

California Board of Registered Nursing 2024 Survey of Registered Nurses

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April 28, 2026

Abstract / Overview

The 2024 Survey of California Registered Nurses is the fourteenth in a series of surveys designed to describe the population of registered nurses (RNs) licensed in California and to examine changes in this population over time. The 2024 survey was sent to 10,000 RNs and completed by 3,482 RNs. The data revealed little change in the demographic composition of California's RNs since 2020, with 14.5% of RNs being male and 58.2% being non-white. Over 77% of RNs held a bachelor's degree or higher in nursing, due to both an increasing percentage of new graduates with bachelor's degrees and a steady number of graduations from RN-to-BSN post-licensure education programs. There has been a small increase in employment rates of RNs between 2022 and 2024, but larger percentages of RNs 45 years and older were reporting employment in nursing in 2024 compared to 2022. A total of nearly 60,000 RNs living in California were not employed in nursing in 2024, with 49.5% of these being 65 years and older. Nursing earnings increased between 2022 and 2024, reaching an average annual income of \$133,339. California's employed nurses were generally satisfied with their jobs and the nursing profession, although 4.6% reported experiencing severe symptoms of burnout, and another 7% experienced persistent symptoms of burnout. Nearly 35% of RNs reported being unfairly given tasks that "no one else wants to do" at least a few times a month. Among younger RNs not working in nursing, "the negative effect of work on health or well-being" and "stress on the job" were commonly cited as reasons for not being employed as nurses. These data suggest that older RNs are encountering challenges in the workplace. Healthcare leaders need to address these issues to ensure a stable nursing workforce in the long term.

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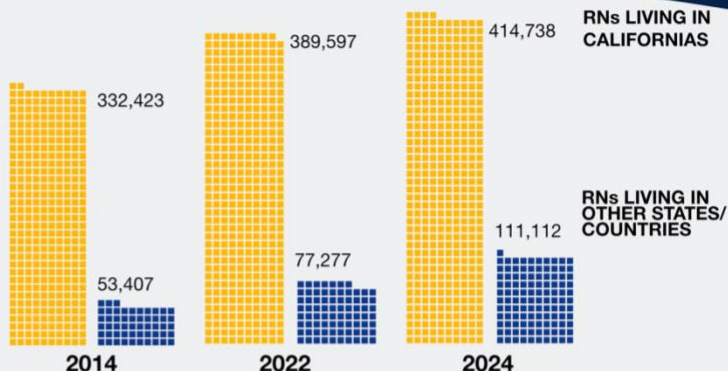
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Executive Summary

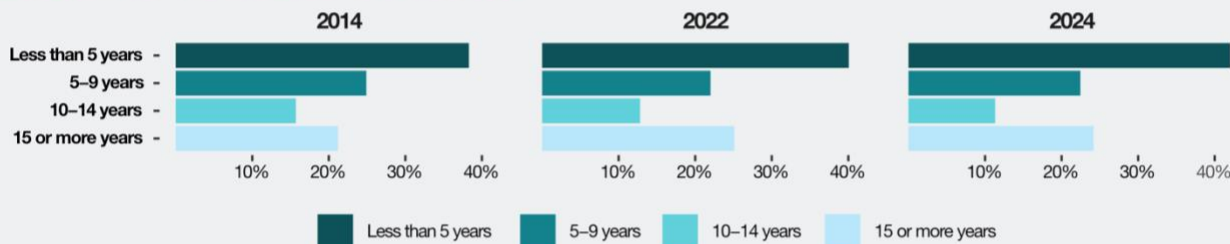
REGISTERED NURSES in California

ABOUT THIS SURVEY

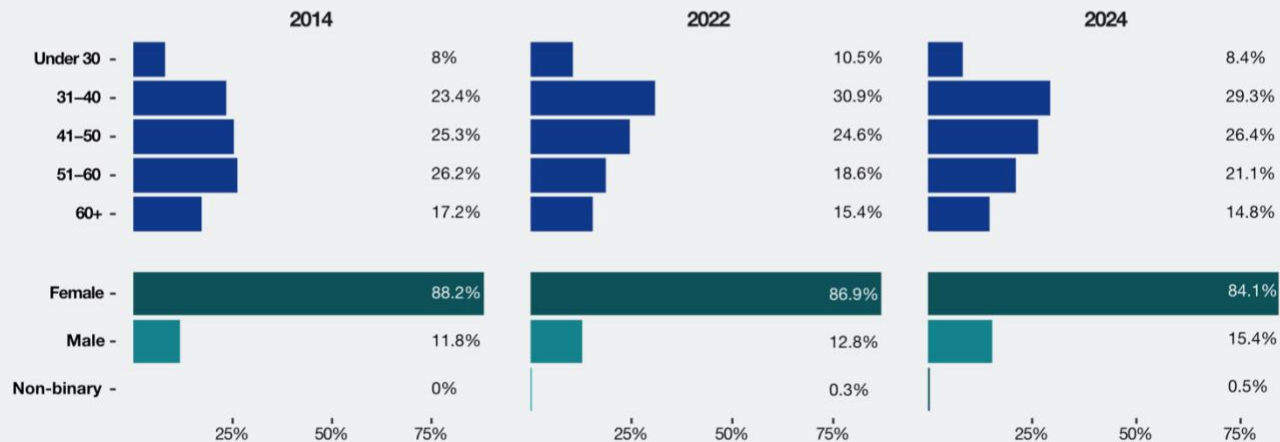
The California Board of Registered Nursing has conducted surveys of the state's registered nurse (RN) workforce since 1990. For the 2024 survey, 10,000 surveys were delivered by email and postal mail to RNs with active California licenses in March 2024. The response rate was 36% of the eligible population, producing data from 3,482 RNs. All analyses were weighted to ensure the results represent the total population of RNs with California licenses.



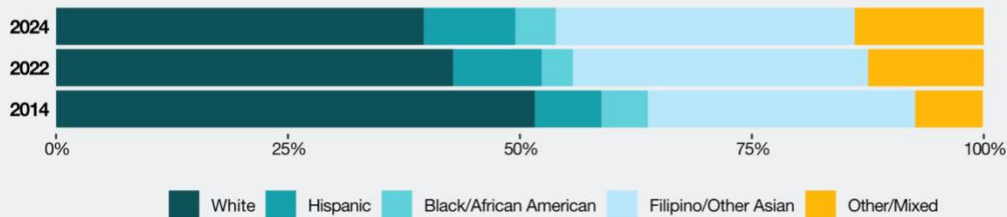
TENURE IN CURRENT POSITION



AGE AND GENDER COMPOSITION OF ALL CURRENTLY EMPLOYED RNs



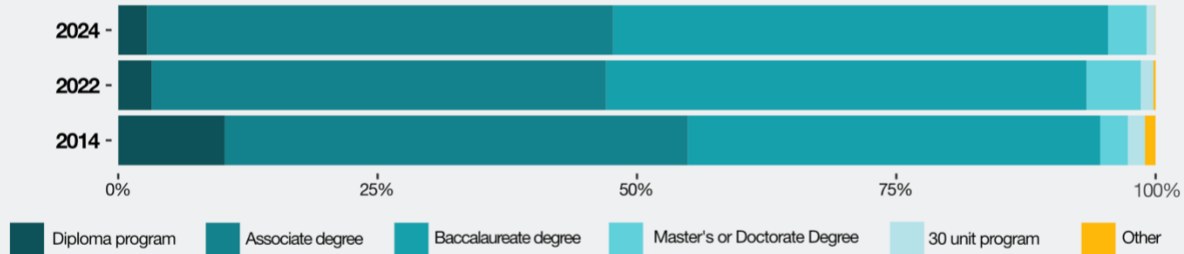
RACE/ETHNICITY COMPOSITION



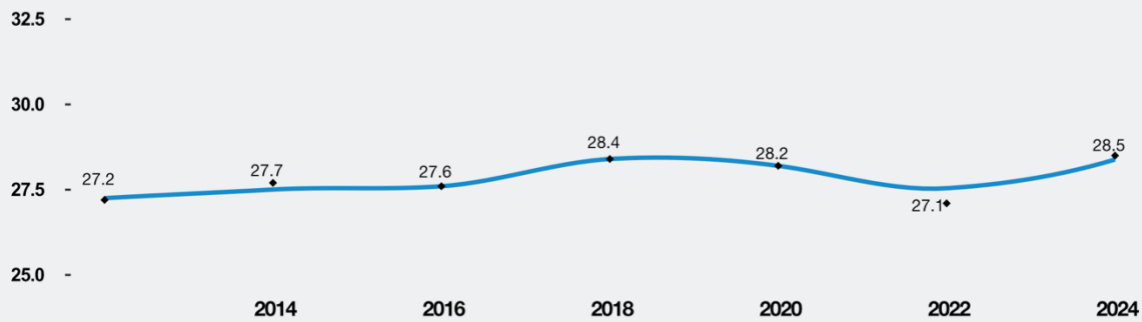
REGISTERED NURSES in California

EDUCATION

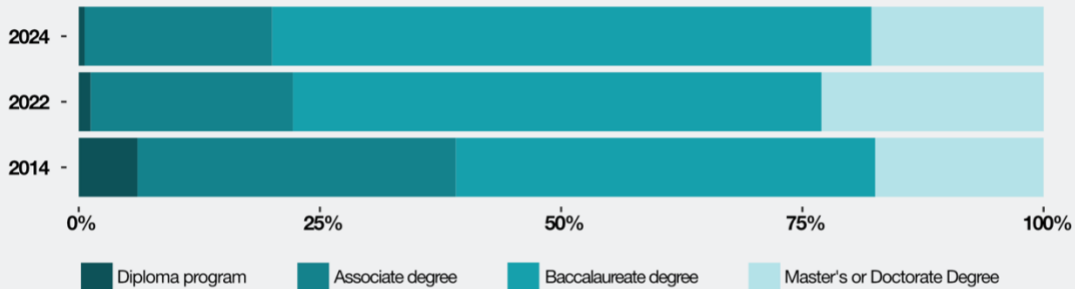
PRE-LICENSURE EDUCATION



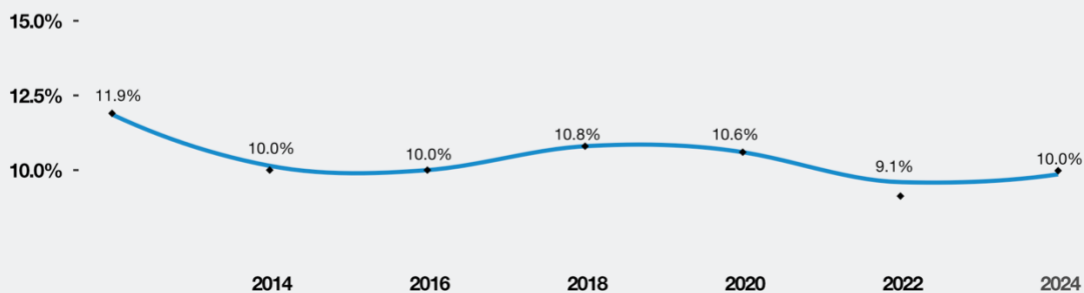
AVERAGE AGE AT GRADUATION



HIGHEST NURSING DEGREE



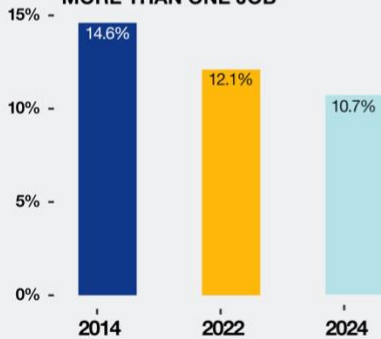
CURRENTLY ENROLLED IN NURSING DEGREE OR CERTIFICATION PROGRAM



REGISTERED NURSES in California

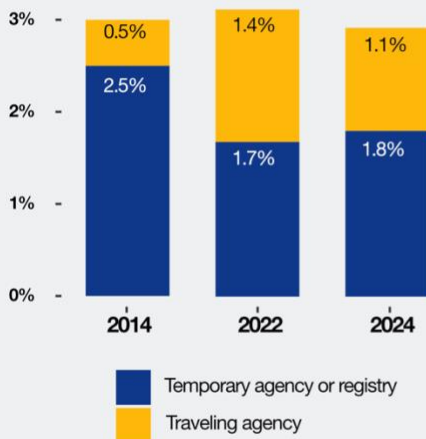
JOB TITLES & WORK SETTINGS

NURSING JOB TITLES SHARE OF RNS WITH MORE THAN ONE JOB



JOB TITLE	2014	2022	2024	TREND 2014 - 2024
Staff Nurse/Direct patient care provider	50.8%	44.7%	52.1%	
Charge Nurse	1.6%	2.2%	2.8%	
Staff Nurse and Charge Nurse (both)	16.6%	12.2%	10.2%	
Senior management, any setting	1.5%	0.6%	0.9%	
Middle management, any setting	5.0%	2.6%	2.1%	
Front-line management	4.9%	3.4%	3.5%	
Clinical Nurse Specialist	0.5%	0.6%	0.4%	
Certified Registered Nurse Anesthetist	0.3%	0.6%	0.5%	
Certified Nurse Midwife	0.4%	1.4%	0.3%	
Nurse Practitioner	3.6%	10.0%	5.8%	
Educator, service setting/clinical nurse educator	1.7%	0.9%	1.5%	
Educator, academic setting	1.3%	1.5%	1.5%	
School Nurse	1.4%	1.1%	1.5%	
Public Health Nurse	1.5%	2.1%	1.7%	
Patient care coordinator/case manager/discharge planner	5.0%	3.9%	4.5%	
QI/Utilization Review Nurse	2.1%	1.6%	1.6%	
Occupational Health Nurse	0.1%	0.1%	0.1%	
Telenursing	0.8%	0.6%	0.9%	
Infection Control Nurse	0.3%	0.5%	0.2%	
Other	2.4%	9.5%	8.0%	

NURSING WORK SETTING SHARE OF RNS IN A TEMPORARY OR TRAVELING JOB

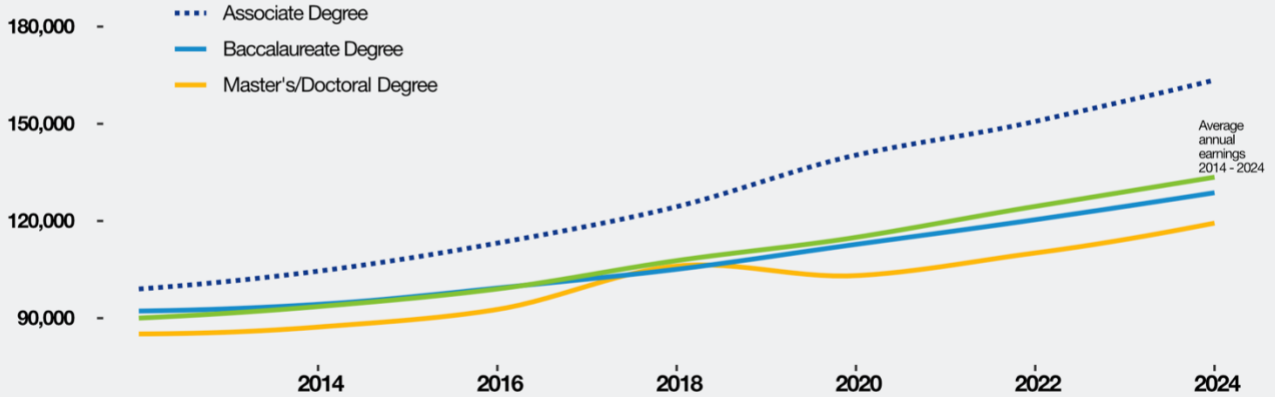


WORK SETTING	2014	2022	2024	TREND 2014-2024
Acute hospital	66.8%	61.3%	64.3%	
Hospital, inpatient or emergency	50.5%	49.4%	52.8%	
Hospital, nursing home unit	1.1%	0.6%	1.3%	
Hospital, ambulatory unit	10.1%	7.5%	7.8%	
Hospital, ancillary unit	0.7%	1.6%	0.3%	
Hospital, other department	4.4%	2.2%	2.2%	
Skilled nursing/extended care/rehabilitation	8.5%	2.8%	2.9%	
Academic nursing program	1.6%	1.4%	1.0%	
Public health dept/community health agency	1.5%	5.7%	4.5%	
Home health nursing agency/service	3.7%	4.4%	3.2%	
Hospice	0.2%	0.2%	0.2%	
Ambulatory care setting (office, surgery center)	5.4%	6.9%	7.7%	
Dialysis	0.9%	0.7%	0.8%	
Telenursing organization/call center	0.6%	1.0%	0.8%	
Occupational health/employee health	0.1%	0.3%	0.5%	
School health (K-12 or college)	1.5%	2.1%	1.8%	
Mental health/drug and alcohol treatment	2.1%	1.6%	2.2%	
Forensic setting (correctional facility, prison, jail)	1.5%	1.4%	1.5%	
Government agency (local, state, federal)	1.4%	1.0%	1.5%	
Case management/disease management	2.1%	1.1%	1.8%	
Self-employed	0.3%	0.3%	0.8%	
Other	3.4%	7.9%	4.8%	

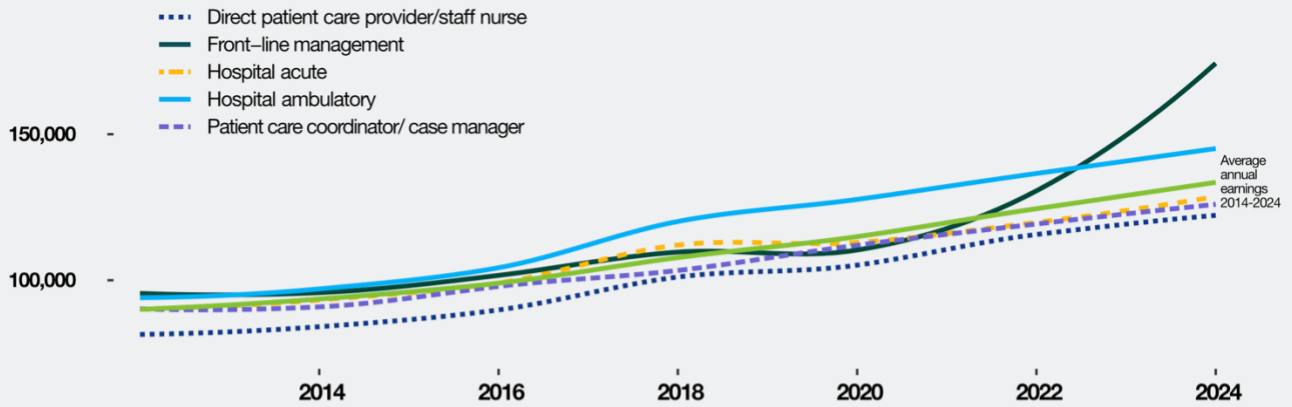
REGISTERED NURSES in California

EARNINGS

EARNINGS BY HIGHEST EDUCATION



EARNINGS BY WORK SETTING



ANNUAL EARNINGS BY REGION

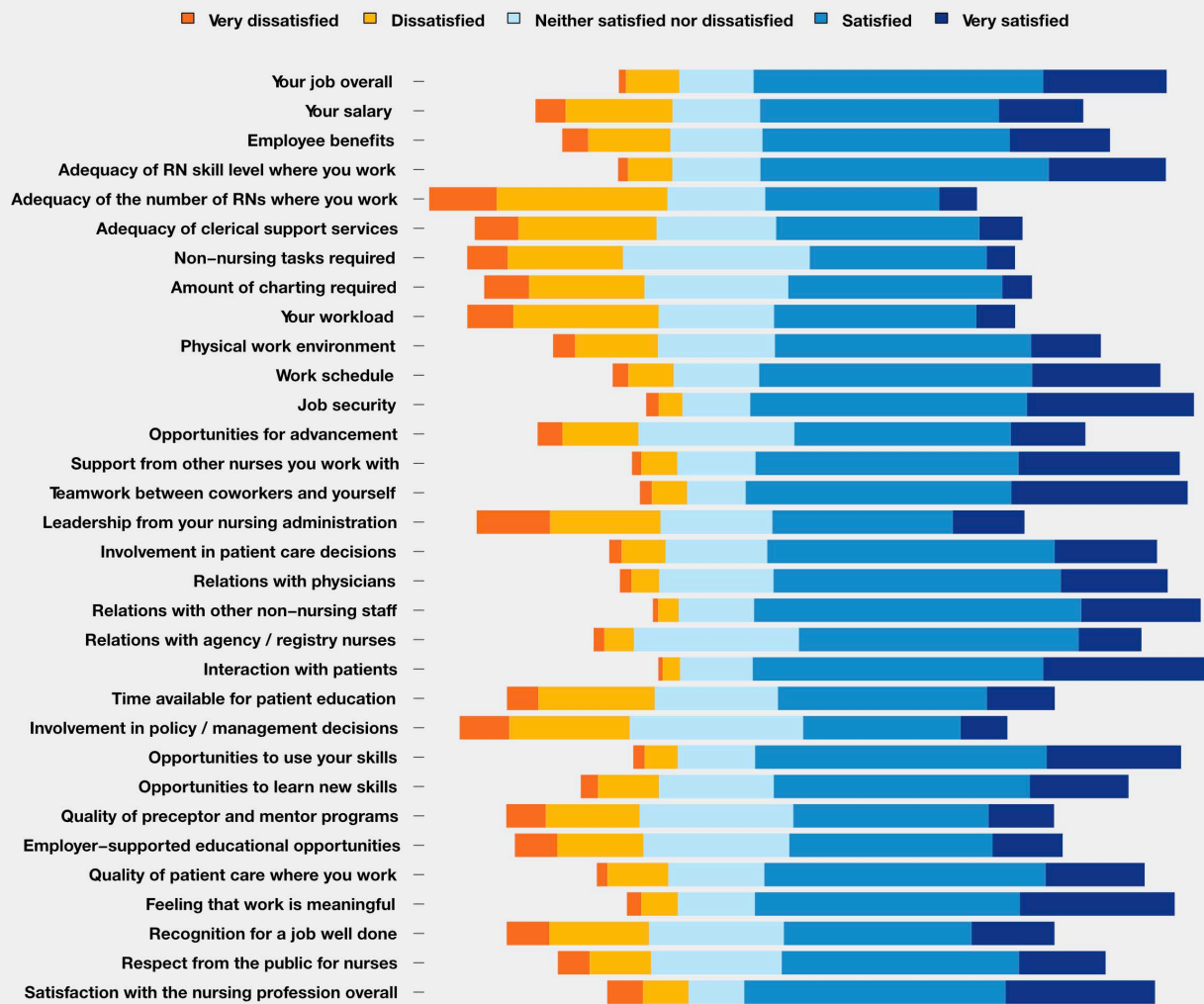


Region	2014	2016	2018	2020	2022	2024
Northern Counties	\$82,318	\$86,777	\$91,255	\$95,641	\$120,135	\$120,777
Sacramento	\$99,289	\$106,961	\$113,940	\$121,552	\$139,933	\$136,277
San Francisco Bay Area	\$102,539	\$111,213	\$120,081	\$133,474	\$162,705	\$158,592
Central Valley/Sierra	\$89,111	\$96,026	\$110,026	\$100,704	\$126,028	\$122,939
Central Coast	\$90,601	\$909,40	\$103,463	\$101,043	\$124,440	\$129,477
Los Angeles	\$86,261	\$88,703	\$98,746	\$107,903	\$124,573	\$119,110
Inland Empire	\$84,071	\$91,025	\$102,531	\$97,488	\$114,996	\$119,084
Border Counties	\$84,056	\$89,121	\$91,907	\$107,146	\$112,122	\$122,202

REGISTERED NURSES in California

JOB SATISFACTION

JOB SATISFACTION IN 2024



5
BOTTOM

- INVOLVEMENT IN POLICY AND MANAGEMENT DECISIONS (3.16)
- AMOUNT OF CHARTING REQUIRED (3.26)
- NON-NURSING TASKS REQUIRED (3.26)
- WORKLOAD (3.28)
- LEADERSHIP FROM ADMINISTRATION (3.26)

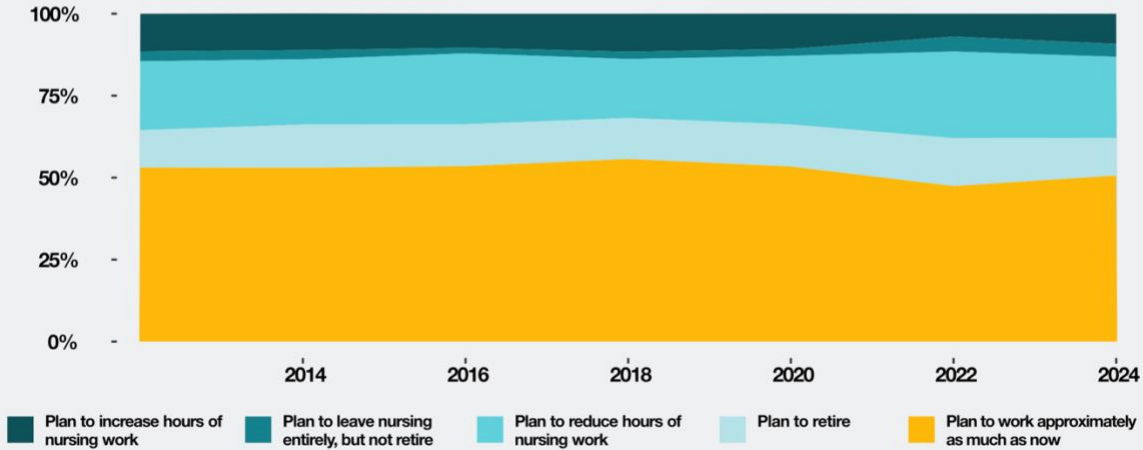
TOP
5

- TEAMWORK (4.10)
- INTERACTION WITH PATIENTS (4.09)
- JOB SECURITY (4.06)
- RELATIONSHIP WITH OTHER STAFF (4.05)
- WORK IS MEANINGFUL (4.01)

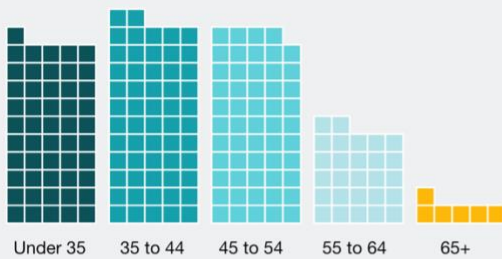
REGISTERED NURSES in California

FUTURE PLANS

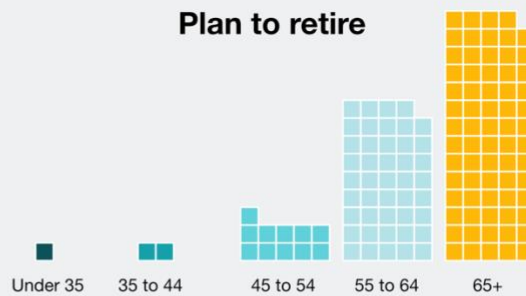
EMPLOYMENT PLANS IN THE NEXT 5 YEARS



Plan to work approximately as much as now



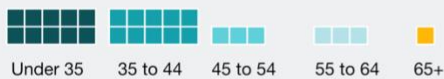
Plan to retire



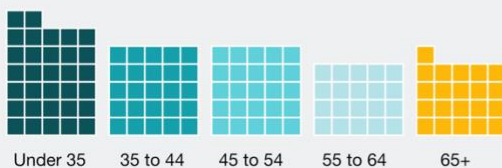
Plan to leave nursing entirely, but not retire



Plan to increase hours of nursing work



Plan to reduce hours of nursing work



1. Background

This study of registered nurses (RNs) with California licenses is the fourteenth in a series of surveys designed to describe licensed RNs in California and to examine changes over time. Surveys have been conducted in 1990, 1993, 1997, and every two years since 2004. The Board of Registered Nursing (BRN) has commissioned various organizations to conduct and analyze the surveys; surveys from 2006 onwards were conducted by the University of California, San Francisco (UCSF).

The purpose of the surveys is to collect and evaluate nursing workforce data to understand the demographics, education, and employment of RNs with California licenses. The surveys include questions about perceptions of the work environment, reasons for leaving nursing, and plans for future employment.

2. Methods

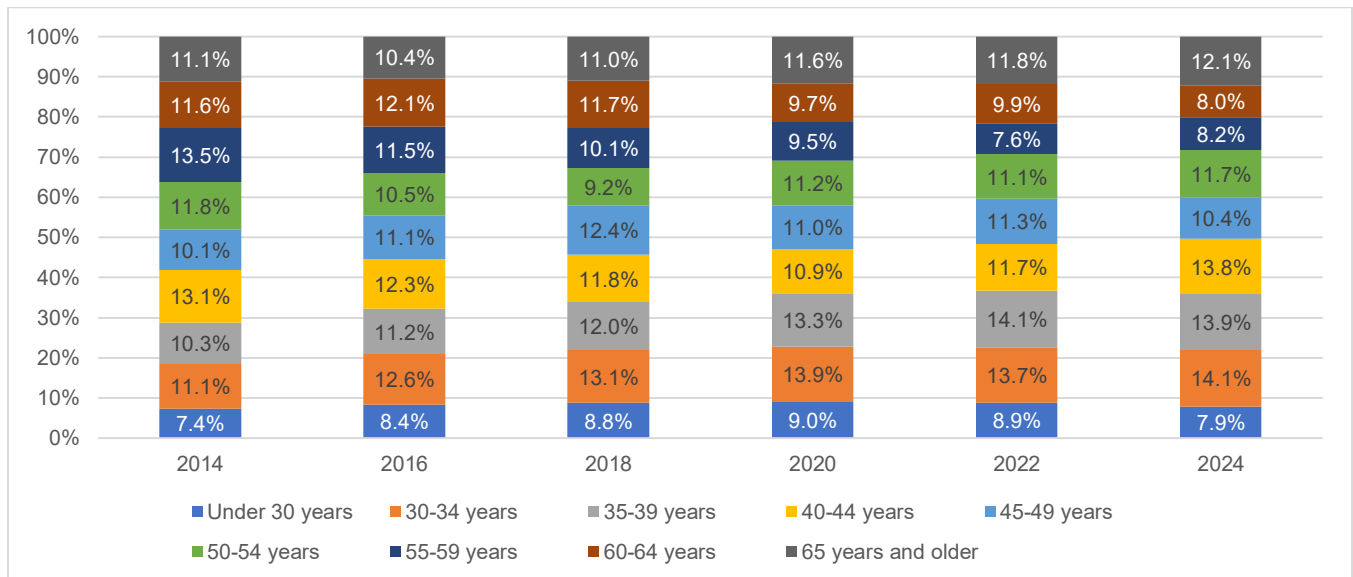
The survey was sent to 10,000 active RNs with addresses in California and other states. By the end of the data collection period, questionnaires were received from 3,499 nurses, and 271 individuals were determined to be ineligible for the survey, yielding a response rate of 36% of eligible participants. Seventeen responses were excluded from analysis due to incomplete data. Unweighted tables based on the final dataset of 3,482 nurses with active licenses may vary from true population values by ± 1.25 percentage points from the values presented, with 95% confidence. For more details about the methodology of the survey and analysis, see the accompanying technical appendix (Appendix A. Technical Appendix).

3. Demographics of California’s RNs

Age Distribution of California RNs

Figure 3.1 depicts the age distributions of nurses employed in nursing and residing in California from 2014 through 2024. In 2014, the largest shares of nurses were in the 40-to-44 and the 55-to-59 year age groups. Since 2004, the percentage of nurses in all age groups under 45 years old has increased (4.1% under 30 years, 7.7% between ages 30 and 34, 8.3% between ages 35 and 39, and 11.7% between ages 40 and 44).¹ Growth in the percentage of younger nurses is likely the result of a significant expansion in the number of new RN graduates in California between 2000 and 2010. The percentage of RNs 55 years and older has decreased over time as the aging Baby Boom cohort of RNs has begun to retire (32.8% in 2018; 28.3% in 2024). In 2024, the largest shares of nurses were in the 30-to-34 year (14.1%), 35-to-39 year (13.9%), and 40-to-44 year (13.8%) groups.

Figure 3.1. Age distribution of nurses residing in California, by survey year



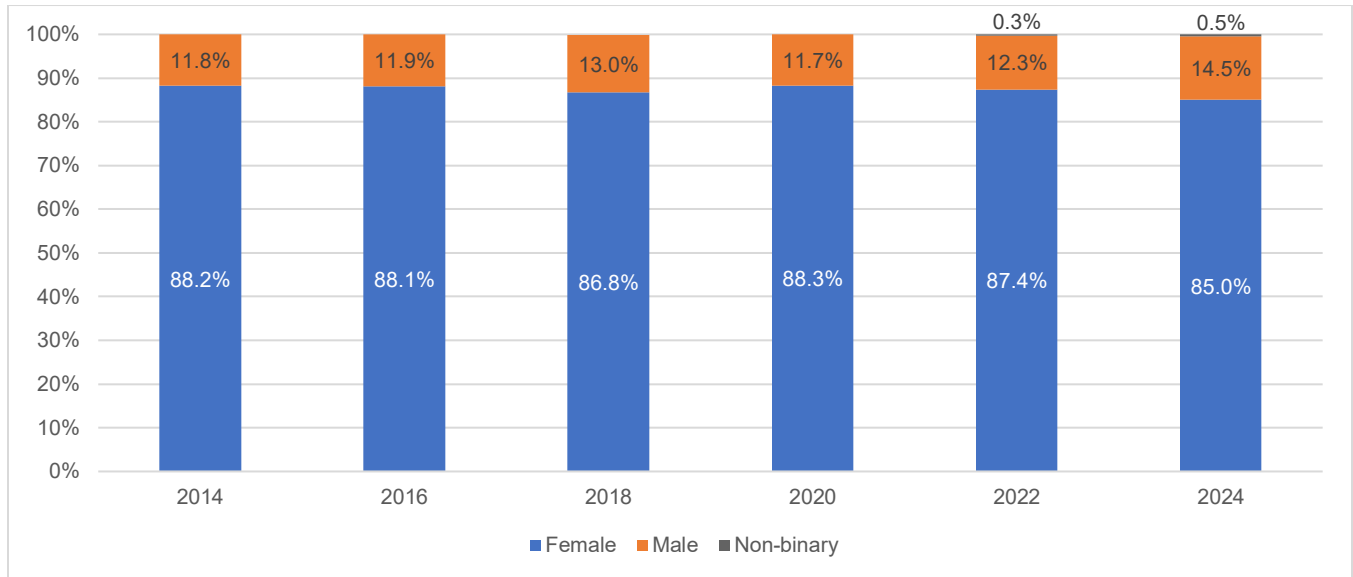
Note: 2024 number of cases=3,482. Data are weighted to represent all RNs with active licenses.

Gender Distribution of California RNs

Nursing remains predominantly female, with men accounting for 14.5% of the profession, as shown in Figure 3.2. Between 2014 and 2018, the percentage of employed RNs who were male increased from 11.6% to 13%. In 2018, the option to report a non-binary gender identity was added to the survey; the percentage selecting this has ranged between 0% and 0.5% since then.

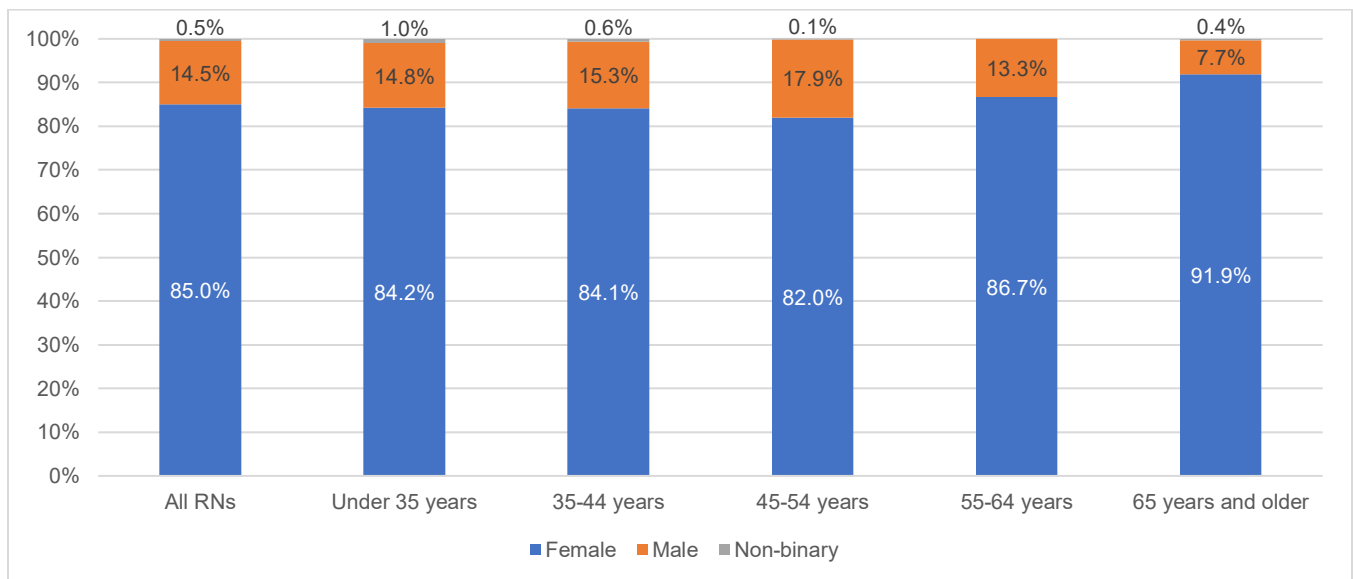
Figure 3.3 presents the gender mix by age of all actively licensed RNs residing in California, both working and not working in nursing. The age group between 45 to 54 years old had the greatest percentage of male nurses in 2024 at 17.9%. The age group under 35 years had the largest percentage of RNs reporting their gender as trans, non-binary, gender non-conforming, and self-described, at 1%.

Figure 3.2. Gender of currently working RNs residing in California, by survey year



Note: 2024 number of cases=2,930. Data are weighted to represent all RNs with active licenses.

Figure 3.3. Gender of currently working RNs residing in California, by age group, 2024



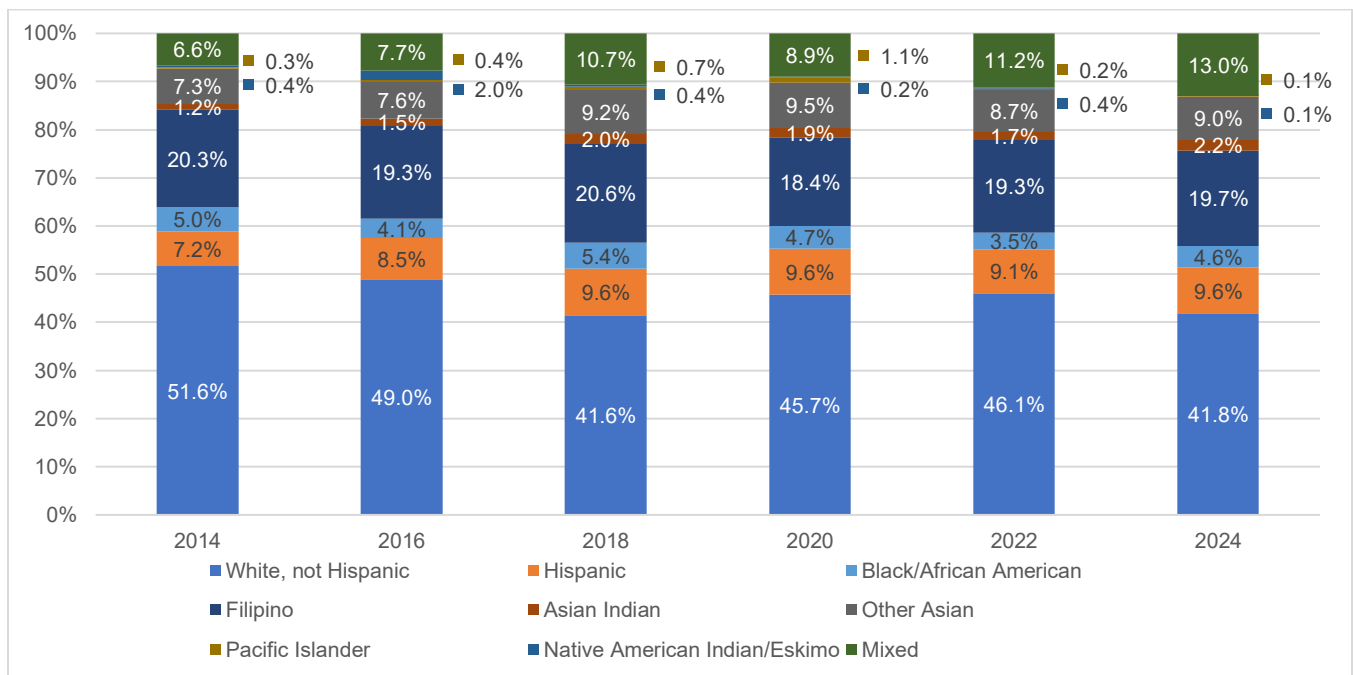
Note: Number of cases=2,930. Data are weighted to represent all RNs with active licenses.

Ethnic, Racial, and Language of California RNs

Figure 3.4 presents the racial and ethnic composition of RNs with active licenses who reside in California. Respondents were asked to report one or more racial and ethnic identities. Those who indicated more than one, including a combination of Hispanic and any other category, have been reported as “mixed” in this and prior reports. The percentage of RNs identifying as “mixed” has increased from 6.6% in 2014 to 13% in 2024. Since 2014, the percentage of non-Hispanic White nurses has trended downward from 51.6% in 2014 to 41.8% in 2024. Filipinos comprised 19.7% of the RN workforce in 2024, while non-Filipino Asians accounted for 11.2%. Hispanic and Latino nurses (who did not also report another racial/ethnic group) accounted for 9.6 % of California’s active nurses in 2024, and Black/African American nurses represented 4.6%.

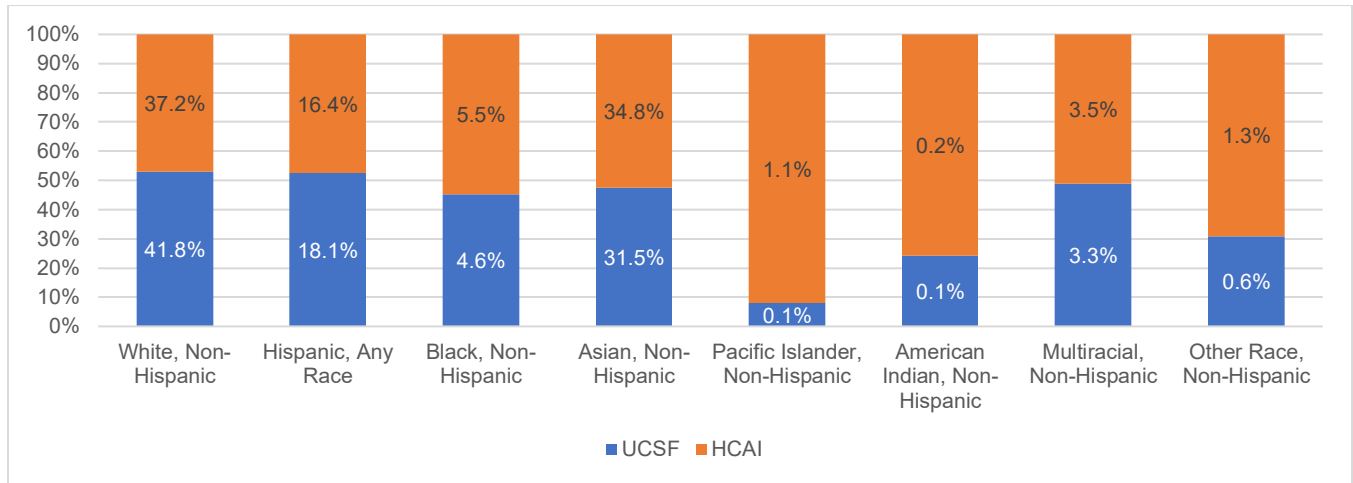
The California Department of Health Care Access and Information (HCAI) recently reported the racial/ethnic identity of RNs based on surveys conducted as part of the license renewal process.² However, the survey questions used by HCAI and UCSF differed. In the UCSF survey, RNs were asked to respond to a single question that included both racial and ethnic groups (i.e., Hispanic/Latinx). In the HCAI survey, respondents were asked to report ethnicity (Hispanic) separately from race. We retabulated racial/ethnic groups using the same approach as HCAI to compare the results of this survey with the HCAI data (Figure 3.5). We found that a larger percentage of RNs reported that they identified as “White, Non-Hispanic” (41.8% vs. 37.2%), and as “Hispanic, Any Race” (18.1% vs. 16.4%) in our data versus the HCAI data, while fewer RNs reported that they were “Asian, Non-Hispanic” (31.5% vs. 34.8%) compared with the HCAI data. All other groups were within one percentage point. We will continue to track demographic data reported by HCAI and, if appropriate, calibrate new statistical weights to account for potential under-reporting by specific racial-ethnic groups.

Figure 3.4. Ethnic and racial composition of RNs with active California licenses residing in California, by survey year



Note: 2024 number of cases=2,906. Data are weighted to represent all RNs with active licenses.

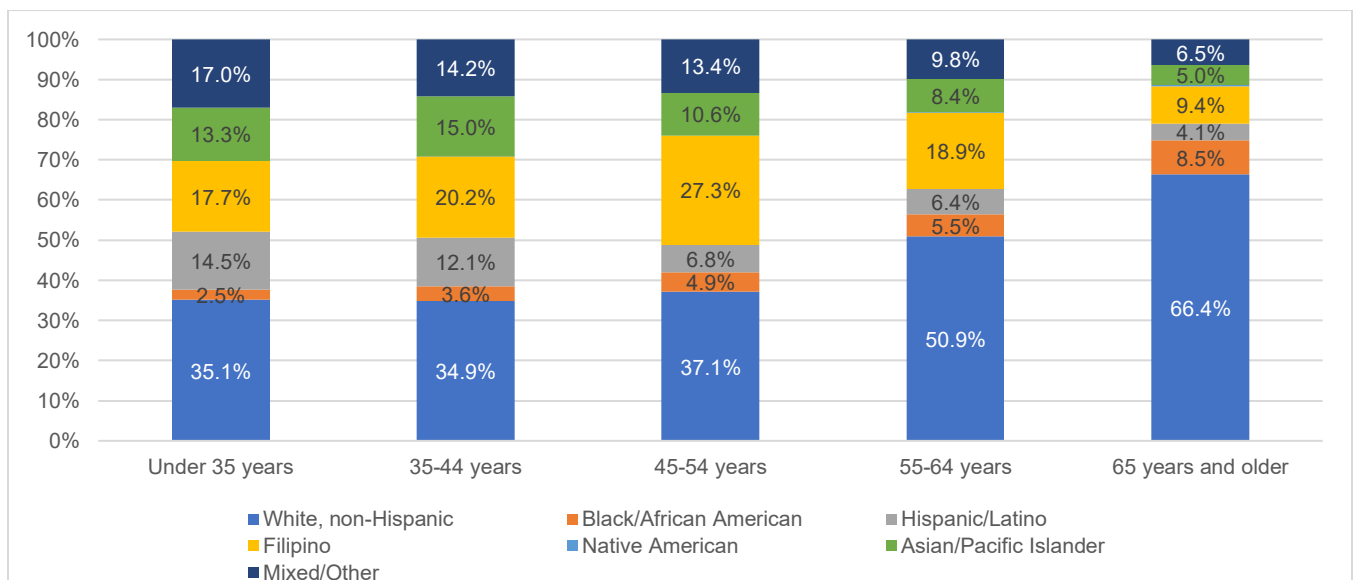
Figure 3.5. Comparison of race and ethnicity data between UCSF and HCAI conducted surveys



Note: 2024 number of cases=2,906. Data are weighted to represent all RNs with active licenses and residing in California (including RNs, Nurse Practitioners, Nurse Anesthetists, Nurse Midwives, Clinical Nurse Specialists, and Public Health RNs). HCAI data represent survey responses from licensees (RN, Nurse Practitioners, Nurse Anesthetists, Nurse Midwives, Clinical Nurse Specialists, and Public Health RNs) who are actively working in a position requiring their license or were actively seeking employment.

California’s younger nurses are more racially and ethnically diverse than its older nurses, as seen in Figure 3.6. In 2024, non-Hispanic White RNs accounted for less than half of all RNs under 54 years of age. Filipino nurses represented over a quarter of nurses between 45 to 54 years (27.3%) and more than 17% of RNs under 35 years old. More than 14% of RNs under 35 years old identified as Hispanic/Latino, and 17% reported multiple racial/ethnic identities or “Other”; among RNs between 55 to 64 years, 6.4% were Hispanic, and 9.8% were Mixed/Other. Due to the small number of observations for Asian Indians and Pacific Islanders, these racial/ethnic groups are combined with other non-Filipino Asian nurses in this and the following tables and figures. Non-Filipino Asians and Pacific Islanders accounted for 13.3% of nurses under 35 years old. Black/African American nurses were the only group with lower percentages among younger nurses than among older nurses: only 2.5% among those under 35 years old, but 5.5% among those 55 to 64 years old.

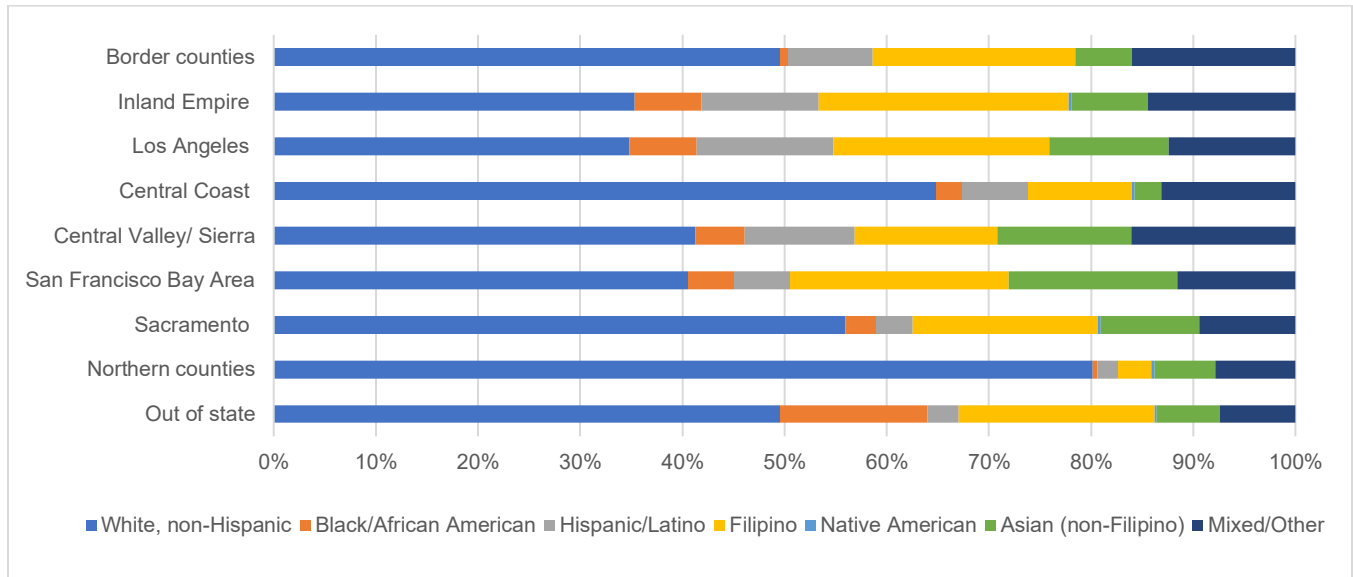
Figure 3.6. Ethnic and racial composition of RNs with active California licenses residing in California, by age group, 2024



Note: Number of cases=2,906. Data are weighted to represent all RNs with active licenses.

There are regional differences in the racial and ethnic composition of actively licensed RNs, as seen in Figure 3.7. There was less diversity among nurses in the Northern Counties and Central Coast regions in 2024 compared to other regions of California. The most diverse regions were the Los Angeles, Inland Empire, San Francisco Bay Area, and Central Valley/Sierra regions.

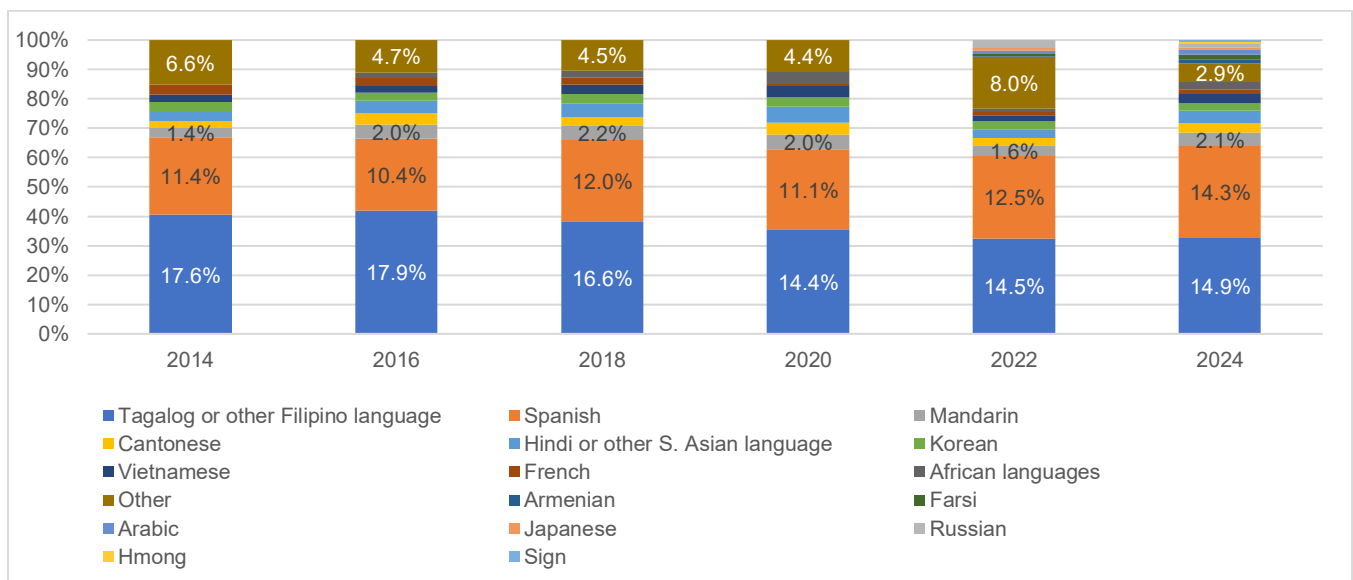
Figure 3.7. Ethnic and racial composition of RNs with active California licenses, by region, 2024



Note: Number of cases=3,135. Data are weighted to represent all RNs with active licenses.

Ethnic diversity is associated with language diversity among California’s RNs. Among all nurses, more than 33% spoke at least one other language in 2024. As seen in Figure 3.8, among those who spoke another language fluently, Tagalog and other Filipino languages were spoken by nearly 15% and Spanish was spoken by 14.3% of RNs.

Figure 3.8. Non-English languages spoken by RNs with active licenses who live in California and who spoke a non-English language fluently, 2014-2024

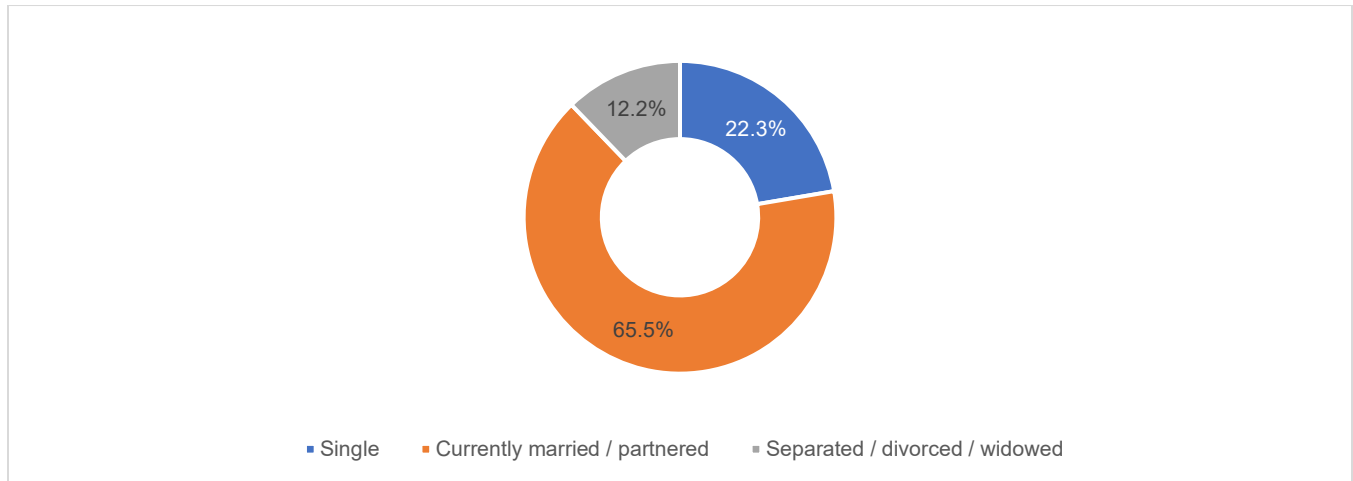


Note: 2024 number of cases=2,914. Data are weighted to represent all RNs with active licenses.

Families of California RNs

Nearly two-thirds (65.5%) of California’s RNs were married or in domestic partner relationships in 2024, as seen in Figure 3.9. Over 22% had never married, and 12.2% were widowed, separated, or divorced.

Figure 3.9. Marital status of RNs with active California licenses who live in California, 2024



Note: Number of cases=2,940. Data are weighted to represent all RNs with active licenses.

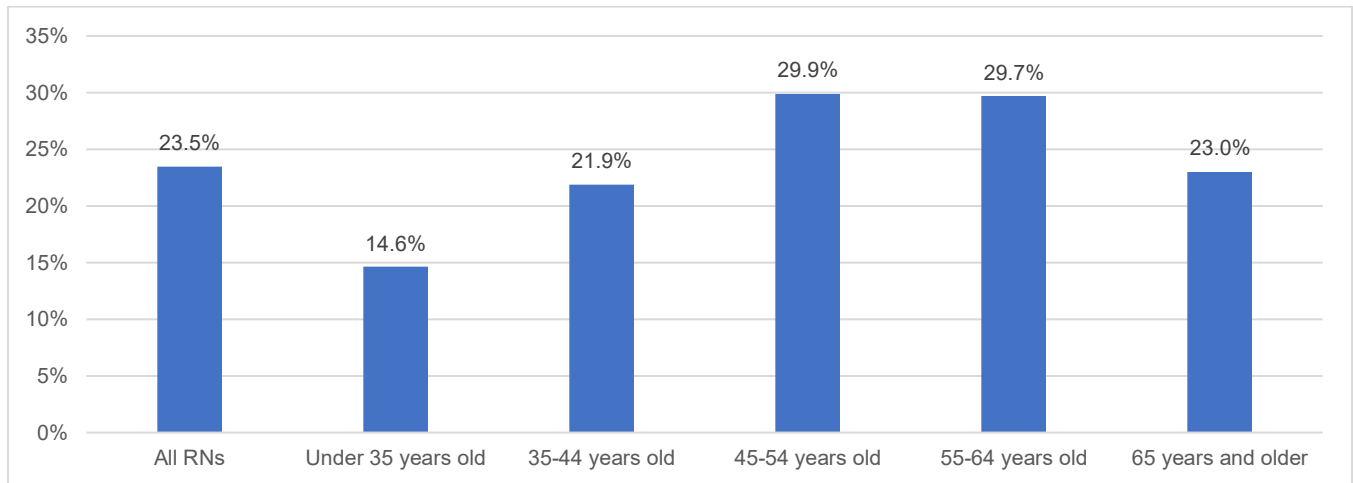
Many of California's nurses have children living at home, as seen in Table 3.1. In 2024, 49.5% of working nurses had at least one child living at home. Over 37% of working RNs with children had adult children living at home. Respondents were asked if they had responsibility for assisting or caring for an adult family member who needed help due to aging or disability, as shown in Figure 3.10. Over 23% of working RNs reported caring for adult family members, with the highest percentage among nurses aged 45 to 54 years (29.9%) and 55 to 64 years (29.7%).

Table 3.1. Number and ages of children of California-resident RNs, 2024

Number of kids at home	All RNs
None	50.5%
One	19.4%
Two	19.4%
Three	7.6%
Four +	3.1%
Ages of children	All RNs
Birth to 2 years	27.0%
3-5 years	18.2%
6-12 years	32.9%
13-18 years	22.1%
Over 18 years	37.6%

Note: Number of cases=1,552. Data are weighted to represent all RNs with active licenses. Some nurses have children in more than one age group, so right column will not total 100%.

Figure 3.10. Percentage of nurses with responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or disability, among RNs residing in California, 2024



Note: Number of cases=2,934. Data are weighted to represent all RNs with active licenses.

Regional and Interstate Mobility of California RNs

Some nurses relocated between February 24, 2024 (the date the sample frame was provided by the Board of Registered Nursing) and when they returned their survey. Table 3.2 estimates the numbers and percentages of nurses who changed regions within California and who moved out of California between February 2024 and the date of their response. In total, an estimated 12,812 RNs (4.2%) changed regions, and 2,726 (0.6%) left the state in this period.

Nurses living in the Los Angeles and Central Coast regions were less likely to have changed regions, whereas those in the Inland Empire and Border Counties were more likely to have moved within California. Those residing in the Northern Counties were more likely to have moved out of California than licensed nurses in other regions.

Table 3.2. Residence changes between February 2024 and time of response (March 2024 to November 2024)

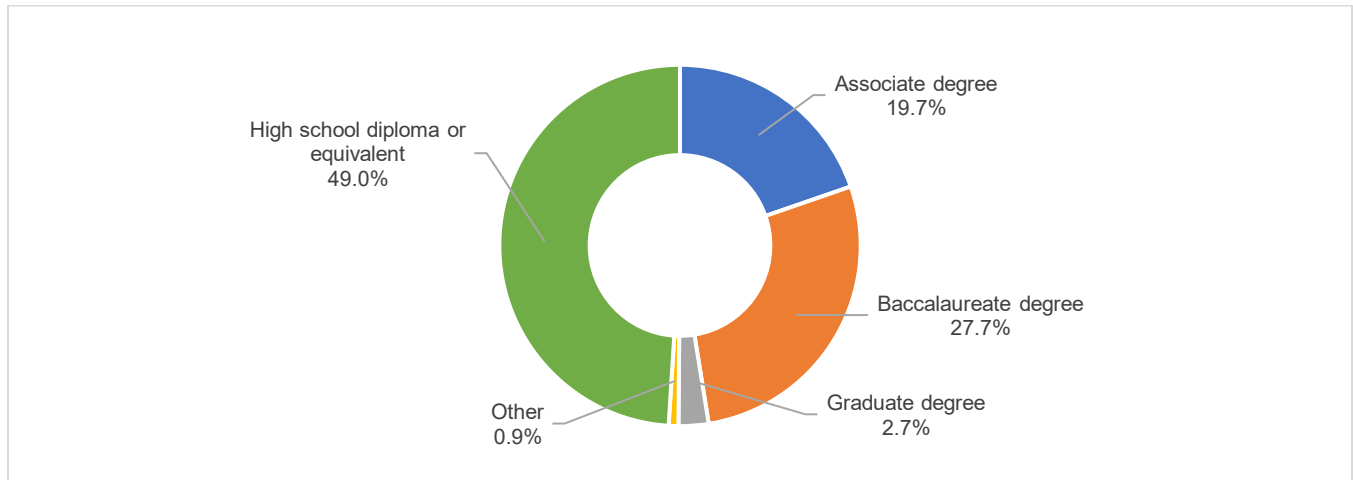
BRN Region	Estimated number changing regions	% changing regions	Estimated number leaving California	% leaving California	Estimated number represented in response
Northern Counties	380	4.0%	152	1.6%	380
Sacramento	983	3.4%	359	1.2%	983
San Francisco Bay Area	2,527	3.4%	576	0.8%	2,527
Central Valley/Sierra	1,422	3.9%	318	0.9%	1,422
Central Coast	282	3.0%	113	1.2%	282
Los Angeles	3,902	3.2%	848	0.7%	3,902
Inland Empire	1,917	4.5%	0	0.0%	1,917
Border Counties	1,398	4.3%	360	1.1%	1,398
Total	12,812	4.2%	2,726	0.6%	12,812

Note: Number of movers=125. Data are weighted to represent all RNs with active licenses. The file from which nurses were sampled was dated February 24, 2024. Surveys were first emailed March 2024 and data collection closed November 2024. Nurses were identified as having moved if their survey response indicated a different region or state than the region specified in the sampling file.

4. Education and Licensure of California’s Nursing Workforce

Figure 4.1 depicts the types of education that nurses with active licenses had completed prior to their pre-licensure nursing education program. Nearly half (49%) of RNs had not completed any higher education degrees prior to their RN education. Nearly twenty percent of California RNs had an associate degree, 27.7% had a baccalaureate degree, and 2.7% had a graduate degree.

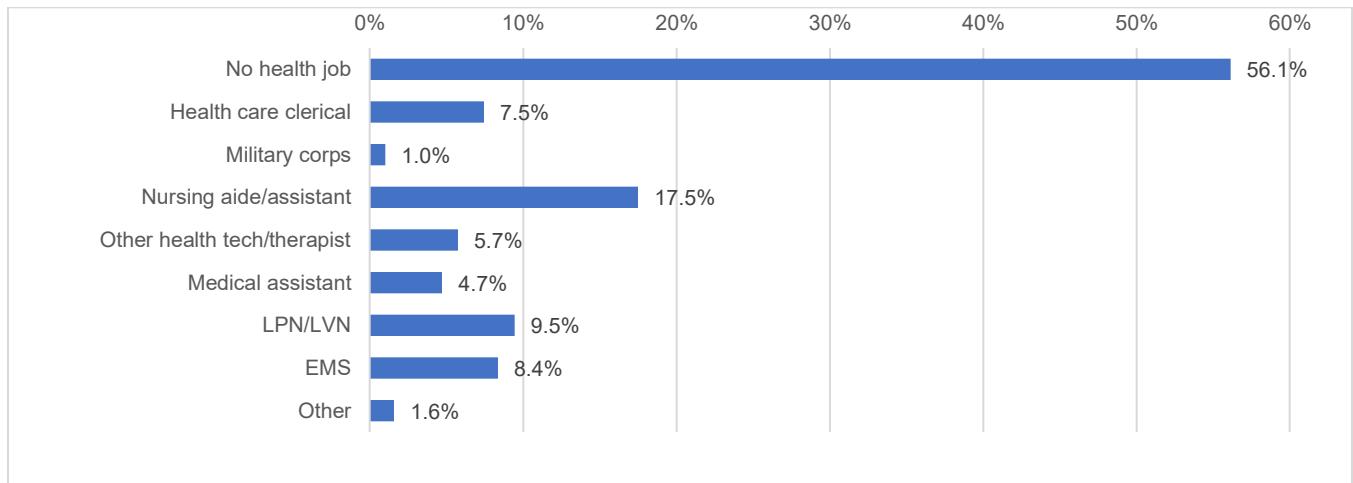
Figure 4.1. Highest education level obtained prior to pre-licensure nursing education for RNs with active California licenses who reside in California, 2024



Note: Number of cases=2,244. Data are weighted to represent all RNs with active licenses.

More than 56% of RNs who lived in California in 2024 had worked in a health occupation before attending a nursing program, as seen in Figure 4.2. Prior to completing basic RN education, 17.5% of RNs worked as a nursing aide, and 9.5% had been licensed practical/vocational nurses. Many RNs worked in other health-related fields before their RN education: 8.4% worked as emergency medical services technicians, 7.5% worked as clerks, 5.7% were health care technicians such as radiology technicians or laboratory technicians, and 4.7% were medical assistants. Only 1% reported prior military health experience. “Other” previous work experience included working as a nurse or physician in another country prior to completing an education program for licensure as an RN in the United States, working as a caregiver, or in veterinary medicine.

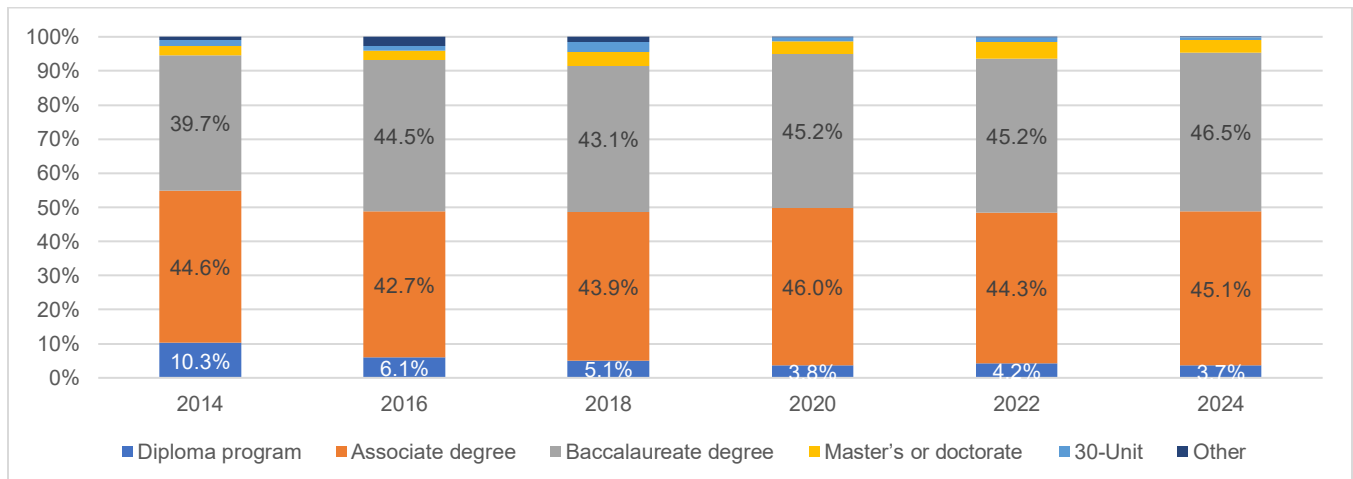
Figure 4.2. Employment in health occupations prior to basic nursing education for RNs with active California licenses who live in California, 2024



Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Figure 4.3 presents the percentages of nurses who completed each type of pre-licensure RN education program. Most of California’s RNs had entered the profession with a bachelor’s degree (46.5%) or an associate degree (45.1%). The percentage entering the profession with a baccalaureate degree has slowly increased over the past 10 years (from 39.7% in 2014 to 46.5% in 2024). Diploma programs were dominant in nursing education through the 1950s, after which time community college-based associate degree programs grew rapidly and replaced them.³ There have not been any diploma programs operating in California for more than 20 years, and there are only a few in other states. Only 3.7% of RNs reported completing a diploma program in 2024, compared with 10.3% in 2014. Fewer than 1% of RNs entered the profession after completing a 30-unit LVN-to-RN program, while nearly 4% completed entry-level master’s degree programs to qualify for their RN license.

Figure 4.3. Basic pre-licensure education of currently working RNs residing in California, by survey year

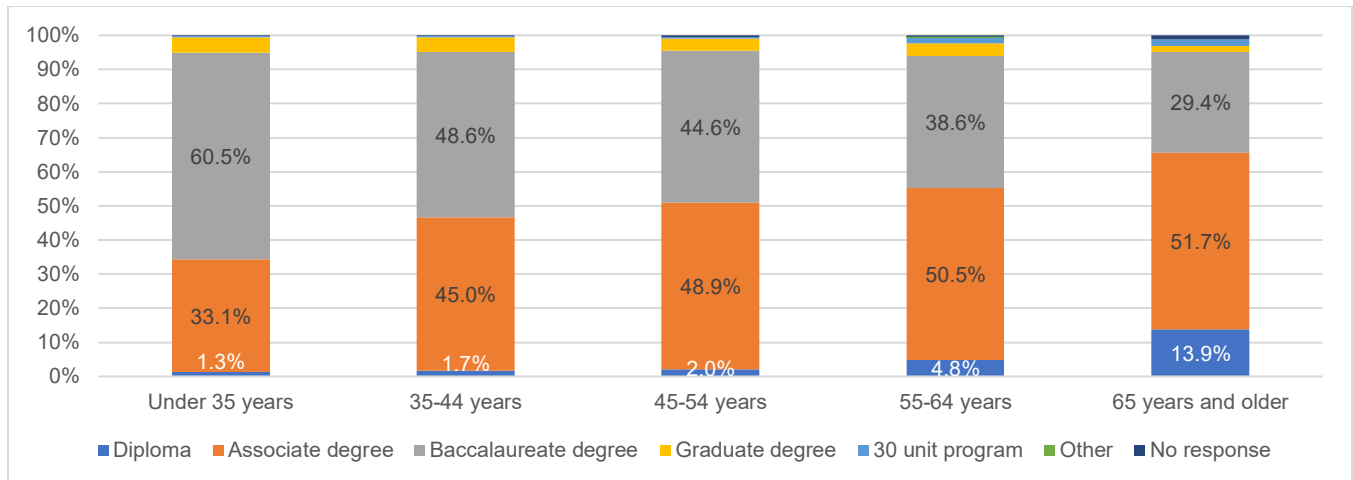


Note: 2024 number of cases=3,469. Data are weighted to represent all RNs with active licenses.

Figure 4.4 presents pre-licensure nursing education by age group for all nurses with active licenses residing in California in 2024. Among nurses under 35 years old, 60.5% reported a BSN for their pre-licensure education. Bachelor’s degrees account for between 45% and 52% of pre-licensure education for all other age groups. Unsurprisingly, older nurses were more likely to have received their initial nursing education in a diploma

program (13.9% of those 65 years and older), while only 2% of California’s nurses under 35 years old received their nursing education via a diploma program.

Figure 4.4. Basic pre-licensure RN education completed by the statewide population of RNs with active California licenses, by age group, 2024



Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Table 4.1 presents the age distribution at graduation by the decade during which RNs graduated. RNs who completed their initial RN education in the 1960s and 1970s were mostly in their early 20s. This pattern began to change in the 1980s; by the 2010s and 2020s, only about one-third of pre-licensure graduates were under 25 years old, and more than 63% of pre-licensure graduates were age 30 years or older.

Table 4.1. Age distribution at time of graduation from pre-licensure RN education for RNs with active California licenses who reside in California, 2024

Age at graduation	All nurses	Decade of graduation						
		1960s	1970s	1980s	1990s	2000s	2010s	2020s
Under 25	44.8%	100.0%	97.4%	86.8%	62.0%	51.6%	39.8%	36.5%
25-29 years	26.9%	0.0%	0.0%	11.3%	24.0%	23.3%	25.4%	31.6%
30-34 years	13.1%	0.0%	2.7%	1.3%	10.9%	11.1%	15.1%	14.5%
35-39 years	8.3%	0.0%	0.0%	0.5%	3.0%	10.2%	8.6%	9.3%
40-44 years	3.1%	0.0%	0.0%	0.0%	0.1%	2.5%	5.9%	2.8%
45 and older	3.9%	0.0%	0.0%	0.0%	0.0%	1.5%	5.2%	5.3%

Note: Number of cases=3,159. RNs who did not report a year of graduation were excluded from the calculation. Columns may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

More than 60% of California’s working RNs received their basic nursing education in California, as seen in Table 4.2. Nearly 23% were educated in other states, and 18.2% were international graduates. There has been a substantial shift over time in the places where California’s RNs completed their initial RN education. Among RNs who graduated in the 1960s, 1970s, and 1980s, more than half were educated internationally or in other states. Among California’s RNs who graduated in the 1980s through the 2000s, between 29% and 36% reported that their initial education was completed in another country. This was during a period of RN shortages in California and nationally, and many hospitals actively recruited internationally to fill vacancies. However, among RNs who graduated in the 2020s, 70.7% were educated in California, and only 7.8% were educated internationally, reflecting both the growth of RN education capacity in California and a shift away from international recruitment.

Table 4.2. Locations where RNs residing in California received basic nursing education, by decade of graduation

Location of education	All nurses	Decade of graduation					
		1970s	1980s	1990s	2000s	2010s	2020s
California	59.1%	39.4%	29.6%	53.8%	45.0%	55.6%	70.7%
Other States	22.7%	57.3%	39.3%	17.2%	19.5%	25.2%	21.5%
International	18.2%	3.3%	31.1%	29.0%	35.6%	19.2%	7.8%

Note: Number of cases=1,884. RNs who did not report a year of graduation were excluded from the calculation. RNs who graduated in the 1960s are not reported due to small sample size. Columns may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

More than 66% of RNs with active licenses who resided in California in 2024 were born in the United States (Table 4.3). Almost 16% of RNs reported they were born in the Philippines. Between 1% and 2% were born in each of Mexico, India, and Nigeria.

Among RNs who reported being born in the United States, 71.8% were educated in California, and 27.5% were educated in another US location. Among RNs who reported being born in the Philippines, 29.1% were educated in California, 3.6% in another state, and 67.3% internationally. Nearly 70% of foreign-born Indian RNs were educated internationally. In contrast, nearly 96% of RNs born in Mexico and 67.9% of those born in Nigeria reported graduating from a pre-licensure program in California.

Table 4.3. Top five countries of birth and country of education for RNs residing in California, 2024

	Country of birth	Location of education		
		Educated in California	Educated in other US location	Internationally educated
United States	66.2%	71.8%	27.5%	0.8%
Philippines	15.9%	29.1%	3.6%	67.3%
Mexico	2.1%	95.7%	4.3%	0.0%
India	1.6%	17.8%	12.3%	69.9%
Nigeria	1.1%	67.9%	10.3%	21.8%

Note: Number of cases where pre-licensure location is reported=2,894. Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

In addition to their nursing careers, some California nurses have also served in the United States Armed Forces (Table 4.4). Nurses who have served on active duty were more likely to have completed an associate degree program than non-veteran nurses in 2024 (54.8% vs. 44.2%).

Table 4.4. Basic pre-licensure RN education completed by the statewide population of RNs with active California licenses who also served on active duty in the US Armed Forces

	Diploma	AD	BSN	30-Unit	Graduate degree	Other	Number of cases
Never served in the U.S. Armed Forces	3.8%	44.2%	47.6%	3.8%	0.6%	0.1%	2,744
Served on active duty or reserves in the U.S. Armed Forces	0.0%	54.8%	36.5%	3.2%	5.5%	0.0%	108

Note: Number of cases=2,852. Data are weighted to represent all RNs with active licenses.

Many nurses pursue additional education after their initial pre-licensure education, as seen in Figure 4.5. In 2024, the most commonly received post-licensure nursing degrees were a baccalaureate of science in nursing (BSN) and a master’s degree in nursing (MSN), with 9.6% of RNs completing a post-licensure BSN degree, and 6.2% of RNs completing an MSN degree. Some RNs completed non-nursing education after they were licensed as an RN; 22.1% reported obtaining a non-nursing bachelor’s degree, and 16.8% received a non-nursing associate degree.

Financing of Pre-Licensure RN Education and Student Debt

Nurses were asked for the first time in 2024 to describe how their initial RN education was funded, including the cost of tuition, room and board, fees, books, and supplies (Table 4.5). Most respondents funded their own nursing education while working (41.6%), received gifts from family members or friends (40.8%), or used federally assisted student loans (35.3%).

Table 4.5. How initial RN education was funded for RNs residing in California, 2024

	2024
Money from job held while in school	41.6%
Gifts from parents, spouse, or other family members/friends	40.8%
Federally-assisted student loan	35.3%
Money held from job held before school	20.0%
State or local government scholarship or grant	15.5%
Other type of student loan	14.0%
Loan from parents, spouse, or other family members/friends	12.9%
Other	9.6%
Federal traineeship, scholarship, or grant	6.0%
Employer tuition reimbursement plan	4.3%
Employer non-government scholarship or grant	2.3%

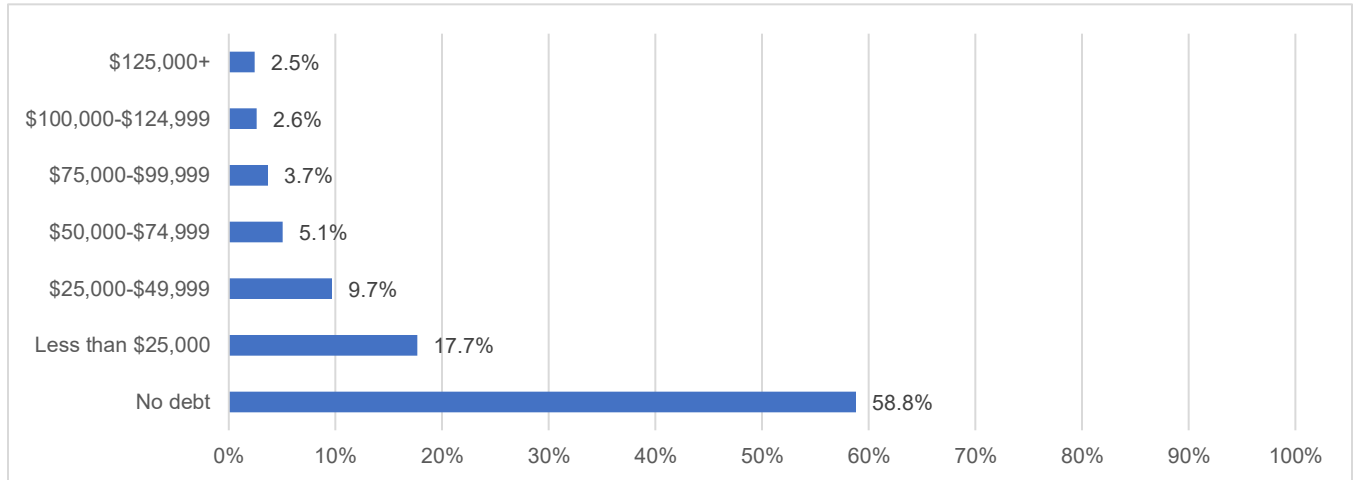
Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

RNs were asked to describe the amount of debt they accumulated from their initial RN program and how much student debt they still had at the time of the survey (Table 4.6). Over 41% of RNs had student debt at graduation, with an average of \$38,817 owed. As shown in Figure 4.5, most RNs who had student loans owed less than \$25,000 (17.7%). Nearly 21% of RNs still had student debt from their nursing program at the time of the survey, owing an average of \$39,493. Among RNs who still had student debt (20.8%), more than half owed over \$25,000 (10.9%; Figure 4.6).

Table 4.6. Student debt at graduation and student debt still owed by RNs residing in California, 2024

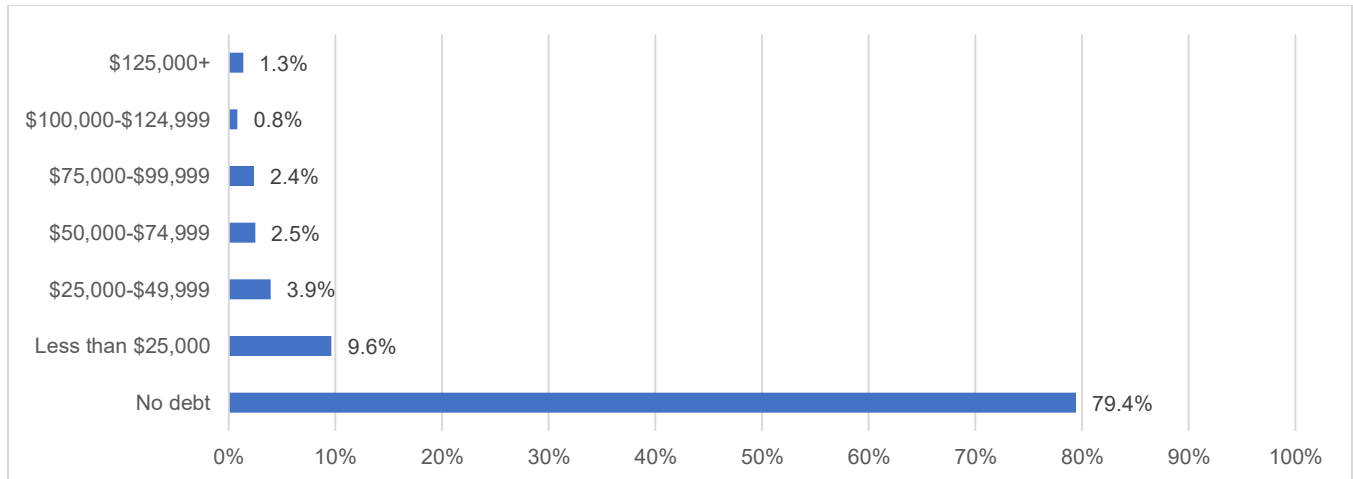
	2024
Student debt at graduation	
None	58.6%
Yes	41.4%
Average amount of debt	\$38,817
Number of cases	3,166
Student debt still owed	
None	79.2%
Yes	20.8%
Average amount of debt	\$39,439
Number of cases	3,171

Figure 4.5. Amount of student debt at graduation from initial RN education reported by RNs residing in California, 2024



Note: Number of cases=3,152. Data are weighted to represent all RNs with active licenses.

Figure 4.6. Amount of student debt from initial RN education at present reported by RNs residing in California, 2024

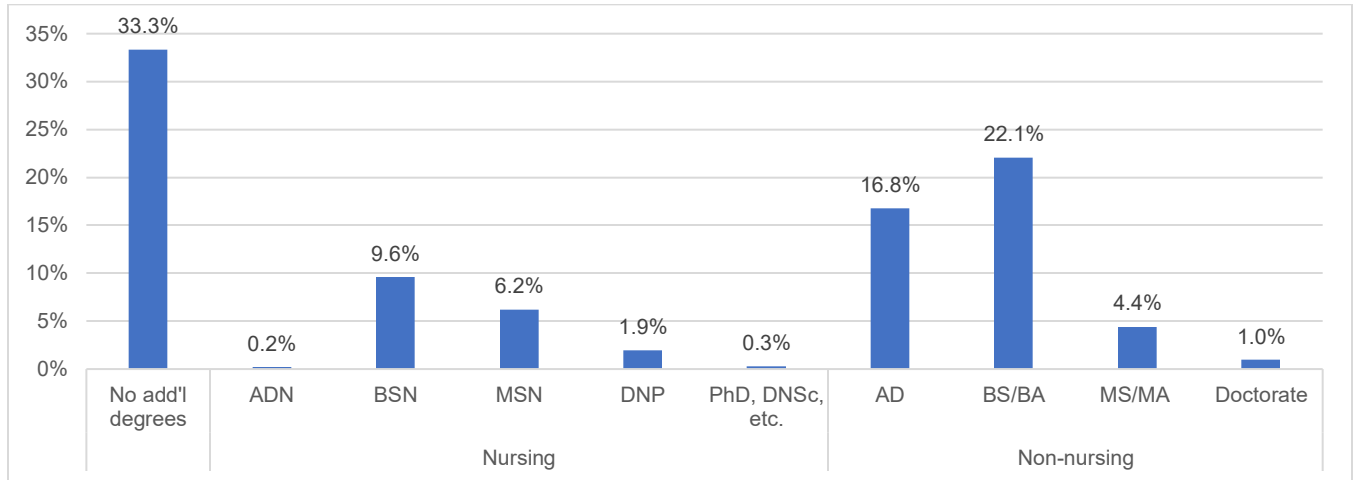


Note: Number of cases=3,161. Data are weighted to represent all RNs with active licenses.

Post-Licensure Nursing and Non-Nursing Education

Many nurses pursue additional education after their initial pre-licensure education, as seen in Figure 4.7. In 2024, the most commonly received post-licensure nursing degrees were a baccalaureate of science in nursing (BSN) and a master’s degree in nursing (MSN), with 9.6% of RNs completing a post-licensure BSN and 6.2% completing an MSN. Some RNs completed non-nursing education after they were licensed as an RN; 22.1% reported obtaining a non-nursing bachelor’s degree, and 16.8% received a non-nursing associate degree.

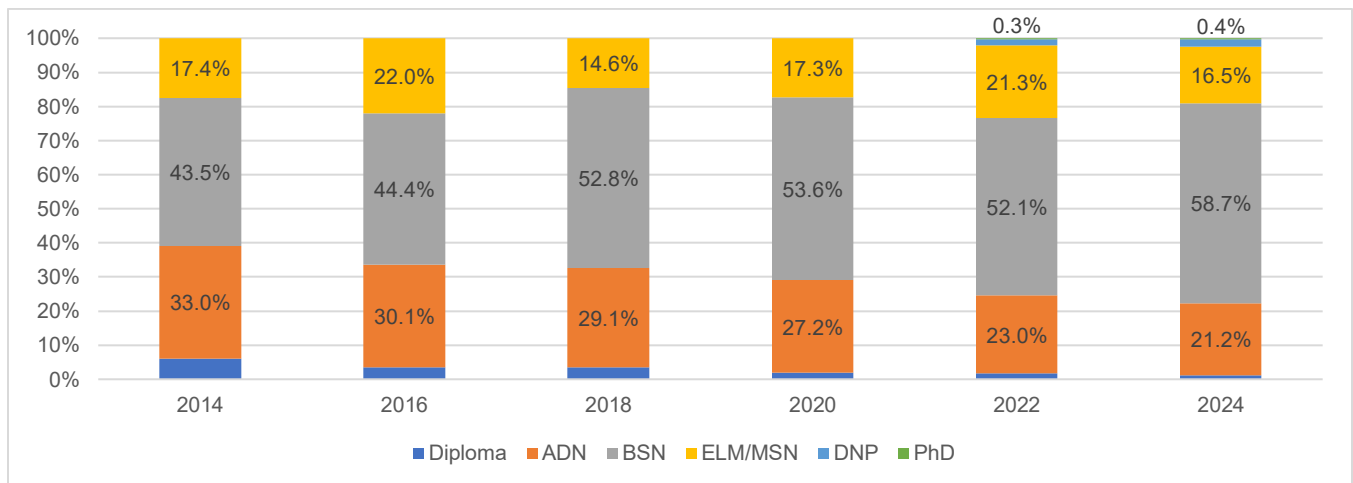
Figure 4.7. Additional degrees completed after pre-licensure education by RNs with active California licenses who reside in California, 2024



Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Figure 4.8 presents the highest levels of nursing education received by nurses residing in California from 2014 through 2024. The percentage of nurses with a baccalaureate or higher degree in nursing has increased over time, from 60.9% in 2014 to 77.7% in 2024.

Figure 4.8. Highest nursing degree earned by RNs residing in California, by survey year



Note: 2024 number of cases=3,092. Data are weighted to represent all RNs with active licenses.

Table 4.7 provides a more detailed view of the highest level of education obtained by California nurses. Each column presents the highest level of education attained by RNs who completed each specific type of pre-licensure education. In 2024, 43.7% of nurses whose initial RN education was an associate degree had not completed additional nursing degrees; 37.6% completed a baccalaureate degree, and 14.3% completed a graduate degree. For nurses whose initial RN education was a baccalaureate degree, 82.4% did not complete additional degrees, while 15.4% completed a graduate degree.

Table 4.7. Highest level of nursing education obtained since initial licensure by RNs residing in California, by basic nursing education, 2024

Highest Current Level of Nursing Education	Initial Pre-Licensure RN Education		
	Diploma program	Associate degree	Baccalaureate degree
Diploma program	29.6%	----	----
Associate degree	6.5%	43.7%	----
Baccalaureate degree, Nursing	37.3%	37.6%	82.4%
Master's (ELM/MSN)	12.8%	12.5%	13.4%
Doctor of Nursing Practice (DNP)	6.0%	0.0%	0.4%
Research-based Nursing Doctorate (PhD)	5.2%	1.8%	1.6%
No Response	2.8%	4.4%	2.3%
Number of cases	117	1,470	1,490

Note: Data are weighted to represent all RNs with active licenses.

RNs were asked to indicate the year in which they graduated from their post-licensure degree programs. Table 4.8 presents the average number of years between initial RN education and the completion of an additional degree program. Among respondents to the 2024 survey, the average number of years for an RN holding an associate degree to complete a baccalaureate in nursing was 7.8 years, and 10.6 years to complete a master's degree in nursing. Nurses who entered the nursing profession with a baccalaureate degree and later completed a master's degree took an average of 9.6 years to do so.

Table 4.8. Average years between initial nursing education and completion of additional nursing programs for all California-residing RNs, 2024

Initial RN Education	Additional Degrees				
	ADN	BSN	MSN	DNP	PhD
Diploma	8.7	13.5	13.0	8.2	23.0
Associate Degree, Nursing	----	7.8	10.6	17.9	22.0
Baccalaureate Degree, Nursing	----	----	9.6	14.0	20.4
Number of cases	15	725	429	41	13

Note: Data are weighted to represent all RNs with active licenses.

Nurses can specialize in various fields and obtain certification to demonstrate advanced practice or specialized knowledge. Table 4.9 presents data on certifications received from the California Board of Registered Nursing by RNs residing in California in 2020 and 2024. In 2024, 24.4% of RNs residing in California reported that they had additional certifications. Almost 16% had certification in Public Health Nursing. The percentage of RNs with a Nurse Practitioner certification was 7.7%, and the share with Nurse Midwife certification was 0.5%. The percentage of RNs holding a Clinical Nurse Specialist certification was 1.8%, and the percentage holding a Psychiatric/Mental Health certification was 1.5%. No significant changes were observed between 2020 and 2024.

Table 4.9. Certifications received from the California Board of Registered Nursing by RNs residing in California, 2024

	2020		2024	
	Weighted %	# Observations	Weighted %	# Observations
No additional certifications	73.7%	2,745	75.6%	2,428
Nurse Anesthetist	0.7%	28	0.4%	14
Nurse Midwife	0.7%	25	0.5%	15
Nurse Practitioner	7.7%	286	7.7%	247
Public Health Nurse	17.4%	646	15.8%	509
Psychiatric/Mental Health Nurse	1.1%	41	1.5%	48
Clinical Nurse Specialist	2.1%	79	1.8%	59

Note: Nurses can have more than one certification, so columns will not total 100%. Data are weighted to represent all RNs with active licenses.

Some of California's nurses are currently enrolled in a nursing degree or specialty certification program. Table 4.10 provides information about these nurses. In 2024, 9.3% of RNs reported being enrolled in an education program. Enrollment rates were highest among nurses under 35 years old and declined with age. Of those enrolled, the largest group was working toward master's degrees (37.7%), followed by baccalaureate degrees (26.8%). Doctoral degrees were being pursued by 16.7% of respondents, with the Doctor of Nursing Practice (DNP) degree being much more common than research-focused doctorates (e.g., PhD) (15.4% vs. 1.3%).

Table 4.10. Current enrollment in nursing degree or specialty certification program among the statewide population of RNs with active California licenses, by age group, 2024

	All nurses	Under 35 years	35-44 years	45-54 years	55-64 years	65 years and older
Currently enrolled	9.3%	13.9%	13.3%	8.4%	3.1%	2.0%
Of those enrolled, objective is...						
Associate Degree	5.3%	0.8%	2.5%	0.0%	0.0%	42.0%
Baccalaureate Degree	26.8%	35.5%	21.7%	10.1%	36.8%	48.8%
Master's Degree	37.7%	48.9%	48.4%	25.7%	46.2%	0.0%
Doctoral Degree (research-focused)	1.3%	1.3%	1.9%	1.8%	0.0%	0.0%
Doctoral Degree (DNP)	15.4%	12.5%	14.8%	21.4%	24.3%	0.0%
Non-degree specialty certification	7.4%	3.7%	1.7%	13.6%	11.3%	13.7%

Note: Number of enrolled cases=295. Data are weighted to represent all RNs with active licenses.

Many nurses who were enrolled in post-licensure education programs were completing coursework online. Respondents were asked to describe the percentage of their coursework that was online or by distance learning “normally” and the percentage that occurred because of COVID-19 or other accommodations (“currently”). As shown in Table 4.11, the average percentage of coursework normally offered online or through distance learning ranged from 80.9% for non-degree certifications to 88.7% for bachelor's degree programs. The average percentages of coursework offered in 2024 at the time of the survey were similar, ranging from 84.4% for bachelor's degree programs to 88.3% for master's degree programs.

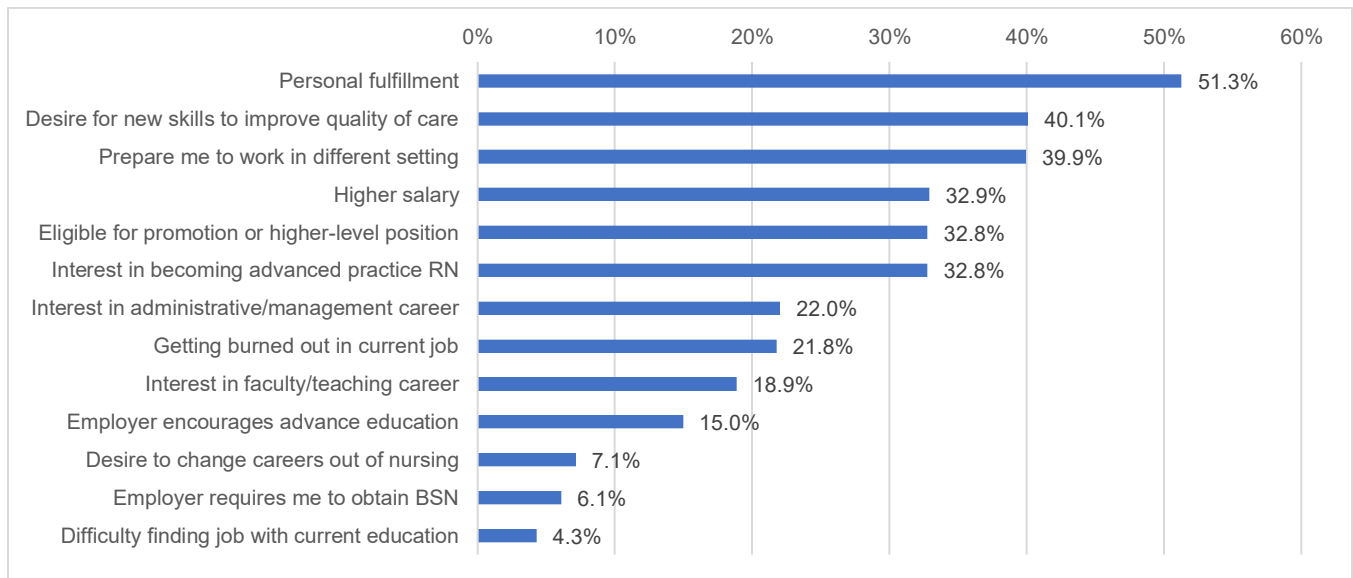
Table 4.11. Percent of coursework from online or distance learning modalities for currently-enrolled RNs with active California licenses, by program type

	Bachelor's Degree	Master's Degree	Doctoral Degree (DNP)	Doctoral Degree (research-focused)	Non-degree specialty certification	Number of cases
2024 Currently	84.4%	88.3%	86.2%	86.2%	85.6%	273
2024 Normally	88.7%	83.0%	81.8%	81.9%	80.9%	158
2022 Currently	96.2%	86.1%	74.6%	77.8%	93.9%	193
2022 Normally	89.6%	82.2%	61.3%	88.3%	55.5%	121
2020	94.5%	81.6%	72.4%	52.9%	93.9%	287
2018	82.2%	64.1%	85.2%	44.8%	80.8%	358
2016	88.5%	78.2%	76.6%	36.1%	55.0%	120
2014	86.5%	68.4%	52.8%	65.6%	59.9%	432

Note: Data are weighted to represent all RNs with active licenses.

Nurses reported a variety of reasons for enrolling in a degree or certification program, as shown in Figure 4.9. Personal fulfillment was the most frequently cited reason (51.3%), followed by a desire for new skills to improve care (40.1%), and preparing for work in a different setting (39.9%).

Figure 4.9. Reasons cited for returning to school by enrolled RNs with active California licenses, 2024



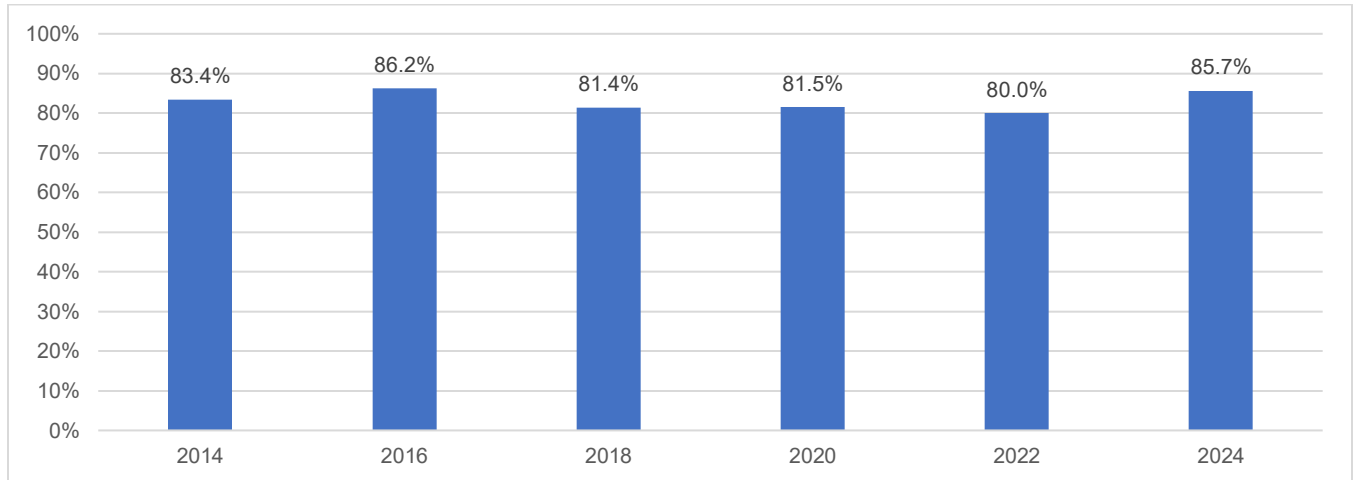
Note: Number of enrolled cases=295. Data are weighted to represent all RNs with active licenses.

5. Employment of California’s RNs

Employment Rates

Figure 5.1 presents the percentages of California-resident RNs who were employed in nursing, defined as a job that required an RN license, from 2014 through 2024. In 2024, the employment rate was 85.7%, which is a notable increase from the prior three surveys; employment rates averaged 80% to 81.5% from 2018 through 2022.

Figure 5.1. Percentage of California-resident RNs employed in nursing, 2014-2024



Note: 2024 number of cases=3,213. Data are weighted to represent all RNs with active licenses.

There is variation in employment rates across regions, as shown in Table 5.1. Nurses living in the Los Angeles region and out of state were somewhat more likely to be employed in nursing than average, whereas nurses residing in the Border Counties were less likely to be employed in nursing. Employment increases between 2022 and 2024 were largest for RNs in the Central Coast region and those living outside California. Growth was lowest in the Central Valley/Sierra region, where employment had been higher-than-average in 2022.

Table 5.1. Employment status of RNs with active California licenses, by region, 2014-2024

	2014	2016	2018	2020	2022	2024
Northern Counties	79.8%	81.1%	80.0%	80.0%	79.6%	84.9%
Sacramento	83.5%	86.5%	82.0%	81.5%	80.4%	85.5%
San Francisco Bay Area	82.1%	85.9%	78.9%	79.7%	78.6%	85.0%
Central Valley/Sierra	84.9%	86.8%	83.3%	80.3%	83.6%	84.9%
Central Coast	82.7%	79.5%	80.0%	79.2%	76.7%	84.6%
Los Angeles	83.5%	86.8%	81.9%	83.1%	81.2%	88.0%
Inland Empire	85.0%	86.7%	82.6%	81.9%	82.7%	86.0%
Border Counties	84.1%	86.9%	82.4%	82.2%	80.5%	83.6%
Out of State	83.0%	80.1%	82.8%	74.9%	76.6%	87.7%

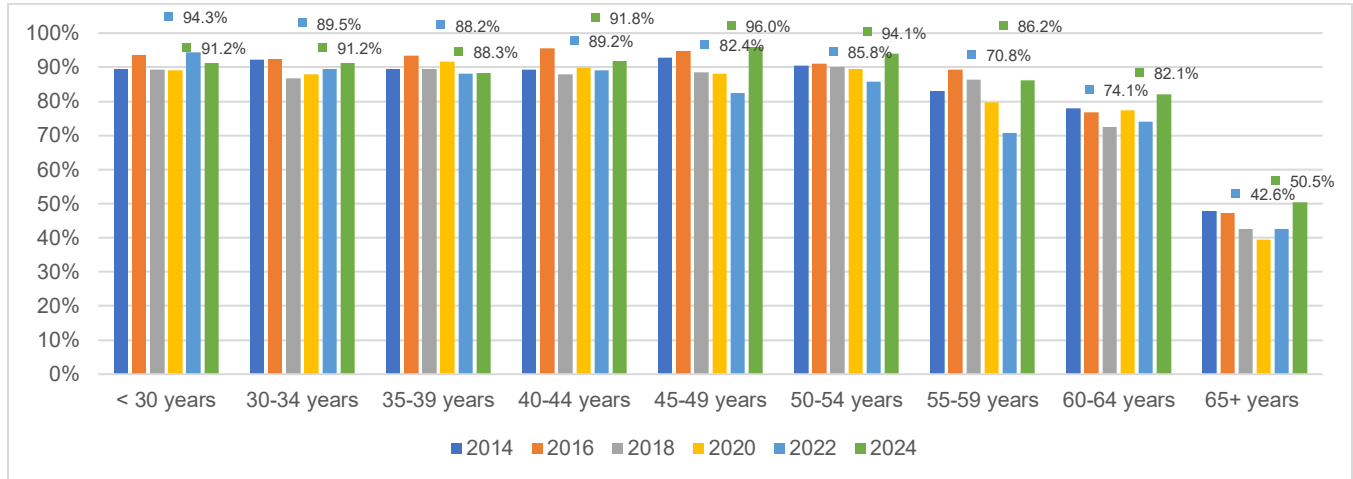
Note: 2024 number of cases=3,482. Rows may not add to 100% due to rounding. Data are weighted to represent all RNs with active licenses.

There is notable variation in employment rates across age groups. In general, RN employment rates are at least 86% for those under 60 years old, but then drop slightly to 82.1% for those aged 60 to 65 years, and to 50.5% for those 65 years and older.

Some important changes in age-specific employment rates were observed between 2022 and 2024 (Figure 5.2 and Table 5.2). There were notable increases in the employment rates of RNs aged 45 to 49 (from 82.4% to 96%), 50 to 54 (from 85.8% to 94.1%), and 55 to 59 (from 70.8% to 86.2%). Employment rates also increased

among nurses aged 60 years and older. In contrast, employment rates changed negligibly for age groups younger than 45 years old, with changes within the margin of error of this survey.

Figure 5.2. Percentage of California-resident RNs employed in nursing, by age group, 2014-2024



Note: 2024 number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Table 5.2. Percent of RNs residing in California working in nursing, by age group, 2014-2024

	2014	2016	2018	2020	2022	2024
Under 30 years	89.5%	93.6%	89.3%	89.0%	94.3%	91.2%
30-34 years	92.2%	92.3%	86.7%	87.9%	89.5%	91.2%
35-39 years	89.5%	93.5%	89.4%	91.7%	88.2%	88.3%
40-44 years	89.3%	95.6%	87.9%	89.9%	89.2%	91.8%
45-49 years	92.8%	94.7%	88.5%	88.2%	82.4%	96.0%
50-54 years	90.4%	91.1%	90.0%	89.6%	85.8%	94.1%
55-59 years	83.1%	89.3%	86.5%	79.8%	70.8%	86.2%
60-64 years	78.0%	76.8%	72.4%	77.3%	74.1%	82.1%
65 years and older	47.8%	47.2%	42.6%	39.4%	42.6%	50.5%

Note: 2024 number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Table 5.3 presents the estimated numbers of California-resident RNs employed in nursing, as well as the numbers not working in the profession. The largest group of employed nurses was aged 30-44, totaling 156,590. The largest group of those not employed in nursing is those 65 years and older (24,768).

Table 5.3. Numbers of California-resident RNs working and not working in nursing, by age group, 2024

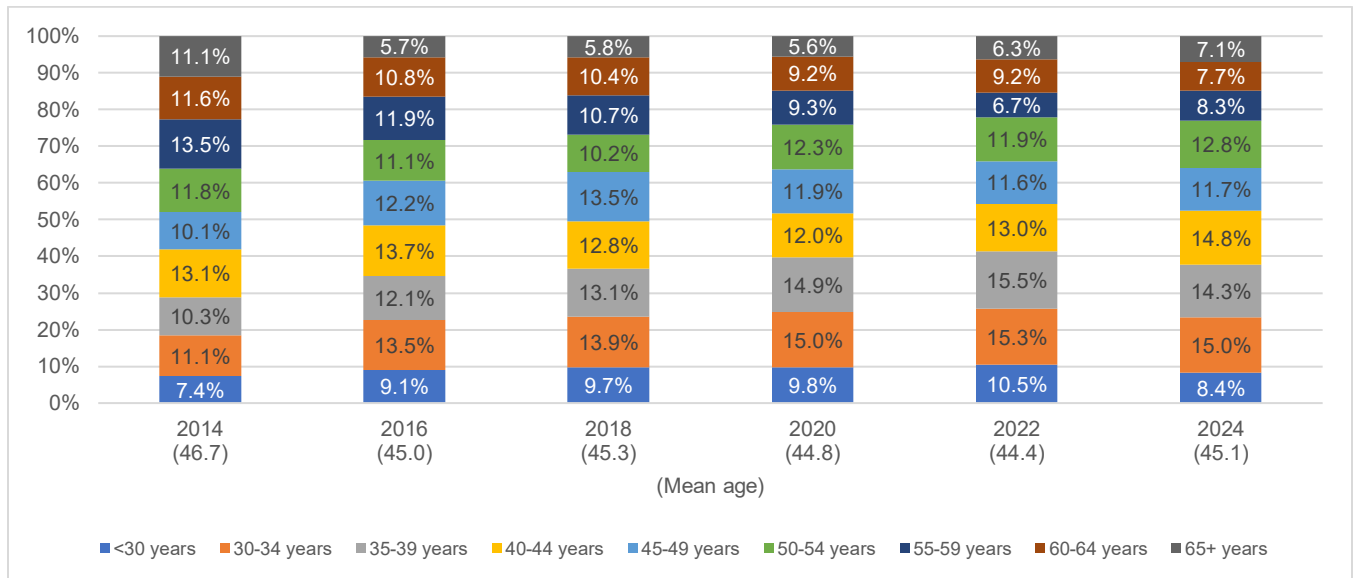
	Working in nursing		Not working in nursing	
	%	#	%	#
Under 30 years	91.2%	29,667	8.8%	2,875
30-34 years	91.2%	53,301	8.8%	5,161
35-39 years	88.3%	50,894	11.7%	6,732
40-44 years	91.8%	52,394	8.2%	4,686
45-49 years	96.0%	41,482	4.0%	1,742
50-54 years	94.1%	45,623	6.0%	2,886
55-59 years	86.2%	29,318	13.8%	4,677
60-64 years	82.1%	27,324	17.9%	5,958
65 years and older	50.5%	25,245	49.5%	24,768
Total	85.7%	355,249	14.3%	59,485

Note: 2024 number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Demographics and Employment

Figure 5.3 depicts the age distributions of nurses employed in nursing and residing in California for each survey year. The percentage of employed nurses younger than 40 years old increased each year since 2014; however, in 2024, it dropped by 3.7%. The share of nurses aged 30-34 and 35-39 decreased from 15.3% and 15.5% in 2022 to 15% and 14.3% in 2024.

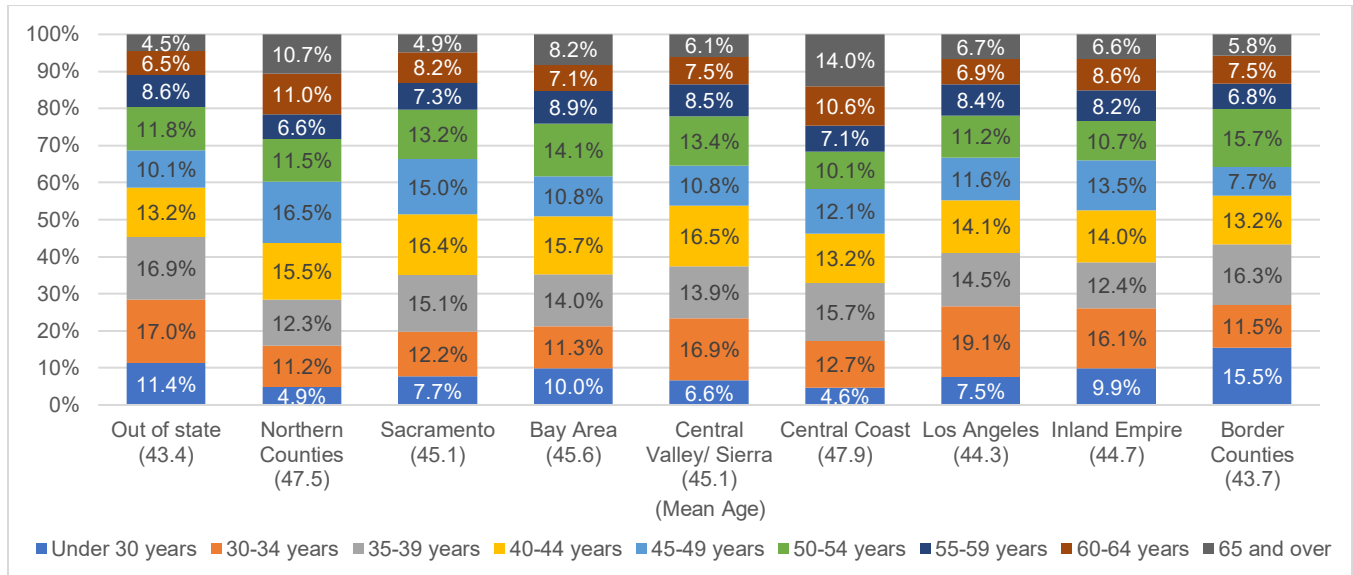
Figure 5.3. Age distribution of currently working nurses residing in California, by survey year



Note: 2024 number of cases=2,724. Data are weighted to represent all RNs with active licenses.

The age distribution of actively licensed RNs varies across California regions, as shown in Figure 5.4. The Northern Counties region has historically had a somewhat older nursing population; this continued to be the case in 2024 (mean age=47.5 years), with a similar mean age observed in the Central Coast region (mean age=47.9). The mean age of nurses residing out of state, as well as in the Border Counties, Los Angeles, and Inland Empire regions, is younger, ranging between 43 and 44 years.

Figure 5.4. Age distribution of employed RNs with active California licenses, by region, 2024



Note: Number of cases=2,956. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

The employment rates by gender identities and racial and ethnic backgrounds of employed nurses are presented in Table 5.4. In 2024, 83.7% of female respondents and 90% of male respondents were employed as RNs. In 2024, 80% of White and 80.7% of Black RNs were working, while 90.7% of Filipino and 87.8% of Hispanic RNs were employed.

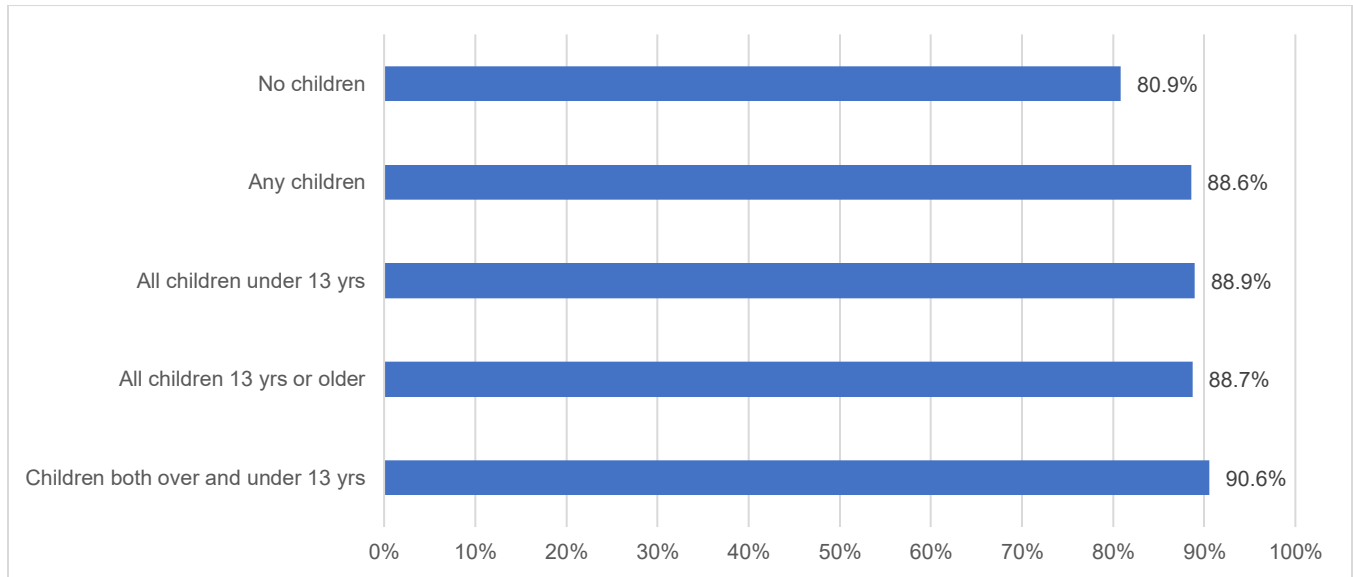
Table 5.4. Employment rates by gender identity and by race-ethnicity of RNs with active licenses residing in California, 2024

Gender	%	Race/Ethnicity	%
Female	83.7%	White, non-Hispanic	80.0%
Male	90.0%	Hispanic/Latino	87.8%
Trans Woman	----	Black/African American	80.7%
Trans Man	----	Filipino	90.7%
Non-binary	----	Asian Indian	86.9%
Genderqueer	87.7%	Other Asian	83.9%
Gender non-conforming	----	Native American/Native Alaskan	27.4%
Prefer to self-describe	----	Other/Mixed	90.2%

Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

California RNs with children at home were more likely to be employed in nursing than RNs with no children at home, as seen in Figure 5.5. Nearly 89% of RNs with children at home were employed in nursing in 2024, compared with 80.9% of those without children at home. This is likely to be associated with older nurses who have retired, who are less likely to have children living at home. RNs whose children were both over and under 13 years old were somewhat more likely than those who had children all under 13 years (88.9%) and all over 13 years (88.7%).

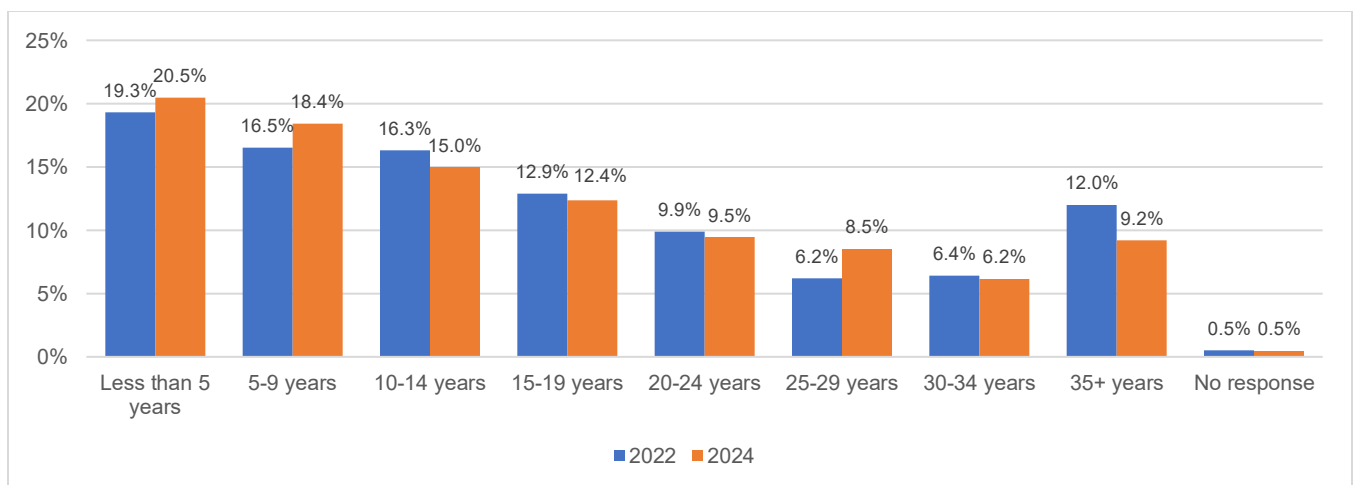
Figure 5.5. Employment rates of RNs who live in California and have children at home, 2024



Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Nursing competency is achieved through both education and experience. Figure 5.6 presents reported years of experience for California nurses, excluding years during which nurses did not work in nursing. Nearly 39% of California’s active nurses had less than 10 years of experience in 2024 (38.9%), while 33.3% had at least 20 years of experience. These percentages have not changed significantly between 2022 and 2024, although they suggest a shift toward a greater percentage of RNs with less than 10 years of experience and a smaller percentage with 30 or more years of experience.

Figure 5.6. Years of experience in nursing among RNs with active California licenses who resided in California, 2022 and 2024

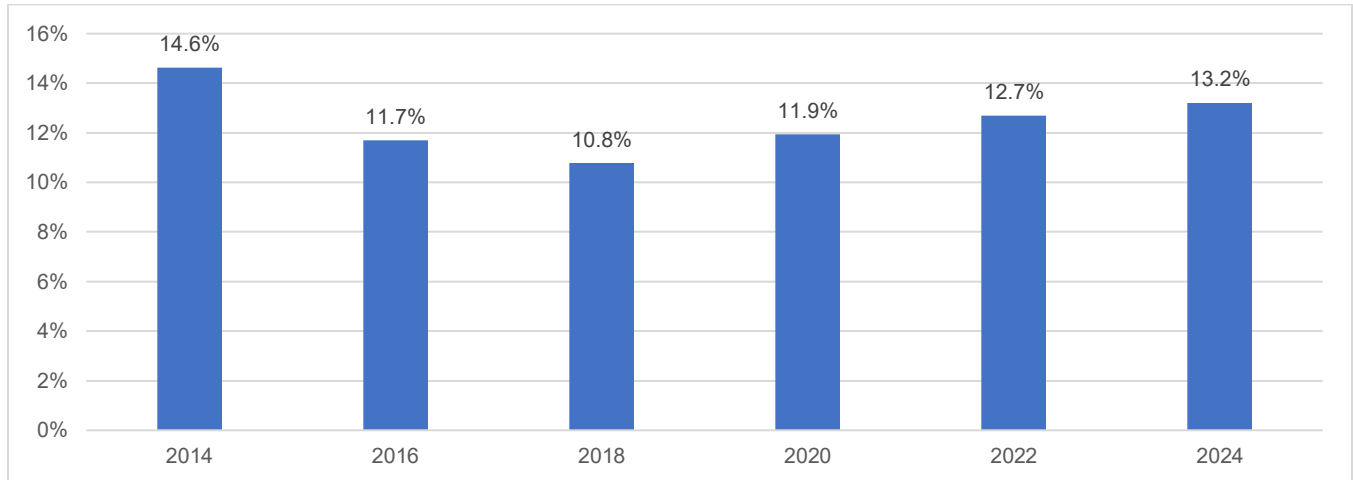


Note: Number of cases=3,213. Data are weighted to represent all RNs with active licenses.

Hours Worked by RNs

In 2024, 13.2% of RNs who worked and resided in California reported they held more than one nursing position (Figure 5.7). This continues a trend since 2018 towards more nurses working multiple jobs. Among RNs who held additional positions, 14% had two or more positions in addition to their principal nursing job, which is a slight increase from the 12.8% reported in 2022 (Table 5.5).

Figure 5.7. Percentage of working RNs residing in California who held more than one nursing position, by survey year



Note: 2024 number of cases=2,724. Data are weighted to represent all RNs with active licenses.

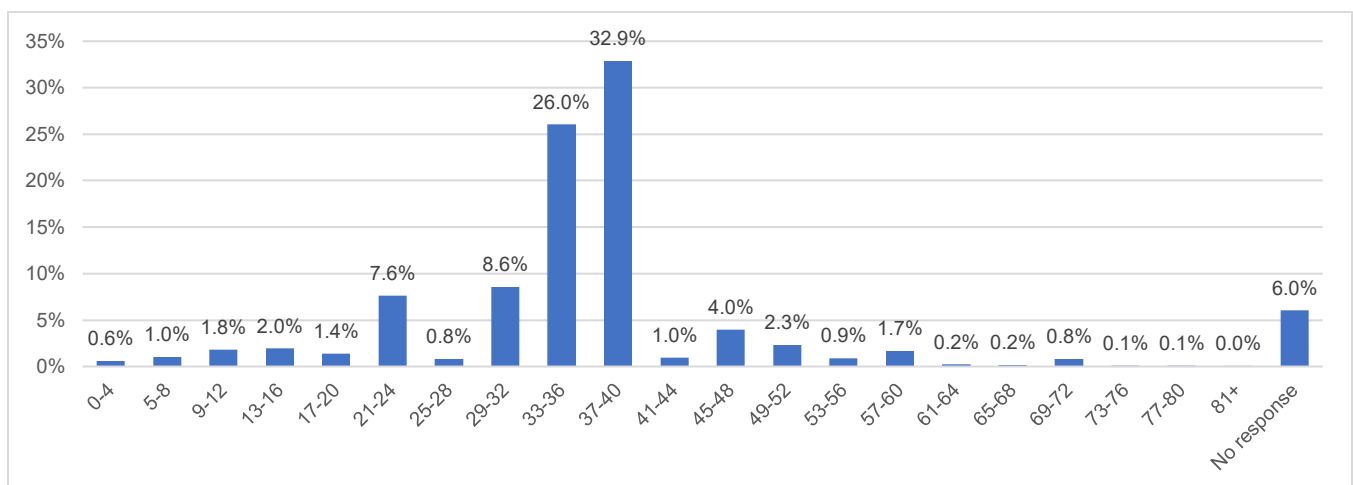
Table 5.5. Number of additional jobs held by RNs who held multiple positions and resided in California, by survey year

	2014	2016	2018	2020	2022	2024
One	74.9%	71.0%	77.4%	78.2%	87.3%	86.1%
Two	22.0%	25.6%	21.4%	20.5%	12.2%	12.8%
Three or more	3.2%	3.4%	1.2%	1.3%	0.6%	1.2%
Number of cases	529	347	310	311	276	274

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.8 presents the distribution of hours worked in a “normal” week for RNs holding California licenses, working in nursing, and residing in California. In 2024, 70.3% of employed California-resident RNs worked 33 hours per week or more. The average number of hours worked per week by California-resident RNs dropped notably in 2020 but returned to normal levels in 2022 and 2024 (Table 5.6).

Figure 5.8. Distribution of hours per week worked by nurses in all nursing positions for California residents, 2024



Note: Number of cases=2,724. Data are weighted to represent all RNs with active licenses.

Table 5.6. Average number of hours per week usually worked by RNs residing in California, by survey year

	2014	2016	2018	2020	2022	2024
Mean number of hours	36.5	36.3	36.8	33.7	36.3	36.3
Number of cases	3,542	3,018	3,086	2,753	2,150	2,543

Note: Data are weighted to represent all RNs with active licenses.

Nurses were asked to report the number of hours they usually worked per day; these data are presented in Table 5.7. In 2024, 45.5% of working RNs residing in California usually worked 12-hour shifts, and 35.9% worked 8-hour shifts. These have been the two most common shift types in every year since 2014, with 12-hour shifts being more frequently reported than 8-hour shifts since 2016.

Table 5.7. Number of hours per day usually worked by RNs residing in California, by survey year

	2014	2016	2018	2020	2022	2024
Under 5 hours	0.7%	0.7%	0.8%	0.4%	0.5%	1.2%
5-7.5 hours	2.8%	1.9%	2.7%	1.5%	2.2%	2.4%
8 hours	43.4%	42.2%	38.5%	41.9%	39.5%	35.9%
8.5-11.5 hours	11.9%	9.3%	10.9%	10.6%	14.6%	12.1%
12 hours	39.6%	44.4%	44.3%	43.1%	40.4%	45.5%
Over 12 hours	1.7%	1.5%	2.9%	2.6%	2.8%	2.9%
Number of cases	3,338	2,442	2,618	2,375	1,636	2,052

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Survey respondents were asked to report the number of hours of overtime “normally” worked per week; these data are presented in Table 5.8. The share of RNs who worked one or more hours of overtime per week increased between 2014 and 2016 before gradually dropping from 39% in 2016 to 34.2% in 2024. The share that worked more than 8 hours of overtime per week increased from has remained relatively steady since 2014, ranging from 9% to 10.5%.

Table 5.8. Number of overtime hours per week worked by RNs residing in California, by survey year

	2014	2016	2018	2020	2022	2024
None or less than one hour	64.7%	61.0%	62.3%	67.5%	64.7%	65.8%
1-2.5 hours	12.3%	11.2%	12.6%	10.0%	8.7%	11.3%
3-4 hours	6.7%	8.9%	7.0%	5.5%	7.5%	6.3%
5-6 hours	2.9%	4.7%	4.6%	4.0%	5.2%	3.7%
7-8 hours	4.3%	4.0%	4.2%	2.6%	4.0%	3.5%
More than 8 hours	9.2%	10.2%	9.4%	10.5%	10.0%	9.4%
Number of cases	3,728	2,789	2,953	2,609	1,897	2,255

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Some RNs make themselves available to work on-call. Nurses who are paid on a wage schedule typically receive a nominal wage for on-call hours that are not worked, and then are paid their regular wage or a premium wage if they are called to work. Salaried nurses may consider some of their time to be on-call duties, but they are not explicitly compensated for this time. As shown in Table 5.9, 91.5% of RNs were not usually on call in 2024; the percentage of nurses with on-call hours has remained relatively stable since 2014. The number of hours per week on call varied widely among those who usually had on-call time. Approximately 2% of RNs were on call less than 10 hours per week, while 1.5% were on call 30 or more hours per week.

Table 5.9. Number of unworked on-call hours per week by RNs residing in California, by survey year

	2014	2016	2018	2020	2022	2024
No on-call hours	87.4%	90.7%	88.3%	89.3%	91.5%	91.5%
Less than 10 hours	4.7%	3.2%	4.2%	3.4%	2.8%	2.1%
10-19 hours	4.6%	2.8%	3.7%	3.6%	2.6%	3.2%
20-29 hours	1.4%	1.0%	1.9%	1.7%	1.2%	1.6%
30 or more hours	2.0%	2.3%	1.9%	2.0%	2.0%	1.5%
Number of cases	4,129	3,113	3,200	2,857	2,280	2,724

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Most working RNs are employed for the full year, as seen in Table 5.10. From 2014 to 2022, at least 95.8% of RNs reported they worked in a full-year position (11-12 months), with the remainder working in jobs that were for 10 or fewer months of the year. In 2022, the percentage who worked full-year jobs dropped to 95.8%, although this change was within the margin of error of the survey. This has since rebounded in 2024, with 98.5% of RNs working full-time.

Table 5.10. Number of weeks per year RNs work as a registered nurse, California residents, by survey year

	2014	2016	2018	2020	2022	2024
46-52 weeks per year (11-12 months)	98.4%	98.9%	97.5%	97.9%	95.8%	98.5%
36-45 weeks per year (9-10 months)	0.7%	0.5%	1.4%	0.9%	3.3%	0.8%
Less than 36 weeks per year	0.9%	0.6%	1.2%	1.2%	1.0%	0.8%

Note: 2024 number of cases=2,618. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Nurses' Principal Nursing Positions

Nurses were asked to provide information about their principal nursing position (the RN position in which they spent most of their working time). Table 5.11 presents the type of employment arrangement for nurses' principal nursing positions in 2024 by residence within or outside California. Over 94% of working RNs residing in California were regular employees in their principal positions in 2024, which was similar to 2022. Only 1% of California resident nurses were employed through temporary agencies, while 1.8% reported working through a travel agency. Among employed RNs licensed in California but with permanent addresses outside the state, 17.1% held their principal positions through travel nursing agencies in 2024, a notable decrease from 26.7% in 2022. Overall, the data indicated that a sizeable fraction of RNs with licenses residing outside California worked as travel nurses.

Table 5.11. Employment status in principal nursing positions for currently working RNs, California residents and non-residents, 2024

	California residents		Non-California residents	
	2022	2024	2022	2024
Regular employee	94.1%	94.2%	64.8%	74.5%
Employed through a temporary service agency	0.9%	1.0%	3.9%	2.0%
Travel nurse or employed through a travel agency	1.6%	1.8%	26.7%	17.1%
Self-employed	1.6%	1.0%	3.9%	2.9%
No response	1.8%	2.1%	0.7%	3.6%

Note: Number of cases for both residents (2,262) and non-residents (628)=2,890 in 2024. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Nurses were asked to describe the location of their principal nursing position. Over 83% of RNs worked entirely on site, 3.1% worked entirely remotely, and 11.8% had a hybrid work model.

The job titles best describing nurses' principal nursing positions are presented in Table 5.12. The most common job title is staff nurse (direct care nurse), reported by 52.1% of RNs. Another 10.2% indicated a dual

role as both staff nurse and charge nurse, while only 2.8% served solely as charge nurses. The share of RNs in management positions (senior management, middle management, front-line management, and full charge nurse positions) was 9.3% in 2024; middle management job titles have decreased over time, while the percentage in senior and front-line management positions has remained fairly stable. The share of nurses reporting their title as patient care coordinator, case manager, or discharge planner was 4.5% in 2024, with little change since 2014. The share of nurses reporting a Nurse Practitioner title has slowly trended upward over time, from 3.6% in 2014 to 5.8% in 2024.

Table 5.12. Job title that best describes the principal nursing position of working RNs residing in California, by survey year

Job Title	2014	2016	2018	2020	2022	2024
Staff nurse/direct care nurse	50.8%	51.3%	51.2%	48.1%	44.7%	52.1%
Charge Nurse	1.6%	1.9%	1.6%	1.2%	2.2%	2.8%
Charge nurse and direct care nurse	16.6%	15.6%	15.0%	14.2%	12.2%	10.2%
Senior management, any setting	1.5%	1.8%	1.2%	1.0%	0.6%	0.9%
Middle management, any setting	5.0%	5.4%	3.9%	4.7%	2.6%	2.1%
Front-line management	4.9%	2.1%	2.1%	2.0%	3.4%	3.5%
Clinical Nurse Specialist	0.5%	0.5%	0.5%	0.4%	0.6%	0.4%
Certified Registered Nurse Anesthetist	0.3%	0.4%	0.7%	0.9%	0.6%	0.5%
Certified Nurse Midwife	0.4%	0.2%	0.4%	0.1%	^	0.3%
Nurse Practitioner	3.6%	3.9%	4.8%	6.8%	^	5.8%
Educator, service setting/Clinical Nurse Educator	1.7%	1.0%	1.0%	0.6%	*	*
Staff educator, service setting (in-service educator)	*	*	*	*	0.9%	1.1%
Patient educator	*	*	*	*	0.2%	0.5%
Educator, academic setting	1.3%	*	1.1%	1.1%	1.4%	1.5%
School Nurse	1.4%	1.2%	1.4%	1.0%	1.1%	1.5%
Public Health Nurse	1.5%	1.5%	1.6%	1.4%	2.1%	1.7%
Patient Care Coordinator/Case Manager/Discharge Planner	5.0%	5.3%	3.1%	4.5%	3.9%	4.5%
Quality Improvement / Utilization Review Nurse	2.1%	1.9%	1.9%	2.4%	1.6%	1.6%
Occupational Health Nurse	0.1%	0.3%	0.3%	0.2%	0.1%	0.1%
Telenursing	0.8%	1.0%	0.6%	1.2%	0.6%	0.9%
Informatics/Clinical documentation specialist	*	*	*	*	0.6%	0.6%
Researcher	0.4%	0.5%	0.2%	0.2%	*	*
Infection Control Nurse	0.3%	0.3%	0.1%	0.2%	0.5%	0.2%
Clinical Nurse Leader	0.2%	0.3%	0.4%	0.4%	*	*
Other	2.4%	1.4%	5.9%	7.3%	8.9%	7.4%
Number of cases	4,097	3,065	3,129	2,813	2,250	2,671

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

^ A survey mailing error produced unreliable estimates for some job titles. * Question was not asked in the survey year.

The organization settings best describing nurses' principal nursing positions are presented in Table 5.13. The percentage of RNs employed in hospital settings was relatively stable between 2014 and 2024, with 66.8% reported in 2014 and 64.3% in 2024. Within hospitals, most RNs work in inpatient or emergency units (52.8% in 2024), followed by ambulatory units (7.8% in 2024). The next most common employment setting of RNs was ambulatory care settings, such as clinics and outpatient surgery centers, at 6.1% in 2024. The percentage of RNs who worked in extended care, skilled nursing facilities, or rehabilitation facilities decreased notably from 2014 to 2024 (8.5% vs. 2.9%), while the share of RNs who worked for public/community health departments increased (1.5% in 2014 vs. 4.5% in 2024). In 2024, a higher percentage of RNs reported working in an "other" employment setting (6.3%).

Table 5.13. Types of organizations in which RNs residing in California work the most hours each month, by survey year

	2014	2016	2018	2020	2022	2024
Acute care hospital	66.8%	66.3%	64.2%	63.2%	61.3%	64.3%
Hospital, inpatient or emergency	50.5%	56.1%	52.8%	52.2%	49.4%	52.8%
Hospital, nursing home unit	1.1%	1.1%	1.1%	0.3%	0.6%	0.3%
Hospital, ambulatory unit	10.1%	8.1%	7.1%	7.7%	7.5%	7.8%
Hospital, ancillary unit	0.7%	0.5%	0.4%	1.2%	1.6%	1.3%
Hospital, other department	4.4%	2.1%	2.8%	1.9%	2.2%	2.2%
Skilled nursing/extended care/rehabilitation	8.5%	5.1%	5.4%	3.8%	2.8%	2.9%
Academic nursing program	1.6%	0.9%	1.1%	1.1%	1.4%	1.0%
Public health dept/community health agency	1.5%	1.4%	2.8%	3.8%	5.7%	4.5%
Home health nursing agency/service	3.7%	3.4%	3.0%	5.0%	4.4%	3.2%
Hospice	0.2%	0.3%	0.1%	0.1%	0.2%	0.2%
Ambulatory care setting (office, surgery center)	5.4%	8.2%	7.6%	6.4%	6.9%	6.1%
Dialysis	0.9%	1.0%	0.6%	1.4%	0.7%	0.8%
Telenursing organization/call center	0.6%	0.6%	0.5%	0.8%	1.0%	0.8%
Occupational health/employee health	0.1%	0.4%	0.4%	0.4%	0.3%	0.5%
School health (K-12 or college)	1.5%	1.3%	1.4%	1.3%	2.1%	1.8%
Mental health/drug and alcohol treatment	2.1%	1.6%	1.9%	1.7%	1.6%	2.2%
Forensic setting (correctional facility, prison, jail)	1.5%	1.5%	1.8%	1.6%	1.4%	1.5%
Government agency (local, state, federal)	1.4%	0.8%	0.8%	1.4%	1.0%	1.5%
Case management/disease management	2.1%	2.1%	2.2%	2.1%	1.1%	1.8%
Self-employed	0.3%	0.3%	0.5%	0.3%	0.3%	0.8%
Other	3.4%	2.5%	5.8%	5.9%	7.9%	6.3%
Number of cases	4,092	3,034	3,137	2,787	2,235	2,633

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Approximately 88% of RNs reported providing direct patient care at their principal place of employment. Among those who provided patient care, a variety of clinical areas were represented, as seen in Table 5.14. Medical-surgical nursing was the most common clinical specialty in 2024; the percentage in this area has slowly increased over time (8.8% in 2016 vs. 12.8% in 2024). Critical care/ICU and step-down/telemetry were the next most common clinical specialties in 2024 (9.4%). Other common clinical areas include specialty ambulatory care (7.3%) and emergency/trauma/urgent care (7.3%).

Table 5.14. Clinical area in which working RNs residing in California most frequently provide care, for those who provide direct patient care, by survey year

	2014	2016	2018	2020	2022	2024
Medical/surgical	11.6%	8.8%	11.2%	9.5%	10.9%	12.8%
Ambulatory care	8.2%	*	*	*	*	*
Ambulatory care—primary care	*	3.9%	3.6%	4.5%	4.0%	4.1%
Ambulatory care—specialty care	*	4.4%	4.4%	4.4%	5.6%	7.3%
Cardiology	2.3%	1.3%	2.4%	2.6%	*	*
Corrections/forensic setting	1.2%	1.0%	1.3%	1.1%	1.1%	1.3%
Critical care/ICU	8.9%	7.7%	10.2%	10.6%	11.0%	9.4%
Dialysis	1.5%	1.8%	0.2%	2.6%	1.1%	1.6%
Emergency/trauma/urgent care	7.4%	7.9%	8.4%	6.3%	6.6%	7.1%
Geriatrics	4.1%	2.6%	2.3%	2.3%	2.2%	2.4%
Home health	2.7%	2.6%	2.6%	2.8%	3.2%	2.4%
Hospice	1.6%	1.5%	1.3%	1.9%	2.1%	1.4%
Mother-baby/newborn nursery	3.1%	2.8%	2.8%	2.2%	3.1%	2.7%
Neonatal/newborn	3.3%	3.6%	3.2%	3.2%	3.3%	2.3%
Obstetrics/labor & delivery/reproductive health	5.5%	4.9%	4.4%	5.2%	4.9%	4.3%
Oncology	2.1%	4.4%	3.0%	3.8%	3.1%	2.6%
Pediatrics	4.6%	3.6%	2.9%	3.4%	3.4%	3.4%
Perioperative/post-anesthesia/anesthesia	9.3%	9.7%	7.6%	7.2%	7.4%	8.4%
Public health/community health	1.5%	1.0%	1.5%	1.1%	2.0%	1.5%
Psychiatric/mental health/substance abuse	3.3%	4.0%	3.2%	3.5%	4.3%	3.7%
Rehabilitation	1.6%	1.8%	1.8%	2.1%	1.2%	1.6%
School health (K-12 or postsecondary)	1.3%	1.3%	1.7%	1.1%	1.2%	1.8%
Step-down or transitional bed unit	1.7%	1.4%	2.0%	1.6%	*	*
Telemetry	4.2%	6.0%	5.8%	7.1%	*	*
Step-down or telemetry	*	*	*	*	7.6%	9.4%
Work in multiple areas, do not specialize	0.9%	2.0%	*	*	*	*
Other	6.6%	10.0%	6.5%	10.2%	10.8%	7.9%
Number of cases	3,486	2,682	2,773	2,414	2,014	2,287

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

* Question was not asked in the survey year.

There is an association between the highest level of nursing education completed by RNs and the organizational settings in which they work, as seen in Table 5.15. There were not enough RNs with a diploma as their highest education to report data for them. Hospital inpatient departments were the most common setting for RNs whose highest education was at the associate, bachelor's, or master's degree. For doctorally prepared nurses, the most common setting was non-hospital clinic/ambulatory care (28.1%). Other common settings for doctorate-holding RNs included hospital inpatient settings (18.1%) and universities and academic departments (13.4%). Other common settings for master's-educated RNs were non-hospital-based clinic/ambulatory settings (27.4%) and hospital-based ambulatory settings (9%); note that many master's-educated RNs are nurse practitioners and other types of advanced practice nurses. The work settings of associate and baccalaureate degree-holding RNs were similar to each other, with associate degree-holding nurses somewhat less likely to work in hospital inpatient units (50.4% vs. 58.9%) and more likely to work in clinic/ambulatory settings (14% vs. 7.4%).

Table 5.15. Types of organizations in which RNs residing in California work the most hours each month, by highest level of nursing education, 2024

	ADN	BSN	MSN	Doctorate
Hospital, inpatient	50.4%	58.9%	44.0%	18.1%
Hospital, ambulatory	7.9%	7.7%	9.0%	10.1%
Hospital, other	3.4%	3.1%	3.4%	12.8%
Skilled nursing facility/rehabilitation facility	2.8%	3.2%	1.2%	0.0%
Inpatient, other	6.1%	3.8%	2.0%	0.0%
Clinic/Ambulatory	14.0%	7.4%	21.8%	28.1%
Public health agency	0.5%	1.8%	2.1%	0.0%
Government agency	1.0%	1.3%	2.3%	4.9%
University/academic department	0.3%	0.5%	2.2%	13.4%
Home health agency	3.6%	3.4%	2.3%	0.4%
Other	10.1%	8.9%	9.7%	12.2%
Number of cases	484	1,533	381	65

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Table 5.16 presents analogous information for nurses with specific certifications. Among nurses with public health certifications, the most common employment settings were hospital-based acute care departments (43.5%), non-hospital-based clinics/ambulatory centers (16.1%), hospital-based ambulatory care departments (10.6%), and public health agencies (6.5%). Nurse practitioners most often worked in non-hospital-based clinics/ambulatory centers (41.5%), followed by hospital-based acute care departments (31.1%). Clinical nurse specialists were most often employed in hospital-based acute care departments (50.4%), non-hospital-based clinics/ambulatory centers (16.9%), and other hospital-based departments (12.7%). There were not enough respondents with nurse-midwifery or nurse-anesthetist certification to report their employment settings.

Table 5.16. Types of organizations in which RNs residing in California work the most hours each month, by specialty certification, 2024

	Public health nurse (certified)	Nurse practitioners	Clinical nurse specialist
Hospital, inpatient (acute care)	43.5%	31.1%	50.4%
Hospital, ambulatory	10.6%	7.1%	2.5%
Hospital, other	3.1%	3.8%	12.7%
Skilled nursing facility/Rehabilitation facility	1.5%	0.7%	8.3%
Inpatient, other	2.5%	0.8%	0.0%
Clinic/Ambulatory	16.1%	41.5%	16.9%
Public health agency	6.5%	0.0%	0.0%
Government agency	2.2%	2.3%	0.0%
University/academic department	2.6%	1.6%	0.0%
Home health agency	2.4%	1.2%	2.1%
Other	9.1%	10.1%	7.2%
Number of cases	419	222	40

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Tenure in Primary Nursing Position

Table 5.17 presents data on the length of time that RNs have been employed by their current principal employer. The largest share of RNs living in California in 2024 had been with their current employer for less than five years (42.1%). There has been some variation in this number over the past decade, ranging between 38.3% in 2014 and 45.5% in 2018. The percentage of RNs employed for 15 or more years by their current employer has gradually increased, from 21.2% in 2014 to 24.2% in 2024.

Table 5.17. Length of time that working RNs residing in California have been employed in their principal nursing position, by survey year

	2014	2016	2018	2020	2022	2024
Less than 5 years	38.3%	39.0%	45.5%	40.4%	40.1%	42.1%
5-9 years	24.9%	23.4%	17.4%	21.5%	22.0%	22.5%
10-14 years	15.7%	14.8%	15.4%	14.8%	12.8%	11.3%
15 or more years	21.2%	22.8%	21.7%	23.3%	25.1%	24.2%
Mean number of years	9.4	9.4	8.7	9.2	9.0	9.0
Number of cases	4,128	3,033	3,120	2,802	2,224	2,632

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Tenure with RNs' principal employer varied by employment setting. Each row of Table 5.18 presents the distribution of job tenure for nurses in a specific employment setting. In 2024, ambulatory care departments in hospitals had the highest percentage of nurses employed for 10 or more years (49.7%). Nurses employed in physician offices/clinics had the lowest tenure, with 57.3% of RNs in this setting having been with their employer for fewer than five years.

Table 5.18. Length of time that working RNs residing in California have been employed in their principal nursing position, by work setting, 2024

	Less than 5 years	5-9 years	10-14 years	15 or more years	Number of cases
Hospital, acute care department	41.6%	21.4%	10.7%	24.4%	1,351
Hospital-based ambulatory care department	24.8%	24.3%	10.9%	38.8%	205
Skilled nursing/extended care	45.9%	24.5%	6.7%	20.0%	50
Public/community health agency	44.8%	12.1%	10.7%	28.9%	39
Home health agency	43.4%	14.9%	20.4%	20.3%	83
Physician office/clinic	57.3%	15.3%	8.2%	15.4%	91

Note: Rows might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Hours and Weeks Worked in Principal Nursing Position

Table 5.19 presents the number of weeks per year that nurses worked in their principal nursing position in 2024, by California residency. About 91% of California residents worked a full-year job. The share of non-California residents who worked full-year jobs was lower, at 81%.

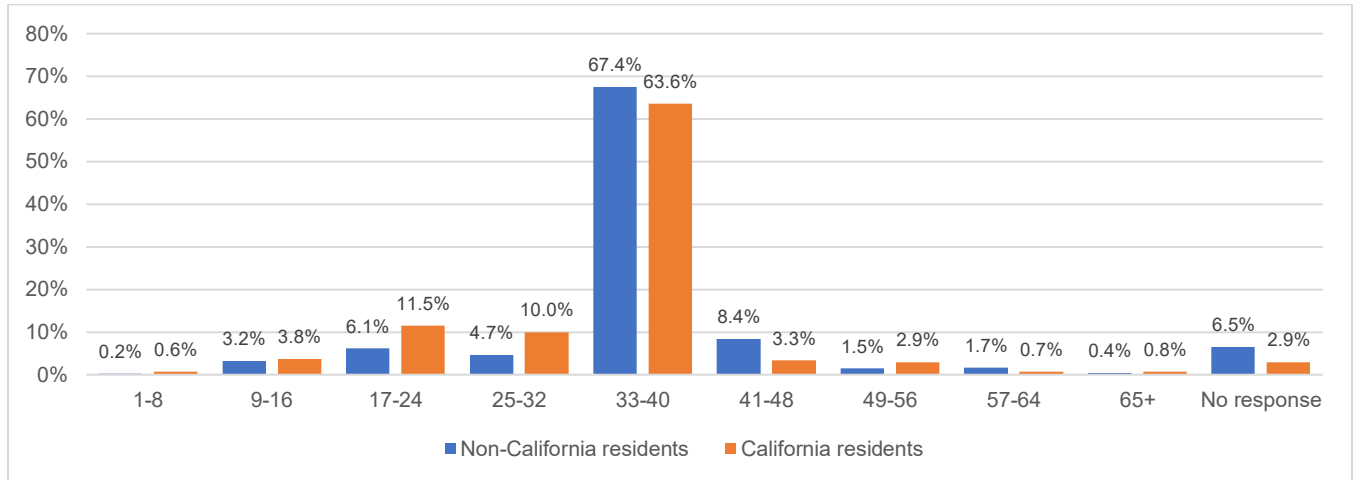
Table 5.19. Number of weeks per year RNs work in their principal nursing position, California residents and non-residents, 2024

	California residents	Non-California residents
46-52 weeks per year	90.9%	81.0%
36-45 weeks per year	2.7%	6.6%
Less than 36 weeks per year	1.2%	2.5%
No response	5.3%	10.0%

Note: Number of cases for residents (2,313) and non-residents (643)=2,956. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.9 presents the distribution of hours worked per week in a principal nursing job for RNs with active California licenses by whether they reside in California or in another state. Over 79% of nurses who lived in California in 2024 worked more than 32 hours per week in their principal position. The proportion of non-resident RNs who worked more than 32 hours per week in a principal nursing position was lower, at 71.3%.

Figure 5.9. Distribution of hours per week in principal nursing position for California residents and non-residents, 2024



Note: Number of cases for residents (2,313) and non-residents (643)=2,956. Data are weighted to represent all RNs with active licenses.

Nurses were asked to report the percentages of time spent on each of several functions: direct patient care and charting, indirect patient care (consultation, planning, evaluating care), teaching (including preparation time), supervision, patient education, non-nursing tasks (housekeeping, etc.), administration, and “other.” As seen in Table 5.20, there was wide variation in the percentage of time spent on direct patient care, with the largest share of RNs saying they spent between 61% to 80% of their time on this activity (28.8%).

Table 5.20. Percentage of time spent on specific job functions during a typical workweek in principal nursing positions for nurses residing in California, 2024

	0%	1-20%	21-40%	41-60%	61-80%	81-100%
Direct patient care & charting	13.8%	9.8%	10.1%	18.1%	28.8%	19.4%
Patient education	24.9%	59.6%	13.0%	2.1%	0.4%	0.1%
Indirect patient care	47.9%	38.5%	7.4%	4.1%	0.9%	1.2%
Teaching	53.3%	41.0%	3.3%	0.7%	0.7%	1.1%
Supervision	73.0%	14.9%	4.4%	3.5%	2.1%	2.1%
Administration	80.4%	12.9%	2.7%	1.5%	1.0%	1.5%
Non-nursing tasks	90.6%	9.1%	0.2%	0.0%	0.0%	0.1%
Research	72.5%	26.3%	1.0%	0.1%	0.0%	0.0%
Other	95.9%	2.2%	1.1%	0.3%	0.3%	0.3%

Note: Number of cases=2,403. Data are weighted to represent all RNs with active licenses.

Over 68% of California’s working RNs commuted 10 miles or more each way to their jobs in 2024, as seen in Table 5.21. Very long commutes of over 40 miles each way were made by 8.4% of RNs. There has been little change in average commuting distance since 2014.

Table 5.21. Number of miles that RNs residing in California commute one way to their principal nursing jobs, by survey year

	2014	2016	2018	2020	2022	2024
Less than 5 miles	16.7%	14.7%	14.8%	13.8%	14.1%	13.1%
5-9 miles	21.2%	20.9%	23.4%	22.5%	21.6%	18.8%
10-19 miles	30.7%	32.9%	31.7%	31.9%	32.5%	33.8%
20-39 miles	24.4%	24.6%	23.3%	23.9%	24.4%	26.0%
40 or more miles	7.0%	7.0%	6.9%	7.9%	7.4%	8.4%
Mean in miles	16.6	16.9	15.9	17.0	16.6	17.6

Note: 2024 number of cases=2,482. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses. Persons listing commutes greater than 150 miles were not considered to be making daily commutes in these surveys.

Additional Jobs Held by RNs

Nurses who held more than one nursing position were asked to report the types of employment relationships they had in their additional nursing positions (Table 5.22). Most reported that they were regular employees in their additional nursing positions. Over 6% of California-residing RNs were employed through a temporary agency for at least one of their additional positions, and 15.2% were self-employed. The data for RNs residing outside California should be interpreted with caution, given the smaller number of out-of-state respondents to this question. Among RNs living outside California, 19% were employed through a temporary agency, and 1.3% reported being self-employed. A larger fraction of California-licensed nurses outside of California reported working as travel nurses at 12.5%, compared with 3.5% of California-resident nurses.

Table 5.22. Type of employment relationships for secondary nursing positions for California residents and non-residents, by survey year

	California residents						Non-California residents					
	2014	2016	2018	2020	2022	2024	2014	2016	2018	2020	2022	2024
Regular employee	72.4%	74.4%	77.6%	77.5%	80.2%	80.0%	64.4%	84.8%	80.3%	73.9%	48.9%	71.5%
Employed through a temporary service agency	16.3%	12.7%	10.9%	11.8%	9.0%	6.4%	19.4%	11.4%	7.0%	11.8%	14.0%	19.4%
Self-employed	12.3%	15.6%	10.4%	14.2%	12.8%	15.2%	12.7%	0.0%	5.0%	11.0%	14.3%	16.3%
Employed through a traveling agency	1.9%	2.7%	2.6%	1.3%	2.3%	3.5%	5.1%	11.6%	7.7%	6.2%	26.4%	12.5%

Note: 2024 number of cases for residents (243) and non-residents (83)=326. Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

A significant proportion of RNs work as hospital staff in their additional nursing positions, as shown in Table 5.23. Nearly 33% of California-resident RNs and 52.5% of non-residents reported that at least one of their secondary nursing positions was in a hospital. More than 11% of California-resident RNs were employed in home health or hospice, compared with 5.6% of non-resident RNs. California-resident RNs more often reported they were engaged in teaching nursing or other health professions students in a secondary position than non-resident RNs (15.8% vs. 12.5%). Similar shares of California-resident and non-resident RNs reported working in ambulatory care, school health, or occupational health in their secondary positions (13.7% vs. 13.3%).

Table 5.23. Type of work done in secondary nursing positions for California residents and non-residents, by survey year

	California Residents						Non-California Residents					
	2014	2016	2018	2020	2022	2024	2014	2016	2018	2020	2022	2024
Hospital staff	38.5%	42.8%	41.5%	31.7%	33.1%	32.6%	30.8%	62.7%	53.6%	44.6%	50.3%	52.5%
Public/community health	2.1%	1.2%	2.4%	3.1%	5.3%	2.9%	1.4%	0.0%	2.9%	1.6%	5.1%	0.0%
Mental health/ substance abuse	3.9%	2.4%	4.7%	2.4%	4.7%	3.9%	1.4%	2.5%	4.0%	0.3%	0.0%	10.0%
Nursing home/ skilled nursing facility	6.0%	8.7%	7.8%	4.2%	4.0%	5.2%	13.0%	8.1%	7.2%	12.2%	4.7%	0.0%
Home health or hospice	9.6%	12.2%	8.7%	19.6%	9.4%	11.3%	3.0%	5.3%	4.0%	6.7%	15.1%	5.6%
Teaching health professions/ nursing students	12.0%	10.4%	11.2%	12.6%	17.1%	15.8%	4.1%	4.9%	6.8%	10.5%	3.4%	12.5%
Ambulatory care/ school health/ occupational health	14.0%	12.9%	5.1%	7.2%	8.4%	13.7%	9.3%	9.2%	1.5%	4.2%	0.0%	13.3%
Long-term acute	0.8%	1.4%	1.6%	1.8%	3.7%	2.2%	5.1%	12.5%	1.6%	2.6%	4.7%	6.2%
School health	1.4%	0.5%	1.1%	2.6%	3.4%	3.1%	1.4%	0.0%	1.5%	4.1%	0.0%	5.6%
Telehealth	1.7%	0.5%	1.3%	3.2%	3.8%	3.2%	3.3%	0.0%	8.3%	2.5%	7.0%	7.2%
Self-employed	2.6%	5.6%	2.1%	4.0%	2.4%	6.2%	4.8%	0.0%	1.5%	2.6%	3.4%	5.5%
Other	17.7%	11.9%	20.3%	21.9%	24.9%	15.4%	13.8%	5.7%	23.4%	26.6%	9.8%	11.0%

Note: 2024 number of cases for residents (260) and non-residents (94)=354. Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

Employment Through Temporary Agencies

Nurses were asked whether they worked with a temporary agency, a traveling agency, or a registry, and were then asked specific questions about their temporary/traveling work. This section focuses on California-resident nurses. Nurses who lived outside California and worked for temporary or traveling agencies are described in detail in Chapter 6 (Employment of Nurses Who Reside Outside California).

Table 5.24 presents the percentages of nurses with active California licenses who worked for temporary or traveling agencies. Only 1.8% of RNs residing in California worked for a temporary agency or registry for any nursing position (principal or secondary) in 2024, while 1.1% worked for a traveling agency. There was a decrease in the percentage of non-California resident RNs with active California licenses that worked for traveling agencies (from 21.3% in 2022 to 12.8% in 2024) or temporary agencies (from 9.7% in 2022 to 5.7% in 2024).

Table 5.24. Shares of nurses that work with a temporary agency, traveling agency, or registry for any job, by survey year

	California residents						Non-California residents					
	2014	2016	2018	2020	2022	2024	2014	2016	2018	2020	2022	2024
Temporary agency or registry	2.5%	1.6%	2.0%	2.7%	1.7%	1.8%	6.5%	3.9%	4.8%	4.4%	9.7%	5.7%
Traveling agency	0.5%	0.8%	0.8%	1.1%	1.4%	1.1%	8.7%	10.7%	21.1%	17.4%	21.3%	12.8%
Neither temporary nor traveling agency	97.0%	97.6%	97.3%	96.2%	96.9%	96.7%	84.8%	85.5%	74.1%	78.2%	69.0%	78.4%

Note: 2024 number of cases for residents (2,313) and non-residents (643)=2,956. Data are weighted to represent all RNs with active licenses.

Nurses were asked why they worked for a temporary agency, a traveling agency, or a registry; their responses are presented in Table 5.25. For nurses residing in California in 2024, control of schedule and wages were the two most dominant reasons (47% and 46%, respectively), followed by control of their work location (36.5%).

Other common reasons for temporary and travel work were to earn supplemental income (31.5%) and to maintain skills or get experience (29.6%). More than 12% said they were doing agency/registry work because they were waiting for a desired permanent position (12.5%). Changes in the percentages for each item over time should be interpreted with caution, given the small number of RNs who responded to this question in most years.

Table 5.25. Reasons why working RNs residing in California chose to work for temporary agencies, traveling agencies, or registries, by survey year

	2014	2016	2018	2020	2022	2024
Wages	27.8%	40.5%	44.2%	55.4%	61.6%	46.0%
Benefits	0.2%	0.3%	4.4%	0.0%	*	*
Control of schedule	40.2%	46.9%	56.4%	43.8%	55.4%	47.0%
Control of work location	19.7%	43.1%	37.5%	32.6%	42.6%	36.5%
Supplemental income	35.0%	33.1%	27.6%	42.1%	25.5%	31.5%
Control of work conditions	6.6%	29.9%	14.9%	30.1%	26.0%	20.6%
Maintain skills/get experience	25.0%	27.6%	25.6%	23.4%	23.4%	29.6%
Waiting for a desirable permanent position	14.3%	13.9%	24.3%	12.1%	11.4%	12.5%
Travel/see other parts of the country	10.1%	10.5%	14.6%	6.3%	21.6%	26.2%
Unable to find permanent RN job/Insufficient primary work hours	17.5%	10.0%	14.8%	16.7%	10.3%	2.4%
Other	12.8%	9.9%	9.4%	8.6%	4.3%	4.2%
Number of cases	104	68	70	25	71	73

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

*Data not available.

Changes in Employment Status

Nurses were asked whether they had experienced a change in their work over the past year, including changes in employer, position, employment status, or hours worked. In 2024, 17.4% of RNs residing in California reported a change in their employment status, position, or employer in the past year.

The group of RNs who indicated they had some type of employment change over the prior year was asked whether they had changed employers or whether they worked. As shown in Table 5.26, the most common changes reported in 2024 were a change in principal employer (52%), adding a secondary nursing job (14%), and not working as an RN after working in nursing earlier in the year (11.8%). Among those who responded “other”, many added comments that they had not changed employers or work status, or that they had shifted to a new department or unit within their organization.

The percentage of RNs who said they were not working in nursing after having worked as an RN earlier in the year decreased slightly from 16% in 2022 to 11.8% in 2024. The percentage of respondents reporting that they were working at the time of the survey but had not been working earlier in the year but nearly doubled between 2022 and 2024, from 5.3% to 9.2%.

Table 5.26. Type of change for California-resident RNs who experienced a change in work status, employer, or position, 2020-2024

	Percent of RNs who experienced a change		
	2020	2022	2024
Added secondary nursing job	14.2%	12.8%	14.0%
Added secondary non-nursing job	1.0%	1.1%	1.5%
Stopped secondary nursing job	9.3%	6.9%	6.3%
Stopped secondary non-nursing job	1.2%	0.9%	0.8%
Not working as RN now, but was earlier this year	15.1%	16.0%	11.8%
Working as an RN now, but was not working earlier this year	5.7%	5.3%	9.2%
Changed principal employer	59.9%	45.6%	52.0%
Changed second nursing employer	3.1%	2.4%	3.3%
Other or does not apply	9.9%	23.4%	15.2%
Number of cases	466	669	570

Note: Data are weighted to represent all RNs with active licenses.

Nurses were asked about the setting in which they previously worked if they had changed employers. Table 5.27 compares current employment settings with prior settings. Over 62% of RNs who worked in a hospital setting in their previous employment reported currently working in an acute-care hospital setting. Among RNs who previously worked in long-term care, over 42% currently worked in a hospital-based acute-care setting.

Table 5.27. Current employment settings compared with prior settings for California-resident RNs who experienced employment change in the past year, 2024

Current Employment Settings	Prior Employment Setting				
	Hospital	Ambulatory	Long-term care	Home health	Other
Hospital, acute	62.2%	13.2%	42.3%	20.9%	32.5%
Hospital, ambulatory	7.8%	14.3%	0.0%	5.4%	7.0%
Skilled Nursing	1.4%	0.0%	16.3%	0.0%	1.2%
Public/Community Health	0.0%	2.4%	0.9%	0.0%	7.0%
Home health	4.4%	5.4%	3.9%	38.9%	2.6%
Clinic/Office	1.6%	14.2%	0.0%	2.8%	1.2%
Others	22.7%	50.5%	36.6%	31.9%	48.6%

Note: Number of cases=388. Data are weighted to represent all RNs with active licenses.

Nurses who indicated they had a change in employment were asked about whether they had a change in job titles in the past year (Table 5.28). Over 32% of RNs who reported employment change indicated they had changed titles in the past year. Of RNs reporting a change in their principal employer and previous employment in a hospital setting, over 76.2% were currently working as a staff RN. Of nurses previously employed in ambulatory settings, 29.2% were currently working as a staff RN, and 27.4% were working in advanced practice nursing positions.

Table 5.28. Current titles and prior settings of RNs reporting a change in employment in the past year, 2024

Current titles	Prior Employment Setting				
	Hospital	Ambulatory	Long-term care	Home health	Other
Staff RN	76.2%	29.2%	56.3%	60.6%	56.3%
Management	7.2%	12.1%	8.0%	11.7%	9.1%
Advanced Practice Nurse	4.5%	27.4%	0.0%	2.8%	1.3%
Case Management	4.7%	12.1%	4.7%	6.3%	6.9%
Other	7.4%	19.3%	31.0%	18.6%	26.3%

Note: Number of cases=391. Data are weighted to represent all RNs with active licenses.

Nurses who experienced employment changes over the past year were asked about whether they had changes in how much they work (Table 5.29). The most common response in 2024 was no change in hours worked (35.4%). The next most common responses were decreases in hours by choice (23.1%) and increases in hours worked by choice (21.7%).

Table 5.29. Changes in hours worked among RNs who experienced an employment change and resided in California, 2020-2024

	Percent of RNs who experienced a change		
	2020	2022	2024
No change in hours worked	35.7%	25.8%	35.4%
Increase in hours, imposed by employer	8.2%	8.4%	7.8%
Increase in hours, by choice	16.3%	19.1%	21.7%
Decrease in hours, imposed by employer	7.9%	3.6%	7.8%
Decrease in hours, by choice	20.9%	34.0%	23.1%
Other	11.5%	9.2%	4.2%
Number of cases	580	726	652

Note: Data are weighted to represent all RNs with active licenses. The question was revised in 2020, omitting “Did not work in past year” as an available option, and was revised again in 2022, where “check only one” was specified.

RNs who experienced a change in hours were asked what factors played a role in this change. Respondents were asked to rank each item from “not at all important” to “very important.” The first four columns of Table 5.30 present responses from 2024; the last column presents the percentage for each factor that was rated as “very important” in 2022.

The factors most often rated as very important among RNs whose hours of work changed were the negative effect of work on health/wellbeing (62.6%), salary/benefits (53.7%), stress on the job (51%), lack of support from employer/supervisor (50.9%), and a desire to use skills/learn new skills (46.4%). Compared with 2022, more RNs reported being laid off (31.3% in 2024 vs. 15.3% in 2022) and a desire to use their skills or learn new skills (46.4% in 2024 vs. 35% in 2022). Notable decreases were reported for changes in financial status (25.7% in 2024 vs. 40.8% in 2022) and job stress (51% in 2024 vs. 60.2% in 2022) as factors contributing to a change in hours worked.

Table 5.30. Factors important to change in hours worked as reported by RNs residing in California who experienced a change in hours, 2024 and 2022

	2024				2022
	Not at all Important	Somewhat Important	Important	Very Important	Very Important
Retired	35.5%	7.1%	19.5%	37.9%	31.4%
Laid off	51.8%	0.7%	16.2%	31.3%	15.3%
Employer reduced hours	41.5%	6.3%	24.9%	27.4%	22.8%
Employer increased my hours	43.9%	10.0%	20.4%	25.7%	22.4%
Promotion	27.7%	8.3%	26.7%	37.3%	29.7%
Desire to use my skills/learn new skills	17.3%	7.0%	29.3%	46.4%	35.0%
Childcare responsibilities	42.8%	5.7%	14.7%	36.9%	36.0%
Other family responsibilities	22.6%	13.5%	21.3%	42.6%	43.7%
Change spouse/partner work situation	39.8%	6.6%	19.0%	34.7%	26.9%
Wanted more convenient hours	16.2%	9.2%	29.7%	44.9%	45.0%
Stress on the job	9.7%	16.9%	22.4%	51.0%	60.2%
Negative effect of work on my health or well-being	11.0%	8.2%	18.2%	62.6%	60.6%
Unsafe workplace	18.8%	12.9%	31.0%	37.4%	38.0%
Job-related illness/injury	26.4%	13.4%	26.1%	34.1%	29.5%
Non-job-related illness/injury	34.5%	14.8%	21.5%	29.2%	28.3%
Salary/benefits	12.2%	8.2%	26.0%	53.7%	46.6%
Lack of support from my employer/supervisor	15.1%	9.5%	24.6%	50.9%	45.7%
Inability to deliver quality care consistently	16.0%	12.4%	27.6%	44.1%	40.1%
Other dissatisfaction with my job	21.5%	13.5%	26.6%	38.4%	43.7%
Dissatisfaction with the nursing profession	32.7%	15.0%	19.1%	33.3%	26.5%
Relocation	20.6%	8.3%	33.5%	37.7%	30.7%
Change in financial status	33.3%	8.2%	32.7%	25.8%	40.8%
Wanted to try another occupation	43.8%	6.2%	18.4%	31.6%	30.9%
Returned to school	30.6%	10.9%	23.4%	35.1%	26.2%
Other	93.7%	0.0%	2.5%	3.9%	8.3%

Note: Number of cases=429. Data are weighted to represent all RNs with active licenses.

RNs were asked what factors may have played a role in their change in work status, employer, position, or hours worked during the previous year (Table 5.31). Respondents were asked to rank each item on a four-point scale ranging from “not at all important” to “very important.” The first four columns of Table 5.31 present responses from 2024; the last column presents the percentage listing each factor as “very important” in 2022.

The factors most often rated as very important in 2024 were the negative effect of work on health/well-being (51.5%), followed closely by salary/benefits (49.8%), lack of support from employer/supervisor (47.3%), and job stress (46.3%). Compared with 2022, fewer RNs reported other dissatisfaction with their jobs (45.7% in 2022 vs. 32.2% in 2024), stress on the job (57.8% in 2022 vs. 46.3% in 2024), change in financial status (35.3% in 2022 vs. 26.5% in 2024), wanted more convenient hours (48.5% in 2022 vs. 40.3% in 2024), or childcare responsibilities (40.5% in 2022 vs. 33% in 2024). Factors that increased in importance between 2022 and 2024 included being laid off (8.2% in 2022 vs. 21.2% in 2024) and non-job-related illness/injury (20.6% in 2022 vs. 27% in 2024).

Table 5.31. Importance of factors influencing changes in employment status as reported by RNs residing in California who experienced a change in work status, employer, or position, 2024

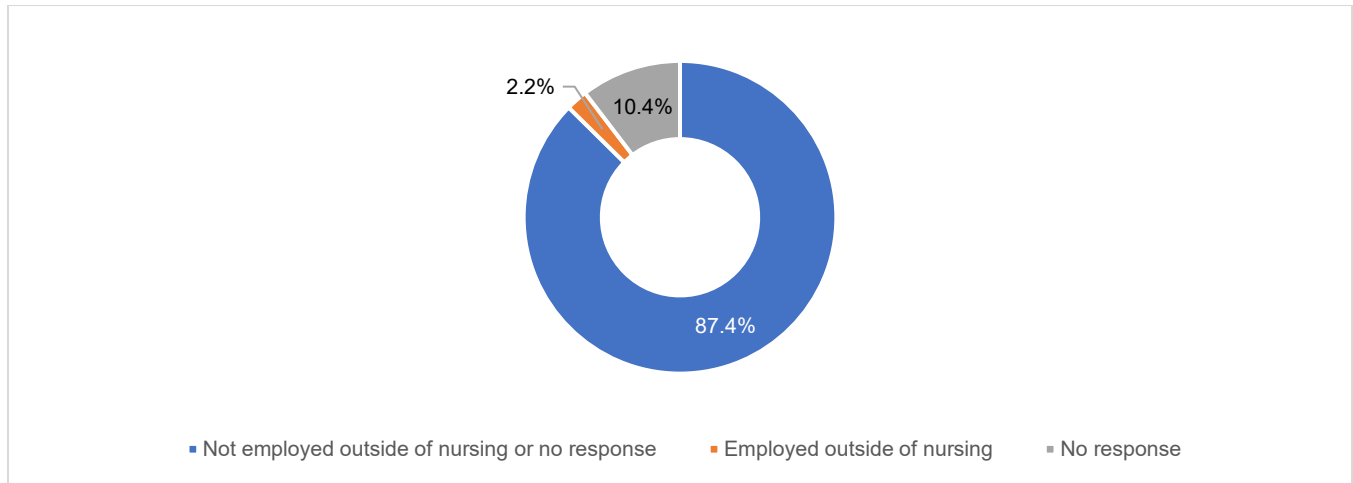
	Not at all Important/ Does not apply	Somewhat Important	Important	Very Important
Retired	80.0%	3.3%	5.5%	11.3%
Laid off	87.6%	1.2%	4.1%	7.1%
Employer reduced hours	81.3%	3.1%	8.5%	7.1%
Employer increased hours	83.5%	3.9%	5.8%	6.8%
Promotion/career advancement	56.3%	5.4%	16.6%	21.7%
Desire to use current/learn new skills	43.3%	6.0%	20.7%	30.0%
Childcare responsibilities	74.3%	2.1%	9.3%	14.3%
Other family responsibilities	59.4%	4.9%	14.2%	21.4%
Change spouse/partner work situation	74.3%	4.3%	9.1%	12.4%
Wanted more convenient hours	48.4%	5.7%	19.4%	26.6%
Stress on the job	29.1%	11.5%	21.4%	38.1%
Negative effect of work on health/well-being	30.4%	9.1%	18.9%	41.6%
Unsafe workplace	52.3%	6.1%	18.1%	23.4%
Job-related illness/injury	70.4%	5.5%	11.2%	12.9%
Non-job-related illness/injury	74.2%	5.2%	8.8%	11.8%
Salary/Benefits	31.4%	6.3%	22.3%	40.0%
Lack of support from employer/supervisor	42.3%	6.2%	18.4%	33.2%
Inability to deliver quality care consistently	50.0%	7.8%	18.3%	23.9%
Other dissatisfaction with job	54.0%	8.9%	16.9%	20.2%
Dissatisfaction with nursing profession	71.4%	5.3%	9.4%	14.0%
Relocation	62.4%	4.1%	15.0%	18.5%
Change in financial status	71.1%	4.4%	12.3%	12.2%
Wanted to try other occupation	79.7%	3.0%	6.9%	10.4%
Returned to school	76.6%	4.5%	8.9%	9.9%
Other	94.0%	0.0%	1.4%	4.6%

Note: Number of cases=676. Data are weighted to represent all RNs with active licenses.

Employment Outside of Nursing

RNs were asked to report if they were employed outside of nursing, defined as a position that does not require an RN license, regardless of whether they were also employed in nursing. Over 87% of working RNs residing in California reported they did not hold a non-nursing job (Figure 5.10), which is somewhat lower than the percentage reported in 2022 (91.3%).³ Of the 2.2% that indicated they held a non-nursing job, 69.3% reported that the additional job required their nursing knowledge (Table 5.32). Most non-nursing jobs were in health services (41.3%), education (18.3%), and other fields (including self-employment) (41%) (Table 5.33).

Figure 5.10. Employment outside of nursing for working RNs residing in California, 2024



Note: Number of cases=2,724. Data are weighted to represent all RNs with active licenses.

Table 5.32. Employment outside of nursing requiring nursing knowledge as reported by working RNs residing in California who have a position outside of nursing, 2014-2024

	2014	2016	2018	2020	2022	2024
Does not require nursing knowledge	24.1%	40.9%	26.7%	34.2%	46.6%	28.0%
Requires nursing knowledge	70.1%	55.1%	51.9%	60.7%	52.1%	69.3%
No response	5.7%	3.8%	21.3%	5.1%	1.4%	2.7%
Number of cases	220	181	81	47	44	64

Note: Data are weighted to represent all RNs with active licenses.

Table 5.33. Field outside of nursing as reported by working RNs residing in California who have a position outside of nursing, 2014-2024

	2014	2016	2018	2020	2022	2024
Health services	44.8%	33.1%	39.2%	85.1%	64.6%	41.3%
Pharmaceutical or biotech medical services	*	5.8%	3.5%	1.5%	3.4%	1.9%
Retail sales	22.2%	19.8%	5.4%	5.0%	0.0%	3.2%
Education	13.7%	4.7%	7.6%	1.3%	6.2%	18.3%
Financial services	12.4%	5.9%	13.1%	6.3%	9.8%	8.6%
Consulting	4.6%	5.1%	3.2%	13.9%	16.5%	9.6%
Other	23.3%	38.5%	46.2%	4.8%	24.2%	41.0%
Number of cases	108	65	77	25	22	57

Note: Data are weighted to represent all RNs with active licenses.

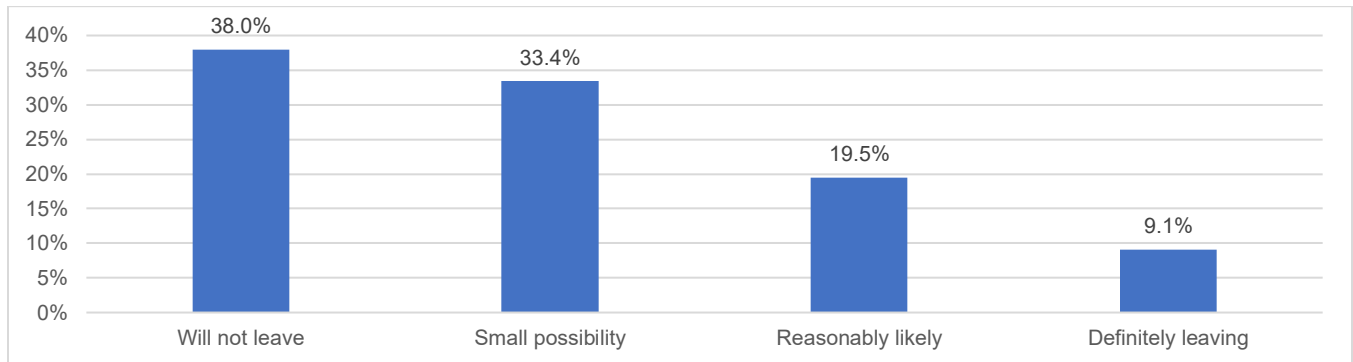
* Category was not asked in the survey year.

Future Nursing Work Plans

RNs were asked in 2024 about the likelihood of their leaving their principal nursing position within two years (Figure 5.11). Thirty-eight percent had no intentions to leave, over one-third reported a slight possibility of leaving (33.4%), and 9.1% reported definite intentions to leave their principal nursing position within two years. Nurses were also asked to describe factors that contributed to their desire to leave or stay in their principal nursing position (Figures 5.12 and 5.13). The question was structured as a scale, where respondents were asked to rate the effect of each factor on their decision to stay or leave their principal position. A score of 1 indicated that the factor strongly supported staying and 7 indicated that the factor strongly supported leaving. In Figures 5.12 and 5.13, factors that were rated between 1 and 3 were grouped to describe reasons for staying, and factors that were rated between 5 and 7 were grouped together to explain reasons for leaving.

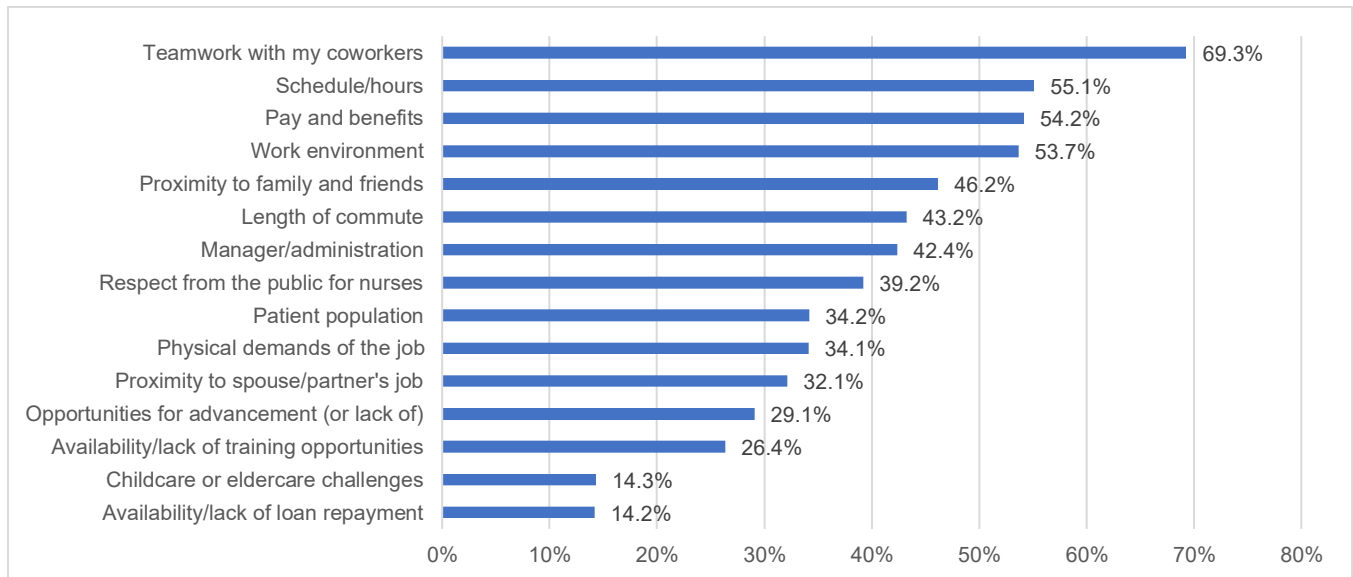
The most commonly cited reasons for staying with a principal nursing employer included teamwork with coworkers (69.3%), schedule/hours (55.1%), pay and benefits (54.2%), and work environment (53.7%). Among the most frequently reported factors that contributed to a desire to leave a principal nursing position were management/administration (37.3%), physical demands of the job (34.7%), pay and benefits (29.8%), work environment (27.9%), and lack of opportunities for advancement (25.4%).

Figure 5.11. Likelihood of leaving principal nursing position within two years for employed RNs residing in California, 2024



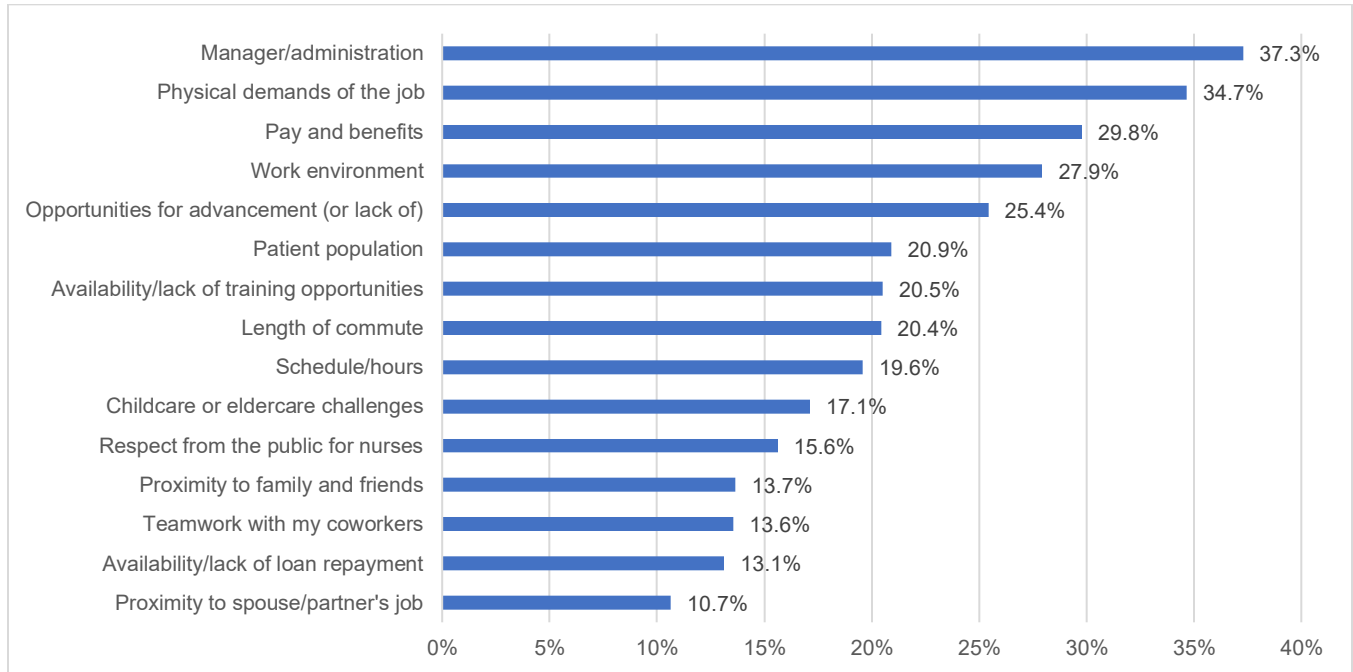
Note: Number of cases=2,493. Data are weighted to represent all RNs with active licenses.

Figure 5.12. Factors affecting desire to stay in principal nursing position for employed RNs in California, 2024



Note: Number of cases=2,207. Data are weighted to represent all RNs with active licenses.

Figure 5.13. Factors affecting desire to leave principal nursing position for employed RNs in California, 2024



Note: Number of cases=1,833. Data are weighted to represent all RNs with active licenses.

Since 2014, the survey has asked RNs about their plans for nursing employment over the next two years. As shown in Table 5.34, between 2014 and 2020, 71.9% to 73.9% of respondents reported they planned to work approximately the same amount over the next two years. However, in 2022 the percentage dropped to 67.5%, with a corresponding increase in the percentage planning to reduce their hours of work from 11.8% to 18.4% between 2020 and 2022. In 2024, the percentage planning to work approximately the same amount increased to 69.1%, and the percentage planning to reduce hours dropped to 15.5%. The percentage planning to retire dropped slightly, from 4.9% in 2022 to 3.8% in 2024.

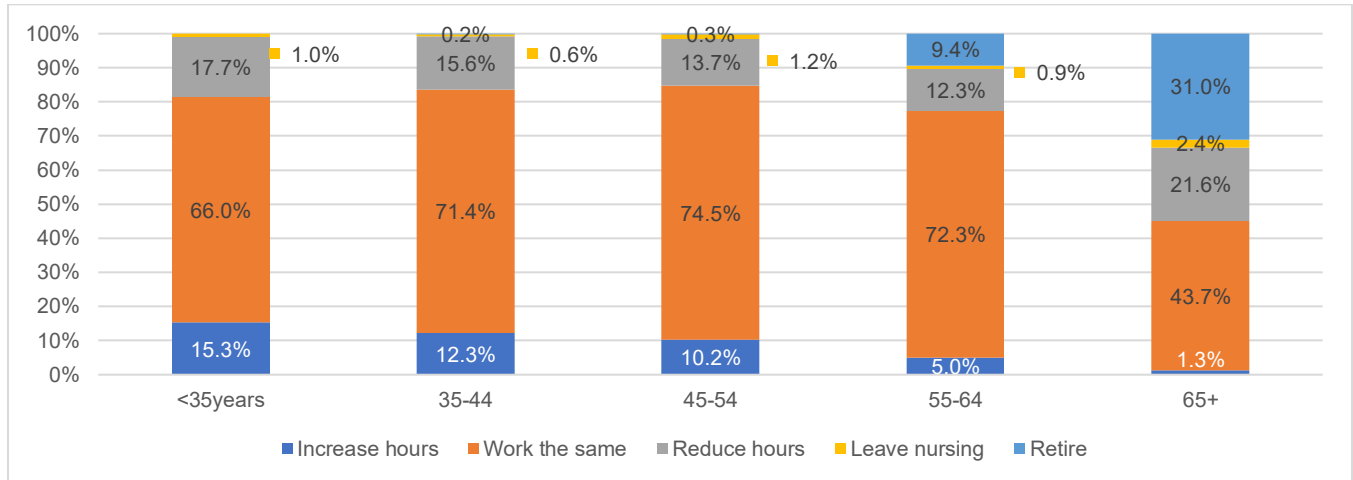
Table 5.34. Plans for the next two years among RNs who resided in California and were employed in nursing, overall, 2014-2024

	2014	2016	2018	2020	2022	2024
Plan to work approximately as much as now	71.9%	73.9%	72.9%	71.9%	67.5%	69.1%
Plan to reduce hours of nursing work	10.5%	10.2%	10.7%	11.8%	18.4%	15.5%
Plan to increase hours of nursing work	11.6%	10.5%	11.4%	10.4%	7.2%	10.6%
Plan to leave nursing entirely, but not retire	1.0%	0.6%	0.7%	0.7%	2.0%	1.0%
Plan to retire	5.0%	4.7%	4.3%	5.1%	4.9%	3.8%

Note: 2024 number of cases=2,657. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.14 presents responses of currently employed RNs regarding their plans for the next two years by age group. The majority of RNs under the age of 65 planned to work approximately the same amount as they did at the time of the survey, with nurses under 35 years old reporting slightly smaller shares than nurses between the ages of 35 and 64 years (66% vs. 71.4%-74.5%). For all of these age groups, slightly more nurses planned to reduce their hours than to increase their hours of work. Among nurses 55 to 64 years old, 9.4% plan to retire in the next two years. Thirty-one percent of RNs 65 years and older planned to retire within two years, and 21.6% plan to reduce their hours of work.

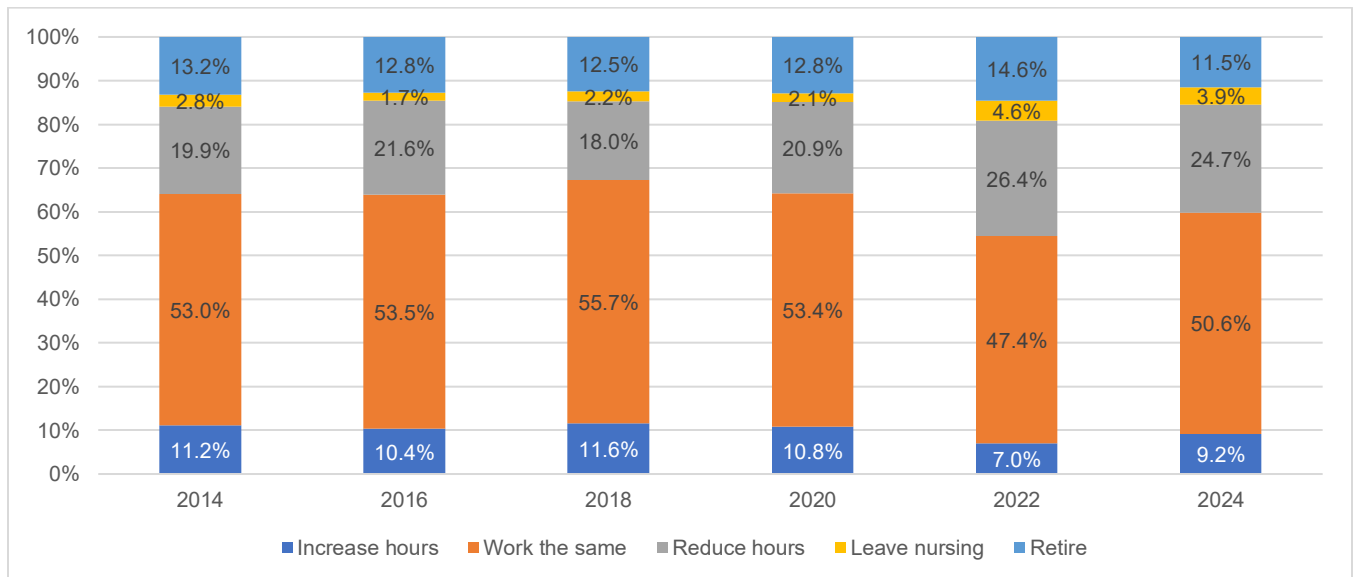
Figure 5.14. Plans for the next two years of RNs who resided in California and were employed in nursing at the times of the surveys, by age group, 2024



Note: Number of cases=2,657. Data are weighted to represent all RNs with active licenses.

RNs were asked about their plans for the next *five* years in nursing. Figure 5.15 presents the five-year plans of currently employed RNs by survey year. The percentage of RNs who planned to work approximately as much as they did at the time of the survey has been relatively stable since 2012, between 53% and 55.7%, but decreased significantly in 2022 to 47.4% before rebounding in 2024 to 50.6%. Nearly 25% of RNs planned to reduce their work hours in 2024, which was slightly lower than in 2022 (26.4%). In 2024, a smaller percentage of RNs reported plans to retire and plans to leave nursing entirely, but not retire, than in previous years. More than 9% of RNs planned to increase their hours of work in the next five years.

Figure 5.15. Plans for the next five years of RNs who resided in California and were employed in nursing by survey year

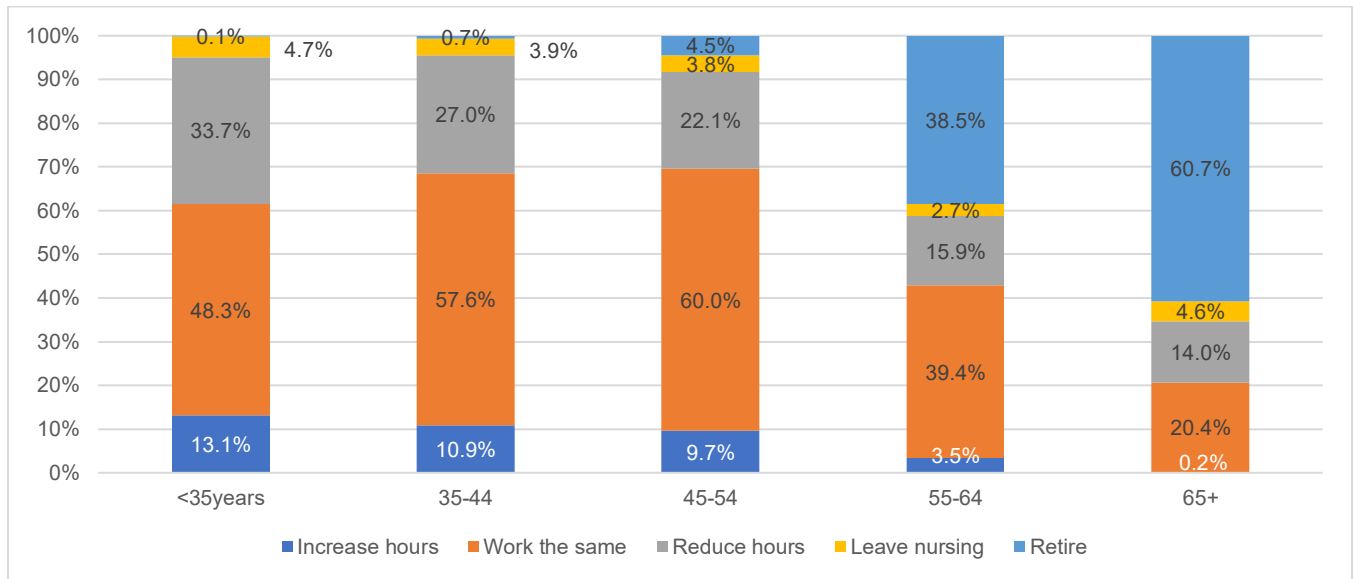


Note: 2024 number of cases=2,626. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 5.16 presents the 5-year plans of currently working RNs who live in California by age group. A majority of RNs 54 years and under plan to work approximately as much as they did at the time of the survey, ranging between 48.3% and 60%. For this age group, RNs were more likely they report they planned to reduce their

hours of work than to increase their hours. Among nurses aged 55 to 64 years, 38.5% plan to retire in the next five years, and 2.7% plan to leave nursing but not retire. Unsurprisingly, 60.7% of RNs 65 and older plan to retire in the next five years, and 4.6% plan to leave nursing but not retire.

Figure 5.16. Plans for the next five years of RNs who resided in California and were employed in nursing, by age group, 2024



Note: Number of cases=2,626. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

6. Employment of Nurses Who Reside Outside California

Nearly 17% of RNs with active California licenses lived in other states in 2024 (Table 13.1). Table 6.1 presents information about the employment of nurses with California licenses who lived outside California from 2014 through 2024. In 2024, most out-of-state nurses with California licenses (56.4%) did not work in California in the year preceding the survey. Approximately 5% had worked in California in the prior year but subsequently moved out of state. Another 17.3% worked in California as traveling nurses, down from 25.9% in 2022. Nearly 10% worked for an out-of-state telenursing employer with California clients. A small share of individuals commuted to California from a neighboring state, such as Nevada; 6.5% did so in 2024. A growing percentage of nurses worked in telehealth for a California employer, increasing from 2.7% in 2014 to 8.2% in 2024, while a comparatively stable percentage worked in telehealth for an out-of-state employer that served California clients (10.2% in 2014 and 9.7% in 2024).

Table 6.1. Employment in California during the past twelve months of RNs with active California licenses who are currently employed and residing outside of California, 2014-2024

	2014	2016	2018	2020	2022	2024
Did not work as an RN in California	58.7%	59.8%	54.7%	52.5%	58.3%	56.4%
Worked as an RN in California, but subsequently moved out of the state	14.0%	12.5%	7.4%	9.4%	1.8%	5.3%
Worked as an RN in California for a temporary/traveling agency/registry	14.4%	15.3%	18.6%	24.7%	25.9%	17.3%
Worked as RN for out-of-state telenursing/telemedicine employer with California clients	10.2%	10.0%	7.8%	8.7%	6.1%	9.7%
Worked as an RN for a California employer in a telenursing capacity	2.7%	4.5%	6.7%	3.0%	4.2%	8.2%
Lived in a border state and commuted to California to work as an RN	3.4%	2.3%	8.8%	6.2%	10.0%	6.5%

Note: 2024 number of cases=159. Columns may total more than 100% because respondents were allowed to select more than one category. Data are weighted to represent all RNs with active licenses.

Nurses residing outside California who worked for temporary or traveling agencies in 2024 reported that they had worked in California an average of 6.1 months and 38.7 hours per week over the previous 12 months, as seen in Table 6.2.

Table 6.2. Table Average months per year and hours per week worked by RNs residing outside California who worked in California for a temporary agency, 2014-2024

	2014	2016	2018	2020	2022	2024
Months worked in California	3.7	3.2	6.2	5.0	4.1	6.1
Hours worked in usual week (average)	35.8	40.2	37.6	42.0	39.4	38.7
Number of cases	49	39	99	6	31	34

Note: Data are weighted to represent all RNs with active licenses.

Nurses who lived outside California were asked about their plans for work in California over the next two years, as shown in Table 6.3. In 2024, 36.4% of respondents reported planning to travel to California to work as RNs intermittently; this trend continues an upward trajectory that began in 2014. More than 28% of non-resident RNs planned to relocate to California to work in 2024, which is the highest percentage over the past decade. The percentage of non-resident nurses who planned to provide telenursing services for an out-of-state employer with California clients also continued to rise, from 6.2% in 2018 to 15.7% in 2024. One-quarter (25.1%) of non-resident RNs reported no plans to practice in California in the next two years.

Table 6.3. Plans for the next two years for RNs with active California licenses who lived outside the state, 2014-2024

	2014	2016	2018	2020	2022	2024
Yes, I plan to travel to California to work as an RN intermittently	26.9%	29.3%	34.0%	36.5%	42.1%	36.4%
Yes, I plan to relocate to California and work as an RN	22.0%	20.9%	24.0%	15.2%	7.2%	28.3%
Yes, I plan to perform telenursing/telemedicine for a California employer	1.4%	3.4%	5.4%	6.2%	3.6%	16.1%
Yes, I plan to perform telenursing/telemedicine for an out-of-state employer with California clients	7.3%	9.6%	7.9%	6.2%	8.7%	15.7%
Yes, I plan to commute from a border state	3.7%	1.9%	4.4%	6.9%	6.4%	6.5%
No, I plan to keep my California RN license renewed, but have no plans to work there as an RN	40.0%	41.1%	30.9%	36.5%	33.6%	*
No, I plan to let my California RN license lapse and have no plans to work there as an RN	4.4%	4.5%	3.6%	5.1%	6.5%	*
No plans to practice in California	*	*	*	*	*	25.1%
Number of cases	301	253	369	209	99	159

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

7. Employment of Nurses Who Reside in California, but Work Outside the State

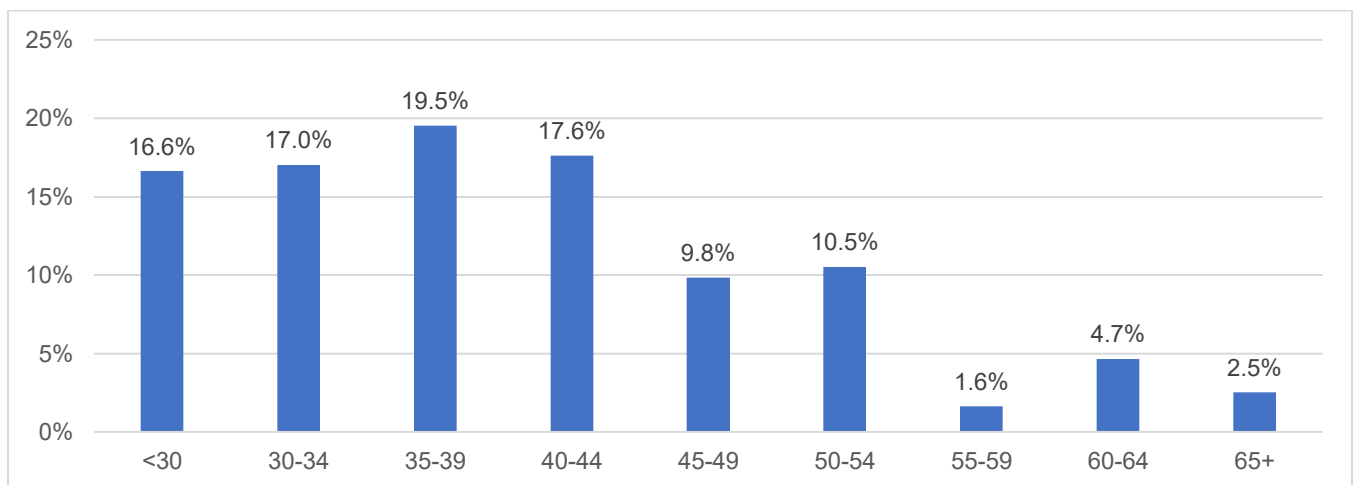
Approximately 3.8% of RNs with active California licenses had a California address on record, but reported a primary position located outside the state in 2024. It is possible that some of these respondents no longer lived in California but had not yet changed their address in the BRN records. Table 7.1 and Figure 7.1 present information about the gender and age of such nurses. In 2024, the majority of California nurses working out of state were female (70.5%). Over 43% of RNs who resided in California but worked outside the state were under the age of 40.

Table 7.1. Gender identity of RNs residing in California who worked outside the state in 2024

	2024
Female	27.7%
Male	2.8%
No response	69.5%

Note: Number of cases=143. Data are weighted to represent all RNs with active licenses.

Figure 7.1. Age distribution of RNs residing in California who worked outside the state in 2024



Note: Number of cases=143. Data are weighted to represent all RNs with active licenses.

Nearly 55% of California-resident nurses who worked outside the state received their basic nursing education from states other than California, as seen in Table 7.2. In contrast to employed RNs in general (Employment status of RNs with active California licenses, by region, 2014-2024), more than 60% completed their initial education in California. Similarly, nearly 53% of California-residing nurses in principal positions outside the state reported receiving their initial licensure in another state.

Table 7.2. Location of initial degree and licensure of RNs residing in California who worked outside the state in 2024

Location of initial degree		Location of initial licensure	
California	42.0%	California	60.2%
Other state	24.9%	Other state	18.8%
International	33.2%	International	21.0%

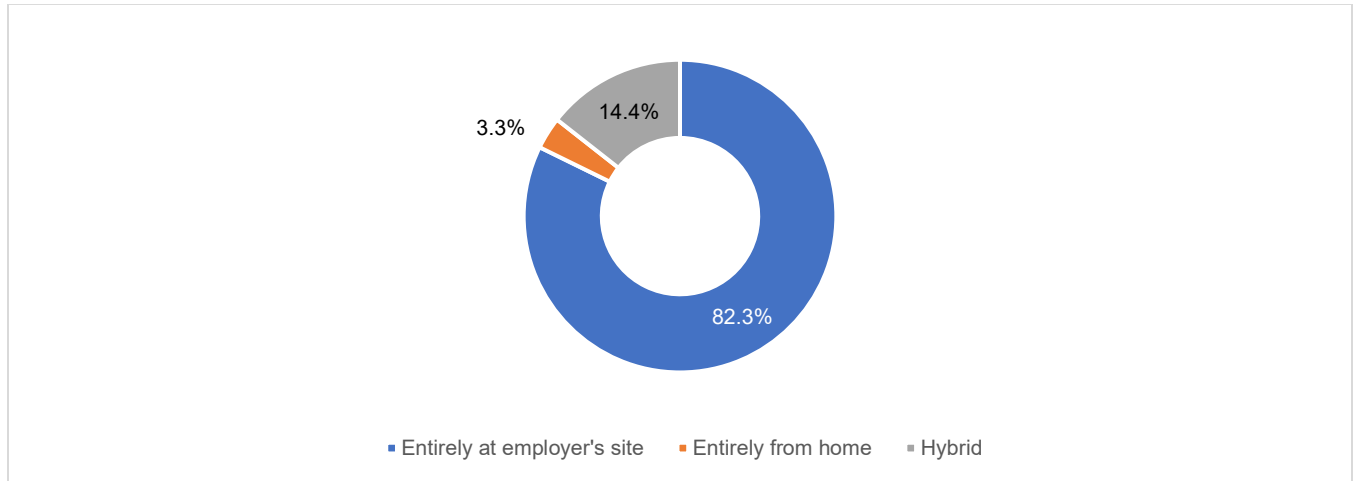
Note: Number of cases=85. Data are weighted to represent all RNs with active licenses.

Figure 7.2 details the employment site of the principal employer of RNs residing in California who worked outside the state. Over 73% worked solely onsite at their place of employment. Nearly 11 percent worked in a

hybrid setting, and 16.1% worked entirely remotely. The share reporting remote work is nearly double what California-residing nurses describe (**Error! Reference source not found.**).

Table 7.3 presents the distribution of employment statuses of RNs who worked outside California but reported primarily residing in the state. The majority of these RNs are regular employees (including RNs who report working on a per diem basis), while nearly 13% reported working as travelers.

Figure 7.2. Place of principal position of RNs residing in California who worked outside the state in 2024



Note: Number of cases=123. Data are weighted to represent all RNs with active licenses.

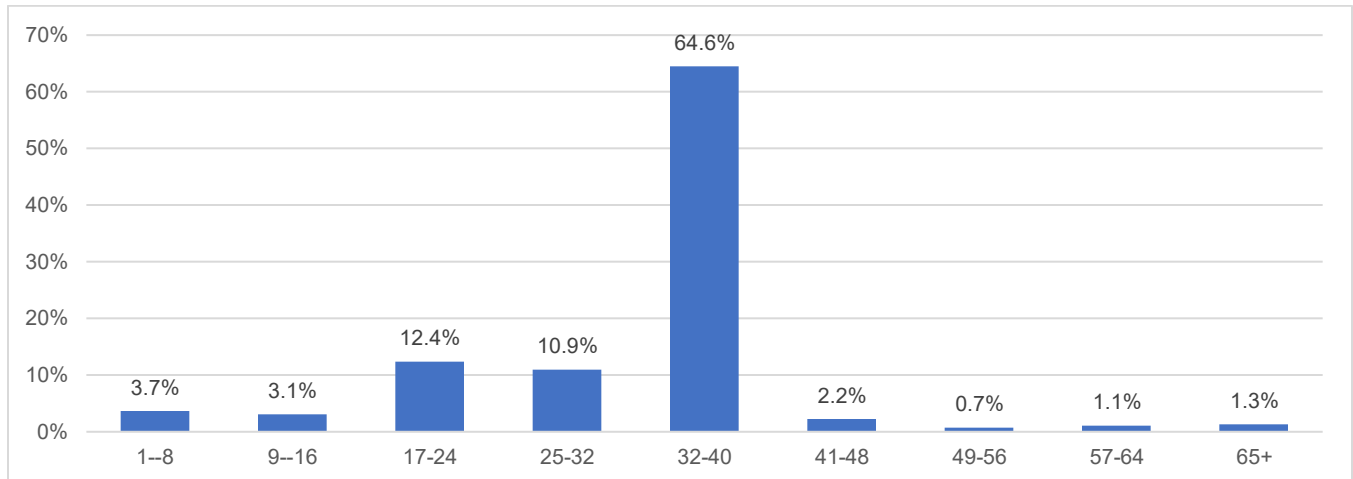
Table 7.3. Employment status in principal nursing positions of California residents who worked outside the state in 2024

Regular employee (including per diem)	82.8%
Employed locally through a temporary agency	6.2%
Travel nurse/travel agency	8.3%
Self-employed	2.7%

Note: Number of cases=112. Data are weighted to represent all RNs with active licenses.

The distribution of hours usually worked by RNs who reported residing in California but working primarily outside the state is shown in Figure 7.3. In 2024, nearly 77% of these RNs worked 33 hours or more per week. The average number of hours worked was 36.4 hours per week.

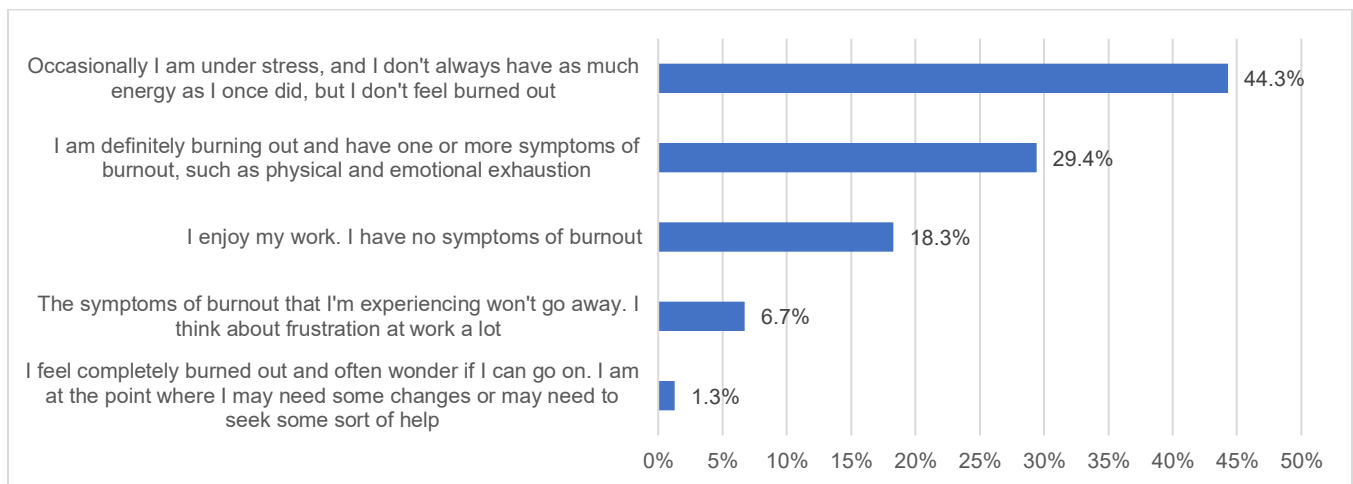
Figure 7.3. Hours worked per week in their principal position by RNs residing in California who worked outside the state in 2024



Note: Number of cases=103. Data are weighted to represent all RNs with active licenses.

RNs who lived in California but worked outside the state were asked about their levels of burnout (Figure 7.4). Over 48% reported occasional stress, while 11.4% reported persistent symptoms of burnout. These shares are similar to those reported by California-residing RNs who worked in the state (Figure 9.18).

Figure 7.4. Level of burnout of RNs residing in California who worked outside the state in 2024

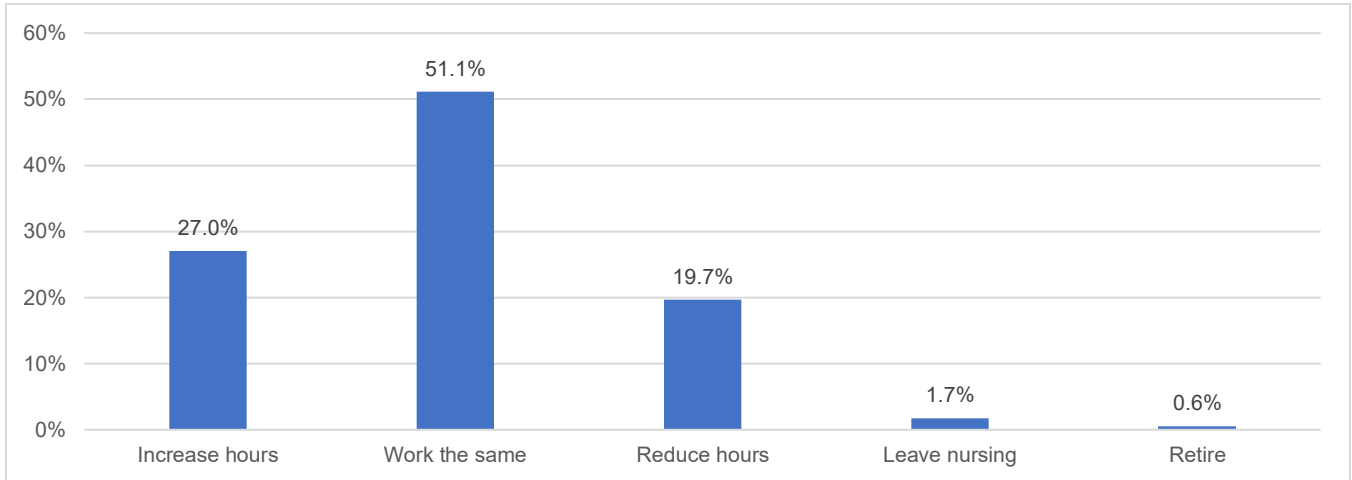


Note: Number of cases=47. Data are weighted to represent all RNs with active licenses.

The plans of nurses working outside the state differ somewhat from those of registered nurses employed in the state. As shown in Figure 7.5, 18.8% of RNs residing in California but working outside the state plan to reduce their hours over the next two years. This percentage is somewhat larger than reported by RNs working in California (Plans for the next two years among RNs who resided in California and were employed in nursing, overall, 2014-2024).

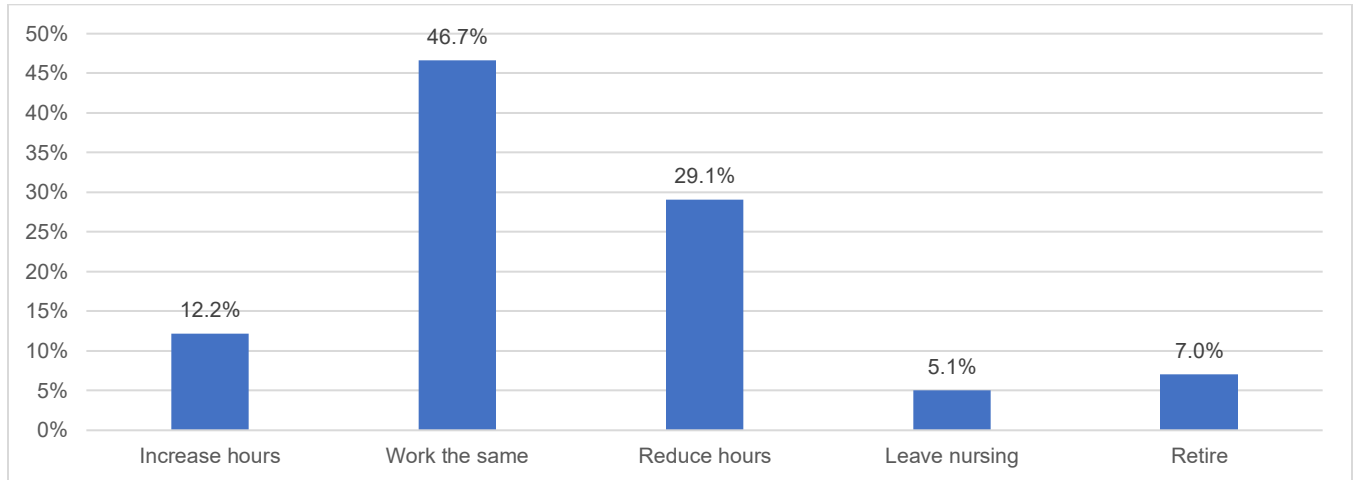
RNs were also asked about their plans for the next five years with regard to nursing (Figure 7.6). Over 32% of RNs plan to reduce their hours of nursing work over the next five years. In contrast, 24.7% of RNs working in California reported this intention (Plans for the next five years of RNs who resided in California and were employed in nursing, by age group, 2024).

Figure 7.5. Plans for the next two years for RNs residing in California who worked outside the state in 2024



Note: Number of cases=119. Data are weighted to represent all RNs with active licenses.

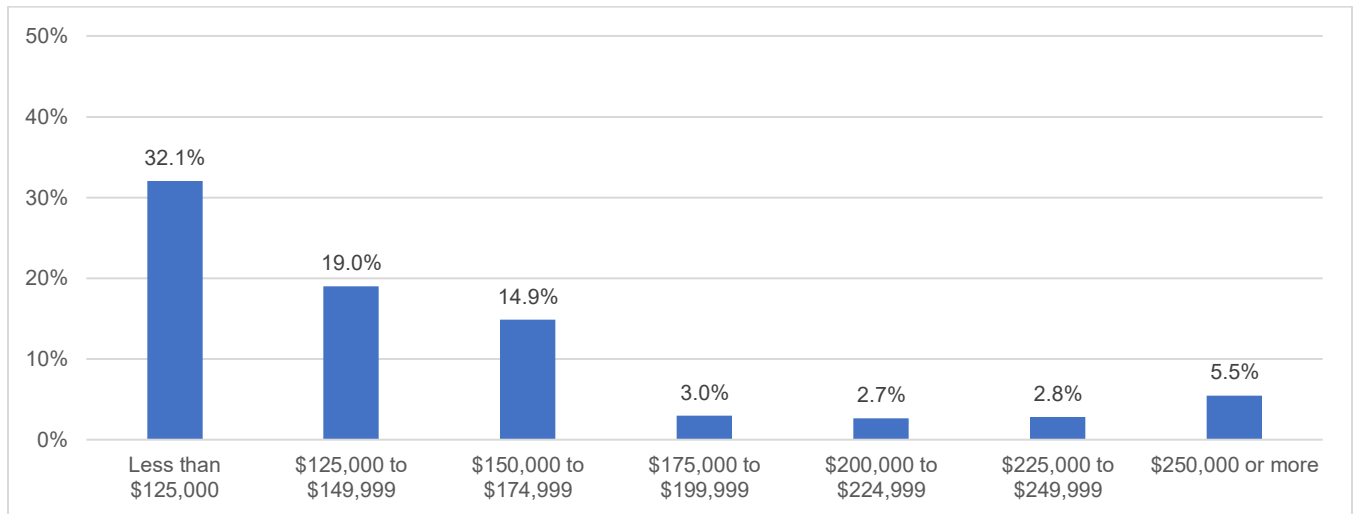
Figure 7.6. Plans for the next five years for RNs residing in California who worked outside the state in 2024



Note: Number of cases=118. Data are weighted to represent all RNs with active licenses.

Figure 7.7 describes the household income of RNs living in California but primarily working outside the state. Nearly 44% reported a household income of less than \$125,000, and 23.4% reported \$200,000 and above. In comparison to RNs working in California (Total household incomes of working RNs residing in California, 2014-2024), less than 20% reported a household income of less than \$125,000, and nearly 42% had combined earnings of over \$200,000.

Figure 7.7. Household income of RNs residing in California who worked outside the state in 2024



Note: Number of cases=36. Data are weighted to represent all RNs with active licenses.

8. Income and Earnings of RNs

RNs were asked to report annual earnings from their principal position and from each of their additional nursing positions. Table 8.1 presents the total yearly income received from all nursing positions by currently working RNs residing in California for each survey year, and Figure 8.1 depicts the 2024 data.

Growth in average annual RN earnings has varied over the years, ranging from just 2.2% in 2014 to 4.5% in 2022. The wage growth rate was lower in 2024 than in 2022, dropping from 4.5% to 3.3% in 2024.

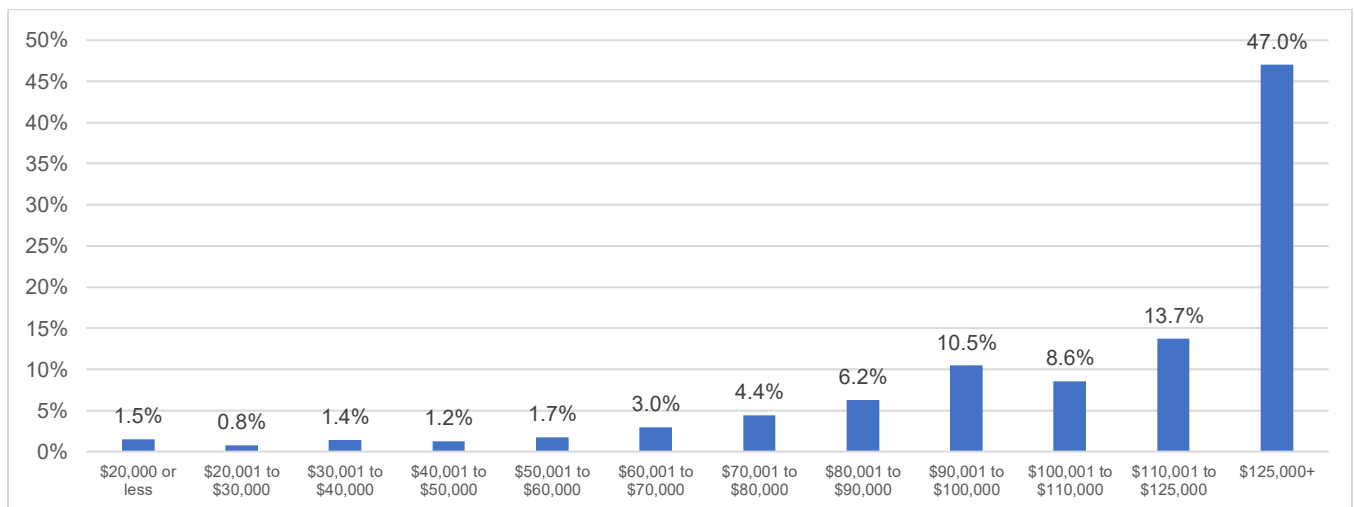
In 2024, nearly 70% of RNs reported earning more than \$100,000 a year, compared with 63% in 2022 and 54% in 2020. The average earnings for nursing positions were \$133,339 in 2024, compared to \$125,170 in 2022. The proportion of nurses who reported earning over \$125,000 more than tripled between 2014 and 2024, from 14.7% in 2014 to 47% in 2024, while the proportion of nurses who reported earnings of less than \$60,000 continues to fall, from 8.8% in 2020 to 6.7% in 2024.

Table 8.1. Annual income received from all nursing positions by currently working RNs residing in California, by survey year

	2014	2016	2018	2020	2022	2024
\$20,000 or less	2.1%	1.8%	2.5%	1.5%	2.4%	1.5%
\$20,001-\$30,000	1.3%	1.7%	1.6%	1.3%	0.9%	0.8%
\$30,001-\$40,000	2.3%	2.1%	1.6%	1.4%	1.7%	1.4%
\$40,001-\$50,000	3.5%	3.0%	2.7%	1.3%	1.3%	1.2%
\$50,001-\$60,000	6.3%	5.1%	4.1%	3.2%	1.5%	1.7%
\$60,001-\$70,000	10.3%	8.4%	6.8%	6.0%	3.6%	3.0%
\$70,001-\$80,000	13.3%	10.5%	10.7%	8.8%	6.4%	4.4%
\$80,001-\$90,000	13.1%	11.7%	11.1%	9.8%	7.4%	6.2%
\$90,001-\$100,000	12.5%	14.6%	14.1%	12.5%	11.2%	10.5%
\$100,001-\$110,000	9.0%	10.5%	9.5%	10.7%	9.2%	8.6%
\$110,001-\$125,000	11.6%	12.0%	11.8%	12.7%	13.5%	13.7%
> \$125,000	14.7%	18.7%	23.5%	30.6%	40.8%	47.0%
Mean Income	\$93,911	\$99,008	\$107,767	\$114,937	\$125,170	\$133,339
Annual Growth	2.2%	2.7%	4.4%	3.3%	4.5%	3.3%
Number of cases	3,823	2,850	2,933	2,546	2,041	2,426

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Figure 8.1. Annual income received from all nursing positions by currently working RNs residing in California, 2024



Note: Number of cases=2,426. Data are weighted to represent all RNs with active licenses.

Annual nursing incomes vary by region of California, as seen in Table 8.2, with similar trends in salary for principal nursing positions and total income from all nursing positions. In 2024, total nursing income was highest for RNs in the San Francisco Bay Area (\$163,908) and lowest for those residing out of state (\$104,539), followed by nurses in the Northern Counties (\$122,565) and Los Angeles (\$123,688) regions. The most significant increases in average earnings were reported by RNs residing in the Inland Empire region (from \$117,255 in 2022 to \$123,929 in 2024), in the Border Counties region (from \$118,032 in 2022 to \$124,502 in 2024), and the Central Coast region (from \$125,631 in 2022 to \$131,992 in 2024). A reduction in average annual earnings was reported for RNs from out of state (from \$123,925 in 2022 to \$104,539 in 2024), as well as in the Central Valley and Sierra region (from \$134,333 in 2022 to \$124,733 in 2024) and the Los Angeles region (from \$128,825 in 2022 to \$123,688 in 2024).

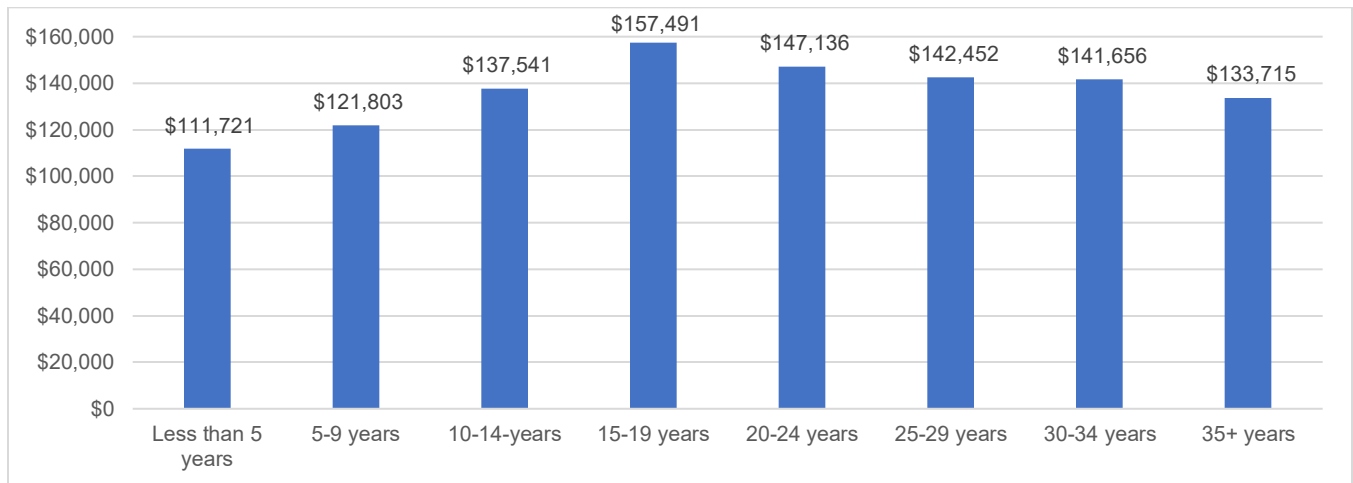
Table 8.2. Annual income received from nursing by currently working RNs, by region, 2014-2024

	Principal nursing position					
	2014	2016	2018	2020	2022	2024
Northern Counties	\$82,318	\$86,777	\$91,255	\$95,641	\$120,135	\$120,777
Sacramento	\$99,289	\$106,961	\$113,940	\$121,552	\$139,933	\$136,277
San Francisco Bay Area	\$102,539	\$111,213	\$120,081	\$133,474	\$162,705	\$158,592
Central Valley & Sierra	\$89,111	\$96,026	\$110,026	\$100,704	\$126,028	\$122,939
Central Coast	\$90,601	\$90,940	\$103,463	\$101,043	\$124,440	\$129,477
Los Angeles	\$86,261	\$88,703	\$98,746	\$107,903	\$124,573	\$119,110
Inland Empire	\$84,071	\$91,025	\$102,531	\$97,488	\$114,996	\$119,084
Border Counties	\$84,056	\$89,121	\$91,907	\$107,146	\$112,122	\$122,202
Out of State	\$86,773	\$73,670	\$79,005	\$84,386	\$112,214	\$101,007
	All nursing positions					
	2014	2016	2018	2020	2022	2024
Northern Counties	\$84,461	\$88,790	\$93,213	\$96,753	\$122,237	\$122,565
Sacramento	\$102,129	\$110,340	\$116,874	\$123,642	\$143,445	\$139,046
San Francisco Bay Area	\$106,180	\$112,751	\$122,170	\$136,542	\$167,625	\$163,908
Central Valley & Sierra	\$90,881	\$97,532	\$112,632	\$102,518	\$134,333	\$124,733
Central Coast	\$93,928	\$94,035	\$105,794	\$102,418	\$125,631	\$131,992
Los Angeles	\$90,022	\$92,236	\$101,481	\$111,734	\$128,825	\$123,688
Inland Empire	\$86,578	\$94,393	\$104,363	\$100,382	\$117,255	\$123,929
Border Counties	\$86,516	\$91,940	\$94,478	\$109,182	\$118,032	\$124,502
Out of State	\$89,787	\$76,611	\$81,611	\$87,309	\$123,925	\$104,539

Note: 2024 number of cases=2,615. Data are weighted to represent all RNs with active

Nursing incomes for California residents vary by years of nursing experience, as seen in Figure 8.2. In 2024, average total income was highest for nurses with 15-19 years of experience (\$157,491). Annual earnings were lowest for nurses with fewer than 5 years of experience (\$111,721).

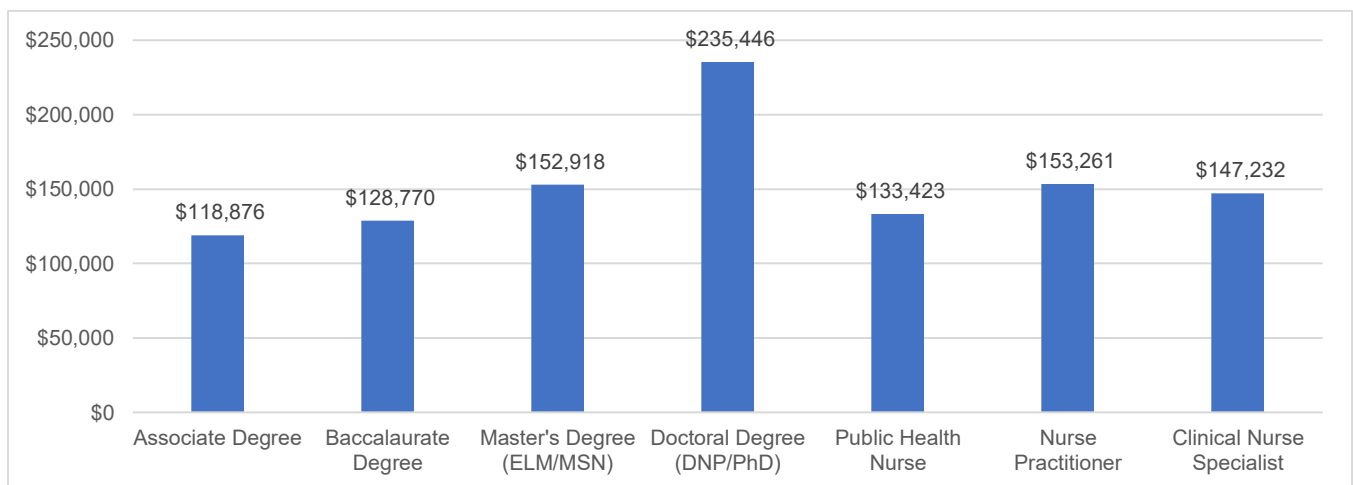
Figure 8.2. Total annual income received from all nursing positions by currently working RNs residing in California, by years of experience, 2024



Note: Number of cases=2,417. Data are weighted to represent all RNs with active licenses.

Average annual nursing income varies by education and certification. As shown in Figure 8.3, nurses with bachelor's degrees earned higher annual nursing incomes than RNs with associate degrees in 2024, averaging \$128,770 versus \$118,876 per year. Nurses with master's degrees or doctorates had the highest annual incomes, averaging \$152,918 and \$235,446, respectively. Note that the number of DNP/PhD respondents was relatively small, so the high average income reported for this group should be interpreted with caution.

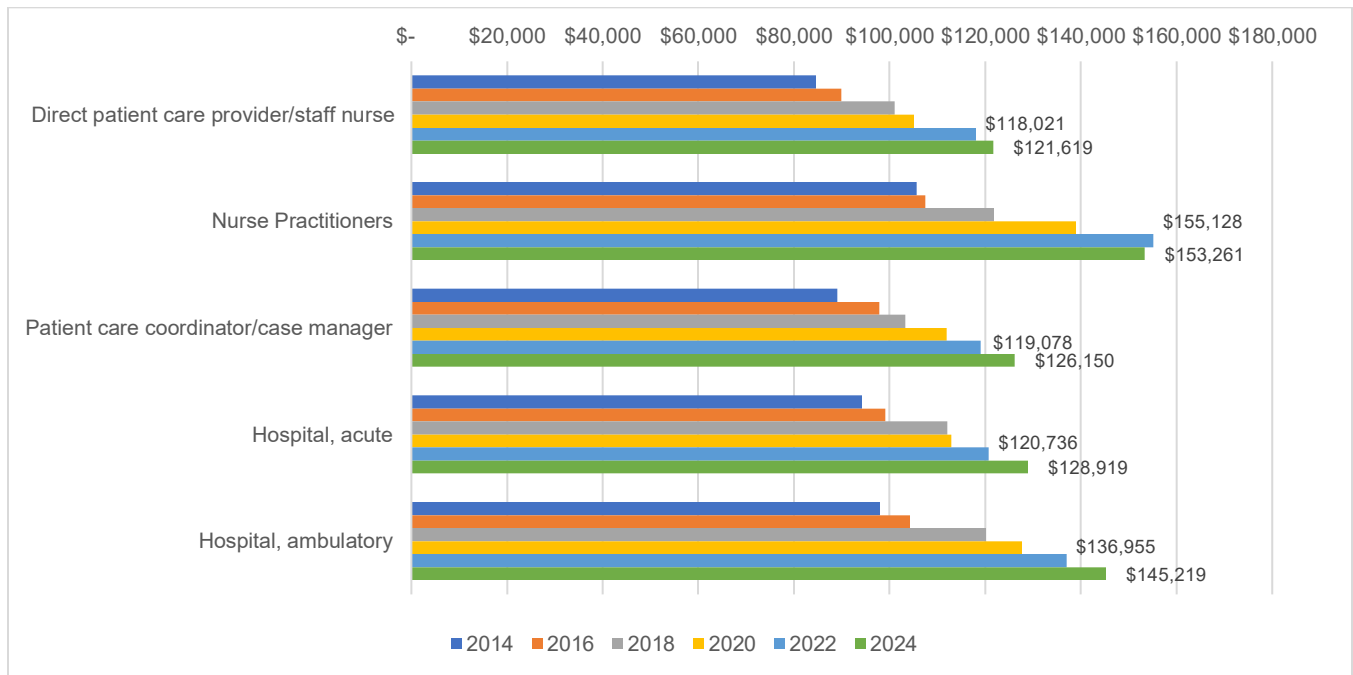
Figure 8.3. Total annual income received from all nursing positions by currently working RNs residing in California, by highest level of nursing education and specialty certification, 2024



Note: Number of cases=2,426. Data are weighted to represent all RNs with active licenses.

Job title and work setting are associated with differences in annual nursing income, as seen in Figure 8.4. For nurses residing in California, direct patient care nurses (staff nurses) reported average annual earnings of \$121,619, nurse practitioners reported average annual earnings of \$153,251, and patient care coordinators earned an average of \$126,150. RNs employed in acute care departments of hospitals reported average incomes of \$128,919, while nurses in hospital ambulatory settings reported earning an average of \$145,219. Direct patient care providers, patient care coordinators, and hospital nurses had higher average income in 2024 than in 2022, while average nurse practitioner earnings declined slightly.

Figure 8.4. Income received from principal nursing position by currently working RNs residing in California, by job title and work setting, 2014-2024



Note: Number of cases=1,758. Data are weighted to represent all RNs with active licenses.

Total household incomes of employed RNs residing in California are examined in Table 8.3. Nurses' household incomes have been rising since 2014, and by 2024, 38.4% of working RNs who lived in California had household incomes between \$125,000 and \$200,000, and 41.8% had household incomes over \$200,000.

Table 8.3. Total household incomes of working RNs residing in California, 2014-2024

	2014	2016	2018	2020	2022	2024
Less than \$124,999	49.0%	45.1%	42.0%	33.3%	8.9%	19.9%
\$125,000 to \$149,999	15.4%	14.4%	15.2%	16.2%	12.5%	14.9%
\$150,000 to \$174,999	12.0%	13.7%	13.2%	14.5%	20.0%	13.3%
\$175,000 to \$199,999	7.9%	8.5%	7.8%	10.6%	15.5%	10.2%
\$200,000 or more	15.6%	18.4%	21.9%	25.5%	*	*
\$200,000 to \$224,999	*	*	*	*	16.4%	11.1%
\$225,000 to \$249,999	*	*	*	*	7.3%	7.8%
\$250,000 or more	*	*	*	*	19.5%	22.9%
Number of cases	3,912	2,910	2,948	2,571	1,957	2,364

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Nurses' earnings are essential to their households (Table 8.4). In 2014, 48.7% of RNs reported that their income accounted for at least 80% of their household income. In 2024, 47.2% of nurses reported that their nursing income accounted for at least 80% of their household income. The share of RNs reporting that their nursing income accounted for all of their household income has remained stable over time, ranging from 32.7% to 36.5%.

Table 8.4. Percentage of total household income that was derived from nursing for currently working RNs residing in California, 2014-2024

	2014	2016	2018	2020	2022	2024
Less than 20%	3.6%	2.6%	4.9%	3.5%	3.7%	3.3%
20 to 39%	7.1%	7.7%	7.4%	7.0%	7.4%	7.9%
40 to 59%	20.3%	21.2%	20.0%	24.3%	22.2%	21.3%
60 to 79%	20.4%	20.8%	17.6%	18.8%	18.9%	20.4%
80 to 99%	15.3%	14.8%	13.7%	13.3%	13.6%	13.1%
100%	33.4%	32.7%	36.5%	33.2%	34.2%	34.1%
Number of cases	4,031	2,991	3,014	2,620	2,075	2,417

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

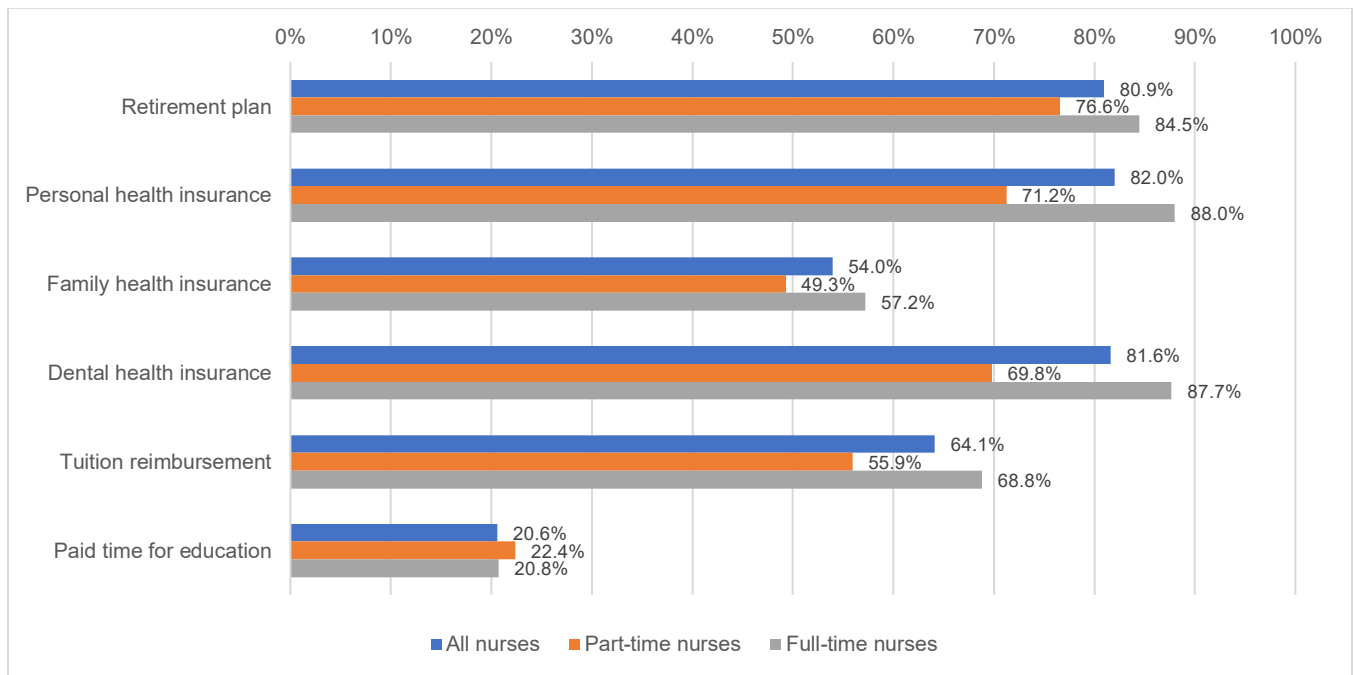
Benefits Received by RNs

As shown in Figure 8.5, 88% of all full-time RNs in 2024 received personal health insurance, 87.7% received dental insurance, and 84.5% had a retirement plan offered by their employer. Over 57% received family health insurance from their employer.

These percentages are consistent with those reported in 2022, when 88.6% of full-time nurses had personal health insurance, 87% had dental insurance, and 82.7% had a retirement plan.⁴

In 2024, 68.8% of RNs had tuition reimbursement available from their employers, which is notably higher than the 41.1% in 2020.⁵ The percentage of RNs who said they could take paid time off from work to pursue further education was stable between 2022 and 2024 (19.6% in 2022 vs. 20.8% in 2024). Nurses working part-time were much less likely to receive benefits than were full-time RNs.

Figure 8.5. Benefits received from all nursing positions by currently working RNs residing in California, 2024



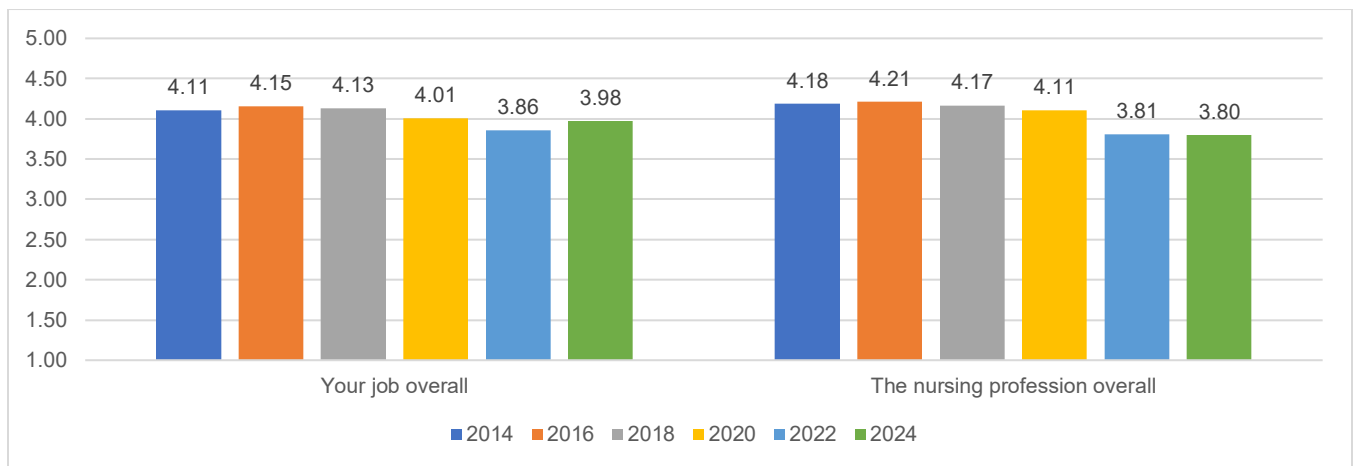
Note: Number of cases=2,724. Data are weighted to represent all RNs with active licenses.

9. Job Satisfaction of RNs

RNs with active California licenses were asked to indicate their degree of satisfaction with a variety of aspects of their principal nursing position on a five-point Likert scale ranging from “very dissatisfied” to “very satisfied.” They were also asked to rate their overall professional satisfaction. A mean score for each item can be obtained by computing the average score, with one point for “very dissatisfied” and five points for “very satisfied.” An average score of three would indicate neutrality (neither satisfied nor unsatisfied).

Figure 9.1 presents overall professional satisfaction and satisfaction in their principal nursing position for working RNs residing in California from 2014 through 2024. Average overall job satisfaction has been declining since 2016, with the lowest scores reported in 2022. In 2024, overall job satisfaction improved to a score of 3.98. Satisfaction with the nursing profession fell between 2014 and 2024, with the most significant decrease between 2020 and 2022 (4.11 in 2020 vs. 3.81 in 2022). Overall nursing satisfaction was at its lowest point of the past decade in 2024 (3.80).

Figure 9.1. Satisfaction with job and the nursing profession overall of currently employed RNs residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

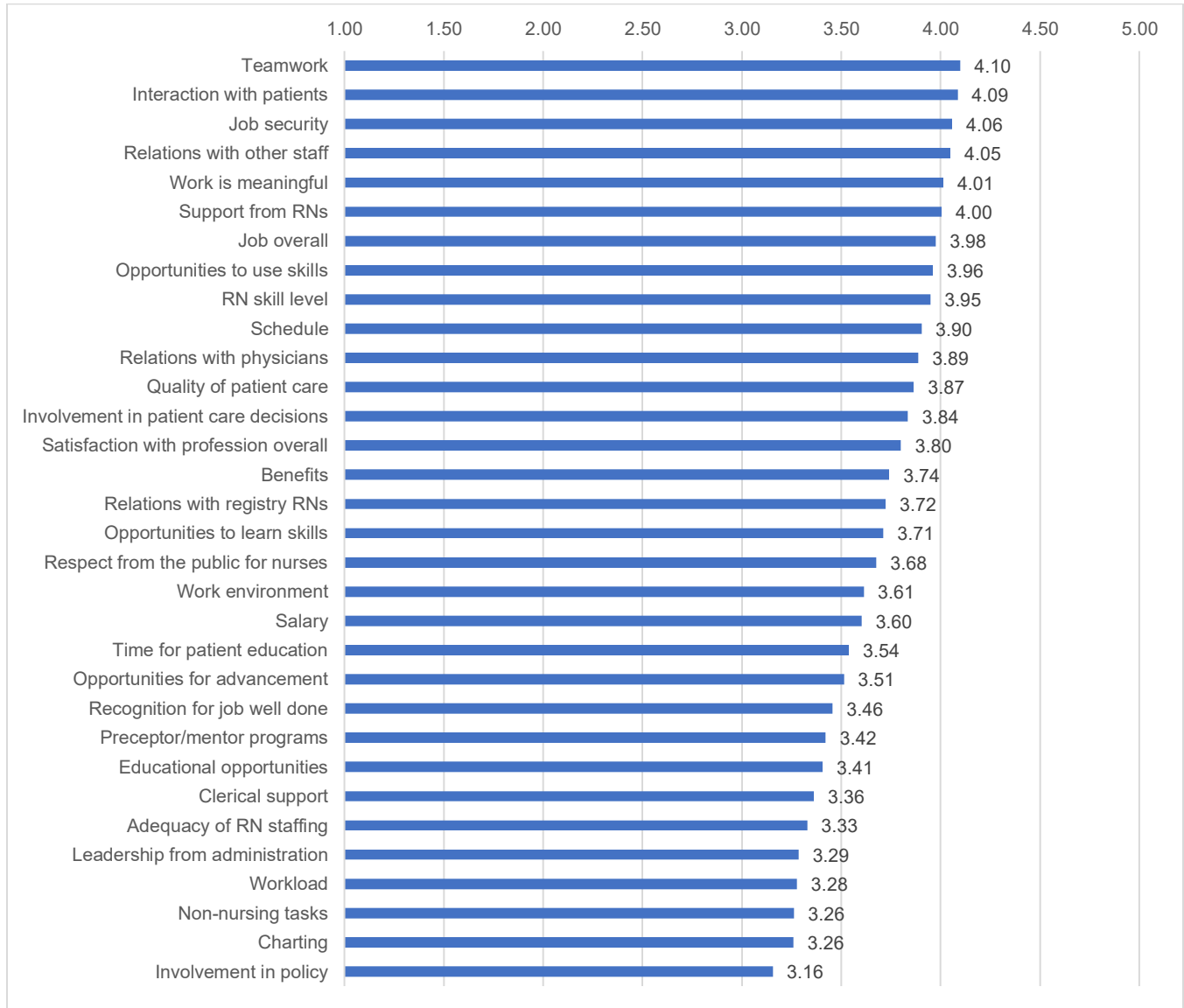
Figure 9.2 presents the summary scores for all 30 satisfaction items. Scores were highest for:

- Teamwork (4.10)
- Interaction with patients (4.09)
- Job security (4.06)
- Relationship with other staff (4.05)
- Work is meaningful (4.01)

All seven aspects of nursing that received the lowest average ratings in 2024 also received the lowest ratings in 2022: involvement in policy and management decisions, amount of charting required, non-nursing tasks required, workload, leadership from the administration, adequacy of RN staffing, and clerical support.

- Involvement in policy and management decisions (3.16)
- Amount of charting required (3.26)
- Non-nursing tasks required (3.26)
- Workload (3.28)
- Leadership from administration (3.26)
- Adequacy of RN staffing where you work (3.33)
- Adequacy of clerical support services (3.36)

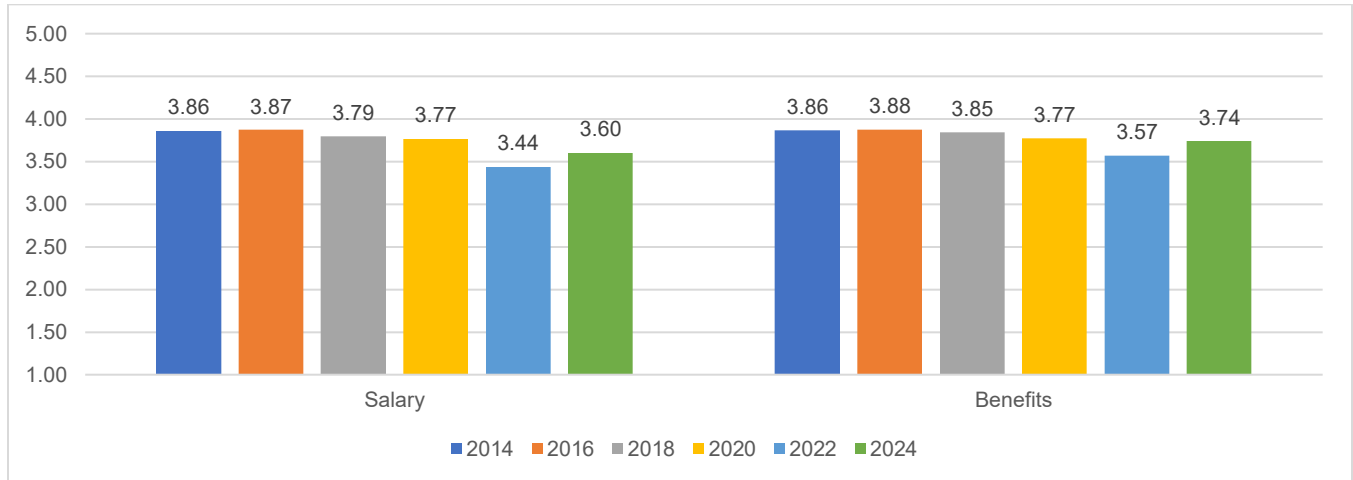
Figure 9.2. Overall satisfaction with principal nursing position for RNs currently working and residing in California, 2024



Note: Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

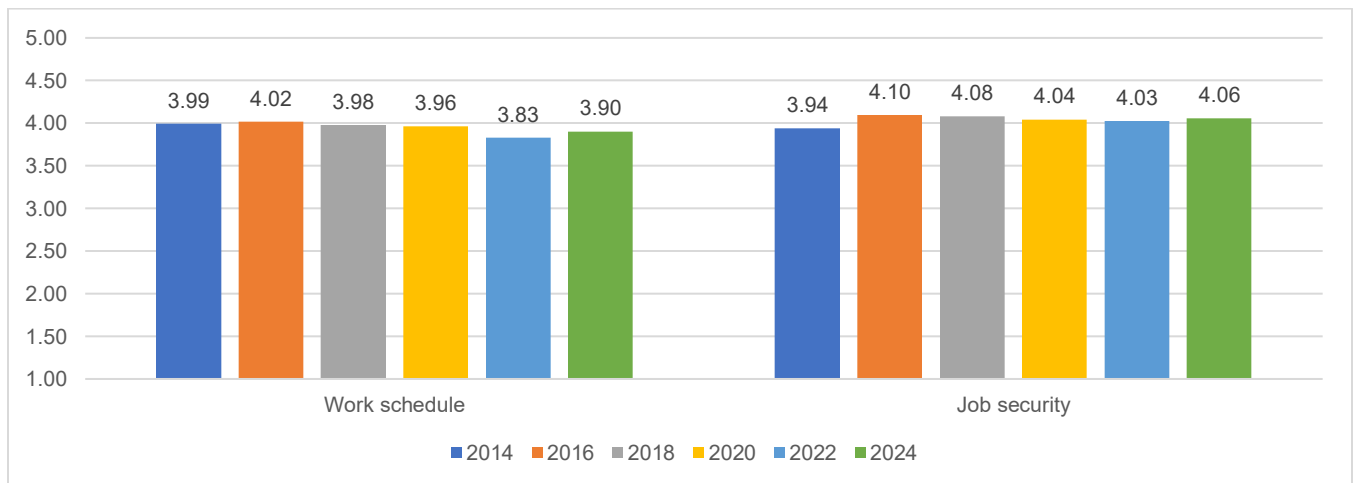
Figures 9.3 and 9.4 present average satisfaction scores for job characteristics related to salary, benefits, work schedule, and job security, for currently working RNs residing in California. Satisfaction with salary, which was broadly stable through 2016, decreased markedly from 2018 to 2022 but improved in 2024. Satisfaction with benefits has varied over time, but experienced declines between 2018 and 2022 (from an average score of 3.88 in 2016 to 3.57 in 2024), and improved in 2024 (3.74). Satisfaction with work schedules was highest in 2014 (4.02) but decreased through 2022, before improving in 2024 (3.90). Satisfaction with job security increased notably between 2014 and 2016 and has remained relatively stable since then, fluctuating between 4.03 and 4.08.

Figure 9.3. Satisfaction with salary and benefits for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

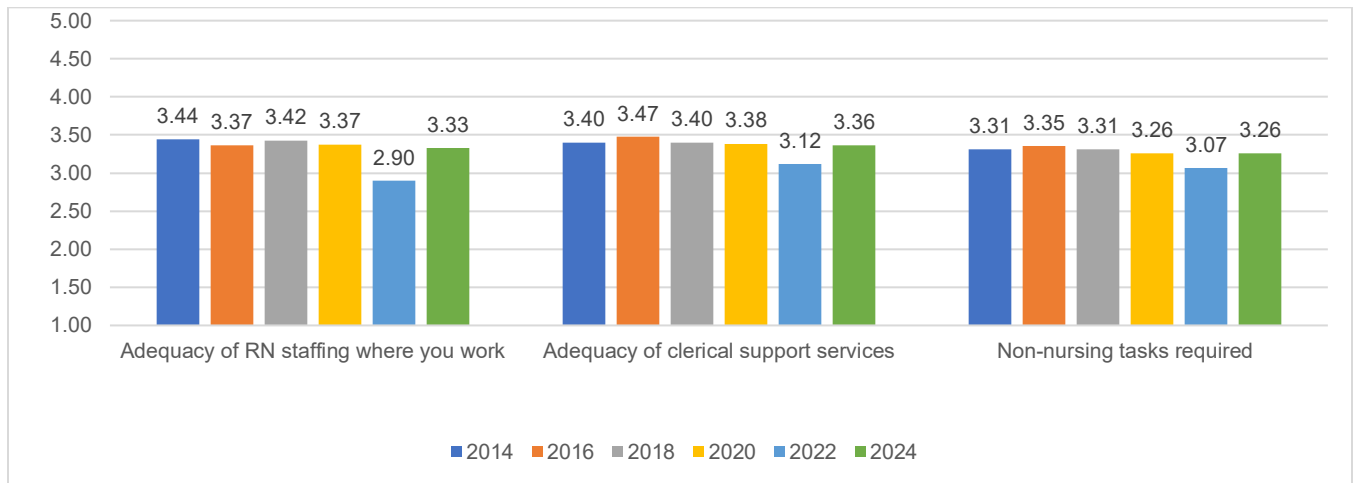
Figure 9.4. Satisfaction with work schedule and job security for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

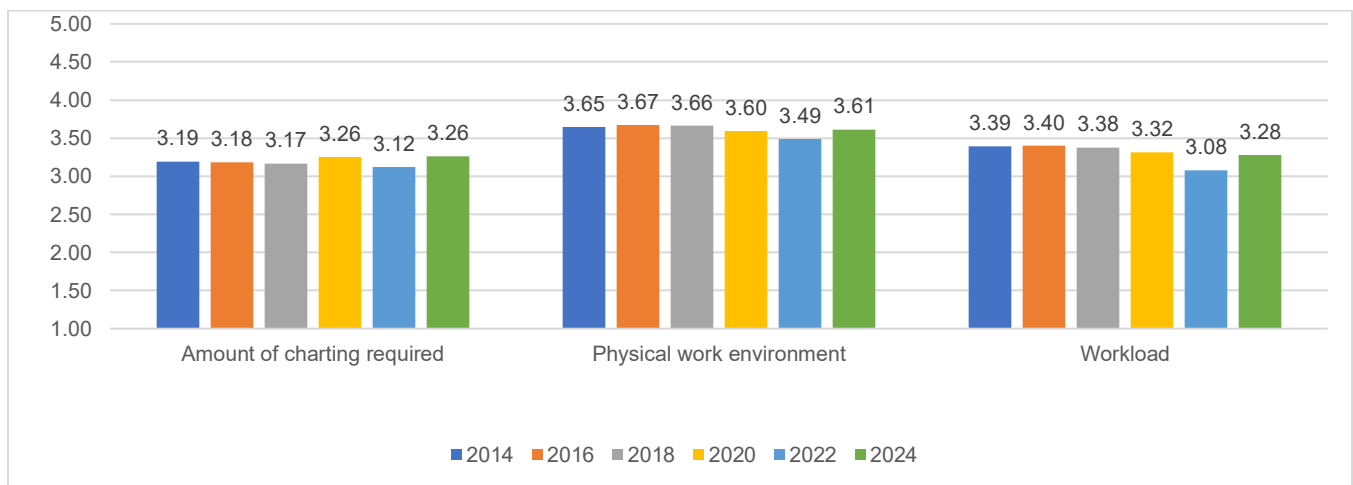
Figure 9.5 and Figure 9.6 present average satisfaction scores for job aspects related to workplace resources and support. Satisfaction with all of these facets experienced significant declines between 2014 and 2022, before reversing in 2024. Satisfaction with the adequacy of RN staffing was highest in 2014, was then stable for several years, and then dropped significantly in 2022. It then rebounded in 2024 to levels similar to those in 2020. Satisfaction with the adequacy of clerical support, physical work environment, non-nursing tasks required, and workload had declining satisfaction between 2018 and 2022, followed by improved satisfaction in 2024. Satisfaction with the amount of charting required in nursing jobs fell in 2022 (3.12) and improved in 2024 (3.26).

Figure 9.5. Satisfaction with workplace resources and support for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

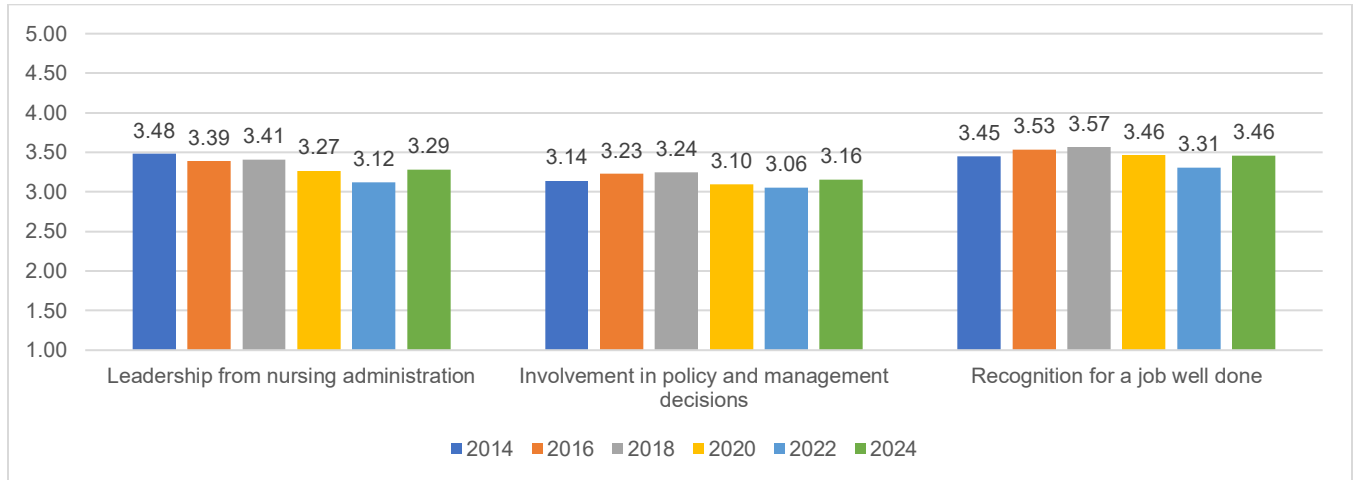
Figure 9.6. Satisfaction with workplace resources and support for RNs currently working and residing in California, by survey year, continued



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 9.7 presents the average satisfaction of RNs with management at their current place of employment. This is an area of lower satisfaction among RNs in California, particularly regarding their involvement in policy and management decisions (3.16 in 2024). Satisfaction with leadership declined between 2018 and 2022 (from 3.41 in 2018 to 3.12 in 2022), before experiencing improvement in 2024 (3.29). Satisfaction with recognition for a job well done also experienced a decline between 2018 and 2022, before recovering in 2024 (3.46).

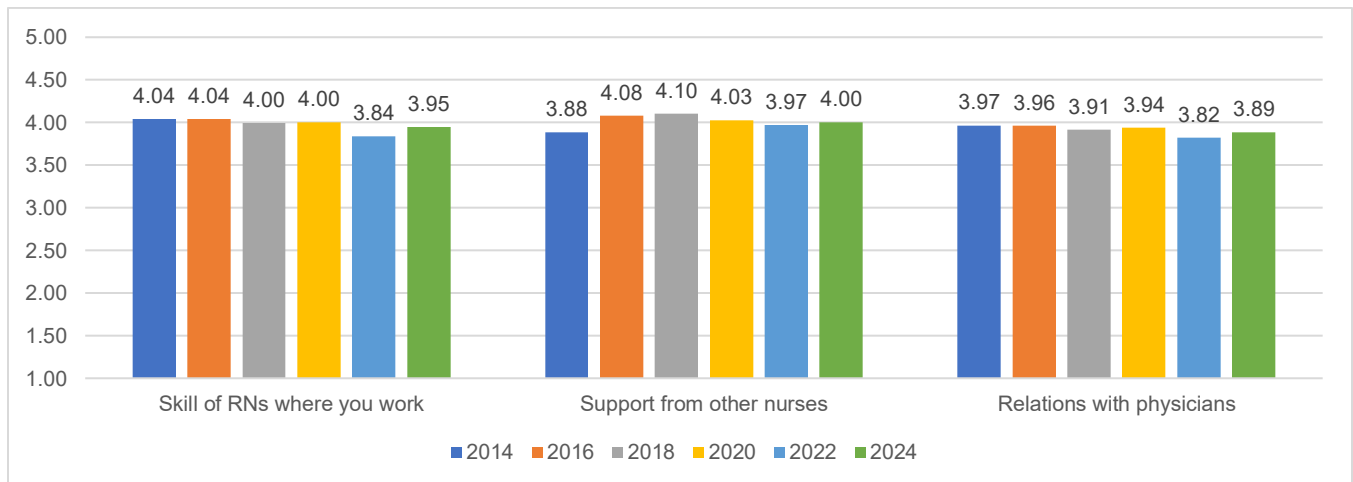
Figure 9.7. Satisfaction with management and recognition for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

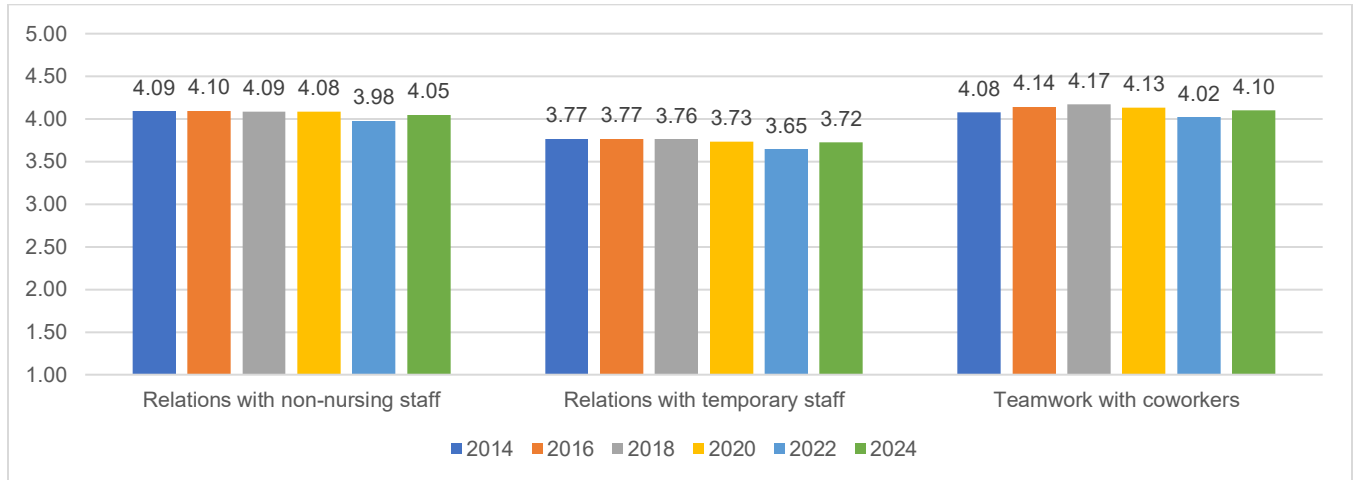
Figures 9.8 and 9.9 present average satisfaction with collegial interactions in the workplace by survey year. Nurses are generally satisfied in this domain, and scores have remained stable for many of these characteristics. In general, nurses rated their satisfaction as higher for teamwork with coworkers (4.10), relationships with non-nursing staff (4.05), support from other nurses (4.00), and the skills of RNs where they work (3.95), versus their relations with physicians (3.89) and with temporary staff (3.72). There have been slight decreases in average satisfaction with the skills of other RNs since 2014, which may reflect the retirement of expert Baby Boom nurses and the entrance of novice new graduates, with the lowest reported scores in 2022. However, 2024 marks a potential turning point in this downward trend. Satisfaction with support from other nurses has varied over time (from a high of 4.10 in 2018 to a low of 3.88 in 2014), with 4.00 reported in 2024.

Figure 9.8. Satisfaction with colleagues for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

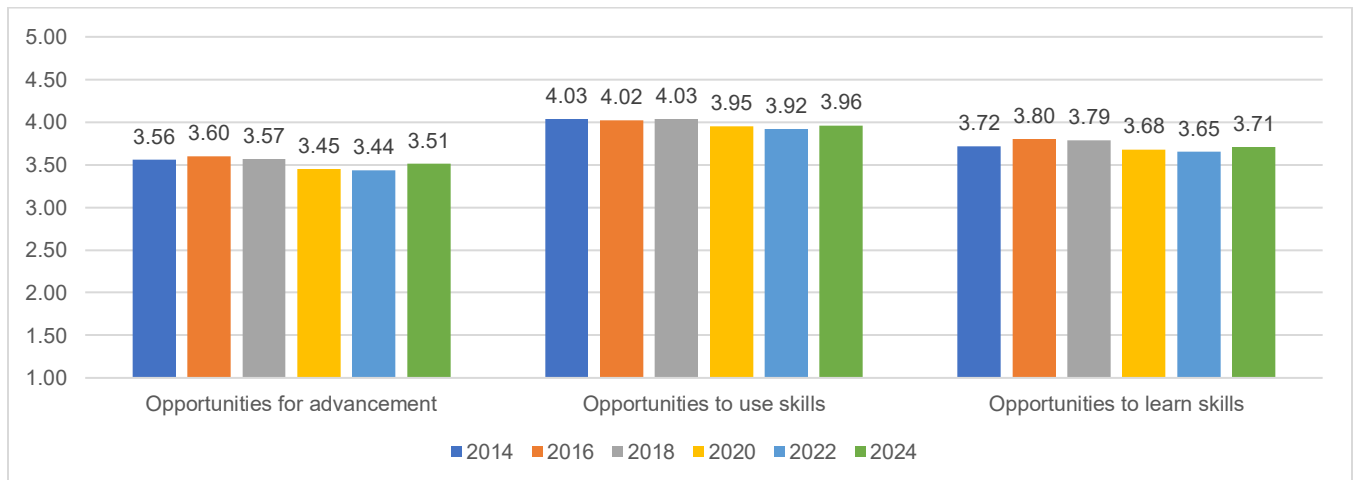
Figure 9.9. Satisfaction with colleagues for RNs currently working and residing in California, by survey year, continued



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

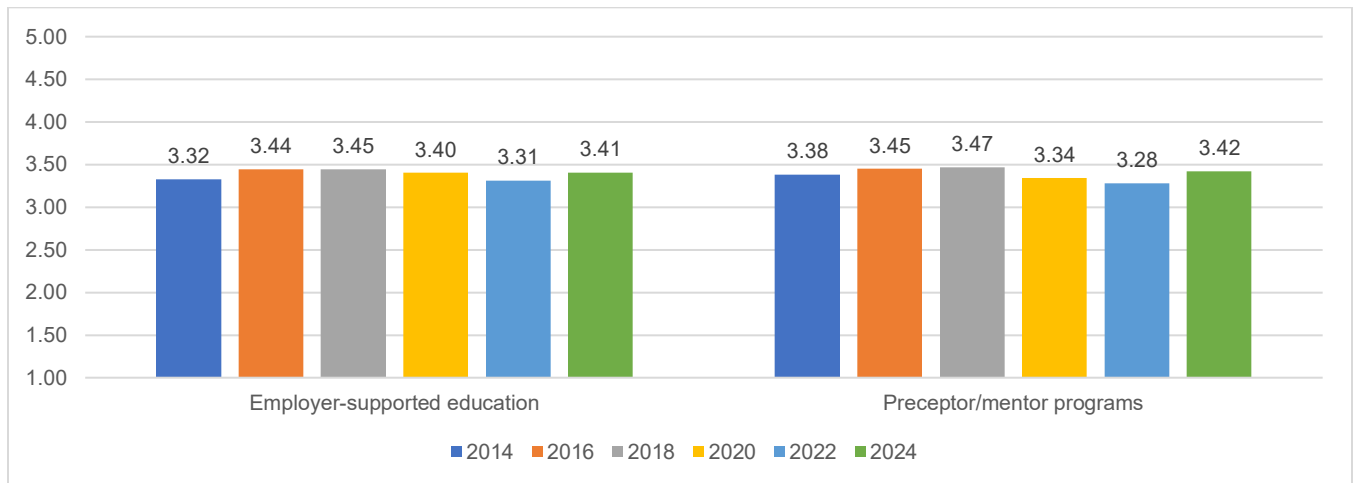
Satisfaction with opportunities for growth, advancement, education, and mentorship is presented in Figure 9.10 and Figure 9.11. Nurses were generally satisfied with their opportunities to utilize their skills; there has been little change in the rating of this job aspect over time, with a slight improvement between 2022 and 2024 (3.92 to 3.96). There has also been little change in average satisfaction with opportunities to learn new skills, employer-sponsored education, and preceptor/mentor programs, with all scores improving between 2022 and 2024. There was a minor improvement in nurses' satisfaction with opportunities for advancement between 2012 and 2016; however, decreases were reported in 2020 and 2022, before improving again in 2024 (3.44 in 2022 vs. 3.51 in 2024).

Figure 9.10. Satisfaction with opportunities for growth for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

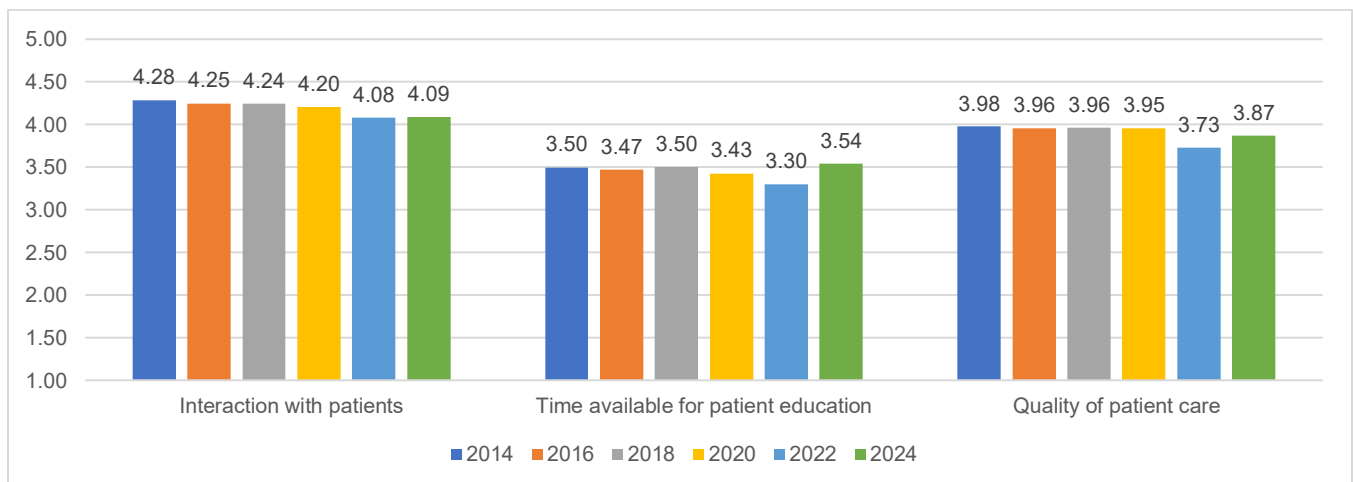
Figure 9.11. Satisfaction with education and mentorship programs for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

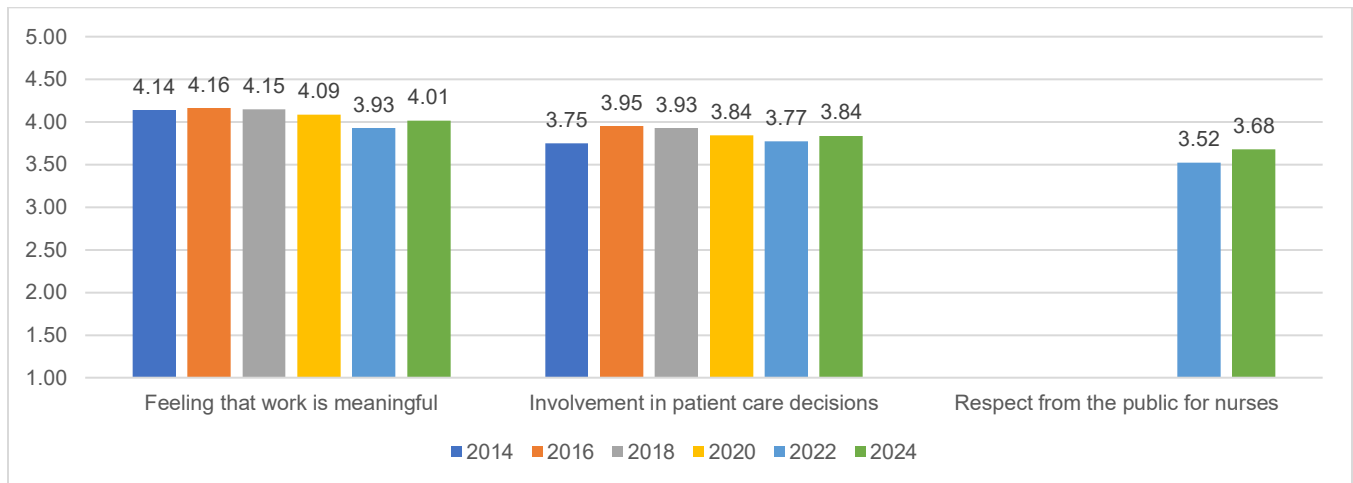
Figure 9.12 and Figure 9.13 present average satisfaction scores for factors associated with patient interactions and quality of care. Nurses were generally very satisfied with their interactions with patients. This was one of the highest-rated job aspects of 2024. Average satisfaction with interactions with patients declined between 2018 and 2022, with 2024 marking a slight reversal of that downward trend. Nurses were somewhat less satisfied with their involvement in patient care decisions (3.84) and the quality of patient care (3.87) than other aspects of their patient interactions. Time available for patient education is consistently one of the lower-ranked aspects of nursing, with scores ranging from 3.30 in 2022 to 3.54 in 2024. Nurses were asked about their satisfaction with the respect they receive from the public, which received a relatively low satisfaction score of 3.68, although this is an improvement from 2022.

Figure 9.12. Satisfaction with patient interactions, care decisions, and the public for RNs currently working and residing in California, by survey year



Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 9.13. Satisfaction with patient interactions, care decisions, and the public for RNs currently working and residing in California, by survey year, continued

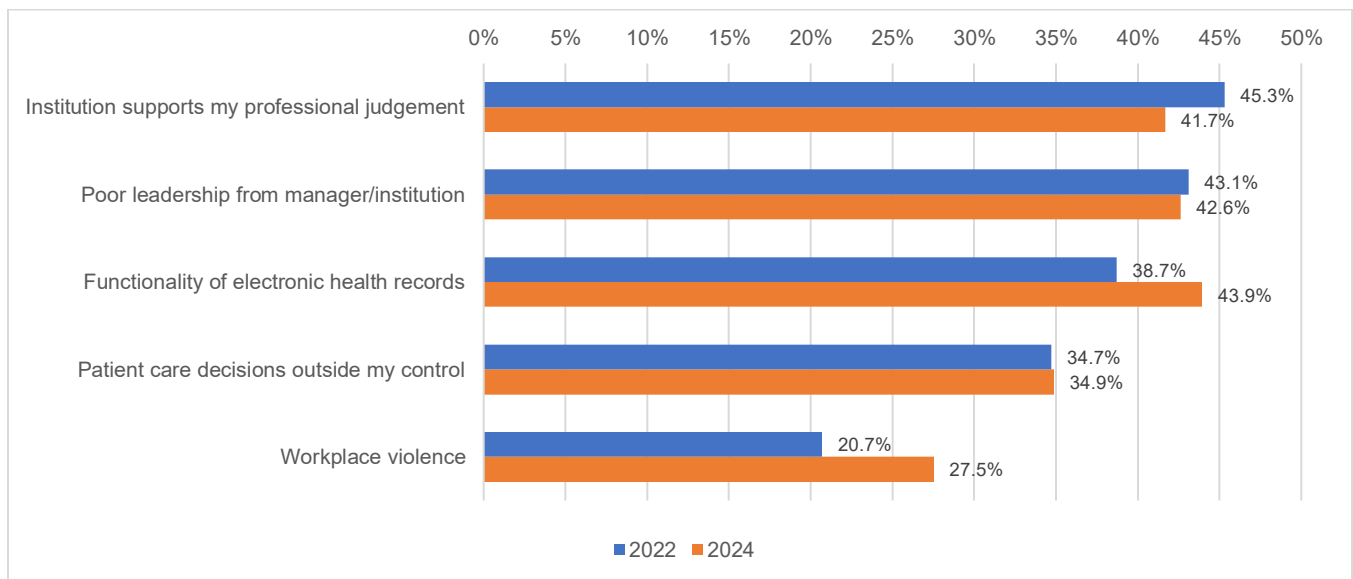


Note: Data are weighted to represent all RNs with active licenses. Some items were not included in all surveys. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Workplace Support of High-Quality Patient Care

Nurses were asked about workplace factors impeding their ability to provide high-quality patient care or to do their best work in their principal nursing positions in California. As shown in Figure 9.14, the barriers most often reported in 2024 were functionality of electronic health records (43.9%), poor leadership from managers or institutions (42.6%), and the extent to which institutions supported RNs’ professional judgement (41.7%). Nurses’ responses regarding their need for professional support and the quality of leadership are consistent with the low satisfaction scores for these factors. The largest increase between 2022 and 2024 was in workplace violence (20.7% in 2020 vs. 27.5% in 2022).

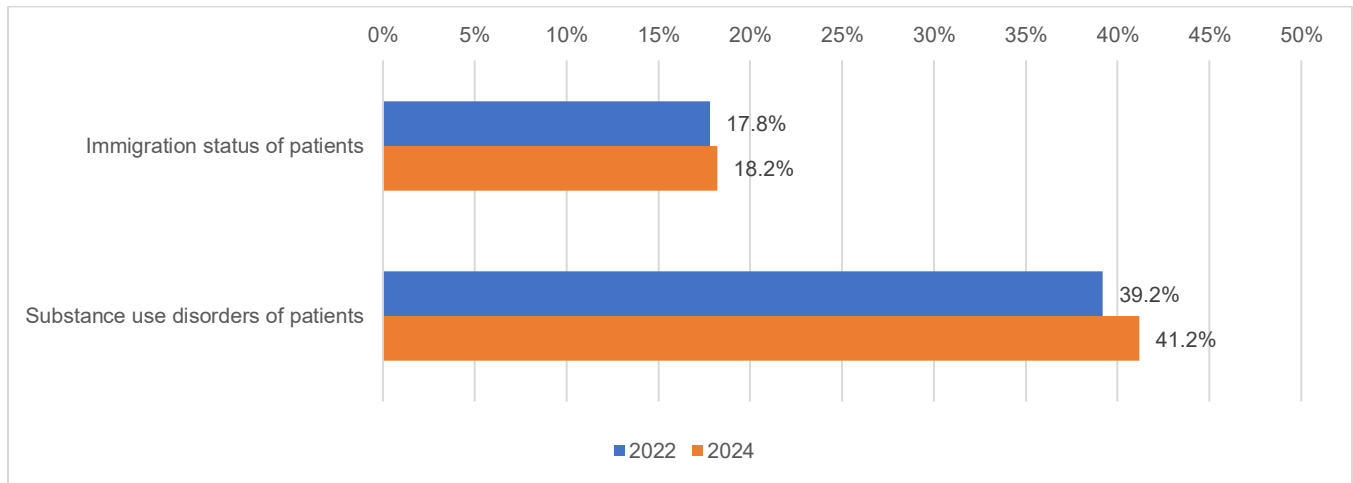
Figure 9.14. Percentage of RNs who report that workplace factors impede their ability to provide high-quality patient care in their principal nursing jobs 2022-2024



Note: Number of cases=1,981. Data are weighted to represent all RNs with active licenses.

Nurses were also asked about patient factors impeding their ability to provide high-quality patient or do their best work in their principal nursing positions (Figure 9.15). Substance use disorders of patients presents a significant barrier to providing high-quality patient care.

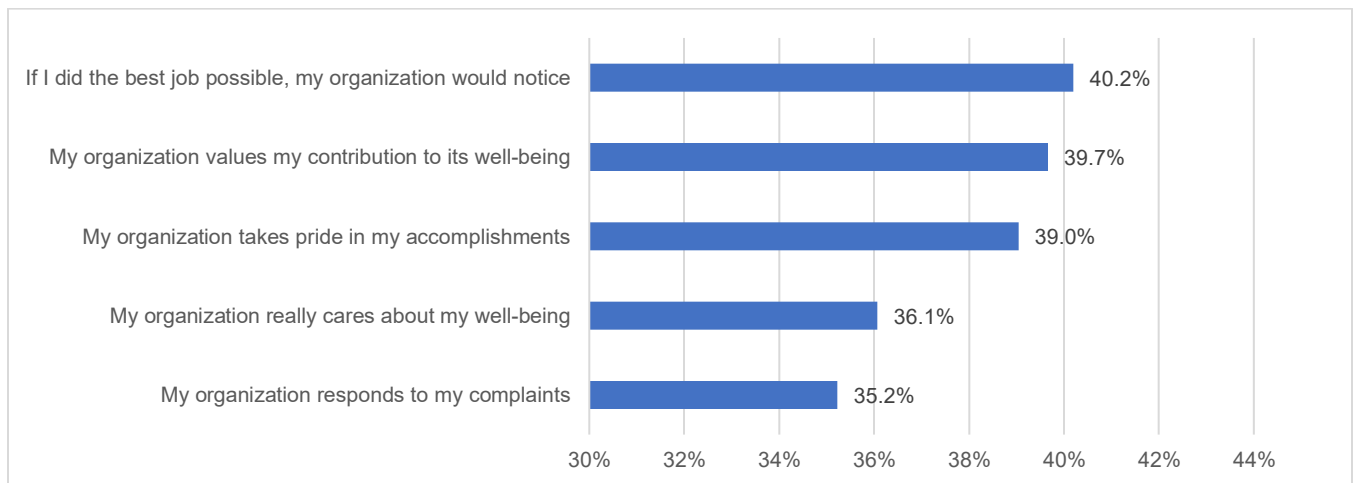
Figure 9.15. Percentage of RNs who report that patient factors impede their ability to provide high-quality patient care in their principal nursing jobs 2022-2024



Note: Number of cases=1,981. Data are weighted to represent all RNs with active licenses.

Nurses were asked in 2024 to rate their level of agreement with statements relating to the organization of their principal position (Figure 9.16). Over 40% of RNs agreed with the statement that their organization would notice if a nurse performed their best job, while 35.2% agreed that their organization responds to their complaints, and only 36.1% reported feeling as if their organization cared about their well-being.

Figure 9.16. Agreement with statements relating to the organization of the principal position for employed RNs residing in California, 2024

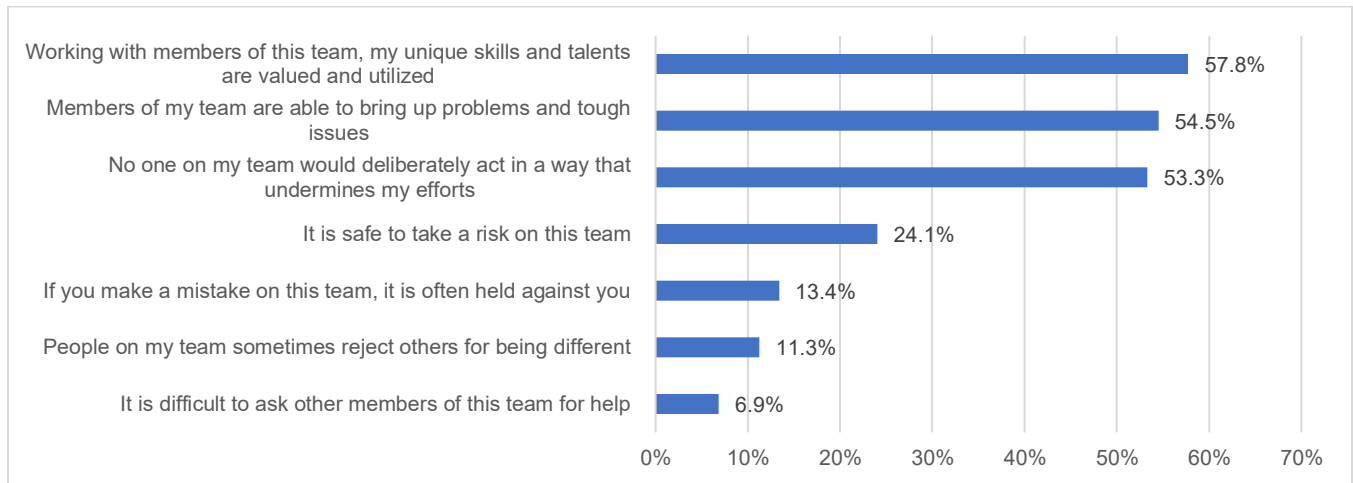


Note: Number of cases=1,333. Data are weighted to represent all RNs with active licenses.

Nurses were also asked to rate their level of agreement with statements relating to the teamwork of their principal position for employed RNs working in California (Figure 9.17). More than half of respondents had positive views of their teams, including, “working with members of the team, my unique skills and talents are valued and utilized” (57.8% agreement), “members of my team can bring up problems and tough issues” (54.5% agreement), and “no one on their team would deliberately act in a way that undermines my efforts” (53.3%). However, only 24.1% agreed that “it is safe to take a risk on this team.” Small percentages of RNs

agreed with negative statements about their teams; only 13.4% agreed “if you make a mistake on this team, it is often held against you,” 11.3% agreed that “people on my team sometimes reject others for being different,” and 6.9% agreed that “it is difficult to ask other members of this team for help.”

Figure 9.17. Agreement with statements relating to the teamwork of the principal position for employed RNs residing in California, 2024

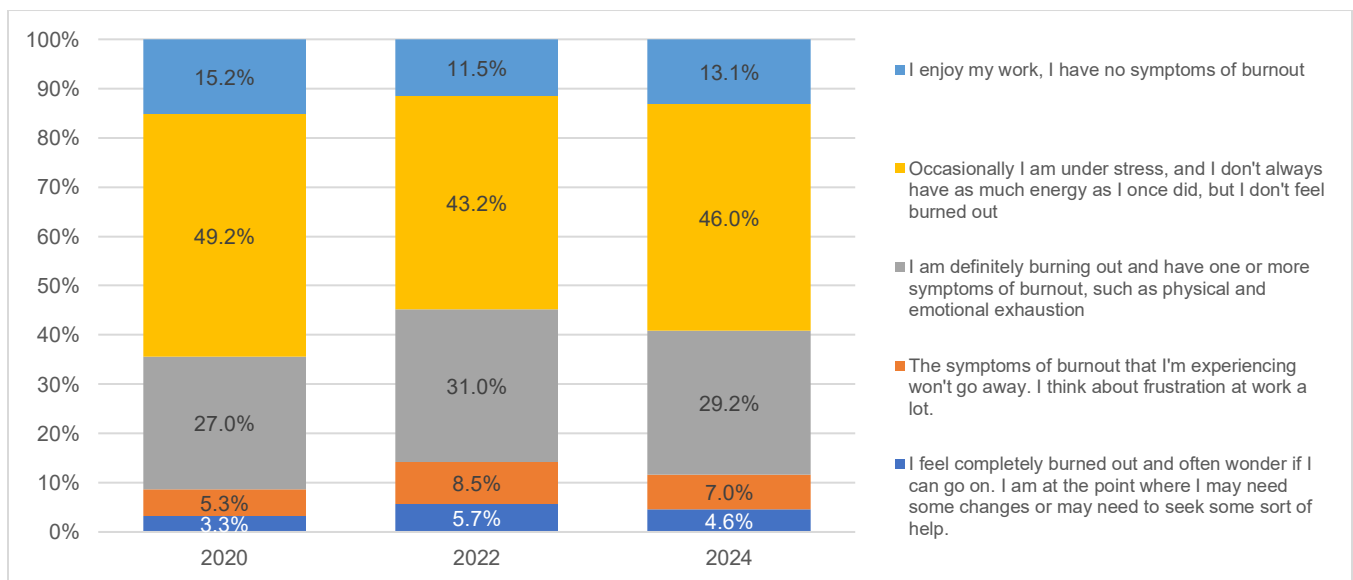


Note: Number of cases=2,119. Data are weighted to represent all RNs with active licenses.

Burnout

Figure 9.18 presents data on the degree to which employed RNs were experiencing burnout from 2020 to 2024. In 2024, 40.8% of RNs reported some degree of burnout, with 4.6% of RNs experiencing severe burnout and feeling they might need to seek help, and another 7% reporting persistent symptoms of burnout. Over 59% of RNs were either not experiencing burnout (13.1%) or were experiencing relatively minor stress (46%). Overall, rates of burnout were lower in 2024 than in 2022, when over 45% reported some degree of burnout.

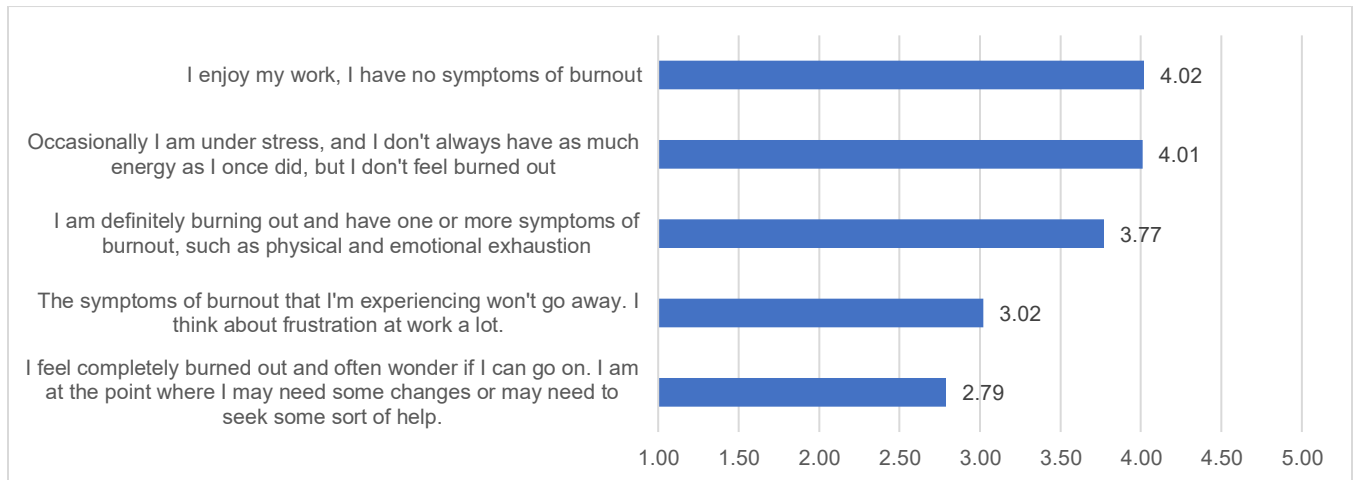
Figure 9.18. Burnout of currently employed RNs in California, 2020-2024



Note: Number of cases=2,504. Data are weighted to represent all RNs with active licenses.

Figure 9.19 compares job satisfaction by the level of burnout experienced by nurses in 2024; nurses who reported lower levels of burnout were also more satisfied with their work.

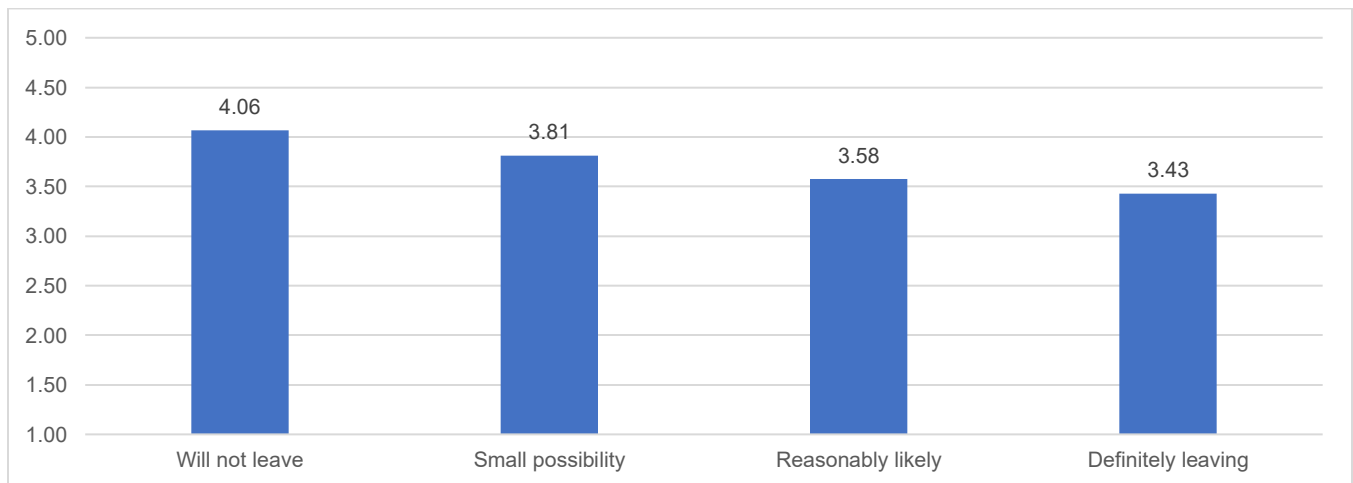
Figure 9.19. Satisfaction with the nursing profession in relation to the level of burnout reported by currently employed RNs residing in California, 2024



Note: Number of cases=2,477. Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Figure 9.20 presents the relationship between satisfaction with the nursing profession and the likelihood of RNs leaving their principal within two years among employed RNs residing in California. The higher the score (4.06), the more likely they were to stay over the next two years.

Figure 9.20. Satisfaction with the nursing profession in relation to the likelihood of leaving their principal position within two years by employed RNs residing in California, 2024



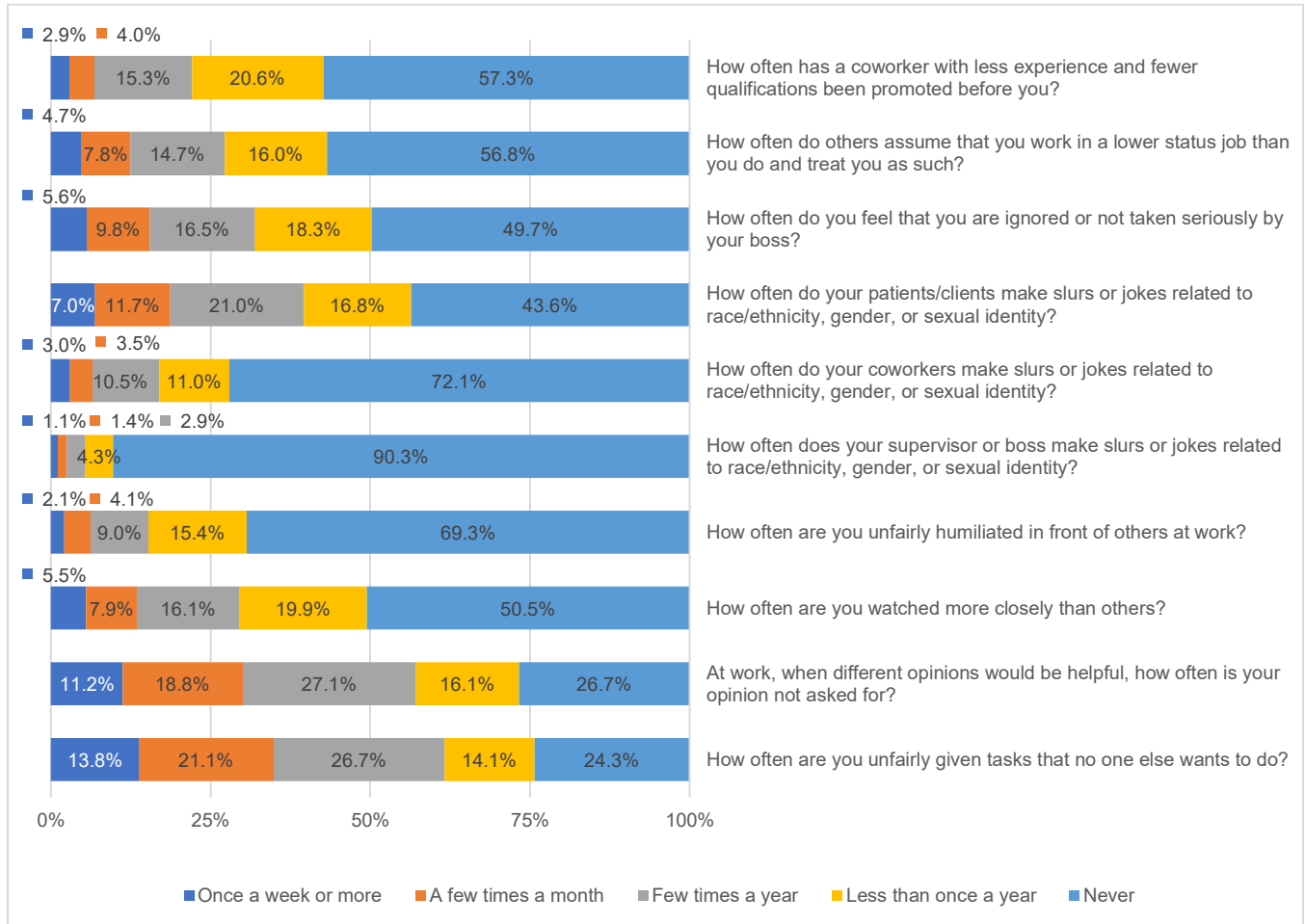
Note: Number of cases=2,466. Data are weighted to represent all RNs with active licenses. 1=very dissatisfied; 2=dissatisfied; 3=neither satisfied nor dissatisfied; 4=satisfied; 5=very satisfied.

Discrimination

Figure 9.21 details the frequency of discriminatory acts experienced by RNs over the past 12 months in their principal position. RNs reported the frequency of their experiences, ranging from “never” to “once a week or more.” Acts that most often were reported to occur at least a few times a year included “how often you're unfairly given tasks that no one else wants to do” (61.6%), “at work when opinions are helpful, your opinions

were not asked” (57.1%), “patients/clients make slurs or jokes related to race/ethnicity, gender of sexual identity” (39.7%), and “feeling ignored or not taken seriously by your boss” (31.9%).

Figure 9.21. Frequency of discrimination experienced in the past 12 months in their principal position by employed RNs residing in California, 2024



Note: Number of cases=2,449. Data are weighted to represent all RNs with active licenses.

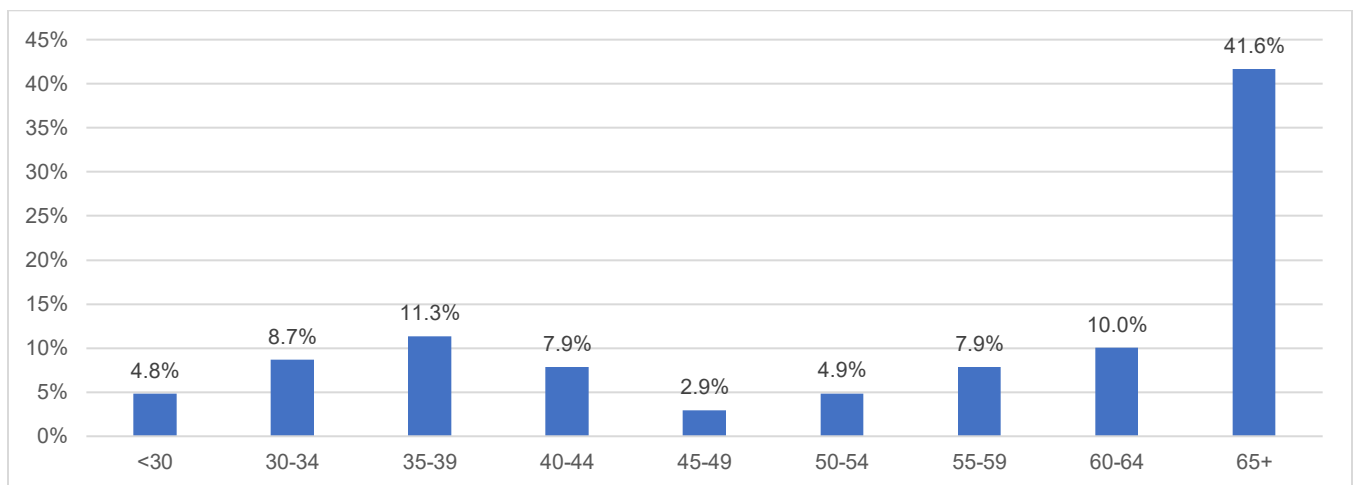
10. RNs Not Currently Working in Nursing

Over 14 percent of nurses with active California licenses who lived in California were not working in nursing jobs in 2024 (Figure 5.1). In this chapter, we examine the education of RNs who did not work in nursing in 2024 and analyze their responses to a series of survey questions specifically directed to better understand the reasons they were not working in nursing. These nurses are of particular interest because some could potentially be recruited to return to nursing.

Demographic Characteristics

RNs who had active licenses but were not working in nursing in 2024 tended to be older than working nurses, as seen in Figure 10.1. The average age for RNs not working in nursing was 53.5 years (Table 10.1), whereas the average age of working RNs was 44.4 years (Figure 5.3). The percentage of licensed RNs not working in nursing varies across age groups, as shown in Figure 10.1. Nearly 60% of RNs who were not working as nurses were 55 years or older, and 41.6% were 65 years or older. Among nurses under 65 years old, the largest age group of RNs not working in nursing was 35-39 years old.

Figure 10.1. Age distribution of RNs with active California licenses and California addresses who are not working in nursing positions, 2024



Note: Number of cases=489. Data might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Last Job in the Nursing Field

Table 10.1 depicts the age at which RNs with active licenses last worked as nurses. Of those not working as RNs in 2024, 10.8% reported they had never worked as an RN. Among RNs not working in the nursing profession in 2024 who had previously worked in nursing, 48.3% last worked as nurses at age 60 or older. However, 31.6% last worked as nurses when they were under 45 years old. There is considerable variation across years in the percentage of RNs who last worked at under 45 years old; in 2016, the percentage was 51.8% before falling back to 25.6% in 2018.

Table 10.1. Age at which California-resident RNs not currently working in nursing but holding active California licenses last worked as nurses, by survey year

	2014	2016	2018	2020	2022	2024
Under 35	18.3%	28.1%	13.3%	15.0%	16.2%	17.8%
35-44	14.7%	23.7%	12.3%	13.5%	11.6%	13.9%
45-54	13.4%	19.3%	11.1%	11.6%	9.0%	11.5%
55-59	12.8%	12.1%	12.4%	13.7%	10.4%	8.5%
60-64	19.6%	10.1%	22.1%	20.2%	24.0%	20.9%
65 and older	21.3%	6.7%	28.9%	26.0%	28.8%	27.5%
Mean age	51.9	45.2	54.7	53.6	54.3	53.5
Number of cases	762	579	590	667	494	403

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Over two-thirds of RNs with active licenses and residing in California but not working in nursing in 2024 had been out of nursing for fewer than five years, as shown in Table 10.2. The mean number of years that non-working licensed nurses had not been working in nursing was 4.8 years in 2024.

Table 10.2. Length of time since California-resident RNs not currently working in nursing but holding active California licenses last worked as nurses, by survey year

	2014	2016	2018	2020	2022	2024
One year or less	29.1%	27.5%	30.1%	38.2%	42.1%	33.3%
2-4 years	27.2%	31.9%	26.0%	23.6%	26.4%	34.3%
5-9 years	18.8%	17.4%	21.5%	18.0%	15.2%	18.6%
10-14 years	9.4%	7.3%	9.9%	8.3%	7.2%	7.2%
15-24 years	10.7%	6.4%	8.0%	7.6%	4.9%	3.8%
25 or more years	4.7%	4.6%	4.4%	4.3%	4.2%	2.8%
Mean (years)	6.7	4.9	6.4	5.8	4.9	4.8
Number of cases	762	598	590	667	493	403

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Nearly 57% of the RNs with active licenses who did not hold nursing positions in 2024 had previously worked 15 or more years in the field, as seen in Table 10.3. More than 20% of nurses not working in 2024 reported having less than five years of experience, which is a smaller percentage than in 2018 and 2020, but larger than in 2014 and 2016.

Table 10.3. Number of years California-resident RNs practiced nursing before stopping work, by survey year

	2014	2016	2018	2020	2022	2024
Less than 5 years	13.8%	15.0%	29.7%	27.7%	24.8%	20.3%
5-9 years	14.4%	13.1%	7.9%	12.1%	10.2%	12.2%
10-14 years	10.5%	8.1%	8.6%	7.7%	8.9%	10.7%
15-24 years	15.7%	19.0%	17.8%	13.8%	16.8%	16.2%
25 or more years	45.6%	44.8%	36.0%	38.8%	39.4%	40.7%
Mean (years)	21.9	22.2	18.5	18.9	20.0	20.9
Number of cases	866	660	807	859	628	486

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Reasons for Not Working in Nursing

Nurses with active licenses who were not working in nursing positions were asked to rate the importance of various factors in their decision not to hold a nursing position. As seen in Table 10.4, the factors most frequently identified as “very important” in 2024 were retirement (34.3%), stress on the job (27.9%), negative effect of work on health or well-being (26.3%), lack of support from employer/supervisor (20.7%), and childcare responsibilities (19.1%). The most frequent reasons in 2022 also included retirement (46.5%), the negative impact of work on health or well-being (33.5%), and job-related stress (30.4%).

Table 10.4. Importance of factors influencing the decision to not hold a nursing position for RNs who have active California licenses and reside in California, 2024

	Not at all important/Does not apply	Somewhat important	Important	Very important
Retired	51.5%	5.1%	9.1%	34.3%
Laid off	92.1%	0.3%	2.7%	4.9%
Difficult to find desired position	72.2%	5.6%	9.3%	13.0%
Cannot find any work as an RN/APRN	84.5%	2.0%	7.0%	6.5%
Childcare responsibilities	76.9%	3.5%	2.7%	16.8%
Other family responsibilities	65.2%	5.5%	10.3%	19.1%
Inconvenient schedules	67.6%	8.6%	7.6%	16.2%
Stress on the job	45.4%	11.0%	15.7%	27.9%
Negative effect of work on my health or well-being	49.6%	11.2%	12.9%	26.3%
Unsafe workplace	66.8%	8.0%	9.4%	15.7%
Job-related illness/injury	79.2%	4.0%	5.7%	11.1%
Non-job-related illness / injury	79.7%	5.6%	6.9%	7.8%
Salary	59.4%	12.1%	12.7%	15.8%
Dissatisfied with benefits	73.7%	8.9%	8.2%	9.1%
Lack of support from my employer/supervisor	60.7%	7.8%	10.8%	20.7%
Inability to deliver quality care consistently	68.8%	6.1%	9.6%	15.5%
Lack of respect from the public for nurses	73.8%	7.0%	9.7%	9.5%
Dissatisfaction with nursing profession	71.4%	8.6%	9.7%	10.4%
Moving to a different area	83.5%	2.5%	5.0%	9.0%
Travel	83.5%	4.6%	5.1%	6.8%
Wanted to try another occupation	84.5%	2.8%	4.6%	8.2%
Returned to school	89.2%	1.8%	1.8%	7.2%
Other	88.9%	0.0%	2.1%	9.1%

Note: Number of cases=454. Data might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Table 10.5 examines these responses by age and by the number of years since the nurse last worked in nursing. For each year, the first column presents the percentage of nurses who last worked in nursing within the previous five years and rated a factor as important or very important, while the second column presents the share of nurses who have been out of nursing work for more than five years and rated a factor as important or very important. In 2024, the most important reasons for not working in nursing among nurses who last held a nursing position within the past five years were stress on the job (33.6%), retirement (31.1%), negative effect of work on health or well-being (30.7%), and lack of support from employer/supervisor (24%). The most important reasons for not working in nursing among nurses who had not held a nursing position in more than five years were retirement (12.2%), other family responsibilities (9.3%), stress on the job (9%), difficult to find desired position (8.7%), and negative effect of work on health or well-being (8.2%).

The most important factors influencing a nurse’s decision not to work in a nursing position vary with the age of the nurse, as seen in the last two columns of Table 10.5. In 2024, the most significant reasons for not working in nursing among nurses younger than 55 years were job stress (22%), the negative impact of work on health or well-being (21.5%), other family responsibilities (19%), and childcare responsibilities (17.9%). Among nurses aged 55 and older, reasons for not working in nursing include retirement (41.4%), job-related stress (21.6%), a

negative impact of work on health or well-being (17.7%), and a lack of support from their employer/manager (14.3%).

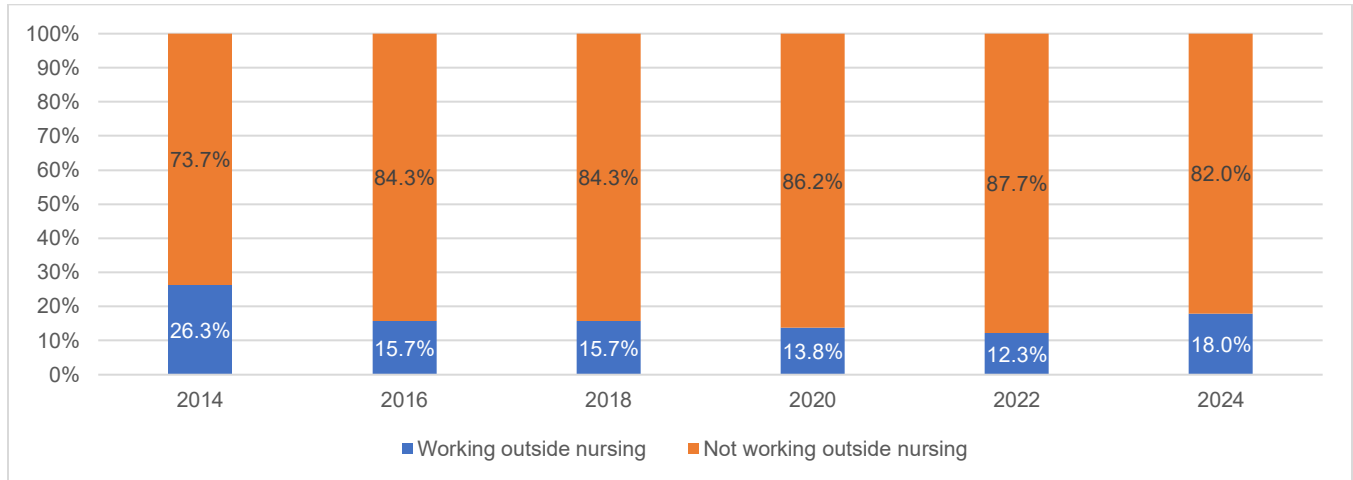
Table 10.5. Share of California-resident nurses with active California licenses who rate factors as "important" or "very important" in their decision to not work in nursing, by how long since they last worked as an RN and by age, 2024

	Years since last worked in nursing		Age of nurse	
	5 years or less	More than 5 yrs	Under 55 yrs	55 yrs and older
Retired	31.1%	12.2%	2.0%	41.4%
Laid off	5.5%	2.2%	3.0%	4.6%
Difficult to find desired position	13.1%	8.7%	17.4%	4.9%
Cannot find any work as an RN/APRN	6.6%	6.2%	11.4%	2.1%
Childcare responsibilities	14.3%	5.5%	17.9%	1.6%
Other family responsibilities	19.6%	9.3%	19.0%	10.4%
Inconvenient schedules	18.6%	5.4%	16.2%	7.6%
Stress on the job	33.6%	9.0%	22.0%	21.6%
Negative effect of work on health or well-being	30.7%	8.2%	21.5%	17.7%
Unsafe workplace	18.0%	7.2%	15.4%	9.8%
Job-related illness/injury	11.4%	5.5%	8.9%	7.9%
Non-job-related illness / injury	11.1%	3.9%	8.7%	6.0%
Salary	21.4%	7.5%	17.4%	11.1%
Dissatisfied with benefits	12.0%	5.4%	10.6%	6.8%
Lack of support from my employer/supervisor	24.0%	8.0%	17.2%	14.3%
Inability to deliver quality care consistently	17.9%	7.4%	14.6%	10.5%
Lack of respect from the public for nurses	14.7%	4.7%	12.8%	6.5%
Dissatisfaction with nursing profession	15.4%	4.1%	12.7%	7.3%
Moving to a different area	9.7%	4.5%	8.9%	5.1%
Travel	8.6%	3.5%	6.2%	5.8%
Wanted to try another occupation	8.2%	3.9%	8.4%	4.4%
Returned to school	5.3%	3.8%	7.5%	1.5%
Other	8.2%	3.2%	4.6%	6.5%
Number of cases	294	146	180	274

Note: Data might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Some RNs who are not employed in nursing positions are employed in other fields. Figure 10.2 presents the non-nursing employment status of RNs residing in California who did not work in nursing. In 2024, 18% of the RNs living in California who were not employed in nursing were working in another field. A significant decrease in this percentage occurred in 2016 (from 26.4% in 2014 to 15.7% in 2016), with continued minor reductions in the years following; however, this trend is reversed in 2024.

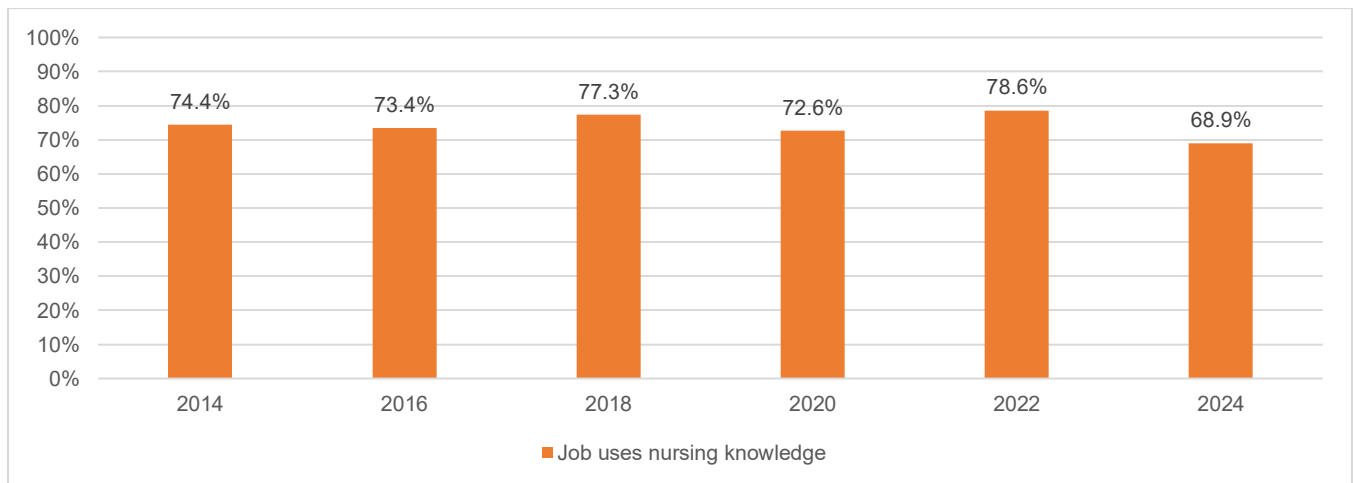
Figure 10.2. Current employment status of California-resident RNs with active California licenses who are not currently working as RNs, by survey year



Note: 2024 number of cases=477. Data are weighted to represent all RNs with active licenses.

Nurses who worked in non-nursing positions were asked if their jobs used their nursing knowledge. As shown in Figure 10.3, 68.9% reported that their non-nursing job utilized their nursing knowledge in 2024, which is a smaller percentage than in prior years.

Figure 10.3. Utilization of nursing knowledge in non-nursing jobs for California-resident nurses with active California licenses but who are not currently employed in nursing, by survey year



Note: 2024 number of cases=79. Data are weighted to represent all RNs with active licenses.

As shown in Table 10.6, more than one-third of non-nursing jobs held by RNs not employed in nursing in 2024 were in health services (38.1%), which was somewhat lower than the proportion of RNs employed in nursing who also held secondary non-nursing jobs (Table 5.32) and smaller than in previous years. For RNs not working in nursing in 2024, other common areas of reported employment included “other” fields (36.2%) and education (15.4%).

Table 10.6. Field outside of nursing as reported by California-resident RNs not working in nursing with positions outside of nursing, 2014-2024

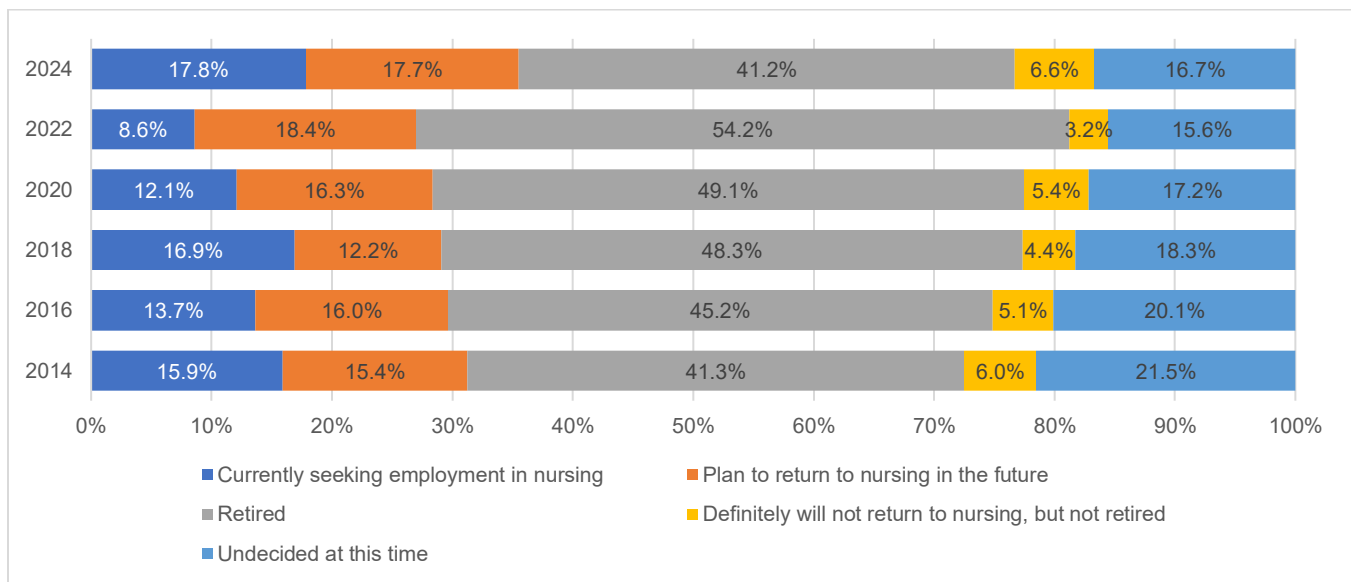
	2014	2016	2018	2020	2022	2024
Health services	44.8%	52.4%	46.0%	51.0%	59.3%	38.1%
Retail sales	22.2%	5.0%	7.7%	8.9%	1.5%	2.8%
Education	13.7%	9.5%	14.0%	13.1%	17.7%	15.4%
Financial services	12.4%	15.3%	3.7%	8.8%	4.4%	7.5%
Consulting	4.6%	3.7%	7.7%	6.3%	0.8%	7.9%
Other	23.3%	9.4%	44.5%	13.3%	19.5%	36.2%
Number of cases	108	92	105	83	59	64

Note: Data are weighted to represent all RNs with licenses

Future Plans of Nurses with Active Licenses Not Working in the Profession

RNs with active California licenses who were not employed in nursing were asked about their plans. Their responses are summarized in Figure 10.4. Nearly 18% were currently seeking employment in the field, equating to an estimated 9,765 RNs not working in the profession who were seeking employment in nursing at the time of the survey. The percentage seeking nursing employment in 2024 was higher than in any other survey over the prior decade. Another 17.7% of nurses who were not working in 2024 reported that they planned to return to nursing in the future. Over 41% were retired, which was a lower percentage than in prior years, and 6.6% stated that, although they were not retired, they would definitely not return to nursing. Nearly 17% were undecided about their plans.

Figure 10.4. Future plans of California-resident nurses with active licenses not working in the profession, 2014-2024



Note: 2024 number of cases=449. Data are weighted to represent all RNs with active licenses.

Table 10.7 examines the plans of nurses not working in nursing by age and status as recent RN graduates. In 2024, 58.7% of non-working California RNs under 35 years of age were seeking nursing work, and an additional 22.8% were planning to return to nursing in the future. For nurses over 60 years old, larger percentages reported the potential for returning but had no definite plans to do so (“undecided at this time”): 52.2% of those aged 60 to 64 and 50.7% of those aged 65 and older.

Table 10.7. Future plans of all California-resident nurses with active licenses not working in the profession and not retired, by survey year and age

Intentions regarding returning to nursing	All non-retired RNs not working in nursing	Age at time of survey					
		Under 35	35-44	45-54	55-59	60-64	Over 64
Definitely will not return	12%	2.5%	6.0%	3.2%	52.7%	17.4%	14.8%
Undecided at this time	30%	15.9%	21.4%	32.6%	10.0%	52.2%	50.7%
Currently seeking work	29%	58.7%	26.4%	37.0%	20.0%	13.3%	12.5%
Plan to return	29%	22.8%	46.3%	27.3%	17.3%	17.1%	21.9%

Note: number of cases=262. Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

Table 10.8 presents the time frame in which nurses who said they planned to return to nursing expected to do so. Nearly 33% of respondents reported expecting to return to nursing within the year, and an additional 36.8% planned to return in one to two years. Some RNs had longer-term plans, with 18.7% planning to return in five years or more.

Table 10.8. Time frame within which California-resident nurses who are not working in nursing positions but plan to return to nursing plan to do so, 2014-2024

	2014	2016	2018	2020	2022	2024
Less than one year	41.0%	47.7%	36.8%	43.9%	35.8%	32.5%
1 to 2 years	37.2%	41.3%	35.3%	26.5%	45.8%	36.8%
3 to 4 years	13.0%	8.8%	12.4%	16.1%	13.5%	12.0%
5 or more years	8.8%	2.2%	15.5%	13.5%	4.9%	18.7%
Number of cases	102	82	90	87	77	81

Note: Columns might not total 100% due to rounding. Data are weighted to represent all RNs with active licenses.

In every survey since 2014, nurses have been asked about their overall satisfaction with the nursing profession. Table 10.9 compares the satisfaction of RNs employed in nursing at the time of their response with those who were not employed in nursing. Professional satisfaction of RNs not employed in nursing increased slightly between 2022 and 2024 (67.5% in 2022 vs. 69.6% in 2024). Unsurprisingly, nurses who were not employed in nursing were generally less satisfied with the nursing profession overall than were RNs who were working in the profession (74%). In 2024, 15.3% of nurses not employed in nursing reported being either dissatisfied or very dissatisfied with the profession, compared to 13.7% of nurses employed in nursing.

Table 10.9. Satisfaction with the nursing profession of RNs residing in California, by employment in the nursing profession, 2014-2024

	2014		2016		2018	
	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing
Very satisfied	42.1%	30.9%	43.2%	29.7%	42.3%	42.1%
Satisfied	43.9%	39.2%	45.0%	47.6%	43.5%	43.9%
Neither satisfied nor dissatisfied	5.8%	15.7%	5.3%	9.8%	7.0%	5.8%
Dissatisfied	3.7%	9.1%	2.6%	9.7%	2.8%	3.7%
Very dissatisfied	3.6%	3.4%	3.9%	3.3%	4.4%	3.6%
	2020		2022		2024	
	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing	Employed in nursing	Not employed in nursing
Very satisfied	43.2%	30.9%	42.3%	29.7%	25.3%	30.4%
Satisfied	45.0%	39.2%	43.5%	47.6%	48.7%	39.2%
Neither satisfied nor dissatisfied	5.3%	15.7%	7.0%	9.8%	12.3%	15.2%
Dissatisfied	2.6%	9.1%	2.8%	9.7%	8.2%	8.2%
Very dissatisfied	3.9%	3.4%	4.4%	3.3%	5.5%	7.1%

Note: 2024 number of cases=2,692. Data are weighted to represent all RNs with active licenses.

11. Thematic Analysis of Nurses' Comments

Respondents to both the online and paper 2024 surveys were invited to provide comments to prompt: "If you have additional thoughts or ideas about the nursing profession in California, please write them below." Comments were received from 834 respondents, representing 24% of the total survey responses. Survey respondents who provided narrative comments were somewhat older than those who did not comment and were somewhat more likely to be from non-white racial/ethnic groups (Table 11.1).

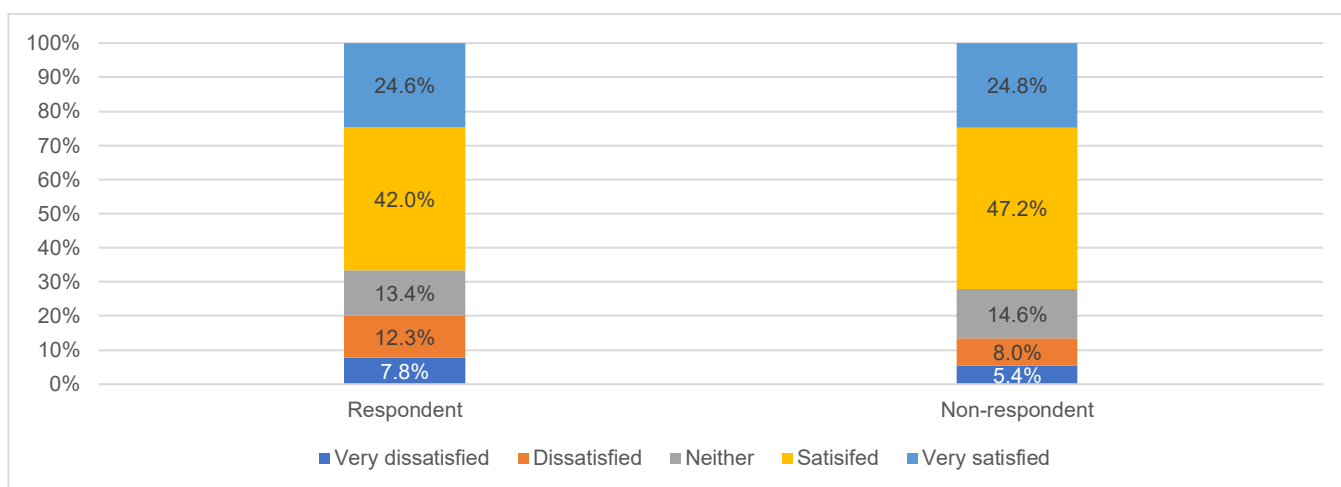
Table 11.1. Characteristics of respondents who commented and all survey respondents

	Respondents who commented	Respondents who did not comment
Age (years)	48.3	45.3
Ethnicity (% White)	50.6%	41.4%

Note: 2024 number of cases for respondents (834) and non-respondents (2,648)=3,482. Data are weighted to represent all RNs with active licenses.

Survey respondents who commented were generally less satisfied with the nursing profession than those who did not comment. Of those who commented, 20% were dissatisfied or very dissatisfied with the nursing profession, while only 13.4% of those who did not comment were dissatisfied or very dissatisfied.

Figure 11.1. Satisfaction of respondents who commented and did not comment



Note: 2024 number of cases for respondents (834) and non-respondents (2,648)=3,482. Data are weighted to represent all RNs with active licenses.

Dominant Themes Reported by RNs in 2024

This year's comments were analyzed using an approach that employed natural language processing (NLP) techniques and artificial intelligence (AI).⁶ The comments were parsed, and steps were taken by ChatGPT 5.2 Pro to calculate term frequency, identify bigrams (pairs of consecutive terms), and then determine the most commonly reported themes.

Compensation, Inflation, and Cost of Living

Compensation was the most consistently recurring theme of nurses' open-ended comments in 2024. Respondents specifically cited the challenges of inflation, the rising cost of living, the difficulty of finding affordable housing, regional pay gaps, and the added stress of long commutes.

The cost of living in [redacted] is outrageous. Our salary does not match that. We as bedside nurses live paycheck to paycheck. This needs to CHANGE! I know many of my single co-workers are broke on the verge of burnout because of the financial stress. The union needs to increase our wages to match inflation.

As a nurse my salary is outstanding; however, living in the bay area it is not enough. Sadly, the bay area is not affordable for most of my colleagues. I don't want to come off as sounding greedy because I look at my salary and think I have done so well for myself and am proud of the money I make. However, I live in the most expensive city — where average home prices are around \$1.8 million. It is so expensive that sadly our nurses salary alone cannot afford to purchase a home. Most of my colleagues live outside the bay area and commute over an hour to work each day. That is crazy!

"Some areas, like mine, in [redacted], CA, are considered "rural" and paid substandard wages when cost of living here is equal or greater than many urban areas. Median house price is >\$1 million as of 2024, here. It is not a rural area anymore. It's a city. These urban/rural pay disparities are severely impacting ability to maintain staff and doctors and stressing the RN population. Most of my coworkers hold at least 2 RN jobs to make ends meet. This contributes to burn out. We should also be paid overtime for hours over 8 in one day, and have lunch breaks 1 hour long like every other job in this country.

Work Schedules, Shift Length, and Flexibility

Scheduling continues to be a challenging issue in 2024, with respondents describing the strain of 12-hour shifts, weekend hours, family and childcare logistics, and requests for flexibility in part-time or shorter shift lengths, as well as hybrid or remote options.

Working every other weekend (most hospitals provide only this schedule!) is a big downside of nursing job. Working weekends every 2 weeks would definitely help.

More 10-12 hours shifts availability.

Nursing profession is very stressful so management should help us by creating suitable schedules.

As a clinical educator I have seen my nursing students frequently leave the acute care setting in less than 4 years. Even when they supposedly started in their "dream job" specialty location. Many report the 12 hour shifts and balancing family extremely difficult. In our country few hospital positions are <12 hours and they rarely offer part time with benefits. When I began my career I worked 8 hour shifts and part-time. It allowed for me to advance as a leader and into multiple specialties that I enjoyed and felt respected for what I provided.

As a nurse I wish there were more opportunities for flexible schedules with employers. 3 12 hour shifts a week is a lot for the physically and emotional work we put in. If there were more opportunities for 2 12 hour shifts or more per diem I feel as though nurses would feel less burnout and more experienced nurses would stay.

Workload and Burnout

While respondents found California's mandated nurse-to-patient ratios and break requirements to be better than those of other states, nurses reported several circumstances in their workplace that negatively affected their ability to provide care, and increased their feelings of burnout, including the lack of supportive staff (CNAs, clerks, technicians, etc.), having to perform non-nursing tasks, and forced floats to higher-acuity areas without adequate preparation.

I have been consistently at least twice a week covering for my duties and the nurse's assistant since we never have them working on our telemetry floor. This is very frustrating because I have to do two jobs at once, and I have to stay over to finish everything, and this is a persistent problem in many hospitals.

What pushes me most into thinking about leaving nursing altogether is the burnout. The constant understaffing or bare minimum staffing to meet what is required by law is what causes so much burnout. Administrators believe that simply having the bare minimum number of nurses required to staff assignments is enough to be safe and effective nursing care, when in reality we never get our rest breaks and do not get lunch breaks at least one shift out of the week. Burnout is the largest threat to the nursing profession. It is often looked at as a personal problem that can be handled by "self-care," however all research shows that it is a systemic issue that needs to be mitigated through the organization as a whole not the individual, and I don't mean by throwing another pizza party!

Nursing has become a difficult career. Healthcare organizations take away our resources but demand more and more of us. I left inpatient nursing because I had this incredible fear a patient was going to die on my watch. I was taking care of 5 patients, two who needed to be feed every meal and complete hygiene care. No CNA assigned to my unit.

The hospitals are ill equipped to deal with the growing population and the nursing staff takes the brunt of it. I feel nurses are not respected by patients, the public or most of the physicians we work with. I am feeling severe burnout after only being in the field for just under 3 years and frequently feel like I want to get out of this field.

The overwhelming responsibilities, short staffing /lack of the hiring process, acuity level of the patients and poor management led to extreme burn out for me and for the staff.

Employer Priorities, Leadership, and Organizational Culture

A frequent theme in the comments was the perception that nursing administration was not focused on the wellbeing of nurses. Comments frequently described a perceived focus on profit and budgets, with less awareness of the needs of frontline nurses.

My hospital administration — does not care about quality of care or patient safety AT ALL. They treat the nurses like slaves and have zero appreciation for how hard our job is. They only care about profits at the expense of patient and employee safety and satisfaction. So much of their decisions are downright illegal.

The profession itself offers a lot of great opportunities. I have been supported by my coworkers. The issue is hospital management/CEOs who continue to take bigger salaries while cutting staffing. We have been consistently understaffed since COVID and it is the new norm. It has led to more patient falls and more staff injuries. Take care of your nursing staff- give us proper staffing

I believe HCOs need to invest in wellness, educational benefits, team-building, and frontline engagement to inspire and retain RNs and improve overall/ patient outcomes. The gap of trust from above (ie. leadership) is widening and paints for a grim nursing shortage in the future.

Documentation Burden

A frequent source of frustration and burnout cited in the comments was the burden of documentation. Nurses felt the time required to complete their charting took them away from patient care.

I spend ALL my time charting so that the institution can get the reimbursement they desire and no time doing patient care.

My patients were typically healthy - not sick so some of these requirements did not apply - but you still have to check the boxes. That takes time, time away from direct patient care. My observation is that we are so busy making sure all the boxes are checked, that there are no bad outcomes, that no mistakes happen that we don't have time to look a patient in the eye and assess their individual, unique needs.

The computer charting is out of control. I can easily stay an hour in the clinic after pts have gone to complete all the required charting. Not to mention all the continued computer tests on PASS, RACE, etc... that are done over and over again, and takes time away from pt care or charting. Mgt cannot actually deal with issues in your clinic. They are in meetings ALL DAY and mainly deal with ways to get more money, more money, more money. That is why clinics stay behind the times.

Violence and Feeling Unsafe at Work

A number of respondents noted concerns about workplace safety, including verbal harassment and assault as well as physical threats. Some of these respondents raised concerns about inadequate protections in the workplace.

Patients and families are allowed to disrespect staff to the point of physical and verbal violence/abuse. This is tolerated by the hospital more often than it should be because they are so worried about satisfaction scores and money. No one at any job deserves to ever be kicked, hit, spit on, or screamed at. Nursing is a unique, selfless, amazing career, but the work environment at many places makes it difficult to maintain staff.

I switched departments at my hospital when I became pregnant last year due to increase in workplace violence and lack of safety measures in the Emergency Department. I am still out on disability/maternity leave now. I am considering returning to ED since they are 12hr shifts, better pay, work fewer days a week & at night to avoid childcare issues. However, I am still very concerned about workplace violence - i.e. security does not check bags or no metal detectors & violent patients have brought in weapons previously.

Workplace violence is a prominent issue within healthcare and nurses are strongly affected by it. Many hospitals are not ensuring the proper safety measures to reduce/eliminate workplace violence. As a nurse working in the Emergency Department, I and many of my colleagues have been victims of violence at the hands of our patients. We deserve respect and the ability to perform high quality patient care in an environment that promotes safety for both the patient and the healthcare workers. I love being a nurse, but the impact it has had on my mental health and physical well-being has been taxing, and a huge contributor to the feelings of burn out I and other nurses have.

Licensure and Scope of Practice

Nurses expressed a desire for California to join the Nurse Licensure Compact (NLC), which would allow nurses to practice in all member states. Nurse Practitioners also wished for less restrictive laws regarding independent practice.

I hope California Board of Nursing will join compact states in the future so that people who possess a CA license but want to live in other states still can work remotely. The cost of living in CA is too high.

I would not be able to do this in California because of the AMA and their restrictive laws regarding Nurse Practitioners owning a medical practice. My quality of life and earning potential has doubled since moving out of California, where I lived the majority of my life. I highly doubt I will ever return. It's sad because it is a beautiful state where I lived most of my life.

As a state, I hope we give our NP's greater roles/responsibilities/autonomy as many states have done to help patients receive care and encourage California nurses to get advanced degrees. Hope CA legislation passes to allow providers to practice/care for patients independently of a MD.

12. Discussion

The data from the 2024 Survey of Registered Nurses indicate that a growing number of older RNs are working in nursing. The COVID-19 pandemic negatively affected many aspects of nursing, leading some nurses to consider early retirement. However, between 2022 and 2024, the overall age of RNs has risen, suggesting a return of seasoned RNs to the workforce. Meanwhile, the share of younger nurses employed in nursing has declined. Collectively, these findings highlight the importance of supporting the needs of experienced RNs, while also prioritizing the hiring and retention of newly graduated RNs.

The results of this survey are consistent with other studies that have reported an increasing share of older RNs in the workforce. The 2024 survey conducted by the National Council of State Boards of Nursing (NCSBN) reported the median age of nurses (both RNs and LPNs) is 50 years.⁷ This NCSBN survey also reported a significant proportion of RNs plan to leave the nursing profession in the next five years, with retirement cited as the primary reason for leaving, followed by stress and burnout, workload, and understaffing [NCSBN]. Experienced nurses must be supported in the workforce. Among nurses who have retired, factors that would encourage them to reconsider returning to nursing include flexible schedules, opportunities to educate other nurses and patients, and the ability to mentor younger/newer nurses.⁸ Job turnover in nursing continues to be a challenge in the workforce, particularly among younger nurses with less experience, as 45% of early-career RNs plan to leave their nursing position within the next six months. Many of these nurses seek supportive workplaces with opportunities for mentoring, and reduced negativity and burnout.⁸

Although burnout has decreased slightly from its peak in 2022, it remains a significant concern in the workplace (Figure 9.18). A recent review examining individual and work-related factors influencing nurses' intent to leave the profession found that health and well-being were consistently and strongly linked to their intention to leave, along with work demands and lack of resources and support; these factors were also highly ranked among California nurses.⁹ Another study of nurses in Michigan reported workplace violence and emotional exhaustion as factors associated with increased risk of departing from positions.¹⁰ Among reasons for leaving were also heavy workloads, concerns with management and leadership, and burnout.¹⁰ In a review of factors that contributed to decreasing intent to leave, the following were identified: ensuring safe and flexible staffing in a quality work environment, supporting mental health and wellness, improving leadership and communication, promoting opportunities for mentorship, and offering better compensation.¹¹

As large numbers of nurses are entering the workforce from California's RN education programs (13,989 student completions from pre-licensure nursing programs in the 2022-23 academic year),¹² it is vital to provide new graduates with the necessary support to help them stay in the nursing profession. Some newly graduated RNs have reported struggles with adjusting to the reality of working as a nurse, with one report revealing that 22.3% of RNs changed jobs within their first year.¹³ In a study of the practice readiness of newly graduated nurses in Maryland, researchers found strong evidence to support transition-to-practice programs (such as nurse residency programs) as crucial to healthcare organizations that employ new RNs.¹⁴

The nursing workforce faced numerous stressors and a decrease in the number employed during and immediately after the pandemic.¹⁵ The 2024 Survey of California RNs indicates that employment rates have recovered from the pandemic, and job satisfaction improved between 2022 and 2024. However, a significant portion of the nursing workforce intends to retire and/or leave nursing within the next five years, and burnout remains a persistent issue affecting many nurses. Employers and policymakers must address the fundamental problems affecting nurses, including concerns that working in nursing negatively affects nurses' well-being.

13. Appendix A. Technical Appendix

Survey Development

- UCSF worked with the BRN to update the survey questionnaires for 2024. Specifically, the survey update included the following steps:
- A review of past surveys conducted for the BRN, particularly the survey conducted in 2022.
- Collaboration with staff at the BRN to identify current issues and draft the survey questionnaire.
- A review of draft questions by the BRN staff, UCSF staff, and other experts.
- Revision of the survey based on feedback from BRN and UCSF staff, as well as other experts.
- Development of formatted survey instruments.
- Testing of survey instruments by nurses recruited by UCSF, the Nursing Workforce Advisory Committee, and the BRN.
- Development of the web-based survey.
- Testing of the web-based survey by staff at the BRN and UCSF.
- Editing the formatted survey for printing and editing of the web-based survey for online use.

Selection of the RN Sample

The survey was sent to 10,000 active RNs with addresses in California and other states. The Board of Registered Nursing delivered a file of 526,698 nurses with active licenses residing in the United States to UCSF on February 24, 2024. This database included name, mailing address, birth date, date of licensure in California, date of last renewal, and license status. Nurses were excluded from the survey if their birthdate was missing, indicated an age of younger than 20, or indicated an age greater than 100. Note that the sample frame included all people with an active California RN license, including those who also are advanced practice nurses (nurse practitioners, nurse midwives, clinical nurse specialists, and nurse anesthetists).

In order to obtain a survey dataset that could be used to examine the characteristics of nurses in different regions of California, we organized the eligible population into nine regions and six age groups, and selected the sample to be surveyed based on target numbers for each region and age group. Eight of the regions were agglomerations of California counties; the ninth region included all other states. This type of sampling strategy, called a stratified sample, is widely used in survey research and well-documented.¹⁶ With this type of sampling, surveys returned from each stratum (region-age group, in this case) are weighted to produce statistically valid estimates of the full population.

Our goal was to have at least 450 respondents per region. To reach this goal, we assumed that the response rate for each region would be the same as for the 2022 survey, thus requiring at least 1,000 surveys be mailed to nurses in each region. The first four columns of Table 13.1 present our final sampling scheme.

Process for Data Collection and Coding

We used a combination of email and paper mail to field the survey in order to maximize the response rate. Over time, the number of RNs who respond to the BRN survey online has increased, with 76.8% of respondents returning responses online. The 2024 survey was first sent by email to all RNs selected for the survey with email addresses available in the Board of Registered Nursing's database. This email was delivered to 10,000 RNs on March 12, 2024. Reminder emails were sent on March 18, 2024, March 21, 2024, March 27, 2024, and a final email on May 16, 2024.¹⁷

A cover letter from the Board of Registered Nursing was mailed along with the survey instrument to all RNs selected for the survey who had not already completed the online survey with a postage-paid return envelope and information about how to complete the survey. The survey was mailed through the U.S. Postal Service on April 22, 2024. A reminder postcard was sent on May 2, 2024, and a second copy of the questionnaire was mailed on

June 13, 2024, to non-respondents. Reminder postcards were sent on July 17, 2024, and August 16, 2024. Data collection ended on November 30, 2024.

All mailings were sent by first-class mail. Outgoing surveys were coded with a tracking number, and completed surveys, along with ineligible and undeliverable cases, were logged into a response status file. The status file permitted close monitoring of the response rate. The web version of the survey was monitored as well. The first reminder postcard was sent to all nurses selected for the survey who had not already completed the survey online, but the second copy of the survey and last two reminder postcards were limited to nurses who had not yet responded to the survey.

Data from the web-based surveys were automatically entered into a database. All paper surveys were entered into a database by Office Remedies Inc., except the narrative comments, which were entered at UCSF. The paper data were entered twice, by two different people at two different times. The two entries for each survey respondent were compared, differences were checked against the paper survey, and corrections were made. After the comparisons were complete, discrepancies corrected, and duplicate records deleted, the data were checked again by a computer program to ensure only valid codes were entered and logical checks on the data were met. Approximately 76.8% of the respondents completed the survey online, an increase of approximately 25 percentage points from 2022.

Response Rates and Representativeness of the Data

By the end of the data collection period, questionnaires were received from 3,499 of the 10,000 RNs to whom surveys were mailed. Seventeen of these indicated that they refused to participate, and thus there were 3,482 useable responses. A total of 800 cases were determined to be ineligible for the survey due to being the survey packet being returned for lack of a current mailing address (265), reported death, other inability to participate, residence outside the United States, or a lapsed license (4). Thus, there were a total of 9,729 eligible nurses and a 36% response rate for the eligible population. Table 13.2 details the survey response outcomes for the years 2014 through 2024. Note that the response rate in 2024 was lower than in previous years; this is part of a long-term trend toward lower response rates which may have been accelerated by the continuing effects of the COVID-19 pandemic.

Survey responses were matched to the original sampling database so that response bias could be examined. The last three columns of Table 13.1 present the regional distribution of survey respondents and the response rate for each region. There was some difference in response rates across regions. Nurses in the Sacramento, San Francisco Bay Area, and Northern Counties were more likely to respond to the survey than average, while nurses residing out of state had the lowest response rate, followed by RNs living in the Inland Empire region. The age distribution of respondents also differed from that of the sample, as seen in Table 13.3. Younger nurses were less likely to respond to the survey, with only 23% of nurses under the age of 35 years completing the survey. In contrast, 60.4% of nurses aged 65 and older responded to the survey. Thus, younger nurses (35 years and under) are underrepresented in the data, while nurses 55 and older are overrepresented.

To address differential response rate by age group and region and account for the stratification of the sample design, post-stratification weights were used to ensure that all analyses reflected the full statewide population of RNs with active California licenses. The post-stratification weights were based on the number of nurses in the sample file for each region and each age group. We used Stata MP 15.1, a commonly employed statistical package, to analyze the data. The survey data analysis commands in this software (svy) were used to conduct all analyses of the data for nurses with active licenses, using the post-stratification weights.

Precision of Estimates

The size of the sample surveyed and the high response rate contribute to this survey providing very precise estimates of the true values in the population. For nurses with active licenses, any discrepancies between the respondents to the survey and the population have been corrected by weighting the data, as discussed above. The sample size and weighting ensure that the data presented in this report are representative of the statewide population of RNs.

Unweighted tables based on the full dataset of 3,482 nurses with active licenses may vary from the true population values by +/-1.25 percentage points from the values presented, with 95% confidence. The use of weights improves the accuracy and representativeness of the reported tabulations and means presented in this report.

Table 13.1. California’s nursing workforce, survey sample, survey respondents, and response rate, by region, 2024

Region	Counties	Actively Licensed RNs		Survey Sample		Survey Respondents		Response rate
		#	%	#	%	#	%	%
Northern Counties	Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Shasta, Siskiyou, Sierra, Tehama, Trinity	11,344	2.3%	1,000	10.0%	360	10.3%	36.7%
Sacramento	El Dorado, Placer, Sacramento, Sutter, Yolo, Yuba	33,770	6.5%	1,000	10.0%	389	11.2%	38.9%
San Francisco Bay Area	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma	88,177	18.1%	1,100	11.0%	422	12.1%	38.4%
Central Valley/ Sierra	Alpine, Amador, Calaveras, Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, San Joaquin, Stanislaus, Tulare, Tuolumne	43,103	8.5%	1,200	12.0%	404	11.6%	33.7%
Central Coast	Monterey, San Benito, San Luis Obispo, Santa Barbara	11,190	2.2%	1,200	12.0%	423	12.2%	35.3%
Los Angeles	Los Angeles, Orange, Ventura	138,581	28.4%	1,000	10.0%	354	10.2%	35.4%
Inland Empire	Riverside, San Bernardino	49,756	9.6%	1,300	13.0%	436	12.5%	33.5%
Border Counties	Imperial, San Diego	39,368	7.9%	1,200	12.0%	425	12.2%	35.4%
Out of State	All states other than California	111,409	16.6%	1,000	10.0%	269	7.7%	26.9%
TOTAL		526,698	100.0%	10,000	100.0%	3,482	100.0%	34.8%

Note: The estimated number of RNs per region was taken from the California Board of Registered Nursing database.

Table 13.2. Survey outcomes and response rates for RNs with active California licenses, 2014-2024

	2014	2016	2018	2020	2022	2024
Questionnaires mailed	10,000	8,000	8,000	8,000	8,000	10,000
In California	9,100	7,100	7,000	7,110	7,250	9,000
Out of state	900	900	1,000	890	750	1,000
Ineligible cases*	188	193	331	261	798	271
Eligible cases	9,812	7,807	7,669	7,739	7,202	9,729
Surveys returned	5,599	4,190	4,964	4,197	3,104	3,499
Refusals and incomplete surveys**	26	12	25	74	12	17
Total respondents	5,573	4,178	4,608	4,123	3,092	3,482
In California***	5,047	3,793	4,049	3,726	2,912	3,213
Out of state***	526	385	559	397	180	269
Response rate of all surveys mailed	55.7%	52.2%	57.6%	51.5%	38.7%	34.8%
Response rate of eligible population	56.8%	53.5%	60.1%	54.2%	43.1%	36.0%

*Ineligible cases include surveys that were undeliverable or surveys returned with an indication that the nurse was deceased, disabled, or possessed a lapsed license.**Individuals who responded that they did not wish to participate or who did not provide enough information for the survey to be useable were counted as eligible cases but removed from the analytic data. Individuals who completed one or more online surveys and a paper survey had their least complete response removed. Individuals who completed more than one paper survey had their second survey removed. Individuals who completed one or more online surveys had their most complete online survey response used. Individuals who indicated they did not have a current active RN license or for whom employment status could not be imputed also had their responses removed.

Table 13.3. California’s active nursing workforce, survey sample, survey respondents, and response rate, by age group, 2024

Age Group	Actively Licensed RNs		Survey Sample		Survey Respondents		Response Rate
	#	%	#	%	#	%	%
Under 35 years	125,701	23.9%	3,520	35.2%	811	18.7%	23.0%
35-44 years	146,702	27.9%	2,640	26.4%	892	21.7%	33.8%
45-54 years	113,932	21.6%	1,905	19.1%	766	20.6%	40.2%
55-64 years	82,922	15.7%	1,205	12.1%	572	20.3%	47.5%
65 years and older	57,438	10.9%	730	7.3%	441	18.7%	60.4%
Missing age	3	0.0%	0	0.0%	0	0.0%	NA
TOTAL	526,698	100.0%	10,000	100.0%	3,482	100.0%	34.8%

14. Appendix B. Tabulations of Responses, 2014-2024

1. In what kind of program did you receive your initial, pre-licensure RN education?

	2014	2016	2018	2020	2022	2024
Diploma	10.2%	6.1%	5.1%	3.7%	4.2%	3.7%
Associate Degree Program	44.3%	42.7%	43.9%	46.0%	44.3%	45.1%
Baccalaureate Program	40.1%	44.5%	43.1%	45.2%	45.2%	46.5%
Master's Program	0.6%	0.8%	1.3%	1.6%	1.1%	0.9%
Entry-Level Master's Program	1.9%	1.9%	2.2%	2.1%	3.7%	2.9%
Doctoral Program	0.1%	0.1%	0.7%	0.0%	0.1%	0.0%
30-Unit Option Program	1.6%	1.3%	3.0%	1.2%	1.3%	0.8%
Foreign	*	2.3%	*	*	*	3.7%
Other	*	0.4%	1.5%	0.1%	0.2%	45.1%
Number of cases	5,032	3,784	3,921	3,652	2,839	3,200

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

2. In what state or country did you complete your pre-licensure RN education?

	2014	2016	2018	2020	2022	2024
California	60.6%	61.5%	56.4%	63.3%	61.7%	62.5%
Other US state	18.5%	19.0%	17.7%	20.5%	23.1%	21.2%
Australia	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%
Canada	0.9%	1.0%	1.0%	0.2%	1.0%	0.9%
China	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%
England	0.7%	0.5%	0.7%	0.0%	0.2%	0.4%
India	0.6%	0.7%	1.2%	1.1%	0.9%	1.1%
Ireland	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%
Korea	1.0%	0.6%	0.7%	0.5%	0.2%	0.4%
Philippines	13.6%	14.0%	17.8%	11.3%	11.2%	11.0%
Other Country	3.8%	2.4%	3.7%	2.6%	1.4%	2.4%
Number of cases	5,047	3,756	2,312	2,966	2,303	2,290

Note: Data are weighted to represent all RNs with active licenses.

3. In what year did you graduate from that program?

	2014	2016	2018	2020	2022	2024
1940s	0.0%	0.0%	2.0%	0.0%	0.1%	0.0%
1950s	0.7%	0.4%	0.3%	0.0%	0.0%	0.2%
1960s	4.3%	3.2%	2.1%	1.4%	1.1%	0.8%
1970s	15.3%	12.7%	8.9%	7.4%	6.3%	4.0%
1980s	18.0%	15.1%	14.3%	12.2%	12.6%	8.5%
1990s	21.1%	17.5%	18.0%	17.4%	15.9%	16.6%
2000s	27.2%	26.0%	24.4%	25.1%	25.9%	21.4%
2010s	13.3%	25.2%	30.0%	36.0%	31.8%	31.6%
2020s	*	*	*	0.4%	6.3%	16.9%
Number of cases	4,993	3,747	3,964	3,602	2,794	3,164

Note: Data are weighted to represent all RNs with active licenses.

4. In what state/country were you first licensed as an RN?

	2014	2016	2018	2020	2022	2024
California	65.3%	68.3%	66.3%	69.1%	68.1%	69.3%
Other US	18.0%	18.0%	17.2%	16.6%	18.6%	16.4%
Australia	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%
Canada	0.8%	1.0%	0.7%	0.3%	1.1%	0.9%
China	0.0%	0.1%	0.6%	0.2%	0.1%	0.0%
England	0.6%	0.5%	0.5%	0.1%	0.4%	0.3%
India	0.4%	0.5%	0.7%	0.9%	0.9%	0.9%
Ireland	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%
Korea	0.6%	0.5%	0.5%	0.5%	0.2%	0.4%
Philippines	9.4%	9.2%	11.3%	9.8%	8.9%	9.6%
Other Country	4.8%	2.0%	2.1%	2.3%	1.6%	2.0%
Number of cases	5,047	3,662	3,904	3,556	2,789	3,178

Note: Data are weighted to represent all RNs with active licenses.

5. In what year were you first licensed as an RN in the United States?

	2014	2016	2018	2020	2022	2024
1950s	0.3%	0.2%	0.0%	0.1%	0.0%	0.1%
1960s	2.9%	2.0%	1.2%	1.1%	0.6%	0.9%
1970s	10.4%	7.7%	5.9%	5.4%	4.5%	3.1%
1980s	16.9%	14.0%	12.8%	11.4%	10.1%	7.0%
1990s	16.9%	17.3%	15.4%	15.2%	12.4%	13.2%
2000s	33.7%	31.7%	27.7%	27.2%	27.2%	23.3%
2010s	18.9%	27.1%	36.8%	38.3%	34.8%	32.7%
2020s	*	*	*	1.4%	10.5%	19.7%
Number of cases	5,047	3,793	4,049	3,723	2,405	3,171

Note: Data are weighted to represent all RNs with active licenses.

6. How did you pay for your initial RN education? (Question first asked in 2024)

	2024
Money from a job I held while in school	41.6%
Money from a job held before school	20.0%
Gifts from parents, spouse, or other family members or friends	40.8%
Loan from parents, spouse, or other family members or friends	12.9%
Federally-assisted student loan	35.3%
Other type of student loan	14.0%
Employer tuition reimbursement plan	4.3%
Federal traineeship, scholarship, or grant (e.g., National Health Services Corps)	6.0%
State or local government scholarship or grant	15.5%
Employer non-government scholarship or grant	2.3%
Other	9.6%
Number of cases	3,213

Note: Data are weighted to represent all RNs with active licenses.

7. Did you have student debt when you graduated from your initial RN program? (Question first asked in 2024)

	2024
No	41.4%
Yes	58.6%
Number of cases	3,166

Note: Data are weighted to represent all RNs with active licenses.

7a. How much student debt did you have when you graduated from your initial RN program? (Question first asked in 2024)

	2024
No debt	58.8%
Less than \$25,000	17.7%
\$25,000 to \$49,999	9.7%
\$50,000 to \$74,999	5.1%
\$75,000 to \$99,999	3.7%
\$100,000 to \$124,999	2.6%
\$125,000+	2.5%
Number of cases	3,152

Note: Data are weighted to represent all RNs with active licenses.

8. Do you still have debt from your initial RN program? (Question first asked in 2024)

	2024
No	79.2%
Yes	20.8%
Number of cases	3,171

Note: Data are weighted to represent all RNs with active licenses.

8a. How much student debt did you have when you graduated from your initial RN program? (Question first asked in 2024)

	2024
No debt	79.4%
Less than \$25,000	9.6%
\$25,000 to \$49,999	3.9%
\$50,000 to \$74,999	2.5%
\$75,000 to \$99,999	2.4%
\$100,000 to \$124,999	0.8%
\$125,000+	1.3%
Number of cases	3,161

Note: Data are weighted to represent all RNs with active licenses.

9. Since graduating from the basic RN nursing program, have you earned any additional degrees? In what year was it completed?

	% received	Year received							Number of cases
		1960s	1970s	1980s	1990s	2000s	2010s	2020s	
BSN	17.2%	0.6%	1.8%	4.2%	8.1%	14.6%	42.0%	28.7%	731
MSN	10.7%	1.0%	4.1%	1.1%	5.5%	12.0%	41.9%	34.4%	322
Doctorate, nursing (DNP)	1.8%	0.0%	0.0%	0.0%	0.0%	0.4%	45.0%	54.6%	38
Doctorate, nursing (PhD)	0.3%	0.0%	28.1%	5.6%	0.0%	30.5%	28.7%	7.1%	10
Associate, non-nursing	8.1%	1.3%	2.0%	7.5%	10.5%	30.5%	41.5%	6.6%	263
Bachelor's, non-nursing	7.9%	0.0%	3.8%	11.6%	13.1%	33.3%	29.8%	8.5%	238
Master's, non-nursing	4.1%	0.0%	2.4%	9.3%	12.3%	24.7%	30.8%	20.4%	117
Doctorate, non-nursing	0.6%	0.0%	0.0%	31.9%	25.0%	9.4%	32.5%	1.1%	20

Note: Respondents could report obtaining multiple additional degrees, so columns will not add to 100%. Data are weighted to represent all RNs with active licenses.

10. Immediately prior to starting your basic RN nursing education, were you employed in a health occupation?

	2014	2016	2018	2020	2022	2024
No	58.7%	61.2%	58.3%	56.0%	52.6%	56.1%
Clerical or Administrative	5.1%	5.5%	6.2%	5.8%	7.9%	7.5%
Military Medical Corps	0.9%	0.5%	0.9%	0.7%	1.5%	1.0%
Nursing Aide	13.6%	14.8%	14.7%	14.8%	20.8%	17.5%
Other Health Technician	3.8%	4.9%	3.9%	3.2%	5.6%	5.8%
Medical Assistant	2.9%	2.9%	2.9%	3.5%	5.1%	4.7%
LPN/LVN	8.8%	7.1%	8.7%	9.3%	8.6%	9.5%
Other	6.1%	2.2%	0.4%	6.7%	10.1%	8.4%
EMT	*	0.9%	0.9%	0.8%	1.9%	1.6%
Number of cases	5,038	3,784	3,925	3,621	2,833	3,213

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

11. In how many states, other than California, do you hold an active RN license?

	2014	2016	2018	2020	2022	2024
0	91.6%	91.7%	90.7%	91.2%	91.0%	89.4%
1	6.3%	7.0%	9.1%	8.0%	7.0%	10.3%
2	1.4%	0.8%	0.3%	0.5%	1.4%	0.3%
3	0.5%	0.1%	0.0%	0.0%	0.2%	0.0%
4	0.0%	0.1%	0.0%	0.1%	0.3%	0.0%
5 or more	0.0%	0.2%	0.0%	0.1%	0.1%	0.0%
Number of cases	5,047	3,793	3,911	3,577	2,831	3,184

Note: Data are weighted to represent all RNs with active licenses.

12. Are any of these Nurse Licensure Compact states? (Question first asked in 2022)

	2022	2024
No	65.9%	54.2%
Yes	34.1%	45.8%
Number of cases	300	346

Note: Data are weighted to represent all RNs with active licenses.

13. Which of the following certifications, if any, have you received from the California Board of Registered Nursing since your initial licensure as an RN?

	2014	2016	2018	2020	2022	2024
Nurse Anesthetist	1.1%	0.4%	0.6%	0.7%	0.6%	0.4%
Public Health Nurse	17.5%	17.6%	17.4%	17.4%	18.2%	15.8%
Nurse Midwife	0.6%	0.5%	0.8%	0.7%	2.1%	0.5%
Psychiatric/Mental Health Nurse	1.1%	0.6%	1.5%	1.1%	1.3%	1.5%
Nurse Practitioner	5.4%	5.3%	6.0%	7.7%	12.1%	7.7%
Clinical Nurse Specialist	2.2%	1.9%	1.6%	2.1%	2.2%	1.8%
None	75.1%	76.4%	75.2%	73.7%	69.0%	75.6%
Number of cases	5,047	3,793	4,049	3,726	2,914	3,213

Note: Nurses can have more than one certification, so columns will not total 100%. Data are weighted to represent all RNs with active licenses.

14. How long have you practiced as an RN? Exclude years since graduation during which you did not work as an RN.

	2014	2016	2018	2020	2022	2024
Less than 5 years	20.8%	21.9%	26.5%	21.8%	19.3%	20.5%
5-9 years	16.9%	19.9%	16.5%	19.1%	16.6%	18.5%
10-14 years	13.3%	12.4%	13.1%	15.9%	16.4%	15.0%
15-19 years	10.8%	11.0%	10.6%	9.6%	12.9%	12.4%
20-24 years	9.2%	8.6%	9.4%	8.5%	10.0%	9.5%
25-29 years	7.2%	7.4%	6.3%	8.1%	6.2%	8.6%
30-34 years	8.8%	6.3%	6.2%	6.3%	6.5%	6.2%
35+ years	13.1%	12.4%	11.4%	10.9%	12.1%	9.2%
Number of cases	4,971	3,757	3,988	3,702	2,898	3,200

Note: Data are weighted to represent all RNs with active licenses.

15. How satisfied are you with the nursing profession overall?

	2014	2016	2018	2020	2022	2024
Very Dissatisfied	3.6%	3.8%	4.6%	5.0%	6.5%	5.8%
Dissatisfied	4.6%	3.5%	3.2%	4.2%	9.0%	8.2%
Neither satisfied nor dissatisfied	7.5%	5.9%	7.7%	7.3%	10.9%	12.7%
Satisfied	43.6%	45.4%	43.1%	45.4%	46.4%	47.4%
Very satisfied	40.7%	41.3%	41.4%	38.1%	27.3%	26.0%
Number of cases	4,998	3,705	3,911	3,605	2,832	3,172

Note: Data are weighted to represent all RNs with active licenses.

16. Are you currently enrolled in a nursing degree program or specialty certification program?

	2014	2016	2018	2020	2022	2024
No	90.0%	90.5%	88.7%	88.8%	91.6%	90.6%
Yes	10.0%	9.5%	11.3%	11.2%	8.5%	9.4%
Number of cases	5,047	3,694	3,903	3,576	2,839	3,179

Note: Data are weighted to represent all RNs with active licenses.

17. What percent of coursework is through online or distance learning? (Question first asked in 2016)

	2016	2018	2020	2022 Currently	2022 Normally	2024 Currently	2024 Normally
0%	17.8%	13.8%	1.9%	1.5%	21.1%	4.4%	6.6%
1-25%	6.1%	8.6%	0.0%	1.9%	4.8%	4.0%	5.3%
26-50%	8.9%	7.0%	0.0%	5.3%	15.0%	7.4%	10.4%
51%-75%	2.6%	3.7%	0.0%	5.1%	3.3%	6.7%	7.4%
76%-100%	64.5%	66.9%	98.1%	86.2%	55.7%	78.0%	70.3%
Number of cases	350	367	309	199	123	276	161

Note: Data are weighted to represent all RNs with active licenses.

18. What is your degree objective?

	2014	2016	2018	2020	2022	2024
Associate Degree in Nursing	5.0%	0.9%	0.8%	0.0%	0.3%	2.6%
Baccalaureate Degree in Nursing	42.3%	37.6%	40.1%	24.4%	20.3%	26.6%
Master's Degree in Nursing	34.8%	30.5%	39.1%	45.4%	38.1%	43.7%
Non-degree Specialty Certification	11.3%	11.5%	8.8%	11.4%	13.3%	6.0%
Doctoral Degree (DNP)	5.8%	6.4%	8.4%	12.1%	13.5%	15.7%
Doctoral Degree (PhD)	4.1%	2.9%	1.5%	1.1%	4.6%	1.6%
Non-nursing Associate	*	0.5%	0.3%	0.3%	0.5%	0.7%
Non-nursing Baccalaureate	*	1.3%	0.8%	0.1%	0.0%	0.9%
Non-nursing Master's	*	6.7%	4.1%	6.6%	12.1%	5.9%
Non-nursing Doctoral	*	1.8%	0.6%	0.5%	0.0%	2.0%
Non-nursing Certification	*	3.2%	4.1%	2.5%	0.4%	3.1%
Number of cases	444	296	382	329	210	295

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

19. Why did you decide to return to school? (Question first asked in 2020)

	2020	2022	2024
Personal fulfillment or enrichment	74.5%	59.5%	57.0%
Employer requires me to obtain BSN	4.7%	8.9%	8.7%
Difficulty finding a job with current education	*	6.6%	4.6%
To be eligible for a promotion or higher-level position	43.0%	47.9%	39.5%
Employer encourages me to advance my education	19.6%	17.0%	14.2%
Desire for new skills to improve the quality of care I provide	56.8%	41.5%	41.9%
To prepare me to work in a different setting	51.6%	43.2%	41.9%
To get a higher salary	44.8%	41.6%	40.8%
Interest in an administrative/ management career	20.8%	14.1%	17.9%
Interest in a faculty/teaching career	22.8%	17.2%	15.4%
Interest in becoming an advanced practice nurse (NP, CNM, CRNA, CNS)	36.5%	32.6%	37.3%
Desire to change careers out of nursing	4.0%	5.9%	5.7%
Getting burned out in current job	*	33.2%	26.1%
Number of cases	329	220	295

Note: Data are weighted to represent all RNs with active licenses.

20. Are you currently employed in registered nursing?

	2014	2016	2018	2020	2022	2024
Employed in nursing	83.4%	86.2%	81.4%	81.5%	80.0%	85.7%
Not employed in nursing	16.6%	13.8%	18.6%	18.5%	20.0%	14.3%
Number of cases	5,047	3,789	4,049	3,726	2,914	3,213

Note: Data are weighted to represent all RNs with active licenses.

21. How many hours do you normally work as an RN?

21a. Hours per day

	2014	2016	2018	2020	2022	2024
Under 5 hours	0.8%	0.8%	1.0%	0.4%	0.7%	1.5%
5-7.5 hours	3.5%	2.4%	3.0%	1.8%	2.7%	2.7%
8 hours	44.7%	43.3%	39.1%	43.1%	40.9%	37.0%
8.5-11.5 hours	12.0%	9.8%	10.9%	10.9%	14.6%	12.3%
12 hours	37.5%	42.3%	43.2%	41.1%	38.1%	43.6%
More than 12 hours	1.6%	1.4%	2.8%	2.7%	2.9%	2.9%
Number of cases	3,334	2,441	2,618	2,375	1,636	2,052

Note: Data are weighted to represent all RNs with active licenses.

21b. Hours per week

	2014	2016	2018	2020	2022	2024
Less than 1 Hour	0.2%	0.0%	0.0%	0.2%	0.1%	0.0%
1 to 20 Hours	7.0%	5.9%	5.3%	15.3%	7.4%	5.4%
21 to 30 Hours	12.2%	11.3%	10.4%	10.3%	10.7%	11.5%
31 to 40 hours	66.5%	39.5%	40.6%	37.0%	36.7%	41.9%
41 to 60 hours	12.2%	40.9%	41.1%	34.7%	41.9%	38.6%
60+ hours	2.0%	2.4%	2.6%	2.5%	3.3%	2.6%
Number of cases	4,034	3,402	3,086	2,753	2,158	2,543

Note: Data are weighted to represent all RNs with active licenses.

21c. Overtime hours per week (Any overtime)

	2014	2016	2018	2020	2022	2024
None or less than one hour	65.2%	61.7%	62.8%	68.2%	65.9%	66.2%
1-2 hours	12.3%	11.1%	12.5%	9.8%	8.1%	11.3%
3-4 hours	6.6%	8.7%	7.0%	5.3%	7.2%	6.1%
5-6 hours	2.8%	4.5%	4.4%	3.9%	5.1%	3.6%
7-8 hours	4.2%	3.8%	4.0%	2.5%	4.2%	3.4%
8+ hours	8.9%	10.2%	9.2%	10.3%	9.6%	9.3%
Number of cases	3,728	2,788	2,953	2,609	1,897	2,255

Note: Data are weighted to represent all RNs with active licenses.

21d. On-Call hours per week

	2014	2016	2018	2020	2022	2024
No on-call hours	89.5%	92.0%	90.4%	91.3%	93.2%	92.8%
0.5-9 hours	3.9%	2.8%	3.5%	2.8%	2.2%	1.8%
10-19 hours	3.8%	2.4%	3.0%	2.9%	2.1%	2.7%
20-29 hours	1.2%	0.9%	15.2%	1.4%	0.9%	1.4%
30 or more hours	1.6%	2.0%	15.8%	1.7%	1.6%	1.3%
Number of cases	5,047	3,793	4,049	3,726	2,914	3,213

Note: Data are weighted to represent all RNs with active licenses.

21e. Hours in direct patient care per week

	2024
1 to 20 Hours	18.2%
21 to 30 Hours	18.3%
31 to 40 hours	57.4%
41 to 60 hours	5.4%
60+ hours	0.7%
Number of cases	1,700

Note: Data are weighted to represent all RNs with active licenses.

22. How many months per year do you work as an RN?

	2014	2016	2018	2020	2022	2024
Less than 8 months	1.1%	0.8%	1.5%	1.3%	0.8%	1.0%
8-10 months	0.8%	0.5%	1.5%	1.1%	1.1%	0.9%
11-12 months	98.1%	98.8%	97.0%	97.6%	98.1%	98.1%
Number of cases	4,020	2,984	3,116	2,786	2,169	2,618

Note: Data are weighted to represent all RNs with active licenses.

23. Where is your place of work?

	2024
Entirely at my employer's site	84.0%
Entirely from home	3.4%
Hybrid on-site and from home	12.6%
Number of cases	2,675

Note: Data are weighted to represent all RNs with active licenses.

24. What are your intentions regarding your nursing employment in the next...

24a. ...two years:

	2014	2016	2018	2020	2022	2024
Plan to increase hours of nursing work	11.0%	9.9%	10.7%	9.7%	6.7%	10.0%
Plan to work approximately as much as now	70.6%	72.3%	70.9%	69.6%	65.6%	67.7%
Plan to reduce hours of nursing work	10.7%	10.7%	11.4%	12.3%	18.6%	15.7%
Plan to leave nursing entirely, but not retire	1.0%	0.7%	0.7%	0.8%	1.9%	1.1%
Plan to retire	6.7%	6.4%	6.3%	7.5%	7.1%	5.5%
Number of cases	4,005	2,985	3,124	2,806	2,212	2,657

Note: Data are weighted to represent all RNs with active licenses.

24b. ...five years:

	2014	2016	2018	2020	2022	2024
Plan to increase hours of nursing work	10.4%	9.7%	10.8%	9.9%	6.4%	8.6%
Plan to work approximately as much as now	50.2%	50.9%	52.8%	50.2%	44.1%	48.6%
Plan to reduce hours of nursing work	20.0%	21.2%	17.7%	20.4%	25.8%	24.0%
Plan to leave nursing entirely, but not retire	2.7%	1.7%	2.1%	2.1%	4.4%	4.0%
Plan to retire	16.7%	16.6%	16.6%	17.4%	19.3%	14.8%
Number of cases	3,906	2,892	3,075	2,768	2,166	2,626

Note: Data are weighted to represent all RNs with active licenses.

25. In your principal nursing position, are you...?

	2014	2016	2018	2020	2022	2024
Regular Employee	96.6%	97.1%	95.9%	95.6%	95.6%	96.0%
Temp or Agency	1.1%	1.0%	1.0%	2.0%	0.9%	1.0%
Self-Employed	1.7%	1.2%	1.8%	1.3%	1.9%	1.3%
Traveling RN	0.7%	0.6%	1.4%	1.1%	1.6%	1.8%
Number of cases	4,096	3,042	3,145	2,825	2,251	2,666

Note: Data are weighted to represent all RNs with active licenses.

26. How long have you been employed with your principal employer?

	2014	2016	2018	2020	2022	2024
Less than 5 years	48.5%	37.4%	43.4%	38.4%	37.5%	40.5%
5-9 years	20.8%	22.8%	17.2%	20.9%	21.9%	22.3%
10-14 years	13.1%	14.7%	15.3%	15.0%	13.1%	11.4%
More than 14 years	17.7%	25.2%	24.1%	25.8%	27.6%	25.9%
Number of cases	5,046	3,032	3,120	2,802	2,224	2,632

Note: Data are weighted to represent all RNs with active licenses.

27. How many hours per week do you normally work in your principal nursing position?

	2014	2016	2018	2020	2022	2024
0-20 Hours	9.4%	7.4%	8.1%	9.8%	8.1%	6.1%
21-30 Hours	12.2%	12.0%	11.0%	12.7%	11.8%	12.8%
31-40 hours	68.8%	40.5%	41.9%	39.7%	37.7%	43.7%
41-60 hours	8.3%	38.5%	37.7%	36.3%	40.6%	36.0%
60+ hours	1.2%	1.6%	1.3%	1.5%	1.9%	1.4%
Number of cases	4,079	3,052	3,122	2,529	2,234	2,646

Note: Data are weighted to represent all RNs with active licenses.

28. How many months per year do you normally work in your principal nursing position?

	2014	2016	2018	2020	2022	2024
Less than 8 months	1.3%	1.5%	1.6%	1.3%	1.1%	1.3%
8-10 months	3.1%	2.5%	3.9%	2.8%	3.8%	3.2%
11-12 months	95.6%	96.0%	94.6%	9.6%	95.1%	95.5%
Number of cases	4,038	3,019	3,117	2,772	2,207	2,584

Note: Data are weighted to represent all RNs with active licenses.

29. Which one of the following best describes the job title of your principal nursing position?

	2014	2016	2018	2020	2022	2024
Direct Patient Care Provider/Staff Nurse	50.0%	50.1%	49.9%	46.8%	43.6%	50.9%
Senior management, any setting	1.6%	1.8%	1.3%	1.1%	0.6%	0.9%
Middle management, any setting	5.1%	5.6%	3.9%	4.8%	2.6%	2.0%
Front-line management	2.1%	2.1%	2.2%	2.2%	3.6%	3.7%
Charge Nurse/Team Leader	1.7%	1.8%	1.6%	1.2%	2.2%	2.7%
Direct care and Charge Nurse (both)	16.1%	15.3%	15.0%	13.9%	12.1%	10.3%
Clinical Nurse Specialist	0.5%	0.6%	0.5%	0.5%	0.6%	0.5%
Certified Registered Nurse Anesthetist	0.3%	0.5%	0.6%	0.9%	0.6%	0.5%
Certified Nurse Midwife	0.4%	0.2%	0.4%	0.1%	1.3%	0.2%
Nurse Practitioner	3.7%	4.0%	4.9%	6.7%	9.6%	5.7%
School Nurse	1.6%	1.4%	1.5%	1.1%	1.2%	1.6%
Public Health Nurse	1.5%	1.6%	1.6%	1.4%	2.1%	1.6%
Educator, academic setting	1.5%	1.0%	1.2%	1.3%	1.6%	1.9%
Educator, service setting/clinical nurse educator	1.1%	1.1%	0.9%	0.9%	0.9%	1.1%
Patient Care Coordinator/Case Manager/Discharge Planner	5.3%	5.5%	3.1%	4.5%	4.0%	4.7%
Infection Control Nurse	0.3%	0.3%	0.0%	0.3%	0.5%	0.2%
Quality Improvement Nurse/Utilization Review	2.3%	2.0%	2.0%	2.5%	1.6%	1.8%
Occupational Health Nurse	0.1%	0.3%	0.3%	0.2%	0.1%	0.1%
Telenursing	0.9%	1.2%	0.7%	1.2%	0.6%	0.9%
Nurse Coordinator	*	0.2%	0.2%	*	*	*
Consultant	0.5%	*	*	*	*	*
Researcher	0.4%	0.5%	0.3%	0.2%	*	*
Patient Educator	0.8%	0.6%	0.4%	0.7%	0.2%	0.5%
Clinical Nurse Leader	0.2%	0.3%	0.4%	0.4%	*	*
Informatics/Clinical documentation specialist	*	*	*	0.4%	10.0%	7.6%
Wound and/or Ostomy Nurse	*	*	*	0.4%	0.6%	0.7%
Other	2.3%	1.7%	6.5%	6.7%	*	*
Number of cases	4,097	3,065	3,129	2,813	2,250	2,671

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

30. Which of the following best describes the type of setting of your principal nursing position? If you work for a temporary employment agency, in which setting do you most often work?

	2014	2016	2018	2020	2022	2024
Hospital, acute care or emergency department	48.9%	54.6%	51.5%	50.5%	47.2%	51.8%
Hospital, nursing home unit	1.0%	0.5%	0.4%	0.3%	1.6%	0.2%
Hospital-based ambulatory care department	10.3%	8.3%	7.0%	7.6%	7.8%	8.0%
Hospital-based ancillary department	0.8%	1.1%	1.1%	1.2%	0.6%	1.2%
Hospital, other department	4.6%	2.2%	2.8%	2.1%	2.5%	2.0%
Skilled nursing/extended care/nursing home	4.0%	2.9%	2.4%	2.5%	2.0%	2.0%
University or college	1.8%	1.0%	1.2%	1.2%	1.6%	1.3%
Public clinic, rural health center, FQHC	3.6%	2.0%	2.9%	2.4%	3.3%	2.9%
Home health nursing agency or service	3.9%	3.6%	3.1%	5.2%	4.9%	3.4%
Hospice	0.2%	0.3%	0.1%	0.1%	0.2%	0.2%
Ambulatory care setting (office, surgery center)	5.3%	1.2%	1.5%	1.3%	2.0%	2.1%
Other clinic/ambulatory	*	0.7%	1.8%	1.5%	1.9%	0.9%
Public health dept/community health agency	*	1.5%	1.0%	1.4%	2.2%	1.5%
Dialysis	0.9%	1.0%	1.2%	1.4%	0.7%	0.8%
Telenursing organization/call center	0.7%	0.6%	0.5%	0.9%	1.1%	0.8%
Occupational health/employee health	0.1%	0.5%	0.4%	0.5%	0.3%	0.5%
School health (K-12 or college)	1.7%	1.5%	1.5%	1.3%	2.3%	1.9%
Outpatient mental health/substance abuse	0.4%	0.4%	0.6%	0.7%	0.4%	0.7%
Inpatient mental health/substance abuse	1.7%	1.8%	1.4%	1.1%	1.4%	1.5%
Insurance organization	0.6%	*	*	*	*	*
Forensic setting (correctional facility, prison, jail)	1.5%	1.5%	1.9%	1.5%	1.3%	1.4%
Other inpatient setting	*	0.3%	0.2%	0.6%	0.4%	0.7%
Private medical practice clinic, physician office	*	4.7%	3.7%	4.7%	4.7%	3.6%
Government agency (local, state, federal)	1.5%	0.8%	0.8%	1.5%	1.0%	1.5%
Case management/disease management	2.2%	2.2%	2.3%	2.1%	1.1%	1.7%
Self-employed	0.4%	0.3%	0.7%	0.4%	0.5%	0.9%
Rehabilitation	*	1.3%	1.5%	1.3%	0.7%	0.9%
Urgent care	0.3%	0.5%	0.4%	0.4%	0.4%	0.5%
Other	3.8%	2.7%	6.2%	4.6%	6.1%	5.2%
Number of cases	4,092	3,033	3,557	2,787	2,235	2,633

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

31. Approximately what percentage of your time is spent on each of the following functions during a typical week in your principal position?

31a. Direct patient care & charting

Direct patient care & charting	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	27.7%	27.4%	24.9%	26.6%	27.7%	26.5%
26 to 50 percent of time	18.9%	18.8%	21.0%	24.0%	22.7%	17.9%
51 to 75 percent of time	26.8%	27.6%	28.5%	26.3%	26.5%	24.8%
76 to 100 percent of time	26.6%	26.2%	25.6%	23.1%	23.0%	30.9%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31b. Patient education

Patient education	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	88.9%	90.5%	91.1%	91.0%	90.2%	90.0%
26 to 50 percent of time	10.0%	8.5%	8.2%	8.0%	9.2%	9.4%
51 to 75 percent of time	0.7%	0.4%	0.5%	0.5%	0.4%	0.3%
76 to 100 percent of time	0.4%	0.7%	0.2%	0.4%	0.2%	0.3%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31c. Indirect patient/client care (consultation, planning, evaluating care)

Indirect patient/client care	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	90.6%	89.4%	92.0%	88.5%	91.0%	88.1%
26 to 50 percent of time	5.6%	6.3%	5.6%	7.4%	5.5%	8.8%
51 to 75 percent of time	1.7%	1.8%	1.2%	1.9%	1.6%	1.4%
76 to 100 percent of time	2.1%	2.4%	1.2%	2.2%	1.9%	1.7%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31d. Education of students in health care occupations (including preparation time)

Education of students in health care occupations	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	96.7%	97.0%	96.9%	97.1%	94.6%	95.9%
26 to 50 percent of time	1.7%	1.7%	1.5%	1.4%	3.4%	1.9%
51 to 75 percent of time	0.6%	0.5%	0.3%	0.3%	0.7%	0.7%
76 to 100 percent of time	1.0%	0.9%	1.4%	1.3%	1.4%	1.5%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31e. Supervision

Supervision	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	88.5%	87.9%	89.4%	89.4%	90.0%	89.1%
26 to 50 percent of time	5.7%	6.1%	3.9%	5.5%	3.7%	6.0%
51 to 75 percent of time	2.8%	2.8%	2.2%	2.6%	2.6%	1.9%
76 to 100 percent of time	2.9%	3.2%	4.6%	2.4%	3.7%	2.9%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31f. Administration

Administration	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	95.4%	94.8%	95.5%	95.3%	95.0%	94.3%
26 to 50 percent of time	2.4%	2.7%	2.5%	2.4%	1.8%	2.7%
51 to 75 percent of time	0.9%	0.9%	0.4%	0.4%	1.1%	0.8%
76 to 100 percent of time	1.3%	1.6%	1.6%	1.9%	2.1%	2.3%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31g. Research

Research	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	99.2%	99.5%	99.4%	99.7%	99.3%	99.6%
26 to 50 percent of time	0.4%	0.3%	0.4%	0.1%	0.4%	0.2%
51 to 75 percent of time	0.2%	0.2%	0.0%	0.0%	0.2%	0.1%
76 to 100 percent of time	0.2%	0.1%	0.2%	0.2%	0.1%	0.1%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31h. Non-nursing tasks (housekeeping, etc.)

Non-nursing tasks (housekeeping, etc.)	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	99.7%	99.5%	99.6%	99.1%	99.1%	99.5%
26 to 50 percent of time	0.3%	0.4%	0.3%	0.8%	0.9%	0.5%
51 to 75 percent of time	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%
75 to 100 percent of time	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

31i. Other

Other	2014	2016	2018	2020	2022	2024
0 to 25 percent of time	96.3%	98.5%	97.2%	98.0%	99.1%	98.2%
26 to 50 percent of time	1.1%	0.6%	0.9%	0.7%	0.1%	1.1%
51 to 75 percent of time	0.4%	0.2%	0.4%	0.1%	0.1%	0.3%
75 to 100 percent of time	2.2%	0.7%	1.5%	1.2%	0.8%	0.4%
Number of cases	3,943	2,899	2,965	2,484	1,935	2,403

Note: Data are weighted to represent all RNs with active licenses.

32. Where is your principal nursing position located?

This question was excluded for confidentiality.

33. How many miles is it from your home to your principal nursing position? If you work for an agency or registry, write the average one-way distance to your employment.

	2014	2016	2018	2020	2022	2024
Less than 5 miles	16.8%	14.6%	14.8%	13.9%	14.3%	13.4%
5-9 miles	21.5%	20.9%	22.9%	22.3%	21.7%	18.6%
10-19 miles	30.8%	33.1%	32.1%	32.0%	33.2%	33.5%
20-39 miles	23.8%	24.4%	23.1%	23.9%	23.7%	26.0%
40 or more miles	7.1%	7.1%	7.0%	8.0%	7.2%	8.5%
Number of cases	4,008	2,952	3,031	2,668	2,055	2,482

Note: Data are weighted to represent all RNs with active licenses.

34. Please specify the annual earnings for your principal position only, before deductions for taxes, social security, etc. If you do not have a set annual salary, please estimate your annual earnings for last year.

	2014	2016	2018	2020	2022	2024
Less than \$25,000	3.3%	2.8%	3.9%	2.6%	3.7%	2.3%
\$25,000 to \$49,999	6.2%	5.3%	4.6%	4.1%	3.8%	3.2%
\$50,000 to \$74,999	21.1%	17.4%	14.8%	11.1%	7.0%	6.5%
\$75,000 to \$99,999	31.8%	29.8%	27.3%	24.4%	16.5%	15.3%
\$100,000 to \$124,999	24.2%	26.7%	26.6%	28.1%	29.4%	27.7%
Over \$125,000	13.4%	18.0%	23.0%	29.7%	39.6%	45.1%
Number of cases	3,824	2,849	2,928	2,543	2,038	2,423

Note: Data are weighted to represent all RNs with active licenses.

35. Does your compensation from your principal position include:

	2014	2016	2018	2020	2022	2024
Retirement plan	87.3%	78.4%	76.9%	80.8%	81.2%	84.2%
Personal health insurance	88.1%	79.9%	78.5%	81.6%	84.7%	85.4%
Dental insurance	87.3%	78.7%	76.1%	80.3%	82.6%	84.8%
Family health insurance	71.0%	66.2%	62.8%	67.8%	46.5%	56.0%
Tuition reimbursement	44.7%	41.4%	41.9%	43.7%	74.2%	66.3%
Paid time off for education	20.7%	20.4%	20.4%	21.9%	20.9%	21.3%
None	*	11.5%	12.8%	9.9%	10.1%	7.3%
Number of cases	3,611	3,028	3,098	2,697	2,161	2,580

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

* Question was not asked in the survey year.

36. Mark the clinical area in which you most frequently provide direct patient care in your principal nursing position.

	2014	2016	2018	2020	2022	2024
Not involved in direct patient care	13.6%	12.0%	11.2%	12.8%	10.8%	12.9%
Ambulatory/outpatient (primary care)	3.9%	3.7%	3.3%	3.9%	3.7%	3.6%
Ambulatory/outpatient (specialty care)	3.7%	3.8%	4.1%	3.9%	5.3%	6.6%
Cardiology	2.0%	1.3%	2.1%	2.3%	*	*
Community/public health	1.3%	0.9%	1.4%	1.1%	1.9%	1.3%
Corrections	1.0%	1.0%	1.3%	0.9%	1.0%	1.2%
Dialysis	1.4%	1.8%	1.7%	2.3%	1.1%	1.4%
Emergency trauma	6.3%	6.9%	7.2%	5.1%	5.7%	6.0%
Geriatrics	3.6%	2.6%	2.0%	2.1%	1.9%	2.2%
Home health care	2.5%	2.2%	2.4%	2.6%	3.3%	2.2%
Hospice	1.5%	1.5%	1.1%	1.7%	2.0%	1.3%
Intensive care	7.5%	7.8%	9.1%	9.1%	9.4%	8.0%
Labor & delivery	2.9%	2.9%	4.0%	4.5%	3.4%	3.7%
Medical/surgical	9.9%	8.3%	9.6%	8.0%	9.5%	10.9%
Mother-baby or normal newborn nursery	2.6%	2.8%	2.6%	2.0%	2.8%	2.3%
Neonatal care	2.8%	3.2%	2.7%	2.8%	3.0%	2.1%
Obstetrics	1.7%	1.3%	0.6%	0.8%		0.5%
Oncology	1.8%	3.1%	2.7%	3.2%	2.8%	2.3%
Pediatrics	3.9%	0.7%	2.6%	2.8%	3.0%	3.0%
Peri-operative/Surgery/PACU/Anesthesia	8.1%	7.5%	6.8%	6.5%	6.7%	7.4%
Psych/Mental health	3.0%	3.4%	2.9%	3.3%	3.9%	3.2%
Rehabilitation	1.3%	1.8%	1.5%	1.8%	0.9%	1.5%
School (K-12)	1.3%	1.2%	1.5%	1.0%	1.1%	1.6%
Step down unit	1.5%	1.4%	1.6%	1.3%	6.4%	7.9%
Telemetry	3.5%	4.4%	5.0%	5.6%		
Multiple area	0.8%	1.6%	*	*	*	*
Endoscopic	0.2%	*	0.5%	0.3%	*	*
Radiology	0.6%	0.2%	0.3%	*	*	*
Orthopedics	1.0%	0.7%	0.8%	0.9%	*	*
Other	5.0%	7.1%	6.2%	6.2%	10.6%	6.9%
Number of cases	4,040	3,056	3,102	2,750	2,236	2,574

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

37. Please rate each of the following factors of your most recent nursing position:

This question about most recent position was asked only for those currently working as nurses from 2014-2024.

2014	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	1.2%	5.1%	8.7%	51.1%	33.9%	4,069
Your salary	2.4%	11.3%	11.6%	47.0%	27.7%	4,068
Employee benefits	3.3%	9.2%	14.0%	44.3%	29.1%	3,751
Adequacy of RN skill level where you work	0.8%	5.3%	11.1%	54.1%	28.7%	3,956
Adequacy of the number of RNs where you work	4.8%	21.0%	15.9%	40.7%	17.6%	3,915
Adequacy of clerical support services	5.1%	18.1%	20.1%	43.5%	13.2%	3,943
Non-nursing tasks required	3.7%	16.8%	31.9%	39.6%	8.0%	3,727
Amount of paperwork required	6.3%	22.6%	23.1%	41.1%	6.9%	3,895
Your workload	4.7%	18.7%	19.8%	45.5%	11.3%	4,047
Physical work environment	3.1%	12.1%	18.1%	49.8%	16.9%	4,048
Work schedule	1.2%	6.4%	11.3%	54.0%	27.2%	4,020
Job security	2.1%	7.4%	13.6%	48.3%	28.6%	4,059
Opportunities for advancement	4.2%	13.2%	24.2%	40.0%	18.5%	3,912
Support from other nurses you work with	2.6%	7.1%	15.8%	47.8%	26.8%	3,962
Teamwork between coworkers and yourself	1.6%	5.0%	11.1%	48.2%	34.2%	4,035
Leadership from your nursing administration	7.8%	16.2%	17.0%	38.1%	20.9%	3,965
Involvement in patient care decisions	3.9%	8.2%	16.4%	50.9%	20.5%	3,868
Relations with physicians	1.1%	5.1%	14.9%	53.1%	25.8%	3,932
Relations with other non-nursing staff	0.6%	2.4%	10.5%	59.9%	26.7%	4,014
Relations with agency/registry nurses	0.7%	3.5%	27.2%	55.7%	12.8%	2,519
Interaction with patients	0.3%	1.4%	6.3%	53.3%	38.8%	3,852
Time available for patient education	3.0%	18.2%	19.4%	43.7%	15.7%	3,753
Involvement in policy/management decisions	8.0%	20.1%	30.8%	31.7%	9.5%	3,780
Opportunities to use your skills	1.0%	5.3%	11.0%	53.9%	28.8%	4,034
Opportunities to learn new skills	2.3%	11.3%	18.8%	46.4%	21.2%	3,992
Quality of preceptor and mentor programs	5.3%	15.9%	27.6%	37.4%	13.7%	3,399
Employer-supported educational opportunities	6.1%	19.1%	23.9%	37.2%	13.7%	3,840
Quality of patient care where you work	1.2%	6.2%	12.5%	53.0%	27.0%	3,889
Feeling that work is meaningful	1.2%	5.2%	9.3%	45.4%	38.8%	4,062
Recognition for a job well done	7.0%	15.9%	19.9%	38.1%	19.0%	4,049

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

2024 Survey of California Registered Nurses

2016	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	0.9%	4.8%	6.6%	53.2%	34.4%	3,045
Your salary	1.7%	11.2%	12.1%	48.0%	27.0%	3,053
Employee benefits	2.6%	9.9%	13.2%	45.8%	28.4%	2,832
Adequacy of RN skill level where you work	0.7%	5.8%	11.4%	52.7%	29.4%	2,988
Adequacy of the number of RNs where you work	5.5%	23.8%	16.3%	37.8%	16.6%	2,952
Adequacy of clerical support services	4.1%	18.5%	19.3%	42.4%	15.8%	2,979
Non-nursing tasks required	2.7%	16.9%	32.3%	39.1%	9.0%	2,839
Amount of paperwork required	5.9%	24.0%	23.9%	38.6%	7.6%	2,954
Your workload	4.5%	18.6%	19.9%	46.2%	10.8%	3,030
Physical work environment	2.6%	11.4%	18.6%	51.0%	16.5%	3,023
Work schedule	1.2%	6.5%	10.2%	53.0%	29.1%	3,048
Job security	1.3%	4.3%	12.1%	48.7%	33.6%	3,036
Opportunities for advancement	3.4%	10.9%	27.2%	40.0%	18.6%	2,925
Support from other nurses you work with	1.3%	5.7%	11.0%	47.6%	34.4%	2,981
Teamwork between coworkers and yourself	1.2%	5.5%	9.9%	44.5%	38.9%	3,028
Leadership from your nursing administration	8.1%	18.3%	19.2%	35.6%	18.8%	2,951
Involvement in patient care decisions	1.1%	5.1%	15.6%	54.3%	23.9%	2,899
Relations with physicians	1.2%	5.0%	15.2%	53.2%	25.4%	2,958
Relations with other non-nursing staff	0.6%	1.8%	11.5%	58.9%	27.3%	3,016
Relations with agency/registry nurses	0.9%	4.1%	27.0%	54.0%	14.0%	2,051
Interaction with patients	0.2%	1.7%	7.9%	53.3%	37.0%	2,914
Time available for patient education	3.5%	19.2%	19.0%	42.3%	16.0%	2,853
Involvement in policy/management decisions	6.0%	19.0%	30.7%	35.2%	9.2%	2,871
Opportunities to use your skills	1.3%	5.0%	9.6%	58.1%	26.1%	3,034
Opportunities to learn new skills	2.1%	9.1%	17.2%	49.9%	21.7%	3,000
Quality of preceptor and mentor programs	4.6%	15.7%	24.3%	41.5%	13.9%	2,615
Employer-supported educational opportunities	5.1%	16.1%	24.1%	39.5%	15.3%	2,886
Quality of patient care where you work	1.4%	6.2%	13.7%	52.6%	26.1%	2,934
Feeling that work is meaningful	1.3%	3.9%	10.1%	46.7%	38.0%	3,045
Recognition for a job well done	5.8%	13.6%	21.8%	38.7%	20.1%	3,044

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

2024 Survey of California Registered Nurses

2018	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	1.7%	4.6%	7.4%	50.4%	35.9%	3,056
Your salary	2.9%	12.6%	11.8%	47.1%	25.6%	3,059
Employee benefits	3.8%	8.2%	13.9%	46.8%	27.2%	2,867
Adequacy of RN skill level where you work	1.6%	5.9%	10.7%	54.1%	27.7%	2,980
Adequacy of the number of RNs where you work	5.2%	20.6%	15.7%	43.6%	14.9%	2,947
Adequacy of clerical support services	4.6%	18.4%	22.1%	42.4%	12.5%	2,966
Non-nursing tasks required	2.8%	17.9%	32.7%	39.4%	7.3%	2,842
Amount of paperwork required	7.3%	21.8%	24.1%	40.4%	6.4%	2,946
Your workload	5.2%	17.4%	20.9%	46.6%	10.0%	3,056
Physical work environment	2.7%	11.3%	18.5%	50.9%	16.6%	3,031
Work schedule	1.8%	6.3%	12.0%	50.6%	29.3%	3,059
Job security	1.6%	4.0%	11.6%	50.1%	32.7%	3,044
Opportunities for advancement	3.9%	11.8%	24.0%	44.7%	15.6%	2,927
Support from other nurses you work with	1.5%	4.5%	10.9%	49.1%	34.0%	3,001
Teamwork between coworkers and yourself	1.8%	3.6%	8.7%	47.5%	38.4%	3,045
Leadership from your nursing administration	7.3%	18.4%	18.2%	38.7%	17.5%	2,955
Involvement in patient care decisions	1.4%	4.8%	15.5%	56.3%	22.1%	2,939
Relations with physicians	1.5%	5.1%	16.8%	52.3%	24.3%	2,965
Relations with other non-nursing staff	0.8%	2.0%	10.9%	59.8%	26.4%	3,025
Relations with agency/registry nurses	0.8%	3.1%	28.4%	54.3%	13.4%	2,139
Interaction with patients	0.5%	1.5%	6.6%	54.7%	36.6%	2,921
Time available for patient education	3.2%	17.2%	18.6%	47.1%	13.8%	2,859
Involvement in policy/management decisions	7.0%	16.7%	31.2%	34.6%	10.4%	2,839
Opportunities to use your skills	1.6%	4.8%	9.8%	55.4%	28.4%	3,044
Opportunities to learn new skills	2.0%	10.3%	14.6%	52.9%	20.3%	3,004
Quality of preceptor and mentor programs	4.0%	15.4%	25.1%	41.6%	14.0%	2,688
Employer-supported educational opportunities	5.4%	15.2%	23.1%	41.7%	14.6%	2,919
Quality of patient care where you work	1.6%	5.1%	13.2%	55.5%	24.6%	2,950
Feeling that work is meaningful	1.6%	3.6%	10.1%	47.2%	37.6%	3,054
Recognition for a job well done	4.9%	13.7%	20.5%	39.9%	20.9%	3,047

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

2024 Survey of California Registered Nurses

2020	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	1.4%	6.2%	9.9%	53.5%	28.9%	2,739
Your salary	3.0%	12.9%	12.7%	46.0%	25.5%	2,722
Employee benefits	3.3%	11.8%	13.9%	45.4%	25.6%	2,572
Adequacy of RN skill level where you work	1.4%	6.3%	11.1%	51.8%	29.4%	2,662
Adequacy of the number of RNs where you work	6.5%	21.2%	15.9%	40.0%	16.4%	2,640
Adequacy of clerical support services	6.1%	18.8%	19.5%	40.7%	14.9%	2,649
Non-nursing tasks required	5.8%	18.1%	29.1%	37.1%	9.9%	2,541
Amount of paperwork required	7.6%	19.9%	20.9%	41.9%	9.7%	2,603
Your workload	6.4%	18.9%	20.1%	43.4%	11.1%	2,715
Physical work environment	3.7%	12.7%	18.8%	48.3%	16.6%	2,690
Work schedule	1.8%	6.2%	12.8%	51.2%	28.0%	2,725
Job security	1.7%	4.4%	14.0%	47.7%	32.2%	2,703
Opportunities for advancement	4.1%	14.2%	27.4%	40.5%	13.7%	2,590
Support from other nurses you work with	2.2%	6.6%	10.8%	46.8%	33.6%	2,662
Teamwork between coworkers and yourself	1.9%	5.2%	8.9%	45.6%	38.4%	2,709
Leadership from your nursing administration	11.5%	16.5%	20.9%	34.0%	17.1%	2,636
Involvement in patient care decisions	2.3%	6.6%	16.5%	53.3%	21.3%	2,603
Relations with physicians	1.5%	5.1%	16.4%	51.1%	25.9%	2,642
Relations with other non-nursing staff	1.0%	2.3%	11.2%	57.5%	28.0%	2,681
Relations with agency/registry nurses	1.4%	4.3%	29.7%	48.9%	15.8%	1,891
Interaction with patients	0.6%	2.2%	7.7%	54.3%	35.3%	2,556
Time available for patient education	4.0%	20.1%	18.9%	41.4%	15.7%	2,543
Involvement in policy/management decisions	9.4%	19.6%	30.7%	30.1%	10.1%	2,546
Opportunities to use your skills	1.9%	5.2%	13.8%	52.5%	26.5%	2,703
Opportunities to learn new skills	2.9%	12.3%	18.1%	46.7%	20.1%	2,684
Quality of preceptor and mentor programs	7.3%	16.0%	26.2%	36.8%	13.8%	2,399
Employer-supported educational opportunities	7.1%	16.1%	22.1%	38.5%	16.2%	2,627
Quality of patient care where you work	1.7%	6.5%	13.1%	51.4%	27.4%	2,616
Feeling that work is meaningful	1.6%	4.8%	11.4%	46.5%	35.6%	2,709
Recognition for a job well done	6.6%	14.6%	20.8%	40.2%	17.8%	2,709

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

2024 Survey of California Registered Nurses

2022	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	1.4%	9.3%	12.7%	52.9%	23.6%	2,209
Your salary	5.4%	19.5%	15.4%	43.8%	15.9%	2,212
Employee benefits	4.7%	14.6%	16.3%	45.2%	19.1%	2,087
Adequacy of RN skill level where you work	1.9%	8.4%	15.3%	52.4%	22.0%	2,125
Adequacy of the number of RNs where you work	11.9%	30.8%	17.8%	32.3%	7.2%	2,082
Adequacy of clerical support services	8.0%	24.9%	21.5%	37.5%	8.2%	2,151
Non-nursing tasks required	7.2%	21.0%	34.0%	32.4%	5.4%	2,082
Amount of charting required	7.9%	20.6%	26.2%	39.5%	5.8%	2,137
Your workload	8.0%	25.8%	21.3%	37.1%	7.7%	2,203
Physical work environment	4.0%	14.7%	20.9%	46.9%	13.4%	2,178
Work schedule	2.7%	8.0%	15.2%	50.0%	24.1%	2,207
Job security	2.3%	4.5%	12.2%	50.4%	30.6%	2,193
Opportunities for advancement	4.5%	13.6%	28.2%	40.4%	13.4%	2,102
Support from other nurses you work with	1.7%	6.7%	14.0%	47.6%	30.1%	2,134
Teamwork between coworkers and yourself	2.1%	6.3%	10.7%	48.3%	32.5%	2,193
Leadership from your nursing administration	13.3%	19.8%	19.9%	33.6%	13.4%	2,092
Involvement in patient care decisions	2.3%	7.7%	18.0%	52.1%	19.8%	2,102
Relations with physicians	2.1%	4.8%	20.3%	52.1%	20.8%	2,112
Relations with other non-nursing staff	1.0%	3.9%	13.2%	59.3%	22.6%	2,163
Relations with agency/registry nurses	1.8%	5.4%	29.4%	51.3%	12.2%	1,533
Interaction with patients	0.9%	3.0%	12.9%	51.9%	31.3%	2,099
Time available for patient education	5.4%	20.7%	21.7%	38.7%	13.5%	2,068
Involvement in policy/management decisions	8.8%	21.3%	31.7%	29.4%	8.8%	2,055
Opportunities to use your skills	2.2%	5.9%	13.6%	52.7%	25.5%	2,186
Opportunities to learn new skills	3.2%	10.8%	20.7%	47.1%	18.3%	2,184
Quality of preceptor and mentor programs	6.8%	16.9%	27.9%	36.1%	12.3%	1,886
Employer-supported educational opportunities	7.6%	15.4%	26.3%	37.9%	12.8%	2,120
Quality of patient care where you work	1.8%	10.7%	17.2%	51.4%	19.0%	2,126
Feeling that work is meaningful	2.7%	6.4%	13.4%	47.9%	29.6%	2,203
Recognition for a job well done	7.7%	17.6%	24.2%	34.2%	16.3%	2,196
Respect from the public for nurses	5.4%	10.6%	23.3%	43.6%	17.2%	2,167

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

2024 Survey of California Registered Nurses

2024	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Number of cases
Your job overall	2.1%	6.9%	11.7%	48.4%	30.9%	2,577
Your salary	4.3%	15.1%	15.7%	43.6%	21.3%	2,558
Employee benefits	4.1%	9.4%	17.0%	45.0%	24.4%	2,473
Adequacy of RN skill level where you work	2.0%	5.8%	13.6%	51.6%	27.1%	2,526
Adequacy of the number of RNs where you work	7.3%	20.9%	17.6%	39.2%	15.0%	2,496
Adequacy of clerical support services	5.7%	18.5%	22.3%	39.1%	14.4%	2,497
Non-nursing tasks required	4.7%	17.9%	31.5%	36.5%	9.3%	2,419
Amount of charting required	6.5%	19.9%	24.0%	40.5%	9.1%	2,482
Your workload	6.9%	18.7%	22.8%	41.1%	10.5%	2,565
Physical work environment	4.3%	11.9%	18.5%	47.0%	18.3%	2,546
Work schedule	2.3%	8.0%	12.7%	49.2%	27.9%	2,562
Job security	1.8%	4.3%	12.1%	49.2%	32.7%	2,547
Opportunities for advancement	4.0%	11.8%	27.8%	40.8%	15.6%	2,495
Support from other nurses you work with	2.2%	5.8%	13.6%	45.4%	33.0%	2,523
Teamwork between coworkers and yourself	1.5%	5.4%	11.5%	44.2%	37.4%	2,551
Leadership from your nursing administration	11.1%	17.4%	19.0%	34.3%	18.2%	2,494
Involvement in patient care decisions	1.9%	4.8%	20.4%	52.3%	20.5%	2,438
Relations with physicians	1.6%	5.9%	18.1%	49.2%	25.3%	2,469
Relations with other non-nursing staff	1.0%	2.0%	14.0%	55.9%	27.1%	2,527
Relations with agency/registry nurses	1.1%	4.0%	29.6%	51.1%	14.2%	1,864
Interaction with patients	1.0%	3.0%	11.5%	54.4%	30.2%	2,436
Time available for patient education	2.6%	15.7%	20.0%	47.0%	14.8%	2,398
Involvement in policy/management decisions	8.5%	18.7%	30.8%	30.6%	11.4%	2,384
Opportunities to use your skills	1.4%	5.8%	12.5%	53.9%	26.4%	2,529
Opportunities to learn new skills	2.5%	9.4%	20.4%	48.1%	19.5%	2,521
Quality of preceptor and mentor programs	5.3%	15.3%	25.0%	40.1%	14.3%	2,278
Employer-supported educational opportunities	6.3%	14.1%	26.4%	37.8%	15.3%	2,442
Quality of patient care where you work	2.0%	7.7%	14.4%	51.9%	23.9%	2,457
Feeling that work is meaningful	1.9%	5.5%	13.0%	46.5%	33.1%	2,553
Recognition for a job well done	5.9%	16.1%	20.8%	37.9%	19.3%	2,550
Respect from the public for nurses	3.9%	9.5%	20.5%	44.6%	21.5%	2,486

Note: Data are weighted to represent all RNs with active licenses. Rows might not total 100% due to rounding.

38. To what extent, if any, do these factors affect your ability to provide high-quality patient care or to do your best work in your principal nursing position?

	Not at all	A little	Moderate extent	Great extent	Number of cases
Workplace violence	41.6%	28.6%	17.2%	12.6%	2,248
Substance use disorders of patients	23.8%	31.6%	24.8%	19.8%	2,281
Immigration status of patients	61.1%	18.3%	13.2%	7.5%	2,209
Patient care decisions outside my control	19.4%	42.8%	27.2%	10.6%	2,290
Functionality of electronic health records	25.3%	28.0%	25.3%	21.3%	2,363
Poor leadership from manager/institution	27.1%	28.9%	22.8%	21.2%	2,381
Institution supports my professional judgement	28.3%	28.0%	26.4%	17.2%	2,347

Note: Data are weighted to represent all RNs with active licenses.

39. To what extent do you agree with the statements below about the organization for which you work in your principal nursing position?

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Number of cases
If I did the best job possible, my organization would notice	12.2%	29.1%	27.0%	12.4%	13.4%	5.9%	2,490
My organization really cares about my well-being	10.4%	26.7%	30.0%	13.1%	12.9%	6.9%	2,487
My organization responds to my complaints	9.6%	26.8%	28.0%	16.9%	12.2%	6.5%	2,478
My organization takes pride in my accomplishments	12.7%	27.2%	30.6%	12.9%	11.8%	4.8%	2,482
My organization values my contribution to its well-being	12.9%	27.8%	30.2%	13.2%	10.1%	5.8%	2,479

Note: Data are weighted to represent all RNs with active licenses.

40. Please rate the degree of your agreement with these statements about the team with which you work most frequently.

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Number of cases
If you make a mistake on this team, it is often held against you	3.8%	9.7%	23.3%	19.0%	33.9%	10.4%	2,482
Members of my team are able to bring up problems and tough issues	13.1%	42.3%	27.7%	9.7%	5.3%	1.9%	2,481
People on my team sometimes reject others for being different	3.1%	8.4%	16.5%	16.8%	34.9%	20.5%	2,476
It is safe to take a risk on this team	5.1%	20.1%	31.7%	23.1%	15.2%	4.8%	2,438
It is difficult to ask other members of this team for help	2.6%	4.5%	13.6%	17.9%	38.7%	22.7%	2,476
No one on my team would deliberately act in a way that undermines my efforts	18.0%	35.7%	17.9%	16.8%	8.1%	3.4%	2,467
Working with members of this team, my unique skills and talents are valued and utilized	18.0%	40.1%	28.5%	8.2%	3.6%	1.6%	2,476

Note: Data are weighted to represent all RNs with active licenses.

41. Based on your definition of burnout, how would you rate your level of burnout? (Question first asked in 2020)

	2020	2022	2024
I enjoy my work. I have no symptoms of burnout	16.0%	12.2%	13.9%
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	49.4%	44.2%	46.4%
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	26.3%	29.9%	28.3%
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot	5.2%	8.3%	6.8%
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help	3.2%	5.5%	4.6%
Number of cases	2,826	2,252	2,504

Note: Data are weighted to represent all RNs with active licenses.

42. What is the likelihood that you will leave your principal nursing position within two years? (Question first asked in 2020)

	2020	2022	2024
Will not leave	37.1%	30.6%	37.2%
Small possibility	31.9%	33.6%	33.2%
Reasonably likely	20.0%	22.4%	19.5%
Definitely leaving	11.0%	13.5%	10.2%
Number of cases	2,676	2,187	2,493

Note: Data are weighted to represent all RNs with active licenses.

43. To what extent do these factors contribute to your desire to leave or stay in your principal nursing position?

	Strongly makes me want to stay	←		Does not affect my plan to stay/leave	→		Strongly makes me want to leave	Number of cases
	1	2	3	4	5	6	7	
Work environment	29.9%	14.5%	9.1%	19.3%	13.8%	6.0%	7.4%	2,449
Manager/administration	21.3%	13.3%	7.9%	20.9%	13.7%	9.7%	13.1%	2,440
Availability/lack of loan repayment	6.0%	4.5%	3.4%	73.7%	4.6%	2.4%	5.5%	2,405
Availability/lack of training opportunities	9.6%	8.8%	7.3%	54.5%	11.8%	3.9%	4.1%	2,419
Patient population	15.9%	9.9%	7.8%	46.1%	11.3%	4.8%	4.2%	2,426
Length of commute	31.3%	7.3%	4.0%	37.4%	9.1%	4.1%	6.7%	2,436
Opportunities for advancement (or lack of)	12.3%	9.0%	7.0%	47.0%	13.0%	6.1%	5.5%	2,426
Schedule/hours	34.2%	12.7%	7.5%	26.5%	8.6%	5.9%	4.7%	2,436
Proximity to family and friends	29.1%	10.7%	5.9%	41.2%	5.9%	2.8%	4.4%	2,414
Proximity to spouse/partner's job	21.5%	6.1%	3.9%	58.4%	4.2%	1.9%	4.0%	2,400
Pay and benefits	28.0%	15.5%	10.2%	17.6%	13.1%	7.8%	7.9%	2,434
Physical demands of the job	15.6%	10.8%	7.4%	32.2%	16.6%	9.2%	8.1%	2,419
Respect from the public for nurses	18.4%	13.2%	7.5%	45.8%	7.6%	3.5%	4.0%	2,416
Teamwork with my coworkers	35.6%	19.9%	12.9%	18.4%	7.7%	3.0%	2.6%	2,431
Childcare or eldercare challenges	6.6%	4.3%	2.9%	69.8%	7.6%	4.8%	4.1%	2,397

Note: Data are weighted to represent all RNs with active licenses.

44. Below are some situations you may have experienced at work. Please indicate how often you have experienced them during the past 12 months at your principal nursing position.

	Once a week or more	A few times a month	A few times a year	Less than once a year	Never	Number of cases
How often are you unfairly given tasks that no one else wants to do?	13.5%	20.5%	26.3%	14.2%	25.5%	2,437
At work, when different opinions would be helpful, how often is your opinion not asked for?	11.2%	18.4%	26.9%	16.4%	27.2%	2,412
How often are you watched more closely than others?	5.3%	7.9%	15.7%	19.7%	51.4%	2,418
How often are you unfairly humiliated in front of others at work?	2.1%	4.2%	8.9%	15.1%	69.7%	2,424
How often does your supervisor or boss make slurs or jokes related to race/ethnicity, gender, or sexual identity?	1.1%	1.3%	2.9%	4.2%	90.5%	2,425
How often do your coworkers make slurs or jokes related to race/ethnicity, gender, or sexual identity?	2.8%	3.4%	10.1%	11.0%	72.6%	2,431
How often do your patients/clients make slurs or jokes related to race/ethnicity, gender, or sexual identity?	6.6%	11.1%	20.4%	16.5%	45.3%	2,420
How often do you feel that you are ignored or not taken seriously by your boss?	5.5%	9.5%	16.5%	18.2%	50.3%	2,424
How often do others assume that you work in a lower status job than you do and treat you as such?	4.6%	7.5%	14.5%	15.7%	57.7%	2,416
How often has a coworker with less experience and fewer qualifications been promoted before you?	2.9%	3.9%	14.9%	20.5%	57.8%	2,407

Note: Data are weighted to represent all RNs with active licenses.

45. Do you currently hold more than one nursing job?

	2014	2016	2018	2020	2022	2024
No	85.6%	88.2%	88.8%	87.2%	86.7%	85.8%
Yes	14.4%	11.8%	11.2%	12.8%	13.3%	14.2%
Number of cases	4,086	3,066	2,982	2,661	2,180	2,467

Note: Data are weighted to represent all RNs with active licenses.

46. How many nursing positions do you hold in addition to your principal job?

	2014	2016	2018	2020	2022	2024
One	75.6%	72.2%	77.4%	78.0%	88.2%	86.4%
Two	20.9%	24.4%	21.4%	20.9%	11.4%	12.2%
Three or more	*	*	*	1.2%	0.4%	1.4%
Three	3.0%	2.5%	1.1%	*	*	*
Four or more	0.3%	1.0%	0.1%	*	*	*
Number of cases	529	347	310	311	277	274

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

47. What type of work do you do in your other nursing positions?

	2014	2016	2018	2020	2022	2024
Hospital staff	37.9%	40.4%	41.5%	31.7%	33.1%	32.6%
Public health/community health	1.9%	1.1%	2.4%	3.1%	5.3%	2.9%
Long-term acute care	0.6%	1.3%	1.6%	1.8%	3.7%	2.2%
School Health	1.3%	0.5%	1.1%	2.6%	3.4%	3.1%
Nursing home/skilled nursing facility staff	5.8%	8.5%	7.8%	4.2%	4.0%	5.2%
Mental health/substance abuse	4.5%	2.8%	4.7%	2.4%	4.7%	3.9%
Home health or hospice	8.9%	11.8%	8.7%	19.6%	9.4%	11.3%
Telehealth/telenursing	1.4%	0.6%	1.3%	3.2%	3.8%	3.2%
Teaching health professions/nursing students	12.4%	10.6%	11.2%	12.6%	17.1%	15.8%
Ambulatory care, school health, occupational health	14.4%	14.3%	5.1%	7.2%	8.4%	13.7%
Self-employed	3.1%	4.7%	2.1%	4.0%	2.4%	6.2%
Other	18.4%	13.5%	20.3%	21.9%	24.9%	15.4%
Number of cases	528	348	308	312	275	317

Note: Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

48. In your other nursing positions, are you...

	2014	2016	2018	2020	2022	2024
Regular employee	72.5%	72.7%	77.6%	77.5%	80.2%	80.0%
Employed through a temporary service agency	14.7%	11.5%	10.9%	11.8%	9.0%	6.4%
Self-employed	14.1%	13.9%	10.4%	14.2%	12.4%	15.2%
Travel nurse or employed through a travel agency	1.9%	1.9%	2.6%	1.3%	2.3%	3.5%
Number of cases	515	340	308	284	274	295

Note: Columns will not total 100% because respondents could select multiple categories, due to holding more than one additional job. Data are weighted to represent all RNs with active licenses.

49. Please indicate the following for your other nursing positions.

49a. Hours worked per week

Hours worked per week	2014		2016		2018		2020		2022		2024	
	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2
8 or less	37.8%	70.0%	30.8%	66.0%	34.7%	62.8%	48.0%	46.9%	41.6%	56.7%	37.3%	67.3%
9-16	38.7%	11.9%	46.0%	26.6%	43.4%	20.5%	36.6%	44.0%	33.5%	41.4%	40.6%	25.1%
17-24	15.8%	14.3%	16.8%	6.5%	13.9%	13.9%	10.0%	1.7%	15.0%	1.9%	14.3%	3.7%
25-32	2.4%	3.2%	1.7%	0.0%	2.5%	1.8%	2.3%	0.0%	4.7%	0.0%	3.4%	1.7%
33-40	5.1%	0.5%	1.2%	0.9%	5.5%	1.0%	2.9%	7.4%	4.8%	0.0%	3.3%	1.9%
More than 40	0.3%	0.0%	3.6%	0.0%	0.0%	0.0%	0.3%	0.0%	0.4%	0.0%	1.1%	0.4%
Number of cases	472	60	314	039	268	31	253	35	274	43	268	40

Note: Data are weighted to represent all RNs with active licenses.
 There were not enough respondents to report data for 3rd or more jobs.

49b. Months worked per year

Months worked per year	2014		2016		2018		2020		2022		2024	
	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2	Add'l Job 1	Add'l Job 2
Less than 4	6.3%	19.7%	8.7%	17.8%	15.9%	18.8%	9.4%	35.2%	18.5%	21.6%	25.4%	16.5%
4-6	9.4%	8.2%	11.1%	19.7%	34.5%	46.1%	16.5%	29.2%	19.6%	10.2%	28.7%	40.8%
7-9	6.3%	10.4%	7.1%	15.9%	31.1%	21.4%	55.2%	15.4%	24.2%	55.4%	17.4%	35.6%
10-12	78.0%	61.7%	73.1%	46.5%	18.5	13.7%	18.9%	20.2%	37.7%	12.9%	28.6%	7.1%
Number of cases	420	54	287	36	82	11	28	18	65	17	88	16

Note: Data are weighted to represent all RNs with active licenses.

49c. Estimated pre-tax annual income: Job 1

Job 1	2014	2016	2018	2020	2022	2024
Less than \$25,000	63.8%	56.6%	58.0%	61.8%	54.1%	43.6%
\$25,000 to \$49,999	22.6%	27.4%	28.2%	24.7%	23.3%	28.4%
\$50,000 to \$74,999	7.6%	9.2%	9.0%	7.7%	13.1%	16.2%
\$75,000 to \$99,999	3.4%	5.8%	2.9%	1.8%	2.9%	4.5%
\$100,000 to \$124,999	2.3%	0.9%	0.6%	2.6%	4.2%	4.6%
Over \$125,000	0.3%	0.2%	1.5%	1.3%	2.4%	2.7%
Number of cases	405	282	239	204	219	189

Note: Data are weighted to represent all RNs with active licenses.

49d. Estimated pre-tax annual income: Job 2

Job 2	2014	2016	2018	2020	2022	2024
Less than \$25,000	73.4%	91.9%	91.3%	66.5%	96.9%	55.6%
\$25,000 to \$49,999	10.8%	8.1%	1.6%	19.8%	0.0%	16.1%
\$50,000 to \$74,999	14.7%	0.0%	0.8%	6.9%	3.1%	15.6%
\$75,000 to \$99,999	0.0%	0.0%	6.4%	0.0%	0.0%	0.0%
\$100,000 to \$124,999	1.0%	0.0%	0.0%	6.8%	0.0%	12.7%
Over \$125,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Number of cases	49	36	26	28	34	23

Note: Data are weighted to represent all RNs with active licenses.

50. Are you currently employed through a temporary agency, traveling agency, or registry?

	2014	2016	2018	2020	2022	2024
Temporary agency or registry	2.1%	1.4%	1.6%	2.2%	1.8%	2.1%
Traveling agency	0.4%	0.6%	0.6%	0.9%	1.5%	1.3%
Neither temporary nor traveling agency	97.5%	97.9%	97.8%	96.9%	96.7%	96.6%
Number of cases	5,047	3,793	4,049	3,726	2,157	2,467

Note: Data are weighted to represent all RNs with active licenses.

51. In what year did you most recently begin work as a temporary, registry, or traveling nurse? (Question first asked in 2022)

	2022	2024
One year ago or less	39.6%	29.2%
2-4 years ago	40.6%	51.1%
5+ years ago	19.8%	19.7%
Number of cases	44	53

Note: Data are weighted to represent all RNs with active licenses.

52. Please indicate which of the following reasons describe why you work for a temporary agency, traveling agency, or registry. (Check all that apply.)

	2014	2016	2018	2020	2022	2024
Wages	26.8%	37.4%	44.2%	66.2%	73.3%	67.0%
Control of work location	18.5%	40.5%	37.5%	40.7%	50.3%	33.0%
Maintain skills/get experience	27.3%	27.2%	25.6%	21.5%	33.3%	33.6%
Unable to find a permanent RN job	17.9%	4.7%	14.8%	1.9%	3.2%	2.2%
Unable to find enough hours at my primary job	4.0%	1.8%	14.8%	9.3%	5.6%	5.1%
Benefits	0.2%	0.5%	4.4%	4.0%	*	*
Control of work conditions	7.8%	25.8%	14.9%	25.9%	29.3%	24.9%
Waiting for a desirable permanent position	11.9%	15.2%	24.3%	8.3%	13.4%	19.6%
Control of schedule	38.5%	46.0%	56.4%	47.0%	55.0%	47.9%
Supplemental income	35.7%	28.9%	27.6%	42.8%	18.5%	27.7%
Travel/see other parts of the country	10.0%	5.2%	14.6%	13.8%	46.9%	43.9%
Other	15.9%	15.7%	9.4%	5.8%	11.1%	9.2%
Number of cases	104	68	70	32	110	113

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

53. What was the last year you worked for pay as a registered nurse?

	2014	2016	2018	2020	2022	2024
One year ago or less	34.7%	33.1%	38.9%	52.7%	53.0%	41.2%
2-4 years ago	22.5%	33.7%	18.8%	16.4%	24.8%	29.8%
5-9 years ago	17.2%	16.2%	22.1%	15.9%	10.6%	12.7%
10-14 years ago	9.8%	6.5%	12.4%	6.1%	5.6%	13.6%
15-24 years ago	11.9%	7.2%	4.8%	6.8%	3.9%	1.8%
25 or more years ago	3.9%	3.4%	3.0%	2.2%	2.2%	0.9%
Number of cases	774	578	590	667	494	403

Note: Data are weighted to represent all RNs with active licenses.

54. How important were each of the following factors in why are you are not employed in nursing?

2014	Not at all Important	Somewhat Important	Important	Very Important
Cannot find any work as an RN	65.8%	5.5%	5.7%	23.0%
Difficult to find desired nursing position	56.0%	7.7%	9.1%	27.2%
Retired	76.0%	2.3%	3.9%	17.7%
Childcare responsibilities	68.9%	2.0%	4.6%	24.6%
Other family responsibilities	59.4%	8.5%	11.4%	20.7%
Moving to a different area	74.3%	5.6%	6.3%	13.8%
Stress on the job	56.3%	10.2%	12.5%	21.0%
Job-related illness/injury	80.5%	2.9%	6.1%	10.5%
Non-job-related illness/injury	84.9%	1.7%	3.7%	9.7%
Salary	63.9%	10.4%	10.5%	15.2%
Dissatisfied with benefits	75.3%	5.9%	10.6%	8.2%
Other dissatisfaction with your job	66.4%	8.4%	10.9%	14.4%
Dissatisfaction with the nursing profession	70.7%	12.3%	8.5%	8.5%
Travel	80.7%	7.9%	7.8%	3.6%
Wanted to try another occupation	79.4%	4.1%	7.0%	9.5%
Inconvenient schedules in nursing jobs	67.0%	10.7%	8.1%	14.2%
Returned to school	85.6%	1.9%	4.5%	8.0%
Laid off	90.5%	2.8%	1.7%	5.0%
Other	77.7%	0.0%	8.0%	14.3%
Number of cases	836			

Note: Data are weighted to represent all RNs with active licenses.

2016	Not at all Important	Somewhat Important	Important	Very Important
Cannot find any work as an RN	75.8%	4.3%	8.1%	11.9%
Difficult to find desired nursing position	59.2%	5.1%	12.7%	23.0%
Retired	73.9%	2.4%	5.4%	18.3%
Childcare responsibilities	65.6%	4.3%	5.9%	24.1%
Other family responsibilities	59.5%	8.4%	11.8%	20.3%
Moving to a different area	80.8%	2.0%	6.6%	10.6%
Stress on the job	54.3%	7.8%	17.8%	20.0%
Job-related illness/injury	79.4%	6.2%	6.1%	8.4%
Non-job-related illness/injury	74.0%	6.6%	5.4%	14.0%
Salary	65.3%	6.1%	16.2%	12.4%
Dissatisfied with benefits	77.2%	5.3%	12.7%	4.8%
Other dissatisfaction with your job	59.5%	11.0%	13.8%	15.7%
Dissatisfaction with the nursing profession	67.1%	9.4%	13.9%	9.6%
Travel	81.2%	4.8%	7.9%	6.1%
Wanted to try another occupation	79.0%	3.1%	7.3%	10.6%
Inconvenient schedules in nursing jobs	71.0%	6.7%	10.4%	11.8%
Returned to school	80.1%	3.2%	3.8%	12.9%
Laid off	92.2%	0.2%	3.3%	4.4%
Other	85.1%	0.0%	2.3%	12.6%
Number of cases	614			

Note: Data are weighted to represent all RNs with active licenses.

2018	Not at all Important	Somewhat Important	Important	Very Important
Cannot find any work as an RN	75.8%	4.6%	6.9%	12.7%
Difficult to find desired nursing position	58.6%	7.7%	10.1%	23.7%
Retired	69.6%	2.3%	10.3%	17.9%
Childcare responsibilities	60.6%	2.1%	8.5%	28.8%
Other family responsibilities	53.1%	6.1%	14.1%	26.8%
Moving to a different area	71.2%	3.9%	12.3%	12.6%
Stress on the job	50.8%	9.6%	14.9%	24.6%
Job-related illness/injury	77.5%	4.9%	5.8%	11.9%
Non-job-related illness/injury	72.1%	6.3%	8.3%	13.4%
Salary	59.6%	7.1%	15.4%	17.9%
Dissatisfied with benefits	70.9%	6.1%	15.2%	7.8%
Other dissatisfaction with your job	59.6%	11.3%	17.7%	11.5%
Dissatisfaction with the nursing profession	68.1%	12.7%	11.9%	7.2%
Travel	74.8%	4.6%	13.4%	7.2%
Wanted to try another occupation	75.9%	7.5%	7.4%	9.3%
Inconvenient schedules in nursing jobs	62.3%	5.8%	14.4%	17.5%
Returned to school	80.6%	1.9%	9.2%	8.4%
Laid off	89.4%	0.1%	5.3%	5.1%
Other	85.9%	0.0%	4.3%	9.7%
Number of cases	659			

Note: Data are weighted to represent all RNs with active licenses.

2020	Not at all Important	Somewhat Important	Important	Very Important
Cannot find any work as an RN	75.2%	4.3%	12.6%	8.0%
Difficult to find desired nursing position	54.8%	9.6%	15.4%	20.2%
Retired	70.1%	3.0%	10.7%	16.2%
Childcare responsibilities	59.5%	1.5%	12.3%	26.7%
Other family responsibilities	49.3%	4.2%	18.5%	28.0%
Moving to a different area	71.6%	3.8%	9.5%	15.1%
Stress on the job	42.3%	5.9%	30.3%	21.5%
Job-related illness/injury	71.2%	7.8%	7.4%	13.6%
Non-job-related illness/injury	83.6%	1.7%	7.7%	7.0%
Salary	54.6%	14.8%	18.7%	11.9%
Dissatisfied with benefits	65.6%	9.4%	18.3%	6.7%
Other dissatisfaction with your job	58.9%	11.8%	11.5%	17.9%
Dissatisfaction with the nursing profession	72.8%	10.0%	8.7%	8.5%
Travel	77.5%	3.7%	8.7%	10.1%
Wanted to try another occupation	76.9%	4.9%	10.2%	8.1%
Inconvenient schedules in nursing jobs	60.0%	5.9%	22.9%	11.2%
Returned to school	81.4%	2.5%	8.8%	7.3%
Laid off	86.7%	1.1%	5.6%	6.5%
Other	81.2%	0.0%	7.1%	11.7%
Number of cases	694			

Note: Data are weighted to represent all RNs with active licenses.

2022	Not at all Important	Somewhat Important	Important	Very Important
Retired	64.2%	3.1%	6.4%	26.4%
Laid off	92.6%	0.5%	2.1%	4.8%
Difficult to find desired nursing position	66.9%	4.3%	13.0%	15.7%
Cannot find any work as an RN/APRN	83.4%	3.9%	6.0%	6.7%
Childcare responsibilities	68.1%	2.0%	3.7%	26.3%
Other family responsibilities	49.1%	4.0%	8.9%	37.9%
Inconvenient schedules in nursing jobs	52.8%	6.8%	13.5%	26.9%
Stress on the job	37.0%	11.0%	14.1%	37.8%
Negative effect of work on my health or well-being	32.2%	10.3%	14.4%	43.1%
Unsafe workplace	53.5%	6.6%	18.0%	21.9%
Job-related illness/injury	67.1%	5.7%	10.2%	16.9%
Non-job-related illness/injury	72.8%	5.9%	7.7%	13.6%
Salary	44.6%	7.4%	16.6%	31.4%
Dissatisfied with benefits	61.9%	9.4%	13.9%	14.8%
Lack of support from my employer/supervisor	48.5%	7.1%	17.1%	27.2%
Inability to deliver care consistently	50.7%	4.3%	18.5%	26.6%
Lack of respect from the public for nurses	65.1%	6.9%	12.5%	15.6%
Dissatisfaction with the nursing profession	55.8%	14.0%	11.9%	18.3%
Relocated to a different area	76.5%	2.7%	11.1%	9.7%
Travel	76.9%	6.7%	8.0%	8.5%
Wanted to try another occupation	79.0%	6.1%	5.1%	9.8%
Returned to school	78.2%	6.6%	6.8%	8.5%
Other	94.9%	0.0%	1.1%	4.0%
Number of cases	523			

Note: Data are weighted to represent all RNs with active licenses.

2024	Not at all Important	Somewhat Important	Important	Very Important
Retired	76.6%	2.4%	4.2%	16.8%
Laid off	93.0%	0.1%	1.8%	5.2%
Difficult to find desired nursing position	60.9%	8.0%	13.1%	18.0%
Cannot find any work as an RN/APRN	78.5%	1.8%	10.9%	8.8%
Childcare responsibilities	56.8%	5.3%	4.3%	33.7%
Other family responsibilities	46.6%	7.4%	15.7%	30.4%
Inconvenient schedules in nursing jobs	51.0%	18.6%	9.0%	21.4%
Stress on the job	34.3%	14.0%	14.6%	37.1%
Negative effect of work on my health or well-being	35.6%	22.4%	13.5%	28.5%
Unsafe workplace	53.2%	16.3%	10.7%	19.8%
Job-related illness/injury	73.4%	7.8%	6.5%	12.3%
Non-job-related illness/injury	75.6%	7.4%	8.4%	8.6%
Salary	51.1%	15.6%	14.2%	19.2%
Dissatisfied with benefits	69.7%	10.1%	10.5%	9.7%
Lack of support from my employer/supervisor	57.3%	9.4%	11.1%	22.2%
Inability to deliver care consistently	62.4%	9.7%	11.2%	16.7%
Lack of respect from the public for nurses	61.1%	16.4%	10.9%	11.6%
Dissatisfaction with the nursing profession	63.5%	13.0%	11.0%	12.6%
Relocated to a different area	72.9%	2.9%	5.6%	18.6%
Travel	83.7%	5.0%	5.1%	6.2%
Wanted to try another occupation	81.0%	2.1%	5.5%	11.4%
Returned to school	84.1%	3.1%	3.5%	9.3%
Other	88.4%	0.0%	2.5%	9.2%
Number of cases	453			

Note: Data are weighted to represent all RNs with active licenses.

55. To what extent would these changes affect your desire to return to nursing?

	Would not affect my plans	→			Would greatly increase my desire to return to nursing	Number of cases
	1	2	3	4	5	
Job opportunities became more available	30.2%	5.0%	12.2%	11.0%	41.6%	407
Work environments improved	25.3%	3.9%	11.4%	9.9%	49.5%	397
Student loan repayment become more available	70.2%	1.8%	5.9%	2.4%	19.7%	380
On-the-job training and development become more available	31.3%	6.8%	13.6%	7.6%	40.6%	390
School/childcare schedules became more stable	49.0%	5.8%	6.8%	4.0%	34.4%	387
Commute became shorter	40.2%	3.8%	14.9%	7.3%	33.9%	388
Employers offered more opportunities for advancement	25.9%	2.8%	9.9%	11.4%	50.0%	400
Pay improved	34.7%	4.7%	18.6%	10.2%	31.8%	390
Work schedules improved	25.8%	3.5%	10.1%	12.1%	48.5%	397
Fringe benefits improved	23.1%	6.4%	13.7%	10.0%	46.8%	396
Physical demands of the job were lessened	31.0%	6.7%	9.5%	13.2%	39.7%	385
Management/administration became more attentive to nursing staff needs	23.9%	5.7%	13.5%	11.3%	45.6%	391
My personal health situation improved	22.8%	4.3%	12.3%	6.7%	54.0%	396
Other	50.0%	6.3%	10.1%	7.6%	26.0%	387

Note: Data are weighted to represent all RNs with active licenses.

56. Which of the following best describes your current intentions regarding work in nursing?

	2014	2016	2018	2020	2022	2024
Currently seeking employment in nursing	24.6%	24.0%	30.2%	22.0%	19.1%	31.7%
Plan to return to nursing in the future	21.8%	27.0%	22.4%	30.2%	31.6%	26.3%
Retired	22.1%	22.2%	22.1%	23.6%	27.3%	17.7%
Definitely will not return to nursing but not retired	6.7%	5.4%	4.1%	4.9%	3.4%	7.1%
Undecided at this time	24.8%	21.3%	21.3%	19.4%	18.6%	17.3%
Number of cases	808	591	651	704	522	449

Note: Data are weighted to represent all RNs with active licenses.

56a. (For those who plan to return to nursing): How soon?

	2014	2016	2018	2020	2022	2024
Less than one year	45.3%	44.6%	37.3%	41.6%	33.7%	42.8%
1-2 years	36.6%	40.9%	37.2%	28.1%	41.2%	29.6%
3-4 years	10.6%	11.5%	12.4%	15.9%	18.7%	15.1%
5 or more years	7.5%	3.0%	13.1%	14.4%	6.4%	12.6%
Number of cases	125	82	90	87	77	81

Note: Data are weighted to represent all RNs with active licenses.

57. Are you currently employed outside nursing?

	2014	2016	2018	2020	2022	2024
No	94.1%	95.6%	95.4%	96.2%	96.2%	95.1%
Yes	6.0%	4.4%	4.6%	3.8%	3.8%	4.9%
Number of cases	4,887	3,642	3,816	3,396	2,672	2,929

Note: Data are weighted to represent all RNs with active licenses.

58. Does your position utilize any of your nursing knowledge?

	2014	2016	2018	2020	2022	2024
No	30.1%	34.0%	28.4%	33.3%	31.7%	30.6%
Yes	69.9%	65.9%	71.6%	66.7%	68.3%	69.4%
Number of cases	277	155	166	126	98	141

Note: Data are weighted to represent all RNs with active licenses.

59. Please indicate the following for work positions outside of nursing.

59a. Hours worked per week

Hours worked per week	2014		2016		2018		2020	2022	2024
	Job #1	Job #2	Job #1	Job #2	Job #1	Job #2	Job (s)	Job (s)	Job (s)
8 or less	23.8%	42.1%	24.7%	36.9%	23.7%	19.5%	7.3%	17.6%	29.5%
9-16	17.4%	5.1%	26.4%	30.5%	6.5%	24.2%	11.4%	20.2%	15.5%
17-24	12.6%	15.7%	17.6%	25.7%	11.9%	19.9%	10.6%	14.3%	10.3%
25-32	10.1%	0.9%	9.9%	6.9%	13.0%	1.8%	15.8%	2.2%	5.6%
33-40	25.3%	30.2%	11.9%	0.0%	37.7%	33.3%	36.4%	25.4%	29.1%
41-48	2.5%	0.0%	9.5%	0.0%	7.3%	1.2%	7.1%	7.1%	5.8%
Over 48	8.3%	6.1%	0.0%	0.0%	0.0%	0.0%	11.4%	13.1%	4.3%
Number of cases	245	31	124	60	94	16	88	89	130

Note: Not enough observations for the 3rd position to report data. Data are weighted to represent all RNs with active licenses. From 2020 onwards, respondents were asked combine information regarding non-nursing positions if they had more than one position.

59b. Months worked per year

	2020	2022	2024
Less than 4	0.0%	6.3%	3.4%
4 to 6	34.0%	2.6%	6.9%
7 to 9	5.9%	0.9%	4.1%
10 to 12	60.1%	90.2%	85.7%
Number of cases	23	83	121

Note: Data are weighted to represent all RNs with active licenses.

59c. Estimated annual pre-tax income

Estimated annual pre-tax income	2014		2016		2018		2020	2022	2024
	Job #1	Job #2	Job #1	Job #2	Job #1	Job #2	Job (s)	Job (s)	Job (s)
Less than \$25,000	47.7%	57.6%	50.1%	81.1%	34.6%	62.6%	27.2%	26.3%	48.1%
\$25,000 to \$49,999	14.5%	2.0%	18.4%	18.9%	18.3%	8.9%	12.0%	11.4%	10.1%
\$50,000 to \$74,999	6.9%	10.0%	7.5%	0.0%	12.3%	0.0%	14.4%	17.4%	8.7%
\$75,000 to \$99,999	9.2%	8.4%	8.1%	0.0%	13.4%	9.2%	9.5%	4.5%	7.2%
\$100,000 to \$124,999	10.2%	9.3%	8.3%	0.0%	7.1%	8.3%	8.7%	0.3%	8.2%
Over \$125,000	11.5%	12.7%	7.6%	0.0%	14.4%	11.0%	28.3%	40.2%	17.7%
Number of cases	214	29	110	47	85	14	71	63	104

Note: Data are weighted to represent all RNs with active licenses. From 2020 onwards, respondents were asked combine information regarding non-nursing positions if they had more than one position.

60. Please indicate the field(s) of your work position(s) outside nursing. (Check all that apply.)

	2014	2016	2018	2020	2022	2024
Health-related services	47.6%	47.0%	45.6%	45.0%	38.8%	34.2%
Pharmaceutical or biotech services	5.8%	6.9%	5.9%	14.1%	13.8%	5.8%
Retail sales & services	15.2%	12.9%	8.7%	11.6%	0.8%	11.4%
Education	15.7%	12.9%	14.8%	12.8%	10.3%	11.6%
Financial, accounting, & insurance services	7.4%	5.8%	4.3%	7.0%	8.1%	6.8%
Consulting	7.0%	10.1%	9.4%	10.6%	9.7%	7.1%
Other	22.8%	27.5%	44.8%	16.3%	27.7%	43.0%
Number of cases	299	158	122	85	103	149

Note: Columns will not total 100% because respondents could select multiple items. Data are weighted to represent all RNs with active licenses.

* Item was not asked in this survey year.

61. Have you changed work status, positions, or employers in the past year? (Check all that apply.)

	2014	2016	2018	2020	2022	2024
No change in job, position, or work status	77.0%	70.1%	70.6%	81.0%	73.7%	77.5%
Added second nursing job	5.3%	4.6%	4.0%	14.2%	10.5%	13.4%
Added second non-nursing job	0.7%	0.4%	0.5%	1.0%	1.0%	1.8%
Stopped working second nursing job	2.6%	2.5%	2.3%	9.5%	6.1%	6.1%
Stopped working second non-nursing job	0.5%	0.6%	0.8%	0.8%	1.0%	0.9%
Retired	*	5.6%	6.9%	*	*	*
Not working now, but was working earlier this year	2.1%	1.4%	1.1%	17.1%	20.4%	12.1%
Now in an RN job, was not last year	1.1%	1.3%	1.4%	4.5%	4.4%	8.6%
New position with same employer	6.9%	8.5%	7.5%	*	*	*
Same position with different employer	2.8%	4.4%	4.0%	*	*	*
New position with different employer	6.4%	5.8%	5.3%	*	*	*
Changed principal employer	*	*	*	59.5%	25.6%	16.1%
Changed secondary nursing employer	*	*	*	2.5%	41.3%	50.9%
Other change in job or position	1.6%	3.9%	1.6%	10.3%	1.8%	2.5%
Number of cases	4,924	3,683	3,775	3,377	2,700	2,928

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked that year.

62. If you changed your principal employer, in what setting did you previously work? (Question first asked in 2020)

	2020	2022	2024
Hospital	53.9%	61.7%	56.2%
Ambulatory care (physician office, surgery center, urgent care center)	12.3%	10.3%	11.9%
Long-term care (nursing home, skilled nursing facility, extended care)	13.8%	8.7%	12.6%
Home health (including home-based hospice)	7.8%	2.1%	8.1%
Other	12.3%	17.3%	11.1%
Number of cases	246	301	290

Note: Data are weighted to represent all RNs with active licenses.

63. Have you changed job titles in the past year?

	2020	2022	2024
Yes	49.5%	55.2%	37.5%
No	50.5%	44.8%	62.5%
Number of cases	255	304	290

Note: Data are weighted to represent all RNs with active licenses.

64. Have you changed job titles in the past year?

This question was omitted as responses exhibited considerable variability.

65. Has there been a change in how much you work as an RN in the past year?

	2014	2016	2018	2020	2022	2024
No change in hours	62.7%	64.6%	62.3%	34.6%	25.7%	35.0%
Did not work as RN last year	7.7%	6.5%	8.8%	*	*	*
Increased hours – employer imposed	5.2%	5.1%	4.3%	7.7%	8.5%	8.0%
Increased hours – my choice	10.8%	10.8%	10.5%	16.0%	19.1%	22.0%
Decreased hours – employer imposed	4.9%	2.4%	2.7%	8.1%	3.6%	8.1%
Decreased hours – my choice	11.0%	10.8%	12.2%	20.0%	33.9%	22.9%
Other change in hours	7.5%	3.6%	2.1%	12.9%	9.1%	4.1%
Number of cases	4,909	3,560	3,709	580	726	637

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked that year.

66. How important were each of the following factors in your change in employment or hours worked during the past year?

2014	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	36.7%	8.5%	16.5%	38.4%	620
Childcare responsibilities	34.9%	5.4%	12.2%	47.5%	690
Other family responsibilities	17.5%	8.3%	22.7%	51.6%	1,002
Salary	14.3%	10.0%	24.5%	51.1%	1,223
Benefits	19.1%	9.2%	22.4%	49.3%	1,032
Laid off	48.5%	3.0%	17.2%	31.3%	331
Employer reduced hours	30.1%	8.3%	20.1%	41.5%	502
Change in spouse/partner work situation	29.4%	5.8%	21.9%	42.8%	523
Change in financial status	17.1%	9.3%	25.7%	48.0%	779
Relocation/moved to a different area	36.7%	5.0%	19.0%	39.3%	460
Promotion/career advancement	25.6%	5.5%	22.9%	46.0%	663
Change in my health status	27.1%	8.6%	20.9%	43.4%	561
Wanted more convenient hours	20.1%	6.0%	22.0%	52.0%	877
Dissatisfaction with previous position	21.2%	11.7%	25.8%	41.3%	753
Stress on the job	12.4%	9.9%	25.6%	52.0%	1,067
Desire to use my skills more/learn new skills	14.9%	6.1%	25.5%	53.5%	1,059
Other	5.6%	2.9%	34.2%	57.3%	306

Note: Data are weighted to represent all RNs with active licenses.

2016	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	70.8%	2.3%	8.2%	18.7%	962
Childcare responsibilities	58.5%	3.6%	7.0%	31.0%	1,047
Other family responsibilities	45.4%	6.0%	17.5%	31.1%	1,282
Salary	38.0%	6.3%	18.9%	36.8%	1,455
Benefits	47.1%	5.6%	15.5%	31.8%	1,344
Laid off	84.4%	2.2%	4.1%	9.4%	786
Employer reduced hours	72.2%	4.2%	7.9%	15.7%	869
Change in spouse/partner work situation	68.0%	2.8%	8.7%	20.5%	934
Change in financial status	54.3%	5.4%	13.6%	26.8%	1,087
Relocation/moved to a different area	67.5%	1.9%	10.0%	20.6%	912
Promotion/career advancement	53.3%	2.4%	15.0%	29.3%	1,080
Change in my health status	61.5%	3.4%	9.7%	25.3%	973
Wanted more convenient hours	45.7%	4.5%	13.6%	36.2%	1,230
Dissatisfaction with previous position	52.3%	7.9%	12.5%	27.3%	1,147
Stress on the job	42.1%	6.8%	15.7%	35.3%	1,341
Desire to use my skills more/learn new skills	39.4%	5.0%	18.5%	37.1%	1,350
Other	94.1%	0.1%	1.0%	4.8%	1,511

Note: Data are weighted to represent all RNs with active licenses.

2018	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	36.0%	10.7%	18.1%	35.2%	843
Childcare responsibilities	42.6%	5.0%	13.9%	38.5%	903
Other family responsibilities	24.8%	7.5%	24.3%	43.4%	1,183
Salary	20.8%	11.0%	24.6%	43.6%	1,356
Benefits	27.4%	8.4%	21.6%	42.6%	1,245
Laid off	65.8%	2.8%	14.6%	16.9%	536
Employer reduced hours	52.1%	6.8%	18.9%	22.3%	627
Change in spouse/partner work situation	46.5%	6.0%	20.5%	27.0%	746
Change in financial status	30.4%	8.1%	26.0%	35.5%	940
Relocation/moved to a different area	48.2%	4.9%	17.9%	29.0%	675
Promotion/career advancement	34.0%	5.1%	22.2%	38.7%	913
Change in my health status	38.7%	7.2%	18.5%	35.6%	768
Wanted more convenient hours	26.2%	7.8%	22.4%	43.7%	1,122
Dissatisfaction with previous position	35.4%	11.0%	20.0%	33.7%	912
Stress on the job	23.5%	11.3%	25.2%	40.1%	1,199
Desire to use my skills more/learn new skills	24.1%	6.0%	24.8%	45.2%	1,193
Other	89.6%	0.2%	2.5%	7.7%	1,347

Note: Data are weighted to represent all RNs with active licenses.

2020	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	49.8%	7.3%	14.9%	28.0%	278
Childcare responsibilities	53.7%	7.5%	14.3%	24.5%	288
Other family responsibilities	30.4%	12.3%	25.0%	32.3%	389
Salary	17.8%	14.3%	25.3%	42.6%	445
Benefits	63.2%	4.8%	12.7%	19.2%	205
Laid off	47.2%	11.9%	11.5%	29.4%	245
Employer reduced hours	58.4%	8.0%	15.2%	18.4%	239
Change in spouse/partner work situation	38.9%	11.0%	17.6%	32.4%	296
Change in financial status	52.2%	4.7%	15.5%	27.5%	260
Relocation/moved to a different area	36.4%	6.7%	18.8%	38.1%	320
Promotion/career advancement	41.6%	8.9%	21.1%	28.5%	273
Change in my health status	31.5%	9.7%	18.4%	40.3%	362
Wanted more convenient hours	27.7%	11.4%	24.1%	36.9%	401
Dissatisfaction with previous position	20.5%	13.4%	19.3%	46.9%	439
Stress on the job	21.1%	12.0%	20.9%	46.0%	401
Desire to use my skills more/learn new skills	59.3%	8.4%	12.7%	19.6%	243
Other	98.3%	0.1%	1.0%	0.6%	442

Note: Data are weighted to represent all RNs with active licenses.

2022	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	53.6%	7.0%	9.9%	29.6%	296
Laid off	74.7%	6.6%	6.8%	11.8%	232
Employer reduced my hours	69.7%	3.3%	8.4%	18.6%	246
Employer increased my hours	63.3%	5.1%	13.3%	18.2%	273
Promotion/career advancement	38.5%	10.2%	18.1%	33.2%	399
Desire to fully use skills/learn new skills	22.0%	7.9%	32.1%	38.0%	492
Childcare responsibilities	50.4%	4.1%	9.9%	35.6%	354
Other family responsibilities	31.2%	9.1%	17.0%	42.7%	432
Change in spouse/partner work situation	52.4%	4.7%	18.4%	24.5%	350
Wanted or needed more convenient work hours	32.3%	5.9%	19.1%	42.8%	500
Stress on the job	15.9%	8.5%	18.3%	57.3%	606
Negative effect of work on my health or well-being	16.8%	8.1%	18.5%	56.5%	594
Unsafe workplace	31.9%	8.4%	24.1%	35.6%	484
Job-related illness/injury	45.1%	5.3%	20.9%	28.7%	345
Non-job-related illness/injury	49.3%	7.7%	19.0%	24.0%	332
Salary/benefits	20.8%	7.7%	24.9%	46.6%	567
Lack of support from my employer/supervisor	24.1%	7.3%	20.1%	48.5%	539
Inability to deliver quality care consistently	26.2%	7.4%	26.3%	40.1%	510
Other dissatisfaction with my job	21.6%	10.3%	21.7%	46.4%	532
Dissatisfaction with the nursing profession	31.6%	13.1%	28.2%	27.1%	482
Relocated to a different area	45.6%	10.2%	9.8%	34.5%	327
Change in household financial status	39.1%	10.8%	16.1%	34.0%	360
Wanted to try another occupation	47.1%	8.3%	15.0%	29.6%	328
Returned to school	61.7%	5.3%	5.9%	27.0%	260
Other	89.6%	0.0%	2.5%	7.9%	555

Note: Data are weighted to represent all RNs with active licenses.

2024	Not at all important	Somewhat important	Important	Very Important	Number of cases
Retired	74.3%	4.1%	6.6%	15.1%	643
Laid off	85.7%	1.1%	4.1%	9.1%	634
Employer reduced my hours	80.5%	2.5%	9.6%	7.3%	636
Employer increased my hours	82.5%	3.8%	6.3%	7.5%	631
Promotion/career advancement	55.1%	4.7%	16.7%	23.5%	629
Desire to fully use skills/learn new skills	40.9%	5.4%	22.1%	31.6%	636
Childcare responsibilities	76.2%	2.0%	8.8%	13.0%	637
Other family responsibilities	57.5%	5.6%	15.9%	21.0%	635
Change in spouse/partner work situation	74.0%	4.5%	9.6%	12.0%	632
Wanted or needed more convenient work hours	46.5%	6.5%	20.1%	26.9%	634
Stress on the job	24.9%	14.0%	22.4%	38.7%	639
Negative effect of work on my health or well-being	28.0%	9.1%	19.9%	43.1%	638
Unsafe workplace	49.4%	6.3%	19.7%	24.5%	634
Job-related illness/injury	67.2%	5.7%	11.9%	15.2%	636
Non-job-related illness/injury	70.6%	6.6%	9.9%	12.9%	635
Salary/benefits	28.8%	6.7%	22.9%	41.6%	637
Lack of support from my employer/supervisor	39.0%	7.4%	18.0%	35.6%	633
Inability to deliver quality care consistently	48.0%	8.2%	18.9%	24.9%	632
Dissatisfaction with the nursing profession	53.0%	8.6%	16.1%	22.2%	632
Relocated to a different area	70.4%	6.0%	9.6%	14.0%	634
Change in household financial status	57.5%	4.8%	17.7%	20.0%	634
Wanted to try another occupation	69.7%	4.1%	13.9%	12.3%	634
Returned to school	79.6%	2.8%	6.8%	10.8%	630
Wanted to work remotely from home	73.4%	5.6%	9.2%	11.8%	635
Other	75.1%	0.0%	7.4%	17.5%	222

Note: Data are weighted to represent all RNs with active licenses.

67. Do you reside outside California?

This question was excluded as it did not pertain to California Residents.

68. If you reside outside California, please check all of the following that apply regarding the past 12 months:

This question was excluded as it did not pertain to California Residents.

69. How many months did you work in California in the past 12 months?

This question was excluded as it did not pertain to California Residents.

70. If you reside outside California, do you plan to work as an RN in California in the next five years?

This question was excluded as it did not pertain to California Residents.

71. Year of Birth (converted to age groups)

	2014	2016	2018	2020	2022	2024
Under 30 years	7.4%	8.4%	8.8%	9.0%	8.9%	7.9%
30-34 years	11.1%	12.6%	13.1%	13.9%	13.7%	14.1%
35-39 years	10.3%	11.2%	12.0%	13.3%	14.1%	13.9%
40-44 years	13.1%	12.3%	11.8%	10.9%	11.7%	13.8%
45-49 years	10.1%	11.1%	12.4%	11.0%	11.3%	10.4%
50-54 years	11.8%	10.5%	9.2%	11.2%	11.1%	11.7%
55-59 years	13.5%	11.5%	10.1%	9.5%	7.6%	8.2%
60-64 years	11.6%	12.1%	11.7%	9.7%	9.9%	8.0%
65 years and older	11.1%	10.4%	11.0%	11.6%	11.8%	12.1%
Number of cases	5,047	3,793	4,049	3,726	2,914	3,213

Note: Data are weighted to represent all RNs with active licenses.

72. Gender

	2014	2016	2018	2020	2022	2024
Male	11.1%	11.1%	12.5%	88.3%	12.3%	14.5%
Female	89.0%	88.9%	87.3%	11.7%	87.4%	85.0%
Non-binary	*	*	0.2%	0.0%	0.1%	0.2%
Trans Woman	*	*	*	*	0.0%	0.0%
Trans Man	*	*	*	*	0.0%	0.0%
Genderqueer	*	*	*	*	0.0%	0.2%
Gender non-conforming	*	*	*	*	0.1%	0.1%
Prefer to self-describe	*	*	*	*	0.1%	0.0%
Number of cases	5,000	3,676	3,828	3,423	2,663	2,930

Note: Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

73. Country of birth

	2014	2016	2018	2020	2022	2024
Canada	1.2%	1.2%	1.3%	1.1%	1.5%	0.9%
China	0.6%	0.7%	2.4%	1.8%	0.6%	1.0%
Germany	0.3%	0.3%	0.4%	0.5%	0.3%	0.3%
India	1.0%	1.4%	2.6%	2.9%	1.4%	1.6%
Japan	0.5%	0.6%	1.3%	1.1%	0.1%	0.4%
Korea	1.5%	1.2%	2.3%	2.4%	1.0%	1.0%
Mexico	1.4%	1.3%	3.2%	3.0%	1.7%	2.1%
Nigeria	0.7%	0.5%	1.2%	1.9%	0.5%	1.1%
Philippines	17.8%	18.2%	30.0%	27.5%	15.7%	15.9%
United Kingdom	*	0.8%	0.7%	0.3%	0.5%	0.7%
United States	65.8%	65.2%	39.5%	41.2%	67.4%	66.2%
Vietnam	0.9%	0.6%	2.2%	2.0%	0.7%	1.0%
Taiwan	*	0.5%	1.1%	1.0%	0.3%	0.6%
Armenia	*	*	*	*	0.6%	0.2%
Ukraine	*	*	*	*	0.4%	0.0%
Indonesia	*	*	*	*	0.4%	0.1%
El Salvador	*	*	*	*	0.4%	0.3%
Hong Kong	*	*	*	*	0.4%	0.5%
Iran	*	*	*	*	0.4%	0.4%
Guyana	*	*	*	*	0.4%	0.0%
Thailand	*	*	*	*	0.3%	0.6%
Denmark	*	*	*	*	0.3%	0.1%
Myanmar	*	*	*	*	0.3%	0.0%
Kenya	*	*	*	*	*	0.3%
Guatemala	*	*	*	*	*	0.3%
Peru	*	*	*	*	*	0.3%
Number of cases	4,946	3,615	2,004	1,728	2,617	2,894

Note: Only countries with greater than 0.3% are newly reported here. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year.

74. Parents' highest education

	2020		2022		2024	
	Mother	Father	Mother	Father	Mother	Father
High school or less	42.1%	37.8%	39.5%	35.9%	37.6%	35.8%
Some college	17.3%	18.6%	17.1%	17.1%	15.7%	17.3%
Associate degree	11.0%	8.0%	10.0%	7.1%	11.8%	7.3%
Bachelor's degree	22.1%	22.5%	23.1%	23.3%	24.3%	23.8%
Graduate degree	7.6%	13.1%	9.3%	15.5%	9.9%	14.7%
Don't know			1.2%	1.2%	0.7%	1.1%
Number of cases	3,318	3,268	2,586	2,507	2,828	2,753

Note: Data are weighted to represent all RNs with active licenses.

75. Marital status

	2014	2016	2018	2020	2022	2024
Never Married	17.7%	19.1%	22.5%	19.1%	19.2%	22.3%
Married/Domestic Partnership	67.3%	66.6%	64.1%	68.6%	68.2%	65.5%
Separated/Divorced/Widowed	15.0%	14.4%	13.4%	12.3%	12.6%	12.2%
Number of cases	4,983	3,688	3,801	3,399	2,656	2,940

Note: Data are weighted to represent all RNs with active licenses.

76. Do you have children living at home with you?

	2014	2016	2018	2020	2022	2024
No	49.7%	49.7%	49.0%	49.9%	51.2%	50.2%
Yes	50.3%	50.3%	51.0%	50.1%	48.8%	49.8%
Number of cases	4,985	3,698	3,802	3,405	2,651	2,944

Note: Data are weighted to represent all RNs with active licenses.

76a. If Yes, how many are children are...?

2014	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	81.8%	82.4%	68.1%	70.7%	58.4%
1 child	16.1%	15.0%	21.4%	21.2%	30.0%
2 children	2.1%	2.5%	8.9%	6.6%	9.5%
3 or more children	0.0%	0.0%	1.6%	1.4%	2.0%
Number of cases	2,230				

Note: Data are weighted to represent all RNs with active licenses.

2016	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	82.5%	84.3%	73.9%	76.1%	75.9%
1 child	6.9%	2.8%	4.7%	5.5%	10.4%
2 children	7.2%	8.0%	12.0%	9.9%	7.7%
3 or more children	3.5%	4.9%	9.5%	8.6%	6.0%
Number of cases	2,559				

Note: Data are weighted to represent all RNs with active licenses.

2018	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	77.3%	80.7%	67.3%	70.8%	63.4%
1 child	19.2%	16.7%	21.6%	21.0%	25.1%
2 children	3.5%	2.6%	9.9%	7.5%	9.3%
3 or more children	0.0%	0.0%	1.0%	0.7%	2.2%
Number of cases	2,230				

Note: Data are weighted to represent all RNs with active licenses.

2020	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	76.7%	81.1%	69.5%	74.9%	60.0%
1 child	20.2%	17.4%	20.1%	17.8%	28.4%
2 children	3.0%	1.5%	9.0%	6.7%	8.9%
3 or more children	0.0%	0.0%	1.5%	0.6%	2.7%
Number of cases	1,655				

Note: Data are weighted to represent all RNs with active licenses.

2022	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	77.8%	82.2%	70.5%	73.4%	56.3%
1 child	20.6%	15.8%	20.4%	21.4%	29.1%
2 children	1.6%	2.1%	7.3%	4.4%	11.7%
3 or more children	0.0%	0.0%	1.8%	0.8%	2.9%
Number of cases	1,228				

Note: Data are weighted to represent all RNs with active licenses.

2024	0 to 2 years	3 to 5 years	6 to 12 years	13-18 years	19+ years
0 children	72.7%	81.5%	66.5%	77.6%	61.8%
1 child	23.5%	15.8%	23.2%	16.6%	25.3%
2 children	3.9%	1.8%	8.6%	5.3%	9.9%
3 or more children	0.0%	0.9%	1.7%	0.5%	3.0%
Number of cases	1,527				

Note: Data are weighted to represent all RNs with active licenses.

77. Do you have responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or a disability? Do not include paid positions.

	2014	2016	2018	2020	2022	2024
Yes	20.4%	19.4%	20.5%	23.4%	26.5%	23.5%
No	79.6%	80.6%	79.5%	76.6%	73.6%	76.6%
Number of cases	4,403	3,691	3,793	3,395	2,656	2,934

Note: Data are weighted to represent all RNs with active licenses.

77a. If Yes, how many adults do you assist or care for?

	2014	2016	2018	2020	2022	2024
1 adult	76.6%	74.7%	71.6%	72.1%	69.9%	74.3%
2 adults	19.6%	23.7%	25.7%	25.1%	25.5%	21.9%
3 or more	3.9%	1.6%	2.7%	2.8%	4.6%	3.8%
Number of cases	815	765	595	590	520	647

Note: Data are weighted to represent all RNs with active licenses.

78. Other than English, what languages do you speak fluently?

	2014	2016	2018	2020	2022	2024
No other language	57.8%	58.4%	55.2%	55.7%	*	*
Spanish	11.9%	11.1%	13.2%	12.9%	12.5%	14.3%
Korean	1.6%	1.3%	1.4%	1.5%	1.1%	1.1%
Vietnamese	1.0%	0.9%	1.6%	1.8%	0.9%	1.5%
Tagalog or other Filipino language	18.5%	18.9%	18.0%	16.8%	14.5%	14.9%
French	1.6%	1.3%	1.2%	0.4%	0.6%	0.6%
Hindi or other South Asian language	1.5%	1.9%	2.1%	2.6%	1.4%	2.0%
Mandarin	1.5%	2.1%	2.4%	2.3%	1.6%	2.1%
Cantonese	1.0%	1.8%	1.3%	2.0%	1.1%	1.5%
Other Chinese dialect	0.5%	1.0%	0.3%	0.9%	*	*
Other	6.9%	5.0%	4.9%	5.1%	3.5%	3.5%
Sub-Saharan African Language	*	0.8%	1.2%	1.9%	0.4%	1.1%
Armenian	*	*	*	*	0.7%	0.7%
Farsi	*	*	*	*	0.4%	0.7%
Arabic	*	*	*	*	0.5%	0.9%
Japanese	*	*	*	*	0.5%	0.2%
Russian	*	*	*	*	3.5%	0.6%
Number of cases	4,777	3,535	3,689	3,286	2,914	3,213

Note: Respondents could report fluency in multiple languages. Data are weighted to represent all RNs with active licenses.

* Question was not asked in this survey year. From 2022 onward, data are only for those who speak another language.

79. Home Zip Code:

This question was excluded for confidentiality.

80. What is your ethnic/racial background? (Question was significantly changed in 2018)

	2014	2016	2018	2020	2022	2024
Caucasian / White / European / Middle Eastern	54.1%	57.3%	50.9%	52.5%	53.7%	51.5%
African American / Black / African	4.9%	4.7%	6.4%	5.5%	4.4%	5.6%
American Indian / Native American / Alaskan Native	0.5%	2.0%	2.5%	1.6%	1.5%	1.7%
Central American	0.9%	0.7%	2.0%	1.7%	2.2%	2.4%
South American	0.4%	1.3%	1.1%	1.2%	1.2%	1.3%
Caribbean	*	*	*	*	0.7%	0.8%
Mexican	4.6%	7.2%	9.5%	9.2%	10.9%	12.9%
Other Hispanic	0.8%	1.7%	2.4%	1.8%	1.4%	1.7%
Cambodian	0.0%	0.1%	0.2%	0.1%	0.3%	0.1%
Chinese	3.1%	4.0%	4.8%	5.4%	5.2%	4.6%
Fijian	0.0%	0.0%	0.1%	0.1%	0.2%	0.1%
Filipino	18.6%	21.6%	21.2%	20.1%	21.1%	21.5%
Guamanian	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Native Hawaiian	0.0%	0.2%	0.2%	0.3%	0.5%	0.3%
Indian	1.2%	1.7%	2.2%	2.0%	2.0%	2.6%
Indonesian	0.2%	0.3%	0.2%	0.3%	0.4%	0.2%
Japanese	1.0%	1.4%	1.6%	1.3%	1.5%	1.1%
Korean	1.6%	1.6%	2.1%	1.8%	1.7%	1.7%
Laotian/Hmong	0.2%	0.4%	0.4%	0.2%	0.3%	0.7%
Pakistani	0.0%	0.1%	0.1%	0.2%	0.0%	0.1%
Samoan	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%
Thai	0.4%	0.3%	0.4%	0.4%	0.3%	0.5%
Tongan	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Vietnamese	1.0%	1.0%	1.6%	1.9%	1.6%	2.1%
Other Asian / Pacific Islander	0.1%	0.3%	0.7%	1.0%	1.4%	0.8%
Other or Mixed	6.2%	7.4%	1.1%	0.9%	1.4%	1.2%
Cuban	0.2%	0.1%	0.4%	0.2%	*	*
Number of cases	4,961	3,688	3,741	3,376	2,619	2,906

Note: Columns will not total 100%. Data are weighted to represent all RNs with active licenses. From 2018 onwards, respondents could select multiple options.

81. Which category best describes how much income your total household received last year? This is the before-tax income of all persons living in your household. (Question was significantly changed in 2024)

	2014	2016	2018	2020	2022	2024
Less than \$30,000	1.9%	1.7%	1.6%	0.9%	2.3%	*
\$30,000-\$44,999	2.1%	1.6%	2.0%	1.3%	2.5%	*
\$45,000K-\$59,999	3.1%	3.1%	2.5%	1.3%	4.6%	*
\$60,000-\$74,999	6.9%	5.6%	6.0%	4.0%	6.5%	*
\$75,000-\$99,999	17.6%	14.6%	14.3%	10.3%	12.1%	*
\$100,000-\$124,999	20.4%	21.2%	18.3%	18.4%	18.1%	*
Less than \$125,000	*	*	*	*	*	23.7%
\$125,000-\$149,999	14.3%	13.7%	14.2%	15.7%	13.9%	14.7%
\$150,000-\$174,999	11.3%	12.9%	12.5%	13.5%	14.2%	12.7%
\$175,000-\$199,999	7.4%	8.1%	7.5%	10.0%	6.9%	9.8%
\$200,000 or more	15.1%	17.5%	20.9%	24.7%	19.0%	*
\$200,000-\$224,999	*	*	*	*	*	10.3%
\$225,000-\$249,999	*	*	*	*	*	7.1%
\$250,000-\$274,999	*	*	*	*	*	5.7%
\$275,000-\$299,999	*	*	*	*	*	3.9%
\$300,000 or more	*	*	*	*	*	12.2%
Number of cases	4,754	3,499	3,603	3,242	2,437	2,806

Note: Data are weighted to represent all RNs with active licenses.

82. Approximately what percentage of your total household income comes from your nursing job(s)?

	2014	2016	2018	2020	2022	2024
None	10.2%	7.9%	9.2%	8.4%	10.1%	9.3%
Less than 20 percent	3.4%	2.9%	3.7%	3.0%	3.2%	2.9%
20 to 39 percent	6.9%	7.2%	7.3%	6.8%	6.9%	8.0%
40 to 59 percent	18.1%	19.6%	17.9%	22.8%	20.4%	19.2%
60 to 79 percent	18.6%	19.0%	16.5%	17.2%	16.9%	18.0%
80 to 99 percent	13.5%	13.5%	12.3%	12.0%	12.5%	11.8%
100 percent	29.3%	29.9%	33.2%	29.9%	30.0%	30.9%
Number of cases	4,905	3,615	3,694	3,312	2,587	2,874

Note: Data are weighted to represent all RNs with active licenses.

83. Have you ever served on active duty in the US Armed Forces? (Question revised in 2022)

	2022	2024
I now serve on active duty	0.3%	0.1%
I previously served on active duty	2.8%	3.3%
I now am on reserves	0.3%	0.1%
I previously was on reserves	1.3%	0.7%
I have never been on active duty or reserves	96.2%	96.6%
Number of cases	2,500	2,852
If you have served, are/were you in the medical corps?	69.7%	21.4%
Number of cases	126	117

Note: Data are weighted to represent all RNs with active licenses.

15. Appendix C. Letters & Mailings

Emails for RNs

Invitation: [MON] FEB 26th, 2024 6AM

Subject Line: Board of Registered Nursing Survey of RNs
From name: California Board of Registered Nursing Survey
From address: lela.chu@ucsf.edu or amy.quan@ucsf.edu

Dear FirstName LastName:

We are pleased to inform you the Board of Registered Nursing is inviting you to be one of a select group of California nurses to provide the Board with vital information concerning current nursing practice in the state. Only 8,000 of California's estimated 445,000 RNs/APRNs are being surveyed, giving you a unique opportunity to contribute to an important study of the nursing profession and future workforce planning. With the pivotal role of the nursing profession in workforce planning and policy in California, it is vital for the Board to be able to accurately present your opinions about working conditions, salaries and other issues pertinent to nursing practice. Survey results will be used by the Board to guide public policy and plan for California's future nursing workforce needs. Summary results of the survey will be published on the Board's website in 2025.

Your individual survey responses are absolutely confidential and individual responses will not be identified or reported. Your participation in the survey is voluntary and you may skip any questions you choose not to answer, but we hope to have a great response to the survey to ensure that the Board has a representative picture of California nurses.

The University of California, San Francisco is conducting the survey for the Board. The linked survey has been sent to RNs/APRNs with active California licenses residing in and outside of California. Completion of the survey should take no more than 25 minutes. You may also receive a hard-copy version of this survey in the mail if we do not hear from you via the online survey system.

You may complete the survey online at: SurveyLink

Your USERNAME is: XXXXX
Your PASSWORD is: XXXXX

If you have any difficulty completing the survey, or if you have any questions about your participation in this study, please contact Amy Quan, at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at amy.quan@ucsf.edu. You may also contact Joanne Spetz, Ph. D., Principal Investigator, by phone at (415) 502-4443. You also have the option of contacting the UC San Francisco Human Research Protection Program at (415) 476-1814 or via email at irb@ucsf.edu
We hope we can count on your participation and look forward to receiving your completed survey.

Sincerely,
Loretta Melby
Executive Officer
California Board of Registered Nursing

Reminder 1: [WEDS] MARCH 6TH, 2024 9AM

Subject Line: Reminder: BRN 2024 RN Survey

From name: BRN Survey Manager

From address: lela.chu@ucsf.edu or amy.quan@ucsf.edu

Hello FirstName LastName!

The **California Board of Registered Nursing**, working with the University of California, San Francisco emailed you a link to the 2024 survey about a week ago. We have not heard from you and wanted to make sure you received a link to the survey and that your username and password were working properly. The survey link was sent to people with active California RN licenses regardless of whether or not they are currently working.

Whether you are currently working as an RN/APRN or not, we need your input regarding work in California.

Follow this link to the Survey: SurveyLink

Your USERNAME is: XXXXX

Your PASSWORD is: XXXXX

If you need assistance completing this survey on-line, please call me toll-free at 1-877-276-8277 or email me at amy.quan@ucsf.edu. If we do not hear from you, you may receive a paper version of this survey in your mail. If you have already completed your questionnaire, please disregard this notice. Thank you.

Amy Quan, Project Manager
UC San Francisco

Reminder 2: [THURS] MARCH 13th, 2024 12PM

Subject Line: Reminder: CA BRN/UCSF Survey of RNs

From name: RN Survey in California

From address: lela.chu@ucsf.edu or amy.quan@ucsf.edu

Dear FirstName LastName:

The **California Board of Registered Nursing**, working with the University of California, San Francisco emailed you a link to the 2024 survey about two weeks ago (February 26th). We have not heard from you and wanted to make sure you received a link to the survey and that your username and password were working. The survey link was sent to people with active California RN licenses regardless of whether or not they are currently working as an RN.

We need your input to better understand how our nursing workforce can support coming healthcare changes.

Follow this link to the Survey: SurveyLink

Your **USERNAME** is: XXXXX

Your **PASSWORD** (all CAPS) is: XXXXX

If you need assistance completing it on-line, **please call me toll-free at 1-877-276-8277** or email me at amy.quan@ucsf.edu. If we do not hear from you, you may receive a paper version of this survey in your mail. (If you have already completed your questionnaire, please disregard this notice.) Thank you.

Amy Quan, Project Manager
UC San Francisco

Reminder 3: [MON] MARCH 25TH, 2024 6AM

Subject Line: Please reply: Board of Registered Nursing Survey
From name: Board of Registered Nursing/UCSF
From address: lela.chu@ucsf.edu or amy.quan@ucsf.edu

Dear FirstName LastName:

In late February, we emailed you a link to an online survey asking about your experiences as an RN in California. We have not yet received your completed questionnaire, and I wanted to make a special plea for your help.

Even if you are not currently practicing as an RN, have moved out-of-state, or are retired, we still need your participation. The BRN wants to understand patterns of retirement and reasons for not working as a nurse.

The California Board of Registered Nursing is extremely interested in understanding working conditions, salaries and other issues pertinent to RNs/APRNs in California. Your input will help the Board understand how best to utilize the nursing workforce in future workforce planning.

Your individual survey responses are absolutely confidential and individual responses will not be identified or reported. Your participation in the survey is voluntary and you may skip questions you choose not to answer, but we hope to have a great response to the survey to ensure that the Board has a representative picture of California RNs/APRNs. More information about UCSF human subjects' protections for this study can be found on the first page of the online survey.

I've taken the liberty of emailing you one more time, in the event that you may have overlooked your initial invitation during the holiday season. Completion of the survey should take no more than 20 minutes. Your responses will remain strictly confidential. All information will be summarized, and no information that could be used to identify individuals will be released. You may also receive a paper survey in the mail if we do not hear from you via the online system.

Survey Link: SurveyLink
Your USERNAME is: XXXXX
Your PASSWORD is: XXXXXX

If you have any difficulty accessing or completing the survey, or if you have any questions about your participation in this study, please call Amy Quan at UC San Francisco toll-free at 1-877-276-8277, or by email at amy.quan@ucsf.edu. You may also contact Joanne Spetz, Ph. D., Principal Investigator, by phone at (415) 502-4443. You also have the option of contacting the UC San Francisco Human Research Protection Program at (415) 476-1814 or via email at irb@ucsf.edu.

We hope we can count on your participation and look forward to receiving your completed survey.

Sincerely,
Loretta Melby
Executive Officer
California Board of Registered Nursing

First Postcard

Hello!

We recently mailed you a survey about your experiences as a registered nurse. This research is sponsored by the **California Board of Registered Nursing**. We want to hear from people with active licenses, nurses currently working in nursing, those working in other fields, and those who have retired from nursing altogether. I understand that we have not yet received your completed questionnaire. Your response is valuable, and I hope that you will take 25 minutes to complete your questionnaire and mail it back in the postage-paid envelope. If you've misplaced your questionnaire, please call 1-877-276-8277 or email Amy.Quan@ucsf.edu and I'll see that you receive another copy. (If you have recently mailed your completed questionnaire, or completed the survey online, please disregard this notice.) Thank you for your assistance.

Sincerely,

Amy Quan, Project Manager
UC San Francisco

Second Postcard

CHECKING IN

The **California Board of Registered Nursing**, working with the University of California, San Francisco, mailed you a copy of the 2024 Survey of Registered Nurses a few months ago and again last month. We have not heard from you and wanted to make sure you received a copy of the survey. It was sent to people with active licenses, to nurses currently working in nursing, those working in other fields, as well as those who have retired from nursing altogether.

We need your input to better gauge the health of the nursing profession in California.

You also have the option of completing the survey online. If you need another mailed copy of the survey or want to know how to do it online, **please call me toll-free at 1-877-276-8277 or email me at Amy.Quan@ucsf.edu**. (If you have already mailed your completed survey, or submitted it online, please disregard this notice.) Thank you.

Amy Quan, Project Manager
UC San Francisco

Third Postcard

LAST CHANCE!

The **California Board of Registered Nursing**, working with the University of California, San Francisco, recently mailed you a copy of the 2024 Survey of Registered Nurses. We have not heard from you and wanted to make sure you received a copy of the survey. It was sent to people with active licenses, to nurses currently working in nursing, those working in other fields, and those who have retired from nursing altogether.

We need your input to better gauge the health of the nursing profession in California.

You also have the option of completing the survey online. If you need another copy of the survey or want to know how to do it online, **please call me toll-free at 1-877-276-8277 or email me at Amy.Quan@ucsf.edu**. (If you have already mailed your completed survey, or submitted it online, please disregard this notice.) Thank you.

Amy Quan, Project Manager
UC San Francisco

Letter for RNs



BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
BOARD OF REGISTERED NURSING
PO BOX 944210, Sacramento, CA 94244-2100
P (916) 322-3350 | TTY (800) 326-2297 | www.rn.ca.gov



NAME
ADDRESS1
ADDRESS2
ADDRESS3

Dear NAME:

We are pleased to inform you the Board of Registered Nursing is inviting you to be one of a select group of California nurses to provide the Board with vital information concerning current nursing practice in the state. Only 10,000 of California's estimated 445,000 RNs/APRNs are being surveyed, giving you a unique opportunity to contribute to an important study of the nursing profession and future workforce planning. With the pivotal role of the nursing profession in workforce planning and policy in California, it is vital for the Board to be able to accurately present your opinions about working conditions, salaries, and other issues pertinent to nursing practice. Survey results will be used by the Board to guide public policy and plan for California's future nursing workforce needs. Summary results of the survey will be published on the Board's website in 2025.

Your individual survey responses are absolutely confidential and individual responses will not be identified or reported. Your participation in the survey is voluntary and you may skip any questions you choose not to answer, but we hope to have a great response to the survey to ensure that the Board has a representative picture of California nurses.

The University of California, San Francisco is conducting the survey for the Board. The attached survey has been sent to RNs/APRNs with active California licenses residing in and outside of California. Completion of the survey should take no more than 25 minutes. The survey may be completed in the attached paper/pencil format or ONLINE. If completing the attached survey by paper and pencil, please return in the postage-paid return envelope. You may complete the enclosed survey online at <https://tiny.ucsf.edu/brn2024>.



Your online USERNAME is : XXXXX
Your online PASSWORD (Enter as ALL CAPS) is : XXXXXX

If you have any difficulty completing the survey, or if you have any questions about your participation in this study, please contact Amy Quan at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at Amy.Quan@ucsf.edu. You may also contact Joanne Spetz, PhD, Principal Investigator, by phone at (415) 502-4443. You also have the option of contacting the UC San Francisco Human Research Protection Program at (415) 476-1814 or via email at irb@ucsf.edu.

We hope we can count on your participation and look forward to receiving your completed survey.

Sincerely,

Loretta Melby
Executive Officer
California Board of Registered Nursing



BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR

BOARD OF REGISTERED NURSING

PO BOX 944210, Sacramento, CA 94244-2100

P (916) 322-3350 | TTY (800) 326-2297 | www.rn.ca.gov



NAME
ADDRESS1
ADDRESS2
ADDRESS3

Dear NAME:

Over a month ago we sent you a questionnaire asking about your experiences as a current or former registered California nurse. We have not yet received your completed questionnaire, and I wanted to make a special plea for your help.

Even if you are not currently practicing in the field of nursing, we still need your participation. Your input will help the Board understand factors that contribute to nurses' decisions to leave or stay in the profession.

The California Board of Registered Nursing is extremely interested in evaluating the experiences and needs of California's nursing community. Hearing from people like you and the thousands of other nurses we have contacted is the only way we can learn first-hand about the challenges and concerns facing today's nurses. This will help California plan for its future nursing needs as well as to develop policies that will increase the value of providing nursing services in California.

I've taken the liberty of enclosing a new questionnaire for you to complete, in the event that you may have misplaced yours. Completion of the survey should take no more than 20 minutes, and a postage-paid return envelope is enclosed for your convenience. Your responses will remain strictly confidential. All information will be summarized, and no information that could be used to identify individuals will be released.

You may complete the enclosed survey online at <https://tiny.ucsf.edu/brn2024>



Your online USERNAME is : XXXXX

Your online PASSWORD (Enter as ALL CAPS) is : XXXXXX

Participation in this research is completely voluntary and you are free to skip any questions you don't want to answer. Your responses are very important to the success of this project, and you will be contributing in a significant way to the profession of registered nursing and its future. We hope that we can count on your participation.

If you have questions or require any additional information, please contact my colleague, Amy Quan, at the Institute for Health Policy Studies at UC San Francisco. You can call her toll-free at 1-877-276-8277 or email her at Amy.Quan@ucsf.edu.

Thank you in advance for your cooperation.

Sincerely,

Loretta Melby
Executive Officer
California Board of Registered Nursing

16. Appendix D. Questionnaire



California Board of Registered Nursing

Survey of Registered Nurses 2024

Conducted for the Board of Registered Nursing
by the
University of California, San Francisco

Here's how to fill out the Survey:

- Use pen or pencil to complete the survey.
- Please try to answer each question.
- Most questions can be answered by checking a box or writing a number or a few words on a line.
- Never check more than one box, except when it says **Check all that apply**.
- Sometimes we ask you to skip one or more questions. An arrow will tell you what question to answer next, like this:

₁ YES
₂ NO → **SKIP TO Question 23**

- If none of the boxes is just right for you, please check the one that fits you the best. Feel free to add a note of explanation. If you are uncomfortable answering a particular question, feel free to skip it and continue with the survey.
- If you need help with the survey, please email Amy.Quan@ucsf.edu or call toll-free: (877) 276-8277.
- **REMEMBER:** An online version of this survey is available. Follow the instructions in the cover letter that came with this questionnaire to access the online survey.

After you complete the survey, please mail it back to us in the enclosed envelope. No stamps are needed. Thank you for your prompt response.

**CALIFORNIA BOARD OF REGISTERED NURSING
2024 RN SURVEY**

SECTION A: EDUCATION & LICENSURE

1. What types of **nursing** degree programs have you completed? Include **all** past to current education.

	Year completed	Location (2-letter state code or name of country)
A. Associate degree in nursing	_____	_____
B. 30-unit option program (LVN-to-RN)	_____	_____
C. Baccalaureate in nursing (BSN or BS with nursing major)	_____	_____
D. Entry Level Master's program (ELM, MEPN, etc.)	_____	_____
E. Diploma program (hospital-based)	_____	_____
F. Master's Degree in nursing (non-ELM)	_____	_____
G. Post-Master's Certificate in nursing	_____	_____
H. Doctor of Nursing Practice (DNP)	_____	_____
I. Research-based Nursing Doctorate (PhD, DNSc, etc.)	_____	_____
J. Other (Describe): _____	_____	_____

2. In what US state or other country were you **first licensed** as an RN?

2-letter US state code: _____

OR Other country: _____

3. What year were you first licensed as an RN in the **United States**?

4. How did you pay for your **initial** RN education? Include the cost of tuition, room and board, fees, books, and supplies. (**Check all that apply.**)

- a. Money from a job I held while in school
- b. Money from a job held before school
- c. Gifts from parents, spouse, or other family members or friends
- d. Loan from parents, spouse, or other family members or friends
- e. Federally-assisted student loan
- f. Other type of student loan
- g. Employer tuition reimbursement plan
- h. Federal traineeship, scholarship, or grant (e.g., National Health Service Corps)
- i. State or local government scholarship or grant
- j. Employer non-government scholarship or grant
- k. Other (**Specify**): _____

5. How much student debt did you have **when you graduated** from your **initial** RN program?

a. None or \$ _____

6. How much student debt do you **still owe** from your **initial** RN program?

a. None or \$ _____

7. What types of **non-nursing** degree programs have you **completed**, before and/or after your nursing education?

	Year
A. Associate degree (non-nursing)	_____
B. Bachelor's degree (non-nursing)	_____
C. Master's Degree (non-nursing)	_____
D. Doctorate (JD, MD, PhD, etc.)	_____
E. Other program type (Describe): _____	_____

8. **Prior** to starting your initial RN education, were you employed in a health occupation? (**Check all that apply.**)

- a. No
- b. Yes, healthcare clerical or administrative
- c. Yes, military medical corps
- d. Yes, nursing aide/assistant
- e. Yes, other health technician/therapist
- f. Yes, medical assistant
- g. Yes, licensed practical/vocational nurse
- h. Yes, other (**Specify**): _____

9. **Not including California**, do you hold an **active** RN license in **other states**?

- No other states
- Yes (**List states**): _____

Are any of these Nurse Licensure Compact states? Yes No

10. Which of the following **California BRN certifications or listings** do you have? Please indicate the year you received your California license, if applicable. (**Check all that apply.**)

- Nurse Anesthetist: Year licensed: _____
- Nurse-Midwife: Year licensed: _____
- Nurse Practitioner: Year licensed: _____
- Clinical Nurse Specialist: Year licensed: _____
- Public Health Nurse
- Psychiatric/Mental Health Nurse
- None of the above

11. **Since completing your initial RN education**, how many years and months have you worked in a job that requires a registered nursing license? Exclude years during which you did not work as an RN.

_____ years and _____ months

12. How satisfied are you with the **nursing profession** overall?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

13. Are you **currently enrolled** in a degree program or certification program?

- Yes No → **Skip to Question #17**

14. What percent of coursework is through online classrooms (such as Zoom) or asynchronous learning?

Currently: _____% Normally: _____%

15. What is your degree objective? (**Check all that apply.**)

- Associate degree in Nursing (ADN)
- Baccalaureate of Science in Nursing (BSN)
- Master's degree in Nursing (MSN)
- Doctor of Nursing Practice (DNP)
- Research or education-focused Doctorate in Nursing (PhD, DNSc, etc.)
- Non-degree nursing certificate
- Non-nursing Associate degree
- Non-nursing Baccalaureate degree
- Non-nursing Master's degree
- Non-nursing professional Doctorate (JD, MD, etc.)
- Non-nursing research or education-focused Doctorate (PhD, EdD, etc.)
- Non-nursing certificate

16. Why did you decide to return to school? (**Check all that apply.**)

- Personal fulfillment or enrichment
- Employer requires me to obtain BSN
- Difficulty finding a job with current education
- To be eligible for a promotion or higher-level position
- Employer encourages me to advance my education
- Desire for new skills to improve the quality of care I provide
- To prepare me to work in a different setting
- To get a higher salary
- Interest in an administrative/ management career
- Interest in a faculty/teaching career
- Interest in becoming an advanced practice nurse (NP, CNM, CRNA, CNS)
- Desire to change careers out of nursing
- Getting burned out in current job
- Other (**Describe**): _____

17. Are you **currently employed for pay** in a position that **requires an RN license**, including any Advanced Practice Registered Nurse positions?

- Yes, working full-time, part-time or per diem → **Continue to Section B on the next page**
- No → **Skip to Section C, page 8**

SECTION B: FOR NURSES CURRENTLY EMPLOYED IN NURSING

Please complete this section if you are working in a position that requires an RN license, including APRN positions. In this survey, "RN" or "registered nursing" refers to both RNs and APRNs.

18. How many **hours** do you **normally** work in all **positions** that require a registered nursing license? **(Please complete all items.)**
- _____ # hours per **day** in all nursing positions
 - _____ # hours per **week** in all nursing positions (do not include unworked on-call hours)
 - _____ # overtime hours per **week** in all nursing positions
 - _____ # hours **on call not worked** per week in all nursing positions
 - _____ # hours in **direct patient care** per week
19. How many **months** per year do you work as an RN?
_____ # months per **year**
20. Where is your place of work? **(Check only one.)**
- 1 Entirely at my employer's site
- 2 Entirely from home
- 3 Hybrid on-site and from home
21. What are your intentions regarding your nursing employment in the next:
- | Two Years?
(Check only one.) | Five Years?
(Check only one.) |
|--|--|
| <input type="checkbox"/> 1 Plan to increase hours of nursing work | <input type="checkbox"/> 1 Plan to increase hours of nursing work |
| <input type="checkbox"/> 2 Plan to work approximately as much as now | <input type="checkbox"/> 2 Plan to work approximately as much as now |
| <input type="checkbox"/> 3 Plan to reduce hours of nursing work | <input type="checkbox"/> 3 Plan to reduce hours of nursing work |
| <input type="checkbox"/> 4 Plan to leave nursing entirely but not retire | <input type="checkbox"/> 4 Plan to leave nursing entirely but not retire |
| <input type="checkbox"/> 5 Plan to retire | <input type="checkbox"/> 5 Plan to retire |
- Questions 22 - 41 refer to your principal nursing position, which is the current RN or APRN position in which you spend most of your working time.**
22. In your **principal** nursing position, are you...? **(Check only one.)**
- 1 A regular employee (including per diem)
- 2 Employed locally through a temporary agency
- 3 Travel nurse/travel agency
- 4 Self-employed
23. How long have you been employed as an RN with your **principal** employer in any position?
_____ years and _____ months
24. How many **hours per week** do you normally work in your **principal** nursing position?
_____ # hours per week
25. How many **months per year** do you normally work in your **principal** nursing position?
_____ # months per year
26. Which one of these best describes the **job title** of your **principal** nursing position? **(Check only one.)**
- 1 Staff nurse/direct care nurse
- 2 Charge Nurse and direct care nurse
- 3 Charge Nurse or Team Leader (not direct care)
- 4 Senior management (CEO, Vice President, Dean)
- 5 Middle management (Asst. Director, Dept. Head, Associate Dean)
- 6 Front-line management (Head Nurse, Manager)
- 7 Clinical Nurse Specialist (CNS)
- 8 Certified Registered Nurse Anesthetist (CRNA)
- 9 Certified Nurse-Midwife (CNM)
- 10 Nurse Practitioner (NP)
- 11 School Nurse
- 12 Public Health/Community Health Nurse
- 13 Educator, academic setting (professor, instructor)
- 14 Staff educator, service setting (in-service educator)
- 15 Patient educator
- 16 Patient care coordinator/case manager/discharge planner/patient navigator
- 17 Quality improvement/utilization review nurse
- 18 Informatics/Clinical documentation specialist
- 19 Infection control nurse
- 20 Occupational health nurse
- 21 Telenursing/telephone advice nurse
- 22 Other **(Please describe)**: _____

27. Which of the following best describes the **type of setting** of your **principal** nursing position? If you work for a temporary employment or traveling nurse agency, in which setting do you most often work? (Check only one.)

Hospital (not mental health)

- ₁ Hospital, **inpatient** care or **emergency** dept.
- ₂ Hospital, **ancillary** unit (GI lab, radiology, etc.)
- ₃ Hospital, **ambulatory care** department (outpatient, surgery, clinic, etc.)
- ₄ Hospital, **nursing home** unit
- ₅ Hospital, **other** type of department (administration, home health, etc.)

Other inpatient setting

- ₆ **Nursing home**/extended care/skilled nursing facility/group home
- ₇ **Rehabilitation** facility/ long-term acute care
- ₈ Inpatient **mental health**/substance abuse
- ₉ **Correctional** facility/prison/jail
- ₁₀ **Inpatient hospice** (not hospital-based)
- ₁₁ **Other inpatient setting**

Clinic/ambulatory

- ₁₂ **Private** medical practice, clinic, office, etc.
- ₁₃ **Public** clinic, rural health center, FQHC, etc.
- ₁₄ **School health** service (K-12 or college)
- ₁₅ Outpatient **mental health**/substance abuse
- ₁₆ **Urgent care**, not hospital-based
- ₁₇ **Ambulatory surgery** center (free-standing)
- ₁₈ **Other clinic/ambulatory**
(Please describe): _____

Other types of employment settings

- ₁₉ **Occupational health** or employee health service
- ₂₀ **Public health** or community health agency (not a clinic)
- ₂₁ **Government agency** other than public/community health or corrections
- ₂₂ Outpatient **Dialysis** Center
- ₂₃ University or college (**academic** department)
- ₂₄ **Home health** agency/hospice agency
- ₂₅ **Case management**/disease management
- ₂₆ **Call center**/telenursing center
- ₂₇ Self-employed
- ₂₈ **Other setting**
(Please describe): _____

28. Approximately what percentage of your time is spent on each of the following functions during a typical week in your **principal** position?

- a. _____ % Patient care and charting
 - b. _____ % Patient education
 - c. _____ % Indirect patient/client care (consulting, planning, evaluating care)
 - d. _____ % Teaching, precepting or orienting students or new hires/staff
 - e. _____ % Supervision/management
 - f. _____ % Administration
 - g. _____ % Research
 - h. _____ % Non-nursing tasks (housekeeping, etc.)
 - i. _____ % Other (**Describe**): _____
- 100% Total** _____

29. Where is your **principal** nursing position located? (Please complete all items.)

- a. Zip Code _____
- b. City _____
- c. State _____ (2-letter)

30. From your residence, how many miles is it **one-way** to your **principal** nursing position? If you work for a traveling nurse agency or registry, indicate the **average** one-way distance to your current or most recent employment location.

_____ miles one-way

31. Please specify the **total annual earnings** for your **principal nursing position only**, before deductions for taxes, social security, etc. If you do not have a set annual salary, please estimate your annual earnings for last year.

\$ _____ /year

32. What benefits does your **principal** nursing position offer? (Check all that apply.)

- _a Retirement plan
- _b Personal health insurance
- _c Family/dependent health insurance
- _d Dental insurance
- _e Tuition reimbursement
- _f Paid time to pursue an educational degree
- _g None of these benefits

33. Indicate the clinical area in which you **most frequently** provide direct patient care in your **principal** nursing position. (**Check only one.**)

- | | | |
|--|---|---|
| <input type="checkbox"/> 0 Not involved in direct patient care | <input type="checkbox"/> 8 Emergency/trauma | <input type="checkbox"/> 16 Oncology |
| <input type="checkbox"/> 1 General medical-surgical | <input type="checkbox"/> 9 Geriatrics | <input type="checkbox"/> 17 Pediatrics |
| <input type="checkbox"/> 2 Critical care/intensive care | <input type="checkbox"/> 10 Gynecology/family planning | <input type="checkbox"/> 18 Psychiatry/mental health |
| <input type="checkbox"/> 3 Ambulatory care – primary care | <input type="checkbox"/> 11 Home health care | <input type="checkbox"/> 19 Rehabilitation |
| <input type="checkbox"/> 4 Ambulatory care – specialty | <input type="checkbox"/> 12 Hospice | <input type="checkbox"/> 20 School health (K-12 or college) |
| <input type="checkbox"/> 5 Community/public health | <input type="checkbox"/> 13 Labor & delivery | <input type="checkbox"/> 21 Step-down or telemetry |
| <input type="checkbox"/> 6 Corrections | <input type="checkbox"/> 14 Mother-baby unit or newborn nursery | <input type="checkbox"/> 22 Surgery/peri-operative |
| <input type="checkbox"/> 7 Dialysis | <input type="checkbox"/> 15 Neonatal care | <input type="checkbox"/> 23 Other (Specify): _____ |

34. Please rate each of the following factors of your **principal** nursing position:

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Does not apply
A. Your job overall	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
B. Your salary	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
C. Employee benefits	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
D. Adequacy of RN skill level where you work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
E. Adequacy of the number of RN staff where you work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
F. Adequacy of clerical support services	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
G. Non-nursing tasks required	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
H. Amount of charting required	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
I. Your workload	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
J. Physical work environment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
K. Work schedule	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
L. Job security	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
M. Opportunities for advancement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
N. Support from other nurses you work with	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
O. Teamwork between coworkers and yourself	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
P. Leadership from your nursing administration	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Q. Involvement in patient care decisions	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
R. Relations with physicians	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
S. Relations with other non-nursing staff	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
T. Relations with agency or registry nurses	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
U. Interaction with patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
V. Time available for patient education	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
W. Involvement in policy or management decisions	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
X. Opportunities to use my skills	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Y. Opportunities to learn new skills	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
Z. Quality of preceptor and mentor programs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
AA. Employer-supported educational opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
BB. Quality of patient care where you work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
CC. Feeling that work is meaningful	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
DD. Recognition for a job well done	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
EE. Respect from the public for nurses	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

35. To what extent, if any, do the following factors affect your ability to provide **high-quality patient care** or to **do your best work** in your **principal nursing position**?

	Not at all	A little	Moderate extent	Great extent	Does not apply
A. Workplace violence	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Patients with substance use disorders	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Immigration status of patients	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Patient care decisions outside my control	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Functionality of electronic health records	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Poor leadership from manager/institution	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Institution support of my professional judgement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

36. To what extent do you agree with the statements below about **the organization for which you work** in your **principal nursing position**?

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly Disagree
A. If I did the best job possible, my organization would notice	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
B. My organization really cares about my well-being	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
C. My organization responds to my complaints	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
D. My organization takes pride in my accomplishments	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
E. My organization values my contribution to its well-being	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

37. Please rate the degree of your agreement with these statements about the **team with which you work** most frequently.

	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly Disagree
A. If you make a mistake on this team, it is often held against you	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
B. Members of my team are able to bring up problems and tough issues	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
C. People on my team sometimes reject others for being different	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
D. It is safe to take a risk on this team	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
E. It is difficult to ask other members of this team for help	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
F. No one on my team would deliberately act in a way that undermines my efforts	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
G. Working with members of this team, my unique skills and talents are valued and utilized	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

38. Overall, based on **your definition of burnout**, how would you rate your level of burnout? (**Check only one.**)

- ₁ I enjoy my work. I have no symptoms of burnout
- ₂ Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out
- ₃ I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion
- ₄ The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot
- ₅ I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help

39. What is the likelihood that you will leave your **principal nursing position** within **two years**?

- 1 Will not leave 2 Small possibility 3 Reasonably likely 4 Definitely leaving

40. To what extent do these factors contribute to your desire to leave or stay in your **principal nursing position**?

	Strongly makes me want to stay			Does not affect my plan to stay/leave			Strongly makes me want to leave
A. Work environment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
B. Manager/administration	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
C. Availability/lack of loan repayment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
D. Availability/lack of training opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
E. Patient population	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
F. Length of commute	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
G. Opportunities for advancement (or lack of)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
H. Schedule/hours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
I. Proximity to family and friends	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
J. Proximity to spouse/partner's job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
K. Pay and benefits	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
L. Physical demands of the job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
M. Respect from the public for nurses	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
N. Teamwork with my coworkers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
O. Childcare or eldercare challenges	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

41. Below are some situations you may have experienced at work. Please indicate how often you have experienced them during the past **12 months** at your **principal nursing position**.

	Once a week or more	A few times a month	A few times a year	Less than once a year	Never
A. How often are you unfairly given tasks that no one else wants to do?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
B. At work, when different opinions would be helpful, how often is your opinion not asked for?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C. How often are you watched more closely than others?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
D. How often are you unfairly humiliated in front of others at work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
E. How often does your supervisor or boss make slurs or jokes related to race/ethnicity, gender, or sexual identity?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
F. How often do your coworkers make slurs or jokes related to race/ethnicity, gender, or sexual identity?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
G. How often do your patients/clients make slurs or jokes related to race/ethnicity, gender, or sexual identity?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
H. How often do you feel that you are ignored or not taken seriously by your boss?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
I. How often do others assume that you work in a lower status job than you do and treat you as such?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
J. How often has a coworker with less experience and fewer qualifications been promoted before you?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

42. Do you currently hold more than one nursing job?

- ₁ Yes
₂ No → **Skip to Question #47**

43. How many **additional** nursing positions do you hold? (**do not count** your principal job)

- ₁ One ₂ Two ₃ Three or more

44. What type of work do you do in your **other nursing positions**? (**Check all that apply.**)

- _a Hospital staff
_b Public health or community health
_c Long-term acute care
_d School health
_e Nursing home, extended care, or skilled nursing facility staff
_f Mental health or substance abuse treatment
_g Home health or hospice
_h Telehealth/telenursing
_i Teaching health professions or nursing students
_j Ambulatory care, occupational health
_k Self-employed
_l Other (**Please describe**): _____

45. In your **other** nursing positions, are you...? (**Check all that apply.**)

- _a A regular employee _e Self-employed
_b Employed through a temporary agency, not travelling _f Travel nurse or employed through a traveling nurse agency

46. Please report the following for your **other** nursing positions. **Do not repeat your principal position.**

Additional position 1:

Average hours worked per week: _____
 Months worked per year: _____
 Estimated pre-tax annual income: _____

Additional position 2:

Average hours worked per week: _____
 Months worked per year: _____
 Estimated pre-tax annual income: _____

All other additional positions:

Average hours worked per week: _____
 Months worked per year: _____
 Estimated pre-tax annual income: _____

47. Are you currently employed through a temporary agency, traveling agency, or registry for any of your nursing jobs? (**Check all that apply.**)

- _a Yes, a temporary agency or registry _b Yes, a traveling agency _c No (**Skip to Section D on page 10**)

48. In what year did you most recently begin work as a temporary, registry, or traveling nurse? _____

49. Please indicate which of the following reasons describe why you work for a temporary agency, traveling agency, or registry. (**Check all that apply.**)

- _a Wages _f Unable to work enough hours at my primary job
_b Supplemental income _g Maintain skills/get experience
_c Waiting for a desirable permanent position _h Control of schedule
_d Unable to find any permanent RN job _i Control of work conditions
_e Travel/see other parts of the country _j Control of work location
_k Other (**Please describe**): _____

SECTION C: FOR PERSONS NOT EMPLOYED IN REGISTERED NURSING

The purpose of this section is to learn why people are not employed in nursing or have left nursing practice. The term "registered nurse" applies to both RNs and APRNs.

If you are currently employed as an RN or APRN, please review your response to Q17 on page 2 before continuing to Section B (page 3)

50. What was the last year you worked for pay as an RN or APRN? _____

- _a I have never worked for pay as an RN or APRN

51. How important are each of the following factors in why you are **not employed** in nursing?

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Retired	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Laid off	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Difficult to find desired nursing position	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Cannot find any work as an RN/APRN	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Other family responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Inconvenient schedules in nursing jobs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Stress on the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Negative effect of work on my health or well-being	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Unsafe workplace	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Non-job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Salary	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. Dissatisfied with benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Lack of support from my employer/supervisor	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
P. Inability to deliver quality care consistently	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
Q. Lack of respect from the public for nurses	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
R. Dissatisfaction with the nursing profession	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
S. Relocated to a different area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
T. Travel	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
U. Wanted to try another occupation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
V. Returned to school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
W. Other (Describe): _____	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

52. To what extent would these changes affect your desire to return to nursing?

	Would not affect my plans → Would greatly increase my desire to return to nursing				
	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
A. Job opportunities became more available	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Work environments improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Student loan repayment became more available	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. On-the-job training and development became more available	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. School/childcare schedules became more stable	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Commute became shorter	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. If remote work from home became available	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Employers offered more opportunities for advancement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Pay improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Work schedules improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Fringe benefits improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Physical demands of the job were lessened	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Management/administration became more attentive to nursing staff needs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. My personal health situation improved	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Other (Describe): _____	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

53. Which of the following best describes your current intentions regarding work in nursing? **(Check only one.)**
- | | |
|--|--|
| <input type="checkbox"/> ₁ Currently seeking employment in nursing | |
| <input type="checkbox"/> ₂ Plan to work in nursing in the future, but not looking for a job now | → How soon? <input type="checkbox"/> ₁ Less than one year |
| <input type="checkbox"/> ₃ Retired | <input type="checkbox"/> ₂ 1-2 years |
| <input type="checkbox"/> ₄ Definitely will not return to nursing, but not retired | <input type="checkbox"/> ₃ 3-4 years |
| <input type="checkbox"/> ₅ Undecided at this time | <input type="checkbox"/> ₄ 5 or more years |

SECTION D: EMPLOYMENT IN NON-NURSING POSITIONS

54. Are you currently employed in a **non-nursing** position (that does not require a registered nursing license)?
 ₁ Yes ₂ No → **Skip to Section E, below**
55. Does your position utilize any of your nursing knowledge? ₁ Yes ₂ No
56. Please report the following for your **non-nursing** positions (combined if you have more than one).
 Average hours worked per week: _____ Months worked per year: _____
 Estimated pre-tax annual income: _____
57. Please indicate the field(s) of your work position(s) outside of nursing. **(Check all that apply.)**
- | | |
|---|--|
| <input type="checkbox"/> _a Health-related services outside of nursing | <input type="checkbox"/> _b Pharmaceuticals, biotechnology, or medical devices |
| <input type="checkbox"/> _c Retail sales and services | <input type="checkbox"/> _d Education (non-nursing, including K-12 or college) |
| <input type="checkbox"/> _e Financial, accounting, and insurance services | <input type="checkbox"/> _f Consulting organization |
| <input type="checkbox"/> _g Other (Please describe) : _____ | |

SECTION E: CHANGES IN THE PAST YEAR

58. Have you changed employers, positions, how much you work, or whether you work, in the **past 12 months**?
 ₁ Yes ₂ No → **Skip to Section F on the next page**
59. Have you changed **employers or whether you work** in the past year? **(Check all that apply.)**
- | | |
|--|--|
| <input type="checkbox"/> _a I am not working in nursing now, but was working earlier this year | <input type="checkbox"/> _e Added second non-nursing job |
| <input type="checkbox"/> _b I was not working earlier this year, but am working now in nursing | <input type="checkbox"/> _f Changed second nursing employer |
| <input type="checkbox"/> _c Changed principal employer | <input type="checkbox"/> _g Stopped working in second nursing job |
| <input type="checkbox"/> _d Added second nursing job | <input type="checkbox"/> _h Stopped working in secondary non-nursing job |
| <input type="checkbox"/> _i Other (Please describe) : _____ | |
60. If you changed your principal employer, in what setting did you previously work? **(Check only one.)**
- | |
|--|
| <input type="checkbox"/> ₁ Hospital |
| <input type="checkbox"/> ₂ Ambulatory care (physician office, surgery center, urgent care center) |
| <input type="checkbox"/> ₃ Long-term care (nursing home, skilled nursing facility, extended care) |
| <input type="checkbox"/> ₄ Home health (including home-based hospice) |
| <input type="checkbox"/> ₅ Other (Describe) : _____ |
61. Have you changed **job titles** in the past year? ₁ Yes ₂ No → **Skip to Question #63**
62. What was your job title before the change? _____
63. Has there been a change in **how much you work** as an RN in the past year? **(Check only one.)**
- | | |
|--|--|
| <input type="checkbox"/> ₁ No change in hours worked | <input type="checkbox"/> ₄ Decreased hours – employer imposed |
| <input type="checkbox"/> ₂ Increased hours – employer imposed | <input type="checkbox"/> ₅ Decreased hours – my choice |
| <input type="checkbox"/> ₃ Increased hours – my choice | <input type="checkbox"/> ₆ Other (Please describe) : _____ |

64. How important were each of the following factors in your **change in employment or hours** during the past year?

	Not at all important	Somewhat important	Important	Very important	Does not apply
A. Retired	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
B. Laid off	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
C. Employer reduced my hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
D. Employer increased my hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
E. Promotion/career advancement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
F. Desire to fully use skills/learn new skills	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
G. Childcare responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
H. Other family responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
I. Change in spouse/partner work situation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
J. Wanted or needed more convenient work hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
K. Stress on the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
L. Negative effect of work on my health or well-being	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
M. Unsafe workplace	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
N. Job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
O. Non-job-related illness/injury	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
P. Salary/benefits	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
Q. Lack of support from my employer/supervisor	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
R. Inability to deliver quality care consistently	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
S. Dissatisfaction with the nursing profession	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
T. Relocated to a different area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
U. Change in household financial status	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
V. Wanted to try another occupation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
W. Returned to school	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
X. Wanted to work remotely from home	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
Y. Other (Describe): _____	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

SECTION F: RESIDENCE OUTSIDE CALIFORNIA

65. Do you reside primarily outside California?

- ₁ Yes ₂ No → **Skip to Section G on the next page**

66. If you reside outside California, please check any of the following that apply regarding the past 12 months. (**Check all that apply.**)

- _a Worked as an RN in California for temporary agency/registry
- _b Worked as an RN for California employer in telenursing
- _c Worked as an RN for out-of-state telenursing employer with California clients
- _d Regularly commuted to California for an RN job
- _e Worked as an RN in California but have since moved out
- _f Did not work as an RN in California in the past 12 months

67. How many months did you work in California as an RN in the past 12 months?

_____ months or ₀ Did not work in CA

68. If you reside outside California, do you plan to work as an RN in California in the next two years? (**Check all that apply.**)

- _a **Yes**, I plan to travel to California intermittently to work as an RN
- _b **Yes**, I plan to relocate to California and work as an RN
- _c **Yes**, I plan to perform telenursing for a California employer
- _d **Yes**, I plan to perform telenursing for out-of-state employer with California clients
- _e **Yes**, I plan to regularly commute to California to work as an RN
- _f **No**, I do not plan to practice in California

SECTION G: DEMOGRAPHICS

69. Year of birth: _____
70. What is your gender identity?
- ₁ Female ₃ Trans Woman ₅ Non-binary
₂ Male ₄ Trans Man ₆ Genderqueer
₇ Gender non-conforming
₈ Prefer to self-describe: _____
71. In what country were you born?
- ₁ USA
₂ Other country: _____
72. What was your parents' highest education?
- | | |
|---|---|
| Mother | Father |
| <input type="checkbox"/> ₁ High school or less | <input type="checkbox"/> ₁ High school or less |
| <input type="checkbox"/> ₂ Some college | <input type="checkbox"/> ₂ Some college |
| <input type="checkbox"/> ₃ Assoc. degree | <input type="checkbox"/> ₃ Assoc. degree |
| <input type="checkbox"/> ₄ Bachelor's degree | <input type="checkbox"/> ₄ Bachelor's degree |
| <input type="checkbox"/> ₅ Graduate degree | <input type="checkbox"/> ₅ Graduate degree |
| <input type="checkbox"/> ₆ Don't know | <input type="checkbox"/> ₆ Don't know |
73. Marital status ₁ Single
₂ Currently married/partnered
₃ Separated/divorced/widowed
74. Do you have children living at home with you?
- ₂ No ₁ Yes If Yes, **how many** are:
- _____ # 0-2 years old
 _____ # 3-5 years old
 _____ # 6-12 years old
 _____ # 13-17 years old
 _____ # 18 years or older
75. Do you have responsibility for assisting or caring for an adult family member who needs help because of a condition related to aging or a disability? **Do not include paid positions.**
- ₁ Yes ₂ No
- If Yes, **how many** adults do you assist or care for? ₁ 1 adult ₂ 2 adults ₃ 3 or more
76. Do you speak any of these non-English languages fluently?
- | | | |
|---|--|--|
| <input type="checkbox"/> _a Spanish | <input type="checkbox"/> _n Vietnamese | <input type="checkbox"/> _i Arabic |
| <input type="checkbox"/> _b Cantonese | <input type="checkbox"/> _r Armenian | <input type="checkbox"/> _j Japanese |
| <input type="checkbox"/> _c Mandarin | <input type="checkbox"/> _o Korean | <input type="checkbox"/> _k Russian |
| <input type="checkbox"/> _e Tagalog | <input type="checkbox"/> _h Farsi | |
- Other (**Specify**): _____

77. Your home Zip code: _____
- or Foreign country: _____
78. What is your ethnic/racial background? **(Check all that apply).**
- _a Caucasian/White/European/Middle Eastern
_b African-American / Black / African
_c American Indian/Native American/Alaskan Native
- Latino/Hispanic**
- _d Central American _o Mexican
_e South American _h Other Hispanic
_r Caribbean
- Asian/Pacific Islander**
- | | | |
|---|---|---|
| <input type="checkbox"/> _i Cambodian | <input type="checkbox"/> _e Indian | <input type="checkbox"/> _r Pakistani |
| <input type="checkbox"/> _j Chinese | <input type="checkbox"/> _p Indonesian | <input type="checkbox"/> _u Samoan |
| <input type="checkbox"/> _k Fijian | <input type="checkbox"/> _s Japanese | <input type="checkbox"/> _v Thai |
| <input type="checkbox"/> _l Filipino | <input type="checkbox"/> _t Korean | <input type="checkbox"/> _w Tongan |
| <input type="checkbox"/> _m Guamanian | <input type="checkbox"/> _s Laotian/
Hmong | <input type="checkbox"/> _x Vietnamese |
| <input type="checkbox"/> _n Hawaiian | | <input type="checkbox"/> _y Other Asian |
- ₂ Other
79. Which category best describes how much income your **total household** received last year? This is the before-tax income of **all** persons living in your household:
- | | |
|---|---|
| <input type="checkbox"/> ₁ Less than \$125,000 | <input type="checkbox"/> ₆ \$225,000 – \$249,999 |
| <input type="checkbox"/> ₂ \$125,000 - \$149,999 | <input type="checkbox"/> ₇ \$250,000 – \$274,999 |
| <input type="checkbox"/> ₃ \$150,000 - \$174,999 | <input type="checkbox"/> ₈ \$275,000 – \$299,999 |
| <input type="checkbox"/> ₄ \$175,000 - \$199,999 | <input type="checkbox"/> ₉ \$300,000 or more |
| <input type="checkbox"/> ₅ \$200,000 – \$224,999 | |
80. Approximately what percentage of your **total household** income comes from your nursing job(s)?
- | | | |
|--|--|--|
| <input type="checkbox"/> ₁ None | <input type="checkbox"/> ₄ 40-59% | <input type="checkbox"/> ₇ 80-99% |
| <input type="checkbox"/> ₂ 1-19% | <input type="checkbox"/> ₅ 60-79% | <input type="checkbox"/> ₈ 100% |
| <input type="checkbox"/> ₃ 20-39% | | |
81. Have you ever served on active duty or reserves in the U.S. Armed Forces? **(Check all that apply.)**
- _a I now serve on active duty
_b I previously served on active duty
_c I now am on reserves
_d I previously was on reserves
_e I have never been on active duty or reserves
- If you have served, are/were you in the Nurse Corps? ₁ Yes ₂ No

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