



**MINNESOTA**  
BOARD OF NURSING

# **Nursing Workforce Data Report**

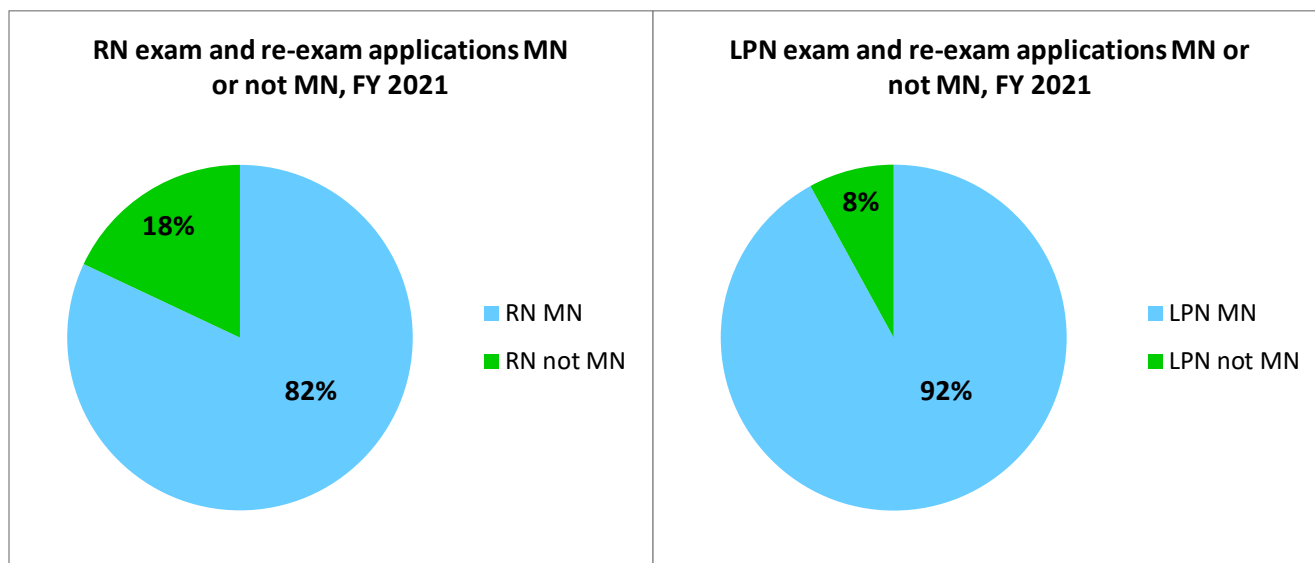
**Revised: March 11, 2022**

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# Nursing Workforce Data

## Licensure by Examination and Minnesota Program Graduate Data

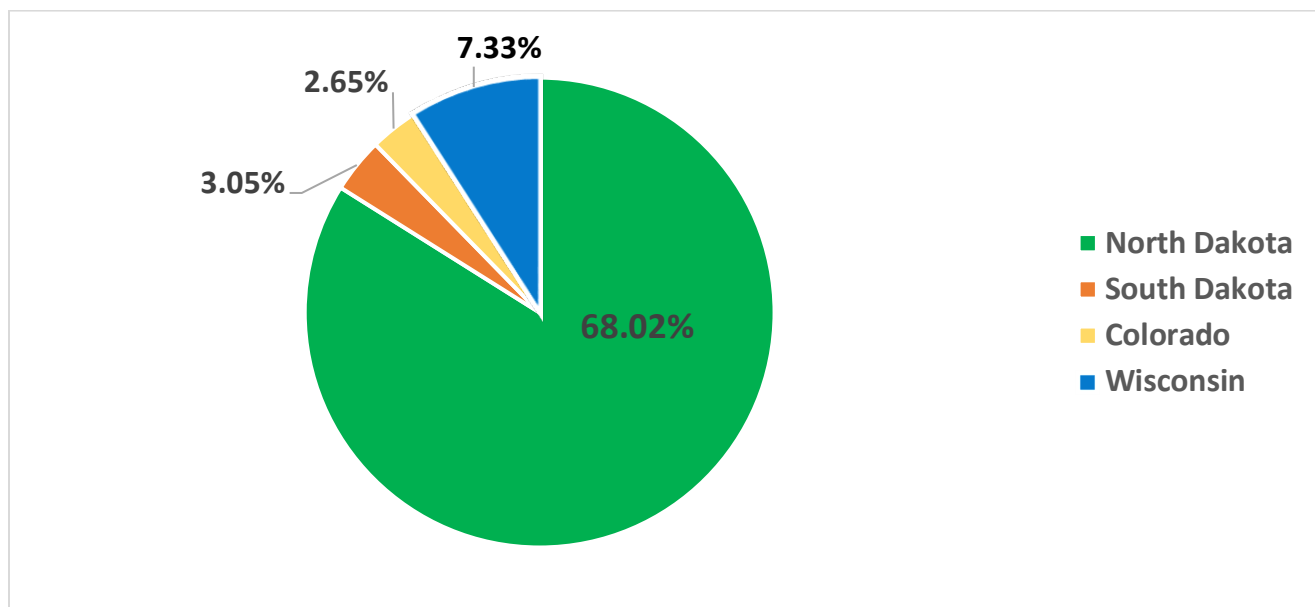
**Chart 1. Percent of exam applications for initial licensure submitted by graduates of MN programs**



\*Per Annual Licensure Report 2021.

It is noteworthy that 18% of new RN graduates pursue an initial license out of state, whereas only 8% 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 2021 MN program graduates applying for licensure by examination**



\*An average of 10.2% of Minnesota graduates apply to other state board for licensure by examination.

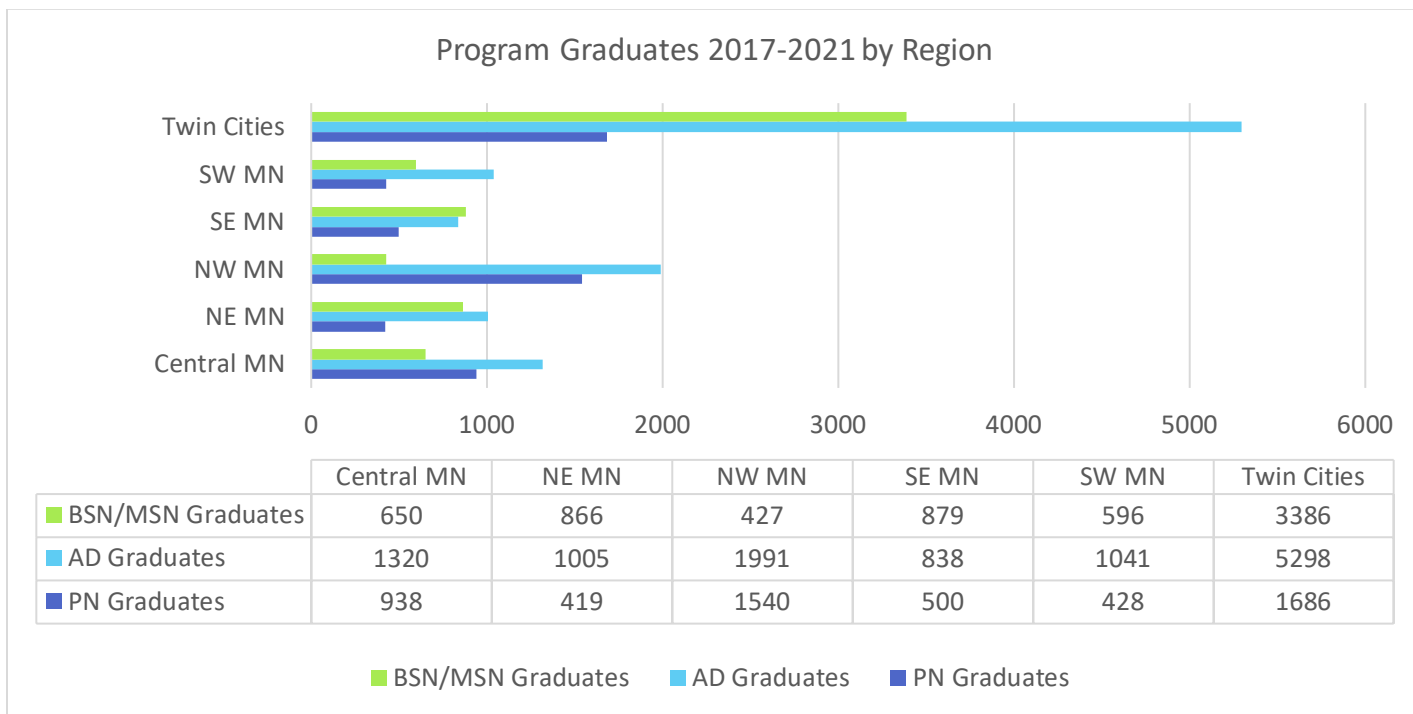
\*\*Per 2021 NCLEX testing data supplied by NCSBN

**Table 3. Minnesota Program Graduates by Region**

Minnesota Regions	Number of Graduates by Year				
	2017	2018	2019	2020	2021
<b>Central Minnesota</b>					
Practical Degree Program Graduates	202	190	190	178	178
Associate Degree Program Graduates	252	251	290	244	283
Baccalaureate Degree Program Graduates	127	125	121	143	134
Master's Degree Program Graduates	0	0	0	0	0
<b>Central Totals</b>	<b>581</b>	<b>566</b>	<b>601</b>	<b>565</b>	<b>595</b>
<b>Northeast Minnesota</b>					
Practical Degree Program Graduates	88	88	86	83	74
Associate Degree Program Graduates	199	221	210	192	183
Baccalaureate Degree Program Graduates	164	171	185	164	182
Master's Degree Program Graduates	0	0	0	0	0
<b>Northeast Totals</b>	<b>451</b>	<b>480</b>	<b>481</b>	<b>439</b>	<b>439</b>
<b>Northwest Minnesota</b>					
Practical Degree Program Graduates	341	291	334	274	300
Associate Degree Program Graduates	371	399	372	430	419
Baccalaureate Degree Program Graduates	78	95	86	86	82
Master's Degree Program Graduates	0	0	0	0	0
<b>Northwest Totals</b>	<b>790</b>	<b>785</b>	<b>792</b>	<b>790</b>	<b>801</b>
<b>Southeast Minnesota</b>					
Practical Degree Program Graduates	65	97	96	129	113
Associate Degree Program Graduates	213	214	121	150	140
Baccalaureate Degree Program Graduates	171	176	162	186	184
Master's Degree Program Graduates	0	0	0	0	0
<b>Southeast Totals</b>	<b>449</b>	<b>487</b>	<b>379</b>	<b>465</b>	<b>437</b>
<b>Southwest Minnesota</b>					
Practical Degree Program Graduates	97	74	78	98	81
Associate Degree Program Graduates	200	196	194	240	211
Baccalaureate Degree Program Graduates	118	117	125	109	127
Master's Degree Program Graduates	0	0	0	0	0
<b>Southwest Totals</b>	<b>415</b>	<b>387</b>	<b>397</b>	<b>447</b>	<b>419</b>
<b>Twin Cities Metro Area</b>					
Practical Degree Program Graduates	387	406	317	305	271
Associate Degree Program Graduates	1,112	964	1,121	1,030	1,071
Baccalaureate Degree Program Graduates	403	423	530	632	731
Master's Degree Program Graduates	125	135	134	137	136
<b>Twin Cities Totals</b>	<b>2,027</b>	<b>1,928</b>	<b>2,102</b>	<b>2,104</b>	<b>2,209</b>
<b>Total Graduates</b>	<b>4,713</b>	<b>4,633</b>	<b>4,752</b>	<b>4,810</b>	<b>4,900</b>

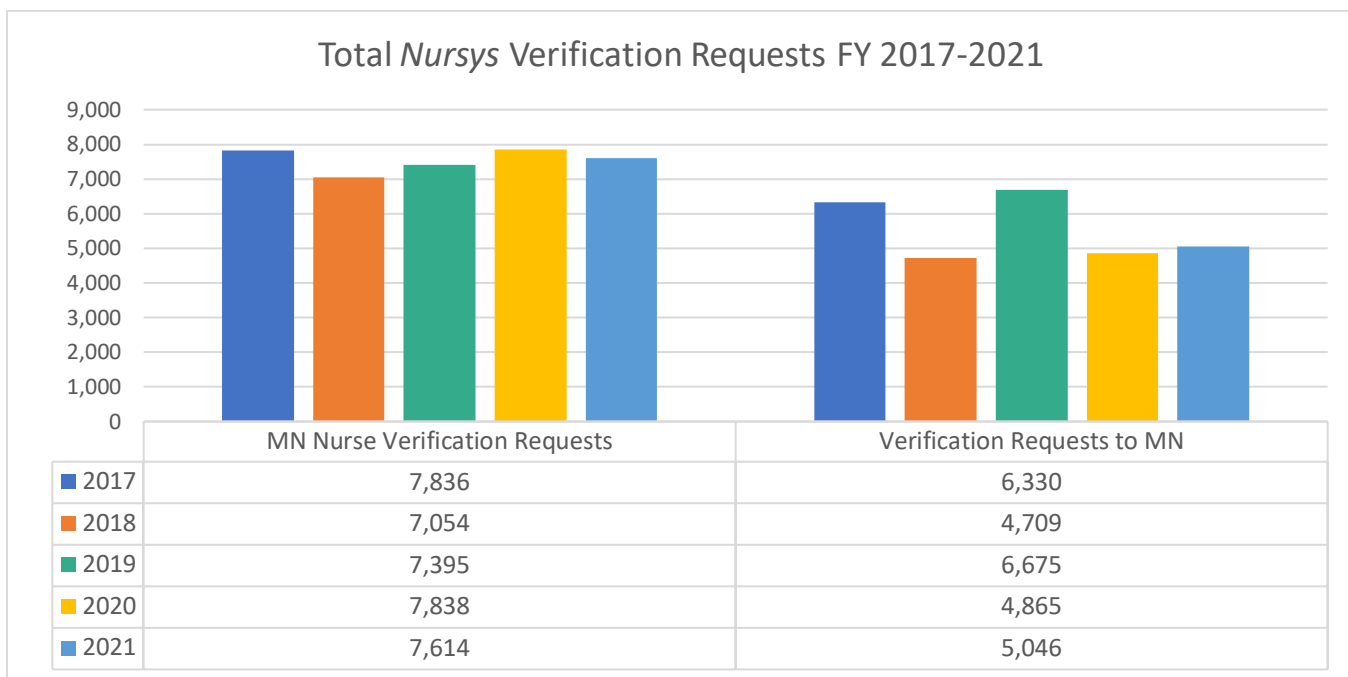
\*As reported by program directors on the annual compliance reports for graduates between July 1, 2020 – June 30, 2021.

**Chart 4. Minnesota Program Graduates by Region 2017-2021**



**Licensure by Endorsement Data**

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

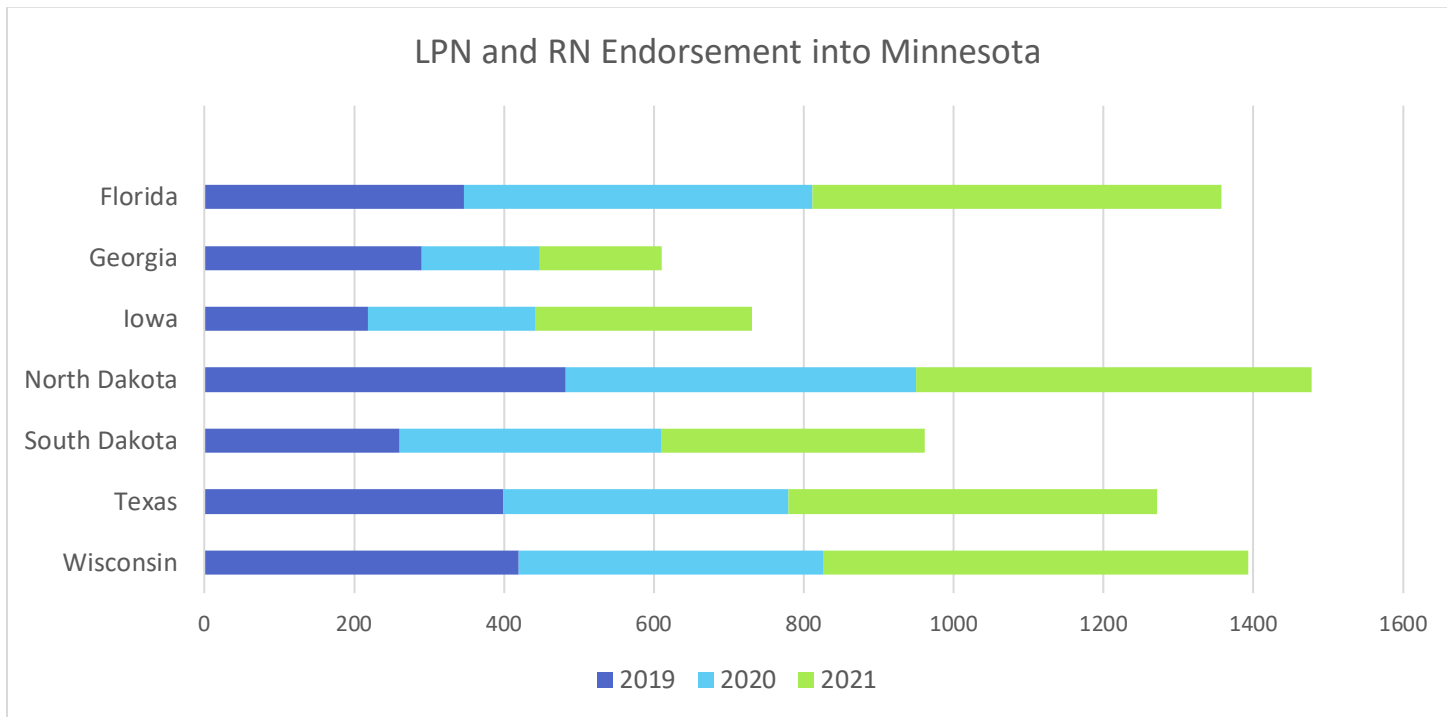


\*Per Annual Licensure Report 2021.

This table indicates there are more licensees seeking endorsement out of Minnesota than into Minnesota. 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, which increased the number of endorsement applications.

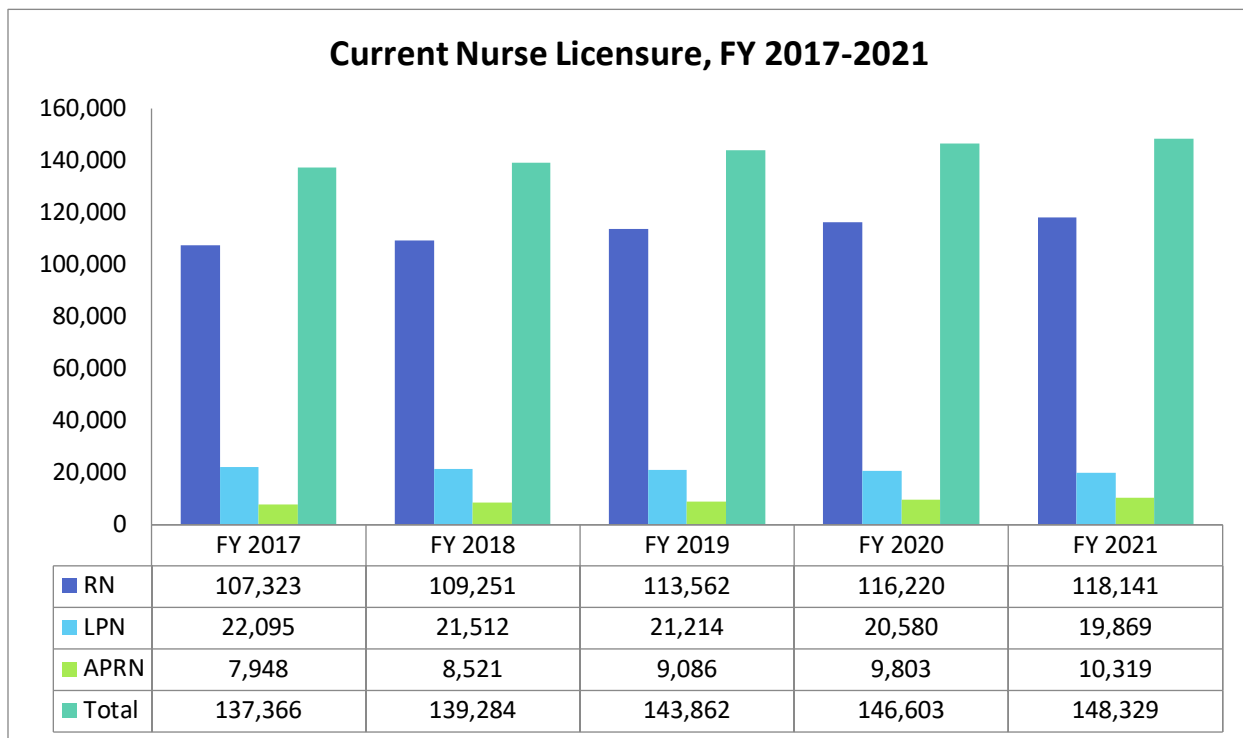
**Chart 6. Top states where nurses are applying from for licensure by endorsement into MN 2019-2021**



\*Data retrieved from MBN database as of December 31, 2021

**Current Nurse Licensure, Average Age, and Licensee Gender Data**

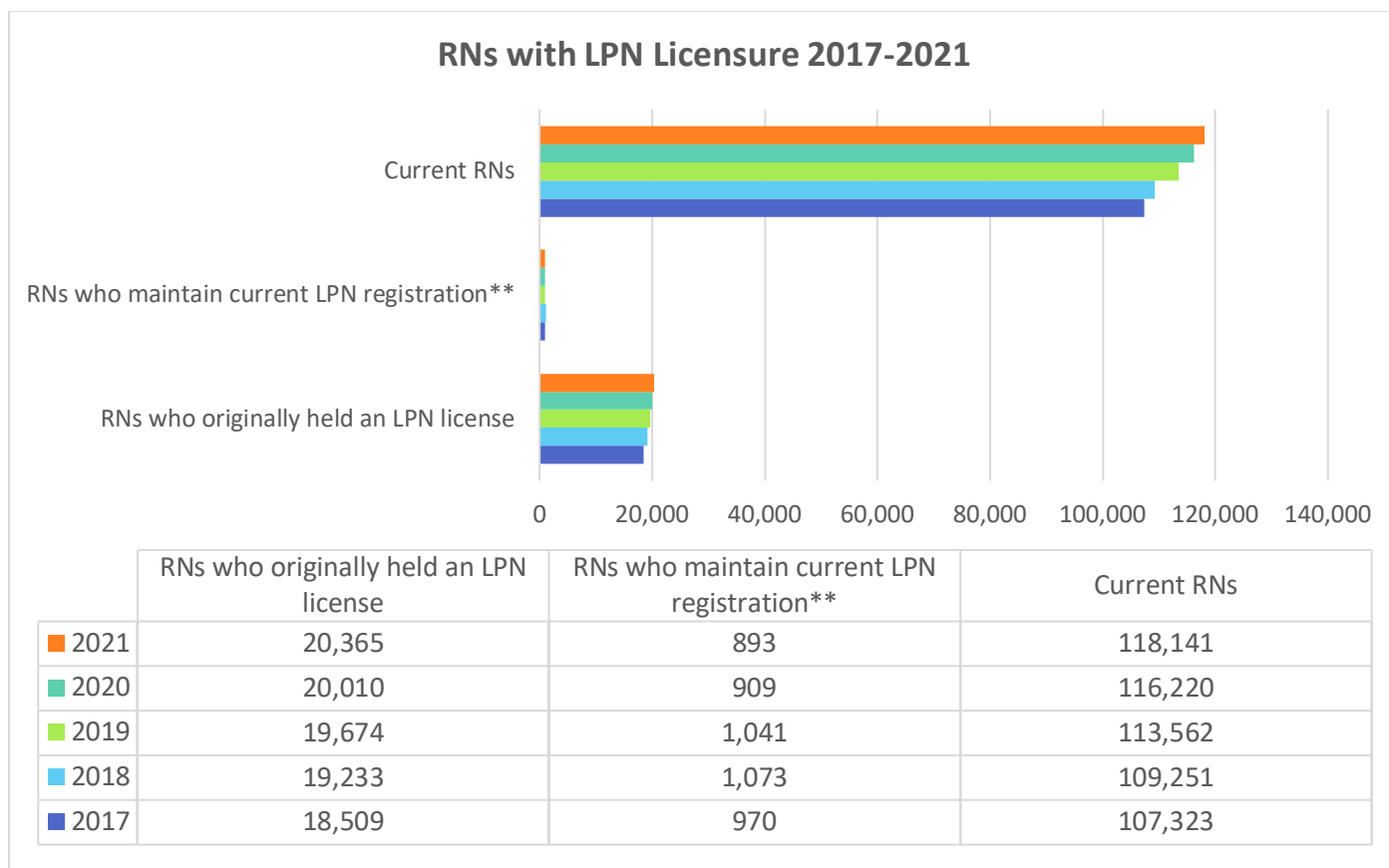
**Chart 7. Current Licensure by year and type**



\*Data for current licensure as of June 30, 2021. Per Annual Licensure Report 2021.

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 10.1% increase in RN licensees over the past 5 years and a 29.8% increase in APRNs. LPN licensees show an 10.1% decrease over the past 5 years. Please note all APRNs must maintain an active RN license in addition to the APRN license.

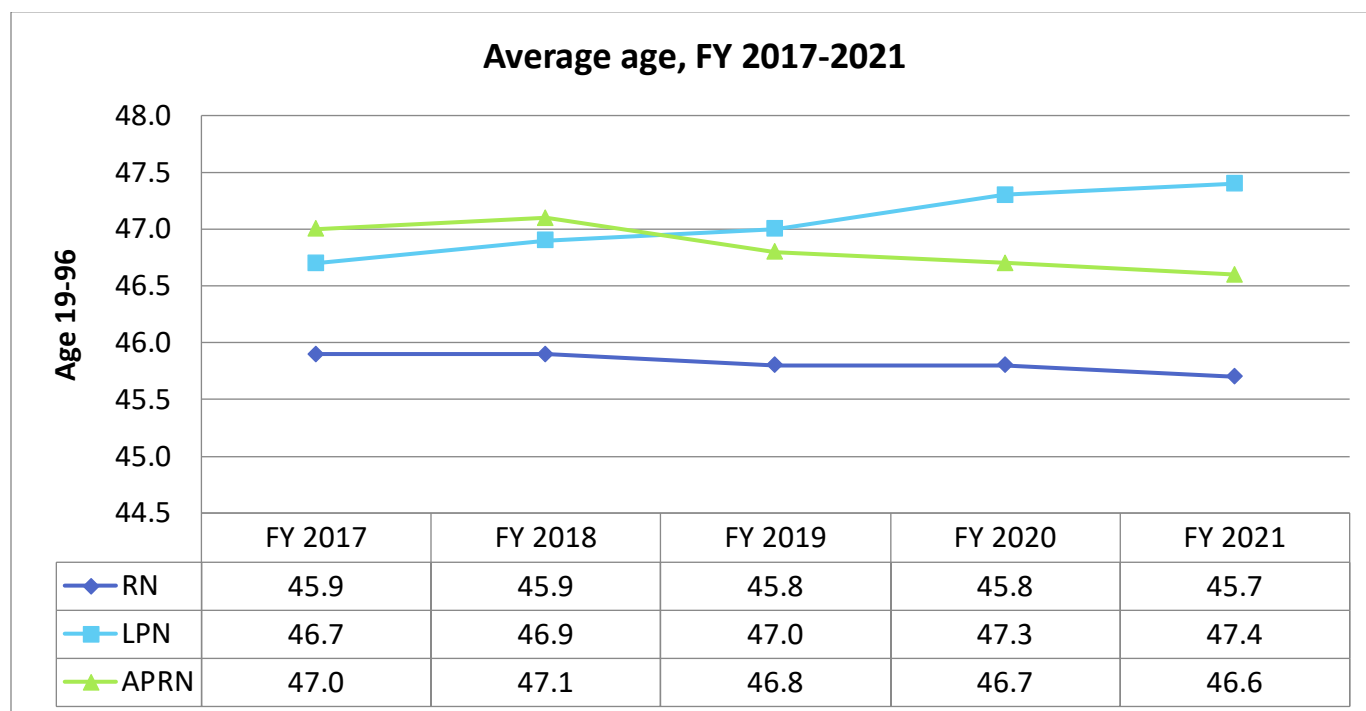
**Chart 8. Number of RNs who originally had an LPN license and number of RNs who have maintained an active LPN license**



\*Licensure data from 5/5/2017, 9/20/2018, 11/7/2019, 12/31/2020, 12/31/2021 and Annual Licensure Report 2021.

\*\*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 17% of RNs were originally educated and licensed as an LPN before becoming an RN. Less than 1% 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 2021.

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 in average age as more LPNs are reaching retirement age and fewer new LPNs are entering the workforce. According to national NCSBN data, the average age of RNs is 51 and the average age of LPNs is 52, both of these are higher than MN data as reflected above. The median age of RNs nationally is 52 and a median age of 44 in Minnesota. The median age of LPNs nationally is 53 and a median age of 48 in Minnesota. Minnesota data indicates a younger nursing population for both RNs and LPNs as compared to the national data. According to HRSA national data, the average age for APRNs is 48, slightly older than Minnesota APRNs. Nationally, the median age for APRNs is 43.7 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 2017-2021**

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
<b>RN</b>	45.9 (107,323)	45.9 (109,251)	45.8 (113,562)	45.8 (116,220)	45.7 (118,141)
<b>LPN</b>	46.7 (22,095)	46.9 (21,512)	47 (21,214)	47.3 (20,580)	47.4 (19,869)
<b>APRN</b>	47 (7,948)	47.1 (8,521)	46.8 (9,086)	46.7 (9,803)	46.6 (10,319)

\*Data for average age of licensees as of June 30, 2021. Per Annual Licensure Report 2021.

Age ranges for nurses with current licensure:

- LPN age range 18-90; RN age range 19-91; APRN age range 25-88

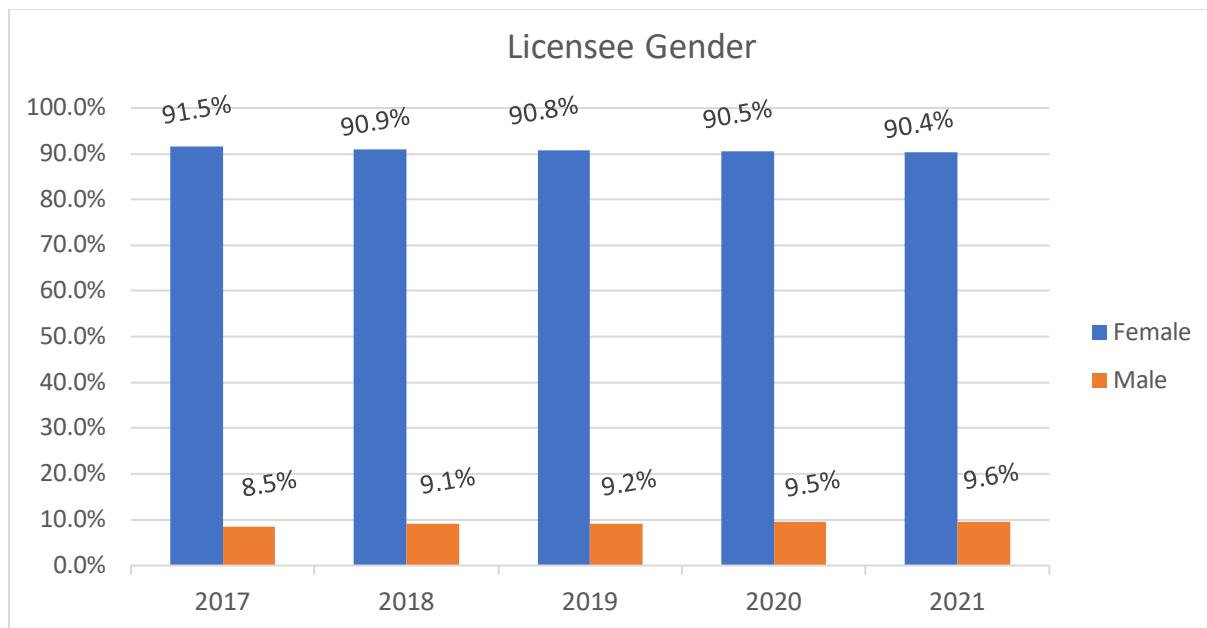
**Table 11. Average Age and Number of Faculty in Minnesota Programs by Program Type**

Program Types	Number of Programs	Age Range	Average Age/ Total Faculty	Median Age
Faculty at RN and LPN MN Programs	77	23-80	47.3/1196	46
Faculty at APRN MN Programs	14	27-77	50/499	49

\*Data as reported by Program Directors of all MN licensure-preparing programs from the 2021 annual compliance education reports.



**Chart 12. Gender of Minnesota licensees**

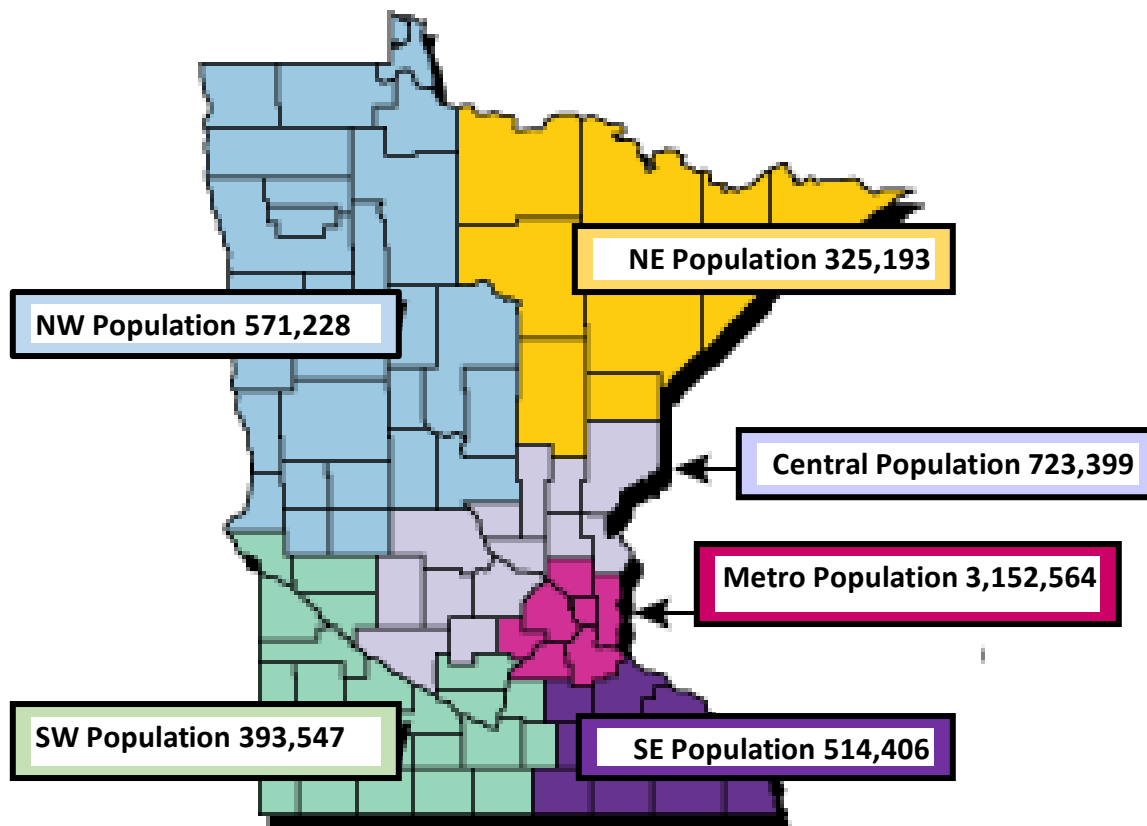


\*Per Annual Licensure Report 2021.

It is noteworthy the percentage of males has increased very slightly over the past 5 years. A goal of the IOM report is to increase diversity in nursing. Increasing the number of males in nursing is one of the focus areas of growth.

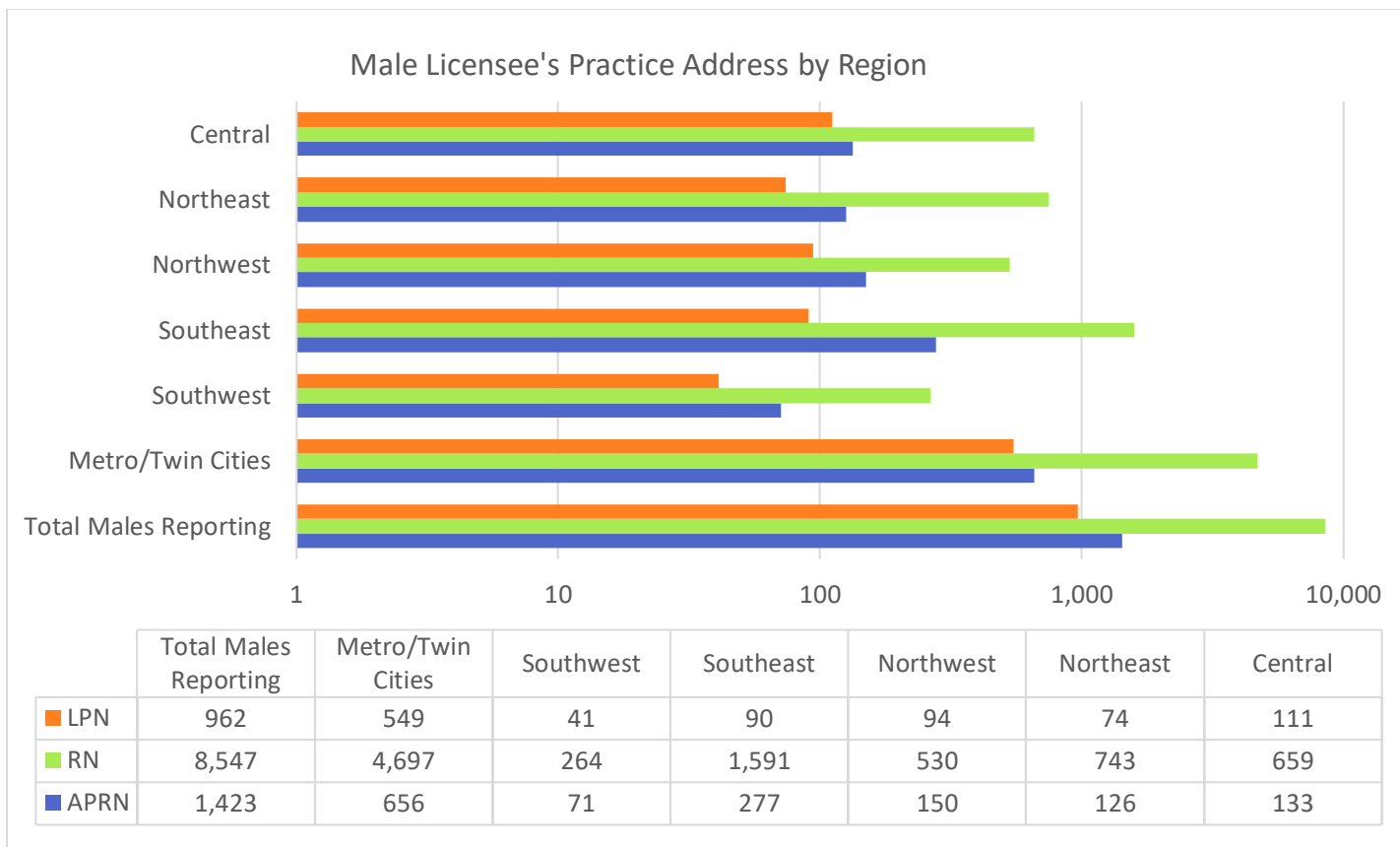
**Licensee Regional Data**

**Figure 13. Minnesota general population by regions map**



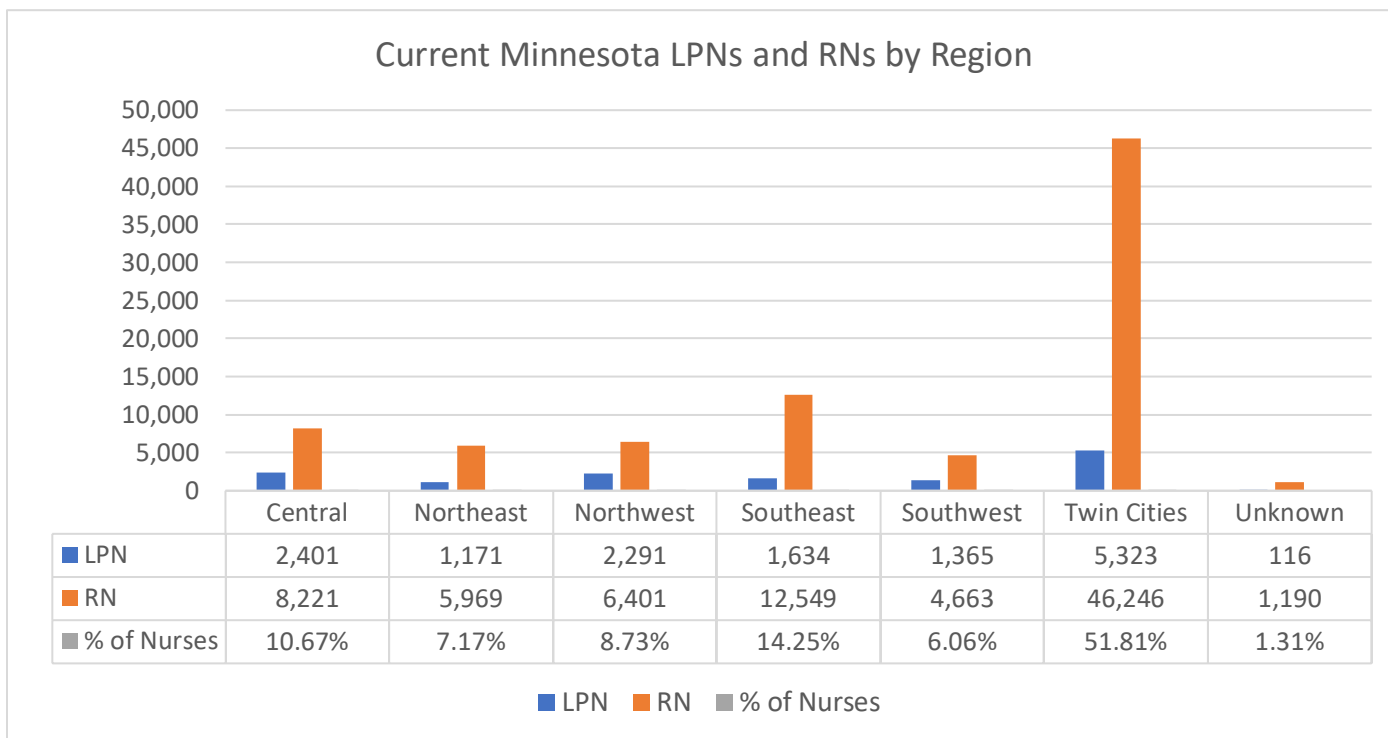
\*\*Data from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2019. Released August 2020. Regional Map from Minnesota Department of Employment and Economic Development (DEED).

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



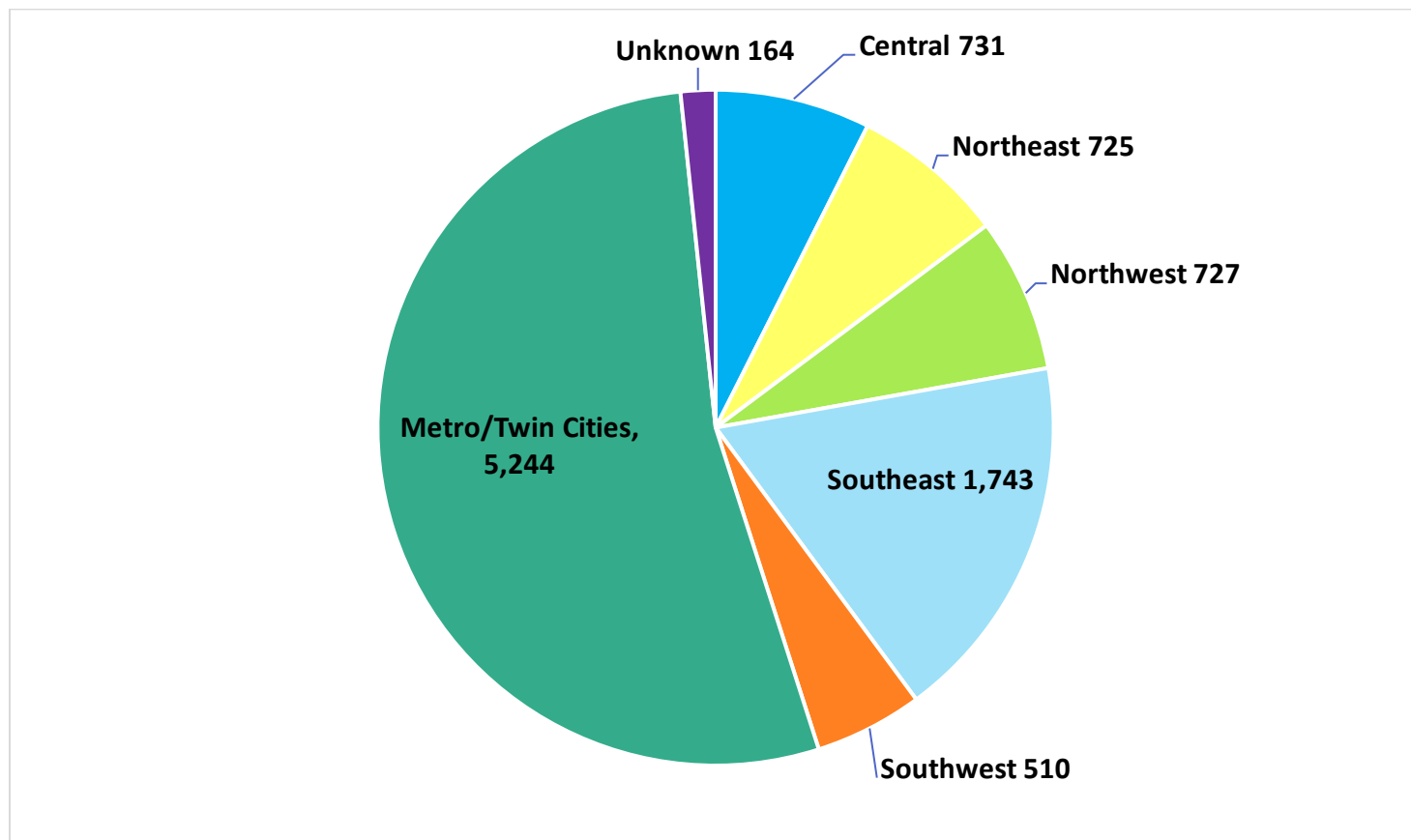
\*Data retrieved from MBN database as self-reported by nurses to the Board. Males with current MN licenses as of December 31, 2021. Total of 63 RNs, 3 LPNs, and 10 APRNs are not included in the chart as the business address region is unknown.

**Chart 15. Current LPNs and RNs by region according to business (practice) address**



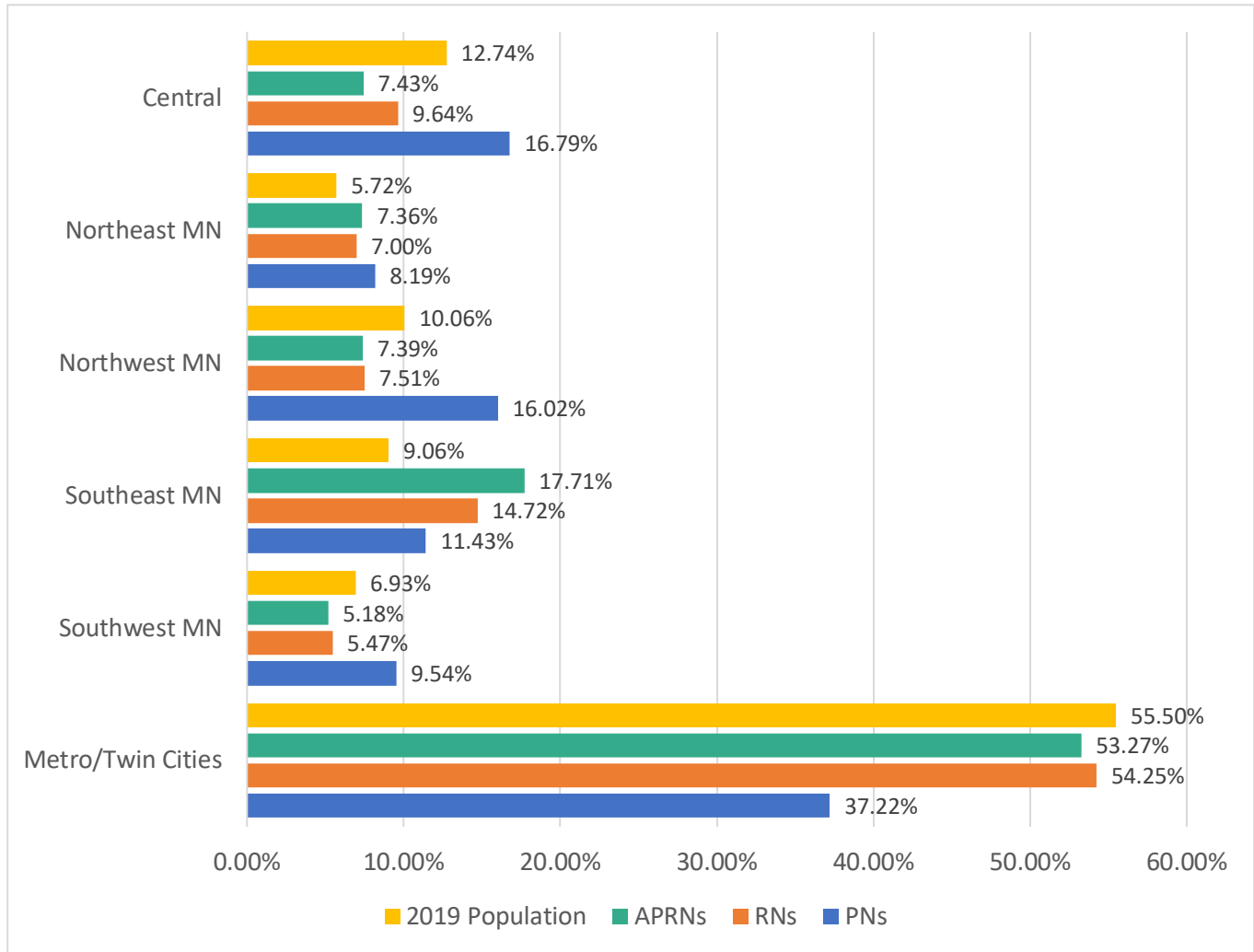
\*Data retrieved from MBN database as self-reported by nurses to the Board as of December 31, 2021. A total of 85,239 RNs and 14,301 LPNs reported business addresses to the Board; 116 LPNs and 1,190 RNs who reported a business address are not included as their business region is unknown. The twin cities 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, 2021. A total of 9,844 APRNs reported business addresses to the Board; 164 APRNs who reported a business address are not included as their business region is unknown. The twin cities region demonstrates the largest number of nurses. Note the number of providers in each region.

**Chart 17. Percentage of total Minnesota population and percentage of nurses reporting business addresses by region**



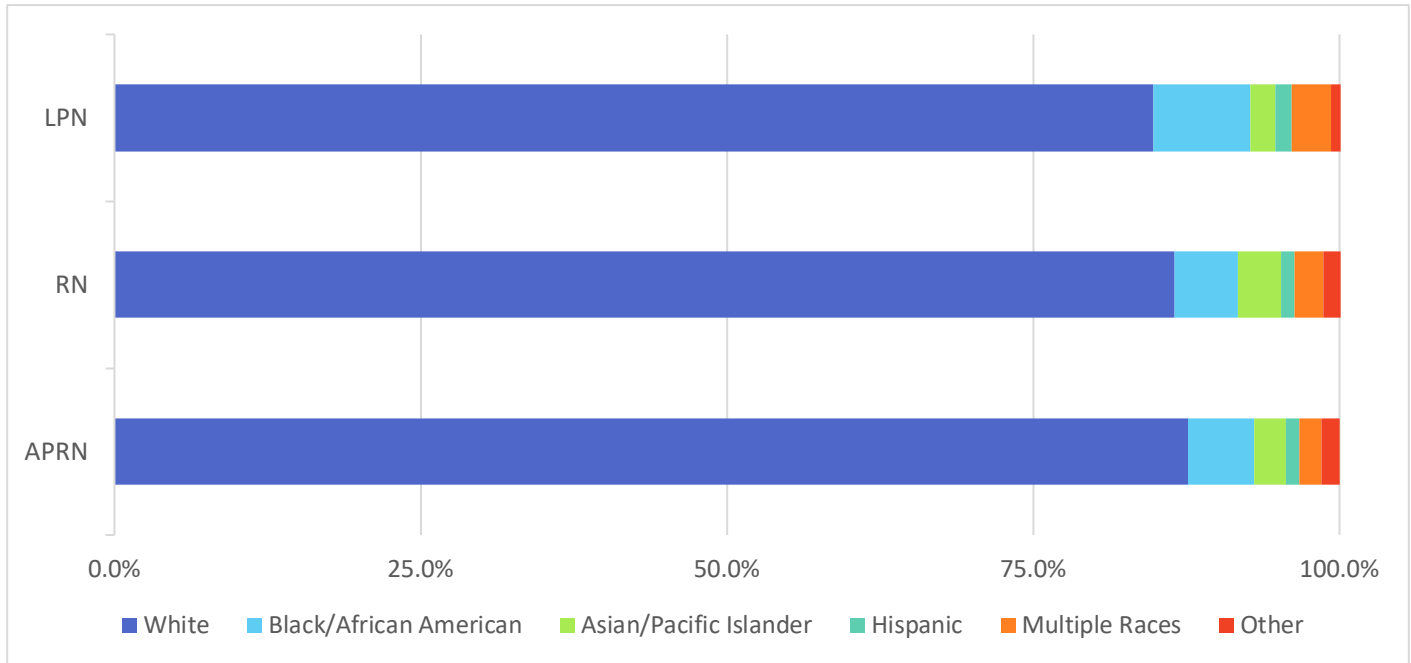
\*Population Data from Minnesota State Demographic Center. Latest annual estimates of Minnesota population, 2019. Released August 2020.

\*Licensure Data from MBN database based on business addresses provided by licensees as of December 31, 2021.

Total of 85,239 RNs, 14,301 LPNs, and 9,844 APRNs reported business addresses. Of those business addresses, 1,190 RNs, 116 LPNs, and 164 APRNs are not included in the chart above as the region is unknown.

**Minnesota Nurse Ethnicity Data**

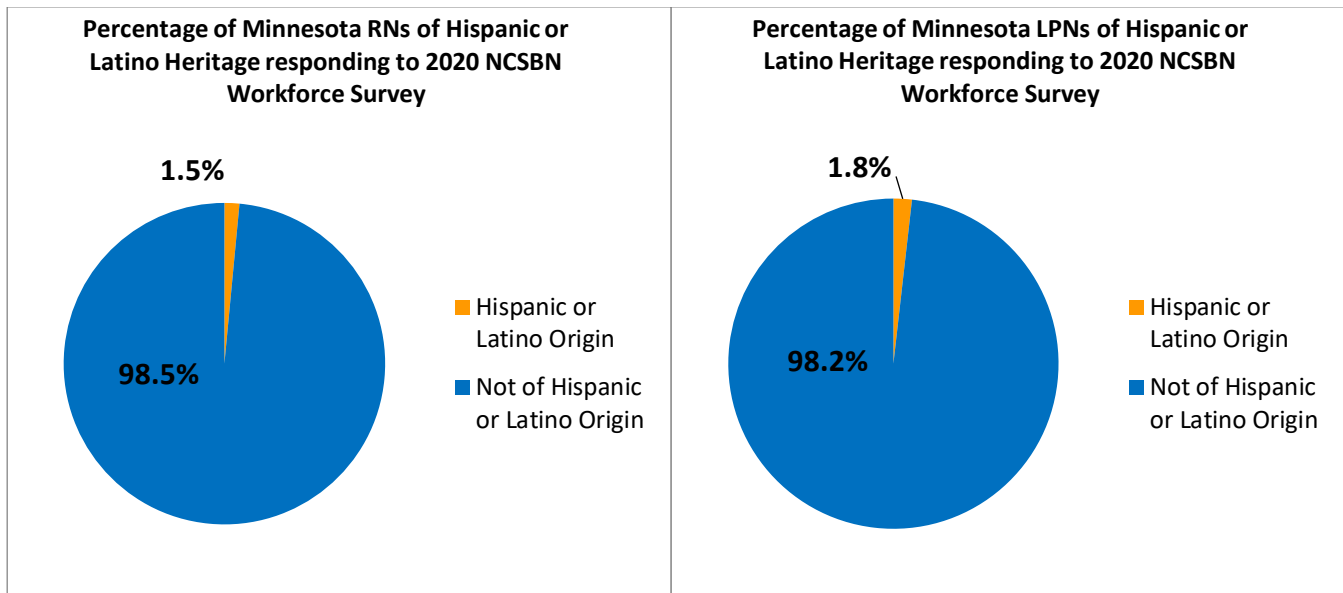
**Chart 18. Nurse ethnicity as self-reported by Minnesota Nurses to the Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Survey**



\*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) workforce survey between October 17, 2021—February 15, 2022. Based on 1,959 LPN responses, 12,954 RN responses, and 1,317 APRN responses.

Please note, the ORHPC data reflected in this report was pulled from data collected during a four-month period between October 17, 2021 – February 15, 2022. The limited data is due to the workforce survey being temporarily replaced with a special COVID-19 survey for a period in 2020-2021. In addition, the survey was turned off for five months in 2021 to develop a redesigned survey. The updated workforce survey launched in October 2021.

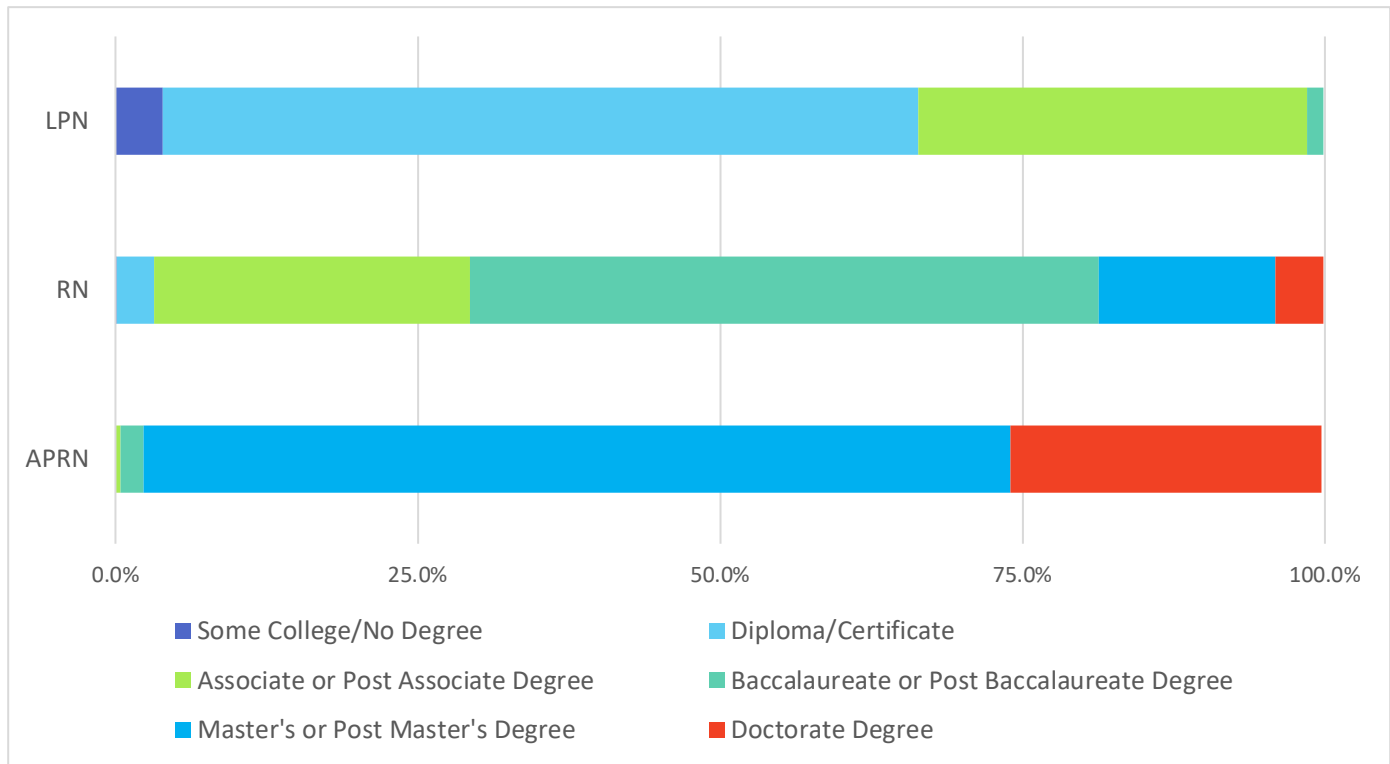
**Chart 19. Percentage of Hispanic or Latino Heritage as self-reported by Minnesota LPNs and RNs responding to the 2020 NCSBN National Nursing Workforce Survey**



\*Based on data provided by NCSBN from the 2020 National Nursing Workforce Survey. Approximately 903 RNs and 782 LPNs responded.

**Nursing Education Data**

**Chart 20. 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 October 17, 2021—February 15, 2022. Based on 1,700 LPN responses, 11,943 RN responses and 1,284 APRN responses to the highest nursing degree earned. \*Note: Shortened survey period

## Employment/Nursing Practice Data

**Table 21. Current employment status by age groups as self-reported by MN nurses to the MDH ORHPC Workforce Survey**

Work Status	Age Groups				
	<35 Years	35-44 Years	45-54 Years	55-64 Years	65 Years +
<b>LPNs</b>					
Working in position related to professional nursing license	86.2% 319/370	86.9% 406/467	90.4% 424/469	82.2% 405/493	59.5% 103/173
Not working in position related to professional nursing license	13.8% 51/370	13.1% 61/467	9.6% 45/469	17.9% 88/493	40.5% 70/173
<b>RNs</b>					
Working in position related to professional nursing license	95.3% 2,952/3,099	94.1% 3,279/3,483	94.2% 2,478/2,630	84.1% 2,201/2,617	50.6% 580/1,147
Not working in position related to professional nursing license	4.7% 147/3,099	5.9% 204/3,483	5.8% 152/2,630	15.9% 416/2,617	49.4% 567/1,147
<b>APRNs</b>					
Working in position related to professional nursing license	96.7% 176/182	96.8% 455/470	97.8% 305/312	87.5% 224/256	58.6% 58/99
Not working in position related to professional nursing license	3.3% 6/182	3.2% 15/470	2.2% 7/312	12.5% 32/256	41.4% 41/99

\*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce survey between October 17, 2021—February 15, 2022. Based on 1,972 LPN responses, 12,976 RN responses, and 1,319 APRN responses to current work status.

\*\*Note: shortened survey period.

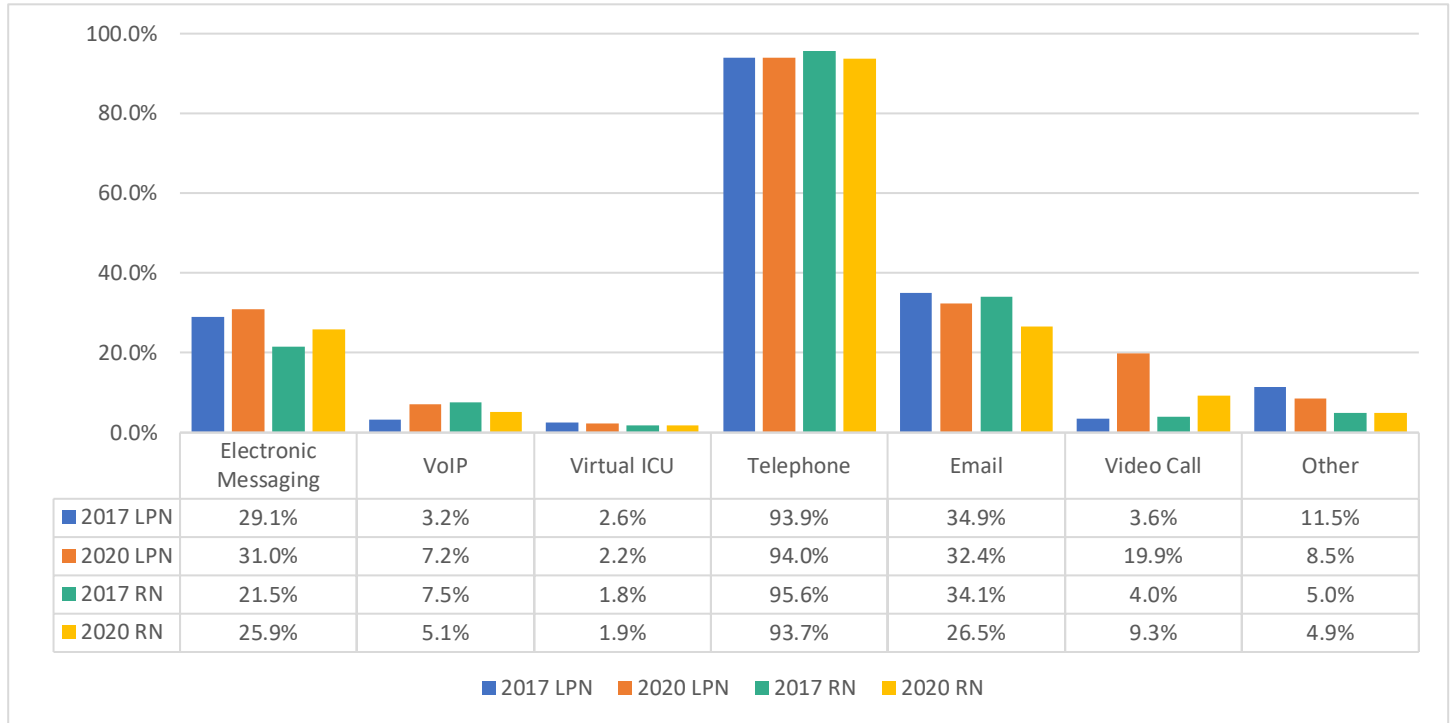
\*\*\*Numbers below percentages reflect the number of responses to question by age group/total number of responses by individual age group

**Table 22. Primary Employment Settings of Minnesota Nurses Responding to the Minnesota Department of Health, Office of Rural Health and Primary Care Workforce Surveys**

Employment Setting	LPN	RN	APRN
Hospital	5.7%	47.2%	37.6%
Clinic/Professional Office/Health Ctr/Ambulatory Ctr	40.1%	18.0%	40.7%
Long Term Care Facility	31.9%	7.6%	4.6%
Remote Location (e.g. home) care for patients via telemedicine, phone and/or email	4.0%	10.8%	6.2%
Home Health Care	6.7%	4.8%	1.4%
Academic (Teaching/Research)	0.1%	2.2%	5.5%
School (Pre-K thru 12)	4.4%	1.5%	0.3%
Public Health Agency	0.4%	1.7%	0.6%
Correctional Facility	1.0%	0.5%	0.5%
Community/Faith-Based Organization	0.8%	0.7%	0.6%
Other	4.8%	4.9%	2.1%

\*Data provided by Minnesota Department of Health, Office of Rural Health and Primary Care (ORHPC) Workforce Survey between October 17, 2021—February 15, 2022. Based on 1,658 LPN responses, 11,483 RN responses, and 1,218 APRN responses to physical location where you spend most of your work hours. \*\*Note: shortened survey period

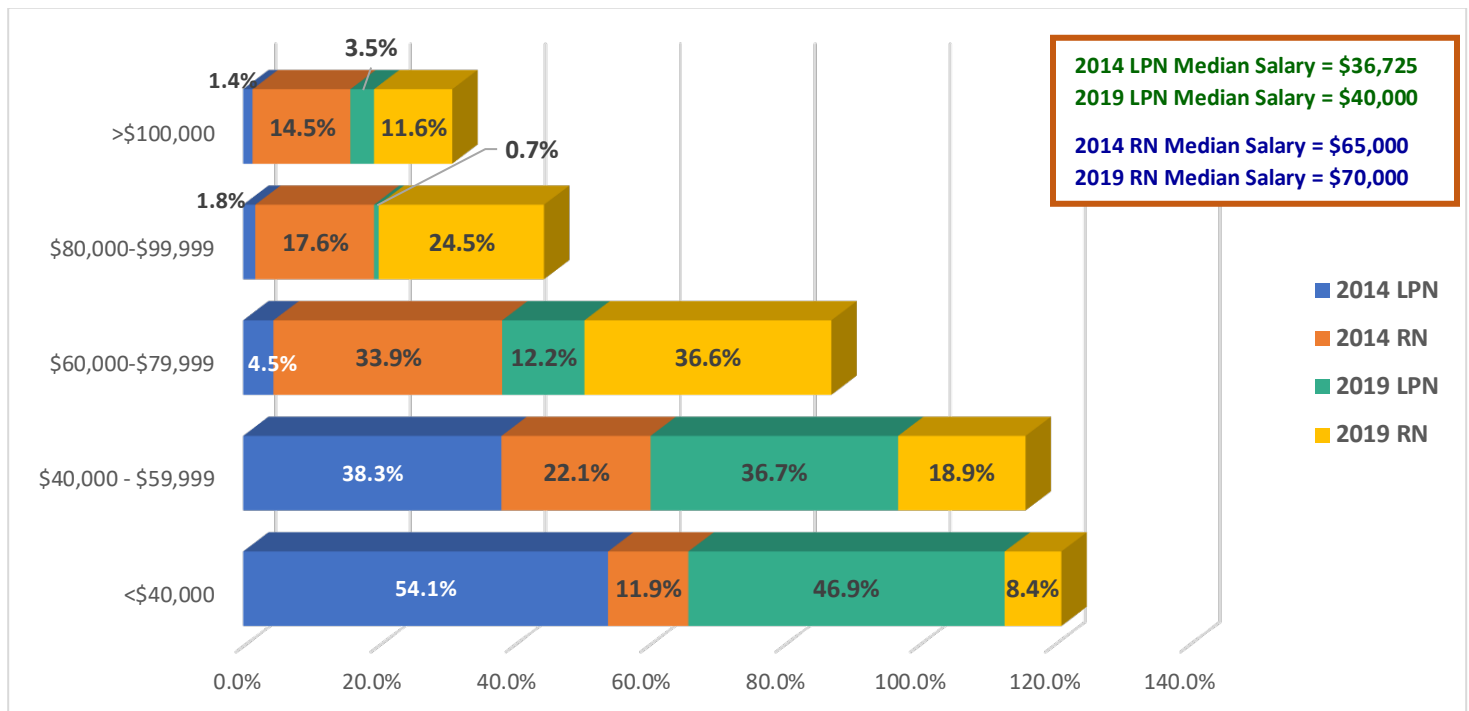
**Chart 23. Mode(s) of communication used to provide nursing services or communicate with a remote patient or client as reported by Minnesota Nurses to the 2017 and 2020 NCSBN Nursing Workforce Surveys**



\*Based on approximately 418 LPN responses in 2017, 717 RN responses in 2017, 312 LPN responses in 2020, and 351 RN responses in 2020.

### Nursing Salary Data

**Chart 24. Estimate of primary nursing salary as self-reported by Minnesota Nurses on the NCSBN 2017 and 2020 National Nursing Workforce Surveys**

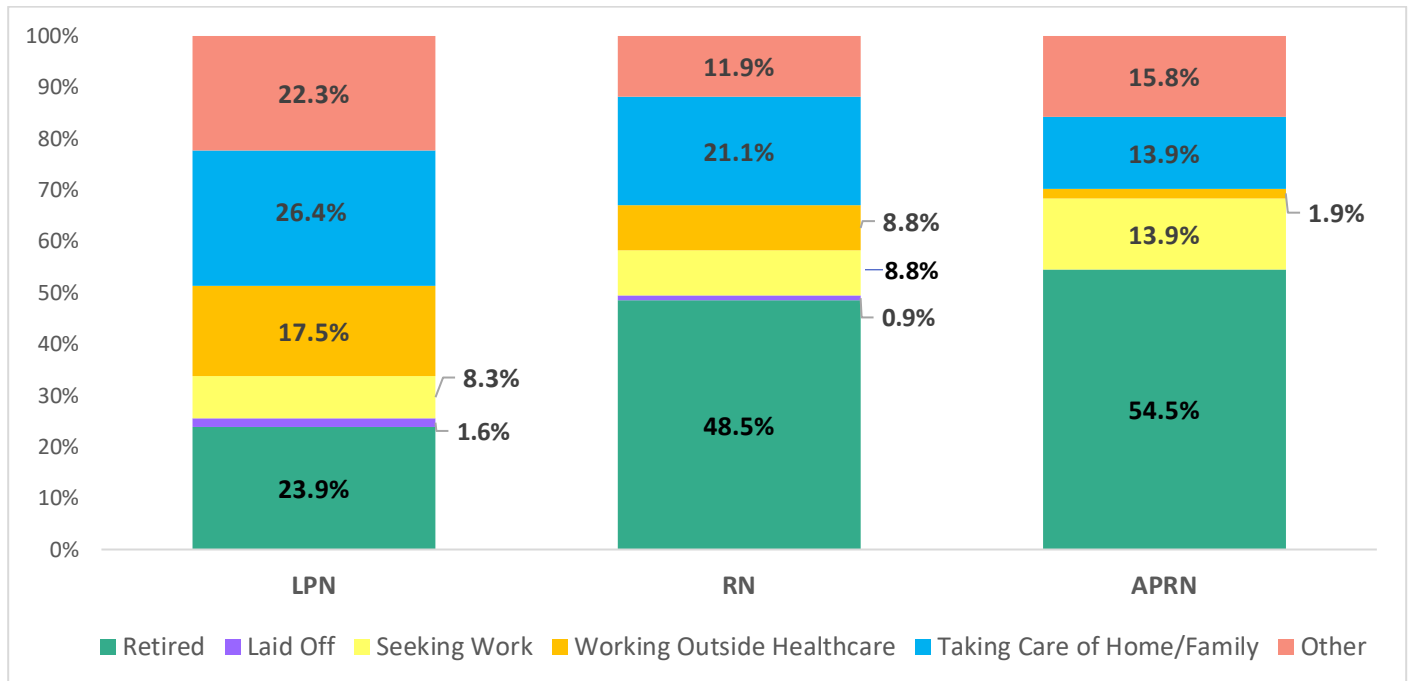


\*Salary estimates are based on 2014 and 2019 pre-tax annual earnings. Based on approximately 716 LPN responses in 2017, 1,274 RN responses in 2017, 547 RN responses in 2020, and 692 RN responses in 2020.



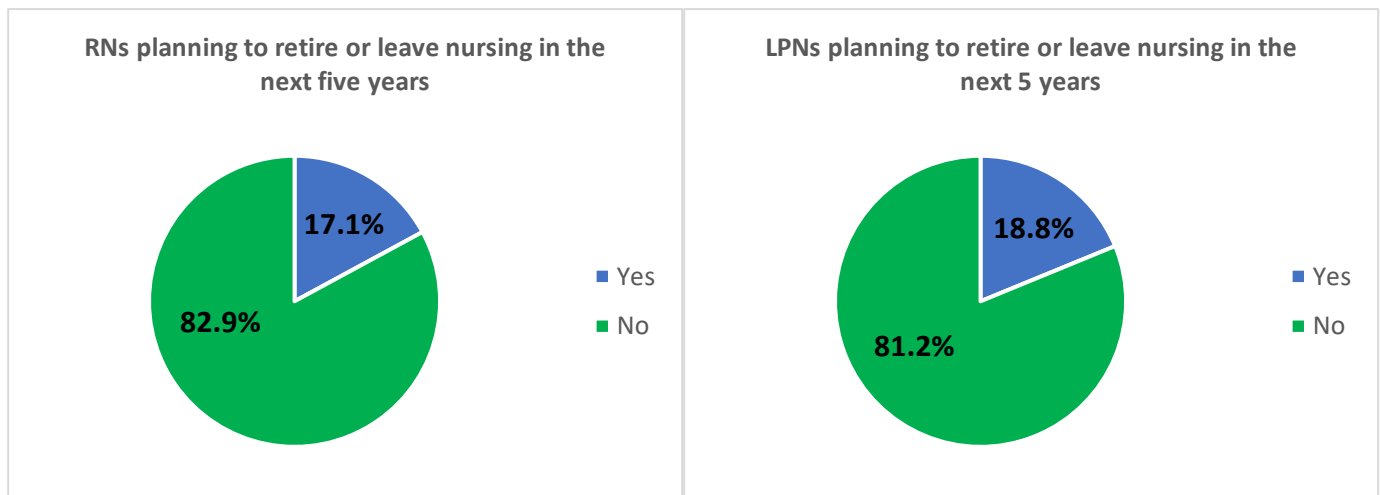
**Nurse Unemployment and Potential Retirement Data**

**Chart 25. Reasons Minnesota nurses are not working in a position related to their professional nursing license as reported to 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 October 17, 2021—February 15, 2022. Based on 314 LPN responses, 1,485 RN responses and 101 APRN responses. \*Note: Shortened survey period

**Chart 26. Percentage of Minnesota RNs and LPNs planning to retire or leave nursing in the next five years as self-reported on the 2020 NCSBN National Nursing Workforce Survey**



\*As self-reported by Minnesota nurses responding to the 2020 NCSBN National Workforce Survey. Based on approximately 650 LPN responses and 788 RN responses.