business establishments collected in six semiannual panels for three consecutive years. Using six data panels to produce each set of estimates allows data to be produced at very detailed levels of occupation, geography, and industry, but it also means that sudden changes in staffing patterns or wages are reflected in the OEWS estimates only gradually. Data limitations for this data source include periodic changes in the Standard Occupation Classification Codes (SOCS) and analysis changes from year to year. For more information go to

https://www.bls.gov/oes/current/oes_tec.htm

Bureau of Labor Statistics (BLS) Demand Projections

Long-term demand projections have been developed by the Tennessee Department of Labor and Workforce Development utilizing a national workforce projection model through the US Bureau of Labor Statistics. Employment projections provide job seekers, policy makers, and training providers an idea of how many jobs exist within industries and occupations, how the number of jobs is expected to change over time, and what the future demand for workers will be.

Projections show expected changes in employment by industry and occupation, the current and projected employment counts, estimated growth rates, and average annual openings. For more information go to

<https://www.jobs4tn.gov/vosnet/analyzer/DataDownload.aspx?returnto=occproj>

Temporary employers and those with less than 50 openings are not included in the projections. In addition, employers provide job titles and descriptions which are then coded using the Standard Occupational Classification System (SOC) system. This system codes nurses as LPN, RN, Nurse Anesthetists, Nurse Practitioners Nurse Anesthetists, and Post-secondary Nursing Instructors. Nurses serving in executive positions and in other types of positions would have different SOC codes. https://www.bls.gov/soc/2018/major_groups.htm#29-0000 More information about this is available at https://www.bls.gov/oes/methods_21.pdf

Demand projections provide a statewide picture of demand and do not consider regional variation in the availability of health care facilities and jobs. In addition, demand projections could be impacted by a number of assumptions:

- Future employer demand is based on historical information. Changes in the health care facility utilization of nurses, increased utilization of different types of providers such as Medical Assistants, CNAs and other providers will impact future demand.
- Labor market estimates are based on the Bureau of Labor Statistics model and reflect employment modeling for all industries and does not entirely account for differences in the health care industry.
- Demand estimates include the historical turnover or churn of nurses. This includes the movement of nurses in the same facility to new positions, between employers and in and out of state.

Job Posting Data

Weekly Job posting data is available on the Tennessee Department of Labor and Workforce Development website.

<https://www.jobs4tn.gov/vosnet/lmi/profiles/profileDetails.aspx?enc=SgfjA5gOXyjI8J88h1RJLVZl0ccY8l3cYT1kkjuzIW2+1nIw+NEpP5fHX2vDvB5pai5cAa3kvJPAupthqCyXCaJaWO7WUvJnR13TpWh4WZ+BDHspclSaiAQ9yaHX5JBu>

This website includes the occupations with the highest number of job openings advertised online. The job posting listings are also available on this website. The website allows for jobs de-duplication at a level 2. Level 2 will search through a greater number of data fields in looking for duplicate information, thereby removing more jobs from the statistical pool. This level contains stricter requirements when searching for duplicated job content, requiring a job to have a unique combination of the following elements within a given time frame: Employer Name, Job Title, Location, Salary, Education requirement, Experience requirement, O*NET code, NAICS code, and the first 200 characters of the Job Description.