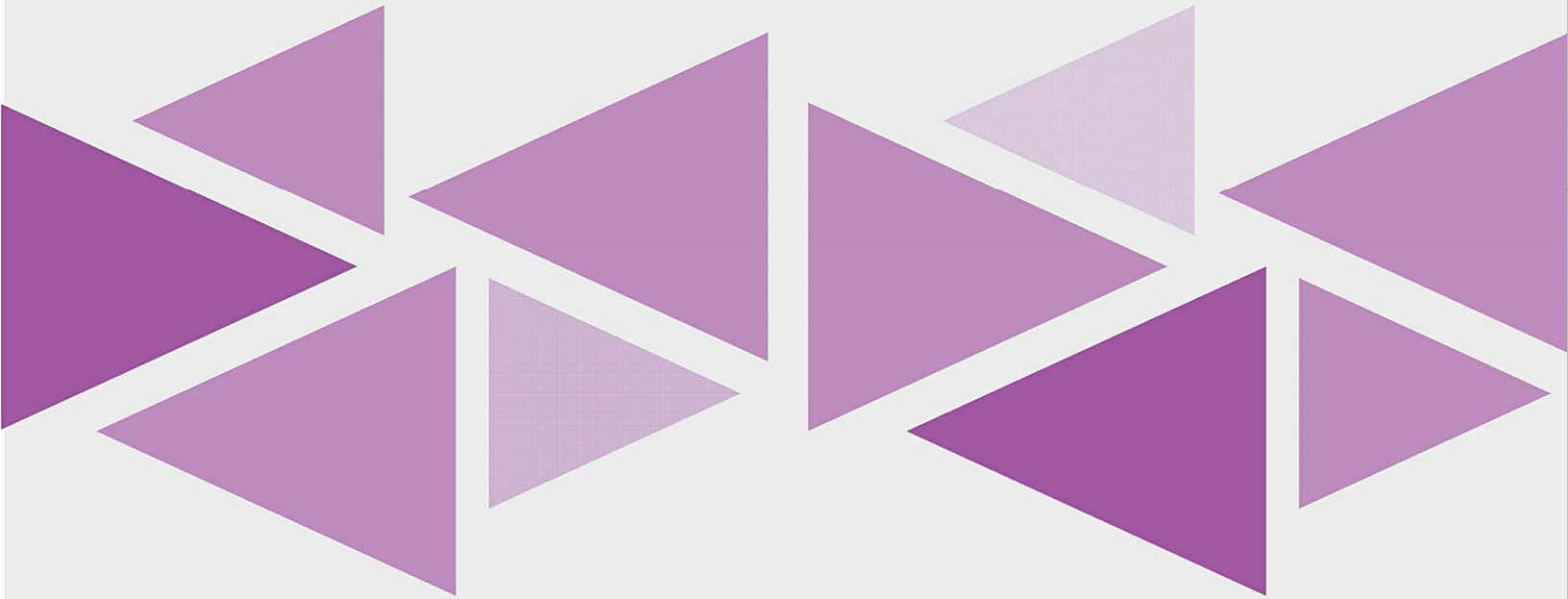




2023

Louisiana Nurse Supply Report



LOUISIANA
CENTER
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NURSING

The 2023 Nurse Supply Addendum Report

The 2023 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the ninth year of renewals using the National Council of State Boards of Nursing (NCSBN) Optimal Regulatory Board System (ORBS) online licensure renewal system. This is the sixth year that LSBN will have licensure data on all licensed registered nurses (RNs) and advanced practice registered nurses (APRNs) available through ORBS. The LSBN IT Department, Center for Nursing (LCN), and the ORBS Team have worked diligently over the last nine years to ensure the quality and accuracy of the data that will be used by our stakeholders to inform policy makers related to Louisiana's RN and APRN workforce.

This report is based on a snapshot of every RN and APRN that had an active license to practice in Louisiana on December 31st, 2023. This will be the fifth year that LCN will have the ability to continue the process of trending data since LSBN's transition to ORBS.

Major Findings - Registered Nurses in Louisiana (2023)

- On December 31st, 2023, 66,594 RNs held an active license to practice in Louisiana. Ninety-four percent of those RNs lived in Louisiana and 5% resided outside of Louisiana.
- In 2023, approximately 58% of the licensed RNs that lived outside of Louisiana lived in a compact state.
- Approximately 25% of the 3,636 RNs that lived outside of Louisiana in 2023 came from the border states of Mississippi and Texas, both of which are compact states.
- Twenty-six percent (16,592) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2023 and 23% (14,213) were between 40 and 49 years of age.
- In 2023, 36% (22,526) of licensed RNs residing in Louisiana were 50 years and older with 16% (10,233) being 60 years and older.
- From 2019 to 2023, males represented 12% of the RN workforce and females represented 88%. There was a 6% increase in the number of male RNs in 2023 compared to 2019. At the national level, males represent 12% of the RN workforce (Health Resources and Administration Services [HRSA], 2024).
- The RN workforce in Louisiana is 3% Hispanic/Latino.
- In the U.S. and Louisiana, minorities comprise approximately 43% of the population, whereas minorities comprise 23% of Louisiana's RN workforce.
- Sixty-three percent (39,452) of all licensed RNs residing in Louisiana in 2023 reported having a baccalaureate or higher degree in nursing.
- Approximately 2% (1,186) of the RNs residing in Louisiana reported having a doctorate. Sixty percent have a Doctor of Nursing Practice (DNP), an increase of 11% in the number of DNPs since 2022 and an increase of 39% in the number of DNPs since 2019. Only 11% reported having a PhD in nursing and six percent reported having another form of doctorate in nursing.
- In 2023, 5,191 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately 8% of the RN workforce: 2,228 (43%) were enrolled in a Master's in Nursing program; 1,851 (36%) indicated they were enrolled in a baccalaureate in nursing program; and 600 (12%) were enrolled in a DNP program.

- Between 2019 and 2023, there has been a 35% decrease in the number of students accepted for admission into Louisiana's RN to BSN programs.
- There was a 4% increase in the number of students enrolled and a 1% decrease in the number of graduates from Louisiana's RN to BSN programs over the last year.
- Seventy-four percent (48,193) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,515) part-time, and 7% (4,322) per diem.
- Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,469; 2%) or unemployed not seeking work as a nurse (2,547; 4%) which is equivalent to approximately 6% (4,016) of the licensed RNs residing in Louisiana.
- Hospitals employed 60% (32,941) of the RNs residing in Louisiana which is in line with the 58% reported by HRSA in the 2022 National Sample Survey of Registered Nurses (2024).
- Sixty-three percent (34,925) of RNs residing in Louisiana reported working as staff nurses in 2023. Twelve percent (6,884) indicated they were APRNs. Seven percent were nurse managers and 5% were case managers.
- Twelve percent (6,410) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, followed by 10% (5,519) reporting medical-surgical as their specialty practice area, a 3% decrease in number.
- There was a 28% increase in the number of nurses reporting public health as their primary practice specialty over the last five years.
- Eighty-four percent of the RNs (52,827) working in Louisiana in 2023 reported that they provided direct patient care in their practice.
- Between 2019 and 2023, there was a 22% increase in the number of RNs holding three or more positions, yet the vast majority of RNs (90%) working and residing in Louisiana reported employment in only one nursing position in 2023.
- In 2023, 15% (9,665) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position which is a slight increase in number when compared to 2022 (9,595).
- Of the 9,665 RNs planning to leave their current nursing positions, 2,253 (23%) indicated that they would be retiring and 2,101 (22%) cited salary/pay as the reason for leaving their current position, which represents a 7% increase in number over the previous year.
- In 2023, approximately 49% (23,819) of the RNs that worked full-time reported annual salaries between \$60,000 and \$99,999. Five percent (2,507) of the full-time employed RNs reported annual salaries of less than \$40,000.

Major Findings - Advanced Practice Registered Nurses in Louisiana (2023)

- Of the 66,594 RNs holding an active license to practice in Louisiana in 2023, 15% (9,670) also held an active APRN license.
- Eighty-two percent (7,955) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 5% increase in number from 2022.
- In 2023, approximately 79% (5,992) of all APRNs licensed and residing in Louisiana indicated that they were CNPs, 19% (1,449) were CRNAs, 1% (95) were CNSs, and 1% (63) were CNMs.
- Thirty-five percent (2,768) of the APRNs residing in Louisiana in 2023 were between 30 and 39 years of age and 31% (2,460) were between 40 and 49 years old.
- Nineteen percent (1,539) of Louisiana's APRNs were between 50 and 59 years of age and 10% (829) were 60 years and older.
- Eighty-one percent (6,412) of the licensed APRNs in Louisiana are females and 19% (1,543) are males.
- In 2023, 2% (190) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 10% increase in number.
- Minorities represent approximately 20% of the APRN workforce in Louisiana: Black/African Americans represent 17% of the APRN workforce, followed by 1% Asian, 1% two or more races, and less than 1% of each of the following racial groups: American Indian (0.3%), Native Hawaiian (0%), and other (0.7%).
- Eighty-seven percent (6,841) of the licensed APRNs residing in Louisiana in 2023 reported the masters' degree as their highest degree in nursing and 11% indicated that they held a doctorate degree in nursing which represents a 13% increase in number when compared to 2022 and a 44% increase in number over the last five years.
- Eighty-five percent (6,983) of the licensed APRNs residing in LA in 2023 were employed full-time, 7% (555) reported part-time employment, and 5% (386) indicated employment on a per diem basis.
- Fifty percent (85) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed and 6% (11) indicated that they were having difficulty finding a position as an APRN.
- Hospitals employed 36% (2,733) of the licensed APRNs residing in Louisiana, followed by 31% (2,384) that reported working in ambulatory care, 7% (521) in community health, and 3% (201) in schools of nursing.
- In 2023, 93% (7,098) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (271) indicated that they were staff nurses, and 2% (150) were nurse faculty/educators.
- Thirty-two percent (2,419) of the licensed APRNs that resided in Louisiana in 2023 reported their primary specialty practice areas as adult health/adult family health, 19% (1,432) indicated anesthesia as their primary specialty practice area, 6% (495) reported psych-mental health nursing as their primary specialty, 5% (370) pediatrics, 4% (297) acute care/critical care and 3% (252) emergency room/trauma.
- Fifteen percent (1,138) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (298) reported having three or more positions.

- Forty percent (2,772) of the APRNs working full-time reported pre-tax annual earnings from all nursing positions worked, including overtime and bonuses between \$80,000 and \$124,999 in 2023 and 35% (2,427) reported annual earnings between \$125,000 and \$150,000 or more.
- Seventy-two percent (5,705) of the licensed APRNs residing in Louisiana in 2023 had prescriptive authority which reflects a 7% increase in number from 2022.

Licensed Registered Nurses Residing in Louisiana

On December 31st, 2023, 66,594 RNs held an active license to practice in Louisiana. Ninety-four percent of those RNs lived in Louisiana and 5% resided outside of Louisiana (Table 1).

Table 1. Licensed RNs Residing in LA

Report Year	# of Nurses holding an RN License in LA (Residing in LA)		# of Nurses holding an RN License in LA (Not Residing in LA)		# of Nurses not designating a parish		Total # of Nurses Holding a LA RN License
	#	%	#	%	#	%	
2023	62,923	94%	3,636	5%	35	0.1%	66,594
2022	61,595	94%	3,970	6%	31	0.1%	65,596
2021	60,649	93%	4,446	7%	36	0.1%	65,131
2020	59,463	90%	6,574	10%	39	0.1%	66,076
2019	59,233	85%	10,361	15%	53	0.1%	69,647
1 & 5 Year Variance	↑2% / ↑6%		↓8% / ↓65%		↑13% / ↓34%		↑2% / ↓4%

In 2023, approximately 58% of the licensed RNs that lived outside of Louisiana lived in a compact state. Approximately 25% (25% in 2022) of the 3,636 RNs (3,970 RNs in 2022) that lived outside of Louisiana in 2023 came from the border states of Mississippi and Texas, both of which are compact states (Table 2).

Table 2. Top 10 States of Residence for RNs Not Residing in Louisiana 2023

Rank	State	Compact Status	Number of RNs 2019	Number of RNs 2020	Number of RNs 2021	Number of RNs 2022	Number of RNs 2023
1	Texas	Compact	1,899	1,095	575	503	453
2	Mississippi	Compact	2,319	1,252	663	479	442
3	New York	Legis. Pending	346	360	364	363	345
4	Illinois	Legis. Pending	301	330	352	342	336
5	California	Legis. Pending		238	284	282	282
6	Ohio	Compact	336	411	434	441	260
7	Pennsylvania	Enacted: partial implementation		239	254	253	241
8	Florida	Compact	620	340	174	161	154
9	Michigan	Legis. Pending				116	123
10	Minnesota	Legis. Pending				96	99
							2,735 = 75%

NOTE: Historically, the majority of the analysis presented on the RN and APRN workforce in Louisiana is based on those nurses that reside in Louisiana. Therefore, it is not anticipated that the NLC will have a significant impact on these numbers from year to year. From this point forward in the current report, data will be provided on the 62,923 RNs that reported Louisiana as their state of residence in 2023 which reflects Louisiana's available nursing workforce.

Age Distribution for Registered Nurses in Louisiana

Twenty-six percent (16,592) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2023 and 23% (14,213) were between 40 and 49 years of age (Table 3). In 2023, over a third (36%) of licensed RNs residing in Louisiana were 50 years and older with 16% being 60 years and older. The mean age for RNs in LA was 45 years, with a median age of 44 years compared to a national average of 47.9 years and a median of 46.6 years according to findings from the 2022 National Sample Survey of Registered Nurses (U.S Department of Health and Human Services [DHHS] Health Resources and Services Administration [HRSA], 2024).

Table 3. Age Distribution of Licensed RNs Residing in LA

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2023	9,592	15%	16,592	26%	14,213	23%	12,293	20%	10,233	16%
2022	8,049	13%	16,149	26%	14,086	23%	12,362	20%	10,949	18%
2021	9,202	15%	16,042	26%	13,774	23%	11,814	19%	9,817	16%
2020	7,593	13%	15,739	26%	13,704	23%	11,870	20%	10,557	18%
2019	7,653	13%	15,701	27%	13,738	23%	11,783	20%	10,358	17%
1 & 5 Year Variance	↑19% / ↑25%		↑3% / ↑6%		↑1% / ↑3%		↓1% / ↑4%		↓7% / ↓1%	

Number of respondents 2023 = 62,923; Mean age = 45.35 years; Median age = 44 years

Gender of Registered Nurses in Louisiana

The gender distribution for the U.S. population is 50% male and 50% female, which is similar to that of Louisiana's population, 49% male and 51% female (U.S. Census Bureau, 2022). The gender distribution for RNs in Louisiana is not reflective of the state or national percentages. Since 2019, males represented 12% of the RN workforce and females represented 88% (Table 4). Over the last five years there was a 6% increase in the number of male RNs. At the national level, males represent 12% of the RN workforce (HRSA, 2024).

Table 4. Gender Distribution of Licensed RNs Residing in LA

Report Year	Male		Female	
	#	%	#	%
2023	7,418	12%	55,505	88%
2022	7,302	12%	54,293	88%
2021	7,207	12%	53,442	88%
2020	7,063	12%	52,400	88%
2019	7,021	12%	52,212	88%
1 & 5 Year Variance	↑2% / ↑6%		↑2% / ↑6%	

Number of respondents = 62,923

Ethnicity and Race of Licensed Registered Nurses in Louisiana

According to the U.S. Census Bureau (2022), 19.1% of the U.S. population is Hispanic/Latino, whereas 5.8% of Louisiana's population is Hispanic/Latino. Hispanics/Latinos represent 9% of the RN workforce at the national level (HRSA, 2024). The RN workforce in Louisiana remained

at 3% Hispanic/Latino in 2023, although the number of Hispanic/Latino RNs has increased by 19% over the last five years (Table 5).

Table 5. Ethnicity (Hispanic Origin)

Report Year	Yes		No	
	#	%	#	%
2023	1,931	3%	60,992	97%
2022	1,850	3%	59,745	97%
2021	1,747	3%	58,902	97%
2020	1,676	3%	57,787	97%
2019	1,624	3%	57,609	97%
1 & 5 Year Variance	↑4% / ↑19%		↑2% / ↑6%	

Number of respondents = 62,923

In the U.S. and Louisiana, minorities comprise approximately 43% of the population, whereas minorities comprise 23% of Louisiana's RN workforce (Table 6). At the national level, minorities comprise 33% of the RN workforce: Hispanic/Latino (9%); Black (11%); Asian (9%); American Indian/Alaskan Native (0.4%); Pacific Islander/multiple races (4%); (HRSA, 2024).

Table 6. Racial Distribution of RNs Residing in Louisiana

Report Year	White		Black/ African American		Asian		American Indian / Alaska Native		Native Hawaiian/ Pacific Islander		Two or More Races		Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2023	48,591	77%	11,407	18%	1,105	2%	259	0.4%	44	0.1%	885	1%	628	1%
2022	47,994	78%	10,872	18%	997	2%	257	0.4%	49	0.1%	817	1%	591	1%
2021	47,691	79%	10,428	17%	942	2%	250	0.4%	51	0.1%	714	1%	551	1%
2020	47,104	79%	10,006	17%	916	2%	243	0.4%	52	0.1%	615	1%	520	1%
2019	47,115	80%	9,835	17%	914	2%	245	0.4%	57	0.1%	533	1%	514	1%
1 & 5 Year Variance	↑1% / ↑3%		↑5% / ↑16%		↑11% / ↑21%		↑0.8% / ↑6%		↓10% / ↓23%		↑8% / ↑66%		↑6% / ↑22%	

Number of respondents = 62,919

Educational Preparation of Registered Nurses in Louisiana

Over the last five years there has been no change in the proportion of licensed RNs in Louisiana with the initial nursing degree/credential that qualified them for their first U.S. nursing license: 4% vocational/practical; 5% diploma (5% in 2021, 2022, 6% in 2019, 2020); 39% associate degree (40% in 2019, 2020, 2021, 2022); 51% baccalaureate (51% in 2022, 50% in 2020 and 2021, 49% in 2019); and less than 1% Masters or higher (Table 7). There was a 4% increase in the number of licensed RNs reporting that a vocational/practical certificate was their entry level degree into nursing followed by a 3% increase for those indicating that the baccalaureate degree and a 2% increase that the associate degree was their initial nursing education preparation. Nationally, 45% of the workforce entered the nursing workforce with a bachelor's degree, now making it the most common degree for initial U.S. licensing (HRSA, 2024).

Table 7. Basic Educational Preparation of RNs Residing in Louisiana

Report Year	Vocational/ Practical		Diploma Nurse		Associate Degree		BSN		Masters or Higher	
	#	%	#	%	#	%	#	%	#	%
2023	2,507	4%	3,113	5%	24,792	39%	32,056	51%	388	0.6%
2022	2,419	4%	3,153	5%	24,305	40%	31,212	51%	384	0.6%
2021	2,360	4%	3,284	5%	24,119	40%	30,431	50%	366	0.6%
2020	2,272	4%	3,414	6%	23,661	40%	29,664	50%	386	0.6%
2019	2,252	4%	3,588	6%	23,603	40%	29,012	49%	377	0.6%
1 & 5 Year Variance	↑4% / ↑11%		↓1% / ↓13%		↑2% / ↑5%		↑3% / ↑10%		↑1% / ↑3%	

Number of respondents = 62,856

Highest Degree Held by Registered Nurses in Louisiana

Sixty-three percent (39,452) of all licensed RNs residing in Louisiana in 2023 reported having a baccalaureate or higher degree in nursing (Table 8). In addition, 63% (34,928) of licensed RNs that are working as a RN reported having a baccalaureate or higher degree in nursing.

Table 8. Highest Degree in Nursing held by RNs Residing in LA

Report Year	Diploma in Nursing		Associate Degree in Nursing		Bachelors' in Nursing		Master's in Nursing		Doctorate in Nursing	
	#	%	#	%	#	%	#	%	#	%
2023	2,168	3%	21,236	34%	30,766	49%	7,764	12%	922	1%
2022	2,200	4%	21,032	34%	29,813	48%	7,575	12%	853	1%
2021	2,320	4%	20,848	34%	29,094	48%	7,490	12%	808	1%
2020	2,415	4%	20,031	34%	28,206	47%	7,869	13%	876	1%
2019	2,596	4%	20,488	35%	27,717	47%	7,305	12%	726	1%
1 & 5 Year Variance	↓1% / ↓16%		↑1% / ↑4%		↑3% / ↑11%		↑2% / ↑6%		↑8% / ↑27%	

Number of respondents = 62,856; RNs working as a RN = 55,232.

In 2023, over 19,000 RNs reported having non-nursing degrees (Table 9). Over half (54%) of these nurses had a bachelors' degree in a field outside of nursing and 34% had an associate degree in a non-nursing discipline.

Table 9. Highest Non-Nursing Degree held by RNs Residing in LA

Report Year	Non-Nursing Associate Degree		Non-Nursing Bachelors' Degree		Non-Nursing Master's Degree		Non-Nursing Doctorate	
	#	%	#	%	#	%	#	%
2023	6,786	34%	10,583	54%	2,074	11%	264	1%
2022	6,495	34%	10,353	54%	2,040	11%	269	1%
2021	6,258	33%	10,143	54%	2,049	11%	268	1%
2020	6,031	33%	9,907	54%	2,087	11%	277	2%
2019	5,854	33%	9,750	54%	2,022	11%	280	2%
1 & 5 Year Variance	↑4% / ↑16%		↑2% / ↑9%		↑2% / ↑3%		↓2% / ↓6%	

Number of respondents = 19,707

Approximately 2% (1,186) of the RNs residing in Louisiana reported having a doctorate. Sixty percent of the doctoral prepared RNs have a Doctor of Nursing Practice (DNP), an increase of 11% in the number of DNPs since 2022 and an increase of 39% in the number of DNPs since 2019, and 22% have a doctorate in a field other than nursing (Table 10). Only 11% reported having a PhD in nursing and 6% reported having another form of doctorate in nursing.

Table 10. Types of Doctorates held by Licensed RNs Residing in Louisiana

Report Year	PhD in Nursing		DNP		Other Doctorates in Nursing (e.g., DNS)		Doctorate in Other Field	
	#	%	#	%	#	%	#	%
2023	131	11%	717	60%	74	6%	264	22%
2022	127	11%	645	57%	81	7%	269	24%
2021	133	12%	596	55%	79	7%	268	25%
2020	132	11%	670	58%	74	6%	277	24%
2019	128	13%	515	51%	83	8%	280	28%
1 & 5 Year Variance	↑3% / ↑2%		↑11% / ↑39%		↓9% / ↓11%		↓2% / ↓6%	

Total number of RNs with doctorates = 1,186

Registered Nurses Advancing Their Education

According to the Institute of Medicine Report on the Future of Nursing: Leading Change, Advancing Health, it is essential for nurses not to be stagnant in terms of their education (2010). Nurses must advance their education if they are to provide high quality, technologically advanced patient centered, cost effective, healthcare to patients with complex, and in many incidences, multiple health conditions (2010). In 2023, 5,191 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately 8% of the RN workforce (Table 11). Of those that were enrolled in school, 2,228 (43%) were enrolled in a Master's in Nursing program, 1,851 (36%) indicated they were enrolled in a baccalaureate in nursing program, and 600 (12%) were enrolled in a DNP program. Six percent (315) of the RNs reported being enrolled in non-nursing post education programs.

Table 11. Licensed RNs Enrolled in Post-RN Programs In and Out of Louisiana

Report Year	ADN		BSN		MSN		PhD		DNP		Doctorate Nursing Other (e.g., DNS/DNSc)		Doctorate/ Non-Nursing		*Non-Nursing Post RN Education		Total
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2023	32	1%	1,851	36%	2,228	43%	67	1%	600	12%	29	0.6%	69	1%	315	6%	5,191
2022	32	1%	1,882	37%	2,107	41%	66	1%	617	12%	25	0.5%	80	2%	311	6%	5,120
2021	38	1%	1,729	35%	2,051	42%	64	1%	586	12%	29	0.6%	65	1%	341	7%	4,903
2020	24	0.5%	1,569	32%	2,186	44%	70	1%	660	13%	36	0.7%	66	1%	367	7%	4,978
2019	40	1%	1,582	34%	1,910	41%	66	1%	614	13%	24	0.5%	80	2%	324	7%	4,640
1 & 5 Year Variance	0% / ↓20%		↓2% / ↑17%		↑6% / ↑17%		↑2% / ↑2%		↓3% / ↓2%		↑16% / ↑21%		↓14% / ↓14%		↑1% / ↓3%		↑1% / ↑12%

Note: Non-Nursing Programs: AD Non-Nursing (18), BS Non-Nursing (61), MS Non-Nursing (236) were included in the total

RN to BSN Progression

Between 2019 and 2023, there has been a 35% decrease in the number of students accepted for admission into Louisiana's RN to BSN programs (Table 12). There has been an increase in the number of students enrolled (4% increase) and a decrease in the number graduating (1% decrease) from Louisiana's RN to BSN programs over the last year.

Table 12. Post RN Student Enrollment and Graduates from Louisiana Nursing Programs

Report Year	RN to BSN Admitted	RN to BSN Enrolled	RN to BSN Graduates
2023	765	1,118	499
2022	915	1,075	504
2021	1,001	1,248	597
2020	1,131	1,342	622
2019	1,171	1,283	609
1 & 5 Year Variance	↓16% / ↓35%	↑4% / ↓13%	↓1% / ↓18%

Source of data: 2023 School of Nursing Annual Reports

Employment Distribution of Registered Nurses

Seventy-four percent (48,193) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,515) part-time, and 7% (4,322) per diem (Table 13). At the national level, findings from the 2022 National Sample Survey of Registered Nurses revealed that 82% of licensed RNs reported full-time employment as a nurse (HRSA, 2024). Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,469; 2%) or unemployed not seeking work as a nurse (2,547; 4%) which is equivalent to approximately 6% (4,016) of the licensed RNs residing in Louisiana.

Table 13. Employment Distribution of RNs Residing in LA

Employment Status	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Full-time in nursing	48,193	74%	47,389	74%	46,412	74%	45,628	74%	45,279	74%	↑2% / ↑8%
Part-time in nursing	4,515	7%	4,452	7%	4,440	7%	4,525	7%	4,610	8%	↑0.3% / ↓1%
Per diem in nursing	4,322	7%	4,245	7%	4,147	7%	4,019	7%	3,990	7%	↑2% / ↑13%
Full-time non-nursing	1,181	2%	1,071	2%	1,015	2%	965	2%	944	2%	↑6% / ↑20%
Part-time non-nursing	402	0.6%	393	0.6%	382	0.6%	361	1%	328	0.5%	↑3% / ↑34%
Per diem non-nursing	173	0.3%	166	0.3%	168	0.3%	163	0.3%	150	0.2%	↓1% / ↑25%
Nursing volunteer	336	0.5%	310	0.5%	325	0.5%	319	0.5%	340	0.5%	↓5% / ↑0.3%
Unemployed seeking work as a nurse	1,469	2%	1,449	2%	1,552	2%	1,480	2%	1,420	2%	↓7% / ↑16%
Unemployed not seeking work as a nurse	2,547	4%	2,581	4%	2,608	4%	2,497	4%	2,549	4%	↓1% / ↑4%
Retired	1,776	3%	1,621	3%	1,682	3%	1,518	2%	1,553	3%	↓4% / ↑20%

Note: Respondents were instructed to select all that apply.

Sixty-three percent (2,532) of the RNs that were unemployed identified caring for home and family as the reason for not working which represents a 1% increase in number between 2022 and 2023 and a 2% increase over the past five years (Table 14). There was also a 13% increase between 2022 and 2023 and a 31% decrease over the last five years in the number of RNs reporting that they were having difficulty finding a nursing position.

Table 14. Reasons for Unemployment of RNs Residing in LA

Report Year	Home/Family Care		Difficulty Finding a Nursing Position		Currently in School		Disabled		Inadequate Salary		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2023	2,532	63%	135	3%	366	9%	222	6%	43	1%	718	18%
2022	2,516	62%	119	3%	375	9%	221	5%	39	1%	759	19%
2021	2,567	62%	154	4%	386	9%	224	5%	31	0.7%	797	19%
2020	2,443	61%	190	5%	412	10%	201	5%	33	0.8%	698	18%
2019	2,482	63%	196	5%	364	9%	217	5%	28	0.7%	682	17%
1 & 5 Year Variance	↑1% / ↑2%		↑13% / ↓31%		↓2% / ↑0.5%		↑0.5% / ↑2%		↑10% / ↑54%		↓5% / ↑5%	

Number of Years Licensed Registered Nurses in Louisiana Plan to Work

In 2023, 6,809 (11%) of the RNs residing in Louisiana reported that they plan to work an additional 1-5 years and 15% plan to work an additional 6-10 years, which is equivalent to approximately 25% of the RN workforce in Louisiana that plan to stop working in ten years. (Table 15). When compared to 2022, there was a 0.5% increase in the number of RNs that plan to work between 11 and 20 years and a 5% increase in the number that plan to work over 20 years.

Table 15. Number of Years Licensed RNs in Louisiana Plan to Work

Report Year	1-5 years		6-10 years		11-20 years		Over 20 years		Total Respondents
	#	%	#	%	#	%	#	%	
2023	6,809	11%	8,821	15%	15,763	26%	28,899	48%	60,292
2022	6,846	12%	8,726	15%	15,687	27%	27,635	47%	58,894
2021	7,223	12%	8,916	15%	15,442	27%	26,324	45%	57,905
2020	7,775	14%	8,657	15%	15,038	27%	24,953	44%	56,423
2019	7,613	14%	9,153	16%	15,231	27%	23,918	43%	55,915
1 & 5 Year Variance	↓0.5% / ↓11%		↑1% / ↓4%		↑0.5% / ↑3%		↑5% / ↑21%		↑2% / ↑8%

Employment Settings for Registered Nurses

According to Table 16, in 2023, hospitals employed 60% (32,941) of the RNs residing in Louisiana which is in line with the 58% reported in the 2022 National Sample Survey of Registered Nurses (2024). Eleven percent of the RNs in Louisiana were employed in ambulatory care settings compared to 13% at the national level (HRSA, 2024). Settings such as care management/case management/care coordinator, clinics, behavioral health clinics/centers/hospitals, primary care, pediatric clinic telehealth and outpatient clinic were included in the other category.

Table 16. Primary Employment Settings for RNs Residing in Louisiana

Employment Setting	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Ambulatory Care	5,930	11%	5,628	10%	5,464	10%	5,214	10%	5,203	10%	↑5% / ↑14%
Assisted Living Facility	107	0.2%	104	0.2%	113	0.2%	115	0.2%	113	0.2%	↑3% / ↓5%
Community Health	1,211	2%	1,161	2%	1,115	2%	981	2%	961	2%	↑4% / ↑26%
Correctional Facility	430	0.8%	400	0.7%	393	0.7%	401	0.8%	383	0.7%	↑8% / ↑12%
Dialysis Center	915	2%	900	2%	889	2%	915	2%	919	2%	↑2% / ↓0.4%
Home Health	2,027	4%	2,069	4%	2,125	4%	2,097	4%	2,140	4%	↓2% / ↓5%
Hospice	1,110	2%	1,058	2%	1,049	2%	1,035	2%	1,024	2%	↑5% / ↑8%
Hospital	32,941	60%	32,763	60%	32,125	60%	32,062	61%	31,930	61%	↑0.5% / ↑3%
Insurance Claims/Benefits	1,182	2%	1,124	2%	1,085	2%	1,093	2%	1,086	2%	↑5% / ↑9%
Nursing Home/Extended Care	1,545	3%	1,502	3%	1,545	3%	1,593	3%	1,626	3%	↑3% / ↓5%
Occupational Health	318	0.6%	300	0.6%	292	0.5%	280	0.5%	282	0.5%	↑6% / ↑13%
Other	4,597	8%	4,416	8%	4,280	8%	4,056	8%	4,028	8%	↑4% / ↑14%
Policy/Planning/Regulatory Licensing Agency	221	0.4%	214	0.4%	208	0.4%	202	0.4%	210	0.4%	↑3% / ↑5%
Public Health	583	1%	582	1%	562	1%	506	1%	489	0.9%	↑0.2% / ↑19%
School Health Service	1,117	2%	1,088	2%	1,057	2%	981	2%	971	2%	↑3% / ↑15%
School of Nursing	1,017	2%	1,027	2%	999	2%	979	2%	982	2%	↓1% / ↑4%
Total	55,251		54,336		53,301		52,510		52,347		↑2% / ↑6%

Note: Reflects only those nurses that reported being employed.

Positions Held by Licensed Registered Nurses in Louisiana

Sixty-three percent (34,925) of RNs residing in Louisiana reported working as staff nurses in 2023 (Table 17) compared to 56% of RNs at the national level (Smiley, et.al., 2023). Twelve percent (6,884) indicated they were APRNs. Seven percent were nurse managers and 5% were case managers which is also in line with national findings (Smiley, et.al., 2023). Other health related positions included administrator, charge nurse, case manager/care management, clinical documentation specialists, clinical informaticists, directors of various departments/agencies, infection preventionist, school nurse, medical certification specialist and travel nurse.

Table 17. Types of Positions Held by Licensed RNs Residing in Louisiana

Positions	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	6,884	12%	6,388	12%	6,101	11%	5,633	11%	5,619	11%	↑8% / ↑23%
Case Manager	2,946	5%	2,891	5%	2,931	5%	2,983	6%	2,989	6%	↑2% / ↓1%
Consultant	533	1%	516	1%	532	1%	521	1%	539	1%	↑3% / ↓1%
Nurse Executive	1,124	2%	1,124	2%	1,124	2%	1,110	2%	1,136	2%	0% / ↓1%
Nurse Faculty / Educator	1,382	3%	1,391	3%	1,372	3%	1,347	3%	1,350	3%	↓1% / ↑2%
Nurse Manager	4,080	7%	4,145	8%	4,147	8%	4,221	8%	4,307	8%	↓2% / ↓5%
Nurse Researcher	169	0.3%	175	0.3%	163	0.3%	161	0.3%	154	0.3%	↓3% / ↑10%
Other – Health Related	3,054	6%	2,944	5%	2,796	5%	2,563	5%	2,502	5%	↑4% / ↑22%
Other – Not Health Related	154	0.3%	155	0.3%	162	0.3%	146	0.3%	144	0.3%	↓0.6% / ↑7%
Staff Nurse	34,925	63%	34,607	64%	33,973	64%	33,825	64%	33,607	64%	↑1% / ↑4%
Total	55,251		54,336		53,301		52,510		52,347		↑2% / ↑6%

Note: Reflects only those nurses that reported being employed.

Primary Practice Specialty Areas Reported by Registered Nurses Residing in Louisiana

In 2023, 12% (6,410) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, a 2% decrease in number, followed by 10% (5,519) reporting medical/surgical as their specialty practice area, a 3% decrease in number (Table 18). Three of the remaining top five primary practice specialty areas, outside of ‘other clinical specialties’, were: adult health/adult family health (8%; 4,620), emergency room trauma (7%; 4,117), and operating room/post anesthesia care unit/perioperative specialty areas (7%; 3,960).

Other clinical specialty areas included utilization management, quality management, infusion, case management/care coordination, informatics, endoscopy, gastroenterology, infection prevention, clinical documentation and wound/ostomy care to name a few.

Table 18. Primary Specialty Practice Areas Reported by RNs Residing in Louisiana

Clinical, Teaching or Practice Area	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	6,410	12%	6,523	12%	6,374	12%	6,139	12%	6,015	11%	↓2% / ↑7%
Anesthesia	1,514	3%	1,472	3%	1,447	3%	1,433	3%	1,455	3%	↑3% / ↑4%
Community Health	627	1%	637	1%	627	1%	535	1%	524	1%	↓2% / ↑20%
Dialysis / Nephrology	1,075	2%	1,033	2%	1,020	2%	1,023	2%	1,019	2%	↑4% / ↑5%
Emergency Room / Trauma	4,117	7%	4,048	7%	3,846	7%	3,889	7%	3,904	7%	↑2% / ↑5%
Adult Health / Adult Family Health	4,620	8%	4,372	8%	4,231	8%	3,981	8%	3,923	7%	↑6% / ↑18%
Geriatrics / Gerontology	1,709	3%	1,701	3%	1,764	3%	1,837	3%	1,908	4%	↑0.5% / ↓10%
Home Health	1,806	3%	1,834	3%	1,865	3%	1,900	4%	1,939	4%	↓2% / ↓7%
Maternal Child Health /Obstetrics	2,365	4%	2,337	4%	2,252	4%	2,293	4%	2,257	4%	↑1% / ↑5%
Medical-Surgical	5,519	10%	5,706	11%	5,864	11%	6,002	11%	6,083	12%	↓3% / ↓9%
Neonatal	1,675	3%	1,672	3%	1,591	3%	1,614	3%	1,635	3%	↑0.2% / ↑2%
Pediatrics	2,235	4%	2,159	4%	2,115	4%	2,129	4%	2,134	4%	↑4% / ↑5%
Occupational Health	386	0.7%	372	0.7%	382	0.7%	357	0.7%	340	0.6%	↑4% / ↑14%
Oncology	1,222	2%	1,165	2%	1,125	2%	1,144	2%	1,134	2%	↑5% / ↑8%
OR/PACU/Perioperative	3,960	7%	3,790	7%	3,641	7%	3,575	7%	3,530	7%	↑4% / ↑12%
Palliative Care	851	2%	801	1%	803	2%	782	1%	763	1%	↑6% / ↑12%
Psych-Mental Health/Substance Abuse	2,407	4%	2,287	4%	2,224	4%	2,181	4%	2,187	4%	↑5% / ↑10%
Public Health	528	1%	533	1%	518	1%	437	0.8%	412	0.8%	↓0.9% / ↑28%
Rehab	850	2%	843	2%	799	1%	791	2%	804	2%	↑0.8% / ↑6%
School Health	873	2%	826	2%	802	2%	738	1%	714	1%	↑6% / ↑22%
Cardiology	1,797	3%	1,837	3%	1,881	4%	1,982	4%	2,043	4%	↓2% / ↓12%
Orthopedic	504	1%	495	1%	486	1%	494	1%	520	1%	↑2% / ↓3%
Women's Health	966	2%	942	2%	898	2%	885	2%	902	2%	↑3% / ↑7%
Other - Clinical Specialties	5,649	10%	5,413	10%	5,239	10%	4,919	9%	4,779	9%	↑4% / ↑18%
Other – Non-clinical Specialties	1,586	3%	1,538	3%	1,507	3%	1,450	3%	1,423	3%	↑3% / ↑11%
Total	55,251		54,336		53,301		52,510		52,347		↑2% / ↑6%

Note: Reflects only those nurses that reported being employed.

Registered Nurses Providing Direct Patient Care

Nurses are the single largest component of the health care workforce, spend the most time with patients, and provide the majority of direct care to patients (Institute of Medicine Report on the Future of Nursing, 2011; National Advisory Council on Nurse Education and Practice, 2008).

This is true not only for the nation, but also in Louisiana. Eighty-four percent of the RNs (52,827) working in Louisiana in 2023 reported that they provided direct patient care in their practice (Table 19).

Table 19. RNs Providing Direct Patient Care

RNs Residing in Louisiana	No. of RNs Providing Direct Patient Care		No. of RNs That Do Not Provide Direct Patient Care		N/A		Total
	#	%	#	%	#	%	
2023	52,827	84%	6,006	10%	4,023	6%	62,856
2022	51,292	83%	6,084	10%	4,097	7%	61,473
2021	50,057	83%	6,148	10%	4,355	7%	60,560
2020	48,331	81%	6,373	11%	4,693	8%	59,397
2019	47,748	81%	6,327	11%	4,757	8%	58,832
1 & 5 Year Variance	↑3% / ↑11%		↓1% / ↓5%		↓2% / ↓15%		↑2% / ↑7%

Number of Positions Employed as a Nurse

Between 2019 and 2023, there was a 22% increase in the number of RNs holding three or more positions (Table 20). Yet, the vast majority of RNs working and residing in Louisiana reported employment in only one nursing position in 2023.

Table 20. Number of Positions Employed as a RN

RNs Residing in Louisiana	One		Two		Three or More		Total Responding #
	#	%	#	%	#	%	
2023	49,491	90%	5,011	9%	745	1%	55,247
2022	48,655	90%	4,955	9%	715	1%	54,325
2021	47,726	90%	4,901	9%	668	1%	53,295
2020	46,844	89%	5,056	10%	611	1%	52,511
2019	46,574	89%	5,165	10%	609	1%	52,348
1 & 5 Year Variance	↑2% / ↑6%		↑1% / ↓3%		↑4% / ↑22%		↑2% / ↑6%

RNs Planning to Leave Their Current Nursing Positions

In 2023, 15% (9,665) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position which is an increase in number when compared to 2022 (Table 21). Of the 9,665 RNs planning to leave their current nursing positions, 2,253 (23%) indicated that they would be retiring and 2,101 (22%) cited salary/pay as the reason for leaving their current position, which represents a 7% increase in number over the previous year.

Table 21. Reasons Licensed RNs Residing in LA Are Leaving Their Current Positions

Reason for Leaving Current Position	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Relocate	683	7%	713	7%	676	7%	671	7%	799	8%	↓4% / ↓15%
Salary/Pay	2,101	22%	1,955	20%	1,856	20%	1,727	19%	1,689	18%	↑7% / ↑24%
Retire	2,253	23%	2,303	24%	2,413	25%	2,690	29%	2,727	28%	↓2% / ↓17%
School	1,229	13%	1,237	13%	1,192	13%	1,189	13%	1,218	13%	↓0.6% / ↑0.9%
Work Environment	824	9%	819	9%	796	8%	705	8%	750	8%	↑0.6% / ↑10%
Change Specialty	984	10%	955	10%	959	10%	840	9%	852	9%	↑3% / ↑15%
Starting/Raising Family	545	6%	575	6%	536	6%	532	6%	501	5%	↓5% / ↑9%
Caring for Elderly Family Member	200	2%	198	2%	217	2%	216	2%	220	2%	↑1% / ↓9%
Other	846	9%	840	9%	855	9%	761	8%	884	9%	↑0.7% / ↓4%
Total	9,665		9,595		9,500		9,331		9,640		↑0.7% / ↑0.3%

Salaries of Registered Nurses in Louisiana

In 2023, approximately 49% (23,819) of the RNs that worked full-time reported annual salaries between \$60,000 and \$99,999 (Table 22). Nineteen percent (9,118) of the full-time employed RNs reported salaries between \$100,000 and \$149,999. In 2022, the national median earnings for RNs was \$79,673 (HRSA, 2024). It is interesting to note that 5% (2,507) of the full-time employed RNs reported annual salaries of less than \$40,000.

Table 22. Salaries of Licensed RNs Living in Louisiana and Working Full-Time

Year	Less than \$40,000		\$40,000 to \$59,999		\$60,000 to \$79,999		\$80,000 to \$99,999		\$100,000 to \$124,999		\$125,000 to \$149,999		\$150,000 or more		Do not wish to provide		N/A	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2023	2,507	5%	5,579	12%	13,135	27%	10,684	22%	6,819	14%	2,299	5%	2,323	5%	3,523	7%	1,309	3%
2022	2,246	5%	6,932	15%	14,030	30%	9,710	21%	5,595	12%	1,772	4%	1,887	4%	3,297	7%	1,876	4%
2021	1,705	4%	6,783	15%	13,098	28%	9,088	20%	5,589	12%	2,080	4%	1,595	3%	3,662	8%	2,780	6%
2020	1,546	3%	6,085	14%	11,864	26%	8,466	19%	6,004	13%	2,587	6%	1,291	3%	4,190	9%	2,892	6%
2019	857	3%	3,902	14%	7,756	28%	5,442	19%	3,742	13%	1,610	6%	850	3%	2,566	9%	1,444	5%
1 & 5 Year Variance	↑12% / ↑193%		↓20% / ↑43%		↓6% / ↑69%		↑10% / ↑96%		↑22% / ↑82%		↑30% / ↑43%		↑23% / ↑173%		↑7% / ↑37%		↓30% / ↓9%	

Number of Respondents: 2023: n= 48,178

Note: The high five-year variance is due to a change in the options that occurred in September 2019. The change in options allows state comparisons to be made with national comparisons.

Advanced Practice Registered Nurses

Of the 66,594 RNs holding an active license to practice in Louisiana in 2023, 15% (9,670) also held an active APRN license (Table 23). Eighty-two percent (7,955) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 5% increase in number from 2022 and a 27% increase in number over the last five years. There was a 14% increase in the number of APRNs holding a Louisiana license that reported living outside of Louisiana.

Table 23. Number of APRNs Licensed to Practice in Louisiana

Report Year	# of APRNs holding a LA License (Residing in LA)		# of APRNs holding a LA License (Not Residing in LA)		No Parish Listed		Total # APRNs with an APRN License in LA
	#	%	#	%	#	%	
2023	7,955	82%	1,707	18%	8	0.1%	9,670
2022	7,547	83%	1,497	17%	4	0.1%	9,048
2021	7,072	85%	1,206	15%	6	0.1%	8,284
2020	6,649	87%	975	13%	6	0.1%	7,630
2019	6,273	88%	840	12%	8	0.1%	7,121
1 & 5 Year Variance	↑5% / ↑27%		↑14% / ↑103%		↑100% / 0%		↑7% / ↑36%

Primary Roles of Advanced Practice Registered Nurses Residing in Louisiana

In 2023, approximately 79% (5,992) of all APRNs licensed and residing in Louisiana indicated that they were Certified Nurse Practitioners (CNP), 19% (1,449) were Certified Registered Nurse Anesthetists (CRNA), 1% (95) were Clinical Nurse Specialists (CNS), and 1% (63) were Certified Nurse Midwives (CNM) (Table 24). At the national level, 69% of all APRNs are CNPs, 20% are CNSs, 9% are CRNAs and 2% are CNMs. Over the last five years, the number of CNPs increased by 27%, CNMs increased by 37%, CRNAs increased by 4%, while the number of CNSs decreased by 21%.

Table 24. Primary Role as an APRN Residing in LA

Report Year	CNP		CNM		CRNA		CNS		Total
	#	%	#	%	#	%	#	%	
2023	5,992	79%	63	1%	1,449	19%	95	1%	7,599
2022	5,512	78%	55	1%	1,410	20%	98	1%	7,075
2021	5,226	77%	56	1%	1,382	20%	104	2%	6,768
2020	4,748	76%	47	1%	1,370	22%	107	2%	6,272
2019	4,701	75%	46	1%	1,398	22%	121	2%	6,266
1 & 5 Year Variance	↑9% / ↑27%		↑15% / ↑37%		↑3% / ↑4%		↓3% / ↓21%		↑7% / ↑21%

Note: APRNs were only able to select one primary role.

Age of Advanced Practice Registered Nurses Renewing

Thirty-five percent (2,768) of the APRNs residing in Louisiana in 2023 were between 30 and 39 years of age and 31% (2,460) were between 40 and 49 years old (Table 25). Nineteen percent (1,539) of Louisiana's APRNs were between 50 and 59 years of age and 10% (829) were 60 years and older.

Table 25. Age Distribution of Licensed APRNs Residing in LA

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2023	359	5%	2,768	35%	2,460	31%	1,539	19%	829	10%
2022	225	3%	2,545	34%	2,372	31%	1,522	20%	883	12%
2021	382	5%	2,536	36%	2,132	30%	1,275	18%	747	11%
2020	223	3%	2,320	35%	2,041	31%	1,256	19%	809	12%
2019	219	3%	2,223	35%	1,888	30%	1,145	18%	798	13%
1 & 5 Year Variance	↑60% / ↑64%		↑9% / ↑25%		↑4% / ↑30%		↑1% / ↑34%		↓6% / ↑4%	

Number of Respondents (7,955); Mean Age = 45.32 years; Median Age = 43 years.

Gender of Advanced Practice Registered Nurses Renewing Their License

Eighty-one percent (6,412) of the licensed APRNs in Louisiana are females and 19% (1,543) are males (Table 26). The proportion of males that are APRNs is greater than the 12% that reflect the entire RN workforce.

Table 26. Gender Distribution of Licensed APRNs Residing in LA

Report Year	Male		Female	
	#	%	#	%
2023	1,543	19%	6,412	81%
2022	1,489	20%	6,058	80%
2021	1,414	20%	5,658	80%
2020	1,372	21%	5,277	79%
2019	1,307	21%	4,966	79%
1 & 5 Year Variance	↑5% / ↑21%		↑7% / ↑33%	

Number of Respondents (7,955)

Ethnicity and Racial Distribution of Advanced Practice Registered Nurses

In 2023, 2% (190) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 10% increase in number (Table 27).

Table 27. Ethnicity (Hispanic or Latino Origin) of APRNs Residing in LA

Report Year	Yes		No	
	#	%	#	%
2023	190	2%	7,765	98%
2022	172	2%	7,375	98%
2021	154	2%	6,918	98%
2020	147	2%	6,502	98%
2019	140	2%	6,133	98%
1 & 5 Year Variance	↑10% / ↑36%		↑5% / ↑27%	

Number of responders = 7,955

As seen in Table 28, the majority of APRNs residing in Louisiana are White/Caucasian (80%). Minorities represent approximately 20% of the APRN workforce in Louisiana: Black/African Americans represent 17% of the APRN workforce, followed by 1% Asian, 1% two or more

racess, and less than 1% of each of the following racial groups: American Indian (0.3%), Native Hawaiian (0%) and other (0.7%).

Table 28. Racial Distribution of APRNs Residing in LA

Report Year	White		Black		Asian		American Indian/Alaska Native		Native Hawaiian/Pacific Islander		Two or more Races		Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2023	6,338	80%	1,341	17%	108	1%	26	0.3%	0	0%	86	1%	56	0.7%
2022	6,067	80%	1,236	16%	97	1%	27	0.4%	1	0.01%	72	1%	46	0.6%
2021	5,721	81%	1,130	16%	91	1%	24	0.3%	1	0.01%	65	0.9%	38	0.5%
2020	5,442	82%	1,016	15%	83	1%	21	0.3%	2	0.03%	57	0.9%	27	0.4%
2019	5,170	82%	932	15%	75	1%	20	0.3%	2	0.03%	45	0.7%	26	0.4%
1 & 5 Year Variance	↑4% / ↑23%		↑8% / ↑44%		↑11% / ↑44%		↓4% / ↑30%		↓100% / ↓100%		↑19% / ↑91%		↑22% / ↑115%	

Number of responders = 7,955

Highest Degree Held by Advanced Practice Registered Nurses in Louisiana

Eighty-seven percent (6,841) of the licensed APRNs residing in Louisiana in 2023 reported the masters' degree as their highest degree in nursing (Table 29). Eleven percent of the APRNs indicated that they held a doctorate degree in nursing which represents a 13% increase in number when compared to 2022 and a 44% increase in number over the last five years.

Table 29. Highest Degree in Nursing Held by APRNs Residing in LA

Report Year	Diploma in Nursing		Associate Degree In Nursing		Bachelor's in Nursing		Master's in Nursing		Doc. in Nursing		Doc. not in Nursing	
	#	%	#	%	#	%	#	%	#	%	#	%
2023	37	0.5%	34	0.4%	95	1%	6,841	87%	834	11%	38	0.5%
2022	36	0.5%	23	0.3%	18	0.2%	6,621	89%	739	10%	38	0.5%
2021	35	0.5%	27	0.4%	31	0.4%	6,083	87%	806	11%	31	0.4%
2020	45	1%	44	1%	160	2%	5,705	86%	674	10%	42	1%
2019	51	1%	57	1%	192	3%	5,388	85%	578	9%	43	1%
1 & 5 Year Variance	↑3% / ↓27%		↑48% / ↓40%		↑428% / ↓51%		↑3% / ↑27%		↑13% / ↑44%		0% / ↓12%	

Number of responders = 7,879

Employment Distribution for Advanced Practice Registered Nurses

Eighty-five percent (6,983) of the licensed APRNs residing in LA in 2023 were employed full-time (Table 30). Seven percent (555) of the APRNs reported part-time employment, and 5% (386) indicated employment on a per diem basis. When compared to 2022, there was a 5% increase in the number of APRNs working full-time, a 5% increase in the number working part-time and a 5% increase in the number that were working on a per diem basis. One percent of licensed APRNs (99) reported that they were seeking work as an APRN and less than 1% (71) were unemployed and were not seeking work as an APRN.

Table 30. Employment Distribution of APRNs

Employment Status	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Full-time in nursing	6,983	85%	6,647	85%	6,214	85%	5,800	84%	5,471	84%	↑5% / ↑28%
Part-time in nursing	555	7%	527	7%	506	7%	502	7%	484	7%	↑5% / ↑15%
Per diem in nursing	386	5%	366	5%	343	5%	333	5%	285	4%	↑5% / ↑35%
Full-time non-nursing	49	0.6%	41	0.5%	38	0.5%	33	0.5%	37	1%	↑20% / ↑32%
Part-time non-nursing	21	0.3%	17	0.2%	14	0.2%	14	0.2%	13	0.2%	↑24% / ↑62%
Per diem non-nursing	9	0.1%	12	0.2%	10	0.1%	6	0.1%	6	0.1%	↓25% / ↑50%
Nursing volunteer	19	0.2%	14	0.2%	14	0.2%	13	0.2%	13	0.2%	↑36% / ↑46%
Unemployed seeking work as a nurse	99	1%	91	1%	94	1%	95	1%	83	1%	↑9% / ↑19%
Unemployed not seeking work as a nurse	71	0.8%	62	0.8%	60	0.8%	50	0.7%	53	1%	↑15% / ↑34%
Retired	36	0.4%	30	0.4%	33	0.5%	30	0.4%	30	0.5%	↑20% / ↑20%

Note: APRNs were instructed to ‘Select All That Apply.’

Fifty percent (85) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed (Table 31). Nine percent (16) indicated they were currently in school and 6% (11) indicated that they were having difficulty finding a position as an APRN. Other reasons for being unemployed included being in-between job positions and relocating.

Table 31. Reasons for Unemployment Reported by APRNs

Report Year	Home/Family Care		Difficulty Finding a Nursing Position		Currently in School		Disabled		Inadequate Salary		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2023	85	50%	11	6%	16	9%	9	5%	3	2%	46	27%
2022	70	46%	13	8%	15	10%	6	4%	3	2%	46	30%
2021	66	43%	24	16%	10	6%	6	4%	2	1%	46	30%
2020	56	39%	26	18%	10	7%	3	2%	0	0%	50	34%
2019	53	39%	24	18%	10	7%	4	3%	1	1%	44	32%
1 & 5 Year Variance	↑21% / ↑60%		↓15% / ↓54%		↑7% / ↑60%		↑50% / ↑125%		0% / ↑200%		0% / ↑5%	

Note: APRNs were instructed to ‘Select All That Apply.’

Employment Settings for Advanced Practice Registered Nurses

According to Table 32, in 2023, hospitals employed 36% (2,733) of the licensed APRNs residing in Louisiana, followed by 31% (2,384) that reported working in ambulatory care, 7% (521) in community health, and 3% (201) in schools of nursing. Other employment settings included clinics, private practice, physician’s offices, family practice and urgent care.

Table 32. Primary Employment Settings for APRNs Residing in Louisiana

Employment Setting	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Ambulatory Care	2,384	31%	2,210	30%	2,055	30%	1,900	30%	1,795	30%	↑8% / ↑33%
Assisted Living Facility	9	0.1%	4	0.05%	4	0.06%	3	0.05%	2	0.1%	↑125% / ↑350%
Community Health	521	7%	469	6%	432	6%	374	6%	333	5%	↑11% / ↑56%
Correctional Facility	61	1%	62	1%	63	1%	58	1%	53	0.9%	↓2% / ↑15%
Dialysis Center	23	0.3%	25	0.3%	21	0.3%	27	0.4%	24	0.4%	↓8% / ↓4%
Home Health	109	1%	101	1%	91	1%	76	1%	72	1%	↑8% / ↑51%
Hospice	31	0.4%	18	0.2%	15	0.2%	21	0.3%	25	0.4%	↑72% / ↑24%
Hospital	2,733	36%	2,684	37%	2,532	37%	2,460	38%	2,349	39%	↑2% / ↑16%
Insurance Claims/Benefits	23	0.3%	23	0.3%	16	0.2%	16	0.2%	16	0.3%	0% / ↑44%
Nursing Home/Extended Care	155	2%	136	2%	126	2%	118	2%	118	2%	↑14% / ↑31%
Occupational Health	73	1%	76	1%	75	1%	76	1%	71	1%	↓4% / ↑3%
Other	1,162	15%	1,101	15%	1,032	15%	935	15%	877	14%	↑6% / ↑32%
Policy/Planning/Regulatory Licensing Agency	10	0.1%	8	0.1%	11	0.2%	9	0.1%	8	0.1%	↑25% / ↑25%
Public Health	81	1%	79	1%	71	1%	60	1%	52	1%	↑3% / ↑56%
School Health Service	92	1%	92	1%	85	1%	85	1%	81	1%	0% / ↑14%
School of Nursing	201	3%	199	3%	191	3%	184	3%	181	3%	↑1% / ↑11%
Total	7,668		7,287		6,820		6,402		6,057		↑5% / ↑27%

Note: Reflects only those nurses that reported being employed.

Types of Positions Held by Advanced Practice Registered Nurses Residing in Louisiana

In 2023, 93% (7,098) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (271) indicated that they were staff nurses, and 2% (150) were nurse faculty/educators (Table 33). Other positions reported by APRNs included medical certification specialist, quality manager and senior public health analyst.

Table 33. Types of Positions Held by Licensed APRNs Residing in Louisiana

Positions	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	7,098	93%	6,698	92%	6,299	92%	5,900	92%	5,599	92%	↑6% / ↑27%
Case Manager	12	0.2%	11	0.2%	10	0.1%	12	0.2%	12	0.2%	↑9% / 0%
Consultant	7	0.09%	5	0.07%	4	0.06%	4	0.06%	4	0.1%	↑40% / ↑75%
Nurse Executive	32	0.4%	34	0.5%	32	0.5%	37	0.6%	36	0.6%	↓6% / ↓11%
Nurse Faculty / Educator	150	2%	151	2%	142	2%	144	2%	143	2%	↓1% / ↑5%
Nurse Manager	23	0.3%	20	0.3%	19	0.3%	20	0.3%	21	0.3%	↑15% / ↑10%
Nurse Researcher	4	0.05%	3	0.04%	4	0.06%	4	0.06%	3	0.05%	↑33% / ↑33%
Other – Health Related	67	0.9%	66	0.9%	55	0.8%	51	0.8%	48	0.8%	↑2% / ↑40%
Other – Not Health Related	4	0.05%	4	0.05%	5	0.07%	5	0.08%	4	0.07%	0% / 0%
Staff Nurse	271	4%	295	4%	250	4%	225	4%	187	3%	↓8% / ↑45%
Total Respondents	7,668		7,287		6,820		6,402		6,057		↑5% / ↑27%

Note: Reflects only those nurses that reported being employed.

Specialty Practice Areas Reported by APRNs

Thirty-two percent (2,419) of the licensed APRNs that resided in Louisiana in 2023 reported their primary specialty practice areas as adult health/adult family health and 19% (1,432) indicated anesthesia as their primary specialty practice area (Table 34). Six percent (495) reported psych-mental health nursing as their primary specialty, 5% (370) pediatrics, 4% (297) acute care/critical care, and 3% (252) emergency room/trauma. Other clinical specialty areas included gastroenterology, neurology, wound care, urgent care, dermatology, and pain management.

Table 34. Primary Specialty Practice Areas Reported by APRNs Residing in Louisiana

Clinical, Teaching or Practice Area	2023		2022		2021		2020		2019		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	297	4%	301	4%	280	4%	242	4%	211	3%	↓1% / ↑41%
Anesthesia	1,432	19%	1,408	19%	1,368	20%	1,359	21%	1,344	22%	↑2% / ↑7%
Community Health	61	0.8%	54	0.7%	50	0.7%	51	0.8%	44	0.7%	↑13% / ↑39%
Dialysis / Nephrology	77	1%	77	1%	70	1%	71	1%	63	1%	0% / ↑22%
Emergency Room / Trauma	252	3%	260	4%	240	4%	255	4%	238	4%	↓3% / ↑6%
Adult Health / Adult Family Health	2,419	32%	2,300	32%	2,153	32%	1,986	31%	1,854	31%	↑5% / ↑30%
Geriatrics / Gerontology	143	2%	120	2%	119	2%	117	2%	119	2%	↑19% / ↑20%
Home Health	37	0.5%	34	0.5%	29	0.4%	30	0.5%	25	0.4%	↑9% / ↑48%
Maternal Child Health /Obstetrics	87	1%	82	1%	76	1%	67	1%	59	1%	↑6% / ↑47%
Medical-Surgical	91	1%	99	1%	101	1%	85	1%	76	1%	↓8% / ↑20%
Neonatal	171	2%	162	2%	159	2%	153	2%	150	2%	↑6% / ↑14%
Pediatrics	370	5%	359	5%	348	5%	334	5%	326	5%	↑3% / ↑13%
Occupational Health	61	1%	66	1%	64	1%	67	1%	63	1%	↓8% / ↓3%
Oncology	119	2%	97	1%	86	1%	86	1%	83	1%	↑23% / ↑43%
OR/PACU/Perioperative	42	0.5%	36	0.5%	30	0.4%	24	0.4%	18	0.3%	↑17% / ↑133%
Palliative Care	59	0.8%	51	0.7%	42	0.6%	42	0.7%	42	0.7%	↑16% / ↑40%
Psych-Mental Health/Substance Abuse	495	6%	425	6%	357	5%	292	5%	255	4%	↑16% / ↑94%
Public Health	28	0.4%	26	0.4%	28	0.4%	25	0.4%	22	0.4%	↑8% / ↑27%
Rehab	30	0.4%	25	0.3%	22	0.3%	24	0.4%	25	0.4%	↑20% / ↑20%
School Health	45	0.6%	45	0.6%	38	0.6%	40	0.6%	37	0.6%	0% / ↑22%
Cardiology	203	3%	208	3%	191	3%	182	3%	180	3%	↓2% / ↑13%
Orthopedic	103	1%	96	1%	93	1%	82	1%	77	1%	↑7% / ↑34%
Women's Health	178	2%	171	2%	160	2%	153	2%	152	3%	↑4% / ↑17%
Other - Clinical Specialties	811	11%	732	10%	663	10%	589	9%	554	9%	↑11% / ↑46%
Other – Non-clinical Specialties	57	0.7%	53	0.7%	53	0.8%	46	0.7%	40	0.7%	↑8% / ↑43%
Total	7,668		7,287		6,820		6,402		6,057		↑5% / ↑27%

Note: Reflects only those nurses that reported being employed.

Fifteen percent (1,138) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (298) reported having three or more positions (Table 35).

Table 35. Number of Positions Employed as an APRN

RNs Residing in Louisiana	One		Two		Three or More		Total Responding
	#	%	#	%	#	%	#
2023	6,232	81%	1,138	15%	298	4%	7,668
2022	5,925	81%	1,075	15%	287	4%	7,287
2021	5,518	81%	1,033	15%	269	4%	6,820
2020	5,172	81%	993	16%	237	4%	6,402
2019	4,909	81%	942	16%	206	3%	6,057
1 & 5 Year Variance	↑5% / ↑27%		↑6% / ↑21%		↑4% / ↑45%		↑5% / ↑27%

Salaries of APRNs Working Full-Time

Forty percent (2,772) of the APRNs working full-time reported pre-tax annual earnings from all nursing positions worked, including overtime and bonuses between \$80,000 and \$124,999 in 2023 (Table 36). Thirty-five percent (2,427) of the APRNs reporting full-time employment status, reported annual earnings between \$125,000 and \$150,000 or more.

Table 36. Salaries of APRNs Living in Louisiana and Working Full-Time

Year	Less than \$40,000		\$40,000 to \$59,999		\$60,000 to \$79,999		\$80,000 to \$99,999		\$100,000 to \$124,999		\$125,000 to \$149,999		\$150,000 or more		Do not wish to provide		N/A	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2023	133	2%	184	3%	339	5%	910	13%	1,862	27%	991	14%	1,436	21%	886	13%	143	2%
2022	172	3%	270	4%	441	7%	1,021	16%	1,726	26%	800	12%	1,204	18%	788	12%	152	2%
2021	125	2%	179	3%	392	6%	984	16%	1,615	26%	834	14%	1,105	18%	799	13%	118	2%
2020	127	2%	176	3%	328	6%	876	15%	1,419	25%	856	15%	979	17%	856	15%	125	2%
2019	55	2%	84	2%	178	5%	535	15%	898	25%	540	15%	655	18%	560	16%	68	2%
1 & 5 Year Variance	↓23% / ↑142%		↓32% / ↑119%		↓23% / ↑90%		↓11% / ↑70%		↑8% / ↑107%		↑24% / ↑84%		↑19% / ↑119%		↑12% / ↑58%		↓6% / ↑110%	

Total Respondents: n= 6,884

Note: The high five-year variance is due to a change in the options that occurred in September 2019. The change in options allows state comparisons to be made with national comparisons.

APRNs and Prescriptive Authority

Seventy-two percent (5,705) of the licensed APRNs residing in Louisiana in 2023 had prescriptive authority which reflects a 7% increase in number from 2022 (Table 37).

Table 37. Number of APRNs Residing in LA with Prescriptive Authority

Report Year	APRNs Residing in Louisiana with Prescriptive Authority	Total # APRNs Responding	% of APRNs Residing in LA with Prescriptive Authority
2023	5,705	7,923	72%
2022	5,355	7,518	71%
2021	4,964	7,049	70%
2020	4,539	6,617	69%
2019	4,252	6,243	68%
1 & 5 Year Variance	↑7% / ↑34%		↑5% / ↑27%

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