



MINNESOTA
BOARD OF NURSING

2025 Nursing Workforce Data Report

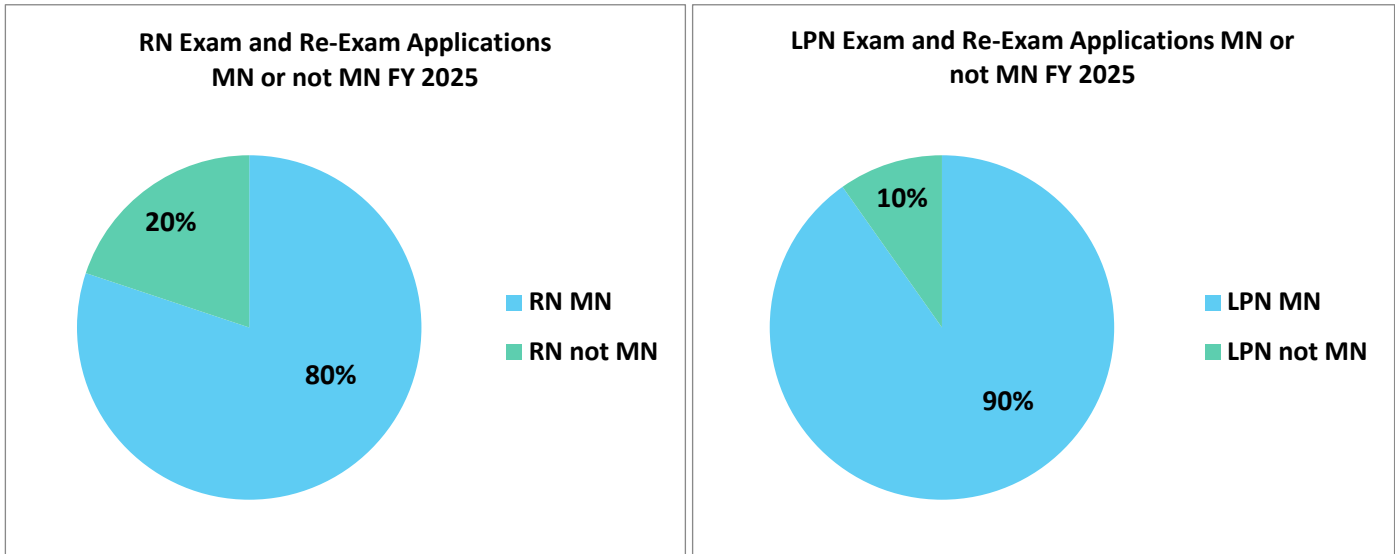
**Presented April 2026
to the Minnesota Board of Nursing**

Licensure by Examination and Minnesota Program Graduate Data	1
Chart 1. Percent of Exam Applications for Initial Licensure Submitted by Graduates of MN Programs.....	1
Chart 2. States with Highest Number of 2025 MN Program Graduates Applying for Licensure by Exam	1
Table 3. Number of Minnesota Program Graduates by Region and Year	2
Chart 4. Total Number of Minnesota Program Graduates by Region between 2021-2025.....	3
Licensure by Endorsement Data	3
Chart 5. Interstate Endorsement in and out of Minnesota (NURSYS).....	3
Chart 6. Top States where Nurses Applied from for Licensure by Endorsement into MN.....	4
Current Nurse Licensure, Average Age, and Licensee Gender Data.....	4
Chart 7. Current Licensure by Year and Type	4
Chart 8. Number of RNs Initially Licensed as LPNs and Number Who Maintained an Active LPN License	5
Chart 9. Average Age of Minnesota LPN, RN, and APRN Licensees.....	6
Table 10. Average Age and Number of Current Licensees by License Type.....	6
Table 11. Average Age and Number of Faculty in Minnesota Programs by Program Type	6
Chart 12. Gender of Minnesota Licensees.....	7
Licensee Regional Data	7
Figure 13. Minnesota General Population by Regions Map	7
Chart 14. Male Licensee's Business (Practice) Address by Region	8
Chart 15. Current LPNs and RNs by Region According to Business (Practice) Address	8
Chart 16. Current APRNs by Region According to Business (Practice) Address	9
Chart 17. Percentage of MN Population and Nurses Reporting Business Addresses by Region.....	10
Minnesota Nurse Ethnicity Data	11
Chart 18. Nurse Ethnicity as Self-Reported by MN Nurses on the MN Department of Health, Office of Rural Health and Primary Care (ORHPC) Survey.....	11
Nursing Education Data	11
Chart 19. Highest Level of Nursing Education as Self-Reported by MN Nurses Responding to the MDH ORHPC Workforce Survey.....	11
Employment/Nursing Practice Data	12
Table 20. Current Employment Status of Minnesota Nurses by Age Groups Responding to the MDH ORHPC Workforce Survey.....	12
Table 21. Primary Employment Settings of MN Nurses Responding to the MDH ORHPC Workforce Survey	12
Chart 22. Mode(s) of Communication used to Provide Nursing Services or Communicate with a Remote Patient or Client as Reported by MN Nurses to the NCSBN Nursing Workforce Surveys	13
Nursing Salary Data.....	13
Chart 23. Estimate of Primary Nursing Salary as Self-Reported by MN Nurses to the NCSBN National Nursing Workforce Surveys.....	13
Nurse Unemployment and Potential Retirement Data	14
Chart 24. Reasons MN nurses are not Working in a Position Related to their Professional Nursing License as Reported on the MN Department of Health, Office of Rural Health and Primary Care Workforce Survey	14
Chart 25. Percentage of Minnesota RNs and LPNs Planning to Retire or Leave Nursing in the Next Five Years as Self-Reported on the NCSBN National Nursing Workforce Survey.....	14

Nursing Workforce Data

Licensure by Examination and Minnesota Program Graduate Data

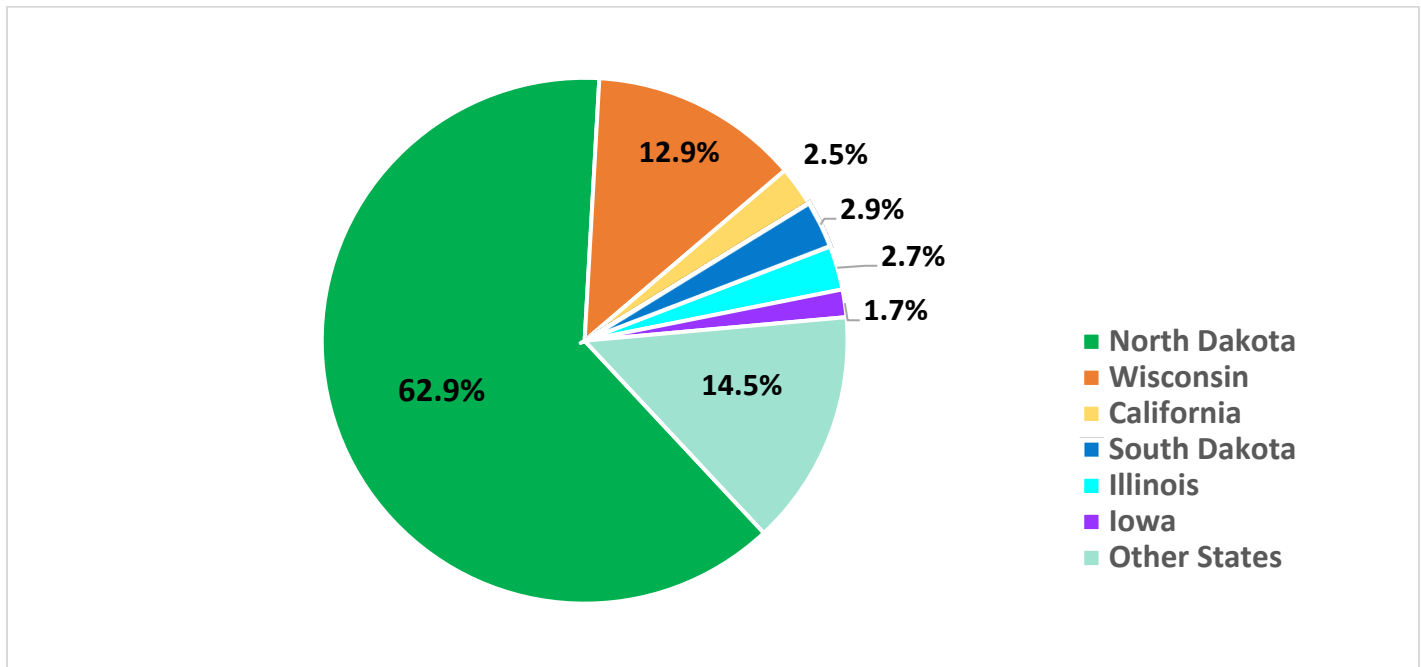
Chart 1. Percent of Exam Applications for Initial Licensure Submitted by Graduates of MN Programs



*Per Annual Licensure Report 2025.

It is noteworthy that 20% of new RN graduates pursue an initial license out of state, whereas only 10% 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 2025 MN Program Graduates Applying for Licensure by Examination



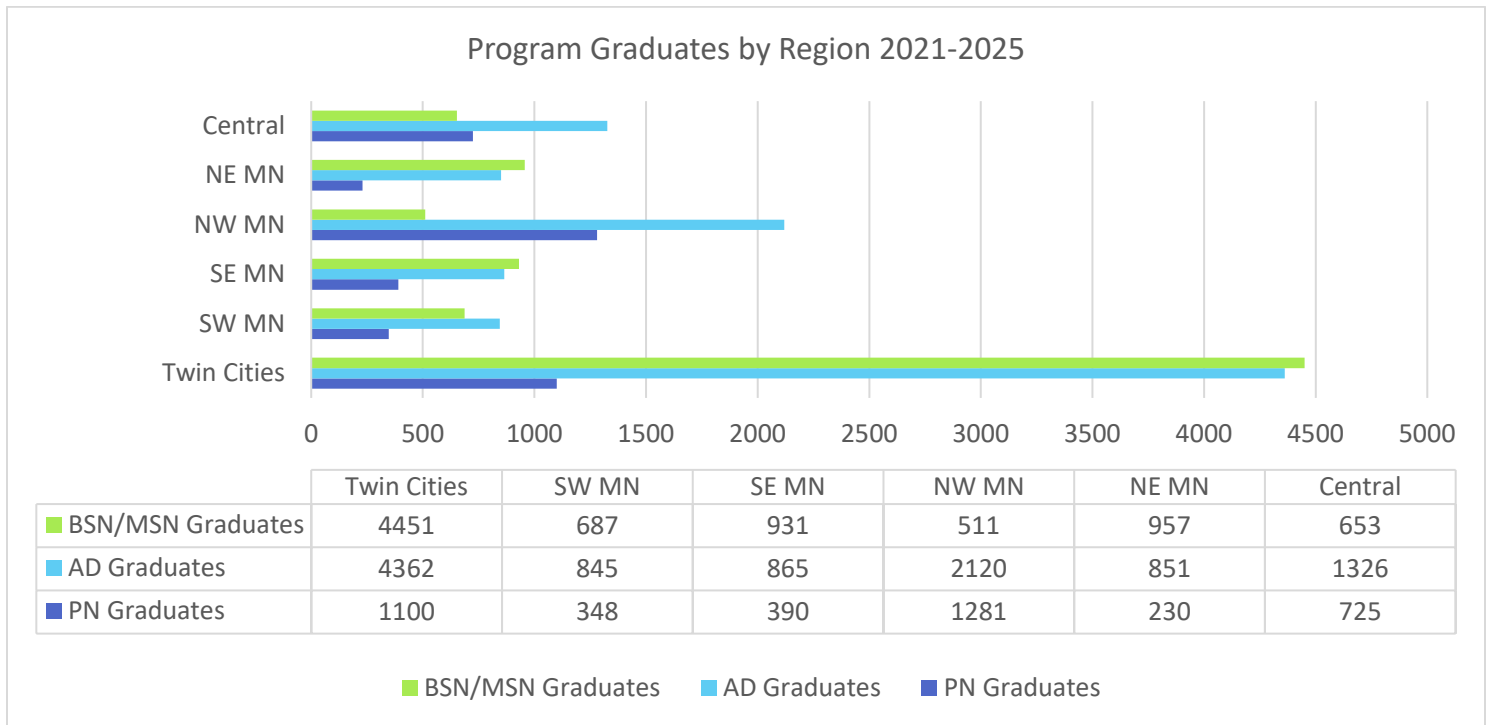
*In 2025, according to NCLEX testing data provided by NCSBN, 104 MN LPN graduates, 159 MN ADN graduates, and 203 MN BSN/MSN graduates applied for licensure by examination to other state boards of nursing.

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

Minnesota Regions	Number of Graduates by Year				
	2021	2022	2023	2024	2025
Central Minnesota					
Practical Degree Program Graduates	178	137	120	133	157
Associate Degree Program Graduates	283	308	263	216	256
Baccalaureate Degree Program Graduates	134	128	142	120	129
Master's Degree Program Graduates	0	0	0	0	0
Central Totals	595	573	525	469	542
Northeast Minnesota					
Practical Degree Program Graduates	74	36	46	39	35
Associate Degree Program Graduates	183	175	187	200	106
Baccalaureate Degree Program Graduates	182	181	224	188	182
Master's Degree Program Graduates	0	0	0	0	0
Northeast Totals	439	392	457	427	323
Northwest Minnesota					
Practical Degree Program Graduates	300	277	219	248	237
Associate Degree Program Graduates	419	465	392	403	441
Baccalaureate Degree Program Graduates	82	74	126	116	113
Master's Degree Program Graduates	0	0	0	0	0
Northwest Totals	801	816	737	767	791
Southeast Minnesota					
Practical Degree Program Graduates	113	107	69	36	65
Associate Degree Program Graduates	140	138	192	187	208
Baccalaureate Degree Program Graduates	184	181	183	202	181
Master's Degree Program Graduates	0	0	0	0	0
Southeast Totals	437	426	444	425	454
Southwest Minnesota					
Practical Degree Program Graduates	81	68	60	61	78
Associate Degree Program Graduates	211	183	168	145	138
Baccalaureate Degree Program Graduates	127	126	140	148	146
Master's Degree Program Graduates	0	0	0	0	0
Southwest Totals	419	377	368	354	362
Twin Cities Metro Area					
Practical Degree Program Graduates	271	183	236	201	209
Associate Degree Program Graduates	1,071	1,144	997	660	490
Baccalaureate Degree Program Graduates	731	667	773	762	720
Master's Degree Program Graduates	136	159	149	183	171
Twin Cities Totals	2,209	2,153	2,155	1,806	1,590
Total Graduates	4,900	4,737	4,686	4,248	4,062

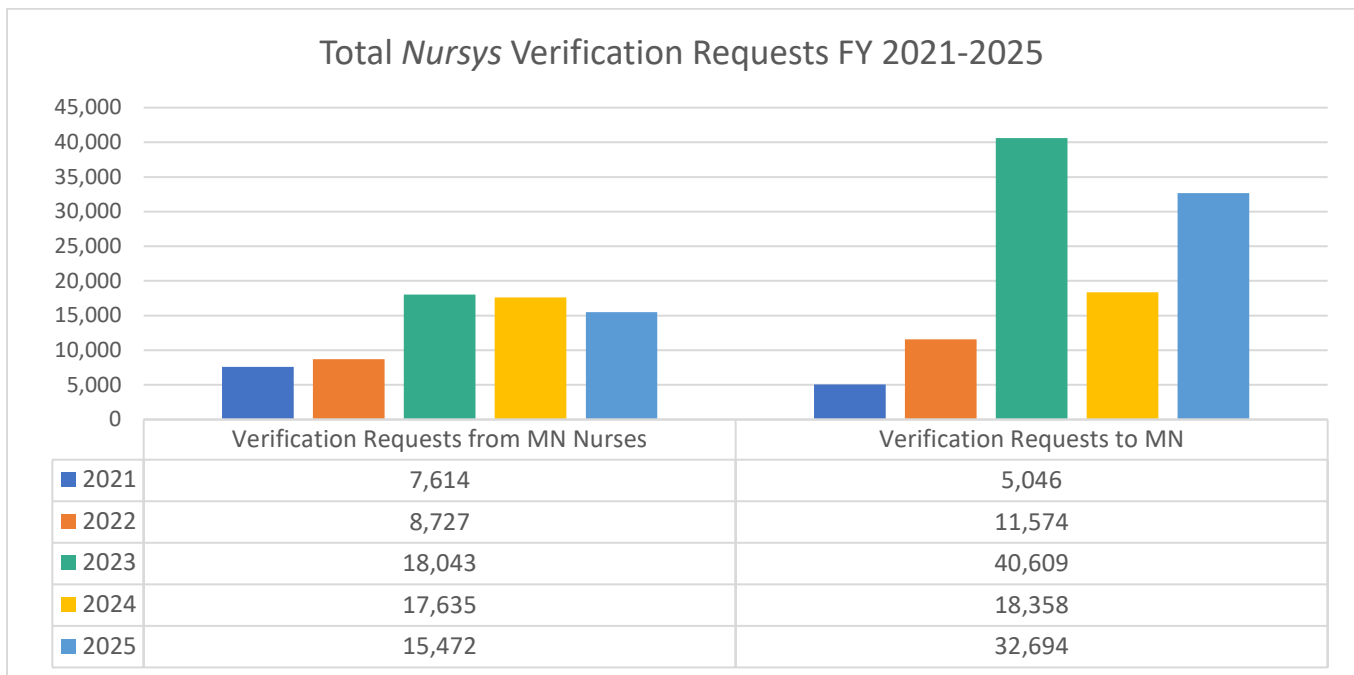
*As reported by program directors on the annual compliance reports for graduates between July 1 – June 30 of the applicable year.

Chart 4. Total Number of Minnesota Program Graduates by Region between 2021-2025



Licensure by Endorsement Data

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

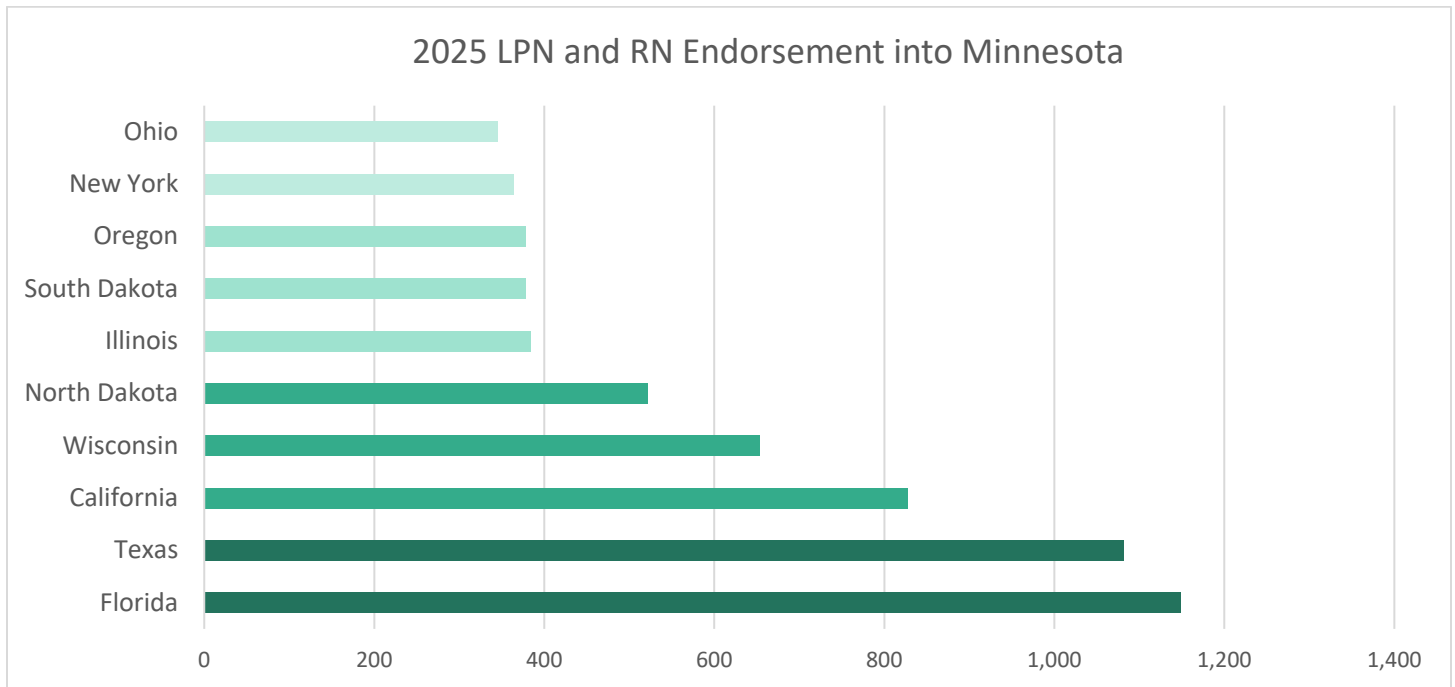


*Per Annual Licensure Report 2025.

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 significant increase in verification requests to Minnesota in 2023 can be attributed to the nurse’s strike.

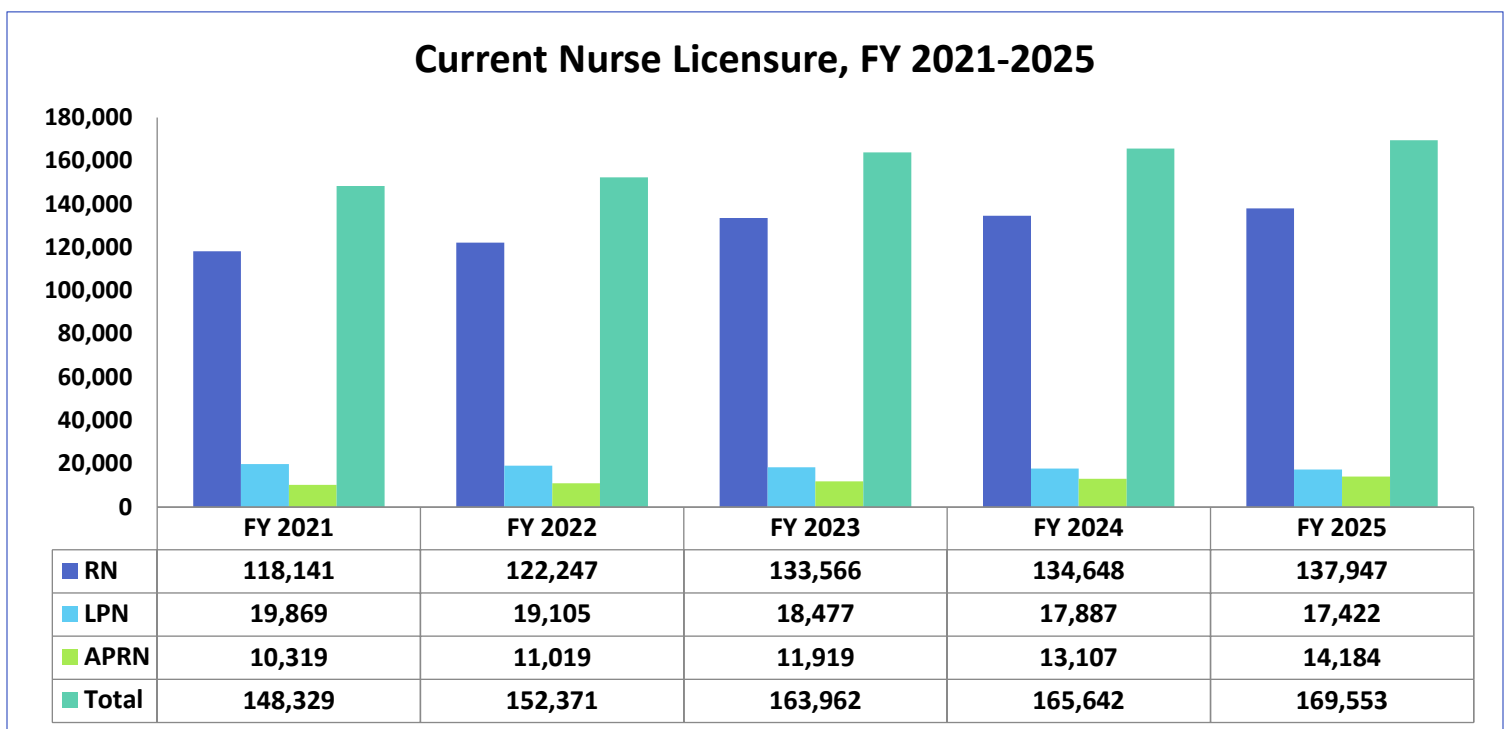
Chart 6. Top States where Nurses Applied from for Licensure by Endorsement into MN in 2025



*Data retrieved from MBN database as of December 31, 2025, based on a total of 10,751 RN and 457 LPN endorsement applications received by the Minnesota Board of Nursing in 2025.

Current Nurse Licensure, Average Age, and Licensee Gender Data

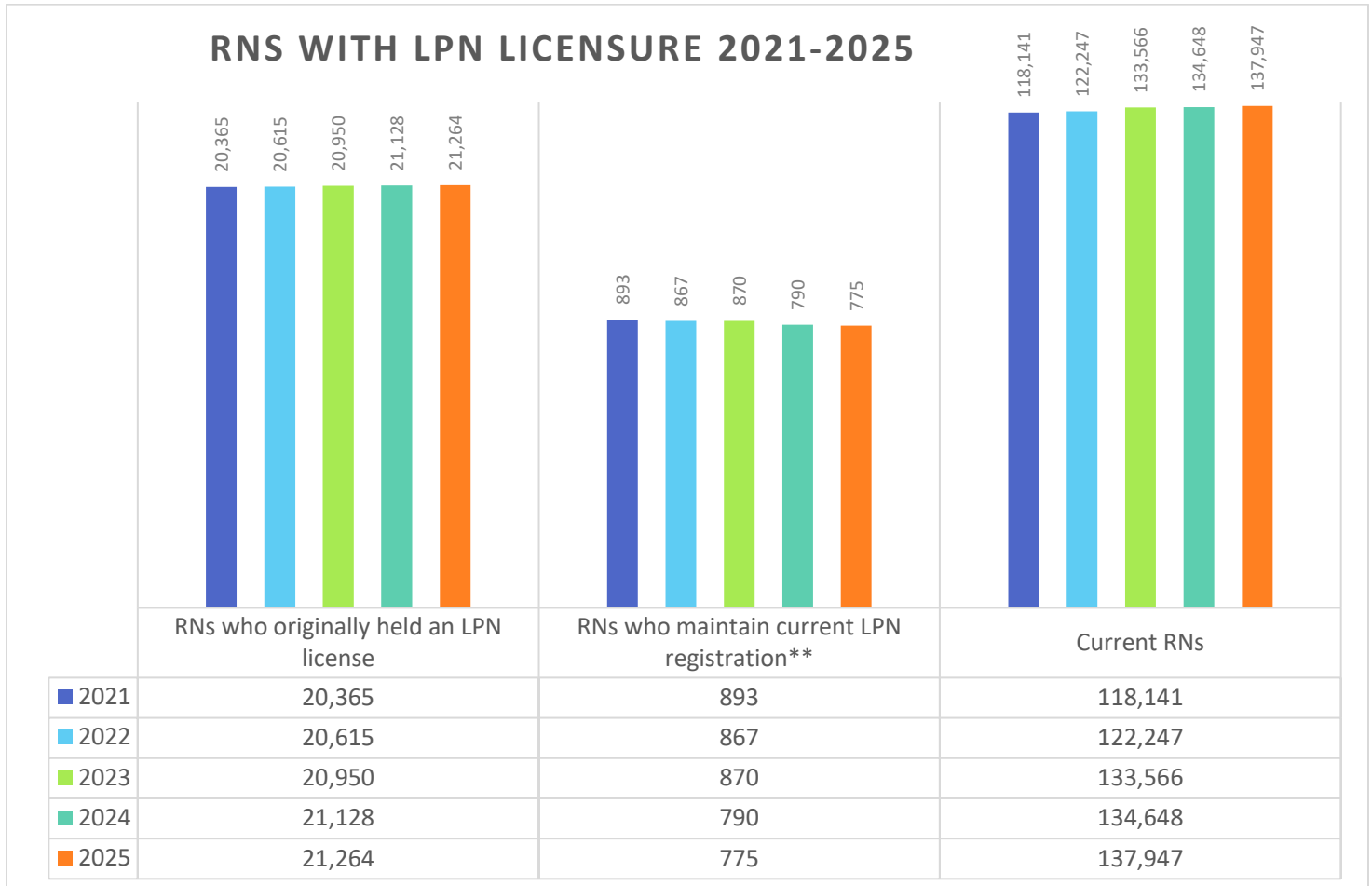
Chart 7. Current Licensure by Year and Type



*Data for current licensure as of June 30, 2025. Per Annual Licensure Report 2025.

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 16.8% increase in RN licensees over the past 5 years and a 37.5% increase in APRNs. LPN licensees show a 12.3% 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

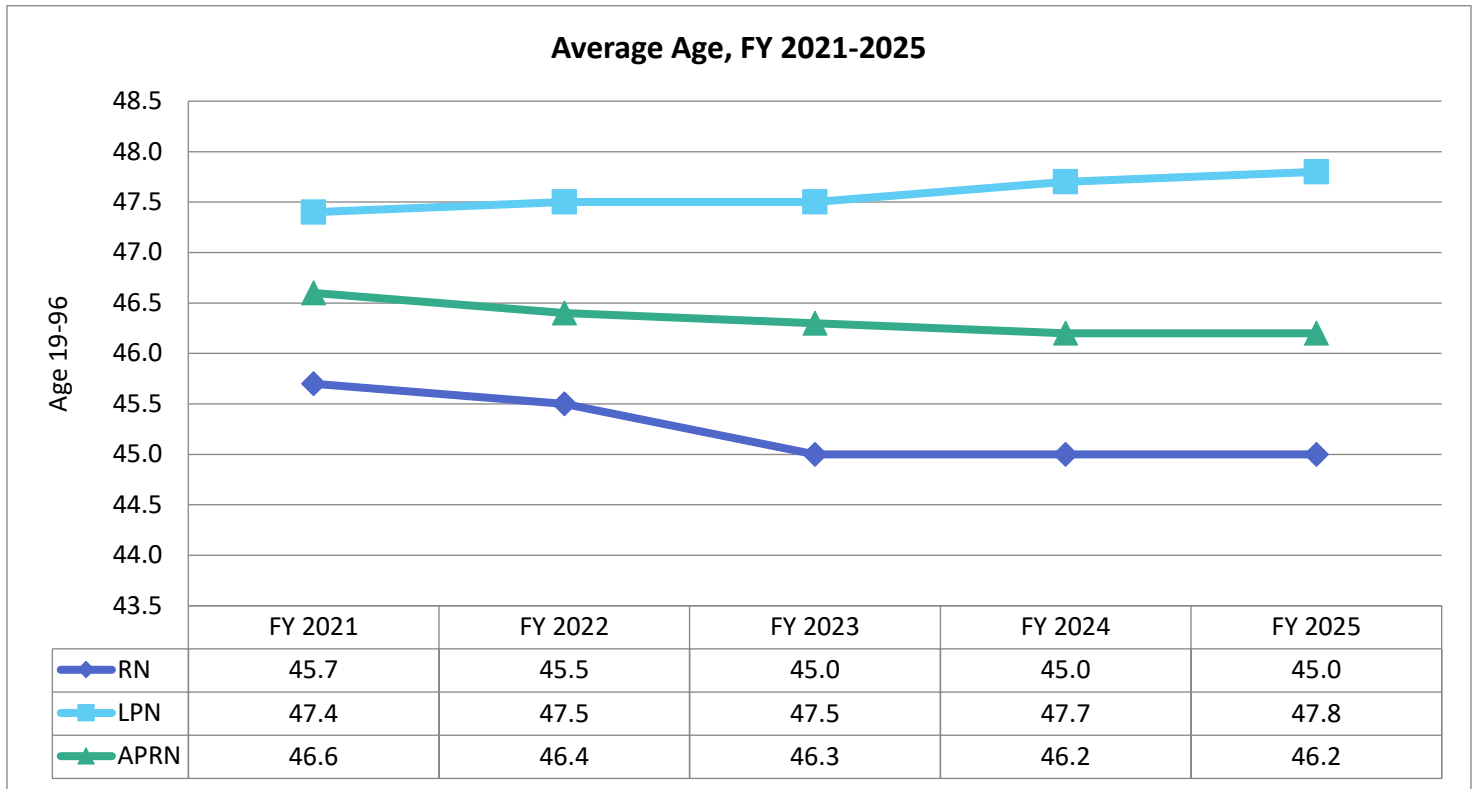


*Licensure data from Board of Nursing database and Annual Licensure Reports.

**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. Slightly greater than 15% of RNs were originally educated and licensed as an LPN before becoming an RN. On average, less than 1% of RNs keep their LPN licenses active after obtaining RN licensure. 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 2025.

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 50 and a median age of 43 in Minnesota. The median age of LPNs nationally is 50 and a median age of 48 in Minnesota. Nationally, the median age for APRNs is 44 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 2021-2025

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
RN	45.7 (118,141)	45.5 (122,247)	45.0 (133,566)	45.0 (134,648)	45.0 (137,947)
LPN	47.4 (19,869)	47.5 (19,105)	47.5 (18,477)	47.7 (17,887)	47.8 (17,422)
APRN	46.6 (10,319)	46.4 (11,019)	46.3 (11,919)	46.2 (13,107)	46.2 (14,184)

*Data for average age of licensees as of June 30, 2025. Per Annual Licensure Report 2025.

Age ranges for nurses with current licensure:

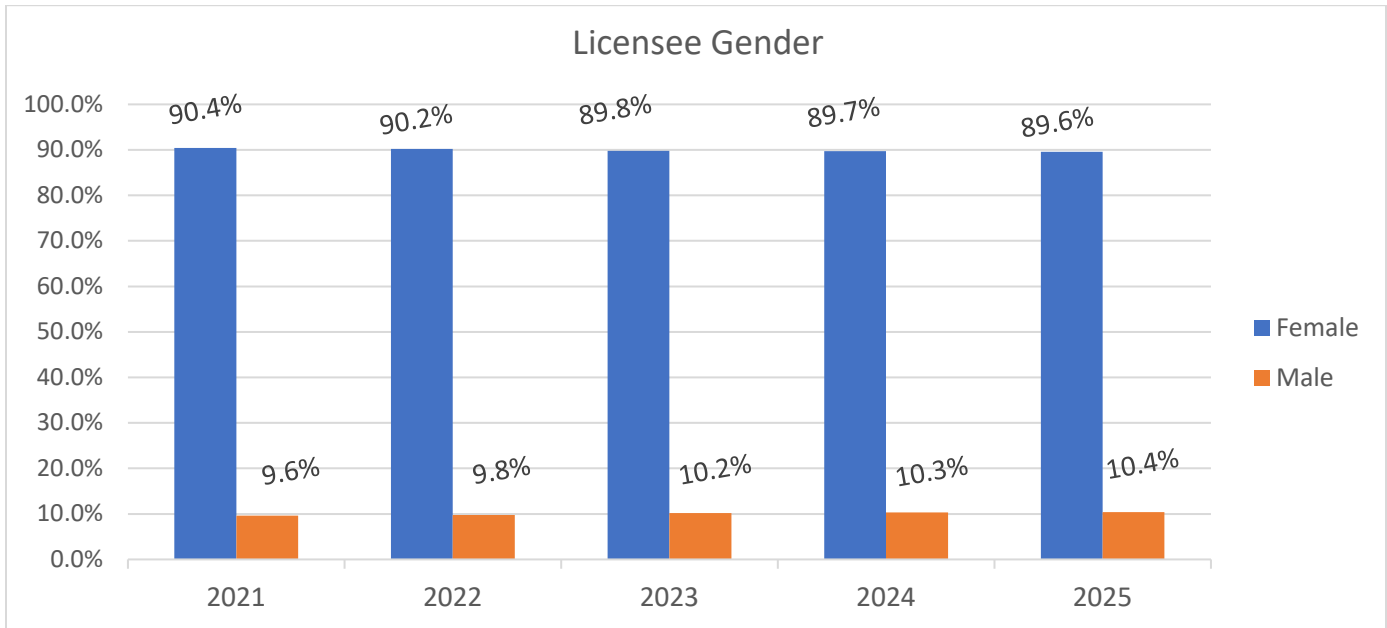
- LPN age range 18-89; RN age range 18-91; APRN age range 23-82

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	74	25-81	48.4/1,147	47
Faculty at APRN MN Programs	15	28-78	50.2/457	49

*Data as reported by Program Directors of all MN licensure-preparing programs from the 2025 annual compliance education reports.

Chart 12. Gender of Minnesota Licensees

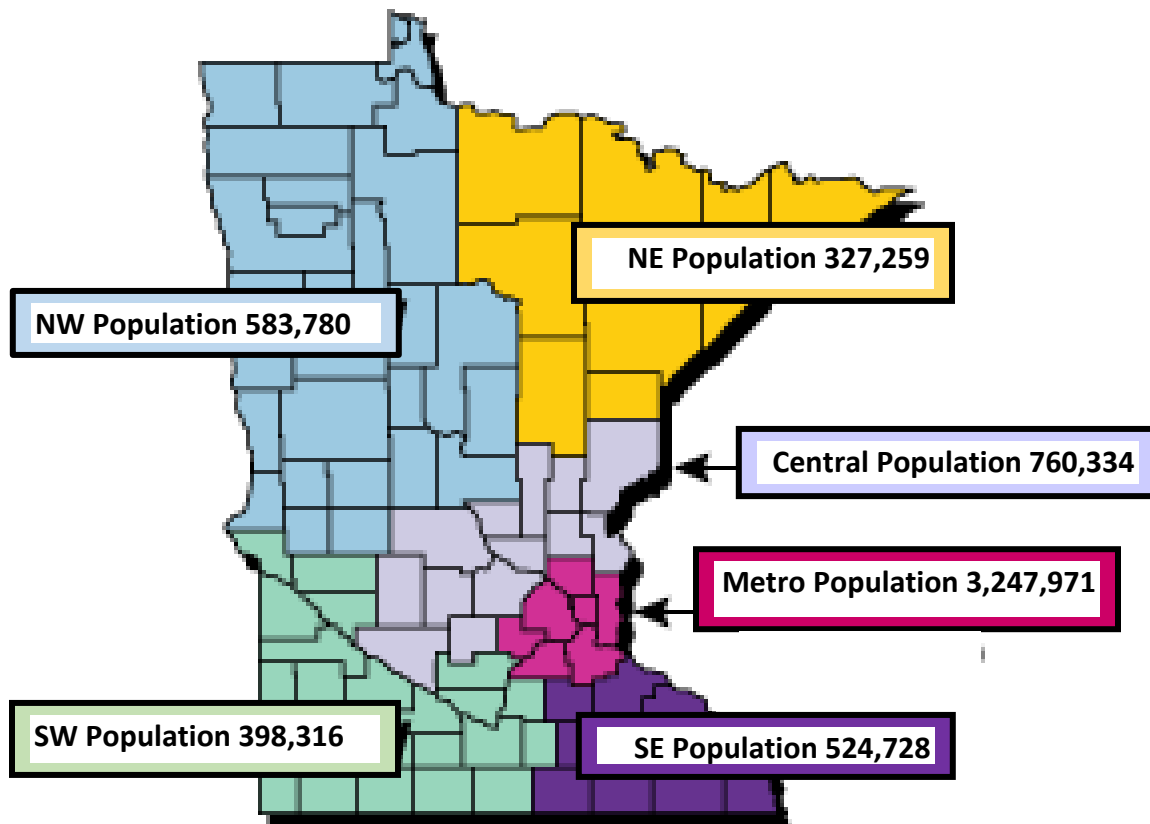


*Per Annual Licensure Report 2025.

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.

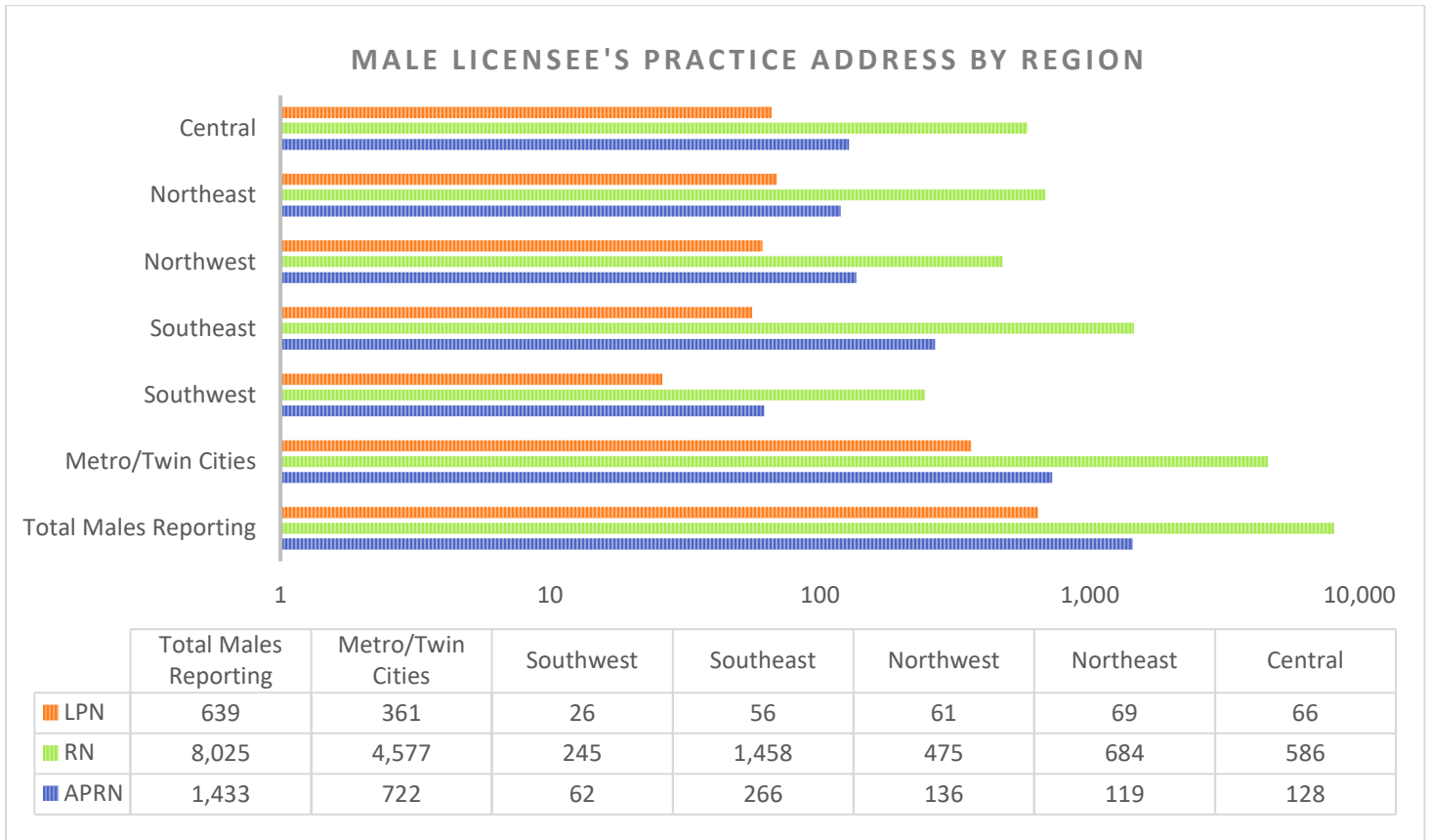
Licensee Regional Data

Figure 13. Minnesota General Population by Regions Map



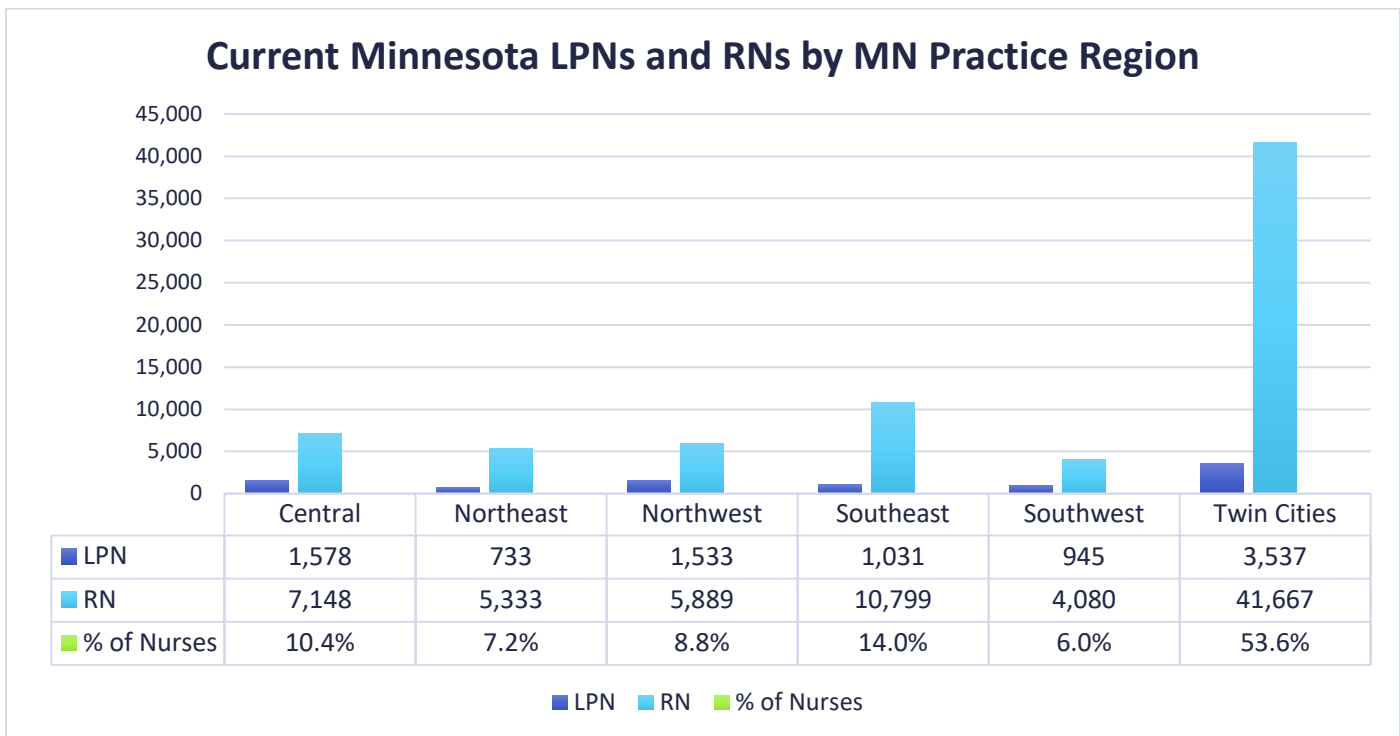
**Data retrieved from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2024. Released July 2025. Regional Map from Minnesota Department of Employment and Economic Development (DEED). Total estimated Minnesota population is 5,842,388.

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



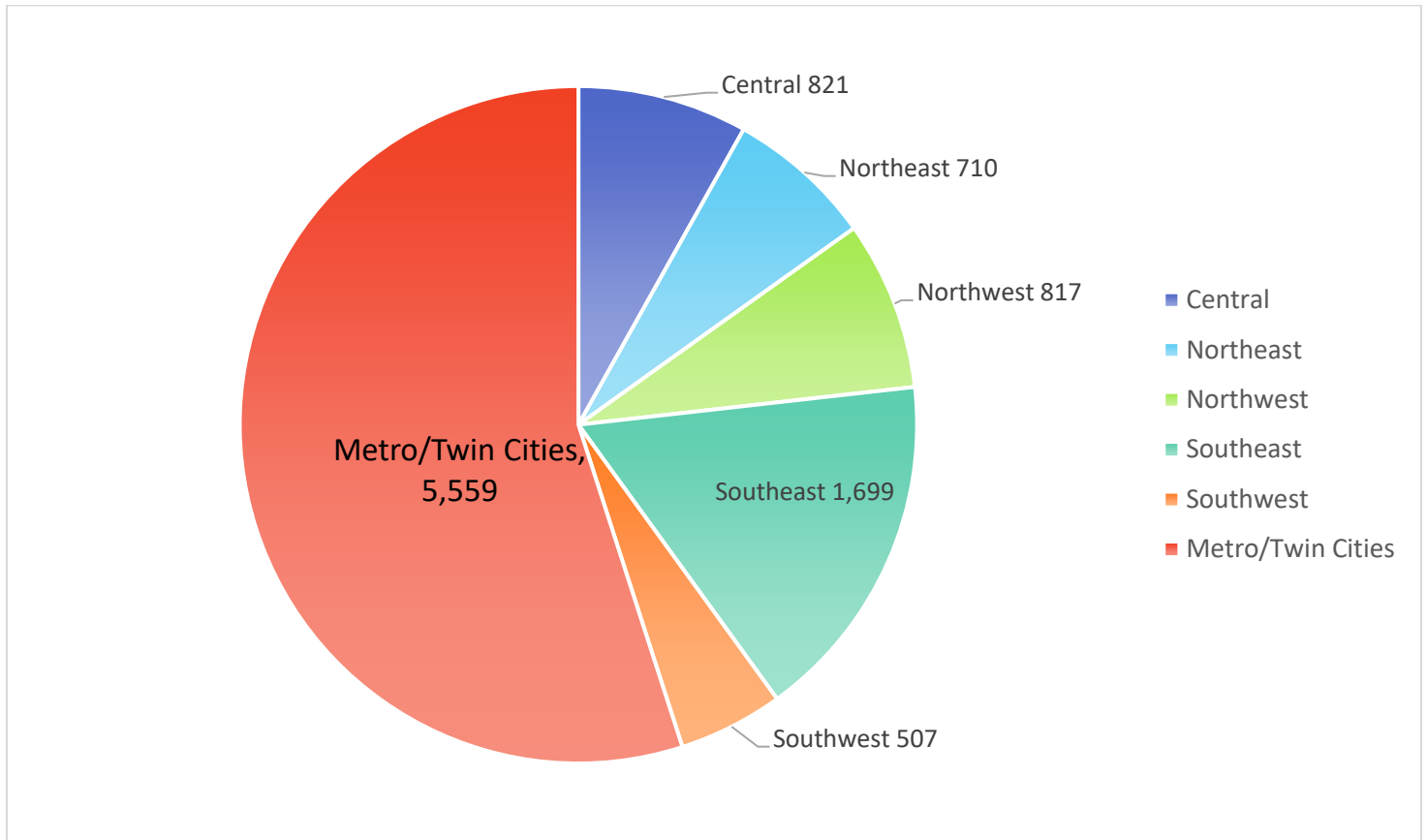
*Data retrieved from MBN database as self-reported by male nurses to the Board as of December 31, 2025. A total of 3 RNs are not included in the chart as the MN business address region is unknown.

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



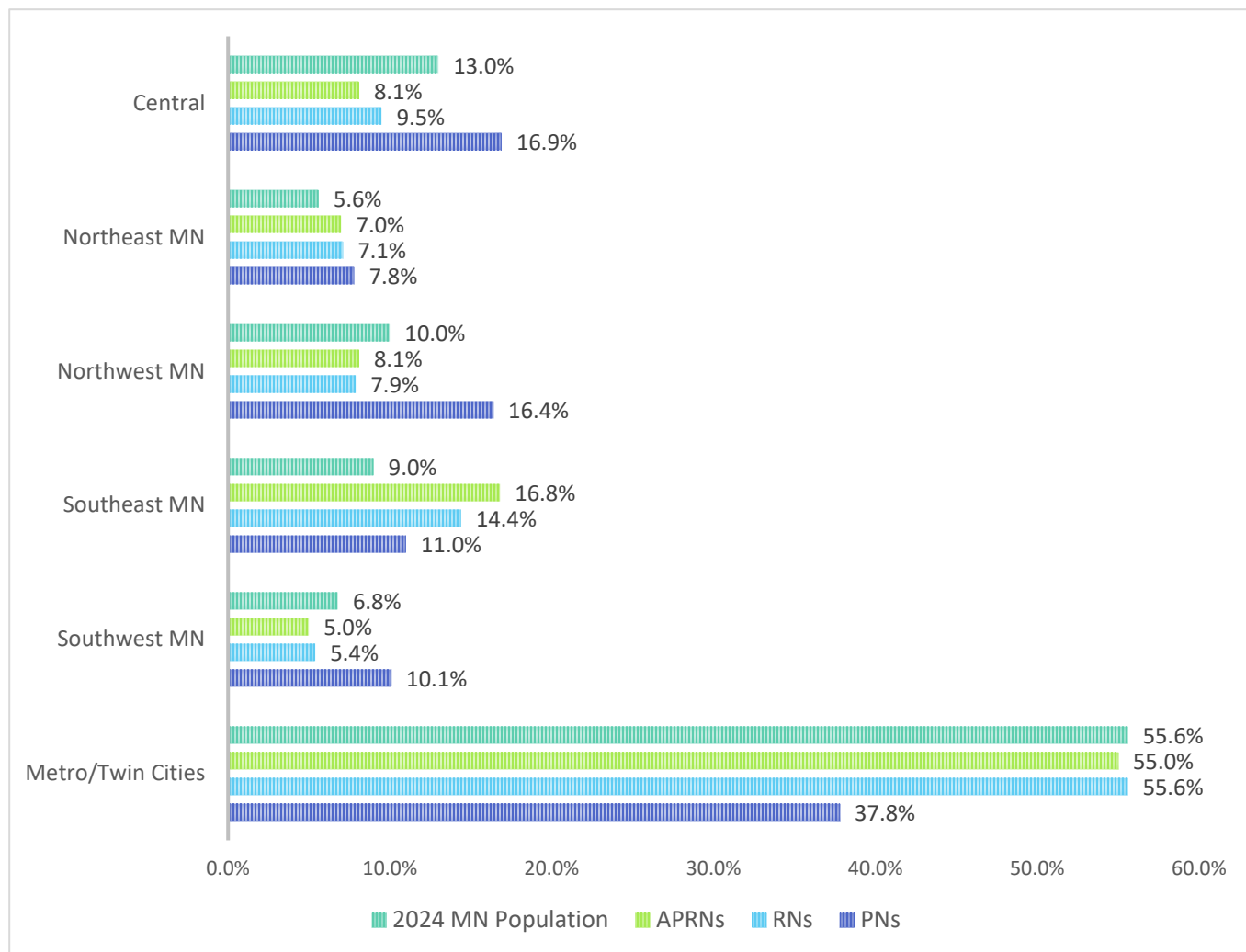
*Data retrieved from MBN database as self-reported by nurses to the Board as of December 31, 2025. A total of 74,916 RNs and 9,357 LPNs reported MN business addresses to the Board. The twin cities region demonstrates the largest number of nurses.

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



*Data retrieved from MBN database as self-reported by nurses to the Board as of December 31, 2025. A total of 10,113 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



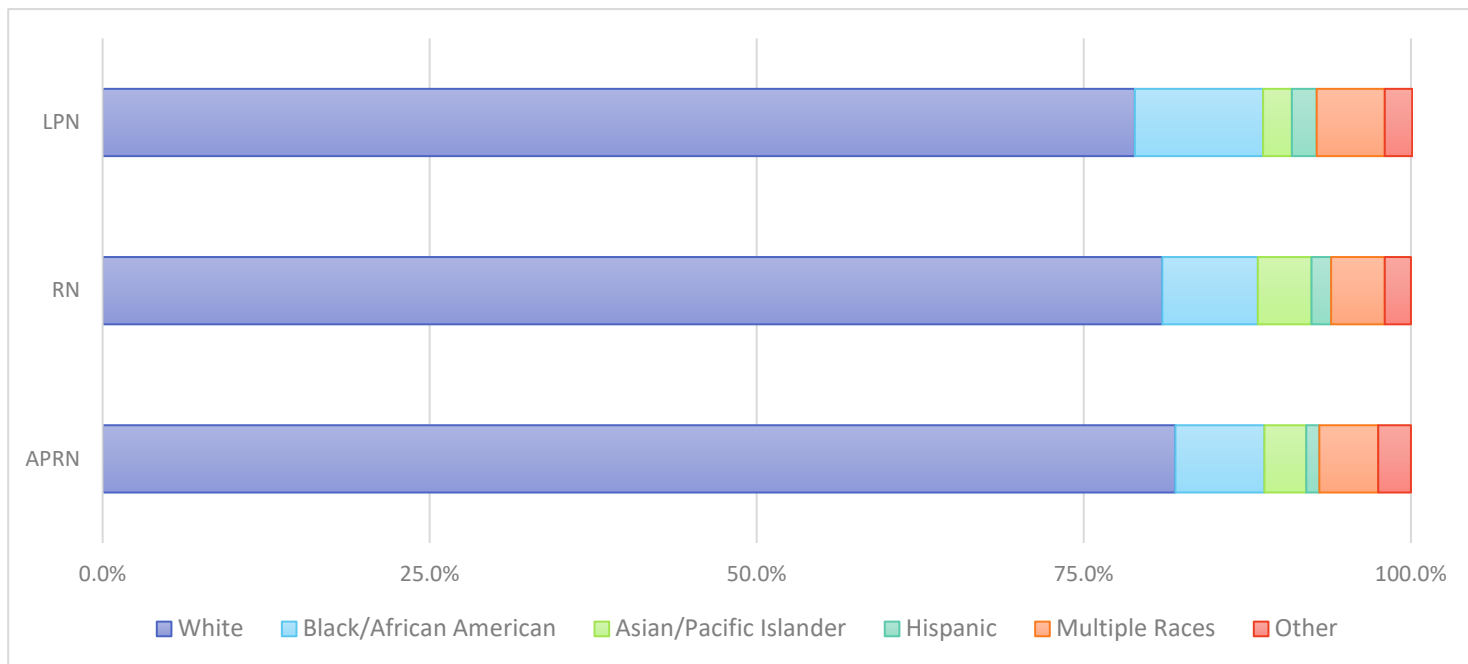
*Population Data from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2024. Released July 2025.

*Licensure Data from MBN database based on business addresses provided by licensees as of December 31, 2025.

A total of 74,916 RNs, 9,357 LPNs, and 10,113 APRNs reported MN business addresses.

Minnesota Nurse Ethnicity Data

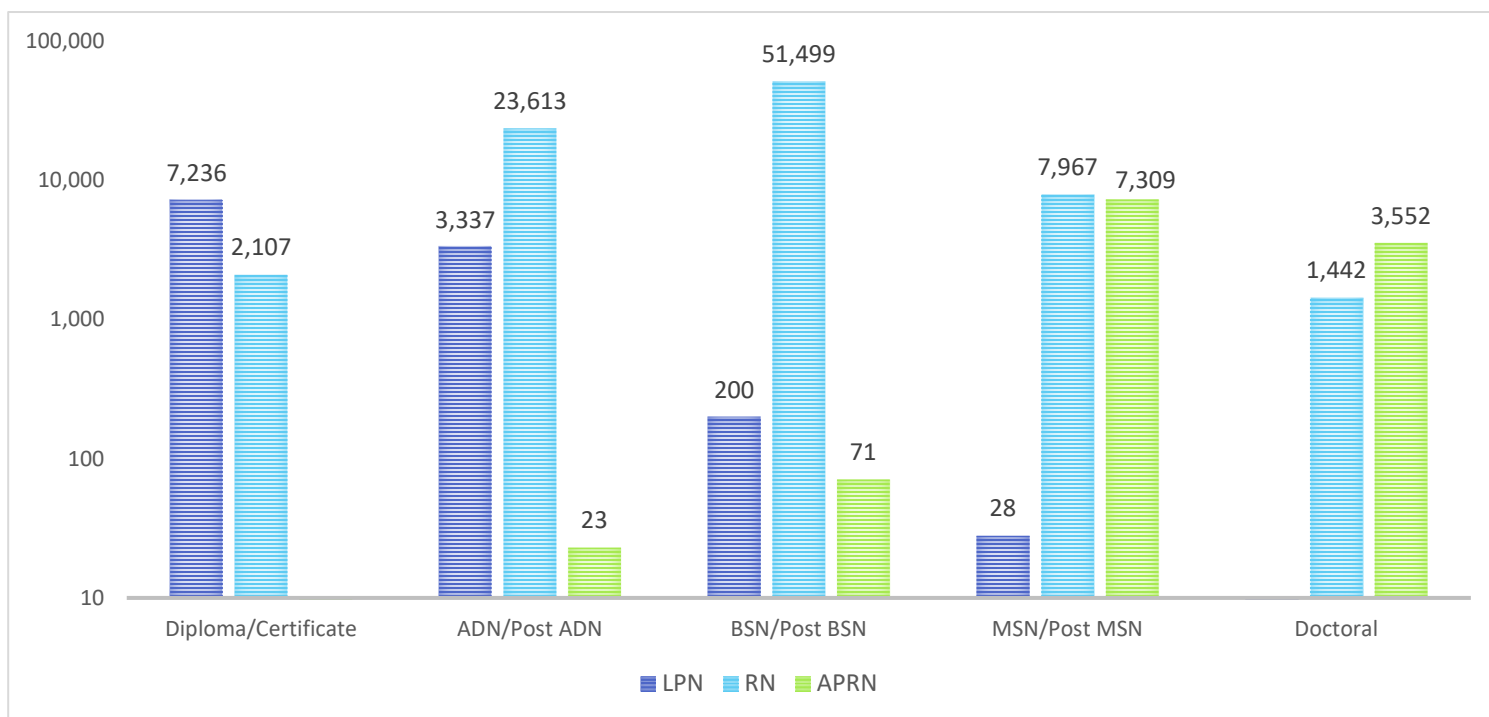
Chart 18. Nurse Ethnicity as Self-Reported by Minnesota Nurses on the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Survey



*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) workforce survey between January 1, 2024 – December 31, 2025. Based on 14,081 LPN responses, 101,241 RN responses, and 11,746 APRN responses.

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, 2024 – December 31, 2025. Based on 11,110 LPN, 86,682 RN, and 10,964 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	90.3% 2,188/2,424	87.2% 2,788/3,198	88.4% 2,940/3,326	84.0% 2,899/3,452	65.5% 1,144/1,746
Not working in position related to professional nursing license	9.7% 236/2,424	12.8% 410/3,198	11.6% 386/3,326	16.0% 553/3,452	34.5% 602/1,746
RNs					
Working in position related to professional nursing license	95.7% 23,068/24,112	94.2% 27,158/28,821	94.5% 20,513/21,703	87.3% 14,597/16,727	51.5% 5,370/10,436
Not working in position related to professional nursing license	4.3% 1,044/24,112	5.8% 1,663/28,821	5.5% 1,190/21,703	12.7% 2,130/16,727	48.5% 5,066/10,436
APRNs					
Working in position related to professional nursing license	97.8% 1,251/1,279	98.1% 4,429/4,515	98.5% 3,193/3,243	94.1% 1,676/1,781	63.8% 650/1,019
Not working in position related to professional nursing license	2.2% 28/1,279	1.9% 86/4,515	1.5% 50/3,243	5.9% 105/1,781	36.2% 369/1,019

*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce survey between January 1, 2024—December 31, 2025. Based on 14,146 LPN, 101,799 RN, and 11,837 APRN responses to current work status.

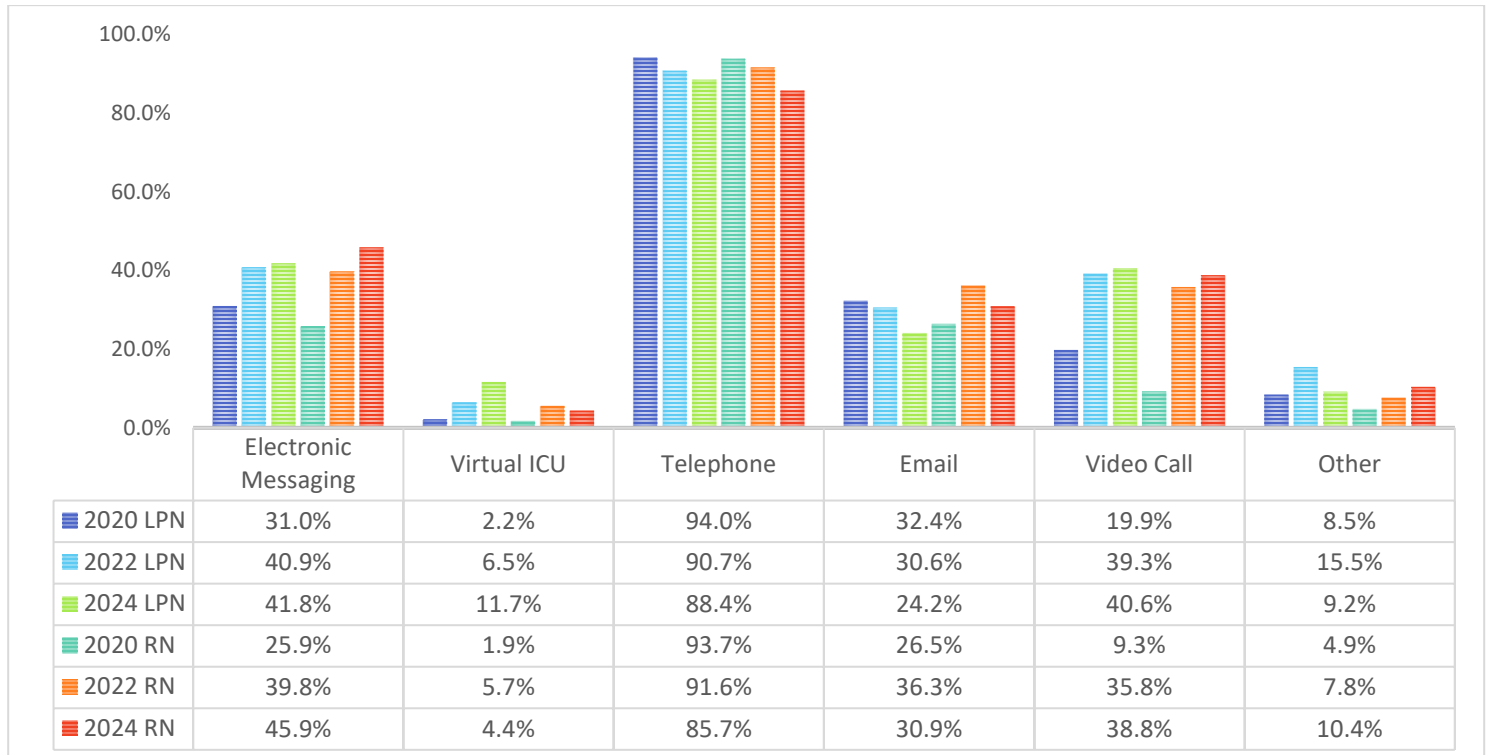
**Numbers below percentages reflect the number of positive responses to question by age group/total number of responses by individual age group.

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	5.9%	49.8%	34.6%
Clinic/Professional Office/Health Ctr/Ambulatory Ctr	40.0%	17.8%	45.7%
Long Term Care Facility	32.8%	7.5%	3.3%
Remote Location (e.g. home) care for patients via telemedicine, phone and/or email	3.0%	10.0%	7.8%
Home Health Care	7.9%	4.9%	1.8%
Academic (Teaching/Research)	0.0%	0.1%	0.3%
School (Pre-K thru 12)	4.1%	1.5%	0.3%
Public Health Agency	0.5%	1.5%	0.5%
Correctional Facility	1.0%	0.6%	0.5%
Community/Faith-Based Organization	0.5%	0.4%	0.4%
Other	4.4%	5.9%	4.8%

*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce Survey between January 1, 2024—December 31, 2025. Based on 11,943 LPN, 90,566 RN, and 11,176 APRN responses to physical location where you spend most of your work hours.

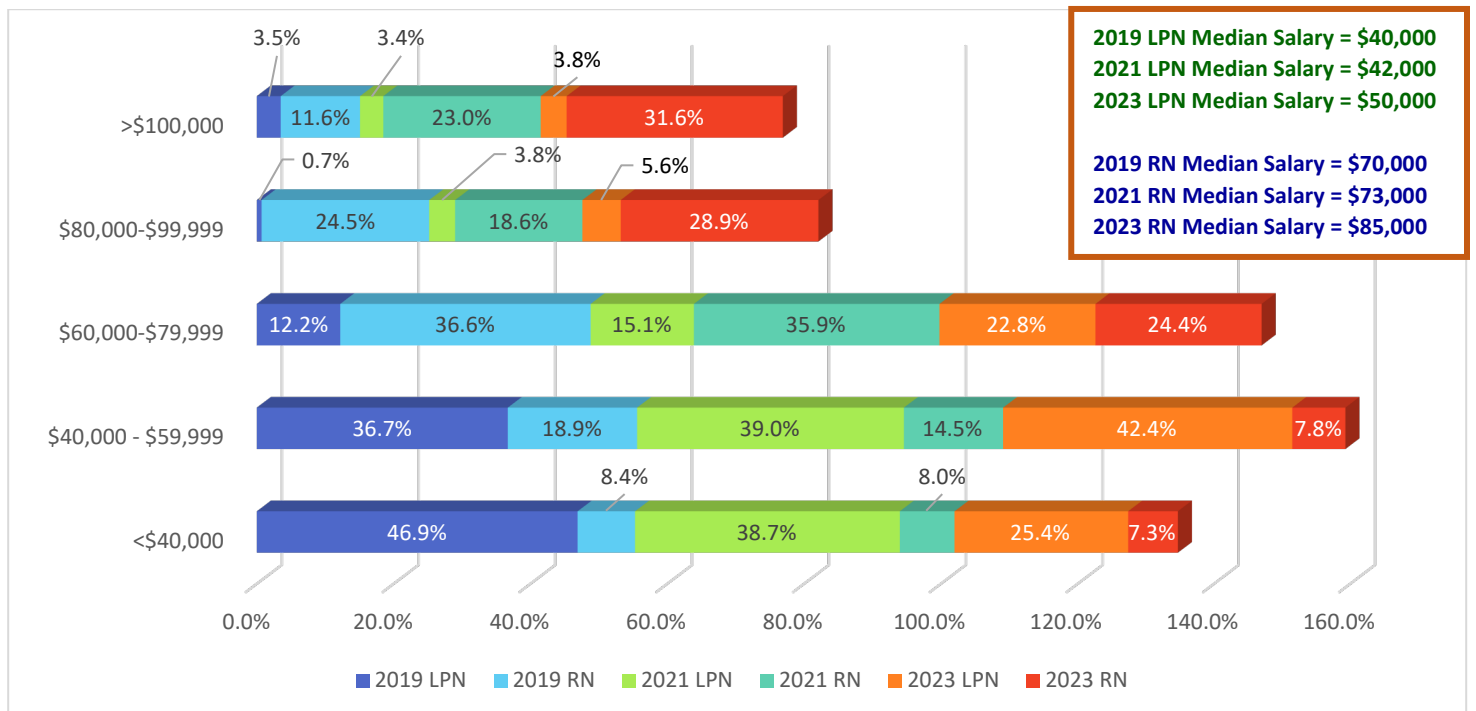
Chart 22. Mode(s) of Communication used to Provide Nursing Services or Communicate with a Remote Patient or Client as Reported by Minnesota Nurses to the NCSBN Nursing Workforce Surveys



*Based on approximately 312 LPN and 351 RN responses in 2020; 395 LPN responses and 2,376 RN responses in 2022; 205 LPN responses and 176 RN responses in 2024.

Nursing Salary Data

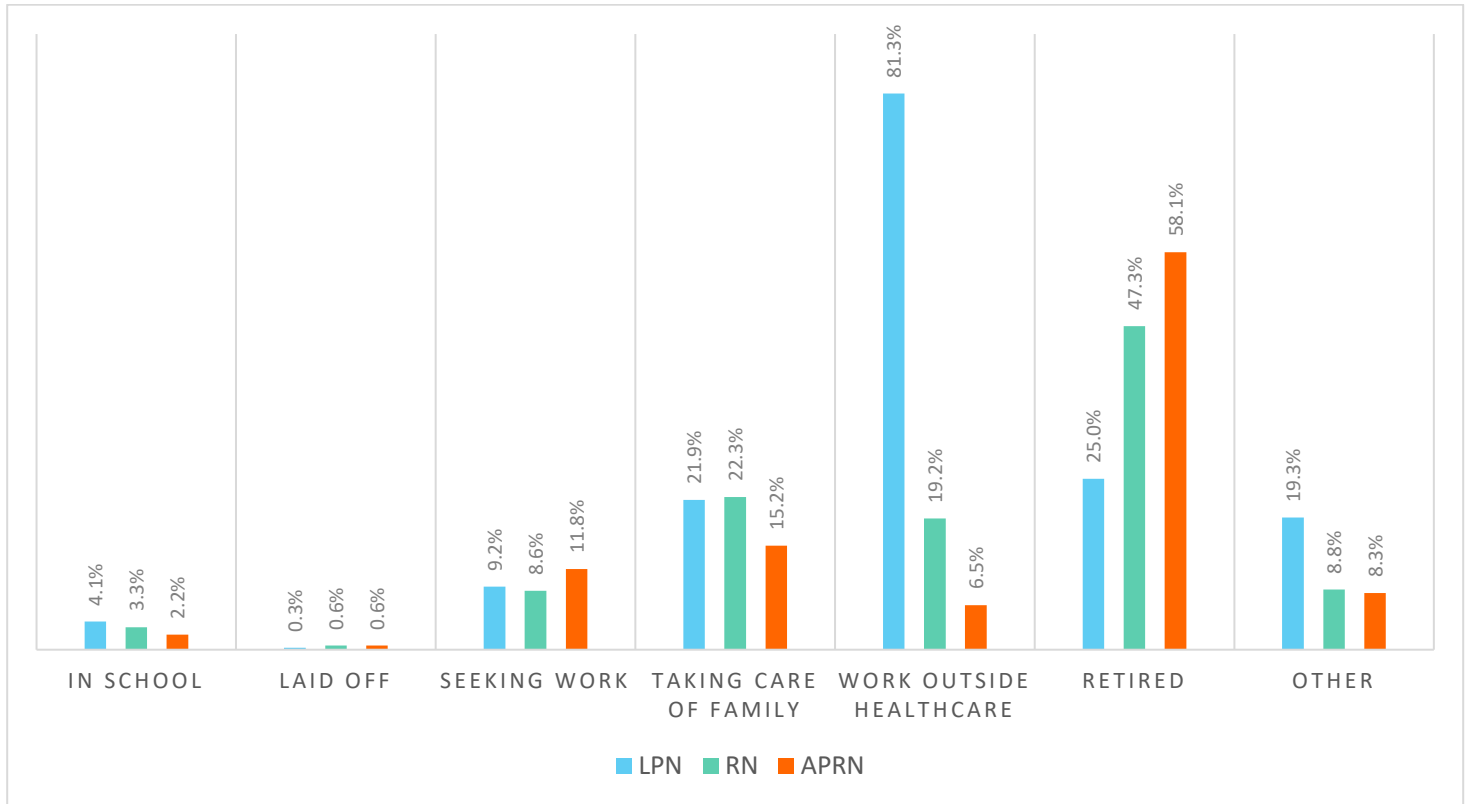
Chart 23. Estimate of Primary Nursing Salary as Self-Reported by Minnesota Nurses to the NCSBN National Nursing Workforce Surveys



*Salary estimates are based on 2019, 2021, and 2023 pre-tax annual earnings. Based on approximately 547 PN and 692 RN responses in 2020; 693 LPN and 4,835 responses in 2022; 351 LPN responses and 444 RN responses in 2024.

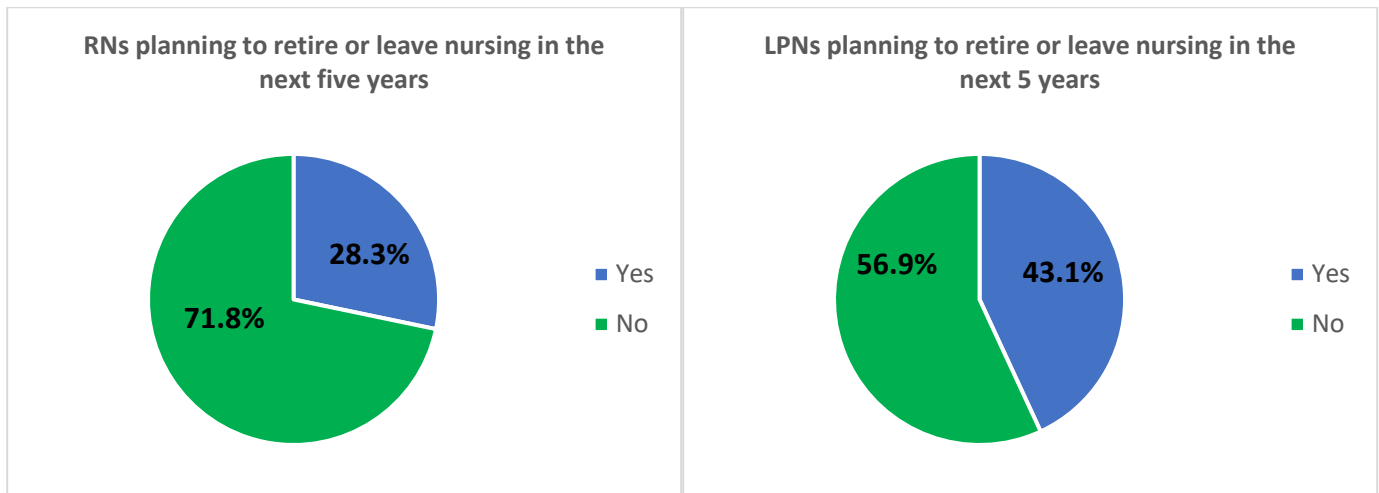
Nurse Unemployment and Potential Retirement Data

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, 2024—December 31, 2025. Based on 2,186 LPN, 11,083 RN, and 637 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 2024 NCSBN National Nursing Workforce Survey



*As self-reported by Minnesota nurses responding to the 2024 NCSBN National Workforce Survey. Based on approximately 475 LPN and 536 RN responses.