



Nurse Supply Report 2021

Louisiana State Board of Nursing

Center for Nursing

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The 2021 Nurse Supply Addendum Report

The 2021 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the seventh 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 fourth 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 seven 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, 2021. This will be the third 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 (2021)

- On December 31st, 2021, 65,131 RNs held an active license to practice in Louisiana. Ninety-three percent of those RNs lived in Louisiana and 7% resided outside of Louisiana.
- In 2021, approximately 65% of the licensed RNs that lived outside of Louisiana lived in a compact state.
- Approximately 28% of the 4,446 RNs that lived outside of Louisiana in 2021 came from the border states of Mississippi and Texas, both of which are compact states.
- Twenty-six percent (16,042) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2021 and 23% (13,774) were between 40 and 49 years of age.
- In 2021, 35% (21,631) of licensed RNs residing in Louisiana were 50 years and older with 16% (9,817) being 60 years and older.
- From 2018 to 2021, males represented 12% of the RN workforce and females represented 88%. There was an 8% increase in the number of male RNs in 2021 compared to 2018. At the national level, males represent 9.6% of the RN workforce (Health Resources and Administration Services [HRSA], 2019).
- The RN workforce in Louisiana is 3% Hispanic/Latino.
- In the U.S. and Louisiana, minorities comprise approximately 42% of the population, whereas minorities comprise 21% of Louisiana's RN workforce.
- Sixty-two percent (37,392) of all licensed RNs residing in Louisiana in 2021 reported having a baccalaureate or higher degree in nursing.
- Approximately 2% (1,076) of the RNs residing in Louisiana reported having a doctorate. Fifty-five percent have a Doctor of Nursing Practice (DNP), a decrease of 11% in the number of DNPs since 2020 and an increase of 40% in the number of DNPs since 2018. Only 12% reported having a PhD in nursing and seven percent reported having another form of doctorate in nursing.
- In 2021, 4,903 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately 8% of the RN workforce: 2,051 (42%) were enrolled in a Master's in Nursing program; 1,729 (35%) indicated they were enrolled in a baccalaureate in nursing program; and 586 (12%) were enrolled in a DNP program.

- Between 2017 and 2021, there has been an 11% decrease in the number of students accepted for admission into Louisiana's RN to BSN programs.
- There was a 7% decrease in the number of students enrolled and a 4% decrease in the number of graduates from Louisiana's RN to BSN programs over the last year.
- Seventy-four percent (46,412) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,440) part-time, and 7% (4,147) per diem.
- Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,552; 2%) or unemployed not seeking work as a nurse (2,608; 4%) which is equivalent to approximately 7% (4,160) of the licensed RNs residing in Louisiana.
- Hospitals employed 60% (32,125) of the RNs residing in Louisiana which is in line with the 60% reported by HRSA in the 2018 National Sample Survey of Registered Nurses (2019).
- Sixty-four percent (33,973) of RNs residing in Louisiana reported working as staff nurses in 2021. Eleven percent (6,101) indicated they were APRNs, which is in line with the 11.5% reported at the national level (HRSA, 2019). Eight percent were nurse managers and 5% were case managers.
- Twelve percent (6,374) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, followed by 11% (5,864) reporting medical-surgical as their specialty practice area, a 2% decrease in number.
- There was a 36% increase in the number of nurses reporting public health as their primary practice specialty over the last four years.
- Eighty-three percent of the RNs (50,057) working in Louisiana in 2021 reported that they provided direct patient care in their practice.
- Between 2018 and 2021, there was an 18% 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 2021.
- In 2021, 18% (9,500) 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 2020 (9,331).
- Of the 9,500 RNs planning to leave their current nursing positions, 2,413 (25%) indicated that they would be retiring and 1,856 (20%) cited salary/pay as the reason for leaving their current position, which represents a 7% increase in number over the previous year.
- In 2021, approximately 48% (22,186) of the RNs that worked full-time reported annual salaries between \$60,000 and \$99,999. Four percent (1,705) of the full-time employed RNs reported annual salaries of less than \$40,000.

Major Findings - Advanced Practice Registered Nurses in Louisiana (2021)

- Of the 65,131 RNs holding an active license to practice in Louisiana in 2021, 13% (8,284) also held an active APRN license.
- Eighty-five percent (7,072) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 6% increase in number from 2020.
- In 2021, approximately 77% (5,226) of all APRNs licensed and residing in Louisiana indicated that they were CNPs, 20% (1,382) were CRNAs, 2% (104) were CNSs, and 1% (56) were CNMs.
- Thirty-six percent (2,536) of the APRNs residing in Louisiana in 2021 were between 30 and 39 years of age and 30% (2,132) were between 40 and 49 years old.
- Eighteen percent (1,275) of Louisiana's APRNs were between 50 and 59 years of age and 11% (747) were 60 years and older.
- Eighty percent (5,658) of the licensed APRNs in Louisiana are females and 20% (1,414) are males.
- In 2021, 2% (154) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 5% increase in number.
- Minorities represent approximately 19% of the APRN workforce in Louisiana: Black/African Americans represent 16% of the APRN workforce, followed by 1% Asian, and less than 1% of each of the following racial groups: American Indian (0.3%), Native Hawaiian (0.01%), two or more races (0.9%) and other (0.5%).
- Eighty-seven percent (6,083) of the licensed APRNs residing in Louisiana in 2021 reported the masters' degree as their highest degree in nursing and 11% indicated that they held a doctorate degree in nursing which represents a 20% increase in number when compared to 2020 and a 70% increase in number over the last four years.
- Eighty-five percent (6,214) of the licensed APRNs residing in LA in 2021 were employed full-time, 7% (506) reported part-time employment, and 5% (343) indicated employment on a per diem basis.
- Forty-three percent (66) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed and 16% (24) indicated that they were having difficulty finding a position as an APRN.
- Hospitals employed 37% (2,532) of the licensed APRNs residing in Louisiana, followed by 30% (2,055) that reported working in ambulatory care, 6% in community health (432), and 3% (191) in schools of nursing.
- In 2021, 92% (6,299) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (250) indicated that they were staff nurses, and 2% (142) were nurse faculty/educators.
- Thirty-two percent (2,153) of the licensed APRNs that resided in Louisiana in 2021 reported their primary specialty practice areas as adult health/adult family health, 20% (1,368) indicated anesthesia as their primary specialty practice area, 5% (348) reported pediatrics as their primary specialty, 5% (357) psych-mental health nursing, 4% (240) emergency room/trauma and 4% (280) acute care/critical care.
- Fifteen percent (1,033) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (269) reported having three or more positions.

- Forty-two percent (2,599) 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 2021 and 32% (1,939) reported annual earnings between \$125,000 and \$150,000 or more.
- Seventy percent (4,964) of the licensed APRNs residing in Louisiana in 2021 had prescriptive authority which reflects a 9% increase in number from 2020.

Licensed Registered Nurses Residing in Louisiana

On December 31st, 2021, 65,131 RNs held an active license to practice in Louisiana. Ninety-three percent of those RNs lived in Louisiana and 7% 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
	#	%	#	%	#	%	
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
2018	57,344	85%	10,022	15%	62	0.1%	67,428
1 & 4 Year Variance	↑2% / ↑6%		↓32% / ↓56%		↓8% / ↓42%		↓1% / ↓3%

In 2021, approximately 65% of the licensed RNs that lived outside of Louisiana lived in a compact state. Approximately 28% (36% in 2020) of the 4,446 RNs (6,574 RNs in 2020) that lived outside of Louisiana in 2021 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 2021

Rank	State	Compact Status	Number of RNs 2018	Number of RNs 2019	Number of RNs 2020	Number of RNs 2021
1	Mississippi	Compact	2,373	2,319	1,252	663
2	Texas	Compact	1,948	1,899	1,095	575
3	Ohio	Enacted: awaiting implementation		336	411	434
4	New York	Legis. Pending	308	346	360	364
5	Illinois	Legis. Pending		301	330	352
6	California	No Action			238	284
7	Pennsylvania	Enacted: awaiting implementation			239	254
8	Florida	Compact	594	620	340	174
9	Alabama	Compact	329	383	236	139
10	Georgia	Compact	384	398	199	103
						3,342 = 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 60,649 RNs that reported Louisiana as their state of residence in 2021 which reflects Louisiana’s available nursing workforce.

Age Distribution for Registered Nurses in Louisiana

Twenty-six percent (16,042) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2021 and 23% (13,774) were between 40 and 49 years of age (Table 3). In 2021, over a third (35%) 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 50 years and a median of 48 years according to findings from the 2018 National Sample Survey of Registered Nurses (U.S Department of Health and Human Services [DHHS] Health Resources and Services Administration [HRSA], 2019).

Table 3. Age Distribution of Licensed RNs Residing in LA

Report Year	<30		30-39		40-49		50-59		60 and >	
	#	%	#	%	#	%	#	%	#	%
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%
2018	7,508	13%	15,084	26%	13,507	24%	11,572	20%	9,673	17%
1 & 4 Year Variance	↑21% / ↑23%		↑2% / ↑6%		↑0.5% / ↑2%		↓0.5% / ↑2%		↓7% / ↑1%	

Number of respondents 2021 = 60,649; Mean age = 45.32 years; Median age = 44 years

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, 2019). The gender distribution for RNs in Louisiana is not reflective of the state or national percentages. Since 2018, males represented 12% of the RN workforce and females represented 88% (Table 4). Over the last four years there was an 8% increase in the number of male RNs. At the national level, males represent 9.6% of the RN workforce (HRSA, 2019).

Table 4. Gender Distribution of Licensed RNs Residing in LA

Report Year	Male		Female	
	#	%	#	%
2021	7,207	12%	53,442	88%
2020	7,063	12%	52,400	88%
2019	7,021	12%	52,212	88%
2018	6,653	12%	50,691	88%
1 & 4 Year Variance	↑2% / ↑8%		↑2% / ↑5%	

Number of respondents = 60,649

Ethnicity and Race of Licensed Registered Nurses in Louisiana

According to the U.S. Census Bureau (2021), 18.5% of the U.S. population is Hispanic/Latino, whereas 5.3% of Louisiana’s population is Hispanic/Latino. Hispanics/Latinos represent 10.2% of the RN workforce at the national level (HRSA, 2019). The RN workforce in Louisiana remained at 3% Hispanic/Latino in 2021, although the number of Hispanic/Latino RNs has increased by 13% over the last four years (Table 5).

Table 5. Ethnicity (Hispanic Origin)

Report Year	Yes		No	
	#	%	#	%
2021	1,747	3%	58,902	97%
2020	1,676	3%	57,787	97%
2019	1,624	3%	57,609	97%
2018	1,540	3%	55,774	97%
1 & 4 Year Variance	↑4% / ↑13%		↑2% / ↑6%	

Number of respondents = 60,649

In the U.S. and Louisiana, minorities comprise approximately 42% of the population, whereas minorities comprise 21% of Louisiana’s RN workforce (Table 6). At the national level, minorities comprise 26.7% of the RN workforce: Hispanic/Latino (10.2%); Black (7.8%); Asian (5.2%); American Indian/Alaskan Native (0.3%); Native Hawaiian/Pacific Islander (0.6%); and two or more races (1.7%) (HRSA, 2019).

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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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%
2018	45,761	80%	9,317	16%	842	1%	237	0.4%	58	0.1%	422	0.7%	417	0.7%
1 & 4 Year Variance	↑1% / ↑4%		↑4% / ↑12%		↑3% / ↑12%		↑3% / ↑5%		↓2% / ↓12%		↑16% / ↑69%		↑6% / ↑32%	

Number of respondents = 60,627

Educational Preparation of Registered Nurses in Louisiana

Over the last four 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 (6% in 2018, 2019, 2020); 40% associate degree; 50% (49% in 2018 and 2019) baccalaureate; 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.

Table 7. Basic Educational Preparation of RNs Residing in Louisiana

Report Year	Vocational/ Practical		Diploma Nurse		Associate Degree		BSN		Masters or Higher	
	#	%	#	%	#	%	#	%	#	%
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%
2018	2,173	4%	3,662	6%	22,879	40%	27,966	49%	357	0.6%
1 & 4 Year Variance	↑4% / ↑9%		↓4% / ↓10%		↑2% / ↑5%		↑3% / ↑9%		↓5% / ↑3%	

Number of respondents = 60,560

Highest Degree Held by Registered Nurses in Louisiana

Sixty-two percent (37,392) of all licensed RNs residing in Louisiana in 2021 reported having a baccalaureate or higher degree in nursing (Table 8). In addition, 62% (33,227) of licensed RNs that are working as a RN reported having a baccalaureate or higher degree in nursing which exceeds the 59% reported nationwide according to the Future of Nursing Campaign for Action Dashboard (2022).

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	
	#	%	#	%	#	%	#	%	#	%
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%
2018	2,660	5%	19,935	35%	26,768	47%	7,034	12%	640	1%
1 & 4 Year Variance	↓4% / ↓13%		↑4% / ↑5%		↑3% / ↑9%		↓5% / ↑6%		↓8% / ↑26%	

Number of respondents = 60,560; RNs working as a RN = 53,301.

In 2021, over 18,000 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 33% 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	
	#	%	#	%	#	%	#	%
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%
2018	5,530	32%	9,387	55%	1,943	11%	277	2%
1 & 4 Year Variance	↑4% / ↑13%		↑2% / ↑8%		↓2% / ↑5%		↓3% / ↓3%	

Number of respondents = 18,718

Approximately 2% (1,076) of the RNs residing in Louisiana reported having a doctorate. Fifty-five percent of the doctoral prepared RNs have a Doctor of Nursing Practice (DNP), a decrease

of 11% in the number of DNPs since 2020 and an increase of 40% in the number of DNPs since 2018, and 25% have a doctorate in a field other than nursing (Table 10). Only 12% reported having a PhD in nursing and 7% 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	
	#	%	#	%	#	%	#	%
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%
2018	127	14%	426	46%	87	9%	277	30%
1 & 4 Year Variance	↑1% / ↑5%		↓11% / ↑40%		↑7% / ↓9%		↓3% / ↓3%	

Total number of RNs with doctorates = 1,076

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 2021, 4,903 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, 2,051 (42%) were enrolled in a Master’s in Nursing program, 1,729 (35%) indicated they were enrolled in a baccalaureate in nursing program, and 586 (12%) were enrolled in a DNP program. Seven percent (341) 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
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
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
2018	47	1%	1,412	32%	1,863	43%	62	1%	585	13%	21	0.5%	87	2%	299	7%	4,376
1 & 4 Year Variance	↑58% / ↓19%		↑10% / ↑22%		↓6% / ↑10%		↓9% / ↑3%		↓11% / ↑0.2%		↓19% / ↑38%		↓2% / ↓25%		↓7% / ↑14%		↓2% / ↑12%

Note: Non-Nursing Programs: AD Non-Nursing (22), BS Non-Nursing (72), MS Non-Nursing (247) 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 2017 and 2021, there

has been a 26% decrease in the number of students accepted for admission into Louisiana’s RN to BSN programs (Table 12). There has been a decrease in the number of students enrolled (7% decrease) and the number graduating (4% 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
2021	1,001	1,248	597
2020	1,131	1,342	622
2019	1,171	1,283	609
2018	1,184	1,325	646
2017	1,348	1,361	682
1 & 5 Year Variance	↓11% / ↓26%	↓7% / ↓8%	↓4% / ↓12%

Source of data: 2020-2021 School of Nursing Annual Reports

Employment Distribution of Registered Nurses

Seventy-four percent (46,412) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,440) part-time, and 7% (4,147) per diem (Table 13). At the national level, findings from the 2018 National Sample Survey of Registered Nurses revealed that 79% of licensed RNs reported full-time employment as a nurse (HRSA, 2019). Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,552; 2%) or unemployed not seeking work as a nurse (2,608; 4%) which is equivalent to approximately 7% (4,160) of the licensed RNs residing in Louisiana.

Table 13. Employment Distribution of RNs Residing in LA

Employment Status	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Full-time in nursing	46,412	74%	45,628	74%	45,279	74%	43,711	75%	↑2% / ↑6%
Part-time in nursing	4,440	7%	4,525	7%	4,610	8%	4,486	8%	↓2% / ↓1%
Per diem in nursing	4,147	7%	4,019	7%	3,990	7%	3,743	6%	↑3% / ↑11%
Full-time non-nursing	1,015	2%	965	2%	944	2%	892	2%	↑5% / ↑14%
Part-time non-nursing	382	0.6%	361	1%	328	0.5%	294	0.5%	↑6% / ↑30%
Per diem non-nursing	168	0.3%	163	0.3%	150	0.2%	133	0.2%	↑3% / ↑26%
Nursing volunteer	325	0.5%	319	0.5%	340	0.5%	309	0.5%	↑2% / ↑5%
Unemployed seeking work as a nurse	1,552	2%	1,480	2%	1,420	2%	1,246	2%	↑5% / ↑25%
Unemployed not seeking work as a nurse	2,608	4%	2,497	4%	2,549	4%	2,472	4%	↑4% / ↑6%
Retired	1,682	3%	1,518	2%	1,553	3%	1,354	2%	↑11% / ↑24%

Note: Respondents were instructed to select all that apply.

Sixty-two percent (2,567) of the RNs that were unemployed identified caring for home and family as the reason for not working which represents a 5% increase in number between 2020 and 2021 and a 9% decrease over the past four years (Table 14). There was also a 19% decrease in 2020-2021 and a 29% decrease over the last four 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	
	#	%	#	%	#	%	#	%	#	%	#	%
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%
2018	2,832	68%	216	5%	308	7%	182	4%	25	0.6%	605	15%
1 & 4 Year Variance	↑5% / ↓9%		↓19% / ↓29%		↓6% / ↑25%		↑11% / ↑23%		↓6% / ↑24%		↑14% / ↑32%	

Note: Respondents were instructed to select all that apply.

Number of Years Licensed Registered Nurses in Louisiana Plan to Work

In 2021, 7,223 (12%) 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 27% of the RN workforce in Louisiana that plan to stop working in ten years. (Table 15). When compared to 2020, there was a 3% 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
	#	%	#	%	#	%	#	%	
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
2018	7,619	14%	9,202	17%	15,029	28%	22,255	41%	54,105
1 & 4 Year Variance	↓7% / ↓5%		↑3% / ↓3%		↑3% / ↑3%		↑5% / ↑18%		↑3% / ↑7%

Employment Settings for Registered Nurses

According to Table 16, in 2021, hospitals employed 60% (32,125) of the RNs residing in Louisiana which is in line with the 60% reported in the 2018 National Sample Survey of Registered Nurses (2019). Ten percent of the RNs in Louisiana were employed in ambulatory care settings compared to 16% at the national level (HRSA, 2019). Settings such as care management/case management/care coordinator, clinics, behavioral health clinics/centers/hospitals, ambulatory surgical centers, insurance companies and cardiology were included in the other category.

Table 16. Primary Employment Settings for RNs Residing in Louisiana

Employment Setting	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Ambulatory Care	5,464	10%	5,214	10%	5,203	10%	4,982	10%	↑5% / ↑10%
Assisted Living Facility	113	0.2%	115	0.2%	113	0.2%	112	0.2%	↓2% / ↑1%
Community Health	1,115	2%	981	2%	961	2%	901	2%	↑14% / ↑24%
Correctional Facility	393	0.7%	401	0.8%	383	0.7%	345	0.7%	↓2% / ↑14%
Dialysis Center	889	2%	915	2%	919	2%	917	2%	↓3% / ↓3%
Home Health	2,125	4%	2,097	4%	2,140	4%	2,225	4%	↑1% / ↓4%
Hospice	1,049	2%	1,035	2%	1,024	2%	991	2%	↑1% / ↑6%
Hospital	32,125	60%	32,062	61%	31,930	61%	30,936	61%	↑0.2% / ↑4%
Insurance Claims/Benefits	1,085	2%	1,093	2%	1,086	2%	1,028	2%	↓0.7% / ↑6%
Nursing Home/Extended Care	1,545	3%	1,593	3%	1,626	3%	1,530	3%	↓3% / ↑1%
Occupational Health	292	0.5%	280	0.5%	282	0.5%	269	0.5%	↑4% / ↑9%
Other	4,280	8%	4,056	8%	4,028	8%	3,885	8%	↑6% / ↑10%
Policy/Planning/Regulatory Licensing Agency	208	0.4%	202	0.4%	210	0.4%	208	0.4%	↑3% / 0%
Public Health	562	1%	506	1%	489	0.9%	468	0.9%	↑11% / ↑20%
School Health Service	1,057	2%	981	2%	971	2%	941	2%	↑8% / ↑12%
School of Nursing	999	2%	979	2%	982	2%	934	2%	↑2% / ↑7%
Total	53,301		52,510		52,347		50,672		↑2% / ↑5%

Note: Reflects only those nurses that reported being employed.

Positions Held by Licensed Registered Nurses in Louisiana

Sixty-four percent (33,973) of RNs residing in Louisiana reported working as staff nurses in 2021 (Table 17) compared to 60% of RNs at the national level (Smiley, et.al., 2021). Eleven percent (6,101) indicated they were APRNs, which is in line with the 11.5% reported at the national level (HRSA, 2019). Eight percent were nurse managers and 5% were case managers which is also in line with national findings (Smiley, et.al., 2021). Other health related positions included administrator, assistant director, charge nurse, case manager/care management, clinical documentation specialists, clinical informaticists, directors of various departments/agencies, infection preventionist, school nurse, medical certification specialist and health management.

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

Positions	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	6,101	11%	5,633	11%	5,619	11%	5,227	10%	↑8% / ↑17%
Case Manager	2,931	5%	2,983	6%	2,989	6%	3,015	6%	↓2% / ↓3%
Consultant	532	1%	521	1%	539	1%	544	1%	↑2% / ↓2%
Nurse Executive	1,124	2%	1,110	2%	1,136	2%	1,127	2%	↑1% / ↓0.3%
Nurse Faculty / Educator	1,372	3%	1,347	3%	1,350	3%	1,264	2%	↑2% / ↑9%
Nurse Manager	4,147	8%	4,221	8%	4,307	8%	4,279	8%	↓2% / ↓3%
Nurse Researcher	163	0.3%	161	0.3%	154	0.3%	137	0.3%	↑1% / ↑19%
Other – Health Related	2,796	5%	2,563	5%	2,502	5%	2,315	5%	↑9% / ↑21%
Other – Not Health Related	162	0.3%	146	0.3%	144	0.3%	138	0.3%	↑11% / ↑17%
Staff Nurse	33,973	64%	33,825	64%	33,607	64%	32,626	64%	↑0.4% / ↑4%
Total	53,301		52,510		52,347		50,672		↑2% / ↑5%

Note: Reflects only those nurses that reported being employed.

Primary Practice Specialty Areas Reported by Registered Nurses Residing in Louisiana

In 2021, 12% (6,374) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, a 4% increase in number, followed by 11% (5,864) reporting medical/surgical as their specialty practice area, a 2% 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%; 4,231), emergency room trauma (7%; 3,846), and operating room/post anesthesia care unit/perioperative specialty areas (7%; 3,641).

Other clinical specialty areas included utilization review, case management/care coordination, informatics, endoscopy, gastroenterology, infection prevention 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	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	6,374	12%	6,139	12%	6,015	11%	5,797	11%	↑4% / ↑10%
Anesthesia	1,447	3%	1,433	3%	1,455	3%	1,419	3%	↑1% / ↑2%
Community Health	627	1%	535	1%	524	1%	478	0.9%	↑17% / ↑31%
Dialysis / Nephrology	1,020	2%	1,023	2%	1,019	2%	1,014	2%	↓0.3% / ↑0.6%
Emergency Room / Trauma	3,846	7%	3,889	7%	3,904	7%	3,804	8%	↓1% / ↑1%
Adult Health / Adult Family Health	4,231	8%	3,981	8%	3,923	7%	3,683	7%	↑6% / ↑15%
Geriatrics / Gerontology	1,764	3%	1,837	3%	1,908	4%	1,892	4%	↓4% / ↓7%
Home Health	1,865	3%	1,900	4%	1,939	4%	1,994	4%	↓2% / ↓6%
Maternal Child Health /Obstetrics	2,252	4%	2,293	4%	2,257	4%	2,249	4%	↓2% / ↑0.1%
Medical-Surgical	5,864	11%	6,002	11%	6,083	12%	6,015	12%	↓2% / ↓3%
Neonatal	1,591	3%	1,614	3%	1,635	3%	1,640	3%	↓1% / ↓3%
Pediatrics	2,115	4%	2,129	4%	2,134	4%	2,109	4%	↓0.7% / ↑0.3%
Occupational Health	382	0.7%	357	0.7%	340	0.6%	323	0.6%	↑7% / ↑18%
Oncology	1,125	2%	1,144	2%	1,134	2%	1,105	2%	↓2% / ↑2%
OR/PACU/Perioperative	3,641	7%	3,575	7%	3,530	7%	3,392	7%	↑2% / ↑7%
Palliative Care	803	2%	782	1%	763	1%	716	1%	↑3% / ↑12%
Psych-Mental Health/Substance Abuse	2,224	4%	2,181	4%	2,187	4%	2,085	4%	↑2% / ↑7%
Public Health	518	1%	437	0.8%	412	0.8%	380	0.7%	↑19% / ↑36%
Rehab	799	1%	791	2%	804	2%	776	2%	↑1% / ↑3%
School Health	802	2%	738	1%	714	1%	699	1%	↑9% / ↑15%
Cardiology	1,881	4%	1,982	4%	2,043	4%	2,042	4%	↓5% / ↓8%
Orthopedic	486	1%	494	1%	520	1%	534	1%	↓2% / ↓9%
Women’s Health	898	2%	885	2%	902	2%	884	2%	↑1% / ↑2%
Other - Clinical Specialties	5,239	10%	4,919	9%	4,779	9%	4,353	9%	↑7% / ↑20%
Other – Non-clinical Specialties	1,507	3%	1,450	3%	1,423	3%	1,289	3%	↑4% / ↑17%
Total	53,301		52,510		52,347		50,672		↑2% / ↑5%

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-three percent of the RNs (50,057) working in Louisiana in 2021 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
	#	%	#	%	#	%	
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
2018	45,927	81%	6,322	11%	4,788	8%	57,037
1 & 4 Year Variance	↑4% / ↑9%		↓4% / ↓3%		↓7% / ↓9%		↑2% / ↑6%

Number of Positions Employed as a Nurse

Between 2018 and 2021, there was an 18% 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 2021.

Table 20. Number of Positions Employed as a RN

RNs Residing in Louisiana	One		Two		Three or More		Total Responding #
	#	%	#	%	#	%	
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
2018	44,934	89%	5,172	10%	564	1%	50,670
1 & 4 Year Variance	↑2% / ↑6%		↓3% / ↓5%		↑9% / ↑18%		↑1% / ↑5%

RNs Planning to Leave Their Current Nursing Positions

In 2021, 18% (9,500) 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 2020 (Table 21). Of the 9,500 RNs planning to leave their current nursing positions, 2,413 (25%) indicated that they would be retiring and 1,856 (20%) 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	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Relocate	676	7%	671	7%	799	8%	799	8%	↑0.7% / ↓15%
Salary/Pay	1,856	20%	1,727	19%	1,689	18%	1,641	17%	↑7% / ↑13%
Retire	2,413	25%	2,690	29%	2,727	28%	2,779	29%	↓10% / ↓13%
School	1,192	13%	1,189	13%	1,218	13%	1,175	12%	↑0.3% / ↑1%
Work Environment	796	8%	705	8%	750	8%	756	8%	↑13% / ↑5%
Change Specialty	959	10%	840	9%	852	9%	836	9%	↑14% / ↑15%
Starting/Raising Family	536	6%	532	6%	501	5%	482	5%	↑0.8% / ↑11%
Caring for Elderly Family Member	217	2%	216	2%	220	2%	235	2%	↑0.5% / ↓8%
Other	855	9%	761	8%	884	9%	986	10%	↑12% / ↓13%
Total	9,500		9,331		9,640		9,689		↑2% / ↓2%

Salaries of Registered Nurses in Louisiana

In 2021, approximately 48% (22,186) of the RNs that worked full-time reported annual salaries between \$60,000 and \$99,999 (Table 22). Sixteen percent (7,669) of the full-time employed RNs reported salaries between \$100,000 and \$149,999. In 2018, the national median earnings for full-time RNs was \$73,929, while part-time RNs earned a median of \$39,985 (HRSA, 2019). It is interesting to note that 4% (1,705) 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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 & 3 Year Variance	↑10% / ↑99%		↑11% / ↑74%		↑10% / ↑69%		↑7% / ↑67%		↓7% / ↑49%		↓20% / ↑29%		↑24% / ↑88%		↓13% / ↑43%		↓4% / ↑93%	

Number of Respondents: 2021: n= 46,380

Note: The high three-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 65,131 RNs holding an active license to practice in Louisiana in 2021, 13% (8,284) also held an active APRN license (Table 23). Eighty-five percent (7,072) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 6% increase in number from 2020 and a 22% increase in number over the last four years. There was a 24% 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
	#	%	#	%	#	%	
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
2018	5,803	90%	670	10%	7	0.1%	6,480
1 & 4 Year Variance	↑6% / ↑22%		↑24% / ↑80%		0% / ↓14%		↑9% / ↑28%

Primary Roles of Advanced Practice Registered Nurses Residing in Louisiana

In 2021, approximately 77% (5,226) of all APRNs licensed and residing in Louisiana indicated that they were Certified Nurse Practitioners (CNP), 20% (1,382) were Certified Registered Nurse Anesthetists (CRNA), 2% (104) were Clinical Nurse Specialists (CNS), and 1% (56) 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 four years, the number of CNPs increased by 23%, CNMs increased by 12%, CRNAs increased by 2%, while the number of CNSs decreased by 16%.

Table 24. Primary Role as an APRN Residing in LA

Report Year	CNP		CNM		CRNA		CNS		Total
	#	%	#	%	#	%	#	%	
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
2018	4,265	74%	50	1%	1,355	23%	124	2%	5,794
1 & 4 Year Variance	↑10% / ↑23%		↑19% / ↑12%		↑1% / ↑2%		↓3% / ↓16%		↑8% / ↑17%

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

Age of Advanced Practice Registered Nurses Renewing

Thirty-six percent (2,536) of the APRNs residing in Louisiana in 2021 were between 30 and 39 years of age and 30% (2,132) were between 40 and 49 years old (Table 25). Eighteen percent (1,275) of Louisiana's APRNs were between 50 and 59 years of age and 11% (747) 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 >	
	#	%	#	%	#	%	#	%	#	%
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%
2018	221	4%	2,017	35%	1,775	31%	1,049	18%	741	13%
1 & 4 Year Variance	↑71% / ↑73%		↑9% / ↑26%		↑4% / ↑20%		↑2% / ↑22%		↓8% / ↑1%	

Number of Respondents (7,072); Mean Age = 44.94 years; Median Age = 43 years.

Gender of Advanced Practice Registered Nurses Renewing Their License

Eighty percent (5,658) of the licensed APRNs in Louisiana are females and 20% (1,414) 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	
	#	%	#	%
2021	1,414	20%	5,658	80%
2020	1,372	21%	5,277	79%
2019	1,307	21%	4,966	79%
2018	1,233	21%	4,570	79%
1 & 4 Year Variance	↑3% / ↑15%		↑7% / ↑24%	

Number of Respondents (7,072)

Ethnicity and Racial Distribution of Advanced Practice Registered Nurses

In 2021, 2% (154) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 5% increase in number (Table 27).

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

Report Year	Yes		No	
	#	%	#	%
2021	154	2%	6,918	98%
2020	147	2%	6,502	98%
2019	140	2%	6,133	98%
2018	127	2%	5,673	98%
1 & 4 Year Variance	↑5% / ↑21%		↑6% / ↑22%	

Number of responders = 7,072

As seen in Table 28, the majority of APRNs residing in Louisiana are White/Caucasian (81%). Minorities represent approximately 19% of the APRN workforce in Louisiana: Black/African Americans represent 16% of the APRN workforce, followed by 1% Asian, and less than 1% of each of the following racial groups: American Indian (0.3%), Native Hawaiian (0.01%), two or more races (0.9%) and other (0.5%).

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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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%
2018	4,820	83%	832	14%	65	1%	20	0.3%	3	0.1%	33	0.6%	19	0.3%
1 & 4 Year Variance	↑5% / ↑19%		↑11% / ↑36%		↑10% / ↑40%		↑14% / ↑20%		↓50% / ↓67%		↑14% / ↑97%		↑41% / ↑100%	

Number of responders = 7,070 (No race given=2)

Highest Degree Held by Advanced Practice Registered Nurses in Louisiana

Eighty-seven percent (6,083) of the licensed APRNs residing in Louisiana in 2021 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 20% increase in number when compared to 2020 and a 70% increase in number over the last four 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	
	#	%	#	%	#	%	#	%	#	%	#	%
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%
2018	54	1%	56	1%	184	3%	5,025	86%	475	8%	40	1%
1 & 4 Year Variance	↓22% / ↓35%		↓39% / ↓52%		↓81% / ↓83%		↑7% / ↑21%		↑20% / ↑70%		↓26% / ↓23%	

Number of responders = 7,013

Employment Distribution for Advanced Practice Registered Nurses

Eighty-five percent (6,214) of the licensed APRNs residing in LA in 2021 were employed full-time (Table 30). Seven percent (506) of the APRNs reported part-time employment, and 5% (343) indicated employment on a per diem basis. When compared to 2020, there was a 7% increase in the number of APRNs working full-time, a 0.8% increase in the number working part-time and a 3% increase in the number that were working on a per diem basis. One percent of licensed APRNs (94) reported that they were seeking work as an APRN and less than 1% (60) were unemployed and were not seeking work as an APRN.

Table 30. Employment Distribution of APRNs

Employment Status	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Full-time in nursing	6,214	85%	5,800	84%	5,471	84%	5,059	85%	↑7% / ↑23%
Part-time in nursing	506	7%	502	7%	484	7%	431	7%	↑0.8% / ↑17%
Per diem in nursing	343	5%	333	5%	285	4%	244	4%	↑3% / ↑41%
Full-time non-nursing	38	0.5%	33	0.5%	37	1%	34	1%	↑15% / ↑12%
Part-time non-nursing	14	0.2%	14	0.2%	13	0.2%	16	0.3%	0% / ↓13%
Per diem non-nursing	10	0.1%	6	0.1%	6	0.1%	8	0.1%	↑67% / ↑25%
Nursing volunteer	14	0.2%	13	0.2%	13	0.2%	16	0.3%	↑8% / ↓13%
Unemployed seeking work as a nurse	94	1%	95	1%	83	1%	74	1%	↓1% / ↑27%
Unemployed not seeking work as a nurse	60	0.8%	50	0.7%	53	1%	48	1%	↑20% / ↑25%
Retired	33	0.5%	30	0.4%	30	0.5%	18	0.3%	↑10% / ↑83%

Note: APRNs were instructed to 'Select All That Apply.'

Forty-three percent (66) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed (Table 31). Sixteen percent (24)

indicated that they were having difficulty finding a position as an APRN. Other reasons for being unemployed included in between positions, lay off 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	
	#	%	#	%	#	%	#	%	#	%	#	%
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%
2018	50	41%	22	18%	5	4%	3	2%	1	1%	41	34%
1 & 4 Year Variance	↑18% / ↑32%		↓8% / ↑9%		0% / ↑100%		↑100% / ↑100%		~% / ↑100%		↓8% / ↑12%	

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

Employment Settings for Advanced Practice Registered Nurses

According to Table 32, in 2021, hospitals employed 37% (2,532) of the licensed APRNs residing in Louisiana, followed by 30% (2,055) that reported working in ambulatory care, 6% in community health (432), and 3% (191) in schools of nursing. Other employment settings included clinics, physician’s offices, family practice, telemedicine and urgent care.

Table 32. Primary Employment Settings for APRNs Residing in Louisiana

Employment Setting	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Ambulatory Care	2,055	30%	1,900	30%	1,795	30%	1,610	29%	↑8% / ↑28%
Assisted Living Facility	4	0.06%	3	0.05%	2	0.1%	3	0.1%	↑33% / ↑33%
Community Health	432	6%	374	6%	333	5%	301	5%	↑16% / ↑44%
Correctional Facility	63	1%	58	1%	53	0.9%	44	0.8%	↑9% / ↑43%
Dialysis Center	21	0.3%	27	0.4%	24	0.4%	26	0.5%	↓22% / ↓19%
Home Health	91	1%	76	1%	72	1%	63	1%	↑20% / ↑44%
Hospice	15	0.2%	21	0.3%	25	0.4%	23	0.4%	↓29% / ↓35%
Hospital	2,532	37%	2,460	38%	2,349	39%	2,240	40%	↑3% / ↑13%
Insurance Claims/Benefits	16	0.2%	16	0.2%	16	0.3%	7	0.1%	0% / ↑129%
Nursing Home/Extended Care	126	2%	118	2%	118	2%	106	2%	↑7% / ↑19%
Occupational Health	75	1%	76	1%	71	1%	68	1%	↓1% / ↑10%
Other	1,032	15%	935	15%	877	14%	807	14%	↑10% / ↑28%
Policy/Planning/Regulatory Licensing Agency	11	0.2%	9	0.1%	8	0.1%	5	0.1%	↑22% / ↑120%
Public Health	71	1%	60	1%	52	1%	44	1%	↑18% / ↑61%
School Health Service	85	1%	85	1%	81	1%	75	1%	0% / ↑13%
School of Nursing	191	3%	184	3%	181	3%	178	3%	↑4% / ↑7%
Total	6,820		6,402		6,057		5,600		↑7% / ↑22%

Note: Reflects only those nurses that reported being employed.

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

In 2021, 92% (6,299) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (250) indicated that they were staff nurses, and 2% (142) were nurse

faculty/educators (Table 33). Other positions reported by APRNs included medical certification specialist, nursing faculty, quality manager and vaccination nurse.

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

Positions	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	6,299	92%	5,900	92%	5,599	92%	5,199	93%	↑7% / ↑21%
Case Manager	10	0.1%	12	0.2%	12	0.2%	10	0.2%	↓17% / 0%
Consultant	4	0.06%	4	0.06%	4	0.1%	5	0.1%	0% / ↓20%
Nurse Executive	32	0.5%	37	0.6%	36	0.6%	27	0.5%	↓14% / ↑19%
Nurse Faculty / Educator	142	2%	144	2%	143	2%	139	2%	↓1% / ↑2%
Nurse Manager	19	0.3%	20	0.3%	21	0.3%	24	0.4%	↓5% / ↓21%
Nurse Researcher	4	0.06%	4	0.06%	3	0.05%	2	0.04%	0% / ↑100%
Other – Health Related	55	0.8%	51	0.8%	48	0.8%	38	0.7%	↑8% / ↑45%
Other – Not Health Related	5	0.07%	5	0.08%	4	0.07%	4	0.07%	0% / ↑25%
Staff Nurse	250	4%	225	4%	187	3%	152	3%	↑11% / ↑64%
Total Respondents	6,820		6,402		6,057		5,600		↑7% / ↑22%

Note: Reflects only those nurses that reported being employed.

Specialty Practice Areas Reported by APRNs

Thirty-two percent (2,153) of the licensed APRNs that resided in Louisiana in 2021 reported their primary specialty practice areas as adult health/adult family health and 20% (1,368) indicated anesthesia as their primary specialty practice area (Table 34). Five percent (348) reported pediatrics as their primary specialty, 5% (357) psych-mental health nursing, 4% (240) emergency room/trauma and 4% (280) acute care/critical care. Other clinical specialty areas included gastroenterology, neurology, urgent care, dermatology and pain management.

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

Clinical, Teaching or Practice Area	2021		2020		2019		2018		1 & 4 Year Variance
	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	280	4%	242	4%	211	3%	191	3%	↑16% / ↑47%
Anesthesia	1,368	20%	1,359	21%	1,344	22%	1,300	23%	↑1% / ↑5%
Community Health	50	0.7%	51	0.8%	44	0.7%	37	0.7%	↓2% / ↑35%
Dialysis / Nephrology	70	1%	71	1%	63	1%	56	1%	↓1% / ↑25%
Emergency Room / Trauma	240	4%	255	4%	238	4%	241	4%	↓6% / ↓0.4%
Adult Health / Adult Family Health	2,153	32%	1,986	31%	1,854	31%	1,694	30%	↑8% / ↑27%
Geriatrics / Gerontology	119	2%	117	2%	119	2%	117	2%	↑2% / ↑2%
Home Health	29	0.4%	30	0.5%	25	0.4%	17	0.3%	↓3% / ↑71%
Maternal Child Health /Obstetrics	76	1%	67	1%	59	1%	54	1%	↑13% / ↑41%
Medical-Surgical	101	1%	85	1%	76	1%	79	1%	↑19% / ↑28%
Neonatal	159	2%	153	2%	150	2%	147	3%	↑4% / ↑8%
Pediatrics	348	5%	334	5%	326	5%	302	5%	↑4% / ↑15%
Occupational Health	64	1%	67	1%	63	1%	54	1%	↓4% / ↑19%
Oncology	86	1%	86	1%	83	1%	78	1%	0% / ↑10%
OR/PACU/Perioperative	30	0.4%	24	0.4%	18	0.3%	12	0.2%	↑25% / ↑150%
Palliative Care	42	0.6%	42	0.7%	42	0.7%	34	0.6%	0% / ↑24%
Psych-Mental Health/Substance Abuse	357	5%	292	5%	255	4%	224	4%	↑22% / ↑59%
Public Health	28	0.4%	25	0.4%	22	0.4%	18	0.3%	↑12% / ↑56%
Rehab	22	0.3%	24	0.4%	25	0.4%	23	0.4%	↓8% / ↓4%
School Health	38	0.6%	40	0.6%	37	0.6%	36	0.6%	↓5% / ↑6%
Cardiology	191	3%	182	3%	180	3%	170	3%	↑5% / ↑12%
Orthopedic	93	1%	82	1%	77	1%	76	1%	↑13% / ↑22%
Women's Health	160	2%	153	2%	152	3%	149	3%	↑5% / ↑7%
Other - Clinical Specialties	663	10%	589	9%	554	9%	464	8%	↑13% / ↑43%
Other – Non-clinical Specialties	53	0.8%	46	0.7%	40	0.7%	27	0.5%	↑15% / ↑96%
Total	6,820		6,402		6,057		5,600		↑7% / ↑22%

Note: Reflects only those nurses that reported being employed.

Fifteen percent (1,033) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (269) 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 #
	#	%	#	%	#	%	
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
2018	4,527	81%	902	16%	171	3%	5,600
1 & 4 Year Variance	↑7% / ↑22%		↑4% / ↑15%		↑14% / ↑57%		↑7% / ↑22%

Salaries of APRNs Working Full-Time

Forty-two percent (2,599) 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

2021 (Table 36). Thirty-two percent (1,939) 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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 & 3 Year Variance	↓2% / ↑127%		↑2% / ↑113%		↑20% / ↑120%		↑12% / ↑84%		↑14% / ↑80%		↓3% / ↑54%		↑13% / ↑69%		↓7% / ↑43%		↓6% / ↑74%	

Total Respondents: n= 6,151

Note: The high three-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 percent (4,964) of the licensed APRNs residing in Louisiana in 2021 had prescriptive authority which reflects a 9% increase in number from 2020 (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
2021	4,964	7,049	70%
2020	4,539	6,617	69%
2019	4,252	6,243	68%
2018	3,883	5,753	67%
1 & 4 Year Variance	↑9% / ↑28%		↑7% / ↑23%

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