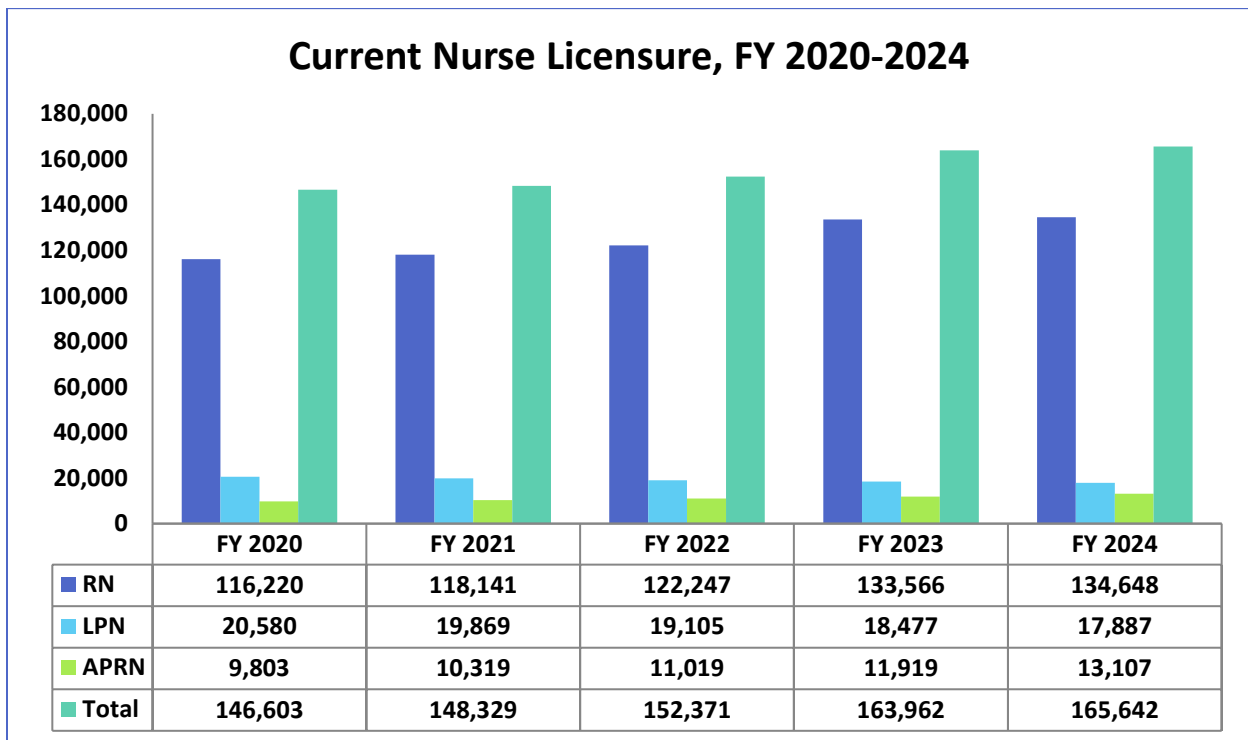


**Minnesota Board of Nursing
Annual Licensure Report
Fiscal Year 2024**

Agency purpose: Minnesota Statutes sections 148.171 – 148.285 provides the Board of Nursing with authority to regulate nursing practice for the purpose of public protection. Within this authority, the Board’s mission is to protect the public’s health and safety through regulation of nursing education, licensure, and practice. The Board of Nursing licenses nurses to assure the public that the individuals who practice nursing in Minnesota have the requisite education, competence, and ethical character to practice nursing safely and effectively. The Board of Nursing authorizes individuals to practice as:

- Registered Nurses (RN)
- Licensed Practical Nurses (LPN)
- Advanced Practice Registered Nurses (APRN)
- Public Health Nurses (PHN)

Total nurses: On June 30, 2024, the total number of active Minnesota nurse licenses was 165,642.



Sex of Licensees: The sexual representation of nurses remains unchanged.

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Female	90.5%	90.4%	90.2%	89.8%	89.7%
Male	9.5%	9.6%	9.8%	10.2%	10.3%

Age of Nurses: The average age of all RNs with current registration is 45 years old. The median age of RNs with current registration is 43.

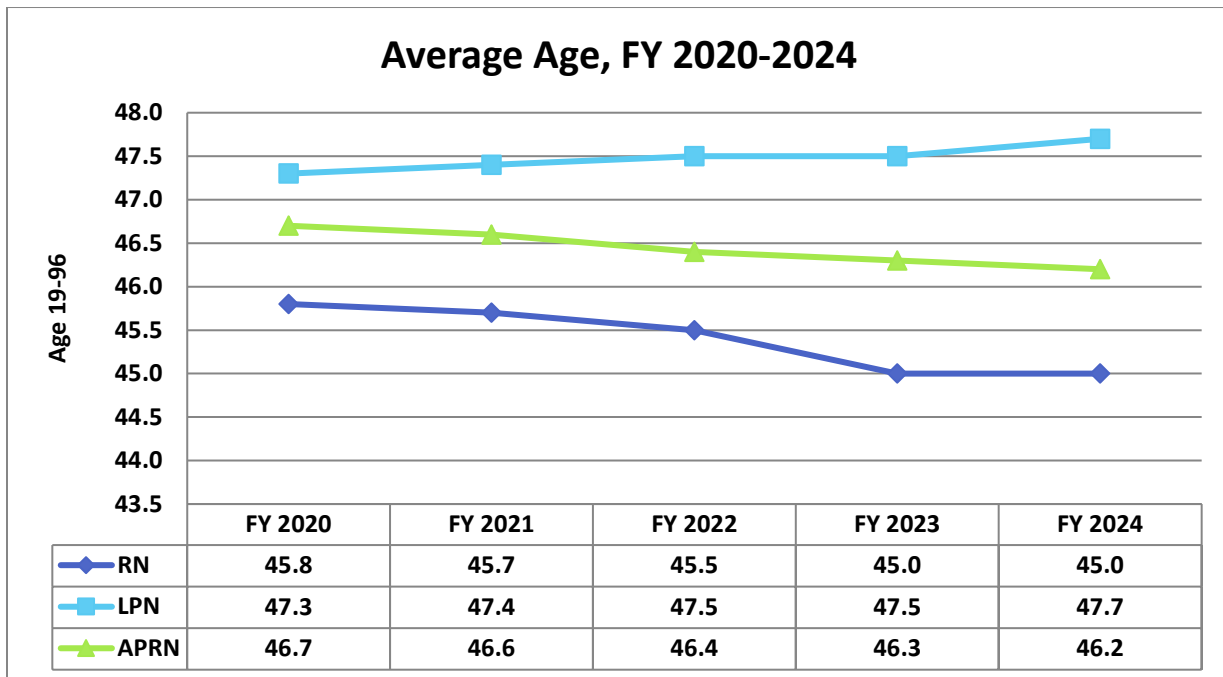
- The youngest RN with current registration is 18 years old.
- The oldest RN with current registration is 92 years old.

The average age of all LPNs with current registration is 47.7 years old. The median age of LPNs with current registration is 48.

- The youngest LPN with current registration is 18 years old.
- The oldest LPN with current registration is 89 years old.

The average age of all APRNs with current registration is 46.2 years old. The median age of APRNs with current registration is 44 years old.

- The youngest APRN with current registration is 24 years old.
- The oldest APRN with current registration is 91 years old.

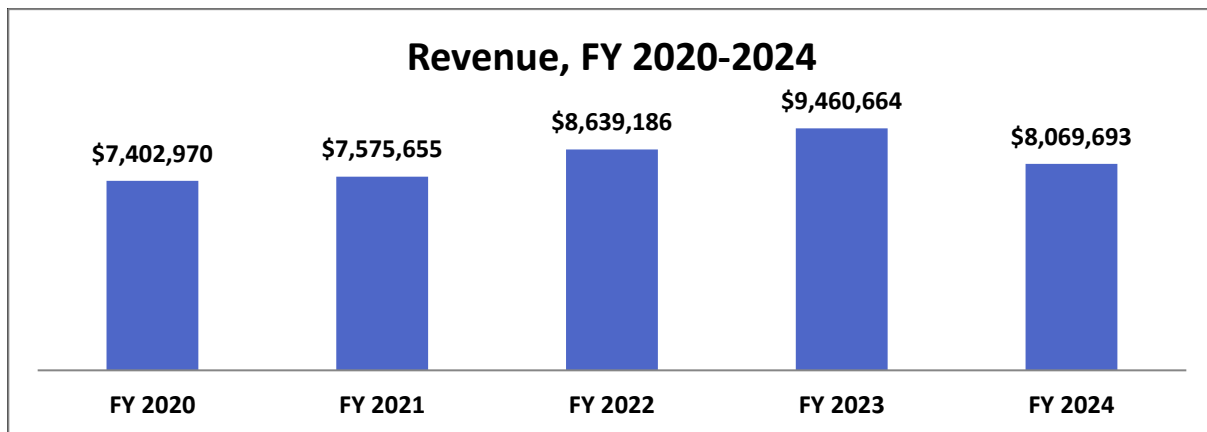
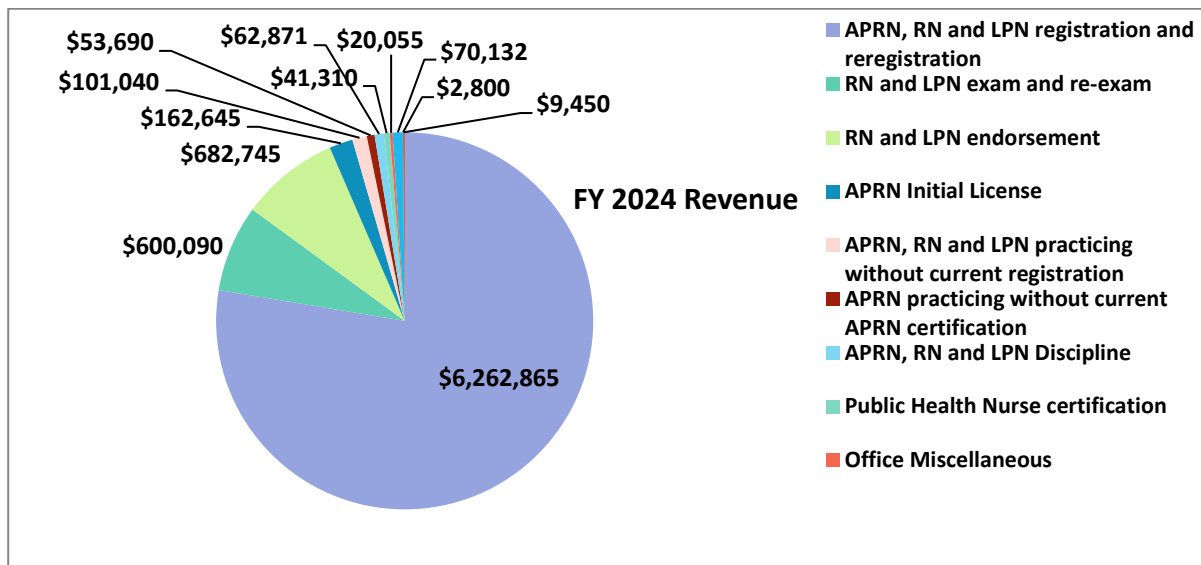


Licensure Services: Minnesota Statutes provide the requirements and Minnesota Rules provide the procedures for licensure services. The types of services provided are:

- Initial licensure for RNs and LPNs
 - Licensure by examination
 - Licensure by endorsement
- Initial licensure for APRNs
- Renewal of licensure for APRNs, RNs, and LPNs
 - Registration renewal
 - Reregistration

- Other registrations
 - Border State registration
 - Public Health Nurse registration
 - Nursing Firms registration
- Verifications
 - Licensure verification
 - Disciplinary action verification
- Other services
 - Data services
 - Name and address change requests
 - Replacement document requests

Revenue: The Board is responsible for collecting sufficient revenue to cover expenditures (MN Statute 16A.1285, Subd. 2). Total revenue collected in FY2024 was \$8,069,693.



Increases in revenue collected in FY2022 and FY2023 is due to a potential nurse's strike in calendar year 2022.

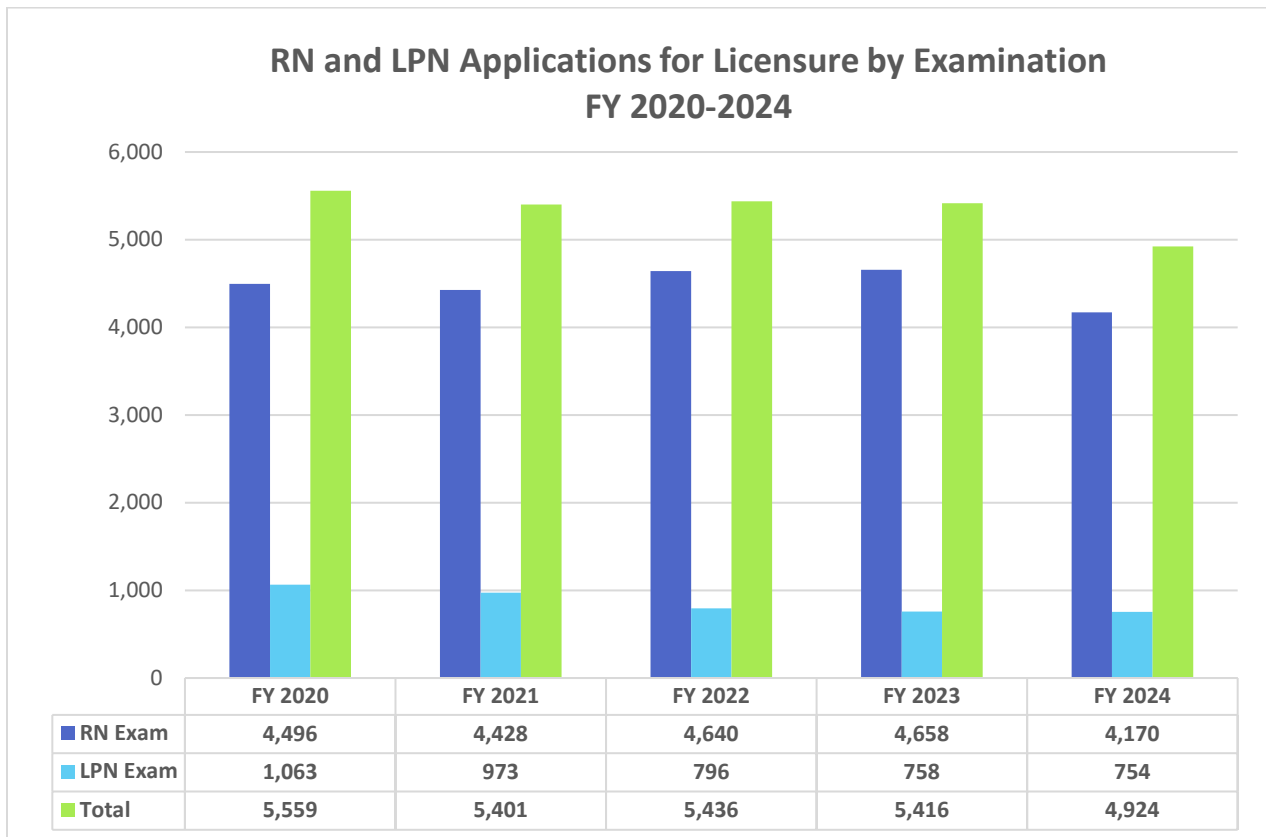
Revenue is collected from fees charged to applicants and licensees:

Service Type	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
RN and LPN examination and re-examination	\$681,450	\$676,215	\$697,095	\$723,090	\$600,090
RN and LPN endorsement	\$568,260	\$638,610	\$1,491,000	\$2,015,810	\$682,745
APRN initial license	\$114,975	\$114,240	\$143,430	\$146,580	\$162,645
APRN, RN and LPN registration renewal and reregistration	\$5,772,840	\$5,835,335	\$5,987,395	\$6,210,585	\$6,262,865
APRN, RN and LPN practicing without current registration	\$89,510	\$102,070	\$120,245	\$107,937	\$101,040
APRN practicing without current APRN certification	\$31,755	\$32,700	\$28,100	\$49,010	\$53,690
Border state registration	\$2,600	\$1,550	\$2,250	\$1,900	\$2,800
Public Health Nurse certification	\$41,235	\$46,350	\$37,140	\$39,180	\$41,310
Nursing firm registration	\$2,650	\$2,525	\$6,275	\$7,250	\$9,450
Data retrieval services	\$31,543	\$36,365	\$41,230	\$47,659	\$70,132
Office Miscellaneous	\$16,870	\$16,020	\$16,793	\$15,243	\$20,055
RN and LPN Discipline	\$49,282	\$73,675	\$68,233	\$96,420	\$62,871
Total	\$7,402,970	\$7,575,655	\$8,639,186	\$9,460,664	\$8,069,693

Licensure by Examination: The process for an RN or LPN applicant who has not been licensed by another state is licensure by examination. An applicant must:

- Submit an application and \$105 fee.
- Submit a \$33.25 fee and complete a criminal background check.
- Provide evidence they have not engaged in conduct warranting disciplinary action.
- Submit proof of completion of an approved nursing program.
- Complete a review course if it has been 5 or more years since completion of nursing program or not passed the NCLEX within 5 years of completion of nursing program.
- Register with Pearson Vue to take the NCLEX (National Council Licensure Examination) and pay a \$200 fee.
- Additional requirements for graduates of a non-U.S. nursing program:
 - Submit a credentials evaluation report from the Commission on Graduates of Foreign Nursing Schools (CGFNS) Credentials Evaluation – Healthcare Profession and Science Course-by-Course report.
 - Pass an approved English proficiency test: Test of English as a Foreign Language (TOEFL) or International English Language Testing System (IELTS) if a graduate of a program not conducted in English.

Total Licensure by Examination Applications: In FY2024, the Board processed a total of 4,924 licensure by examination applications (RN 4,170, LPN 754).



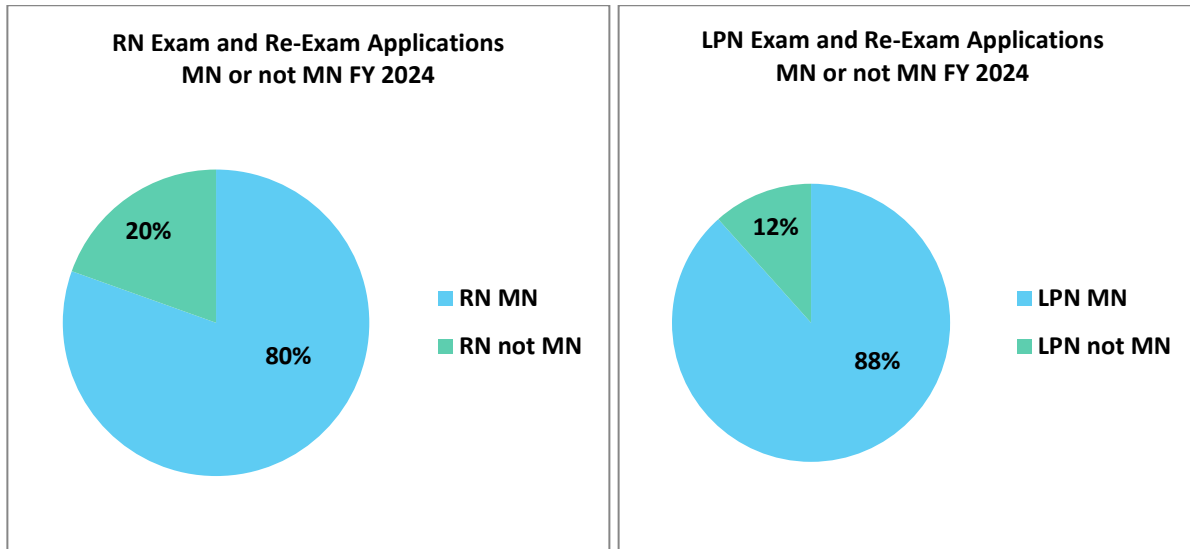
The number of examination applicants who become licensed is less than the number of licensure by examination applications because some applicants do not pass the examination.

Revenue from RN and LPN Examination Applications and Re-Examination Applications:

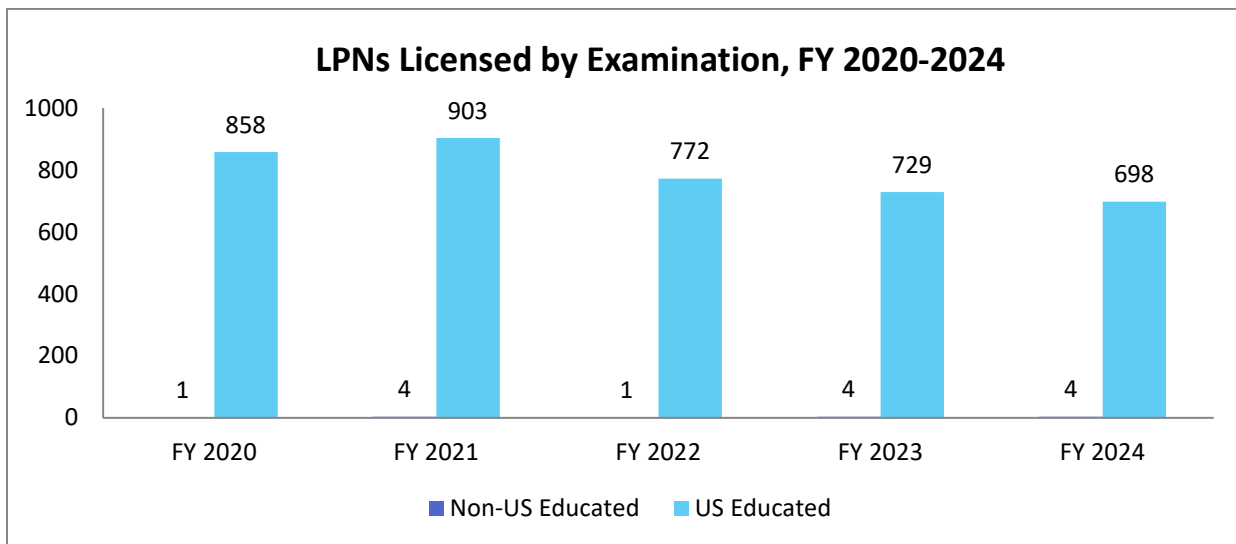
FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$681,450	\$676,215	\$697,095	\$723,090	\$600,090

Most licensure by examination and re-examination applications processed by the Board are graduates of Minnesota nursing programs.

In FY2024, 80% RN examination and re-examination applicants graduated from Minnesota programs, 88% LPN examination and re-examination applicants graduated from Minnesota programs.

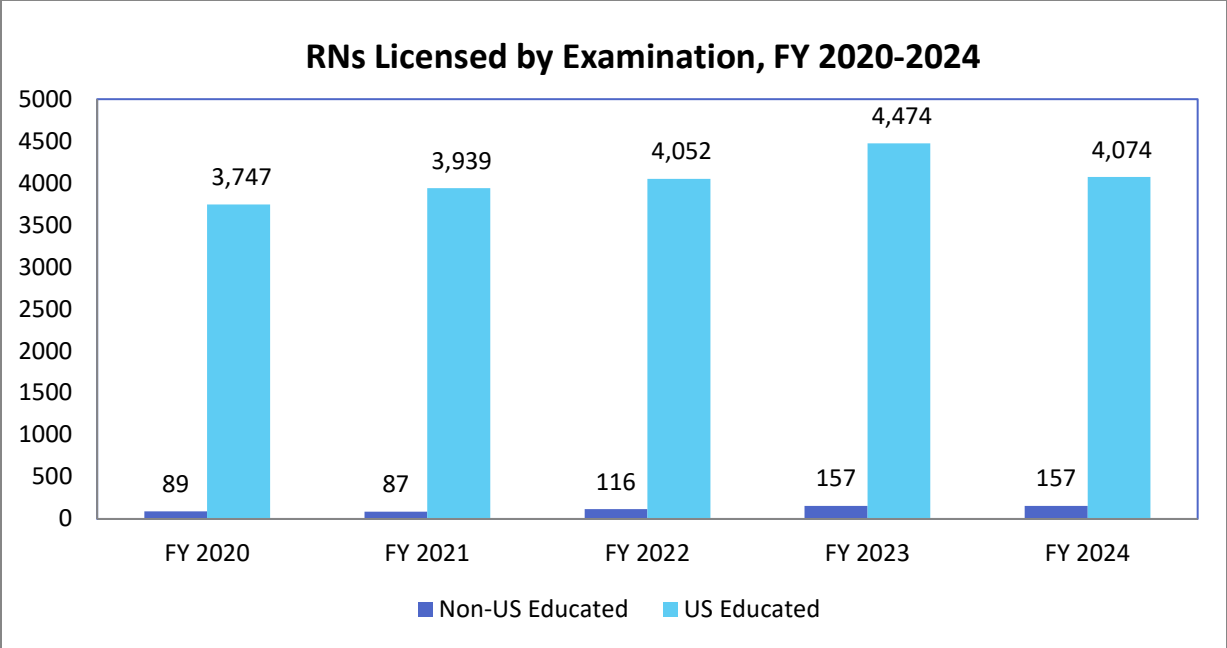


Minnesota nursing programs can confirm program completion online. This makes the process for a Minnesota nursing education program graduate virtually paperless if the applicant applies for licensure online, has the program confirm completion online, and applies to test online.



There were four LPN non-US educated licenses issued in FY2024.

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Canada 1	Canada 4	Canada 1	Canada 4	Canada 4



The majority of non-US educated RN licensure applicants were educated in Canada.

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Canada 40	Canada 53	Canada 93	Canada 124	Canada 114
Philippines 27	Philippines 9	Philippines 6	Philippines 7	Philippines 9
Other 22	Other 25	Other 17	Other 26	Other 34

Advanced Practice Registered Nurse Initial Licensure: Effective January 1, 2015, all Advanced Practice Registered Nurses (APRNs) are required to hold a license as an APRN to practice advanced practice nursing in Minnesota. The process for an APRN to become licensed is initial licensure as an APRN. An applicant must:

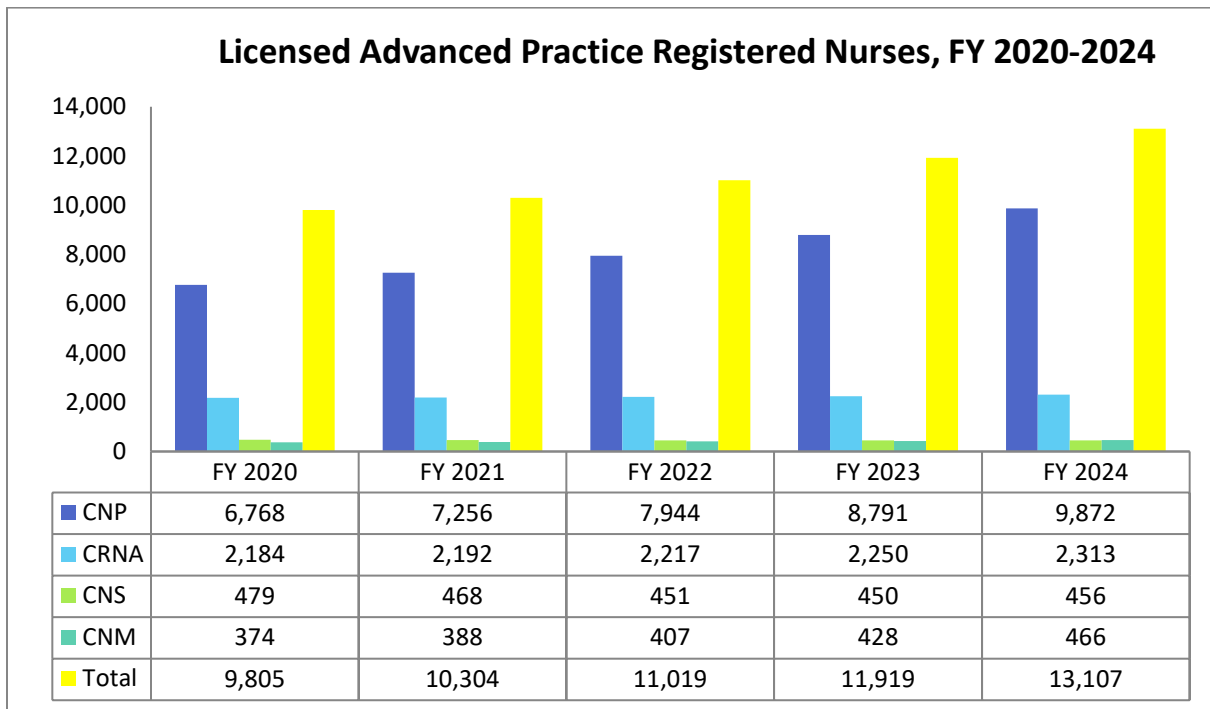
- Hold a current Minnesota RN license.
- Submit a \$33.25 fee and complete a criminal background check if it has been more than one year since a criminal background check was completed with the Board.
- Submit an application and \$105 fee for each role for which they are applying. A separate application form, fee and license are required for each role.
- Provide evidence the applicant has not engaged in conduct warranting disciplinary action.
- Submit documentation of successful completion of an acceptable graduate APRN program in one of the four roles and one of the six population foci:
 - Roles
 - Clinical Nurse Specialist (CNS)
 - Certified Nurse Midwife (CNM)
 - Certified Nurse Practitioner (NP)
 - Certified Registered Nurse Anesthetist (CRNA)

- Populations

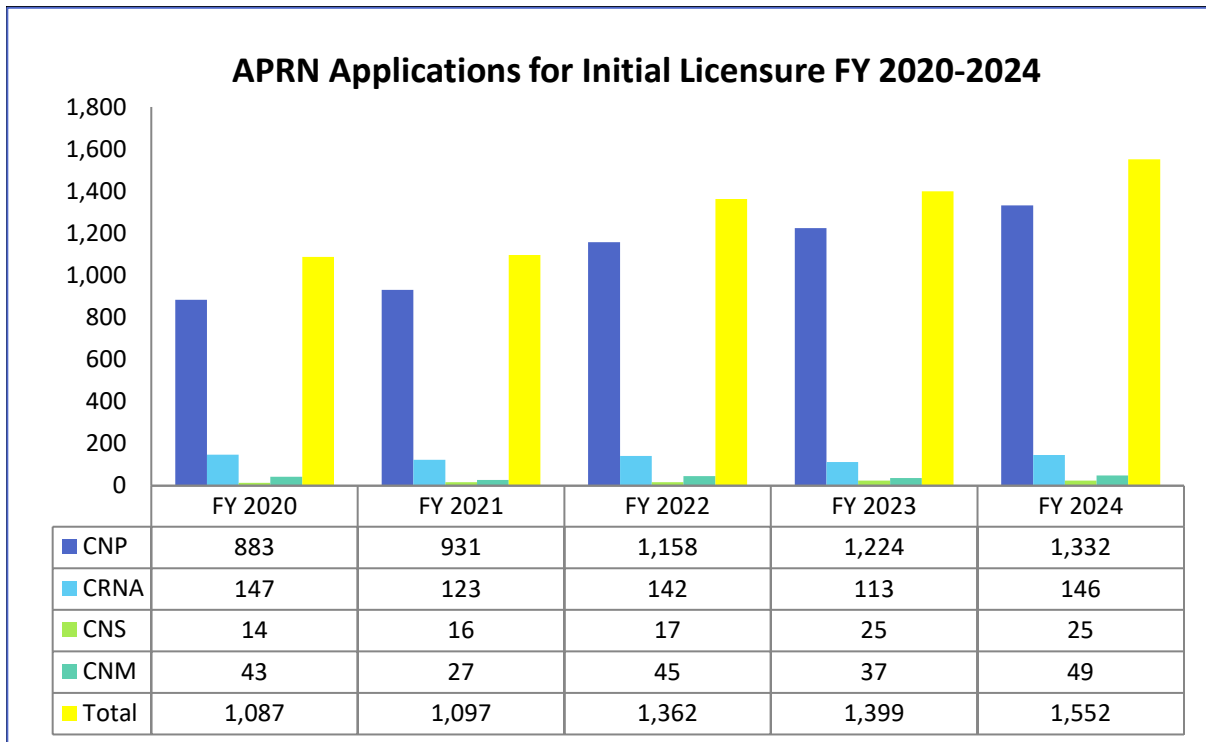
- Family and Individual Across the Lifespan
- Adult Gerontology
- Neonatal
- Pediatrics
- Women’s and Gender-Related Health
- Psychiatric and Mental Health

- Submit current certification by a national certifying body recognized by the board in an APRN role and population focus.
- Certified Clinical Nurse Specialists and Certified Nurse Practitioners must submit a Post-Graduate Practice Verification form. They are required to practice for 2,080 hours within the context of a collaborative agreement with a licensed Minnesota APRN or a licensed Minnesota physician.
- Certified Registered Nurse Anesthetists who practice nonsurgical pain management must submit a Verification of CRNA Written Prescribing Agreement form.

Total Advanced Practice Registered Nurses: As of June 30, 2024, the total number of licensed APRNs was 13,107.



Total APRN Initial License Applications: In FY2024, the total number of APRN initial licensure applications processed was 1,552.



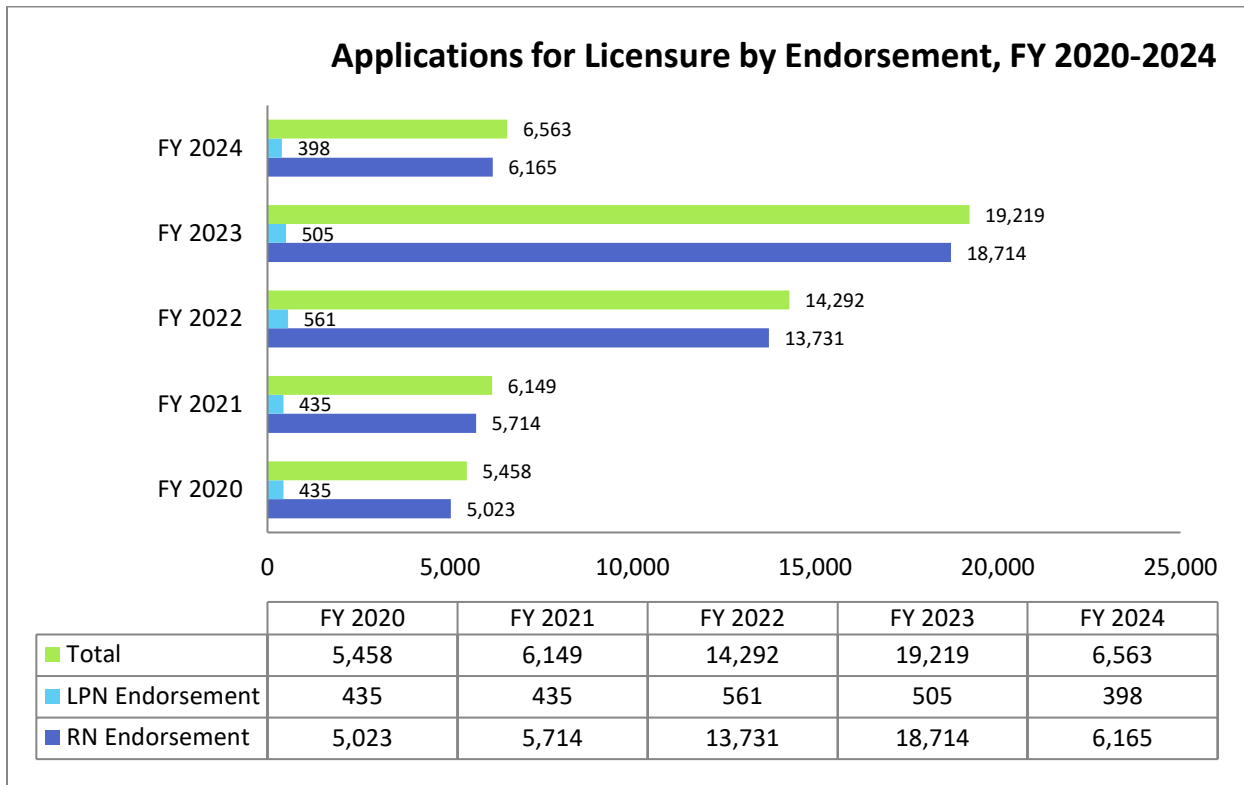
Revenue from APRN Initial License Applications:

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$114,975	\$114,240	\$143,430	\$146,580	\$162,645

Licensure by Endorsement: The process for an RN or LPN applicant who has been licensed in another U.S. state or territory by examination is licensure by endorsement. An applicant must:

- Submit an application and \$105 fee.
- Submit a \$33.25 fee and complete a criminal background check.
- Provide evidence the applicant has not engaged in conduct warranting disciplinary action.
- Submit proof of licensure in the jurisdiction in which the applicant was first licensed.
- Submit proof of licensure in the jurisdiction in which the applicant is currently practicing nursing.
- Submit proof of acceptable nursing practice.

Total Licensure by Endorsement Applications: In FY2024, the total number of licensure by endorsement applications processed was 6,563.



The increase of applications received in FY2022 and FY2023 is due to a potential nurse’s strike in calendar year 2022.

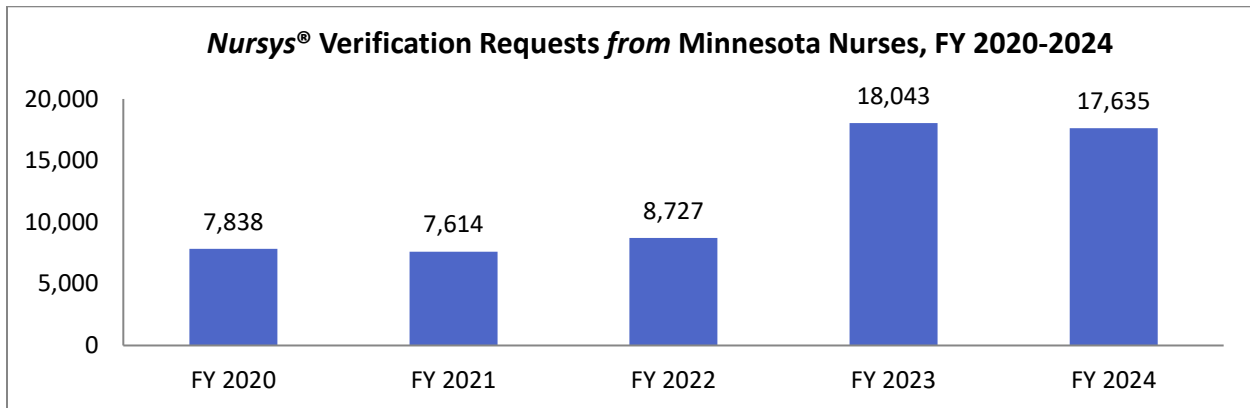
The actual number of nurses licensed by endorsement may be less than the number of applications received because some applicants do not complete the application process.

Revenue from RN and LPN Endorsement Applications:

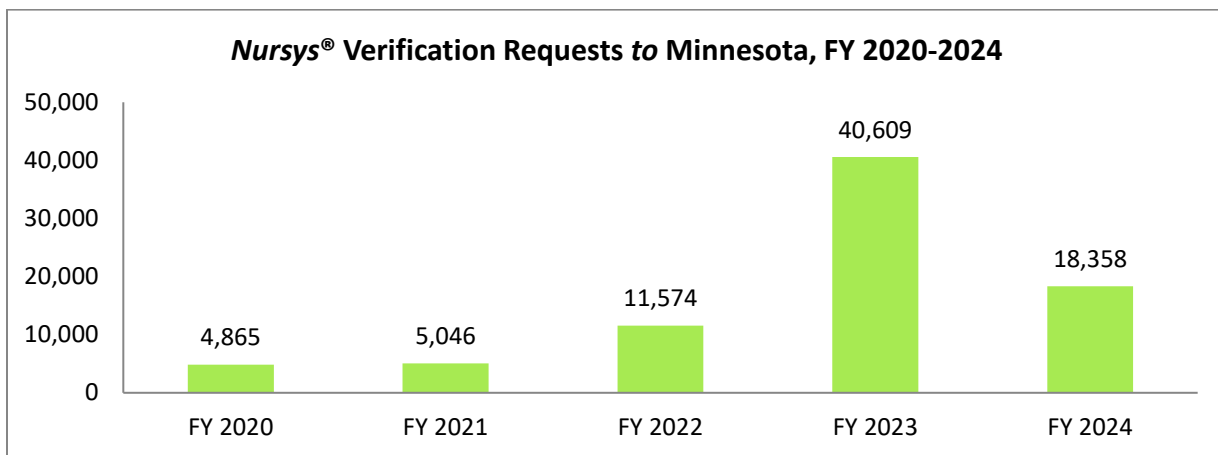
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
	\$568,260	\$638,610	\$1,491,000	\$2,015,810	\$682,745

Verification of Nurse Licensure for Licensure: The Board must verify that the individuals who apply for licensure are the same individuals who completed the requisite education and other requirements for licensure. The Minnesota Board of Nursing uses *Nursys*® to verify licensure for another board of nursing when a Minnesota licensee wants to obtain a license to practice in another state. *Nursys*® is a comprehensive online national database that provides a nurse’s personal, licensing, and disciplinary information, as well as license verification.

Total *Nursys*® Verification Requests from Minnesota Nurses: In FY2024, the total number of nurses who requested their active Minnesota license be verified to another jurisdiction through *Nursys*® was 17,635 (17,136 RNs and 499 LPNs).



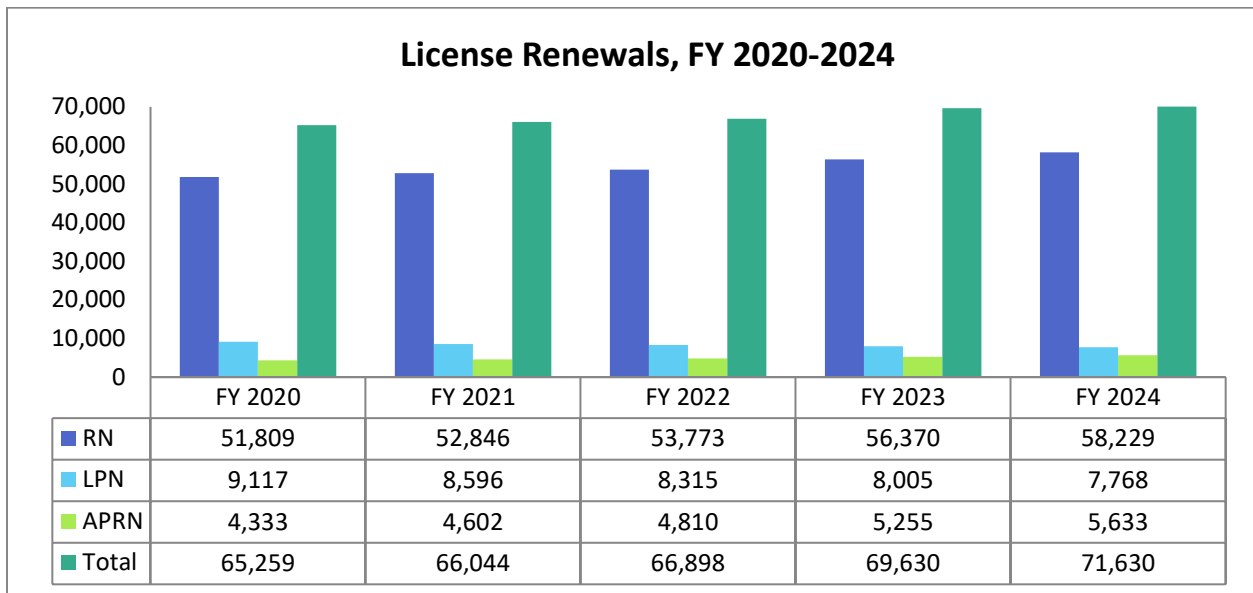
Total *Nursys*® Verification Requests to Minnesota: In FY2024, the total number of nurses who directed a verification of a license from another *Nursys*® jurisdiction to Minnesota for endorsement purposes was 18,358 (17,772 RNs and 586 LPNs).



Renewal of Licensure: A license registration is typically valid for two years. At the time of initial licensure or reregistration, the licensure period is determined by the date of licensure as it relates to the month and year of the licensee’s birth. The licensure period can vary from 6 to 29 months depending upon the date of birth and the start date of the registration period. After this initial period of licensure, the license is in effect for two years. To renew registration a licensee must:

- Submit an application and \$85 fee
- Respond to grounds questions that provide evidence the applicant has not engaged in conduct warranting disciplinary action
- Attest to completion of continuing education requirements
 - 24 contact hours for RNs
 - 12 contact hours for LPNs

Total License Renewal Applications: In FY2024, the total number of RN, LPN and APRN license renewal applications processed was 71,630.



The primary source of revenue for the Board is license registration renewal. The \$85 fee for renewal of licensure has not changed since 2001.

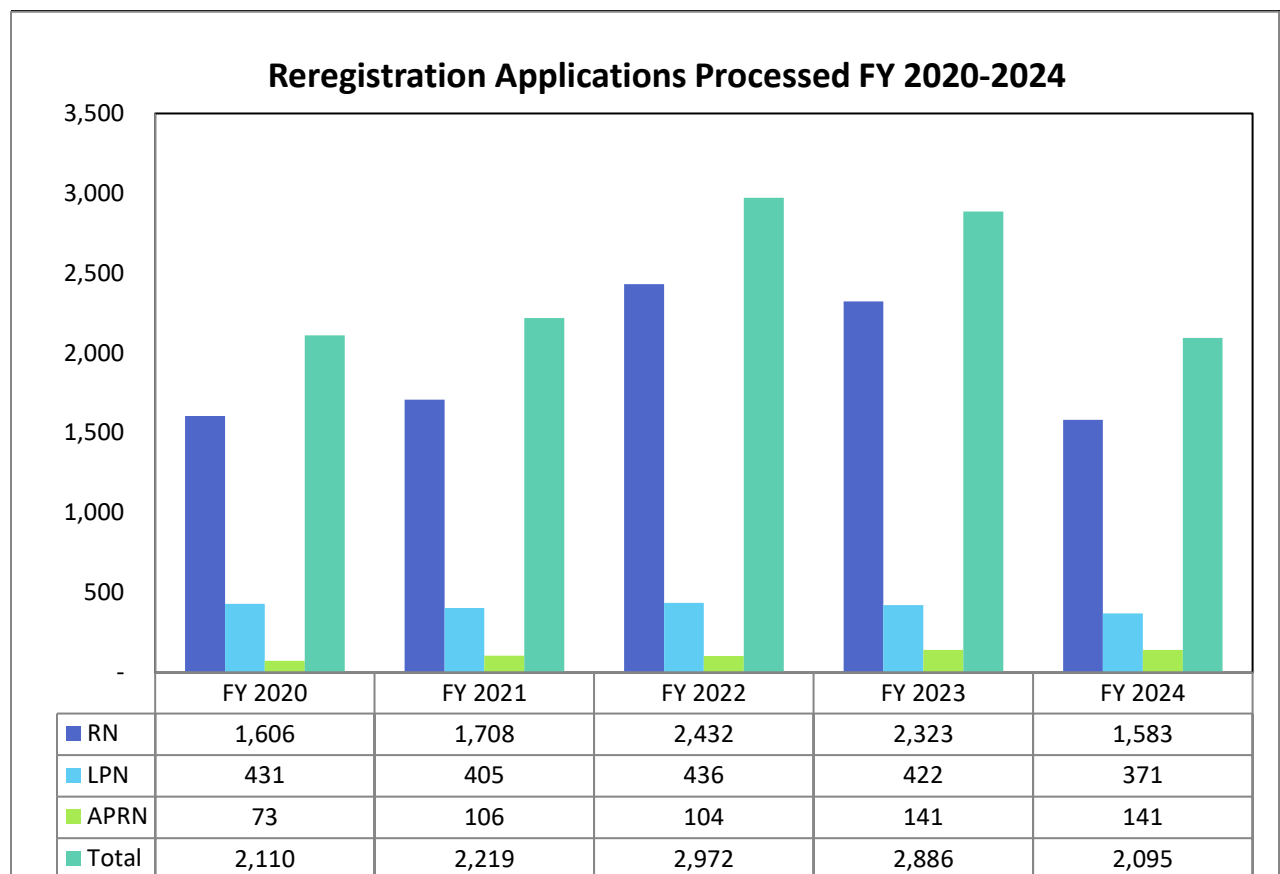
Revenue from RN, LPN and APRN Registration Renewals and Reregistrations:

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$5,772,840	\$5,835,335	\$5,987,395	\$6,210,585	\$6,262,865

Reregistration: If a Minnesota license has not been renewed, reregistration is the process to reactivate the license. Requirements vary depending on how long the registration has been expired and how long it has been since the last date of nursing practice. To reregister a licensee must:

- Submit an application and \$105 fee
- Submit verification of nursing practice
- In some cases, complete continuing education or take a nurse refresher course if the applicant has not practiced nursing for five years or more.

Total Reregistration Applications: In FY2024, the total number of reregistration applications processed was 2,095 (1,583 RNs, 371 LPNs, and 141 APRNs).



The increase of applications received in FY2022 and FY2023 is due to potential nurses’ strike in calendar years 2022.

Practicing Without Current Registration: If a licensee practices nursing after the registration expires the licensee is subject to an administrative (non-disciplinary) penalty fee. The fee for practicing without current registration is two times the amount of the current registration renewal fee for any part of the first calendar month plus the current registration renewal fee for any part of any subsequent month, up to 24 months.

Months worked	Penalty fee	Months worked	Penalty fee	Months worked	Penalty fee	Months worked	Penalty fee
1	\$170.00	7	\$680.00	13	\$1,190.00	19	\$1,700.00
2	\$255.00	8	\$765.00	14	\$1,275.00	20	\$1,785.00
3	\$340.00	9	\$850.00	15	\$1,360.00	21	\$1,870.00
4	\$425.00	10	\$935.00	16	\$1,445.00	22	\$1,955.00
5	\$510.00	11	\$1,020.00	17	\$1,530.00	23	\$2,040.00
6	\$595.00	12	\$1,105.00	18	\$1,615.00	24	\$2,125.00

Revenue from RN, PN and APRN practicing without current registration:

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
RN Penalty	\$52,190	\$56,865	\$65,110	\$64,147	\$50,745
LPN Penalty	\$29,580	\$31,790	\$34,315	\$33,915	\$27,740
APRN Penalty	\$7,740	\$13,415	\$20,820	\$9,875	\$22,555
Total	\$89,510	\$102,070	\$120,245	\$107,937	\$101,040

Practicing Without Current APRN Certification: Failure by an advanced practice registered nurse to practice without current certification or to notify the Board of certification status as a clinical nurse specialist, nurse anesthetist, nurse midwife, or nurse practitioner may result in assessment of a penalty fee or disciplinary action. The fee for practicing without current APRN certification is \$200 for the first month or any part thereof plus \$100 for each subsequent month or part thereof.

Months worked	Penalty fee	Months worked	Penalty fee	Months worked	Penalty fee	Months worked	Penalty fee
1	\$200.00	7	\$800.00	13	\$1,400.00	19	\$2,000.00
2	\$300.00	8	\$900.00	14	\$1,500.00	20	\$2,100.00
3	\$400.00	9	\$1,000.00	15	\$1,600.00	21	\$2,200.00
4	\$500.00	10	\$1,100.00	16	\$1,700.00	22	\$2,300.00
5	\$600.00	11	\$1,200.00	17	\$1,800.00	23	\$2,400.00
6	\$100.00	12	\$1,300.00	18	\$1,900.00	24	\$2,500.00

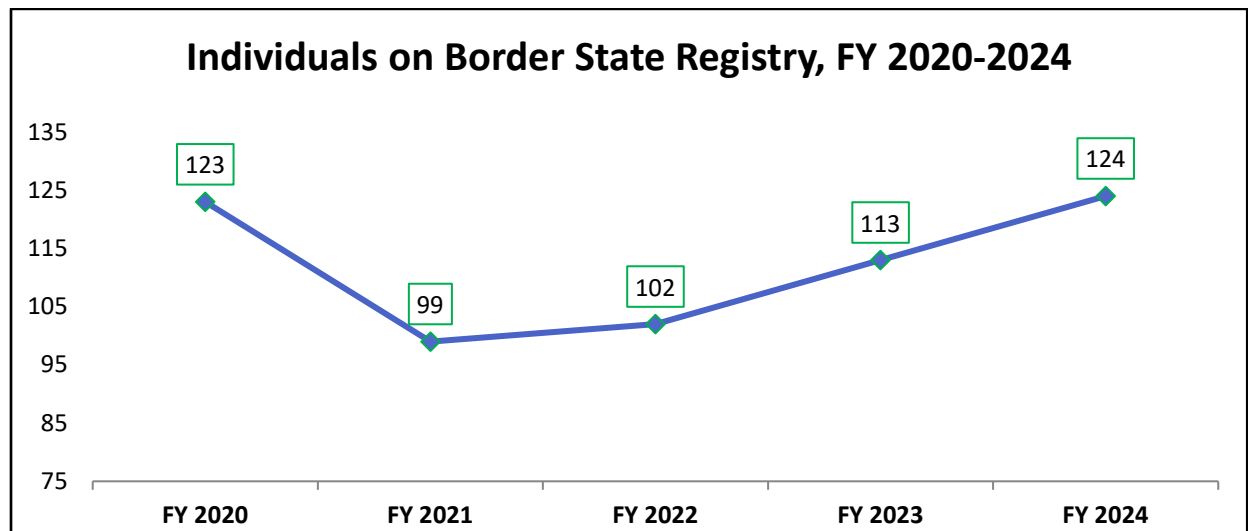
Revenue from Practicing Without Current APRN Certification:

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$31,755	\$32,700	\$28,100	\$49,010	\$53,690

Border State Registry: A law regarding license recognition for nurses from border states became effective January 1, 2003. Upon meeting certain eligibility requirements, MN Statute 148.211 Subd. 2a. requires the Board to recognize a nurse license issued by a state board of nursing in a bordering state and allows RNs and LPNs to practice nursing in Minnesota without a Minnesota nursing license. To qualify for practice as a nurse in Minnesota without a Minnesota nursing license, the nurse must:

- Have a current license in Iowa, North Dakota, South Dakota, or Wisconsin.
- Reside in the border state in which the nurse has a current license.
- Be employed by a hospital, clinic, prepaid medical plan, or other health care institution or organization located in Minnesota.
- Not be participating in an alternative or diversion program or referred by the courts for participation in an alternative or diversion program.
- Not have current or past adverse action against the nursing license in a border state.
- Not have been refused a Minnesota nursing license or have current adverse action against a Minnesota nursing license that removed the nurse’s authority to practice.

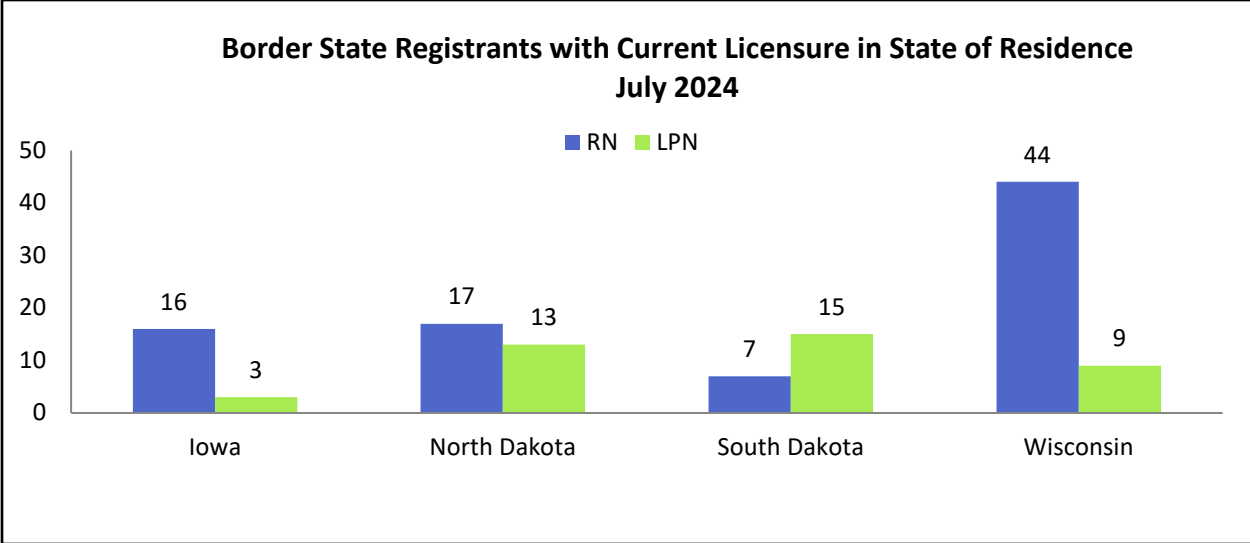
Total Border State Registrants: On June 30, 2024, the total number of nurses on the border state registry was 124 (84 RNs and 40 LPNs).



Effective June 1, 2012, the fee for border state registration and any subsequent notice of employment change to remain or be reinstated on the registry is \$50.

Revenue from Border State Registration:

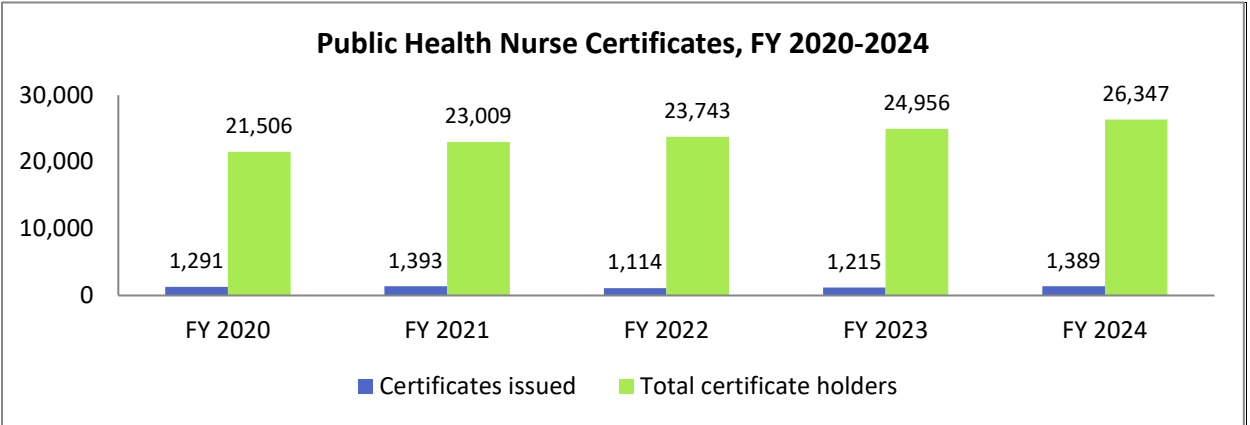
FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$2,600	\$1,550	\$2,250	\$1,900	\$2,800



Public Health Nurse (PHN) Registration: A registered nurse may practice as a public health nurse without being registered with the Board, however, the nurse may not use any abbreviation such as PHN unless registered with the Board. To register the nurse must:

- Submit an application, affidavit of graduation and public health nurse education, and \$30 fee.
- Be currently licensed and registered in Minnesota
- Have a baccalaureate or higher degree with a major in nursing
- Have completed coursework that included theory and clinical practice in public health nursing

Total Public Health Nurse Certificates Issued: In FY2024, the total number of Public Health Nurse certificates issued was 1,389 and the total number of certificate holders was 26,347.



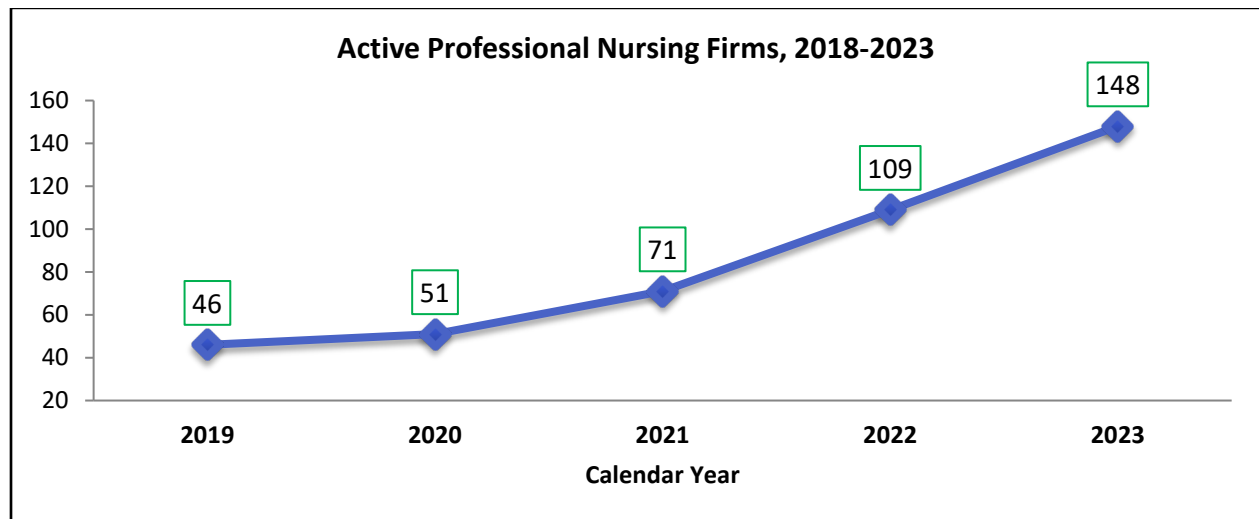
Revenue from Public Health Nurse Certificate Issuance:

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$41,235	\$46,350	\$37,140	\$39,180	\$41,310

Professional Nursing Firms Registration: The Minnesota Professional Firms Act Chapter 319B.01-12 requires every professional firm that provides services of a licensed professional to register with the board that regulates the profession. The professional firm must submit:

- Initial report and \$100 fee
- Firm’s Articles of Incorporation
- Annual report and \$25 fee due by January 1 each year

Total Professional Nursing Firms: As of December 31, 2023, the total number of nursing firms with current report status was 148.



Revenue from Nursing Firm Registrations:

FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$2,650	\$2,525	\$6,275	\$7,250	\$9,450

Licensure Verification for Practice: A nurse may not work after the license expiration date. Employers must verify a nurse’s license is current at the time of employment. Licensure verification is available on the Board’s website and is free to the public. The Minnesota Board of Nursing is the primary source for the information displayed in the online verification.

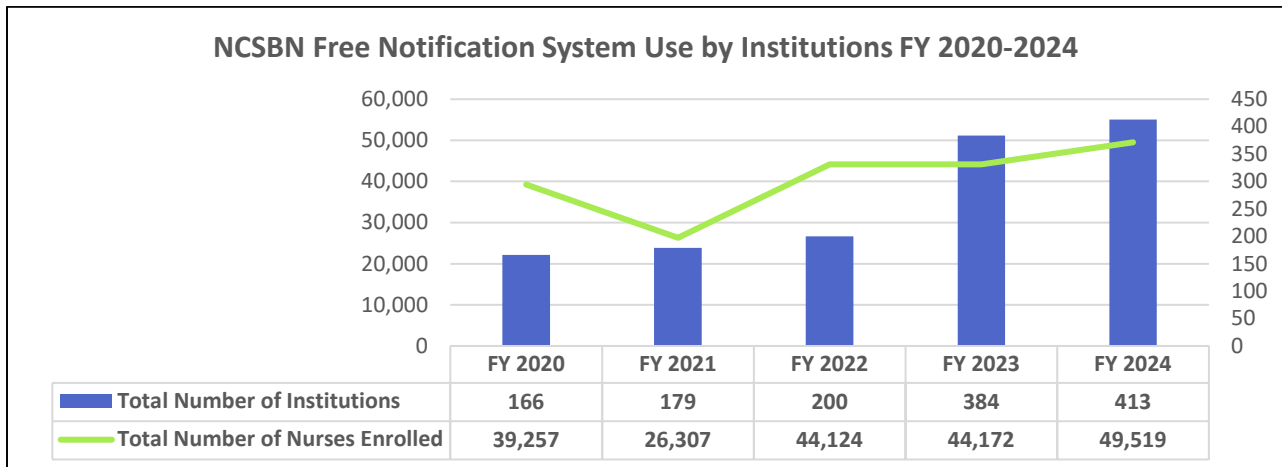
Auto Verification: The Board’s Auto Verification Service is an annual subscription service that enables subscribers to receive information about the status of any RN, LPN or APRN licensed in Minnesota. Subscribers receive an email daily, weekly, or monthly which lists selected changes to the licensee’s records. A fee is charged based on the number of licensees per subscriber.

By using this service employers receive near real-time status of their nursing employees. Any changes to a licensee’s record are provided to the employer as frequently as daily. Renewal status is sent to employers, which assures an employer that their staff has current registration and are legally qualified to work. Any disciplinary action related to a subscriber’s licensees is sent to the subscriber as soon as it is entered into the Board’s licensure system.

Currently, the Auto Verification Service supports:

Level	Number of licenses tracked	Fee	FY 2020 Subscribers	FY 2021 Subscribers	FY 2022 Subscribers	FY 2023 Subscribers	FY 2024 Subscribers
A	1-100	\$100	21	21	19	20	21
B	101-500	\$225	17	14	12	14	14
C	501-1,000	\$350	4	6	6	5	4
D	1,001-2,000	\$475	3	3	6	4	6
E	2,001-3,000	\$600	1	1	3	2	3
F	3,001-4,000	\$725	0	0	0	0	0
G	4,001-5,000	\$850	0	0	0	0	0
H	5,000 plus	\$1,000	2	2	2	1	1
Total licenses tracked by service			34,942	35,001	46,014	27,222	27,580

The National Council of State Boards of Nursing (NCSBN) offers a free notification system, E-Notify, that has impacted the number of subscribers to the Board’s auto verification service. The NCSBN takes licensure and discipline data provided for licensure verification to other jurisdictions and pushes it to public subscribers of their free service. E-Notify subscribers receive the same information (license status, upcoming expiration dates, public discipline) the Minnesota Board of Nursing provides to auto verification subscribers. Because the information NCSBN receives and pushes to others is determined by the time licensure information is transmitted to NCSBN, there have been discrepancies in data. For example, if a nurse renews today but the license renewal occurs after the daily submission of data to NCSBN, E-Notify subscribers do not have current information. If the Minnesota Board of Nursing has data system issues, transmission of information to NCSBN can be delayed.



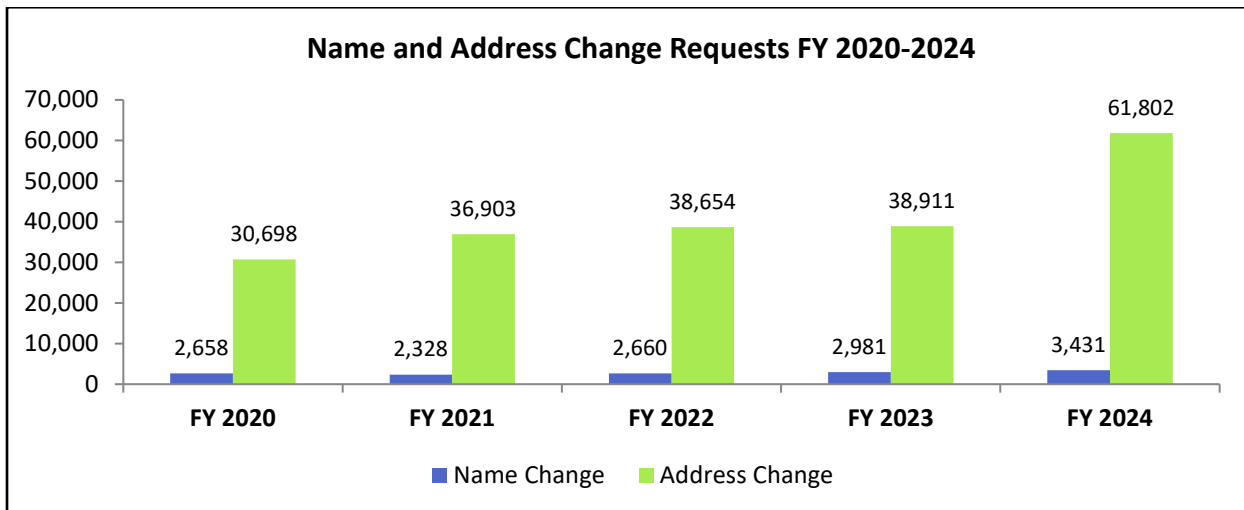
Data Retrieval Services: The Board provides website data retrieval services for a fee. Users can download aggregate data on licensees, applicants and disciplinary actions or prepared files of public data on licensees or request more specialized queries. The cost for these services is a \$5 setup charge and one cent per record.

Revenue from Data Retrieval Services:

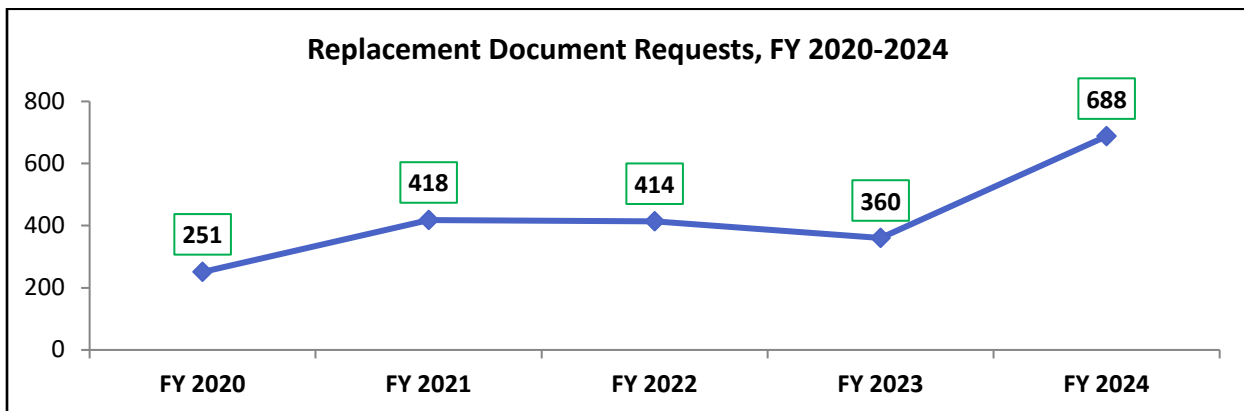
FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
\$31,543	\$36,365	\$41,230	\$47,659	\$70,132

Other Services: Board staff provide other licensure-related services including name and address changes and replacement documents.

Total Number of Name and Address Changes: The total number of name changes processed in FY2024 was 3,431. The total number of address changes processed in FY2024 was 61,802.



Total Number of Replacement Documents: The total number of replacement documents provided in FY2024 was 688.



Revenue from Other Licensure Services:

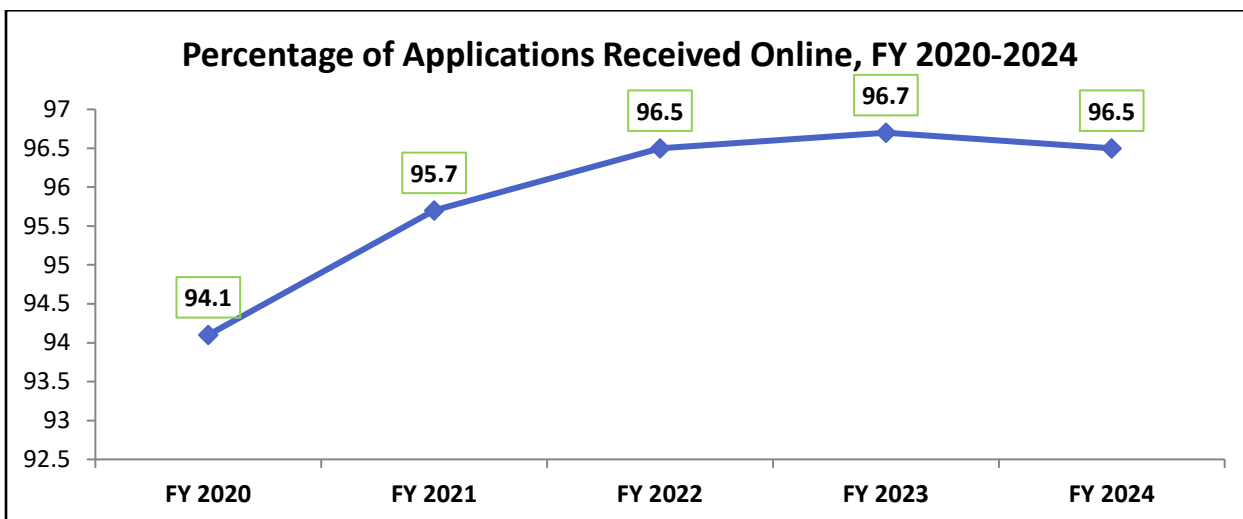
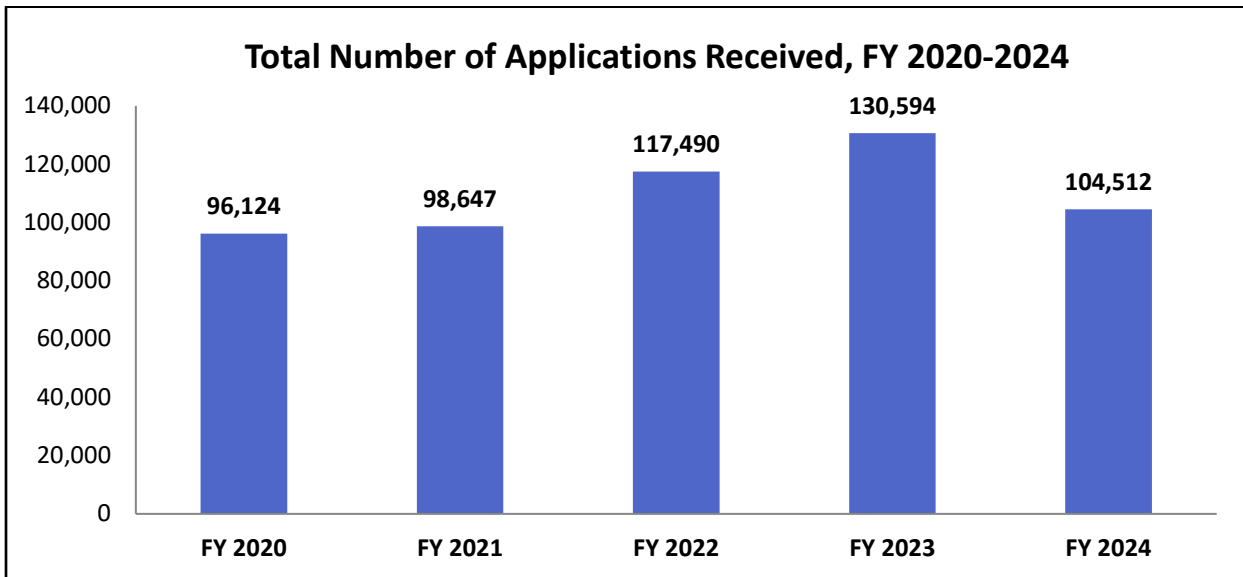
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Office Miscellaneous*	\$16,870	\$16,020	\$16,793	\$15,243	\$20,055

*NSF fees, verifications to entities that do not accept Nursys, etc.

Revenue from Discipline (civil penalties and board orders):

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
RN Discipline	\$37,112	\$65,885	\$61,870	\$86,555	\$54,016
LPN Discipline	\$12,170	\$7,790	\$6,363	\$9,865	\$8,855
Total	\$49,282	\$73,675	\$68,233	\$96,420	\$62,871

Online Services: In 2002 the Minnesota Board of Nursing began providing online services. The total number of applications received in FY2024 was 104,512; 96.5% were received online.



The Board offers the following online licensure services: initial application for licensure, license renewal, change of address, public health nursing registration, license reregistration, and payment of penalty fees.

Criminal Background Checks: In September 2017, the Board began collecting fees for criminal background checks (CBC) processed by the Criminal Background Check office. These fees are collected with the applications for licensure and then transferred to the Bureau of Criminal Apprehension. The CBC fees are not included in the Board’s revenue because they are passed on to the Bureau of Criminal Apprehension and the FBI. Total CBC fees collected in FY2024 was \$420,978.

Licensure Staff: Licensure services are provided by fourteen licensure staff who respond to telephone calls, emails, and walk-in customers. They process mail, applications, and fees. Each year the Board receives approximately 40,000 telephone calls, 50,000 emails, and 1,000 walk-in customers.

