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January 26, 2023

The Honorable Larry Bagley  
Chair, House Committee on Health and Welfare  
671 HWY 171  
Stonewall, LA 71078

Dear Representative Bagley,

Pursuant to LA Revised Statute §17:2048.51, the Health Works Commission is pleased to submit its annual report. This annual report is compiled by both the Health Works Commission and the Nursing Supply and Demand Council (NSDC), a subset of the Health Works Commission. The NSDC is charged with studying all aspects of the supply of and demand for Advanced Practiced Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nurse Aides (NAs).

This report provides a description of work accomplished since the publication of the last annual report provided by the Health Works Commission and the NSDC. Highlights of this work include:

- **Establishment of Nursing and Allied Health Capitation Programs:** These programs are designed to expand the state's nursing program capacity and reduce waiting lists for admission into nursing programs. As a result of the state appropriation in 2019, this program promoted the increase in the number of students admitted to Practical Nursing Associate of Science in Nursing, and Bachelor of Science in Nursing programs (see Appendix C). In Spring 2022, this program was expanded to include in-demand allied health programs.
- **Distribution of a Request for Applications to Establish Regional Healthcare Innovation Partnership Grants:** To meet healthcare workforce regional needs, a request for applications was distributed in November 2022. This RFA seeks entities to establish regional healthcare innovation partnerships between higher education institutions and healthcare providers throughout Louisiana to increase the number of healthcare graduates in each identified regional labor market.
- **Response to Senate Resolution 129 of the 2022 Regular Legislative Session:** This study resolution charged the NSDC to expand its research focus, with specific attention to retention. To meet the charge, the NSDC distributed a statewide survey and will submit the results in a report to the Louisiana Legislature by February 1, 2023.
- **Statewide Simulation Expo:** Hosted on April 29, 2022, at the University of Louisiana at Lafayette, with over 250 people in attendance, the Expo provided a free professional learning experience for simulation educators. This event featured national experts and presenters sharing best practices, all geared towards supporting healthcare simulation education in Louisiana.

Despite the advances of each of the healthcare-related groups, significant progress must be made in order to meet the high level of need and demand for healthcare services in Louisiana. Shortages significantly contribute to these deficits and this report further amplifies the importance of statewide collaboration among education and healthcare providers to improve Louisiana's health workforce and overall health outcomes.

If you have any questions regarding this annual report, do not hesitate to contact me. I look forward to working with you in the upcoming 2023 Regular Legislative Session.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Hunter Reed". The signature is fluid and cursive, with the first name "Kim" being the most prominent.

Kim Hunter Reed, Ph.D.  
Commissioner of Higher Education

cc: The Honorable Patrick Page Cortez, Senate President  
The Honorable Clay Schexnayder, Speaker of the House  
Yolanda Dixon, Secretary of the Senate  
Michelle Fontenot, Clerk of the House  
Poynter Library ([DRPLibrary@legis.la.gov](mailto:DRPLibrary@legis.la.gov))

**HEALTH WORKS COMMISSION  
2022 ANNUAL REPORT**

**January 2023**

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**Part 1: Health Works Commission Overview**

This report includes the annual report of the Nursing Supply and Demand Council, a subset of the Louisiana Health Works Commission. Table 1, below, indicates the objectives of each legislatively created healthcare-workforce-related Commission or Council staffed by the Louisiana Board of Regents.

Table 1

<b>Group</b>	<b>Charge</b>
Health Works Commission	Coordinate resources relative to healthcare workforce development within various state departments and key organizations.
Nursing Supply and Demand Council	Study all aspects of the supply of and demand for nurses in Louisiana, making annual reports to the Health Works Commission.
Simulation Medical Training and Education Council of Louisiana	Enhance the effective use of simulation training for students, faculty, residents, fellows and practitioners throughout the health professions statewide.

In 2022, all three healthcare-related Councils and Commissions advanced recommendations set forth in 2021. Tables 2-4 capture high-level accomplishments of each group.

Table 2: Health Works Commission

<b>Action Item</b>	<b>Description</b>
Established Nursing and Allied Health Capitation Programs	These programs are designed to expand the state’s nursing program capacity and reduce the waiting list for admission into nursing programs. As a result of the state appropriation in 2019, this program has promoted an increase in the number of students admitted to Practical Nursing, Associate of Science in Nursing, and Bachelor of Science in Nursing programs (see Appendix C).
Created the Louisiana Council of Administrators in Nursing (LACANE) Faculty Grant	The Faculty Grant was established with the goal of increasing the number of nursing faculty prepared at the doctoral level to meet programmatic accreditation standards. In 2019 this program received \$100,000 in funding from the Commission, which was increased to \$200,000 in 2020. In 2019, 40 new and current faculty members pursued an advanced degree through this program, and this increased in 2020 to 58 faculty.

Funded Nurse Aid Testing for Certification	Identified as one of the barriers to nurse aides becoming a Certified Nurse Aide (CNA) was the certification testing required by the Louisiana Department of Health. Wanting to increase the number of CNAs in Louisiana, the Commission began funding testing waivers for nurse aide students completing their programs in the Louisiana Community and Technical College System.
Issued a Request for Applications to Establish Regional Healthcare Innovation Partnership Grants	To meet healthcare workforce regional needs, a request for applications was distributed in November 2022. This RFA seeks entities to establish regional healthcare innovation partnerships throughout Louisiana to increase the number of healthcare graduates in each identified regional labor market. Selected applications will be announced in Spring 2023.

Table 3: Nursing Supply and Demand Council

Action Item	Description
Facilitated Work Groups Specific to Topics of the Council	The Council facilitated five workgroups specific to its priority topics and recommendations. These workgroups met to further refine the recommendations and next steps related to each topic.
Continued Research and Discussion Related to Nursing Supply and Demand in Louisiana	The Council reviewed reports from the Louisiana State Board of Nursing (LSBN), Louisiana Center for Nursing (LCN), Louisiana State Board of Practical Nurse Examiners (LSBPNE), and LDH Health Standards Division regarding the supply of APRNs, RNs, LPNs, and Nurse Aides and made appropriate recommendations based on findings in these reports.
Drafted the Response to Senate Resolution 129 of the 2022 Regular Legislative Session	This study resolution charged the Council to further expand upon its research, with specific attention to retention. To meet the charge, the Council distributed a statewide survey and will submit this report to the Louisiana Legislature by February 1, 2023.

Table 4: Simulation Medical Training and Education Council of Louisiana

Action Item	Description
Hosted a Statewide Simulation Expo	Hosted on April 29, 2022, at the University of Louisiana at Lafayette, this professional development opportunity for simulation educators provided a free learning experience for over 250 people in attendance. The expo featured national experts and presenters sharing best

	practices, all geared towards supporting healthcare simulation education in Louisiana.
Supported the Scaling of Simulation Certification Available Statewide	This program provided an avenue for educators to become certified as simulation educators or operation specialists.
Facilitated Camp Fast Forward, a Middle School Healthcare Career Exploration Camp	This free-of-charge camp was geared towards middle school students to promote healthcare professions through simulation learning. The facilitator of this program, Southwest Louisiana Area Health Education Center, hosted eight different summer camps throughout the state, with a total of 130 students participating.

Despite the advances of each one of the healthcare-related groups, significant progress must be made in order to meet the high level of need and demand for healthcare services in Louisiana. Shortages significantly contribute to these deficits and this report further highlights the significant progress that must be made in order to meet the state’s healthcare workforce needs.

**Part 2: Nursing Supply and Demand Council Annual Report**

**I. Key Takeaways**

According to the national Agency for Healthcare Research and Quality, Louisiana ranks in the bottom ten states for overall healthcare quality. Louisiana’s low ranking is driven largely by the limitations residents face in accessing different types of care. In effect, Louisiana has a high level of need, and the corresponding high demand for healthcare services in Louisiana is not being met. Labor shortages are a major contributor to this deficit.

Since its creation in legislation, the Nursing Supply and Demand Council has reported specifically on the supply and demand of Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides (NAs) in Louisiana. Through its work, the Council has provided recommendations related to this multifaceted issue, which is present both in Louisiana and nationwide.

Key findings from the 2022 annual report include:

### Advanced Practice Registered Nurses (APRN)



ADMISSION

↑ 9%

There was an overall 9% increase in the number of students enrolled in Louisiana's APRN programs during the 2021 reporting year.



GRADUATES

↑ 40%

There was a 40% increase in the number of graduates in 2021 when compared to the previous reporting year (2019-20).



DEMAND

419

Open Positions  
in November 2022

### Registered Nurses (RN)



ADMISSION

↑ 24%

Over the last five years, there has been a 24% increase in the number of qualified applicants admitted to RN programs. There has also been a 7% decrease in the number of applicants declined in 2021.



GRADUATES

↑ 14%

The number of graduates from Louisiana's Pre-RN licensure programs has increased by 14%.



DEMAND

7,369

Open Positions  
in November 2022

### Licensed Practical Nurses (LPN)



ADMISSION

↑ 7.6%

LPN programs admitted 77.6% of qualified applicants in 2020-21, compared to 70% in 2019-20 and 64% in 2018-19.



GRADUATES

28% ↓

There has been a general decline in the number of LPN graduates, totaling a 28% decrease since 2009-10.



DEMAND

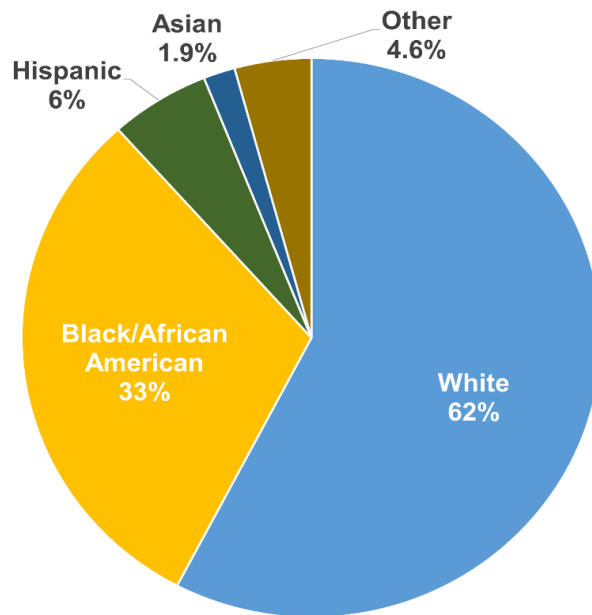
1,469

Open Positions  
in November 2022

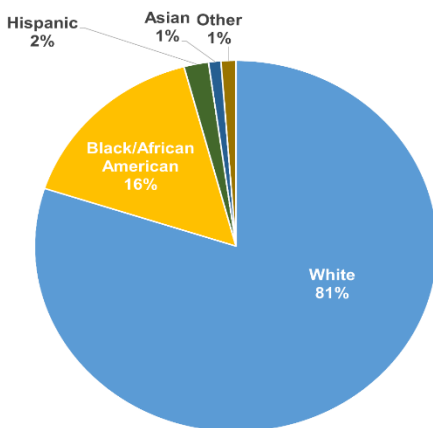


In addition to analyzing data related to admission, graduates, and demand, the Council also reviewed data-based on ethnicity/race compared to the Louisiana population. As seen in Figure 4, in comparison with APRNs and RNs, LPNs are more reflective of Louisiana’s population by race/ethnicity. To effectively address health disparities and inequities and improve health outcomes for diverse and marginalized racial and ethnic minorities in Louisiana, the nursing workforce should mirror Louisiana’s population (Academy of Medicine 2020-2030 Future of Nursing Report).

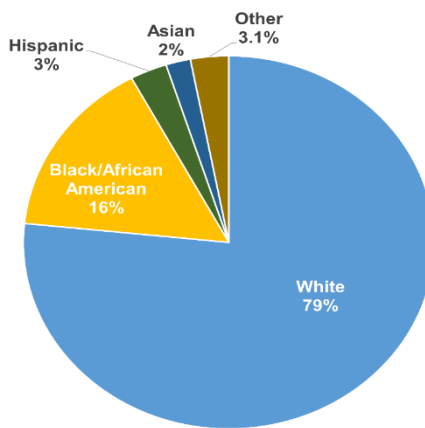
**Figure 1:** Louisiana Population by Race/Ethnicity



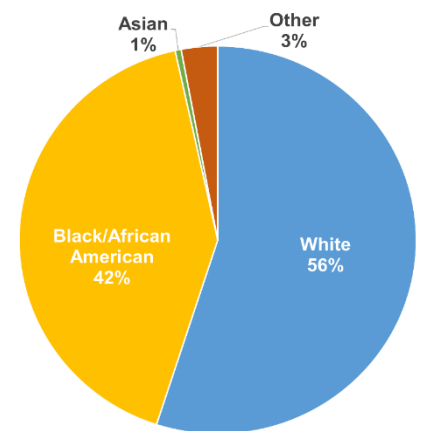
**Figure 2:** APRN



**Figure 3:** RN



**Figure 4:** LPN



This report provides additional data and further amplifies the need for statewide collaboration among education and healthcare providers to improve Louisiana’s health workforce and overall health outcomes.

## **II. Introduction**

The Nursing Supply and Demand Council (NSDC), a subset of the Louisiana Health Works Commission, is pleased to submit a report of its activities for 2022 and recommendations for 2023. The charge of the NSDC is to study all aspects of supply and demand for Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides (NAs) in Louisiana. Information in this report was obtained from data captured in the most recent reports on Nursing Education Capacity in Louisiana and Nurse Supply, as well as from the Louisiana State Board of Practical Nurse Examiners annual report (LSBPNE) and the Louisiana Department of Health (LDH).

In the face of the ongoing demand for nurses at all levels, the Council continues to have concerns about the following:

- shortage of faculty;
- number of qualified students not admitted;
- nurse faculty salaries well below national median data;
- insufficient funding for nursing education; and
- challenges related to increasing the diversity of Louisiana’s nursing workforce.

## **III. Key Findings Pertinent to the Council’s Charge**

### **A. Advanced Practice Registered Nurse (APRN)**

APRNs are registered nurses educated at the master’s or post-master’s level. APRNs include Certified Nurse Practitioners (CNP), Clinical Nurse Specialists (CNSs), Certified Registered Nurse Anesthetist (CRNAs) and Certified Nurse Midwives (CNMs).

#### **I. Demand**

- i. There were 340 open positions for Nurse Practitioners, 78 for Nurse Anesthetists, and 1 for Nurse Midwife listed on the Louisiana Workforce Commission website as of November 2022.

#### **II. Admission and Enrollment**

- i. In the 2020-21 report year, there was a 5% decrease in the number of students admitted to APRN programs in Louisiana, compared to an 8% decrease reported in the previous year.

- ii. Eighty-two percent (530) of the 647 newly admitted students enrolled in NP programs and 18% (117) enrolled in CRNA programs.
- iii. There was an overall 9% increase in the number of students enrolled in Louisiana's APRN programs during the current report year: 83% were enrolled in NP programs, 17% in CRNA programs, and no students in CNS programs. Presently, there are two new midwifery programs in the state; however, there are no graduates from these programs to date.
- iv. Diversity:
  - 1. In 2020-21, approximately 36% of the students enrolled in Louisiana's APRN programs were minorities compared to 29% in 2017.
  - 2. Since 2017, there has been a 57% increase in the number of Hispanic/Latino students, a 68% increase in the number of Black/African American students, and a 69% increase in the number of Asian students enrolled in Louisiana's APRN programs.
  - 3. In 2021, 16% of APRN students were male and 84% were female.

### III. Graduates

- i. In the 2020-21 report year, a total of 606 students graduated from Louisiana's APRN programs, which represents a 40% increase in number from the 434 graduates in the previous report year (2019-20).
- ii. In this report year, the majority of the graduates were from NP programs (90%), followed by CRNA programs (10%). There were no graduates from CNS programs in the current report year.
- iii. Diversity:
  - 1. Thirty-three percent (203) of the graduates from APRN programs in Louisiana were minorities, compared to 29% (127) in the previous report year.
  - 2. Males represented 89 of the graduates from Louisiana's APRN programs, compared to 77 in the previous report year. Fifty percent (31) of the CRNA graduates were males.

#### IV. Passage Rates

- i. In 2020-2021, 371 APRN candidates sat for their respective certification exams. Three hundred fifty (350) candidates successfully passed their certification exams, resulting in a 94.34% passage rate for the state.

#### V. Faculty

- i. There was a 7% increase in the number of graduate nurse faculty holding a doctorate in nursing, which is consistent with the previous report year.
- ii. There was a 7% increase in the number of faculty holding a DNP in 2020-2021, with a total 26% increase over the past five years. The number of PhDs decreased by nine, going from 44 in 2019-2020 to 35 in 2020-2021.
- iii. There were 182 filled full-time graduate nurse faculty positions reported statewide, which reflects an 40% increase in number (2020 had 130 filled full-time graduate nurse faculty positions). Only four vacant graduate nurse faculty positions were reported in 2020; in 2021 ten vacant graduate nurse faculty positions were reported.
- iv. Diversity:
  1. Nineteen percent (69) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the current report year.
  2. There was a 9% decrease in the number of graduate nurse faculty who were males during the current report year.

#### VI. Current Workforce

- i. In 2021, there were 8,284 APRNs holding an active Louisiana APRN license, which represents a 9% increase over the previous year (7,630 in 2020) and a 28% increase over the last four years (6,480 in 2018). Eighty-five percent (7,072) of the APRNs reported residing in Louisiana.
- ii. Of the APRNs residing in Louisiana, 77% (5,226) were Nurse Practitioners (NPs), 20% (1,382) were Certified Registered Nurse Anesthetists (CRNAs), 2% (104) were Clinical Nurse Specialists (CNSs), and 1% (56) were Certified Nurse Midwives (CNMs).
- iii. Diversity:
  1. In 2021, the racial distribution of APRNs residing in Louisiana was 81% White (down from 83% in 2018), 16% Black/African American, 1% Asian, and less than 1% for each of the other races

(two or more races, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and Other). Two percent of APRNs in Louisiana were of Hispanic origin.

2. In 2021, 36% (2,536) of the APRNs residing in Louisiana were between 30 and 39 years of age; 30% (2,132) were between 40 and 49 years old; 11% (747) were between the ages of 50 and 59; and 18% (1,275) were 60 years or older. These data are similar to last year's report.
3. The gender of APRNs residing in Louisiana is predominantly female: 80% female (5,658), 20% male (1,414).

#### Council Impressions of APRN Data:

- The COVID-19 pandemic caused increased salaries and wages for RNs practicing at the bedside. This, coupled with the unpredictable economy, may have resulted in more nurses staying in acute care positions in lieu of seeking additional education.
- The increase in faculty positions may be attributed to program expansion related to capitation funding and other initiatives.
- It was noted for future inclusion in the annual report to review APRNs by type and population.
- The Council discussed the need for more nurse midwives, citing the Louisiana Pregnancy Associated Mortality Review Report recommending expanded access to care. As state legislation to increase access to doulas and midwives for pregnancy-related care is adopted, it is noted that policies should also extend to women who are incarcerated.
- Attention was drawn to the need for PhD-degreed faculty, who are crucial to helping advance the science of nursing, but it was noted the reviewed data show numbers are decreasing. The Council will monitor in future reports.

#### **B. Registered Nurse (RN)**

RNs are licensed by the Louisiana State Board of Nursing upon passage of the NCLEX-RN exam and completion of a diploma program, an Associate of Science in Nursing program or Bachelor of Science in Nursing program.

##### I. Demand

- i. There were 7,369 open positions listed on the Louisiana Workforce Commission website in November 2022.

##### II. Admission and Enrollment

- i. LSBN approved 30 pre-RN licensure programs during the 2020-21 report year: one diploma program, 12 associate's degree (AD) programs, and 17

baccalaureate (BSN) programs. These programs prepare students to become candidates for initial RN licensure in Louisiana.

- ii. In 2020, 14,079 students enrolled in postsecondary education settings in Louisiana declared nursing as their major. This represents a 4% decrease in the number of enrolled students. Over the last five years (2017 through 2021) there has been a 14% increase in the number of students applying for admission to Louisiana’s pre-RN licensure programs.
- iii. In 2021, pre-RN licensure programs in Louisiana admitted 74% (3,717) of the 5,004 qualified applicants. Over the last five years, there has been a 24% increase in the number of qualified applicants admitted.

<b>Report Year</b>	<b>Total # of Qualified Applicants</b>	<b># and % of Qualified Applicants Admitted</b>	
2021	5,004	3,717	74%
2020	4,992	3,611	72%
2019	4,889	3,390	69%
2018	4,591	3,198	70%
2017	4,401	2,995	68%
1- and 5-year variance	▲ 0.2% / ▲ 14%	▲ 3% / ▲ 24%	

- iv. In 2021, the number of students enrolled in clinical nursing courses increased by 1%, compared to an 8% increase in 2019-20.
- v. In 2020-21, 62% of pre-RN students were enrolled in baccalaureate (BSN) programs, 37% in associate’s degree (ADN/ASN) programs, and one percent in the state’s only diploma program.
- vi. *Diversity:*
  - 1. In 2020-21, 43% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. This reflects an 8% increase in the number of Black/African American students, a 6% increase in the number of Asian students, a 6% decrease in the number of Hispanic/Latino students, and a 6% increase in those reporting Other.
  - 2. Males continue to account for only 11% of the students enrolled in pre-RN licensure programs.

## VI. Graduates

- i. The number of graduates from Louisiana's Pre-RN licensure programs increased by 14%, as compared to 2019-20.
- ii. Of the 2,438 pre-RN graduates in 2020-21, 60% (1,474) completed BSN programs and 40% (964) completed AD programs.
- iii. There was a 49% increase in the number of graduates from LPN to AD programs (160 in 2020, 238 in 2021), a 42% decrease in the number of graduates from LPN to BSN programs (31 in 2020, 18 in 2021), and a less than one percent increase (109 in 2020, 110 in 2021) in the number graduating from accelerated programs.
- iv. The number of male graduates increased by 21% in 2020-21 (285) when compared to 2019-20 (235).
- v. *Diversity*: In 2020-21, 33% (802) of the graduates from pre-RN licensure programs in Louisiana were minorities, which reflects an 19% increase in the number of minority graduates when compared to 2019-20 (674). The largest numbers of African American/Black graduates (302), Hispanic graduates (59), and Asian graduates (30) were in BSN programs.

## VII. Passage Rate

- i. In 2021, there were 2,412 RN candidates (2,158 in 2020) from nursing education programs in Louisiana who took the NCLEX-RN examination for the first time, which represents a 12% increase in the number of examinees.
- ii. In 2021, the first-time passage rate on the NCLEX-RN exam for candidates from Louisiana was 88.93%, which exceeds the 82.48% national passage rate. The overall passage rate on the NCLEX-RN exam for Louisiana's graduates continues to exceed that of the nation.

## VIII. Faculty

- i. A lack of qualified faculty is the major contributing factor associated with the inability of Louisiana's pre-RN licensure programs to admit an additional 1,287 qualified students during the current report year.
- ii. There were 485 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of October 15, 2021, compared to 505 on October 15, 2020, reflecting a 4% decrease from the previous year.

- iii. There were 37 vacant nurse faculty positions reported by deans and directors in the current report year, compared to 23 in the previous report year, representing a 61% increase in the number of vacant nurse faculty positions across the state.
- iv. The Louisiana Council of Administrators in Nursing Education (LACANE) received a grant from the Health Works Commission to administer a tuition scholarship program with the goal of increasing the number of nursing faculty prepared at the doctoral level, to meet programmatic accreditation standards. This program received \$100,000 in funding from the Commission in 2019 (FY 20), which was doubled to \$200,000 in 2020 (FY 21). In 2019, 40 new and current faculty members pursued an advanced degree through this program, increasing to 58 faculty in 2020.
- v. In 2021, 48 faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources, which is the same number as in 2020.
- vi. In 2020-21, 49% of the nurse faculty teaching in Louisiana's pre-RN licensure programs were 51+ years and 21% were 61+ years of age. Nursing programs cite a lack of qualified faculty and noncompetitive salaries for nursing faculty as the top reasons that Louisiana's pre-RN licensure programs cannot admit hundreds more qualified students.
- vii. *Diversity*: In 2020-21 approximately 34% (319) of the faculty teaching in Louisiana's pre-RN licensure programs were minorities, which represents a 12% increase in number compared to the previous report year.

## IX. Current Workforce

- i. In 2021, there were 65,131 RNs holding active licenses in Louisiana compared to 66,076 in 2020 and 69,647 in 2019. Of those licensed RNs, 93% were Louisiana residents and 7% resided outside of Louisiana.

Louisiana became a Nurse Licensure Compact (NLC) state in July 2019. Currently, there are 39 jurisdictions in the United States and its territories that are members of the NLC. The NLC increases access to care while maintaining public protection at the state level. Under the Compact, nurses can practice in other NLC states without having to obtain additional licenses. Because of this, nurses who are licensed in



other Compact states are not required to be endorsed by the LSBN but instead automatically have the privilege to practice (PTP) in Louisiana. All nurses who receive original licensure by examination in Louisiana and meet the qualifications of the NLC receive a multi-state license (MSL), which then authorizes them to practice in any of the 39 U.S. jurisdictions that are members of the NLC. Additionally, nurses who move to Louisiana from an NLC jurisdiction can transfer their MSL to Louisiana through the endorsement process. Louisiana currently has 18,082 licensees with Louisiana MSLs. Additionally, our sister states of Texas, Mississippi, and Alabama have 327,361, 47,390, and 19,886 RNs with MSLs, respectively, all of whom can practice in Louisiana with a PTP and provide our state with additional nursing workforce.

<b>Report Year</b>	<b>Total # of Nurses Holding an LA RN License</b>
2021	65,131
2020	66,076
2019	69,647
2018	67,428
1- and 4-year variance	▼1% / ▼3%

ii. Diversity:

1. In 2021, 16% (9,817) of licensed RNs living in Louisiana were 60 years or older and 19% (11,814) were between the ages of 50 and 59. These percentages do not reflect a significant change from 2020.
2. In 2021, the racial distribution of RNs residing in Louisiana was 79% White, 16% Black/African American, 2% Asian, and 1% or less for each of the other races (two or more races, Other, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander). In 2021 3% of RNs in Louisiana were of Hispanic origin, which was unchanged from 2020.
3. The gender of RNs residing in Louisiana continues to be predominantly female (88% female, 12% male).

Council Impressions of RN Data:

- Nurses who are licensed in another Compact state are no longer required to be licensed in Louisiana to practice in the state. Therefore, tracking the number of nurses practicing in Louisiana is more challenging. The LSBN is working on a way to register or track any nurse practicing in Louisiana.

### C. Licensed Practical Nurse (LPN)

LPNs are licensed by the Louisiana State Board of Practical Nurse Examiners (LSBPNE) upon passage of the NCLEX-PN exam and completion of an accredited practical nursing program.

#### I. Demand

- i. There are 1,496 open positions listed on the Louisiana Workforce Commission website.

#### II. Admission and Enrollment

- i. LPN programs admitted 77.6% (2,015 of 2,597) of qualified applicants in 2020-21, compared to 70% (1,649 of 2,342) in 2019-20 and 64% (1,735 of 2,704) in 2018-19.
- ii. In the 2020-21 academic year 1,565 students withdrew from LPN programs in Louisiana, compared to 1,210 in 2019-2020. Of the 1,565 withdrawals, 1,015 were African American, 510 were white, nine were Hispanic, nine were American Indian/Alaskan Native, six were Asian, two were Hawaiian/Pacific Islander, and 14 were Multiracial.
- iii. *Diversity*: Approximately 66% (1,726 of 2,597) of the students admitted (both first-time and readmits) to Louisiana's LPN programs in 2020-21 were minorities. Approximately 63.2% (1,641) of the new admits were Black/African American, 33.5% (871) were white, 0.8% (21) were Hispanic/Latino, and 2.5 % (64) were American Indian/Alaskan Native, Asian, Hawaiian/Pacific Islander, Multiracial, and Other.

#### III. Graduates

- i. In 2020-21, there were 984 graduates from Louisiana's LPN programs, compared to 875 in 2019-20. Graduate numbers have fluctuated, but there has been a general decline in the number of LPN graduates over the last ten years: 984 graduates in 2020-2021 compared to 1,370 in 2009-2010, which represents a 28% decrease in number.
- ii. *Diversity*: In 2020-21, of the 984 graduates from Louisiana's LPN programs, 525 of the graduates were Black/African American, 419 were white, 14 were Hispanic/Latino, 2 were American Indian/Alaskan Native, 9 were Asian, 12 were Multiracial, and 3 were Other.

#### IV. Passage Rate

- i. The 2020 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 80.51%. Louisiana's LPN passage rate was 82.76%. The 2019 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 83.7%. Louisiana's LPN passage rate was 84.7%. Louisiana's LPN programs have exceeded the national average in all of the past 27 years, except 2018.

#### V. Faculty

- i. In 2020-21, there were 195 budgeted full-time Practical Nurse faculty positions, which was an increase over 2019-20 (188). Of the budgeted positions, 84.6% (169) were filled in 2020-21, compared to 92.6% (174) in 2019-20.
- ii. *Diversity*: Data concerning the diversity of the LPN faculty were not available.

#### VI. Current Workforce

- i. In 2020-21, 21,481 nurses held a license to practice as an LPN in Louisiana, a decrease from the previous year (23,010).
- ii. *Diversity*: In 2020-21, 12,065 of the LPN workforce were white, 9,118 were Black/African American, 182 were American Indian/Alaska Native, 111 were Asian, 18 were Native Hawaiian/Pacific Islander, and 224 were Multiracial/Other.
- iii. In terms of gender, there were 983 male and 20,326 female LPNs in 2020-21.

#### Council Impressions of LPN Data:

- The Council noted that LPN programs have high rates of withdrawal/failure. Discussion of the reasons for this identified the following possible causes:
  - Admissions criteria set by each program and students entering programs may not be academically prepared for the rigor of the program.
  - Students in pre-requisite courses are counted in total enrollment numbers for LPN programs and many of those students do not persist and enter clinical courses.
- The diversity of LPNs in Louisiana more closely mirrors the Louisiana population as compared to RNs in Louisiana. The Council discussed the need for additional academic and financial support for LPNs, especially minorities, seeking RN education.

## **D. Nursing Aides (NA)**

NAs are regulated by the Louisiana Department of Health and become certified upon completion of an approved training program (four- to 12-week program) and passage of the certification exam.

### **I. Admission and Enrollment**

- i. In 2020-21, 122 Certified Nurse Aides (CNAs) applied for articulated credit for entry into practical nurse programs (compared to 169 in 2019-20; 189 in 2018-19; 226 in 2017-18; 213 in 2016-17; and 225 in 2015-16). Of those who applied in 2020-21, 86.9% (106) were granted credit.

### **II. Graduates**

- i. As of December 31, 2021, 168 active nurse aide training programs had been approved by the Louisiana Department of Health.

### **III. Current Workforce**

- i. Data on the supply of NAs are available only from the Louisiana Department of Health's CNA Registry. Once certified and employed, many NAs do not recertify and are therefore not represented in the data. These data also do not capture the number of Nurse Technicians, who are nursing students working in a capacity similar to NAs.
- ii. In 2021, there were 211,898 NAs, both certified and uncertified, in the registry, compared to 209,815 NAs in 2020 and 207,524 in 2019. In 2021, 41,112 certified NAs were in good standing on the CNA Registry, which is a decrease from 41,744 in 2020. There were 1,998 new CNAs in 2021, 2,347 new CNAs in 2020 and 4,756 in 2018. Every year, thousands of CNAs change in status from certified to not certified (4,903 in 2021, 4,530 in 2020, 7,671 in 2019, 4,400 in 2018, and 7,697 in 2017).

#### **Council Impressions of NA Data:**

- Monitoring the existing number of and the demand for nurse aides continues to be a challenge.
- Regulatory requirements as well as the cost and scheduling of certification exams are often barriers to certification.

## V. Recommendations

Based on the findings of this report and discussions of the Nursing Supply and Demand Council as well as the Health Works Commission, the following items are recommendations for 2023:

- **Advocate for funding of academic-practice partnerships to leverage public and private investments designed to encourage innovation, increase the capacity of healthcare programs, and address regional healthcare workforce needs.**
- **Align nurse faculty salaries with median national salary market data.**
- **Support funding opportunities (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students, especially those from diverse backgrounds and including those with barriers related to social determinants of health.**
- **Reinstate the stipend program previously administered by the Board of Regents, which provided a maximum of \$40,000 to nurses who agreed to pursue an academic graduate degree (master's and/or doctorate) in nursing and committed to teach in a Louisiana RN program one year for each \$10,000 received in support.**
- **Standardize and streamline roles and regulatory requirements for healthcare occupations.**
- **Continue to support capitation funds, which provide support for postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.**

### Data References:

Data used in this report were taken from reports completed by the Louisiana State Board of Nursing – Center for Nursing, available at the following links:

<https://nursingla.wpengine.com/wp-content/uploads/2022/11/2021NurseSupplyReport.pdf>

<https://nursingla.wpengine.com/wp-content/uploads/2022/11/2021NurseEdCapacity.pdf>

<https://nursingla.wpengine.com/wp-content/uploads/2022/02/NursingWorkforceDemandReport2019.pdf>

**Appendix A: Health Works Commission Membership**

<b>Member</b>	<b>Seat Information</b>
Claire Stevenson	Governor’s Office
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners
Sandra Brown	Southern University System
Susannah Craig	Board of Regents
Sharon Dunn	LSU Health Science Center Shreveport
Wes Hataway	Louisiana Nursing Home Association
Jawanda Givens	Occupational Forecasting Conference
James Henderson	University of Louisiana System
Tina Holland	Louisiana Association of Independent Colleges and Universities (LAICU)
Chaquetta Johnson	Department of Health
Ragan LeBlanc	Louisiana Academy of Family Physicians
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Rep. Chris Turner	House Committee on Health and Welfare
Kristi Anderson	Senate Committee on Health and Welfare
Wendi Palermo	Louisiana Community and Technical College System
Demetrius Porche	LSU Health Science Center New Orleans
Kellie Taylor-White	Workforce Commission
Jeffery Williams	Louisiana State Medical Society
Ecoee Rooney	Louisiana State Nurses Association
Paul Salles	Louisiana Hospital Association
<b>Ad Hoc Members</b>	
Bronwyn Doyle	Nursing Supply and Demand Council
Daryl Lofaso	Simulation Medical Training and Education Council of Louisiana

**Appendix B: Nursing Supply and Demand Council Membership**

<b>Member</b>	<b>Seat Information</b>
Amiee Cloyd	Louisiana Hospital Association
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Jennifer Badeaux	Louisiana Association of Nurse Anesthetists
Sandra Brown	Louisiana Council of Administrators of Nursing Education (LACANE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners (LANP)
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Vacant	Louisiana School Nurses Organization
Staci Taylor	Southern University School of Nursing
Ahnyel Burkes	Louisiana State Nurse Association
Susannah Craig	Board of Regents
Bronwyn Doyle	Louisiana Association of Independent Colleges and Universities (LAICU)
Darmyra Perry	Office of Public Health
Wes Hataway	Louisiana Nursing Home Association
Laura Poole	Louisiana Organization of Nurse Executives (LONE)
Wendi Palermo	Louisiana Community and Technical College System
Mary Kelly	Louisiana State Black Nurses Organization New Orleans
Nathalie Walker	Louisiana Council of Preoperative Registered Nurses (LCPON)

**Appendix C: Nurse Capitation Funding Allocations**

<b>Louisiana State University System Nurse Capitation Allocations</b>					
<b>System Amount</b>	<b>Institution</b>	<b>Semester</b>	<b>Funding Amount</b>	<b>Program</b>	<b>Number of Students Past Baseline Enrollment</b>
\$ 80,500.00	LSUHSC-NO	Spring 2020	\$ 38,500.00	BSN	11
	LSUA	Spring 2020	\$ 42,000.00	ASN	12
\$ 70,000.00	LSUHSC-NO	Summer 2020	\$ 35,000.00	BSN	10
	LSUA	Summer 2020	\$ 35,000.00	ASN	10
\$ 24,500.00	LSUA	Fall 2020	\$ 24,500.00	ASN	7
\$ 115,500.00	LSUA	Spring 2021	\$ 94,500.00	ASN	27
	LSUHSC-NO	Spring 2021	\$ 21,000.00	BSN	6
\$ 101,500.00	LSUS	Fall 2021	\$ 38,500.00	ASN	11
	LSUHSC-NO	Fall 2021	\$ 63,000.00	BSN	18
\$ 66,500.00	LSUS	Spring 2022	\$ 38,500.00	ASN	11
	LSUHSC-NO	Spring 2022	\$ 28,000.00	BSN	8
\$ 31,500.00	LSUE	Summer 2022	\$ 31,500.00	ASN	9
\$ 21,000.00	LSUHSC-NO	Fall 2022	\$ 21,000.00	BSN	6

**Notes:**

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing  
 The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.



**Louisiana Community and Technical College System (LCTCS) Nurse Capitation Allocations**

System Amount	Institution	Semester	Funding Amount	Program (s)	Number of Students Past Baseline Enrollment
\$ 546,000.00	NLTCC	Spring 2020	\$ 56,000.00	PN	16
	NTCC	Spring 2020	\$ 262,500.00	PN	75
	SOWELA	Spring 2020	\$ 28,000.00	ASN & PN	8
	BRCC	Spring 2020	\$ 31,500.00	ASN	9
	BPCC	Spring 2020	\$ 70,000.00	ASN	20
	CLTCC	Spring 2020	\$ 98,000.00	PN	28
\$ 434,000.00	Delgado	Summer 2020	\$ 56,000.00	ASN	16
	NLTCC	Summer 2020	\$ 49,000.00	PN	14
	NTCC	Summer 2020	\$ 203,000.00	PN	58
	CLTCC	Summer 2020	\$ 98,000.00	PN	28
	SOWELA	Summer 2020	\$ 28,000.00	ASN & PN	8
\$ 147,000.00	Delgado	Fall 2020	\$ 56,000.00	ASN	16
	BRCC	Fall 2020	\$ 31,500.00	ASN	9
	BPCC	Fall 2020	\$ 59,500.00	ASN	17
\$ 532,000.00	BPCC	Fall 2020	\$ 66,500.00	ASN	19
	CLTCC	Fall 2020	\$ 87,500.00	PN	25
	Fletcher	Fall 2020	\$ 35,000.00	PN	10
	LDCC	Fall 2020	\$ 115,500.00	ASN & PN	33
	NTCC	Fall 2020	\$ 189,000.00	PN	54
	NLTCC	Fall 2020	\$ 38,500.00	PN	11
\$ 717,500.00	BRCC	Spring 2021	\$ 84,000.00	ASN	24
	CLTCC	Spring 2021	\$ 66,500.00	PN	19
	Delgado	Spring 2021	\$ 119,000.00	ASN	34
	Fletcher	Spring 2021	\$ 14,000.00	ASN	4
	LDCC	Spring 2021	\$ 105,000.00	ASN & PN	30
	NTCC	Spring 2021	\$ 112,000.00	PN	32
	NLTCC	Spring 2021	\$ 28,000.00	PN	8
	SOWELA	Spring 2021	\$ 28,000.00	PN	8
	BPCC	Spring 2021	\$ 161,000.00	ASN	46
\$ 581,000.00	BRCC	Fall 2021	\$ 122,500.00	ASN	35
	SOWELA	Fall 2021	\$ 52,500.00	PN	15
	NTCC	Fall 2021	\$ 178,500.00	PN	51
	LDCC	Fall 2021	\$ 56,000.00	PN	16
	Delgado	Fall 2021	\$ 45,500.00	ASN	13
	BPCC	Fall 2021	\$ 98,000.00	ASN	28
	Fletcher	Fall 2021	\$ 28,000.00	ASN	8
\$ 889,000.00	BPCC	Spring 2022	\$ 84,000.00	ASN	24
	BRCC	Spring 2022	\$ 189,000.00	ASN	54
	CLTCC	Spring 2022	\$ 189,000.00	PN	54
	Delgado	Spring 2022	\$ 21,000.00	ASN	6
	LDCC	Spring 2022	\$ 56,000.00	ASN	16
	Nunez	Spring 2022	\$ 14,000.00	PN	4
	RPCC	Spring 2022	\$ 14,000.00	PN	4
	SLCC	Spring 2022	\$ 87,500.00	PN	25
	SOWELA	Spring 2022	\$ 52,500.00	PN	15
	NTCC	Spring 2022	\$ 182,000.00	PN	52
	\$ 108,500.00	SLCC	Summer 2022	\$ 56,000.00	ASN
BRCC		Summer 2022	\$ 52,500.00	ASN	15

**Notes:**

PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

### Southern System Nurse Capitation Allocations

System Amount	Institution	Semester	Funding Amount	Program	Number of Students Past Baseline Enrollment
\$ 105,000.00	SUBR	Spring 2020	\$ 56,000.00	BSN	16
	SUSLA	Spring 2020	\$ 49,000.00	ASN	14
\$ 112,000.00	SUBR	Fall 2021	\$ 56,000.00	BSN	16
	SUSLA	Fall 2021	\$ 56,000.00	ASN	16
\$ 112,000.00	SUBR	Spring 2021	\$ 56,000.00	BSN	16
	SUSLA	Spring 2021	\$ 56,000.00	ASN	16
\$ 98,000.00	SUBR	Fall 2021	\$ 56,000.00	BSN	16
	SUSLA	Fall 2021	\$ 42,000.00	ASN	12
\$ 84,000.00	SUBR	Spring 2022	\$ 56,000.00	BSN	16
	SUSLA	Spring 2022	\$ 28,000.00	ASN	8
\$ 56,000.00	SUBR	Fall 2022	\$ 56,000.00	BSN	16

**Notes:**

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing  
 The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

**University of Louisiana System Nurse Capitation Allocations**

System Amount	Institution	Semester	Funding Amount	Program (s)	Number of Students Past Baseline Enrollment
\$ 168,000.00	La Tech	Spring 2020	\$ 28,000.00	ASN	8
	ULM	Spring 2020	\$ 28,000.00	BSN	8
	NSU	Spring 2020	\$ 112,000.00	ASN & BSN	32
\$ 38,500.00	Southeastern	Summer 2020	\$ 38,500.00	BSN	11
\$ 196,000.00	La Tech	Fall 2020	\$ 28,000.00	ASN	8
	ULM	Fall 2020	\$ 28,000.00	BSN	8
	NSU	Fall 2020	\$ 101,500.00	ASN & BSN	29
	Southeastern	Fall 2020	\$ 38,500.00	BSN	11
\$ 196,000.00	La Tech	Spring 2021	\$ 28,000.00	ASN	8
	ULM	Spring 2021	\$28,000	BSN	8
	NSU	Spring 2021	\$ 101,500.00	ASN & BSN	29
	Southeastern	Spring 2021	\$ 38,500.00	BSN	11
\$ 150,500.00	La Tech	Fall 2021	\$ 10,500.00	ASN	3
	NSU	Fall 2021	\$ 70,000.00	ASN	20
	NSU	Fall 2021	\$ 70,000.00	BSN	20
\$ 224,000.00	La Tech	Spring 2022	\$ 63,000.00	ASN	18
	McNeese	Spring 2022	\$ 7,000.00	BSN	2
	NSU	Spring 2022	\$ 91,000.00	ASN	26
	NSU	Spring 2022	\$ 35,000.00	BSN	10
	Southeastern	Spring 2022	\$ 28,000.00	BSN	8
\$ 259,000.00	La Tech	Fall 2022	\$ 63,000.00	ASN	18
	NSU	Fall 2022	\$ 119,000.00	ASN	34
	NSU	Fall 2022	\$ 49,000.00	BSN	14
	Southeastern	Fall 2022	\$ 28,000.00	BSN	8

**Notes:**

ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.

### Franciscan Missionaries of Our Lady University (FranU) Nurse Capitation Allocations

Institution	Semester	Funding Amount	Program	Number of Students Past Baseline Enrollment
Fran U	Spring 2020	\$ 35,000.00	BSN	10
Fran U	Summer 2020	\$ 35,000.00	BSN	10
Fran U	Fall 2020	\$ 35,000.00	BSN	10
Fran U	Spring 2021	\$ 70,000.00	BSN	20
Fran U	Fall 2021	\$ 122,500.00	BSN	35
Fran U	Spring 2022	\$ 87,500.00	BSN	25
Fran U	Fall 2022	\$ 87,500.00	BSN	25

**Notes:**

BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted beyond the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average); therefore, the last column reflects the number of students enrolled past the baseline (average) and may include semester-to-semester duplicated headcount.