

2018 Nurse Supply Addendum Report

Louisiana State Board of Nursing
Center for Nursing



The 2018 Nurse Supply Addendum Report

The 2018 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the fourth 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 first 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, and the ORBS Team have worked diligently over the last four 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, 2018. This yearly snapshot will mark a new beginning in terms of LSBN’s ability to trend data from year to year. Taking into consideration that the Nurse Licensure Compact was implemented on July 1, 2019, it is anticipated that in 2019, there will be a decrease in the number of RNs holding a license to practice in Louisiana because they reside in compact states and will no longer have to renew their Louisiana license. Historically, the majority of the analysis presented on the RN and APRN workforce is based on those nurses that reside in Louisiana, therefore, we do not anticipate a significant change in those numbers from year to year.

Licensed Registered Nurses Residing in Louisiana

On December 31st, 2018, 67,428 RNs held an active license to practice in Louisiana. Eighty-five percent of those nurses lived in Louisiana and 15% resided outside of Louisiana (Table 1). Forty-seven percent of the 10,022 RNs that lived outside of Louisiana came from the border states of Mississippi, Texas, and Arkansas (Table 2).

Table 1. Licensed Registered Nurses 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
	#	%	#	%	#	%	
2018	57,344	85%	10,022	15%	62	0.1%	67,428

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

Rank	State	Number of RNs
1	Mississippi	2,373
2	Texas	1,948
3	Florida	594
4	North Carolina	426
5	Arkansas	386
6	Georgia	384
7	Tennessee	346
8	Alabama	329
9	New York	308
10	Missouri	267
		7,361 = 73%

NOTE: From this point forward, data will be provided on the 57,344 RNs that reported Louisiana as their state of residence in 2018 which reflects Louisiana’s available nursing workforce.

Age Distribution for Registered Nurses in Louisiana

Twenty-six percent (15,084) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2018 and 24% (13,507) were between 40 and 49 years of age (Table 3). Over a third (37%) of licensed RNs residing in Louisiana were 50 and over.

Table 3. Age Distribution of Licensed Registered Nurses Residing in LA

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
2018	7,508	13%	15,084	26%	13,507	24%	11,572	20%	9,673	17%

Number of respondents 2018 = 57,344

Gender of Registered Nurses in Louisiana

The gender distribution for the U.S. population is 49% male and 51% female, which is equivalent to that of Louisiana’s population (U.S. Census Bureau, 2018). The gender distribution for RNs in Louisiana is not reflective of the state or national percentages. In 2018, males represented 12% of the RN workforce and females represented 88% (Table 4).

Table 4. Gender Distribution of Licensed Registered Nurses Residing in LA

Report Year	Male		Female	
	#	%	#	%
2018	6,653	12%	50,691	88%

Number of respondents = 57,344

Ethnicity and Race of Licensed Registered Nurses in Louisiana

According to the U.S. Census Bureau (2018), 18.3% of the U.S. population is Hispanic/Latino, whereas five percent of Louisiana’s population is Hispanic/Latino. The RN workforce in Louisiana is three percent Hispanic/Latino (Table 5).

Table 5. Ethnicity (Hispanic Origin)

Report Year	Yes		No	
	#	%	#	%
2018	1,540	3%	55,774	97%

Number of respondents = 57,314

In the U.S. and Louisiana, minorities comprise approximately 41% of the population, whereas minorities comprise only 20% of Louisiana’s RN workforce (Table 6).

Table 6. Racial Distribution of Registered Nurses Residing in Louisiana

Report Year	White		Black/ African American		Asian		American Indian / Alaska Native		Native Hawaiian/ Pacific Islander		Two or More Races		Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	45,761	80%	9,317	16%	842	1%	237	0.4%	58	0.1%	422	0.7%	417	0.7%

Number of respondents = 57,054

Educational Preparation of Registered Nurses in Louisiana

The initial nursing degree/credential that qualified four percent of the licensed RNs for their first U.S. nursing license was the vocational/practical credential (Table 7). The Bachelor of Science Degree in Nursing (BSN) was the initial nursing credential for 49% of the RN workforce in 2018 followed by 40% of the licensed RNs reporting that the Associate Degree in Nursing (AD) was their initial nursing degree.

Table 7. Basic Educational Preparation of Registered Nurses Residing in Louisiana

Report Year	Vocational/ Practical		Diploma Nurse		Associate Degree		BSN		Masters or Higher	
	#	%	#	%	#	%	#	%	#	%
2018	2,173	4%	3,662	6%	22,879	40%	27,966	49%	357	0.6%

Number of respondents = 57,037

Highest Degree Held by Registered Nurses in Louisiana

Sixty percent (34,442) of all licensed RNs residing in Louisiana in 2018 reported having a baccalaureate or higher degree in nursing (Table 8). Sixty-one percent (30,810) of the employed RNs reported having a baccalaureate or higher degree in nursing which exceeds the 56% reported nationwide by the Future of Nursing Campaign for Action (2019).

Table 8. Highest Degree in Nursing held by Registered Nurses Residing in LA

Report Year	Diploma in Nursing		Associate Degree in Nursing		Bachelors' in Nursing		Master's in nursing		Doctorate in Nursing	
	#	%	#	%	#	%	#	%	#	%
2018	2,660	5%	19,935	35%	26,768	47%	7,034	12%	640	1%

Number of respondents = 57,037

Over 17,000 RNs reported having non-nursing degrees (Table 9). Over half (55%) of these nurses had a Bachelors' degree in a field outside of nursing and 32% had an Associate degree in a non-nursing discipline.

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

Report Year	Non-Nursing Associate Degree		Non-Nursing Bachelors' Degree		Non-Nursing Master's Degree		Non-Nursing Doctorate	
	#	%	#	%	#	%	#	%
2018	5,530	32%	9,387	55%	1,943	11%	277	2%

Number of respondents = 17,137

Approximately two percent (917) of the RNs residing in Louisiana reported having a doctorate. Forty-six percent of the doctoral prepared RNs have a Doctor of Nursing Practice (DNP) and 30% have a doctorate in a field other than nursing (Table 10). Only 14% reported having a PhD in Nursing and nine percent 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	
	#	%	#	%	#	%	#	%
2018	127	14%	426	46%	87	9%	277	30%

Total number of RNs with doctorates = 917

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 (2011). 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 2018, 4,376 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately eight percent of the RN workforce (Table 11). Of those that were enrolled in school, 1,863 (43%) were enrolled in a Master’s in Nursing program, 1,412 (32%) indicated they were enrolled in a baccalaureate in nursing program, and 585 (13%) were enrolled in a DNP program. Seven percent (299) of the nurses 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
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2018	47	1%	1,412	32%	1,863	43%	62	1%	585	13%	21	0.5%	87	2%	299	7%	4,376

Note: Non-Nursing Programs: AD Non-Nursing (25), BS Non-Nursing (75), MS Non-Nursing (199) were included in the total

RN to BSN Progression

Increasing the number of RNs with a BSN in Nursing to 80% by 2020 was another hallmark recommendation from the Institute of Medicine Report (2010). Between 2012 and 2017, there was a 131% increase in the number of students accepted for admission in Louisiana’s RN to BSN programs. The acceleration in admission, enrollment, and number of graduates appear to have leveled out between 2014 and 2018 (Table12). Over the past year, there was a 12% decrease in the number of licensed RNs residing in Louisiana who were admitted to Louisiana’s RN to BSN programs, a three percent decrease in the number enrolled, and a five percent decrease in the number of graduates from these programs.

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
2018	1,184	1,325	646
2017	1,348	1,361	682
2016	1,278	1,295	714
2015	1,528	1,439	590
2014	1,217	1,269	463
1 & 5 Year Variance	↓12% / ↓3%	↓3% / ↑4%	↓5% / ↑40%

Source of data: School of Nursing Annual Reports

Employment Distribution of Registered Nurses

Seventy-five percent (43,711) of the licensed RNs residing in Louisiana reported working full-time, eight percent (4,486) part-time, and six percent (3,743) per diem (Table 13). At the national level, findings from the 2017 National Nursing Workforce Survey revealed that 65% of licensed RNs reported full-time employment as a nurse, 12% part-time, and 7% per diem (Smiley et. al., 2018).

Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,246; 2%) or unemployed not seeking work as a nurse (2,472; 4%) which is equivalent to approximately 7% (3,718) of the licensed RNs residing in Louisiana.

Table 13. Employment Distribution of Registered Nurses Residing in LA

Employment Status	2018	
	#	%
Full-time in nursing	43,711	75%
Part-time in nursing	4,486	8%
Per diem in nursing	3,743	6%
Full-time non-nursing	892	2%
Part-time non-nursing	294	0.5%
Per diem non-nursing	133	0.2%
Nursing volunteer	309	0.5%
Unemployed seeking work as a nurse	1,246	2%
Unemployed not seeking work as a nurse	2,472	4%
Retired	1,354	2%

Note: Respondents were instructed to select all that apply.

Over two-thirds (2,832) of the RNs that were unemployed identified caring for home and family as the reason for not working (Table 14).

Table 14. Reasons for Unemployment of Registered Nurses Residing in LA

Report Year	Home/Family Care		Difficulty Finding a Nursing Position		Currently in School		Disabled		Inadequate Salary		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2018	2,832	68%	216	5%	308	7%	182	4%	25	0.6%	605	15%

Note: Respondents were instructed to select all that apply.

Number of Years Licensed Registered Nurses in Louisiana Plan to Work

In 2018, 7,619 (14%) of the RNs residing in Louisiana reported that they plan to work an additional 1-5 years and 17% plan to work an additional 6-10 years, which is equivalent to approximately 31% of the RN workforce in Louisiana (Table 15).

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

Report Year	1-5 years		6-10 years		11-20 years		Over 20 years		Total Respondents
	#	%	#	%	#	%	#	%	
2018	7,619	14%	9,202	17%	15,029	28%	22,255	41%	54,105

Employment Settings for Registered Nurses

According to Table 16, in 2018, hospitals employed 61% (30,936) of the RNs residing in Louisiana compared to 56% employed by hospitals at the national level (Smiley, et.al., 2018). Ten percent of the RNs were employed in ambulatory care settings, which is comparable to the nine percent reporting employment in ambulatory settings at the national level. Settings such as telehealth, case management, clinics, and physicians' offices were included in the other category.

Table 16. Primary Employment Settings for Registered Nurses Residing in Louisiana

Employment Setting	2018	
	#	%
Ambulatory Care	4,982	10%
Assisted Living Facility	112	0.2%
Community Health	901	2%
Correctional Facility	345	0.7%
Dialysis Center	917	2%
Home Health	2,225	4%
Hospice	991	2%
Hospital	30,936	61%
Insurance Claims/Benefits	1,028	2%
Nursing Home/Extended Care	1,530	3%
Occupational Health	269	0.5%
Other	3,885	8%
Policy/Planning/Regulatory Licensing Agency	208	0.4%
Public Health	468	0.9%
School Health Service	941	2%
School of Nursing	934	2%
Total	50,672	

Note: Reflects only those nurses that reported being employed.

Positions Held by Licensed Registered Nurses in Louisiana

Sixty-four percent (32,626) of RNs residing in Louisiana reported working as staff nurses in 2018 (Table 17) compared to 58% of RNs at the national level (Smiley, et.al., 2018). Ten percent (5,227) indicated they were APRNs (10% at the national level), eight percent were nurse managers (eight percent at the national level) and six percent were case managers (six percent at the national level).

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

Positions	2018	
	#	%
Advanced Practice Nurse	5,227	10%
Case Manager	3,015	6%
Consultant	544	1%
Nurse Executive	1,127	2%
Nurse Faculty / Educator	1,264	2%
Nurse Manager	4,279	8%
Nurse Researcher	137	0.3%
Other – Health Related	2,315	5%
Other – Not Health Related	138	0.3%
Staff Nurse	32,626	64%
Total	50,672	

Note: Reflects only those nurses that reported being employed.

Primary Practice Specialty Areas Reported by Registered Nurses Residing in Louisiana

In 2018, 12% (6,015) of the RNs residing and working in Louisiana reported their primary practice specialty area as medical/surgical, followed by 11% (5,797) reporting acute care/critical care as their specialty practice area (Table 18). Three of the remaining top five primary practice specialty areas, outside of ‘other clinical specialties’, were: emergency room trauma (8%; 3,804), adult health/adult family health (7%; 3,683), and operating room/post anesthesia care unit/perioperative specialty areas (7%; 3,392).

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

Clinical, Teaching or Practice Area	2018	
	#	%
Acute Care / Critical Care	5,797	11%
Anesthesia	1,419	3%
Community Health	478	0.9%
Dialysis / Nephrology	1,014	2%
Emergency Room / Trauma	3,804	8%
Adult Health / Adult Family Health	3,683	7%
Geriatrics / Gerontology	1,892	4%
Home Health	1,994	4%
Maternal Child Health /Obstetrics	2,249	4%
Medical-Surgical	6,015	12%
Neonatal	1,640	3%
Pediatrics	2,109	4%
Occupational Health	323	0.6%
Oncology	1,105	2%
OR/PACU/Perioperative	3,392	7%
Palliative Care	716	1%
Psych-Mental Health/Substance Abuse	2,085	4%
Public Health	380	0.7%
Rehab	776	2%
School Health	699	1%
Cardiology	2,042	4%
Orthopedic	534	1%
Women’s Health	884	2%
Other - Clinical Specialties	4,353	9%
Other – Non-clinical Specialties	1,289	3%
Total	50,672	

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-one percent of the RNs (45,927) working in Louisiana in 2018 reported that they provided direct patient care in their practice (Table 19).

Table 19. Registered Nurses 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
	#	%	#	%	#	%	
2018	45,927	81%	6,322	11%	4,788	8%	57,037

Number of Positions Employed as a Nurse

The vast majority of RNs working and residing in Louisiana reported employment in only one nursing position in 2018 (Table 20).

Table 20. Number of Positions Employed as a Registered Nurse

RNs Residing in Louisiana	One		Two		Three or More		Total Responding	
	#	%	#	%	#	%	#	%
2018	44,934	89%	5,172	10%	564	1%	50,670	

RNs Planning to Leave Their Current Nursing Positions

In 2018, 17% (9,689) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position (Table 21). Of the 9,689 RNs, 2,779 (29%) indicated that they would be retiring and 1,641 (3%) cited salary/pay as the reason for leaving their current position.

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

Reason for Leaving Current Position	2018	
	#	%
Relocate	799	8%
Salary/Pay	1,641	17%
Retire	2,779	29%
School	1,175	12%
Work Environment	756	8%
Change Specialty	836	9%
Starting/Raising Family	482	5%
Caring for Elderly Family Member	235	2%
Other	986	10%
Total	9,689	100%

Salaries of Registered Nurses in Louisiana

In 2018, 42% (15,385) of the RNs that worked full-time reported annual salaries between \$50,001 and \$75,000 (Table 22). Twenty-two percent (8,030) of the full-time employed RNs reported salaries between \$75,001 and \$100,000 and 13% (4,925) indicated that their annual salary was between \$35,001 and \$50,000.

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

Year	\$15,000 or less		\$15,001 to \$25,000		\$25,001 to \$35,000		\$35,001 to \$50,000		\$50,001 to \$75,000		\$75,001 to \$100,000		\$100,001 to \$150,000		>\$150,000		Declined	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	466	1%	312	0.8%	711	2%	4,925	13%	15,385	42%	8,030	22%	2,918	8%	868	2%	3,277	9%

Number of Respondents: 2018 = 36,892 – included only those nurses that were employed.

Advanced Practice Registered Nurses

Of the 67,428 RNs holding an active license to practice in Louisiana in 2018, 10% (6,480) also held an active APRN license (Table 23). Ninety percent (5,803) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence.

Table 23. Advanced Practice Registered Nurses (APRNs) 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
	#	%	#	%	#	%	
2018	5,803	90%	670	10%	7	0.1%	6,480

Primary Roles of Advanced Practice Registered Nurses Residing in Louisiana

In 2018, approximately 74% (4,265) of all APRNs licensed and residing in Louisiana indicated that they were Nurse Practitioners (NP), 23% (1,355) were Certified Registered Nurse Anesthetists (CRNA), two percent (124) were Clinical Nurse Specialists (CNS), and one percent (50) were Certified Nurse Midwives (CNM) (Table 24).

Table 24. Primary Role as an Advanced Practice Registered Nurse Residing in LA

Report Year	Nurse Practitioner		CNM		CRNA		CNS		Total
	#	%	#	%	#	%	#	%	
2018	4,265	74%	50	1%	1,355	23%	124	2%	5,794

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

Age of Advanced Practice Registered Nurses Renewing

Thirty-five percent (2,017) of the APRNs residing in Louisiana in 2018 were between 30 and 39 years of age and 31% (1,775) were between 40 and 49 years old (Table 25). Eighteen percent (1,049) of Louisiana's APRNs were between 50 and 59 years of age and 13% (741) 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 >	
	#	%	#	%	#	%	#	%	#	%
2018	221	4%	2,017	35%	1,775	31%	1,049	18%	741	13%

Number of Respondents (5,803)

Gender of Advanced Practice Registered Nurses Renewing Their License

Seventy-nine percent (4,570) of the licensed APRNs in Louisiana are females and 21% (1,233) are males (Table 26).

Table 26. Gender Distribution of Licensed APRNs Residing in LA

Report Year	Male		Female	
	#	%	#	%
2018	1,233	21%	4,570	79%

Number of Respondents (5,803)

Ethnicity and Racial Distribution of Advanced Practice Registered Nurses

In 2018, two percent (127) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin (Table 27).

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

Report Year	Yes		No	
	#	%	#	%
2018	127	2%	5,673	98%

Number of responders = 5800

As seen in Table 28, the majority of APRNs residing in Louisiana are White/Caucasian (83%). Black/African Americans represent 14% of the APRN workforce, followed by one percent Asian, and less than one percent of each of the following racial groups: American Indian (0.3%), Native Hawaiian (0.1%), two or more races (0.6%) and other (0.3%).

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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	4,820	83%	832	14%	65	1%	20	0.3%	3	0.1%	33	0.6%	19	0.3%

Number of responders = 5,792

Highest Degree Held by Advanced Practice Registered Nurses in Louisiana

Eighty-three percent (4,830) of the licensed APRNs residing in Louisiana in 2018 reported the Masters' degree as their highest degree in nursing (Table 29). Seven percent of the APRNs indicated that they held a doctorate degree in nursing and seven percent reported having a baccalaureate degree in nursing as their highest degree. Upon further investigation, it was revealed that 249 APRNs reporting that the BSN was their highest level of education were enrolled in MSN (195) and DNP (54) programs at the time that they renewed their RN license and later became licensed APRNs within the same year. The remaining 184 APRNs reporting the BSN as their highest nursing degree were grandfathered in as APRNs at the time of the rule change.

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

Report Year	Diploma in Nursing		Associate Degree In Nursing		Bachelors in Nursing		Masters in Nursing		Doc. in Nurs.		Doc. not in Nurs.	
	#	%	#	%	#	%	#	%	#	%	#	%
2018	54	1%	56	1%	433*	7%	4,830	83%	386	7%	35	1%

Employment Distribution for Advanced Practice Registered Nurses

Eighty-five percent (5,059) of the licensed APRNs residing in LA in 2018 were employed full-time (Table 30). Seven percent (431) of the APRNs reported part-time employment, and four percent (244) indicated employment on a per diem basis. Seventy-four (one percent) of the

APRNs reported that they were seeking work as a nurse and 48 (one percent) were unemployed and were not seeking work as a nurse.

Table 30. Employment Distribution of APRNs

Employment Status	2018	
	#	%
Full-time in nursing	5,059	85%
Part-time in nursing	431	7%
Per diem in nursing	244	4%
Full-time non-nursing	34	1%
Part-time non-nursing	16	0.3%
Per diem non-nursing	8	0.1%
Nursing volunteer	16	0.3%
Unemployed seeking work as a nurse	74	1%
Unemployed not seeking work as a nurse	48	1%
Retired	18	0.3%
Total Respondents	5,948	

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

Forty-one percent (50) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed (Table 31). Eighteen percent (22) indicated that they were having difficulty finding a position as an APRN.

Table 31. Reasons for Unemployment Reported by APRNs (APRNs had the option to select ‘All that apply’)

Report Year	Home/Family Care		Difficulty Finding a Nursing Position		Currently in School		Disabled		Inadequate Salary		Other	
	#	%	#	%	#	%	#	%	#	%	#	%
2018	50	41%	22	18%	5	4%	3	2%	1	1%	41	34%

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

Employment Settings for Advanced Practice Registered Nurses

According to Table 32, in 2018, hospitals employed 40% (2,240) of the licensed APRNs residing in Louisiana, followed by 29% (1,610) that reported working in ambulatory care, five percent in community health (301), and three percent (178) in schools of nursing.

Table 32. Primary Employment Settings for APRNs Residing in Louisiana

Employment Setting	2018	
	#	%
Ambulatory Care	1,610	29%
Assisted Living Facility	3	0.1%
Community Health	301	5%
Correctional Facility	44	0.8%
Dialysis Center	26	0.5%
Home Health	63	1%
Hospice	23	0.4%
Hospital	2,240	40%
Insurance Claims/Benefits	7	0.1%
Nursing Home/Extended Care	106	2%
Occupational Health	68	1%
Other	807	14%
Policy/Planning/Regulatory Licensing Agency	5	0.1%
Public Health	44	1%
School Health Service	75	1%
School of Nursing	178	3%
Total	5,600	

Note: Reflects only those nurses that reported being employed.

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

In 2018, 93% (5,199) of the licensed APRNs residing in Louisiana reported working as an APRN, three percent (152) indicated that they were staff nurses, and two percent (139) were nurse faculty/educators (Table 33).

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

Positions	2018	
	#	%
Advanced Practice Nurse	5,199	93%
Case Manager	10	0.2%
Consultant	5	0.1%
Nurse Executive	27	0.5%
Nurse Faculty / Educator	139	2%
Nurse Manager	24	0.4%
Nurse Researcher	2	0.04%
Other – Health Related	38	0.7%
Other – Not Health Related	4	0.07%
Staff Nurse	152	3%
Total Respondents	5,600	

Specialty Practice Areas Reported by APRNs

Thirty percent (1,694) of the licensed APRNs that resided in Louisiana in 2018 reported their primary specialty practice areas as adult health/adult family health and 23% (1,300) indicated anesthesia as their primary specialty practice area (Table 34).

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

Clinical, Teaching or Practice Area	2018	
	#	%
Acute Care / Critical Care	191	3%
Anesthesia	1,300	23%
Community Health	37	0.7%
Dialysis / Nephrology	56	1%
Emergency Room / Trauma	241	4%
Adult Health / Adult Family Health	1,694	30%
Geriatrics / Gerontology	117	2%
Home Health	17	0.3%
Maternal Child Health /Obstetrics	54	1%
Medical-Surgical	79	1%
Neonatal	147	3%
Pediatrics	302	5%
Occupational Health	54	1%
Oncology	78	1%
OR/PACU/Perioperative	12	0.2%
Palliative Care	34	0.6%
Psych-Mental Health/Substance Abuse	224	4%
Public Health	18	0.3%
Rehab	23	0.4%
School Health	36	0.6%
Cardiology	170	3%
Orthopedic	76	1%
Women’s Health	149	3%
Other - Clinical Specialties	464	8%
Other – Non-clinical Specialties	27	0.5%
Total	5,600	

Salaries of APRNs Working Full-Time

Forty-three percent (2,151) of the APRNs working full-time reported salaries of \$100,001 or greater as their 2017 pre-tax annual earnings from all nursing positions worked, including overtime and bonuses (Table 35). Twenty-five percent (1,228) of the APRNs reporting full-time employment status, reported annual earnings between \$75,001 and \$100,000 a year.

Table 35. Salaries of APRNs Working Full-Time

Year	\$15,000 or less		\$15,001 to \$25,000		\$25,001 to \$35,000		\$35,001 to \$50,000		\$50,001 to \$75,000		\$75,001 to \$100,000		\$100,001 to \$150,000		>\$150,000		Declined	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2018	96	2%	60	1%	101	2%	207	4%	486	10%	1,228	25%	1,467	29%	684	14%	667	13%

Total Respondents: 4,996

APRNs and Prescriptive Authority

Sixty-seven percent (3,883) of the licensed APRNs residing in Louisiana in 2018 had prescriptive authority (Table 36).

Table 36. 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
2018	3,883	5,753	67%

Major Findings

Registered Nurses in Louisiana (2018)

- On December 31st, 2018, 67,428 RNs held an active license to practice in Louisiana, 85% of which lived in Louisiana.
- Twenty-six percent (15,084) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2018 and 24% (13,507) were between 40 and 49 years of age.
- In 2018, males represented 12% of the RN workforce and females represented 88%.
- The RN workforce in Louisiana is three percent Hispanic/Latino.
- In the U.S. and Louisiana, minorities comprise approximately 41% of the population, whereas minorities comprise only 20% of Louisiana's RN workforce.
- Sixty percent (34,442) of all licensed RNs residing in Louisiana in 2018 reported having a baccalaureate or higher degree in nursing.
- Approximately two percent (917) of the RNs residing in Louisiana reported having a doctorate.
- Forty-six percent of the doctoral prepared RNs in Louisiana have a Doctor of Nursing Practice (DNP) and 30% have a doctorate in a field other than nursing.
- Fourteen percent of the licensed RNs residing in Louisiana reported having a PhD in Nursing.
- In 2018, 4,376 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately eight percent of the RN workforce.
- Over the past year, there was a 12% decrease in the number of licensed RNs residing in Louisiana who were admitted to Louisiana's RN to BSN programs, a three percent decrease in the number enrolled, and a five percent decrease in the number of graduates from these programs.
- Seventy-five percent (43,711) of the licensed RNs residing in Louisiana reported working full-time, eight percent (4,486) part-time, and six percent (3,743) per diem.
- In 2018, 7,619 (14%) of the RNs residing in Louisiana reported that they plan to work an additional 1-5 years and 17% plan to work an additional 6-10 years, which is equivalent to approximately 31% of the RN workforce in Louisiana.
- In 2018, hospitals employed 61% (30,936) of the RNs residing in Louisiana and 10% were employed in ambulatory care settings.
- Sixty-four percent (32,626) of RNs residing in Louisiana reported working as staff nurses in 2018.
- In 2018, 12% (6,015) of the RNs residing and working in Louisiana reported their primary practice specialty area as medical/surgical, followed by 11% (5,797) reporting acute care/critical care as their specialty practice area.
- Eighty-one percent of the RNs (45,927) working in Louisiana in 2018 reported that they provided direct patient care in their practice.
- Eighty-nine percent of RNs working and residing in Louisiana reported employment in only one nursing position in 2018.
- In 2018, 17% (9,689) of the RNs working and residing in Louisiana indicated that they were planning to leave their current nursing position.

- Forty-two percent (15,385) of the RNs that worked full-time reported their 2017 pre-tax annual earnings from all nursing positions worked, including overtime and bonuses, between \$50,001 and \$75,000.

Advanced Practice Registered Nurses in Louisiana (2018)

- Of the 67,428 RNs holding an active license to practice in Louisiana in 2018, 10% (6,480) also held an active APRN license.
- In 2018, approximately 74% (4,265) of all APRNs licensed and residing in Louisiana indicated that they were Nurse Practitioners (NP), 23% (1,355) were Certified Registered Nurse Anesthetists (CRNA), two percent (124) were Clinical Nurse Specialists (CNS), and one percent (50) were Certified Nurse Midwives.
- Thirty-five percent (2,017) of the APRNs residing in Louisiana in 2018 were between 30 and 39 years of age and 31% (1,775) were between 40 and 49 years old.
- Seventy-nine percent (4,570) of the licensed APRNs in Louisiana are females and 21% (1,233) are males.
- Two percent (127) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin.
- Eighty-three percent (4,820) of the licensed APRNs residing in Louisiana are White/Caucasian, 14% (832) are Black/African, one percent (65) are Asian, and less than one percent American Indian/Alaska Native (20), Native Hawaiian/Pacific Islander (3), Two or More Races (33), and Other (19).
- Eighty-three percent (4,830) of the licensed APRNs residing in Louisiana in 2018 reported the Masters' degree as their highest degree in nursing.
- Eighty-five percent (5,059) of the licensed APRNs residing in LA in 2018 were employed full-time, seven percent (431) reported part-time employment, and four percent (244) indicated employment on a per diem basis.
- Hospitals employed 40% (2,240) of the licensed APRNs residing in Louisiana, followed by 29% (1,610) that reported were working in ambulatory care, five percent in community health (301), and three percent (178) in schools of nursing.
- Thirty percent (1,694) of the licensed APRNs that resided in Louisiana in 2018 reported their primary specialty practice areas as adult health/adult family health and 23% (1,300) indicated anesthesia as their primary specialty practice area.
- Forty-three percent (2,151) of the APRNs working full-time reported salaries of \$100,001 or greater as their 2017 pre-tax annual earnings from all nursing positions worked, including overtime and bonuses.
- Sixty-seven percent (3,883) of the licensed APRNs residing in Louisiana in 2018 had prescriptive authority.

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