The Alabama Board of Nursing (ABN) collected demographic data at the time of the Registered Nurse (RN) license renewal in 2020. The data were used to determine demographics for RNs licensed in Alabama at the time of the survey and when applicable, to make comparisons to available RN data collected in previous license renewal cycles.
# License Renewal

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total RN License Renewed</td>
<td>75,360</td>
<td>65,916*</td>
</tr>
<tr>
<td>RNs Completing Survey</td>
<td>61,550</td>
<td>54,990</td>
</tr>
<tr>
<td>Response Rate:</td>
<td>81.67%</td>
<td>83.42%</td>
</tr>
</tbody>
</table>

*Note: Nurses who converted their Single State License to a Multistate License in 2020 (10,662) will participate in the 2021 demographic survey.
Gender & Ethnicity

GENDER
n = 54,417

(49,241) 90.49%
(5,176) 9.51%

White/Caucasian 81.77% (44,708)
Black/African American 12.47% (6,816)
Multiracial 1.91% (1,047)
Hispanic/Latino 1.85% (1,012)
Asian 0.99% (543)
Other 0.64% (349)
American Indian or Alaska Native 0.32% (176)
Native Hawaiian or Other Pacific Islander 0.05% (26)
Age

n = 52,834

21,700 or 41.07% Reach or exceed retirement age in 10 years

15-19 Years: 0.01%
20-24 Years: 3.99%
25-29 Years: 10.03%
30-34 Years: 11.68%
35-39 Years: 11.41%
40-44 Years: 10.37%
45-49 Years: 11.43%
50-54 Years: 10.06%
55-59 Years: 11.45%
60-64 Years: 10.30%
65-69 Years: 6.21%
70-74 Years: 2.23%
75-79 Years: 0.64%
80-84 Years: 0.15%
85 Years and Older: 0.04%
Entry Level Education

n = 52,832

- Associate degree-nursing: 49.33% (26,063)
- Baccalaureate degree-nursing: 38.15% (20,157)
- Master’s degree-nursing: 4.79% (2,532)
- Diploma-nursing: 3.86% (2,041)
- Vocational/practical certificate-nursing: 3.37% (1,780)
- Doctoral degree-nursing (DNP): 0.38% (200)
- Doctoral degree-nursing (PhD): 0.11% (59)
Highest Level of Nursing Education

- Associate degree: 42.47% (23,113)
- Baccalaureate degree: 36.41% (19,815)
- Master's degree: 16.22% (8,825)
- Diploma: 2.68% (1,458)
- Doctoral degree- (DNP): 1.69% (918)
- Doctoral degree- (PhD): 0.54% (295)

n = 54,424
Highest Non-Nursing Education

- Not applicable: 65.36% (34,208)
- Associate degree: 16.19% (8,475)
- Baccalaureate degree: 13.67% (7,155)
- Master's degree: 4.04% (2,112)
- Doctoral degree: 0.74% (388)

n = 52,338
License Types (RN Renewal)

- RN: 88.22% (47,963)
- RN/APRN: 10.86% (5,905)
- RN/LPN: 0.89% (484)
- RN/LPN/APRN: 0.03% (16)

n = 54,368
Number of Years Licensed

n = 52,957
United States 99.14% (53,271)

Other Countries, 0.86% (460)

<table>
<thead>
<tr>
<th>Country</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philippines</td>
<td>Puerto Rico</td>
</tr>
<tr>
<td>US Minor Islands</td>
<td>Georgia</td>
</tr>
<tr>
<td>Canada</td>
<td>Algeria</td>
</tr>
<tr>
<td>Afghanistan</td>
<td>South Korea</td>
</tr>
<tr>
<td>Albania</td>
<td>Australia</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Nepal</td>
</tr>
<tr>
<td>Jamaica</td>
<td>Pakistan</td>
</tr>
<tr>
<td>India</td>
<td>China</td>
</tr>
<tr>
<td>Nigeria</td>
<td>Jordan</td>
</tr>
<tr>
<td>Germany</td>
<td>Angola</td>
</tr>
<tr>
<td>Kenya</td>
<td>Columbia</td>
</tr>
</tbody>
</table>
License Status

n = 54,544

Active 99.54% (54,293)

Retired 0.46% (251)
<table>
<thead>
<tr>
<th>APRN's</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>12.45%</td>
<td>87.85%</td>
</tr>
<tr>
<td></td>
<td>(6,429)</td>
<td>(45,220)</td>
</tr>
</tbody>
</table>

n = 51,649
Employment Status - Unemployed

n = 6777

12.32% (6,777)

3.51% VOLUNTEER

37.80% RETIRED

17.03% UNEMPLOYED - SEEKING

45.74% UNEMPLOYED NOT SEEKING
Unemployed Reasons

- Taking care of home and family: 65.56% (2,621)
- Other: 17.23% (689)
- Disabled: 8.50% (340)
- School: 4.15% (166)
- Difficulty finding nursing position: 3.65% (146)
- Inadequate salary: 0.90% (36)

“Other” reasons cited:
- Working in another field
- COVID-19
- Taking a break/personal choice
- Moved/Relocated
- Military
- Health/Injury/Recovery
- Laid Off

n = 3,998
Number of Positions Held

- 1 position: 85.37% (41,136)
- 2 positions: 9.74% (4,692)
- None: 3.41% (1,645)
- 3 or more: 1.48% (712)

n = 48,185
Primary Employer in Alabama

n = 47,727

Yes 91.47% (43,655)

No 8.53% (4,072)
Primary Employer – Other States

- GEORGIA: 19.15%
- FLORIDA: 10.77%
- OHIO: 8.67%
- ILLINOIS: 7.22%
- NEW YORK: 6.65%
- CALIFORNIA: 6.50%
- TENNESSEE: 4.79%
- MISSISSIPPI: 4.58%
- PENNSYLVANIA: 4.43%
- TEXAS: 3.49%
- MINNESOTA: 3.23%
- LOUISIANA: 1.53%
- NORTH CAROLINA: 1.48%
- CONNECTICUT: 1.37%
- MICHIGAN: 1.35%
- WASHINGTON: 1.24%

n = 4,072
Alabama County of Primary Practice

n = 37,786

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jefferson</td>
<td>28.71%</td>
<td>(10,849)</td>
</tr>
<tr>
<td>Madison</td>
<td>10.41%</td>
<td>(3,933)</td>
</tr>
<tr>
<td>Mobile</td>
<td>8.88%</td>
<td>(3,355)</td>
</tr>
<tr>
<td>Montgomery</td>
<td>6.01%</td>
<td>(2,271)</td>
</tr>
<tr>
<td>Tuscaloosa</td>
<td>5.11%</td>
<td>(1,929)</td>
</tr>
<tr>
<td>Baldwin</td>
<td>3.54%</td>
<td>(1,338)</td>
</tr>
<tr>
<td>Houston</td>
<td>3.45%</td>
<td>(1,304)</td>
</tr>
<tr>
<td>Shelby</td>
<td>2.53%</td>
<td>(956)</td>
</tr>
<tr>
<td>Etowah</td>
<td>2.44%</td>
<td>(921)</td>
</tr>
<tr>
<td>Lee</td>
<td>2.33%</td>
<td>(880)</td>
</tr>
</tbody>
</table>

57 Counties = <2%
Primary Employer Setting

n = 46,672

- Hospital: 53.89% (21,151)
- Ambulatory Care/Physician Office/Clinic: 14.55% (6,791)
- Other - Health-Related: 4.78% (2,233)
- Nursing Home/Extended Care/Memory Care: 4.73% (2,209)
- Case Management/Utilization Review/Insurance: 3.94% (1,837)
- Home Health Service: 3.74% (1,744)
- Hospice Services: 2.99% (1,396)
- School Health Service: 2.35% (1,099)
- College/University/Secondary: 2.24% (1,047)
- Mental Health/Psych/Addiction: 1.69% (788)
- Dialysis Center: 1.41% (658)
- Public Health: 1.32% (617)
- Telehealth: 1.22% (570)
- Military/VA: 1.14% (532)
Primary Nursing Position

- Staff Nurse: 50.69% (23,566)
- Advanced Practice Registered Nurse: 11.58% (5,382)
- Nurse Manager/Director/Coordinator: 9.00% (4,185)
- Team Leader/Charge Nurse: 8.10% (3,768)
- Other - Health Related: 7.27% (3,379)
- Case Manager/Utilization Review: 6.77% (3,146)
- Nurse Educator: 2.59% (1,204)
- Nurse Faculty: 2.20% (1,022)
- Nurse Executive/Administrator: 1.77% (825)

n = 46,477
## Secondary Position - Setting

<table>
<thead>
<tr>
<th>Setting</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>45.64% (3,857)</td>
<td></td>
</tr>
<tr>
<td>Ambulatory Care/Physician Office/Clinic</td>
<td>12.46% (1,053)</td>
<td></td>
</tr>
<tr>
<td>Nursing Home/Extended Care/Memory Care</td>
<td>6.76% (571)</td>
<td></td>
</tr>
<tr>
<td>College/University/Secondary</td>
<td>6.69% (565)</td>
<td></td>
</tr>
<tr>
<td>Other - Health Related</td>
<td>5.12% (433)</td>
<td></td>
</tr>
<tr>
<td>Home Health Service</td>
<td>4.90% (414)</td>
<td></td>
</tr>
<tr>
<td>Hospice Services</td>
<td>3.87% (327)</td>
<td></td>
</tr>
<tr>
<td>School Health Service</td>
<td>2.96% (250)</td>
<td></td>
</tr>
<tr>
<td>Mental Health/Psych/Addiction</td>
<td>2.49% (210)</td>
<td></td>
</tr>
<tr>
<td>Case Management/Utilization Review/Insurance</td>
<td>1.57% (133)</td>
<td></td>
</tr>
<tr>
<td>Military/VA</td>
<td>1.40% (118)</td>
<td></td>
</tr>
<tr>
<td>Community Health</td>
<td>1.38% (117)</td>
<td></td>
</tr>
<tr>
<td>Assisted Living/Group Home Facility</td>
<td>1.25% (106)</td>
<td></td>
</tr>
<tr>
<td>Correctional Facility</td>
<td>1.21% (102)</td>
<td></td>
</tr>
<tr>
<td>Dialysis Center</td>
<td>1.18% (100)</td>
<td></td>
</tr>
<tr>
<td>Public Health</td>
<td>1.11% (94)</td>
<td></td>
</tr>
</tbody>
</table>
Secondary Position

- **Staff Nurse**: 54.91% (4,525)
- **Advanced Practice Registered Nurse**: 13.94% (1,149)
- **Team Leader/Charge Nurse**: 6.01% (495)
- **Nurse Faculty**: 5.18% (427)
- **Nurse Educator**: 4.95% (408)
- **Nurse Manager/Director/Coordinator**: 4.74% (391)
- **Case Manager/Utilization Review**: 4.28% (353)
- **Consultant**: 1.23% (101)
- **Nurse Executive/Administrator**: 1.18% (97)

n = 8,241
Years to Retirement

- Greater than 20 years: 38.42% (19,726)
- Within next 20 years: 16.57% (8,507)
- Within next 10 years: 16.13% (8,282)
- Within next 5 years: 15.85% (8,137)
- Within next 15 years: 13.03% (6,688)

n = 51,340
Summary: 2020 Workforce Demographics Survey

Key Findings

- **GENDER:** Female = 90.4%
- **RACE:** Caucasian = 81.77%
- **AGE:** Between the ages of 30-59 years = 56.34%
- **HIGHEST LEVEL EDUCATION:** ADN = 42.47% compared to BSN = 36.41%
- **EMPLOYMENT:** Employed full-time = 69.9%.
- **NUMBER OF POSITIONS HELD:** Holds one position = 85.37%
- **LOCATION OF PRACTICE:** Employed in Alabama = 91.47%, of these, 59.11% are employed within five counties
- **PRIMARY PRACTICE Site:** Hospital = 53.89%
- **RETIREMENT:** Within 5 years (15.85%) within 10 years (16.13%) = 31.98%