Newly Licensed Registered Nurses: Facts and Figures

The RN Work Project is a 10-year study of newly licensed registered nurses (NLRNs) that began in 2006. It is the only multi-state, longitudinal study of new nurses’ turnover rates, intentions and attitudes— including intent, organizational commitment, and preferences about work. The study is supported by the Robert Wood Johnson Foundation.

**Newer NLRNs are more likely to be enrolled in a formal education program.**
- 11.4% of nurses licensed in 2004-2005 were enrolled in a formal education program.
- 16.6% of nurses licensed in 2010-2011 were enrolled in a formal education program.

**Newer NLRNs report fewer significant employee benefits.**
- Roughly half of NLRNs leave their first job within two years.
- Of nurses licensed in 2004-2005 reported working in a hospital.
- Of nurses licensed in 2010-2011 reported working in a hospital.

**Newer NLRNs report fewer job opportunities.**
- 10.5% of nurses licensed in 2010-2011 who were unemployed said they could not find an entry-level RN job in their area.
- 11.4% of nurses licensed in 2010-2011 who were unemployed said they could not find an entry-level RN job in their area.

**Most NLRNs do not get quality improvement (QI) training or support.**
- 16.6% of NLRNs report being sent by their employer to a QI training course or conference.
- 25.4% of NLRNs who receive training report that it helps them improve patient care.

**Lack of opportunity is the greatest barrier to QI training.**
- 42.2% of NLRNs say they have not gotten training because we were not offered the opportunity to participate in online training.
- 25.2% of NLRNs say they have not gotten training because the time commitment was too great.

**Most NLRNs tend to be less geographically mobile than people in most other professions, regardless of education level.**
- 61.6% of female BSN nurses ages 20 – 39 live in the state they were born in.
- 56.8% of comparable professionals in other fields live in the state they were born in.

**NURSING CAREER MOBILITY**
- 60.8% of workers with an associate’s degree live in the state they were born in.
- 53.3% of all workers with a bachelor’s degree live in the state they were born in.