

# Minnesota's Advanced Practice Registered Nurse Workforce, 2014

HIGHLIGHTS FROM THE 2014 APRN WORKFORCE SURVEY<sup>i</sup>

## Overall

Advanced Practice Registered Nurses are an important segment of the health care workforce delivering primary and specialty care. Advanced Practice Registered Nurses (APRNs) are registered nurses educated at Masters, post-Masters, or doctorate level in a specific role and population and are certified as Nurse Practitioners, Clinical Nurse Specialists, Nurse Midwives and/or Registered Nurse Anesthetists. In 2015, the Minnesota Legislature enacted legislation providing for full-practice autonomous practice for APRNs.

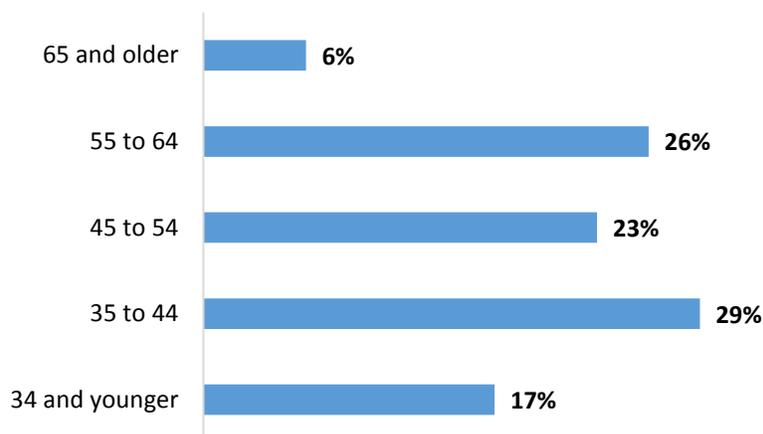
According to the Minnesota Board of Nursing, as of March 2015, there were **6,100** actively licensed Advanced Practice Registered Nurses (APRNs).<sup>ii</sup> Most APRNs were certified as Nurse Practitioners (60 percent) followed by Nurse Anesthetists at 28 percent, Clinical Nurse Specialists at 7 percent and Nurse Midwives at 4 percent.

## Demographics

**Sex.** Advanced Practice Nursing is female-dominated; 85 percent of APRNs are women. However, the masculinization of the nurse workforce in Minnesota is two times greater among APRNs compared to Registered and Licensed Practical Nurses, both of which are only 7 percent male.

**Age.** APRNs are generally middle-aged and older. Slightly more than half of all APRNs are age 45 or older, and the youngest cohorts of APRNs are proportionately small, suggesting there may not be an adequate number of new professionals entering the field to replace those retiring. However, an increase in college and universities offering advanced practice nursing education may impact a change in age demographics in the future. It is also possible that the extended educational path required of APRNs has some bearing on the smaller cohort of younger APRNs currently in the workforce.

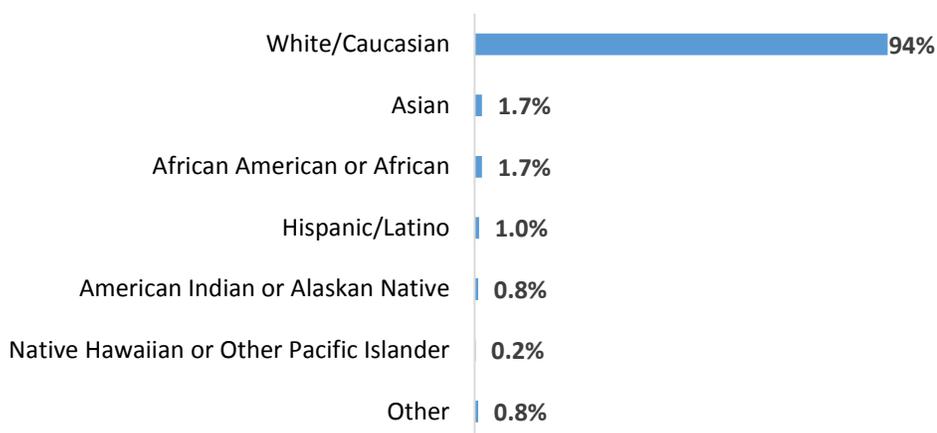
### Age of Minnesota APRNs



Source: Minnesota Board of Nursing, March 2015. Analysis done by MDH. Percentages are based on all 6,100 licensees.

**Race.** The vast majority (94 percent) of APRNs indicated that they are white, which is similar of healthcare professionals in Minnesota.

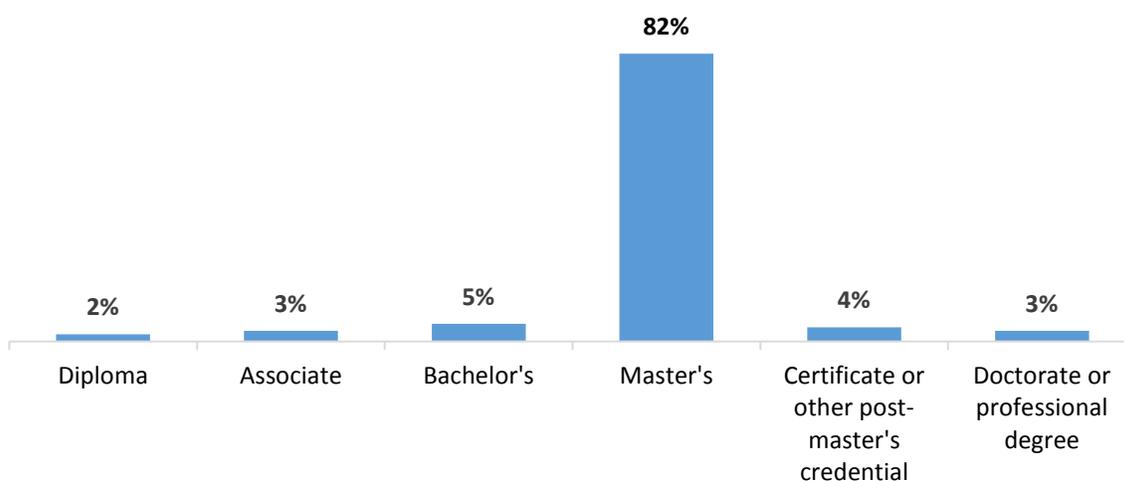
### Race of Minnesota APRNs



Source: MDH APRN Workforce Questionnaire, 2014. Respondents could select as many races as applicable.

**Education Level.** Historically, the completion of a diploma, certificate, or Bachelor’s degree was required of APRNs to enter the profession. The advanced educational credentials of Master’s and Doctorate level degrees has become the standard for APRNs for entry to practice. APRNs entering the profession today must have a Master’s degree for licensure in Minnesota, although an increasing number of nursing education programs in Minnesota are offering Doctorate level APRN programs. A majority of APRNs (82 percent) report their education as a Master’s degree.

**Education Level of Minnesota APRNs**



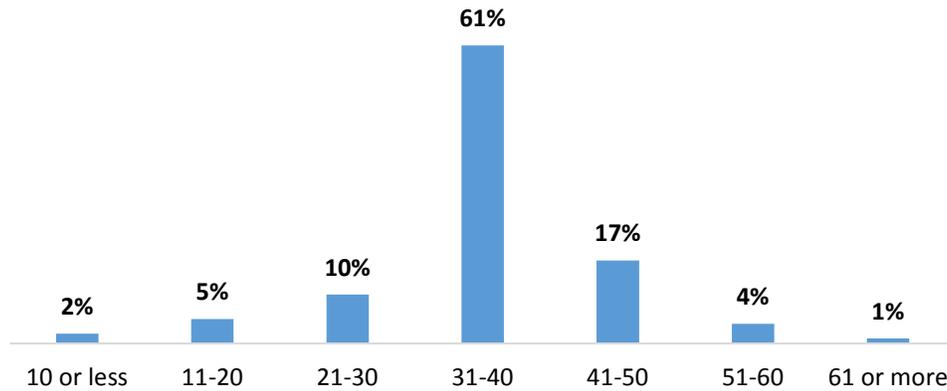
Source: MDH APRN Workforce Questionnaire, 2014. The chart is based on 5,574 survey responses.

## Employment

**Share of APRNs Employed.** An estimated **95 percent** of Minnesota licensed APRNs reported on the MDH questionnaire that they were “working in a paid or unpaid position related to [their] license.” Of the small share *not* working in an APRN-related capacity, three percent indicated they were *seeking work* as an APRN either while they were currently working in another field or unemployed. The remaining 2 percent were either retired or not working for personal reasons.

**Hours Worked.** APRNs reported the number of hours they worked in a typical week. While the median number of hours worked in a week was 40, approximately 25% of APRNs reported working more than 41 hours per week.

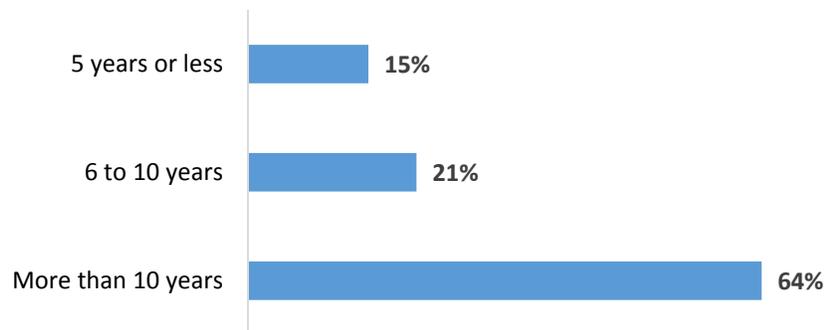
**Hours Worked in a Typical Week**



Source: MDH APRN Workforce Questionnaire, 2014. The chart is based on 5,308 survey responses.

**Future Plans.** Only a small percentage of APRNs indicated that they planned to leave the field within five years. Of those planning to leave, the vast majority (82 percent) indicated that they planned to retire.

**“How long do you plan to continue practicing in your field?”**



Source: MDH APRN Workforce Questionnaire, 2014. The chart is based on 5,163 survey responses.

**Work Setting.** The questionnaire asked APRNs to identify their work settings. The largest share of APRNs worked in a hospital. (Additionally, just one percent of APRNs surveyed described their work setting as a solo practice.)

### APRNs' Work Setting

Setting	Share of APRNs Working in this Setting
Hospital	41%
Ambulatory Care/Clinic	31%
Academic (Teaching / Research)	5%
Nursing Home/Long-term care/ Extended care/Assisted Living	4%
Ambulatory Surgical Center	3%
Federally Qualified Health Center	2%
Convenience/Retail/Walk-in clinic	2%
Community/Public Health	1%
Urgent Care Clinic	1%
School (K-12)/College/University Health Clinic	1%
Solo Practice	1%
Hospice	1%
Rehabilitation Facility	1%
Other	4%

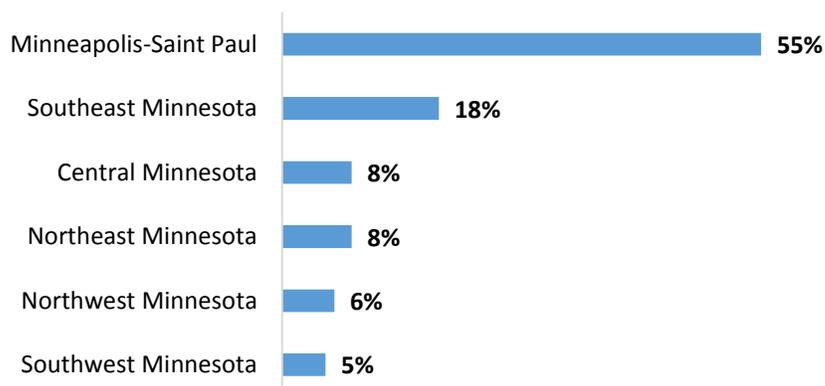
Source: MDH APRN Workforce Questionnaire, 2014. The chart is based on 5,302 survey responses.

## Geographic Distribution

To get a sense of the accessibility of APRN services around the state, the next two charts provide two different views of the geographic distribution of APRNs. These analyses are based on geocoded addresses that are supplied to the Board of Nursing at the time of license renewal.<sup>iii</sup>

**Distribution by Region.** The first chart shows the distribution of APRNs across the six planning areas around Minnesota. As shown, the majority of APRNs (55 percent) are practicing in the Twin Cities metro area followed by 18 percent practicing in the Southeast region ( Mayo Clinic is located in this region). A significantly smaller share of APRNs are practicing elsewhere in the state. For reference, the Twin Cities metro area houses approximately 54 percent of the state's population with all other regions housing between 7 and 13 percent of the population. This suggests that APRNs—and therefore the accessibility of APRN services—are heavily concentrated in the Twin Cities metro and Southeast area, even relative to the large population there. It also suggests that Central Minnesota region may experience a lack of APRNs more than other regions.

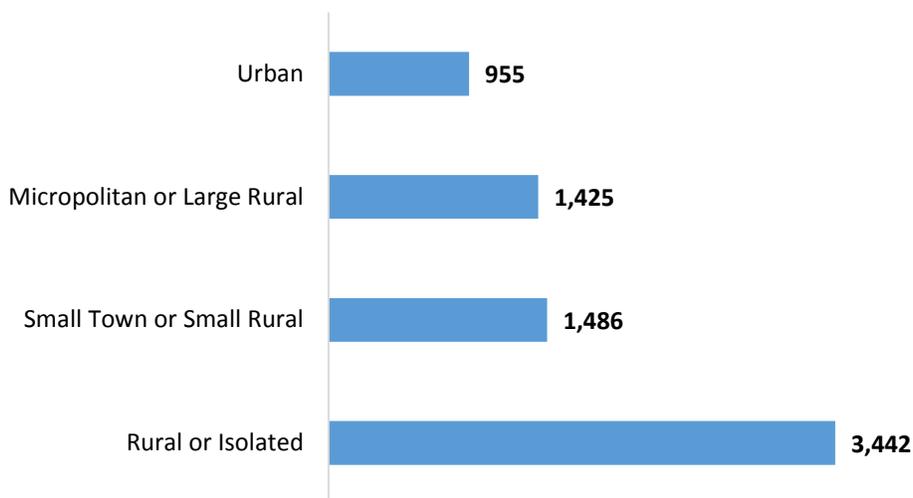
**APRNs by Minnesota Region**



*Source: Minnesota Department of Health (MDH) geocoding and analysis of APRN Workforce Questionnaire, 2014 primary practice address data. Percentages above are based on 4,870 valid Minnesota addresses.*

**Distribution across urban and rural areas.** The chart below provides another view of the geographic distribution of APRNs, showing the size of the population for every one APRN in urban, micropolitan, small town, and rural areas. As shown, there are 955 people for every one APRN in urban areas of Minnesota, compared to nearly four times that many in the most rural areas of the state. This pattern is typical of other healthcare professions, and reflects the relative inaccessibility of care in sparsely populated areas of Minnesota.

**Minnesota Population-to-APRN Ratio**



*Source: Minnesota Department of Health (MDH) geocoding and analysis of APRN Workforce Questionnaire, 2014 primary practice address data. Percentages above are based on 4,870 valid Minnesota addresses.*

Visit our website at <http://www.health.state.mn.us/data/workforce/index.html> to learn about the Minnesota healthcare workforce. County-level data for this profession is available at <http://www.health.state.mn.us/data/workforce/database/index.html>

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<sup>i</sup> The Minnesota Department of Health (MDH), in cooperation with the Minnesota Board of Nursing, collected information on demographics, education, career and future plans of APRNs via a workforce questionnaire mailed from September to December 2014 with Minnesota’s new APRN licensure application. Unless noted, all data are based on information collected from that survey. The survey response rate was 92 percent.

<sup>ii</sup> Of the total licensed professionals, 434 (7 percent) listed a practice address outside of Minnesota; 790 (13 percent) did not provide a practice address, and based on survey responses, 5% of the total licensees are not currently practicing as an APRN. Thus, not all actively licensed APRN are part of the Minnesota APRN workforce.

<sup>iii</sup> Addresses are generally practice locations, but a small number of APRNs reported organization headquarters and/or home addresses. Additionally, approximately 20 percent of APRNs reported either an out-of-state address or no address to the Board; these professionals may or may not be providing services in Minnesota, but could not be geocoded.