

Nursing Workforce Center for Alaska Steering Committee

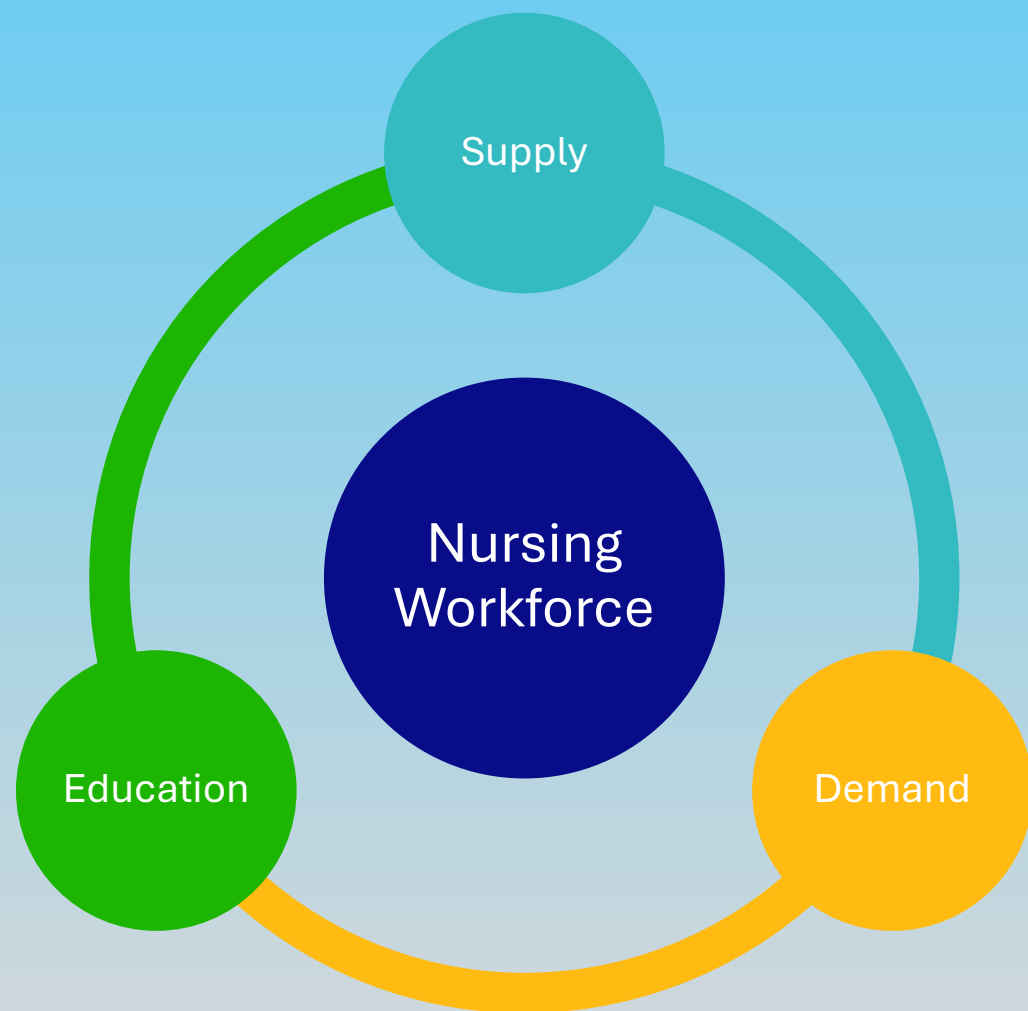
Alaska Nursing Licensure, Education and Supply Data

PRELIMINARY RESULTS

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Director, National Forum of State Nursing Workforce Centers



- 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.

Steering Committee Question Education Presentation

Please type in the chat box:

What data points stand out to you?

Nursing Education Data

Education Data

Tell You:

Number of new nurses being educated & capacity to educate nurses in your state.

Come From:

Surveys of schools.

Useful For:

Identifying capacity constraints, estimating match between production and demand.

National Forum Nurse Education Minimum Data Set:

https://nursingworkforcecenters.org/wp-content/uploads/2025/07/Nurse_Education_MDS_Revised_December2020.pdf

In 2023- 27 states collected education data

- 17 by State Subscriber (can include a Board of Nursing)
- 19 by a Board of Nursing
- 8 by another state entity

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.

Alaska's Nursing Education Data

NCSBN Nursing Education Prelicensure Survey Annual Report

Nursing Program	Program Type	Accreditation	2023	2024
Alaska Pacific University	Practical Nursing (PN)	ACEN	X	X
UAF Community and Technical College	LPN Certificate			X
Alaska Pacific University	Associates Degree in Nursing (ADN)	ACEN	X	X
Charter College Nursing Program	Associates Degree in Nursing (ADN)	ACEN		X
University of Alaska-Anchorage	Associates Degree in Nursing (ADN)	ACEN	X	X
University of Alaska-Anchorage	Bachelor's Degree in Nursing (BSN)	ACEN	X	X

The NCSBN ([National Council of State Boards of Nursing](#)) conducts a prelicensure survey as part of its efforts to collect data on nursing program quality and to assist boards of nursing with their annual reports.

The survey is designed based on a study of nursing program quality indicators and warning signs. It provides participating boards of nursing with descriptive results of their state's nursing programs, including raw data, and an aggregate report for comparison

Data from participating states (33 states participated in 2023-2024) are included in the [National Nursing Education Database](#).

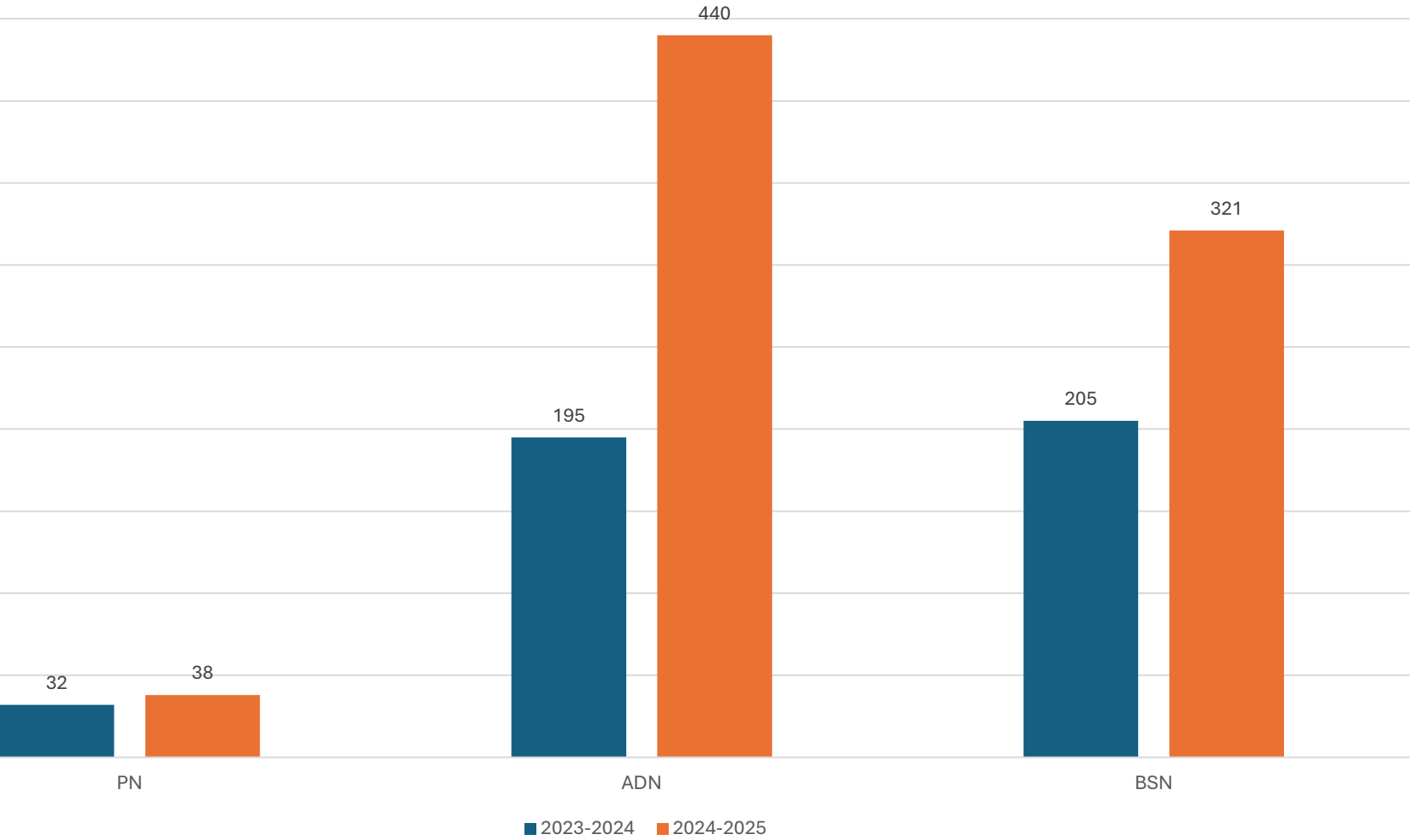
Student Data

Alaska Pre-Licensure Enrollment 2023-2024 and 2024-2025
Source: NCSBN Alaska Prelicensure Annual Report

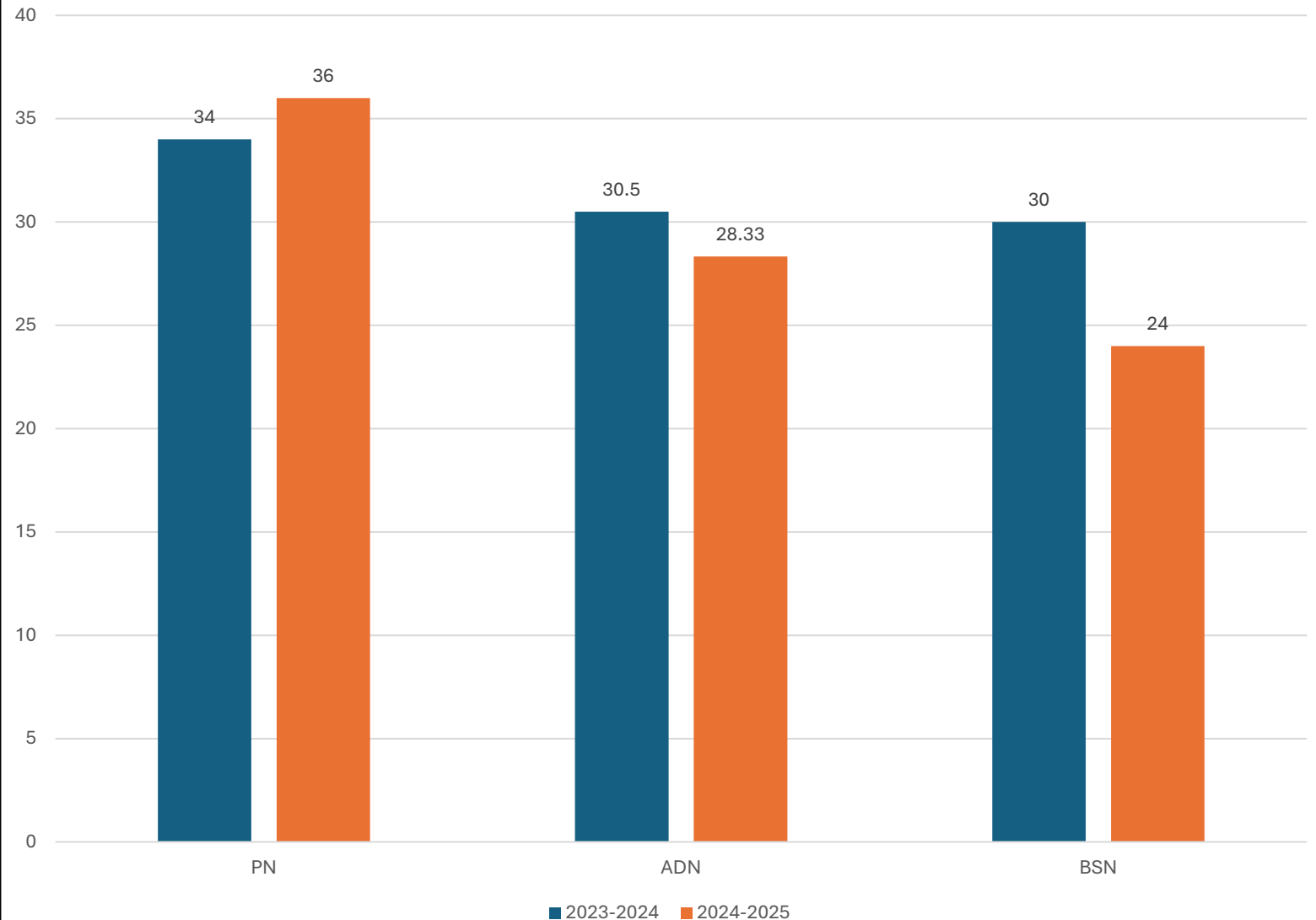
Enrollment in all pre-licensure programs increased between 2023-2024 and 2024-2025.

Percentage Increase:

- PN= 18.75%
- ADN= 125.64%
- BSN= 56.59%



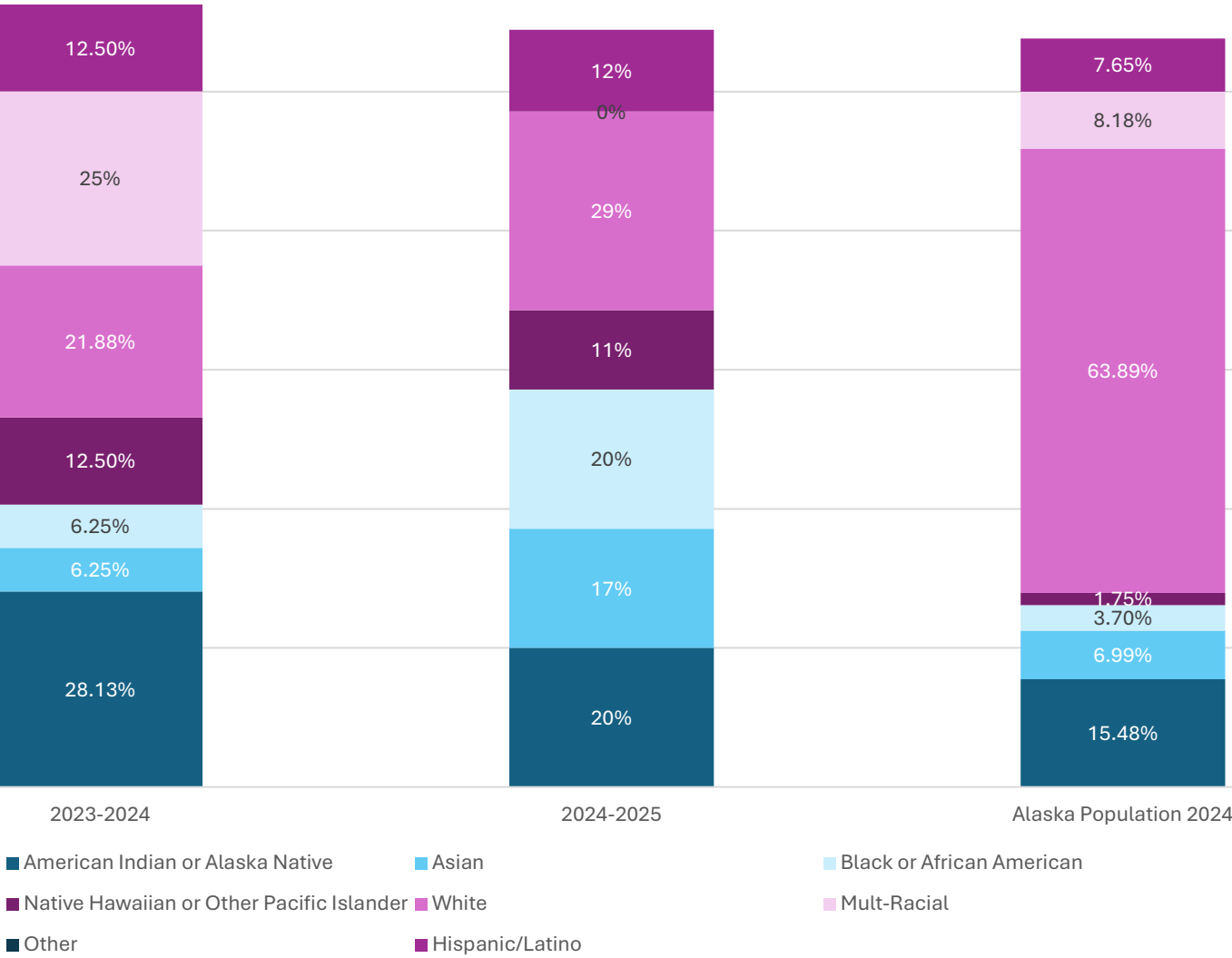
Alaska Pre-Licensure Student Average Age
Source: NCSBN Alaska Prelicensure Annual Reports



Average age for PN students increased from 34 to 36 across the last two years. Average age decreased for RN programs with the greatest decrease in age for the BSN program with an average age of 24.

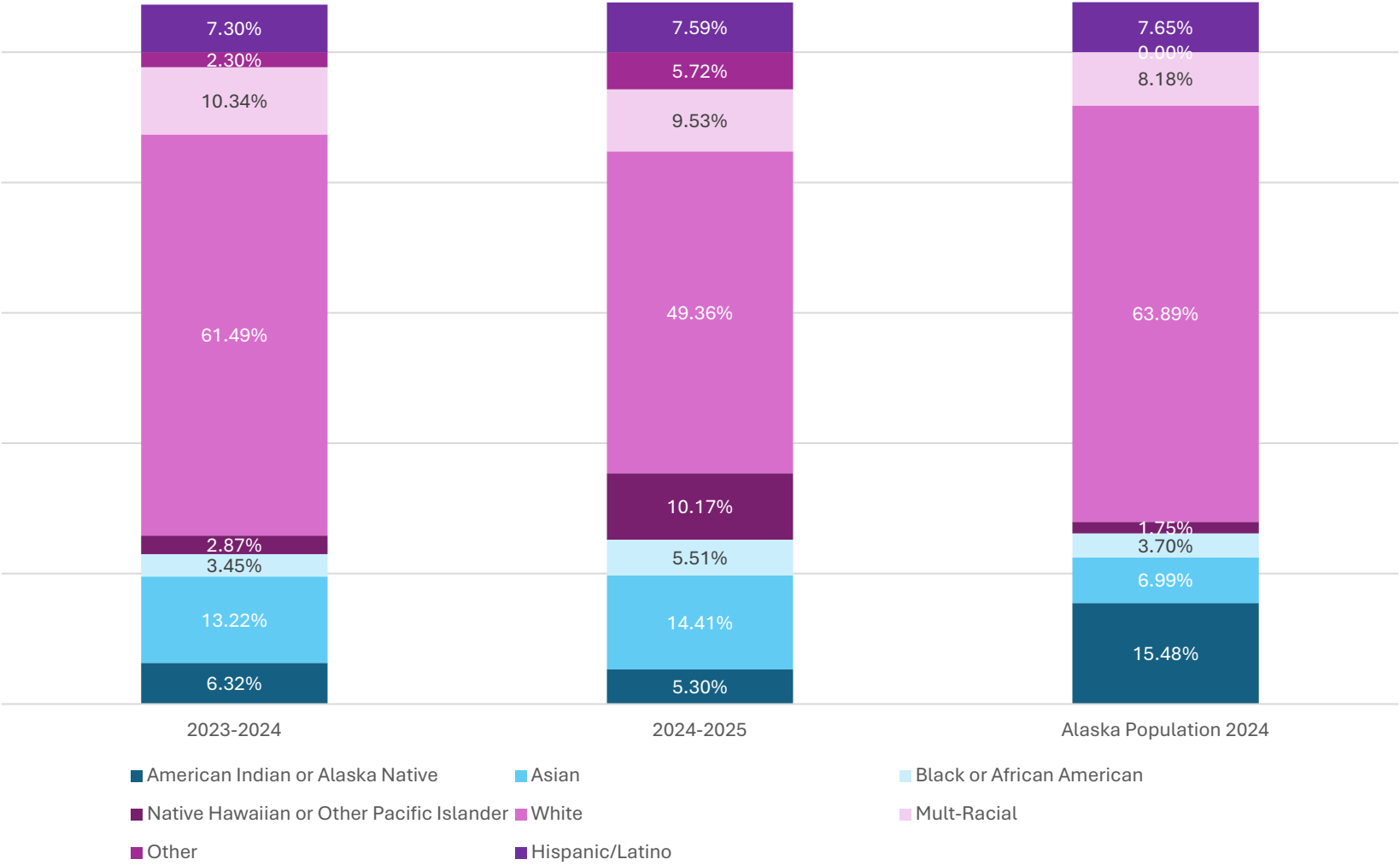
Data from the 2022 National Sample Survey of Registered Nurses revealed the majority of nurses complete their initial nursing or nursing-related degrees (diploma, associate, or bachelor's) at relatively young ages. Specifically, 37% complete by age 19–23, 25% by age 24–28, and 15% by age 29–33. (HRSA, 2024).

Alaska PN Student Diversity 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



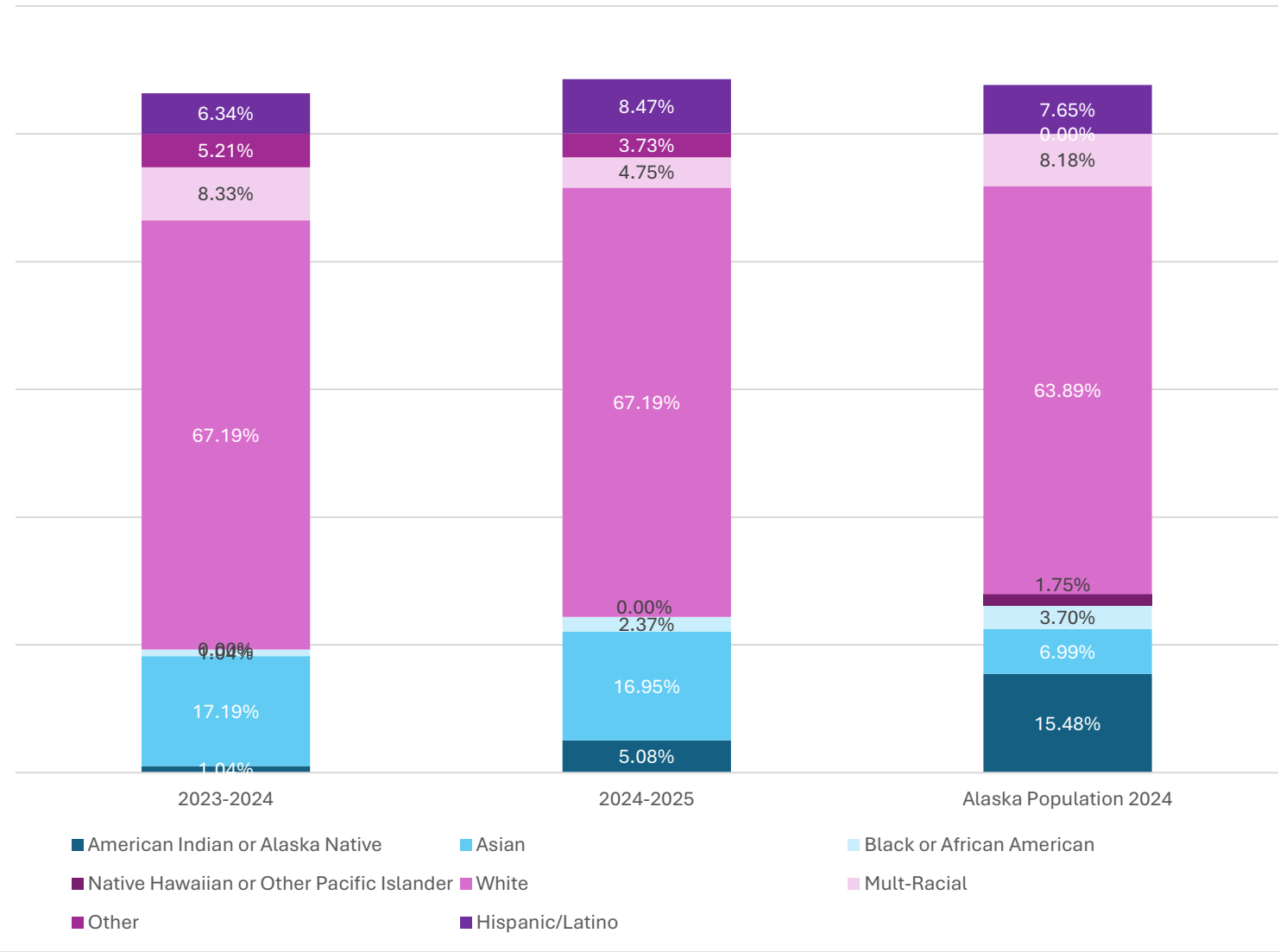
Alaska PN students are more diverse than the general population across all minority groups.

Alaska ADN Student Diversity 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



Alaska ADN students that are currently enrolled in the 2024-2025 year are more diverse than the general population except American Indian or Alaska Native. There was an increase in diversity between the 2023-2024 and the 2024-2025 classes.

Alaska BSN Student Diversity 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports

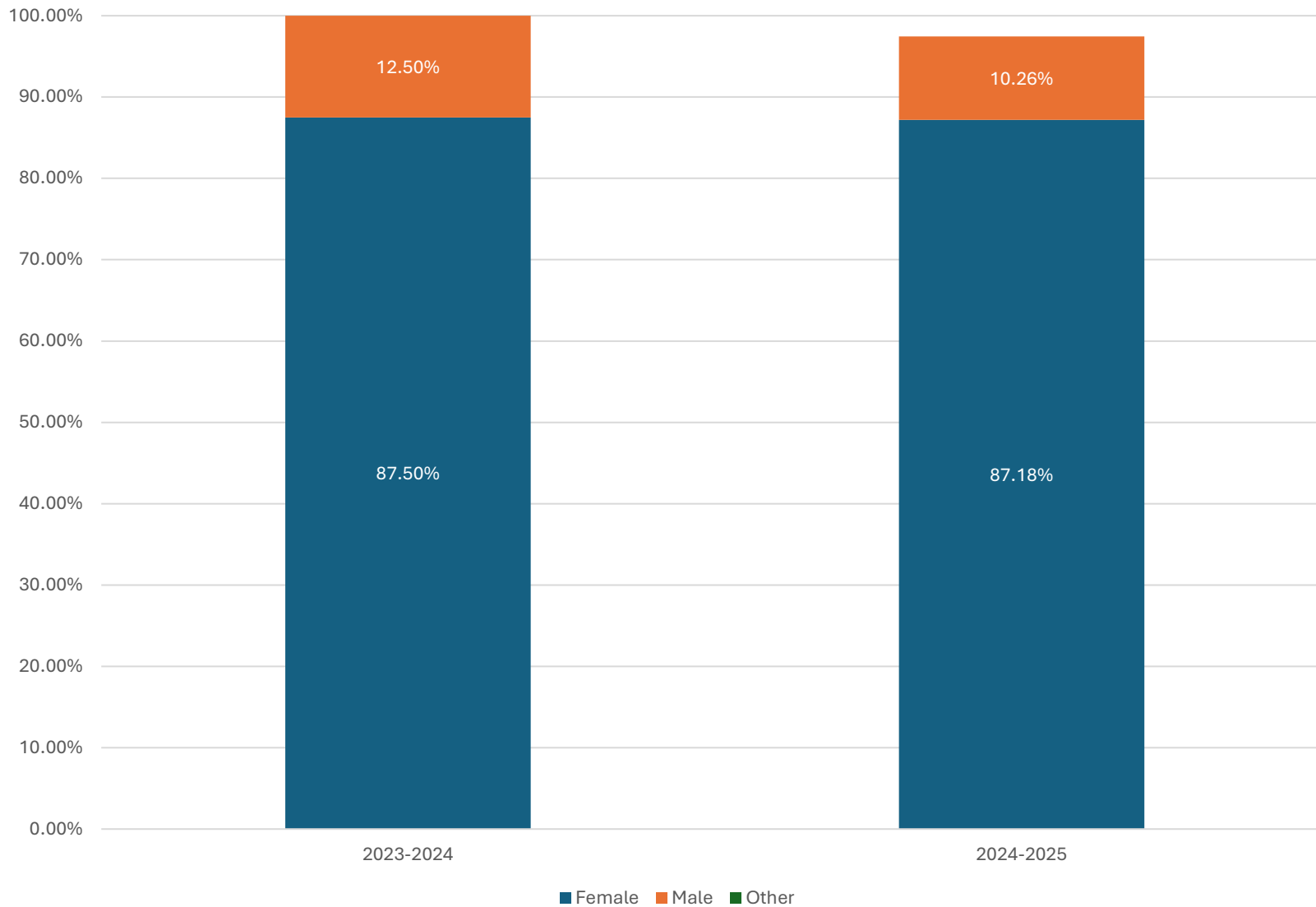


Alaska BSN students that are currently enrolled in the 2024-2025 year are less diverse than the general population except Asian and Hispanic/Latino groups.

According to AACN (2023), 56% of students enrolled in entry-level baccalaureate (pre-licensure) nursing programs identified as White (non-Hispanic), 13% as Black/African American, 16% as Hispanic/Latino, 10% as Asian/Native Hawaiian/Other Pacific Islander, 0.5% as American Indian/Alaska Native, and 4% as two or more races (non-Hispanic).

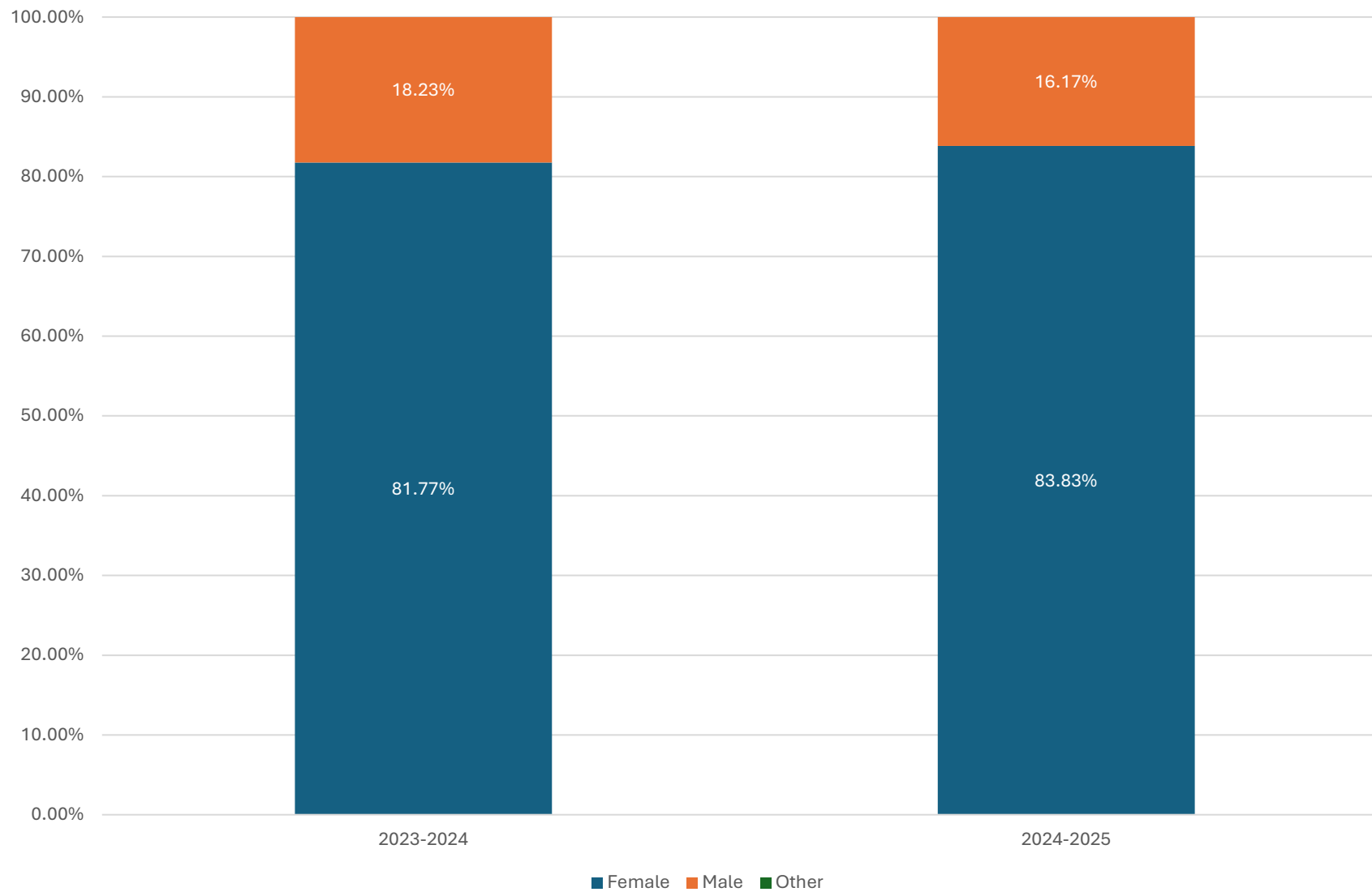
Alaska BSN nurses are less diverse than the national average.

Alaska PN Student Gender 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



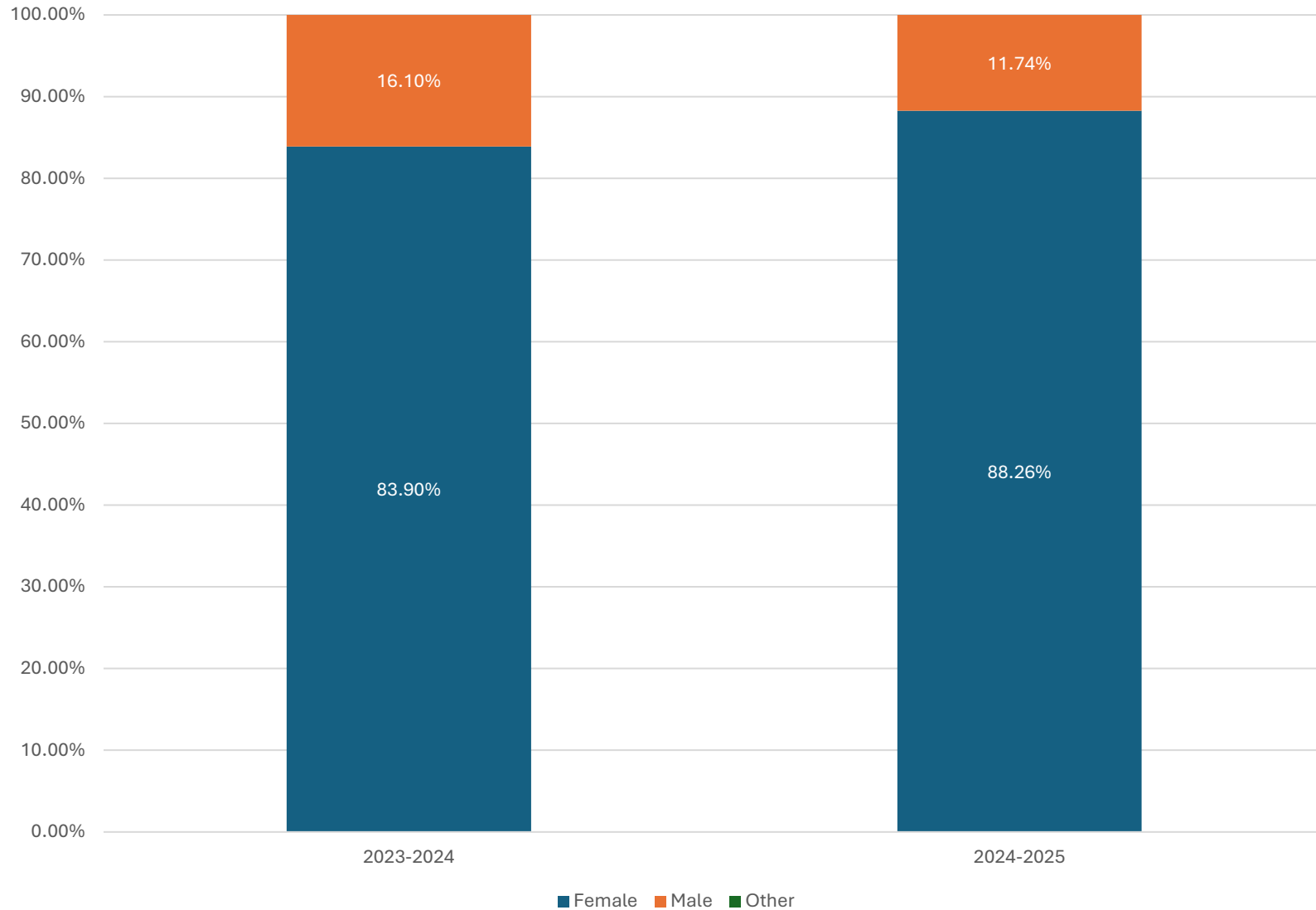
There was a decrease in male PN students between 2023-2024 and 2024-2025. In 2024-2025 there were 10.26% male PN students which is the smallest amount of all Alaska prelicensure programs.

Alaska ADN Student Gender 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



There was a decrease in male ADN students between 2023-2024 and 2024-2025.

Alaska BSN Student Gender 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



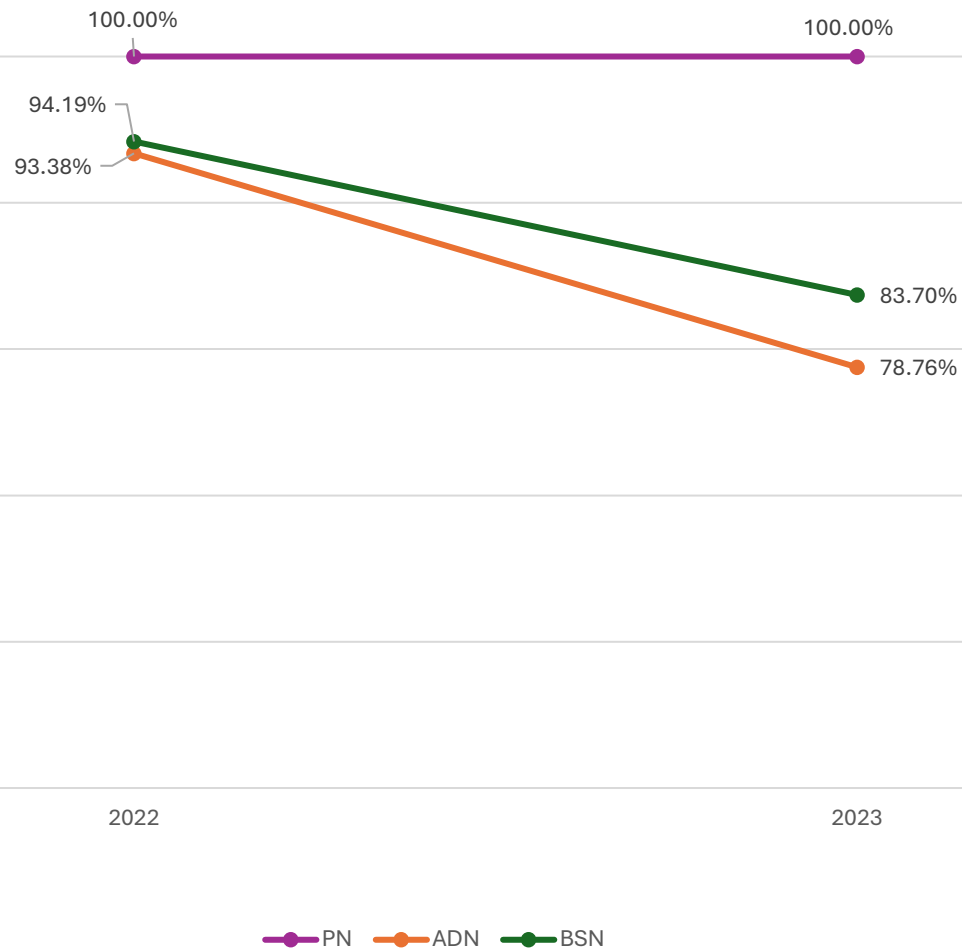
There was a decrease in male BSN students between 2023-2024 and 2024-2025.

According to AACN (2024), male students comprised 13% of students enrolled in baccalaureate nursing programs.

In 2024-2025, Alaska's BSN program is below the national average.

Alaska Pre-Licensure Students that Graduated On-time

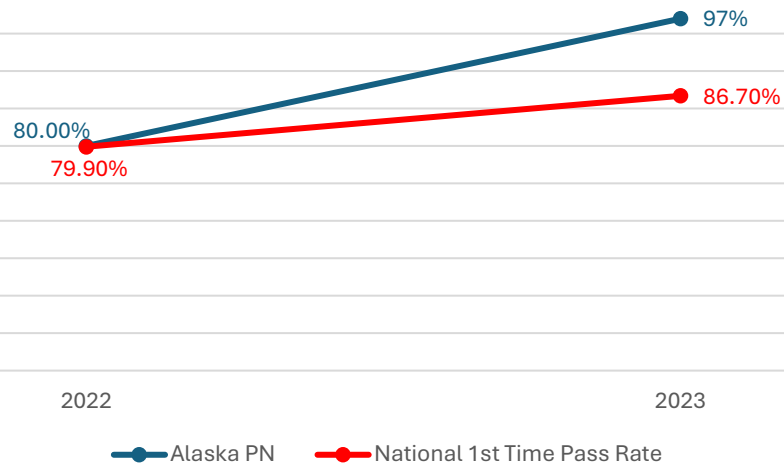
Source: NCSBN Alaska Prelicensure Annual Reports



The PN programs reported 100% on-time graduation for their last graduating co-hort. In the 2023 report, 78.76% of ADN students and 83.70% of BSN students graduated on-time.

Alaska PN NCLEX Pass Rates

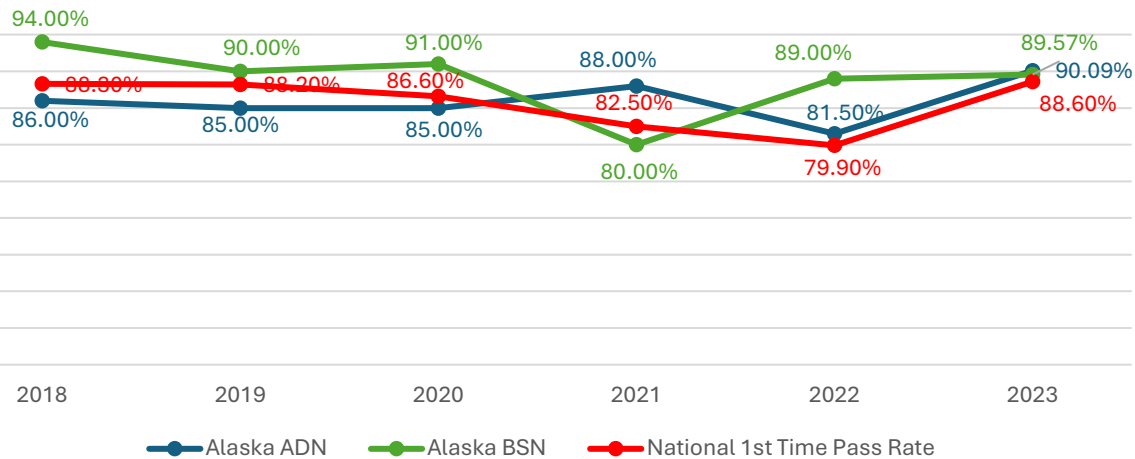
Source: NCSBN Alaska Prelicensure Annual Report, NCLEX Statistics Dashboard



The PN program NCLEX pass rates were above the national average for the last two years.

Alaska ADN and BSN NCLEX Pass Rates

Source: NCSBN Alaska Prelicensure Annual Report, NCLEX Statistics Dashboard

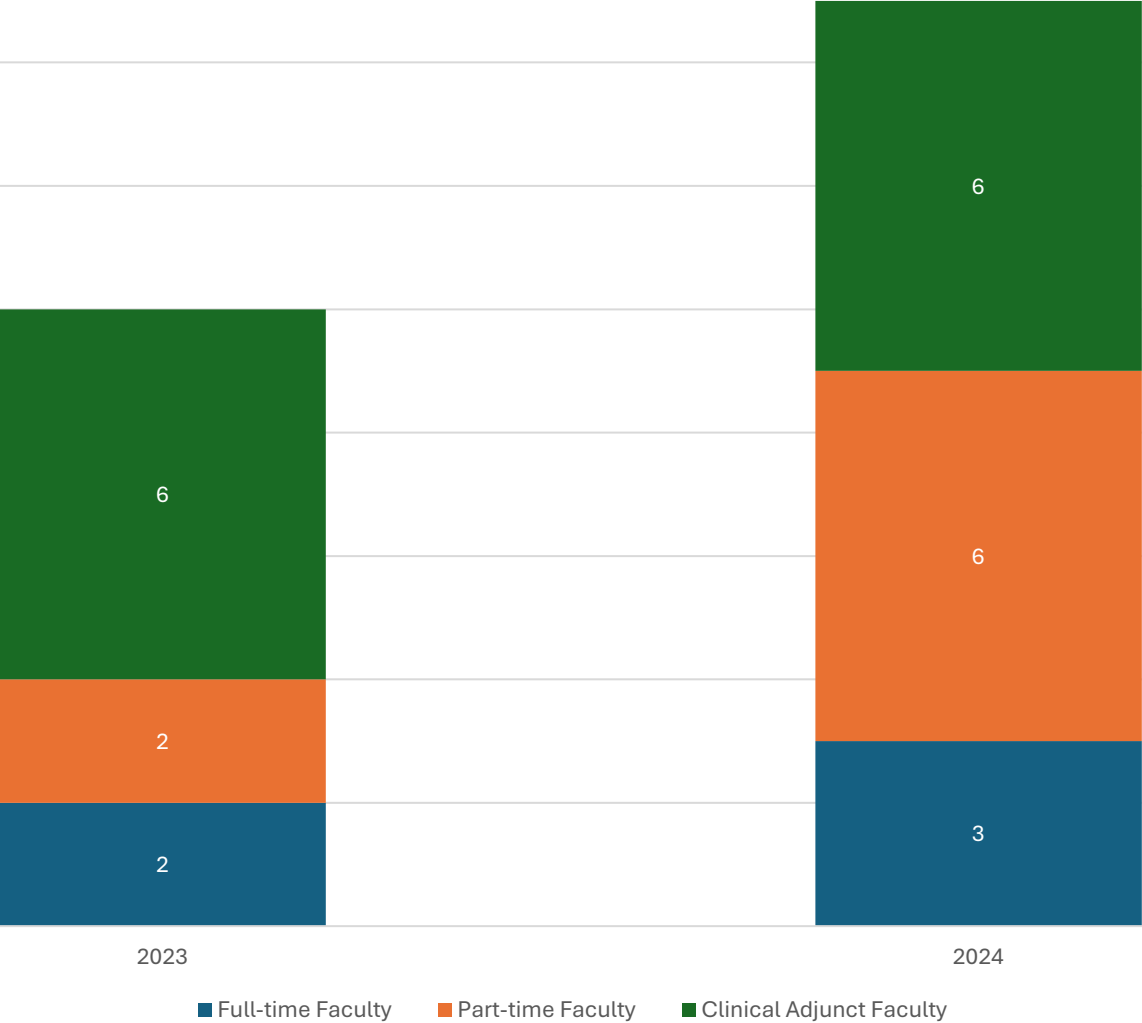


The ADN program NCLEX pass rates were above the national average for the last three years.

The BSN program NCLEX pass rates were above the national average for the last two years.

Faculty Data

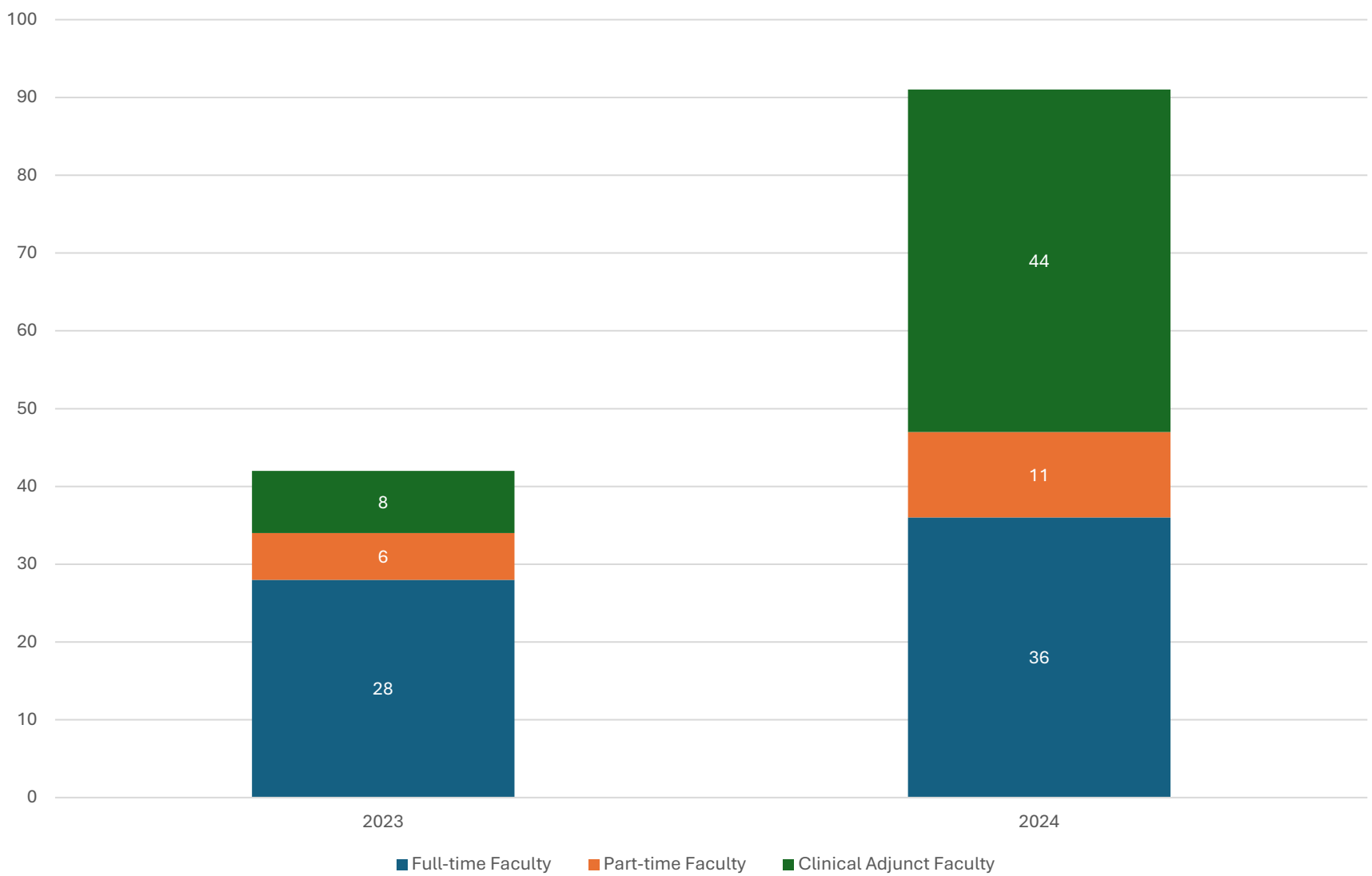
Alaska PN Faculty Type 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



In 2023 and 2024, 20% of PN program faculty were full-time.

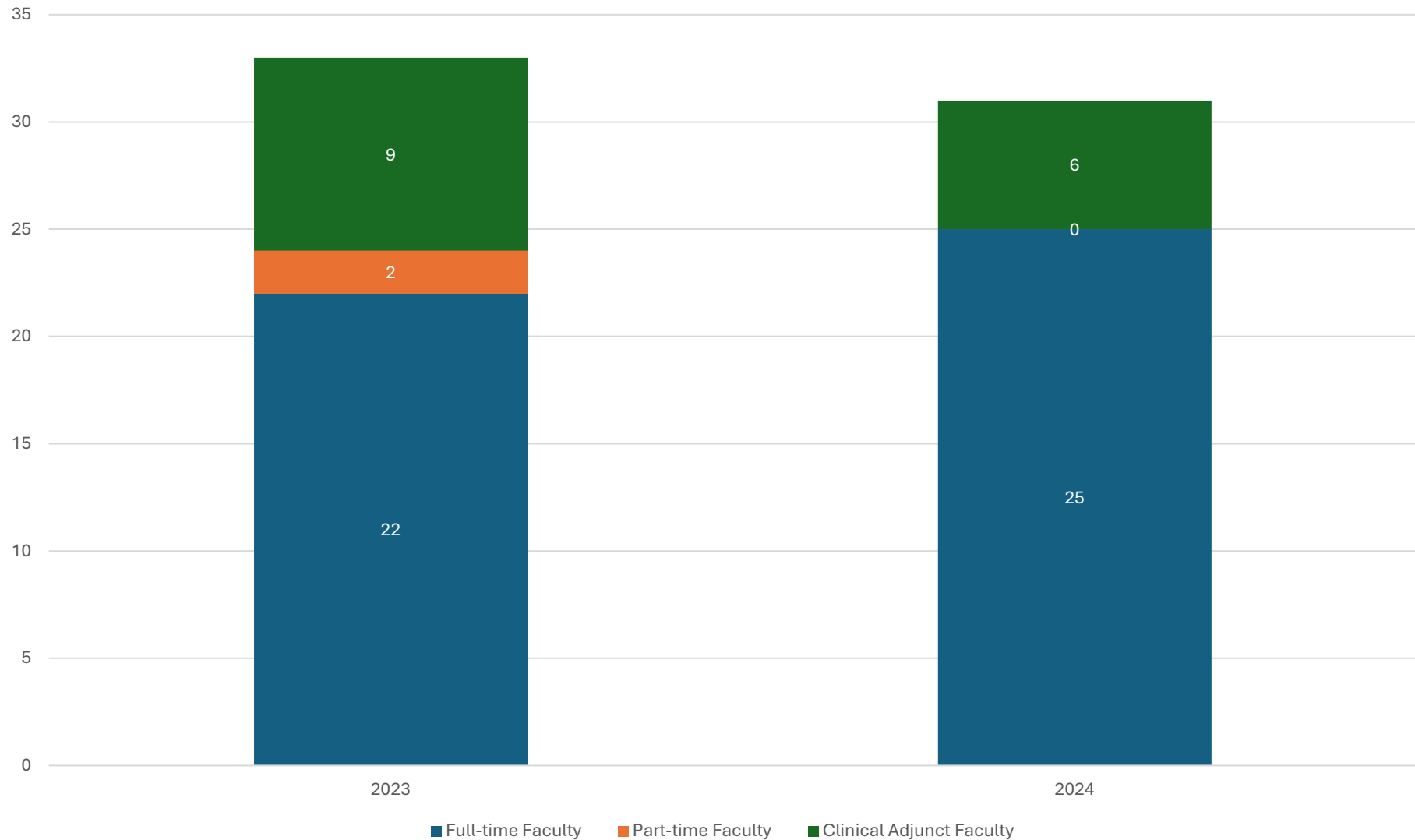
The percentage of part-time faculty increased in 2024 to 40% with the addition of a new PN program.

Alaska ADN Faculty Count 2023-2025
Source: NCSBN Alaska Prelicensure Annual Reports



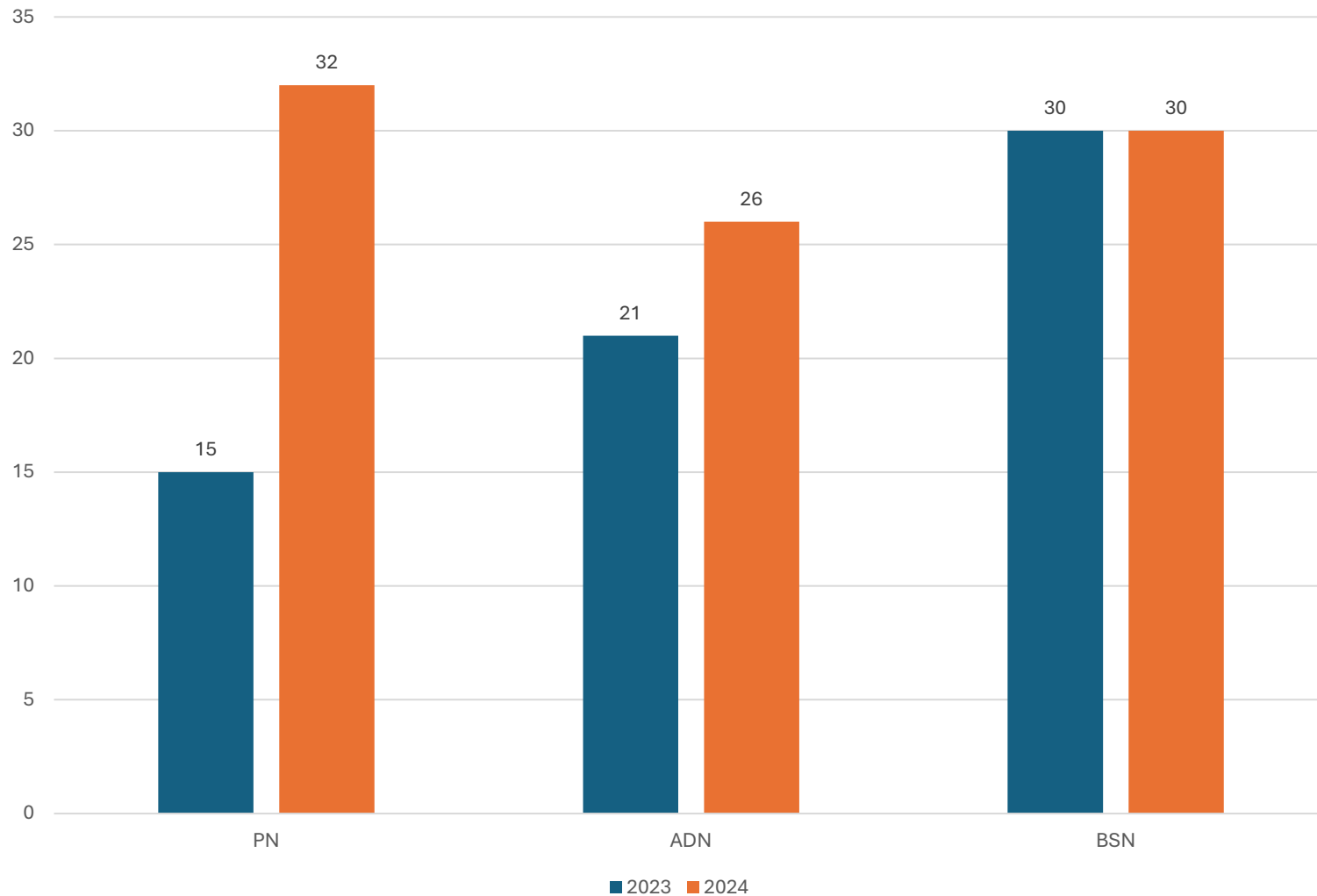
In 2023, 2/3 of ADN program faculty were full- time. This decreased to 40% in 2024. The percentage of clinical adjunct faculty increased markedly in 2024. There was an additional program reporting in 2024.

Alaska BSN Faculty Count 2023-2025
Source: NCSBN Alaska Prelicensure Annual Report



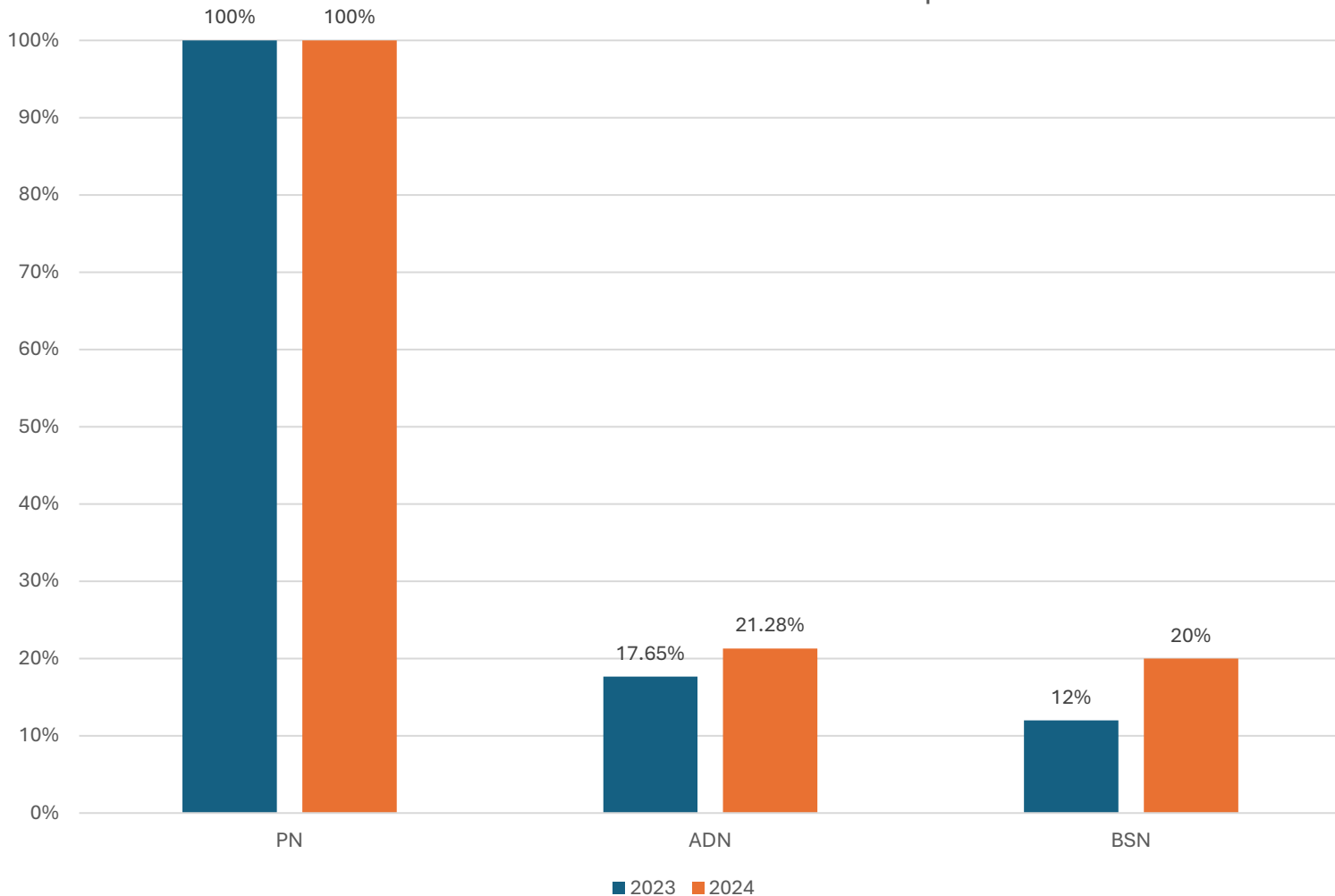
In 2023, 2/3 of BSN program faculty were full-time. This increased to 81% in 2024. There was a decrease in part-time and clinical adjunct faculty reported in 2024.

Alaska Average Credit Load for Each Faculty Member
Source: NCSBN Alaska Prelicensure Annual Reports



For PN programs, the average credit load increased to an average of 32 credits in 2024. For ADN programs, the average credit load increased to 26 credits. The BSN program credit load stayed the same at 30 credits.

Alaska Percentage of Faculty with Work Overloads
(calculated using Full and Part Time Faculty Count)
Source: NCSBN Alaska Prelicensure Annual Reports



The 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.

Nursing Education Data Gaps/Questions

Graduate and Post-licensure data collection

University of Alaska

- Graduate certificate in Nursing Education
- Family Nurse Practitioner Masters Degree (FNP)
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Nursing Leadership with a concentration in nursing education (NLDR-EDU)
- Doctor of Nursing Practice in Nursing Science (DNP)

Alaska Pacific University

- LPN to RN
- RN to Bachelor of Science

Missing Minimum Data Set Variables

- Seats for New students
- Qualified Applicants
- Accepted Applicants
- New Enrollees
- Total Student Enrollment
- Graduates (there is one year of graduates reported in the AHHA report)
- Faculty vacancies
- Faculty Demographics- age, race/ethnicity, age
- Faculty highest degree

Nursing Education Future Data Recommendations

- Collect missing nursing education data (University of Alaska and Alaska Pacific University) through a separate survey
- Request addition of missing minimum data set variables on the NCSBN Alaska Prelicensure survey

Steering Committee Group Discussion

**What insights are beginning to emerge regarding
Alaska nursing education?**

Steering Committee Question Licensure Presentation

Please type in the chat box:

What data points stand out to you?

Supply Data

Supply Data

Tell You:

Number and characteristics of nurses working in your state.

Come From:

Licensing data and/or surveys of nurses.

Useful For:

Projections, tracking change over time, benchmarking.

National Forum Supply Minimum Data Set:

<https://nursingworkforcecenters.org/wp-content/uploads/2025/07/2024-Supply-MDS.pdf>

In 2023, 35 states collected supply data

- 15 by State Subscriber (can be a Board of Nursing)
- 25 by a Board of Nursing
- 7 by another entity

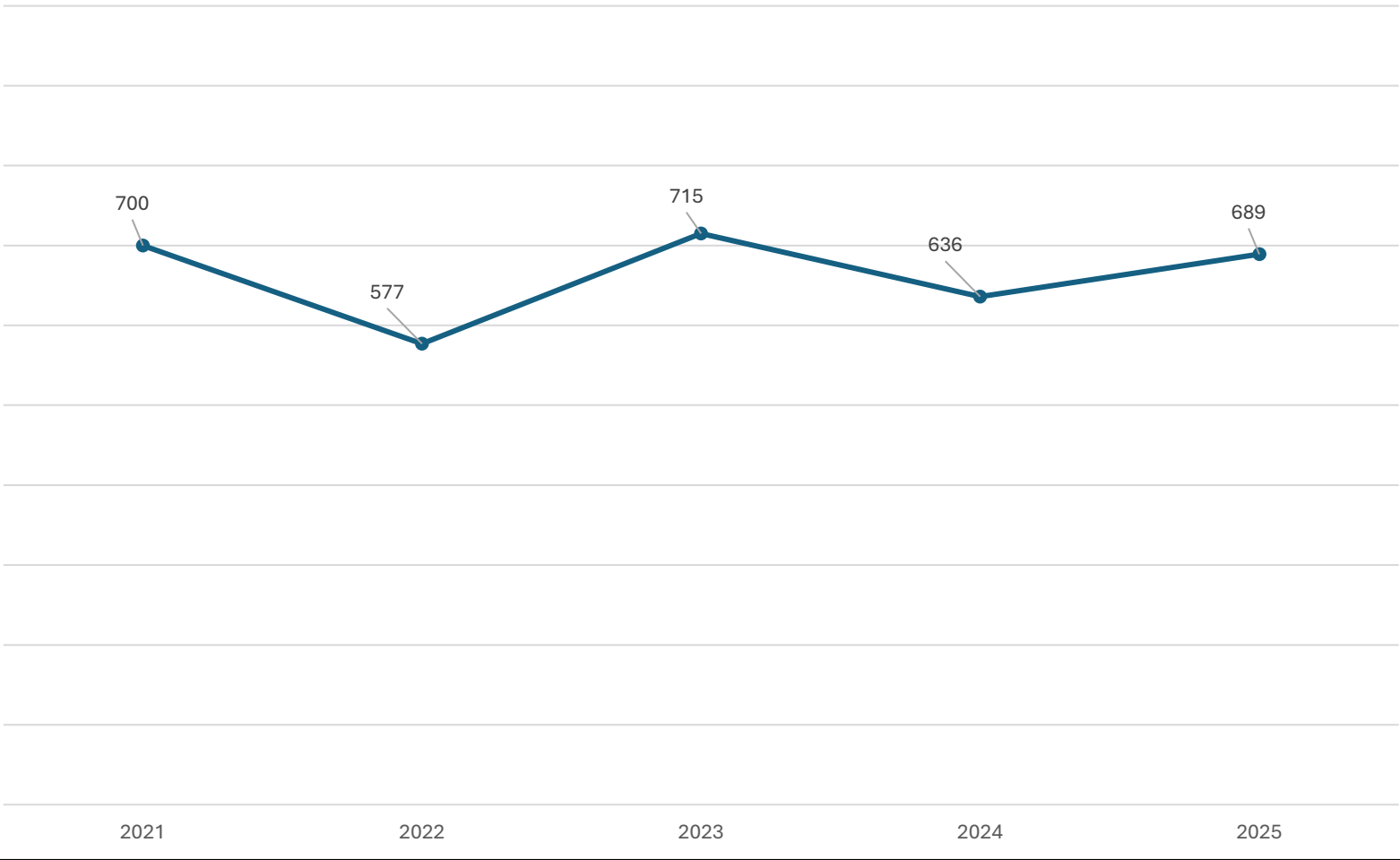
Source: Oliveira, C., Hermanson, H. & Heatley, M.M. (2024). Ask, Analyze, Achieve: Using Data to Address Nursing Workforce Challenges. Presentation at the National Forum of State Nursing Workforce Centers.

Supply Data Sources

- Alaska Board of Nursing
Endorsement, Examination, Licensure Data
- Alaska Hospital and Healthcare Association
Active Licensure historical data
- NCSBN/Forum [National Nursing Workforce Survey Data](#) from 2022 and 2024- provides national comparison
- Alaska APRN Alliance, Alaska APRN Workforce Survey 2023
- AANP 2024 Nurse Practitioner Practice Report- provides national comparison
- U.S. Census Bureau, American Community Survey 2021-2023 Population Estimates for Diversity

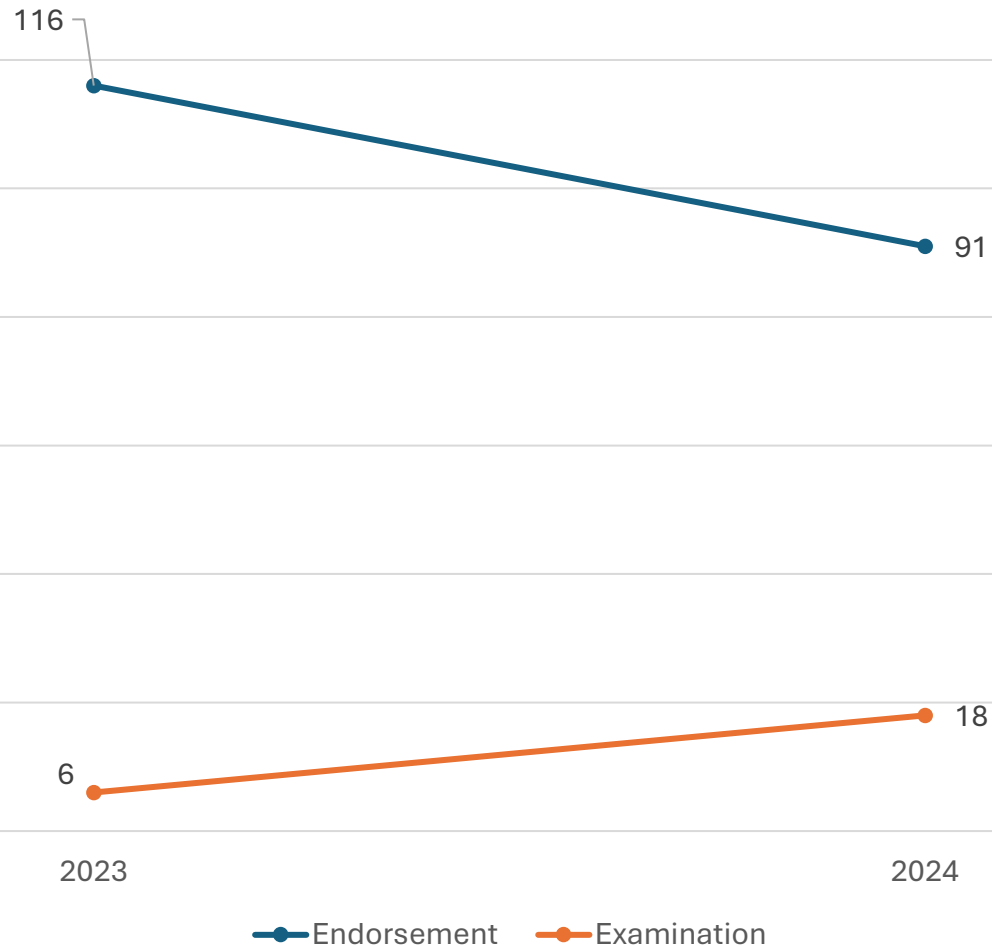
Licensure- LPN

Alaska LPN Active Licenses Trend 2021-2025
Source: Alaska Board of Nursing and Alaska Hospital and Healthcare Association



There has been a 1.57% decrease in Active LPN licenses over the last 5 years.

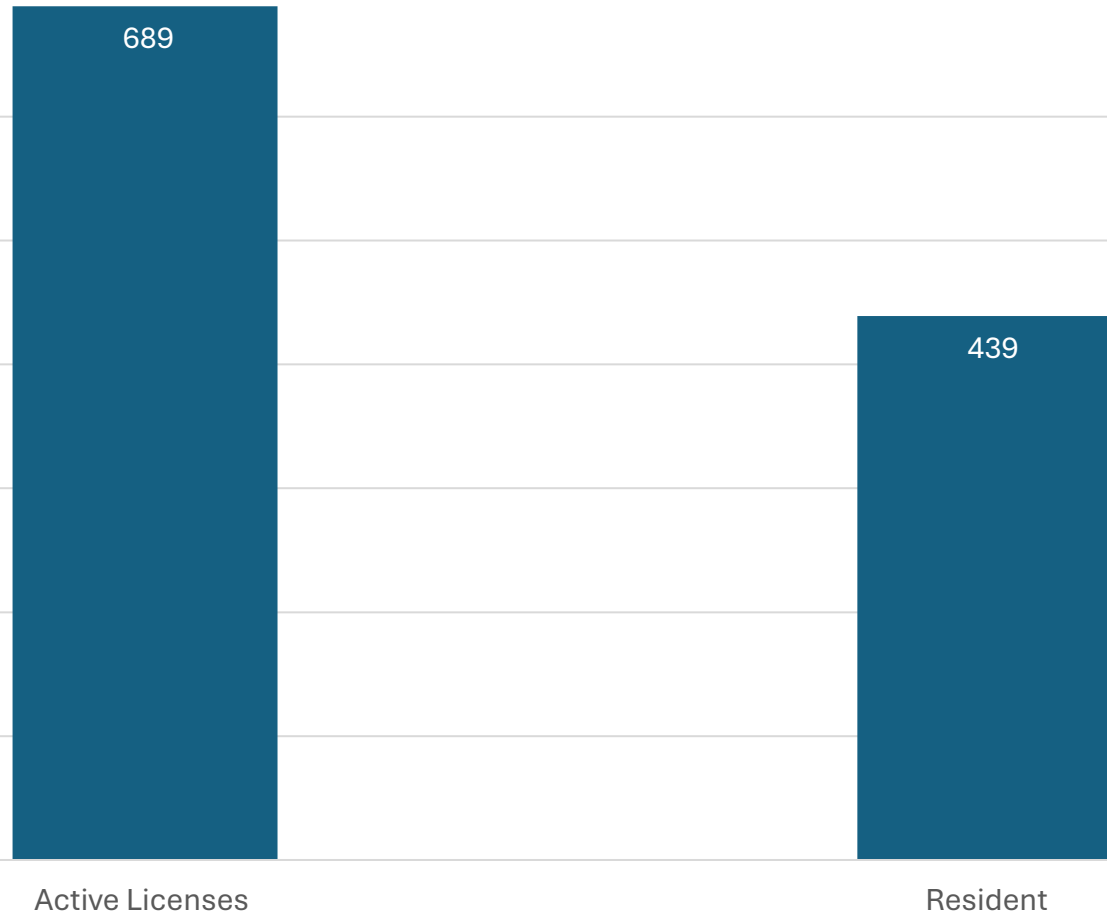
Alaska LPN New License Trend Source: Alaska Board of Nursing



In the past two years, Alaska has had a 21.55% decrease in LPN new endorsements or new licenses from outside of state and a 200% increase in LPN new licenses by examinations, typically graduating from an in-state program.

2025 Alaska LPN Active License Comparison with Active Resident Licenses

Source: Alaska Board of Nursing Licensure Data



As of Spring, 2025, Alaska had 689 active LPN licenses. However, only 439 LPN licenses have Alaska residential addresses. This reduces the estimated workforce supply by 36.28%.

The greatest number of LPNs reside in Anchorage.

2025 LPN Alaska Resident Geographic Distribution
Source: Alaska Board of Nursing Licensure Data

	Active Licenses
ANCHORAGE	112
BETHEL	12
EAGLE RIVER	28
FAIRBANKS	36
JUNEAU	18
NOME	12
NORTH POLE	23
PALMER	27
SEWARD	12
SOLDOTNA	14
WASILLA	56
OTHER CITY	89
TOTAL	439

The greatest number of non-resident LPNs reside in Texas and Florida.

2025 LPN Alaska Non-Resident Geographic Distribution
Source: Alaska Board of Nursing Licensure Data

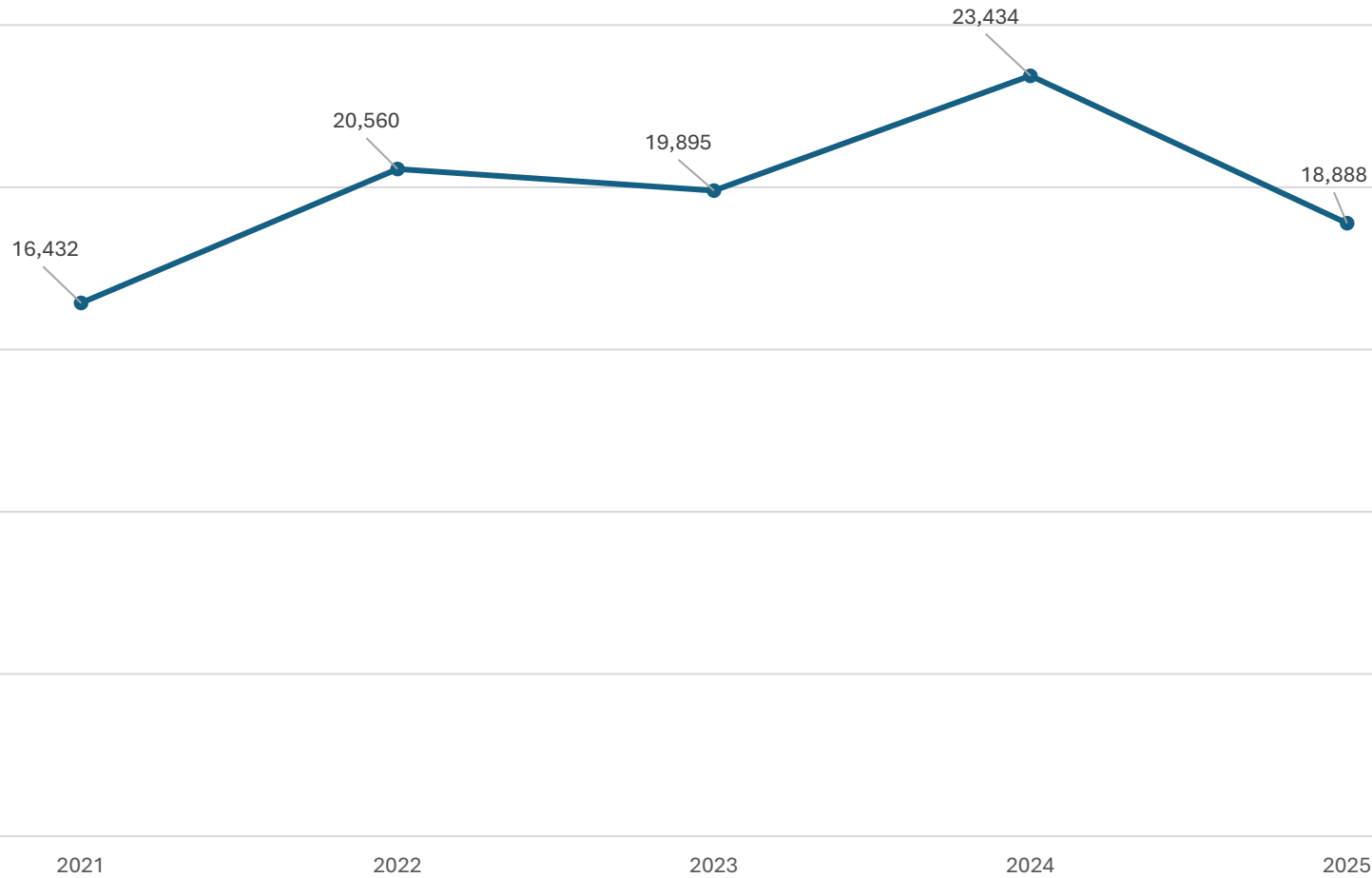
	Active Licenses
AE	1
AL	5
AR	5
AZ	5
CA	6
CO	8
CT	1
DE	2
FL	29
GA	7
IA	1
ID	1
IL	2
IN	3
KS	2
KY	3
LA	13
MA	4
MD	1
ME	4
MI	4
MN	3
MO	5
MS	4
MT	2

	Active Licenses
NC	5
ND	1
NH	3
NM	1
NV	3
NY	8
OH	7
OK	5
OR	5
PA	5
PR	1
RI	2
SC	3
TN	20
TX	34
UT	3
VA	3
VT	1
WA	13
WI	4
WV	1
WY	1
Total	689

Licensure- RN

Alaska RN Active Licenses Trend 2021-2025

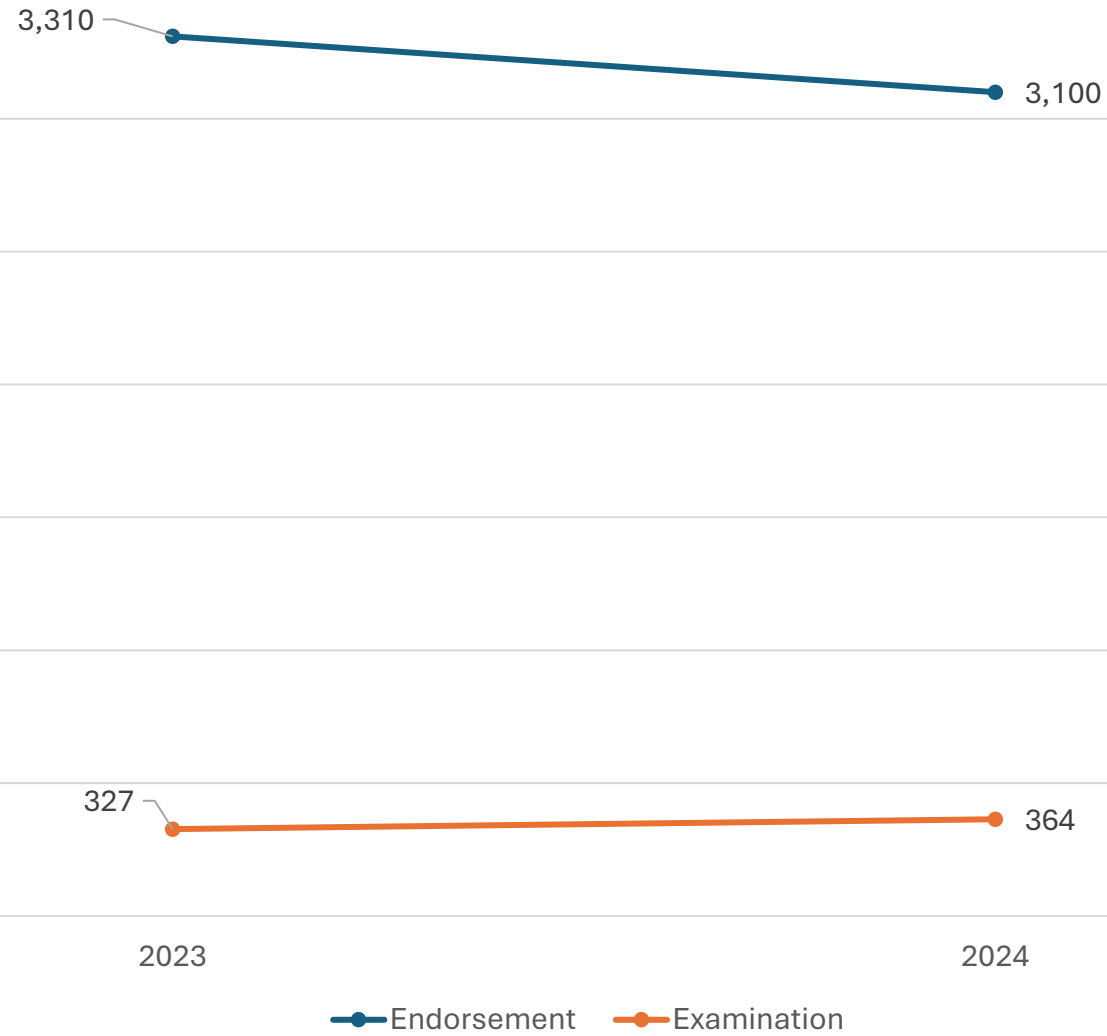
Source: Alaska Board of Nursing and Alaska Hospital and Healthcare Association



There has been a 14.95% increase in Active RN licenses over the last 5 years.

Alaska RN New License Trend

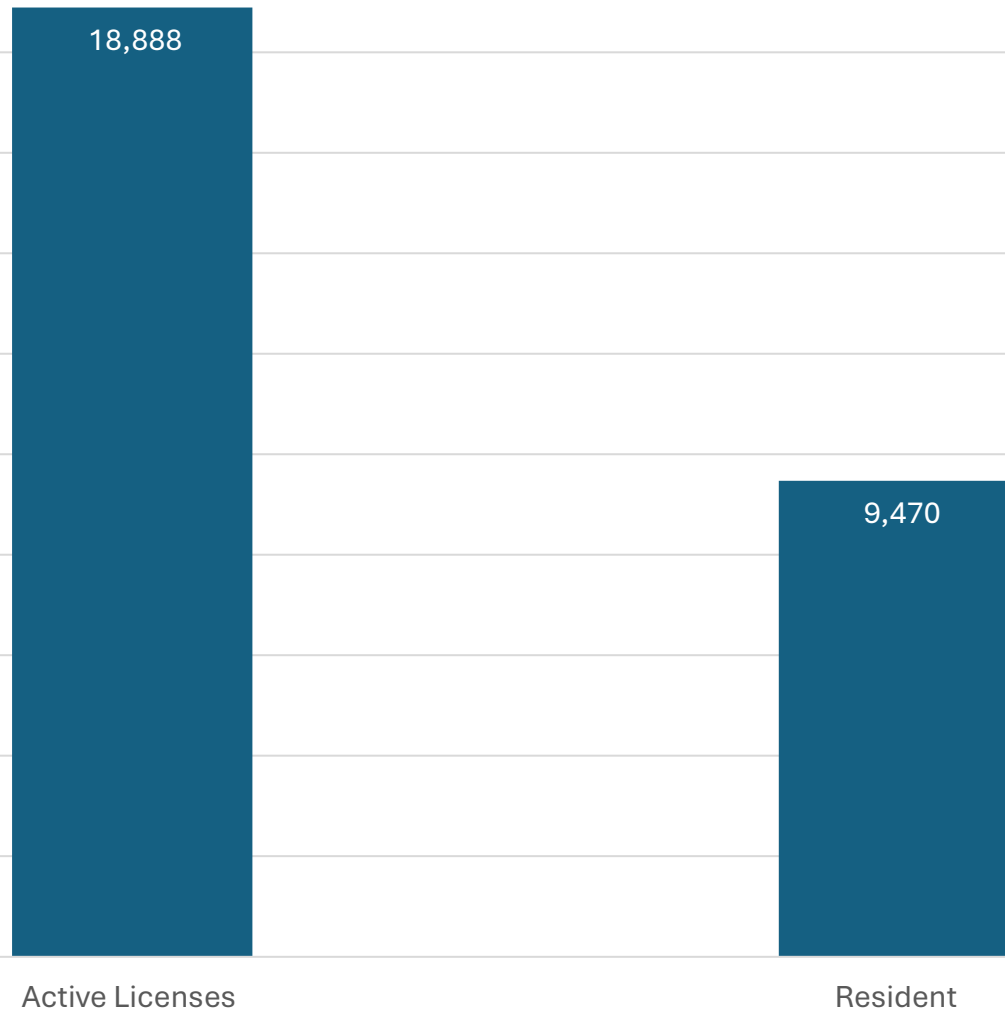
Source: Alaska Board of Nursing



In the past two years, Alaska has had a 6.34% decrease in RN new endorsements or new licenses from outside of state and a 11.32% increase in RN new licenses by examinations, typically graduating from an in-state program.

2025 Alaska RN Active License Comparison with Active Resident Licenses

Source: Alaska Board of Nursing



As of Spring, 2025, Alaska had 18,888 active RN licenses. However, only 9,470 RN licenses have Alaska residential addresses. This reduces the estimated workforce supply by 49.86%.

Table X: 2025 RN Alaska Resident Geographic Distribution
Source: Alaska Board of Nursing Licensure Data

The greatest number of RNs reside in Anchorage followed by Wasilla, Eagle River, Fairbanks and Palmer.

	Active License		Active Licenses
ANCHOR POINT	26	KOTZEBUE	36
ANCHORAGE	3,716	NIKISKI	11
BARROW	22	NINILCHIK	16
BETHEL	95	NOME	49
BIG LAKE	29	NORTH POLE	191
CHUGIAK	203	PALMER	558
CORDOVA	21	PETERSBURG	30
CRAIG	16	SALCHA	10
DELTA JUNCTION	18	SEWARD	47
DILLINGHAM	41	SITKA	154
DOUGLAS	26	SOLDOTNA	237
EAGLE RIVER	777	STERLING	46
EIELSON AFB	21	SUTTON	13
ESTER	13	TALKEETNA	14
FAIRBANKS	630	TOK	11
FORT WAINWRIGHT	25	VALDEZ	35
GIRDWOOD	56	WARD COVE	15
GLENNALLEN	11	WASILLA	978
HAINES	20	WILLOW	23
HOMER	214	WRANGELL	30
HOUSTON	10	OTHER CITY	149
JBER	62	TOTAL	9,470
JUNEAU	310		
KASILOF	44		
KENAI	124		
KETCHIKAN	171		
KODIAK	116		

Table X: 2025 RN Alaska Non-Resident Geographic Distribution
Source: Alaska Board of Nursing Licensure Data

The greatest number of non-resident RNs reside in Texas, Florida, North Carolina, Washington and Ohio.

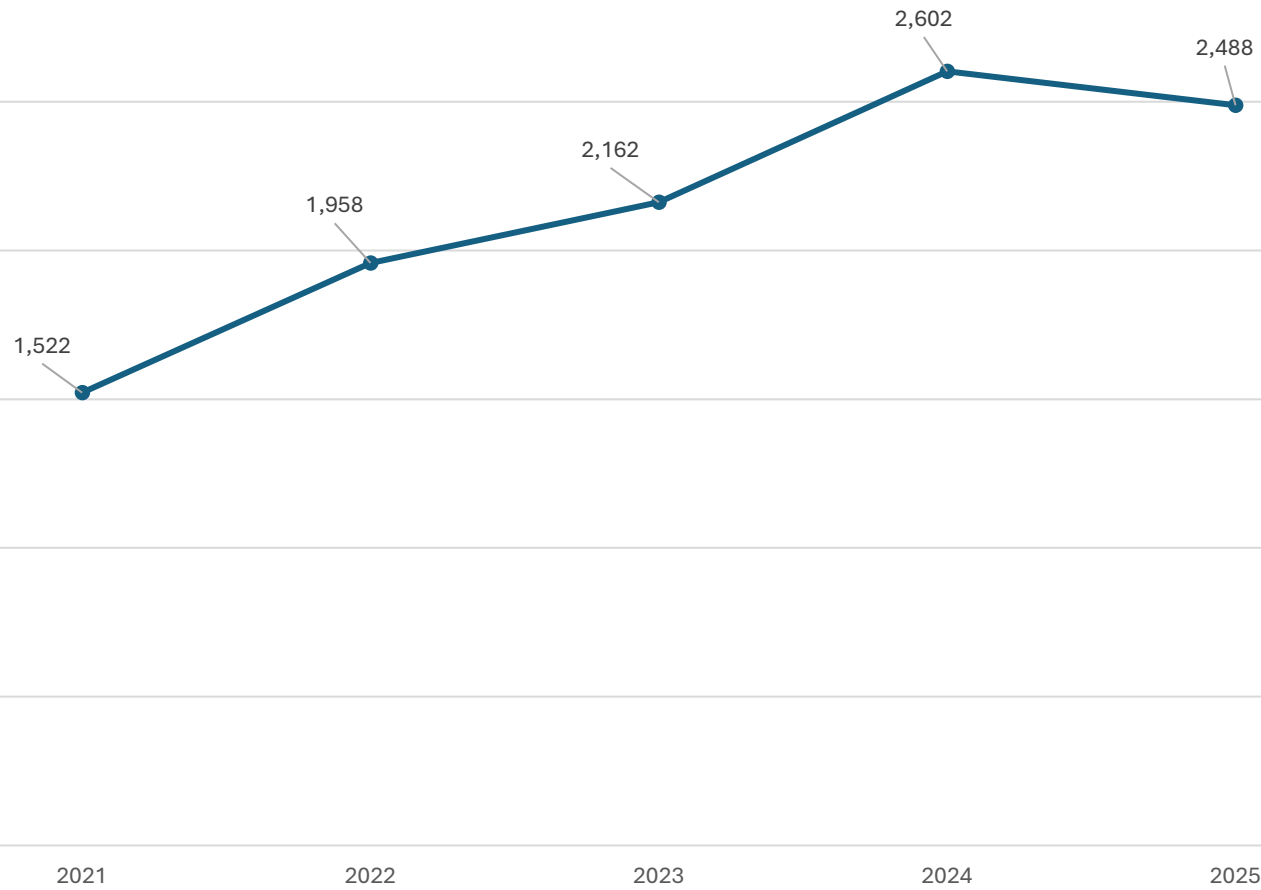
	Active Licenses
AB	5
AE	12
AK	9470
AL	152
AP	6
AR	165
AZ	358
BC	12
CA	300
CO	287
CT	54
DC	4
DE	21
FL	989
FM	1
GA	405
HI	50
IA	83
ID	97
IL	212
IN	134
KS	79
KY	136
LA	104
MA	46
MD	84
ME	56
MI	156
MN	118
MO	371
MS	123
MT	117

	Active Licenses
NC	511
ND	20
NE	71
NH	42
NJ	71
NM	70
NV	85
NY	237
OH	363
OK	86
ON	19
OR	156
PA	200
PR	3
QC	2
RI	11
SC	140
SD	61
SK	2
TN	382
TX	1079
UT	111
VA	203
VI	1
VT	18
WA	444
WI	144
WV	60
WY	55
YT	3
Total	18,888

Licensure- APRN

Alaska APRN Active Licenses Trend 2021-2025

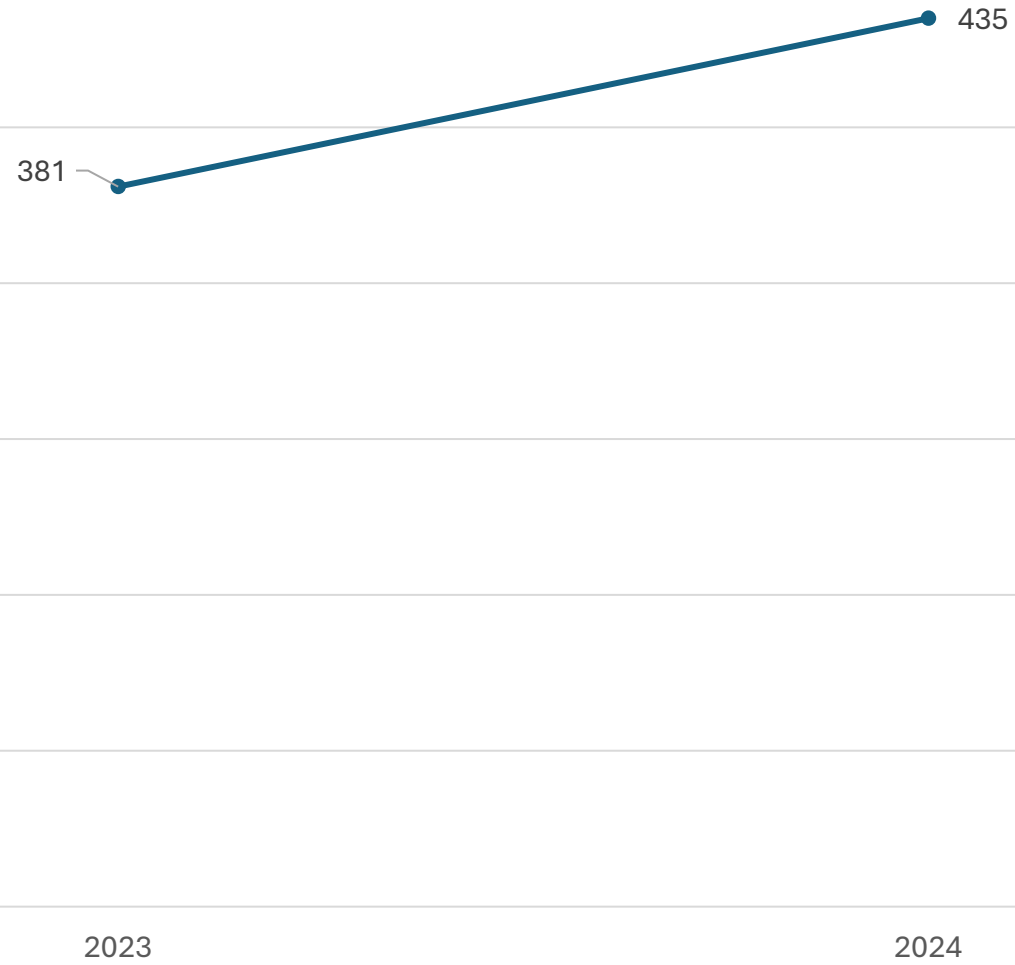
Source: Alaska Board of Nursing and Alaska Hospital and Healthcare Association



There has been a 63.47% increase in Active APRN licenses over the last 5 years.

Alaska APRN New License Trend

Source: Alaska Board of Nursing



In the past two years, Alaska has had a 14.17% increase in APRN new licenses.

As of Spring, 2025, Alaska had 2,488 active APRN licenses. However, only 1,209 licenses have Alaska residential addresses. This reduces the estimated workforce supply by 51.41%. The greatest reduction was for Nurse Practitioners

2025 Alaska APRN Active License Comparison with Active Resident Licenses
Source: Alaska Board of Nursing

	All Active	Resident	Percent Difference
Certified Nurse Midwife	127	93	26.77%
Certified Registered Nurse Anesthetist	225	146	35.11%
Clinical Nurse Specialist	27	22	18.52%
Nurse Practitioner	2,109	948	55.05%
Total	2,488	1,209	51.41%

The greatest number of APRN specialty licenses are for Family Health.

Table X: 2025 APRN Specialty Licenses

Source: Alaska Board of Nursing Licensure Data

	All Active Licenses	Alaska Resident
Acute Care/Emergency	8	1
Adult Health	57	25
Adult Psychiatric/Mental Health	38	22
Adult/Gerontology	117	66
Child And Adolescent Psychiatric/Mental Health	3	2
Family Health	1,561	663
Family Psychiatric/Mental Health	276	124
Family/Individual Across Lifespan	29	5
Geriatric	3	3
Military	36	30
Neonatal	20	15
Pediatric	76	43
Psychiatric/Mental Health	1	1
Telemedicine	6	6
Women's Health	60	38
Women's Health/Gender Related	3	2
Total	2,294	1,046

The greatest number of APRNs reside in Anchorage.

Table X: 2025 APRN Alaska Resident Geographic Distribution

Source: Alaska Board of Nursing Licensure Data

	Certified Nurse Midwife	Certified Registered Nurse Anesthetist	Clinical Nurse Specialist	Nurse Practitioner
ANCHORAGE	36	57	11	344
BETHEL	1	0	0	24
CHUGIAK	4	2	1	21
EAGLE RIVER	4	21	0	74
FAIRBANKS	12	17	2	58
HOMER	9	3	0	28
JUNEAU	3	1	1	37
KENAI	0	1	0	20
KETCHIKAN	3	2	0	20
NORTH POLE	2	3	1	18
PALMER	3	9	2	59
SOLDOTNA	0	5	0	22
WASILLA	7	10	2	85
OTHER CITY	9	15	2	136
Total	93	146	22	946

The greatest number of non-resident APRNs reside in Texas, Florida and Washington.

Table X: 2025 APRN Alaska Non-Resident Geographic Distribution

Source: Alaska Board of Nursing Licensure Data

	Certified Nurse Midwife	Certified Registered Nurse Anesthetist	Clinical Nurse Specialist	Nurse Practitioner
AB	0	0	0	1
AE	0	1	0	4
AL	0	1	0	24
AP	0	0	0	1
AR	0	1	1	15
AZ	1	1	0	35
CA	1	4	0	69
CO	1	3	0	46
CT	0	0	0	6
DC	0	0	0	1
DE	0	0	0	2
FL	2	8	0	132
GA	0	0	0	49
HI	0	1	0	10
IA	0	1	0	8
ID	0	0	0	10
IL	1	0	0	22
IN	0	0	0	19
KS	0	2	0	4
KY	0	2	0	14
LA	0	1	0	12
MA	1	0	0	7
MD	0	0	0	14
ME	0	0	0	6
MI	0	5	0	19
MN	2	1	0	13
MO	0	1	0	26

	Certified Nurse Midwife	Certified Registered Nurse Anesthetist	Clinical Nurse Specialist	Nurse Practitioner
MS	1	0	0	12
MT	0	3	0	24
NC	1	2	0	32
ND	0	0	0	4
NE	1	2	0	5
NH	0	0	0	5
NJ	0	0	0	9
NM	3	3	0	8
NV	0	1	1	19
NY	2	1	0	15
OH	0	3	1	22
OK	1	0	0	8
OR	2	2	0	24
PA	0	2	0	15
RI	0	0	0	1
SC	1	2	0	13
SD	1	1	0	18
TN	0	2	0	46
TX	2	10	0	142
UT	2	3	0	14
VA	1	0	0	23
VT	1	0	0	1
WA	5	8	1	100
WI	0	0	1	22
WV	1	0	0	3
WY	0	1	0	5
Total	34	79	5	1161

Steering Committee Group Discussion

**What insights are beginning to emerge regarding
Alaska nursing licensure?**

National Nursing Workforce Survey

A mixed-mode sampling plan was employed to capture data for the 2022 and 2024 National Nursing Workforce Survey. This included mailed surveys (Alaska), emailed surveys, and utilizing already existing data within the Enotify database (2022- 5 states, 2024- 10 states). The survey collects the 2020 National Forum Minimum Data Set with some additional variables of interest in nursing regulation. Each State Board of Nursing and Center for Nursing receives their state’s data each year of the survey.

[Link to 2022 National Nursing Workforce Survey Results](#)

[Link to 2024 National Nursing Workforce Survey Results](#)

Alaska’s sample was mailed out in 2022 and 2024. Alaska’s response rate in both years was greater than the U.S. average response except the 2024 LPN sample.

	2022 Alaska	2022 U.S. Mailing Response Rate	2024 Alaska	2024 US Mailing Response Rate
LPN	84 (17.6%)	15.20%	74 (12.3%)	13.70%
RN	742 (22.1%)	17.80%	663 (17.8%)	16.90%

Number of APRNS included as RNs in each survey year. This is a smaller sample than the APRN Alliance survey- so this data is not separately analyzed.

	Alaska 2022	Alaska 2024
CNP	73	69
CNS	17	12
CRNA	9	5
CNM	7	9
	106	95

Alaska APRN Workforce Survey 2023

APRN Alliance

Survey data was collected at the end of 2023.

The survey was completed by 242 APRNs for a response rate of 13%.

Link to survey results- is there a link available?

This includes:

CNP: 57.9%

CRNA: 25.6%

CNM: 12.3%

CNS: 2.8%

CNP/CNM: .9%

CNS/CNM: .5%

Steering Committee Question Supply Demographics Presentation

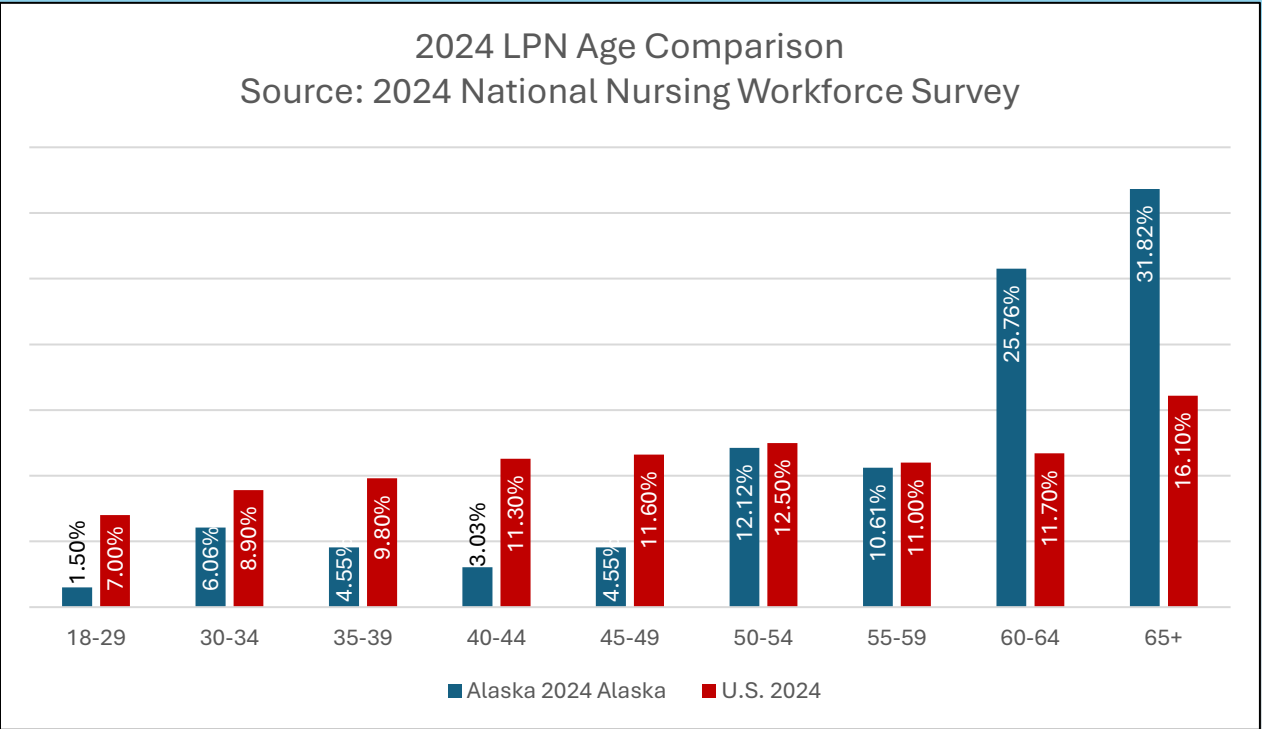
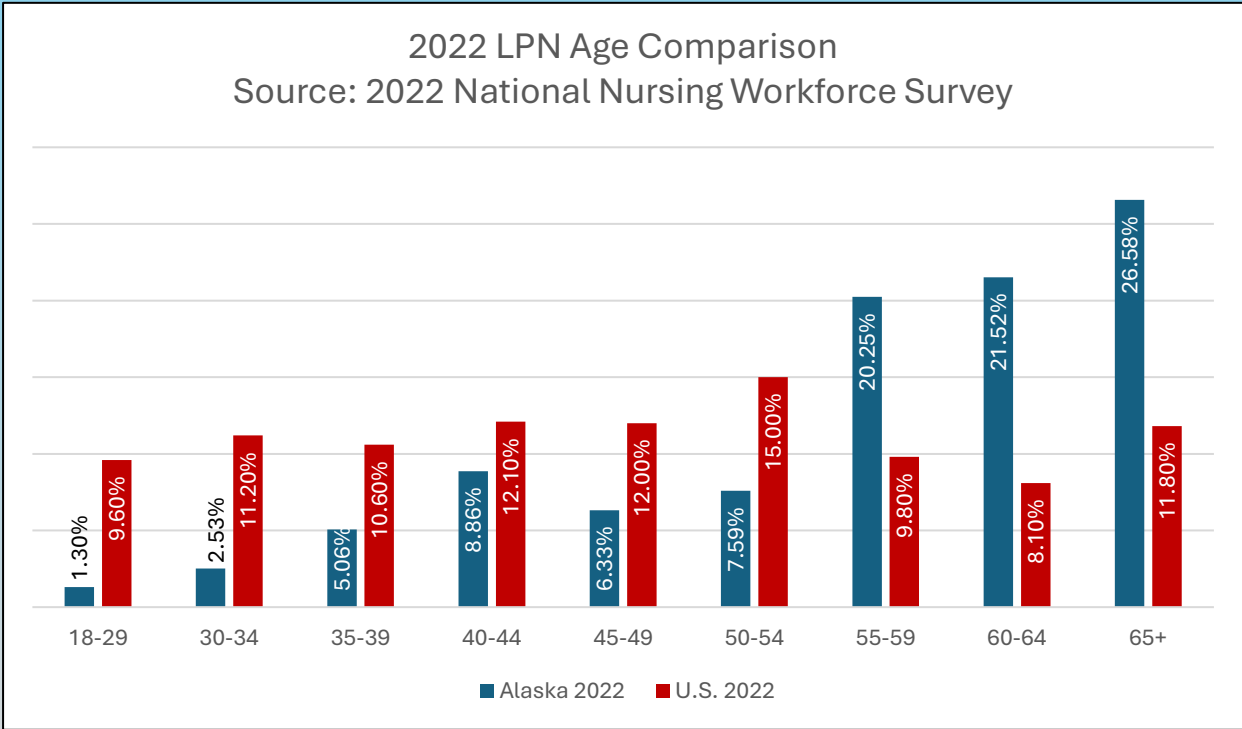
Please type in the chat box:

What data points stand out to you?

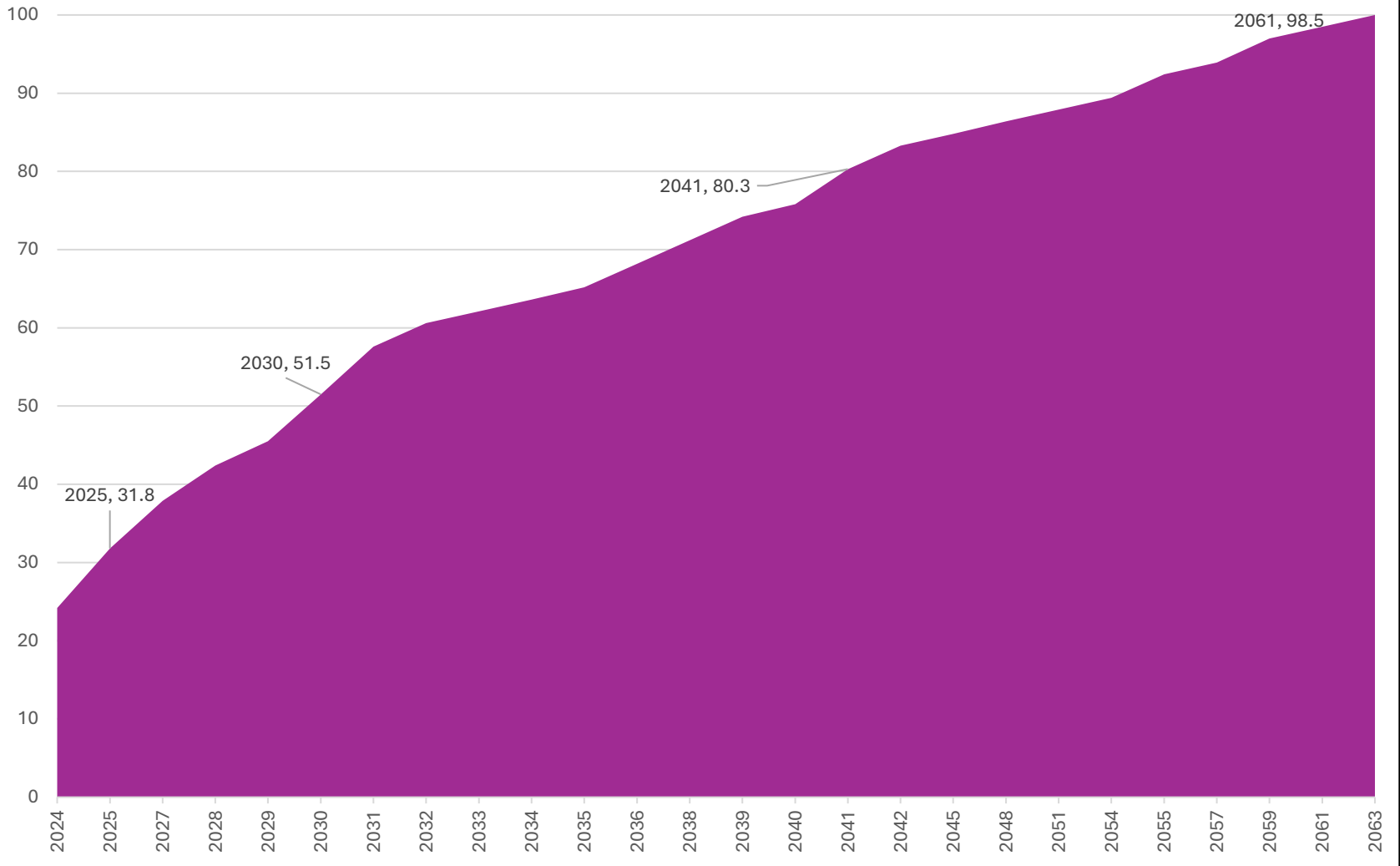
Demographics- LPN

The average age of responding Alaska LPNs was 57.3 in 2022. Across age intervals, Alaska had a much lower percentage of younger LPNs and a much higher percentage of older LPNs than the U.S. in 2022.

The average age of responding Alaska LPNs was 57.71 in 2024. The trend continues from 2022 with a much lower percentage of younger LPNs and a much higher percentage of older LPNs than the U.S. in 2022.

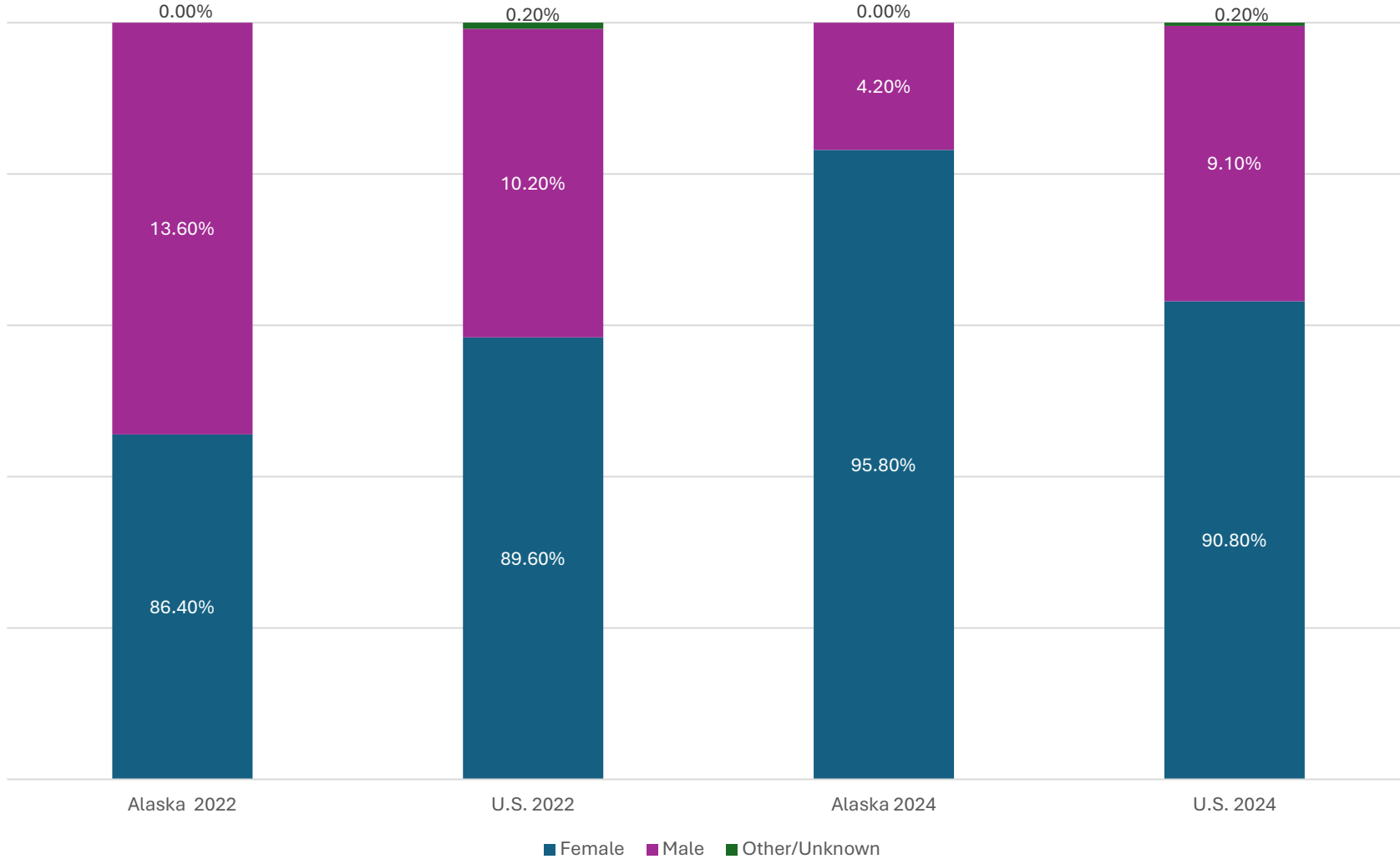


Alaska Projected LPN Retirement at Age 67
Source: 2024 National Nursing Workforce Survey



Using age 67 as a projected retirement age, **31.8% of Alaska LPNs will be retired by 2025** and 51.5% by 2030.

Alaska LPN Gender Comparison 2022 and 2024
Source: National Nursing Workforce Survey



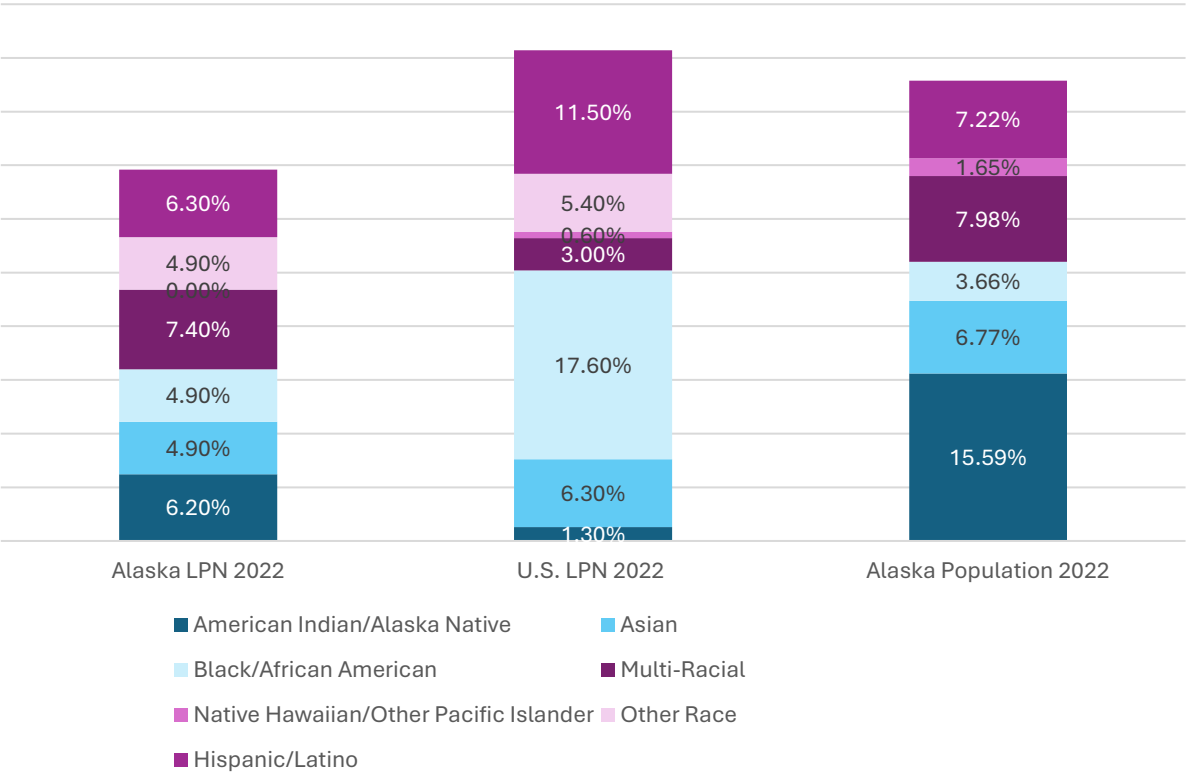
There was a large decrease in male LPNs in Alaska in 2024 as compared to 2022. The 2024 percentage was lower than the national average.

Alaska’s LPNs are less diverse than the national average and less diverse than the Alaska general population. There has been an increase in diversity between 2022 and 2024.

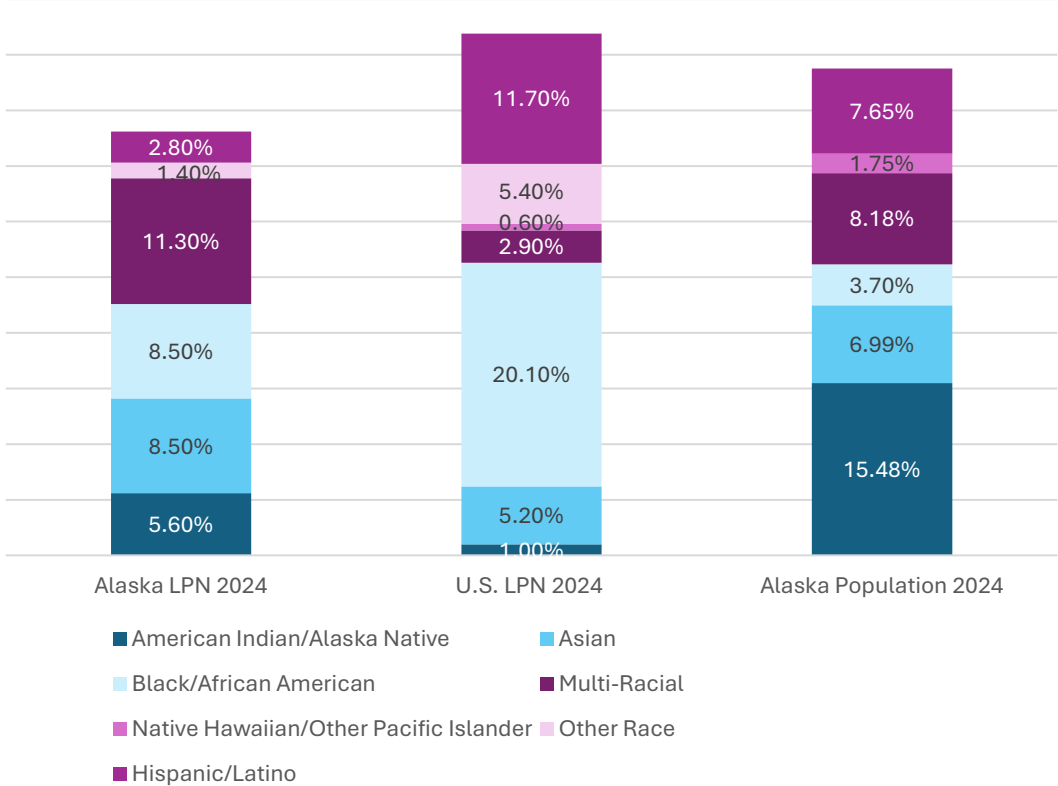
LPN- White/Caucasian			
	Alaska LPN	U.S. LPN	Alaska Population
2022	71.60%	65.90%	64.35%
2024	64.80%	64.80%	63.89%

Alaska’s LPNs include a greater percentage of American Indian/Alaskan Native than the U.S. average but lower than the general population in Alaska. In 2024, there were more Asian and Multi-racial LPNs than the U.S. and the Alaska general population.

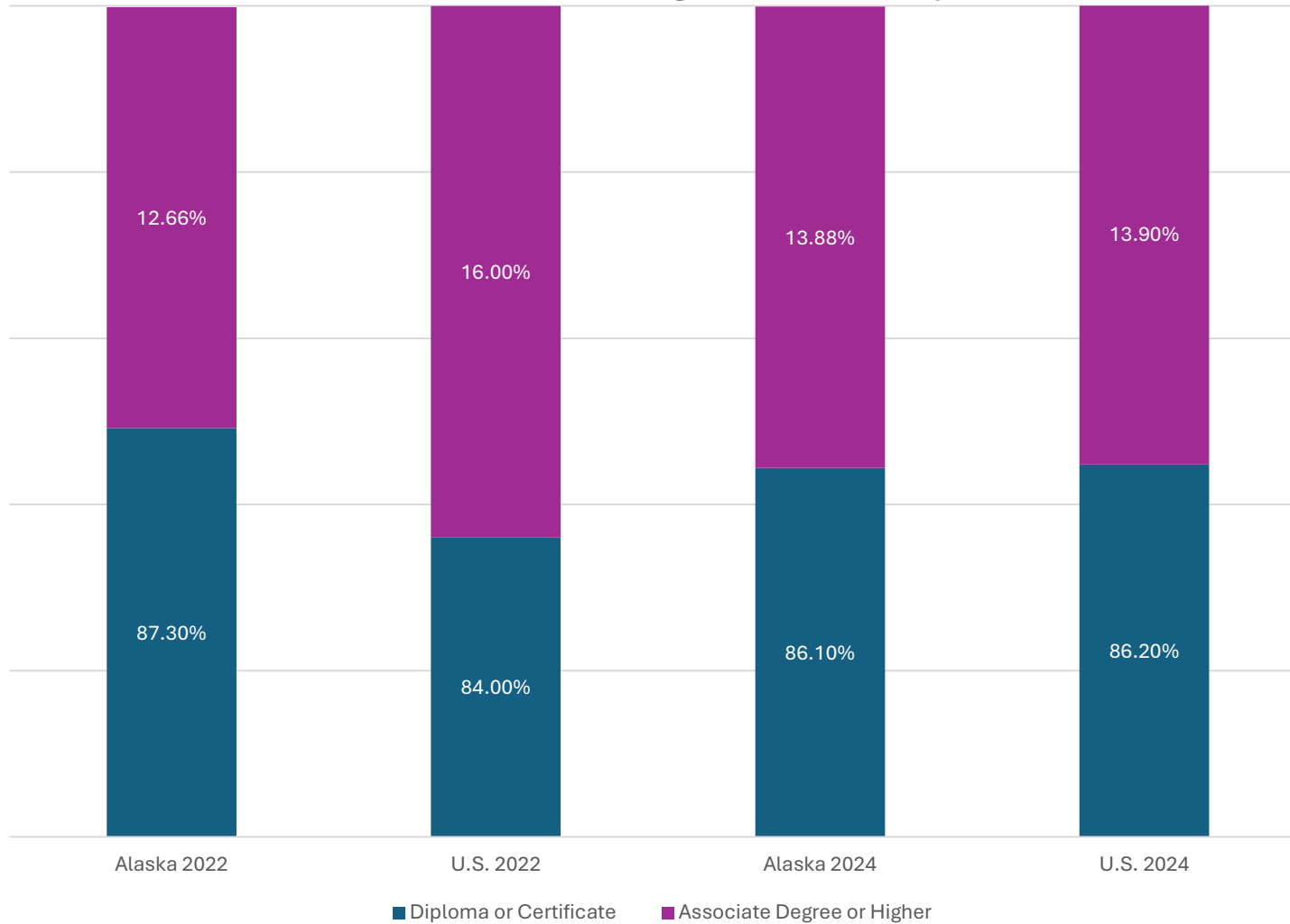
Alaska 2022 LPN Diversity
Source: National Nursing Workforce Survey and Alaska Population Estimates



Alaska 2024 LPN Diversity
Source: National Nursing Workforce Survey and Alaska Population Estimates



Alaska LPN Highest Education 2022 and 2024
Source: National Nursing Workforce Survey

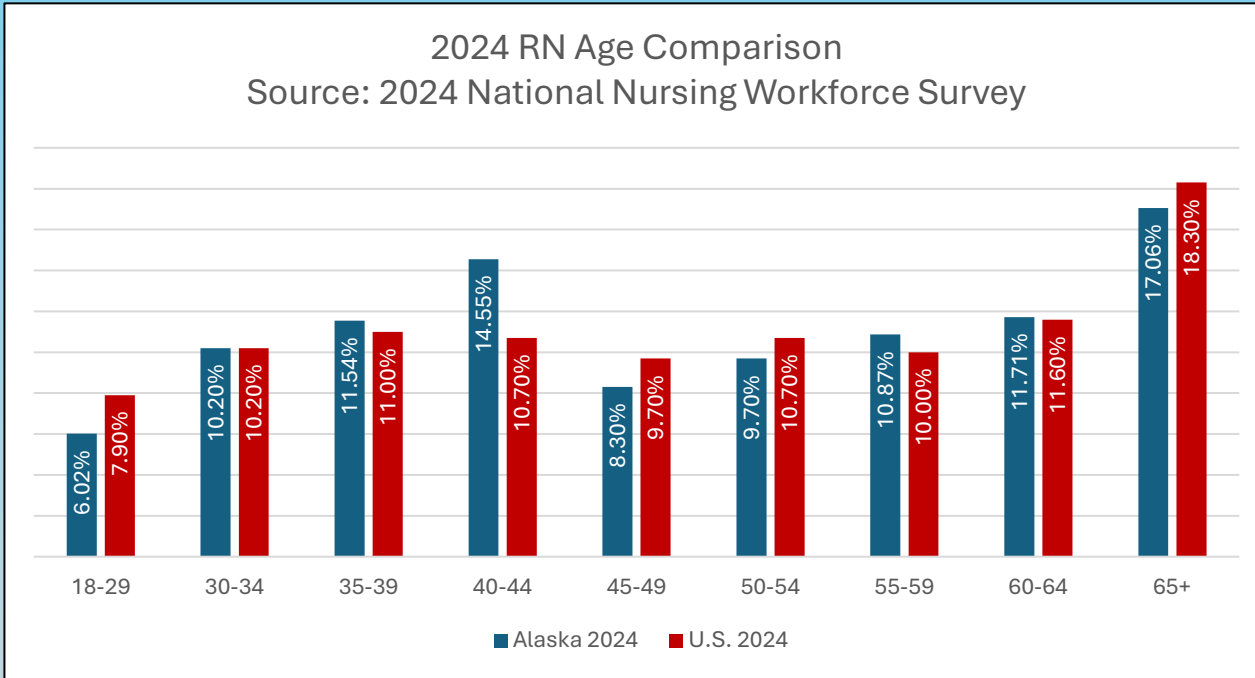
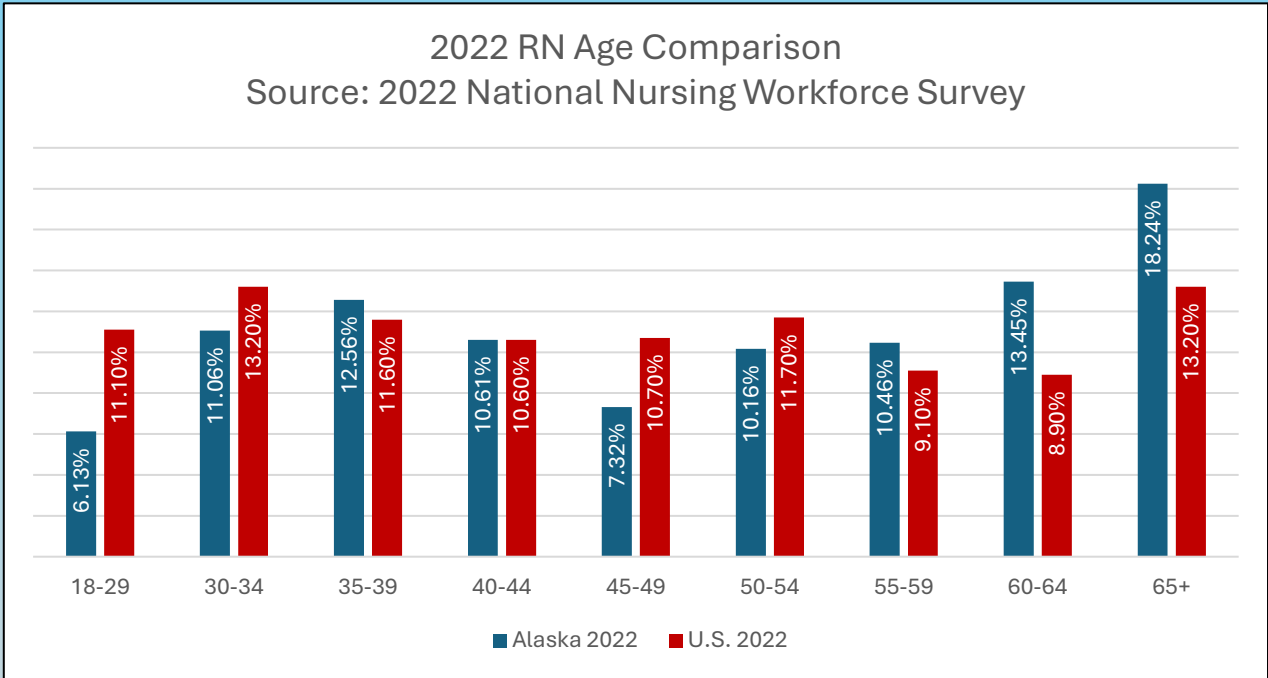


There was an increase in the percentage of LPNs with an Associate Degree or higher in 2024 which was slightly less than the national average.

Demographics- RN (Includes APRNs)

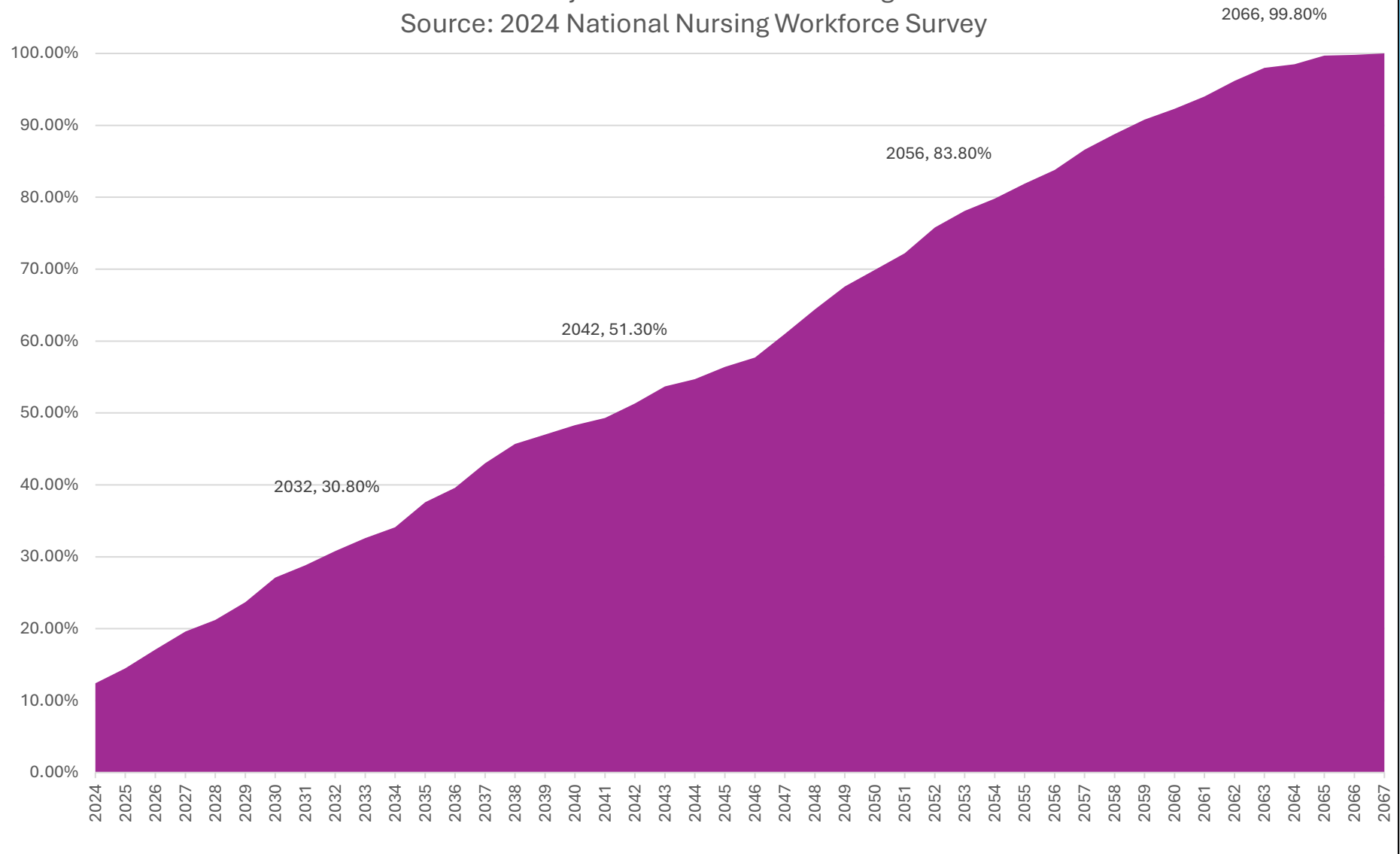
The average age of responding Alaska RNs was 50.21 in 2022. Across age intervals, Alaska had a lower percentage of younger RNs and a higher percentage of older RNs than the U.S. in 2022.

The average age of responding Alaska RNs was 49.71 in 2024. In 2024, Alaska had more RNs age 40-44 and less RNs in the youngest and oldest age bracket than the U.S.



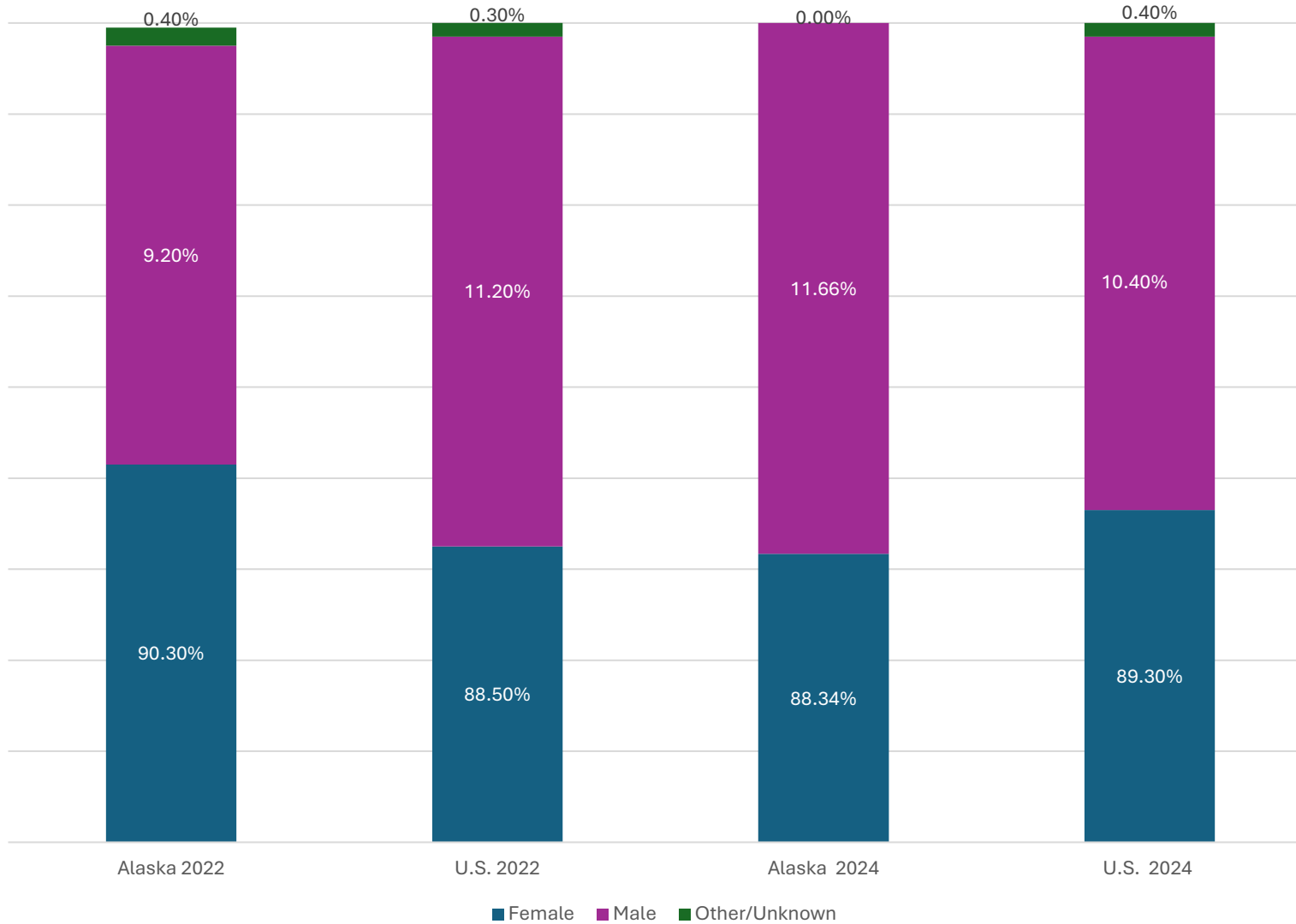
Alaska Projected RN Retirement at Age 67

Source: 2024 National Nursing Workforce Survey



Using age 67 as a projected retirement age, **30.8% of Alaska RNs will be retired by 2032** and 51.3% by 2042.

Alaska RN Gender Comparison 2022 and 2024
Source: National Nursing Workforce Survey

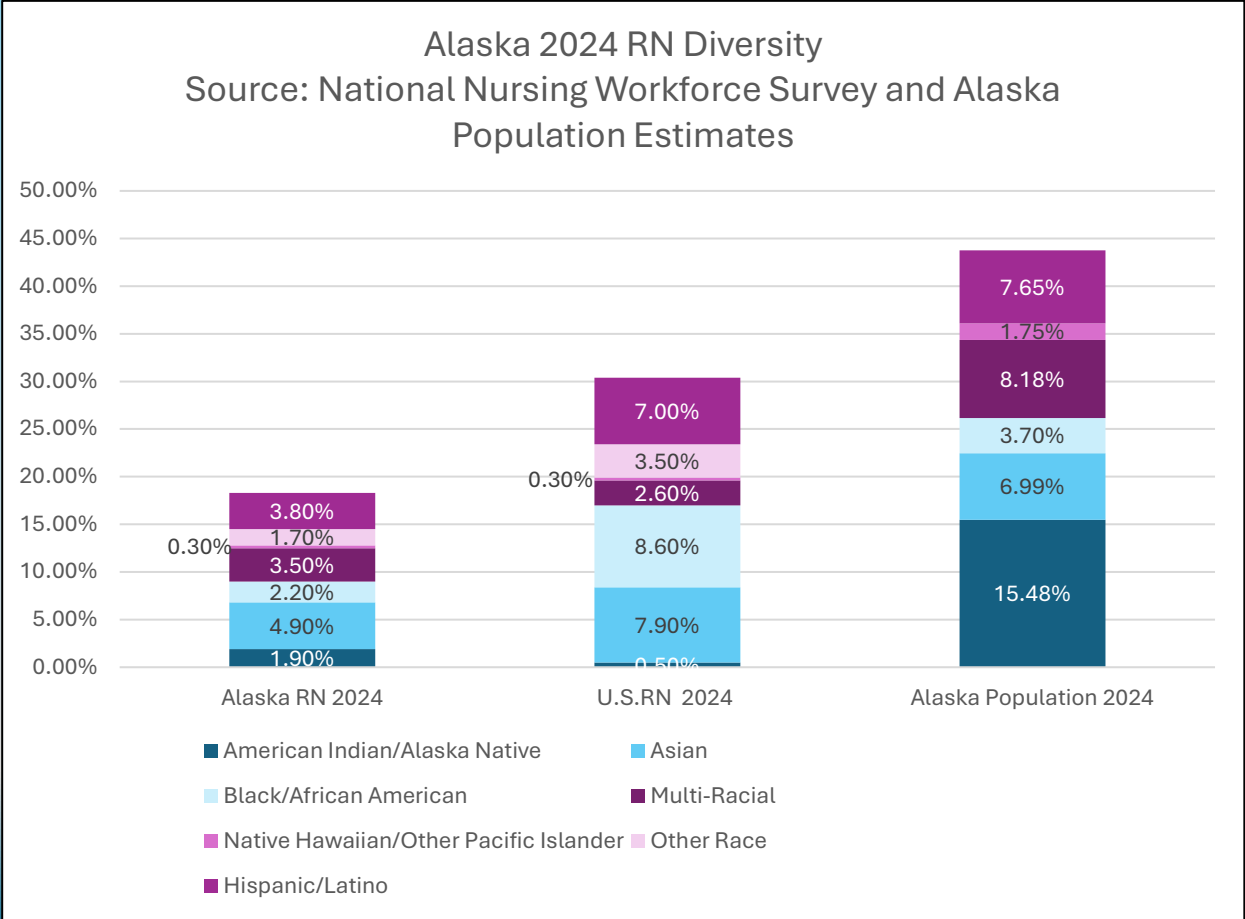
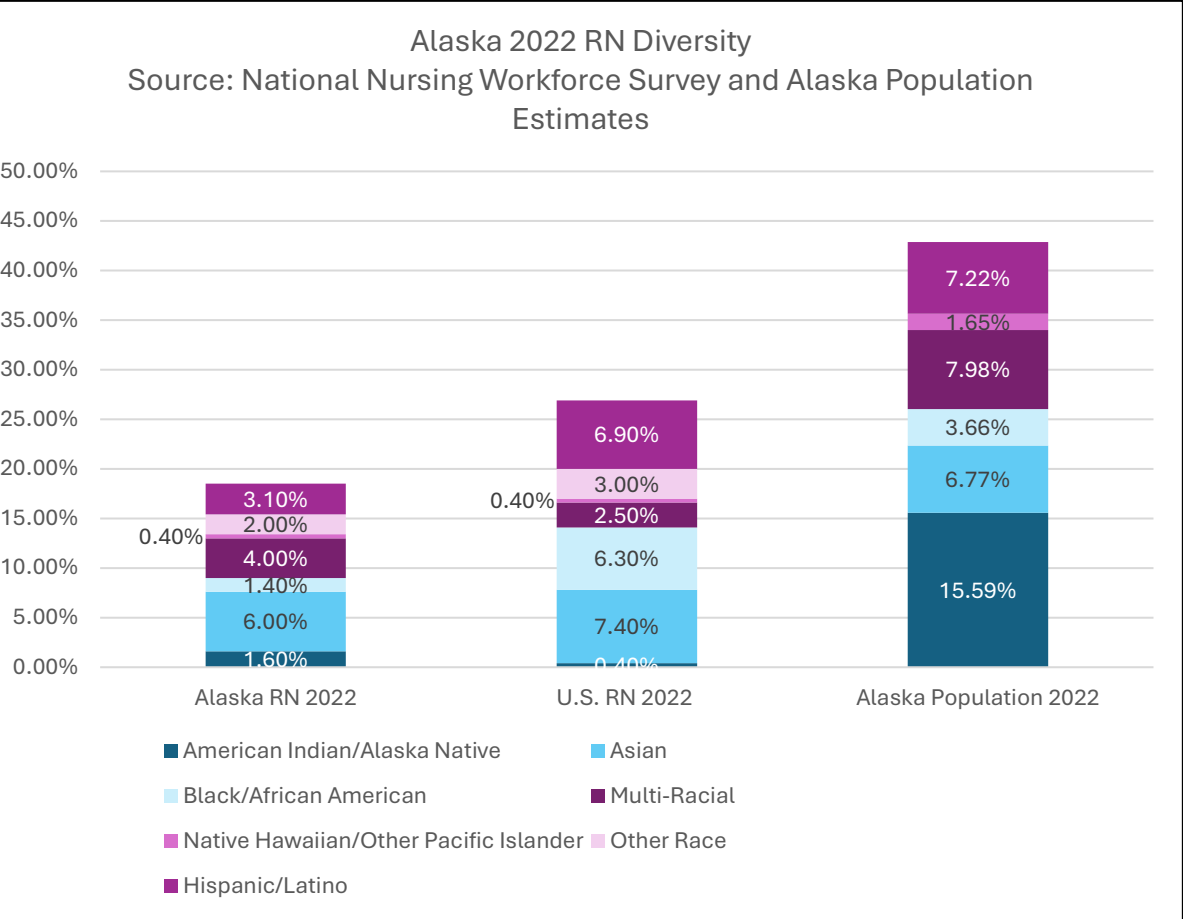


There was an increase in male RNs in Alaska in 2024 as compared to 2022. The 2024 percentage was higher than the national average.

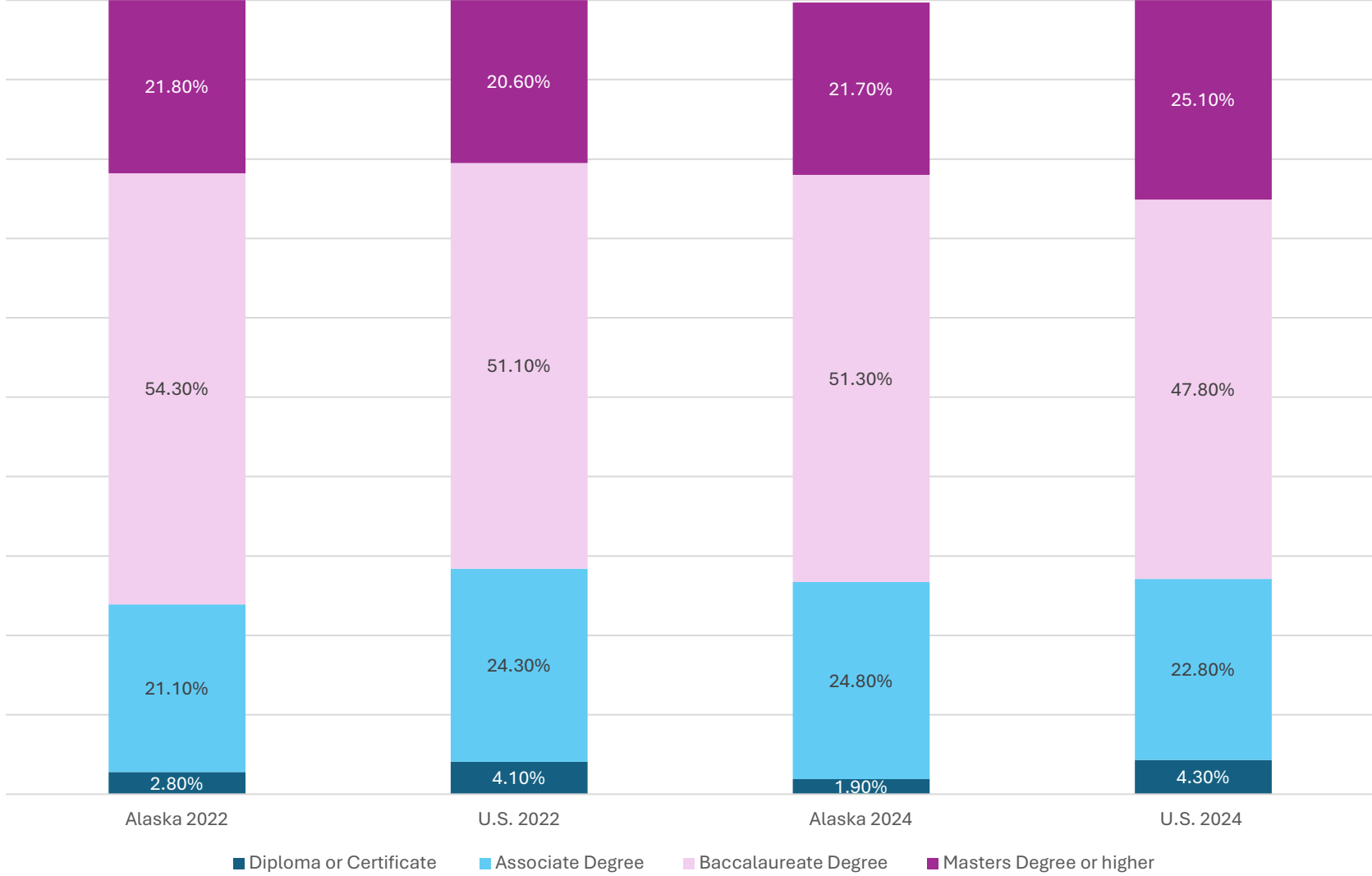
Alaska’s RNs are less diverse than the national average and less diverse than the Alaska general population. There has been a small increase in diversity between 2022 and 2024.

RN White/Caucasian			
	Alaska RN	U.S. RN	Alaska Population
2022	84.60%	80.00%	64.35%
2024	85.40%	76.60%	63.89%

In 2024, Alaska’s RNs include a greater percentage of American Indian/Alaskan Native and Multi-racial than the U.S. average but lower than the general population in Alaska.



Alaska RN Highest Education 2022 and 2024
Source: National Nursing Workforce Survey



There was a small decrease in the percentage of RNs with a Bachelors' degree or higher from 76.10% in 2022 to 73% in 2024 which was slightly higher than the national average.

Demographics- APRNs Only (Alaska APRN Alliance Data)

Demographics

Source: APRN Alliance Survey 2023

- The largest age group of Alaska APRNs was age 40-49 which was 30.3% of respondents. This is similar to the results of a National study of NPs in 2024, the largest age group was 40-49 years with 31.4% (AANP, 2024).
- 14.0% of Alaska APRNs were male and 1.2% were other. This is higher than a national study, where 11.5% of NPs were male in 2024 (AANP, 2024).
- 10.4% of Alaska APRNs indicated that a minority status in 2023. This is lower than a national study, where 21.5% of NPs indicated a minority status in 2024 (AANP, 2024).

Steering Committee Group Discussion

**What insights are beginning to emerge regarding
Alaska nursing demographics?**

Steering Committee Question Supply Employment Presentation

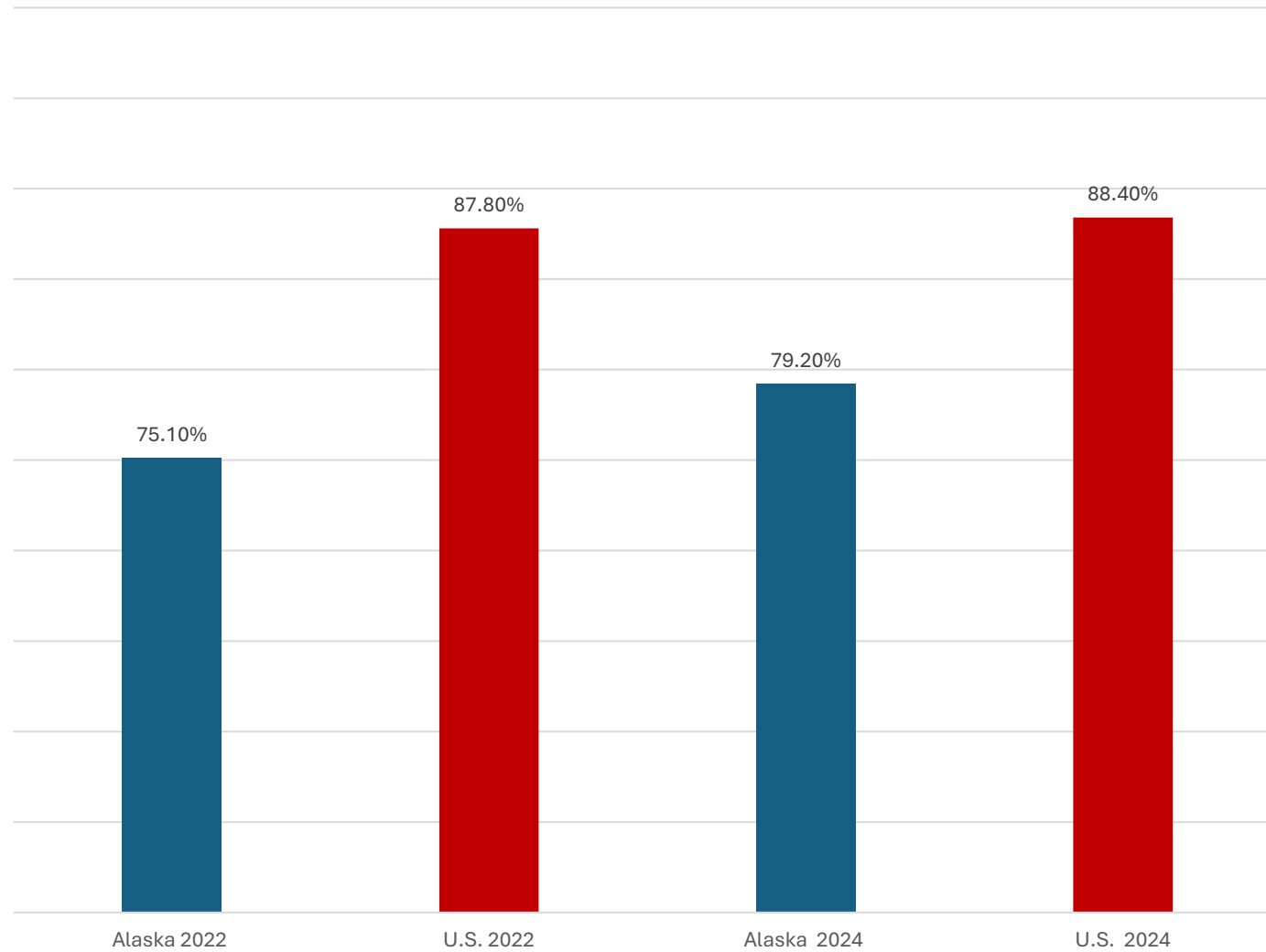
Please type in the chat box:

What data points stand out to you?

LPN Employment

Alaska LPN Actively Employed in Nursing (Full-time, Part-time, Per Diem)

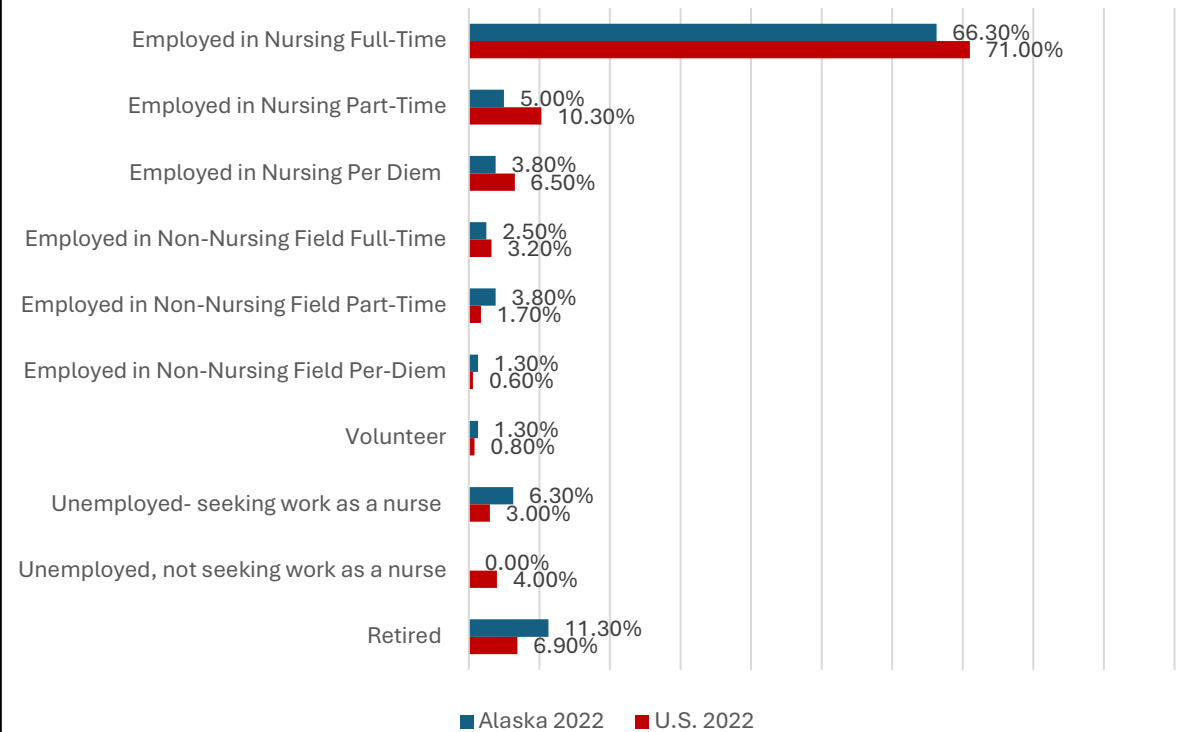
Source: National Nursing Workforce Survey



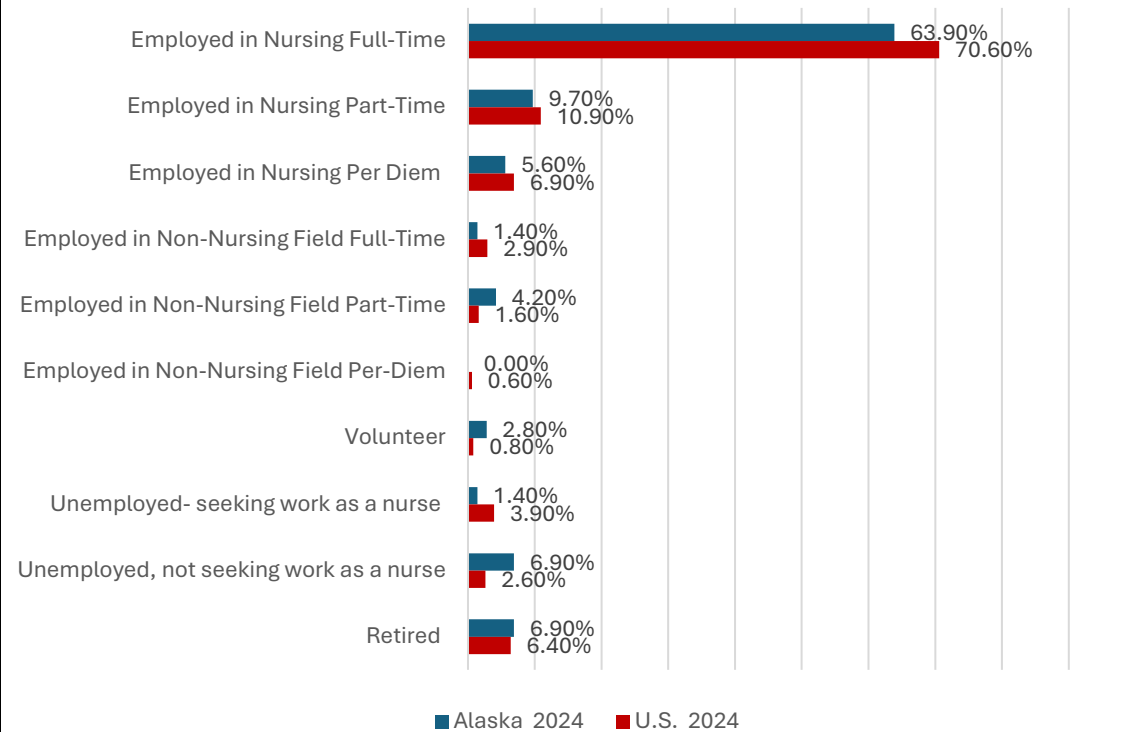
There was an increase in the percentage of LPNs that are actively employed in nursing in Alaska, although this was lower than the national average for both 2022 and 2024.

In 2022 there was a larger percentage of LPNs that were unemployed and seeking work as a nurse than the national average. In both 2022 and 2024, there was a higher percentage of LPNs working in a non-nursing field part-time and retired LPNs than the national average.

Alaska LPN Employment Status 2022
Source: National Nursing Workforce Survey

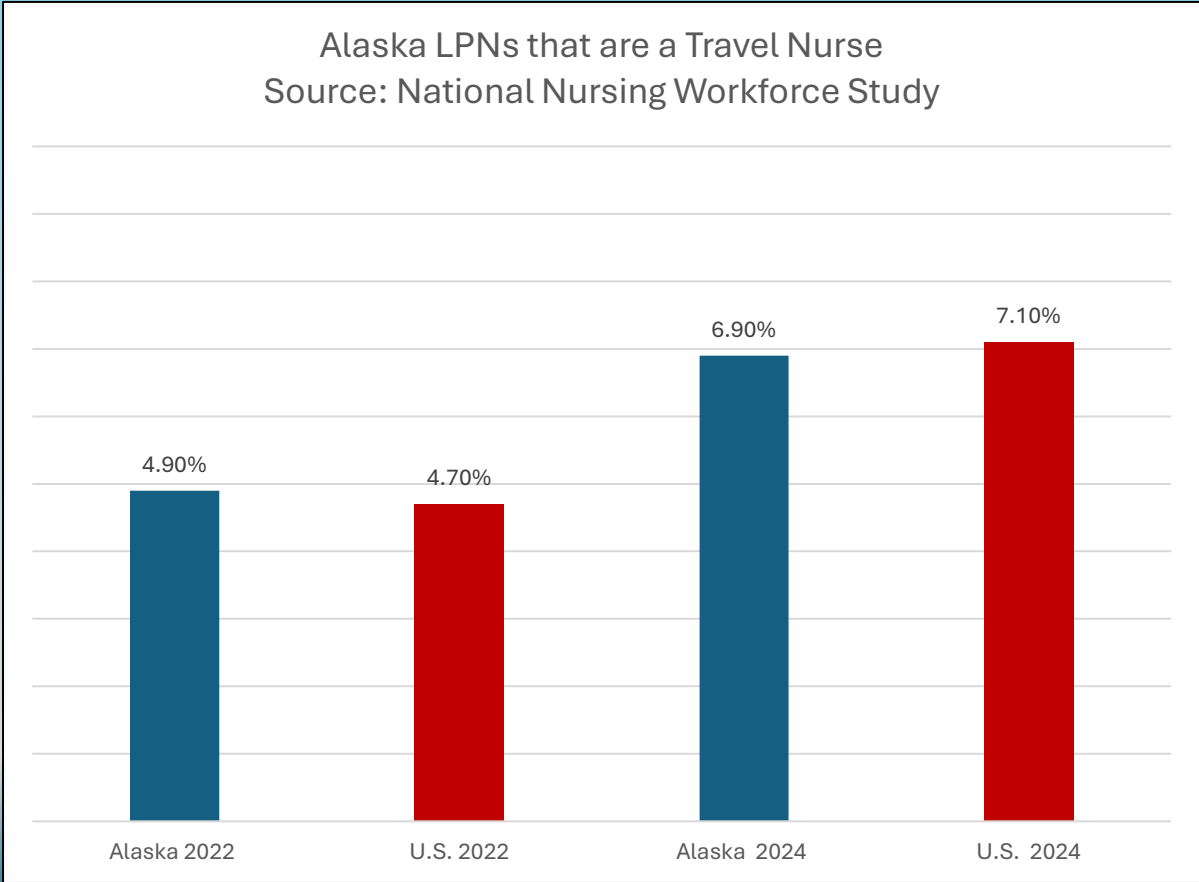
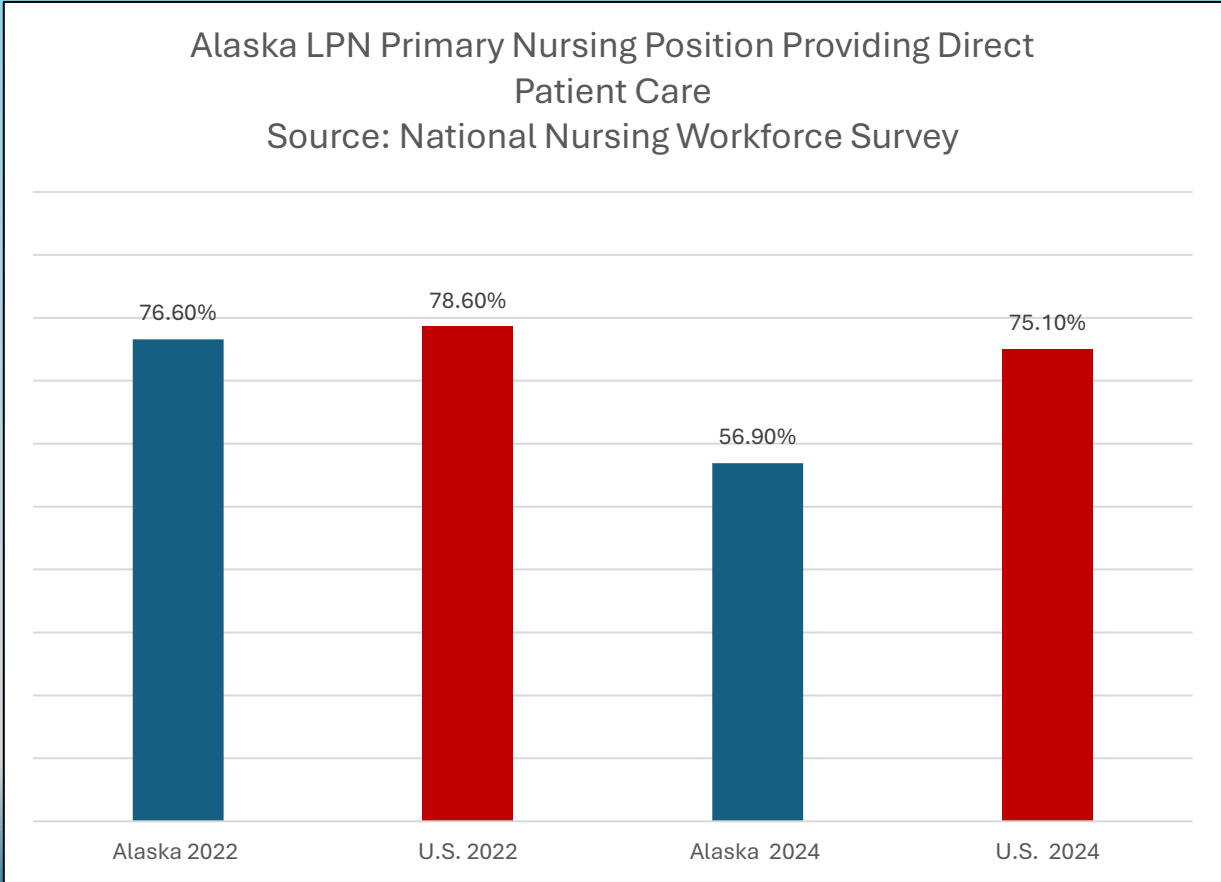


Alaska LPN Employment Status 2024
Source: National Nursing Workforce Survey



In 2024, fewer LPNs indicated that they were working in a nursing position providing direct patient care as compared to 2022 and was lower than the national average.

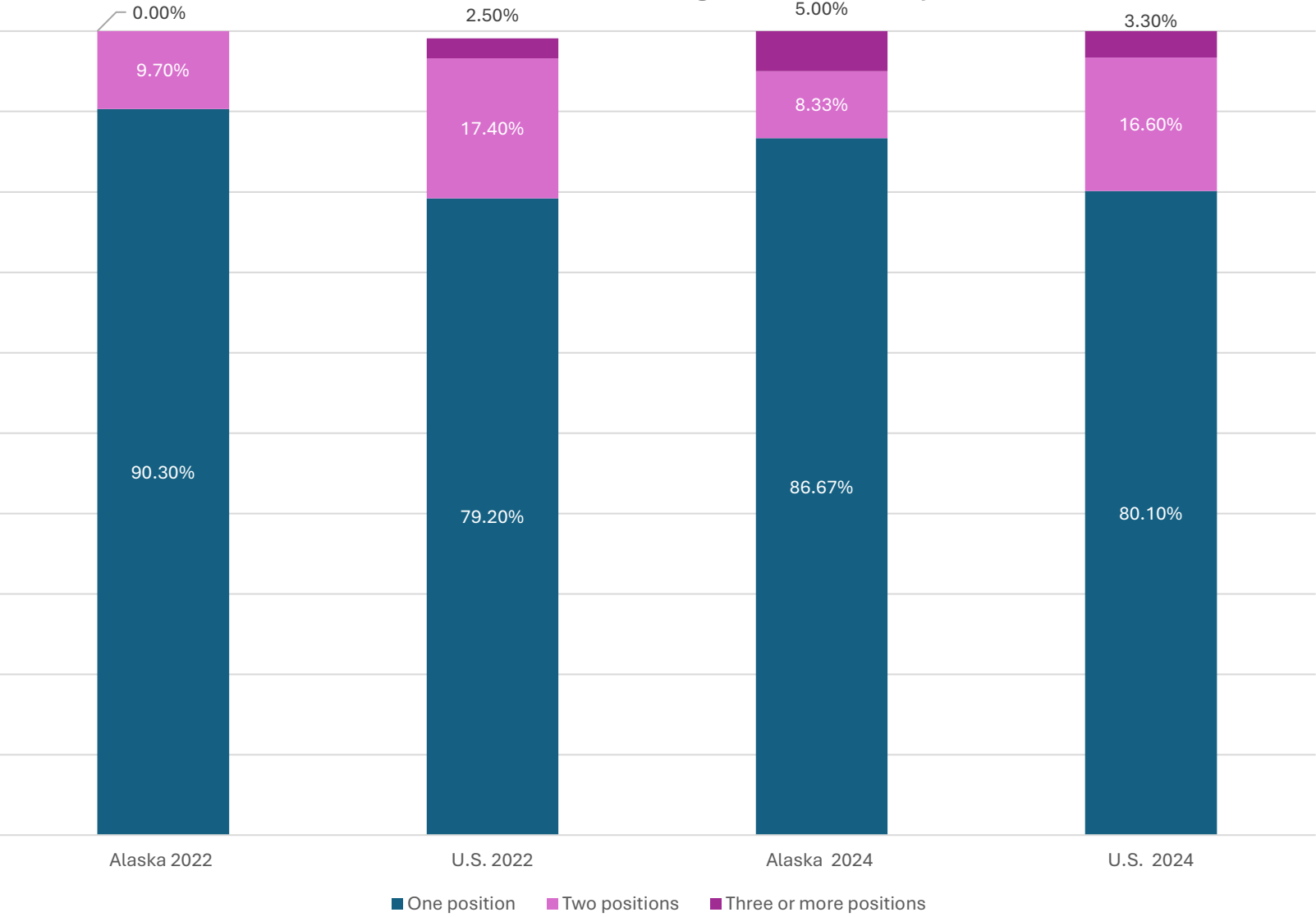
The percentage of Alaska LPNs that indicated they are a travel nurse was similar to the national average in 2022 and 2024.



LPN State Actively Practicing		
LPN	Alaska 2022	Alaska 2024
Alaska	94.50%	76.40%
Arizona	1.40%	1.40%
Florida	0%	1.40%
Georgia	2.70%	1.40%
Hawaii	0%	1.40%
Oregon	0%	2.80%
South Carolna	0%	1.40%
Texas	1.40%	6.90%
Vermont	0%	1.40%
Washington	2.70%	5.60%
Illinois	1.40%	0%
Kansas	5.50%	0%
Massachusetts	2.70%	0%
Mississippi	1.40%	0%
North Carolina	1.40%	0%
New Hampshire	4.10%	0%
Oklahoma	2.70%	0%
South Dakota	1.40%	0%
Tennessee	1.40%	0%

Fewer LPNs indicated that they are actively practicing in Alaska in 2024 as compared to 2022. LPNs indicated that they were actively practicing in several other states including Texas and Washington.

Alaska LPN Number of Employment Positions
Source: National Nursing Workforce Study



In 2022 and 2024, more Alaska LPNs indicated that they only had one employment position than the national average.

Alaska LPNs most frequently reported working in Nursing Home/Extended Care and Ambulatory Care settings in their primary practice setting.

Alaska LPNs work in more diverse settings than the national average where about 1/3 work in nursing home and extended care.

LPN Primary Practice Setting				
	Alaska 2022	US 2022	Alaska 2024	US 2024
Nursing Home/Extended Care	18.60%	30.60%	16.70%	31.60%
Other	27.10%	15.30%	8.30%	15.10%
Ambulatory Care Setting	11.90%	8.60%	16.70%	9.10%
Assisted Living Facility	15.30%	6.60%	5.60%	6.30%
Hospital	6.80%	11.70%	4.20%	11.90%
Home Health	8.50%	11.60%	8.30%	10.30%
School Health Service	5.10%	3.30%	1.40%	2.90%
Community Health	1.70%	3.40%	4.20%	3.70%
Correctional Facility	1.70%	2.20%	0.00%	2.30%
Insurance Claims/Benefits	0.00%	1.20%	1.40%	1.10%
Public Health	0.00%	2.30%	0.00%	1.50%
Occupational Health	1.70%	0.60%	0.00%	0.90%
Hospice	1.70%	1.60%	1.40%	2.00%
School of Nursing	0.00%	0.30%	2.80%	0.60%
Dialysis Center	0.00%	0.70%	0.00%	0.70%
Policy/Planning/Regulatory	0.00%	0.00%	1.40%	0.10%

Alaska LPN Primary Position 2022 and 2024

Source: National Nursing Workforce Study

Alaska LPNs most frequently reported their primary position as a staff nurse although less than the national average.

	Alaska 2022	U.S. 2022	Alaska 2024	U.S. 2024
Staff Nurse	59.40%	66.50%	55.60%	72.90%
Other- Health Related	14.80%	13.70%	11.10%	15.20%
Nurse Manager	3.70%	6.70%	4.20%	6.00%
Case Manager	3.70%	8.40%	6.90%	2.80%
Nurse Faculty	1.90%	1.10%	1.40%	0.90%
Nurse Executive	0.00%	0.40%	0.00%	0.60%
Advanced Practice Nurse	0.00%	0.30%	0.00%	0.20%
Nursing Consultant	0.00%	0.60%	0.00%	0.50%
Nurse Researcher	0.00%	0.20%	0.00%	0.20%
Other- Not Health Related	0.00%	2.30%	2.80%	0.80%

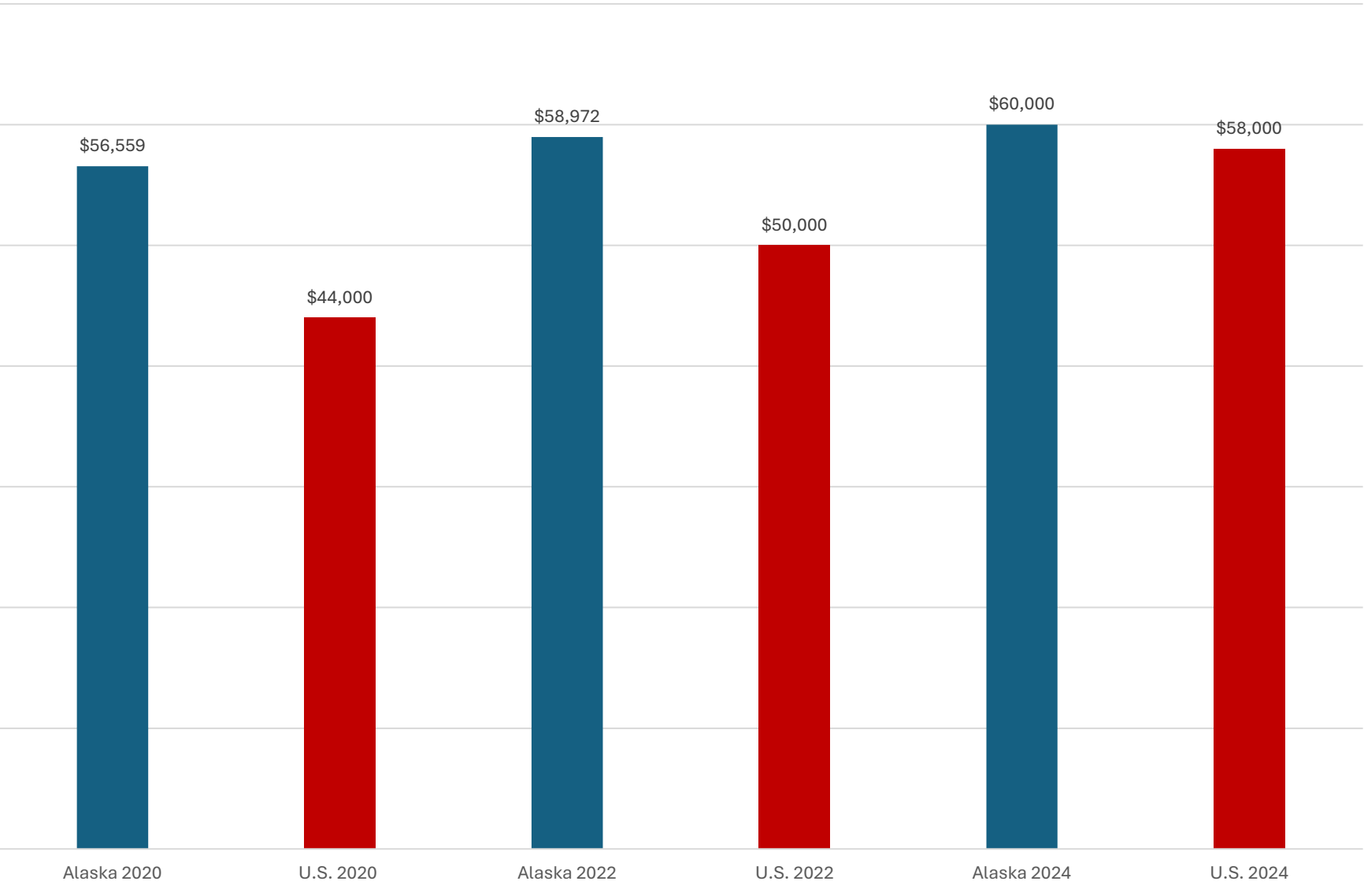
Alaska LPN Primary Specialty 2022 and 2024

Source: National Nursing Workforce Study

	Alaska 2022	U.S. 2022	Alaska 2024	U.S. 2024
Geriatric/gerontology	24.20%	31.30%	20.80%	28.10%
Other-clinical specialties	15.20%	13.40%	2.80%	9.80%
Adult health	12.10%	7.00%	1.40%	6.90%
Family health	9.10%	5.10%	4.20%	4.60%
Home health	6.10%	8.40%	1.40%	8.10%
Pediatrics	6.10%	7.40%	2.80%	6.20%
Orthopedic	6.10%	0.00%	4.20%	0.00%
Primary Care	6.10%	0.00%	5.60%	0.00%
Occupational Health	6.10%	0.70%	0.00%	0.90%
Cardiology	6.10%	0.90%	1.40%	1.00%
Palliative Care/hospice	3.00%	1.80%	0.00%	2.00%
Psychiatric/mental health/substance abuse	0.00%	2.90%	1.40%	1.10%
Rehabilitation	0.00%	2.80%	1.40%	4.00%
Acute Care/Critical Care	0.00%	3.40%	0.00%	3.60%
School health	0.00%	1.80%	0.00%	1.90%
Medical-surgical	0.00%	3.90%	0.00%	5.00%
Other-non-clinical specialties	0.00%	1.30%	0.00%	6.00%
Oncology	0.00%	0.80%	0.00%	0.80%
Community	0.00%	1.10%	1.40%	1.40%
Women's health	0.00%	0.70%	0.00%	0.80%
Maternal-child health/obstetrics	0.00%	0.90%	0.00%	0.80%
Public health	0.00%	1.30%	1.40%	4.20%
Emergency/trauma	0.00%	1.50%	0.00%	1.50%
Nephrology	0.00%	1.10%	0.00%	0.80%
Perioperative	0.00%	0.50%	0.00%	0.50%
Neonatal	0.00%	0.10%	0.00%	0.10%
Anesthesia	0.00%	0.10%	0.00%	0.10%

The greatest percentage of Alaska LPNs indicated their primary specialty was geriatric/gerontology followed by other clinical specialties and adult health which is similar to the national average. There were fewer LPNs with a Home Health than the national average.

Alaska LPN Pre-Tax Earnings in Primary Nursing Position
Source: National Nursing Workforce Survey

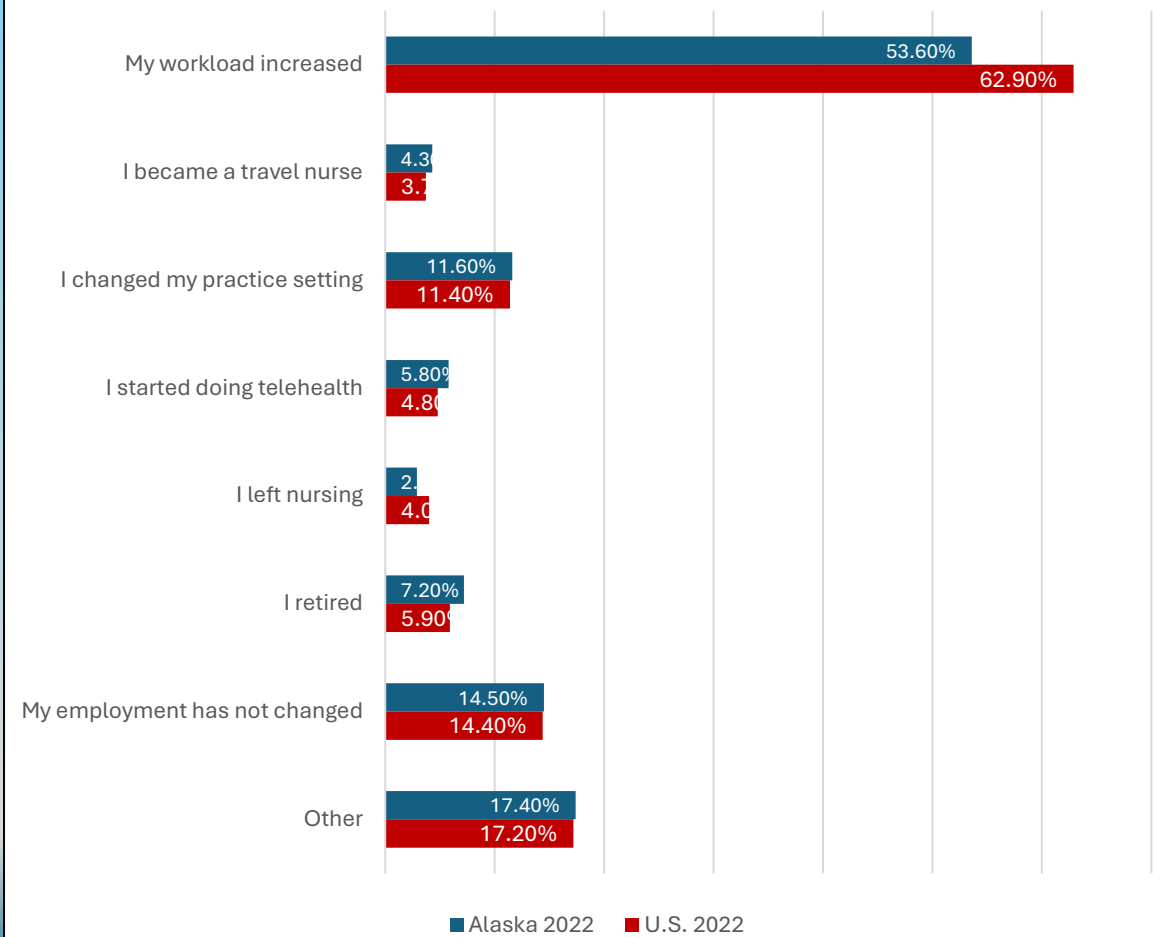


Alaska LPNs reported pre-tax earnings above the national average in 2020, 2022 and 2024.

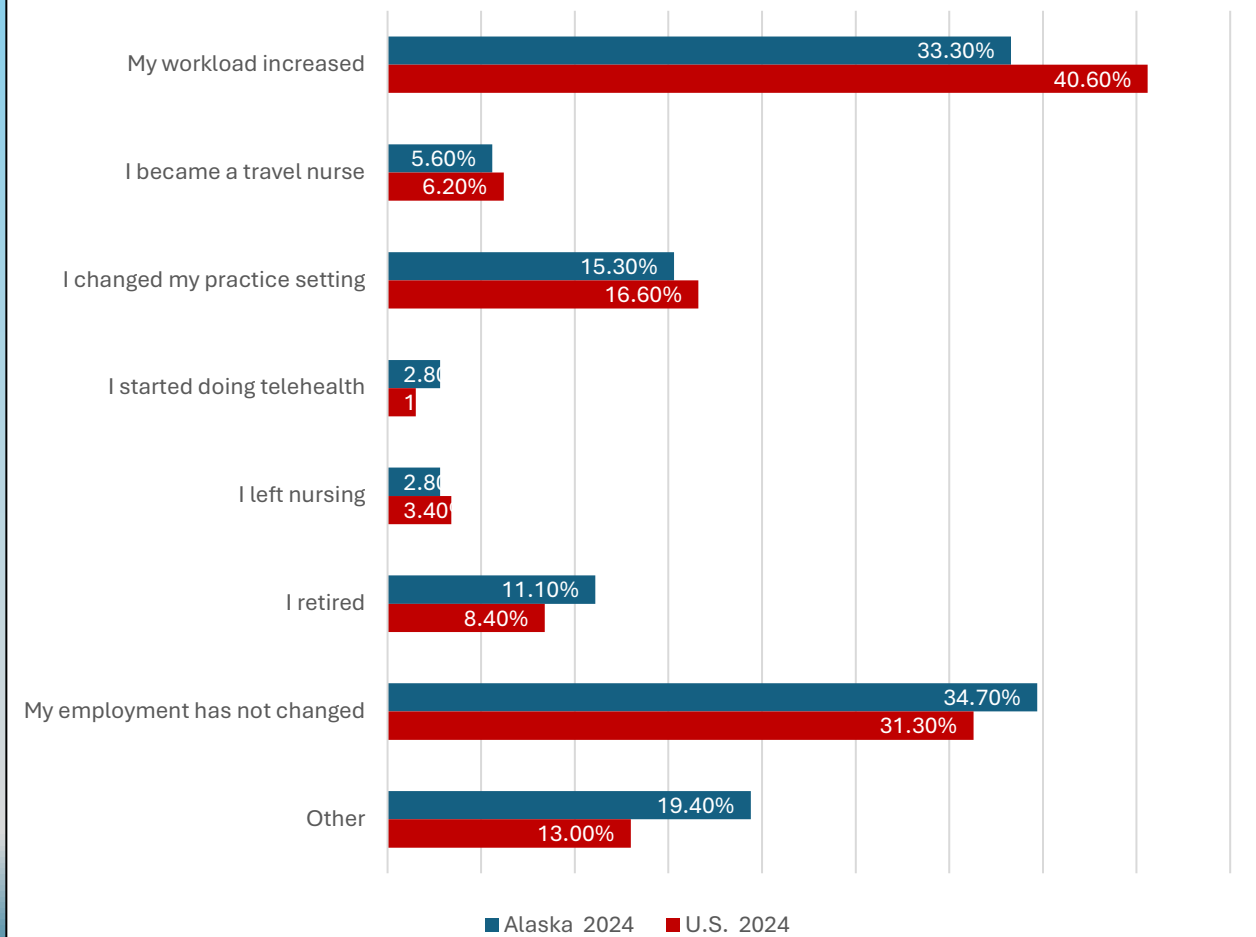
Alaska LPN earnings increased by 6.04% from 2020 to 2024 which is less than the national increase of 31.82%

More Alaska LPNs indicated that their employment has not changed or that they retired in the last two years in 2024 as compared to the national average.

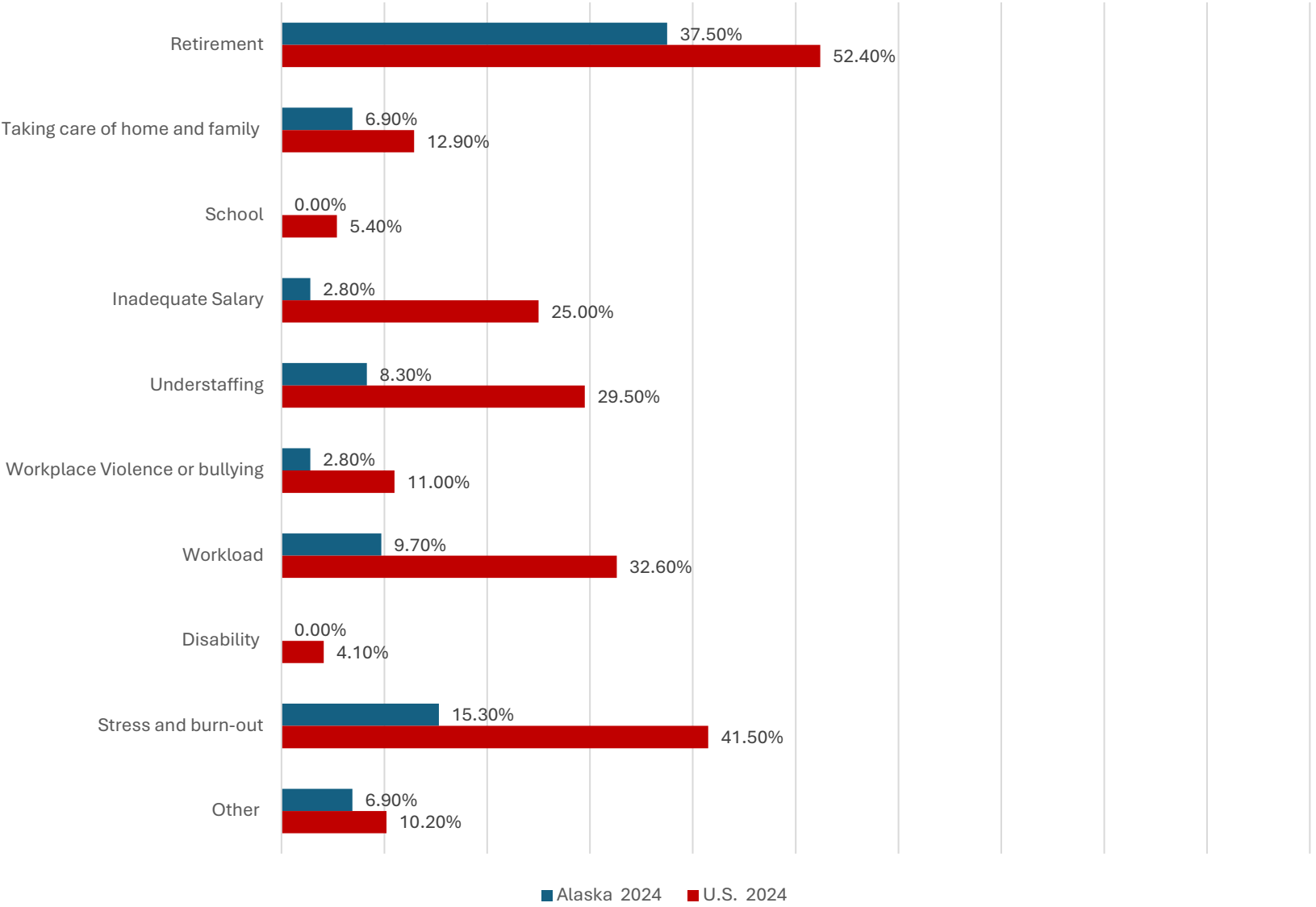
Alaska 2022 LPN Employment Changes
Source: National Nursing Workforce Survey



Alaska 2024 LPN Employment Changes
Source: National Nursing Workforce Survey



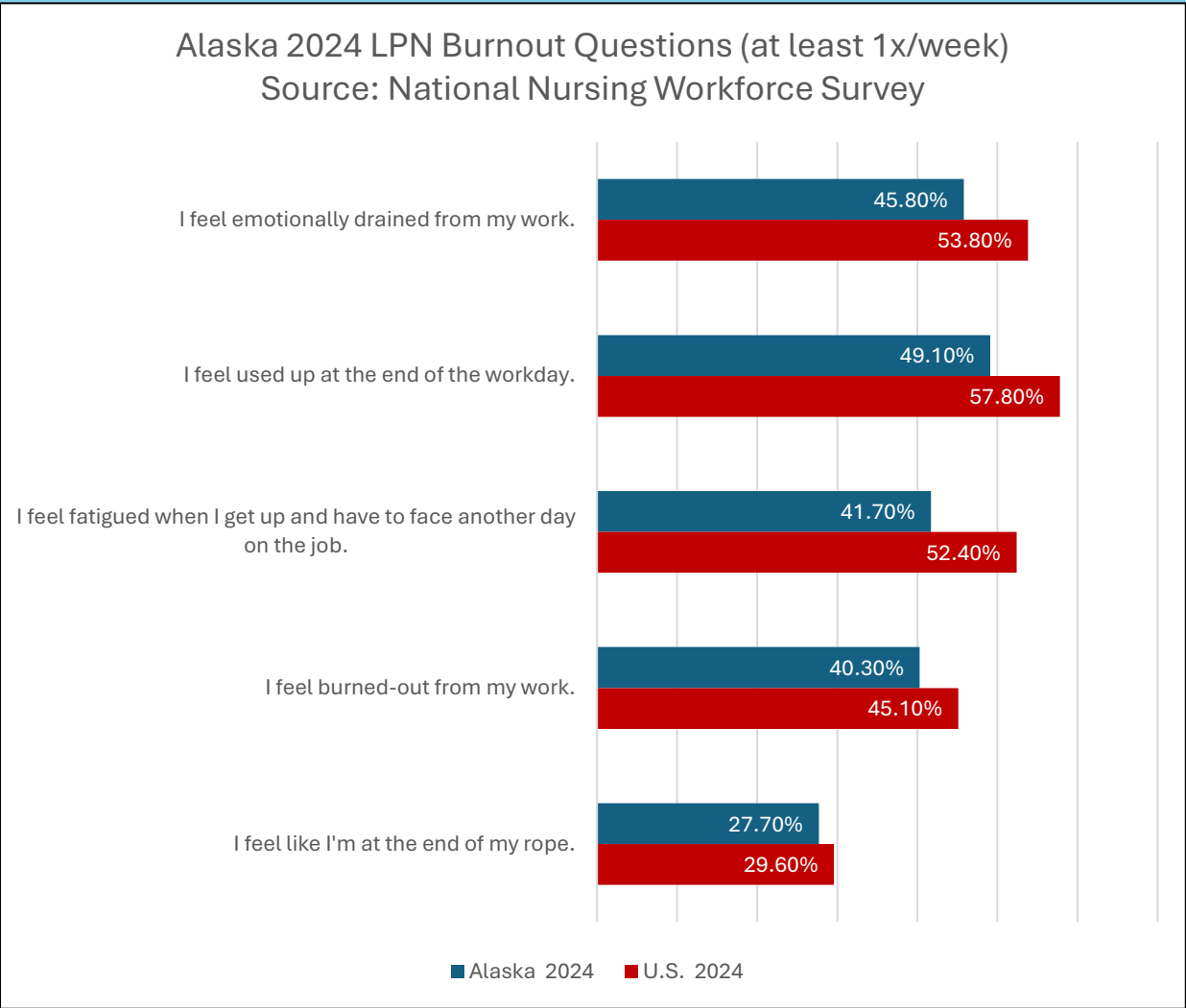
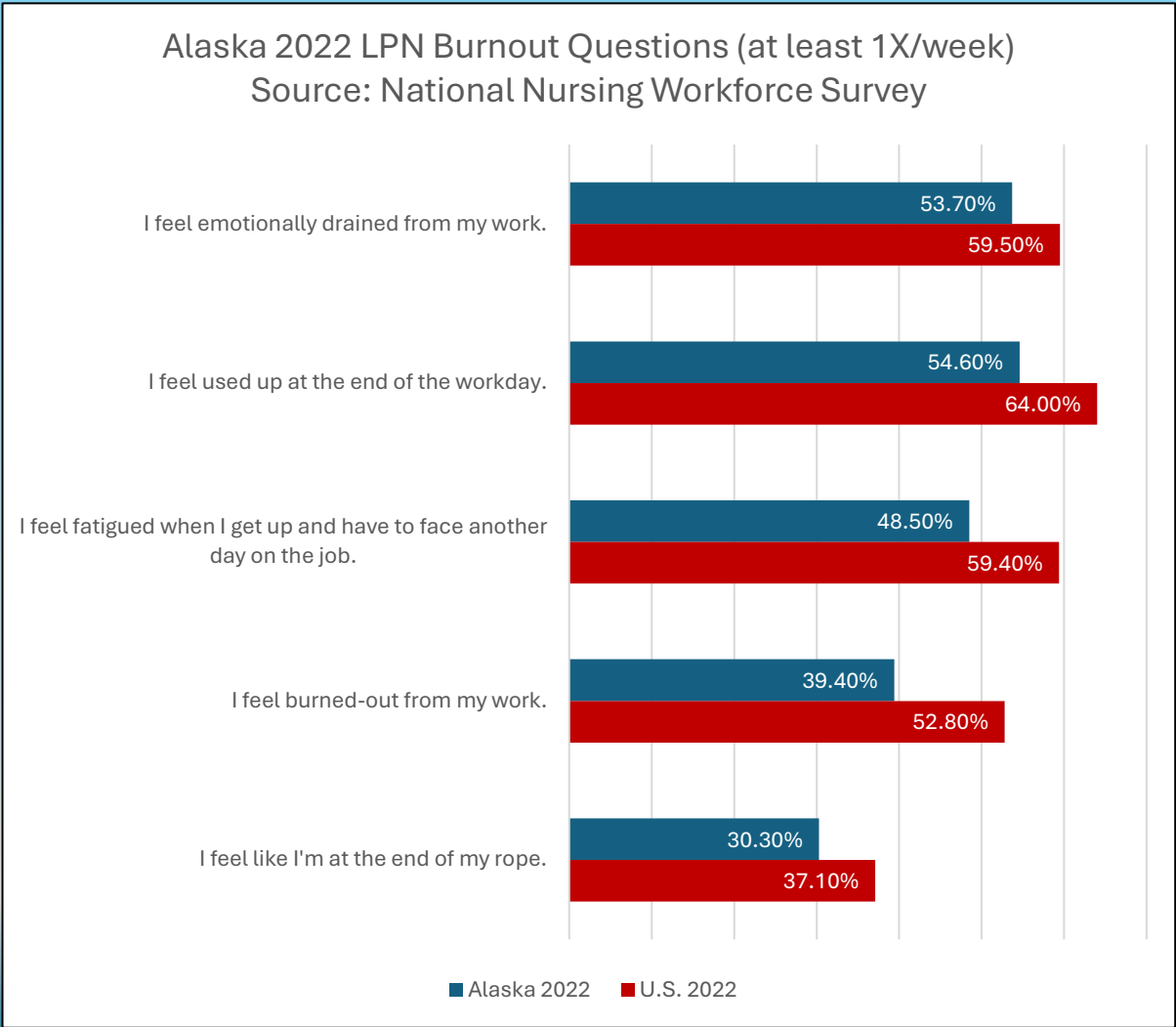
Alaska LPN Leaving Nursing in the next 5 years
Source: National Nursing Workforce Survey



The most frequent reason Alaska LPNs indicated that they planned to leave nursing in the next 5 years was retirement although at a lower rate than the national average. This is followed by stress and burnout. All reasons were less than the national average.

Fewer Alaska LPNs reported that they were burned out at least 1x per week on all questions than the national average in both 2022 and 2024.

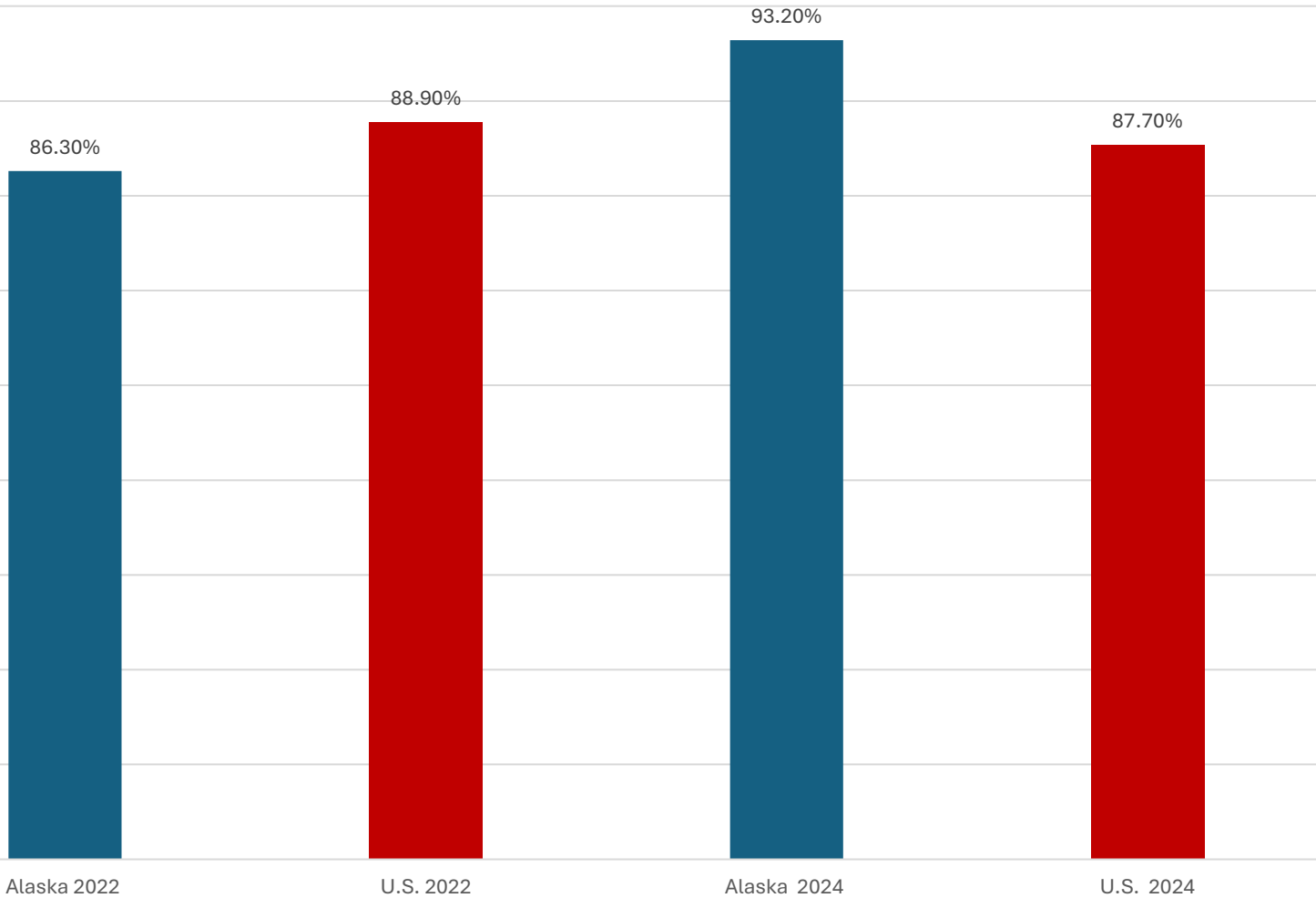
In 2024, nearly half of Alaska LPNs felt emotionally drained from their work or used up at the end of the workday at least 1X per week. Almost 1/3 indicated that they felt that they were at the end of their rope at least 1x a week.



RN Employment (including APRNS)

Alaska RN Actively Employed in Nursing (Full-time, Part-time and Per Diem)

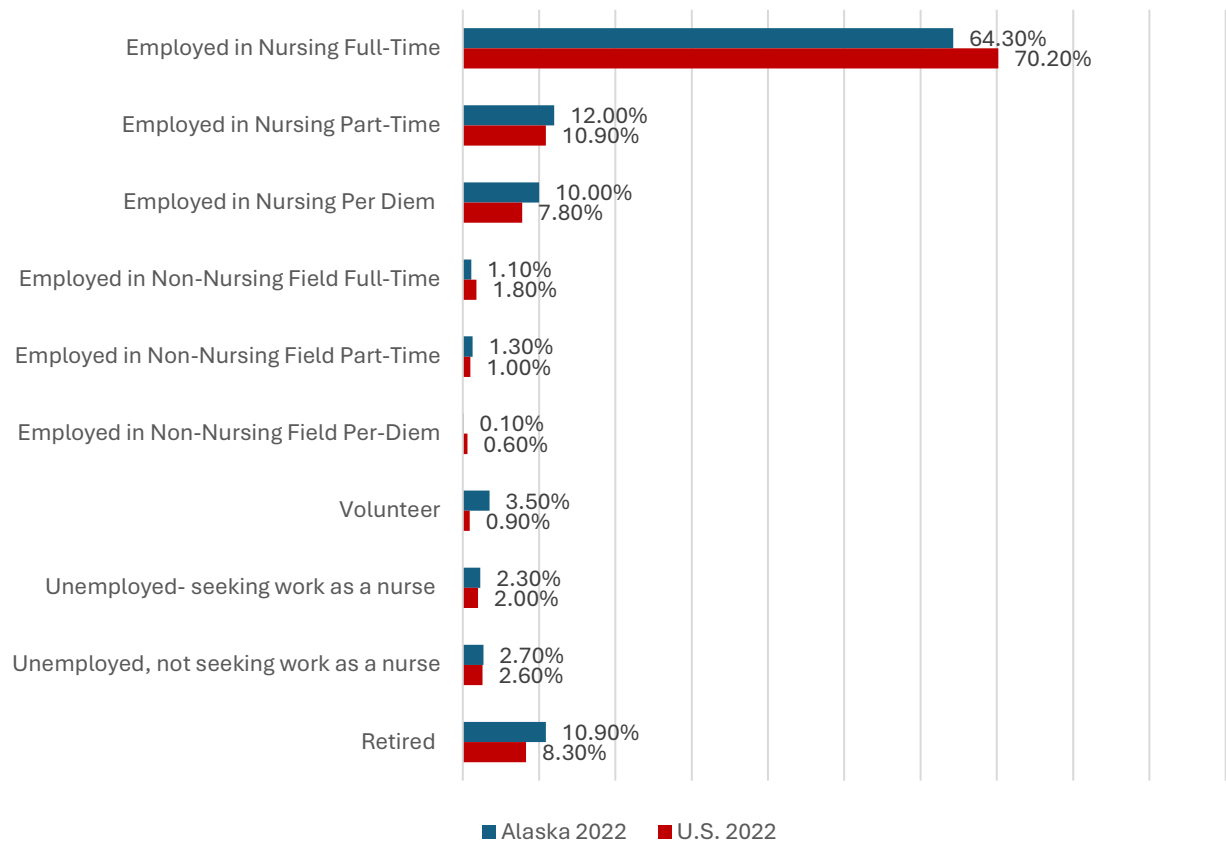
Source: National Nursing Workforce Survey



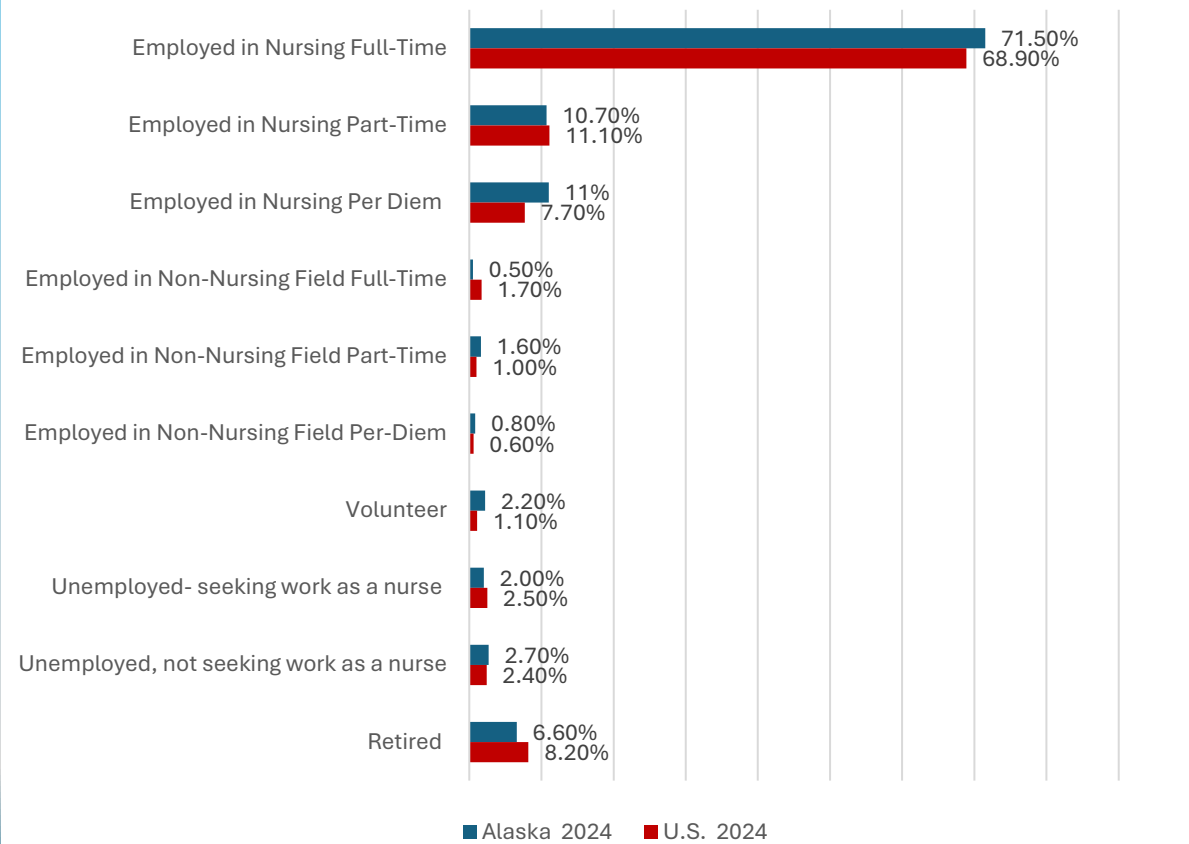
There was an increase in the percentage of RNs that are actively employed in nursing in Alaska, and was higher than the national average for both 2022 and 2024.

In 2022 there was a larger percentage of RNs that were retired, volunteering, or working in nursing part-time or per diem than the national average. In 2024, there was a larger percentage of nurses employed full-time and per diem than the national average.

Alaska RN Employment Status 2022
Source: National Nursing Workforce Survey



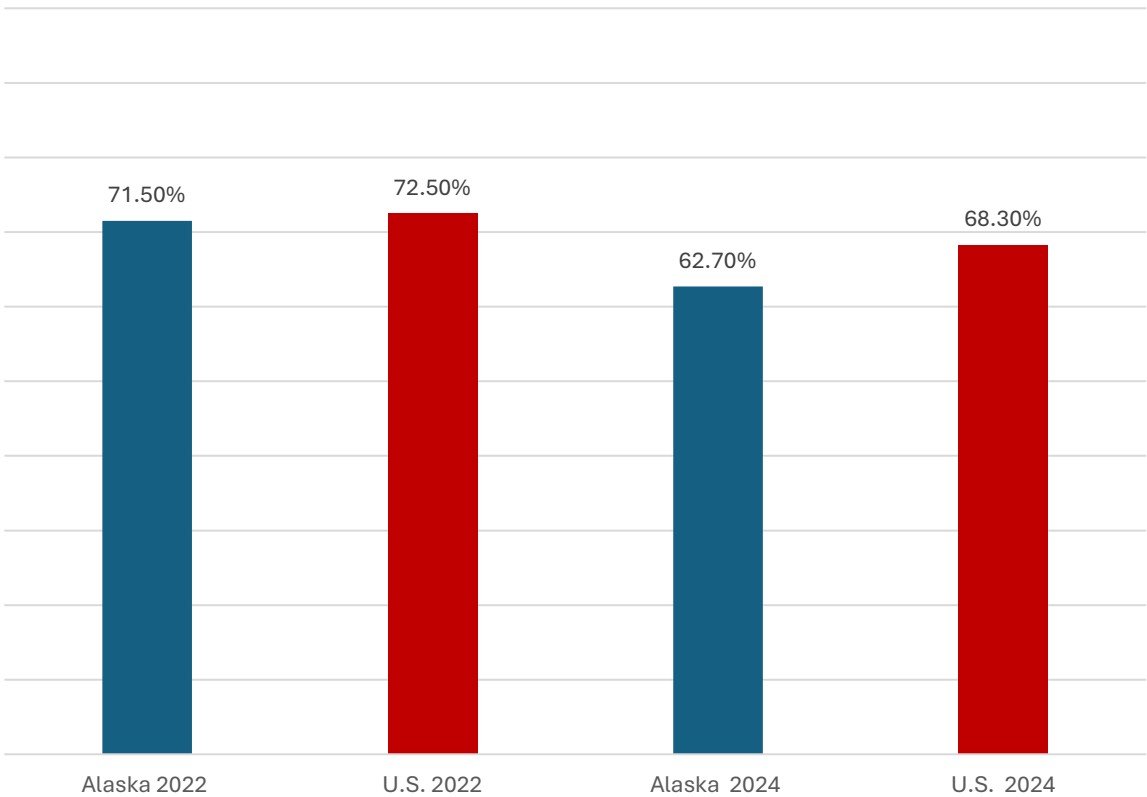
Alaska RN Employment Status 2024
Source: National Nursing Workforce Survey



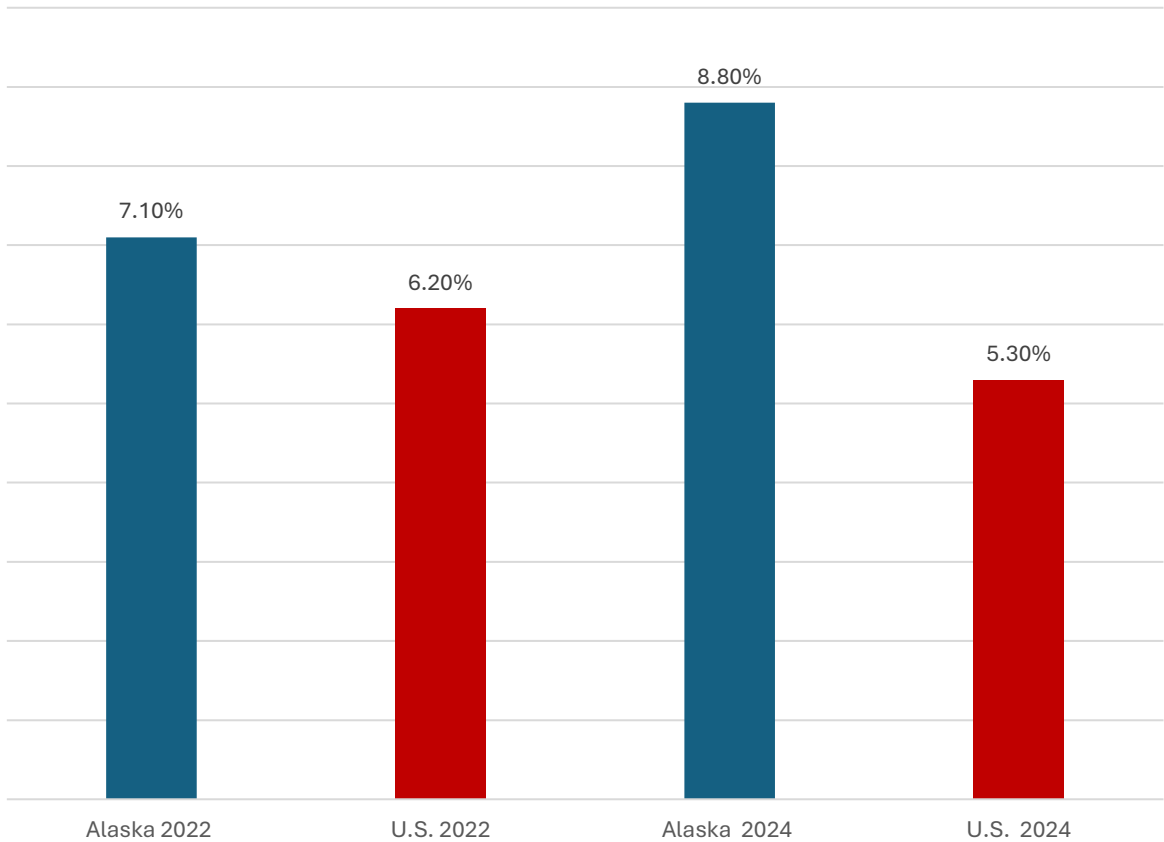
In 2024, fewer RNs indicated that they were working in a nursing position providing direct patient care as compared to 2022 and was lower than the national average.

The percentage of Alaska RNs that indicated they are a travel nurse increased in 2024 and was higher than the national average.

Alaska RN Primary Nursing Position Providing Direct Patient Care
Source: National Nursing Workforce Survey



Alaska RNs that are a Travel Nurse
Source: National Nursing Workforce Study



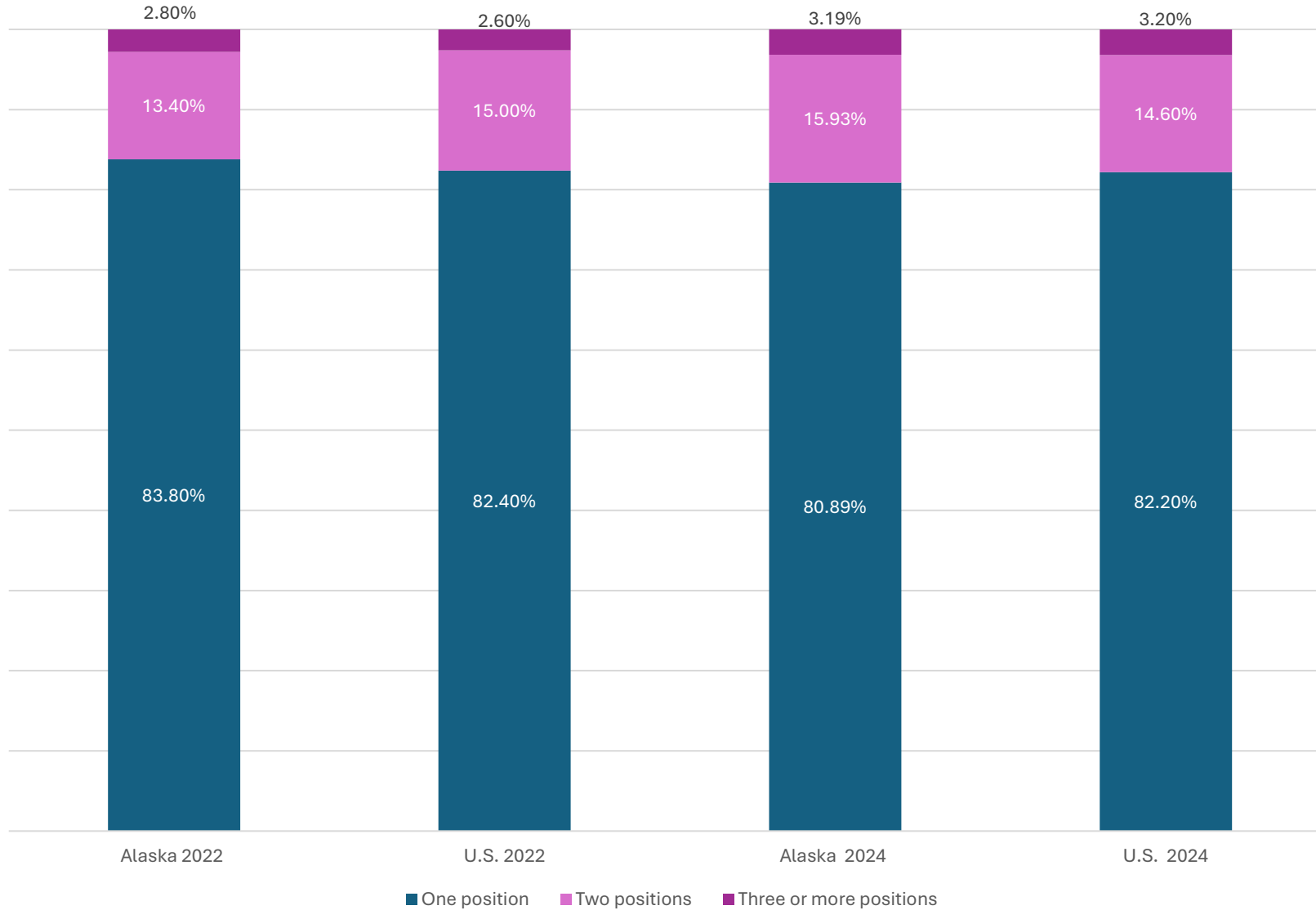
Fewer RNs indicated that they are actively practicing in Alaska in 2024 as compared to 2022. RNs indicated that they were actively practicing in several other states including Texas and Washington.

RN State Actively Practicing

RN	Alaska 2022	Alaska 2024		Alaska 2022	Alaska 2024
Alaska	87.10%	71.10%	North Dakota	0.00%	1.90%
Alabama	0.60%	2.50%	New Hampshire	0.80%	2.20%
Arkansas	0.20%	3.00%	New Jersey	0.20%	1.90%
Arizona	1.10%	4.40%	New Mexico	0.90%	2.20%
California	1.40%	5.20%	Nevada	0.50%	2.40%
Colorado	2.80%	3.80%	New York	0.30%	3.00%
Connecticut	0.30%	2.00%	Ohio	0.00%	2.40%
Delaware	1.70%	1.90%	Oklahoma	0.90%	2.40%
Florida	0.60%	3.50%	Oregon	0.80%	4.40%
Georgia	0.90%	3.10%	Pennsylvania	1.20%	2.00%
Hawaii	1.10%	2.00%	South Carolina	0.20%	2.40%
Iowa	0.50%	2.00%	South Dakota	0.90%	2.20%
Idaho	0.00%	2.50%	Tennessee	0.50%	4.10%
Illinois	1.90%	2.70%	Texas	1.20%	5.30%
Indiana	0.50%	1.90%	Utah	0.50%	2.70%
Kansas	1.90%	2.20%	Virginia	0.50%	2.80%
Kentucky	0.50%	2.80%	Washington	3.40%	6.30%
Louisiana	0.00%	2.70%	Wisconsin	0.60%	2.80%
Massachusetts	1.10%	1.90%	West Virginia	0.50%	1.70%
Maryland	0.50%	2.40%	Wyoming	0.60%	2.50%
Maine	0.90%	2.40%	Guam	0.50%	0.50%
Michigan	0.50%	2.70%	Virgiin Islands	0.80%	0.30%
Minnesota	0.30%	1.90%	Washington D.C.	0.00%	1.70%
Missouri	0.50%	2.40%	American Somoa	0.00%	0.30%
Mississippi	0.50%	3.00%	Northern Marina Islands	0.00%	0.30%
Montana	0.50%	2.40%			
North Carolina	0.80%	3.30%			
Nebraska	0.30%	2.00%			

Alaska RN Number of Employment Positions

Source: National Nursing Workforce Study



In 2022 and 2024, a similar percentage of Alaska RNs worked in one employment position as compared to the national average.

RN Employment Setting

Alaska RNs most frequently reported working in Hospitals, Ambulatory Care and other settings in their primary practice setting which was similar to the national average.

	Alaska 2022	U.S. 2022	Alaska 2024	U.S. 2024
Hospital	54.00%	57.50%	45.60%	53.30%
Other	11.90%	9.60%	12.40%	10.50%
Ambulatory Care Setting	11.70%	10.40%	13.70%	11.50%
Insurance Claims/Benefits	0.30%	2.00%	1.50%	2.00%
Nursing Home/Extended Care	3.70%	3.90%	2.90%	4.70%
Home Health	3.00%	3.40%	2.00%	3.50%
Community Health	2.30%	2.00%	3.30%	2.30%
School of Nursing	1.90%	2.10%	1.80%	3.20%
School Health Service	3.30%	2.30%	2.00%	2.30%
Assisted Living Facility	0.50%	0.50%	1.10%	0.50%
Hospice	0.30%	1.80%	1.30%	1.80%
Public Health	2.40%	1.70%	2.20%	1.50%
Dialysis Center	0.30%	1.10%	0.20%	1.10%
Correctional Facility	3.00%	0.70%	0.90%	0.90%
Occupational Health	0.90%	0.70%	0.40%	0.60%
Policy/Planning/Regulatory	0.30%	0.30%	0.40%	0.30%

Alaska RN Primary Position 2022 and 2024
Source: National Nursing Workforce Study

Alaska RNs most frequently reported their primary position as a staff nurse although this decreased between 2022 and 2024. The percentage of Advanced Practice Nurses also decreased between 2022 and 2024.

	Alaska 2022	U.S 2022	Alaska 2024	U.S. 2024
Staff Nurse	60.10%	56.50%	49.50%	57.10%
Other- Health Related	8.30%	7.70%	8.50%	8.90%
Nurse Manager	7.30%	7.30%	8.00%	7.30%
Case Manager	6.10%	10.90%	7.90%	6.70%
Nurse Faculty	1.60%	3.30%	1.90%	4.50%
Nurse Executive	2.80%	1.90%	1.60%	2.20%
Advanced Practice Nurse	11.60%	9.70%	9.70%	10.80%
Nursing Consultant	1.40%	1.20%	1.10%	1.50%
Nurse Researcher	0.50%	0.50%	0.20%	0.60%
Other- Not Health Related	0.30%	1.10%	0.20%	0.40%

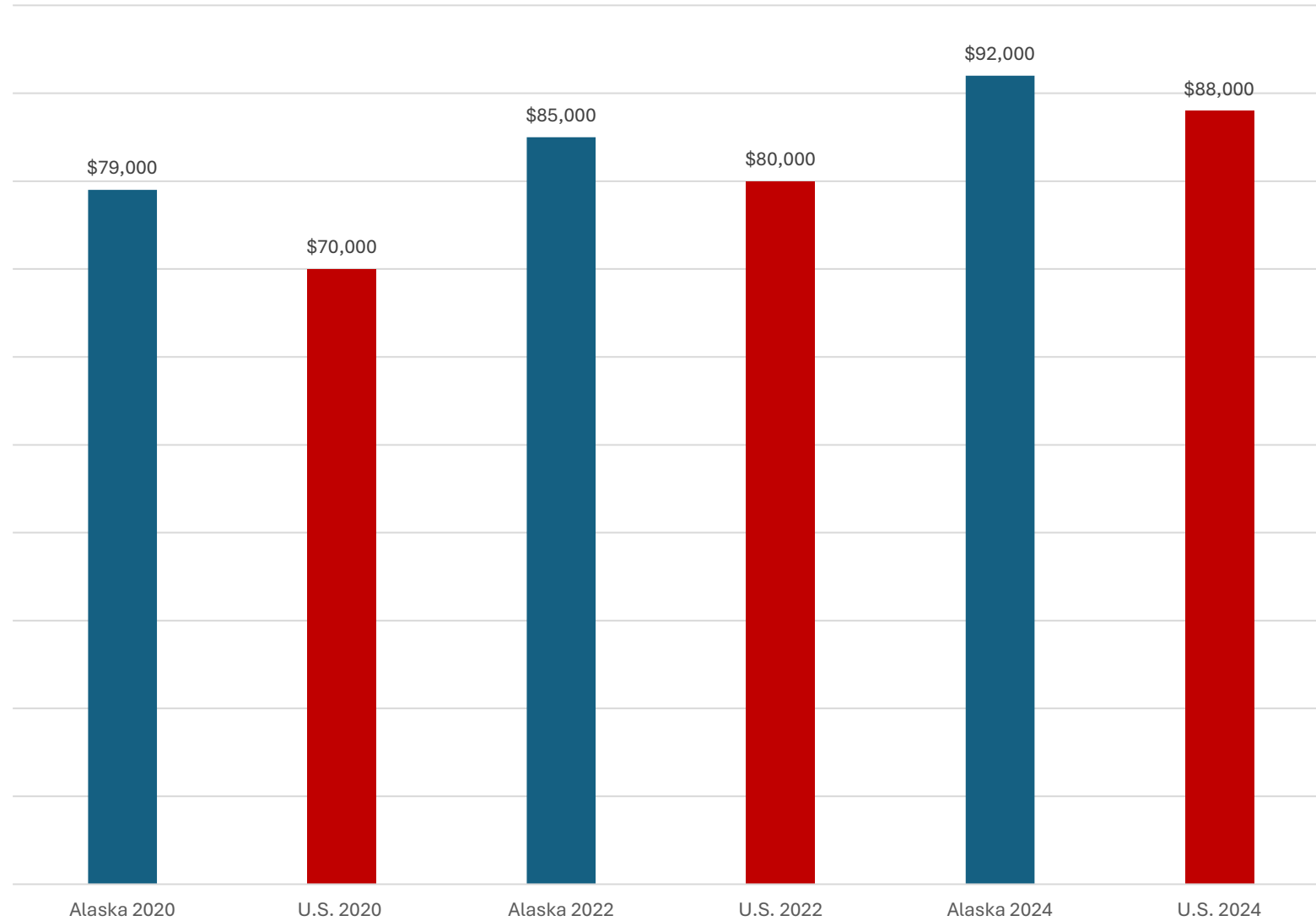
Alaska RN Primary Specialty 2022 and 2024

Source: National Nursing Workforce Study

The greatest percentage of Alaska RNs indicated their primary specialty was acute care/critical care followed by medical/surgical and emergency trauma at slightly lower percentages than the national average.

	Alaska 2022	U.S. 2022	Alaska 2024	U.S. 2024
Acute Care/Critical Care	14.60%	16.50%	8.60%	13.90%
Medical-surgical	9.90%	10.00%	6.60%	8.80%
Emergency/trauma	9.20%	8.10%	8.30%	6.60%
Perioperative	8.40%	6.40%	4.20%	6.10%
Maternal-child health/obstetrics	6.70%	4.50%	5.20%	4.50%
Family health	6.00%	2.60%	2.20%	3.30%
Other-clinical specialties	5.40%	7.30%	4.60%	8.80%
Pediatrics	4.70%	4.90%	2.50%	4.30%
Geriatric/gerontology	4.90%	4.40%	3.00%	4.80%
Primary Care	4.50%	2.30%	4.40%	2.10%
Cardiology	3.20%	3.70%	1.40%	3.40%
Home health	3.20%	3.00%	2.40%	3.20%
Public health	3.20%	1.70%	1.60%	1.50%
Adult health	1.90%	2.60%	2.00%	3.70%
Anesthesia	1.90%	1.80%	1.10%	1.90%
Psychiatric/mental health/substance abuse	1.70%	2.50%	1.10%	3.60%
Occupational Health	1.70%	1.00%	0.60%	0.80%
Neonatal	1.50%	2.40%	1.40%	2.20%
Neurology/Neurosurgical	1.30%	1.00%	0.50%	1.00%
Orthopedics	1.10%	1.20%	1.10%	0.90%
Oncology	0.90%	3.30%	2.20%	3.10%
Informatics	0.90%	0.50%	0.30%	0.40%
Radiology	0.40%	0.20%	0.00%	0.30%
Other-non-clinical specialties	0.40%	5.60%	1.10%	7.20%
Women's health	0.40%	1.10%	0.50%	1.20%
Rehabilitation	0.40%	0.90%	0.20%	1.40%
Palliative Care/hospice	0.40%	2.10%	1.10%	1.80%
School health	0.40%	1.20%	1.10%	1.50%
Nephrology	0.20%	1.60%	0.30%	1.40%
Community	0.20%	1.00%	0.60%	1.00%
Genetics	0.20%	0.20%	0.00%	0.20%

Alaska RN Median Pre-Tax Earnings in Primary Nursing Position
Source: National Nursing Workforce Survey

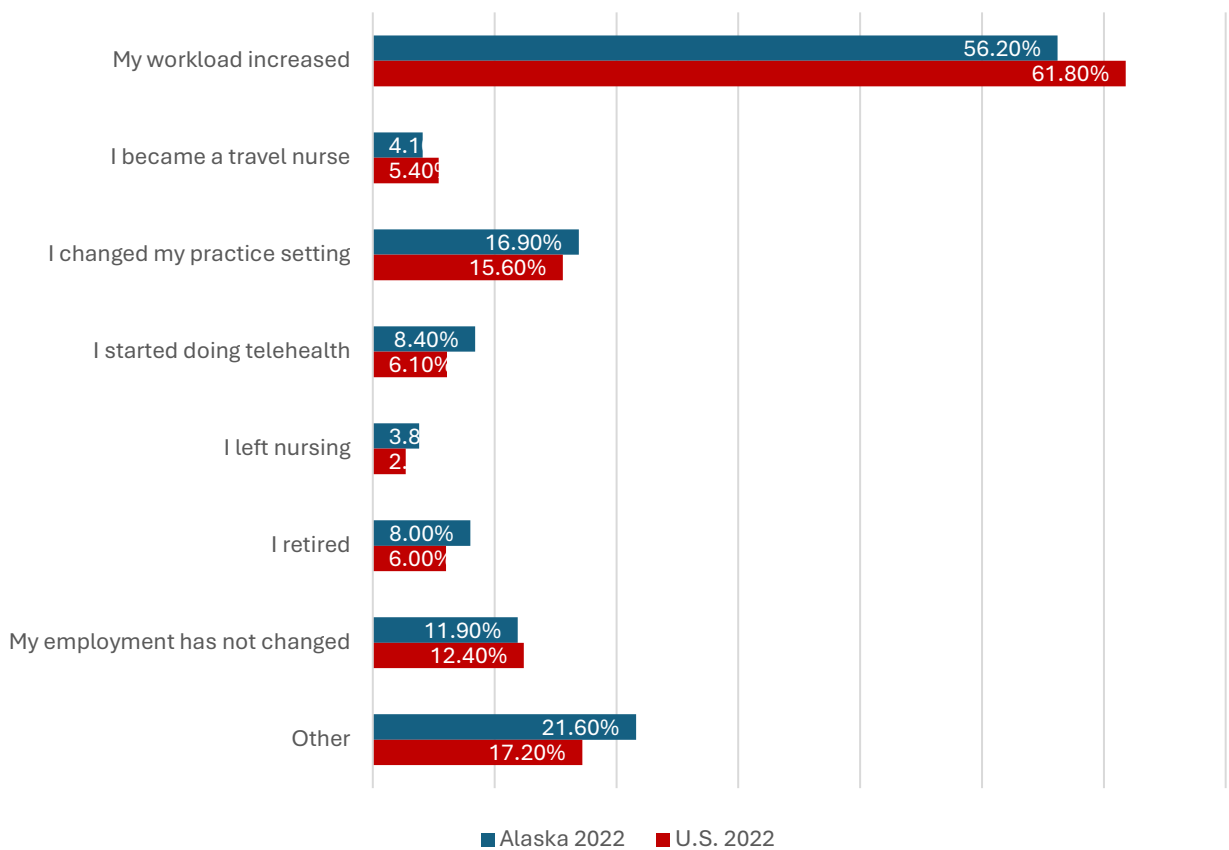


Alaska RNs reported pre-tax earnings above the national average in 2020, 2022 and 2024.

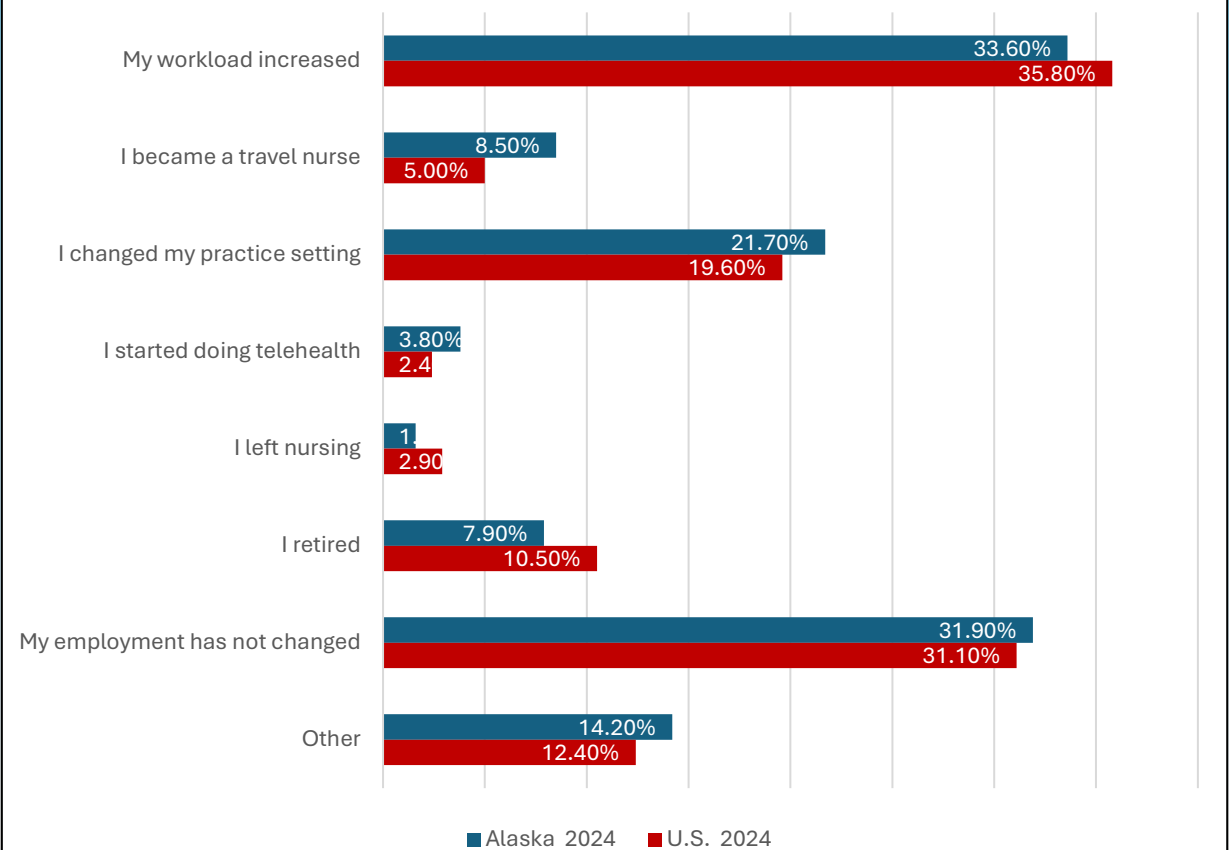
Alaska RN earnings increased by 16.46% from 2020 to 2024 which is less than the national increase of 25.71%

More Alaska RNs indicated that their employment has not changed or that they changed their practice setting in the last two years in 2022 and in 2024 as compared to the national average.

Alaska 2022 RN Employment Changes
Source: National Nursing Workforce Survey

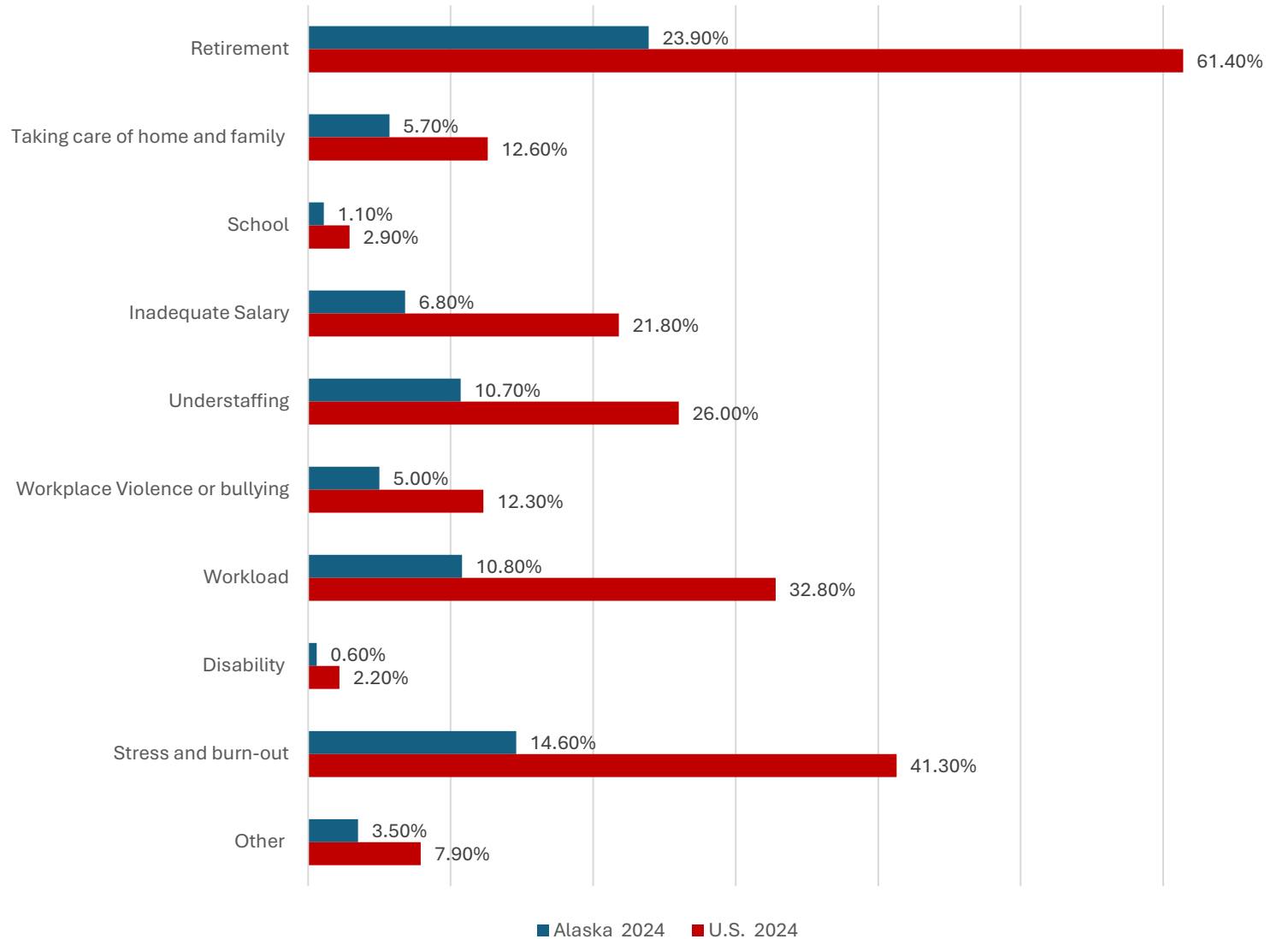


Alaska 2024 RN Employment Changes
Source: National Nursing Workforce Survey



Alaska RN Leaving Nursing in the next 5 Years

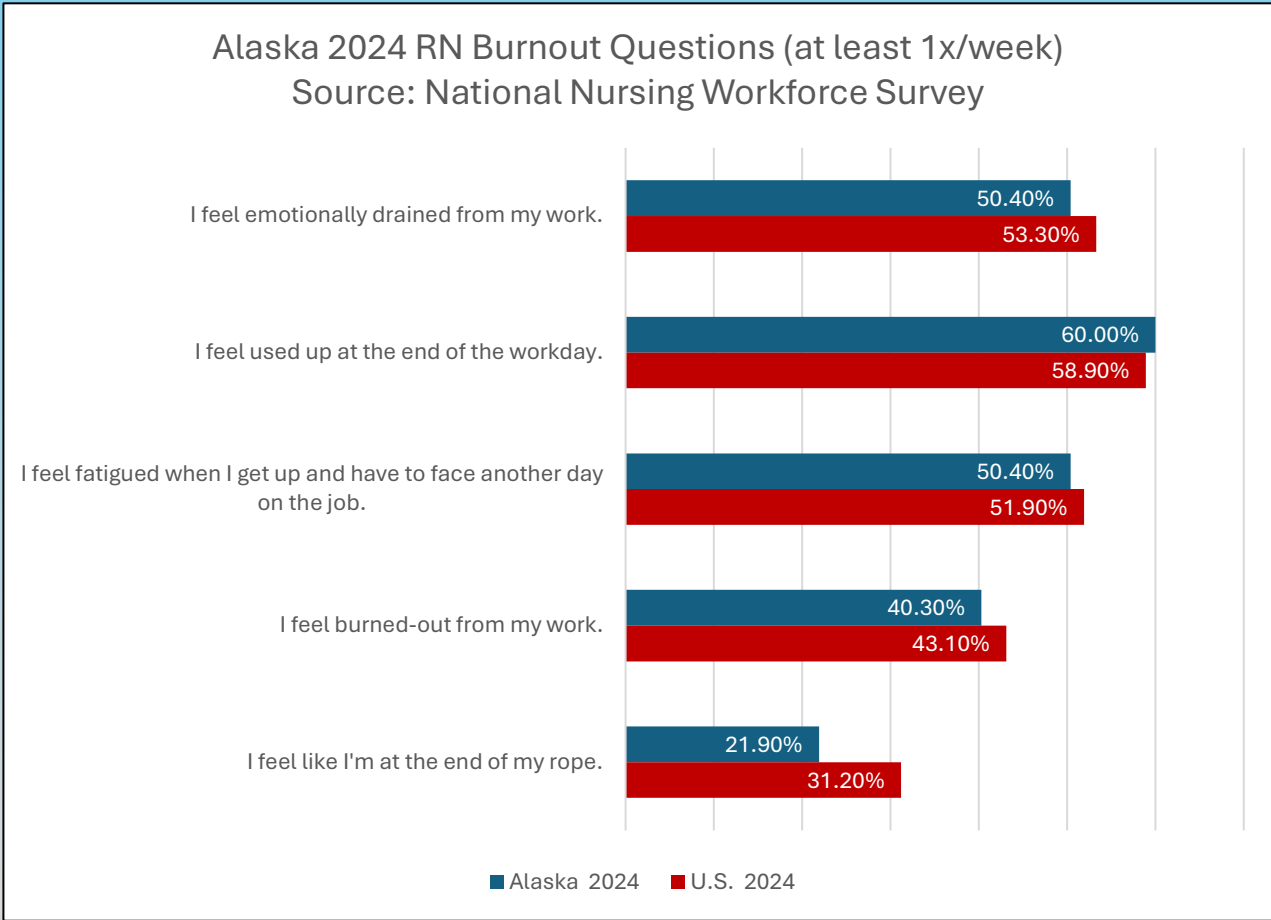
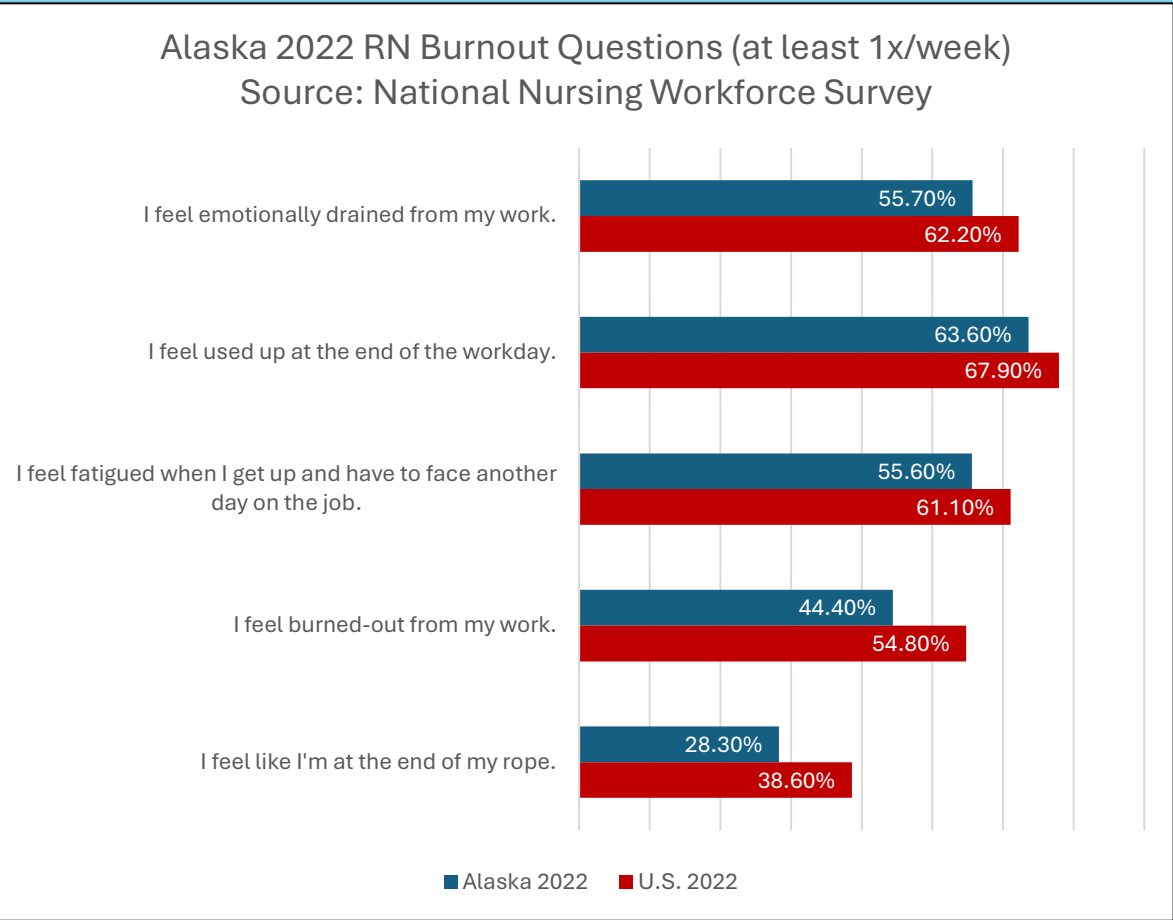
Source: National Nursing Workforce Survey



The most frequent reason Alaska RNs indicated that they planned to leave nursing in the next 5 years was retirement although at a lower rate than the national average. This is followed by stress and burnout. All reasons were less than the national average.

In 2024, slightly more Alaska RNs reported that they felt used up at the end of the workday at least 1 time or more a week than the national average.

In 2024, almost 60% of Alaska RNs felt used up at the end of the workday at least 1X per week. About ½ 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.



Nursing Supply Data Gaps/Questions

Missing Data

- Non-renewals
- Licensure population data only includes mailing address
- Population based demographic and employment data

Missing Minimum Data Set Variables (from the NCSBN survey data)

- Intent to leave the workforce in the next 12 months
- All nursing education programs completed
- Student loan debt for nursing school

Nursing Supply Data Recommendations

- Encourage greater completion of National Nursing Workforce Survey in 2026
- Examine completion of Enotify in Alaska and whether this is an option to collect more supply data. Some states have required completion of this survey.

Steering Committee Group Discussion

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

Remaining Data for Next Meeting

- Demand Data
- Workforce Projections and putting it all together

Steering Committee Homework

Review slides from today and be prepared to share additional insights as to the implications of the data for the Alaska Nursing Workforce Center Development at our next meeting on August 20th.

Data from these slides are preliminary until the final report is released. The final report will also include the steering committee's thoughts on next steps.