

# The Movement of Registered Nurses into and out of California

A summary and analysis of why nurses endorse their licenses into and out of California

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## Executive Summary

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Between August 2007 and January 2008, more nurses endorsed their nursing (RN) license into California than out of California.

- On average, nurses who endorsed into California are 40 years of age, and nurses endorsing out are 43 years of age.
- 44% of nurses who endorsed into California lived in California when they requested the endorsement, while only 32% of nurses who endorsed out of California lived in-state.

### *Nursing education*

- 50% of nurses who endorsed into California and 48% of nurses who endorsed out received their initial pre-licensure nursing education in a BSN program.
- Compared to California nurses with active licenses who were surveyed in 2006, nurses who endorsed into and out of California have a higher share of nurses that earned BSN degrees as their highest level of nursing education.

### *Experience as a nurse*

- On average, nurses who endorsed out of California have more experience in nursing (13 years) than nurses who endorsed into California (11 years).
- The majority of nurses who endorsed into California (84%) worked full time over the last year, compared to only 45% of the nurses who endorsed out of California.

### *Future plans as a nurse in California*

- 49% of nurses endorsing into California have moved or plan to move to California to practice nursing, while 45% of nurses who endorsed out of state have already moved out of California.
- The majority of nurses who endorsed into California (86%) plan to maintain an active license in another state, while the majority of nurses who endorsed out of California (85%) plan to maintain an active license in California.
- 55% of nurses who endorsed out of California plan to return to California in the next five years to work as a nurse.

## **Travel nurses who endorse into and out of California**

- Travel nurses represent 31% of nurses who endorsed into California and 20% of those who endorsed out of California.
- 76% of travel nurses endorsing out of California lived out of state when they requested an endorsement.
- About 15% of travel nurses are male.

### *Experience as a nurse*

- For nurses who endorsed into California, travel nurses worked more of the past 12 months (11 months) than non-travelers (9 months).
- Of nurses who endorsed out of California, both travelers and non-travelers worked an average of 5 of the last 12 months as nurses in California.

### *Future plans as a nurse in California*

- Most travel nurses (76%) live outside of California and are less likely to move or have plans to move to California, but they are more likely than non-travelers to plan to maintain an active license in California and to return to California to work as a nurse within the next five years.

## **Internationally-educated nurses who endorse into and out of California**

### *Nursing education*

- Almost 80% of internationally-educated nurses who endorsed into California have a BSN as their highest level of nursing education.

### *Experience as a nurse*

- A greater share of nurses who endorsed into California used a recruiter to find their first nursing job.
- On average, internationally-educated nurses who endorsed out of California worked less time (3 months) in California over the past year than US-educated nurses (5 months).

### *Future plans as a nurse in California*

- Internationally-educated nurses are more likely than US-educated nurses to move (50%) or plan to move (29%) to California to work in nursing.
- About 15% of internationally-educated nurses plan to practice travel nursing in the coming year, while 38% of US-educated nurses plan to be travel nurses.

### *California as a “pass-through” state for internationally-educated nurses*

- 90% of internationally-educated nurses who endorsed out of California received their initial US RN license in California.
- 18% who endorsed out of California had always planned to receive initial licensure in California and then endorse to another state, while only 7% of nurses who endorsed into California planned to receive initial licensure elsewhere and then endorse to California.
- The share of internationally-educated nurses is greater among nurses who endorsed out of California (31%) than those who endorsed into the state (27%).

## Introduction and Methods

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The California Board of Registered Nursing (BRN) is interested in knowing more about the movement of nurses into and out of California and commissioned the University of California, San Francisco (UCSF) to research behaviors of these nurses.

Every month during the six-month study period, from August 1, 2007 to January 31, 2008, the BRN provided contact information for all nurses who requested endorsements of their nursing licenses into and out of California. From these records, UCSF randomly selected a monthly sample of 200 nurses who requested incoming endorsements and 200 nurses who requested outgoing endorsements, for a total of 1,200 nurses in each group. After each monthly sample was drawn, UCSF mailed the survey to all nurses who were selected. Surveys could be submitted by mail or online. All surveys submitted by June 30, 2008 are included in the analysis.

Since nurses who requested incoming endorsements and those who requested outgoing endorsements were surveyed with different survey instruments, data for these groups were analyzed separately. However, data for nurses endorsing into and out of California are shown side-by-side to allow for comparison between the two groups. Internationally-educated nurses and travel nurses are also presented to provide additional information about these populations and their impact on the nursing workforce in California. In some cases, data from the BRN 2006 Survey of Registered Nurses were used to provide comparisons between California's nursing workforce and nurses endorsing into and out of the state between August 2007 and January 2008. A summary of the data analysis results and accompanying conclusions are included in this report. A separate appendices report is available, which includes more detailed data results, and the survey instruments.

## Data Summary

Between August 2007 and January 2008, more nurses endorsed their nursing (RN) license into California than out of California. During this time period, there were 4,905 requests for endorsement of RN licensure into California, and 4,539 requests for endorsement out of California, which could include more than one request for the same nurse.

**Table 1. Primary states to and from which RNs requested endorsements (8/2007-1/2008)**

RNs who endorsed into CA		RNs who endorsed out of CA*	
Florida	8.0%	Texas	12.4%
New York	7.9%	New York	5.8%
Texas	7.2%	Oregon	5.1%
Arizona	4.2%	Florida	5.0%

\* Given that a nurse can endorse to multiple states, the number of endorsements may be greater than the number of nurses. These data are from the BRN licensure database and represent the number of outgoing endorsement requests, not the number of nurses.

- Nurses who endorsed into California primarily endorsed from Florida, New York, and Texas.
- Nurses who endorsed out of California primarily endorsed to Texas, New York, Oregon, and Florida.

**Table 2. Survey response rates for RNs who endorsed into and out of California (8/2007-1/2008)**

	RNs who endorsed into CA	RNs who endorsed out of CA
Nurses surveyed	1,200	1,200
Surveys returned without a forwarding address	36	75
Survey respondents	652	619
Online respondents*	69 (10.6%)	83 (13.4%)
Response rate**	56.0%	55.0%

\* Online respondents are included in the total number of survey respondents.

\*\* Response rate = Survey respondents / [(Nurses surveyed) – (Surveys returned without forwarding address)]

- The response rate for the surveys of nurses who endorsed into and out of California was about the same -- 56% for nurses who endorsed into California and 55% for nurses who endorsed out of California.

## Nurses who endorse into and out of California

### Demographics

**Table 3. Age and gender of RNs: RNs endorsing into and out of California (8/2007-1/2008) and the statewide population of RNs with active licenses in 2006**

	RNs who endorsed into California*	RNs who endorsed out of California*	All Active RNs**
Average age	40.0 years	42.7 years	47.2 years
Gender			
Female	87.8%	87.1%	90.2%
Male	12.2%	12.9%	9.8%
Total	646	611	4,988

\*Source: 2007-08 BRN Endorsement Surveys

\*\*Source: 2006 BRN Survey of RNs

- Nurses who endorsed into and out of California are younger than nurses with active licenses in California. On average, nurses who endorsed into California are 40 years of age, and nurses endorsing out are 43 years of age.
- Although women represent the greatest share of nurses endorsing into and out of California, the share of men is greater for nurses endorsing into (12%) and out of (13%) the state than it is for the population of nurses with active licenses in California (10%).

**Table 4. Residence of RNs at date of endorsement into and out of California (8/2007-1/2008)**

Residence	RNs who endorsed into CA	RNs who endorsed out of CA
California	44.2%	31.8%
US – not CA	54.7%	67.8%
International	1.1%	0.4%
Total	652	540

- 44% of nurses who endorsed into California lived in California when they requested the endorsement.
- Only 32% of nurses who endorsed out of California lived in-state.
- Less than 2% of nurses who requested endorsements were living outside of the United States when they requested the endorsement.

## ***Nursing education***

**Table 5. Location of pre-licensure nursing education for RNs: RNs endorsing into and out of California (8/2007-1/2008) and the statewide population of RNs with active licenses in 2006**

	RNs who endorsed into California*	RNs who endorsed out of California*	All Active RNs**
US educated	73.1%	69.0%	82.2%
Non-US educated	26.9%	31.0%	17.8%
Total	628	597	3,732

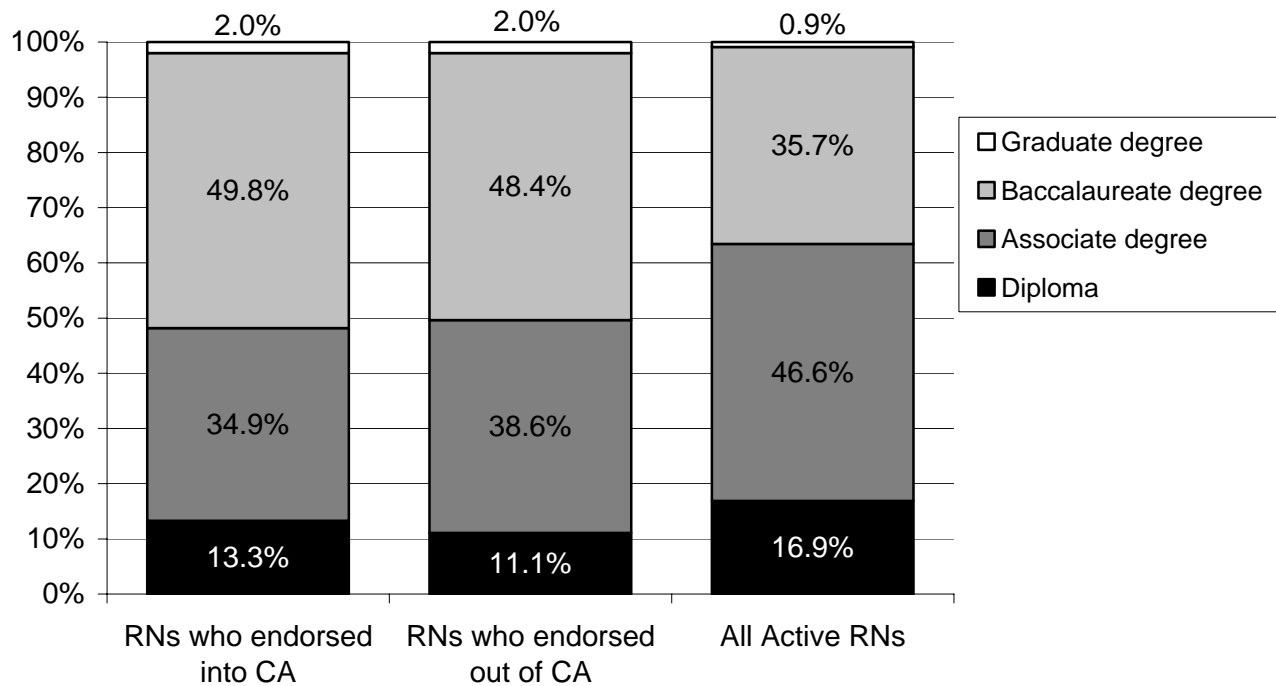
\*Source: 2007-08 BRN Endorsement Surveys

\*\*Source: 2006 BRN Survey of RNs

- Table 5 shows that the majority of nurses who endorsed into and out of California received their pre-licensure nursing education in the United States. However, 27% of nurses who endorsed into California and 31% of nurses who endorsed out of California received their pre-licensure education outside of the United States.



**Figure 1. Type of pre-licensure RN education completed by RNs who endorsed into and out of California (8/2007-1/2008)\* and the statewide population of RNs with active licenses in 2006\*\***

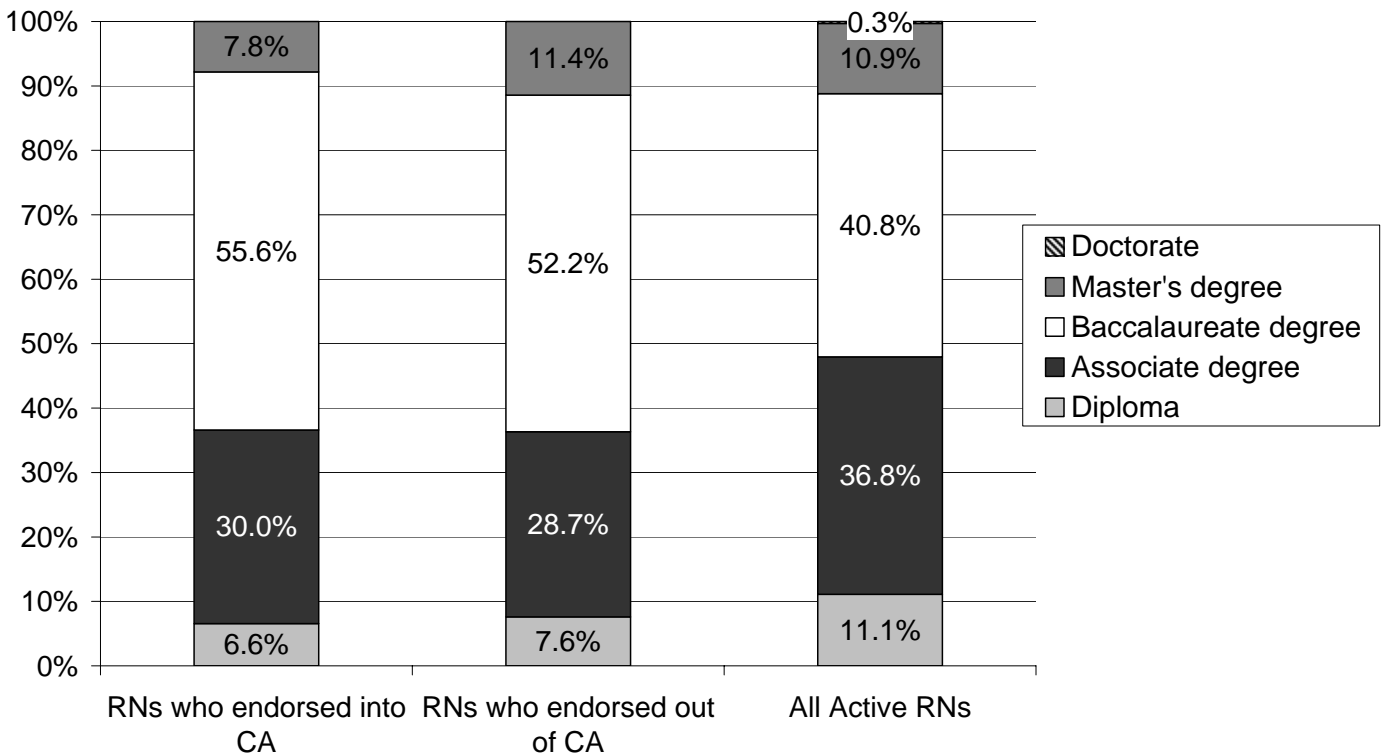


\*Source: 2007-08 BRN Endorsement Surveys

\*\*Source: 2006 BRN Survey of RNs

- Figure 1 shows that a greater share of nurses who requested endorsements during the study period received their pre-licensure education in baccalaureate (BSN) programs, while associate (ADN) degrees were more common among the RNs with active licenses in California.
  - 50% of nurses who endorsed into California and 48% of nurses who endorsed out received their initial pre-licensure nursing education in a BSN program.
  - Only 36% of RNs with active licenses in California received their initial nursing education in a BSN program.

**Figure 2. Highest level of nursing education completed by RNs who endorsed into and out of California (8/2007-1/2008)\* and the statewide population of RNs with active licenses in 2006\*\***



\*Source: 2007-08 BRN Endorsement Surveys

\*\*Source: 2006 BRN Survey of RNs

- A higher share of nurses who endorsed into and out of California earned baccalaureate degrees as their highest level of nursing education compared to California nurses with active licenses who were surveyed in 2006.
  - Figure 2 shows that more than half of the nurses who endorsed into (56%) and out of (52%) California earned baccalaureate degrees, while only 41% of California nurses with active licenses earned the same type of degree.

## Experience as a nurse

**Table. Nursing experience for RNs who endorsed into and out of California (8/2007-1/2008)**

	RNs who endorsed into CA	RNs who endorsed out of CA
Licensed within last 8 years	47.9%	39.3%
Average years of nursing experience	10.7	12.7
1-5 years of nursing experience	34.9%	25.3%
Worked full time (36+ hours/week) over the last year	84.2%	44.5%*
Worked at least 10 of the last 12 months	74.4%	29.2%*
Average number of active nursing licenses	3.4	3.2

\* These data represent hours and months worked in California. These nurses may have worked outside of California during the time specified.

- On average, nurses who endorsed out of California have more experience in nursing (13 years) than nurses who endorsed into California (11 years).
  - About 35% of nurses who endorsed into California have one to five years of experience in nursing, while 25% of nurses who endorsed out of California have the same amount of experience.
  - Almost half (48%) of the nurses who endorsed into California were initially licensed as nurses in the last eight years, while fewer nurses who endorsed out of California (39%) were licensed during the same time eight-year time period.
- Nurses who endorsed into and out of California had an average of three active nursing licenses.
- The majority of nurses who endorsed into California (84%) worked full time over the last year, compared to only 45% of the nurses who endorsed out of California.
- Most nurses who endorsed into California (74%) also worked for at least ten of the past twelve months, compared to 29% of the nurses who endorsed out of California.

## Future plans as a nurse in California

**Table 6. Residence and employment plans for the next 12 months for RNs who endorsed into and out of California (8/2007-1/2008)**

RNs who endorsed into CA		RNs who endorsed out of CA	
Already moved to CA and plan to work as RN	34.4%	Moved out of CA and plan to work as RN	44.5%
Plan to travel to CA to work as travel nurse	32.0%	Plan to work out of CA as travel nurse	20.9%
Plan to relocate to CA and work as RN	14.8%	Plan to relocate to another state/country and work as RN	16.4%
Total	651	Total	604

- 49% of nurses endorsing into California have moved or plan to move to California to practice nursing, while 45% of nurses who endorsed out of state have already moved out of California.

**Table 7. Future plans as a nurse in California for RNs who endorsed into and out of California (8/2007-1/2008)**

	RNs who endorsed into CA	RNs who endorsed out of CA
Plan to maintain active license in other state or California	86%	85%
Plan to work full time (36+ hours) during the next 12 months	78.1%	N/A*
Plan to work at least 10 of the next 12 months	44.6%	N/A*
Plan to return to CA within 5 years to work as RN	N/A*	55.0%

\*N/A – Not available

- The majority of nurses who endorsed into California (86%) plan to maintain an active license in another state, while the majority of nurses who endorsed out of California (85%) plan to maintain an active license in California.
- Of nurses who endorsed into California, the majority (78%) plan to work full-time in California over the next year, and almost half (45%) plan to work at least ten of the next twelve months in California.
- 55% of nurses who endorsed out of California plan to return to California in the next five years to work as a nurse.
- Recent nurse graduates of five years or less are more likely to report plans to work in California during the next twelve months or to report plans to work as a travel nurse.

## ***Reasons for requesting an endorsement***

**Table 8. Primary reasons for requesting an endorsement for RNs who endorsed into and out of California (8/2007-1/2008)**

<b>RNs who endorsed into CA</b>		<b>RNs who endorsed out of CA</b>	
Good job opportunity	38.6%	High cost of living in CA	37.6%
Higher pay	34.9%	To be closer to friends and family	34.0%
To be closer to friends and family	31.8%	Spouse/partner job relocation	28.4%
To try living elsewhere	27.6%	To try living elsewhere	22.4%
Total	645	Total	595

- Nurses reported that a good job opportunity, higher pay, and being closer to friends and family were their primary reasons for endorsing into California.
  - 39% of nurses reported that a good job opportunity was the reason they endorsed into California.
- For nurses who endorsed out of California, high cost of living, being closer to family and friends, and spouse/partner job relocation were the primary reasons reported for requesting an endorsement.
  - 38% of nurses reported that the high cost of living in California prompted them to endorse out of California.

## ***Comments from survey respondents***

The majority of nurses who endorsed into (89%) and out of (92%) California thought the BRN handled their endorsement request in a timely manner. While there were many positive comments about the process, the staff, and the timeliness, some general suggestions for improving the endorsement process into and out of California include:

- Have more complete information about the endorsement process and related paperwork on the BRN website
- Provide a way for endorsees to check on the status of their application
- Reduce wait times on the telephone and make it easier to access a live person on the telephone
- Have online license verification through a system such as Nursys®
- Process the endorsement requests in less time

Several survey respondents also mentioned that requesting an RN license in person was more efficient than attempting to do so by telephone or mail. Additional comments are listed in the Appendix.

## Travel nurses who endorse into and out of California

Travel nurses represent 31% of nurses who endorsed into California and 20% of those who endorsed out of California.

### Demographics

- 76% of travel nurses endorsing out of California lived out of state when they requested an endorsement.
- About 15% of travel nurses are male.

### Nursing education

**Table 9. Nursing education for travel RNs who endorsed into and out of California (8/2007-1/2008)**

Nursing education	RNs who endorsed into CA		RNs who endorsed out of CA	
	Travelers	Non-travelers	Travelers	Non-travelers
Pre-licensure nursing education				
Diploma	12.0%	13.8%	6.7%	11.6%
ADN	43.8%	30.9%	38.3%	37.6%
BSN	42.8%	53.2%	55.0%	48.6%
MSN	1.4%	2.1%	0%	2.3%
Total	208	438	60	484
Highest level of nursing education				
Diploma	5.3%	7.4%	5.1%	8.3%
ADN	40.6%	25.1%	32.2%	27.7%
BSN	50.2%	58.8%	59.3%	51.6%
MSN	3.9%	8.8%	3.4%	12.4%
Total	207	434	59	483

- The share of travel nurses that received their initial and highest level of nursing education in an associate degree (ADN) program is greater among travelers who endorsed into California than those who endorsed out.
- A greater share of travelers endorsing out of California have BSN degrees for both initial (55%) and highest level (59%) of nursing education.
- Overall, a BSN degree was the most common degree earned as the highest level of nursing education for both travel nurses and non-travelers, while a master's degree was less common for travelers.

### ***Experience as a nurse***

- Travel nurses are more likely than non-travelers to work in acute care.
- For nurses who endorsed into California, travel nurses worked more of the past 12 months (11 months) than non-travelers (9 months).
- Of nurses who endorsed out of California, both travelers and non-travelers worked an average of 5 of the last 12 months as nurses in California.

### ***Future plans as a nurse in California***

- About 75% of nurses who practiced travel nursing in the year preceding their endorsement request have plans to continue as a travel nurse.
- 32% plan to travel to California intermittently to work as a nurse over the next 12 months.
  - On average, travelers plan to spend 5 months working as RNs in California, while non-travelers plan to spend 9 months.
- 93% plan to work outside of California over the next 12 months.
- Most travel nurses (76%) live outside of California and are less likely to move or have plans to move to California, but they are more likely than non-travelers to report that they plan to maintain an active license in California and plan to return to California to work as a nurse within the next five years.
- 55% of nurses who practiced travel nursing in the past year, but do not plan to continue, have moved to California. 15% plan to move to California and 13% are considering a move to California to work in nursing.

## Internationally-educated nurses who endorse into and out of California

### Demographics

- On average, internationally-educated nurses are two to three years younger than US-educated nurses.
- 90% of internationally-educated nurses endorsing out of California reported that California was their first state of RN licensure in the US.

### Nursing education

**Table 10. Nursing education for RNs who endorsed into and out of California, by location of pre-licensure nursing education (8/2007-1/2008)**

Nursing education	RNs who endorsed into CA		RNs who endorsed out of CA	
	Non-US educated	US educated	Non-US educated	US educated
Pre-licensure nursing education				
Diploma	26.4%	8.7%	21.4%	6.9%
ADN	4.2%	45.0%	9.9%	50.1%
BSN	69.5%	43.7%	68.7%	40.3%
MSN	0%	2.6%	0%	2.7%
Total	167	460	182	407
Highest level of nursing education				
Diploma	12.6%	4.4%	15.6%	4.4%
ADN	4.8%	38.5%	9.5%	37.1%
BSN	78.9%	48.6%	71.5%	44.5%
MSN	3.6%	8.6%	3.4%	14.0%
Total	166	455	179	407

- 27% of nurses endorsing into California and 31% of those endorsing out received their initial pre-licensure education outside of the United States.
- About 70% of internationally-educated nurses endorsing into and out of California received their initial pre-licensure nursing education through a baccalaureate (BSN) program.
- Almost 80% of internationally-educated nurses who endorsed into California have a BSN as their highest level of nursing education.



### ***Experience as a nurse***

- A greater share of nurses who endorsed into California used a recruiter to find their first nursing job.
  - 34% of internationally-educated nurses who endorsed out of California used a recruiter to find their first nursing job in the US, while 75% of those endorsing into California used a recruiter.
- In comparison to US-educated nurses, internationally-educated nurses are more likely to work in acute care, skilled nursing, long-term care, and dialysis and less likely to work in telenursing or as a travel nurse.
- On average, internationally-educated nurses who endorsed out of California worked less time (3 months) in California over the past year than US-educated nurses (5 months).
  - 66% of internationally-educated nurses reported that they did not work in California during the past year.
- Internationally-educated nurses endorsing into California worked about the same amount of time as US-educated nurses (10 months).

### ***Future plans as a nurse in California***

- Internationally-educated nurses are more likely than US-educated nurses to move (50%) or plan to move (29%) to California to work in nursing.
- About 15% of internationally-educated nurses plan to practice travel nursing in the coming year, while 38% of US-educated nurses plan to be travel nurses.
- Internationally-educated nurses are less likely to maintain active licenses in other states.
- Higher pay, opportunities for graduate nursing education, and family could encourage internationally-educated nurses to keep working as nurses in California.

### ***Reasons for requesting an endorsement***

- 59% of nurses who endorsed into California indicated that a job offer in their initial state of licensure was the reason for licensure in another state, and 23% reported it was easier to receive initial licensure in another state.
- 48% of nurses who endorsed out of California reported that having family and friends in the state was the primary reason for obtaining licensure outside of California, while 56% reported this same reason for endorsing into California.
- 38% thought it was easier to receive initial licensure in California than in another state.
- 18% of internationally-educated nurses had always planned to earn initial licensure in California and endorse to another state.
- Even though a large share of internationally-educated nurses plan to move out of California, a large share of them (74%) also plan to return to California to practice nursing within the next five years.

### ***California as a “pass-through” state for internationally-educated nurses***

The following data collected from the survey suggest that California may be a "pass-through" state for internationally-educated nurses.

- 90% who endorsed out of California received their initial US RN license in California.
- 38% thought it was easier to receive initial licensure in California than in another state.
- 18% who endorsed out of California had always planned to receive initial licensure in California and then endorse to another state, while only 7% of nurses who endorsed into California planned to receive initial licensure elsewhere and then endorse to California.
- 66% did not work in California during the past twelve months.
- The share of internationally-educated nurses is greater among nurses who endorsed out of California (31%) than those who endorsed into the state (27%).

Initial review of endorsement processes in other states shows that application and renewal fees in California are less expensive than elsewhere. Lower fees may be another factor influencing internationally-educated nurses to use California as a “pass-through” state.

## Conclusions

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### ***Nurses who endorse into and out of California***

- Between August 2007 and January 2008, more nurses endorsed their nursing license into California (n=4,905) than out of California (n=4,539).
- The majority of nurses endorsing into and out of California are educated through a BSN program in the United States. They also tend to be younger, have less experience in nursing, and hold more active nursing licenses in other states than California nurses from the 2006 survey with active licenses.
  - On average, nurses who endorsed out of California have more experience in nursing (13 years) than nurses who endorsed into California (11 years).
- Nurses reported that a good job opportunity, higher pay, and being closer to friends and family were their primary reasons for endorsing into California.
- Nurses endorsing out of California reported high cost of living, being closer to family and friends, and spouse/partner job relocation as the primary reasons for endorsing to another state.
- The majority of nurses who endorsed into (89%) and out of (92%) California thought the BRN handled their endorsement request in a timely manner.

### ***Travel nurses***

- 31% of nurses who endorsed into California and 20% of those who endorsed out of California reported working as a travel nurse in the past twelve months.
- A BSN degree was the most common degree earned as the highest level of nursing education for both travel nurses and non-travelers, while a master's degree was less common for travelers.
- Travel nurses are more likely than non-travelers to work in acute care.
- About 75% of nurses who practiced travel nursing in the year preceding their endorsement request have plans to continue as a travel nurse, 32% plan to travel to California intermittently to work as a nurse over the next 12 months, and 93% plan to work outside of California over the next year.
- Most travel nurses (76%) live outside of California and are less likely to move or have plans to move to California, but they are more likely than non-travelers to report that they plan to maintain an active license in California and plan to return to California to work as a nurse within the next five years.

### ***Internationally-educated nurses***

- 27% of nurses endorsing into California and 31% of those endorsing out received their initial pre-licensure education outside of the United States.
- Compared to US-educated nurses, internationally-educated nurses tend to be younger, to complete their nursing education in a BSN program, and to work in acute care, skilled nursing, long-term care, and dialysis. They are less likely to work in telenursing or as a travel nurse.
- Internationally-educated nurses endorsing into California are more likely than US-educated nurses to have moved or plan to move to California to work in nursing and are less likely to maintain active licenses in other states.
- California may be a “pass-through” state for internationally-educated nurses who endorse out of California.
  - 90% received initial US licensure in California.
  - 38% thought it was easier to receive initial licensure in California.
  - 18% had always planned to receive initial licensure in California and endorse to another state.
  - 66% reported that they did not work in California during the past year.
  - Only 34% used a recruiter to find a job in California, while 75% used a recruiter to find a job in another state.
- Internationally-educated nurses are more likely to report moving closer to family and friends as a reason for endorsing into (56%) or out of (48%) California.

### ***Final Conclusions***

Overall, California is gaining (4,905) more nurses by endorsement than it is losing (4,539). The majority of nurses endorsing into California (78%) plan to work full time in California over the next year, and almost half (45%) plan to work at least ten of the next twelve months as nurses in California. About 31% of the nurses endorsing into California plan to practice travel nursing in the state. Higher pay, good job opportunities, and moving closer to family and friends are some of the predominant reasons why nurses plan to work in California.

Although a number of nurses are endorsing out of California, a large share of them were not contributors to California’s nursing workforce in the past year. A large majority of nurses endorsing out of California (85%) plan to maintain an active California license and a significant portion (55%) plan to return to California in the next five years to work as a nurse. High cost of living in California, being closer to family and friends, and spouse/partner relocation are the most frequently reported reasons for nurses endorsing out of California.

While the data suggest that California may be a “pass-through” state for some internationally-educated nurses who endorse out of California, internationally-educated nurses endorsing into California are more likely than US-educated nurses to have moved or plan to move to California. Internationally-educated nurses are also less likely to work in telenursing or as travel nurses.

The majority of nurses endorsing into (89%) and out of (92%) California thought that the BRN handled their endorsement request in a timely and effective manner. According to comments from survey respondents, the BRN could improve the endorsement process by providing additional information about the process on its website, addressing concerns about telephone wait times and access to telephone staff who can answer questions, and providing a more efficient way for nurses endorsing into California to check on the status of their application. These results provide useful information to the BRN for understanding California’s nursing workforce and developing future policy.