

Analysis of ABN 2021 and 2022 Workforce Survey



ALABAMA BOARD of NURSING

ANALYSIS of 2021 and 2022 WORKFORCE SURVEYS

Calendar Year End 2021 and 2022

For License Renewal dates of

September 1, 2021-December 31, 2021

and

September 1, 2022-December 31, 2022

Report Date

September 15, 2023

Analysis of ABN 2021 and 2022 Workforce Survey

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Analysis of ABN 2021 and 2022 Workforce Survey

1.0 EXECUTIVE SUMMARY

1.1 Background

As early as 2012, the Alabama Board of Nursing (ABN) began conducting a voluntary workforce survey during license renewal. In 2015, the ABN aligned its license renewal surveys with the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN) National RN Minimum Dataset (MDS). In 2016, the ABN adopted the National Forum of State Nursing Workforce Centers (2016) Minimum Nurse Supply Dataset to collect workforce data. The ABN continues to refine the process to assess and project future nurse workforce needs in Alabama.

Historically, registered nurses (RNs) and licensed practical nurses (LPNs) renewed their licenses in alternating years. However, when Alabama joined the Nurse Licensure Compact (NLC) in 2020, renewal cycles were altered. The Alabama nursing licensure period is two years (ABN, 2022).

- Each renewal period begins at 8:00 AM on September 1 and ends at 4:30 PM on December 31 of the renewal period.
- At the end of each odd-numbered calendar year (CY), the following licenses and approvals to practice require renewal.
 - All LPN licenses, including single state licenses (SSLs) and multi-state licenses (MSLs) issued by the ABN.
 - RN MSLs issued by the ABN.
 - Advanced practice registered nurses (APRNs) with MSLs from any party state.
- At the end of each even-numbered CY, the following licenses and approval to practice require renewal.
 - RNs with SSLs issued by the ABN.
 - APRNs holding an Alabama SSL issued by the ABN

The ABN Workforce Survey:

- consisted of 20-25 questions;
- does not include LPNs and RNs practicing in Alabama under the multistate licensure privilege (MSP) issued by any state participating in the NLC; and.
- was reviewed and analyzed biannually beginning in CY 2020.

1.2 Purpose

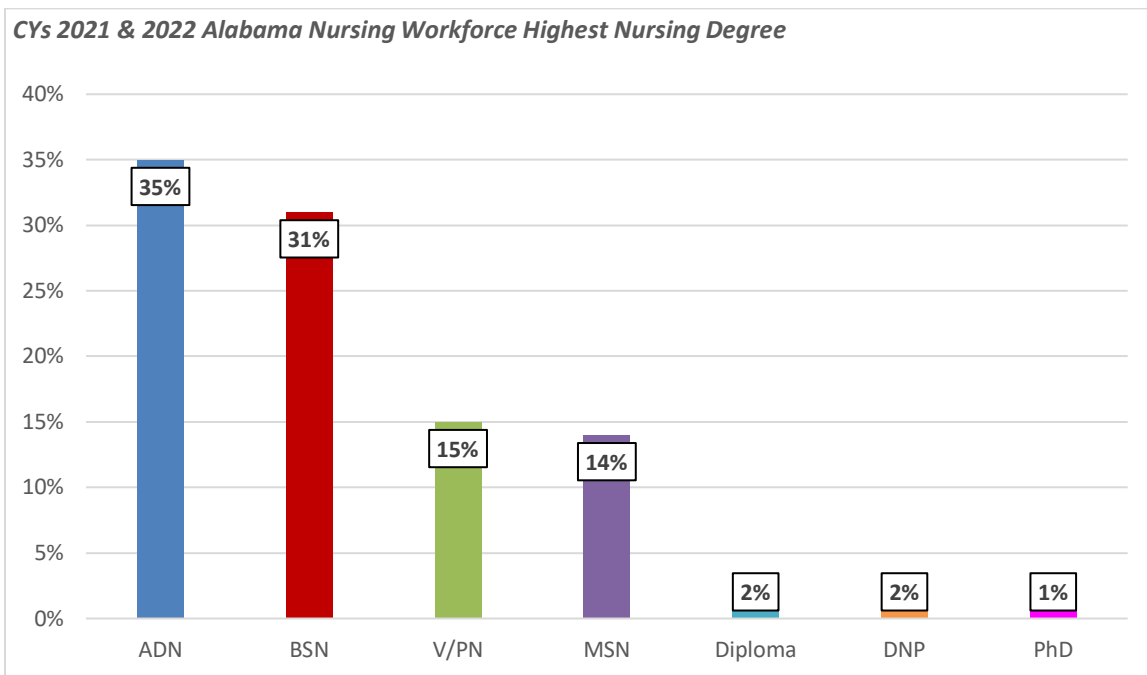
The ABN conducts workforce surveys to assess and project future nurse workforce needs in Alabama.

1.3 Summary of Findings

- For the purposes of this analysis, participation was defined as having answered at least one of the survey questions
- 89,336 nurses were eligible to renew their license and participate in the CYs 2021 and 2022 surveys.

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- 84,797 nurses renewed their licenses in CYs 2021 and 2022.
- 84,779 nurses participated in the survey.
 - <1% to 31% of participants completed 14% to 81% of the survey.
 - 57% of participants completed an average of 68% of the survey.
- The majority of participants were White/Caucasian females, not of Hispanic/Latino origin.
- The 2022 survey requested a year of birth. The average age of participants was 46.
- 80% of participants' first qualifying degree was an associate degree in nursing (ADN) or a baccalaureate/bachelor degree in nursing (BSN).
- The majority of participants who pursued higher nursing degrees were RNs (see the chart below).



- 99.6% of participants obtained initial licensure in the United States (U.S.) and/or U.S. territories.
- 72% of participants reported primarily practicing in Alabama.
- 2,906 participants reported working in telehealth in a different state.
- Three practice settings accounted for the majority of primary and secondary practice settings: Hospital/Military/VA, Ambulatory Care/Physician Office/Clinic and Camp/Church/Community/Non-Profit.
 - 69% of participants reported a secondary practice setting. The majority were RNs.
 - 74% of participants reported working 33-40 hours per week.
 - Staff Nurse was the top position title in primary and secondary practice settings.

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- ABN workforce historical trends in CYs 2020-2022 and participants' plans for retirement within the next five years as documented on the surveys were used to develop a realistic estimate of Alabama's future nursing workforce over next five years. The number of active licenses as of July 2023 was used as the initial workforce totals (see the table below).

<i>Estimated Nursing Workforce for CYs 2023-2027</i>					
Year	Current Licensees	Estimated Retirees (Loss)	Estimated Exam (Gain)	Estimated Endorsements (Gain) (Post NLC average 2020-2022)	Estimated Workforce
2023	97,364 (July 2023)	-7,745	4,719	1,715	96,053
2024	96,053	-7,745	4,719	1,715	94,742
2025	94,742	-7,745	4,719	1,715	93,041
2026	93,041	-7,745	4,719	1,715	92,120
2027	92,120	-7,745	4,719	1,715	90,809
TOTALS		38,725	23,595	8,575	

1.4 Recommendations

- Consider revising the ABN Workforce Survey.
 - To facilitate accuracy of the data and potentially improve participation, eliminate questions which can be obtained from ABN's License Management system (e.g., date of birth, year of initial Alabama license, license/approval type, etc.).
 - Align the survey tool with the essential elements in the National Forum of State Nursing Workforce Centers (2016) Minimum Nurse Supply Dataset.
 - Add questions specific to issues related to Alabama nurses (e.g., reasons for leaving the workforce, and utilization of medication assistants, certified and student nurse apprentices, etc.).
- Collaborate with employers, workforce centers, legislators, and other entities impacting the nursing workforce to:
 - identify and eliminate barriers to recruitment of Alabama nurses;
 - identify opportunities to increase nurse retention of new and experienced nurses;
 - identify and address workforce concerns; and
 - encourage utilization of medication assistants, certified and student nurse apprentices.
- Educate nursing schools, employers, and workforce centers about ABN scholarship opportunities; medication assistants, certified; and student nurse apprentices.

2.0 DETAILED FINDINGS

The detailed summary of findings is reflective of the data **documented by licensees** who participated in the surveys by answering at least on question on the surveys. In an effort to capture and reflect the most accurate data possible, when data appeared to have been inadvertently answered incorrectly, the data was verified and/or corrected.

2.1 Samples

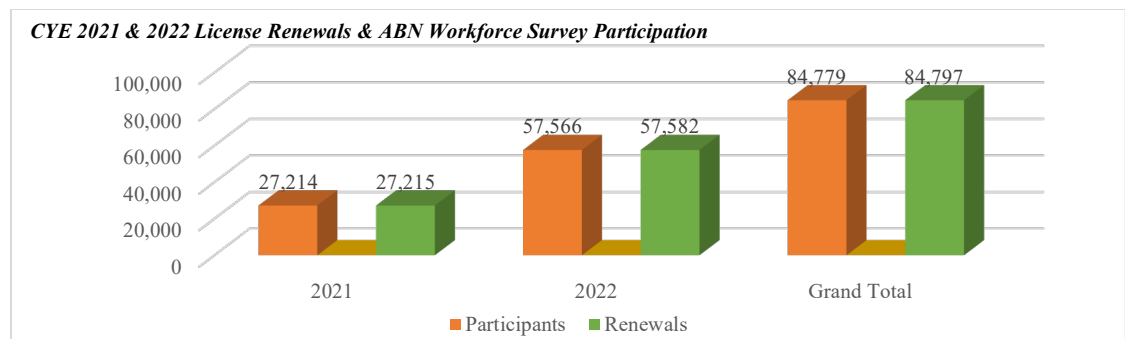
- 89,336 nurses were eligible to renew their license and participate in the CYs 2021 and 2022 surveys.
 - 84,797 nurses renewed their licenses in CYs 2021 and 2022.
 - 84,779 nurses participated in the 2021 and 2022 surveys.

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2.2 Survey Participation Rate

For the purposes of this analysis, participation was defined as having answered at least one of the workforce survey questions.

- 89,336 nurses were eligible to renew their license and participate in the surveys.
 - In CY 2021, 30,310 nurses were eligible to renew their license and participate in the survey, including:
 - 1,100 LPNs with MSLs;
 - 14,018 LPNs with SSLs;
 - 14,555 RNs with MSLs; and
 - 637 RNs with MSPs.
 - In CY 2022, 59,026 RNs with SSLs were eligible to renew their license and participate in the survey.
- 95% (84,797 of 89,336) of nurses renewed their license in CYs 2021 and 2022.
 - 99.9% (84,779 of 84,797) of nurses renewing their license participated in the 2021 and 2022 survey (see chart below).
 - The response rate for the 2021 survey was 99.9% (27,213 of 27,215)
 - The response rate for the 2022 survey was 99.9% (57,566 of 57,582).
 - <1% to 31% of participants completed 14% to 81% of the survey.
 - 57% (48,263 of 84,779) of participants completed an average of 68% of the survey.

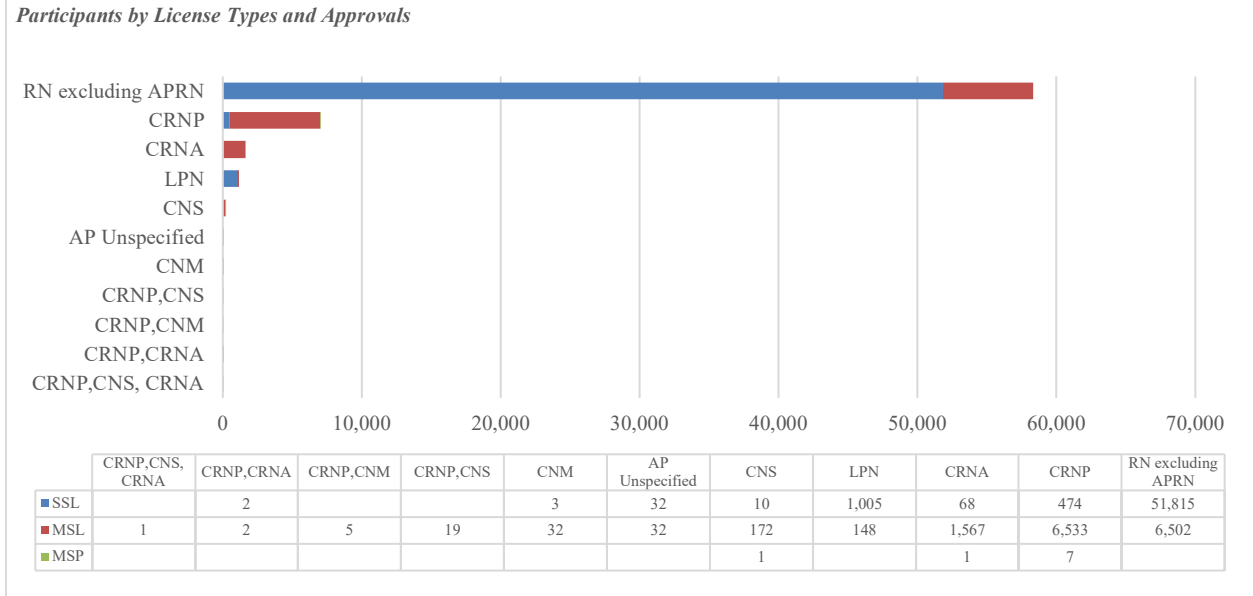


2.3 Licenses and Approvals

- 100% of participants recorded their license type and status.
 - 85% (71,944 of 84,779) of participants were RNs, including APRNs. 13% were APRNs.
 - 15% (12,835 of 84,779) of participants were LPNs.
 - 81% (68,431 of 84,779) of participants responded to the question related to SSL, MSL and MSP (see chart on next page).
- Nurses who failed to renew their license before the end of the renewal period and reinstated their license after the end of the renewal period did not have an opportunity to participate in the workforce survey.

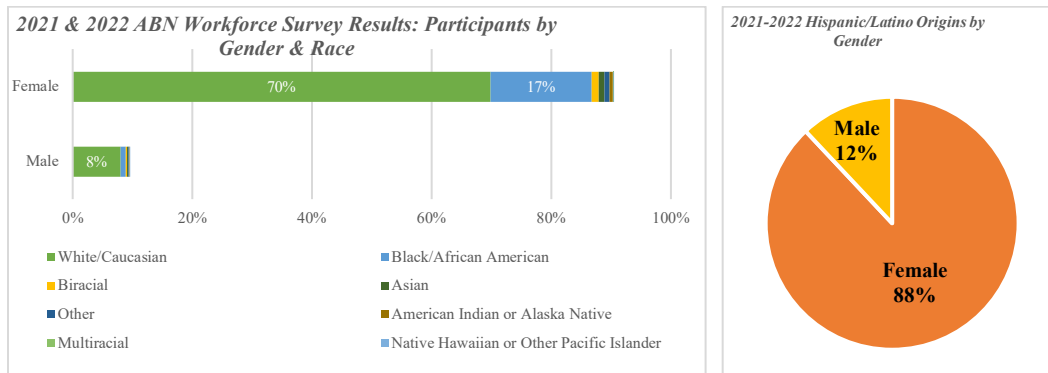
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- As of July 2023, there were 97,364 nurses who have an active license.



2.4 Demographics: Ethnicity, Gender, Race and Age

- The majority of participants were White/Caucasian females, not of Hispanic/Latino origin.
- 90% (76,339 of 84,625) were females.
- 10% (8,286 of 84,625) were males.
- 98% (80,291 of 81,889) of participants identified as a single race (see charts below).
- In 2022, the average age of participants was 46.



2.5 Education

2.51 First Nursing Degree

99% (83,834 of 84,779) of participants documented the first degree/credential qualifying them for a nursing license.

- 42% (35,341 of 84,779) reported their first qualifying degree/credential was an ADN.
- 33% (27,322 of 84,779) reported their first qualifying degree/credential was a BSN.

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- 19% (16,023 of 84,779) reported their first qualifying degree/credential was a Vocational/Practical Nursing certificate.
- 5% (4,124 of 84,779) reported their first qualifying degree/credential was a Diploma.
- 1% (1,024 of 84,779) reported their first qualifying degree/credential was a master of science in nursing (MSN).

2.52 Highest Nursing Degree

88% (74,499 of 84,779) of participants recorded their highest nursing degree (see [CYs 2021 & 2022 Alabama Nursing Workforce Highest Nursing Degree](#) chart on page 4)..

- Only 3% of participants reported obtaining a terminal degree (DNP or PhD).

2.53 Non-Nursing Degree

32% (27,343 of 84,779) of participants reported obtaining a non-nursing degree (see table below).

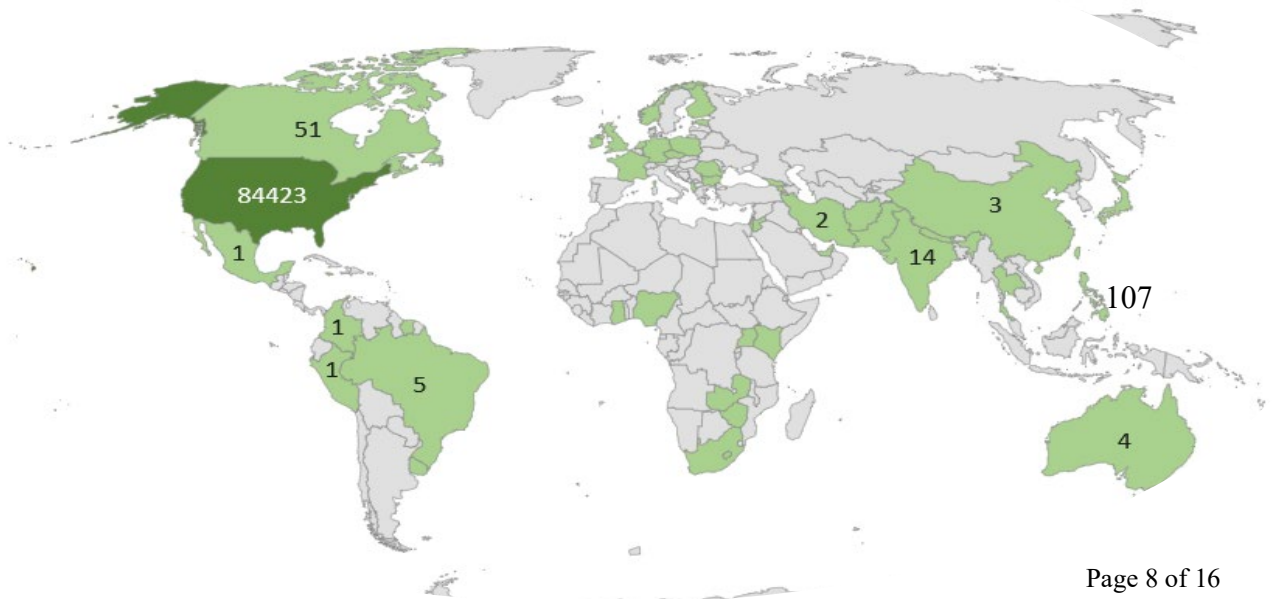
<i>Non-nursing Degrees</i>			
Non-nursing Degree	LPN	RN	Total
Associate degree - Non-nursing	2098	12769	14867
Baccalaureate degree - Non-nursing	582	8755	9337
Master's degree - Non-nursing	147	2527	2674
Doctoral degree - Non-nursing	21	444	465
Total	2848	24495	27343

2.6 Country of Initial Licensure

99.9% (84,768 of 84,779) of participants documented their country of initial licensure.

- Fifty-five countries were identified as reflected in the map below.
- 99.6% of participants obtained initial licensure in the U.S. and/or U.S. territories.

Countries of Initial Licensure



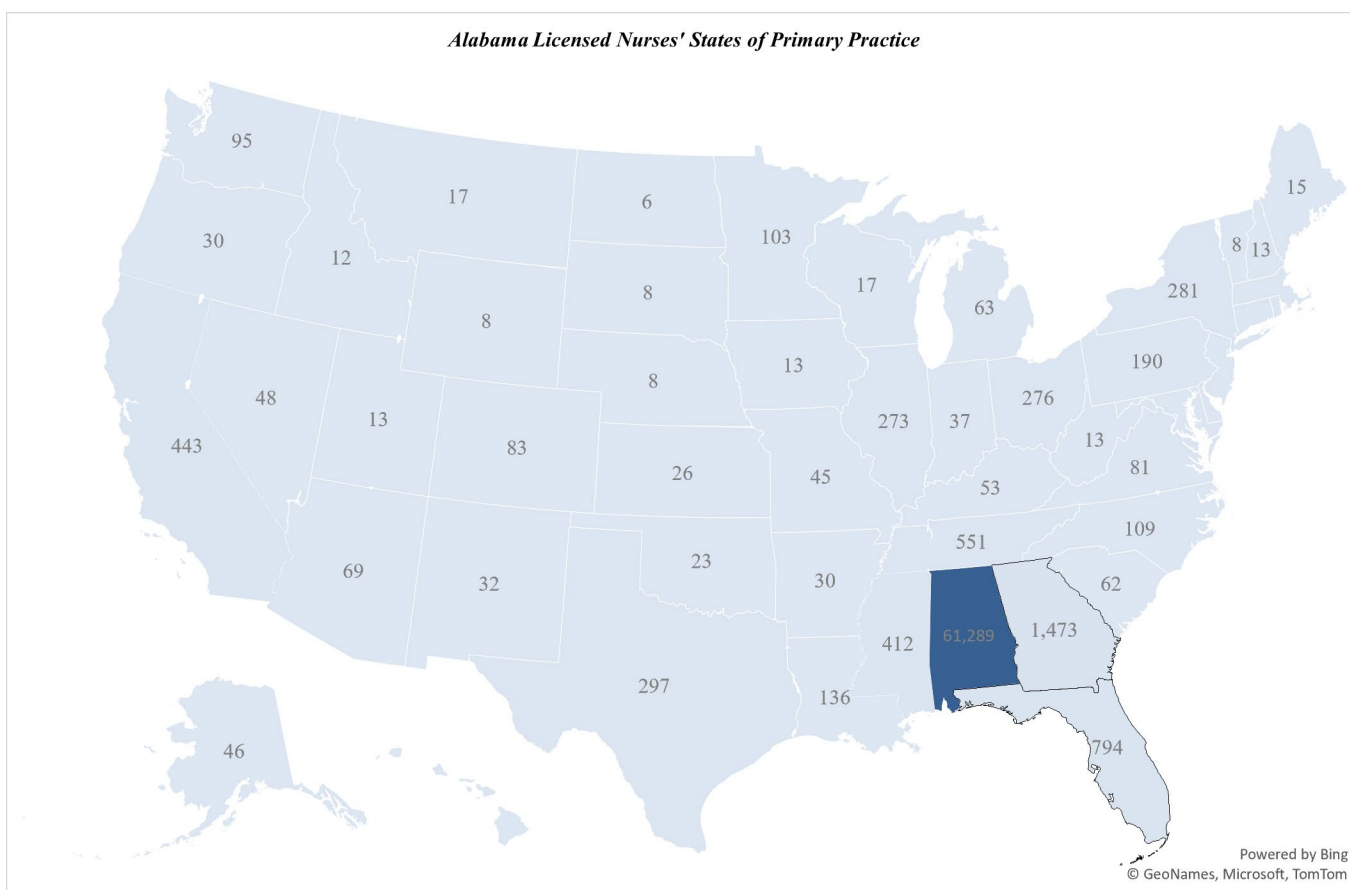
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2.7 Employment

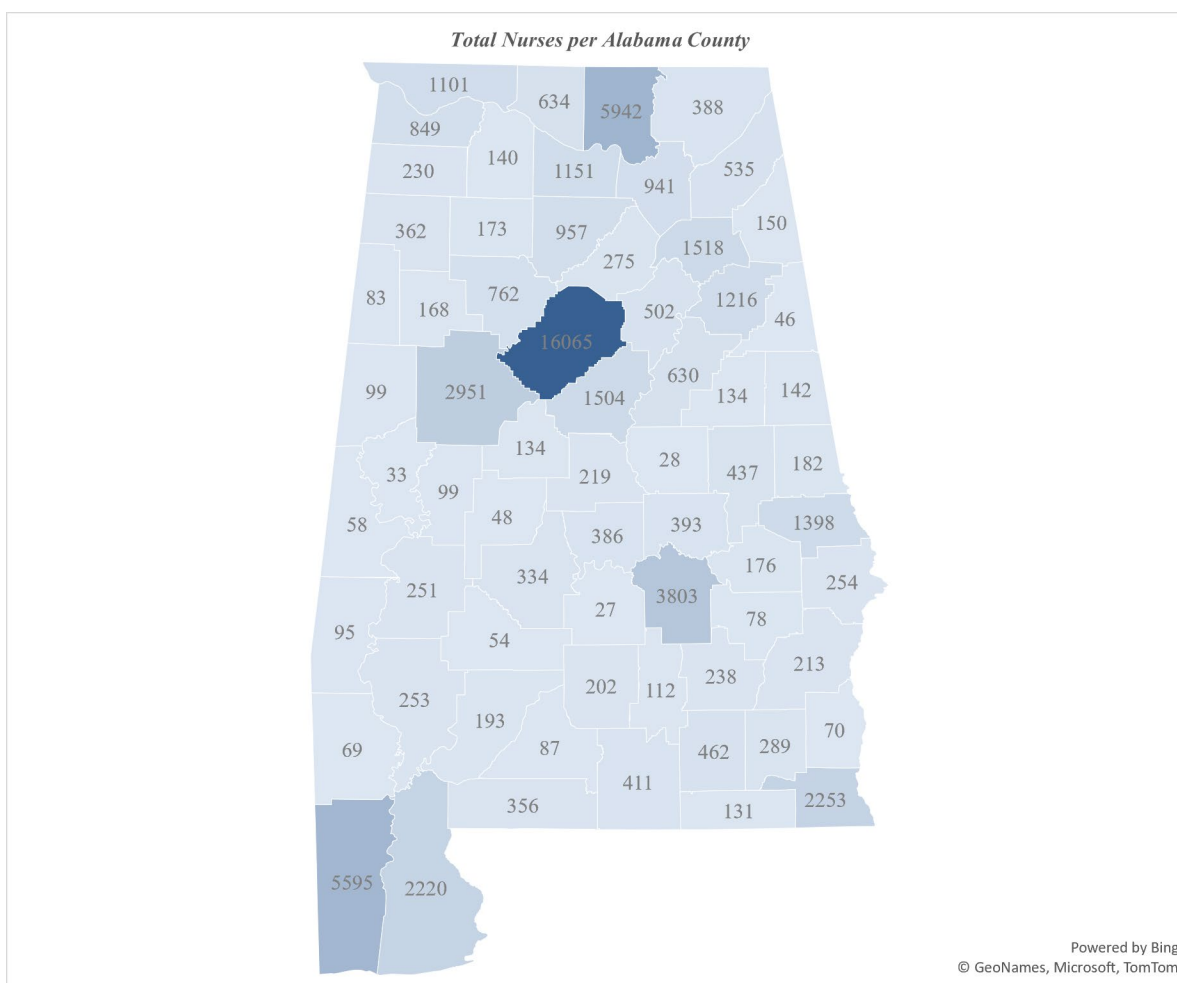
2.71 Employer State

Based on responses to primary practice in Alabama, a county in Alabama, and/or state of primary practice, the following was determined.

- 72% (61,289 of 84,779) of participants reported primarily practicing in a county in Alabama (see maps below).
- 6,551 of participants reported working primarily in a state other than Alabama. The top two other states were Georgia and Florida (see maps below).



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2.72 Primary Employer

Based on responses to primary nursing practice setting, position title and specialty, 99% (84,273 of 84,779) of the participants' primary care setting was able to be determined. Ten categories accounted for 93% (78,487 of 84,273) of the primary practice settings (see table below).

<i>Primary Nurse Practice Setting</i>		
Setting	Total Participants	Percentage of Participants
Hospital/Military/VA	26,600	32%
Ambulatory Care/Physician Office/Clinic	26,304	31%
Camp/Church/Community/Non-Profit	9,067	11%
Rehabilitation/Occupational Services	3,570	4%
Insurance/CM/Utilization Review Company/Other	2,961	4%
Skilled/Assisted Living/Group Home/Nursing Home/Skilled Nursing Facility/Long-term Care Facility/Geriatrics Unspecified	2,752	3%
Home Health	2,420	3%
Academia/Education	1,968	2%
Public Health	1,480	2%
School	1,365	2%

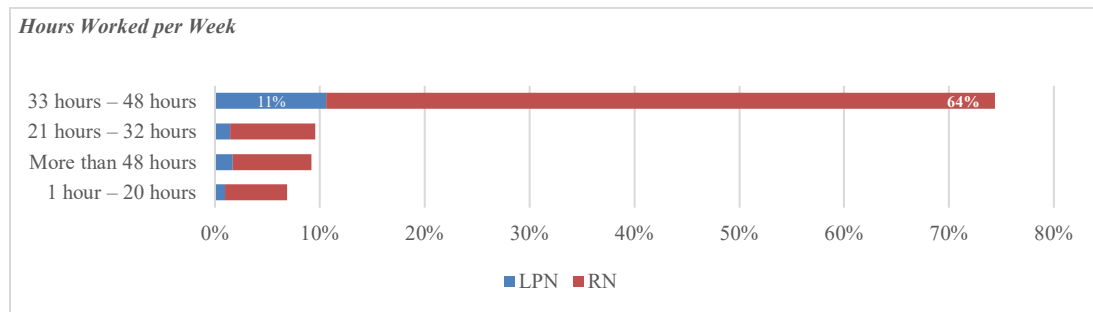
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2.73 Secondary Employer

69% (58,294 of 84,779) of the participants documented a secondary employer.

2.74 Hours Worked

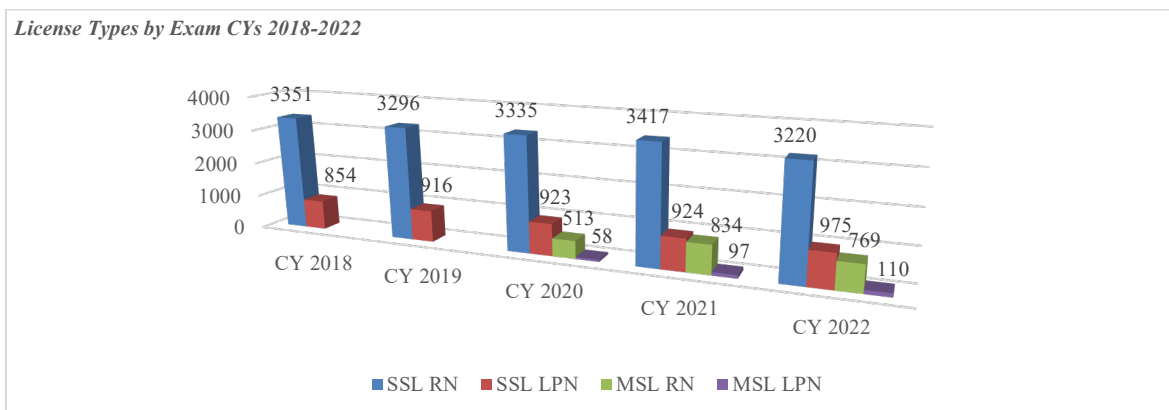
75% of participants reported working 33-48 hours per week (see chart below).



- 80% (46,515 of 58,294) of participants documenting a secondary employer were RNs, excluding APRNs.
- Three care settings accounted for 97% (56,647 of 58,294) of the secondary employer settings.
 - Ambulatory care/physician office/clinics accounted for 91% (52,943 of 58,294) of the secondary settings.
 - Hospitals accounted for 4% (2,375 of 58,294) of secondary employer settings.
 - Camp/Church/Community/Non-Profit accounted for 2% (1,329 of 58,294) of secondary employer settings.
- Staff nurse and nurse educator were the top two secondary position titles.

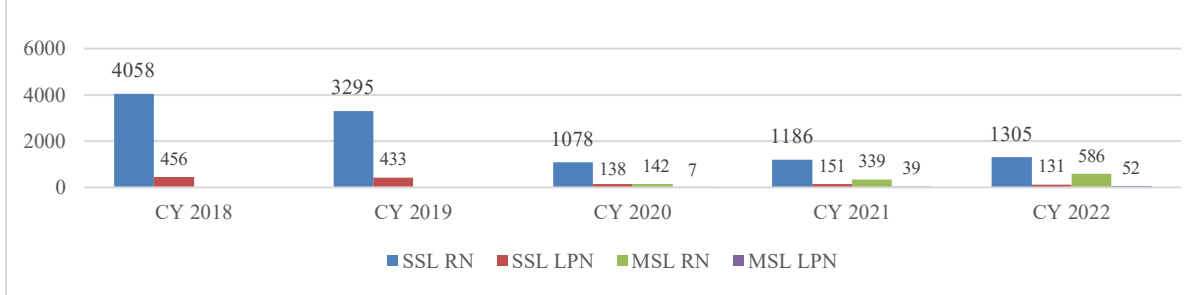
2.8 Retirement

ABN workforce historical trends in CYs 2018-2020 (see charts below) and participants' plans for retirement within the next five years as documented on the surveys (see table below) were used to develop a realistic estimate of Alabama's future nursing workforce over next five years. (see [Estimated Nursing Workforce for CYs 2023-2027](#) on page 5).



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License Types by Endorsement CYs 2018-2022



<i>Nurses Retirement Plans in CYs 2021 & 2022</i>				
Retirement Projections	LPN	RN	Total Retiring Over 5-year Period	Total Retiring per Year
Within next 5 years	1,635	37,092	38,727	7,745
Within next 10 years	1,817	8,911	10,728	2,146
Within next 15 years	1,389	7,872	9,261	1,852
Within next 20 years	1,839	10,816	12,655	2,531

3.0 LIMITATIONS

- Using the Forum Minimum Nurse Supply Dataset to design the ABN Workforce Survey limits the ABN's ability to address issues specific to Alabama nurses.
- On the ABN survey tool:
 - Practice settings should be revised and some combined to reflect current practice settings and eliminate confusion for participants.
 - Including *Other* as an option and allowing free text:
 - resulted in some participants' documenting options already available; and
 - was a barrier in the analysis of the data.

4.0 NURSING IMPLICATIONS

The number of nurses in Alabama is decreasing. The potential implications include:

- patients experiencing a delay in healthcare services;
- nurses may experience burnout and be unwilling to remain in the workforce;
- prospective nursing students may choose different career paths; and
- employers will be challenged to maintain adequate staffing and maintain and expand healthcare services.

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5.0 REFERENCES

Licensure, Alabama Board of Nursing Administrative Code § 610-X-4 (2022).

<http://www.alabamaadministrativecode.state.al.us/docs/nurs/610-X-4.pdf>

National Forum of State Nursing Workforce Centers. (2016). Minimum Nurse Supply Dataset

https://nursingworkforcecenters.org/wp-content/uploads/2021/12/National-Forum-Supply-Minimum-Dataset_September-2016-1.pdf

6.0 APPENDIX A: ABN Workforce Survey



What is your gender?

☐ Male ☐ Female

Are you of Hispanic or Latino origin?

☐ Yes ☐ No

What is your race? (Mark all that apply)

☐ American Indian or Alaska Native ☐ Asian ☐ Black/African American
☐ Native Hawaiian or Other Pacific Islander ☐ White/Caucasian ☐ Other

Year of Birth?

What type of nursing degree qualified you for your FIRST US nursing license?

☐ Vocational/practical certificate-nursing ☐ Diploma nursing ☐ Associate degree-nursing
☐ Baccalaureate degree-nursing ☐ Master's degree-nursing ☐ Doctoral degree-nursing practice (DNP)
☐ Doctoral degree-nursing (PhD)

What is your HIGHEST level of nursing education?

☐ Vocational/practical certificate - nursing ☐ Diploma nursing ☐ Associate degree-nursing
☐ Baccalaureate degree-nursing ☐ Master's degree-nursing ☐ Doctoral degree-nursing practice (DNP)
☐ Doctoral degree-nursing (PhD)

What is your highest level of NON-NURSING education?

☐ Associate degree - Non-nursing ☐ Baccalaureate degree - Non-nursing ☐ Master's degree - Non-nursing
☐ Doctoral degree - Non-nursing ☐ Not applicable

What type of license do you currently hold? (Mark all that apply)

☐ LPN ☐ RN ☐ ARPN

License Type :

☐ Single State License ☐ Multi State COMPACT License

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Year of INITIAL U. S. licensure.

In what country were you INITIALLY licensed as a RN or LPN? (dropdown of countries)

What is the status of the license currently held?

☒ Active ☐ Retired

Indicate whether you are credentialed in your state to practice as any of the following: (Select all that apply)

- ☐ Certified Nurse Practitioner ☐ Clinical Nurse Specialist
☐ Certified Registered Nurse Anesthetist ☐ Certified Nurse Midwife
☐ Not credentialed as any of the above

Are you currently employed as a nurse?

☐ Yes ☐ No

Are you currently employed as a nurse?

☒ Yes ☐ No

In how many positions are you currently employed as a nurse?

☐ 1 ☐ 2 ☒ 3 or more

NON-NURSING POSITION(S): Mark all that apply?

- ☐ Actively employed FULL-TIME in a position which DOES NOT require a nurse license ☐ Actively employed PART-TIME in a position which DOES NOT require a nurse license
☐ Actively employed PER-DIEM/PRN in a position which DOES NOT require a nurse license ☐ Not applicable

How many hours do you work during a typical week in ALL your nursing positions?

- ☐ 1 hour – 20 hours ☐ 21 hours – 32 hours
☐ 33 hours – 48 hours ☐ More than 48 hours

Is the location where you primarily practice in the State of Alabama?

☐ Yes ☐ No

Please identify your EMPLOYER SETTING that most closely corresponds to your PRIMARY nursing practice position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Ambulatory Care/Physician Office/Clinic | <input type="checkbox"/> Ambulance/Transport Services | <input type="checkbox"/> Assisted Living/Group Home Facility |
| <input type="checkbox"/> Camp/Church/Community/Non-Profit | <input type="checkbox"/> Case Management/Utilization Review/Insurance | <input type="checkbox"/> College/University/Secondary |
| <input type="checkbox"/> Correctional Facility | <input type="checkbox"/> Education | <input type="checkbox"/> Home Health Service |
| <input type="checkbox"/> Hospital | <input type="checkbox"/> Military/VA | <input type="checkbox"/> Nursing Home/Extended Care/Memory Care |
| <input type="checkbox"/> Public Health | <input type="checkbox"/> Public School (Primary) | <input type="checkbox"/> Management/Leadership |
| <input type="checkbox"/> Rehabilitation/Occupational Services | <input type="checkbox"/> State Government Agency | <input type="checkbox"/> Telehealth |
| <input type="checkbox"/> Other | | |

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Please identify the POSITION TITLE that most closely corresponds to your PRIMARY nursing practice position.

- | | | |
|---|--|---|
| <input type="checkbox"/> Advanced Practice Registered Nurse | <input type="checkbox"/> Case Manager / Utilization Reviewer | <input type="checkbox"/> Consultant |
| <input type="checkbox"/> Informatics Nurse | <input type="checkbox"/> Legal Nurse Consultant | <input type="checkbox"/> Nurse Executive / Administrator |
| <input type="checkbox"/> Nurse Educator | <input type="checkbox"/> Nurse Faculty | <input type="checkbox"/> Nurse Manager / Director / Coordinator |
| <input type="checkbox"/> Nurse Researcher | <input type="checkbox"/> Private Duty Sitter | <input type="checkbox"/> Staff Nurse |
| <input type="checkbox"/> Other-Health Related | | |

Please identify the employment SPECIALTY that most closely corresponds to your PRIMARY nursing practice position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Anesthesia/Surgical Services | <input type="checkbox"/> Acute Care/Critical Care | <input type="checkbox"/> Adult Health |
| <input type="checkbox"/> Case Management / Util Review / Insurance | <input type="checkbox"/> Community Health | <input type="checkbox"/> Education |
| <input type="checkbox"/> Emergency/Trauma | <input type="checkbox"/> Employee Health / Wellness | <input type="checkbox"/> Family Health Clinic |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> Hospice / Palliative Care | <input type="checkbox"/> Long-Term Care |
| <input type="checkbox"/> Management/Leadership | <input type="checkbox"/> Rehabilitation | <input type="checkbox"/> Telehealth |
| <input type="checkbox"/> Other – Clinical Specialty | <input type="checkbox"/> Other – Non Clinical Specialty | |

Please identify the type of SETTING that most closely corresponds to your SECONDARY nursing practice position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Ambulatory Care/Physician Office/Clinic | <input type="checkbox"/> Ambulance/Transport Services | <input type="checkbox"/> Assisted Living/Group Home Facility |
| <input type="checkbox"/> Camp/Church/Community/Non-Profit | <input type="checkbox"/> Case Management/Utilization Review/Insurance | <input type="checkbox"/> College/University/Secondary |
| <input type="checkbox"/> Correctional Facility | <input type="checkbox"/> Education | <input type="checkbox"/> Home Health Service |
| <input type="checkbox"/> Hospital | <input type="checkbox"/> Military/VA | <input type="checkbox"/> Nursing Home/Extended Care/Memory Care |
| <input type="checkbox"/> Public Health | <input type="checkbox"/> Public School (Primary) | <input type="checkbox"/> Management/Leadership |
| <input type="checkbox"/> Rehabilitation/Occupational Services | <input type="checkbox"/> State Government Agency | <input type="checkbox"/> Telehealth |
| <input type="checkbox"/> Other | | |

Please identify the POSITION TITLE that most closely corresponds to your SECONDARY nursing practice position.

- | | | |
|---|--|---|
| <input type="checkbox"/> Advanced Practice Registered Nurse | <input type="checkbox"/> Case Manager / Utilization Reviewer | <input type="checkbox"/> Consultant |
| <input type="checkbox"/> Informatics Nurse | <input type="checkbox"/> Legal Nurse Consultant | <input type="checkbox"/> Nurse Executive / Administrator |
| <input type="checkbox"/> Nurse Educator | <input type="checkbox"/> Nurse Faculty | <input type="checkbox"/> Nurse Manager / Director / Coordinator |
| <input type="checkbox"/> Nurse Researcher | <input type="checkbox"/> Private Duty Sitter | <input type="checkbox"/> Staff Nurse |
| <input type="checkbox"/> Other-Health Related | | |

Please identify the employment SPECIALTY that most closely corresponds to your SECONDARY nursing practice position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Anesthesia/Surgical Services | <input type="checkbox"/> Acute Care/Critical Care | <input type="checkbox"/> Adult Health |
| <input type="checkbox"/> Case Management / Util Review / Insurance | <input type="checkbox"/> Community Health | <input type="checkbox"/> Education |
| <input type="checkbox"/> Emergency/Trauma | <input type="checkbox"/> Employee Health / Wellness | <input type="checkbox"/> Family Health Clinic |
| <input type="checkbox"/> Home Health | <input type="checkbox"/> Hospice / Palliative Care | <input type="checkbox"/> Long-Term Care |
| <input type="checkbox"/> Management/Leadership | <input type="checkbox"/> Rehabilitation | <input type="checkbox"/> Telehealth |
| <input type="checkbox"/> Other – Clinical Specialty | <input type="checkbox"/> Other – Non Clinical Specialty | |

When do you plan to retire from your PRIMARY nursing position or leave the nursing workforce?

- ☐ Within next 5 years
- ☐ Within next 10 years
- ☐ Within next 15 years
- ☐ Within next 20 years
- ☐ Greater than 20 years