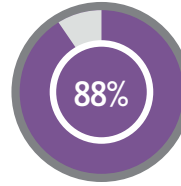
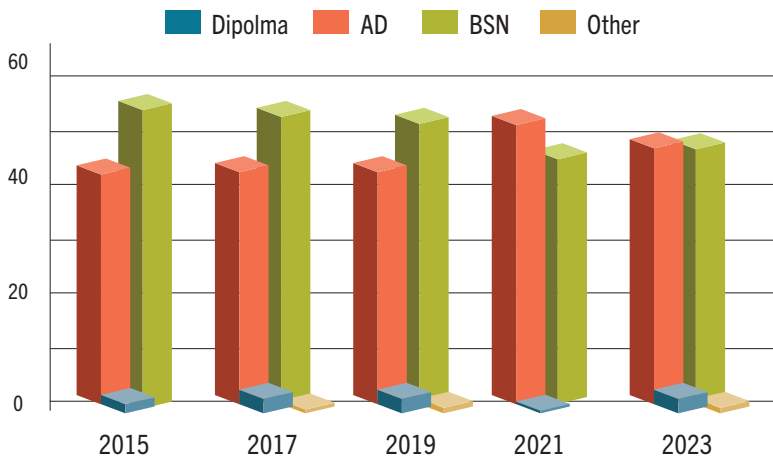


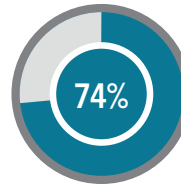
2023 LOUISIANA SNAPSHOT OF NEWLY LICENSED REGISTERED NURSES (NLRNs) SURVEY RESULTS

EDUCATIONAL PREPARATION OF NLRNs



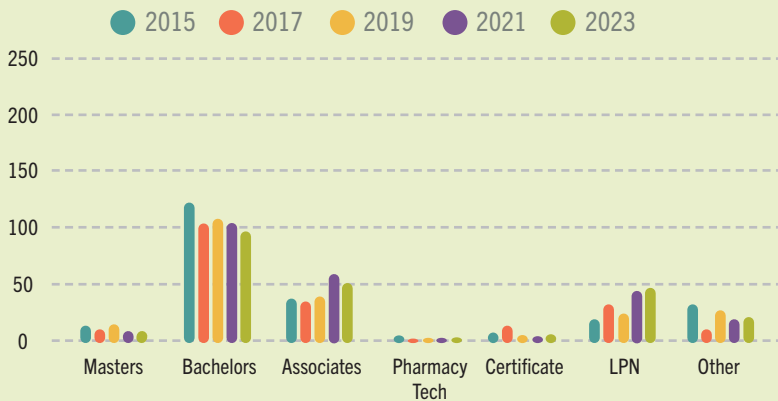
88% of the NLRNs in 2023 passed the NCLEX-RN on initial take.

74% took the NCLEX-RN within 2-7 weeks after graduation.



“I did not have any problems finding employment as a new grad. Nurses are needed, and from my experience, most medical facilities are willing to hire new grads.”

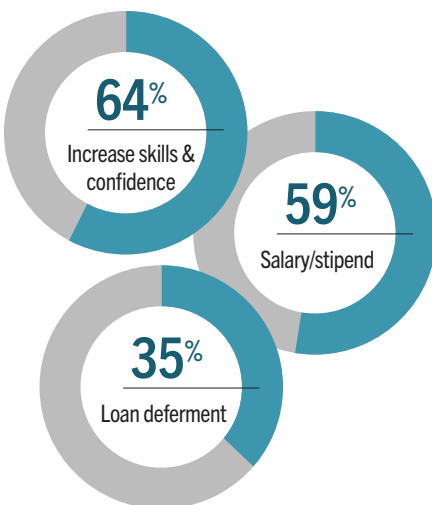
NLRNs WITH DEGREES OR CERTIFICATES IN OTHER FIELDS



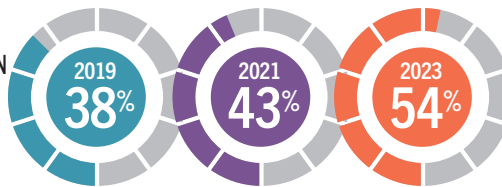
97% of NLRNs were working at the time they completed the survey.



WHAT MOTIVATES NLRNs TO PARTICIPATE IN NURSE RESIDENCY PROGRAMS?

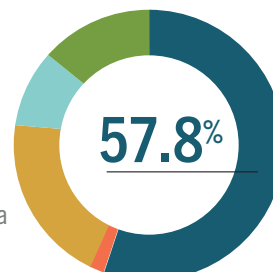


NLRNs PARTICIPATION IN NURSE RESIDENCY PROGRAMS



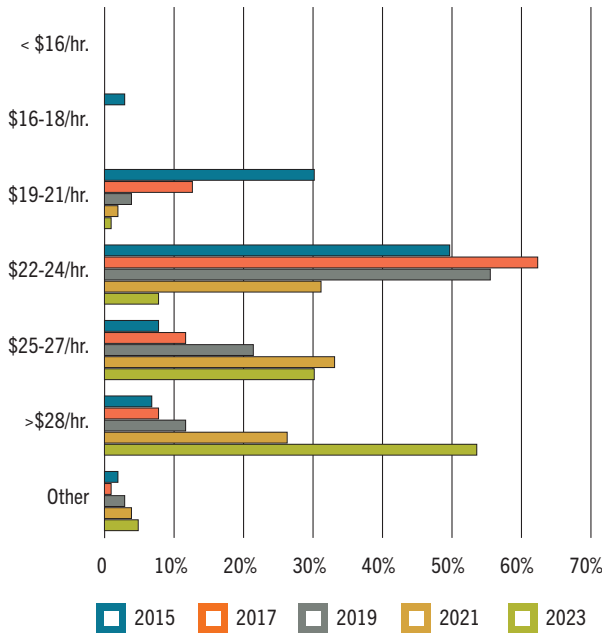
REASONS FOR NOT PARTICIPATING IN A NURSE RESIDENCY PROGRAM

- Program not offered
- Fee required (0%)
- Don't see the value
- No salary/stipend
- None offered related to my specialty area
- Other



“There are many opportunities for employment, but some employers are hesitant to hire newly licensed nurses due to not having staff to train them thoroughly. I believe more transition programs would benefit new nurses.”

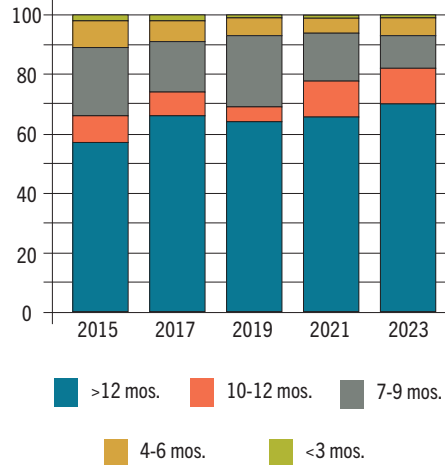
STARTING SALARIES FOR NLRNs IN LOUISIANA



87%

87% OF THE NLRNS REPORTED WORKING IN THEIR JOB OF CHOICE.

LENGTH OF TIME OF EMPLOYMENT AS A RN



“Pay statewide needs to increase to keep nurses in Louisiana.”



“Finding employment isn't the difficult part, it's finding employers that will keep your license safe with safe staffing ratios. We all know there is a nursing shortage, but if you ask 80% of our staff if they would rather an increase in pay or better ratios, the answer is ratio. Caring for my patients is my #1 priority, but all is lost in what was taught in school when it's just about keeping them alive in critical ratios.”



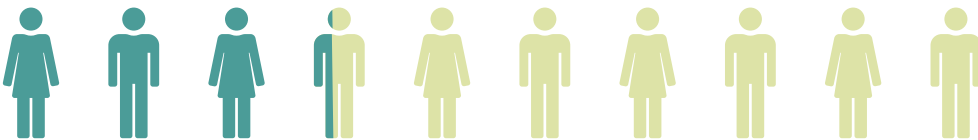
68% of NLRNs work in Acute Care Hospitals

- 8% work in Other Facilities
- 8% work in Clinic/Ambulatory Care
- 5% work in Long Term Care/Skilled Nursing Facilities
- 4% work in Home Health/Community/Public Health
- 3% work in Dialysis Centers and Rehabilitation Hospitals
- 2% work in Psychiatric Hospitals
- 2% work in Physician Offices and Hospice

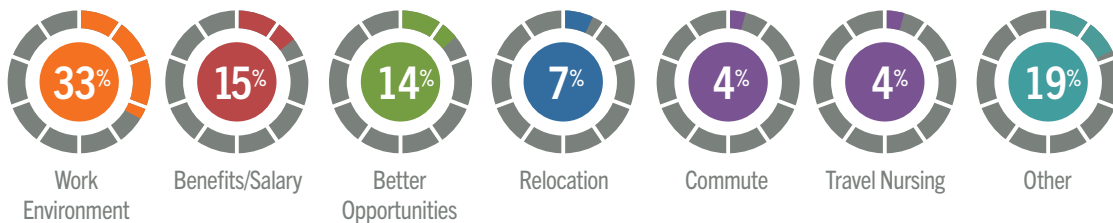
In 2023, 95% of the NLRNs were working full-time, 3% were part-time and 2% were working on a per diem basis.

95%

Thirty-four percent of the NLRNs reported changing employment settings at least once since their initial position as a RN.



REASONS GIVEN BY NLRNs FOR CHANGING EMPLOYMENT



For additional information, please contact the Louisiana Center for Nursing at lcn@lsbn.state.la.us. The full report is available at <http://lcn.lsn.state.la.us/>

Note: A total of 4,983 NLRNs that received their initial LA RN license between June 1, 2021 and May 31, 2023 were surveyed with 640 completing the survey, yielding a 12.8% response rate.