

# Nursing Workforce Trends

Amy Garcia DNP, MSN, RN, FAAN

August 1, 2025



1

## Agenda

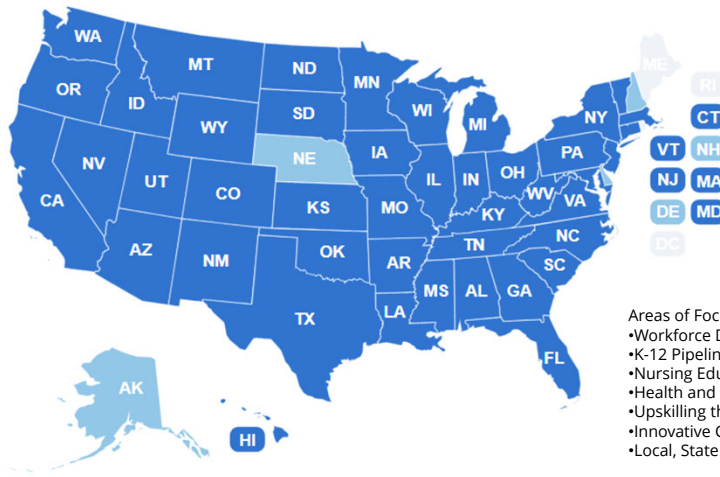
- Nursing Workforce Centers
- Nurses & Nursing Education
- Nursing Employment & Salaries
- Value of Nursing

*Acknowledgement: This work was made possible by a generous gift from the Centene Foundation / Sunflower Health Plan and the support of the University of Kansas School of Nursing.*

2



## The National Forum of State Nursing Workforce Centers



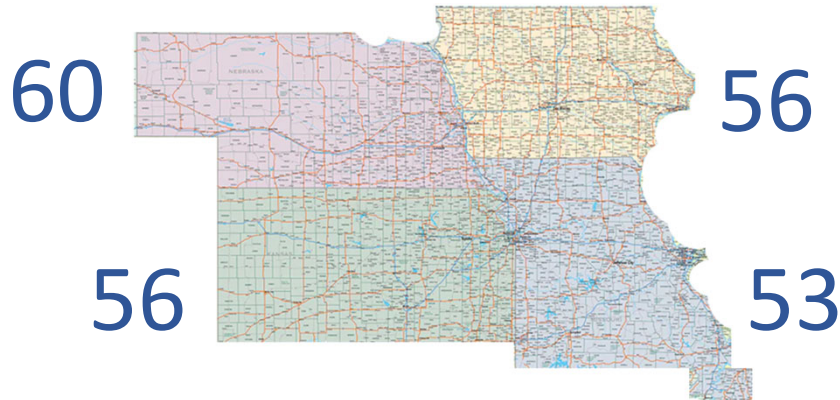
- Areas of Focus
- Workforce Data
  - K-12 Pipeline and Pre-nursing Pathways
  - Nursing Education at the LPN, RN and APRN Levels
  - Health and Well-being of the Nursing Workforce
  - Upskilling the Workforce through Academic/Mentoring Programs
  - Innovative Care Delivery Models
  - Local, State and Federal Policy

3

## Different states, different workforce centers.

4

**NE, IA, KS, MO have similar rural/ urban mix  
and saturation of nurse licenses per 1000**



5

**Kansas Nursing Workforce Center, est. 2023**

Our mission is to ensure that every Kansan has access to quality nursing care when and where it is needed, and to support the nurse as an individual and a member of a team.

6

## What do we do?

Data analysis  
and reporting  
\*

Reports  
Dashboard  
Students

Improve the  
image of  
Nursing  
\*

Media

Help people  
find their path to  
becoming a  
nurse  
\*

Pathways  
Applications

Support  
research on the  
nursing  
workforce  
\*

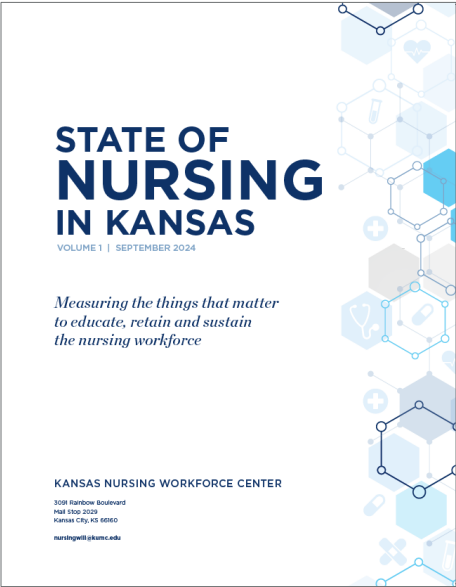
Committee  
Fund projects


Create and  
collaborate on  
programs that  
matter  
\*


DSW  
Aging  
International

We measure the things that matter for nurses, the people  
who employ them, and the Kansans who need them.

7



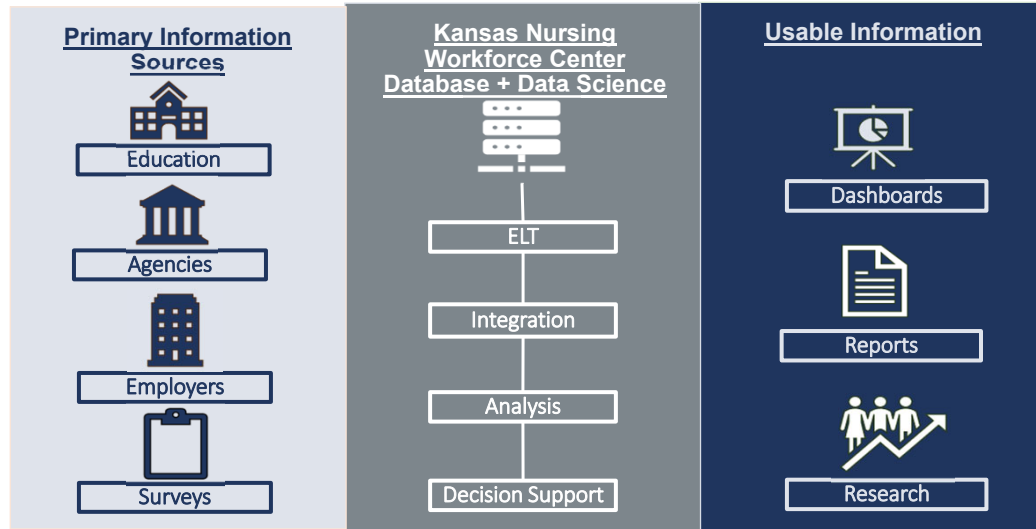




Download Our Report

8

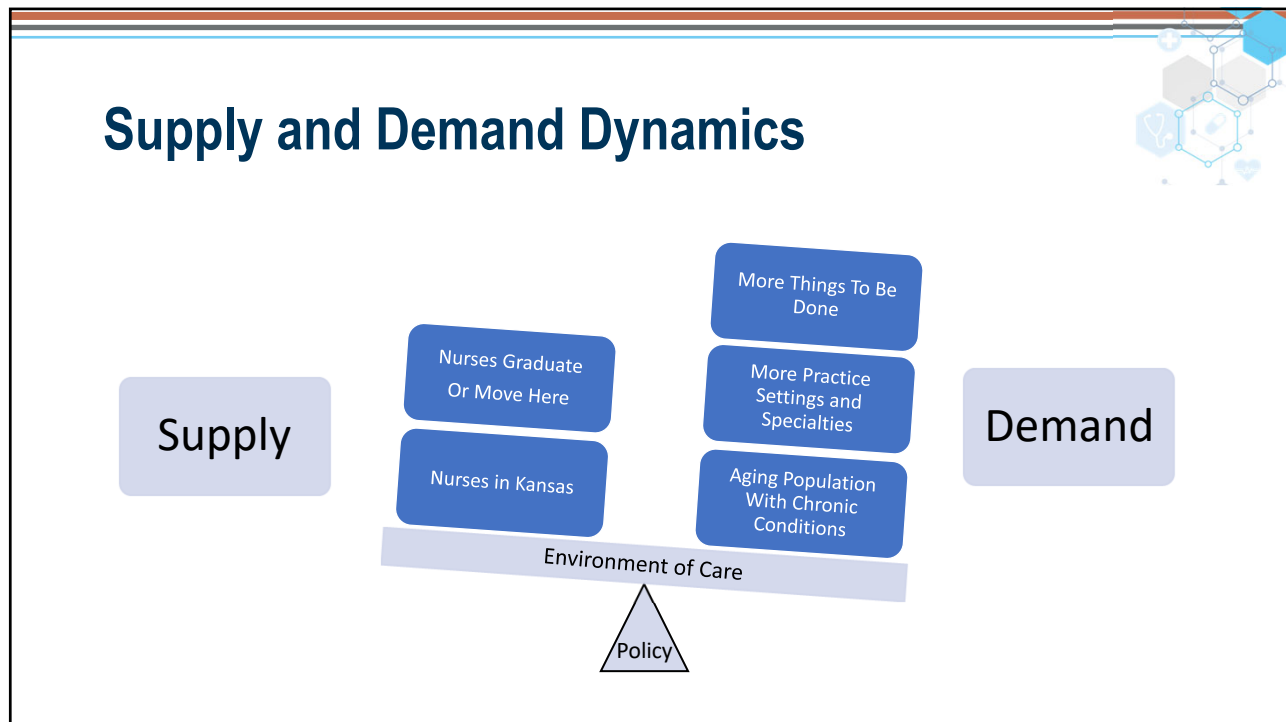
## Creating usable information from disparate sources of data



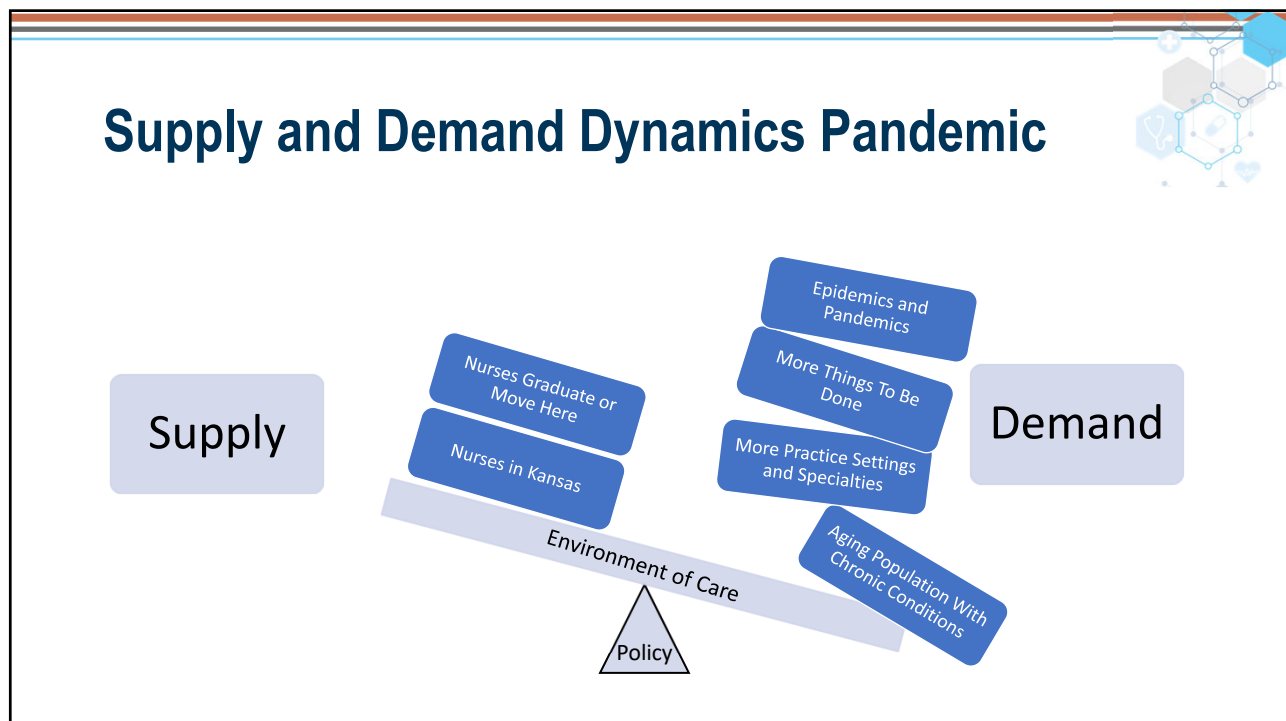
9

## Thinking about the workforce

10

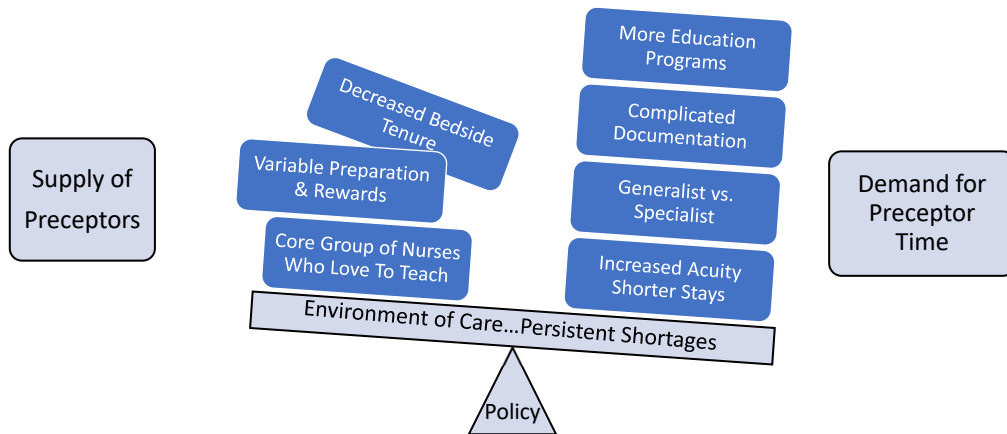


11



12

## Supply and Demand Dynamics: Preceptors




13

## The Big Picture

14

## Top 10 Occupations Projected to Add the Most Jobs



	Employment change, projected 2023–33 (in thousands)	Percent change, projected 2023–33	Median annual wage, May 2024
Home health and personal care aides	820.5	20.7%	\$34,900
Software developers	303.7	17.9%	\$133,080
Cooks, restaurant	244.5	17.0%	\$36,830
Fast food and counter workers	212.5	5.7%	\$30,480
General and operations managers	210.4	5.8%	\$102,950
Registered nurses	197.2	6.0%	\$93,600
Stockers and order fillers	168.6	5.9%	\$37,090
Medical and health services managers	160.6	28.5%	\$117,960
Financial managers	138.3	16.5%	\$161,700
Nurse practitioners	135.5	46.3%	\$129,210


Note: Wage data are from the Occupational Employment and Wage Statistics program, U.S. Bureau of Labor Statistics.



U.S. BUREAU OF LABOR STATISTICS

15

## Top 10 Fastest Growing Occupations



	Percent employment change, projected 2023–33	Employment change, projected 2023–33, in thousands	Median annual wage, May 2024
Wind turbine service technicians	60.1%	6.8	\$62,580
Solar photovoltaic installers	48.0%	12.0	\$51,860
Nurse practitioners	46.3%	135.5	\$129,210
Data scientists	36.0%	73.1	\$112,590
Information security analysts	32.7%	59.1	\$124,910
Medical and health services managers	28.5%	160.6	\$117,960
Physician assistants	28.5%	43.7	\$133,260
Computer and information research scientists	25.6%	9.4	\$140,910
Physical therapist assistants	25.4%	27.5	\$65,510
Operations research analysts	23.0%	28.3	\$91,290

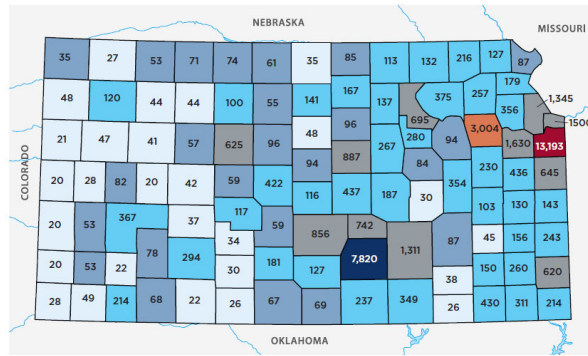


U.S. BUREAU OF LABOR STATISTICS

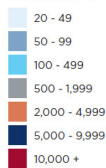
16

## Nurse license counts

- What does that mean?
- Are the nurses licensed in Kansas working IN Kansas?



RN Licensure by County



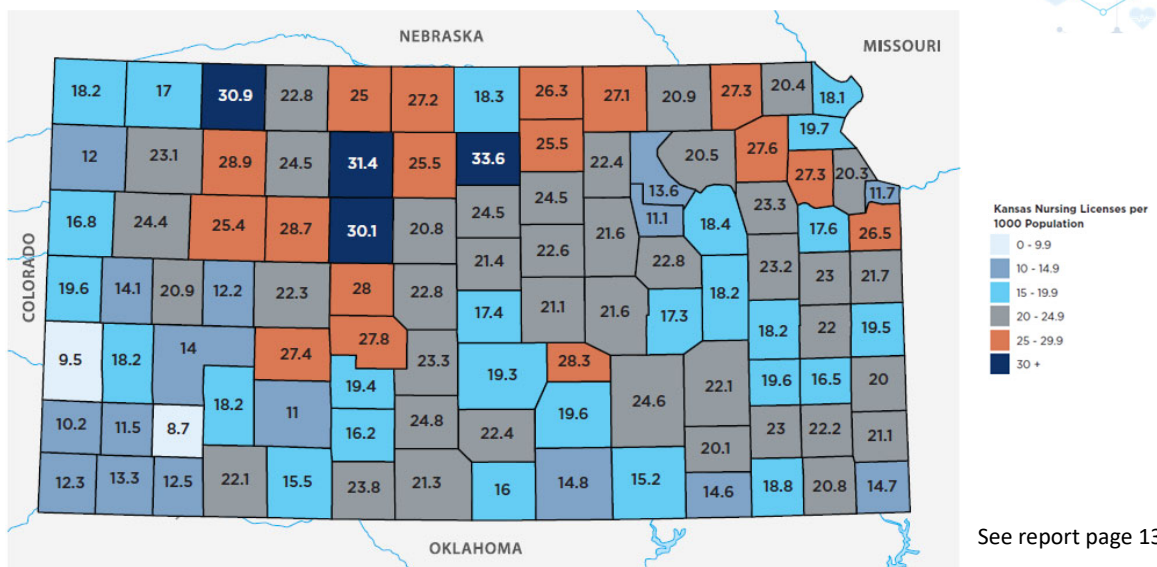
RN Mailing Address by State, 2024

Kansas	46,684
Colorado	140
Missouri	2875
Nebraska	89
Oklahoma	291
Other	3093

See report pages 10-12

17

## Saturation of nurses per 1,000 population



See report page 13

18

# Nurses & Nursing Education

**KU** KANSAS NURSING  
WORKFORCE CENTER  
The University of Kansas Medical Center

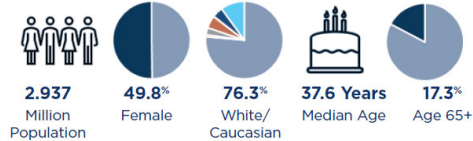


19

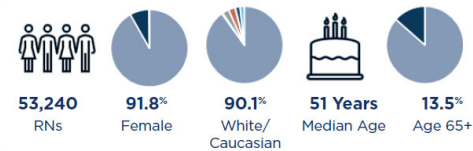
## Nurse demographics

- Does the nursing workforce resemble the communities they serve?
- How can this impact health outcomes?

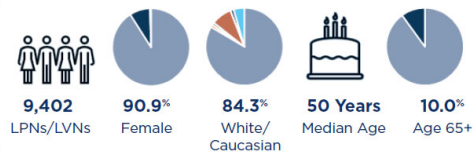
### Kansas Population



### Licensed Registered Nurses



### Licensed Practical/Vocational Nurses



See report pages 5

20

## Primary work location and specialty

RN Work Location	Percentage
Hospital	55.6%
Ambulatory Care Setting	10.4%
Nursing Home/Extended Care	4.6%
Other	9.4%

RN Specialty	Percentage
Acute Care/Critical Care	18.2%
Medical Surgical	9.0%
Emergency/Trauma	8.1%

LPN Work Location	Percentage
Nursing Home/Extended Care	29.2%
Hospital	14.4%
Home Health	10.6%
Other	18%

LPN Specialty	Percentage
Geriatric/Gerontology	36.0%
Primary Care	9.0%
Family Health	8.5%

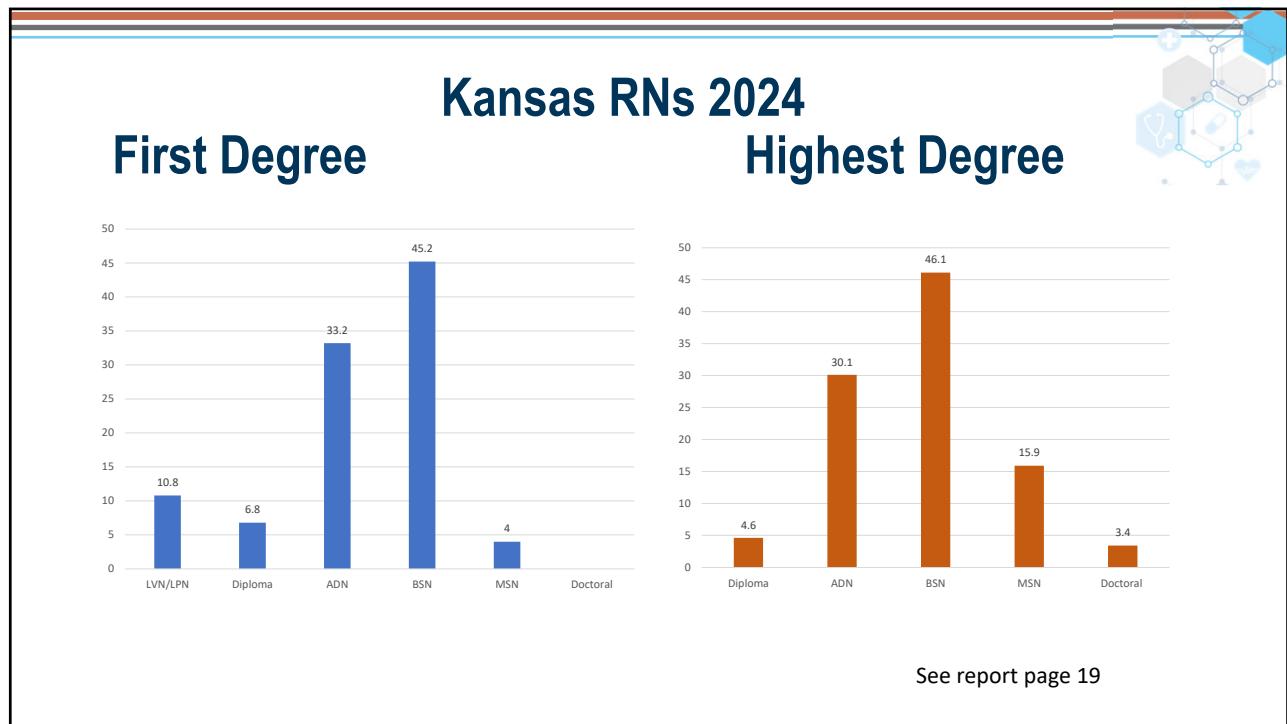
See report pages 25-26 and 40-41

21

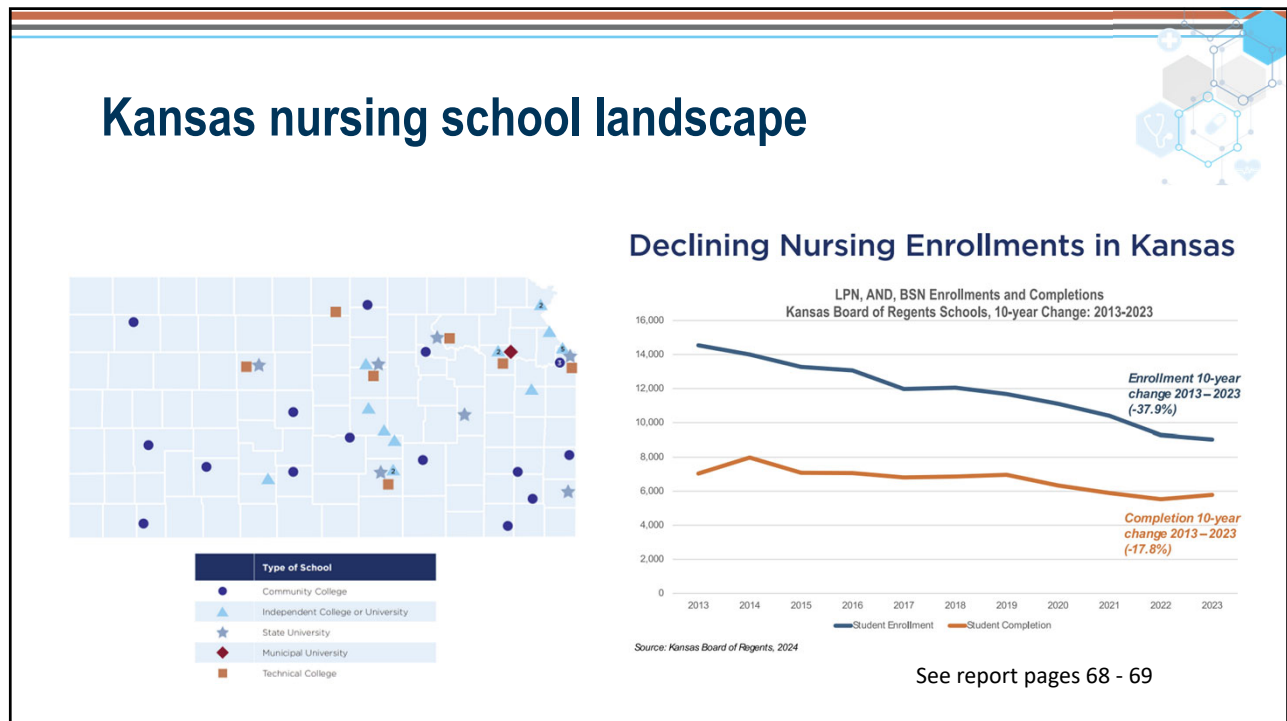
## Kansas RN Characteristics

- 35.1% have less than 10 years experience
- 84.5% are actively employed
- 29.3% plan to retire within 5 years
- Among the unemployed (3.9%) the most common reason is taking care of home and family

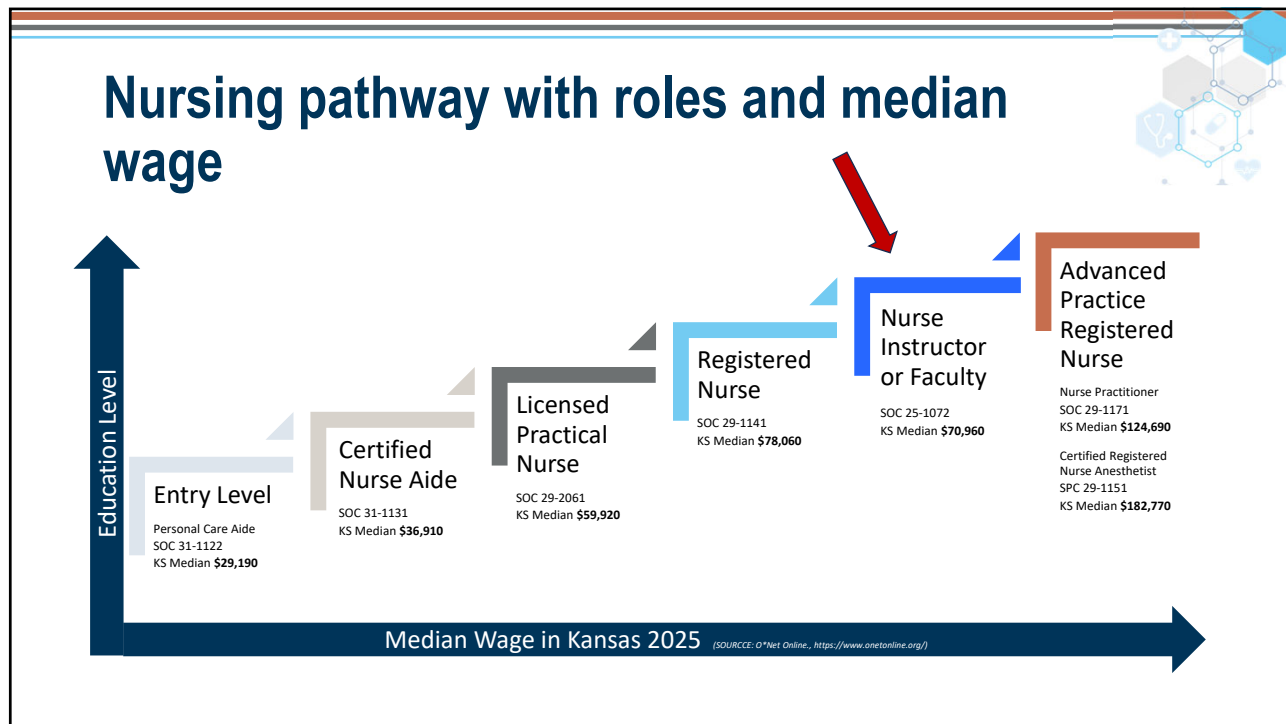
22



23



24

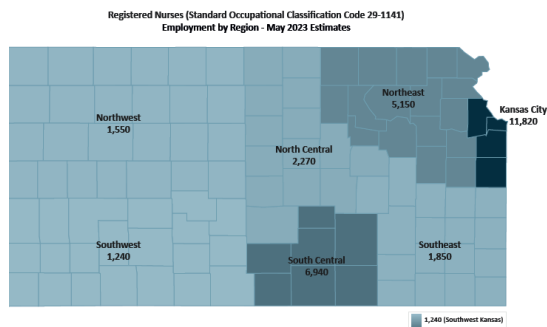
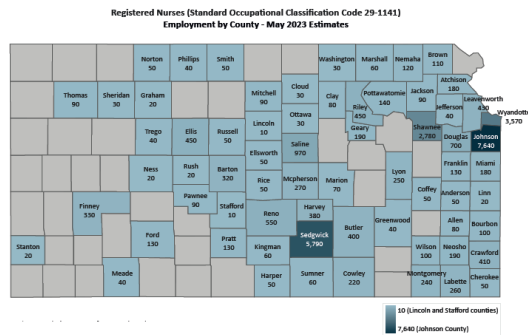


25



26

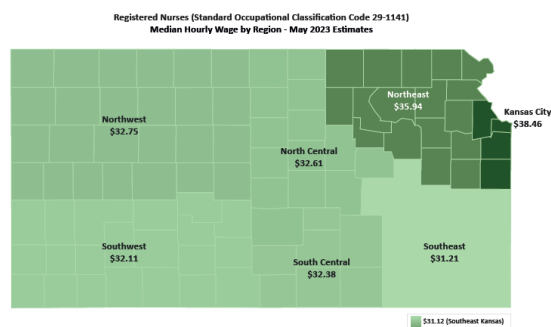
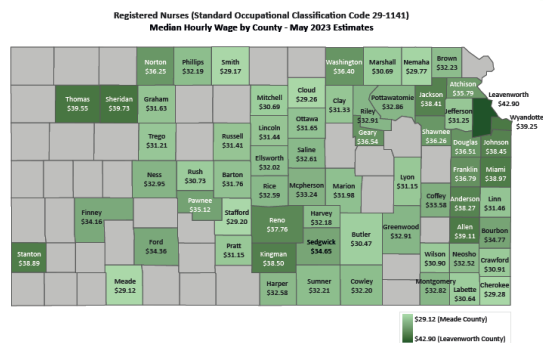
## Work locations



27

## RN hourly wages

- How much does wage variation make a difference in the nursing workforce?
- Are wages the primary driver of nurse employment?



28

# The Value of Nursing

**KU** KANSAS NURSING  
WORKFORCE CENTER  
The University of Kansas Medical Center

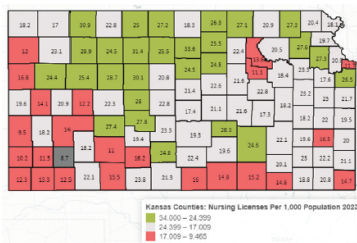


29

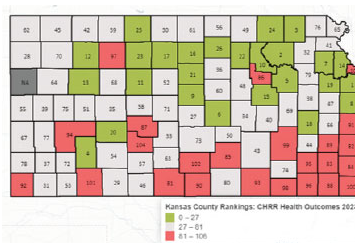
## What is the value of nursing to health outcomes?

There is a significant correlation between the saturation of nurses by county and county health outcomes and health factors.

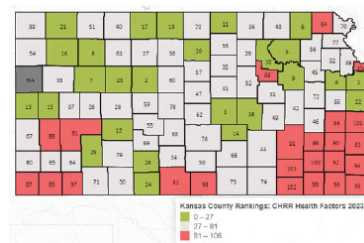
**Nursing Licenses per  
1000 population 2023**



**KS County Rankings CHRR  
Health Outcomes 2023\*\***



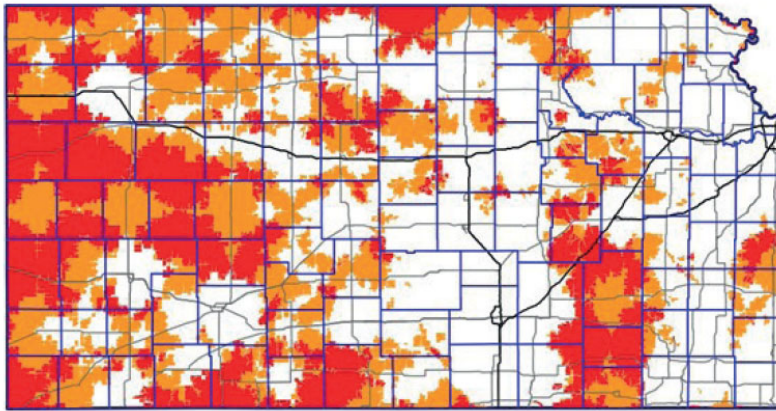
**KS County Rankings CHRR  
Health Factors 2023\***



30

# Fewer nurses correlate to staff long term care

## Access to long-term care



Kansans living in a care desert

Kansans living in an area with only one nursing and residential care provider within a 30 minute drive

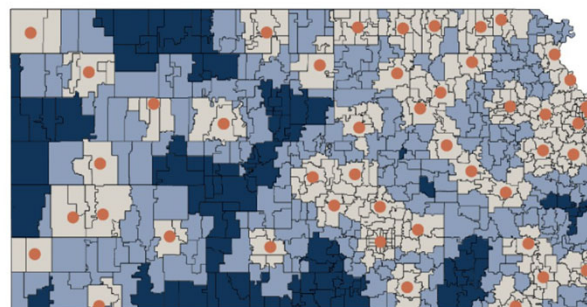
Kansans living in a care desert

Leading Age Kansas, 2024

31

# Distance to obstetrical services in Kansas

**It is alarming that some laboring women in Kansas must travel 60 miles to arrive at a hospital providing delivery services.**



Distance to Delivery Services, 2023

0-15 Miles 15-60 Miles 30-60 Miles Obstetrical and Delivery Service

UNIVERSITY OF KANSAS SCHOOL OF NURSING | UNITED METHODIST HEALTH MINISTRY FUND

32

# Putting this information to work!

**KU** KANSAS NURSING  
WORKFORCE CENTER  
The University of Kansas Medical Center



33

## Putting this information to work

- Be aware of the power of your vote
- Become a resource to your elected officials
- Make your case – add statistics to your stories
- Be a member of your professional association

- Congress.gov
  - Providing Real-world Education and Clinical Experience by Precepting Tomorrow's Nurses Act
  - PRECEPT Nurses Act
  - HR. 392 & S. 131





34


# Dashboards, reports and research to benefit Kansans



Usable Information

  
Dashboards

  
Reports

  
Research

**STATE OF NURSING IN KANSAS**  
VOLUME 1 | SEPTEMBER 2024

*Measuring the things that matter to educate, retain and sustain the nursing workforce*

KANSAS NURSING WORKFORCE CENTER

3101 Quindlen Boulevard  
Mid-Plains 2020  
Kansas City, KS 64108  
kansasnwc@kansas.edu

