2024
Louisiana Nurse Supply Report

Louisiana State Board of Nursing
Center for Nursing

LOUISIANA CENTER FOR NURSING

The 2024 Nurse Supply Addendum Report

The 2024 Louisiana State Board of Nursing (LSBN) Licensure Renewal season marked the tenth 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 seventh 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 ten 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, 2024. This will be the sixth 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 (2024)

- On December 31st, 2024, 66,977 RNs held an active license to practice in Louisiana. Ninety-five percent of those RNs lived in Louisiana and 5% resided outside of Louisiana.
- In 2024, approximately 56% of the licensed RNs that lived outside of Louisiana lived in a compact state.
- Approximately 24% of the 3,110 RNs that lived outside of Louisiana in 2024 came from the border states of Mississippi and Texas, both of which are compact states.
- Twenty-five percent (16,096) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2024 and 24% (15,009) were between 40 and 49 years of age.
- In 2024, 38% (24,183) of licensed RNs residing in Louisiana were 50 years and older with 18% (11,497) being 60 years and older.
- From 2020 to 2024, males represented 12% of the RN workforce and females represented 88%. There was a 6% increase in the number of male RNs in 2024 compared to 2020. 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. minorities comprise approximately 25% of the population and in Louisiana minorities comprise approximately 38% of the population, whereas minorities comprise 24% of Louisiana's RN workforce.
- Sixty-three percent (40,223) of all licensed RNs residing in Louisiana in 2024 reported having a baccalaureate or higher degree in nursing.
- Approximately 2% (1,209) of the RNs residing in Louisiana reported having a doctorate. Sixty-one percent have a Doctor of Nursing Practice (DNP), an increase of 3% in the number of DNPs since 2023 and an increase of 11% in the number of DNPs since 2020. Only 11% reported having a PhD in nursing and six percent reported having another form of doctorate in nursing.
- In 2024, 5,456 licensed RNs residing in Louisiana indicated that they were enrolled in school which is equivalent to approximately 8% of the RN workforce: 2,314 (42%) were enrolled in a Master's in Nursing program; 1,987 (36%) indicated they were enrolled in a baccalaureate in nursing program; and 623 (11%) were enrolled in a DNP program.

- Between 2020 and 2024, there has been a 17% decrease in the number of students accepted for admission into Louisiana's RN to BSN programs.
- There was a 37% increase in the number of students enrolled and a 6% increase in the number of graduates from Louisiana's RN to BSN programs over the last year.
- Seventy-five percent (49,401) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,568) part-time, and 7% (4,328) per diem.
- Nurses that were not employed indicated that they were either unemployed and seeking a nursing position (1,463; 2%) or unemployed not seeking work as a nurse (2,449; 4%) which is equivalent to approximately 6% (3,912) of the licensed RNs residing in Louisiana.
- Hospitals employed 60% (33,612) 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-four percent (35,830) of RNs residing in Louisiana reported working as staff nurses in 2024. Thirteen percent (7,141) indicated they were APRNs. Seven percent were nurse managers and 5% were case managers.
- Eleven percent (6,474) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, followed by 10% (5,623) reporting medical-surgical as their specialty practice area, a 2% decrease in number.
- Eighty-five percent of the RNs (54,066) working in Louisiana in 2024 reported that they provided direct patient care in their practice.
- Between 2020 and 2024, there was a 31% 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 2024.
- In 2024, 15% (9,754) 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 2023 (9,665).
- Of the 9,754 RNs planning to leave their current nursing positions, 2,110 (22%) indicated that they would be retiring and 2,137 (22%) cited salary/pay as the reason for leaving their current position, which represents a 2% increase in number over the previous year.
- In 2024, approximately 49% (24,196) of the RNs that worked full-time reported annual salaries between $60,000 and $99,999. Five percent (2,526) of the full-time employed RNs reported annual salaries of less than $40,000.

Major Findings - Advanced Practice Registered Nurses in Louisiana (2024)

- Of the 66,977 RNs holding an active license to practice in Louisiana in 2024, 16% (10,384) also held an active APRN license.
- Eighty-one percent (8,357) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 5% increase in number from 2023.
- In 2024, approximately 79% (6,252) of all APRNs licensed and residing in Louisiana indicated that they were CNPs, 19% (1,485) were CRNAs, 1% (88) were CNSs, and 1% (65) were CNMs.
- Thirty-six percent (2,986) of the APRNs residing in Louisiana in 2024 were between 30 and 39 years of age and 30% (2,544) were between 40 and 49 years old.
- Eighteen percent (1,543) of Louisiana's APRNs were between 50 and 59 years of age and 9% (754) were 60 years and older.
- Eighty-one percent (6,776) of the licensed APRNs in Louisiana are females and 19% (1,581) are males.
- In 2024, 3% (217) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 14% increase in number.
- Minorities represent approximately 21% of the APRN workforce in Louisiana: Black/African Americans represent 17% of the APRN workforce, followed by 2% 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 (7,190) of the licensed APRNs residing in Louisiana in 2024 reported the masters' degree as their highest degree in nursing and 11% indicated that they held a doctorate degree in nursing which represents a 9% increase in number when compared to 2023 and a 34% increase in number over the last five years.
- Eighty-five percent (7,377) of the licensed APRNs residing in LA in 2024 were employed full-time, 7% (577) reported part-time employment, and 5% (424) indicated employment on a per diem basis.
- Fifty-one percent (89) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed and 10% (17) indicated that they were having difficulty finding a position as an APRN.
- Hospitals employed 35% (2,858) of the licensed APRNs residing in Louisiana, followed by 31% (2,509) that reported working in ambulatory care, 7% (562) in community health, and 3% (206) in schools of nursing.
- In 2024, 92% (7,457) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (303) indicated that they were staff nurses, and 2% (155) were nurse faculty/educators.
- Thirty-one percent (2,535) of the licensed APRNs that resided in Louisiana in 2024 reported their primary specialty practice areas as adult health/adult family health, 18% (1,479) indicated anesthesia as their primary specialty practice area, 7% (550) reported psych-mental health nursing as their primary specialty, 5% (382) pediatrics, 4% (304) acute care/critical care and 3% (258) emergency room/trauma.
- Fifteen percent (1,192) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (330) reported having three or more positions.

- Thirty-nine percent (2,823) 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 2024 and 37% (2,681) reported annual earnings between $125,000 and $150,000 or more.
- Seventy-three percent (6,048) of the licensed APRNs residing in Louisiana in 2024 had prescriptive authority which reflects a 6% increase in number from 2023.

Licensed Registered Nurses Residing in Louisiana

On December 31st, 2024, 66,977 RNs held an active license to practice in Louisiana. Ninety-five 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
	#	%	#	%	#	%	
2024	63,828	95%	3,110	5%	39	0.1%	66,977
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
1 & 5 Year Variance	↑1% / ↑7%		↓14% / ↓53%		↑11% / 0%		↑1% / ↑1%

In 2024, approximately 56% of the licensed RNs that lived outside of Louisiana lived in a compact state. Approximately 24% (25% in 2023) of the 3,110 RNs (3,636 RNs in 2023) that lived outside of Louisiana in 2024 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 2024

Rank	State	Compact Status	Number of RNs 2020	Number of RNs 2021	Number of RNs 2022	Number of RNs 2023	Number of RNs 2024
1	Texas	Compact	1,095	575	503	453	372
2	Mississippi	Compact	1,252	663	479	442	370
3	Illinois	Currently No Action	330	352	342	336	324
4	New York	Currently No Action	360	364	363	345	322
5	California	Currently No Action	238	284	282	282	269
6	Pennsylvania	Enacted: partial implementation	239	254	253	241	222
7	Florida	Compact	340	174	161	154	133
8	Michigan	Currently No Action			116	123	129
9	Ohio	Compact	411	434	441	260	105
10	Minnesota	Currently No Action			96	99	101
							2,347 = 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 63,828 RNs that reported Louisiana as their state of residence in 2024 which reflects Louisiana's available nursing workforce.

Age Distribution for Registered Nurses in Louisiana

Twenty-five percent (16,096) of the licensed RNs in Louisiana were between 30 and 39 years of age in 2024 and 24% (15,009) were between 40 and 49 years of age (Table 3). In 2024, over a third (38%) of licensed RNs residing in Louisiana were 50 years and older with 18% 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 >	
	#	%	#	%	#	%	#	%	#	%
2024	8,540	13%	16,096	25%	15,009	24%	12,686	20%	11,497	18%
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%
1 & 5 Year Variance	↓11% / ↑12%		↓3% / ↑2%		↑6% / ↑10%		↑3% / ↑7%		↑12% / ↑9%	

Number of respondents 2024 = 63,828; Mean age = 45.36 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, 2024). 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	
	#	%	#	%
2024	7,504	12%	56,324	88%
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%
1 & 5 Year Variance	↑1% / ↑6%		↑1% / ↑7%	

Number of respondents = 63,828

Ethnicity and Race of Licensed Registered Nurses in Louisiana

According to the U.S. Census Bureau (2024), 19.5% of the U.S. population is Hispanic/Latino, whereas 7.3% 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 2024, although the number of Hispanic/Latino RNs has increased by 23% over the last five years (Table 5).

Table 5. Ethnicity (Hispanic Origin)

Report Year	Yes		No	
	#	%	#	%
2024	2,056	3%	61,772	97%
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%
1 & 5 Year Variance	↑6% / ↑23%		↑1% / ↑7%	

Number of respondents = 63,828

In the U.S. minorities comprise approximately 25% of the population and in Louisiana minorities comprise approximately 38% of the population, whereas minorities comprise 24% 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2024	48,772	76%	11,968	19%	1,155	2%	269	0.4%	43	0.1%	964	2%	655	1%
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%
1 & 5 Year Variance	↑0.4% / ↑4%		↑5% / ↑20%		↑5% / ↑26%		↑4% / ↑11%		↓2% / ↓17%		↑9% / ↑57%		↑4% / ↑26%	

Number of respondents = 63,826

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, 2023, 6% in 2020); 39% associate degree (39% in 2023, 40% in 2020, 2021, 2022); 51% baccalaureate (51% in 2022, 2023, 50% in 2020 and 2021); 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 4% increase for those indicating that the masters degree, a 2% increase for those indicating that the baccalaureate degree and a 1% 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	
	#	%	#	%	#	%	#	%	#	%
2024	2,610	4%	2,980	5%	25,100	39%	32,684	51%	403	0.6%
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%
1 & 5 Year Variance	↑4% / ↑15%		↓4% / ↓13%		↑1% / ↑6%		↑2% / ↑10%		↑4% / ↑4%	

Number of respondents = 63,777

Highest Degree Held by Registered Nurses in Louisiana

Sixty-three percent (40,223) of all licensed RNs residing in Louisiana in 2024 reported having a baccalaureate or higher degree in nursing (Table 8). In addition, 63% (35,776) 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	
	#	%	#	%	#	%	#	%	#	%
2024	2,059	3%	21,495	34%	31,429	49%	7,847	12%	947	1%
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%
1 & 5 Year Variance	↓5% / ↓15%		↑1% / ↑7%		↑2% / ↑11%		↑1% / ↓0.3%		↑3% / ↑8%	

Number of respondents = 63,777; RNs working as a RN = 56,423.

In 2024, over 20,000 RNs reported having non-nursing degrees (Table 9). Over half (53%) of these nurses had a bachelors' degree in a field outside of nursing and 35% 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	
	#	%	#	%	#	%	#	%
2024	7,044	35%	10,748	53%	2,058	10%	262	1%
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%
1 & 5 Year Variance	↑4% / ↑17%		↑2% / ↑8%		↓1% / ↓1%		↓1% / ↓5%	

Number of respondents = 20,112

Approximately 2% (1,209) of the RNs residing in Louisiana reported having a doctorate. Sixty-one percent of the doctoral prepared RNs have a Doctor of Nursing Practice (DNP), an increase of 3% in the number of DNPs since 2023 and an increase of 11% in the number of DNPs since 2020, 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	
	#	%	#	%	#	%	#	%
2024	129	11%	741	61%	77	6%	262	22%
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%
1 & 5 Year Variance	↓2% / ↓2%		↑3% / ↑11%		↑4% / ↑4%		↓1% / ↓5%	

Total number of RNs with doctorates = 1,209

Registered Nurses Advancing Their Education

In 2024, 5,456 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, 2,314 (42%) were enrolled in a Master's in Nursing program, 1,987 (36%) indicated they were enrolled in a baccalaureate in nursing program, and 623 (11%) were enrolled in a DNP program. Six percent (336) 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
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2024	30	1%	1,987	36%	2,314	42%	59	1%	623	11%	36	0.7%	71	1%	336	6%	5,456
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
1 & 5 Year Variance	↓6% / ↑25%		↑7% / ↑27%		↑4% / ↑6%		↓12% / ↓16%		↑4% / ↓6%		↑24% / 0%		↑3% / ↑8%		↑7% / ↓8%		↑5% / ↑10%

Note: Non-Nursing Programs: AD Non-Nursing (17), BS Non-Nursing (69), MS Non-Nursing (250) were included in the total

RN to BSN Progression

Between 2020 and 2024, there has been a 17% 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 (37% increase) and an increase in the number graduating (6% increase) 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
2024	943	1,530	528
2023	765	1,118	499
2022	915	1,075	504
2021	1,001	1,248	597
2020	1,131	1,342	622
1 & 5 Year Variance	↑23**% / ↓17%**	**↑37% /** ↑14**%**	↑6**% / ↓15%**

Source of data: 2024 School of Nursing Annual Reports

Employment Distribution of Registered Nurses

Seventy-five percent (49,401) of the licensed RNs residing in Louisiana reported working full-time, 7% (4,568) part-time, and 7% (4,328) 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 (1,463; 2%) or unemployed not seeking work as a nurse (2,449; 4%) which is equivalent to approximately 6% (3,912) of the licensed RNs residing in Louisiana.

Table 13. Employment Distribution of RNs Residing in LA

Employment Status	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Full-time in nursing	49,401	75%	48,193	74%	47,389	74%	46,412	74%	45,628	74%	↑3% / ↑8%
Part-time in nursing	4,568	7%	4,515	7%	4,452	7%	4,440	7%	4,525	7%	↑1% / ↑1%
Per diem in nursing	4,328	7%	4,322	7%	4,245	7%	4,147	7%	4,019	7%	↑0.1% / ↑8%
Full-time non-nursing	1,208	2%	1,181	2%	1,071	2%	1,015	2%	965	2%	↑2% / ↑25%
Part-time non-nursing	426	0.6%	402	0.6%	393	0.6%	382	0.6%	361	1%	↑6% / ↑18%
Per diem non-nursing	202	0.3%	173	0.3%	166	0.3%	168	0.3%	163	0.3%	↑17% / ↑24%
Nursing volunteer	329	0.5%	336	0.5%	310	0.5%	325	0.5%	319	0.5%	↓2% / ↑3%
Unemployed seeking work as a nurse	1,463	2%	1,469	2%	1,449	2%	1,552	2%	1,480	2%	↓0.4% / ↓1%
Unemployed not seeking work as a nurse	2,449	4%	2,547	4%	2,581	4%	2,608	4%	2,497	4%	↓4% / ↓2%
Retired	1,693	3%	1,776	3%	1,621	3%	1,682	3%	1,518	2%	↓5% / ↑12%

Note: Respondents were instructed to select all that apply.

Sixty-three percent (2,460) of the RNs that were unemployed identified caring for home and family as the reason for not working which represents a 3% decrease in number between 2023 and 2024 and a 0.7% increase over the past five years (Table 14). There was also a 10% increase between 2023 and 2024 and a 22% 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	
	#	%	#	%	#	%	#	%	#	%	#	%
2024	2,460	63%	149	4%	367	9%	198	5%	33	1%	701	18%
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%
1 & 5 Year Variance	↓3% / ↑0.7%		↑10% / ↓22%		↑0.3% / ↓11%		↓11% / ↓2%		↓23% / 0%		↓2% / ↑0.4%	

Number of Years Licensed Registered Nurses in Louisiana Plan to Work

In 2024, 6,431 (10%) of the RNs residing in Louisiana reported that they plan to work an additional 1-5 years and 14% plan to work an additional 6-10 years, which is equivalent to approximately 24% of the RN workforce in Louisiana that plan to stop working in ten years. (Table 15). When compared to 2023, there was a 2% increase in the number of RNs that plan to work between 11 and 20 years and a 4% 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
	#	%	#	%	#	%	#	%	
2024	6,431	10%	8,706	14%	16,001	26%	30,121	49%	61,259
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
1 & 5 Year Variance	↓6% / ↓17%		↓1% / ↑0.6%		↑2% / ↑6%		↑4% / ↑21%		↑2% / ↑9%

Employment Settings for Registered Nurses

According to Table 16, in 2024, hospitals employed 60% (33,612) 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Ambulatory Care	6,113	11%	5,930	11%	5,628	10%	5,464	10%	5,214	10%	↑3% / ↑17%
Assisted Living Facility	113	0.2%	107	0.2%	104	0.2%	113	0.2%	115	0.2%	↑6% / ↓2%
Community Health	1,251	2%	1,211	2%	1,161	2%	1,115	2%	981	2%	↑3% / ↑28%
Correctional Facility	482	0.9%	430	0.8%	400	0.7%	393	0.7%	401	0.8%	↑12% / ↑20%
Dialysis Center	901	2%	915	2%	900	2%	889	2%	915	2%	↓2% / ↓2%
Home Health	2,072	4%	2,027	4%	2,069	4%	2,125	4%	2,097	4%	↑2% / ↓1%
Hospice	1,132	2%	1,110	2%	1,058	2%	1,049	2%	1,035	2%	↑2% / ↑9%
Hospital	33,612	60%	32,941	60%	32,763	60%	32,125	60%	32,062	61%	↑2% / ↑5%
Insurance Claims/Benefits	1,219	2%	1,182	2%	1,124	2%	1,085	2%	1,093	2%	↑3% / ↑12%
Nursing Home/Extended Care	1,598	3%	1,545	3%	1,502	3%	1,545	3%	1,593	3%	↑3% / ↑0.3%
Occupational Health	319	0.6%	318	0.6%	300	0.6%	292	0.5%	280	0.5%	↑0.3% / ↑14%
Other	4,684	8%	4,597	8%	4,416	8%	4,280	8%	4,056	8%	↑2% / ↑15%
Policy/Planning/Regulatory Licensing Agency	218	0.4%	221	0.4%	214	0.4%	208	0.4%	202	0.4%	↓1% / ↑8%
Public Health	587	1%	583	1%	582	1%	562	1%	506	1%	↑0.7% / ↑16%
School Health Service	1,099	2%	1,117	2%	1,088	2%	1,057	2%	981	2%	↓2% / ↑12%
School of Nursing	1,022	2%	1,017	2%	1,027	2%	999	2%	979	2%	↑0.5% / ↑4%
Total	56,422		55,251		54,336		53,301		52,510		↑2% / ↑7%

Note: Reflects only those nurses that reported being employed.

Positions Held by Licensed Registered Nurses in Louisiana

Sixty-four percent (35,830) of RNs residing in Louisiana reported working as staff nurses in 2024 (Table 17) compared to 56% of RNs at the national level (Smiley, et.al., 2023). Thirteen percent (7,141) 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	7,141	13%	6,884	12%	6,388	12%	6,101	11%	5,633	11%	↑4% / ↑27%
Case Manager	2,960	5%	2,946	5%	2,891	5%	2,931	5%	2,983	6%	↑0.5% / ↓0.8%
Consultant	524	1%	533	1%	516	1%	532	1%	521	1%	↓2% / ↑0.6%
Nurse Executive	1,105	2%	1,124	2%	1,124	2%	1,124	2%	1,110	2%	↓2% / ↓0.5%
Nurse Faculty / Educator	1,406	2%	1,382	3%	1,391	3%	1,372	3%	1,347	3%	↑2% / ↑4%
Nurse Manager	4,069	7%	4,080	7%	4,145	8%	4,147	8%	4,221	8%	↓0.3% / ↓4%
Nurse Researcher	173	0.3%	169	0.3%	175	0.3%	163	0.3%	161	0.3%	↑2% / ↑7%
Other – Health Related	3,057	5%	3,054	6%	2,944	5%	2,796	5%	2,563	5%	↑0.1% / ↑19%
Other – Not Health Related	157	0.3%	154	0.3%	155	0.3%	162	0.3%	146	0.3%	↑2% / ↑8%
Staff Nurse	35,830	64%	34,925	63%	34,607	64%	33,973	64%	33,825	64%	↑3% / ↑6%
Total	56,422		55,251		54,336		53,301		52,510		↑2% / ↑7%

Note: Reflects only those nurses that reported being employed.

Primary Practice Specialty Areas Reported by Registered Nurses Residing in Louisiana

In 2024, 11% (6,474) of the RNs residing and working in Louisiana reported their primary practice specialty area as acute care/critical care, a 1% increase in number, followed by 10% (5,623) reporting medical/surgical as their specialty practice area, a 2% increase 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%; 4,760), emergency room trauma (7%; 4,223), and operating room/post anesthesia care unit/perioperative specialty areas (7%; 4,077).

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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	6,474	11%	6,410	12%	6,523	12%	6,374	12%	6,139	12%	↑1% / ↑5%
Anesthesia	1,565	3%	1,514	3%	1,472	3%	1,447	3%	1,433	3%	↑3% / ↑9%
Community Health	633	1%	627	1%	637	1%	627	1%	535	1%	↑1% / ↑18%
Dialysis / Nephrology	1,044	2%	1,075	2%	1,033	2%	1,020	2%	1,023	2%	↓3% / ↑2%
Emergency Room / Trauma	4,223	7%	4,117	7%	4,048	7%	3,846	7%	3,889	7%	↑3% / ↑9%
Adult Health / Adult Family Health	4,760	8%	4,620	8%	4,372	8%	4,231	8%	3,981	8%	↑3% / ↑20%
Geriatrics / Gerontology	1,745	3%	1,709	3%	1,701	3%	1,764	3%	1,837	3%	↑2% / ↓5%
Home Health	1,825	3%	1,806	3%	1,834	3%	1,865	3%	1,900	4%	↑1% / ↓4%
Maternal Child Health /Obstetrics	2,374	4%	2,365	4%	2,337	4%	2,252	4%	2,293	4%	↑0.4% / ↑4%
Medical-Surgical	5,623	10%	5,519	10%	5,706	11%	5,864	11%	6,002	11%	↑2% / ↓6%
Neonatal	1,694	3%	1,675	3%	1,672	3%	1,591	3%	1,614	3%	↑1% / ↑5%
Pediatrics	2,295	4%	2,235	4%	2,159	4%	2,115	4%	2,129	4%	↑3% / ↑8%
Occupational Health	389	0.7%	386	0.7%	372	0.7%	382	0.7%	357	0.7%	↑1% / ↑9%
Oncology	1,299	2%	1,222	2%	1,165	2%	1,125	2%	1,144	2%	↑6% / ↑14%
OR/PACU/Perioperative	4,077	7%	3,960	7%	3,790	7%	3,641	7%	3,575	7%	↑3% / ↑14%
Palliative Care	888	2%	851	2%	801	1%	803	2%	782	1%	↑4% / ↑14%
Psych-Mental Health/Substance Abuse	2,460	4%	2,407	4%	2,287	4%	2,224	4%	2,181	4%	↑2% / ↑13%
Public Health	524	1%	528	1%	533	1%	518	1%	437	0.8%	↓0.8% / ↑20%
Rehab	850	2%	850	2%	843	2%	799	1%	791	2%	0% / ↑7%
School Health	859	2%	873	2%	826	2%	802	2%	738	1%	↓2% / ↑16%
Cardiology	1,848	3%	1,797	3%	1,837	3%	1,881	4%	1,982	4%	↑3% / ↓7%
Orthopedic	507	1%	504	1%	495	1%	486	1%	494	1%	↑0.6% / ↑3%
Women's Health	1,016	2%	966	2%	942	2%	898	2%	885	2%	↑5% / ↑15%
Other - Clinical Specialties	5,858	10%	5,649	10%	5,413	10%	5,239	10%	4,919	9%	↑4% / ↑19%
Other – Non-clinical Specialties	1,592	3%	1,586	3%	1,538	3%	1,507	3%	1,450	3%	↑0.4% / ↑10%
Total	56,422		55,251		54,336		53,301		52,510		↑2% / ↑7%

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-five percent of the RNs (54,066) working in Louisiana in 2024 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
	#	%	#	%	#	%	
2024	54,066	85%	5,858	9%	3,853	6%	63,777
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
1 & 5 Year Variance	↑2% / ↑12%		↓2% / ↓8%		↓4% / ↓18%		↑1% / ↑7%

Number of Positions Employed as a Nurse

Between 2020 and 2024, there was a 31% 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 2024.

Table 20. Number of Positions Employed as a RN

RNs Residing in Louisiana	One		Two		Three or More		Total Responding
	#	%	#	%	#	%	#
2024	50,549	90%	5,074	9%	799	1%	56,422
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
1 & 5 Year Variance	↑2% / ↑8%		↑1% / ↑0.4%		↑7% / ↑31%		↑2% / ↑7%

RNs Planning to Leave Their Current Nursing Positions

In 2024, 15% (9,754) 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 2023 (Table 21). Of the 9,754 RNs planning to leave their current nursing positions, 2,110 (22%) indicated that they would be retiring and 2,137 (22%) cited salary/pay as the reason for leaving their current position, which represents a 2% 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Relocate	712	7%	683	7%	713	7%	676	7%	671	7%	↑4% / ↑6%
Salary/Pay	2,137	22%	2,101	22%	1,955	20%	1,856	20%	1,727	19%	↑2% / ↑24%
Retire	2,110	22%	2,253	23%	2,303	24%	2,413	25%	2,690	29%	↓6% / ↓22%
School	1,290	13%	1,229	13%	1,237	13%	1,192	13%	1,189	13%	↑5% / ↑8%
Work Environment	828	8%	824	9%	819	9%	796	8%	705	8%	↑0.5% / ↑17%
Change Specialty	1,046	11%	984	10%	955	10%	959	10%	840	9%	↑6% / ↑25%
Starting/Raising Family	602	6%	545	6%	575	6%	536	6%	532	6%	↑10% / ↑13%
Caring for Elderly Family Member	198	2%	200	2%	198	2%	217	2%	216	2%	↓1% / ↓8%
Other	831	9%	846	9%	840	9%	855	9%	761	8%	↓2% / ↑9%
Total	9,754		9,665		9,595		9,500		9,331		↑0.9% / ↑5%

Salaries of Registered Nurses in Louisiana

In 2024, approximately 49% (24,196) of the RNs that worked full-time reported annual salaries between $60,000 and $99,999 (Table 22). Nineteen percent (9,649) of the full-time employed RNs reported salaries between $100,000 and $149,999. In 2022, the national median earnings for RNs was $79,886 (HRSA, 2024). It is interesting to note that 5% (2,526) 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2024	2,526	5%	5,304	11%	13,113	27%	11,083	22%	7,153	14%	2,496	5%	2,462	5%	3,820	8%	1,441	3%
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%
1 & 5 Year Variance	↑0.8% / ↑63%		↓5% / ↓13%		↓0.2% / ↑11%		↑4% / ↑31%		↑5% / ↑19%		↑9% / ↓4%		↑6% / ↑91%		↑8% / ↓9%		↑10% / ↓50%	

Number of Respondents: 2024: n= 49,398

Advanced Practice Registered Nurses

Of the 66,977 RNs holding an active license to practice in Louisiana in 2024, 16% (10,384) also held an active APRN license (Table 23). Eighty-one percent (8,357) of the APRNs holding an active Louisiana license also reported Louisiana as their state of residence which represents a 5% increase in number from 2023 and a 26% increase in number over the last five years. There was an 18% 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
	#	%	#	%	#	%	
2024	8,357	81%	2,016	19%	11	0.1%	10,384
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
1 & 5 Year Variance	↑5% / ↑26%		↑18% / ↑107%		↑38% / ↑83%		↑7% / ↑36%

Primary Roles of Advanced Practice Registered Nurses Residing in Louisiana

In 2024, approximately 79% (6,252) of all APRNs licensed and residing in Louisiana indicated that they were Certified Nurse Practitioners (CNP), 19% (1,485) were Certified Registered Nurse Anesthetists (CRNA), 1% (88) were Clinical Nurse Specialists (CNS), and 1% (65) were Certified Nurse Midwives (CNM) (Table 24). Over the last five years, the number of CNPs increased by 32%, CNMs increased by 38%, CRNAs increased by 8%, while the number of CNSs decreased by 18%.

Table 24. Primary Role as an APRN Residing in LA

Report Year	CNP		CNM		CRNA		CNS		Total
	#	%	#	%	#	%	#	%	
2024	6,252	79%	65	1%	1,485	19%	88	1%	7,890
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
1 & 5 Year Variance	↑4% / ↑32%		↑3% / ↑38%		↑2% / ↑8%		↓7% / ↓18%		↑4% / ↑26%

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

Age of Advanced Practice Registered Nurses Renewing

Thirty-six percent (2,986) of the APRNs residing in Louisiana in 2024 were between 30 and 39 years of age and 30% (2,544) were between 40 and 49 years old (Table 25). Eighteen percent (1,543) of Louisiana's APRNs were between 50 and 59 years of age and 9% (754) 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 >	
	#	%	#	%	#	%	#	%	#	%
2024	530	6%	2,986	36%	2,544	30%	1,543	18%	754	9%
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%
1 & 5 Year Variance	↑48% / ↑138%		↑8% / ↑29%		↑3% / ↑25%		↑0.3% / ↑23%		↓9% / ↓7%	

Number of Respondents (8,357); Mean Age = 45.46428 years; Median Age = 44 years.

Gender of Advanced Practice Registered Nurses Renewing Their License

Eighty-one percent (6,776) of the licensed APRNs in Louisiana are females and 19% (1,581) 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	
	#	%	#	%
2024	1,581	19%	6,776	81%
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%
1 & 5 Year Variance	↑3% / ↑15%		↑6% / ↑28%	

Number of Respondents (8,357)

Ethnicity and Racial Distribution of Advanced Practice Registered Nurses

In 2024, 3% (217) of the licensed APRNs in Louisiana indicated that they were of Hispanic or Latino origin which reflects a 14% increase in number (Table 27).

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

Report Year	Yes		No	
	#	%	#	%
2024	217	3%	8,140	97%
2023	190	2%	7,765	98%
2022	172	2%	7,375	98%
2021	154	2%	6,918	98%
2020	147	2%	6,502	98%
1 & 5 Year Variance	↑14% / ↑48%		↑5% / ↑25%	

Number of responders = 8,357

As seen in Table 28, the majority of APRNs residing in Louisiana are White/Caucasian (79%). Minorities represent approximately 21% of the APRN workforce in Louisiana: Black/African Americans represent 17% of the APRN workforce, followed by 2% 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%).

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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2024	6,610	79%	1,439	17%	122	2%	28	0.3%	0	0%	97	1%	61	0.7%
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%
1 & 5 Year Variance	↑4% / ↑21%		↑7% / ↑42%		↑13% / ↑47%		↑8% / ↑33%		0% / ↓100%		↑13% / ↑70%		↑9% / ↑126%	

Number of responders = 8,357

Highest Degree Held by Advanced Practice Registered Nurses in Louisiana

Eighty-seven percent (7,190) of the licensed APRNs residing in Louisiana in 2024 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 9% increase in number when compared to 2023 and a 34% 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	
	#	%	#	%	#	%	#	%	#	%	#	%
2024	26	0.3%	25	0.3%	88	1%	7,190	87%	905	11%	40	0.5%
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%
1 & 5 Year Variance	↓30% / ↓42%		↓26% / ↓43%		↓7% / ↓45%		↑5% / ↑26%		↑9% / ↑34%		↑5% / ↓5%	

Number of responders = 8,274

Employment Distribution for Advanced Practice Registered Nurses

Eighty-five percent (7,377) of the licensed APRNs residing in LA in 2024 were employed full-time (Table 30). Seven percent (577) of the APRNs reported part-time employment, and 5% (424) indicated employment on a per diem basis. When compared to 2023, there was a 6% increase in the number of APRNs working full-time, a 4% increase in the number working part-time and a 10% increase in the number that were working on a per diem basis. One percent of licensed APRNs (107) reported that they were seeking work as an APRN and less than 1% (68) were unemployed and were not seeking work as an APRN.

Table 30. Employment Distribution of APRNs

Employment Status	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Full-time in nursing	7,377	85%	6,983	85%	6,647	85%	6,214	85%	5,800	84%	↑6% / ↑27%
Part-time in nursing	577	7%	555	7%	527	7%	506	7%	502	7%	↑4% / ↑15%
Per diem in nursing	424	5%	386	5%	366	5%	343	5%	333	5%	↑10% / ↑27%
Full-time non-nursing	50	0.6%	49	0.6%	41	0.5%	38	0.5%	33	0.5%	↑2% / ↑52%
Part-time non-nursing	18	0.2%	21	0.3%	17	0.2%	14	0.2%	14	0.2%	↓14% / ↑29%
Per diem non-nursing	9	0.1%	9	0.1%	12	0.2%	10	0.1%	6	0.1%	0% / ↑50%
Nursing volunteer	17	0.2%	19	0.2%	14	0.2%	14	0.2%	13	0.2%	↓11% / ↑31%
Unemployed seeking work as a nurse	107	1%	99	1%	91	1%	94	1%	95	1%	↑8% / ↑13%
Unemployed not seeking work as a nurse	68	0.8%	71	0.8%	62	0.8%	60	0.8%	50	0.7%	↓4% / ↑36%
Retired	36	0.4%	36	0.4%	30	0.4%	33	0.5%	30	0.4%	0% / ↑20%

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

Fifty-one percent (89) of the APRNs that reported being unemployed identified home and family obligations as the reason they were not employed (Table 31). Ten percent (17) indicated that they were having difficulty finding a position as an APRN and 9% (16) indicated they were currently in school. 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	
	#	%	#	%	#	%	#	%	#	%	#	%
2024	89	51%	17	10%	16	9%	8	5%	2	1%	43	25%
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%
1 & 5 Year Variance	↑5% / ↑59%		↑55% / ↓35%		0% / ↑60%		↓11% / ↑167%		↓33% / ~		↓7% / ↓14%	

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

Employment Settings for Advanced Practice Registered Nurses

According to Table 32, in 2024, hospitals employed 35% (2,858) of the licensed APRNs residing in Louisiana, followed by 31% (2,509) that reported working in ambulatory care, 7% (562) in community health, and 3% (206) 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Ambulatory Care	2,509	31%	2,384	31%	2,210	30%	2,055	30%	1,900	30%	↑5% / ↑32%
Assisted Living Facility	9	0.1%	9	0.1%	4	0.05%	4	0.06%	3	0.05%	0% / ↑200%
Community Health	562	7%	521	7%	469	6%	432	6%	374	6%	↑8% / ↑50%
Correctional Facility	64	0.8%	61	1%	62	1%	63	1%	58	1%	↑5% / ↑10%
Dialysis Center	24	0.3%	23	0.3%	25	0.3%	21	0.3%	27	0.4%	↑4% / ↓11%
Home Health	130	2%	109	1%	101	1%	91	1%	76	1%	↑19% / ↑71%
Hospice	34	0.4%	31	0.4%	18	0.2%	15	0.2%	21	0.3%	↑10% / ↑62%
Hospital	2,858	35%	2,733	36%	2,684	37%	2,532	37%	2,460	38%	↑5% / ↑16%
Insurance Claims/Benefits	27	0.3%	23	0.3%	23	0.3%	16	0.2%	16	0.2%	↑17% / ↑69%
Nursing Home/Extended Care	165	2%	155	2%	136	2%	126	2%	118	2%	↑6% / ↑40%
Occupational Health	79	1%	73	1%	76	1%	75	1%	76	1%	↑8% / ↑4%
Other	1,210	15%	1,162	15%	1,101	15%	1,032	15%	935	15%	↑4% / ↑29%
Policy/Planning/Regulatory Licensing Agency	11	0.1%	10	0.1%	8	0.1%	11	0.2%	9	0.1%	↑10% / ↑22%
Public Health	94	1%	81	1%	79	1%	71	1%	60	1%	↑16% / ↑57%
School Health Service	92	1%	92	1%	92	1%	85	1%	85	1%	0% / ↑8%
School of Nursing	206	3%	201	3%	199	3%	191	3%	184	3%	↑3% / ↑12%
Total	8,074		7,668		7,287		6,820		6,402		↑5% / ↑26%

Note: Reflects only those nurses that reported being employed.

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

In 2024, 92% (7,457) of the licensed APRNs residing in Louisiana reported working as an APRN, 4% (303) indicated that they were staff nurses, and 2% (155) 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Advanced Practice Nurse	7,457	92%	7,098	93%	6,698	92%	6,299	92%	5,900	92%	↑5% / ↑26%
Case Manager	13	0.2%	12	0.2%	11	0.2%	10	0.1%	12	0.2%	↑8% / ↑8%
Consultant	6	0.07%	7	0.09%	5	0.07%	4	0.06%	4	0.06%	↓14% / ↑50%
Nurse Executive	29	0.4%	32	0.4%	34	0.5%	32	0.5%	37	0.6%	↓9% / ↓22%
Nurse Faculty / Educator	155	2%	150	2%	151	2%	142	2%	144	2%	↑3% / ↑8%
Nurse Manager	31	0.4%	23	0.3%	20	0.3%	19	0.3%	20	0.3%	↑35% / ↑55%
Nurse Researcher	5	0.06%	4	0.05%	3	0.04%	4	0.06%	4	0.06%	↑25% / ↑25%
Other – Health Related	71	0.9%	67	0.9%	66	0.9%	55	0.8%	51	0.8%	↑6% / ↑39%
Other – Not Health Related	4	0.05%	4	0.05%	4	0.05%	5	0.07%	5	0.08%	0% / ↓20%
Staff Nurse	303	4%	271	4%	295	4%	250	4%	225	4%	↑12% / ↑35%
Total Respondents	8,074		7,668		7,287		6,820		6,402		↑5% / ↑26%

Note: Reflects only those nurses that reported being employed.

Specialty Practice Areas Reported by APRNs

Thirty-one percent (2,535) of the licensed APRNs that resided in Louisiana in 2024 reported their primary specialty practice areas as adult health/adult family health and 18% (1,479) indicated anesthesia as their primary specialty practice area (Table 34). Seven percent (550) reported psych-mental health nursing as their primary specialty, 5% (382) pediatrics, 4% (304) acute care/critical care, and 3% (258) 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	2024		2023		2022		2021		2020		1 & 5 Year Variance
	#	%	#	%	#	%	#	%	#	%	
Acute Care / Critical Care	304	4%	297	4%	301	4%	280	4%	242	4%	↑2% / ↑26%
Anesthesia	1,479	18%	1,432	19%	1,408	19%	1,368	20%	1,359	21%	↑3% / ↑9%
Community Health	63	0.8%	61	0.8%	54	0.7%	50	0.7%	51	0.8%	↑3% / ↑24%
Dialysis / Nephrology	73	0.9%	77	1%	77	1%	70	1%	71	1%	↓5% / ↑3%
Emergency Room / Trauma	258	3%	252	3%	260	4%	240	4%	255	4%	↑2% / ↑1%
Adult Health / Adult Family Health	2,535	31%	2,419	32%	2,300	32%	2,153	32%	1,986	31%	↑5% / ↑28%
Geriatrics / Gerontology	151	2%	143	2%	120	2%	119	2%	117	2%	↑6% / ↑29%
Home Health	45	0.6%	37	0.5%	34	0.5%	29	0.4%	30	0.5%	↑22% / ↑50%
Maternal Child Health /Obstetrics	90	1%	87	1%	82	1%	76	1%	67	1%	↑3% / ↑34%
Medical-Surgical	103	1%	91	1%	99	1%	101	1%	85	1%	↑13% / ↑21%
Neonatal	178	2%	171	2%	162	2%	159	2%	153	2%	↑4% / ↑16%
Pediatrics	382	5%	370	5%	359	5%	348	5%	334	5%	↑3% / ↑14%
Occupational Health	69	0.9%	61	1%	66	1%	64	1%	67	1%	↑13% / ↑3%
Oncology	125	2%	119	2%	97	1%	86	1%	86	1%	↑5% / ↑45%
OR/PACU/Perioperative	52	0.6%	42	0.5%	36	0.5%	30	0.4%	24	0.4%	↑24% / ↑117%
Palliative Care	67	0.8%	59	0.8%	51	0.7%	42	0.6%	42	0.7%	↑14% / ↑60%
Psych-Mental Health/Substance Abuse	550	7%	495	6%	425	6%	357	5%	292	5%	↑11% / ↑88%
Public Health	29	0.4%	28	0.4%	26	0.4%	28	0.4%	25	0.4%	↑4% / ↑16%
Rehab	30	0.4%	30	0.4%	25	0.3%	22	0.3%	24	0.4%	0% / ↑25%
School Health	43	0.5%	45	0.6%	45	0.6%	38	0.6%	40	0.6%	↓4% / ↑8%
Cardiology	210	3%	203	3%	208	3%	191	3%	182	3%	↑3% / ↑15%
Orthopedic	113	1%	103	1%	96	1%	93	1%	82	1%	↑10% / ↑38%
Women's Health	189	2%	178	2%	171	2%	160	2%	153	2%	↑6% / ↑24%
Other - Clinical Specialties	874	11%	811	11%	732	10%	663	10%	589	9%	↑8% / ↑48%
Other – Non-clinical Specialties	62	0.8%	57	0.7%	53	0.7%	53	0.8%	46	0.7%	↑9% / ↑35%
Total	8,074		7,668		7,287		6,820		6,402		↑5% / ↑26%

Note: Reflects only those nurses that reported being employed.

Fifteen percent (1,192) of the licensed APRNs in Louisiana reported that they were employed in two positions and 4% (330) 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
	#	%	#	%	#	%	#
2024	6,552	81%	1,192	15%	330	4%	8,074
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
1 & 5 Year Variance	↑5% / ↑27%		↑5% / ↑20%		↑11% / ↑39%		↑5% / ↑26%

Salaries of APRNs Working Full-Time

Thirty-nine percent (2,823) 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 2024 (Table 36). Thirty-seven percent (2,681) 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2024	149	2%	161	2%	372	5%	877	12%	1,946	27%	1,125	15%	1,556	21%	935	13%	143	2%
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%
1 & 5 Year Variance	↑12% / ↑17%		↓13% / ↓9%		↑10% / ↑13%		↓4% / ↑0.1%		↑5% / ↑37%		↑14% / ↑31%		↑8% / ↑59%		↑6% / ↑9%		0% / ↑14%	

Total Respondents: n= 7,264

APRNs and Prescriptive Authority

Seventy-three percent (6,048) of the licensed APRNs residing in Louisiana in 2024 had prescriptive authority which reflects a 6% increase in number from 2023 (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
2024	6,048	8,335	73%
2023	5,705	7,923	72%
2022	5,355	7,518	71%
2021	4,964	7,049	70%
2020	4,539	6,617	69%
1 & 5 Year Variance	↑6% / ↑33%	↑5% / ↑26%	

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