

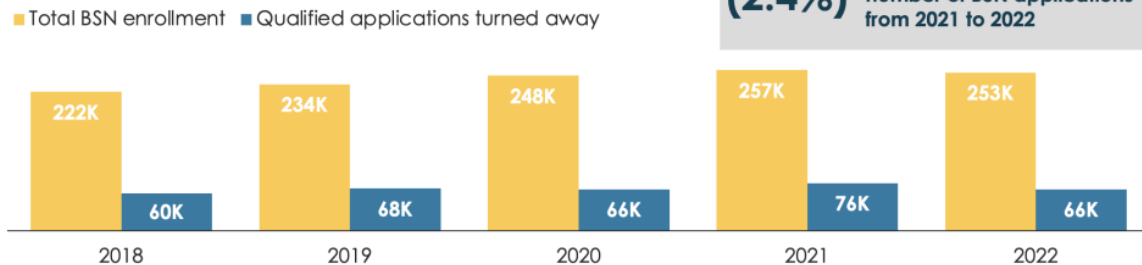
Spotting a “skills mismatch” in the nursing pipeline

While last week’s [graphic](#) looked at how a wave of retirements has hit the nursing workforce, this week we take a look at the pipeline of nurses in training to fill that gap. In recent years, there has been a consistent stream of qualified applicants who want to become BSN nurses, but schools don’t have the capacity to admit them. One reason: an ongoing shortage of nursing faculty, which recent retirements have exacerbated. **The percentage of nursing schools with at least one full-time faculty vacancy grew from 53 percent in 2019 to 62 percent in 2022.** Looking at registered nurses (RNs), the number with active licenses has continued to grow at a much higher rate than the supply of licensed practice nurses (LPNs) with active licenses. **The relatively small LPN workforce is especially significant, given rising interest in team-based nursing care, which aims to utilize a higher number of LPNs, supervised by RNs and BSNs.** Expanding training programs with an eye toward the skills and mix needed to deliver team-based care will be critical to ensuring a stable, efficient nursing workforce for future decades.

BSN¹ Enrollment Declined in 2022 for First Time in Past Two Decades

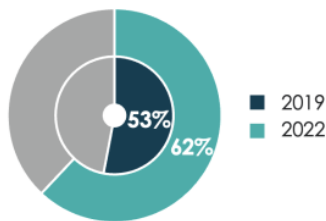
Nursing Schools Increasingly Struggling to Fill Vacancies

BSN Application Trends, by Year

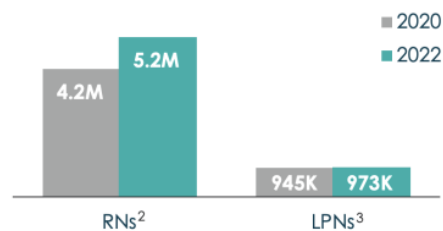


Percentage of Nursing Schools with Full-Time Faculty Vacancies, by Year

n = 892 schools; Oct. 2019. n = 909 schools; Oct. 2022



Total Number of Active Nursing Licenses, by Type and Year



1. Bachelors of science in nursing.
2. Registered nurse.
3. Licensed practical nurse.

Source: Smiley, R. et al. "The 2022 National Nursing Workforce Survey". *Journal of Nursing Regulation*, Apr. 2023; Fang, D. et al. "Special Survey on Faculty Positions for Academic Year 2022-2023". *American Association of Colleges of Nursing*, Oct. 2022; "New Data Show Enrollment Declines in Schools of Nursing, Raising Concerns About the Nation's Nursing Workforce". *American Association of Colleges of Nursing*, 2 May 2023; Fang, D. et al. "Special Survey on Faculty Positions for Academic Year 2019-2020". *American Association of Colleges of Nursing*, Oct. 2019;