



MINNESOTA
BOARD OF NURSING

**2023 Nursing Workforce
Data
Report**

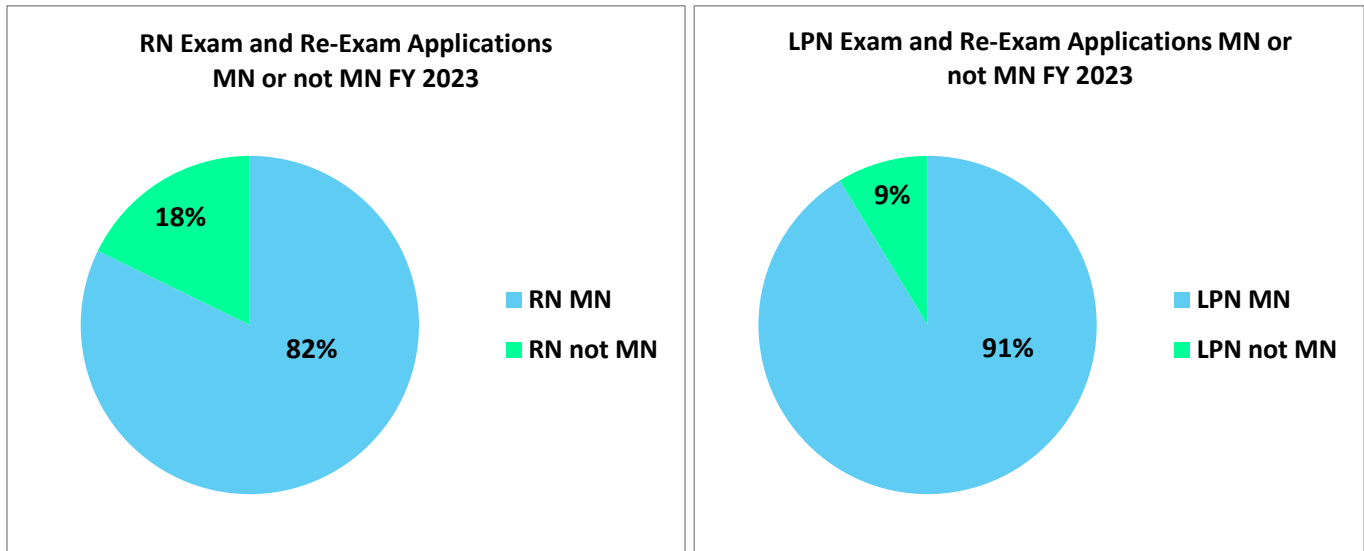
**Presented April 2024
to the Minnesota Board of Nursing**

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Nursing Workforce Data

Licensure by Examination and Minnesota Program Graduate Data

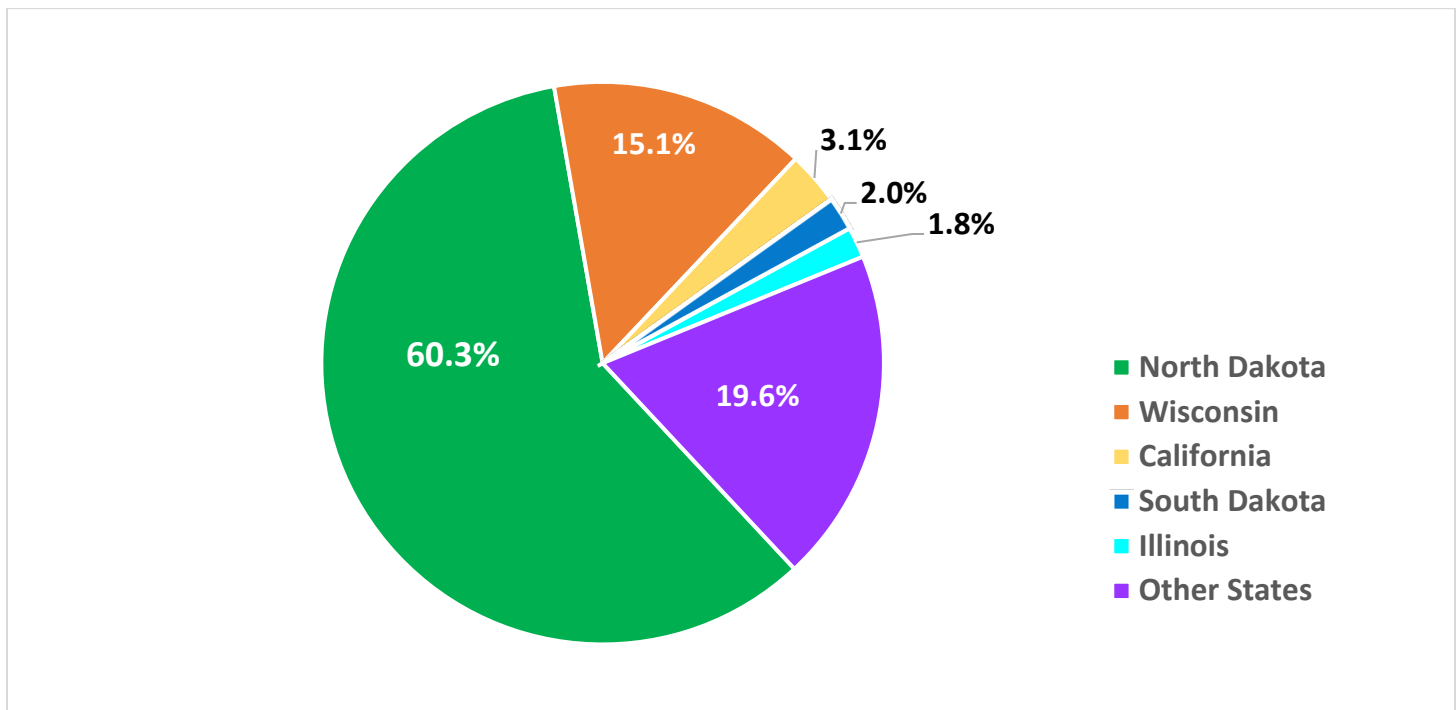
Chart 1. Percent of Exam Applications for Initial Licensure Submitted by Graduates of MN Programs



*Per Annual Licensure Report 2023.

It is noteworthy that 18% of new RN graduates pursue an initial license out of state, whereas only 9% of new LPN graduates pursue a license out of state. The goal is to retain as many Minnesota program graduates in the state as possible. The majority of RN and LPN graduates seeking initial licensure out of state apply to North Dakota and Wisconsin for licensure by examination.

Chart 2. States with Highest Number of 2023 MN Program Graduates Applying for Licensure by Examination



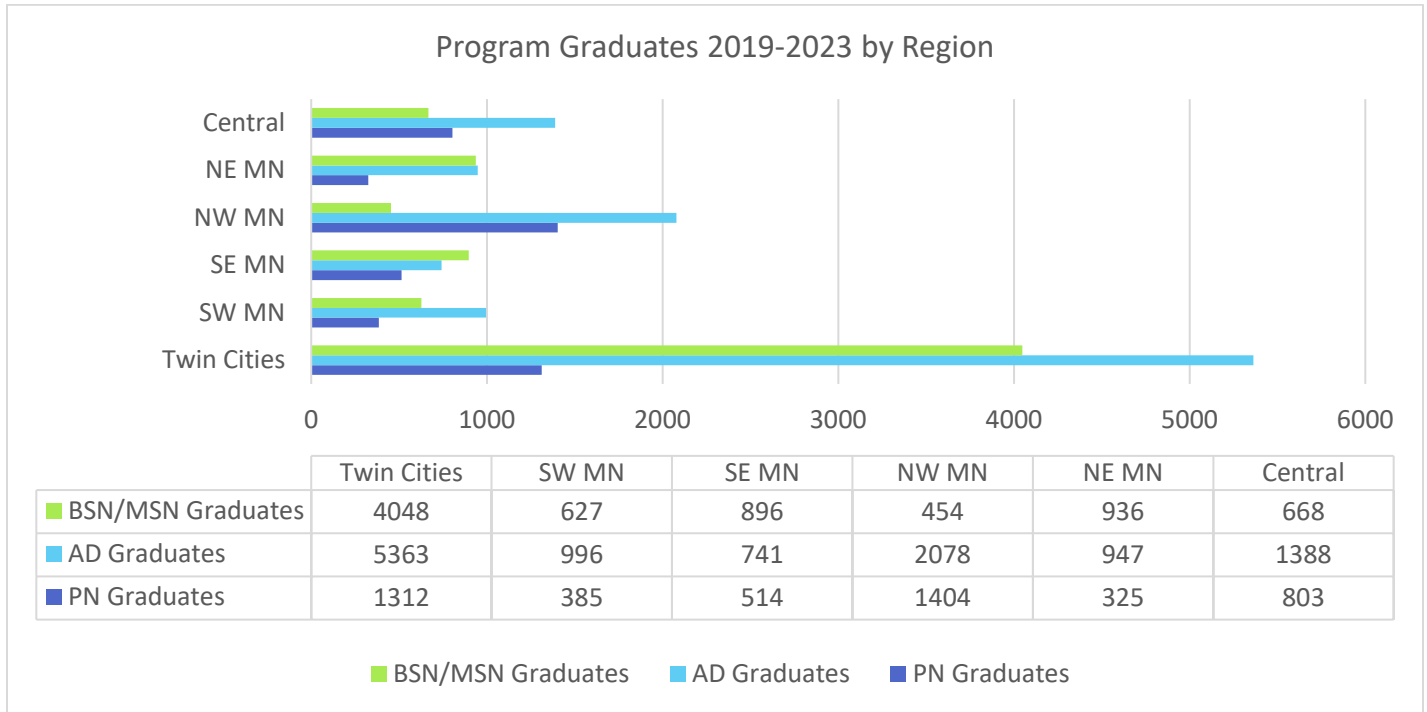
*In 2023, according to NCLEX testing data provided by NCSBN, 110 MN LPN graduates, 187 MN ADN graduates, and 194 MN BSN/MSN graduates applied for licensure by examination to other state boards of nursing.

Table 3. Number of Minnesota Program Graduates by Region and Year

Minnesota Regions	Number of Graduates by Year				
	2019	2020	2021	2022	2023
Central Minnesota					
Practical Degree Program Graduates	190	178	178	137	120
Associate Degree Program Graduates	290	244	283	308	263
Baccalaureate Degree Program Graduates	121	143	134	128	142
Master's Degree Program Graduates	0	0	0	0	0
Central Totals	601	565	595	573	525
Northeast Minnesota					
Practical Degree Program Graduates	86	83	74	36	46
Associate Degree Program Graduates	210	192	183	175	187
Baccalaureate Degree Program Graduates	185	164	182	181	224
Master's Degree Program Graduates	0	0	0	0	0
Northeast Totals	481	439	439	392	457
Northwest Minnesota					
Practical Degree Program Graduates	334	274	300	277	219
Associate Degree Program Graduates	372	430	419	465	392
Baccalaureate Degree Program Graduates	86	86	82	74	126
Master's Degree Program Graduates	0	0	0	0	0
Northwest Totals	792	790	801	816	737
Southeast Minnesota					
Practical Degree Program Graduates	96	129	113	107	69
Associate Degree Program Graduates	121	150	140	138	192
Baccalaureate Degree Program Graduates	162	186	184	181	183
Master's Degree Program Graduates	0	0	0	0	0
Southeast Totals	379	465	437	426	444
Southwest Minnesota					
Practical Degree Program Graduates	78	98	81	68	60
Associate Degree Program Graduates	194	240	211	183	168
Baccalaureate Degree Program Graduates	125	109	127	126	140
Master's Degree Program Graduates	0	0	0	0	0
Southwest Totals	397	447	419	377	368
Twin Cities Metro Area					
Practical Degree Program Graduates	317	305	271	183	236
Associate Degree Program Graduates	1,121	1,030	1,071	1,144	997
Baccalaureate Degree Program Graduates	530	632	731	667	773
Master's Degree Program Graduates	134	137	136	159	149
Twin Cities Totals	2,102	2,104	2,209	2,153	2,155
Total Graduates	4,752	4,810	4,900	4,737	4,686

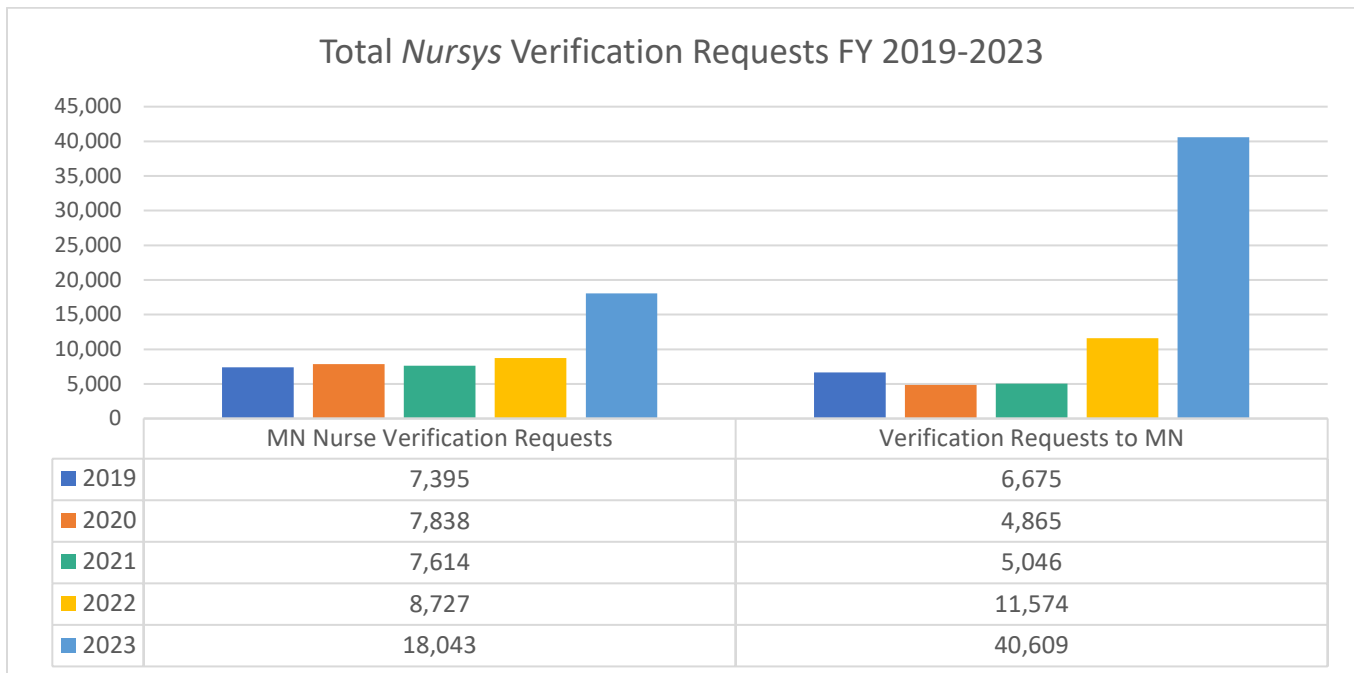
*As reported by program directors on the annual compliance reports for graduates between July 1 – June 30 of the applicable year.

Chart 4. Total Number of Minnesota Program Graduates by Region between 2019-2023



Licensure by Endorsement Data

Chart 5. Interstate Endorsement in and out of Minnesota (NURSYS)

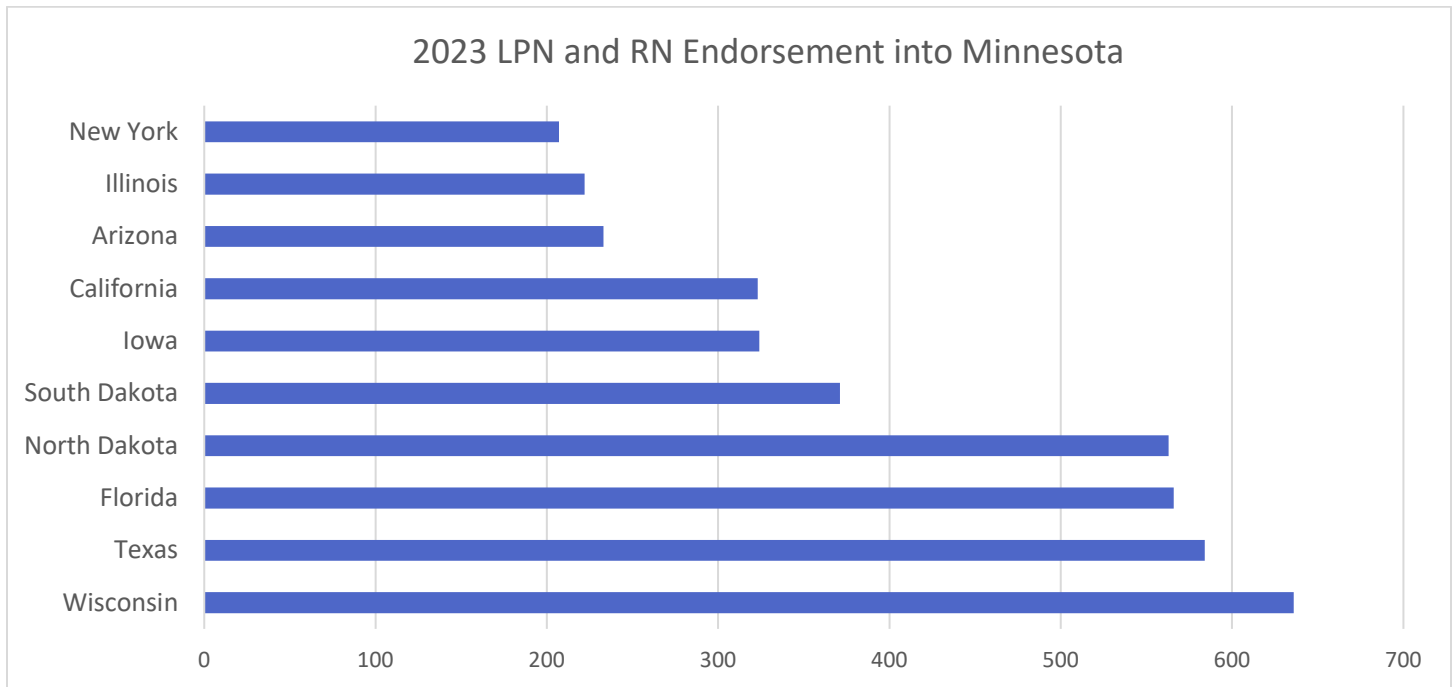


*Per Annual Licensure Report 2023.

These numbers are likely impacted by the Nurse Licensure Compact, as Minnesota is not a compact state. Endorsement is the process whereby the board issues a license without examination to an applicant who is duly licensed or registered as a nurse under the laws of another state, territory, or country. The applicant’s qualifications must be equivalent to the qualifications in Minnesota.

The increase in verification requests to Minnesota in 2019 was likely due to an impending strike. In 2022 and 2023, the nurse strike significantly increased the number of verification requests.

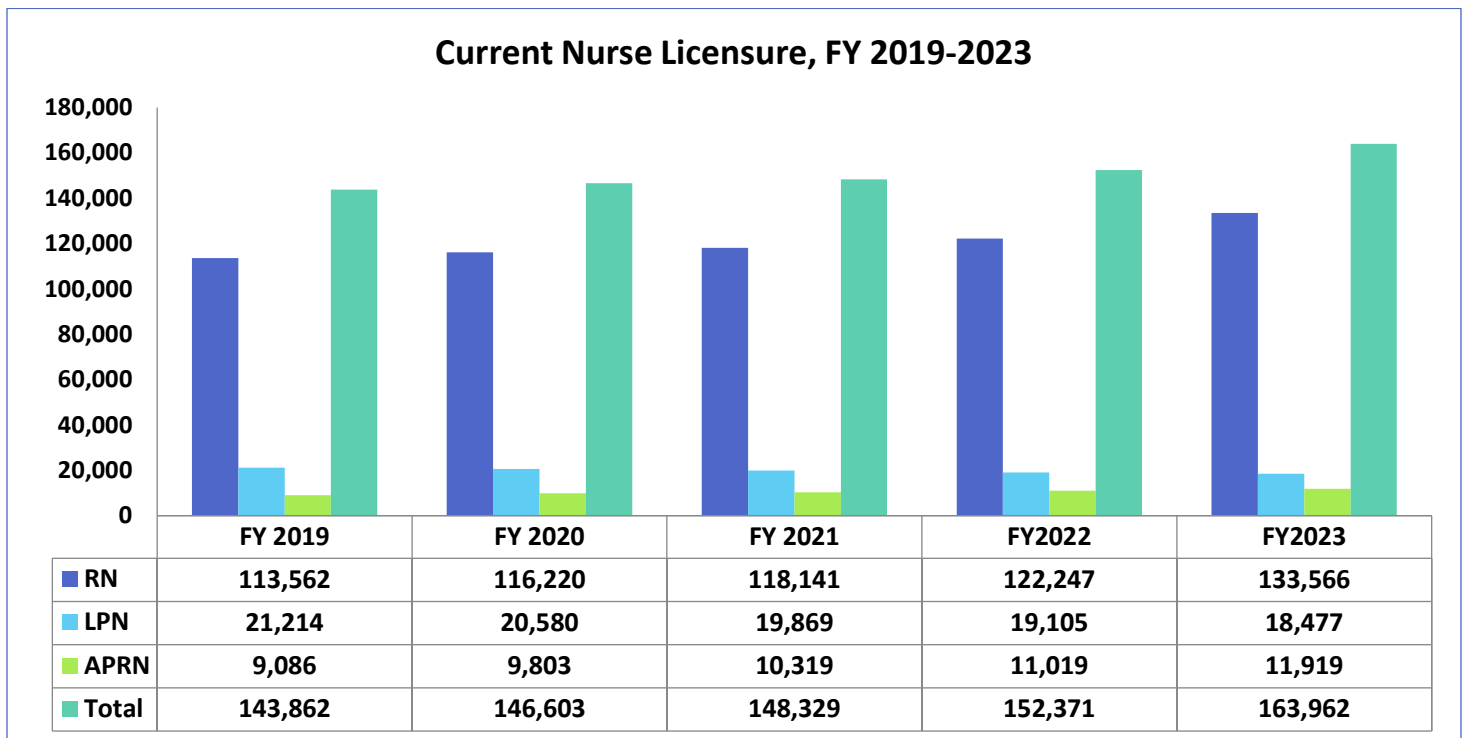
Chart 6. Top States where Nurses Applied from for Licensure by Endorsement into MN in 2023



*Data retrieved from MBN database as of December 31, 2023. A total of 6,885 RN and 439 LPN endorsement applications were received by the Minnesota Board of Nursing in 2023.

Current Nurse Licensure, Average Age, and Licensee Gender Data

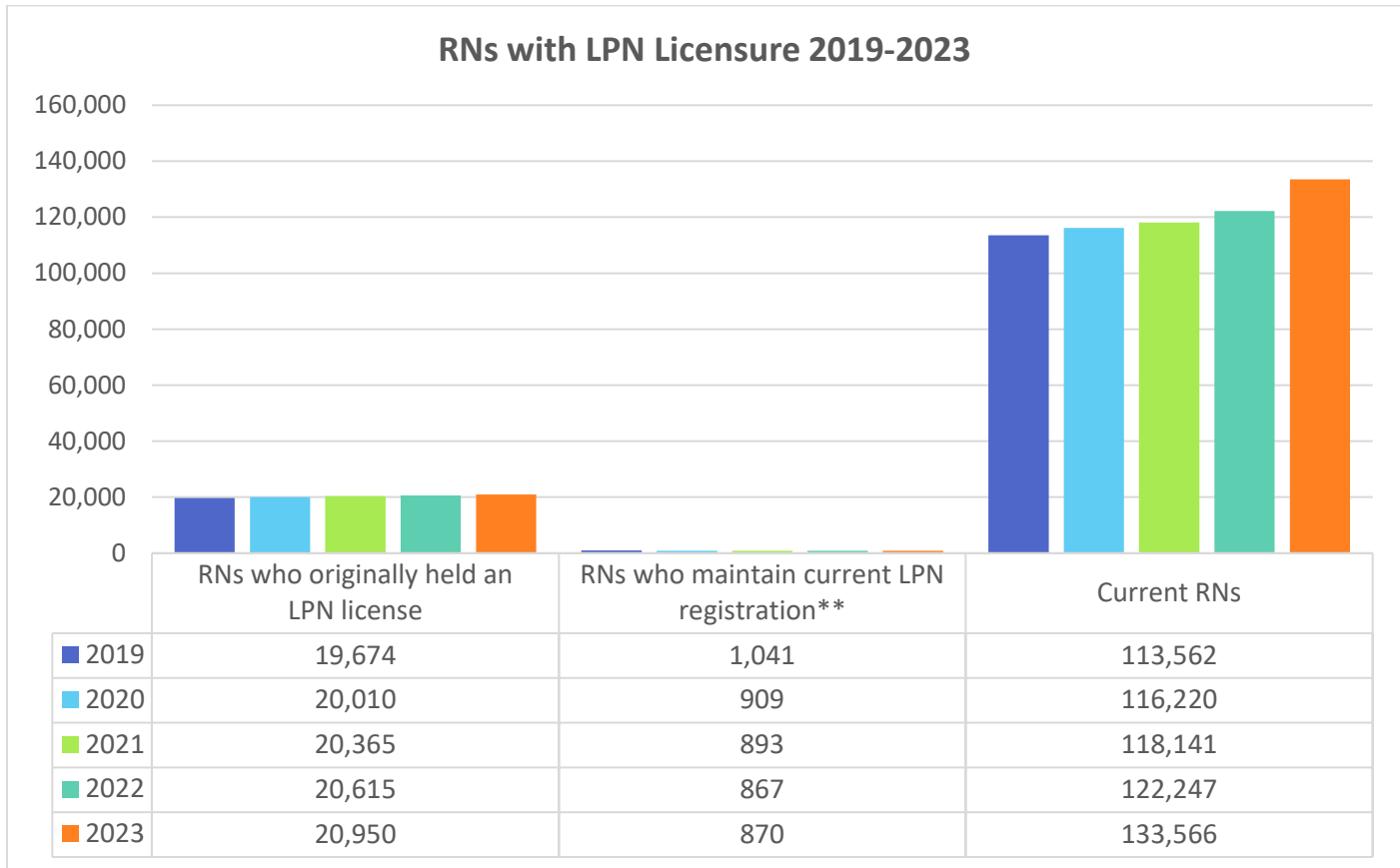
Chart 7. Current Licensure by Year and Type



*Data for current licensure as of June 30, 2023. Per Annual Licensure Report 2023.

Chart 7 illustrates the number of nurses who have current licensure. The Board monitors trends of the numbers of licensees. Note there has been a 17.6% increase in RN licensees over the past 5 years and a 31.2% increase in APRNs. LPN licensees show a 12.9% decrease over the past 5 years. Please note all APRNs must maintain an active RN license in addition to the APRN license.

Chart 8. Number of RNs Initially Licensed as LPNs and Number Who Maintained an Active LPN License

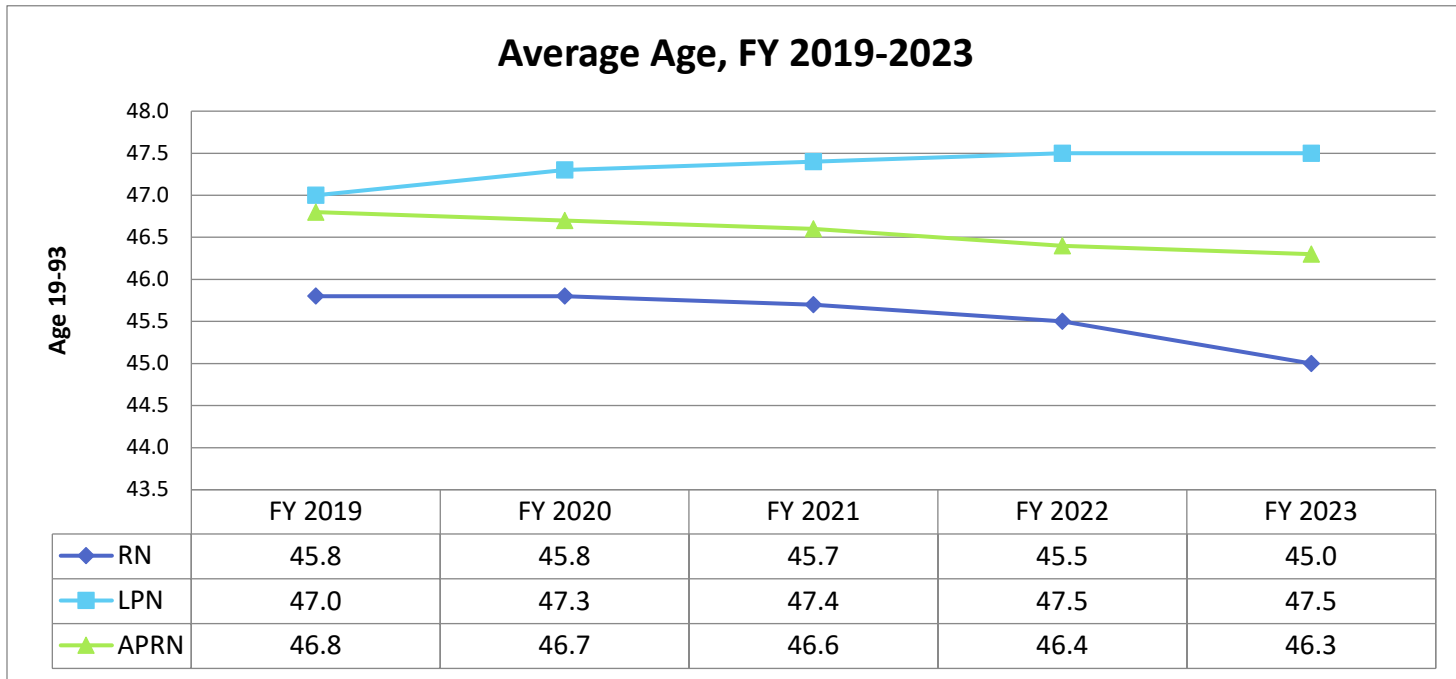


*Licensure data from 11/7/2019, 12/31/2020, 12/31/2021, 12/31/2022, 12/31/2023 and Annual Licensure Report 2023.

**A nurse will keep their license once issued but needs to renew the license to maintain current registration.

The above table indicates the number of RNs who were originally educated and licensed as an LPN, the number of these RNs who maintain current LPN registration in addition to their RN license, and currently licensed RNs. Greater than 16% of RNs were originally educated and licensed as an LPN before becoming an RN. On average, 4.5% of RNs have kept their LPN licenses active over the past five years. It is notable that a significant number of RNs obtain LPN licensure solely for the purpose of completing a professional nursing program. Mobility programs offer a curriculum specifically designed for LPNs to become professional nurses and admit only LPNs as students. There are currently five mobility associate degree programs in Minnesota.

Chart 9. Average Age of Minnesota LPN, RN, and APRN Licensees



*Data per Annual Licensure Report 2023.

The average age of nurses across the past 5 years demonstrates only slight changes. Both RN and APRN average ages show a gradual decrease as older nurses retire, and younger ones enter the nursing workforce. LPNs show a gradual increase over the past five years in average age as more LPNs are reaching retirement age and fewer new LPNs are entering the workforce. According to national NCSBN data, median age of RNs nationally is 46 and a median age of 43 in Minnesota. The median age of LPNs nationally is 47 and a median age of 48 in Minnesota. According to HRSA national data, the average age for APRNs is 48.6, slightly older than Minnesota APRNs. Nationally, the median age for APRNs is 47.3 and a median age of 44 in Minnesota.

Table 10. Average Age and Number of Current Licensees by License Type

Average Age and Number of Current Licensees 2019-2023

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
RN	45.8 (116,220)	45.8 (116,220)	45.7 (118,141)	45.5 (122,247)	45.0 (133,566)
LPN	47.3 (20,580)	47.3 (20,580)	47.4 (19,869)	47.5 (19,105)	47.5 (18,477)
APRN	46.7 (9,803)	46.7 (9,803)	46.6 (10,319)	46.4 (11,019)	46.3 (11,919)

*Data for average age of licensees as of June 30, 2023. Per Annual Licensure Report 2023.

Age ranges for nurses with current licensure:

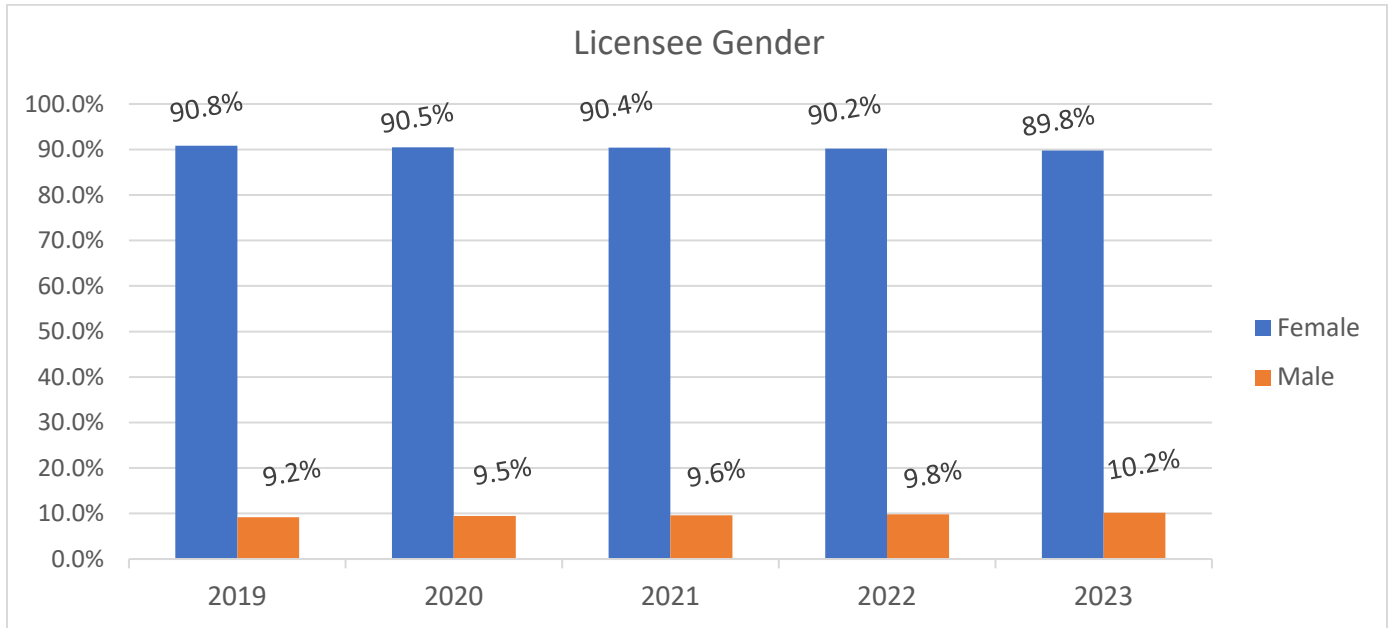
- LPN age range 19-88; RN age range 20-93; APRN age range 25-90

Table 11. Average Age and Number of Faculty in Minnesota Programs by Program Type

Program Types	Number of Programs	Age Range	Average Age/ Total Faculty	Median Age
Faculty at RN and LPN MN Programs	75	24-80	48.5/1072	47
Faculty at APRN MN Programs	15	30-78	50.4/499	49

*Data as reported by Program Directors of all MN licensure-preparing programs from the 2023 annual compliance education reports.

Chart 12. Gender of Minnesota Licensees

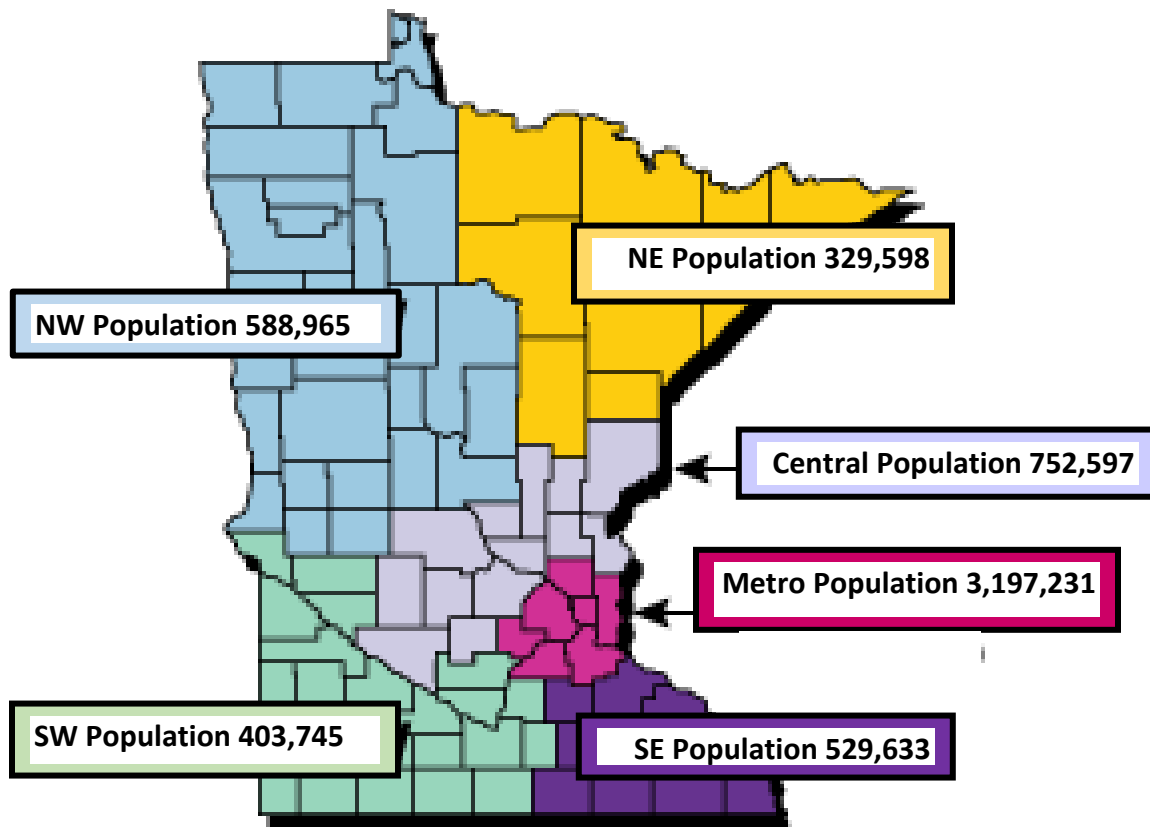


*Per Annual Licensure Report 2023.

It is noteworthy the percentage of males has increased very slightly over the past 5 years. National Academy of Medicine: The Future of Nursing 2020 to 2030 addresses workforce issues including the percentage of males in nursing.

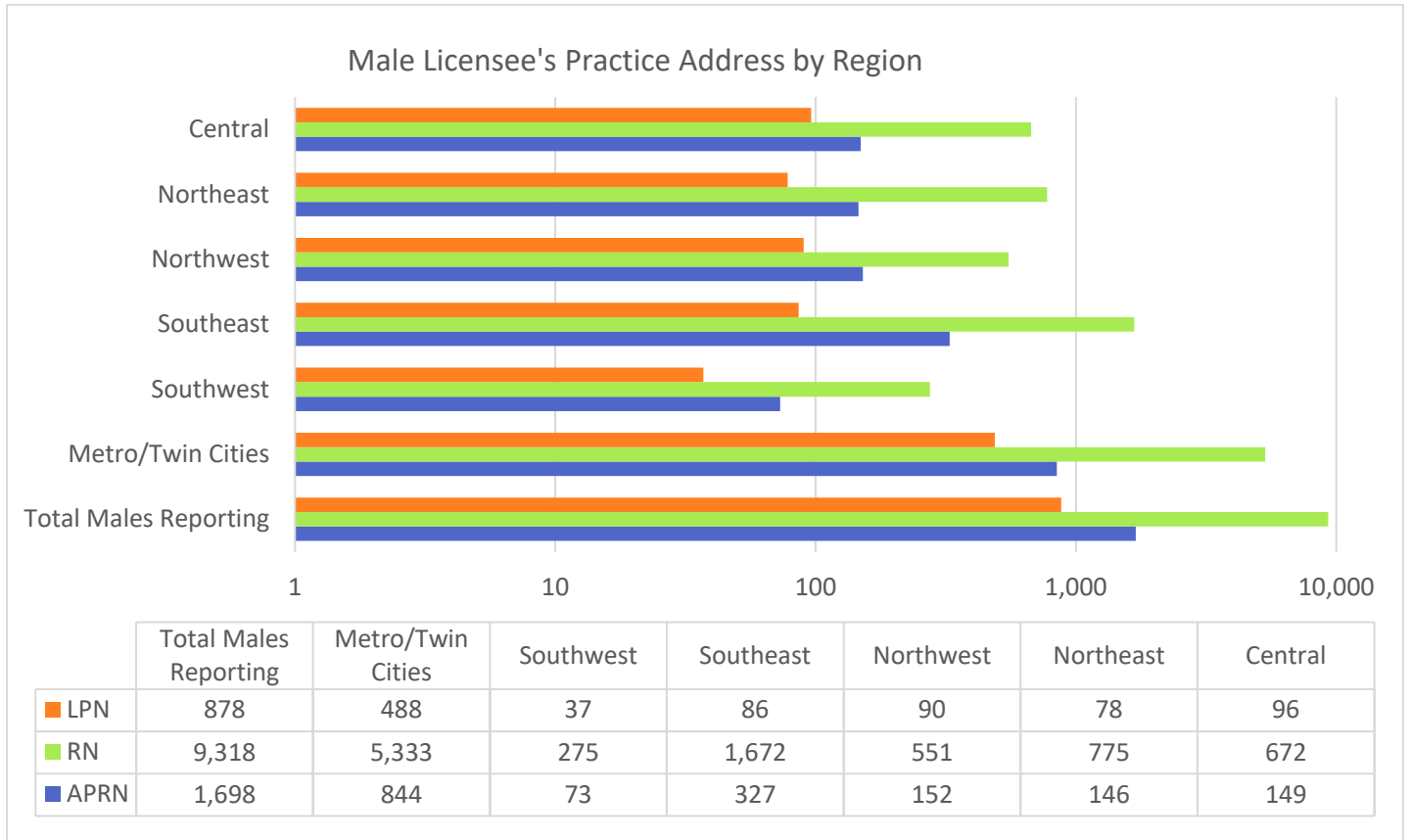
Licensee Regional Data

Figure 13. Minnesota General Population by Regions Map



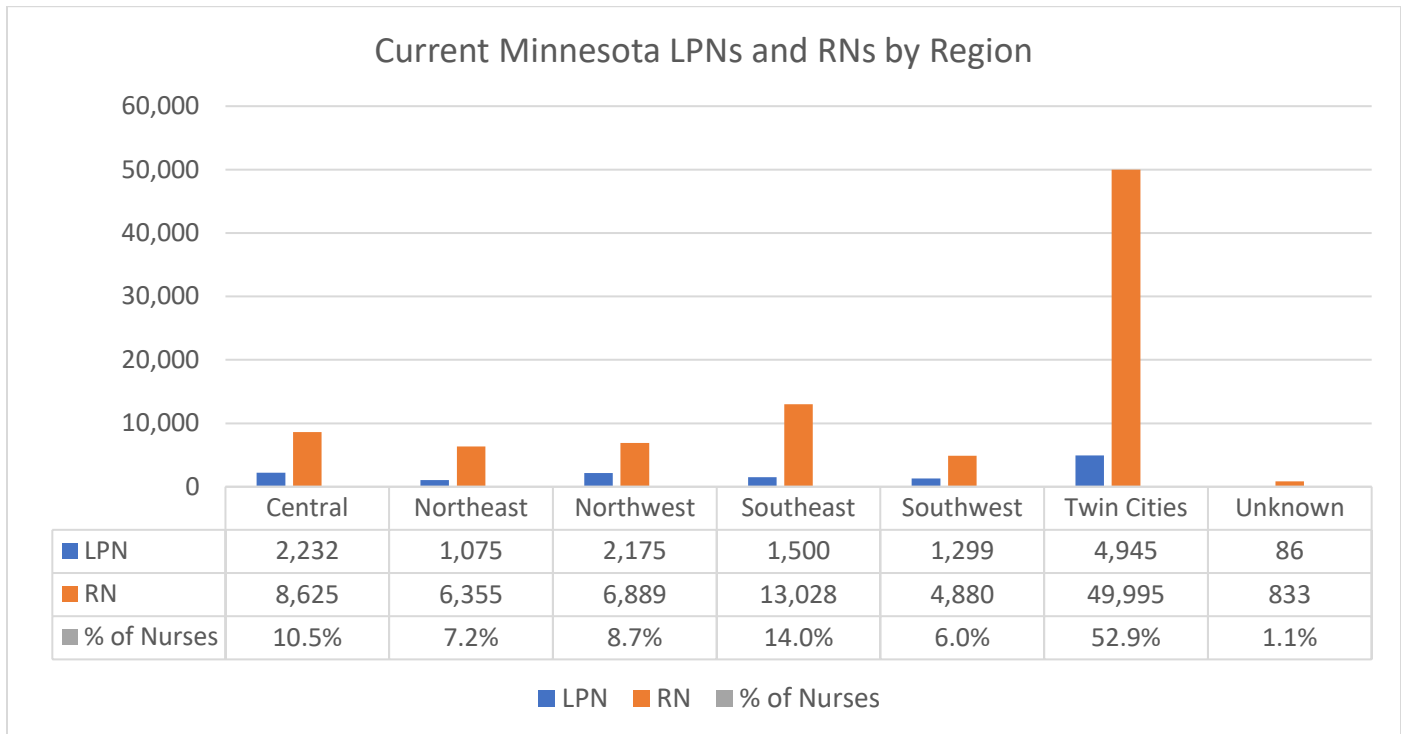
**Data retrieved from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2022. Released August 2023. Regional Map from Minnesota Department of Employment and Economic Development (DEED).

Chart 14. Male Licensee's Business (Practice) Address by Region



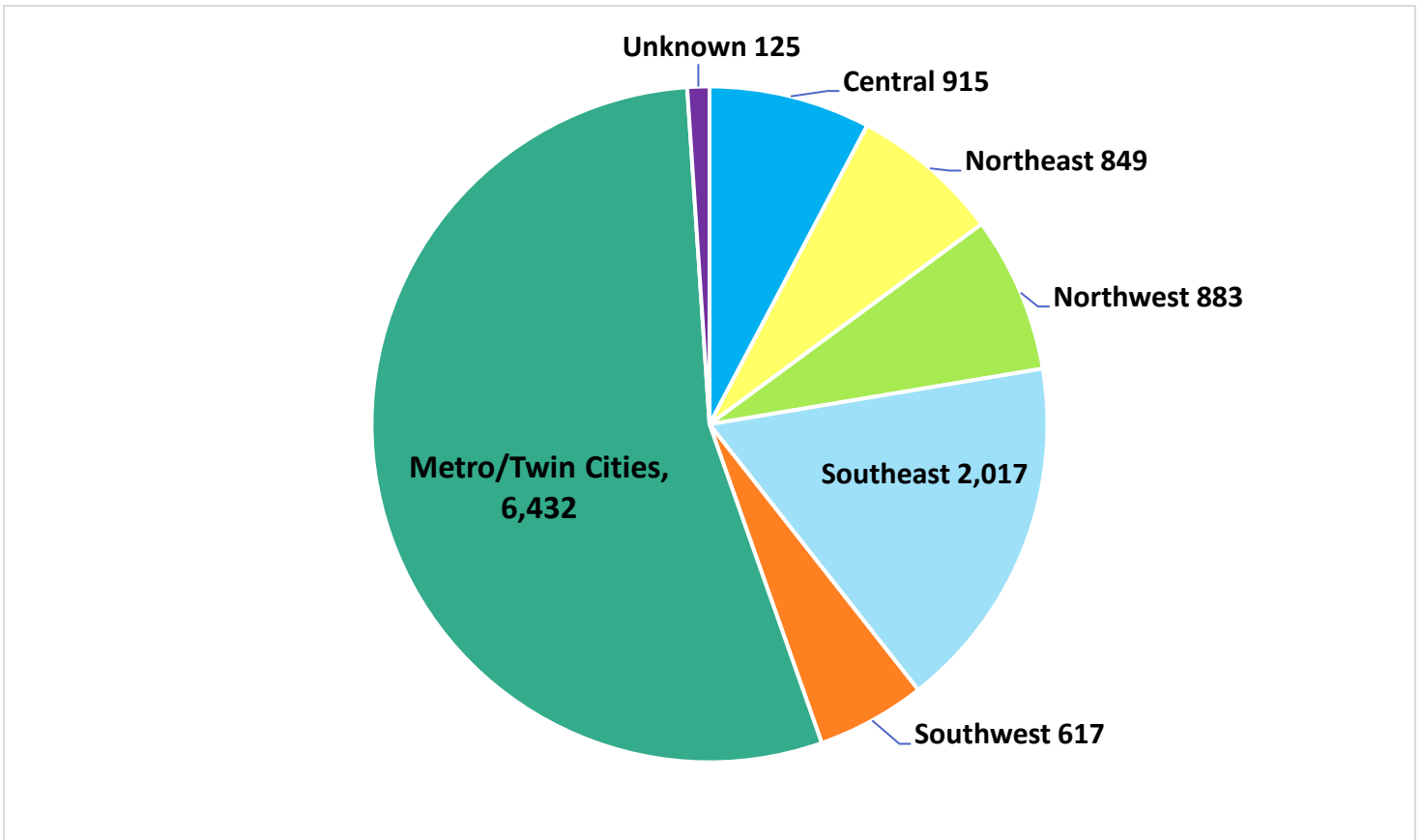
*Data retrieved from MBN database as self-reported by male nurses to the Board as of December 31, 2023. A total of 40 RNs, 3 LPNs, and 7 APRNs are not included in the chart as the MN business address region is unknown.

Chart 15. Current LPNs and RNs by Region According to Business (Practice) Address

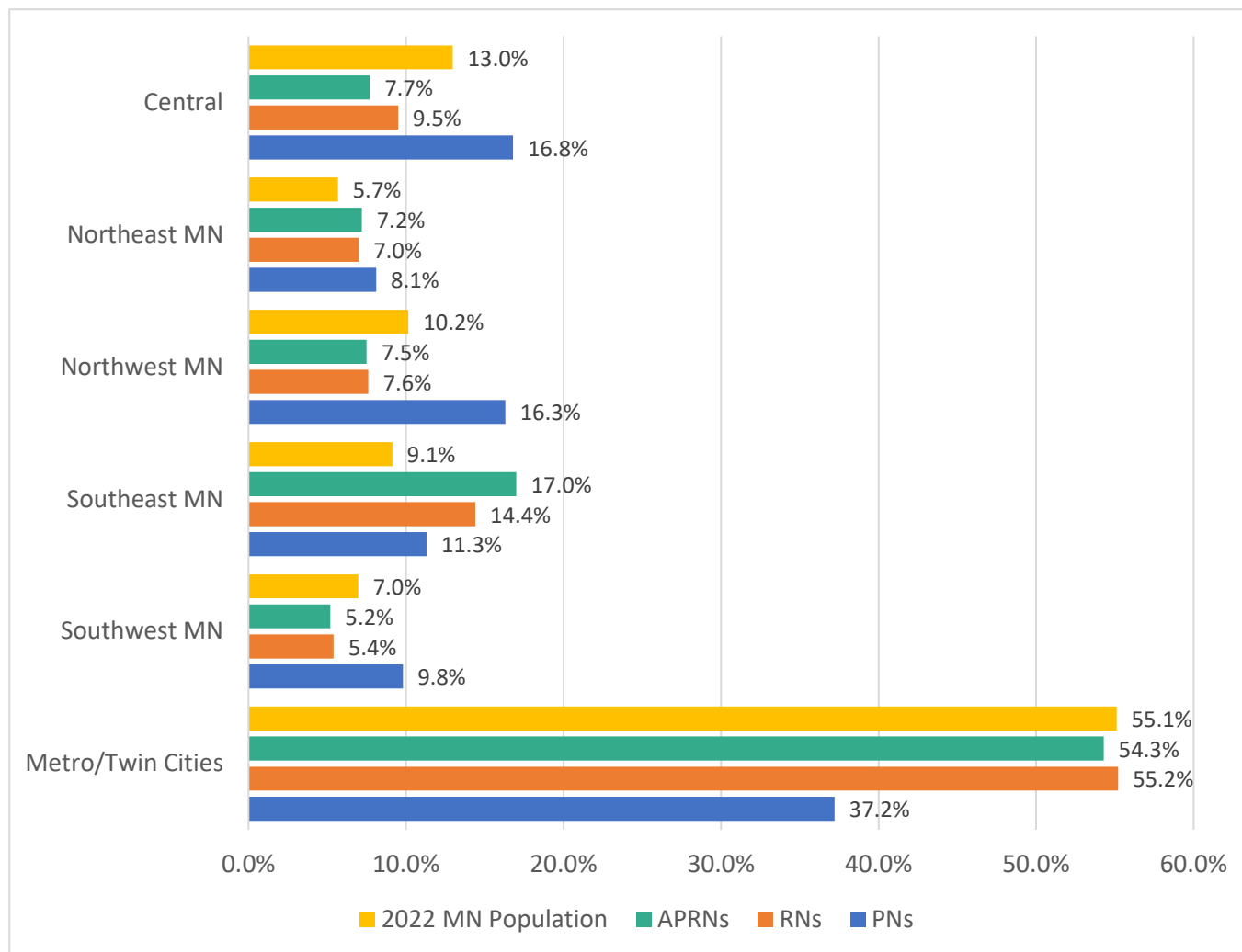


*Data retrieved from MBN database as self-reported by nurses to the Board as of December 31, 2023. A total of 90,605 RNs and 13,312 LPNs reported MN business addresses to the Board. The twin cities region demonstrates the largest number of nurses.

Chart 16. Current APRNs by Region According to Business (Practice) Address



*Data retrieved from MBN database as self-reported by nurses to the Board as of December 31, 2023. A total of 11,838 APRNs reported MN business addresses to the Board. The twin cities region demonstrates the largest number of nurses.

Chart 17. Percentage of Minnesota Population and Nurses Reporting Business Addresses by Region

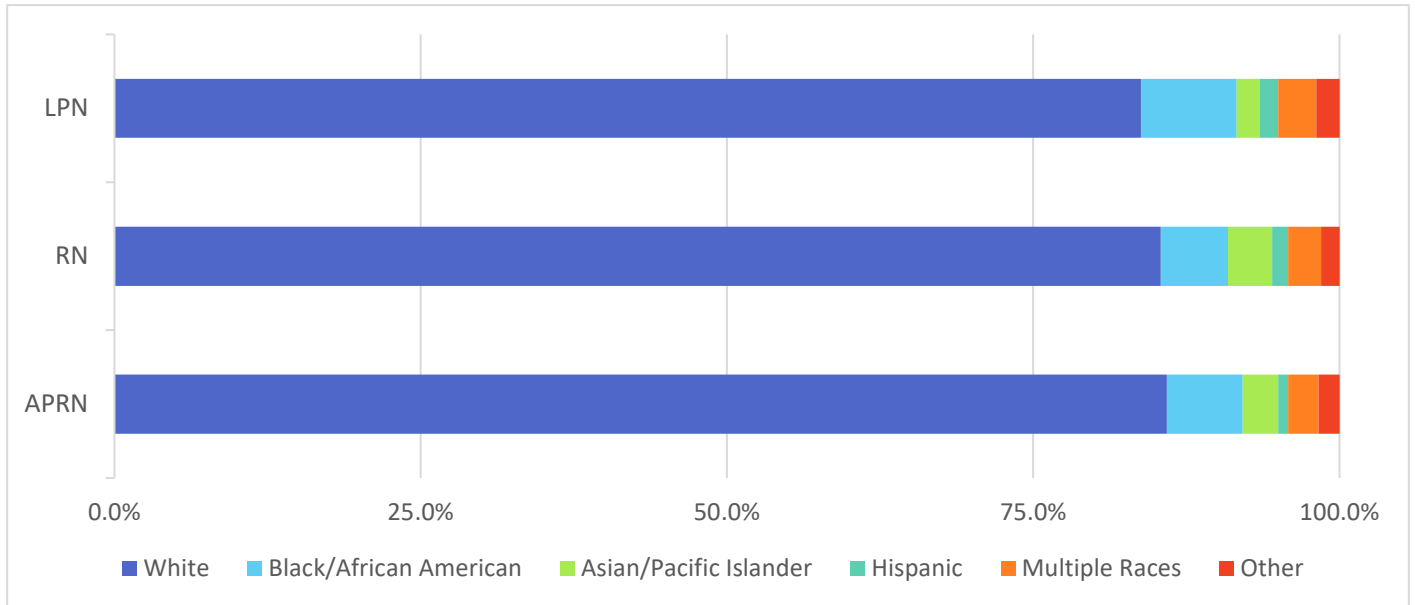
*Population Data from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2022. Released August 2023.

*Licensure Data from MBN database based on business addresses provided by licensees as of December 31, 2023.

A total of 90,605 RNs, 13,312 LPNs, and 11,838 APRNs reported MN business addresses. Of those business addresses, 833 RNs, 86 LPNs, and 125 APRNs are not included in the chart above as the region is unknown.

Minnesota Nurse Ethnicity Data

Chart 18. Nurse Ethnicity as Self-Reported by Minnesota Nurses on the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Survey

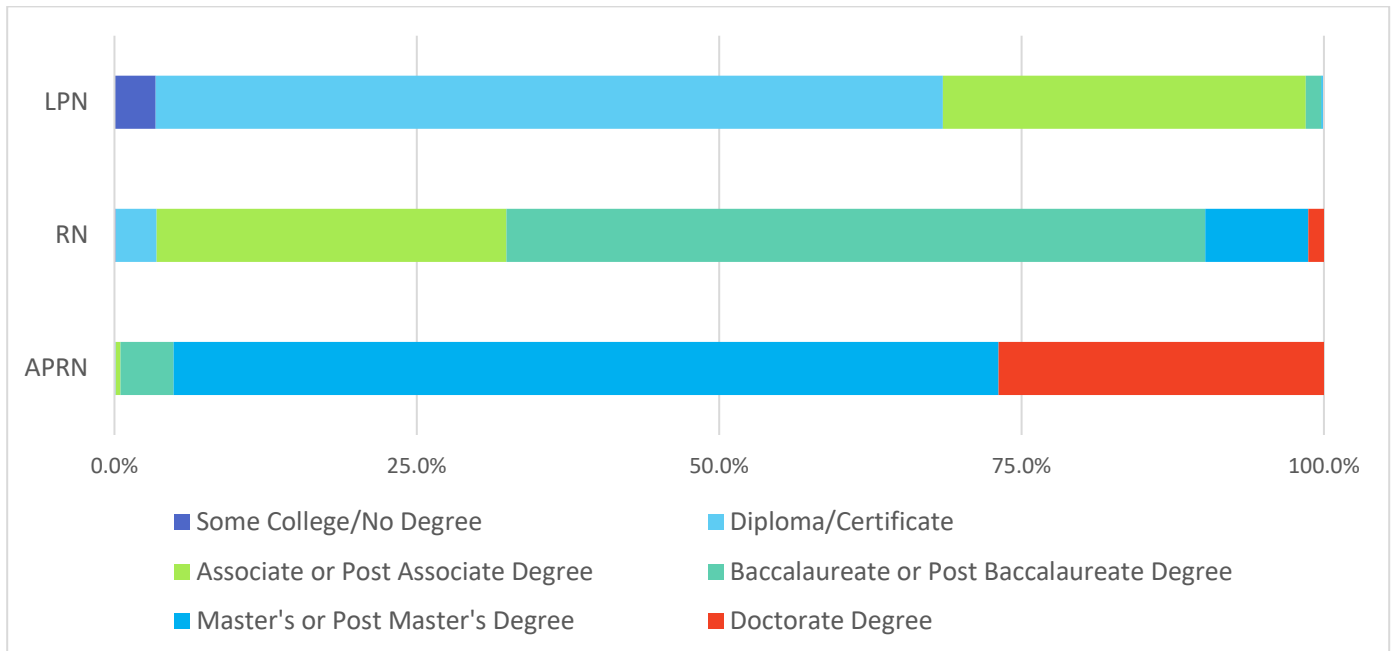


*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) workforce survey between January 1, 2022 – December 31, 2023. Based on 10,375 LPN responses, 65,172 RN responses, and 7,740 APRN responses.

Please note, the ORHPC data reflected in this report was pulled from data collected between January 1, 2022 – December 31, 2023, except for a six-week period in 2023, when there were issues with the survey and no data was collected.

Nursing Education Data

Chart 19. Highest Level of Nursing Education as Self-Reported by Minnesota Nurses Responding to the Minnesota Department of Health, Office of Rural Health and Primary Care Workforce Survey



*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce Survey between January 1, 2022 – December 31, 2023. Based on 9,082 LPN responses, 59,805 RN responses and 7,487 APRN responses to the highest nursing degree earned.

Employment/Nursing Practice Data

Table 20. Current Employment Status of Minnesota Nurses by Age Groups Responding to the Minnesota Department of Health, Office of Rural Health and Primary Care Workforce Survey

Work Status	Age Groups				
	<35 Years	35-44 Years	45-54 Years	55-64 Years	65 Years +
LPNs					
Working in position related to professional nursing license	89.5% 1,608/1,797	86.8% 2,053/2,364	86.8% 2,087/2,404	82.9% 2,220/2,675	62.2% 735/1,181
Not working in position related to professional nursing license	10.5% 189/1,797	13.2% 311/2,364	13.2% 317/2,404	17.0% 455/2,675	37.8% 446/1,181
RNs					
Working in position related to professional nursing license	95.6% 13,989/14,630	93.7% 16,483/17,587	94.2% 12,818/13,605	85.1% 10,535/12,382	52.0% 3,771/7,248
Not working in position related to professional nursing license	4.4% 641/14,630	6.3% 1,104/17,587	5.8% 787/13,605	14.9% 1,847/12,382	48.0% 3,477/7,248
APRNs					
Working in position related to professional nursing license	94.4% 998/1,057	97.3% 2,844/2,924	97.5% 1,929/1,979	93.5% 1,144/1,224	74.0% 450/608
Not working in position related to professional nursing license	5.6% 427/1,057	2.7% 80/2,924	2.5% 50/1,979	6.5% 80/1,224	25.9% 158/608

*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce survey between January 1, 2022—December 31, 2023. Based on 10,421 LPN responses, 65,452 RN responses, and 7,792 APRN responses to current work status.

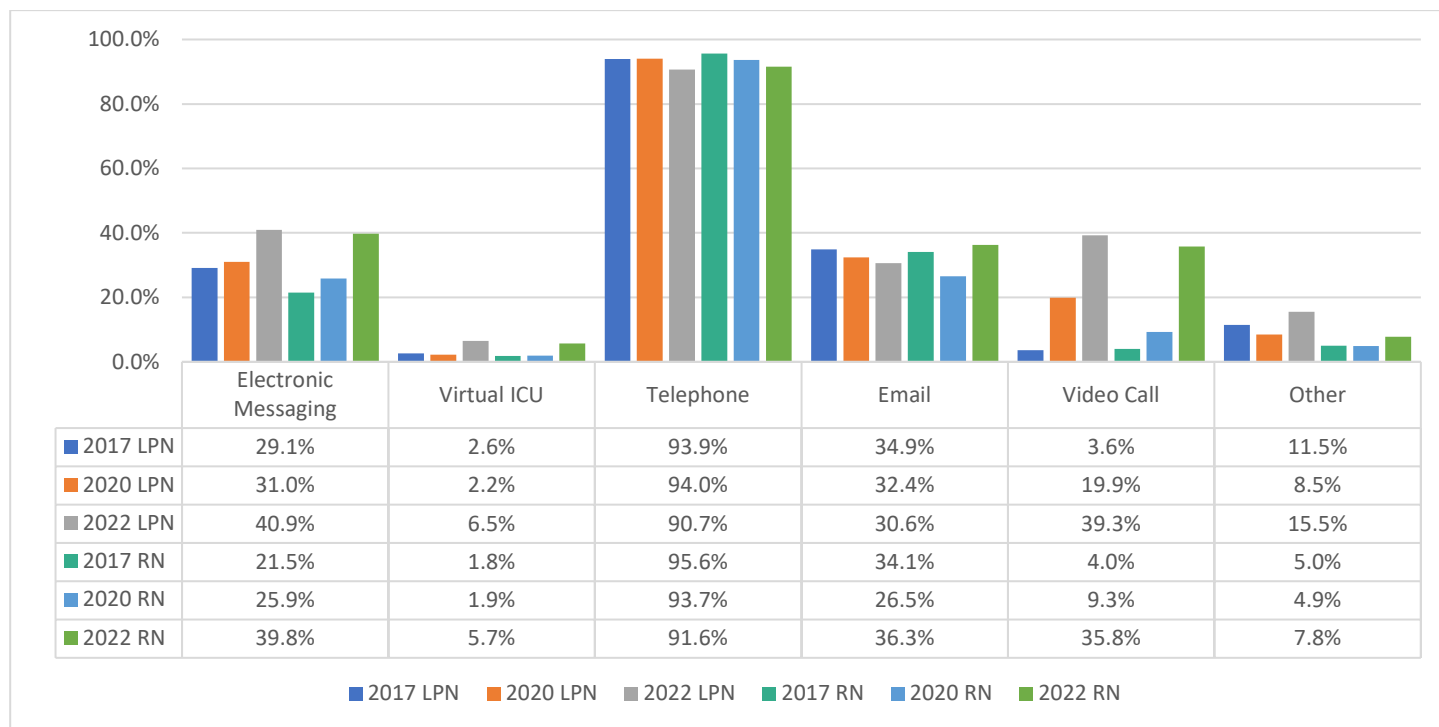
**Numbers below percentages reflect the number of responses to question by age group/total number of responses by individual age group.

Table 21. Primary Employment Settings of Minnesota Nurses Responding to the Minnesota Department of Health, Office of Rural Health and Primary Care Workforce Survey

Employment Setting	LPN	RN	APRN
Hospital	6.3%	48.8%	38.5%
Clinic/Professional Office/Health Ctr/Ambulatory Ctr	40.5%	15.9%	40.6%
Long Term Care Facility	30.8%	7.5%	3.2%
Remote Location (e.g. home) care for patients via telemedicine, phone and/or email	3.8%	11.9%	7.4%
Home Health Care	7.1%	4.7%	1.4%
Academic (Teaching/Research)	0.2%	1.9%	4.5%
School (Pre-K thru 12)	4.3%	1.6%	0.3%
Public Health Agency	0.3%	1.5%	0.4%
Correctional Facility	0.9%	0.5%	0.5%
Community/Faith-Based Organization	0.7%	0.6%	0.6%
Other	5.1%	5.0%	2.7%

*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce Survey between January 1, 2022—December 31, 2023. Based on 8,689 LPN responses, 57,503 RN responses, and 7,344 APRN responses to physical location where you spend most of your work hours.

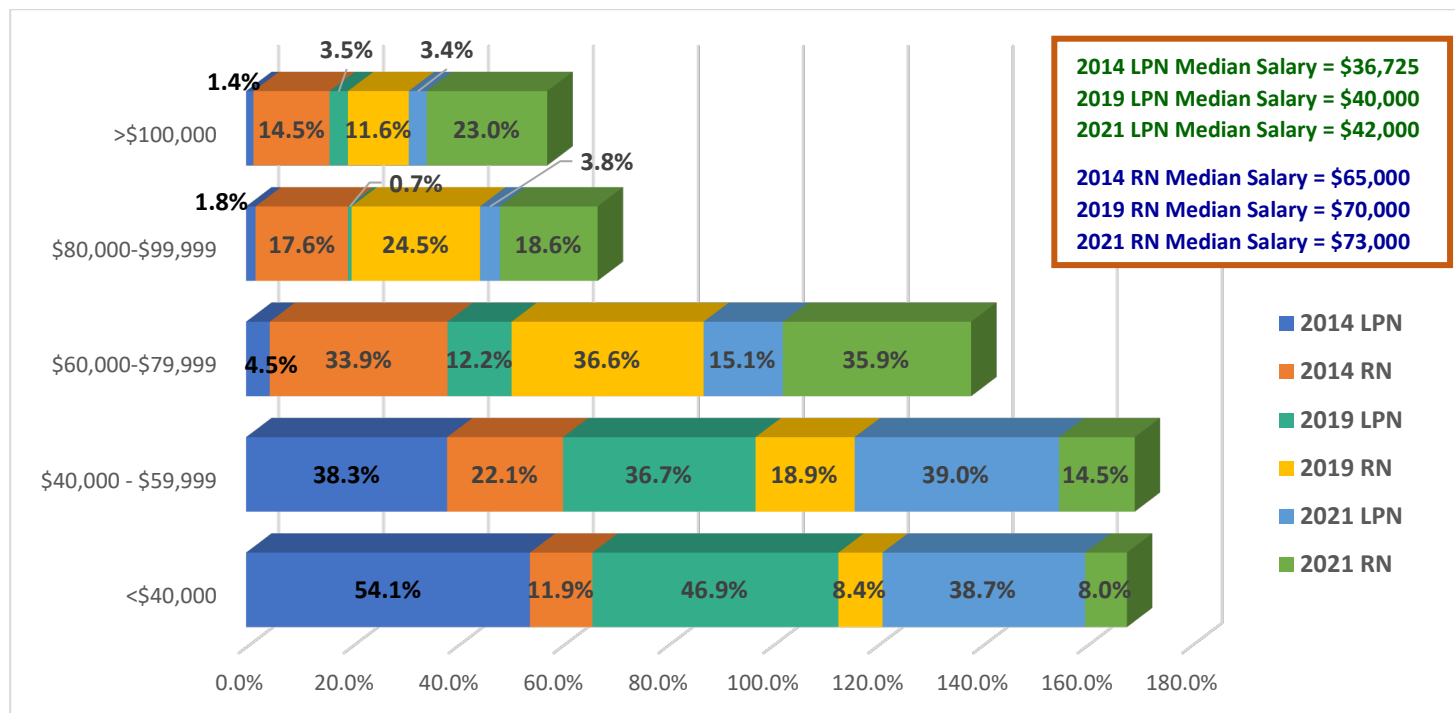
Chart 22. Mode(s) of Communication used to Provide Nursing Services or Communicate with a Remote Patient or Client as Reported by Minnesota Nurses to the NCSBN Nursing Workforce Surveys



*Based on approximately 418 LPN and 717 RN responses in 2017; 312 LPN and 351 RN responses in 2020; 395 LPN responses and 2,376 RN responses in 2022.

Nursing Salary Data

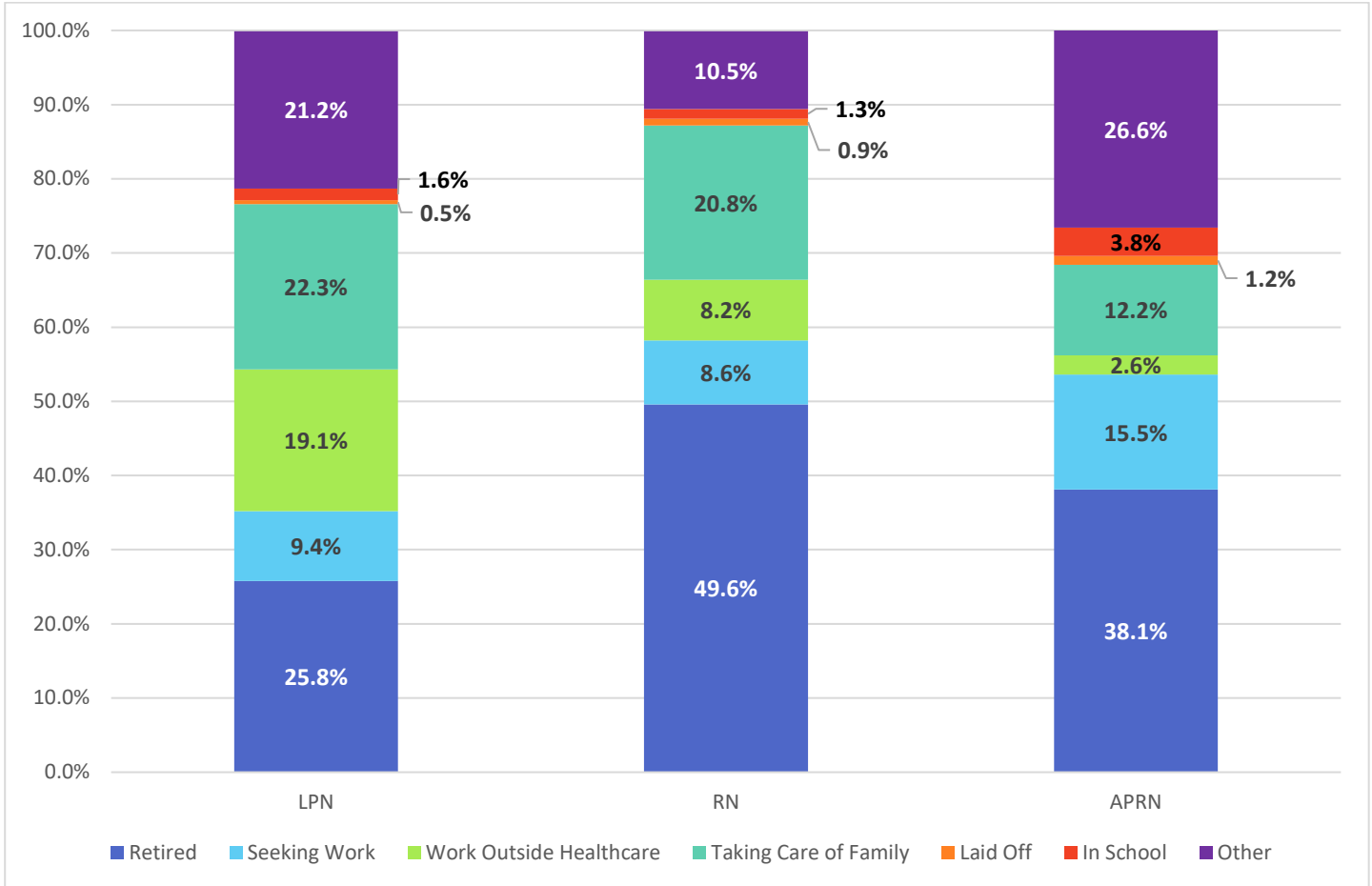
Chart 23. Estimate of Primary Nursing Salary as Self-Reported by Minnesota Nurses to the NCSBN National Nursing Workforce Surveys



*Salary estimates are based on 2014, 2019, and 2021 pre-tax annual earnings. Based on approximately 716 LPN and 1,274 RN responses in 2017; 547 PN and 692 RN responses in 2020; 693 LPN and 4,835 responses in 2022.

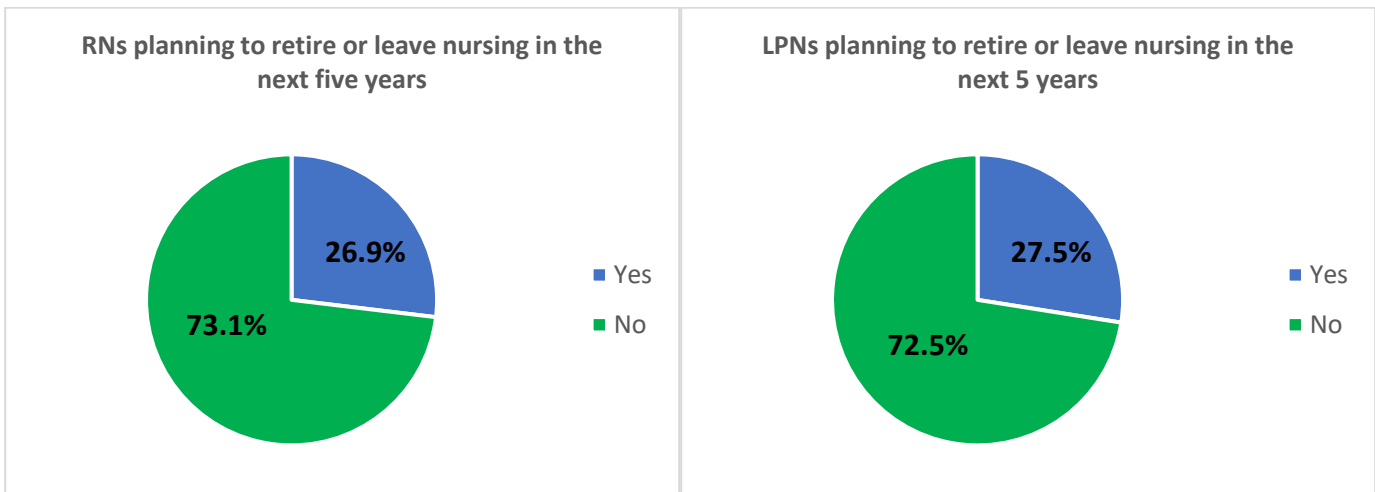
Nurse Unemployment and Potential Retirement Data

Chart 24. Reasons Minnesota Nurses are not Working in a Position Related to their Professional Nursing License as Reported on the Minnesota Department of Health, Office of Rural Health and Primary Care Workforce Surveys



*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce Survey between January 1, 2022—December 31, 2023. Based on 1,715 LPN responses, 7,853 RN responses and 425 APRN responses.

Chart 25. Percentage of Minnesota RNs and LPNs Planning to Retire or Leave Nursing in the Next Five Years as Self-Reported on the 2022 NCSBN National Nursing Workforce Survey



*As self-reported by Minnesota nurses responding to the 2022 NCSBN National Workforce Survey. Based on approximately 912 LPN and 5,483 RN responses.