

*Past Event:*

And what I mean is, we collected data from different sources. We didn't collect all the data from the same way. The data for 43 jurisdictions were captured through a direct mail survey administered by a third-party vendor. For four jurisdictions, an email survey using Qualtrics was employed. And for five jurisdictions, data were collected internally from nursing workforce data that's being collected by NCSBN.

And so, in summary, we did collect data for all 50 states, for the District of Columbia, and the Northern Mariana Islands. In collecting the mail-out sample, all active RN and LPN licensees were eligible for survey participation.

And the sample was stratified by state and over 150,000 RNs and 150,000 LPN/VNs were collected for the survey, and this is for the mail-out portion of the survey. In collecting the email survey, once again, all active RN and LPN/VN licensees were eligible. That sample was also stratified by state, and over 25,000 RNs and 18,000 LPN/VNs were selected to be sent the survey.

And then for the e-Notify data, what we're calling e-Notify, for the internal data, all RNs and LPNs for the iv8Qq0.



The distribution of gender by age does suggest that the future male percent may plateau at around 12%. We'll probably still see some increase, but I don't know if we'll be seeing as much of a rise coming up in the near future.

And then you can see that that's from the graph on the right suggested that. And you can see the ethnic groups which are more likely to have men as part of the workforce on the slide. Now, for racial and ethnic minority groups.

Overall, 24% of RNs reported being in a racial or ethnic minority group in 2022, which is a slight increase over the 23% reported in 2020. In contrast, the Census Bureau reports that 40.7% of the U.S. population in 2021 were in racial or ethnic minority groups, which is also an increase from the previous time we collected the data, which actually was a larger increase than what we see in the nursing population.

RNs who reported being of Hispanic or Latino origin composed 7% of the workforce in 2022 as opposed to 4% in 2015. The predominance of younger nurses in the Hispanic RN workforce suggests that this trend towards increased diversity will continue in the near future.

So, what we're seeing is that because of the ethnic diversity in Hispanic nurses, in the near future, the workforce will continue to become a little bit less, you could say White, than it has been, but that's predominantly because of the growth in Hispanic nurses, which is incredible, and is going to continue to rise.

Levels of educational accomplishment among RNs continues to increase. In the 2022 survey, 47% of RNs held a baccalaureate degree as their initial nursing education, while over 70% of the workforce reported holding a baccalaureate degree or higher as their highest degree of education, which is...

And part of this is due to, once again, that shift, that loss of older nurses who didn't have the baccalaureate degree. So, it is due to increasing standards and more education for nurses. You know, younger nurses, certainly that's part of it, but this also was accelerated simply because that's the proportion of all nurses and a lot of the older nurses were not that educated.

So, it accelerated this percentage. And you see that in the graph that it jumps up a little bit. And then the COVID-19 pandemic had a notable impact on RN workforce employment. Eighty-nine percent of RN licensees were actively employed in nursing.

And that was an increase up from 84% in 2020. And 70% of RN nurses were working full time. And in the 2020 survey, that number was around 65%. So, employment levels did increase during that time.

And we did see post-

little bit of an increase, but it didn't drop back, but it's around that 50% mark, and it's been that way most of the time.

And then of those providing services remotely, telehealth services remotely, the proportions that provide services over state or national borders, it's remained pretty constant, that the pattern we've seen has been pretty constant in terms of the service provided.

So, it didn't seem like the pandemic increased. It may have... I mean, what you have to remember here is we're talking about nurses individually. There may have been more telehealth used by patients, but it would've been serviced by the same nurses. It didn't increase the usage by how many nurses were doing that or what their usage was.

One thing that did happen is in terms of modes of communication and telehealth, that we saw a huge increase in video calls and a reasonably-sized increase in electronic messaging from 2020 to 2022, but especially the video calls, that really jumped.

And I think that's not surprising because the use of video calls jumped for a lot of us in terms of learning how to use Zoom, learning how to use, you know, MS Teams or things like that. So, I think a lot of people are introduced to the concept of video calls that hadn't done it before the pandemic.

And then I think the final thing I'm going to be covering here, the use of multi-state license among RNs who hold the multi-state licenses. Basically, we found that yes, it doesn't look good to say, you know, two-thirds have not used it.

Actually, the people who proposed it, they were surprised to find out that over 30% have used the license. And the ones who have used it tend to use it for telehealth, a little bit for disaster support or distance education, but it is used.

And finally, to these COVID questions we asked. We went forward with some questions about the impact of the COVID-19 pandemic on the respondent. And 62% of the nurses reported that their workload increased, 16% reported that they changed their practice setting, and 9% reported that they retired or left nursing as a result of the pandemic.

And in addition, 46% reported that they felt burnt out at least a few times a week as a result of the pandemic, either, you know, a few times a week or daily as a result of the pandemic, which is a really striking number.

And so, what I'm going to move on to now, and try to go through this pretty quickly is similar stuff for the LPNs, and I'll go through this pretty quickly. Just like the RNs, there was a decrease in 6 years in the LPN population, and we estimate that corresponds to a decrease in the experienced workforce of over 60,000 LPNs, just between the pandemic and 2022.

Men are 10% of the LPN population, that's up from 8% in 2020. Once again, steady climb there. Racial ethnic diversity is actually very good in the LPN community.

You see that what we know is that, you know, overall, 40% of LPN/VNs reported being in a racial ethnic minority, which practically matches what's in the United States census. So, LPNs who reported being Hispanic or Latino origin composed 12% of the workforce in 2022 as opposed to 6% in 2015.



got about a minute left. This is the report came out in the "Journal of Nursing Regulation," which I hope you've seen.

If you haven't, you know, the report is there. And then I think I may have like a minute for a question or two before Linda will have to come on or have to come on, but I'm like, you know, we want to hear Linda. So, you're welcome to go to the mic or you can just yell at me.

Okay. Go ahead. Can you go to the microphone because I think they're recording, so I want to make sure that the question is heard.

- [Man] ...Nursys system theoretically would let you see nurses as they are not renewing their license. Has there been any efforts towards surveying nurses not renewing to ask about their experiences, to get a sense of that population?

- Not that I'm aware of. That's a good question. I mean, I'm not even sure it could be done. I mean, I think it would be interesting to do that. Okay. That's something worth noting. I think that's a good question.

I know we haven't looked at it, but I think what you're suggesting might be possible that you could do that and you could say, "Okay, these people didn't renew the license, go out and do a research project on seeing what happened. I honestly think right now the closest data we have is the fact that we go to all licensed nurses and we do get...like, we could probably...

Well, we don't, we don't, because it's anonymous. All we know is that they tell us they left nursing. We don't know beyond what's in the survey. So, that's a good question though. We'll do that. And then, is there anything...yeah. Okay.

This will be the final question.

- [Woman] I have two I can ask.

- Okay.

- One was, did you have any type of incentives to get your response rates for either the mail or the email?

- What about the response rate?

- Was there any incentive for nurses to fill out, you had a good response rate with your mail?

- No, we didn't do any incentives. We tried...Our experience with incentives was not good. I mean, to be blunt, we did include an incentive in the 2020 survey and it went out in March of 2020. And the incentive was a cell phone case protector that was stamped on there, "Made in China."

And it's just, like, that was a hint to us, maybe we shouldn't be in this business. But even...we've tried other stuff and it hasn't helped as much as simply... What we're doing for the current survey is we just are going to mail it, we're going to mail it appropriately with good cover letters and include the survey in every mailing.

We'll do it a few times and just standard practice for this.

