

Nursing Workforce Center for Alaska Steering Committee

Alaska Nursing Licensure, Education and Supply Data

PRELIMINARY RESULTS

August 20, 2025

Patricia Moulton Burwell, PhD

Director, National Forum of State Nursing Workforce Centers

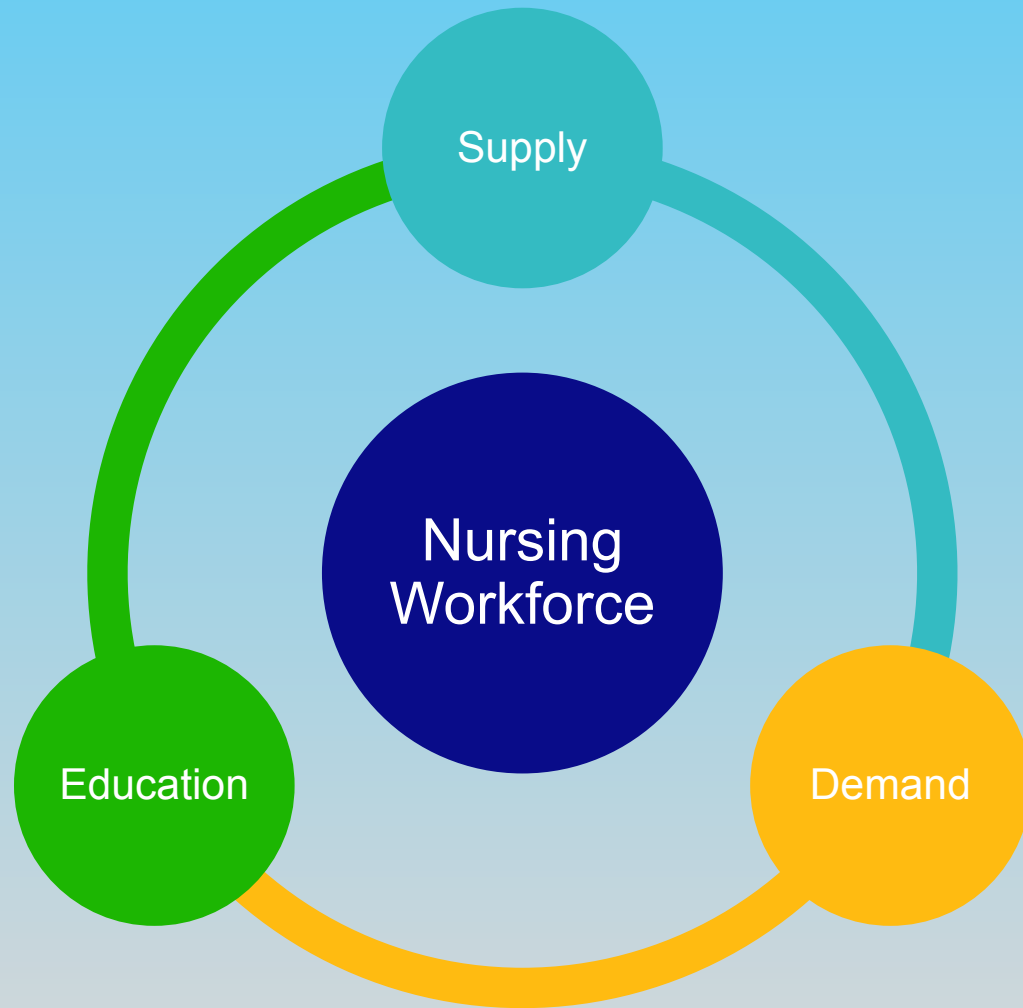
Follow-up from August 6th Meeting

Steering Committee- New insights or implications from the Data presented at our last meeting?

Steering Committee Question Demand Presentation

Please type in the chat box:

What data points stand out to you?



- All states have data accessible to them- you just need to know where to look.
- All nursing workforce data is flawed- you are trying to measure a moving target. The number of nurses changes every day, nurses move between jobs, students enter and leave programs, and faculty move between jobs. Just accept that none of the data is perfect.
- Use caution when utilizing proprietary data and data that requires purchase. Make sure you check the source and quality of the data.
- Figure out the highest quality data available to your state. Acknowledge its flaws and run with it.
- Use whatever data you have to promote the need for better data, to develop policy and workforce strategies, and to measure the impact of programs.
- Data about the nurses in your state (supply data) is only 1 piece of the picture. It is not complete without data on students and faculty (education data) and the workplace (Demand data).
- State data is most powerful when compared with past data if available to show change over time. It is also most powerful when compared with national data to show your state in context with the rest of the nation and other neighboring states.

Sources: Oliveira, C., Hermanson, H. & Heatley, M.M. (2024). Ask, Analyze, Achieve: Using Data to Address Nursing Workforce Challenges. Presentation at the National Forum of State Nursing Workforce Centers.

Moulton Burwell, P., Yakubova, P. & Li, Y. (2024). Hunting for the Data and Finding it's Voice. Presentation at the National Forum of State Nursing Workforce Centers.

Demand Data

Demand Data

Tell You:

Number of nurses you need but don't have.

Come From:

Employer surveys, department of labor.

Useful For:

Estimating shortage or surplus, IDing hard to fill roles.

National Forum Demand Minimum Data Set

https://nursingworkforcecenters.org/wp-content/uploads/2025/07/Nurse_Demand_MDS_RevisedDecember2020.pdf

In 2023- 21 states collect demand data

- 11 by State Subscriber
- 3 by Board of Nursing
- 11 by another organization

Source: Oliveira, C., Hermanson, H. & Heatley, M.M. (2024). Ask, Analyze, Achieve: Using Data to Address Nursing Workforce Challenges. Presentation at the National Forum of State Nursing Workforce Centers.

Occupation Employment and Wage Statistics (OEWS)

A program of the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This federal-state cooperative program produces employment, and wage estimates for nearly 867 occupations. Each year the Washington Employment Security Department compiles occupational employment and wage estimates that feed into the National Bureau of Labor Statistics.

- Employment includes all full-time and part-time workers. Does not include self-employed and owners.
- Wage is the straight-time, gross pay for that year. Does not include overtime pay, shift differentials, premium pay, bonuses, tuition reimbursement etc.

It is important to consider environmental factors such as inflation and Consumer Price Index (CPI) when interpreting wage data. The CPI increased by 19.18% from 255.657 in 2019 to 313.689 in 2024 (U.S. Inflation Calculator, 2025)

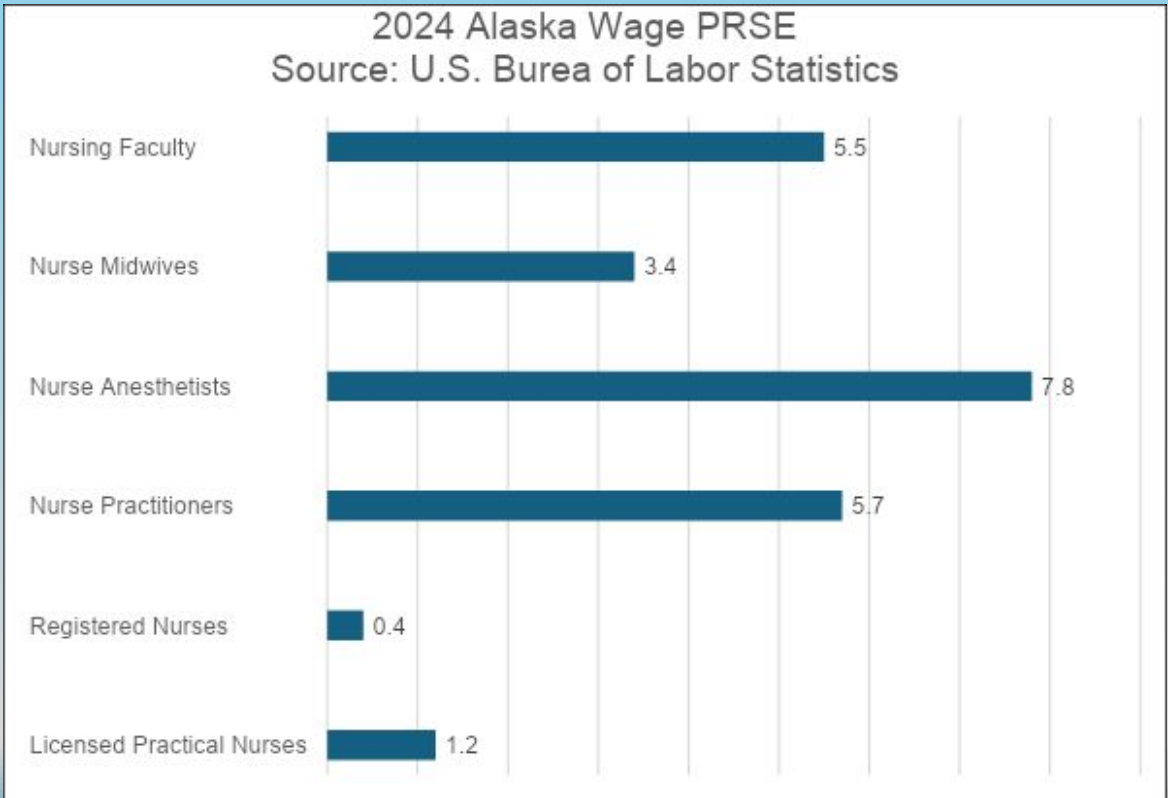
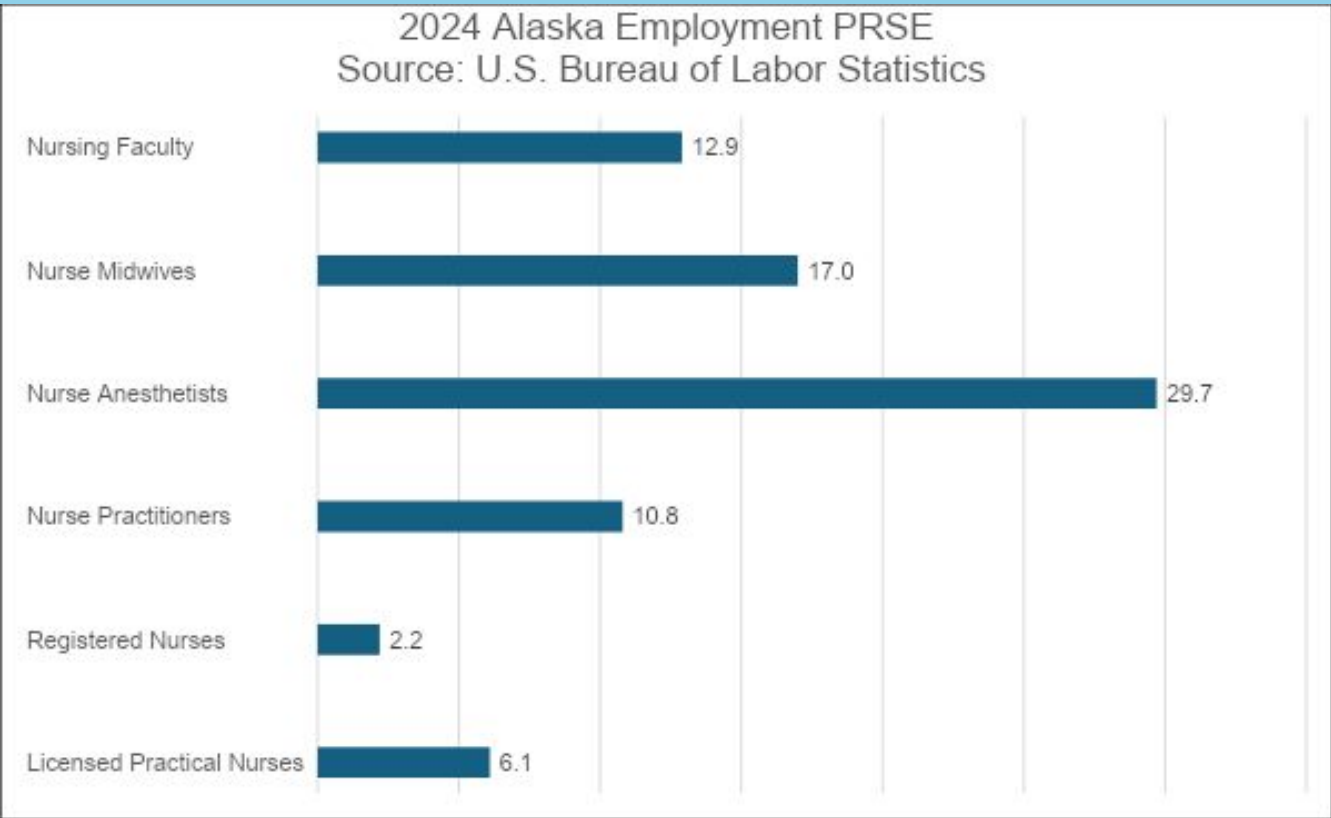
Pacific Region state data was obtained from the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This federal-state cooperative program produces employment, and wage estimates for nearly 867 occupations. More information is available in the methods section. Employment data includes all full-time and part-time workers. The data does not include self-employed and owners.

Alaska State has the smallest general population in the Pacific Region with 733,406 people. California has the largest general population with 38.97 million, Washington is second with 7.813 million, Oregon has the 3rd highest with 4.233 million and Hawaii at 4th with 1.435 million (U.S. Census Bureau, 2023).

- Location Quotient: As determined by the U.S. Department of Labor Statistics, the location quotient (LQ) represents the ratio of an occupation's share of employment in a given area to that occupation's share of employment in the U.S. as a whole. For example, if a state has an LQ of 1.0 for CNAs they have an equal concentration of CNAs to the nation. If a state has an LQ of greater than 1.0. they have a higher concentration of CNA jobs than the nation.
- Per 1,000 Employment: The number of jobs (employment) per 1,000 jobs (all occupations) in the given area is provided annually by the U.S. Department of Labor Statistics.

Percent relative standard error (PRSE) is a measure of sampling error, expressed as a percentage of the corresponding estimate. Sampling error occurs when values for a population are estimated from a sample survey of the population, rather than calculated from data for all members of the population. Estimates with lower PRSEs are typically more precise in the presence of sampling error.

Alaska CRNA Employment error rate is very high
PRSE= 29.7 Employment data not included in this report

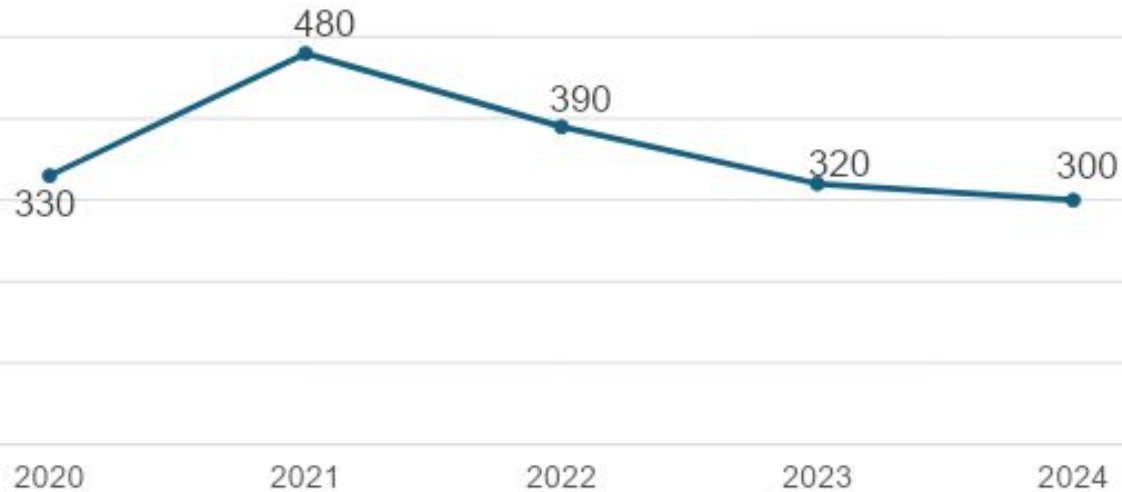


LPN Employment and Wage

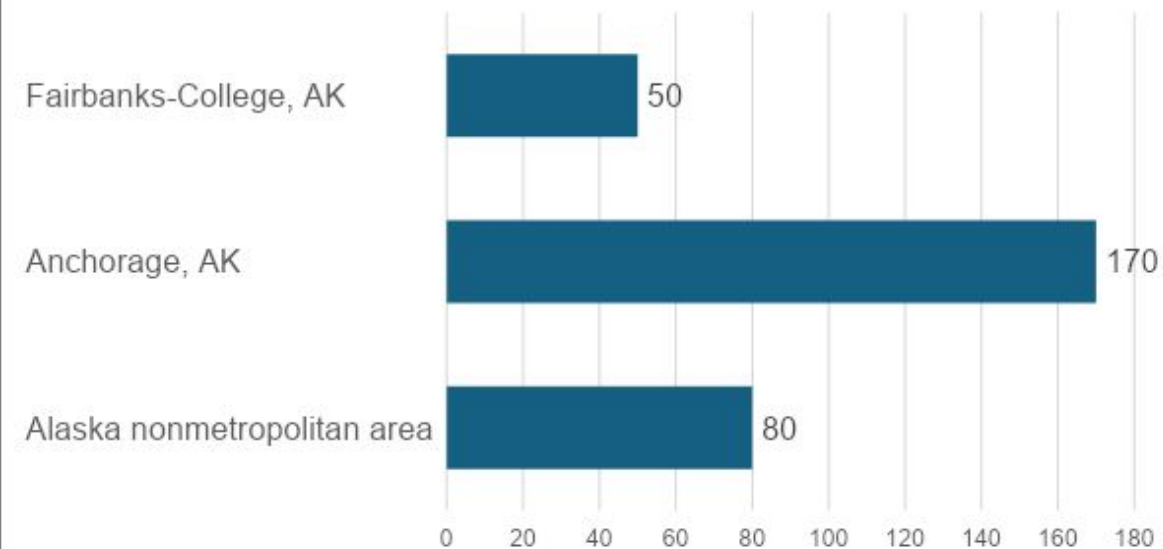
There has been a 9.09% decrease in Alaska LPN jobs between 2020 and 2024.

The greatest number (56.67%) of LPN jobs are in Anchorage.

Alaska LPN Employment Trend 2020-2024
Source: U.S. Bureau of Labor Statistics

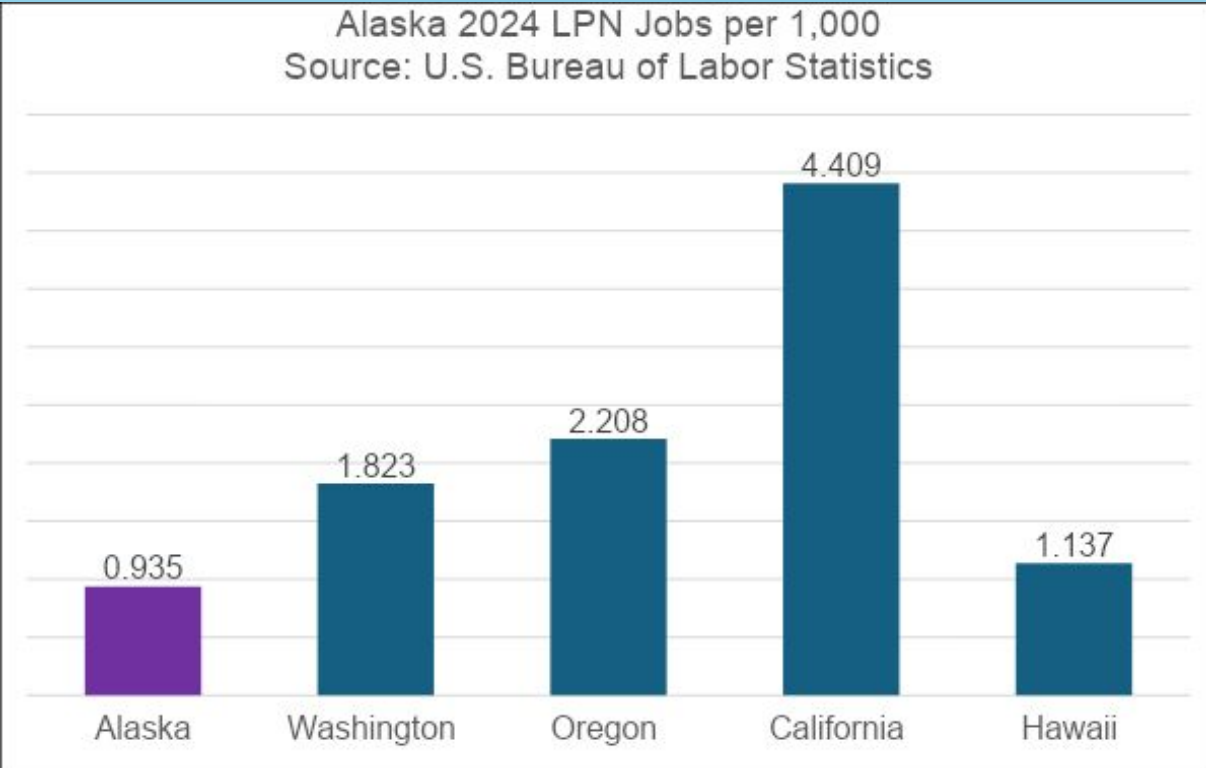


2024 Alaska LPN Regional Employment
Source: U.S. Bureau of Labor Statistics



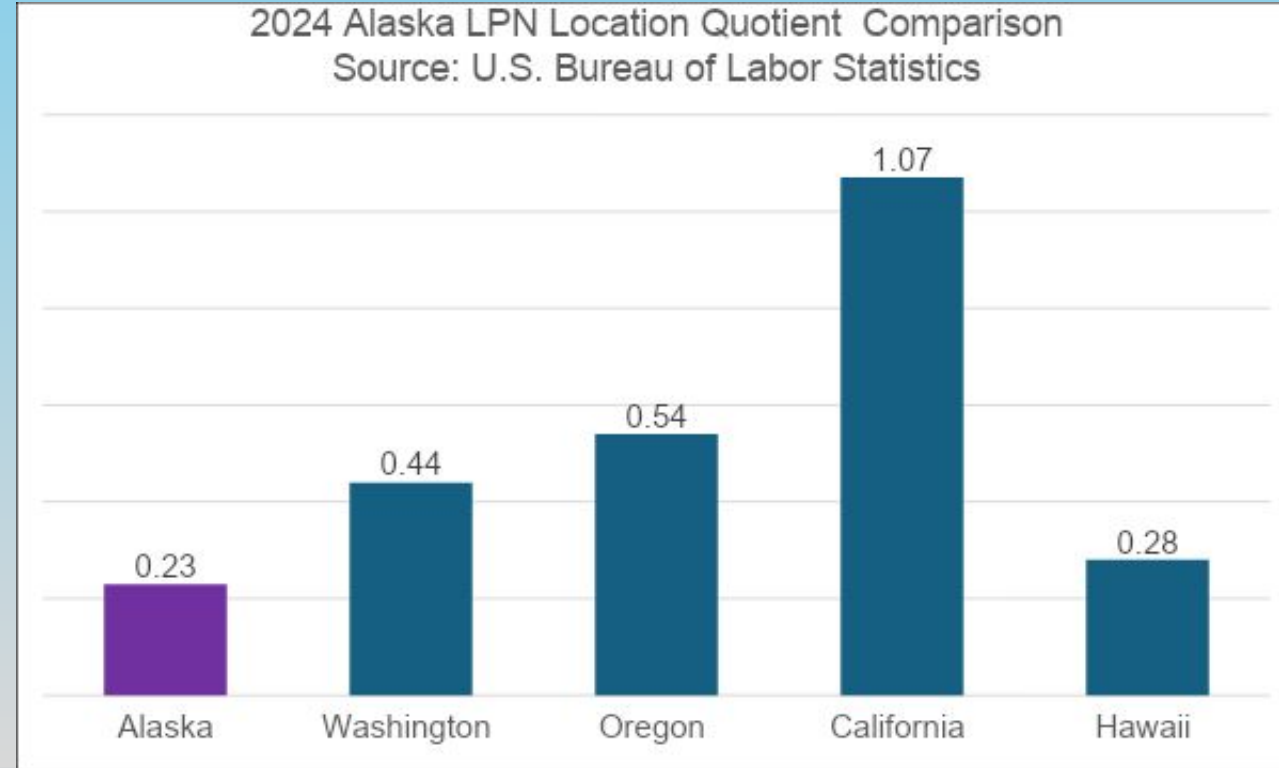
Alaska has the lowest number of LPN jobs per 1,000 jobs than other Pacific Region states.

Alaska 2024 LPN Jobs per 1,000
Source: U.S. Bureau of Labor Statistics



Alaska has a low concentration of LPN jobs as compared to other Pacific Region states and the nation.

2024 Alaska LPN Location Quotient Comparison
Source: U.S. Bureau of Labor Statistics



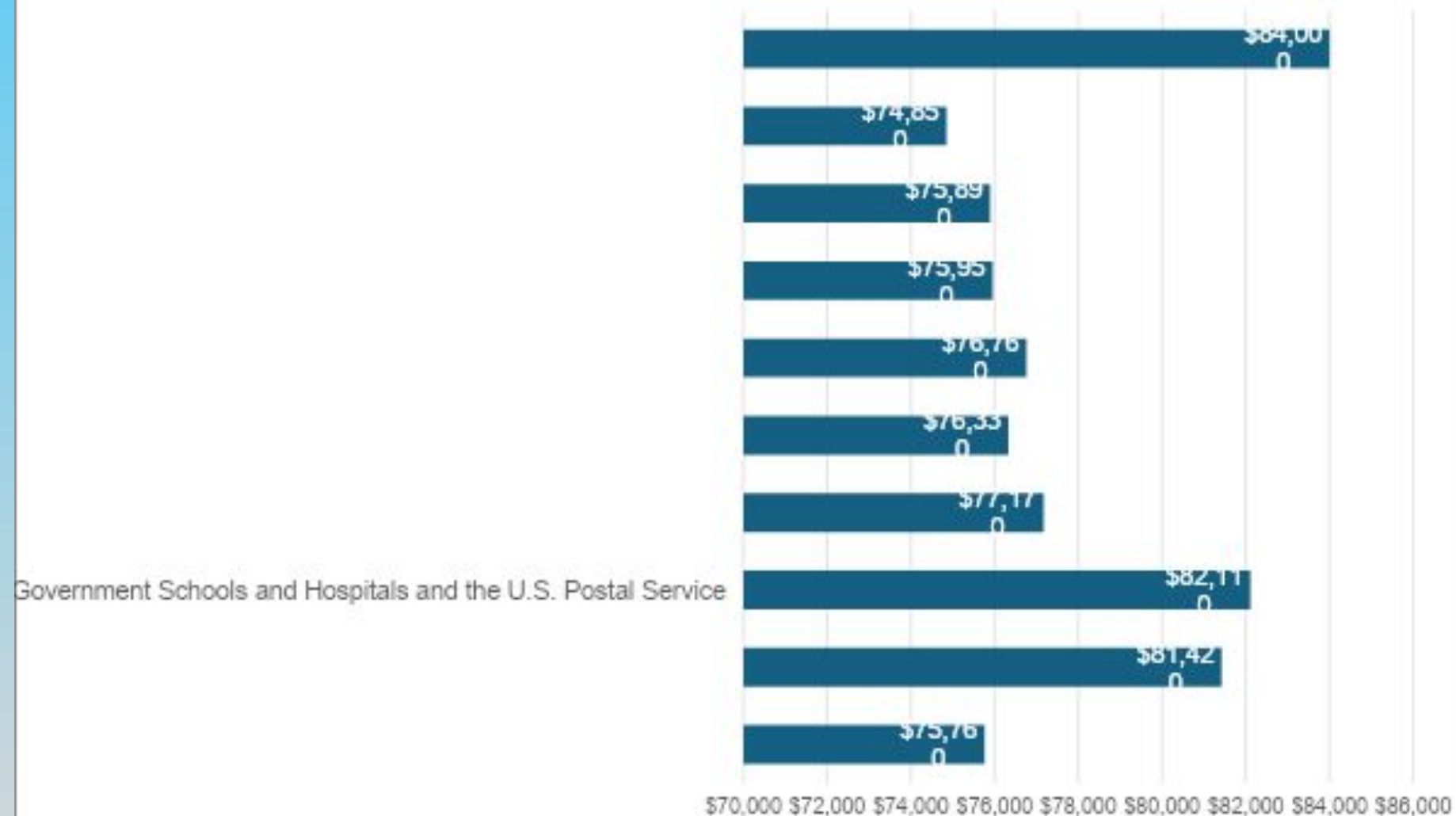
There has been a 15.13% increase in Alaska LPN wage between 2020 and 2024.

The highest average LPN wage is in Alaska nonmetropolitan areas.



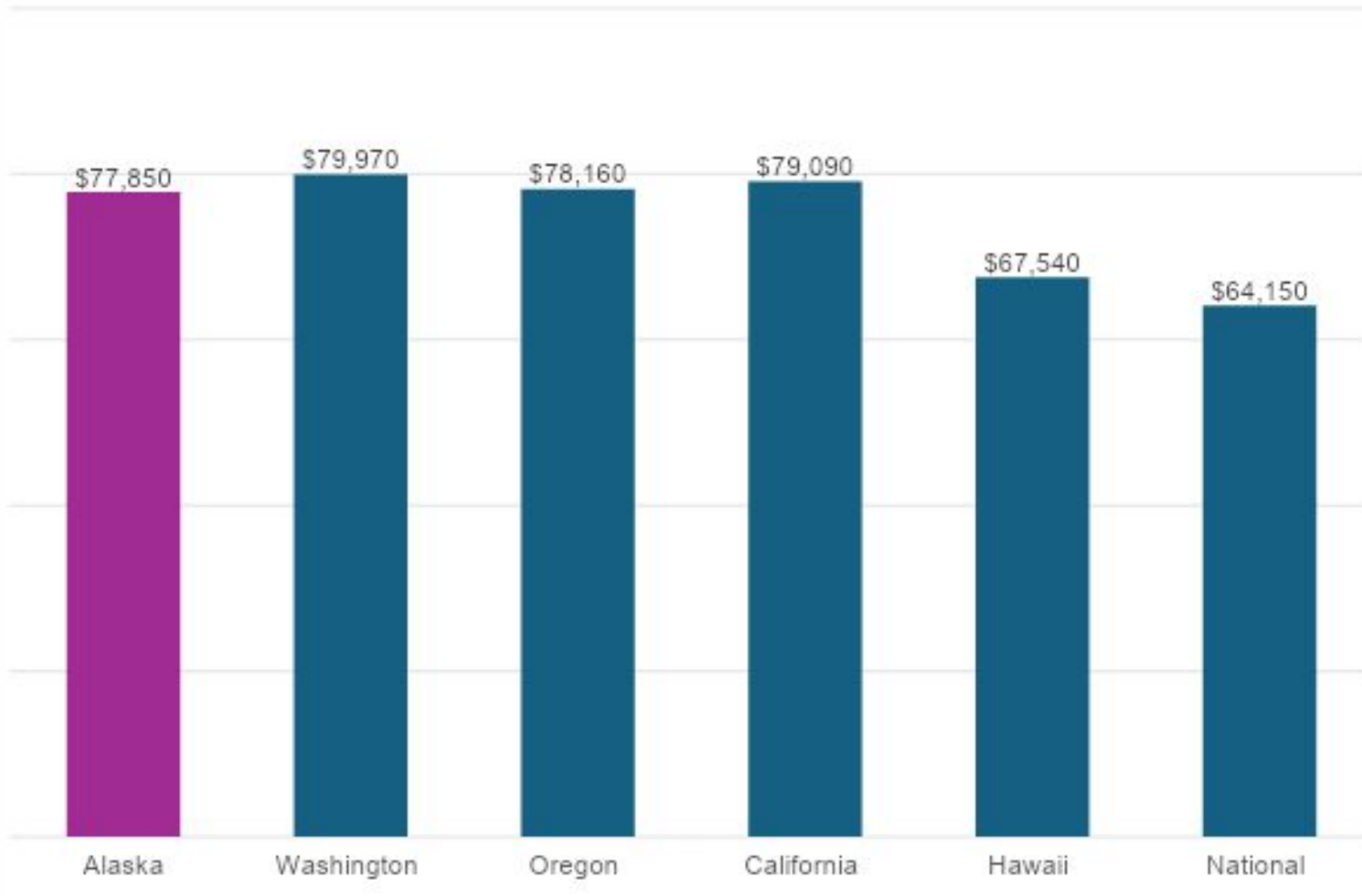
2024 Alaska LPN Sector Wage Comparison

Source: U.S. Bureau of Labor Statistics



When divided by industry sector, Alaska LPNs in state government had the highest wage. LPNs working in the Offices of Physicians had the lowest average wage.

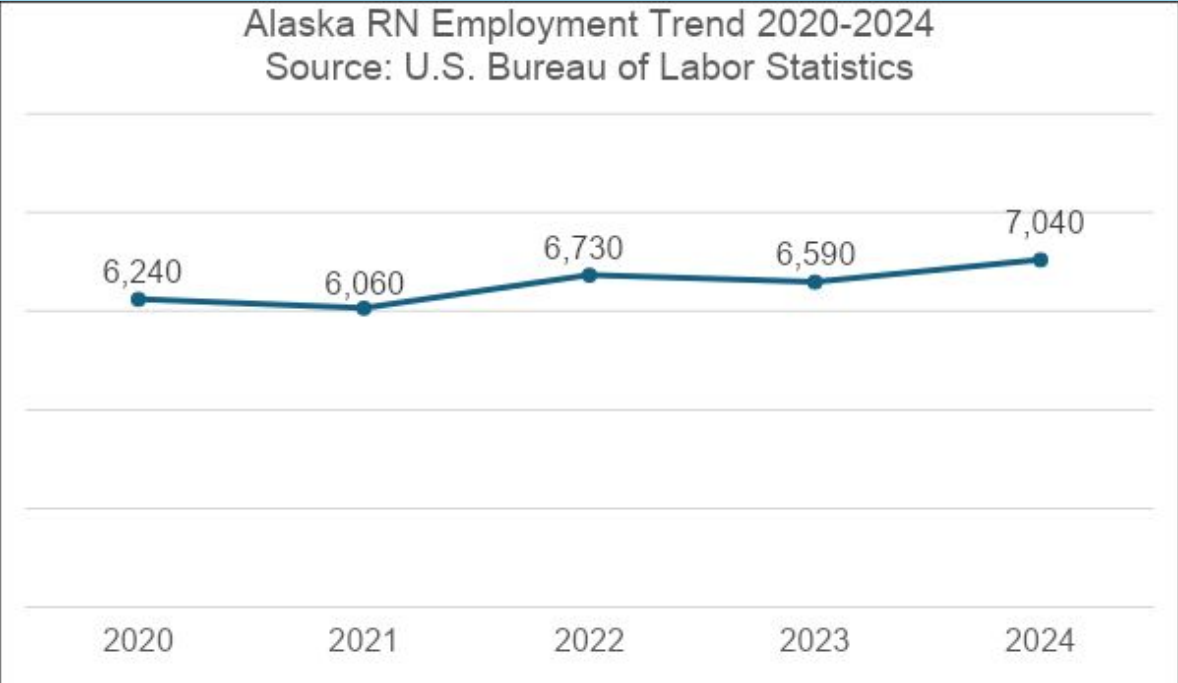
2024 Alaska LPN Pacific State Wage Comparison
Source: U.S. Bureau of Labor Statistics



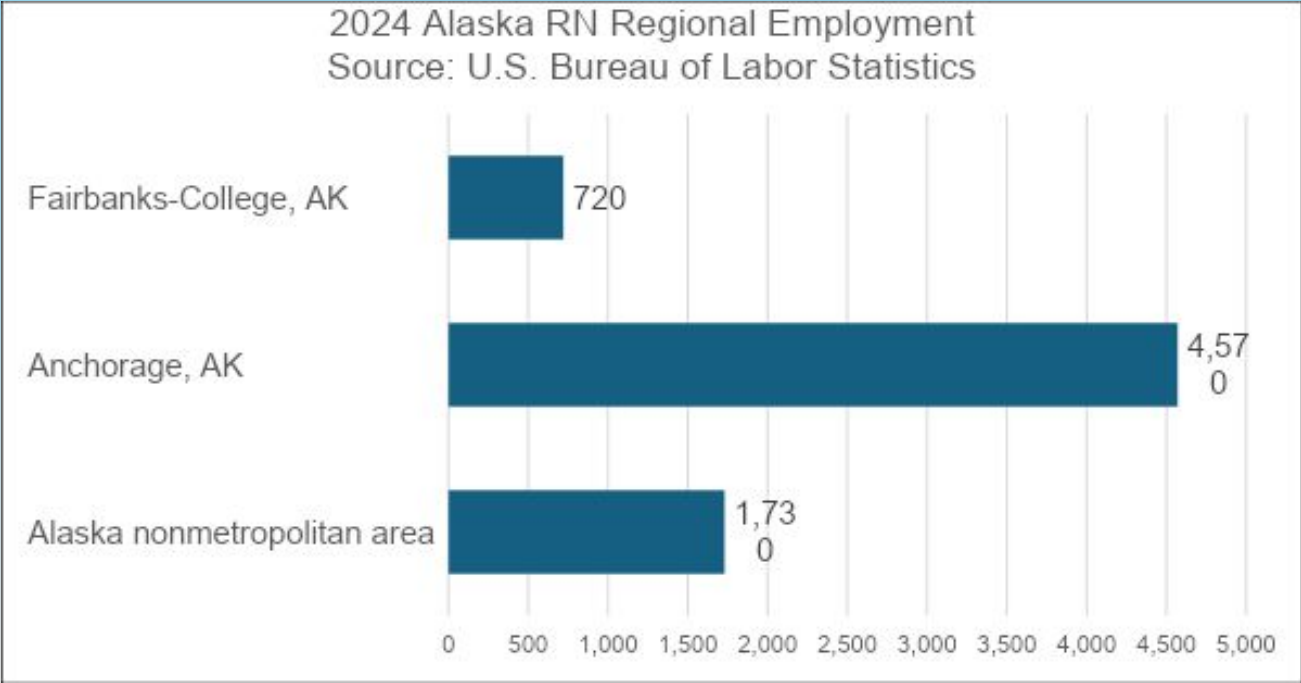
Alaska LPN wage was higher than Hawaii state and the national average but lower than the other Pacific region states.

RN Employment and Wage

There has been a 12.82% increase in Alaska RN jobs between 2020 and 2024.



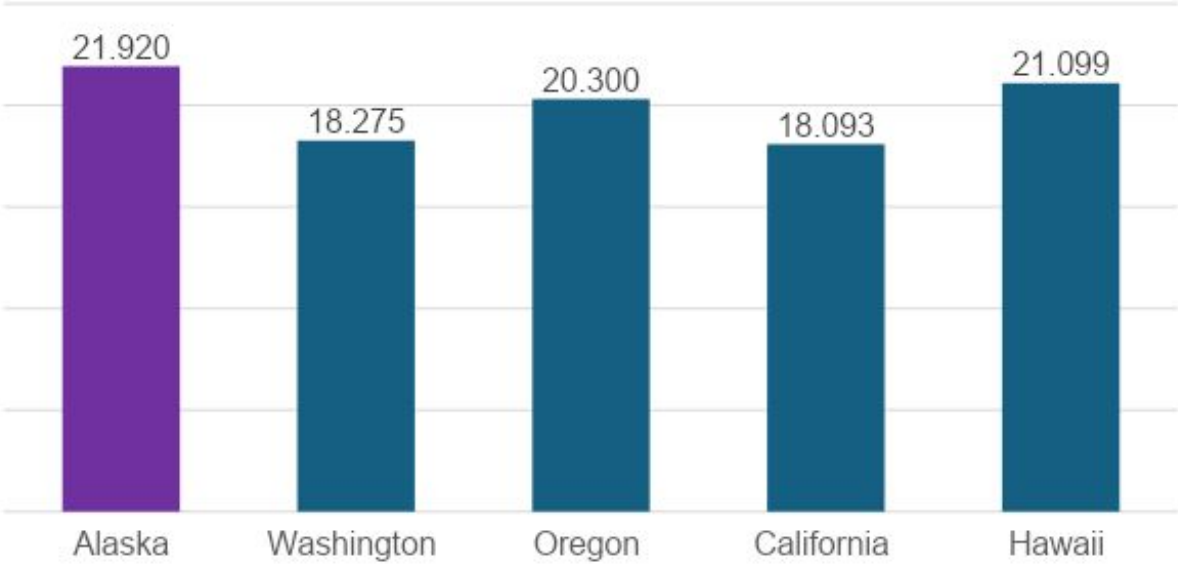
The greatest number (64.91%) of RN jobs are in Anchorage.



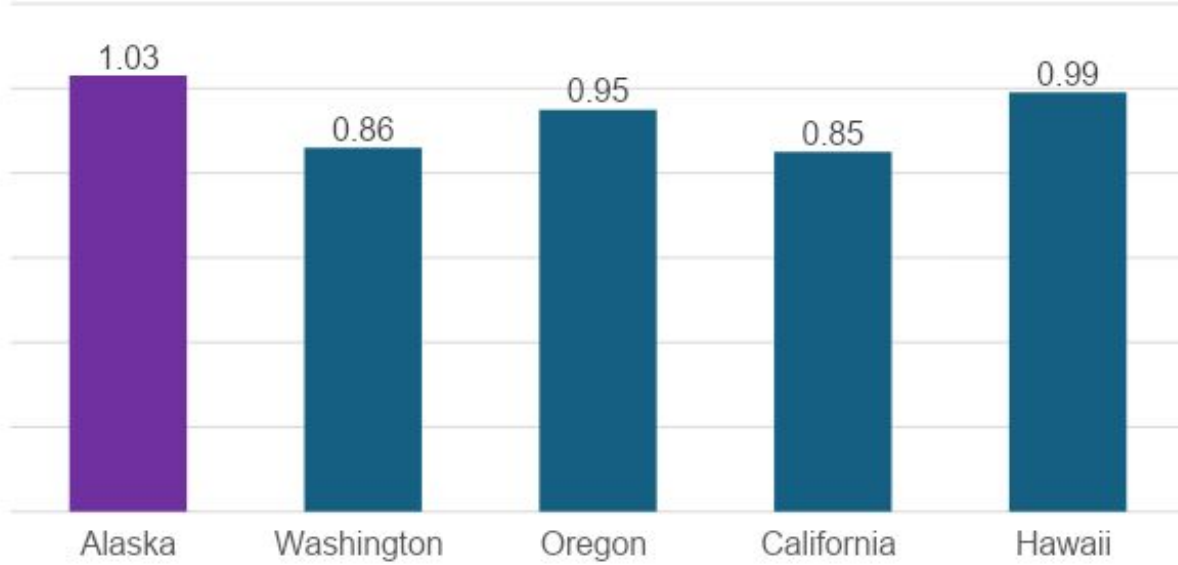
Alaska has a higher number of RN jobs per 1,000 jobs than other Pacific Region states.

Alaska has a higher concentration of RN jobs as compared to other Pacific Region states and the nation.

Alaska 2024 RN Jobs per 1,000
Source: U.S. Bureau of Labor Statistics



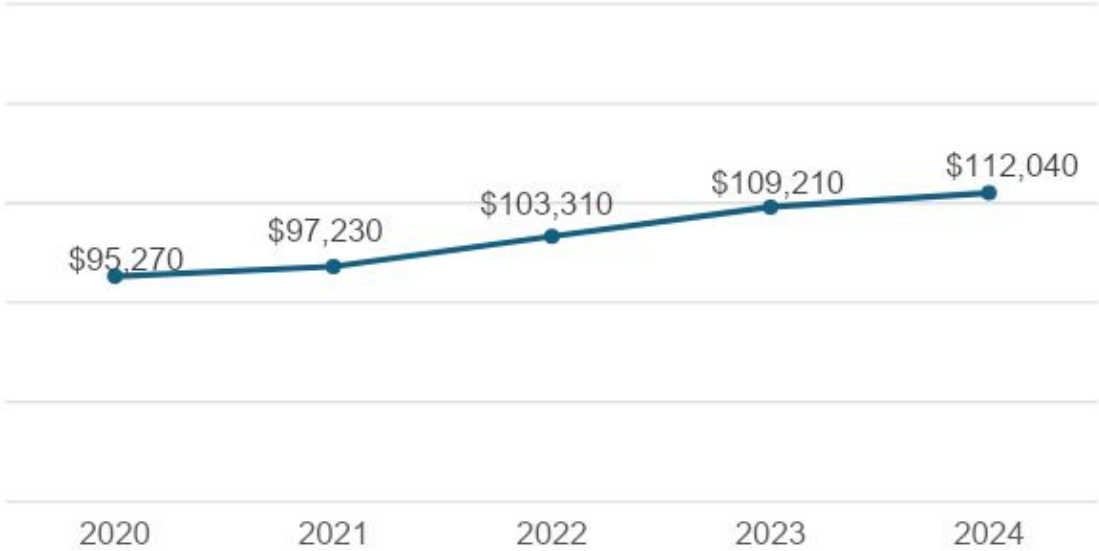
2024 Alaska RN Location Quotient Comparison
Source: U.S. Bureau of Labor Statistics



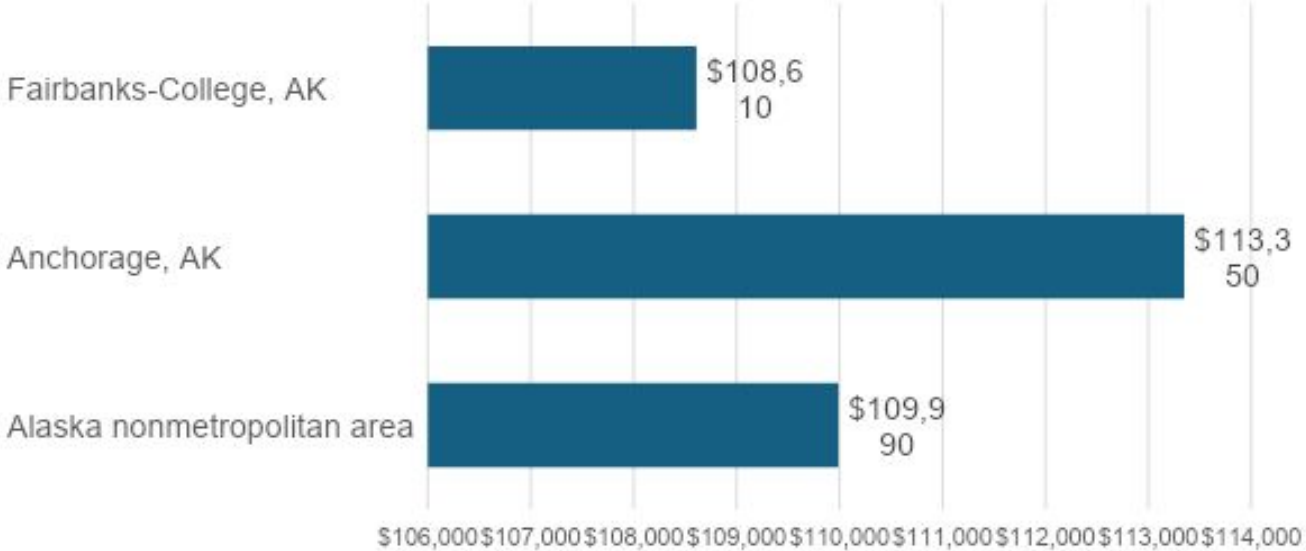
There has been a 17.60% increase in Alaska RN wage between 2020 and 2024.

The highest average RN wage is in Anchorage.

Alaska RN Wage Trend 2020-2024
Source: U.S. Bureau of Labor Statistics

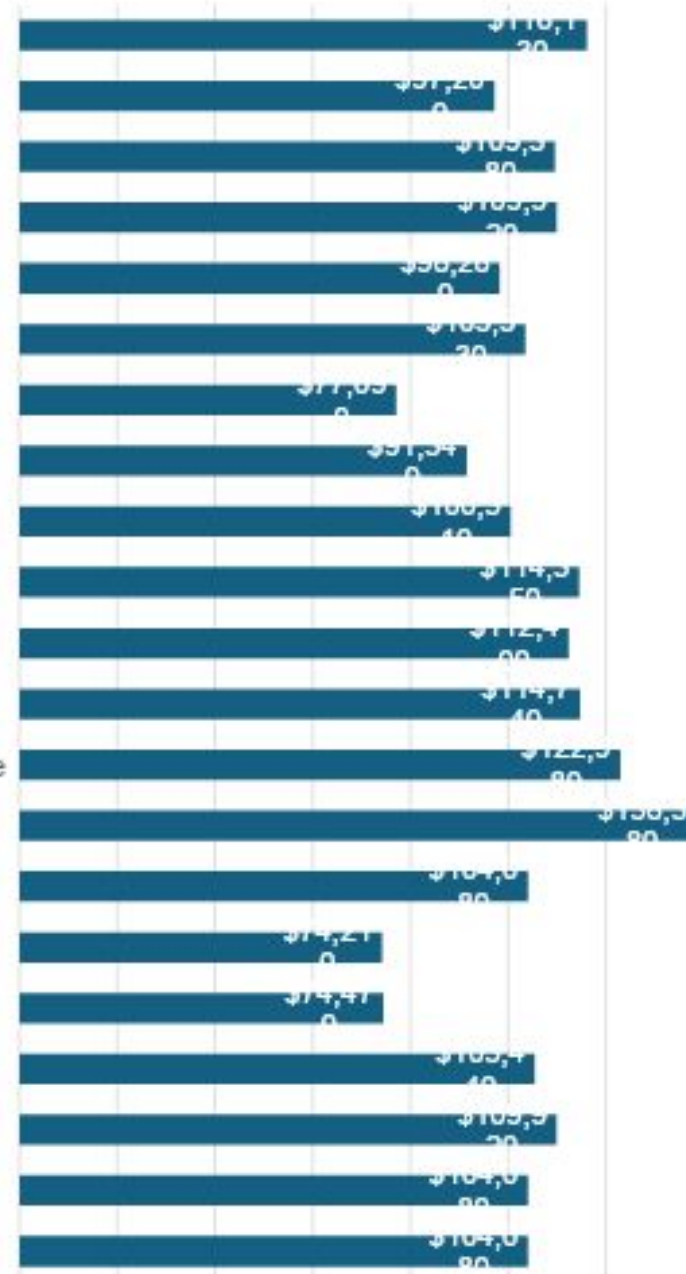


2024 Alaska RN Regional Salary
Source: U.S. Bureau of Labor Statistics



2024 Alaska RN Sector Wage Comparison

Source: U.S. Bureau of Labor Statistics



When divided by industry sector, Alaska RNs in the federal executive branch had the highest wage. RNs working in the Elementary and Secondary schools had the lowest average wage.

Government Schools and Hospitals and the U.S. Postal Service

n Services

2024 Alaska RN Pacific State Salary Comparison

Source: U.S. Bureau of Labor Statistics

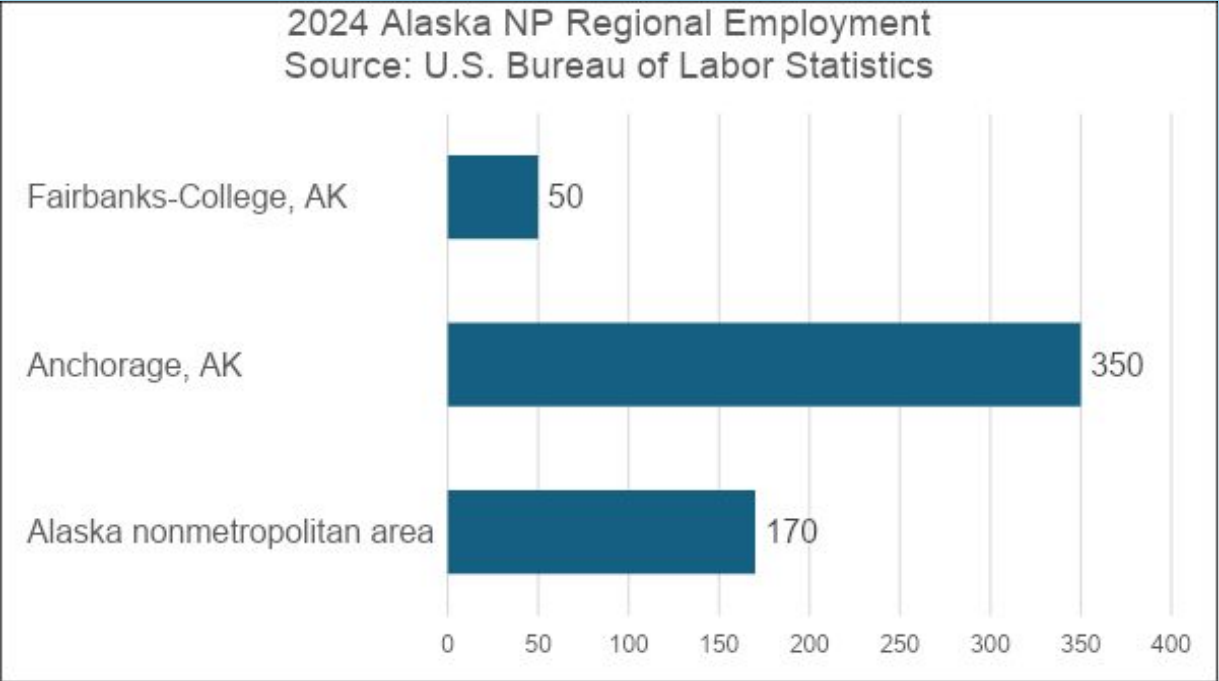
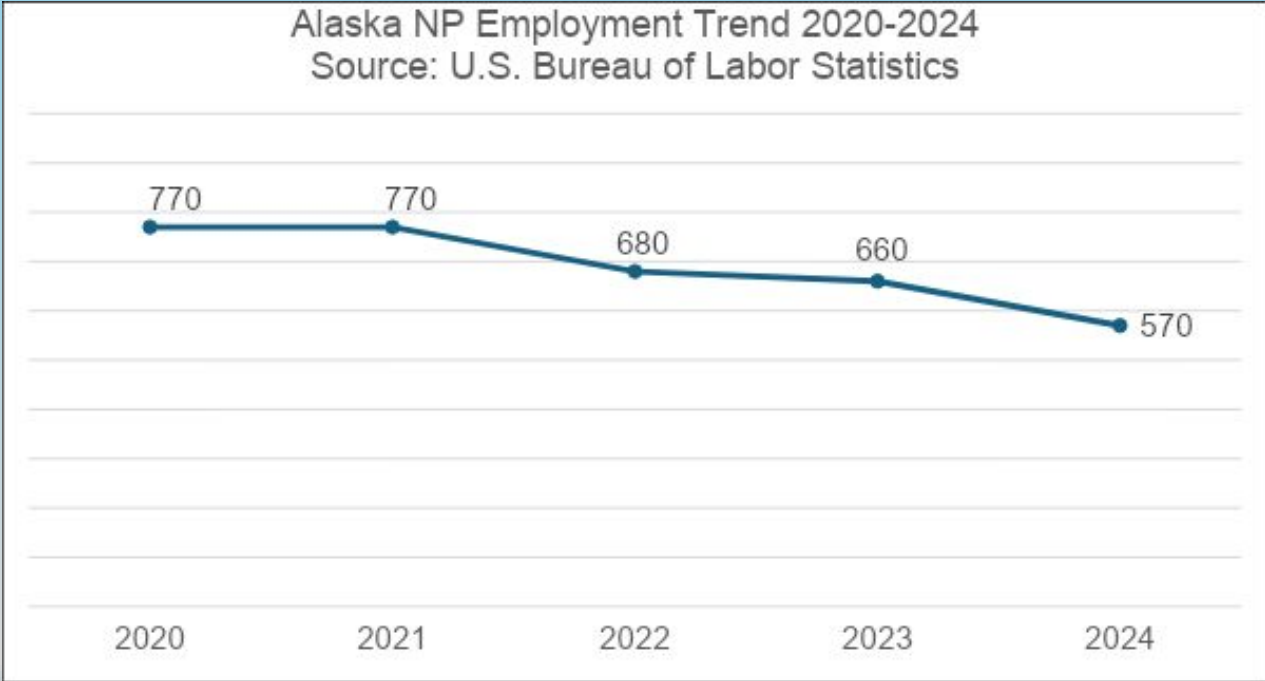


Alaska RN wage was higher than the national average but lower than the other Pacific region states.

NP Employment and Wage

There has been a 25.97% decrease in Alaska NP jobs between 2020 and 2024.

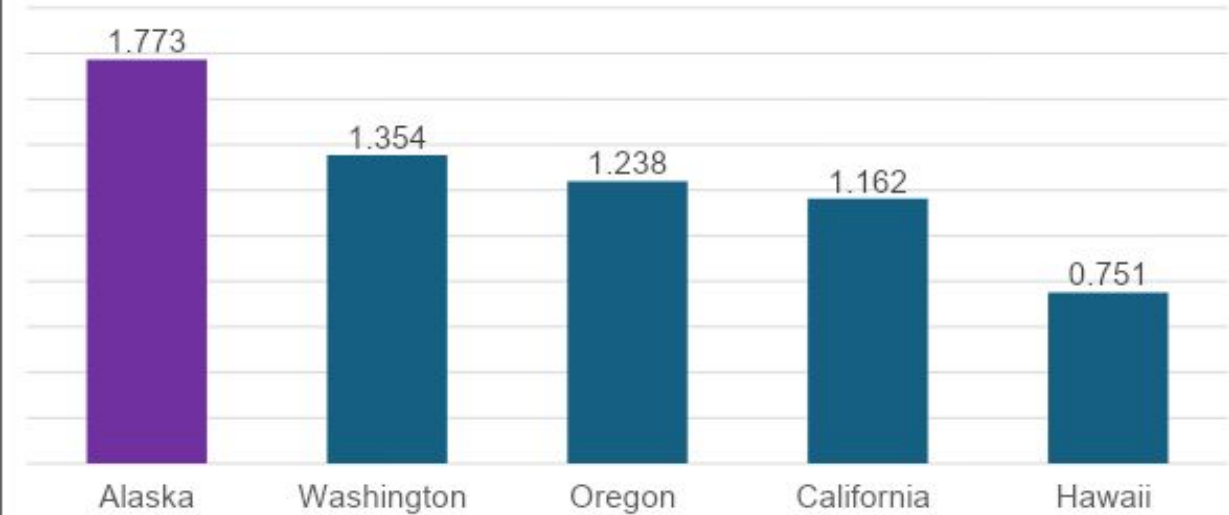
The greatest number (61.40%) of NP jobs are in Anchorage.



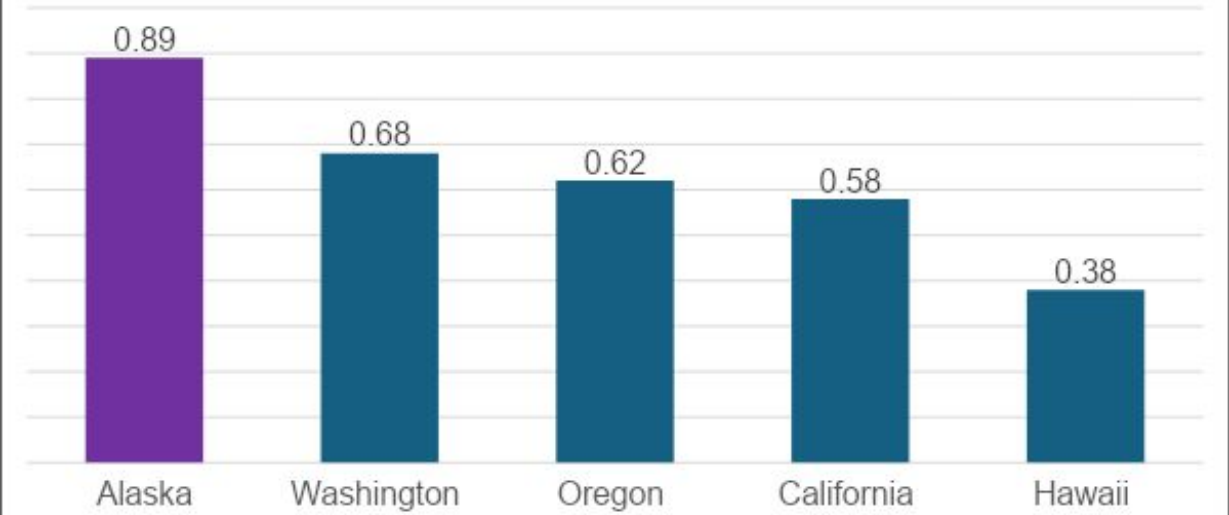
Alaska has a higher number of NP jobs per 1,000 jobs than other Pacific Region states.

Alaska has a higher concentration of NP jobs as compared to other Pacific Region states but lower than the nation.

Alaska 2024 NP Jobs per 1,000
Source: U.S. Bureau of Labor Statistics



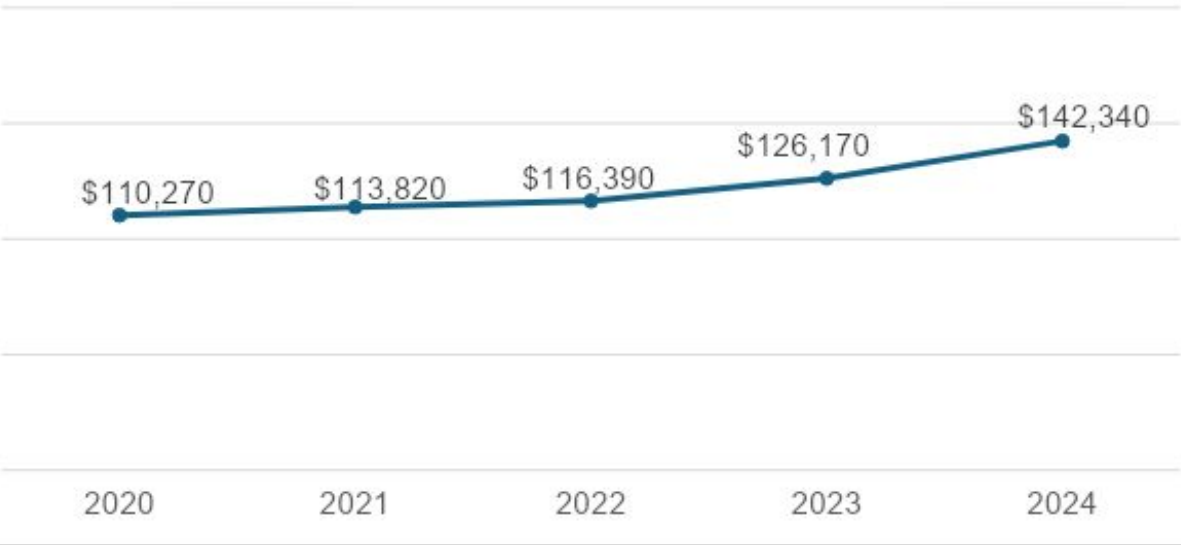
2024 Alaska NP Location Quotient Comparison
Source: U.S. Bureau of Labor Statistics



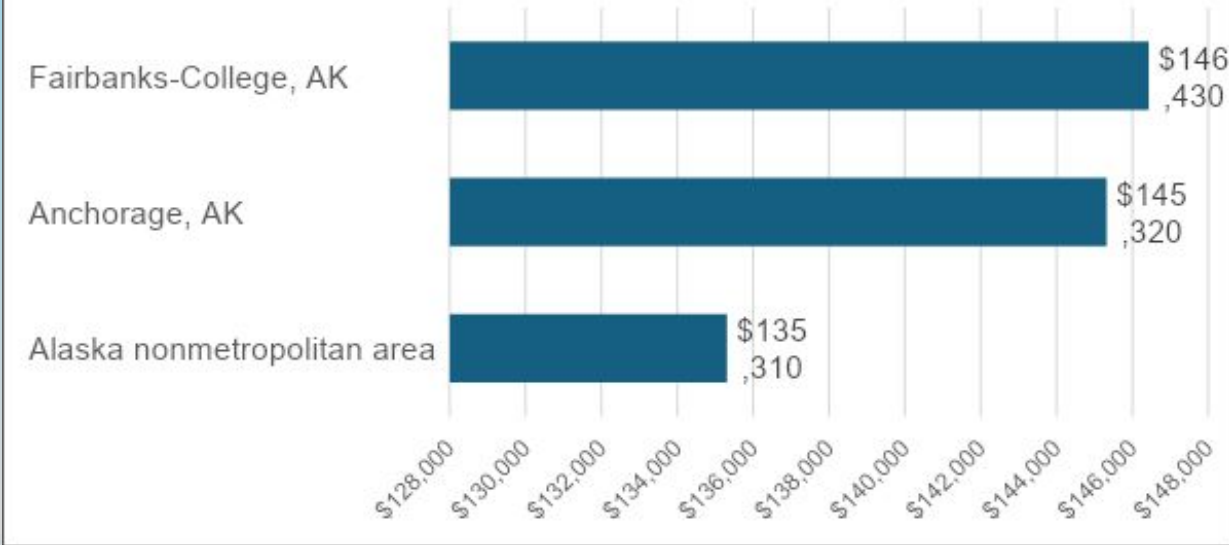
There has been a 29.08% increase in Alaska NP wage between 2020 and 2024.

The highest average NP wage is in Fairbanks-College.

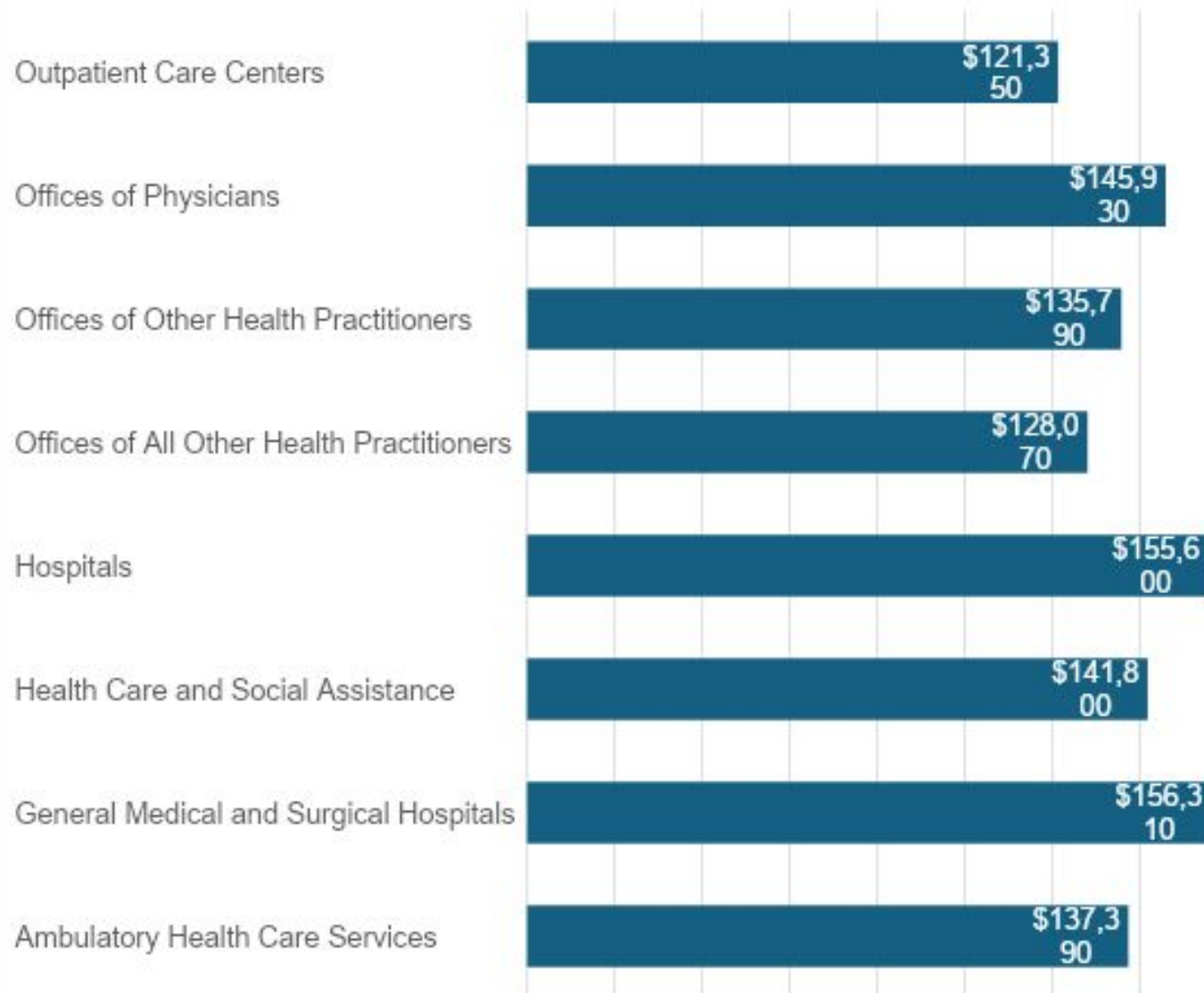
Alaska NP Wage Trend 2020-2024
Source: U.S. Bureau of Labor Statistics



2024 Alaska NP Regional Salary
Source: U.S. Bureau of Labor Statistics



2024 Alaska NP Sector Wage Comparison
Source: U.S. Bureau of Labor Statistics



When divided by industry sector, Alaska NPs in general medical and surgical hospitals had the highest wage. NPs working in the Outpatient Care Centers had the lowest average wage.

2024 Alaska NP Pacific State Wage Comparison

Source: U.S. Bureau of Labor Statistics

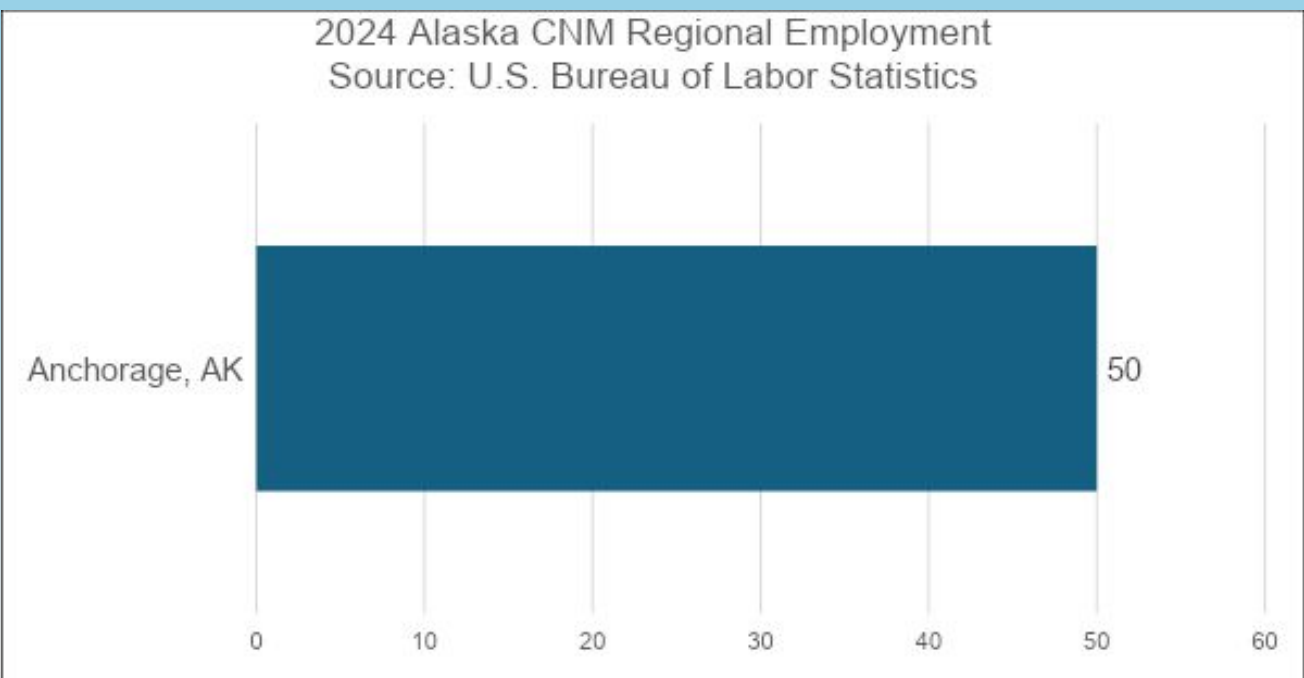
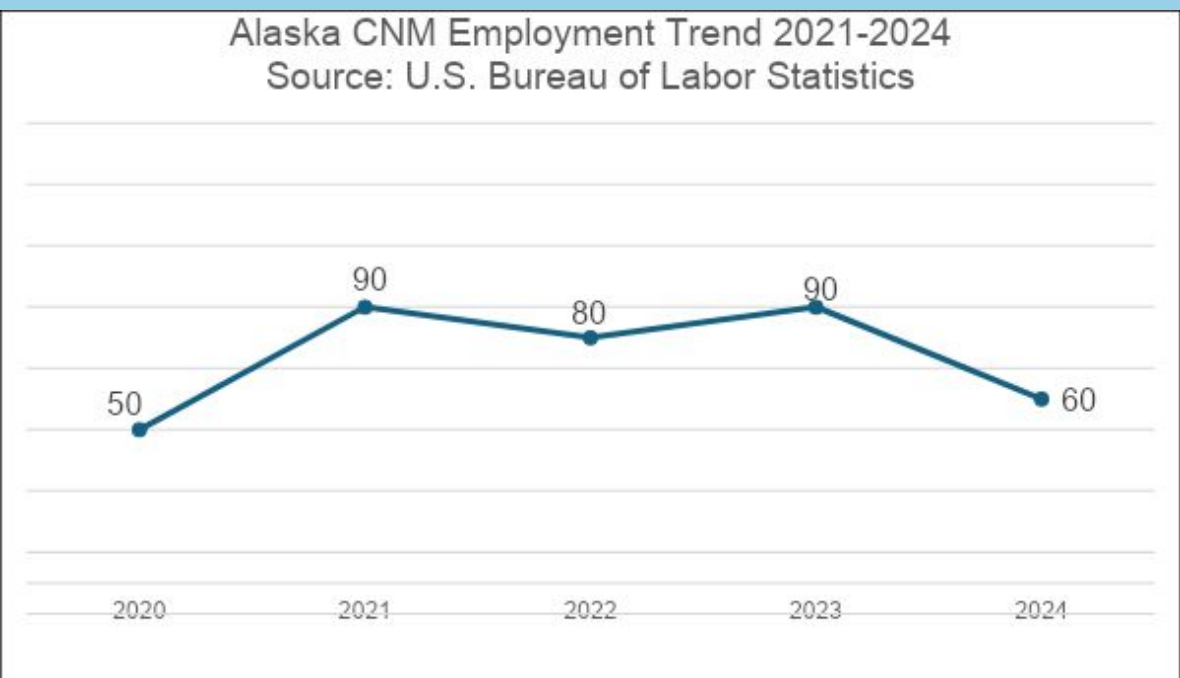


Alaska NP wage was higher than Hawaii and the national average but lower than the other Pacific region states.

CNM Employment and Wage

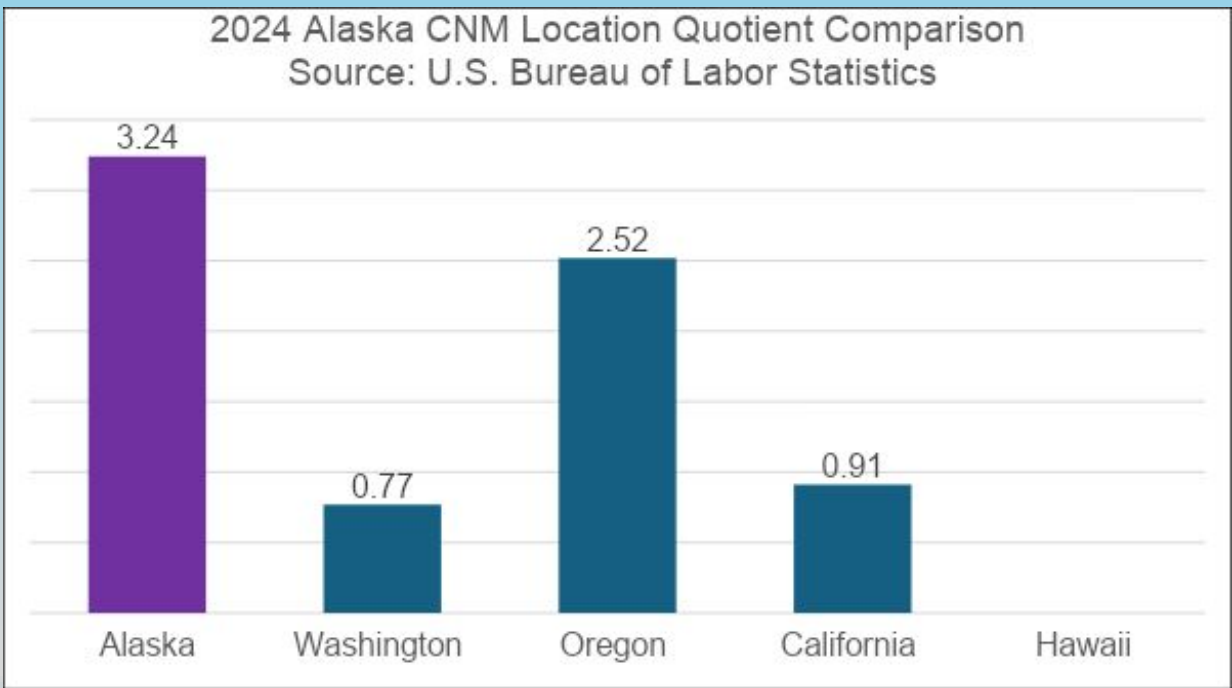
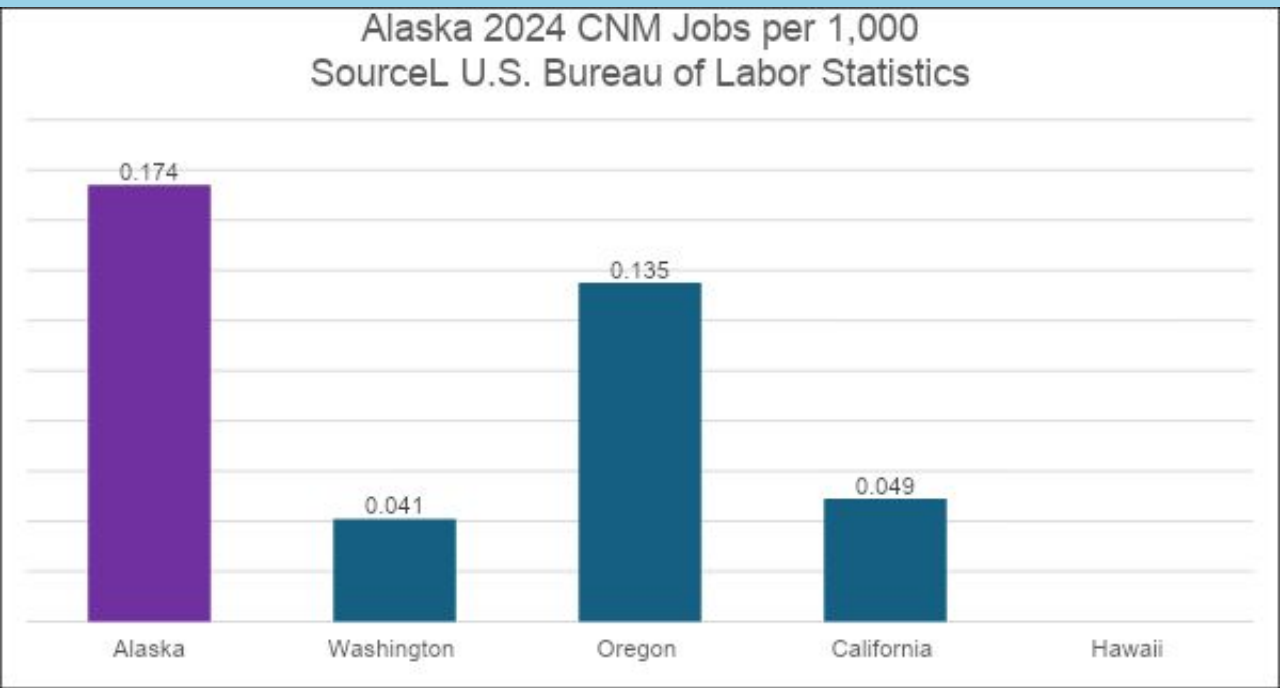
There has been a 20% increase in Alaska CNM jobs between 2020 and 2024.

The greatest number (83.33%) of CNM jobs are in Anchorage.



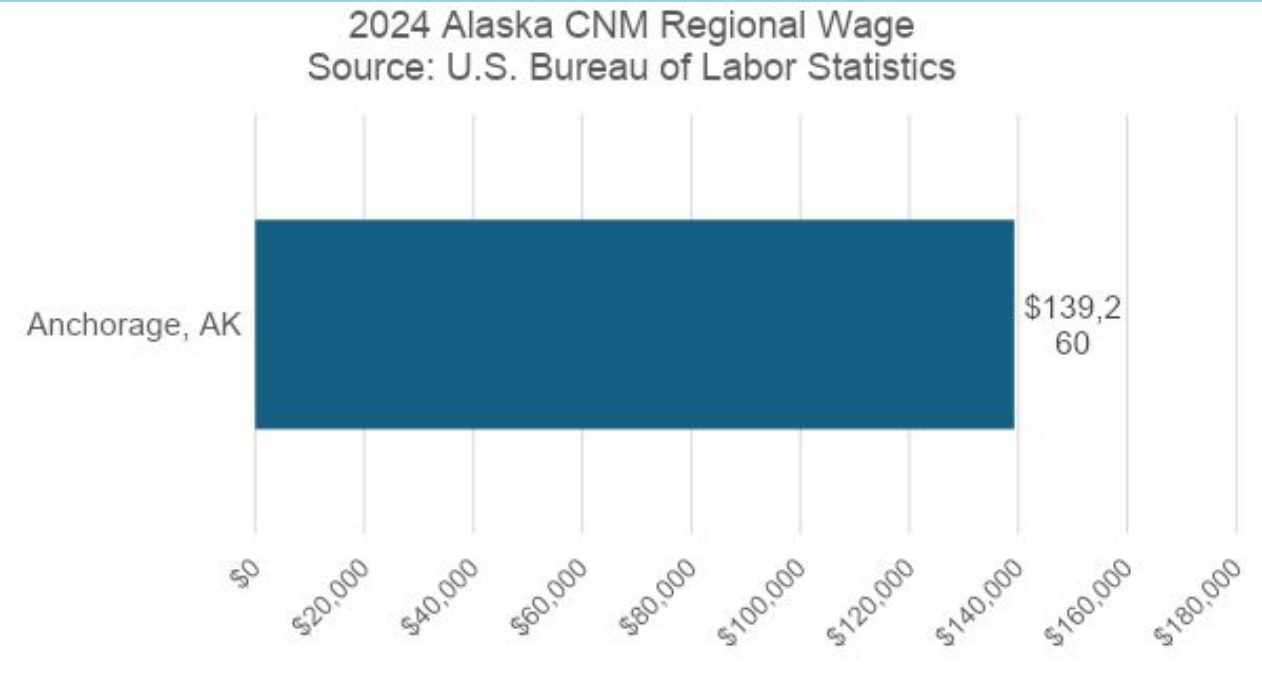
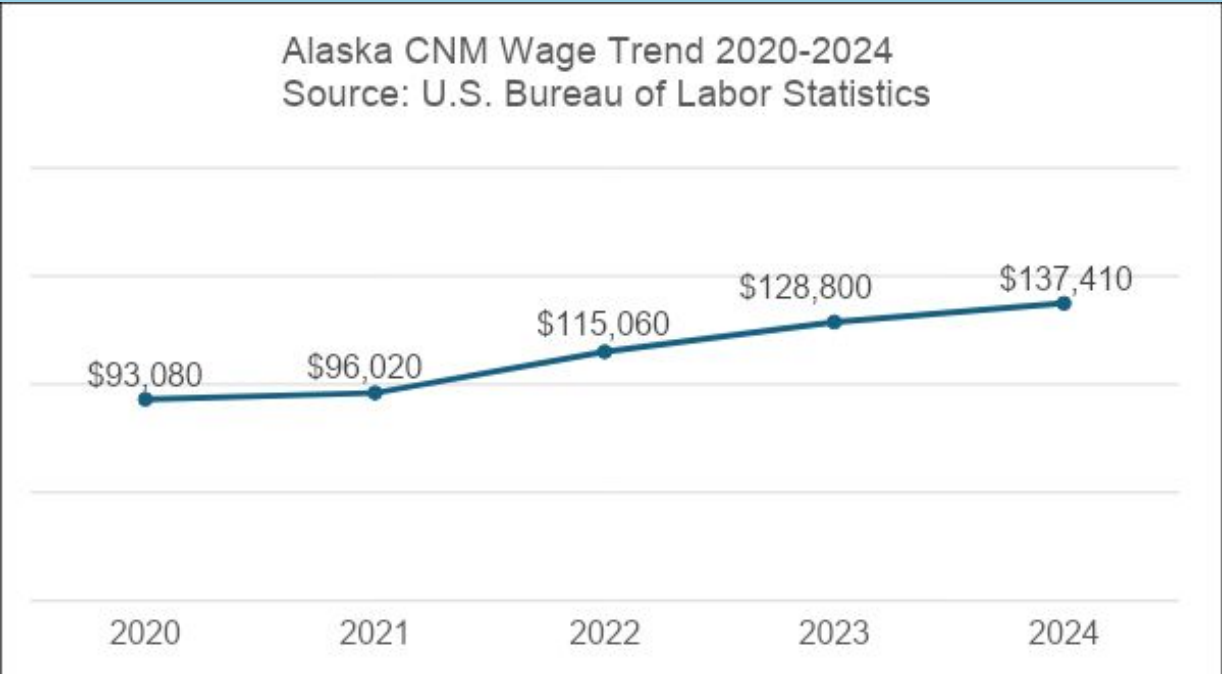
Alaska has a higher number of CNM jobs per 1,000 jobs than other Pacific Region states.

Alaska has a higher concentration of CNM jobs as compared to other Pacific Region states and the nation.

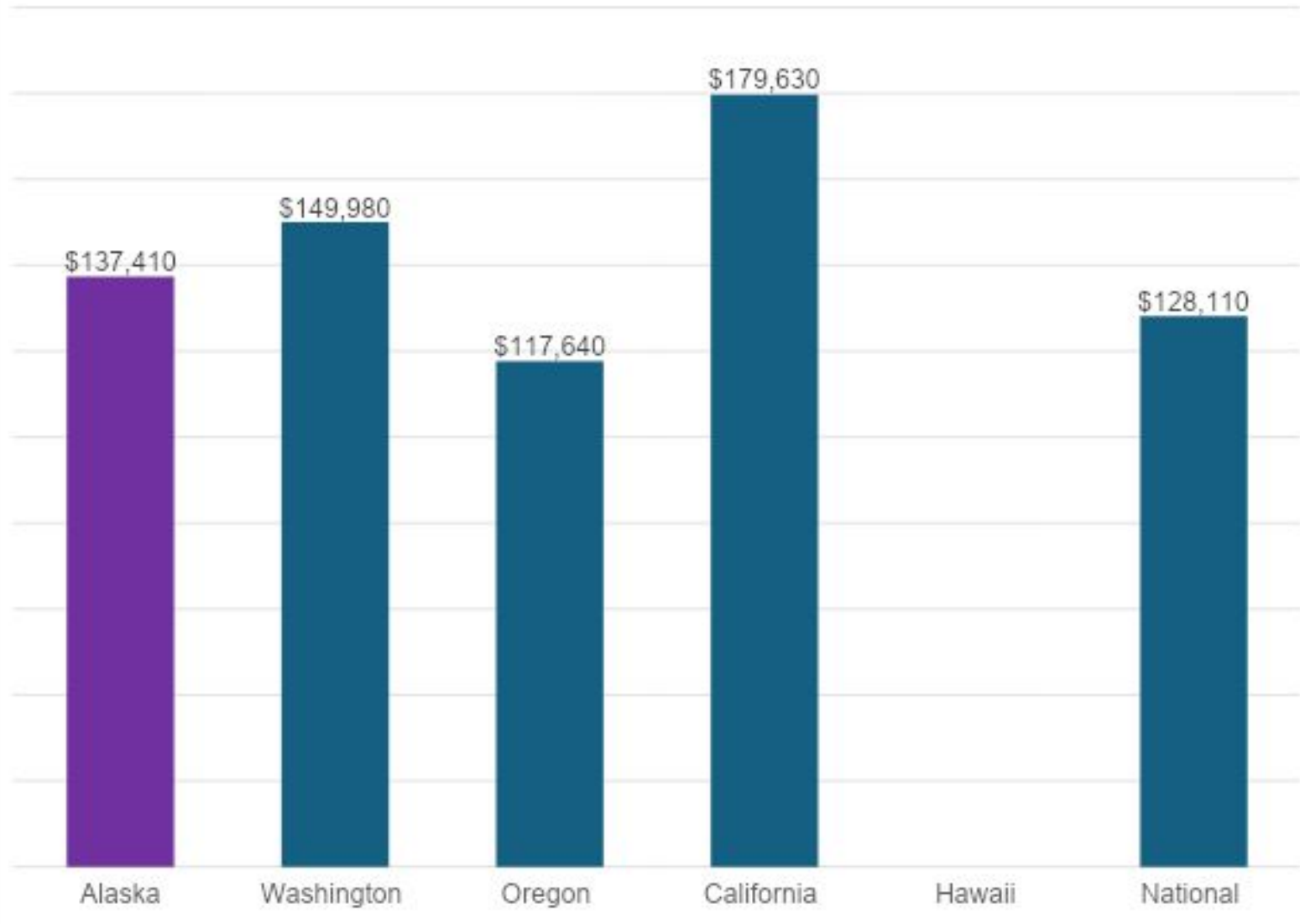


There has been a 47.63% increase in Alaska CNM wage between 2020 and 2024.

The highest average CNM wage is in Anchorage. The wage for other regions was unavailable.



2024 Alaska CNM State Wage Comparison
Source: U.S. Bureau of Labor Statistics

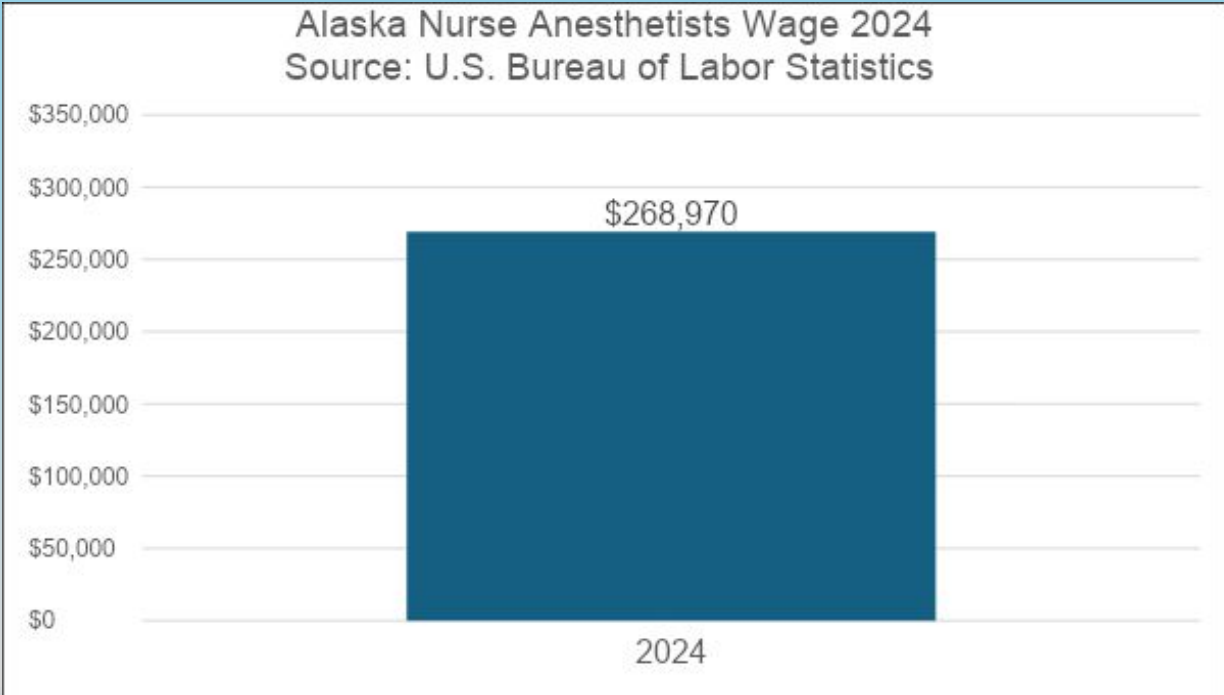


Alaska CNM wage was higher than Oregon state and the national average but lower than the other Pacific region states.

CRNA Wage

Alaska CRNA wage was only available for 2024. The average wage was \$268,970.

Alaska CRNA wage was higher than other Pacific region states and the national average except Washington state.

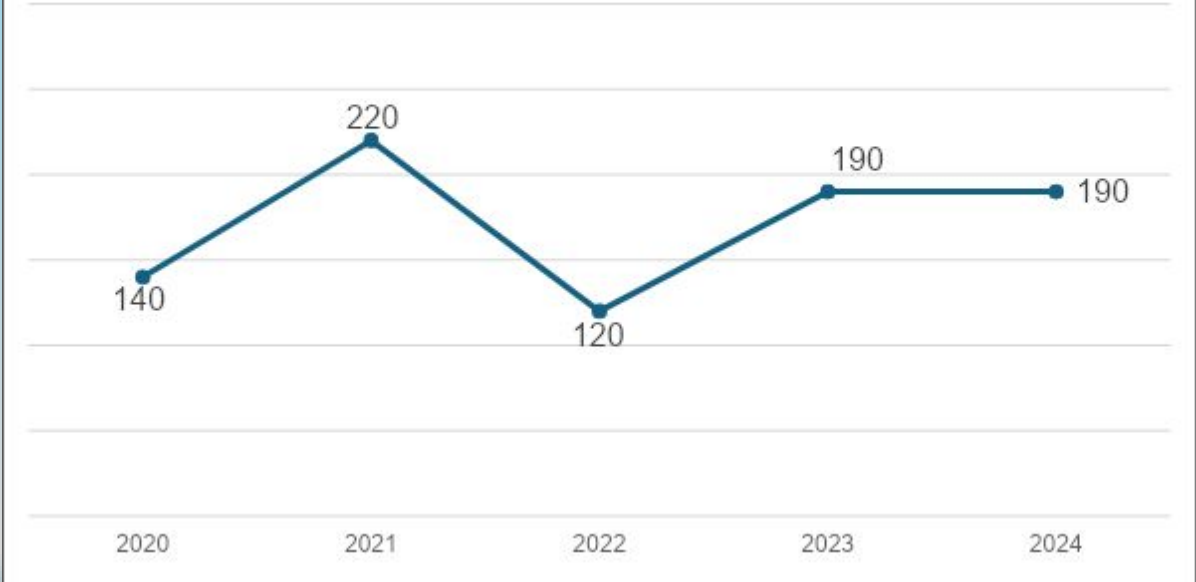


Faculty Employment and Wage

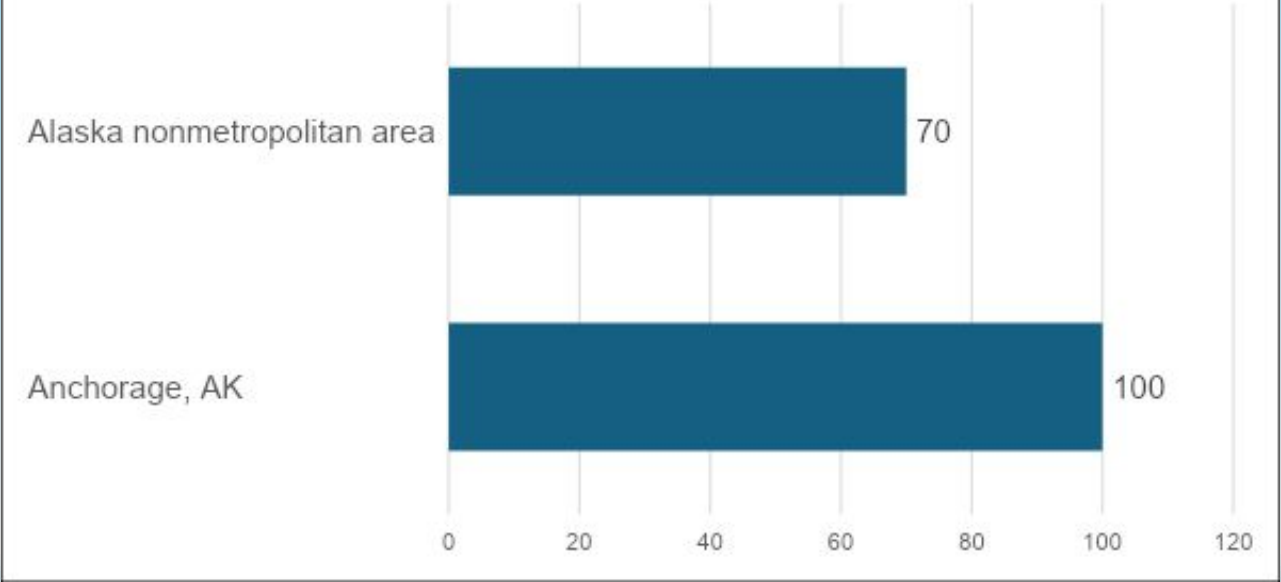
There has been a 35.71% increase in Alaska Faculty jobs between 2020 and 2024.

The greatest number (52.63%) of Nursing Faculty jobs are in Anchorage.

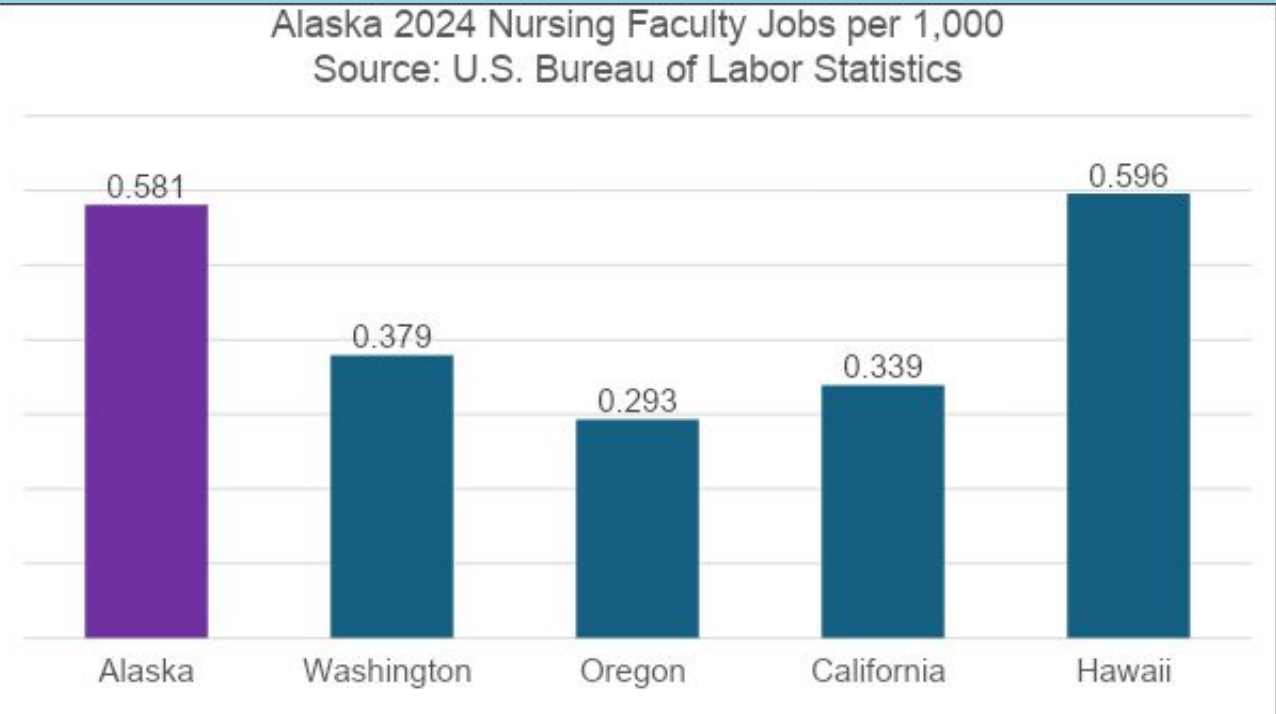
Alaska Nursing Faculty Trend 2020-2024
Source: U.S. Bureau of Labor Statistics



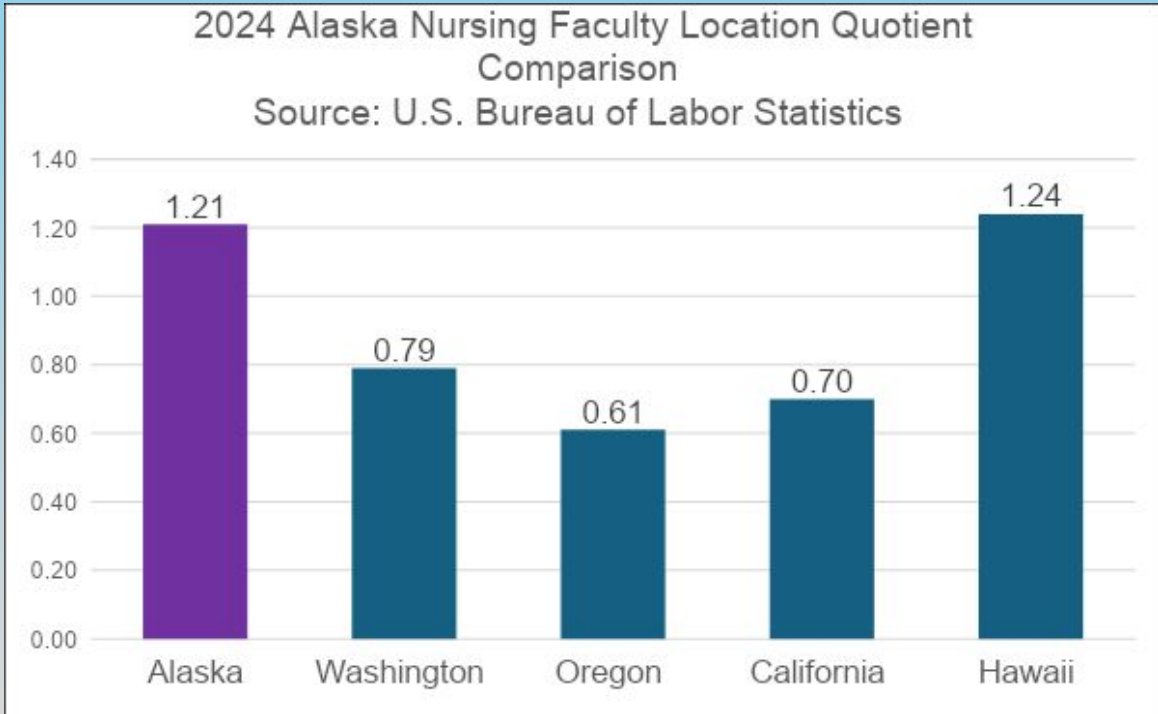
2024 Alaska Nursing Faculty Regional Employment
Source: U.S. Bureau of Labor Statistics



Alaska has a higher number of CNM jobs per 1,000 jobs than other Pacific Region states except Hawaii.

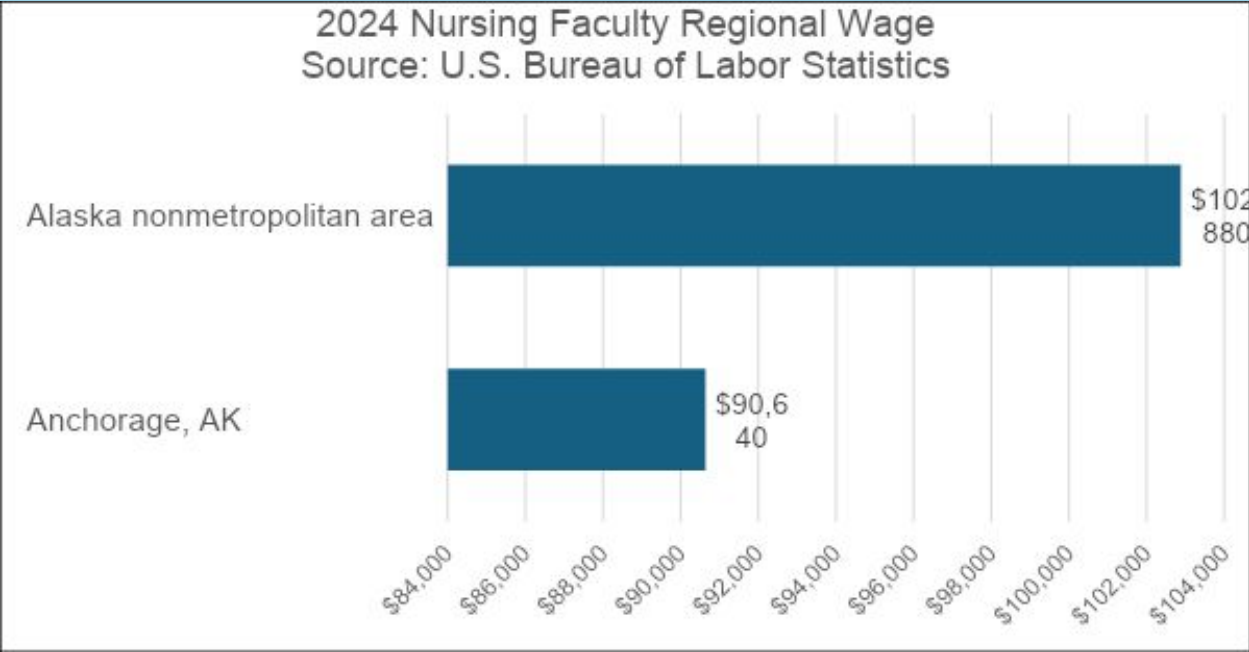


Alaska has a higher concentration of Nursing Faculty jobs as compared to other Pacific Region states and the nation but lower than Hawaii.

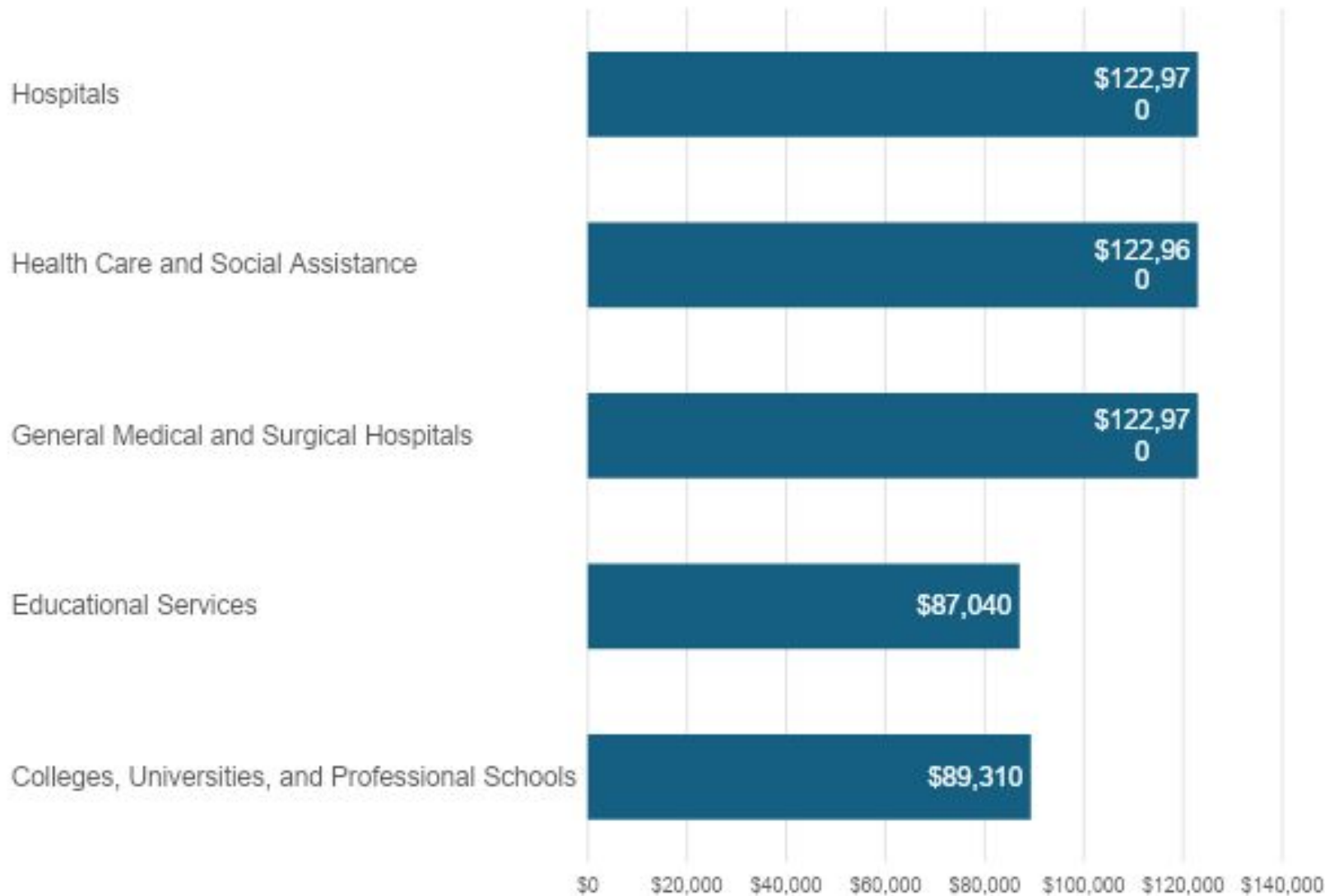


There has been a 9.22% increase in Alaska Faculty wage between 2020 and 2024.

The highest average Nursing Faculty wage is in the Alaska non-metropolitan area.



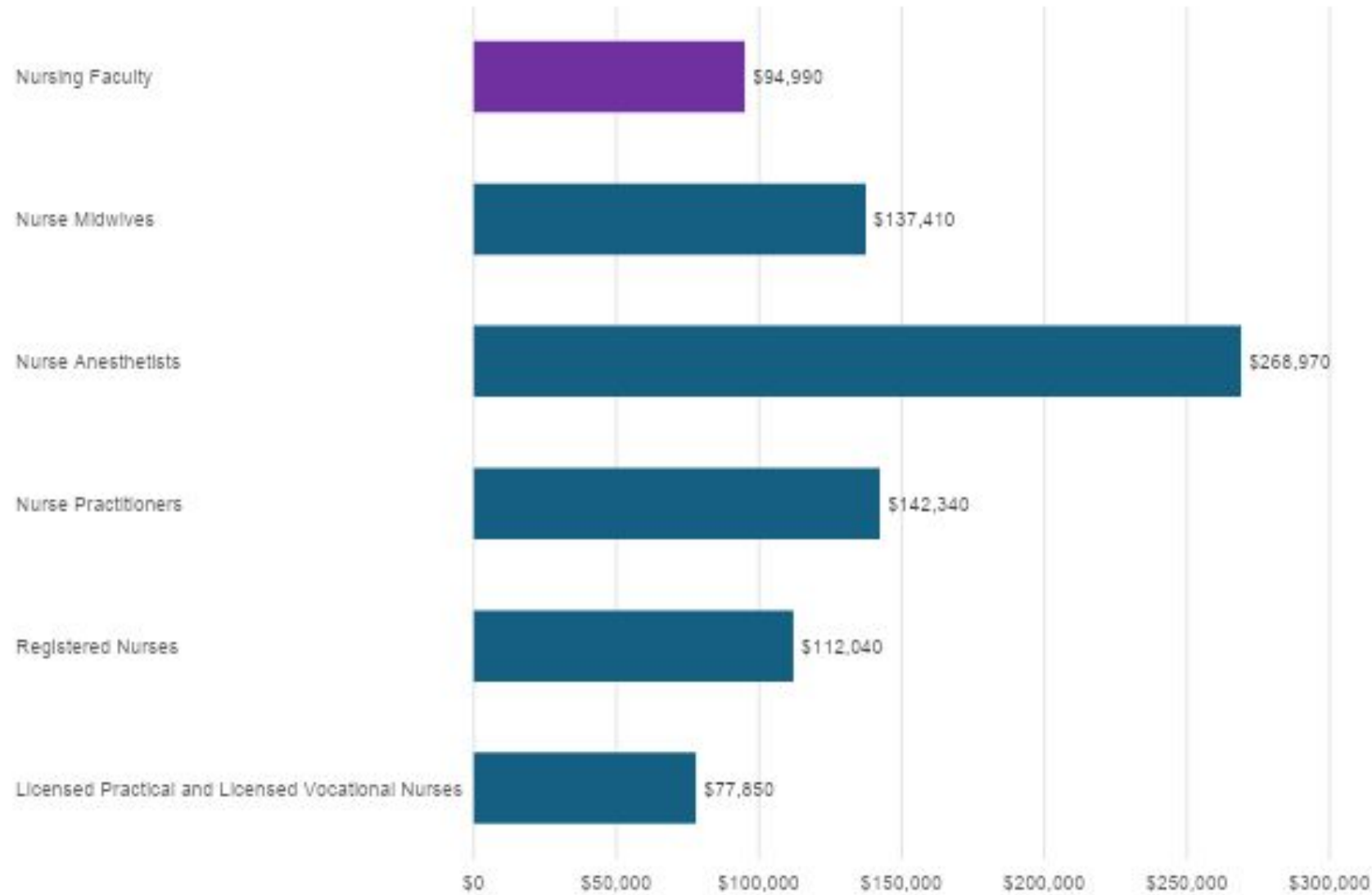
2024 Alaska Nursing Faculty Wage Comparison
Source: U.S. Bureau of Labor Statistics



When divided by industry sector, Alaska Nursing Faculty in hospitals and health care and social assistance had the highest wage. Nursing Faculty working in educational services had the lowest average wage.

2024 Alaska Nursing Wage Comparison

Source: U.S. Bureau of Labor Statistics



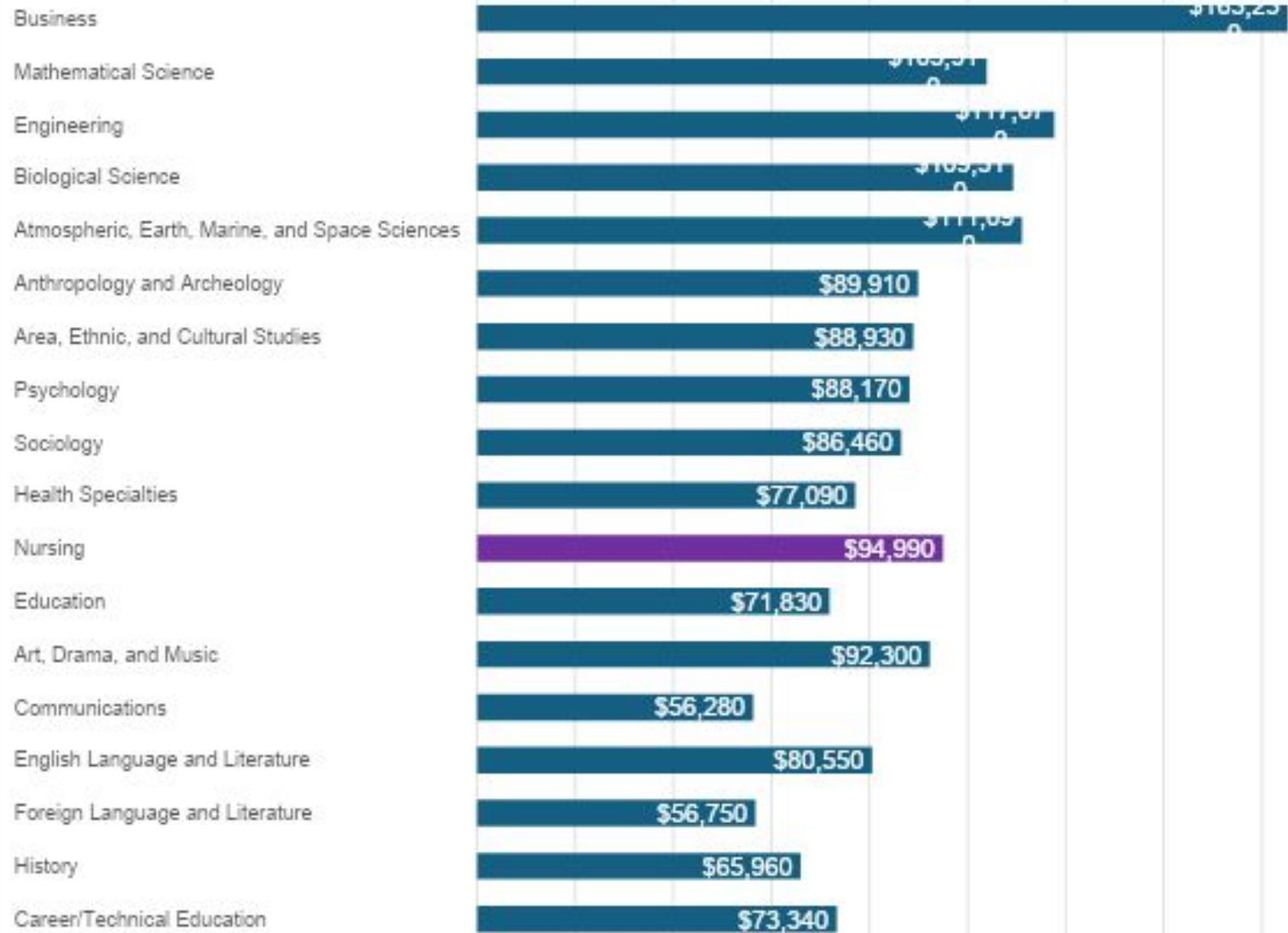
Nursing faculty salary was lower than all APRN salaries and RN salaries. Nursing faculty positions typically require a Master's degree or higher.

2024 Alaska Nursing Faculty State Wage Comparison
Source: U.S. Bureau of Labor Statistics



Alaska Faculty wage was higher than Washington state and the national average but lower than the other Pacific region states.

2024 Alaska Faculty Wage Comparison Source: U.S. Bureau of Labor Statistics



Alaska Nursing Faculty wage is the 11th highest wage as compared to all faculty wages.

Nursing Demand Data Gaps/Questions

Missing Data

- Health care facility surveys collecting the National Forum MDS
- Job posting data

Labor Market Data

- Large error rate on CRNA data- encourage more completion of surveys

Nursing Demand Data Recommendations

- Encourage greater completion of Labor Market surveys to increase accuracy.
- Encourage state to examine sources of Job posting data such as The Conference Board® Burning Glass® Help Wanted OnLine™

Steering Committee Group Discussion

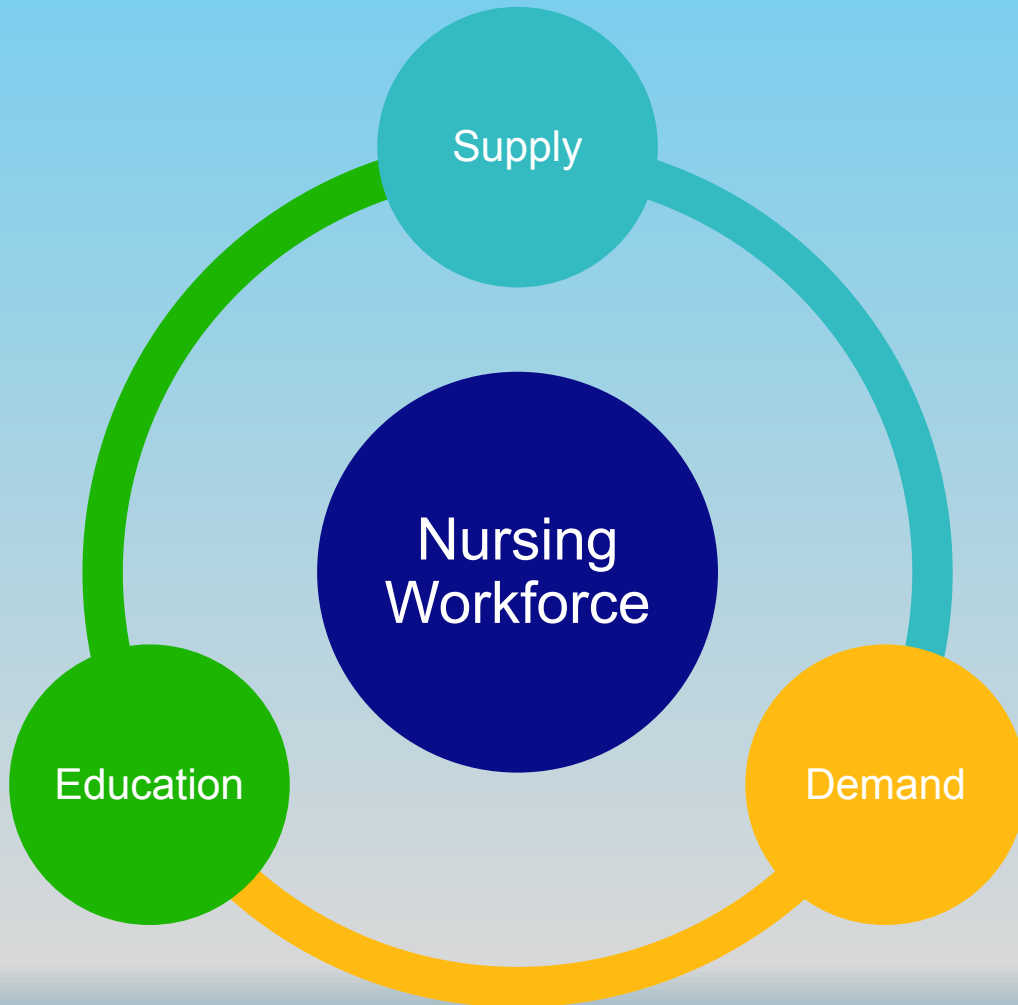
What insights are beginning to emerge regarding Alaska nursing employment from the demand source?

Steering Committee Question Workforce Projections Presentation

Please type in the chat box:

What data points stand out to you?

Nursing Workforce Projections



Combine all of this data to estimate a complete picture of the current workforce and the future.

Used to answer the most frequent question:

Do we have and will we have a nursing shortage?

So... get on your bullet-proof vest and let's look at the wide world of projection modeling



Introduction to Projection Modeling

An imbalance between the supply and demand of nurses may be characterized in three ways.

- First, the supply of nurses may exceed demand. This can result in high unemployment rates and low wages.
- The second imbalance may be maldistribution of nurses. This is apparent in Alaska State as the majority of nurses are situated in large population centers and more rural areas have insufficient nurses.
- The third imbalance, a nursing shortage, occurs when there are not enough nurses to meet demand. Current and predicted shortages are determined by comparing by utilizing historical trends for supply and demand for nurses and projecting this comparison into the future.

The resulting projections are estimates based on assumptions and several cautions are necessary when interpreting them. Projections are designed to provide an overall picture of future workforce needs showing the anticipated trend in the future.

All projection models utilize assumptions to provide this picture. While numbers of future nursing supply and demand are provided- they are not meant to provide exact numbers needed. They only provide a visualization of this picture.

Alaska Department of Labor and Workforce Development

Occupational Projections 2022-2032

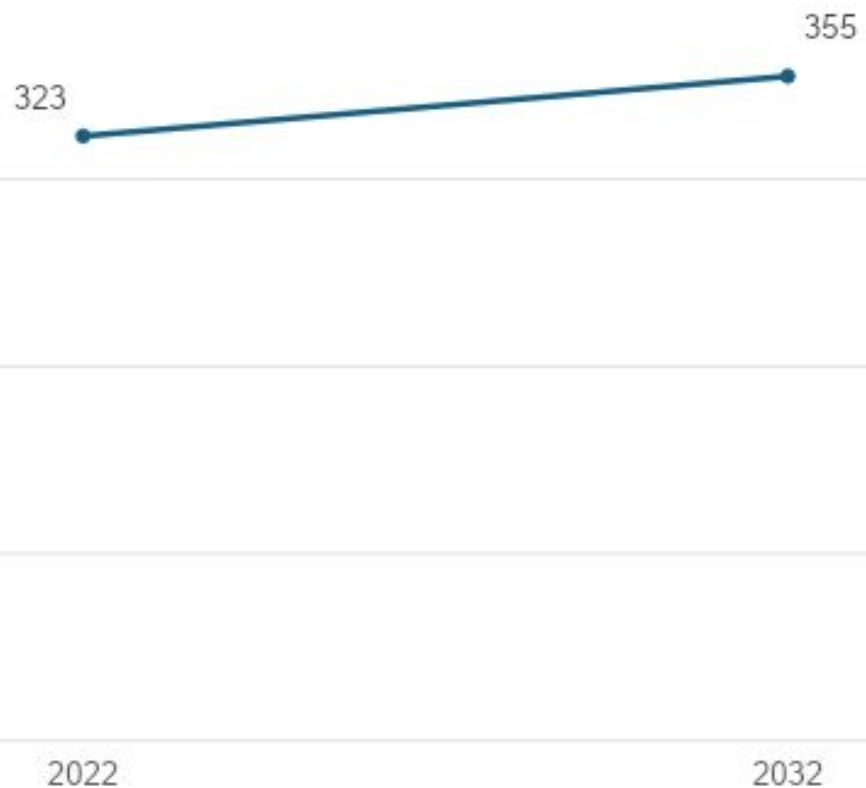
Long-term demand projections have been developed by the Alaska Labor Department of Labor and Employment utilizing a national workforce projection model through the US Bureau of Labor Statistics. Employment projections provide job seekers, policy makers, and training providers an idea of how many jobs exist within industries and occupations, how the number of jobs is expected to change over time, and what the future demand for workers will be.

Projections show expected changes in employment by industry and occupation, the current and projected employment counts, estimated growth rates, and average annual openings. For more information go to:
<https://live.laborstats.alaska.gov/occfctst/usemeth.html>

- Growth: The difference between the employment in the forecast year and the base year.
- Percent Change: Numeric change divided by the base year employment. This number can be deceptive. A large percentage change does not necessarily mean a large number of jobs. For instance, if the base year for an occupation is 20 and the forecast year shows an increase of 10, it is a 50 percent increase. In reality, it is only 10 jobs
- Labor force exits are the projected number of workers leaving an occupation and exiting the labor force entirely. Labor force exits are more common at older ages as workers retire, but can occur at any age. Labor force exits are not necessarily permanent exits from the labor force; for example, some workers exit the labor force to pursue additional education with the intention of returning to the labor force. They do represent permanent separations from an occupation.
- Occupational transfers are the projected number of workers leaving an occupation and transferring to a different occupation. Transfers represent permanent separations from an occupation, not temporary movements where the worker is expected to return to the same occupation in the future.
- Occupational separations are the projected number of workers permanently leaving an occupation. The separations are defined as the sum of labor force exits and occupational transfers. In most occupations, separations result in openings for new workers to enter the occupation, but in declining occupations, not all separations result in openings.
- Occupational openings are the projected number of openings (positions) for workers entering the occupation. The openings are defined as the sum of net occupational employment change and occupational separations. Workers who change jobs within an occupation do not generate openings since there is no net change in openings from this movement.

Alaska LPN Demand Projection 2022-2032

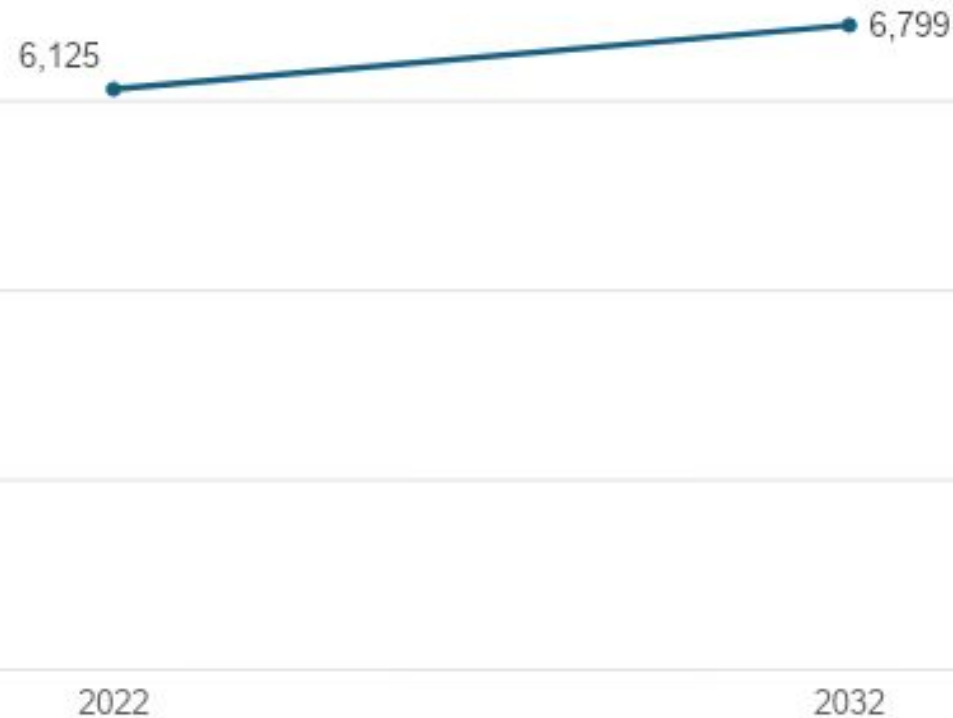
Source: Alaska Department of Labor and Workforce Development



Alaska LPN jobs are projected to increase by 9.91% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

Alaska RN Demand Projection 2022-2032

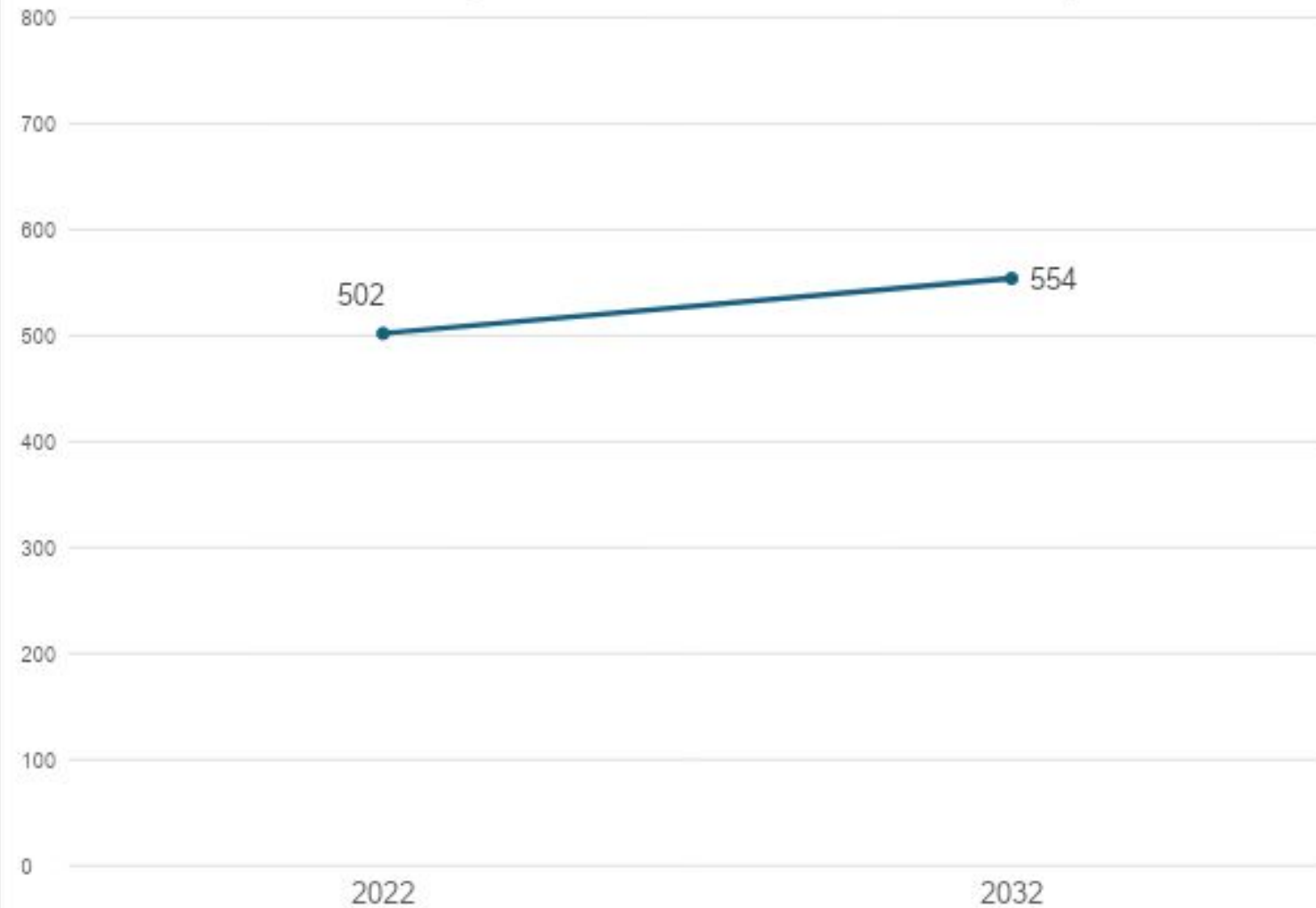
Source: Alaska Department of Labor and Workforce Development



Alaska RN jobs are projected to increase by 11.00% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

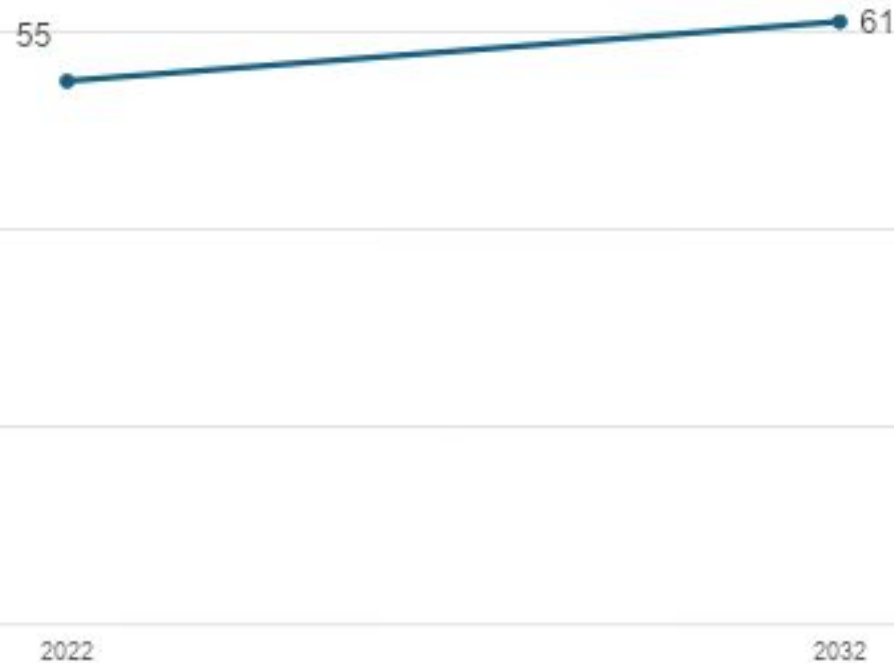
Alaska NP Demand Projection 2022-2032

Source: Alaska Department of Labor and Workforce Development



Alaska NP jobs are projected to increase by 10.36% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

Alaska CNM Demand Projection 2022-2032
Source: Alaska Department of Labor and Workforce Development



Alaska CNM jobs are projected to increase by 10.91% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

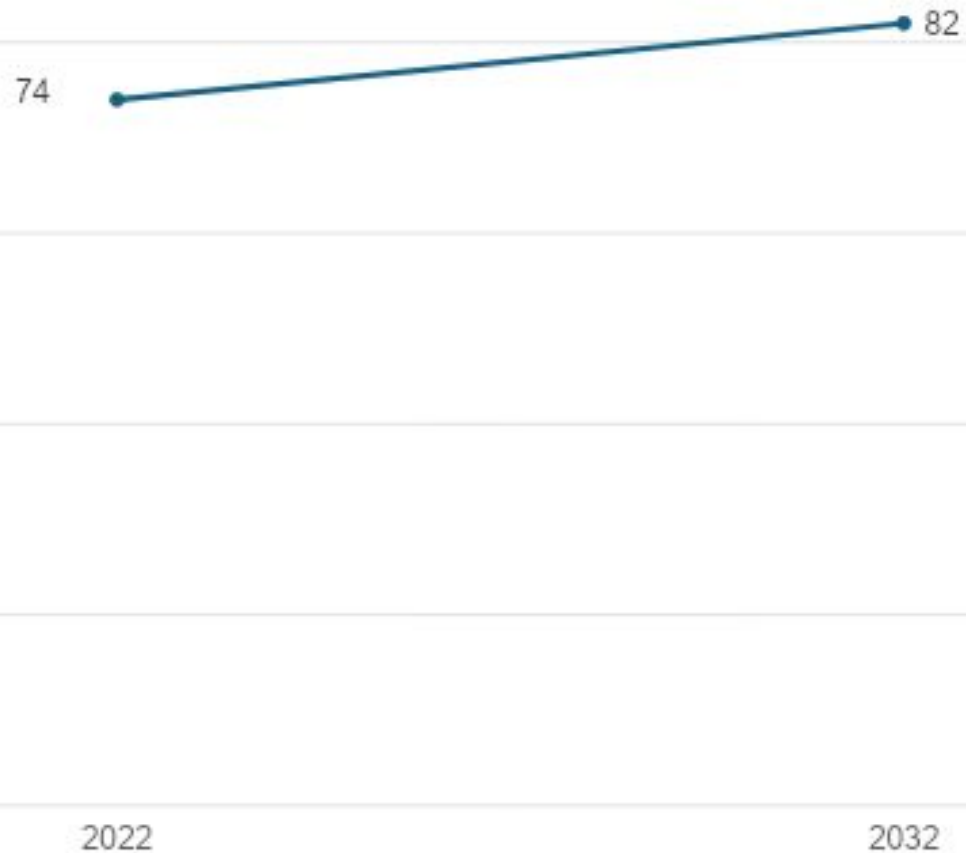
Alaska CRNA Demand Projection 2022-2032

Source: Alaska Department of Labor and Workforce Development



Alaska CRNA jobs are projected to increase by 11.54% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

Alaska Nursing Faculty Demand Projection 2022-2032
Source: Alaska Department of Labor and Workforce Development



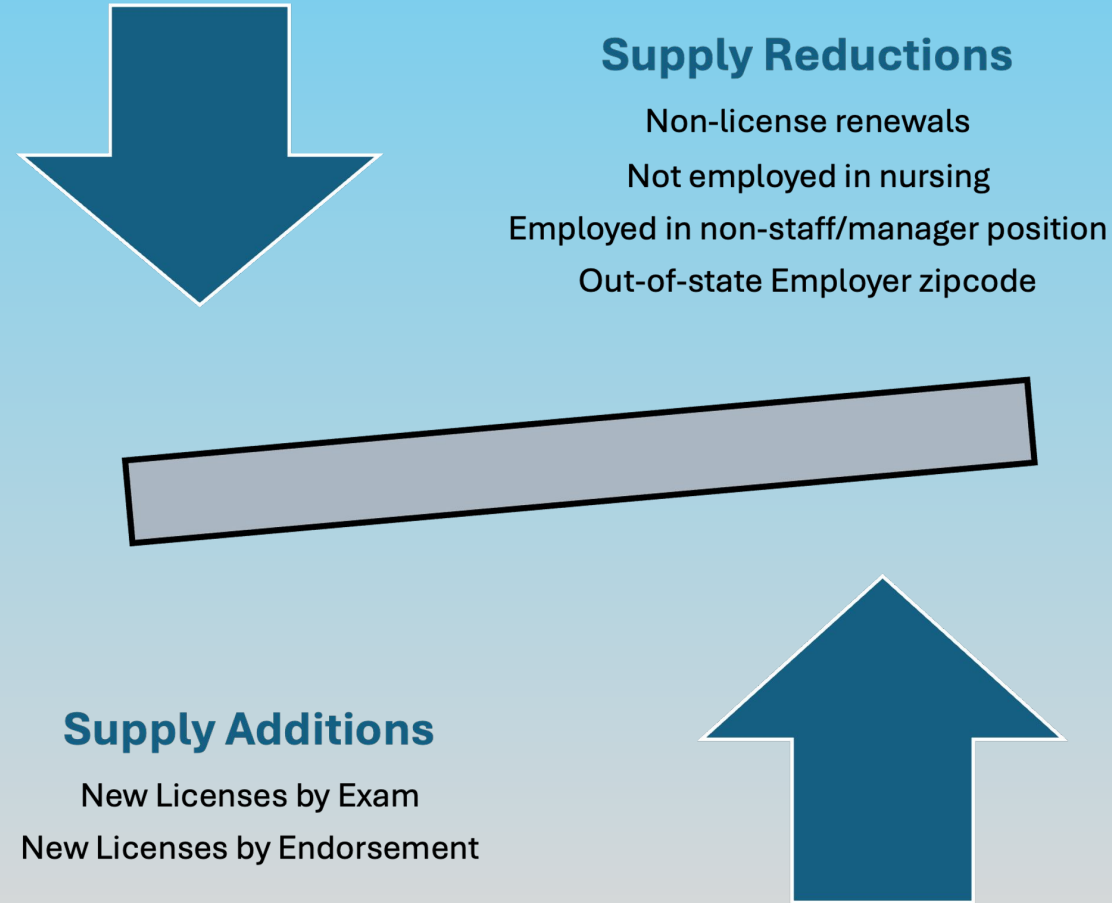
Alaska Nursing Faculty jobs are projected to increase by 10.81% between 2022-2032. This is higher than the average growth for all Alaska occupations which is 6.92%.

Exits and Openings

	10-Year Growth	Percent Change from 2022-2032	Annual Labor Force Exits (%)	Annual Transfers	Total Annual Separations	Total Annual Openings
LPN	32	9.91%	14 (3.94%)	12 (3.38%)	26 (7.32%)	29 (8.17%)
RN	674	11.00%	215 (3.16%)	133 (1.96%)	348 (5.12%)	415(6.10%)
NP	52	10.36%	12 (2.17%)	12 (2.17%)	24 (4.33%)	29 (5.23%)
CNM	6	10.91%	1 (1.64%)	1 (1.64%)	2 (3.28%)	3 (4.92%)
CRNA	9	11.54%	2 (2.30%)	2 (2.30%)	4 (4.60%)	5 (5.75%)
Nursing Faculty	8	10.81%	3 (3.66%)	3 (3.66%)	6 (7.32%)	7 (8.54%)

- RNs are projected to have the greatest percent growth from 2022 – 2032.
- LPNs are projected to have the the greatest percentage of annual labor force exits (3.94%). These workers exit the occupation and the workforce.
- Nursing Faculty are projected to have the greatest percentage of occupational transfer (3.66%). These workers are leaving an occupation and entering a new occupation.
- LPNs and Nursing faculty are projected to have the greatest separations (7.32%). These workers permanently leave the occupation.
- Nursing faculty have the projected greatest annual openings (8.54%). These are for new workers.

Basic State-based Stock and Flow Supply Projection Model

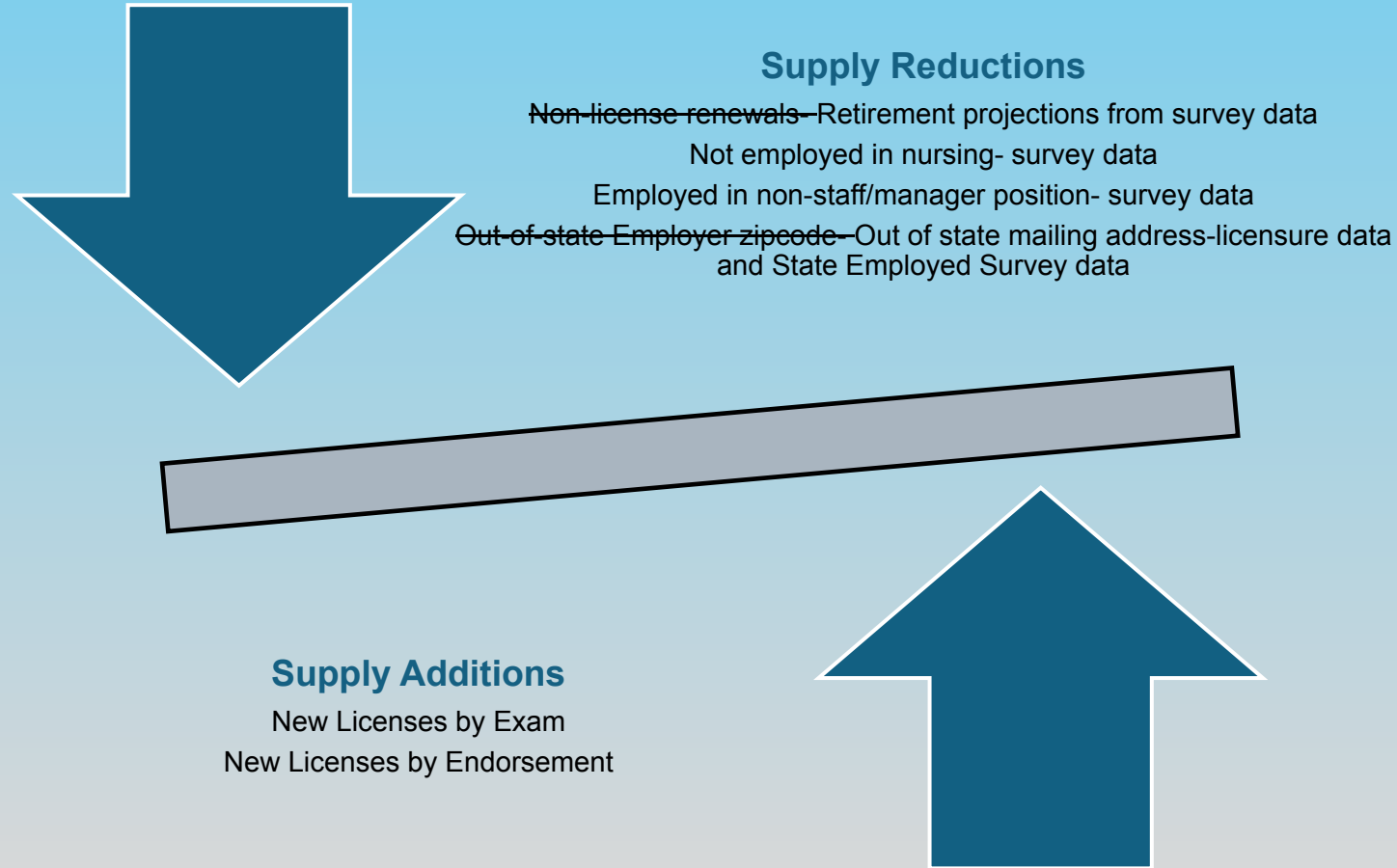


Source: Moulton Burwell, Patricia (2025). Nursing Workforce Projections for All: State-Based Staff Registered Nurse Workforce Projections. *Online Journal of Nursing Workforce 1*, 1. 28-39.

State Based Supply Model Example- WA State

	Total # licensed (1)	New license by exam (2)	New license by endorsement (3)	Predicted total (4)	Estimated Non- renewals (5)	Not employed part or full time in nursing 7.65% (6)	Not employed as a staff nurse or nurse manager 14.8% (7)	Employed outside of state 22.25% (8)	Total moderating factors (9)	Estimated total # of nurses after adjusting for moderating factors (10)	Net change (11)
2012	82,710	2,595	3,457								
2013	84,978	2,580	5,130	90,420	5,442	6,917	13,382	20,118	45,860	44,560	
2014	84,438	2,688	5,664	93,330	8,892	7,140	13,813	20,766	50,611	42,719	(1,841)
2015	89,558	2,786	7,596	94,820	5,262	7,254	14,033	21,097	47,647	47,173	4,454
2016	93,720	3,042	7,469	100,069	6,349	7,655	14,810	22,265	51,080	48,989	1,816
2017	96,654	3,000	7,841	104,561	7,907	7,999	15,475	23,265	54,646	49,915	926
2018	100,471	2,938	8,204	107,796	7,325	8,246	15,954	23,985	55,510	52,286	2,371
2019	105,393	2,909	9,351	112,731	7,338	8,624	16,684	25,083	57,729	55,002	2,716
2020	108,215	2,945	8,548	116,886	8,671	8,942	17,299	26,007	60,919	55,967	965
2021	117,298	3,192	13,688	125,095	7,797	9,570	18,514	27,834	63,714	61,381	5,414
2022	126,516	3,291	18,105	138,694	12,178	10,610	20,527	30,859	74,174	64,520	3,139
10 Year Average	99,086	2,906	8,641	108,440	7,716	8,296	16,049	24,128	56,189	52,251	2,218
8 Year Average before 2021	94,015	2,831	7,029	102,577	7,148	7,847	15,181	22,823	53,000	49,577	1,630

Alaska State-based Stock and Flow Projection Model- Using 2 years of Survey Data instead of Population Data



Alaska State Based Stock and Flow LPN Supply- Using Resident Status from Licensure Data

LPN Supply Estimate 2025		
Active Licenses		689
Non-Residents	36.28%	-250
	Subtotal	439
Not employed In Nursing 2022/2024 average	22.85%	-100
Not Employed in Non-staff/Manager/ 2022 and 2024 average	18.80%	-64
	2025 Estimate	275

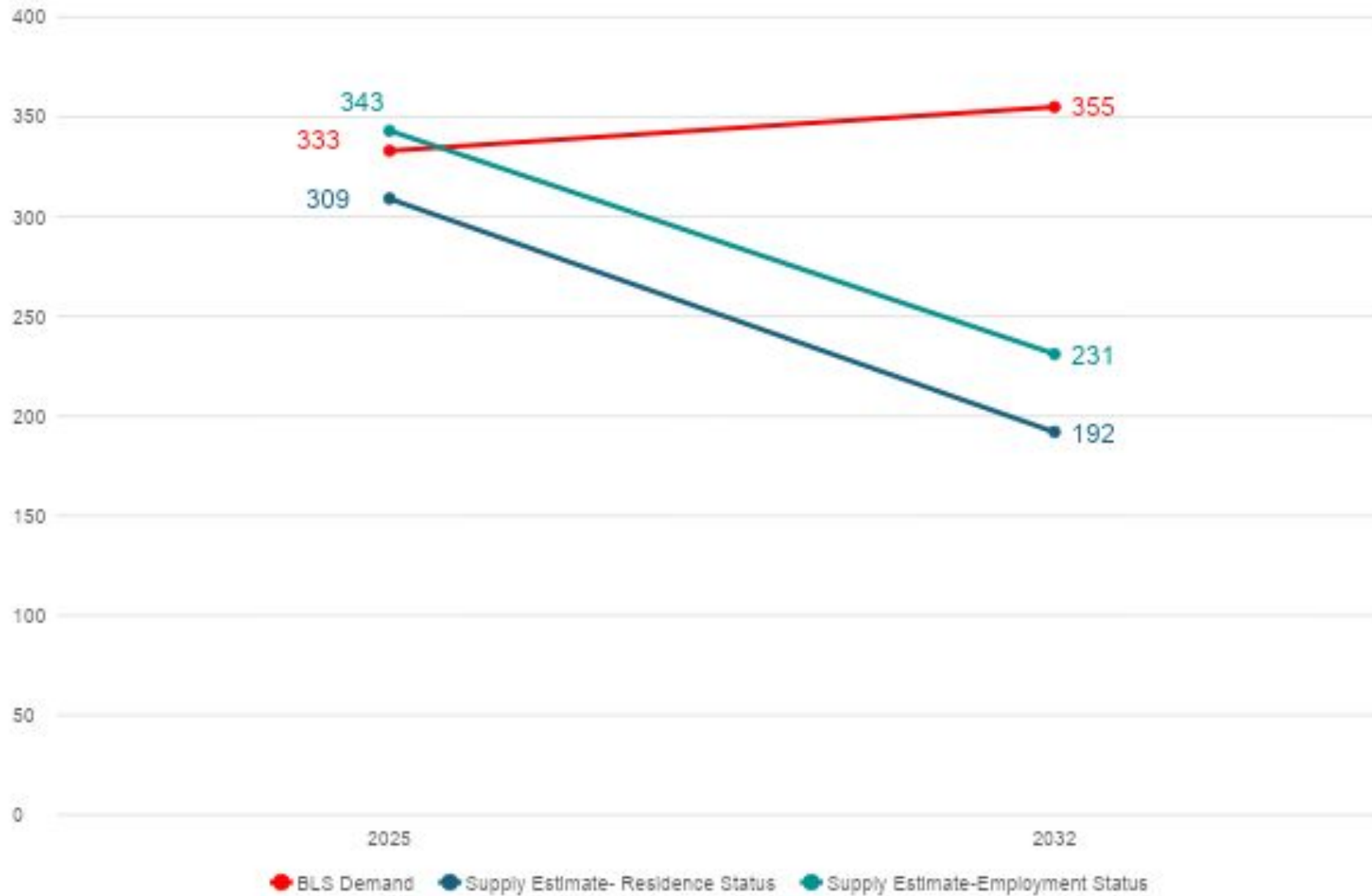
LPN Supply Estimate 2032		
Additions		
	Annual	7 year total
Endorsements- 2 year average	104	728
Examinations 2-year average	12	84
	Subtotal	812
Adjustments		
Non-Residents	36.28%	-295
Not employed In Nursing 2022/2024 average	22.85%	-186
Not Employed in Non-staff/Manager/ 2022 and 2024 average	18.80%	-118
	Adjustments Subtotal	599
	Additions with Adjustments Subtotal	213
Reductions	2025 Estimate + additions	488
Retirement loss		
	60.60%	296
	2032 Final Estimate	192

Alaska State Based Stock and Flow LPN Supply- Using Employment State from NCSBN Survey Data

LPN Supply Estimate 2025- using NCSBN state practicing data		
Active Licenses		689
Not Practicing in Alaska 2022/2024	14.55%	100
Subtotal		589
Not employed In Nursing 2022/2024 average	22.85%	135
Not Employed in Non-staff/Manager/ 2022 and 2024 average	18.80%	111
	2025 Estimate	343

LPN Supply Estimate 2032- Using NCSBN data for state practicing		
Additions		
	Annual	7 year total
Endorsements- 2 year average	104	728
Examinations 2-year average	12	84
	Subtotal	812
Adjustments		
Not Practicing in alaska 2022 and 2024 average	14.55%	118
Not employed In Nursing 2022/2024 average	22.85%	186
Not Employed in Non-staff/Manager/ 2022 and 2024 average	18.80%	153
	Adjustments Subtotal	457
	Additions with Adjustments Subtotal	355
	2025 Estimate + additions	698
Reductions Retirement loss		
	60.60%	423
	2032 Final Estimate	231

Alaska LPN Stock and Flow Supply and BLS Demand Projections



Both supply lines indicate a decrease through 2032 far below demand projections.

Alaska State Based Stock and Flow RN Supply- Using Employment State from NCSBN Survey Data

RN Supply Estimate 2025- Using NCSBN Practicing State		
Active Licenses		18,888
Not Practicing in Alaska 2022/2024	20.90%	3,948
	Subtotal	14,940
Not employed In Nursing	10.25%	1,531
Employed in Non-staff/Manager Position	26.30%	3,929
	2025 Estimate	9,480

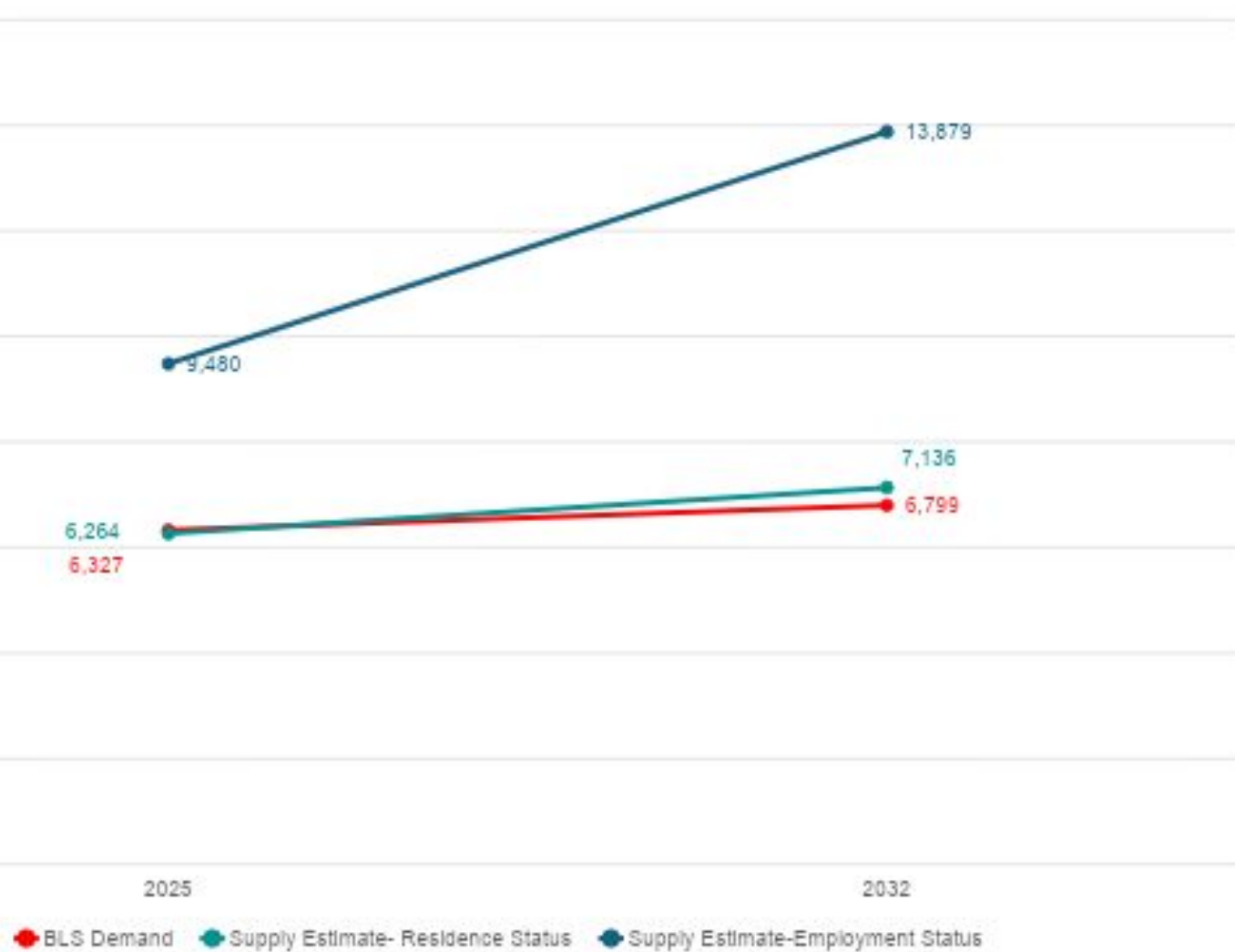
RN Supply Estimate 2032- Using NCSN Practicing state		
	Annual	7-year total
Endorsements- 2 year average	3,205	22,435
Examinations 2-year average	346	2,422
	Subtotal	24,857
Adjustments		
Not Practicing in Alaska 2022/2024	20.90%	5,195
Not employed In Nursing 2022/2024 average	10.25%	2,548
Employed in Non-staff/Manager/ 2022 and 2024 average	26.30%	6,538
	Adjustments Subtotal	14,281
	Additions with Adjustments Subtotal	10,576
	2025 Estimate + additions	20,056
Reductions		
Retirement loss	30.80%	6,177
	2032 Final Estimate	13,879

Alaska State Based Stock and Flow RN Supply- Using Resident Status from Licensure Data

RN Supply Estimate 2025- Using NCSBN Practicing State		
Active Licenses		18,888
Not Practicing in Alaska 2022/2024	20.90%	3,948
	Subtotal	14,940
Not employed In Nursing	10.25%	1,531
Employed in Non-staff/Manager Position	26.30%	3,929
	2025 Estimate	9,480

RN Supply Estimate 2032- Using NCSN Practicing state		
	Annual	7-year total
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Employed in Non-staff/Manager/ 2022 and 2024 average	26.30%	6,538
	Adjustments Subtotal	14,281
	Additions with Adjustments Subtotal	10,576
	2025 Estimate + additions	20,056
Reductions		
Retirement loss	30.80%	6,177
	2032 Final Estimate	13,879

Alaska RN Stock and Flow Supply and BLS Demand Projections



There are markedly different supply projections for Alaska RNS based on resident data versus employment status data. The resident status projection closely follows the demand projections.

HRSA Health Workforce Simulation Model

The Health Resources and Service Administration provide HRSA Health Workforce Simulation Model (HWSM) projections on their website. The interactive dashboard can be found here

<https://data.hrsa.gov/topics/health-workforce/workforce-projections>

- Supply is calculated using the NSSRN, American Community Survey, OEWS, NCLEX. The projections start with an estimated base year supply and then models new entrants, workforce attrition, workforce participation, hours worked and cross-state migration. Using these databases for supply is a limitation as many states have more accurate licensure data.
- Demand is calculated using multiple national datasets to develop a population database (ACS, BRFSS, CMS, MCBS, Census) and utilization patterns (MEPS, NIS, NAMSC, NHAMCS, NHATS) that estimate demand for providers based on demand for services that provides a staffing ratios and a provider to population ratio.
- Percent Adequacy, is the relationship between the projected future supply and projected future demand. It is the quotient of supply divided by demand.

More information can be found in their technical report.

<https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand/technical-documentation>

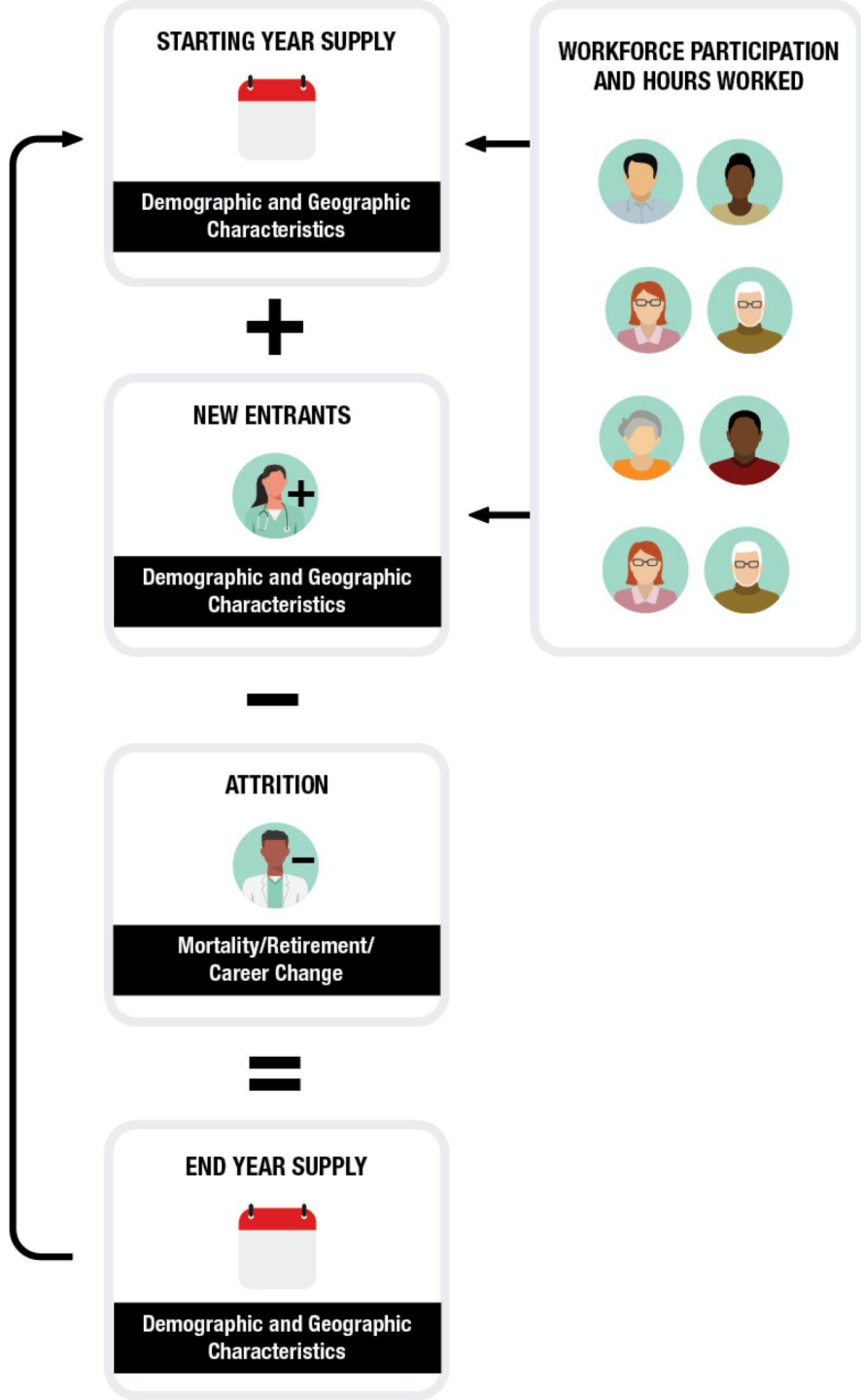
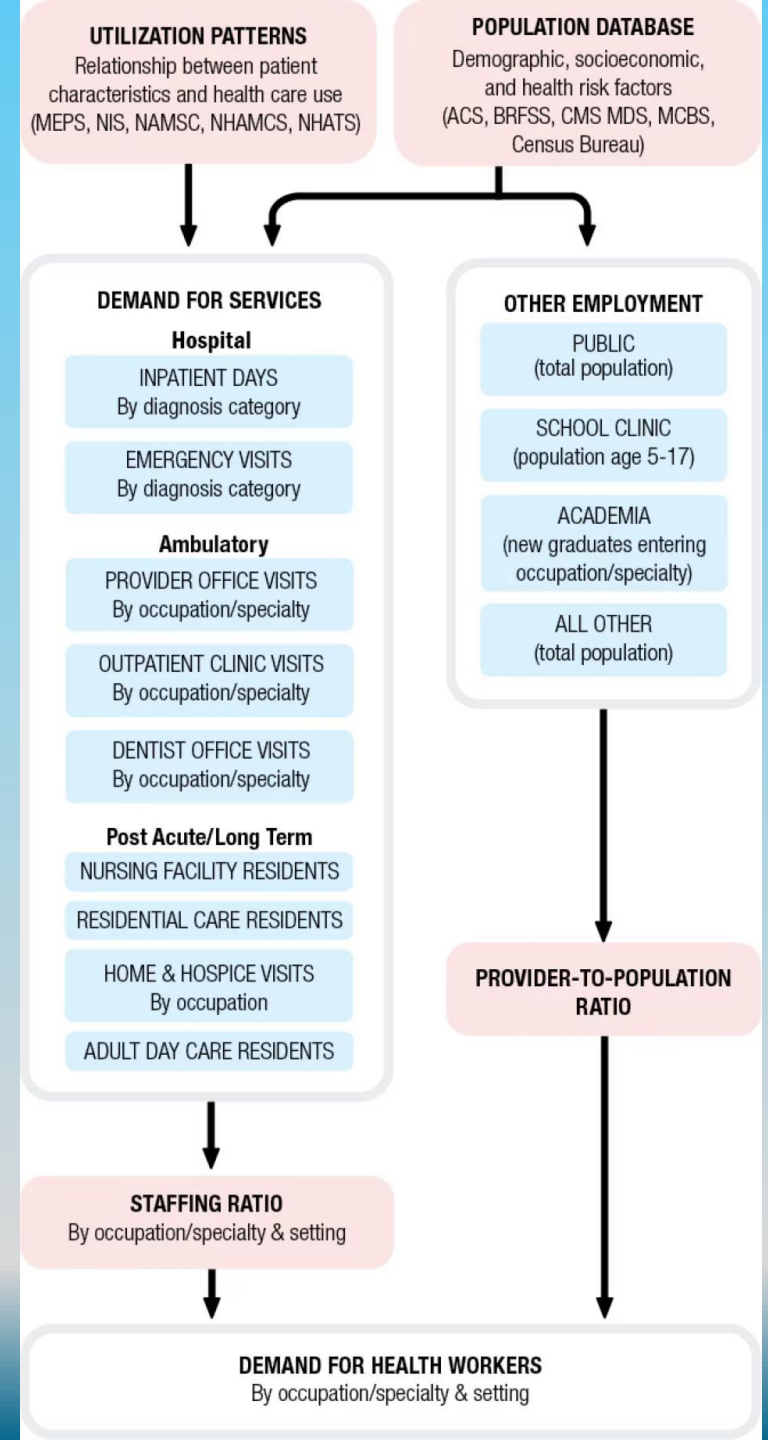


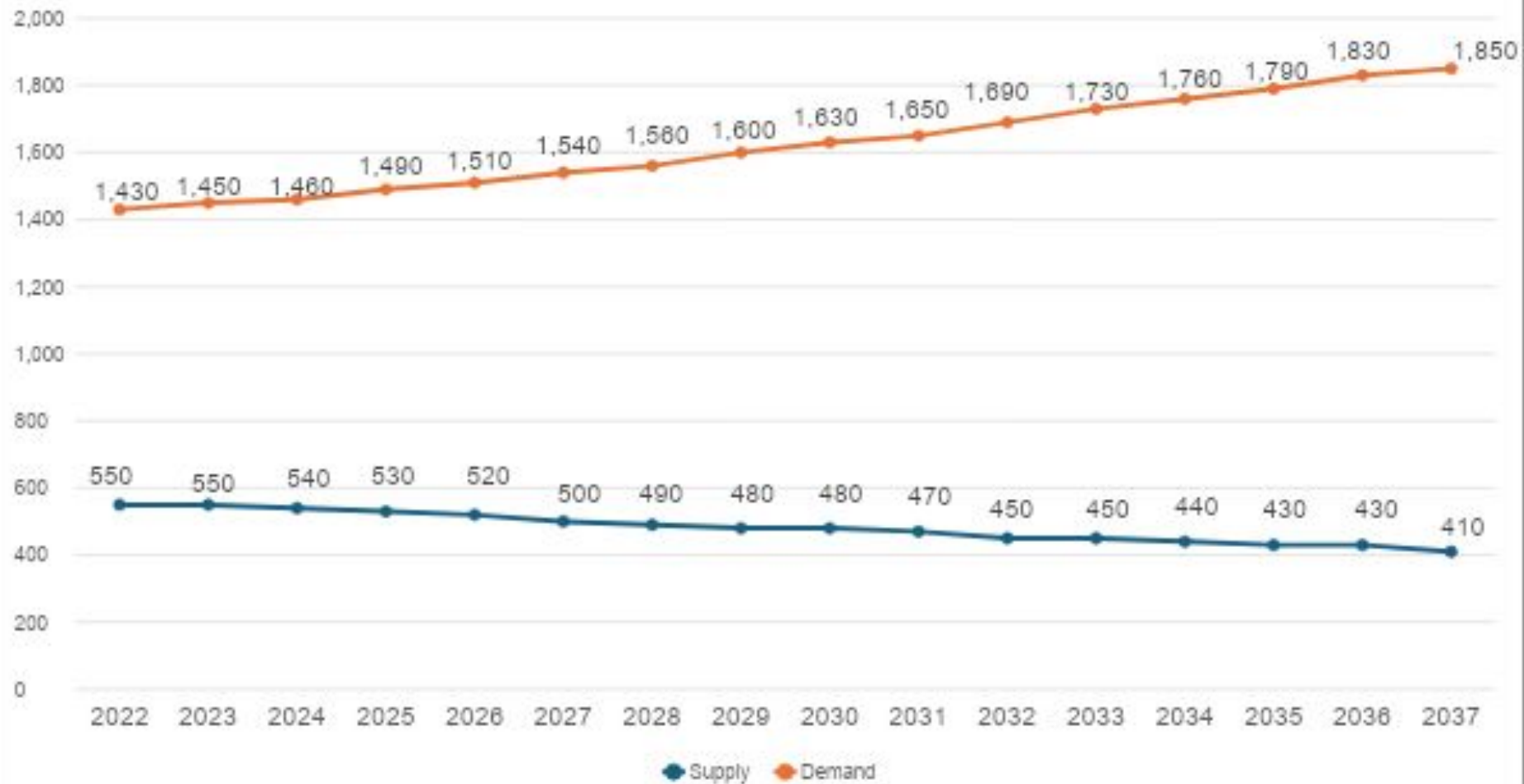
Exhibit II-1: Flow Diagram for the Supply Component of HWSM

Exhibit III-1: Flow Diagram for the Demand Component of HWSM



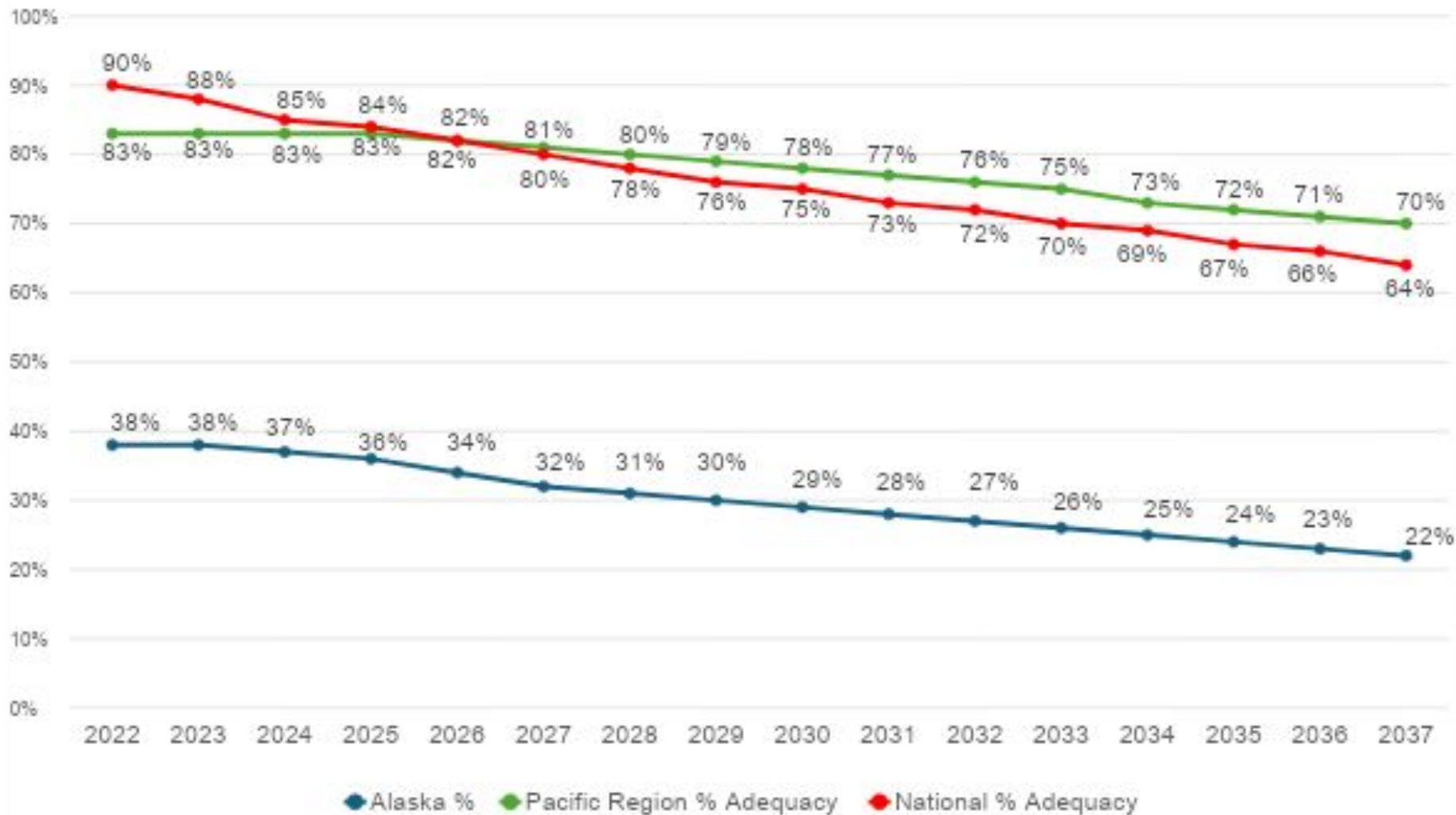
Alaska LPN Supply and Demand Projections 2022-2037

Source: HRSA Health Workforce Simulation Model



The HRSA Health Workforce Simulation Model projects a current and worsening shortage of LPNs through 2037.

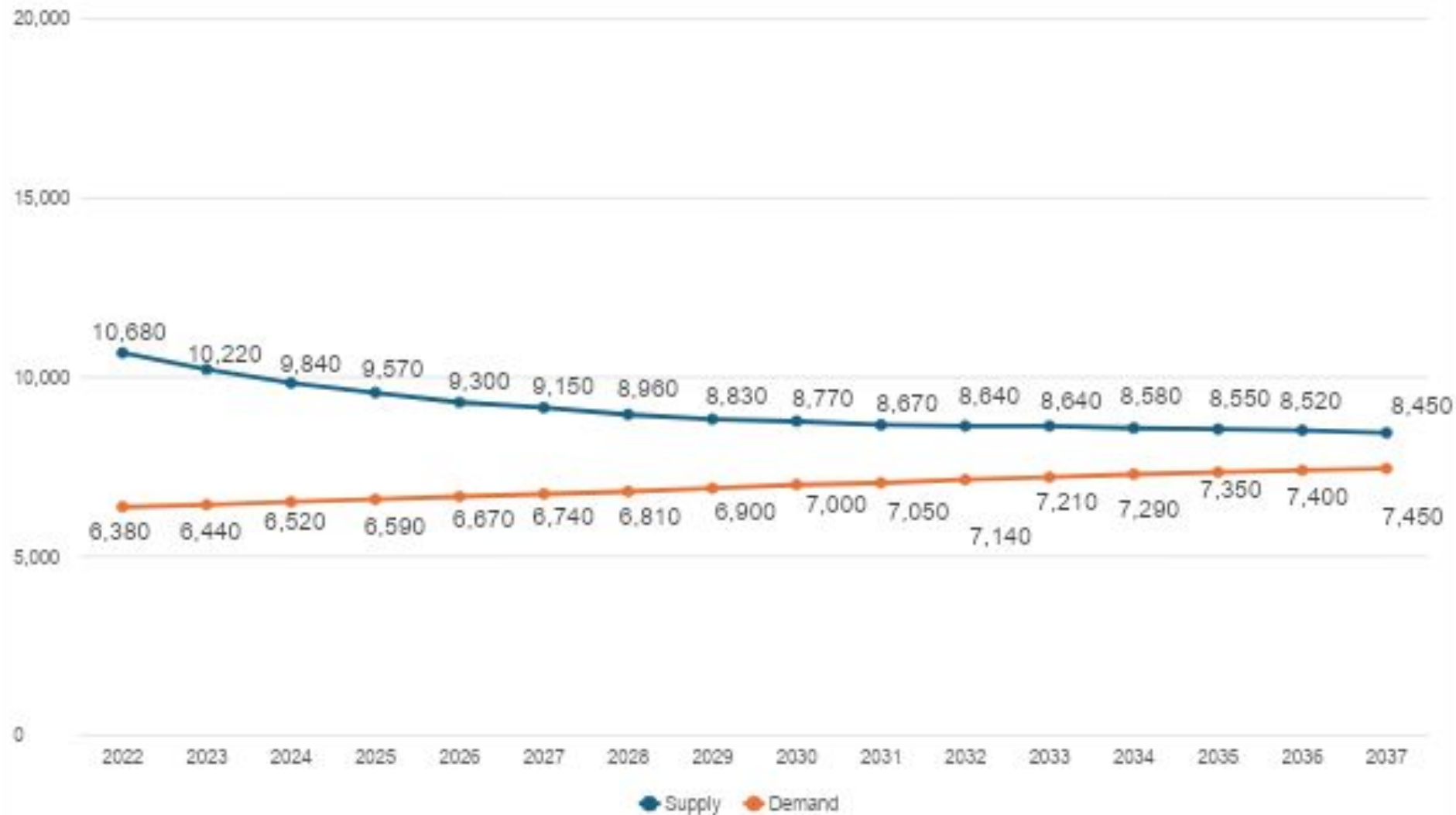
Alaska LPN Percent Adequacy 2022-2037
Source: HRSA Health Workforce Simulation Model



Percent Adequacy is the relationship between the projected future supply and projected future demand. It is the quotient of supply divided by demand. Alaska's LPN percent adequacy is markedly less than the Pacific Region and the National adequacy.

Alaska RN Supply and Demand Projections 2022-2037

Source: HRSA Health Workforce Simulation Model



The HRSA Health Workforce Simulation Model projects an adequate statewide supply of RNs that lessens by 2037.

Alaska RN Percent Adequacy 2022-2037

Source: HRSA Health Workforce Simulation Model

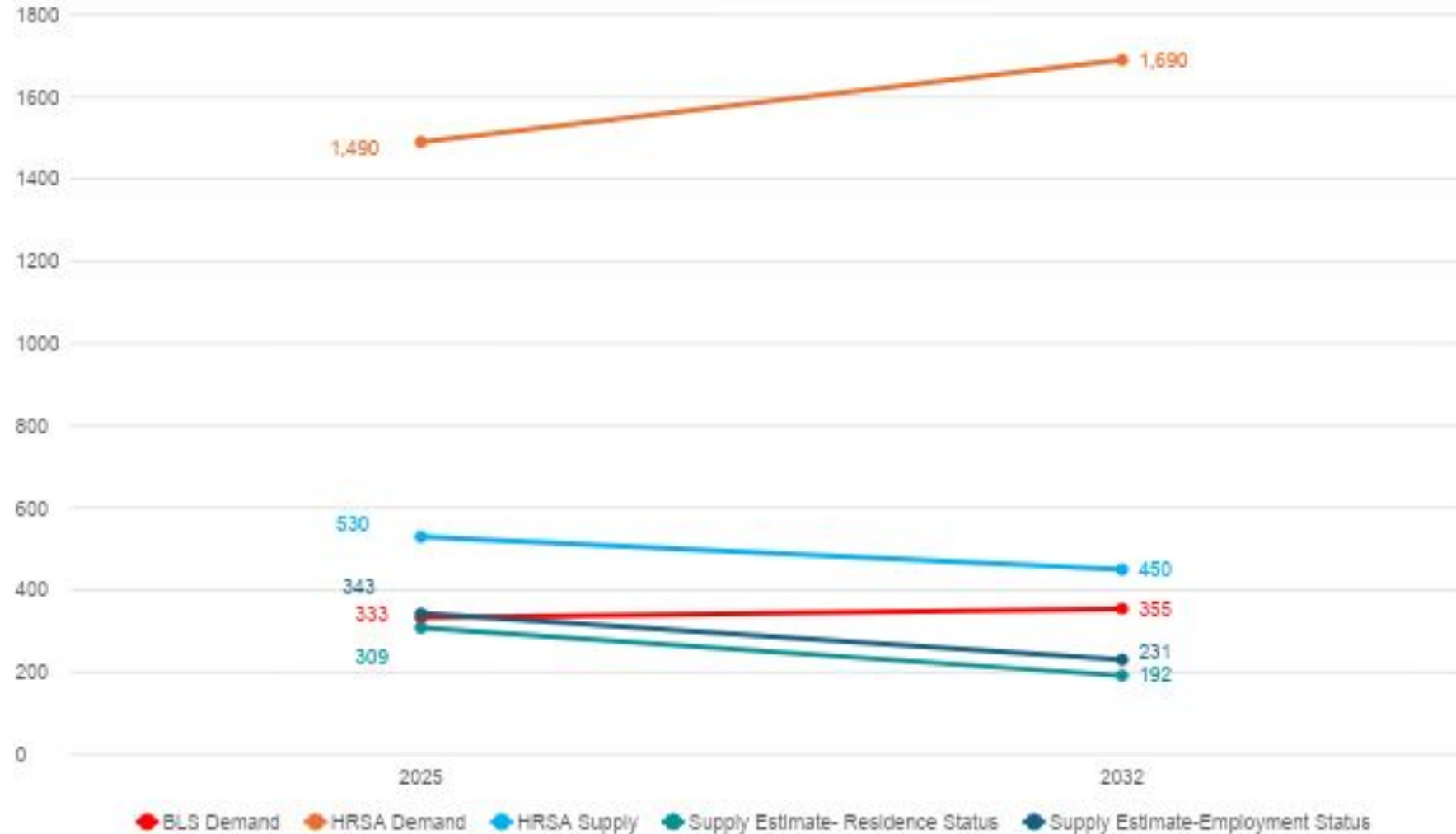
◆ Alaska % ■ Pacific Region % Adequacy ★ National % Adequacy



Alaska's statewide RN percent adequacy is greater than the Pacific region and National adequacy.

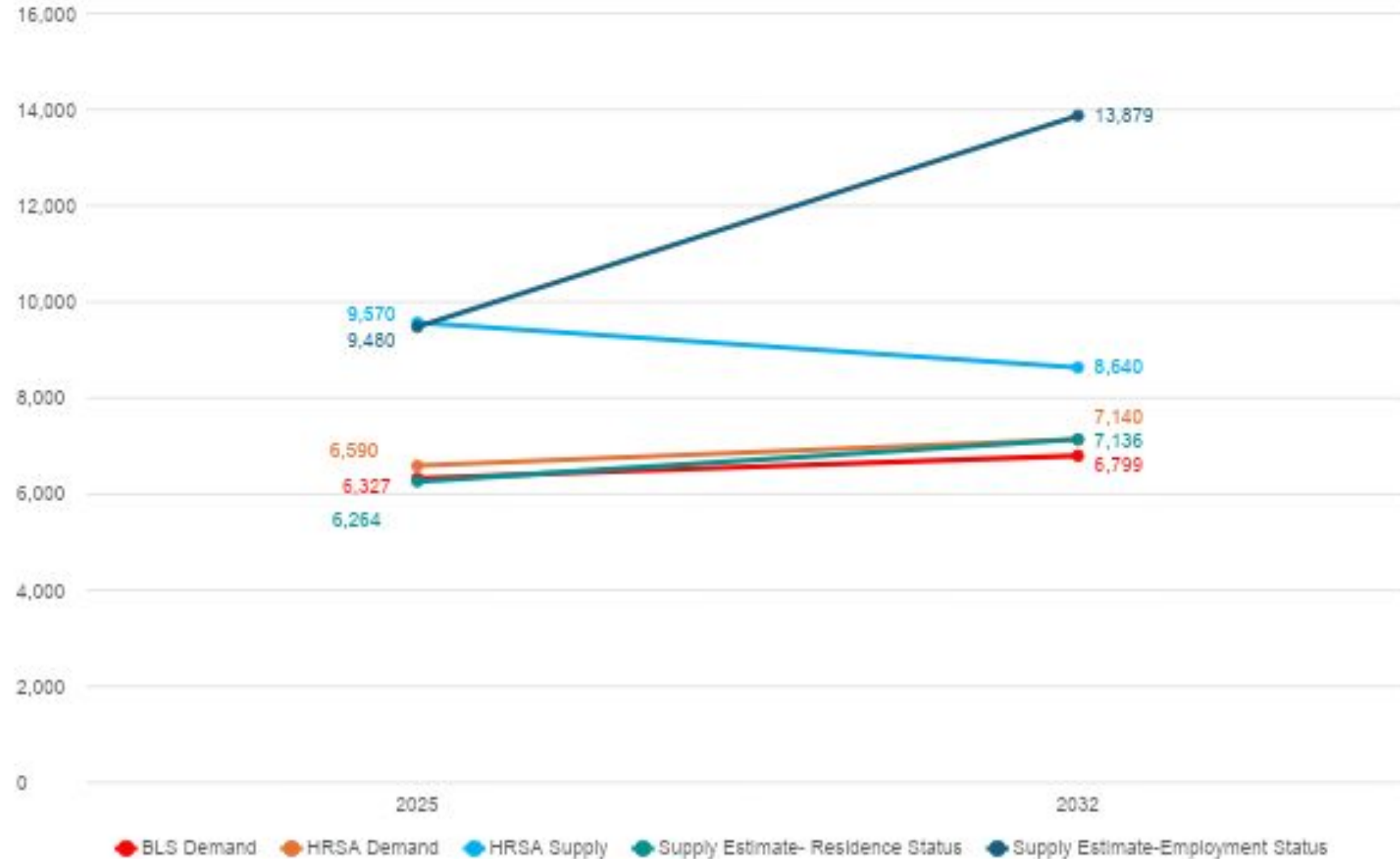
Putting all of the Projections
Model Together

Alaska LPN Supply and Demand Projection Models



The State Based Supply estimate follows the same downward projection as the HRSA supply model. The HRSA demand projection is markedly different than the other model lines. Overall, projection models indicate a shortage of LPNs through 2032.

Alaska RN Supply and Demand Projection Models



The State Based Supply estimate using Resident status closely follows the BLS and HRSA Demand projections through 2032. The HRSA supply line and the Supply line using employment status are markedly different from the other models.

Overall, the projection models indicate an adequate statewide supply of RNs through 2032 if conditions stay the same including the increase in program enrollments. However, this does not mean that supply will be adequate across all parts of Alaska.

Nursing Supply and Demand Data Gaps/Questions

Missing Data

- Non-renewals
- Employment zipcode in licensure data
- Long-term supply data and population data to improve estimates
- Projections are statewide estimates and do not reflect different regions of the state. A facility survey would provide more information that could be used at a regional level.

Nursing Supply and Demand Data Recommendations

- Examine the possibility of hiring Global Data to customize the HRSA workforce projections for Alaska including LPN, RN and APRN. Hawaii Example:
<https://www.hawaii-center-for-nursing.org/wp-content/uploads/2025/04/Hawaii-Nursing-Projections-Report-v.Final-1.pdf>
- Examine the impact of unique seasonal and travel nursing on supply and demand estimates

Overall Findings Highlights

- ADN and BSN programs have had large increases in enrollment over the last 2 years. This includes the addition of Charter College ADN program. UAF CTC has also added a LPN Certificate program.
- PN Programs reported 100% work overloads for their program faculty. The ADN and BSN program percentage of faculty with work overloads were about 20% in 2024.
- There has been a 63.47% increase in Active APRN licenses over the last 5 years.
- Many licensed nurses reside outside of Alaska: 36% LPNs, 50% RNs, and 51% of APRNs.

- Alaska LPNs are older (average age 58 in 2024) than the U.S. and it is projected that 32% will have retired by 2025 and 52% by 2030.
- Alaska RNs/APRNs are younger (average age 50 in 2024) with a projected retirement of 31% by 2032.
- In 2024, nearly half of Alaska LPNs felt emotionally drained from their work or used up at the end of the workday at least 1X per week. Almost 1/3 indicated that they felt that they were at the end of their rope at least 1x a week.
- In 2024, almost 60% of Alaska RNs felt used up at the end of the workday at least 1X per week. About 1/2 feel emotionally drained from their work or feel fatigued when they get up and have to face another day on the job at least 1x a week. About 1/3 indicated that they felt that they were at the end of their rope at least 1x a week.

- Alaska has the lowest number of LPN jobs per 1,000 jobs and concentration of LPN jobs than other Pacific Region states.
- Alaska has the highest number of RN, NP and CNM jobs per 1,000 jobs and concentration of RN, NP and CNM jobs than other Pacific Region states.
- Nursing faculty salary was lower than all APRN salaries and RN salaries. Nursing faculty positions typically require a Master's degree or higher.

- LPNs are projected to have the the greatest percentage of annual labor force exits (3.94%). These workers exit the occupation and the workforce.
- Nursing Faculty are projected to have the greatest percentage of occupational transfer (3.66%). These workers are leaving an occupation and entering a new occupation.
- LPNs and Nursing faculty are projected to have the greatest separations. These workers permanently leave the occupation.
- LPNs and Nursing faculty are projected to have the greatest separations (7.32%). These workers permanently leave the occupation.
- Nursing faculty have the projected greatest annual openings (8.54%). These are for new workers.

- Overall, projection models indicate a shortage of LPNs through 2032.
- Overall, the projection models indicate an adequate statewide supply of RNs through 2032 if conditions stay the same including the increase in program enrollments. However, this does not mean that supply will be adequate across all parts of Alaska.

Next Data Steps

All data will be added to report that will include a section for your insights/recommendations from the meetings and collected via email.

Draft report should be available by mid-September. Final report will be available for launch in November.