



Washington State Nursing Supply Report: Trends in LPN, RN, and ARNP supply

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**Patricia Moulton Burwell, PhD
Research Consultant
Washington Center for Nursing**



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WCN supports a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands.

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Executive Summary

This report includes analysis of supply trends including licensure, demographics and employment characteristics of the workforce in Washington State. This report along with the Washington Center for Nursing (WCN) education and WCN demand and projection reports provide a complete picture of Washington's nursing workforce that together can provide the needed information for recommendations.

Licensure Trend Highlights

- There are significantly less nurses actively practicing in Washington state than are licensed.
- Washington has experienced large increases in the number of nurses transferring to the state through the endorsement and examination for RNs and ARNPs over the last 14 years. However, RN licensure for WA state has decreased over the last two years with the implementation of the Nurse Licensure Compact. There has been a decrease in LPNs gaining their license through examination over the last 14 years.
- Non-renewals increased during COVID-19. However, this is likely due to travel nurses who do not intend to stay in Washington.

Table 1: Licensure Trends

	Licensed Practical Nurses LPN	Registered Nurses RN	Nurse Practitioners CNP	Certified Registered Nurse Anesthetists CRNA	Certified Nurse Midwife CNM	Certified Nursing Specialists CNS
2024 Number of Licensed Nurses	10,545	108,807	14,979	1,378	659	107
2024 Estimated Number Actively Employed in Nursing and in WA	7,541	78,480	9,593	907	487	80
2010-2024 Endorsement Trend	-5.29%	+39.29%	+672.69%			
2010-2024 Examination Trend	-49.08%	+36.07%	+307.96%			
2020-2024 Non-Renewal Trend	+25%	+168%	+113%			

Demographic Trend Highlights

- The youngest age groups had the largest increase over the last four years for all nursing professions except CNS.
- RNs have the lowest average age and the lowest average years of practice as a nurse.
- Small changes in gender were observed over the last four years. In 2024, male CRNAs are half of the actively practicing workforce in Washington State.
- LPNs continue to be the most diverse nursing profession amongst 2024 Actively practicing nurses in Washington State.

Table 2: Demographics Trends

	Licensed Practical Nurses LPN	Registered Nurses RN	Nurse Practitioners CNP	Certified Registered Nurse Anesthetists CRNA	Certified Nurse Midwife CNM	Certified Nursing Specialists CNS
Age Group with Greatest Increase from 2021-2024	20-29 +78%	20-29 +124.23%	30-39 +25.94%	30-39 +40.42%	30-39 +23.86%	50-59 +26.43%
2024 Average Age Actively Practicing in Washington State	50.85	47.12	48.34	48.92	47.70	51.98
2024 Average Years Actively Practicing in Washington State	19.54	18.30	20.40	23.24	19.96	24.29
2024 Male Gender Actively Practicing in Washington State	14.20% male	13.00% male	12.70% male	51.30% male	0% male	10.10% male
2024 Minority Actively Practicing in Washington State	29.50%	19.50%	18.80%	11%	7.3%	15.8%
Highest Education Trend 2021-2024	Associate degree -2.08%	Bachelor's degree +5.01% Master's Degree +6.68%	Doctorate Degree +261.54%	Doctorate Degree +314.49%	Doctorate Degree +344.09%	Doctorate Degree +215.15%

Employment Trend Highlights

- There has been little change in the percentage of nurses actively employed in nursing over the last four years.
- There have been some shifts in employment setting across nursing professions over the last four years. Most notably an increase of LPNs in public health and an increase of CNPs in insurance claims and benefits.
- There has been an increase in LPNs serving in nurse executive and nurse coaching positions along with increase of CNPs and CRNAs working in staff nurse and nurse manager positions rather than ARNP positions.
- Changes in specialty include more LPNs in emergency trauma and public health and CNPs in medical/surgical
- More RNs were employed in hospitals from 51% to 54% over this time period

Table 3: Employment Data Highlights

	Licensed Practical Nurses LPN	Registered Nurses RN	Nurse Practitioners CNP	Certified Registered Nurse Anesthetists CRNA	Certified Nurse Midwife CNM	Certified Nursing Specialists CNS
Increase in Actively Employed in Nursing Trend 2021-2024	0%	.01%	1.35%	.36%	.78%	2.50%
Employment Setting Trend 2021-2024 Greatest Increase	Public Health and Nursing Home/ Extended Care	Hospice and Ambulatory Care	Insurance Claims Benefits and Home Health	Hospitals	School of Nursing	Ambulatory Care Setting
Employment Position Trend 2021-2024 Greatest Increase	Nurse Executive Nurse Consultant	Other- Not Health Related Positions	Staff nurse and Nurse Manager	Staff Nurse	Nurse Faculty	Nurse Faculty
Employment Specialty Trend 2021 Greatest Increase	Emergency Trauma and Public Health	Perioperative	Medical/ Surgical and Home Health	Acute Care Critical Care	Women's Health	Adult Health

Introduction

The supply of the nursing workforce is a critical component in maintaining effective healthcare systems worldwide. Nurses represent the largest professional group in the health sector, playing pivotal roles in delivering patient care, managing chronic diseases, promoting health, and improving clinical outcomes (World Health Organization [WHO], 2020). However, global health systems face persistent challenges in aligning the supply of nurses with growing population demands, disease burdens, and aging societies.

A robust nursing workforce depends not only on the number of practicing nurses but also on their distribution, education, and retention (Buchan et al., 2018). Despite growth in the number of nursing graduates in many countries, shortages remain due to high attrition, inadequate workforce planning, and migration patterns—particularly from low- and middle-income countries to wealthier regions (WHO, 2020; Aiken et al., 2017). Additionally, the COVID-19 pandemic exposed vulnerabilities in workforce resilience, accelerating burnout and exacerbating turnover, especially in acute and long-term care settings (Sharma & Rani, 2021).

Accurate forecasting and strategic investment in the nursing workforce are essential to prevent future shortages and ensure equitable healthcare access. Policies aimed at improving working conditions, increasing educational capacity, and supporting career development are crucial to sustaining a stable and competent nursing workforce (Drennan & Ross, 2019). As health systems evolve, a well-planned and adequately supplied nursing workforce will remain a cornerstone of public health infrastructure.

This report was developed by the Washington Center for Nursing to provide an analysis of supply trends and comparisons with national reports. The framework of this report includes trend analyses on key data categories suggested by the National Forum of State Nursing Workforce Centers Minimum Supply Data Set (<https://nursingworkforcecenters.org/dataset/>). This report is a part of WCN's goal to Strengthen our Capacity to Advance the Data as a part of our 2022-2026 Strategic Plan. The Washington Center for Nursing operates under the authority of RCW 18.79.202 which is to maintain information on the current and projected supply and demand of nurses through the collection and analysis of data regarding the nursing workforce.

This report utilizes data from multiple sources, including data from the Washington State Board of Nursing licensure data, dashboard data and 2024 NURSYS survey data. Washington state data has been compared with national data from the National Council of State Boards of Nursing/National Forum of State Nursing Workforce Centers National Nursing Workforce Survey, the AANP 2024 Nurse Practitioner Practice Report, the National Sample Survey of Registered Nurses and the U.S. Census Bureau, American Community Survey population estimates. The Washington Center for Nursing is also releasing a supplementary nursing education report and a demand and projection report in the Summer of 2025. Together, these three reports provide data to determine the current status of the nursing workforce in Washington.

Results

Licensure Analyses

How many licensed nurses are actively working in Washington State?

Determining the supply of nurses in Washington State begins with determining the number of active licenses and then estimating how many are actively employed in nursing and how many are employed in Washington at one-point in time. Workforce survey data from the Washington Board of Nursing (WABON) was used to adjust the total number of licenses for each nursing profession to provide an estimate of the number actively working in Washington state. The total number of licenses in November 2024 was reduced by 28.86% from 136,475 to 97,088.

Table 4: November 2024 Nursing Supply Calculation

	LPN	RN	CNP	CRNA	CNM	CNS	Total
<i>Number of Licenses</i>	10,545	108,807	14,979	1,378	659	107	136,475
<i>Number of Active Licenses</i>	10,015	102,672	14,809	1,353	647	105	129,601
<i>Estimated Number Actively Employed in Nursing</i>	8,943 (89.30%)	95,393 (92.91%)	13,923 (94.02%)	1,242 (91.77%)	588 (90.85%)	100 (94.81%)	120,189
<i>Estimated Number Actively Employed in Nursing and in WA</i>	7,541 (84.32%)	78,480 (82.27%)	9,593 (68.90%)	907 (72.99%)	487 (82.80%)	80 (80%)	97,088

Source: Washington State Board of Nursing Dashboard

Note: Percentage actively employed in nursing and in Washington state extrapolated from survey data. All ARNPs also hold an RN license.

How many nurses are added each year via endorsement or examination?

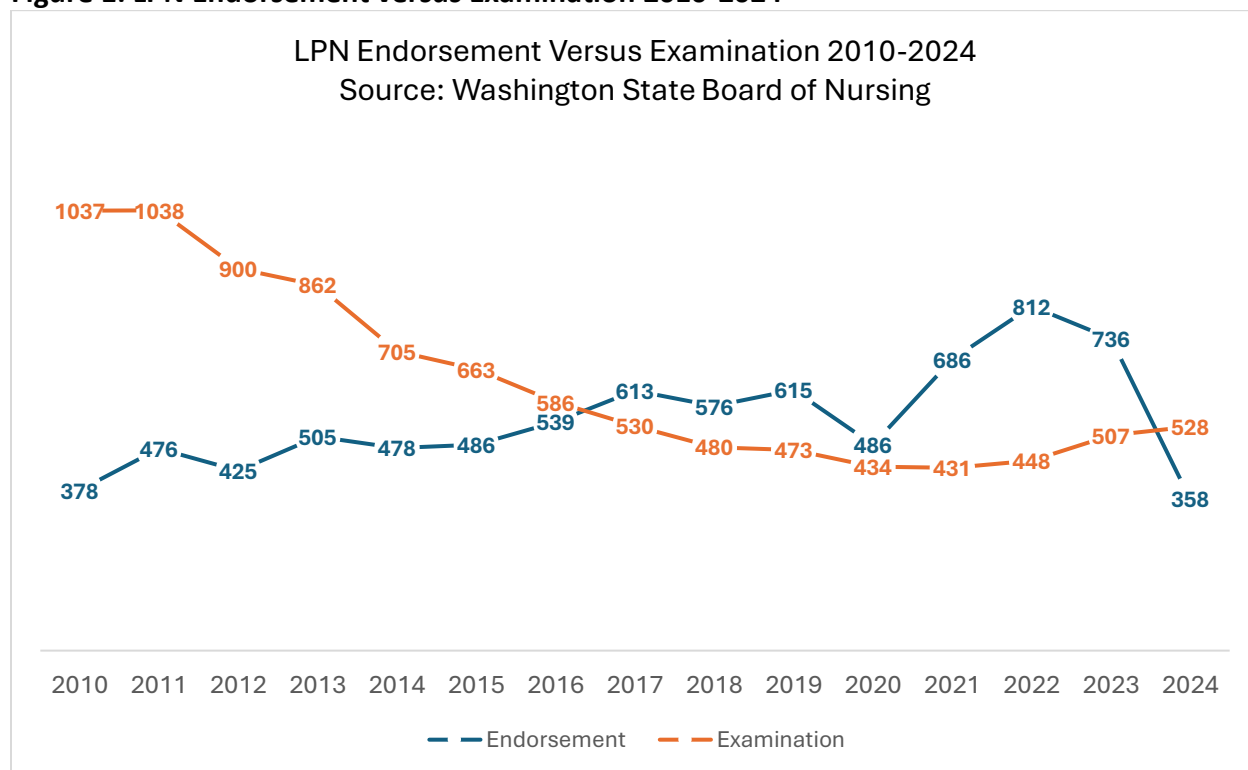
A key factor in examining supply is the number of new nurses added to the licensure pool each year. This can be estimated utilizing historical trends of nurses that are licensed by examination. These are nurses that have graduated from an approved education program, applied for and passed the NCLEX exam, and applied for their nursing license. Most of these nurses are obtaining their license from the state in which they attended their education program. So, most of these nurses attended a Washington State nursing education program.

A second key factor in nursing supply is the number of nurses transferring from other states. These are nurses that are licensed by endorsement, utilizing their already obtained license from another state to obtain a license for Washington. Nurses that move to Washington State are also included in endorsement numbers. Until 2023, Washington was not a compact state- all nurses that plan to practice within Washington were required to obtain a Washington license. After the implementation of the nurse licensure compact, data for out of state nurses practicing in Washington is obtained through a separate survey of employers conducted by WABON.

For Washington's LPNs, more nurses were added to the Washington workforce pool by examination than endorsement until 2017 when this trend reversed. There was a brief decline for endorsed LPNs in 2020 during the COVID-19 pandemic, followed by a recovery and increase from 2021-2023. There was an overall LPN endorsement decline of 5.29% from 2010 to 2024. The decline in endorsements from 2023-2024 is a result of the implementation of the Nurse Licensure compact.

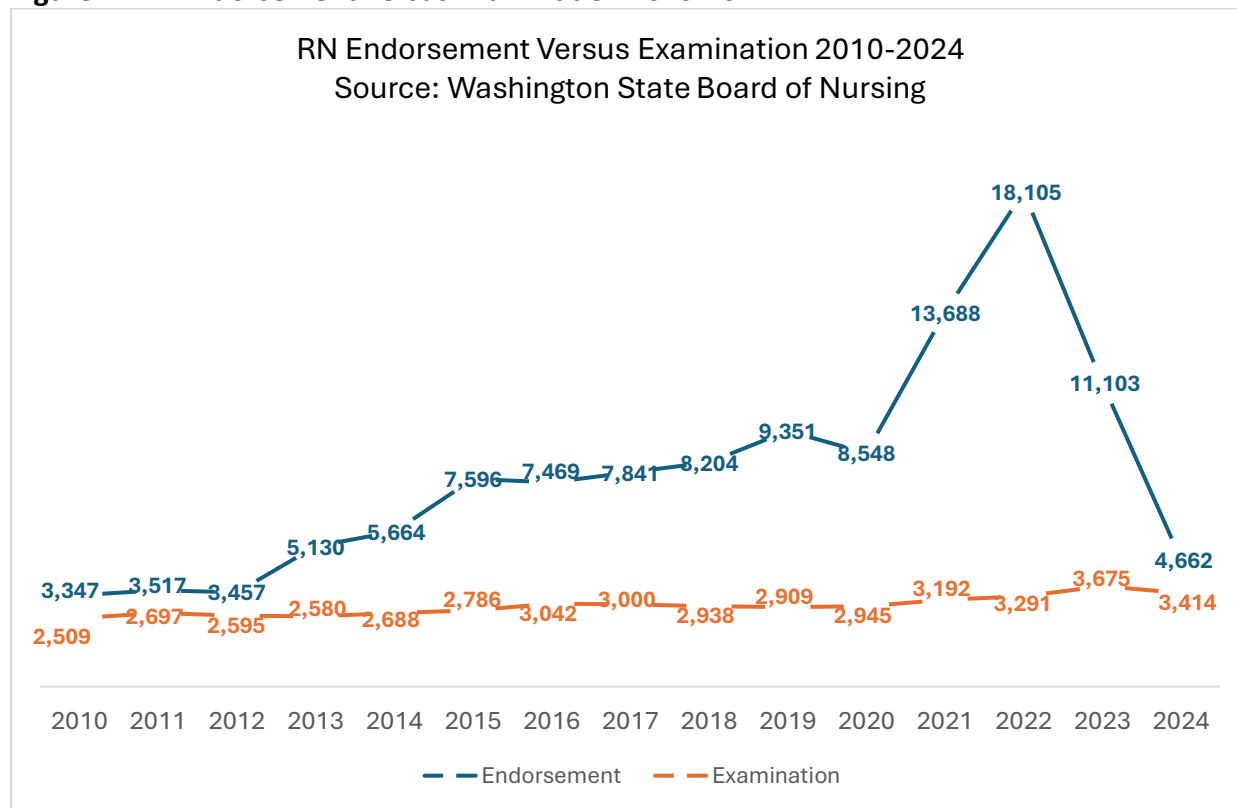
The decline in LPNs by examination starting from 2010 continued until the lowest level in 2021 where there has been a slow recovery to 2017 levels with a net decrease of 49.08%.

Figure 1: LPN Endorsement versus Examination 2010-2024



Since 2010, more RNs have obtained their license through endorsement than through examination. This trend featured a dramatic increase from 2020 to 2022. There was then a dramatic drop of 74% in endorsed RNs in 2023 through 2024 as a result of the implementation of the Nurse Licensure Compact. The number of RNs through examination has had a slight increase of 36% since 2010.

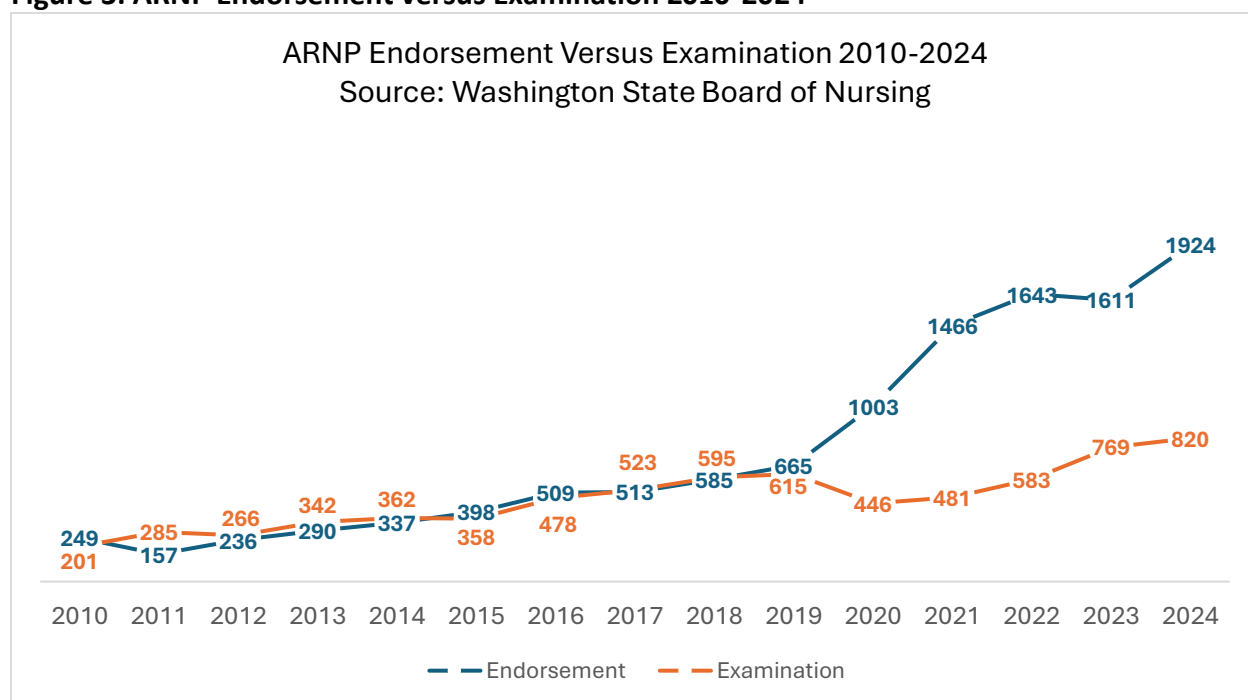
Figure 2: RN Endorsement versus Examination 2010-2024



Washington State produced approximately an equivalent number of ARNPs through examination as was gained by transfer or endorsement from 2010-2019. This changed dramatically starting in 2020 at the start of the COVID-10 pandemic where Washington had a dramatic increase in ARNP endorsements which continues to build. From 2010 to 2024, Washington increased the transfer of nurses through endorsement by 673%. It is important to note that the declines due to the implementation of the Nurse Licensure Compact do not impact ARNP numbers as it applies only to LPNs and RNs.

The number of ARNPs through examination also started to increase after a one-year decline in 2020. From 2010 through 2024, Washington State increased ARNPs by exam by 308%.

Figure 3: ARNP Endorsement versus Examination 2010-2024

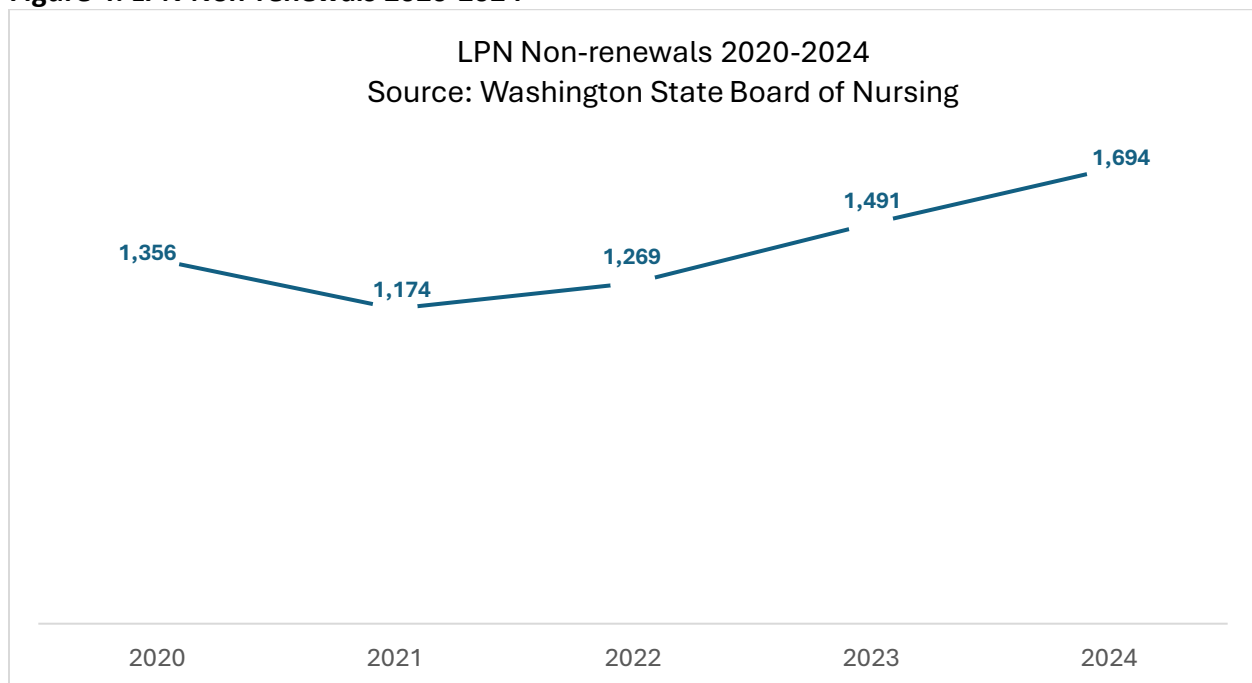


How many nurses are lost each year due to non-renewal?

Since Washington State licensure is completed on a rolling basis throughout the year, non-renewals were calculated by subtracting the predicted total of licenses including the total licensed as of December the prior year plus the new licenses by exam and endorsement and then subtracting the actual number of licenses as of December of the current year. This estimates the loss of licenses during that year due to many reasons including death, moving out of state, obtaining a higher-level license etc.

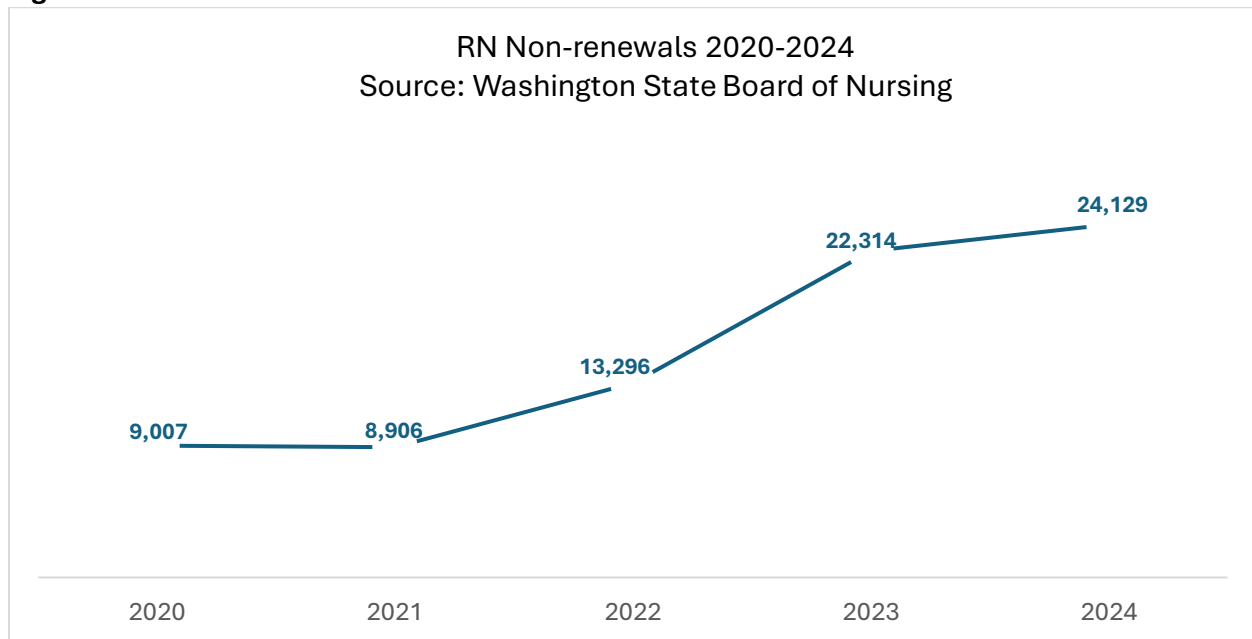
The number of LPN non-renewals increased by 25% from 2020 to 2024 with the biggest increase in 2023 and 2024 corresponding with the implementation of the Nurse Licensure Compact.

Figure 4: LPN Non-renewals 2020-2024



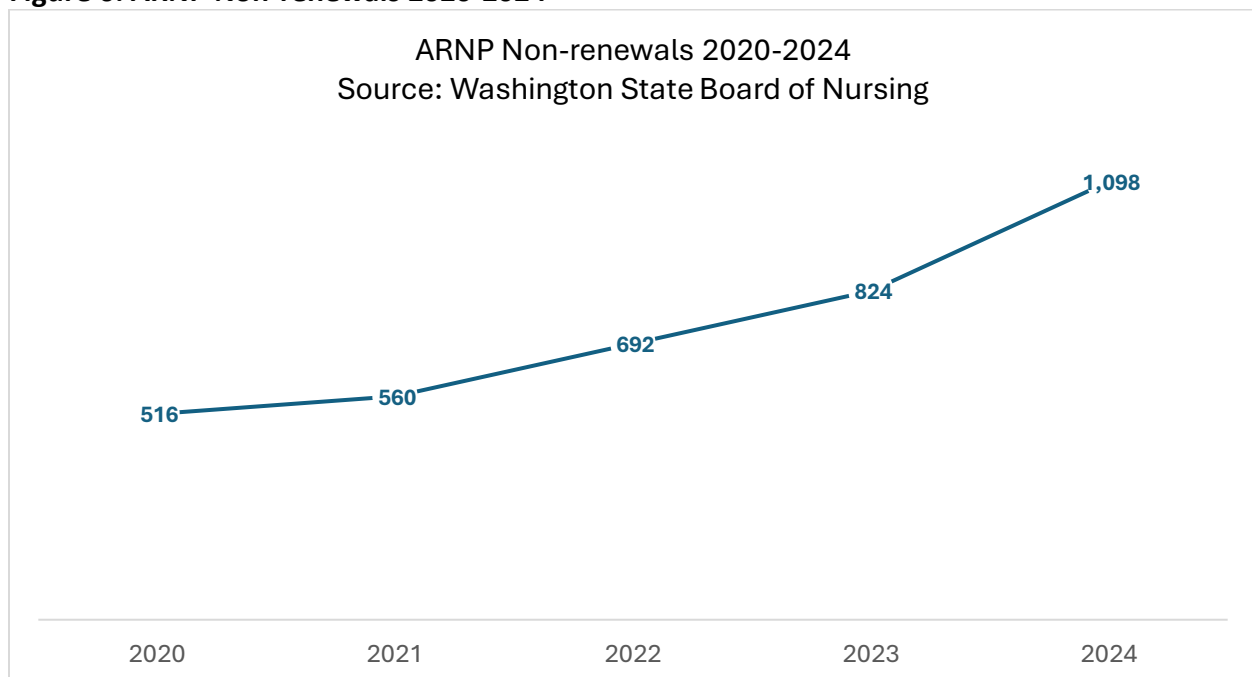
The number of RN non-renewals increased by 168% from 2020 to 2024 with the biggest increase in 2023 and 2024 corresponding the implementation of the Nurse Licensure Compact.

Figure 5: RN Non-renewals 2020-2024



The number of ARNP non-renewals increased by 113% from 2020 to 2024.

Figure 6: ARNP Non-renewals 2020-2024

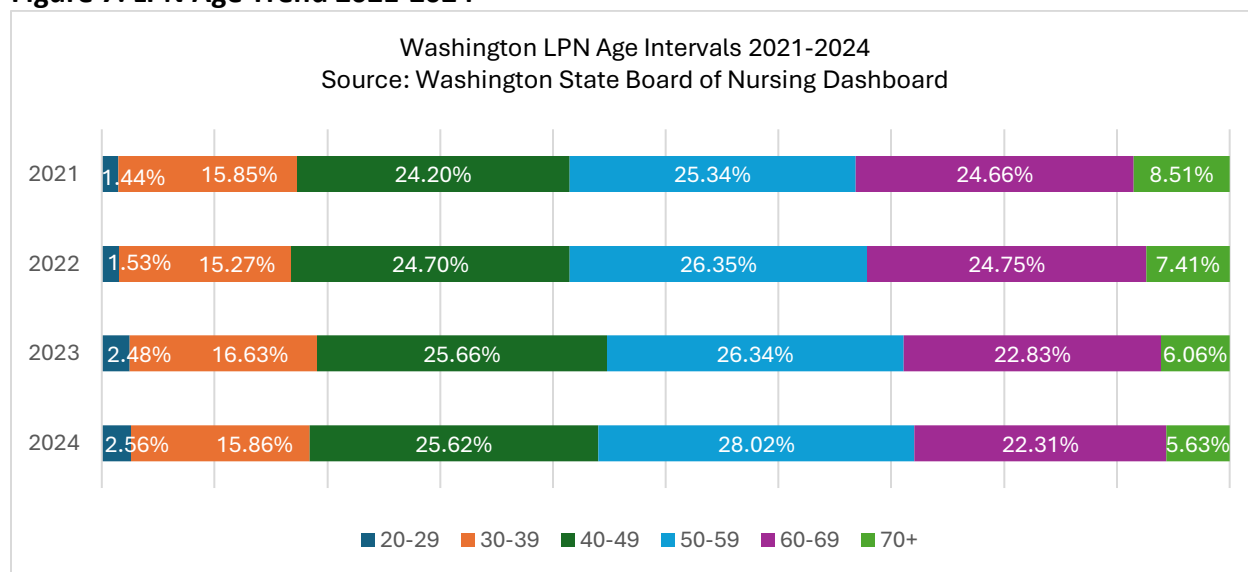


Age Analysis

What are the age trends for each nursing profession?

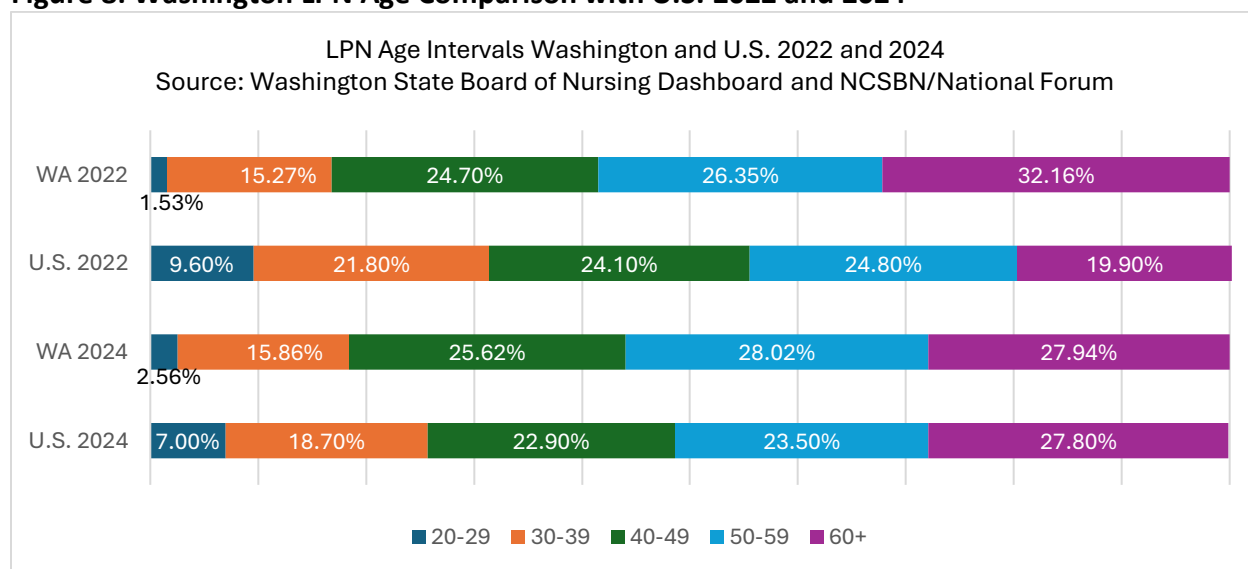
The youngest age group of LPNs from 20-29 increased by 78% from 1.44% in 2021 to 2.56% in 2024. The oldest age group 70+ years had the greatest decrease of -33.84% from 8.51% in 2021 to 5.63% in 2024.

Figure 7: LPN Age Trend 2021-2024



When compared with U.S. data, Washington had fewer 20-29 LPNs and more 60+ LPNs in 2022 and 2024.

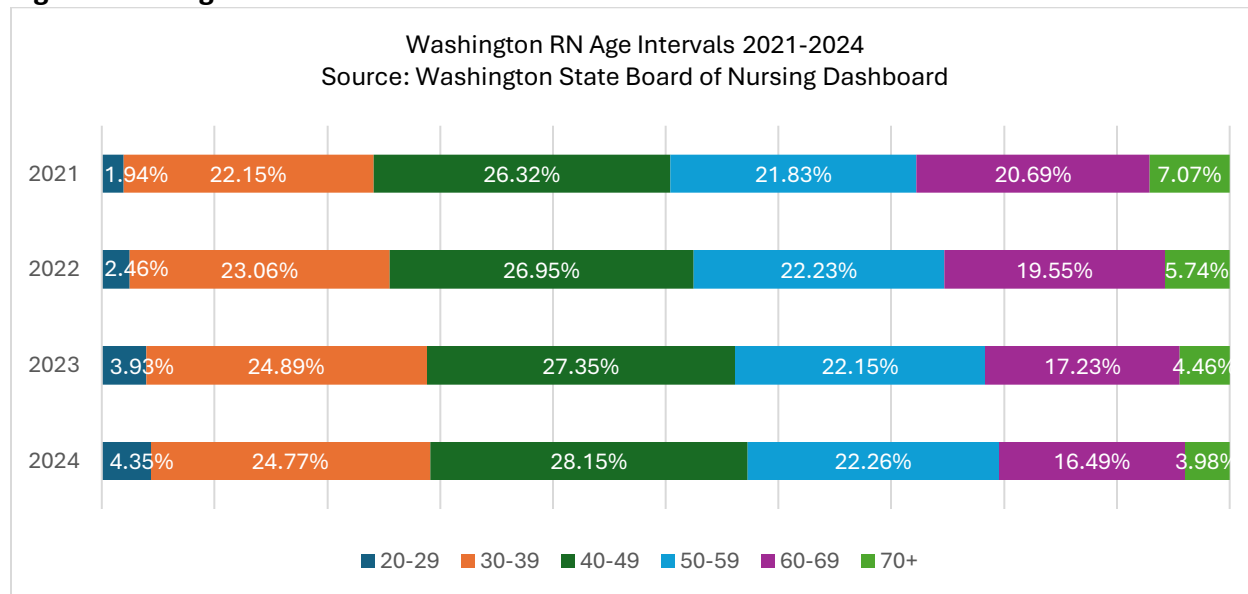
Figure 8: Washington LPN Age Comparison with U.S. 2022 and 2024



Note: The national survey starts at 16 for lowest category.

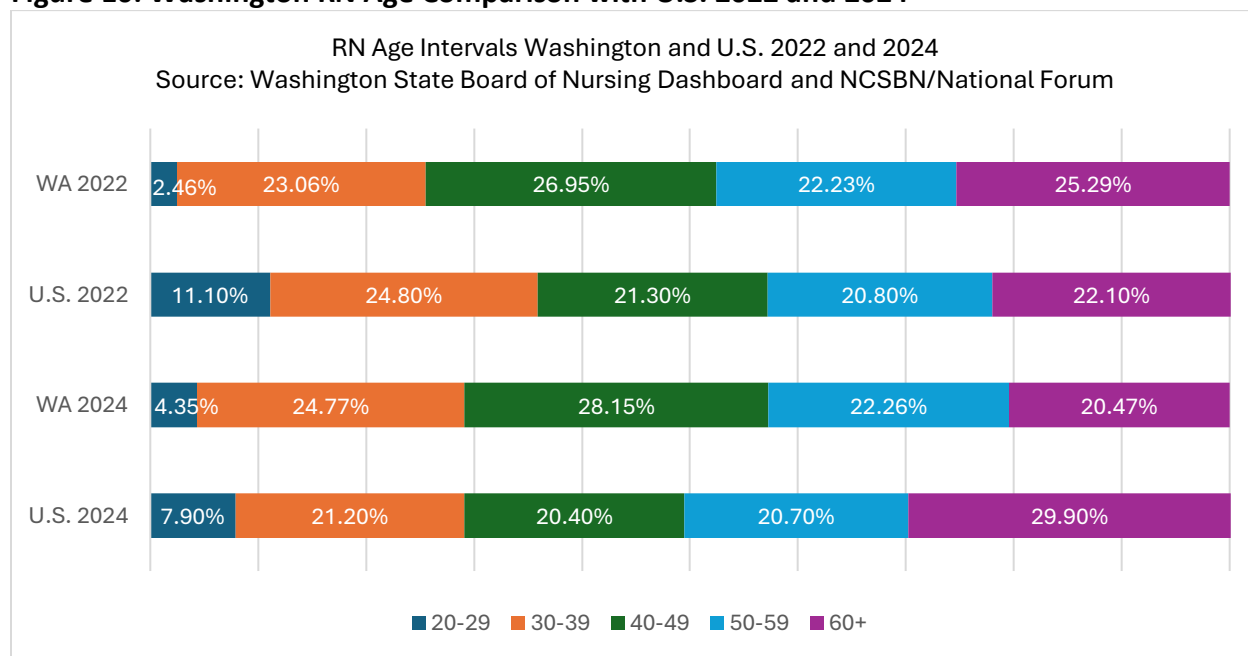
The youngest age group of RNs from 20-29 increased by 124.23% from 1.94% in 2021 to 4.35% in 2024. The oldest age group, 70+ years, had the greatest decrease of -43.71% from 7.07% in 2021 to 3.98% in 2024

Figure 9: RN Age Trend 2021-2024



When compared with U.S. data, Washington had fewer 20-29 RNs and more 30-39- and 40-49-year-old RNs in 2022 and 2024. Another 2022 national survey found that 24% of responding RNs were between 55 and 64 (NSSRN, 2022) which is higher than Washington.

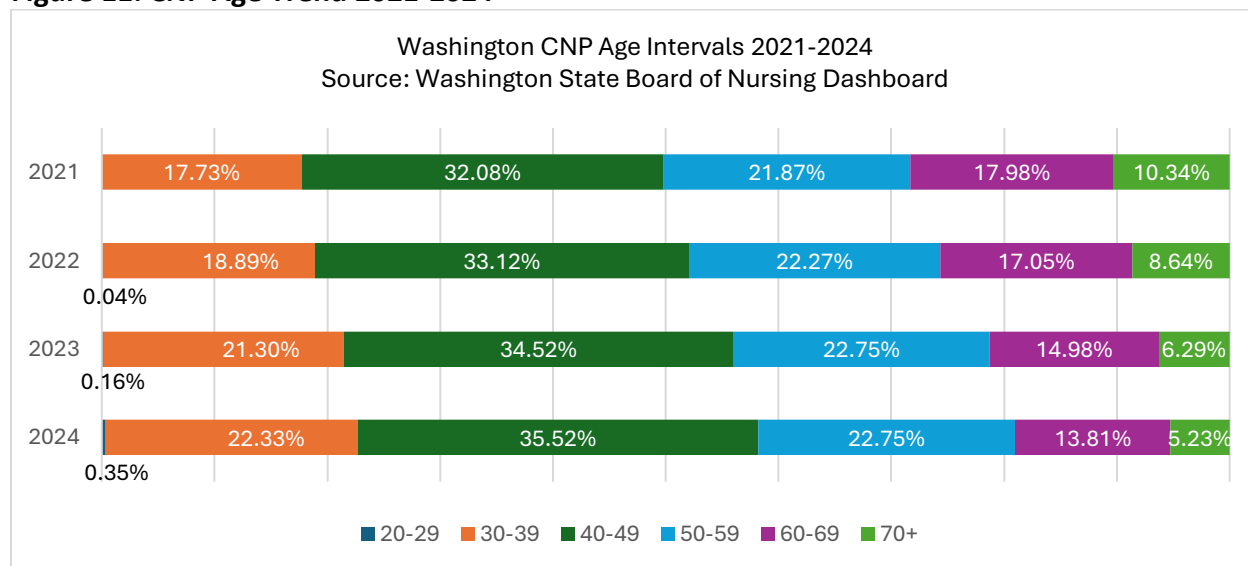
Figure 10: Washington RN Age Comparison with U.S. 2022 and 2024



Note: National survey starts at 18 for lowest category

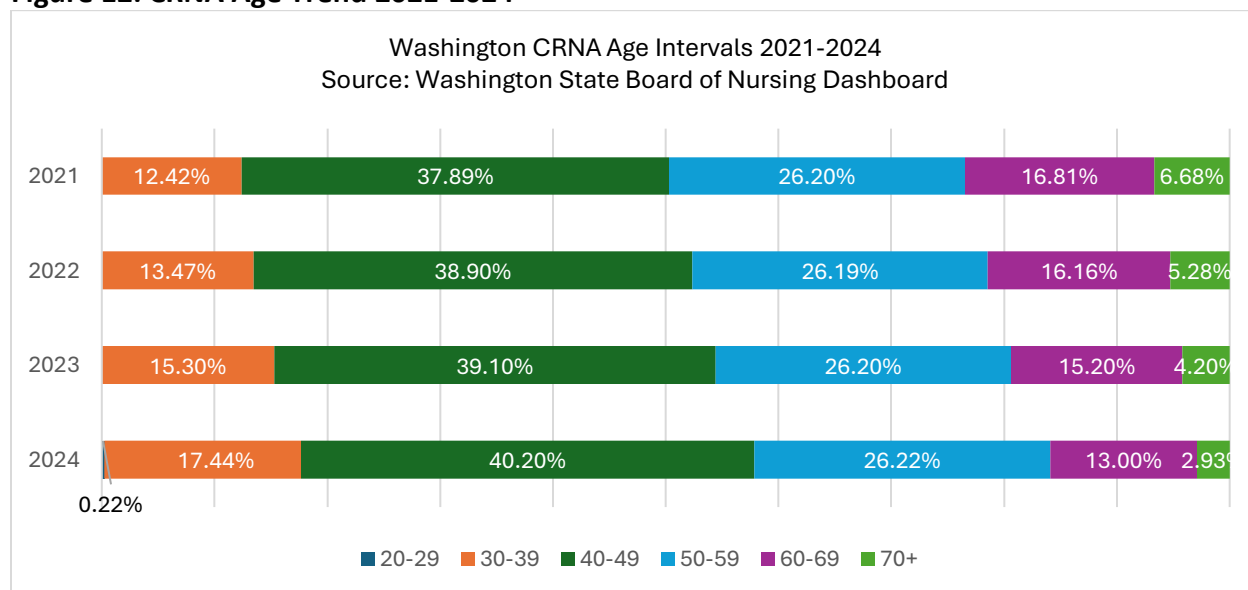
The youngest age group of CNPs from 20-29 increased by 25.94% from 17.73% in 2021 to 22.33% in 2024. The oldest age group 70+ years had the greatest decrease of -49.42% followed by the 60–69-year-old group with a decrease of -23.19% from 2021 to 2024. In a National study of NPs in 2024, the largest age group was 40-49 years with 31.4% of respondents which was lower than Washington NPs (AANP, 2024). In a national study conducted in 2022, the average age of NPs was 48.1 years which falls within the 40–49-year age range (NSSRN, 2022).

Figure 11: CNP Age Trend 2021-2024



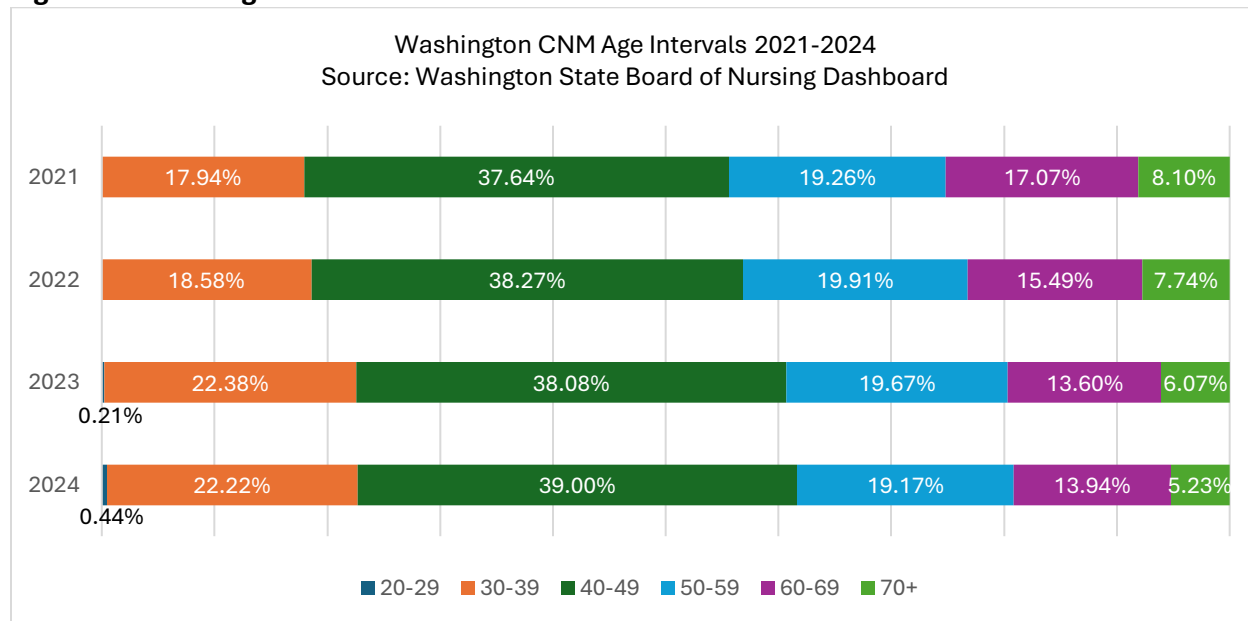
The youngest age group of CRNAs from 20-29 increased by 40.42% from 12.42% in 2021 to 17.44% in 2024. The oldest age group 70+ years had the greatest decrease of -56.14% from 6.68% in 2021 to 2.93% in 2024.

Figure 12: CRNA Age Trend 2021-2024



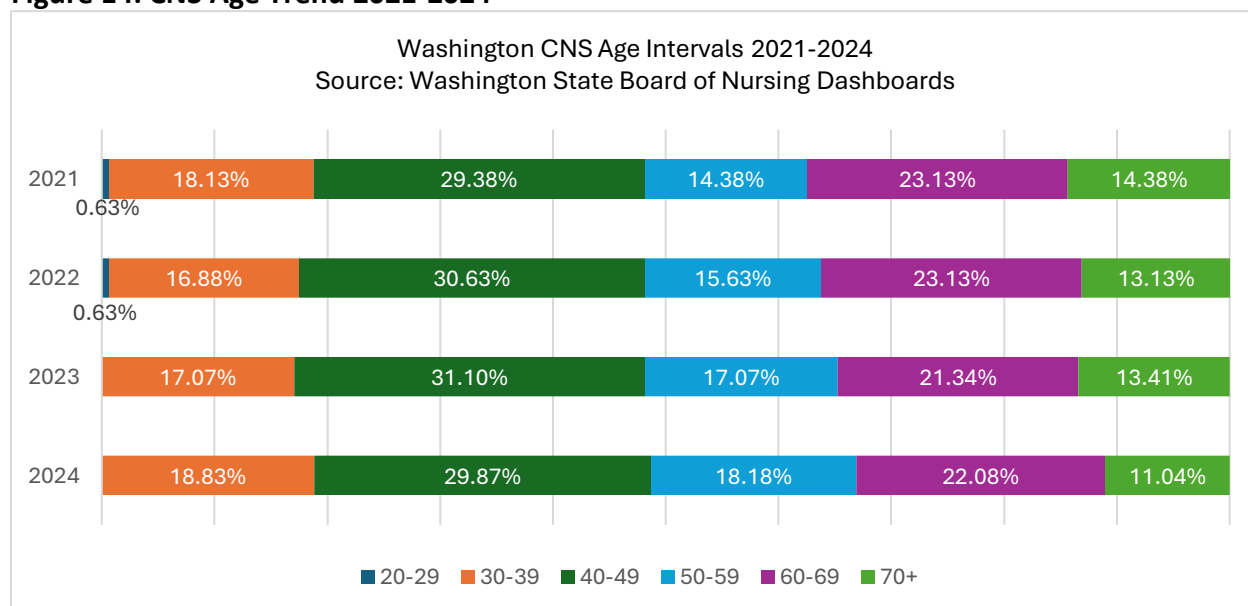
The youngest age group of CNMs from 20-29 increased by 23.86% from 17.94% in 2021 to 22.22% in 2024. The oldest age group 70+ years had the greatest decrease of -35.43% from 8.10% in 2021 to 5.23% in 2024.

Figure 13: CNM Age Trend 2021-2024



The CNS 50–59-year-old group had the largest increase by 26.43% from 14.38% in 2021 to 18.18% in 2024. The oldest age group 70+ years had the greatest decrease of -23.23% from 14.38% in 2021 to 11.04% in 2024.

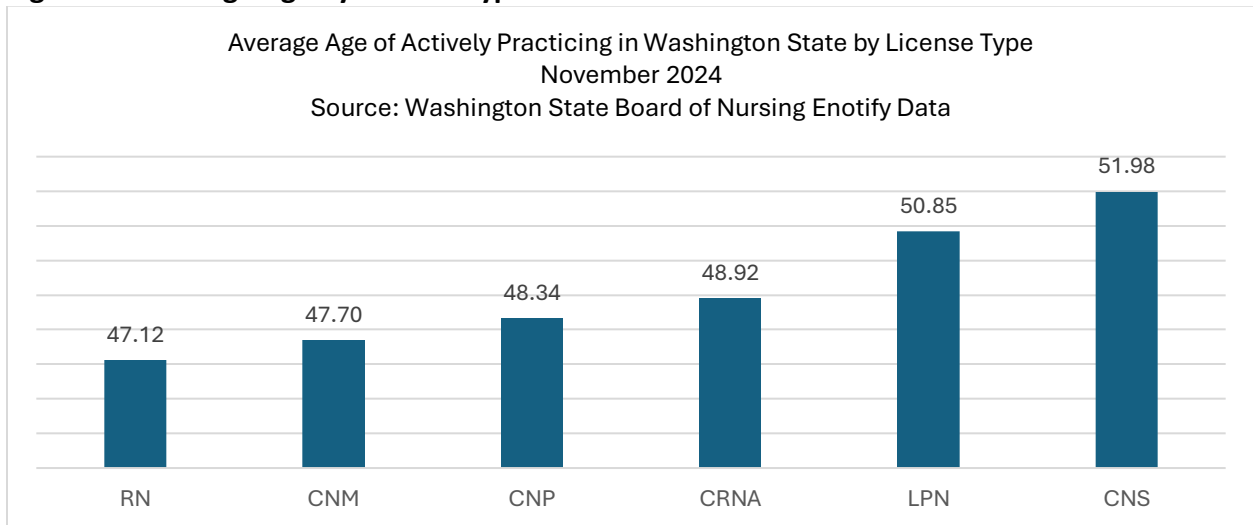
Figure 14: CNS Age Trend 2021-2024



What does the most current data of nurse actively working in Washington show for age and years of practice?

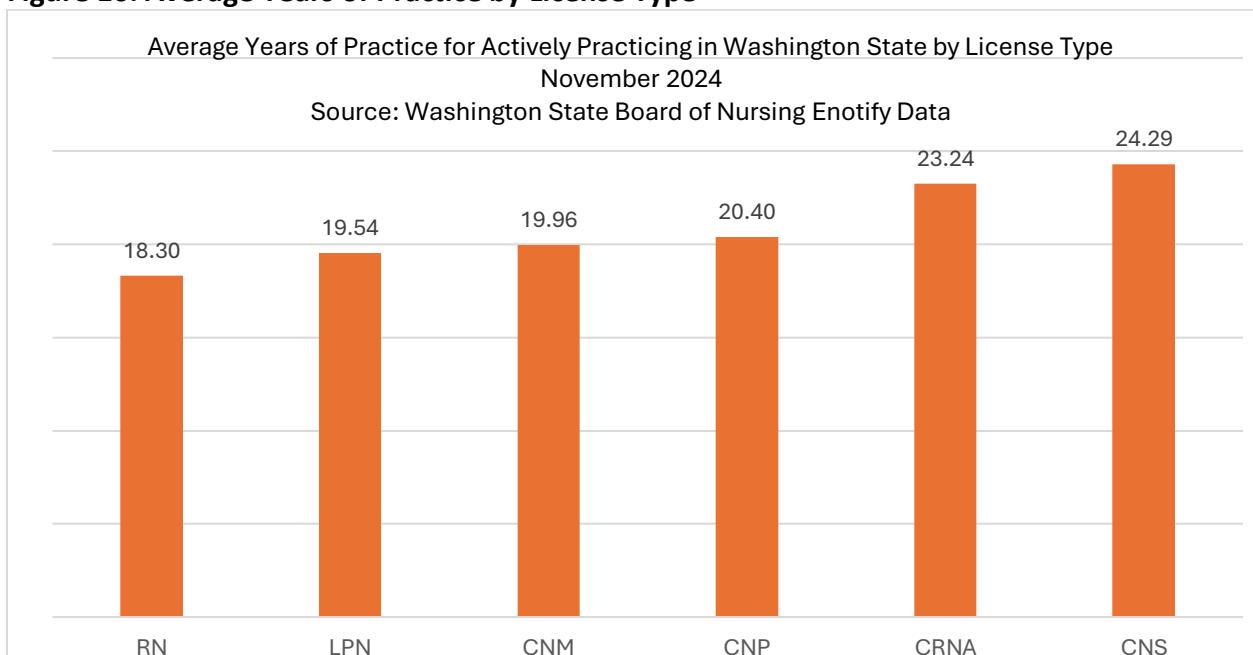
In 2024, of those nurses that are actively practicing in Washington State, RN's have the lowest average age of 47.12 years, while CNS have the highest average age of 51.98 years.

Figure 15: Average Age by License Type



This pattern continues when examining years of practice with RN's having the lowest average number of years of practice at 18.30 years while CNS have the highest average number of years at 24.29 years. Of interest is that LPNs were the second oldest in age and the second lowest in number of years of practice. In a 2022 national study, the average years in nursing for NPs was 20.3 years and RNs was 17.9 years, which is similar to Washington's in 2024 (NSSRN, 2022).

Figure 16: Average Years of Practice by License Type

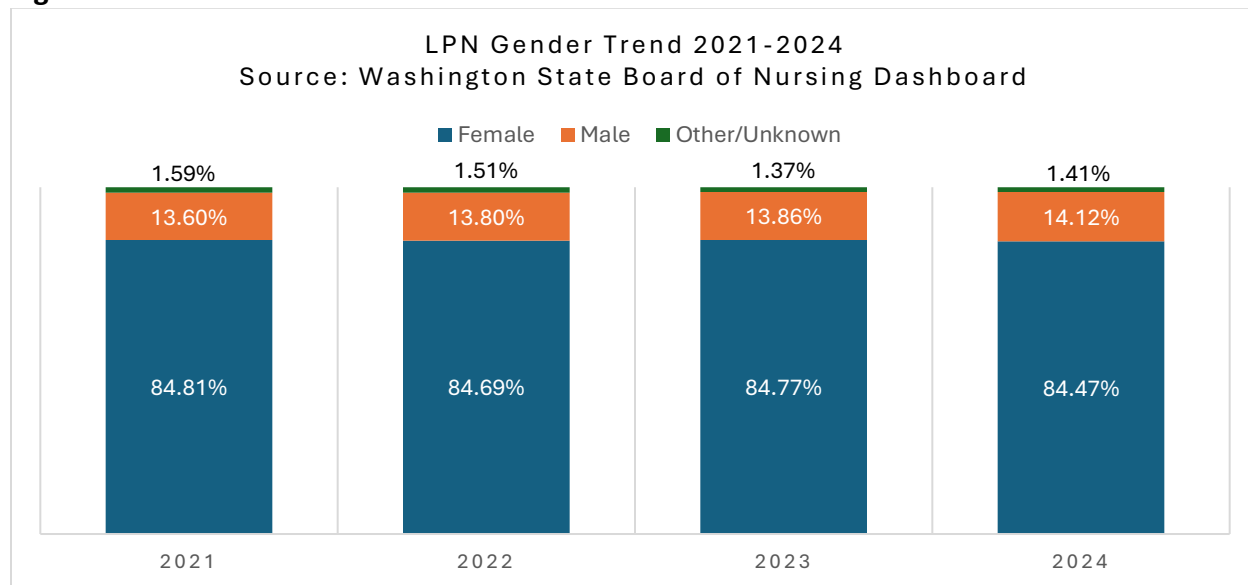


Gender Analyses

What are the gender trends for each nursing profession?

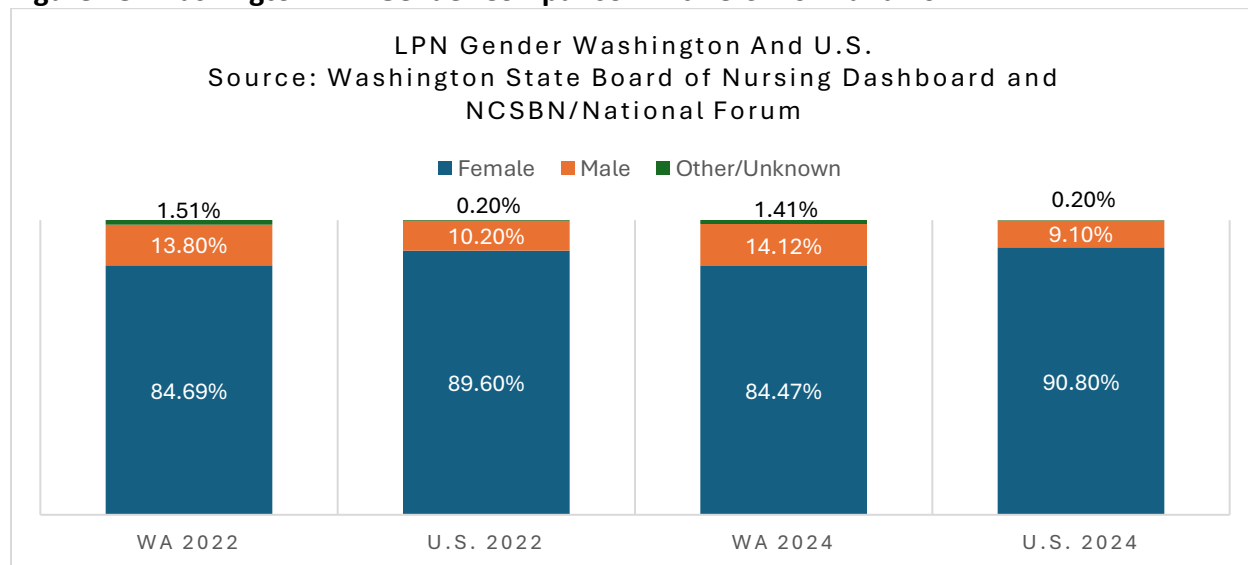
The largest change for LPNs was a decrease of 11.32% for Other/Unknown LPNs from 2021-2024. There was an increase of 3.82% for males from 2021-2024.

Figure 17: LPN Gender Trend 2021-2024



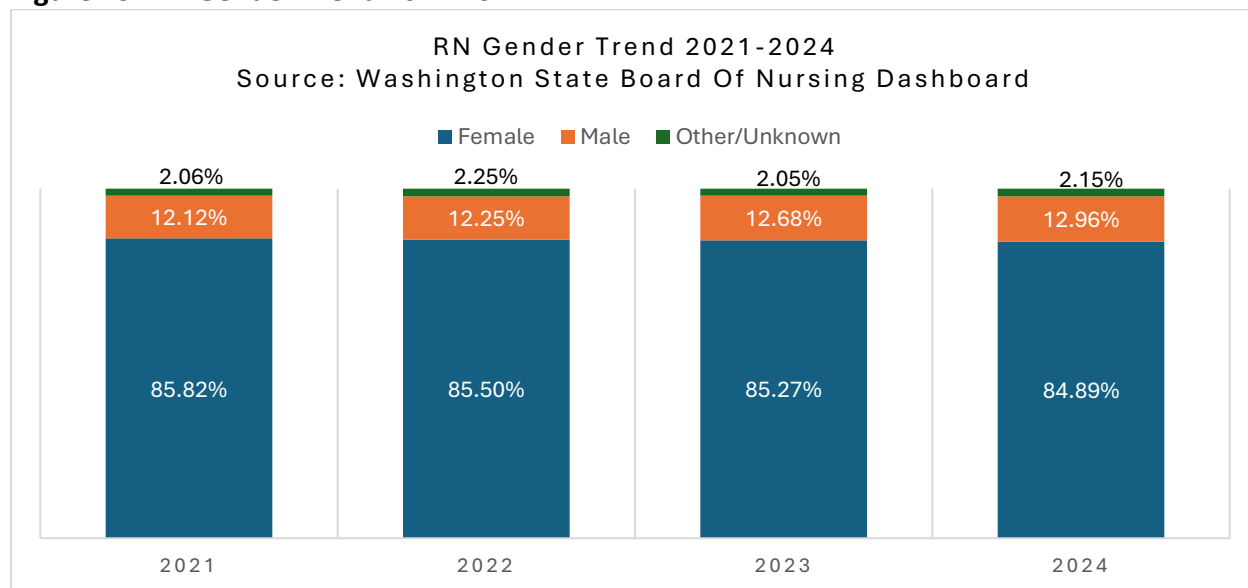
When compared with U.S. data, Washington had a decrease in female LPNs as compared to an increase in U.S. female LPNs. This was paired with an increase in male LPNs which saw a decrease in the U.S.

Figure 18: Washington LPN Gender Comparison with U.S. 2022 and 2024



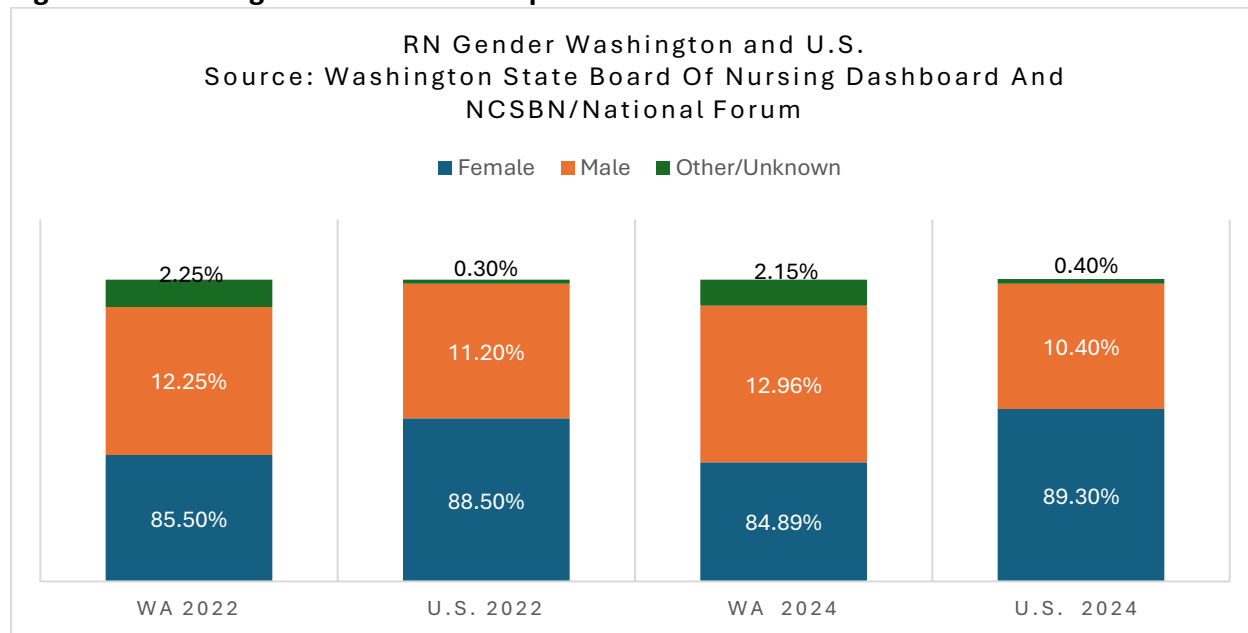
The largest change for RNs was an increase of 6.93% for male RNs from 2021-2024. There was a decrease of 1.08% for female RNs from 2021-2024.

Figure 19: RN Gender Trend 2021-2024



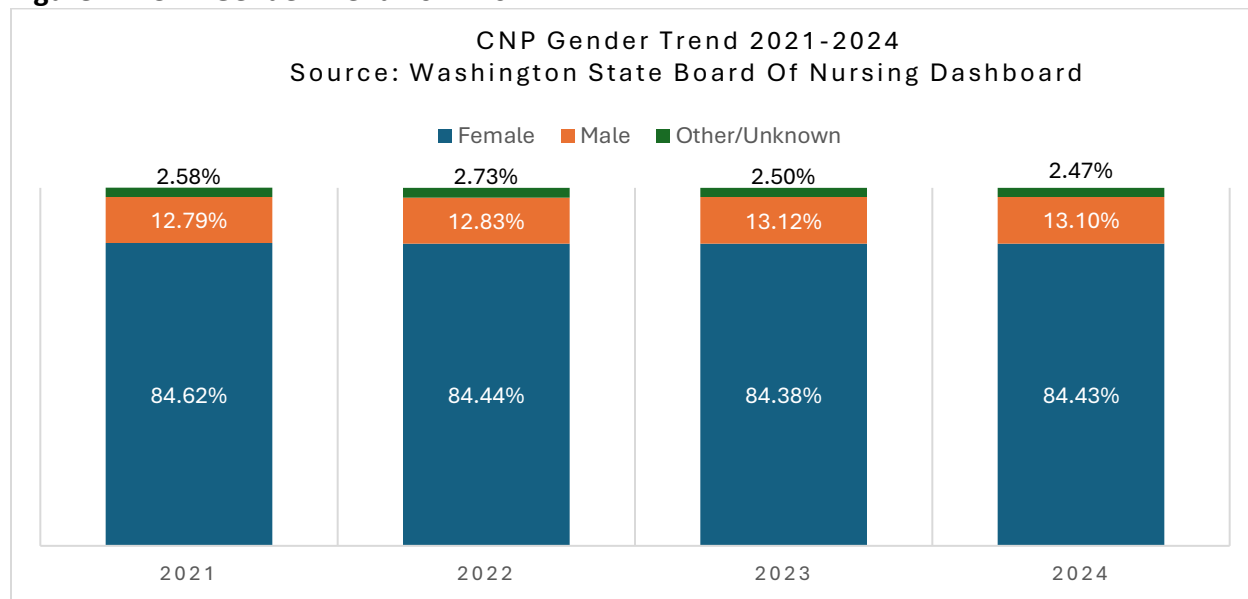
Both Washington and U.S. had an increase of male RNs between 2022 and 2024. Both also had an increase in Other/Unknown although the U.S. increase was much larger. In another 2022 national study, 10% of respondents were male which is lower than Washington (NSSRN, 2022).

Figure 20: Washington RN Gender Comparison with U.S. 2022 and 2024



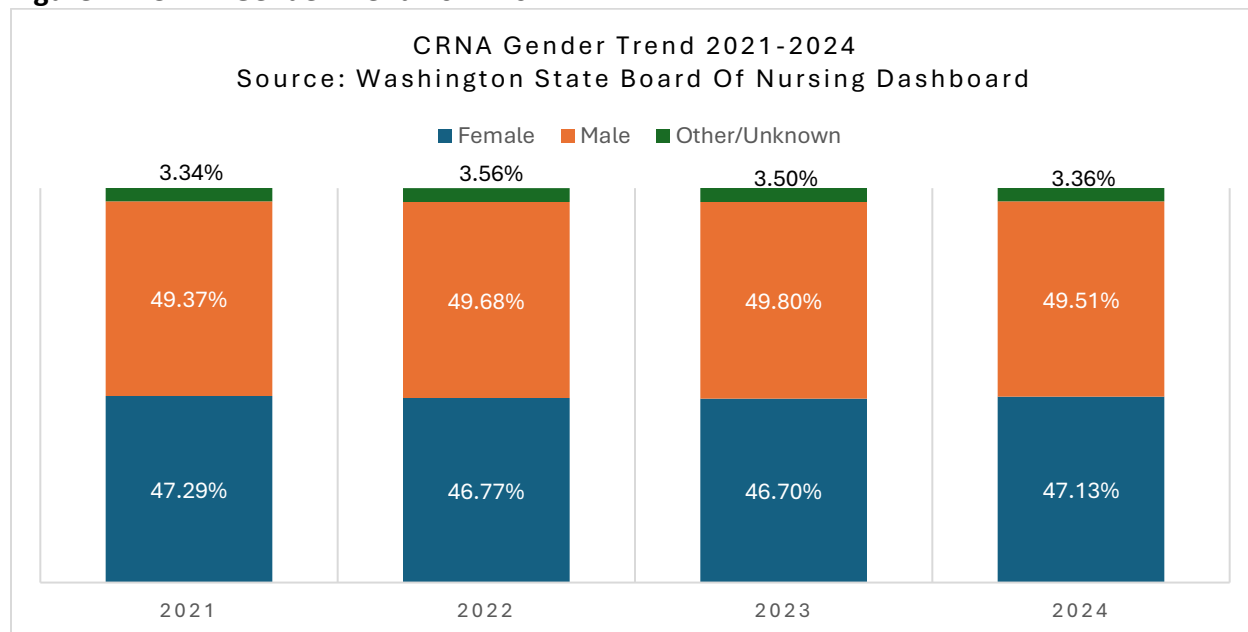
The largest change for CNPs was a decrease of 4.26% for Other/Unknown CNPs from 2021-2024. There was an increase of 2.42% for male CNPs from 2021-2024. In a national study, 11.5% of NPs were male in 2024 which is lower than Washington State (AANP, 2024). In a 2022 national study, 22.7% of respondents were male which is higher than Washington State (NSSRN, 2022).

Figure 21: CNP Gender Trend 2021-2024



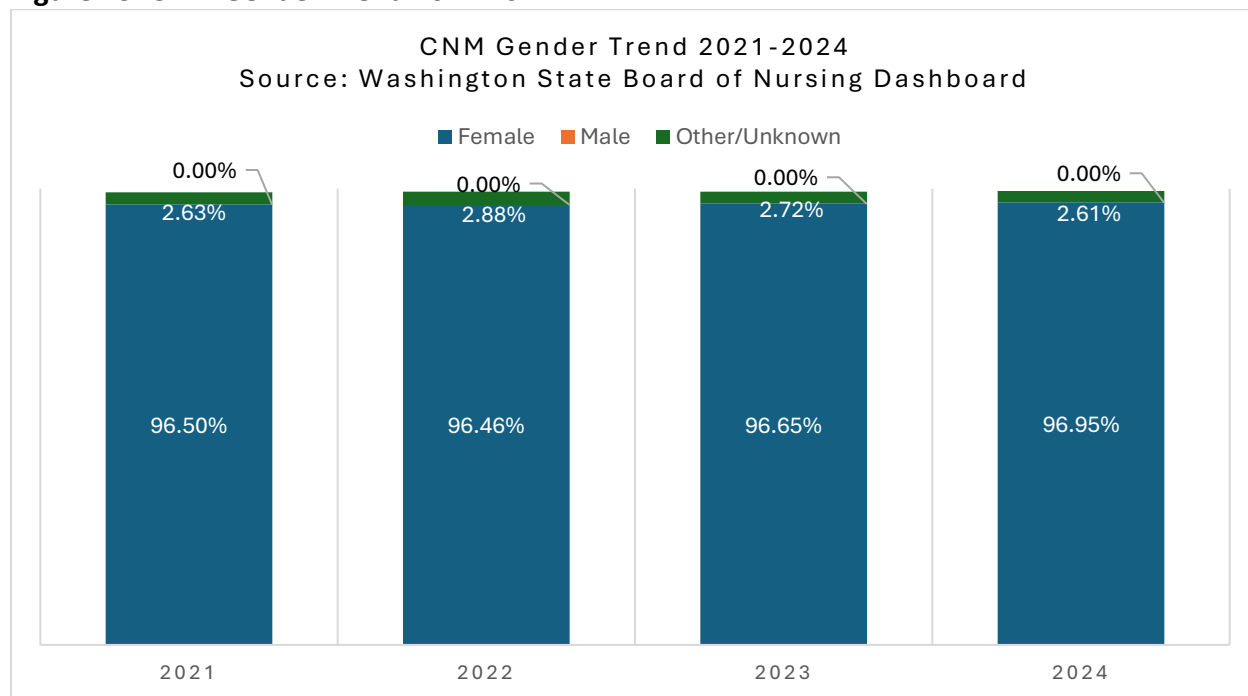
The largest change for CRNAs was an increase of 2.36% for male CRNAs from 2021-2024. There was a decrease of .34% for female CRNAs from 2021-2024.

Figure 22: CRNA Gender Trend 2021-2024



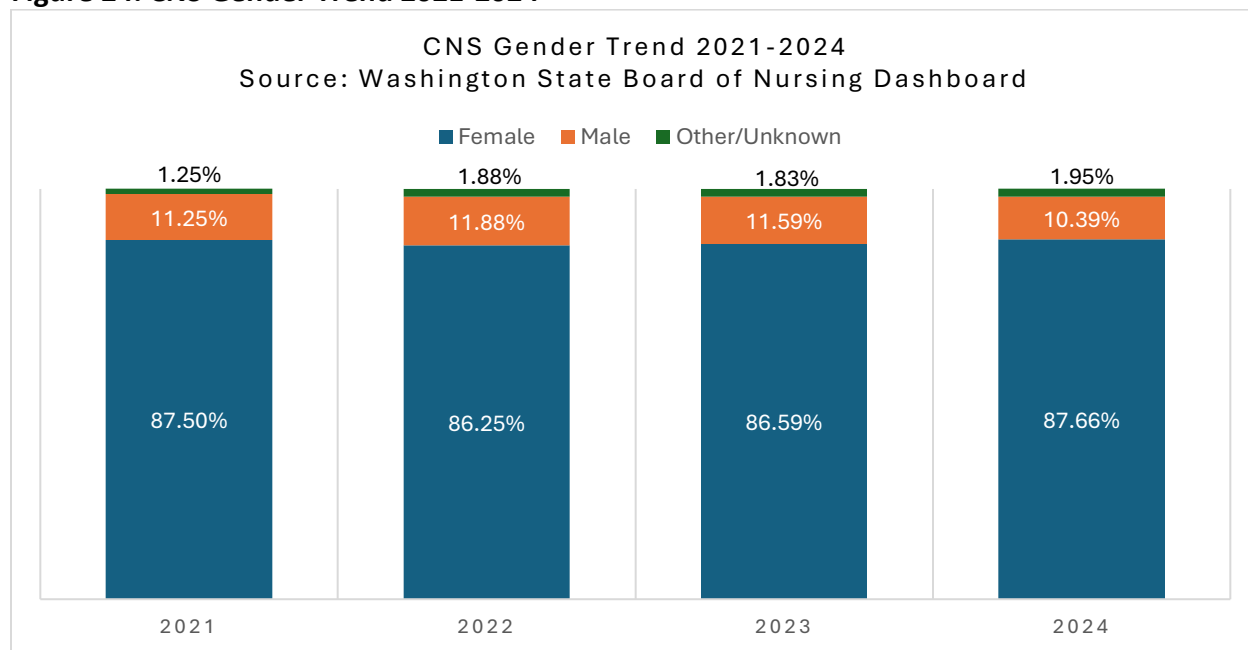
The largest change for CNMs was a decrease of .76% for other/unknown CNMs from 2021-2024. There was an increase of .47% for female CNMs from 2021-2024.

Figure 23: CNM Gender Trend 2021-2024



The largest change for CNS was an increase of 56% for Other/Unknown CNS from 2021-2024. There was a decrease of 7.64% for male CNS from 2021-2024.

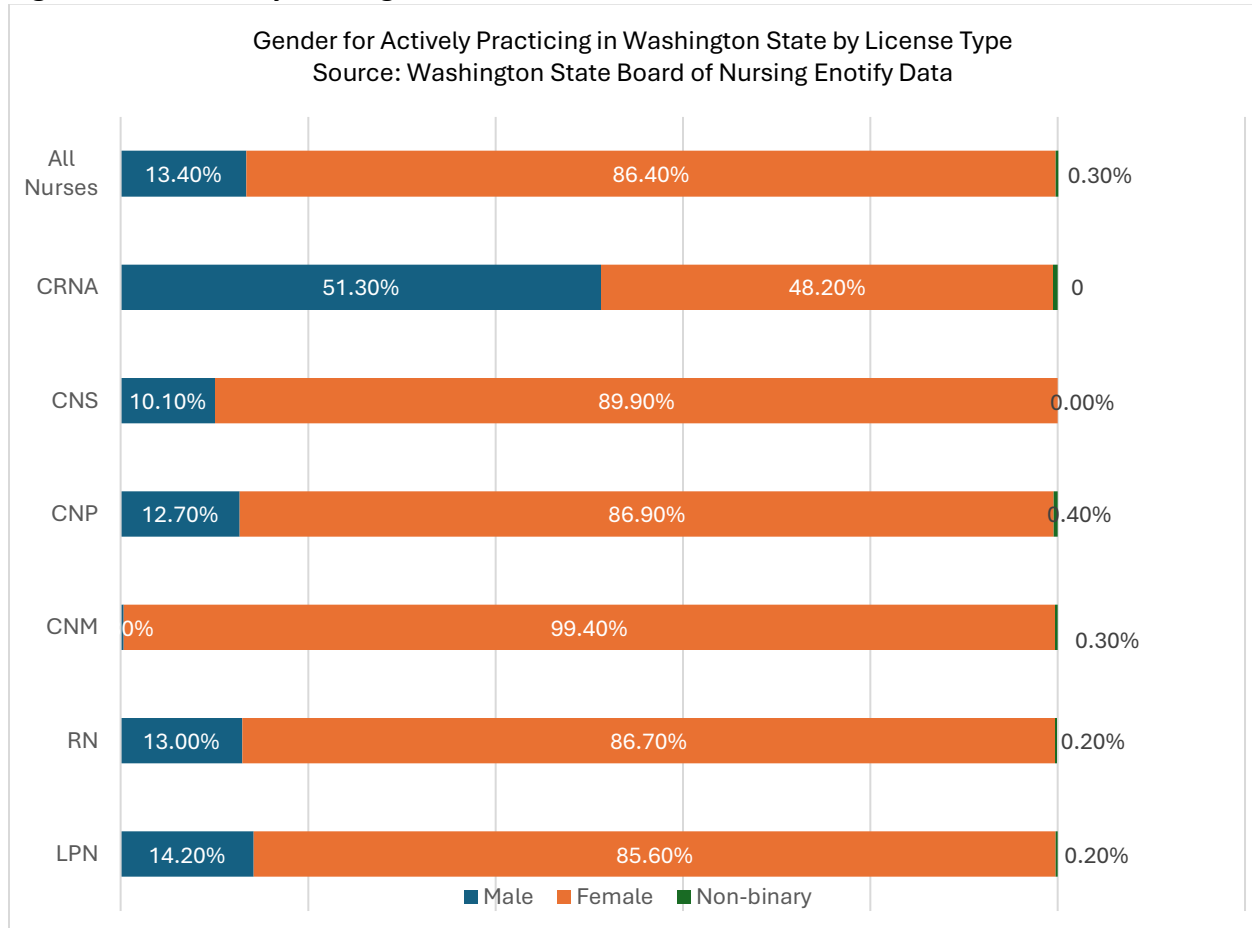
Figure 24: CNS Gender Trend 2021-2024



What does the most current data of nurses actively working in Washington State show for gender?

In 2024, of those nurses that are actively practicing in Washington State, CRNAs have the greatest percentage of males with 51.30%.

Figure 25: Gender by Nursing License



Diversity Analyses

What are the diversity trends for each nursing profession?

The largest change in Washington state for LPNs was an increase of Other Race and American Indian/Alaskan Native LPNs.

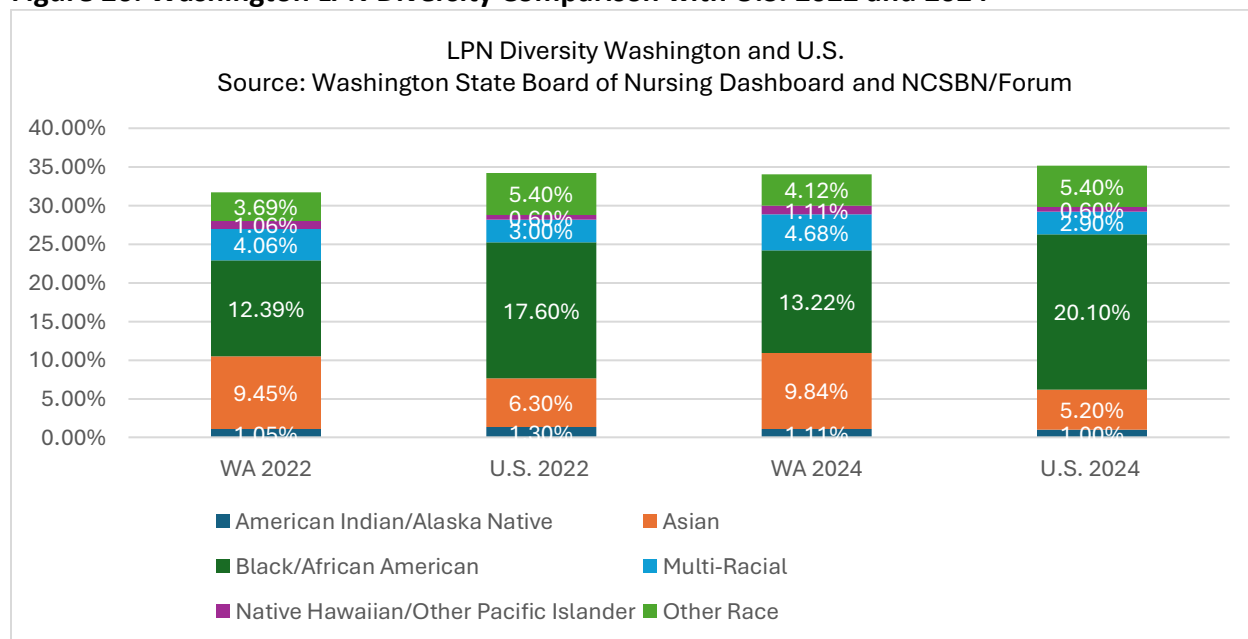
Table 5: LPN Diversity 2021-2024

	2021	2022	2023	2024
<i>American Indian/Alaska Native</i>	0.97%	1.05%	1.08%	1.11%
<i>Asian</i>	9.34%	9.45%	9.37%	9.84%
<i>Black/African American</i>	11.60%	12.39%	14.08%	13.22%
<i>Multi-Racial</i>	4.13%	4.06%	4.57%	4.68%
<i>Native Hawaiian/Other Pacific Islander</i>	1.00%	1.06%	1.02%	1.11%
<i>Other Race</i>	3.59%	3.69%	3.98%	4.12%
<i>White/Caucasian</i>	69.37%	68.29%	65.92%	65.91%

Source: Washington State Board of Nursing Dashboard

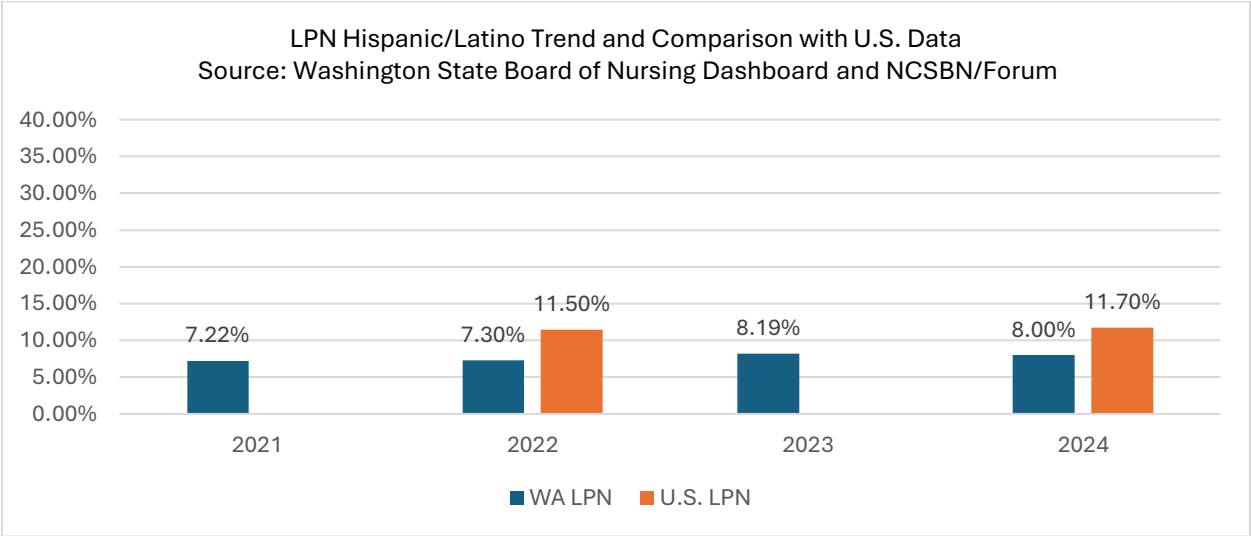
The U.S. had the greatest decrease in American Indian/Alaskan Native and Asian LPNs whereas Washington increased in diversity.

Figure 26: Washington LPN Diversity Comparison with U.S. 2022 and 2024



There was a small increase for the percentage of Hispanic/Latino LPNs in Washington State from 2021 to 2024. This was below the U.S. percentage for both 2022 and 2024.

Figure 27: Washington LPN Hispanic/Latino Trend and Comparison with U.S.



The largest change in Washington state for RNs was a decrease for Black/African American RNs. There was an increase for Asian RNs over the four-year period.

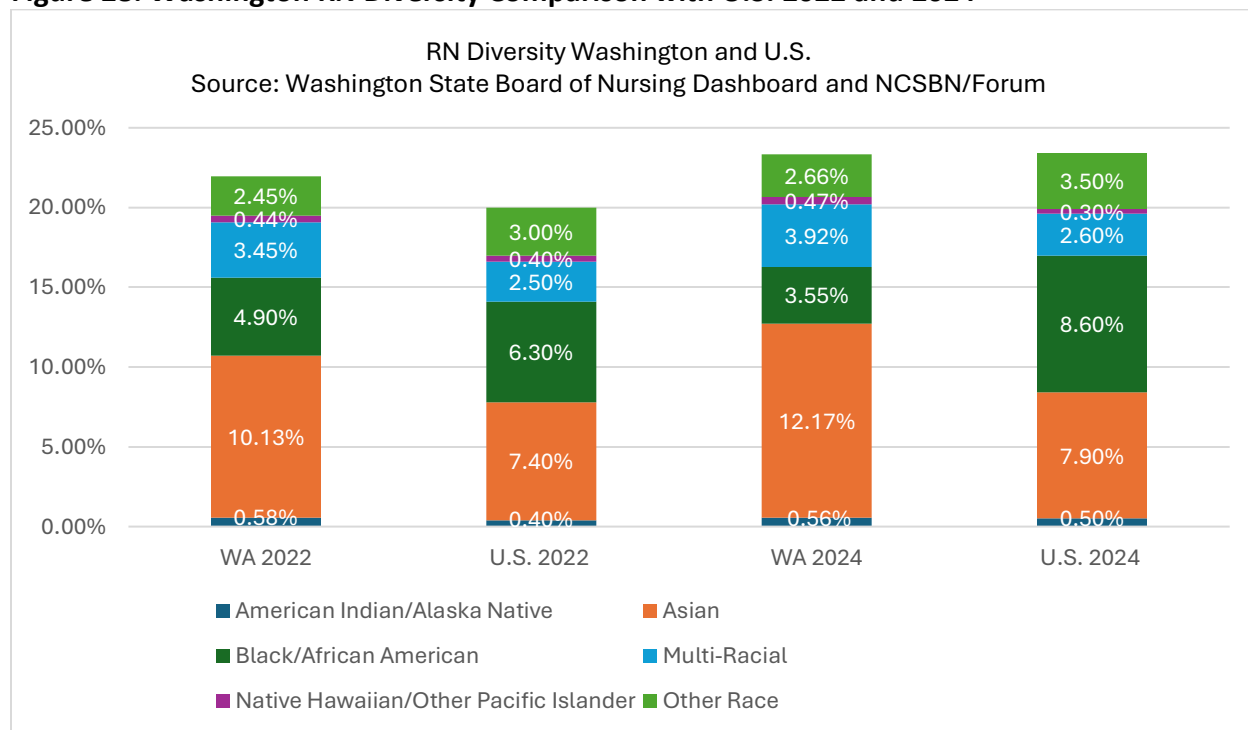
Table 6: RN Diversity 2021-2024

	2021	2022	2023	2024
American Indian/Alaska Native	0.56%	0.58%	0.57%	0.56%
Asian	9.81%	10.13%	10.36%	12.17%
Black/African American	4.58%	4.90%	5.57%	3.55%
Multi-Racial	3.33%	3.45%	3.63%	3.92%
Native Hawaiian/Other Pacific Islander	0.42%	0.44%	0.43%	0.47%
Other Race	2.37%	2.45%	2.60%	2.66%
White/Caucasian	78.94%	78.05%	76.83%	76.66%

Source: Washington State Board of Nursing Dashboard

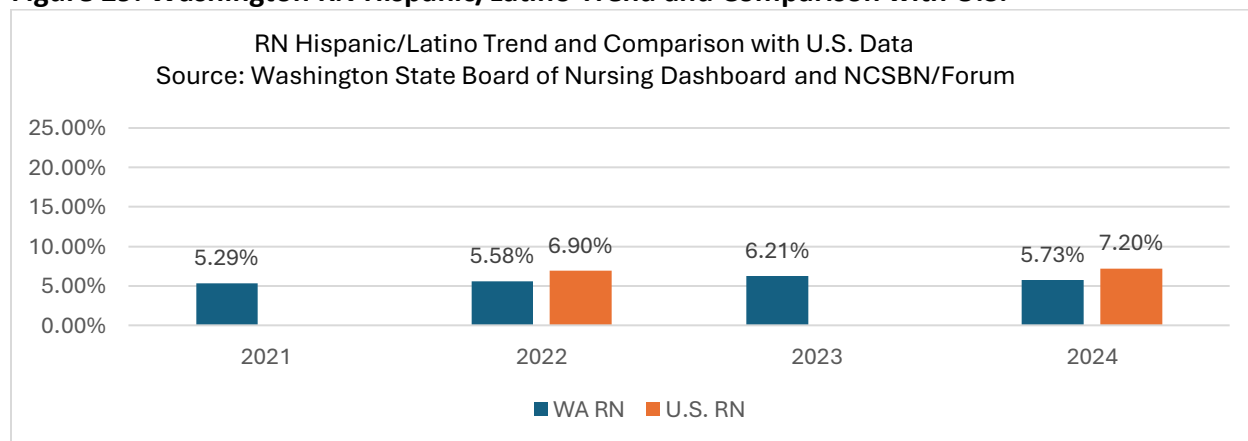
The U.S. had the greatest increase for Black/African American and American Indian/Alaska Native RNs and Asian LPNs whereas Washington decreased in diversity for these two groups. In another 2022 survey, 8% of responding RNs were Black/African American which is higher than Washington (NSSRN, 2022).

Figure 28: Washington RN Diversity Comparison with U.S. 2022 and 2024



There was a small increase in the percentage of Hispanic/Latino RNs in Washington State from 2021 to 2024. This was below the U.S. percentage for both 2022 and 2024. In another 2022 national study, 10% of RNs were Hispanic (NSSRN, 2022) which is higher than Washington state.

Figure 29: Washington RN Hispanic/Latino Trend and Comparison with U.S.



For Washington CNPs, the largest increase was for Black/African American CNPs. There was a decrease for Washington American Indian/Alaskan Native CNPs over the four-year period. In a national study, 7.2% of responding CNPs were Black/African American which is lower than Washington. (AANP, 2024). In a 2022 national study, 8% of responding NPs were Black/African American which is lower than Washington (NSSRN, 2022).

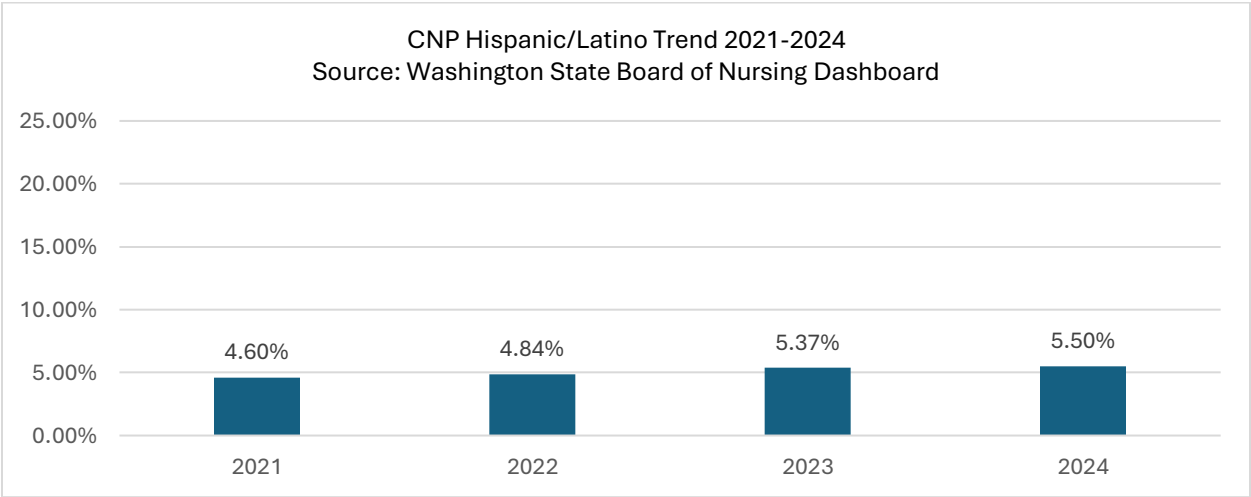
Table 7: CNP Diversity 2021-2024

	2021	2022	2023	2024
<i>American Indian/Alaska Native</i>	0.57%	0.59%	0.46%	0.45%
<i>Asian</i>	8.43%	8.66%	8.68%	8.96%
<i>Black/African American</i>	5.36%	6.45%	8.85%	9.83%
<i>Multi-Racial</i>	3.08%	3.14%	3.19%	3.21%
<i>Native Hawaiian/Other Pacific Islander</i>	0.20%	0.24%	0.24%	0.28%
<i>Other Race</i>	2.34%	2.30%	2.56%	2.56%
<i>White/Caucasian</i>	80.02%	78.62%	76.02%	74.71%

Source: Washington State Board of Nursing Dashboard

There was a small increase in the percentage of Hispanic/Latino CNPs in Washington State from 2021 to 2024. In a 2022 national study, 9% of NPs were Hispanic (NSSRN, 2022) which is higher than Washington State.

Figure 30: Washington CNP Hispanic/Latino Trend



For Washington CRNA's the largest increase was for American Indian/Alaska Native CRNAs. There was a decrease for Asian, Black/African American and Multi-Racial CRNAs over the four-year period.

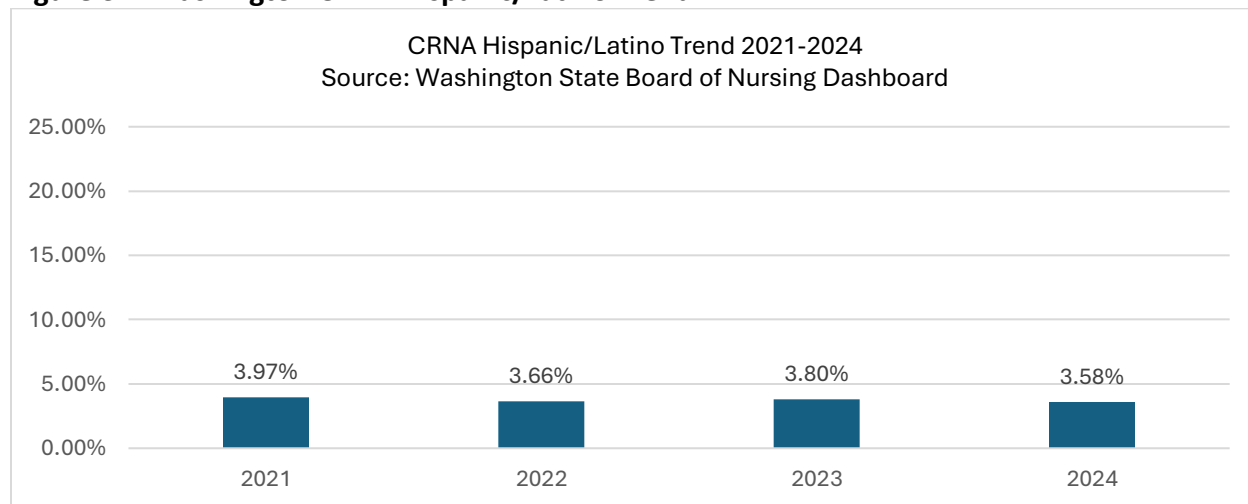
Table 8: CRNA Diversity 2021-2024

	2021	2022	2023	2024
<i>American Indian/Alaska Native</i>	0.31%	0.43%	0.50%	0.54%
<i>Asian</i>	6.19%	6.28%	5.93%	5.98%
<i>Black/African American</i>	1.99%	1.84%	1.81%	1.85%
<i>Multi-Racial</i>	2.62%	2.60%	2.31%	2.39%
<i>Native Hawaiian/Other Pacific Islander</i>	0.31%	0.22%	0.20%	0.33%
<i>Other Race</i>	2.73%	2.92%	3.02%	2.83%
<i>White/Caucasian</i>	85.83%	85.71%	86.23%	86.07%

Source: Washington State Board of Nursing Dashboard

There was a small decrease in the percentage of Hispanic/Latino CRNAs) in Washington State from 2021 to 2024.

Figure 31: Washington CRNA Hispanic/Latino Trend



For Washington CNMs, the largest increase was for multi-racial CNMs. There was a decrease for Asian and Black/African American CNMs over the four-year period.

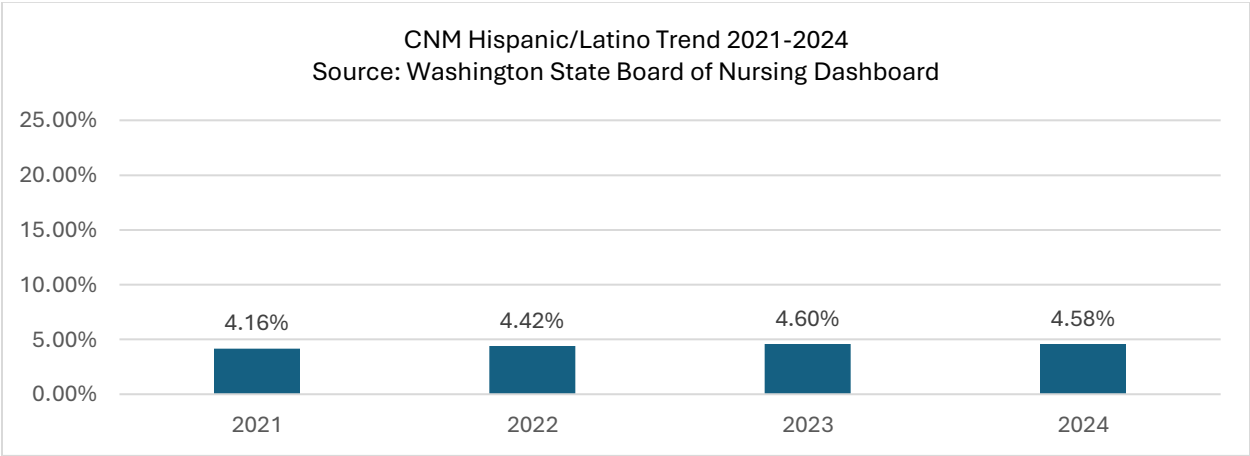
Table 9: CNM Diversity 2021-2024

	2021	2022	2023	2024
<i>American Indian/Alaska Native</i>	0.00%	0.00%	0.21%	0.44%
<i>Asian</i>	2.19%	2.21%	2.51%	2.18%
<i>Black/African American</i>	2.19%	1.77%	2.09%	2.18%
<i>Multi-Racial</i>	2.63%	3.32%	3.56%	3.70%
<i>Native Hawaiian/Other Pacific Islander</i>	0.22%	0.22%	0.21%	0.22%
<i>Other Race</i>	2.41%	2.43%	2.30%	2.61%
<i>White/Caucasian</i>	90.37%	90.04%	89.12%	88.67%

Source: Washington State Board of Nursing Dashboard

There was a small increase in the percentage of Hispanic/Latino CNMs in Washington State from 2021 to 2024.

Figure 32: Washington CNM Hispanic/Latino Trend



For Washington CNS, there was little change across the four years.

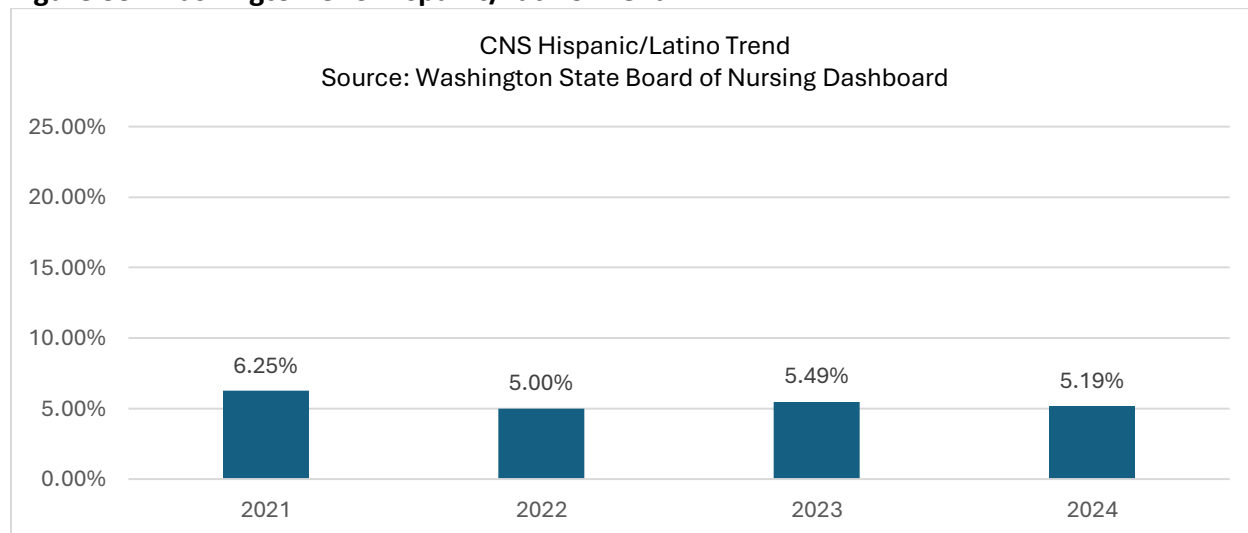
Table 10: CNS Diversity 2021-2024

	2021	2022	2023	2024
<i>American Indian/Alaska Native</i>	0.00%	0.00%	0.00%	0.00%
<i>Asian</i>	10.06%	11.32%	11.04%	11.76%
<i>Black/African American</i>	5.66%	4.40%	4.29%	3.92%
<i>Multi-Racial</i>	0.63%	0.63%	1.84%	1.31%
<i>Native Hawaiian/Other Pacific Islander</i>	0.63%	0.63%	0.00%	0.65%
<i>Other Race</i>	1.89%	1.89%	1.84%	1.96%
<i>White/Caucasian</i>	81.13%	81.13%	80.98%	80.39%

Source: Washington State Board of Nursing Dashboard

There was a small decrease in the percentage of Hispanic/Latino CNS in Washington State from 2021 to 2024.

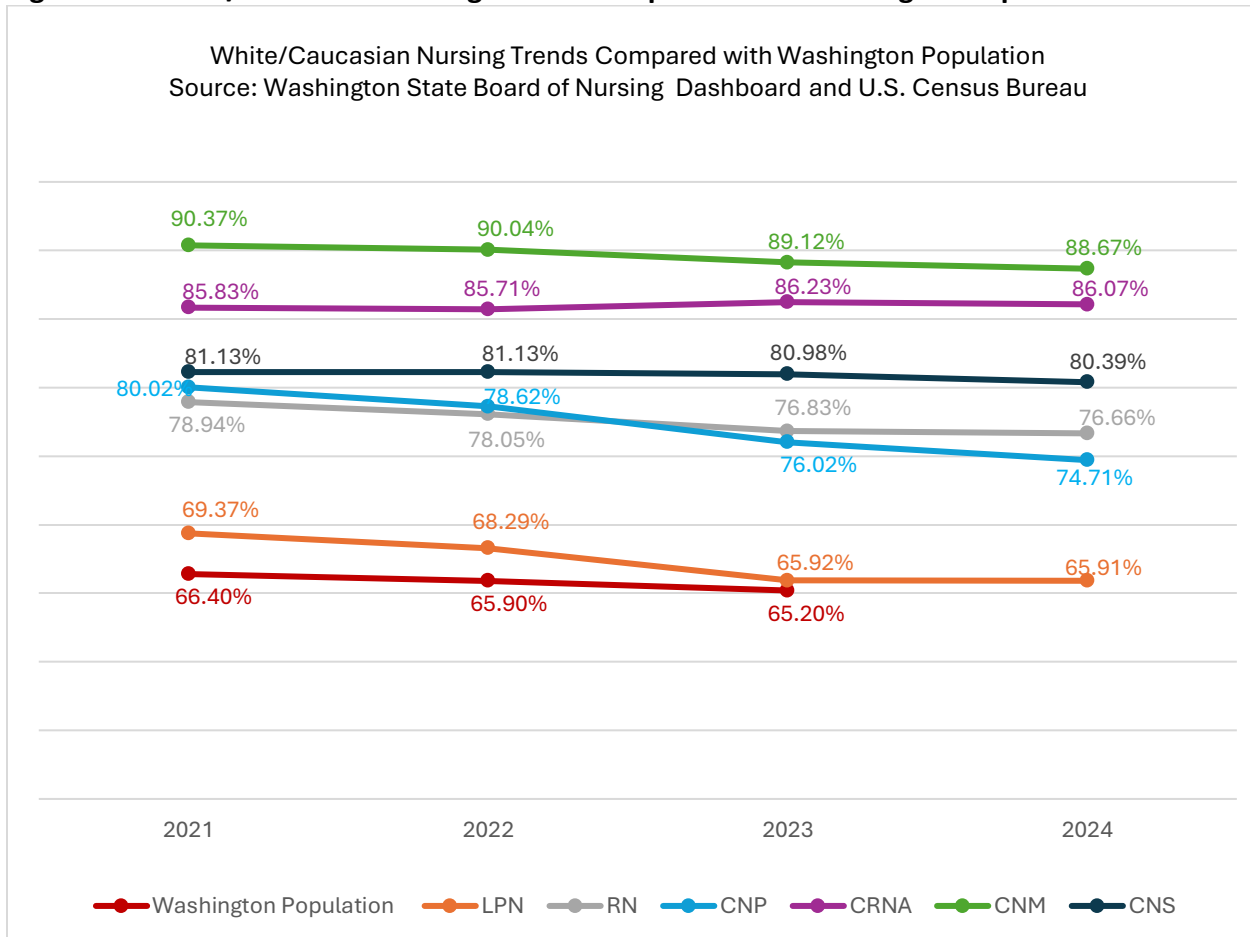
Figure 33: Washington CNS Hispanic/Latino Trend



How does nursing diversity trends compare with the population of Washington State?

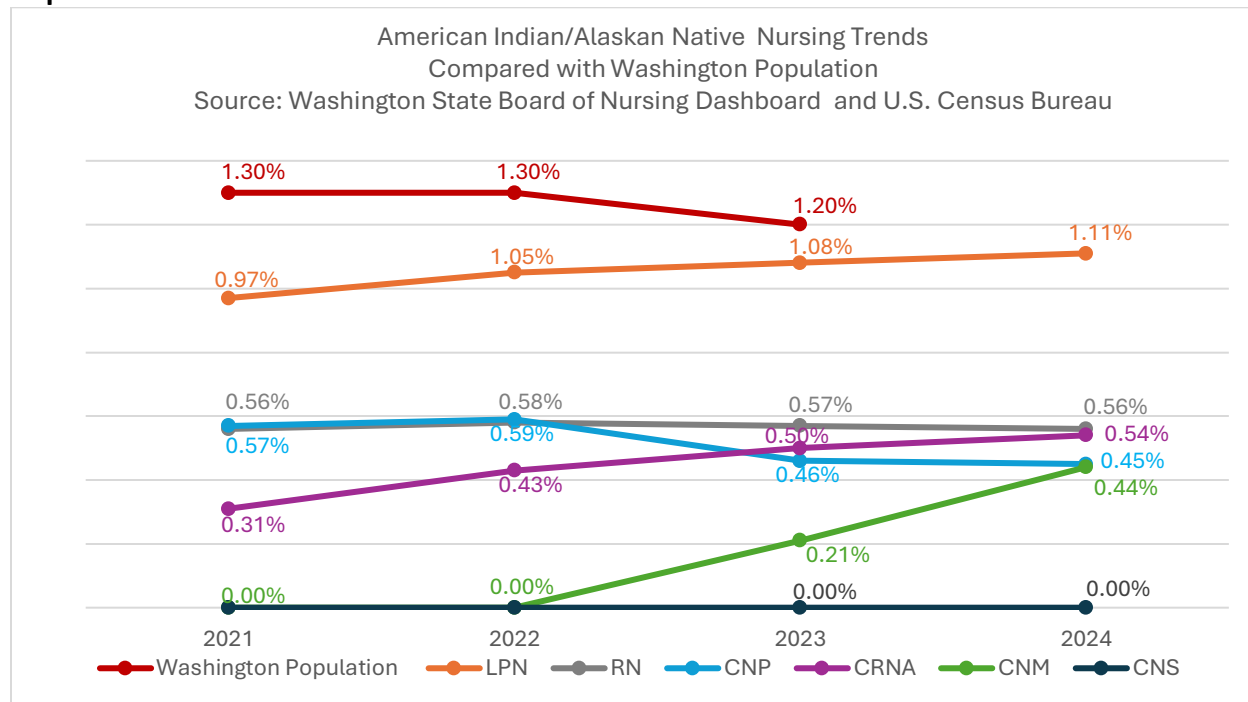
All Washington nursing professions have a greater percentage of White/Caucasian as compared to the general Washington population.

Figure 34: White/Caucasian Nursing Trends Compared with Washington Population



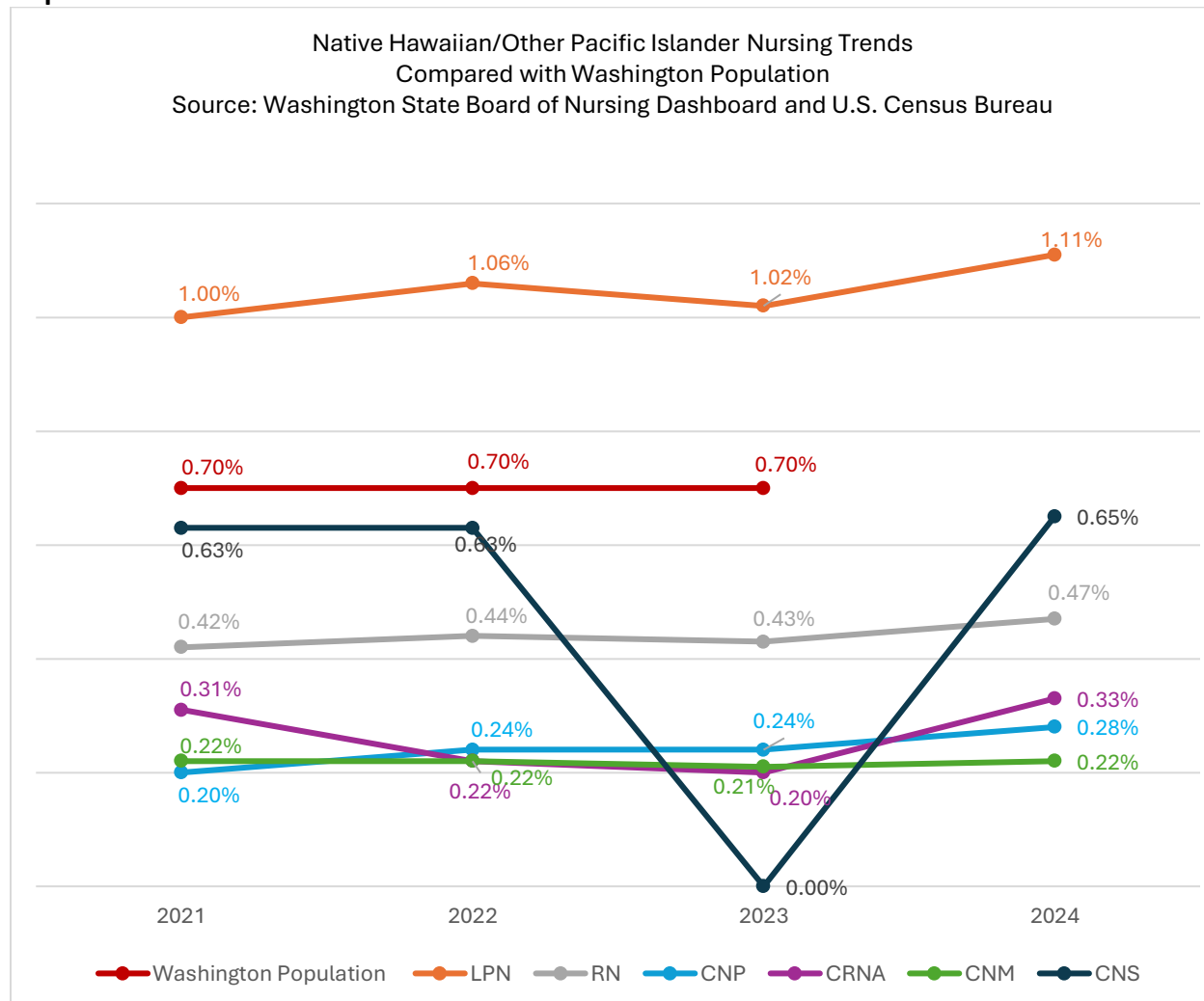
All nursing professions are below the Washington State Population for American Indian/Alaskan Native.

Figure 35: American Indian/Alaskan Native Nursing Trends Compared with Washington Population



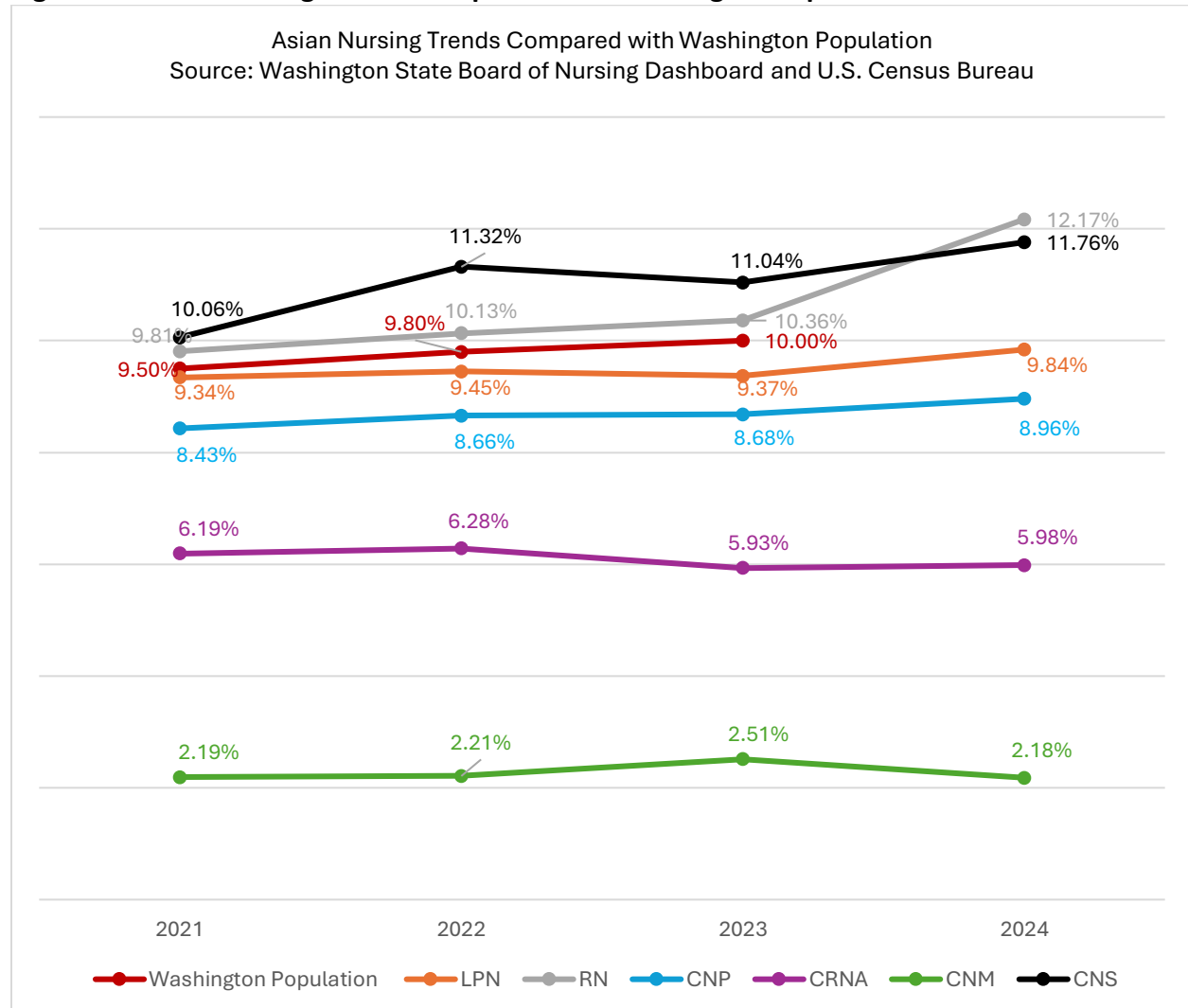
There is a larger percentage of Native Hawaiian/Pacific Islander LPNs as compared to the general population. All other nursing professions are below the population.

Figure 36: Native Hawaiian/Pacific Islander Nursing Trends Compared with Washington Population



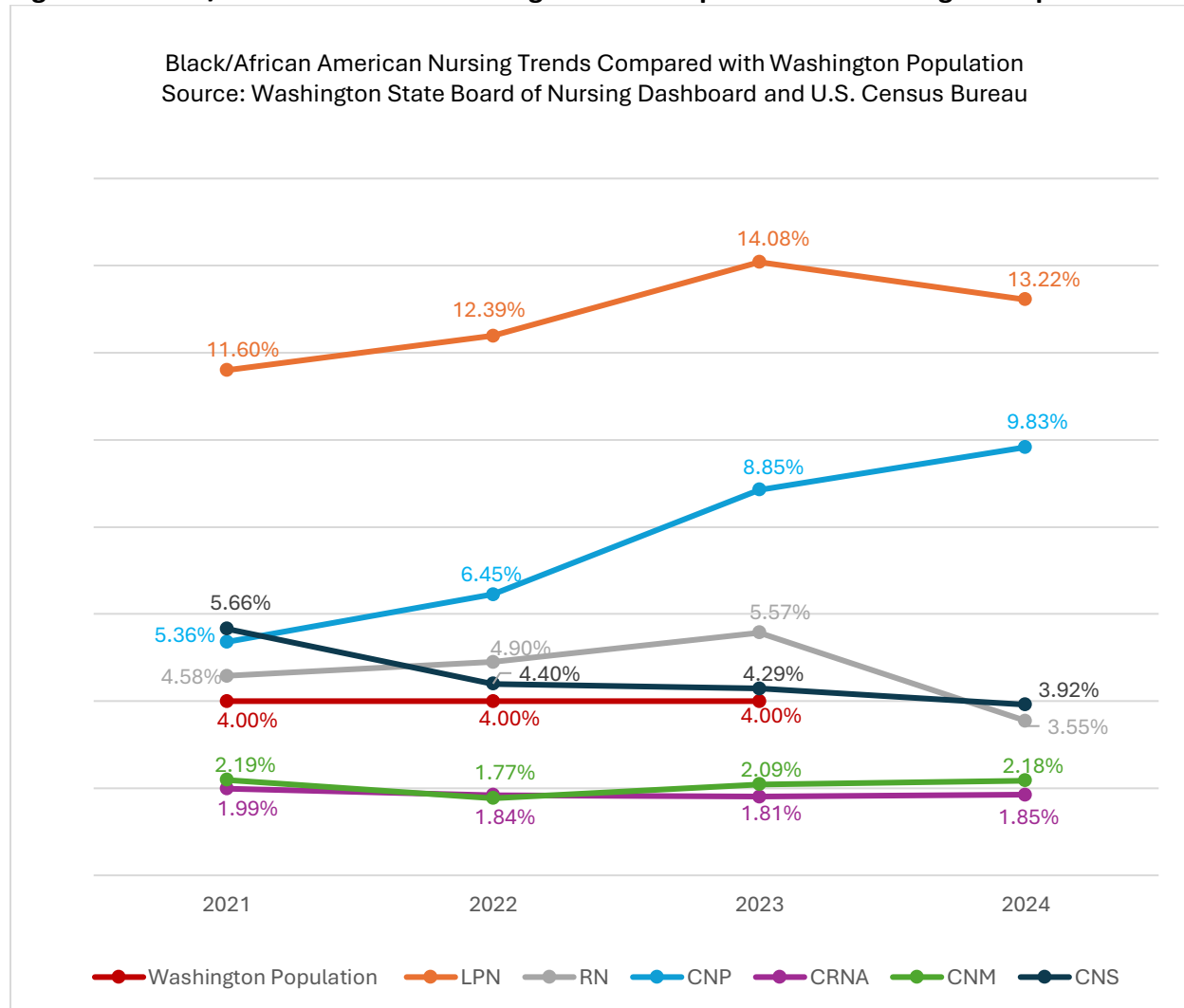
There is a larger percentage of Asian RN's and CNS as compared to the general population. All other nursing professions are below the population.

Figure 37: Asian Nursing Trends Compared with Washington Population



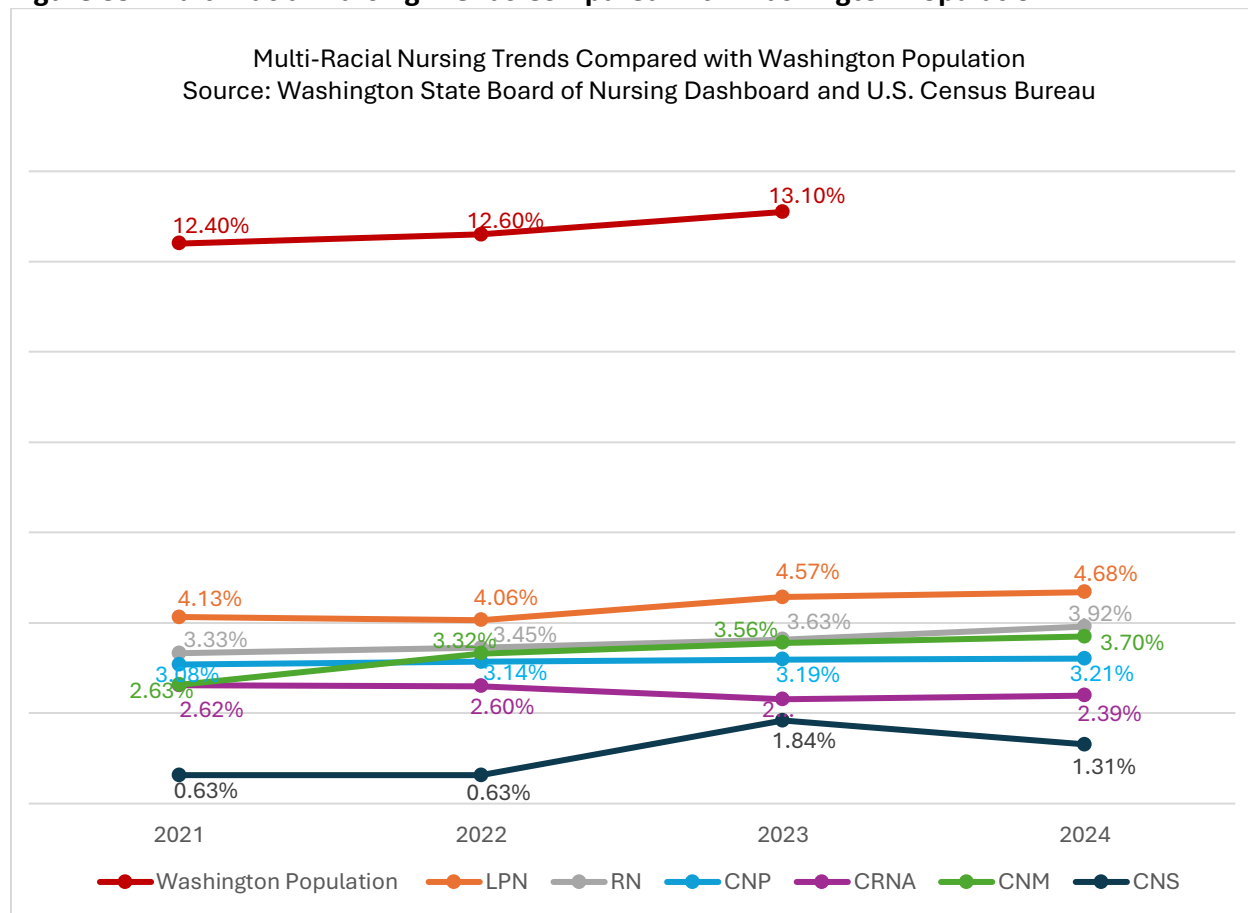
There is a larger percentage of Black/African American LPNs, CNPs for all four years as compared to the general population. RNs and CNS are greater than the general population until 2023. All other nursing professions are below the population.

Figure 38: Black/African American Nursing Trends Compared with Washington Population



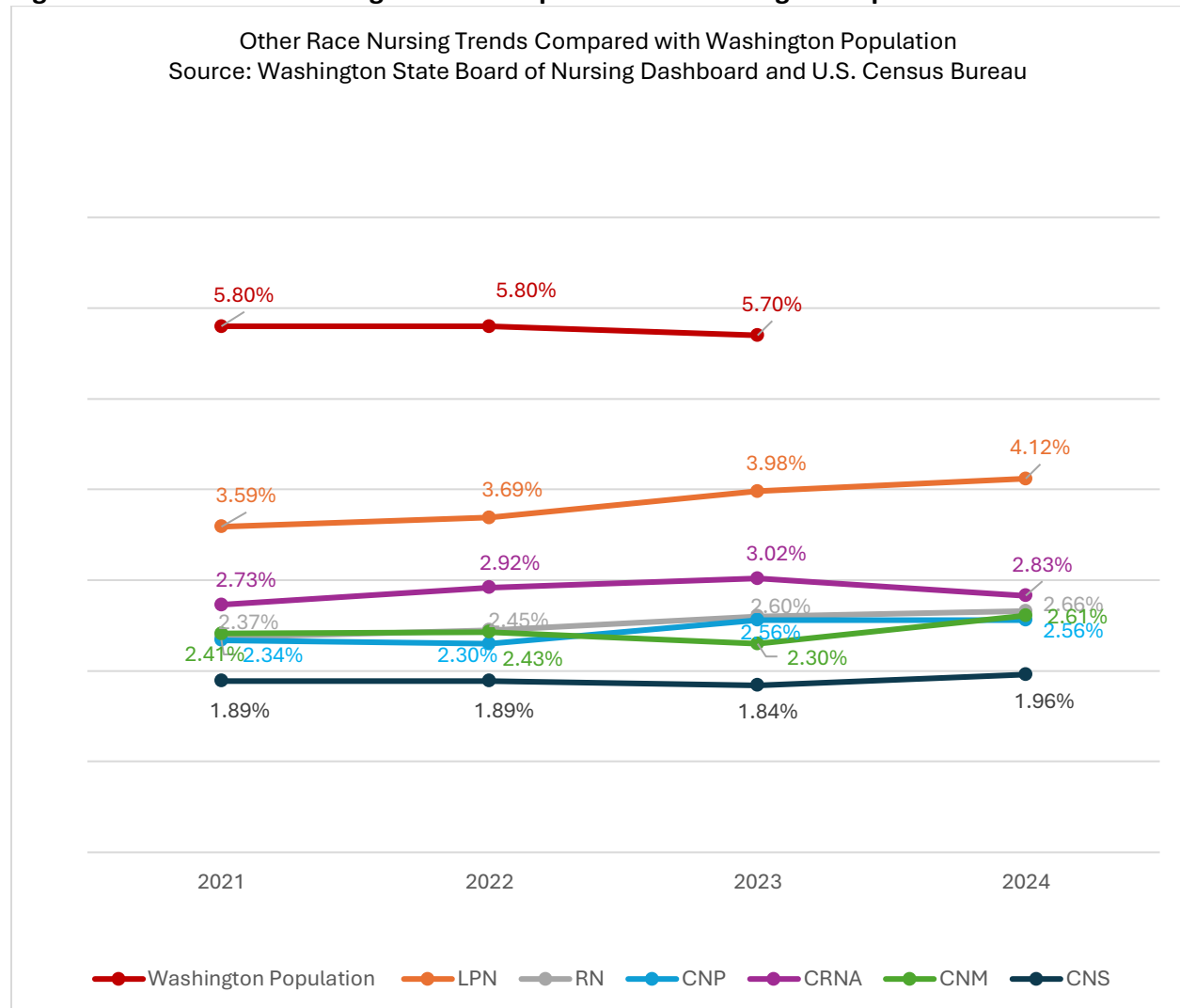
All Washington nursing professions are below the multi-racial general population.

Figure 39: Multi-Racial Nursing Trends Compared with Washington Population



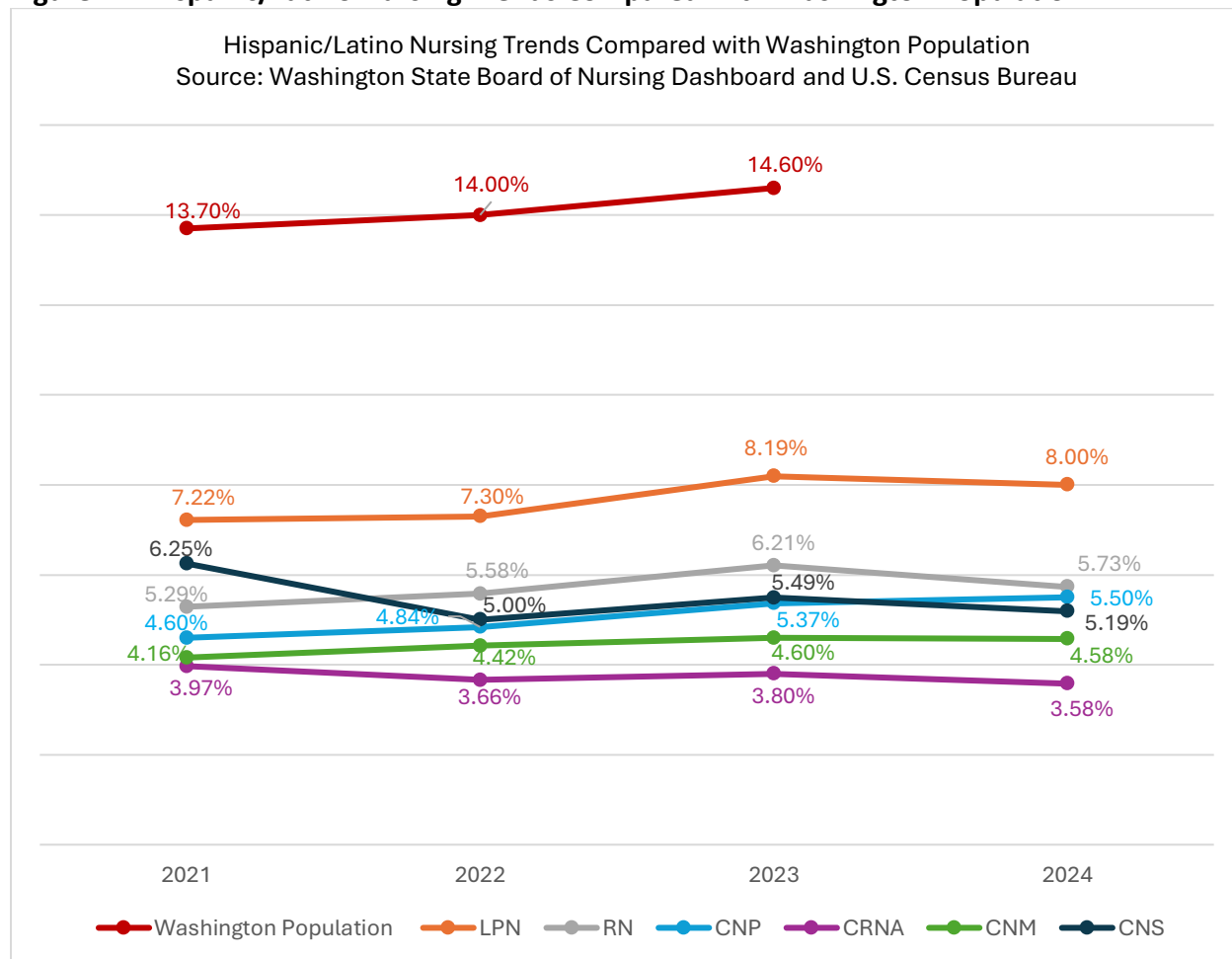
All Washington nursing professions are below the other race general population.

Figure 40: Other Race Nursing Trends Compared with Washington Population



All Washington nursing professions are below the Hispanic/Latino general population.

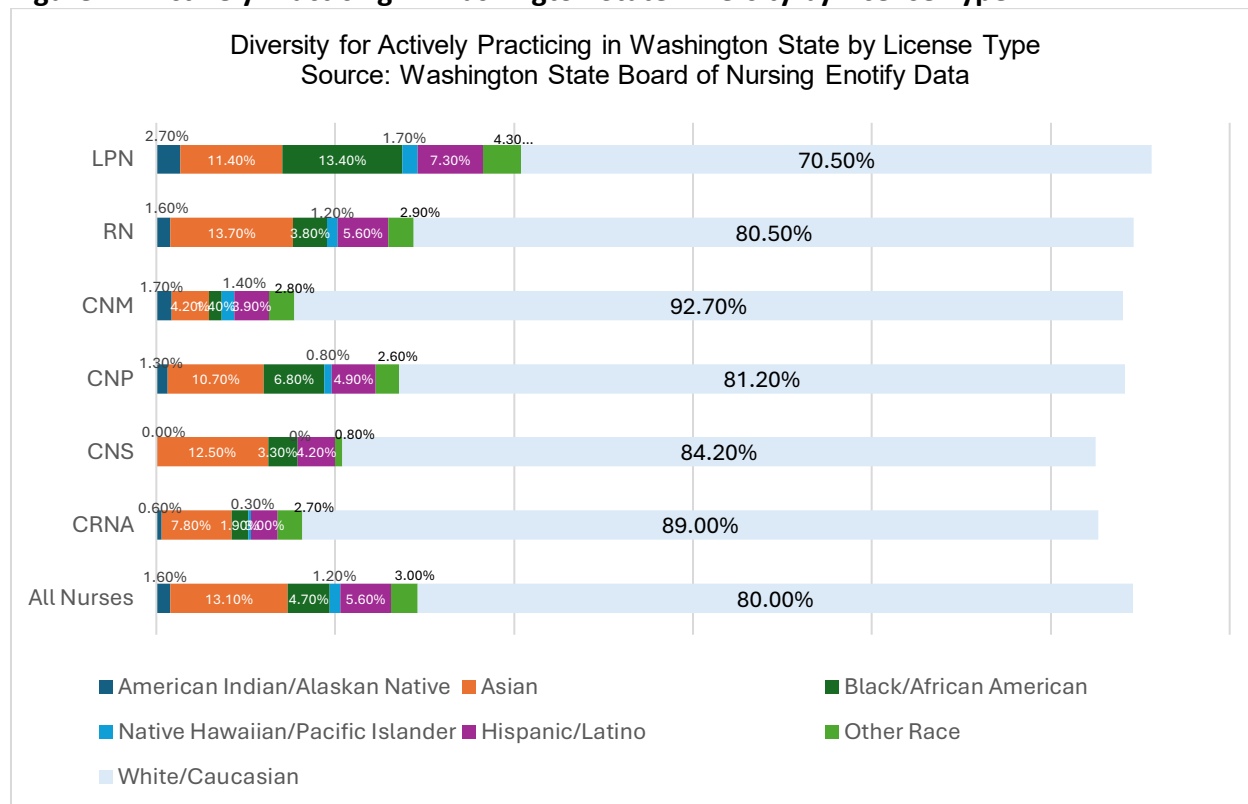
Figure 41: Hispanic/Latino Nursing Trends Compared with Washington Population



What does the most current data show for diversity for nurses actively working in Washington State?

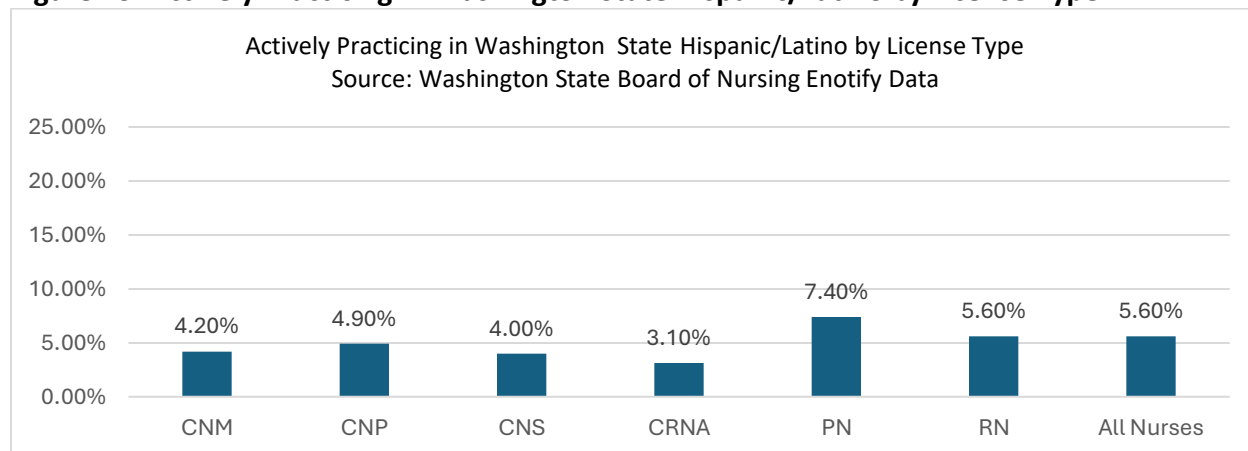
In 2024, Washington State LPNs that are actively practicing in-state continue to have the greatest diversity followed by RNs.

Figure 42: Actively Practicing in Washington State Diversity by License Type



In Washington State in 2024, the greatest percentage of actively practicing in-state Hispanic/Latino nurses are LPN.

Figure 43: Actively Practicing in Washington State Hispanic/Latino by License Type

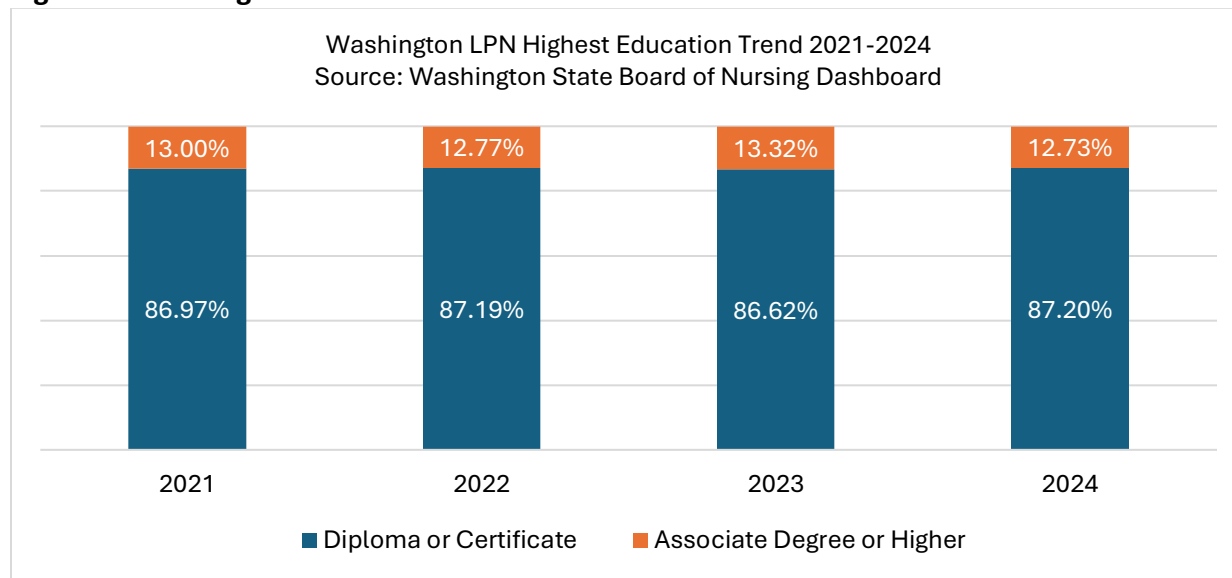


Education Analysis

What are the education trends for each profession?

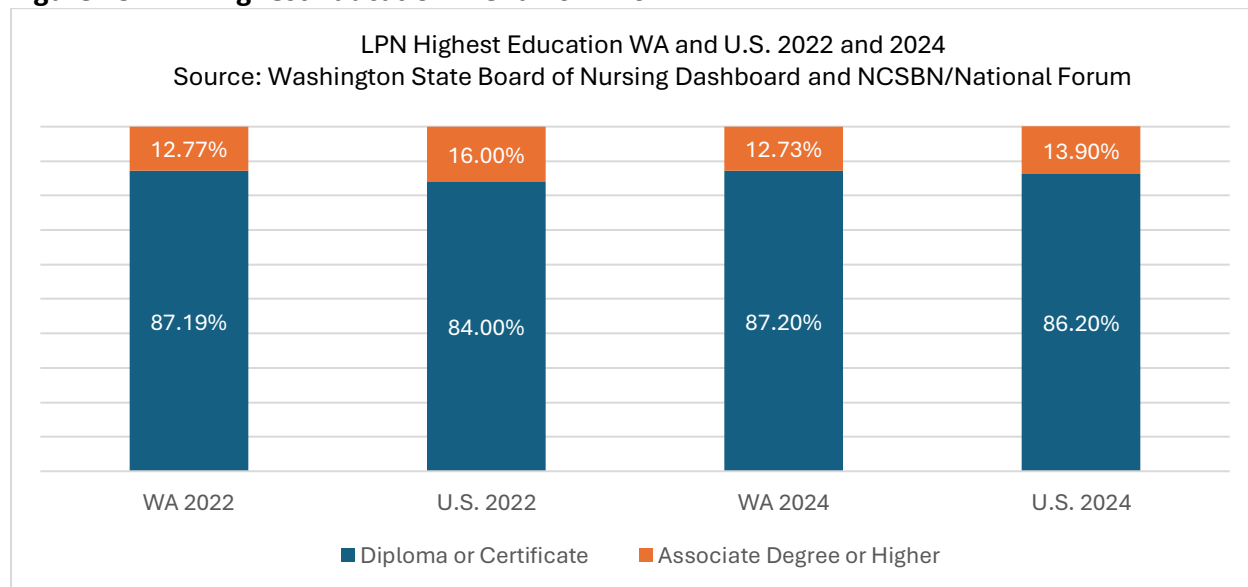
The percentage of LPNs with an associate degree or higher decreased by 2.08% over the last four years.

Figure 44: LPN Highest Education Trend 2021-2024



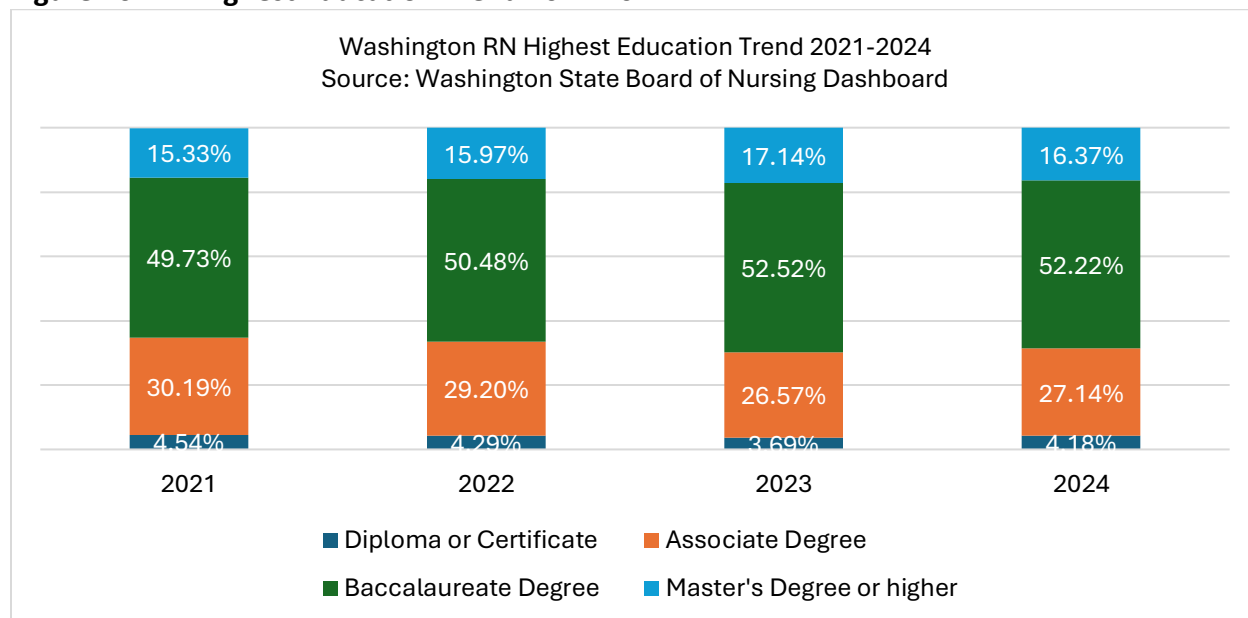
Comparing 2022 and 2024 with national data, both Washington State and the U.S. had a decrease in the percentage of LPNs with associates degree or higher. The decrease at the U.S. level was 13.13%.

Figure 45: LPN Highest Education Trend 2021-2024



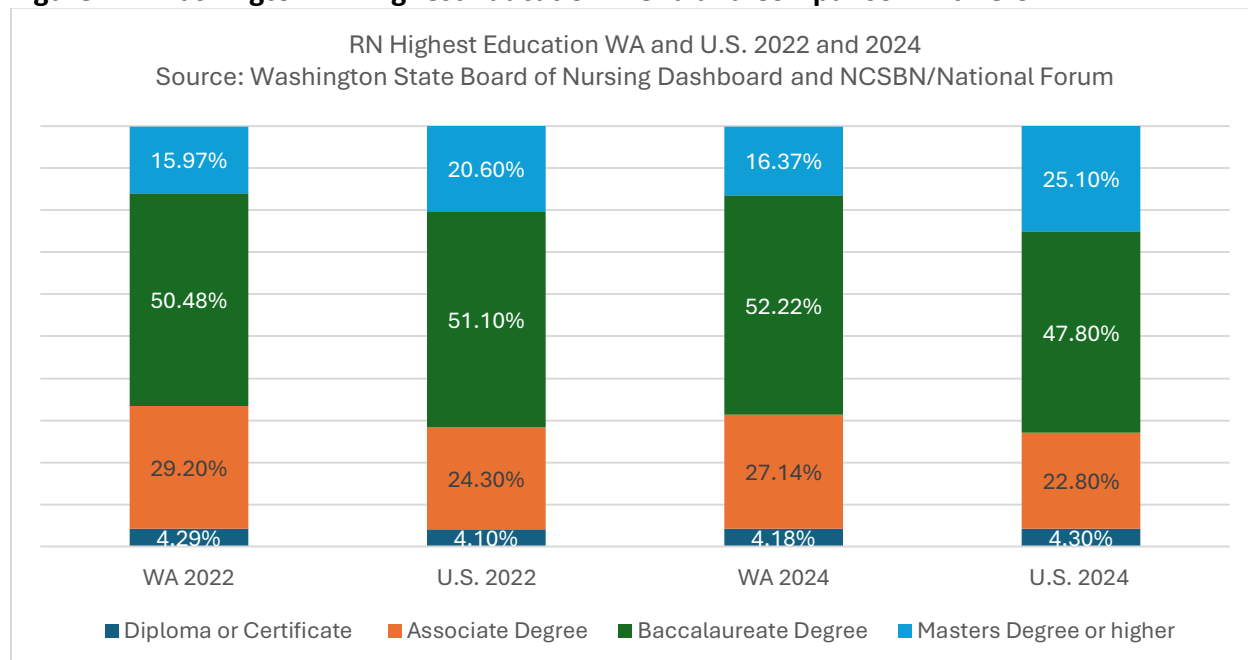
The percentage of RNs with a bachelor's degree increased by 5.01% and with a master's degree or higher by 6.68% over the last four years.

Figure 46: RN Highest Education Trend 2021-2024



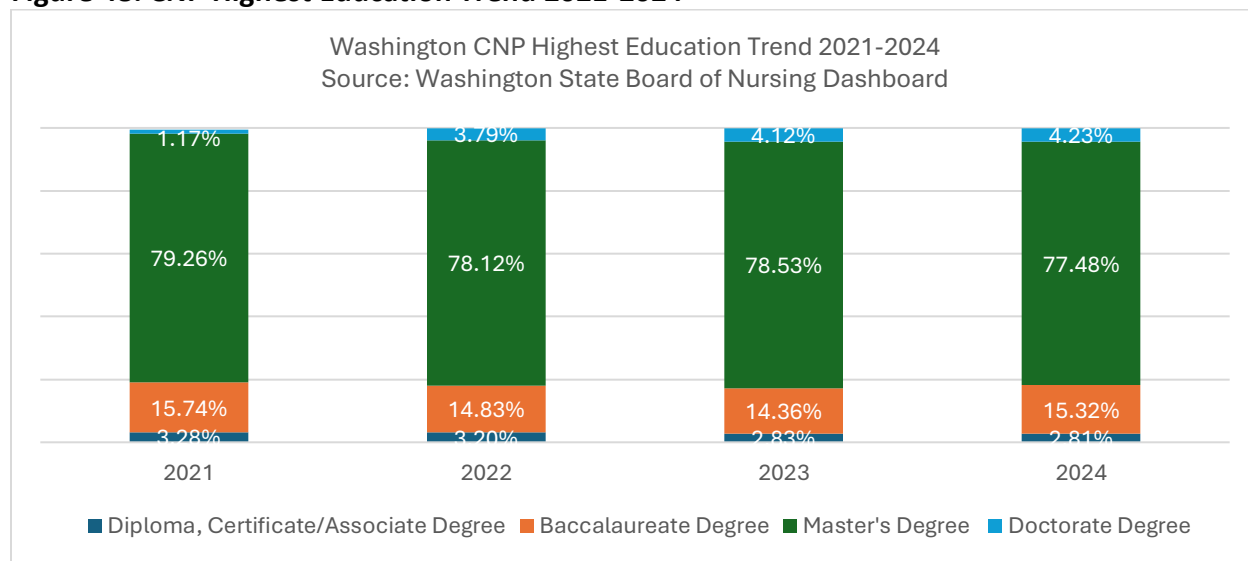
Comparing 2022 and 2024 data with U.S. Data, the percentage of RN's with a bachelor's degree decreased in the U.S. by 6.46%. Washington State had a greater percentage with a bachelor's degree in 2024 than the U.S. In another 2022 national study, 46% indicated they have a bachelor's degree which is lower than Washington (NSSRN, 2022).

Figure 47: Washington RN Highest Education Trend and Comparison with U.S.



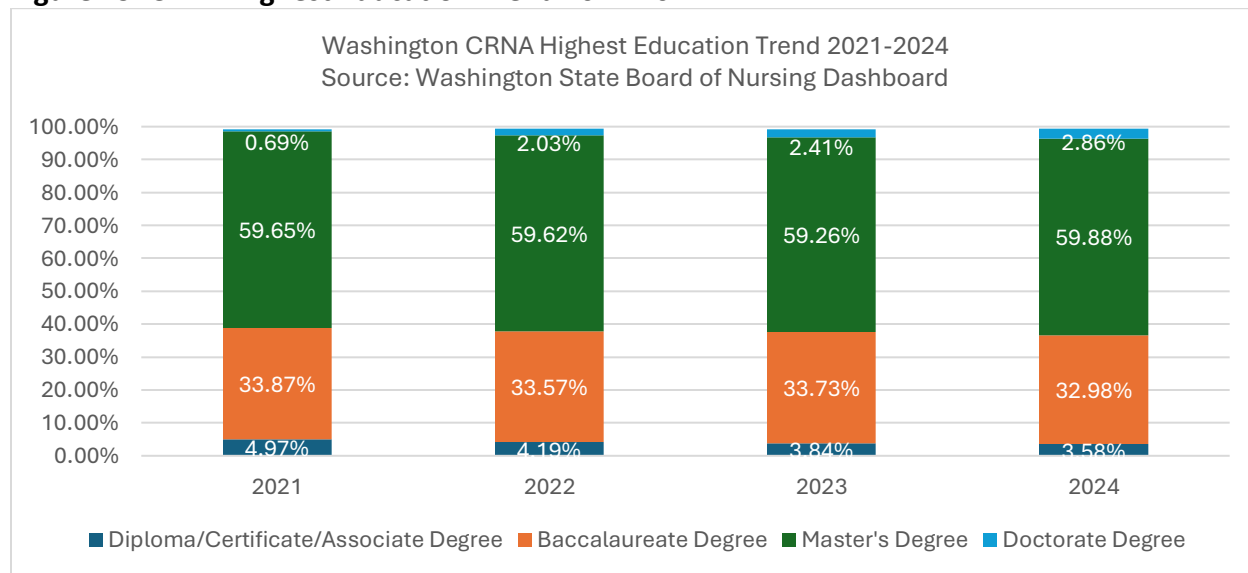
The percentage of Washington CNP's with a doctorate degree increased by 261.54% over the last four years. In a 2024 national study, 78.4% of responding NPs listed their highest education as a master's in nursing which is slightly higher than Washington (AANP, 2024). In a 2022 national study, 86% of responding NPs listed their highest education as a master's in nursing which is higher than Washington (NSSRN, 2022). Many nursing programs in Washington state and across the nation have moved to awarding DNP degrees.

Figure 48: CNP Highest Education Trend 2021-2024



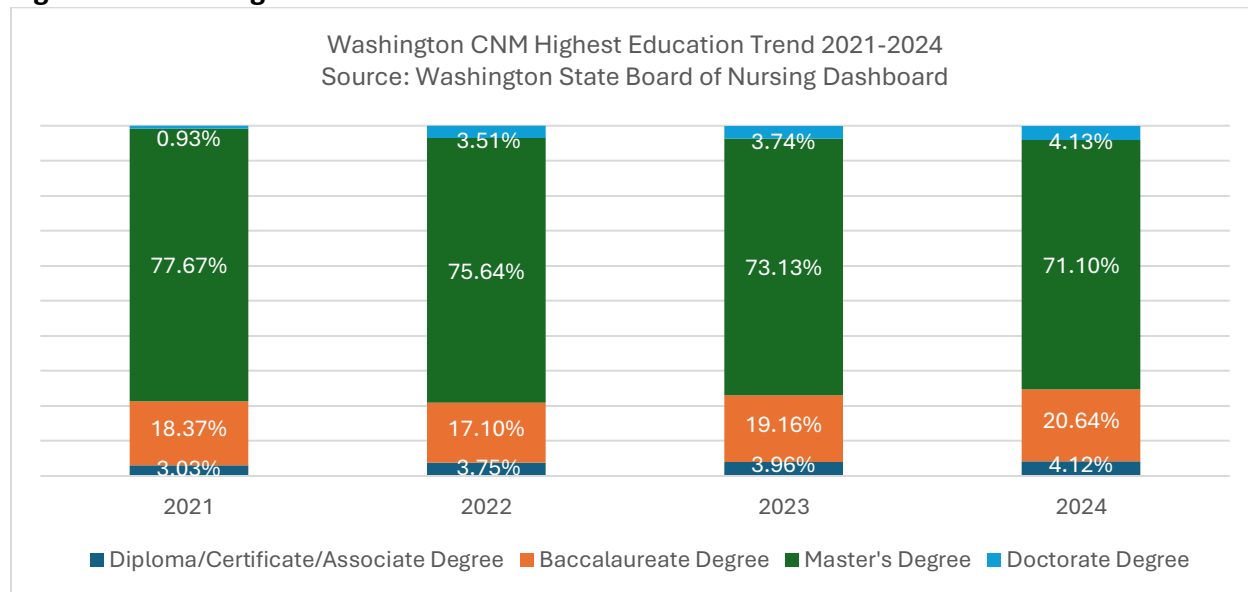
The percentage of Washington CRNA's with a doctorate degree increased by 314.49% over the last four years. Similar to the NP programs, there has been nation-wide push to award DNP degrees.

Figure 49: CRNA Highest Education Trend 2021-2024



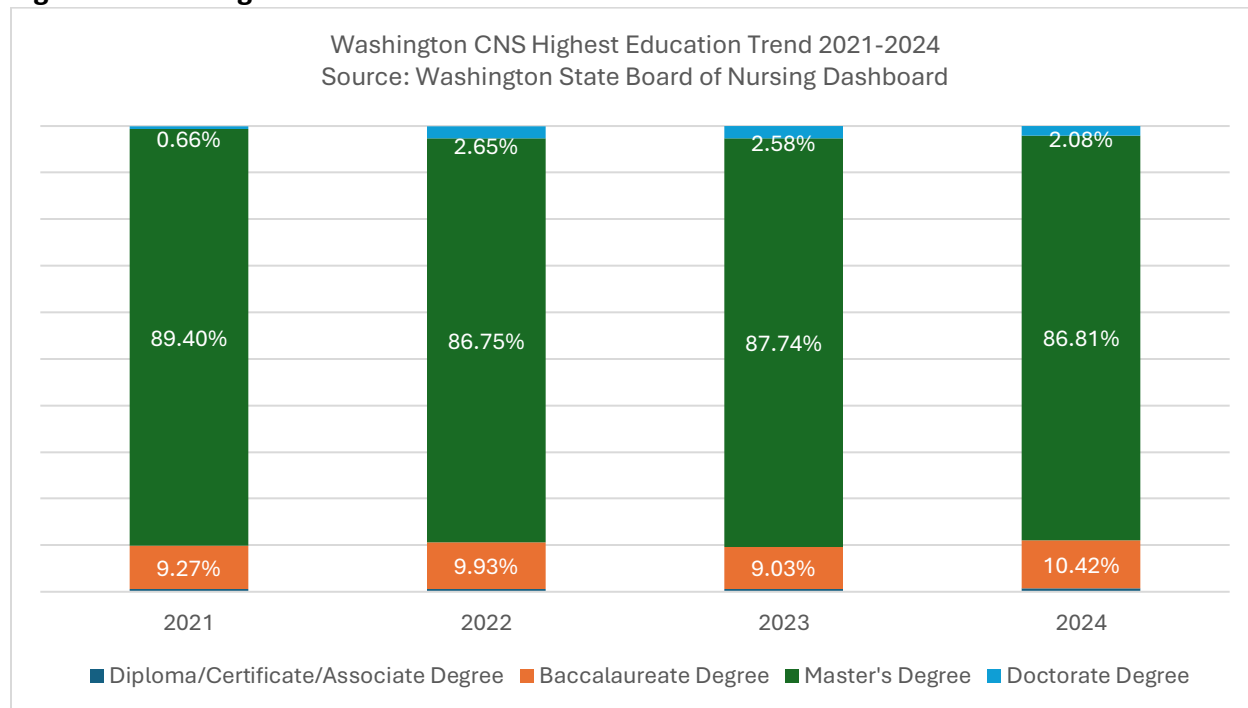
The percentage of Washington CNM's with a doctorate degree increased by 344.09% over the last four years. Many nursing programs in Washington state and across the nation have moved to awarding DNP degrees.

Figure 50: CNM Highest Education Trend 2021-2024



The percentage of Washington CNS with a doctorate degree increased by 215.15% over the last four years.

Figure 51: CNS Highest Education Trend 2021-2024

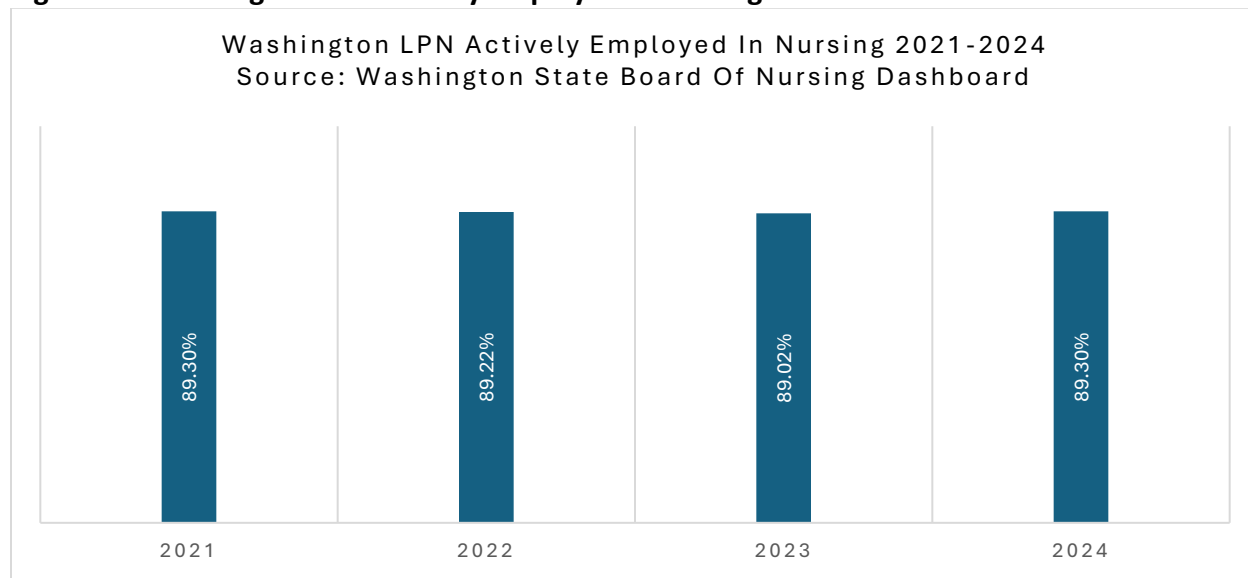


Employment Status Analysis

What are the trends in employment status for each nursing profession?

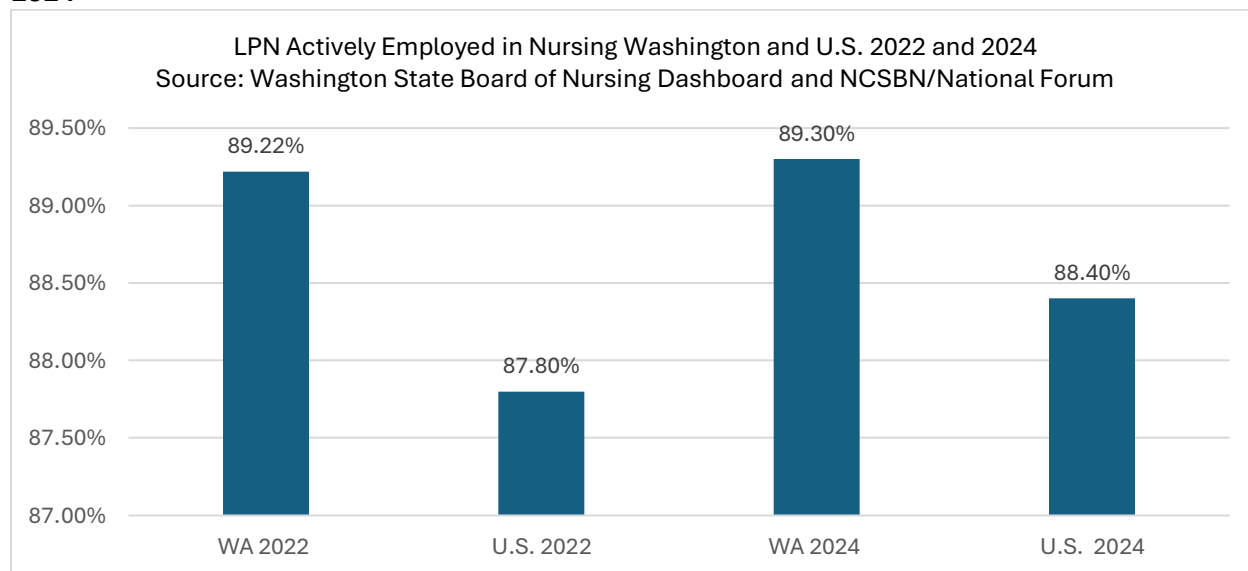
There was no difference in the percentage of LPNs actively employed in nursing in Washington State between 2021 and 2024.

Figure 52: Washington LPN Actively Employed in Nursing



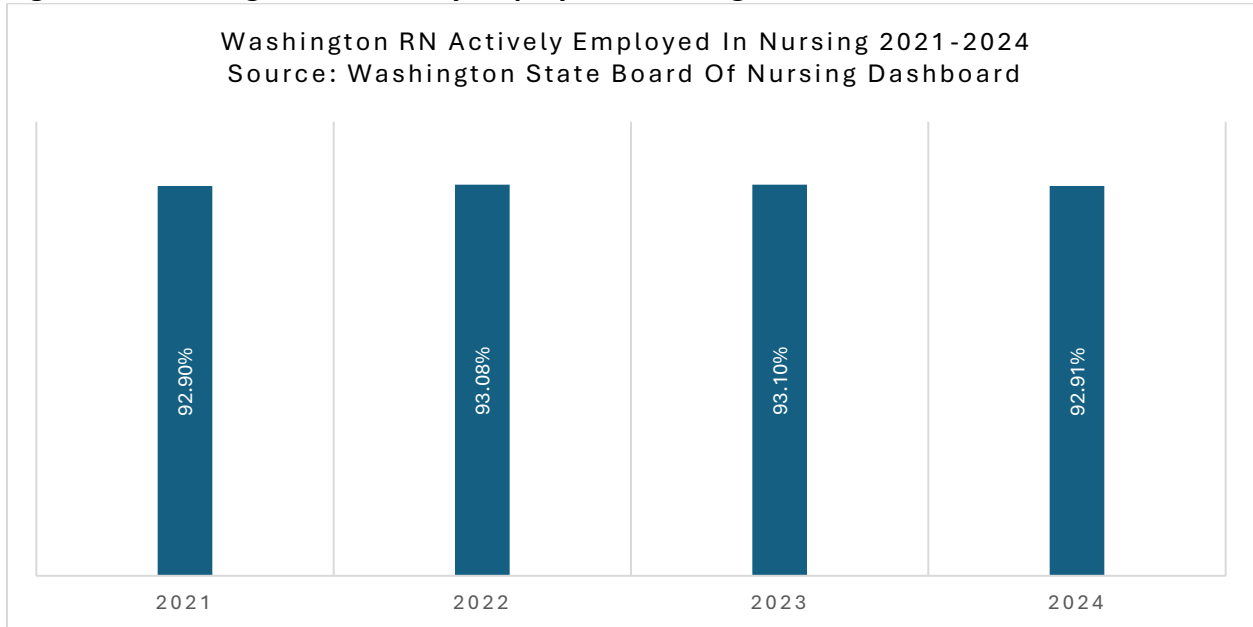
There was a small increase in the percentage of LPNs actively employed in nursing for Washington State and the U.S when comparing 2022 and 2024.

Figure 53: Washington LPN Actively Employed in Nursing Comparison with U.S. 2022 and 2024



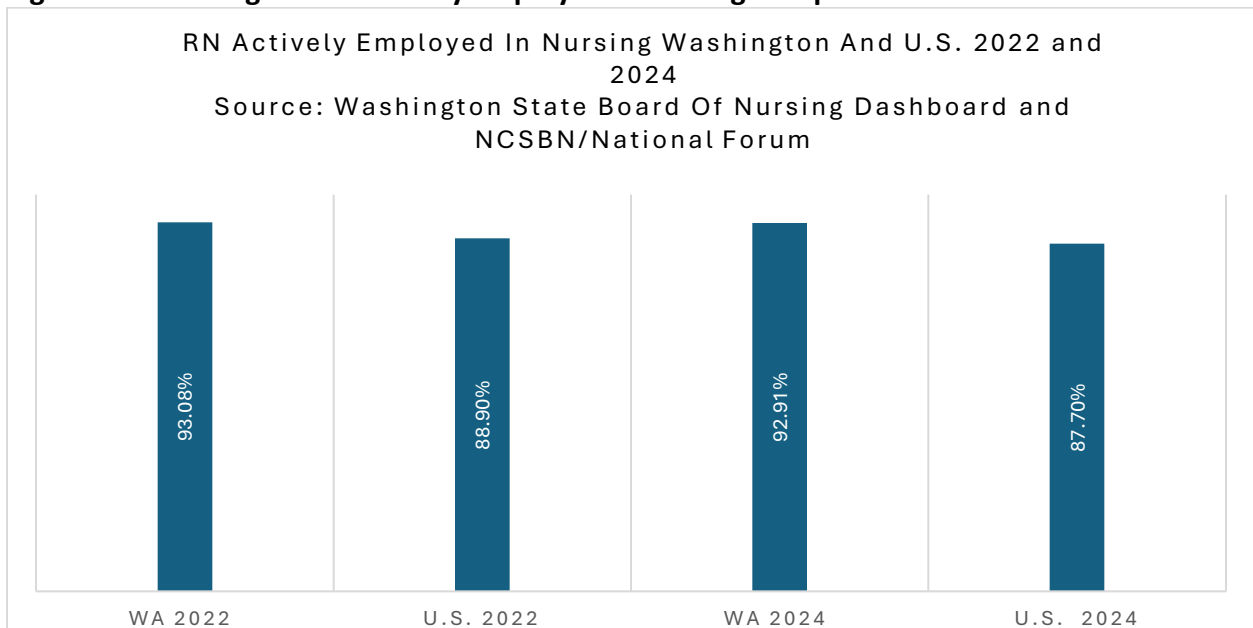
There was a small increase in the percentage of RNs actively employed in nursing for Washington State between 2021 and 2024.

Figure 54: Washington RN Actively Employed in Nursing



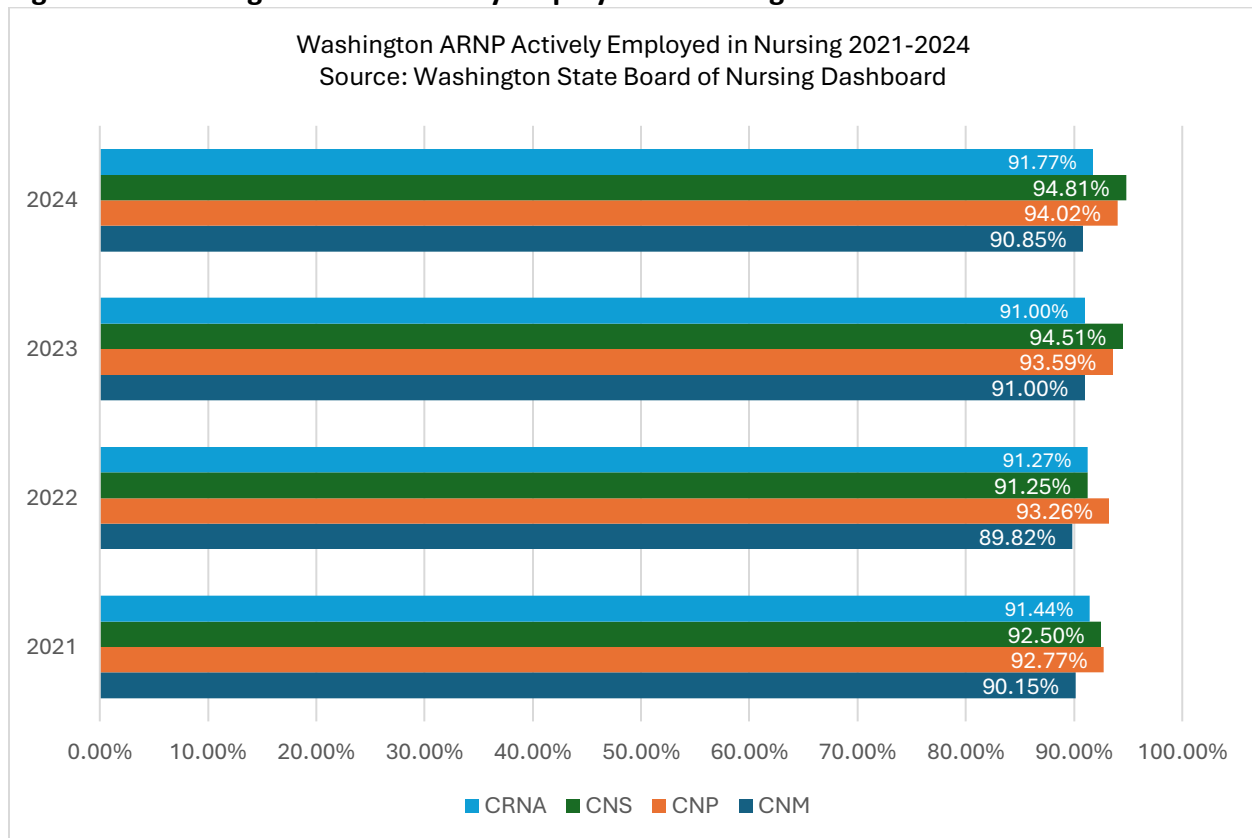
There was a small decrease in the percentage of RNs actively employed in nursing in Washington State and the U.S when comparing 2022 and 2024.

Figure 55: Washington RN Actively Employed in Nursing Comparison with U.S. 2022 and 2024



There was a small increase in the percentage of CNP, CNS and CRNAs actively employed in nursing in Washington State between 2021 and 2024 and a small decrease for Washington CNMs.

Figure 56: Washington ARNP Actively Employed in Nursing



Employment Setting Analysis

What are the trends in employment setting for each nursing profession?

Over the last four years, the greatest increase was for LPNs working in Public Health and in Nursing Home/Extended Care. The largest decrease was for School of Nursing LPNs.

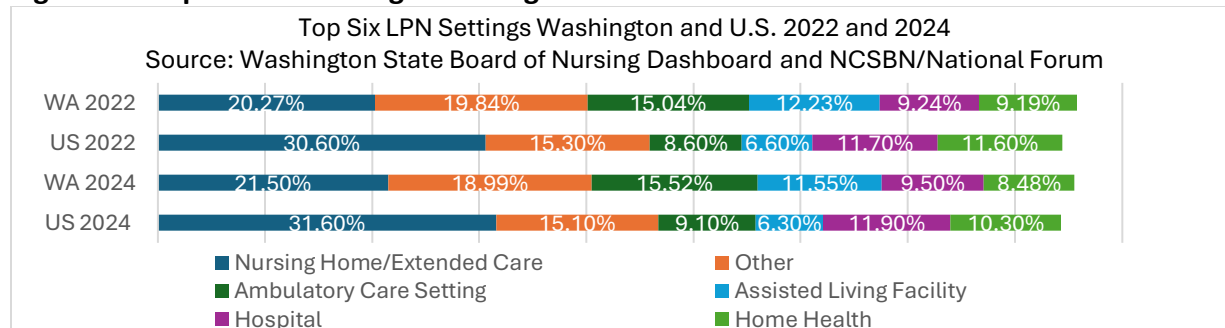
Table 11: LPN Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	9.38%	9.24%	9.77%	9.50%
<i>Ambulatory Care Setting</i>	15.05%	15.04%	14.69%	15.52%
<i>Other</i>	19.82%	19.84%	18.98%	18.99%
<i>Nursing Home/Extended Care</i>	19.61%	20.27%	21.36%	21.50%
<i>Home Health</i>	9.25%	9.19%	8.95%	8.48%
<i>Community Health</i>	3.18%	3.33%	3.28%	3.26%
<i>Assisted Living Facility</i>	12.43%	12.23%	11.23%	11.55%
<i>Insurance Claims/Benefits</i>	1.61%	1.63%	1.90%	1.41%
<i>School Health Service</i>	3.79%	3.68%	3.89%	4.18%
<i>School of Nursing</i>	3.79%	0.55%	0.49%	0.46%
<i>Hospice</i>	0.66%	0.59%	0.75%	0.71%
<i>Correctional Facility</i>	2.71%	2.43%	2.77%	2.51%
<i>Public Health</i>	0.74%	0.85%	0.87%	0.85%
<i>Dialysis Center</i>	0.58%	0.45%	0.46%	0.46%
<i>Occupational Health</i>	0.67%	0.68%	0.61%	0.62%
<i>Policy/Planning/Regulatory</i>	0.00%	0.00%	0.00%	0.00%

Source: Washington State Board of Nursing Dashboard

A greater percentage of LPNs work in Nursing Homes/Extended Care and in Hospitals in the U.S. than in Washington State. Washington State LPNs work in a more diverse settings as compared to the U.S.

Figure 57: Top Six LPN Settings Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for RNs working in Hospice and in Ambulatory Care. The largest decrease was for Insurance Claims Benefits RNs.

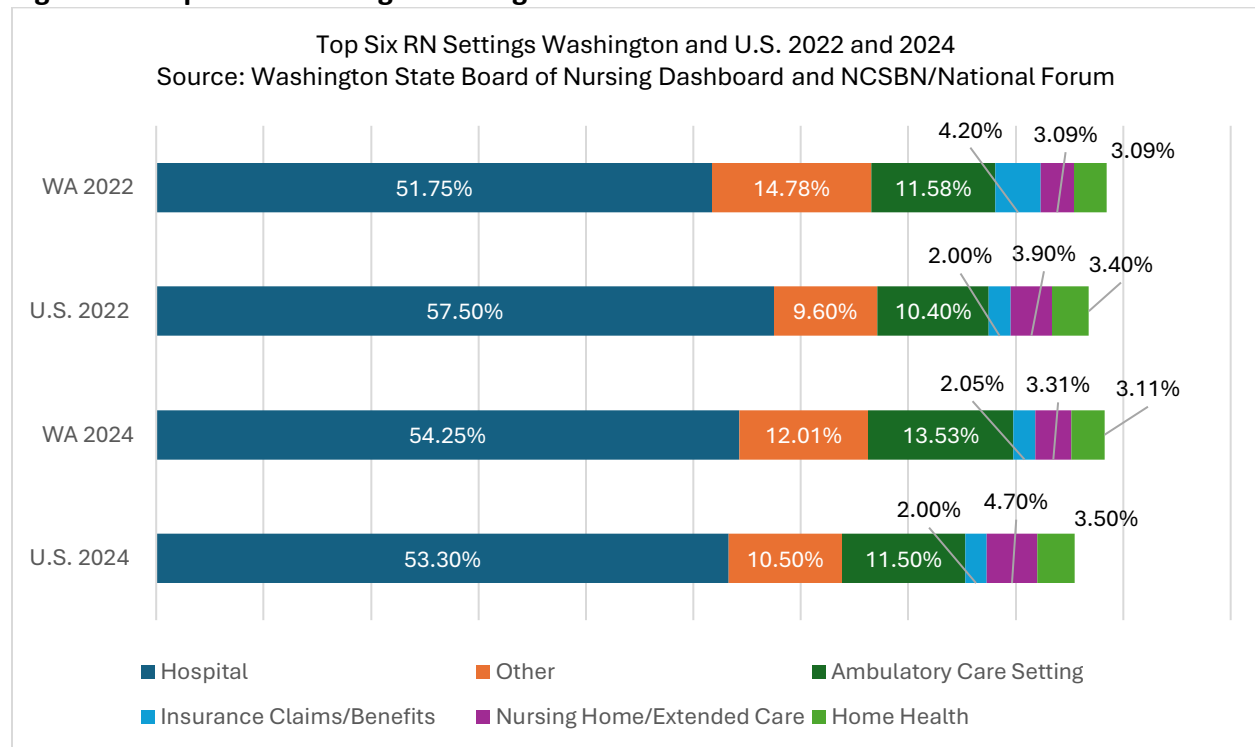
Table 12: RN Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	51.28%	51.75%	51.94%	54.25%
<i>Ambulatory Care Setting</i>	11.51%	11.58%	11.86%	13.53%
<i>Other</i>	15.03%	14.78%	14.65%	12.01%
<i>Nursing Home/Extended Care</i>	3.15%	3.09%	2.81%	3.31%
<i>Home Health</i>	3.18%	3.09%	3.01%	3.11%
<i>Community Health</i>	2.24%	2.31%	2.36%	2.44%
<i>Assisted Living Facility</i>	1.31%	1.24%	1.12%	1.28%
<i>Insurance Claims/Benefits</i>	4.39%	4.20%	4.15%	2.05%
<i>School Health Service</i>	1.50%	1.52%	1.46%	1.70%
<i>School of Nursing</i>	1.92%	1.87%	1.74%	1.42%
<i>Hospice</i>	0.98%	1.01%	1.25%	1.26%
<i>Correctional Facility</i>	0.79%	0.81%	0.81%	0.90%
<i>Public Health</i>	0.91%	0.98%	1.02%	1.00%
<i>Dialysis Center</i>	0.98%	0.94%	0.93%	0.99%
<i>Occupational Health</i>	0.55%	0.55%	0.61%	0.46%
<i>Policy/Planning/Regulatory</i>	0.27%	0.27%	0.26%	0.30%

Source: Washington State Board of Nursing Dashboard

A greater percentage of RNs work in other settings in Washington State as compared to the U.S. Washington State had an increase in the percentage working in a hospital between 2022 and 2024 whereas the U.S. experienced a reduction. In another 2022 national study, 60% of RNs indicated they worked in a hospital setting which is similar to Washington State (NSSRN, 2022).

Figure 58: Top Six RN Settings Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for CNPs working in Insurance Claims/Benefits and in Home Health. The largest decrease was for School Health Service CNPs.

In a 2024 national study, 25.9% of responding NPs indicated they worked in a hospital setting (inpatient and outpatient) which is lower than Washington State (AANP, 2024). In a 2022 national study, 50% of NPs reported working in a clinical/ambulatory care setting which is higher than Washington State (NSSRN, 2022). There are differences in the sampling of these two studies.

Table 13: CNP Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	25.50%	25.35%	25.68%	26.66%
<i>Ambulatory Care Setting</i>	27.93%	27.65%	27.29%	26.69%
<i>Other</i>	24.59%	24.88%	24.89%	24.49%
<i>Nursing Home/Extended Care</i>	2.56%	2.41%	2.19%	2.21%
<i>Home Health</i>	1.90%	2.01%	2.32%	2.35%
<i>Community Health</i>	8.61%	8.87%	8.78%	8.84%
<i>Assisted Living Facility</i>	0.68%	0.70%	0.73%	0.75%
<i>Insurance Claims/Benefits</i>	0.23%	0.22%	0.33%	0.32%
<i>School Health Service</i>	0.93%	0.88%	0.76%	0.70%
<i>School of Nursing</i>	3.07%	2.96%	2.83%	2.70%
<i>Hospice</i>	0.54%	0.59%	0.66%	0.62%
<i>Correctional Facility</i>	1.35%	1.40%	1.33%	1.46%
<i>Public Health</i>	0.93%	0.99%	1.14%	1.14%
<i>Dialysis Center</i>	0.20%	0.20%	0.17%	0.19%
<i>Occupational Health</i>	0.98%	0.89%	0.91%	0.86%

Source: Washington State Board of Nursing Dashboard

Over the last four years, there was a small increase in CRNAs working in Hospitals and a decrease in CRNAs working in other settings.

Table 14: CRNA Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	76.78%	77.86%	79.64%	79.45%
<i>Ambulatory Care Setting</i>	13.68%	13.10%	13.79%	13.86%
<i>Other</i>	8.39%	7.86%	6.56%	6.69%
<i>School of Nursing</i>	1.15%	1.19%	0%	0%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for CNMs working in a School of Nursing.

Table 15: CNM Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	43.22%	43.48%	45.84%	45.30%
<i>Ambulatory Care Setting</i>	27.14%	27.11%	25.42%	26.24%
<i>Other</i>	17.09%	16.11%	15.20%	15.10%
<i>Community Health</i>	8.29%	8.44%	8.55%	8.42%
<i>School of Nursing</i>	4.27%	4.86%	4.99%	4.95%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for CNS working in Ambulatory Care.

Table 16: CNS Percent Change by Employment Setting

	2021	2022	2023	2024
<i>Hospital</i>	45.80%	44.53%	41.18%	42.52%
<i>Ambulatory Care Setting</i>	17.56%	18.75%	20.59%	21.26%
<i>Other</i>	25.95%	26.56%	28.68%	26.77%
<i>Community Health</i>	10.69%	10.16%	9.56%	9.45%

Source: Washington State Board of Nursing Dashboard

Employment Position Analysis

What are the trends for primary employment position for each nursing profession?

Over the last four years, the greatest increase was for Nurse Executive and Nursing Consultant LPNs.

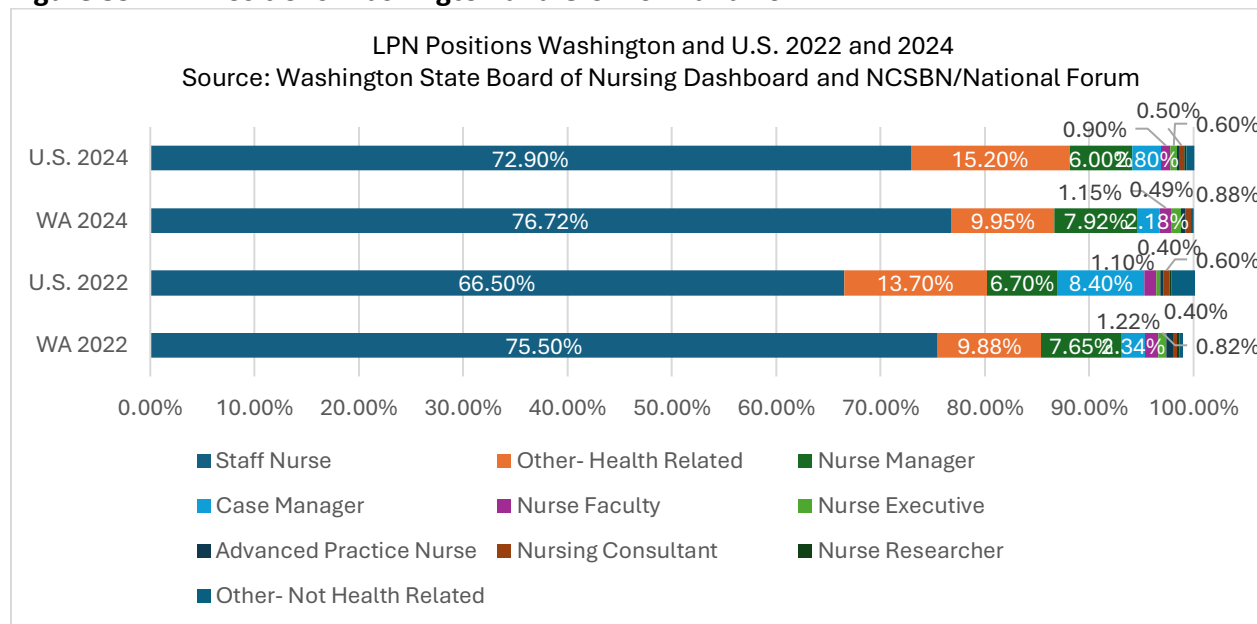
Table 17: LPN Percent Change by Primary Employment Position

	2021	2022	2023	2024
Staff Nurse	76.98%	75.50%	76.39%	76.72%
Other- Health Related	9.62%	9.88%	10.32%	9.95%
Nurse Manager	7.46%	7.65%	7.59%	7.92%
Case Manager	2.27%	2.34%	2.36%	2.18%
Nurse Faculty	1.27%	1.22%	1.07%	1.15%
Nurse Executive	0.76%	0.82%	0.87%	0.88%
Advanced Practice Nurse	0.65%	0.63%	0.41%	0.45%
Nursing Consultant	0.44%	0.40%	0.50%	0.49%
Nurse Researcher	0.29%	0.24%	0.18%	0.00%
Other- Not Health Related	0.26%	0.30%	0.30%	0.27%

Source: Washington State Board of Nursing Dashboard

A greater percentage of LPNs work in staff position and nurse manager positions as compared with the U.S.

Figure 59: LPN Positions Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for Other-Not Health Related RN positions. The largest decrease was for Case Manager RNs.

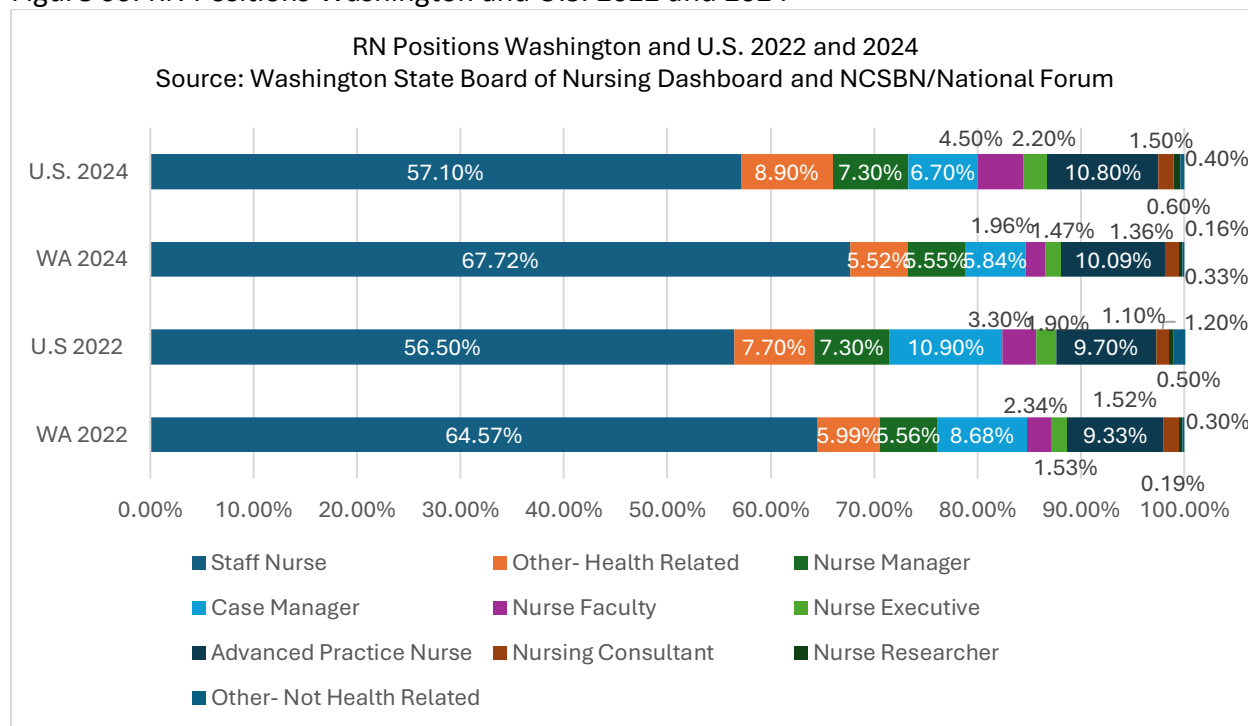
Table 18: RN Percent Change by Primary Employment Position

	2021	2022	2023	2024
Staff Nurse	64.27%	64.57%	64.40%	67.72%
Other- Health Related	5.89%	5.99%	6.47%	5.52%
Nurse Manager	5.72%	5.56%	5.18%	5.55%
Case Manager	9.07%	8.68%	8.43%	5.84%
Nurse Faculty	2.35%	2.34%	2.26%	1.96%
Nurse Executive	1.57%	1.53%	1.47%	1.47%
Advanced Practice Nurse	9.03%	9.33%	9.93%	10.09%
Nursing Consultant	1.57%	1.52%	1.39%	1.36%
Nurse Researcher	0.33%	0.30%	0.29%	0.33%
Other- Not Health Related	0.20%	0.19%	0.19%	0.16%

Source: Washington State Board of Nursing Dashboard

A greater percentage of RNs work in staff positions as compared with the U.S.

Figure 60: RN Positions Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for CNPs was staff nurse and nurse manager positions. The largest decrease was for Nurse Faculty CNPs.

Table 19: CNP Percent Change by Primary Employment Position

	2021	2022	2023	2024
<i>Advanced Practice Nurse</i>	79.49%	78.94%	77.65%	75.57%
<i>Staff Nurse</i>	14.04%	14.74%	16.12%	18.08%
<i>Other- Health Related</i>	1.78%	1.84%	1.80%	1.88%
<i>Nurse Manager</i>	0.73%	0.81%	0.84%	0.94%
<i>Case Manager</i>	0.51%	0.45%	0.54%	0.64%
<i>Nurse Faculty</i>	2.29%	2.16%	2.02%	1.89%
<i>Nurse Executive</i>	0.52%	0.45%	0.45%	0.43%
<i>Nursing Consultant</i>	0.42%	0.42%	0.41%	0.39%
<i>Nurse Researcher</i>	0.22%	0.20%	0.17%	0.19%
<i>Other- Not Health Related</i>	0.00%	0.00%	0.00%	0.00%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for Staff Nurse positions for CRNAs. The largest decrease was for Other-Health Related CRNAs.

Table 20: CRNA Percent Change by Primary Employment Position

	2021	2022	2023	2024
<i>Advanced Practice Nurse</i>	95.03%	94.52%	94.01%	92.84%
<i>Staff Nurse</i>	2.31%	2.74%	3.11%	3.94%
<i>Other- Health Related</i>	2.66%	2.74%	2.89%	3.22%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for CNMs in Nurse Faculty positions. The largest decrease was for other health and not-health related CNM positions.

Table 21: CNM Percent Change by Primary Employment Position

	2021	2022	2023	2024
<i>Advanced Practice Nurse</i>	81.33%	80.95%	78.27%	78.35%
<i>Staff Nurse</i>	12.53%	12.53%	14.95%	15.33%
<i>Nurse Faculty</i>	2.70%	2.76%	3.50%	3.65%
<i>Other- Health and Not Health Related</i>	3.44%	3.76%	3.27%	2.68%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for CNS in Nurse Faculty positions.

Table 22: CNS Percent Change by Primary Employment Position

	2021	2022	2023	2024
<i>Advanced Practice Nurse</i>	77.14%	76.26%	75.33%	81.54%
<i>Staff Nurse</i>	7.86%	7.91%	10.00%	10.77%
<i>Nurse Faculty</i>	7.14%	7.19%	7.33%	7.69%
<i>Other- Health Related</i>	7.86%	8.63%	7.33%	0%

Source: Washington State Board of Nursing Dashboard

Employment Specialty Analysis

What are the trends for primary employment specialty for each nursing profession?

Over the last four years, the greatest increase was for Emergency/Trauma and Public Health LPNs. The largest decrease was for Nephrology and Maternal-Child Health LPNs.

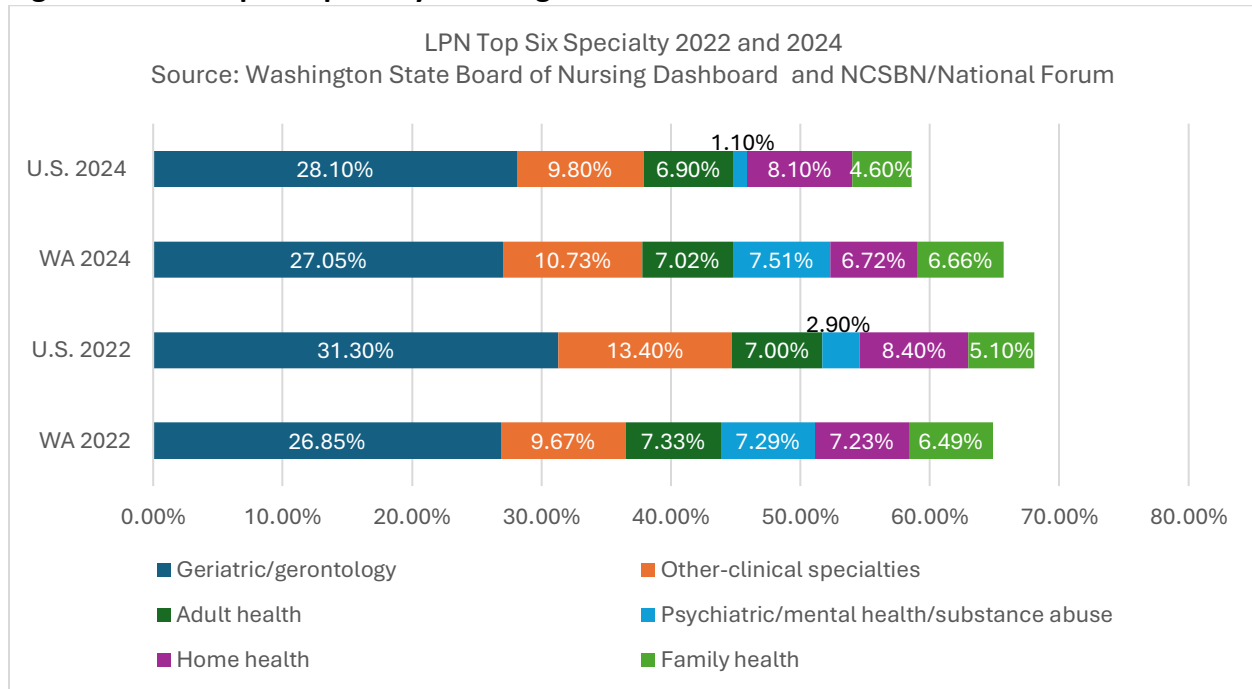
Table 23: LPN Employment Specialty Trend

	2021	2022	2023	2024
<i>Acute Care/Critical Care</i>	3.37%	3.31%	3.23%	3.15%
<i>Medical Surgical</i>	2.48%	2.46%	2.83%	2.28%
<i>Other- Clinical Specialties</i>	9.23%	9.67%	10.78%	10.78%
<i>Psychiatric/Mental Health</i>	7.53%	7.29%	7.22%	7.53%
<i>Emergency Trauma</i>	0.78%	0.85%	1.11%	1.12%
<i>Geriatric/Gerontology</i>	27.20%	26.85%	26.74%	26.83%
<i>Family Health</i>	6.31%	6.49%	6.22%	6.55%
<i>Perioperative</i>	0.44%	0.44%	0.47%	0.41%
<i>Pediatrics</i>	5.69%	5.60%	5.26%	5.35%
<i>Maternal- Child Health</i>	1.38%	1.33%	1.04%	1.08%
<i>Oncology</i>	2.00%	1.91%	1.56%	1.37%
<i>Adult Health</i>	7.21%	7.33%	7.17%	7.15%
<i>Cardiology</i>	0.87%	0.91%	0.84%	0.87%
<i>Home Health</i>	7.18%	7.23%	7.15%	6.82%
<i>Anesthesia</i>	0.21%	0.00%	0.23%	0.21%
<i>Neonatal</i>	0.21%	0.21%	0.19%	0.21%
<i>Women's Health</i>	1.61%	1.51%	1.51%	1.64%
<i>Rehabilitation</i>	6.03%	6.02%	6.17%	6.55%
<i>Other- Non-Clinical Specialties</i>	1.95%	2.06%	2.16%	1.89%
<i>School Health</i>	3.24%	3.10%	3.04%	3.34%
<i>Palliative Care/Hospice</i>	0.90%	0.98%	0.97%	0.95%
<i>Community</i>	1.65%	1.74%	1.72%	1.58%
<i>Nephrology</i>	0.66%	0.49%	0.44%	0.46%
<i>Public Health</i>	0.83%	0.95%	1.04%	0.97%
<i>Occupational Health</i>	1.03%	1.06%	0.90%	0.91%

Source: Washington State Board of Nursing Dashboard

The largest clinical specialty for LPNs in Washington State and the U.S. is Geriatric/gerontology. A greater percentage of LPNs specialize in Family health in Washington State than the U.S.

Figure 61: LPN Top Six Specialty Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for Perioperative RNs. The largest decrease was for Occupational Health RNs and Other Non-clinical specialty RNs.

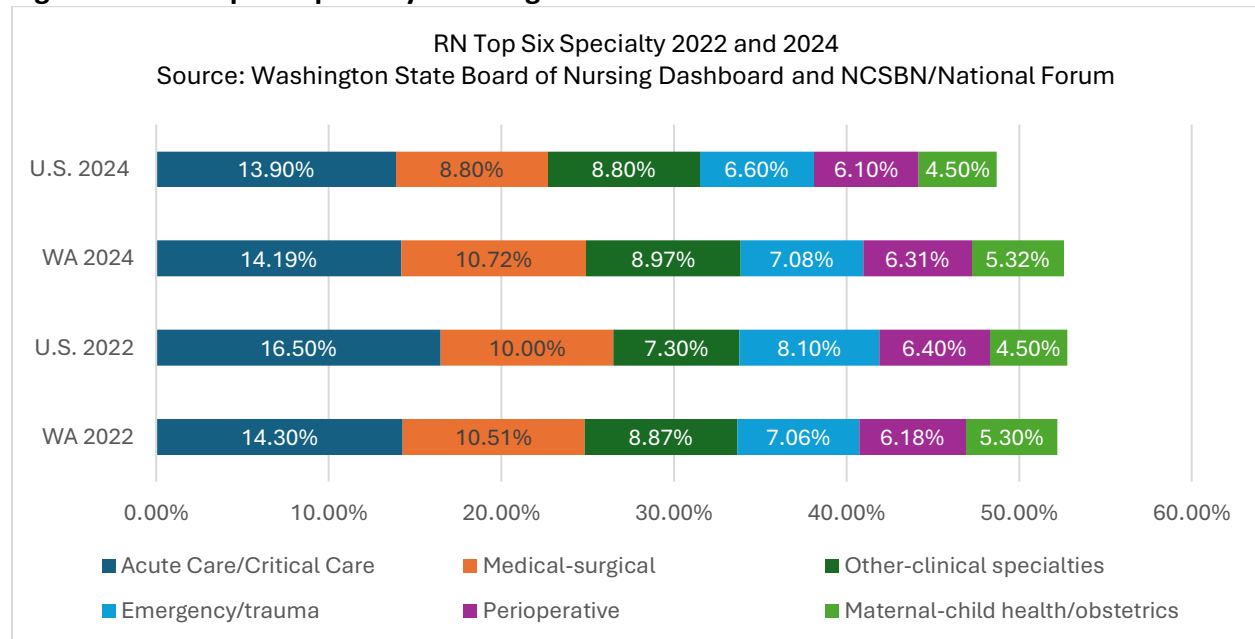
Table 24: RN Employment Specialty Trend

	2021	2022	2023	2024
<i>Acute Care/Critical Care</i>	14.22%	14.30%	14.13%	14.19%
<i>Medical Surgical</i>	10.44%	10.51%	10.40%	10.72%
<i>Other- Clinical Specialties</i>	8.53%	8.87%	9.77%	8.97%
<i>Psychiatric/Mental Health</i>	4.70%	4.81%	5.08%	5.13%
<i>Emergency Trauma</i>	7.02%	7.06%	7.14%	7.08%
<i>Geriatric/Gerontology</i>	4.82%	4.55%	4.10%	4.41%
<i>Family Health</i>	3.41%	3.65%	4.06%	3.68%
<i>Perioperative</i>	6.28%	6.18%	5.97%	6.31%
<i>Pediatrics</i>	4.90%	4.84%	4.58%	5.02%
<i>Maternal- Child Health</i>	5.38%	5.30%	5.05%	5.32%
<i>Oncology</i>	3.94%	3.86%	3.77%	3.92%
<i>Adult Health</i>	3.09%	3.25%	3.52%	2.88%
<i>Cardiology</i>	3.27%	3.14%	3.04%	3.17%
<i>Home Health</i>	2.83%	2.72%	2.68%	2.73%
<i>Anesthesia</i>	1.44%	1.39%	1.32%	1.40%
<i>Neonatal</i>	2.32%	2.29%	2.23%	2.35%
<i>Women's Health</i>	1.77%	1.74%	1.71%	1.77%
<i>Rehabilitation</i>	1.61%	1.56%	1.42%	1.65%
<i>Other- Non-Clinical Specialties</i>	2.38%	2.37%	2.50%	1.89%
<i>School Health</i>	1.40%	1.39%	1.30%	1.51%
<i>Palliative Care/Hospice</i>	1.42%	1.39%	1.38%	1.46%
<i>Community</i>	1.49%	1.50%	1.49%	1.36%
<i>Nephrology</i>	1.37%	1.33%	1.29%	1.29%
<i>Public Health</i>	1.10%	1.15%	1.16%	1.10%
<i>Occupational Health</i>	0.87%	0.87%	0.90%	0.69%

Source: Washington State Board of Nursing Dashboard

The largest clinical specialty for RNs in Washington State and the U.S. is acute care/critical care.

Figure 62: RN Top Six Specialty Washington and U.S. 2022 and 2024



Over the last four years, the greatest increase was for Medical/Surgical and Home Health CNPs. The largest decrease was for School Health CNPs and Pediatric CNPs.

In a 2024 national study, 16.9% of responding NPs indicated their primary clinical focus area as Family Practice which is lower than Washington (AANP, 2024). CNP employment specialties do not always correspond with certification.

Table 25: CNP Employment Specialty Trend

	2021	2022	2023	2024
<i>Acute Care/Critical Care</i>	7.89%	7.99%	7.66%	8.01%
<i>Medical Surgical</i>	2.08%	2.17%	2.42%	2.67%
<i>Other- Clinical Specialties</i>	10.21%	10.46%	10.35%	10.25%
<i>Psychiatric/Mental Health</i>	16.64%	16.83%	18.28%	17.89%
<i>Emergency Trauma</i>	4.96%	4.83%	4.62%	4.88%
<i>Geriatric/Gerontology</i>	4.61%	4.53%	4.13%	4.12%
<i>Family Health</i>	18.61%	19.66%	21.01%	20.82%
<i>Perioperative</i>	1.07%	1.08%	1.15%	1.19%
<i>Pediatrics</i>	6.74%	6.14%	5.31%	5.21%
<i>Maternal- Child Health</i>	1.33%	1.20%	1.22%	1.36%
<i>Oncology</i>	3.45%	3.17%	2.78%	2.81%
<i>Adult Health</i>	5.83%	6.00%	5.93%	5.97%
<i>Cardiology</i>	3.56%	3.34%	3.02%	2.89%
<i>Home Health</i>	0.75%	0.75%	0.85%	0.89%
<i>Anesthesia</i>	0.31%	0.00%	0.37%	0.36%
<i>Neonatal</i>	2.08%	1.95%	1.83%	1.74%
<i>Women's Health</i>	3.72%	3.56%	3.12%	3.00%
<i>Rehabilitation</i>	0.48%	0.42%	0.38%	0.42%
<i>Other- Non-clinical Specialties</i>	0.62%	0.64%	0.77%	0.72%
<i>School Health</i>	0.39%	0.33%	0.26%	0.26%
<i>Palliative Care/Hospice</i>	1.51%	1.47%	1.51%	1.40%
<i>Community</i>	1.05%	1.11%	1.17%	1.23%
<i>Nephrology</i>	0.48%	0.45%	0.37%	0.38%
<i>Public Health</i>	0.48%	0.53%	0.54%	0.58%
<i>Occupational Health</i>	1.15%	1.05%	0.97%	0.97%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for Acute Care/Critical Care CRNAs.

Table 26: CRNA Employment Specialty Trend

	2021	2022	2023	2024
<i>Acute Care/Critical Care</i>	2.00%	2.56%	2.70%	3.39%
<i>Anesthesia</i>	98.00%	97.44%	96.07%	95.28%
<i>Other- Clinical Specialties</i>			1.24%	1.33%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for Women's Health CNMs.

Table 27: CNM Employment Specialty Trend

	2021	2022	2023	2024
<i>Maternal- Child Health</i>	61.13%	62.02%	59.95%	60.59%
<i>Women's Health</i>	38.87%	37.98%	37.53%	39.41%
<i>Other- Clinical Specialties</i>	0%	0%	2.52%	0%

Source: Washington State Board of Nursing Dashboard

Over the last four years, the greatest increase was for Adult Health CNS. All other specialties decreased over the same time period.

Table 28: CNS Employment Specialty Trend

	2021	2022	2023	2024
<i>Acute Care/Critical Care</i>	19.57%	19.35%	19.00%	17.58%
<i>Other- Clinical Specialties</i>	18.48%	17.20%	15.00%	14.29%
<i>Psychiatric/Mental Health</i>	45.65%	39.78%	39.00%	40.66%
<i>Pediatrics</i>	16.30%	12.90%	12.00%	13.19%
<i>Adult Health</i>		10.75%	15.00%	14.29%

Source: Washington State Board of Nursing Dashboard

Recommendations and Future Studies

Examining supply data with education and demand data will provide the most complete picture of Washington's workforce. WCN plans to utilize data from all of the reports and in conjunction with the nursing workforce research stakeholder group and all nursing stakeholder groups to develop a State of the Nursing Workforce report and action plan during the Summer and Fall of 2025. For the data included in this report recommendations include:

- Further examine differences in nursing demographics for active licenses and those with active licensed and actively working in Washington State.
- Develop strategies to increase males across the workforce as little change has occurred over the last four years.
- Further examine reason for gender parity in CRNAs and potential implications on other nursing professions.
- Develop statewide strategies to encourage and support diverse nurses obtaining higher levels of education as they are underrepresented above the RN level.
- Determine why there are a number of ARNPS working as staff nurses in Washington state.
- Examine the relationship between nursing education program graduates and changes in the supply of Washington State nurses, especially distance education programs.
- Compare increases in licensure by examination with education program data to determine whether increases are due to in-state education programs or distance programs.
- Examine the increases in non-renewals to determine whether they are due to travel nursing or if there are strategies to retain more licensed nurses.

Dissemination Plan

Draft results from this report were presented to the WCN Board of Directors, CNEWS, the Nurses of Color Coalition and the Nursing Workforce Research stakeholders' group prior to release.

Initial dissemination plans for this report includes:

- This report will be uploaded to the Washington Center for Nursing website at <https://www.wcnursing.org/> July 2025.
- WCN will promote the release of the report on Facebook, LinkedIn and Instagram through a special social media release in August 2025.
- Links to the report will be sent to the Washington Center for Nursing Board. in July 2025. The WCN Board includes:
 - Antwinett O. Lee, EdD, MSN-CNS, RN, Multicultural Nurses Association
 - Melissa L. Hutchinson, DNP, ARNP-CNS, CCNS, CWCN-AP, CCRN, ARNP Position
 - Steven C. Simpkins, PhD, RN, CNEWS 2-year Community/Technical College Position
 - Michelle James, MBA, MM, BSN, RN, CCRN, CENP, NWONL Position
 - Edna Cortez, RN, WSNA Position
 - Katie Eilers, MSN, BSN, RN, Public Health Association
 - David Keepnews, PhD, JD, RN, FAAN, WSNA Position
 - Jane Hopkins, RN, SEIU Position
 - Christina Nyirati, PhD, RN, CNEWS 4-year College/University Position
 - Wendy Williams-Gilbert, PhD, RN, At Large Position
 - Christina Finch, MHA, BSN, RN, CPN, NWONL Position
 - Carol Denison, LPN, LPN Position
 - Tricia Jenkins, RN, BSN, CEN, SEIU Staff Nurse Position
- In addition, the Washington State Board of Nursing, and all major nursing and healthcare organizations will receive the report to send out to their members in August 2025.
- Results from this report along with the nursing education and demand and projection reports will be utilized in a State of the Washington Nursing workforce planning effort which will be led by the Washington Center for Nursing starting in July 2025. This work will be completed by December 2025.

Methodology

Data Sources

Washington State Board of Nursing: Endorsement, Examination, Non-renewals data

Data was obtained from the Washington State Board of Nursing through a data request. This data included monthly totals of endorsement and examination licenses issued for 2022-2024 for LPN, RN and ARNPs. Limitations of this data include that the numbers reflect all licenses and doesn't not allow for differentiation for those actively employed in Washington state.

Washington State Board of Nursing: Dashboard 2021-2024 Workforce Data

Workforce dashboard data was utilized from the Washington State Board of Nursing website at <https://nursing.wa.gov/research-and-data/data-dashboards/workforce-data-dashboard> . This data includes responses to the NURSIS survey for 2021, 2022, 2023 and 2024. More information about the limitations of this data is available at their website. The response rate as reported on the dashboard for the most current data from November, 2024 was 72.69%. Limitations of this data include that the numbers reflect all licenses and doesn't not allow for differentiation for those actively employed in Washington state. Another limitation is that this data is based on survey data, so only reflects those that completed the survey.

Washington State Board of Nursing: NURSIS Data November 2024

Data was obtained from the Washington State Board of Nursing through a data request. The file included a total of 86,358 responses to the NURSIS survey as of November 2024. The response rate as reported on the dashboard for the most current data from November, 2024 was 72.69%. A limitation is that this data is based on survey data, so only reflects those that completed the survey.

The total responses by license is listed in the table below. The total responses that were utilized in this report for the charts/tables which included only those that are actively practicing nursing in Washington State are listed below.

Table 29: November 2024 NURSIS Survey Responses

	Licensed Practical Nurs LPN	Registered Nurses RN	Nurse Practitioners CNP	Certified Registered Nurse Anesthetists CRNA	Certified Nurse Midwife CNM	Certified Nursing Specialists CNS
Number of Responses	5,849	69,576	9,390	922	465	155
Number Actively Employed in Nursing and in WA	4,497	53,892	6,138	630	355	120

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