South Dakota’s Nursing Workforce
2021 Supply and Employment Characteristics

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Acknowledgements

• Thank you
  • SD licensed nurses who completed the survey questions
  • Sage Project Consultants, LLC
  • SDBON staff-Linda Young, Glenna Burg, and Erin Matthies
Focus of Report

- Supply and characteristics of the nursing workforce for:
  - Licensed Practical Nurses (LPN)
  - Registered Nurses (RN)
  - Certified Nurse Midwives (CNM)
  - Certified Nurse Practitioners (CNP)
  - Certified Registered Nurse Anesthetists (CRNA)
  - Clinical Nurse Specialists (CNS)
Overview and Methods

• Data analyzed was collected from January 1, 2019 to December 31, 2020
• Nursing supply is measured by the number of actively licensed nurses
• Nurses that renewed, reactivated, or reinstated their license on a biennial basis were required to complete survey questions addressing number of hours worked or volunteered in the profession in addition to other employment characteristics
• Nurses that applied for initial licensure by examination or license by endorsement into SD from another state did not complete the employment data questions and were excluded in the response rate
LPN Workforce Gains and Losses

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Additions/Loss to LPN Workforce</td>
<td>522</td>
<td>569</td>
<td>532</td>
</tr>
<tr>
<td>Supply Increase/Decrease</td>
<td>-44</td>
<td>86</td>
<td>-483</td>
</tr>
<tr>
<td>Net Increase/Loss of LPNs</td>
<td>-478</td>
<td>-483</td>
<td>-466</td>
</tr>
</tbody>
</table>

Legend:
- Blue: Additions/Loss to LPN Workforce
- Orange: Supply Increase/Decrease
- Grey: Net Increase/Loss of LPNs
LPN Characteristics

Average Age: 43.7

2020: 12.4% <26, 12.3% 26-30, 11.7% 31-35, 11.7% 36-40, 9.4% 41-45, 7.8% 46-50, 5.9% 51-55, 10.3% 56-60, 9.5% 61-65, 9.0% >65

2018: 12.4% <26, 12.3% 26-30, 11.7% 31-35, 11.7% 36-40, 9.4% 41-45, 7.8% 46-50, 5.9% 51-55, 10.3% 56-60, 9.5% 61-65, 9.0% >65

2016: 12.4% <26, 12.3% 26-30, 11.7% 31-35, 11.7% 36-40, 9.4% 41-45, 7.8% 46-50, 5.9% 51-55, 10.3% 56-60, 9.5% 61-65, 9.0% >65
LPN Characteristics

- White/Caucasian, 89.7%
- 95.6% female, 4.4% male
- Other races:
  - American Indian/Alaska Native: 4.4%
  - Asian/Pacific Islander: 1.0%
  - Black/African American: 1.9%
  - Hispanic/Latino: 1.9%
  - Two or More Races/Other: 1.1%
89.9% were employed in nursing full-time, part-time, or per diem
82.3% were employed in the state of South Dakota
25.5%, practiced in the specialty area of geriatric/gerontology and 21.0% in adult/family health
## LPN County Distribution

<table>
<thead>
<tr>
<th>County</th>
<th>County Population²</th>
<th>Number of LPNs</th>
<th>Number of LPNs 61 Years or Older</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurora</td>
<td>2,751</td>
<td>4</td>
<td>25.0% (1)</td>
</tr>
<tr>
<td>Beadle</td>
<td>18,453</td>
<td>33</td>
<td>21.2% (7)</td>
</tr>
<tr>
<td>Bennett</td>
<td>3,365</td>
<td>6</td>
<td>33.3% (2)</td>
</tr>
<tr>
<td>Bon Homme</td>
<td>6,901</td>
<td>17</td>
<td>52.9% (9)</td>
</tr>
<tr>
<td>Brookings</td>
<td>35,077</td>
<td>57</td>
<td>10.5% (6)</td>
</tr>
<tr>
<td>Brown</td>
<td>38,839</td>
<td>100</td>
<td>20.0% (20)</td>
</tr>
</tbody>
</table>

²County Population
Actively Licensed Registered Nurses

2020: 18,693
2018: 18,479
2016: 17,693
RN Characteristics

Average Age: 44.6
RN Highest Academic Achievement

- Doctoral degree nursing PhD: 77
- Doctoral degree nursing practice DNP: 218
- Doctoral degree nursing other: 6
- Doctoral degree non-nursing: 58
- Master degree nursing: 1,906
- Master degree non-nursing: 490
- Baccalaureate degree nursing: 7,971
- Baccalaureate degree non-nursing: 745
- Associate degree: 4,835
- Diploma: 620
- No Response: 17

BSN Goal: 80%
SD: 67.7%
## RN Degree Enhancement

<table>
<thead>
<tr>
<th>Nursing Degree Sought</th>
<th>2019 – 2020 Number of RNs</th>
<th>2019 – 2020 Percent</th>
<th>2017 – 2018 Number of RNs</th>
<th>2017 – 2018 Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baccalaureate in Nursing</td>
<td>1,410</td>
<td>50.2%</td>
<td>366</td>
<td>28.9%</td>
</tr>
<tr>
<td>Master’s in Nursing</td>
<td>969</td>
<td>34.5%</td>
<td>661</td>
<td>52.2%</td>
</tr>
<tr>
<td>Doctorate of Nursing Practice (DNP)</td>
<td>370</td>
<td>13.2%</td>
<td>181</td>
<td>14.3%</td>
</tr>
<tr>
<td>PhD</td>
<td>60</td>
<td>2.1%</td>
<td>33</td>
<td>2.6%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0.0%</td>
<td>26</td>
<td>2.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,809</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>1,267</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

16.6% reported they were enrolled in education classes leading to degree enhancement compared to 7.7% in 2019.
83.9% were employed in nursing full-time, part-time, or per diem (*excluded APRNs, unemployed, retired, and volunteers)
67.0% were employed in the state of South Dakota
9.9% practiced in the medical-surgical specialty area, 9.8% in “other” specialty area, and 7.5% in acute/critical care
RN Distribution

<table>
<thead>
<tr>
<th>Region</th>
<th>% RN Population</th>
<th>% State Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1</td>
<td>14.8%</td>
<td>14.3%</td>
</tr>
<tr>
<td>Region 2</td>
<td>15.5%</td>
<td>28.7%</td>
</tr>
<tr>
<td>Region 3</td>
<td>10.7%</td>
<td>40.5%</td>
</tr>
<tr>
<td>Region 4</td>
<td>6.7%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Region 5</td>
<td>7.0%</td>
<td>9.2%</td>
</tr>
<tr>
<td>Region 6</td>
<td>4.4%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Region 7</td>
<td>6.9%</td>
<td>16.0%</td>
</tr>
</tbody>
</table>

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## RN County Distribution

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<thead>
<tr>
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<th>Number of RNs 61 Years or Older</th>
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<tbody>
<tr>
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<td>42</td>
<td>9.5% (4)</td>
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<tr>
<td>Beadle</td>
<td>18,453</td>
<td>188</td>
<td>20.7% (39)</td>
</tr>
<tr>
<td>Bennett</td>
<td>3,365</td>
<td>30</td>
<td>20.0% (6)</td>
</tr>
<tr>
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<td>6,901</td>
<td>112</td>
<td>30.4% (34)</td>
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<tr>
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<td>35,077</td>
<td>318</td>
<td>15.1% (48)</td>
</tr>
<tr>
<td>Brown</td>
<td>38,839</td>
<td>576</td>
<td>18.6% (107)</td>
</tr>
</tbody>
</table>
Advanced Practice RNs
CNM, CNP, CRNA, CNS
Actively Licensed APRNs

Total: 2,014

- CNMs
- CNPs
- CRNAs
- CNSs

Yearly breakdown:
- 2016: 848 CNMs, 454 CNPs, 38 CRNAs, 68 CNSs
- 2018: 1,111 CNMs, 493 CNPs, 32 CRNAs, 64 CNSs
- 2020: 1,414 CNMs, 500 CNPs, 44 CRNAs, 56 CNSs

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Certified Nurse Midwives

Most common certification/practice foci

All actively licensed held certification through American Midwifery Certification Board (AMCB)

Demographics

93.2% Female and 93.2% White/Caucasian
Average age 50.3

Educational Preparation

91.9% hold a graduate degree
Certified Nurse Midwives

**Employment and Practice Characteristics**

- 73.0% employed in SD
- 64.9% employed full-time
- Settings: Hospitals and Ambulatory Care
- Specialty: 89.2% Maternal-child and Women’s health
Certified Nurse Practitioners

Most common certification/practice foci

78.4% Family across the Lifespan
10.7% Adult/Gerontology (Acute and Primary)

Demographics

90.2% Female, 9.8% Male, and 93.0% White/Caucasian
Average age 44.4

Educational Preparation

98.2% hold a graduate degree
Certified Nurse Practitioners

**Employment and Practice Characteristics**

- 78.6% employed in SD
- 86.0% employed full-time
- Settings: Ambulatory Care, Hospitals, and Community Settings
- Specialty: 33.7% Adult/Family Health
  - 16.0% Other-Clinical Specialties
  - 12.0% Acute/Critical Care/Trauma
CNP Certification/Practice Foci

- Women's Health: 2.5%
- Psych-Mental Health: 4.5%
- Pediatric (Acute & Primary): 2.3%
- Neonatal: 4.4%
- Family Across the Lifespan: 78.4%
- Adult/Gerontology (Acute & Primary): 10.7%
Certified Registered Nurse Anesthetists

**Most common certification/practice foci**

Certified through the National Board of Certification and Recertification for Nurse Anesthetists

**Demographics**

54.4% Male, 45.6% Female, and 93.0% White/Caucasian
Average age 47.5

**Educational Preparation**

87.4% hold a graduate degree
Certified Registered Nurse Anesthetists

Employment and Practice Characteristics

- 76.0% employed in SD
- 83.4% employed full-time
- Settings: Hospitals and Ambulatory Care
- Specialty: 96.1% Anesthesia
Clinical Nurse Specialists

Most common certification/practice foci

- Adult/Gerontology
- Psych-Mental Health

Demographics

- 98.2% Female and 96.4% White/Caucasian
- Average age 60.0

Educational Preparation

- All held a graduate degree
  - Master’s-nursing 73.2%
  - Doctoral degree-nursing (PhD): 14.3%
  - Doctoral degree-nursing practice (DNP): 8.9%
  - Doctoral degree-not nursing: 3.6%
### Employment and Practice Characteristics

- 73.2% employed in SD
- 64.3% employed full-time
- Settings: Hospitals, Ambulatory Care, and Academia
- Specialty: 16.1% Psych-Mental Health
  - 14.2% Acute/Critical Care
  - 8.9% Adult/Family Health
APRN Distribution

Region 1: %CNS: 7.1%, %CRNA: 6.8%, %CNP: 9.2%, %CNM: 14.3%, % State Population: 57.1%
Region 2: %CNS: 3.6%, %CRNA: 6.8%, %CNP: 3.6%, %CNM: 15.5%, % State Population: 31.6%
Region 3: %CNS: 4.3%, %CRNA: 6.8%, %CNP: 3.6%, %CNM: 28.7%, % State Population: 9.2%
Region 4: %CNS: 3.6%, %CRNA: 6.8%, %CNP: 2.3%, %CNM: 15.4%, % State Population: 7.1%
Region 5: %CNS: 2.3%, %CRNA: 6.8%, %CNP: 4.4%, %CNM: 3.6%, % State Population: 5.9%
Region 6: %CNS: 3.6%, %CRNA: 6.8%, %CNP: 2.7%, %CNM: 12.5%, % State Population: 16.2%
Region 7: %CNS: 12.5%, %CRNA: 6.8%, %CNP: 12.1%, %CNM: 15.4%, % State Population: 22.7%

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Thank You!

Full report is available online at