

Nursing Supply and Demand Dashboard

Kentucky Board of Nursing

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Introduction

The **Nursing Supply and Demand Dashboard** is a product of the **Kentucky Board of Nursing (KBN)**. Users have the ability to see information about nurses in five sections.

The first section, Nursing Supply, displays information around those with Kentucky Nursing Licensures. Information such as demographics and various employment metrics can be found here.

The second section, Enrollment & Grads, shows trends for enrollment, graduates, and faculty turnover by geography.

The third section, Projected Demand, shows 5-Year job projections for healthcare occupations by the Local Workforce Areas in Kentucky.

The fourth section, Hospital Vacancies, shows information around shortages, vacancy rates, and turnover rates for nurses.

The last section, Program Map, shows prelicensure nursing programs across Kentucky.

Users can click the buttons below to view the technical documentation for information around data used.

Section 1: Introduction

The introduction is the landing page for this dashboard report. Descriptions are provided for each section. Users have the ability to click the Walkthrough Guide to see how dashboards are laid out, download technical documentation (this document), and an alternative, accessible, aggregate data file. A user can see which dashboard they are viewing by the alternate color on the navigation tabs to the left.

Home

Nursing Supply

Enrollment & Grads

Projected Demand

Hospital Vacancies

Nursing Program Map



Click to Show Walkthrough Guide

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Technical Documentation

Section 2: Nursing Supply

This dashboard shows various metrics and demographics of nursing licensures. Users can select an Area Type (State, County, Area Development District, or Local Workforce Area) and see any region in Kentucky as well as Out-of-State/Unknown Location counts. More information about geographic regions can be found in the glossary.

The dashboard shows total licensure counts for APRN-CNMs, APRN-CNPs, APRN-CNSs, APRN-CRNAs, LPNs, and RNs, as well as breakouts by gender and race for the selected region. A grid on the right side of the dashboard can be filtered to specific employment metrics, including:

- Employment Position
 - Employment Setting
 - Employment Specialty
 - Employment Status
 - Excess Hours
- Highest Education
 - Number of Positions
 - Planning to Retire (in Years)
 - Unemployment Reason
 - Years Practiced as a Nurse

Please see the glossary for how responses were grouped into categories for each metric.

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Nursing Supply

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KENTUCKY
BOARD OF NURSING

NURSING SUPPLY - All

Licensures (2024)

Select Area Employed Type

State

Select an Area Employed Value

All

Select a Metric

Planning to Retire (in Years)

Year

2024

Licensures by Occupation

Total

111,664

CNM188

CNP16,164

CNS150

CRNA2,048

LPN15,074

RN78,040

Licensures by Gender

Female

100.0%

90.8%

95.4%

55.9%

93.9%

90.8%

Licensures by Gender

Male

9.2%

3.9%

44.0%

6.1%

9.2%

Licensures by Gender

Non-binary

0.0%

0.7%

0.0%

0.0%

License by Race

American Indian ..

0.4%

0.5%

0.5%

0.3%

License by Race

Asian

2.2%

2.6%

1.1%

2.5%

License by Race

Black/African Am...

4.4%

6.9%

1.3%

3.7%

14.2%

5.6%

License by Race

White/Caucasian

94.6%

89.1%

98.1%

89.8%

83.0%

90.1%

License by Race

Choose not to an...

1.0%

1.0%

0.6%

3.0%

0.6%

0.8%

License by Race

Other Race

0.5%

0.5%

0.7%

0.7%

Licensures by Planning to Retire (in Years)

Less than 3 years

8.51%
(n=16)

1.91%
(n=309)

9.33%
(n=14)

5.57%
(n=114)

4.22%
(n=636)

4.37%
(n=3,413)

Licensures by Planning to Retire (in Years)

3-5 years

4.26%
(n=8)

3.97%
(n=642)

16.67%
(n=25)

6.74%
(n=138)

6.37%
(n=960)

6.04%
(n=4,710)

Licensures by Planning to Retire (in Years)

5-10 years

13.30%
(n=25)

9.74%
(n=1,575)

24.00%
(n=36)

12.45%
(n=255)

11.28%
(n=1,700)

10.57%
(n=8,252)

Licensures by Planning to Retire (in Years)

10-15 years

14.36%
(n=27)

17.55%
(n=2,836)

14.67%
(n=22)

19.24%
(n=394)

14.67%
(n=2,211)

13.23%
(n=10,323)

Licensures by Planning to Retire (in Years)

15-20 years

24.47%
(n=46)

23.14%
(n=3,741)

18.67%
(n=28)

22.46%
(n=460)

18.59%
(n=2,803)

17.41%
(n=13,590)

Licensures by Planning to Retire (in Years)

Greater than 20 years

34.04%
(n=64)

42.64%
(n=6,892)

14.00%
(n=21)

33.40%
(n=684)

40.53%
(n=6,109)

42.58%
(n=33,230)

Licensures by Planning to Retire (in Years)

Already Retired

1.06%
(n=2)

1.05%
(n=169)

2.67%
(n=4)

0.15%
(n=3)

4.35%
(n=655)

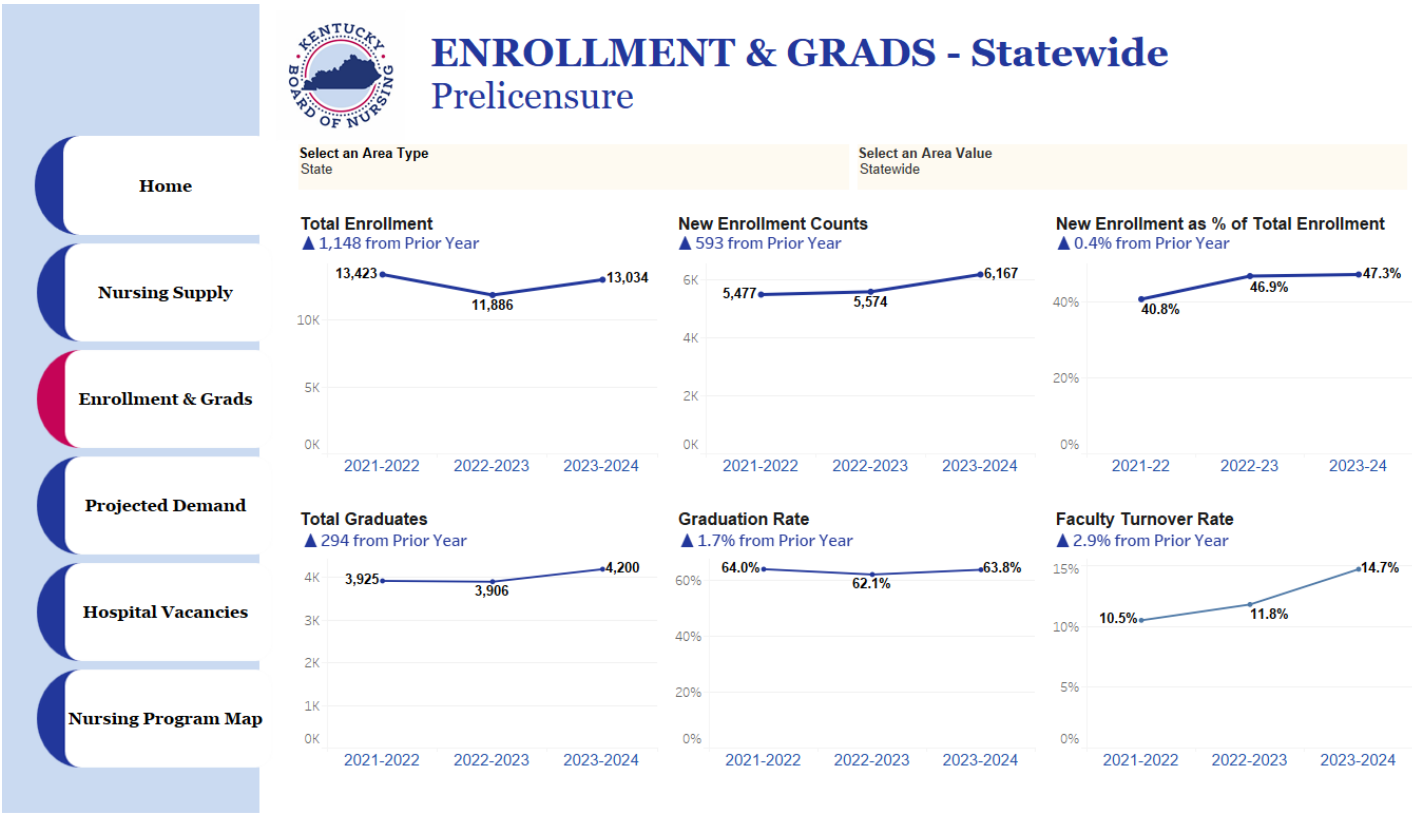
5.79%
(n=4,522)

*Data from 2024 KY nurse license renewals (excludes those licensed after May 1, 2024).

Section 3: Enrollment & Grads

This dashboard shows trends for prelicensure metrics. Users can select an Area Type (State, County, or Area Development District) and see any region in Kentucky. Trends and their year-over-year changes can be seen for the following metrics:

- Total Enrollment
- New Enrollment
- New Enrollment as a Percent of the Total Enrollment
- Total Graduates
- Graduation Rate
- Faculty Turnover Rate



Section 4: Projected Demand

This dashboard shows labor market information around Licensed Practical and Licensed Vocational Nurses, Registered Nurses, and Nurse Practitioners for Kentucky and its Local Workforce Areas. Users can select an Area Type (State or Local Workforce Area). Occupational Projections are a five-year projection and provided by Kentucky’s Labor Market Information. Metrics on this dashboard include:

- Five-Year Projected Job Openings
- Five-Year Projected Change
- Five-Year Projected Exits from the workforce
- Five-Year Projected Transfers to other occupations
- 25th percentile wages
- 50th/median wages
- 75th percentile wages



PROJECTED DEMAND - Statewide

Five-Year Projected Demand

Select an Area

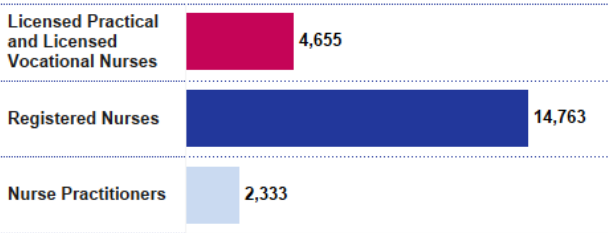
Statewide

Understanding Five-Year Projected Job Demand (2022-2027)

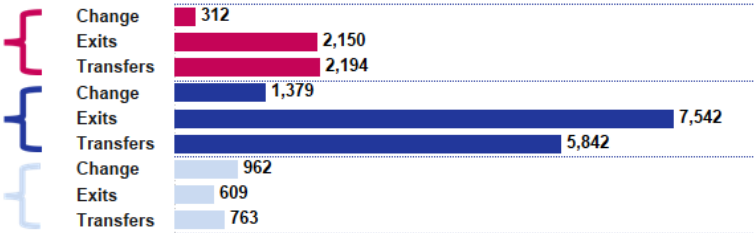
Change is calculated as the amount needed for an occupation’s employment to reach the five-year projected levels. Change is sometimes referred to as “growth” or “decline.” **Exits** are referring to exits from the labor force, such as retirement. **Transfers** are those leaving an occupation for a different occupation. For example, a registered nurse leaving their job at one hospital for another is not considered a transfer. However, if a registered nurse leaves their job to become a school teacher, this would count as a transfer. **Total Job Openings** is a sum of change, exits, and transfers. Total Job Openings is a five-year projection (2022-2027).

Data Source: Kentucky Labor Market Information at KYSTATS.

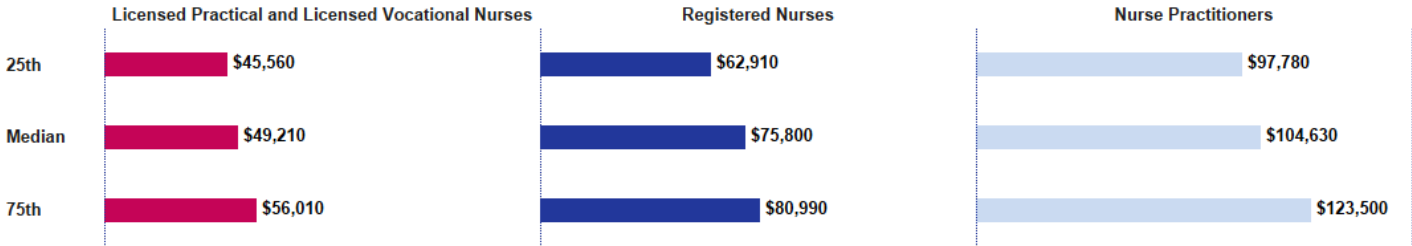
Total Five-Year Projected Job Openings



Breakout of Five-Year Projected Job Openings



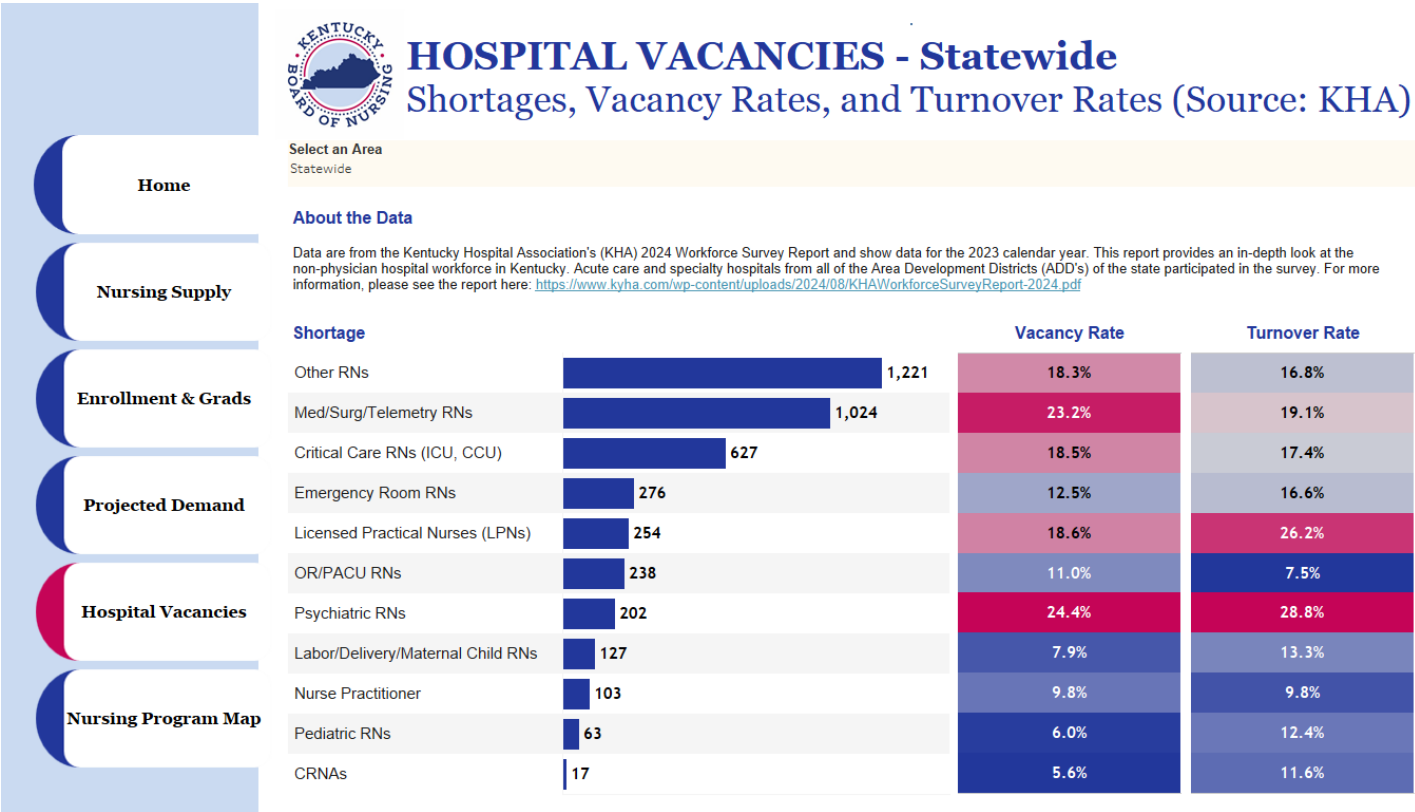
Wage Information (Percentiles)



Section 5: Hospital Vacancies

This dashboard shows data from the Kentucky Hospital Association’s (KHA) 2024 Workforce Survey Report for nursing occupations. Data are from the 2023 calendar year. Their report provides and in-depth look at the non-physician hospital workforce in Kentucky. Users can filter by Area Development District or Statewide values. Metrics on this dashboard include:

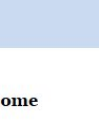
- Shortage
- Vacancy Rate
- Turnover Rate



Section 6: Program Map

This dashboard shows a mapping tool created by the KBN showing Kentucky Prelicensure Nursing Program locations. This map shows prelicensure (RN and PN) nursing programs approved, or in the approval process, through the Kentucky Board of Nursing. Click on a program name from one of the program type headers (PN Programs, ASN Programs, BSN Programs, or MEPN Programs) or click an icon on the map to view a nursing program's address and website. You can view only a specific nursing program type by checking/unchecking the checkboxes next to the nursing program type headers. This map also lists potential clinical sites that prelicensure nursing program staff may contact to determine if the site has clinical availability that the program needs. Please be aware that KBN staff has NOT communicated with any of the Potential Clinical Sites indicated. Healthcare sites that have the possibility of being able to provide necessary clinical availability to Kentucky nursing programs have been included on this map; however, nursing program staff will have to contact the sites to determine if their clinical needs may be met by any facility listed. To view the potential clinical sites, scroll to the bottom of the list and click the checkbox next to the Potential Clinical Sites header. This map also includes information about Kentucky's Area Development Districts (ADD's) and the

Link: [Google Maps Link](#)



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Nursing Supply

Enrollment & Grads

Projected Demand

Nursing Program Map

KENTUCKY PRELICENSURE PROGRAMS

Prelicensure Nursing Program Map

▼ Click the Map to Open Google Maps Tool ▼

 **Kentucky Prelicensure Nursing Programs** ★

 This map was made with Google My Maps. [Create your own.](#)

▼ This map shows prelicensure (RN and PN) nursing programs approved, or in the approval

☒ **PN Programs**

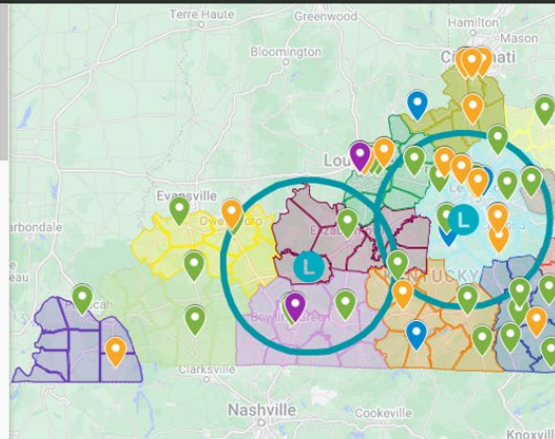
▼

-  Ashland Community & Techni...
-  ATA College, PN - Louisville
-  Beckfield College, PN - Floren...
-  Big Sandy Community & Tech...
- ... 28 more

☒ **ASN Programs**

▼

-  American National University...
-  Ashland Community & Techni...



Glossary

Dashboard: Nursing Supply

Metric: Total Licensures

Definition: Total count of licensures.

Data Source: Kentucky Board of Nursing

Elements Information: Group = Total, Subgroup = All

Dashboard: Nursing Supply

Metric: Gender

Definition: Total Count of Licensures by their response to gender.

Data Source: Kentucky Board of Nursing

Elements Information:

Gender	Female
Gender	Male
Gender	Non-binary

Dashboard: Nursing Supply

Metric: Race

Definition: Total Count of Licensures by their response to race.

Data Source: Kentucky Board of Nursing

Elements Information:

Race	American Indian or Alaska Native
Race	Asian
Race	Black/African American
Race	Choose not to answer
Race	Native Hawaiian or Other Pacific Islander
Race	Other Race
Race	White/Caucasian

Dashboard: Nursing Supply

Metric: Employment Setting

Definition: Total Count of Licensures by their response to the setting of their employment.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Setting	Ambulatory Care
Employment Setting	Community Health

Employment Setting	Government/Regulation
Employment Setting	Hospital
Employment Setting	Long-Term Care
Employment Setting	Mental Health/Addiction Services
Employment Setting	Non-Nursing/Other
Employment Setting	Nursing Education
Employment Setting	Occupational/School Health Services
Employment Setting	Sales/Insurance & Benefits
Employment Setting	Travel Nursing/Consulting

Dashboard: Nursing Supply

Metric: Employment Position

Definition: Total Count of Licensures by their response to the type of position they are employed.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Position	Administration
Employment Position	APRN
Employment Position	Case Manager
Employment Position	Development/Education
Employment Position	Office/Staff Nursing
Employment Position	Other Degree
Employment Position	Public Health Nursing
Employment Position	Quality Improvement/Assurance
Employment Position	School Health Nursing
Employment Position	Travel Nursing

Dashboard: Nursing Supply

Metric: Employment Specialty

Definition: Total Count of Licensures by their response to their specialty area of employment.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Specialty	Acute Care
Employment Specialty	Clinical/Primary Care
Employment Specialty	Community Health
Employment Specialty	Education
Employment Specialty	Executive/Administrative
Employment Specialty	Mental Health/Addiction
Employment Specialty	Non-Nursing
Employment Specialty	Quality Improvement/Assurance
Employment Specialty	Specialty Care
Employment Specialty	Surgical

Dashboard: Nursing Supply

Metric: Employment Status

Definition: Total Count of Licensures by their response to their employment/unemployment status.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Status	Employed in a field other than nursing Full-time
Employment Status	Employed in a field other than nursing on a per-diem basis
Employment Status	Employed in a field other than nursing Part-time
Employment Status	Employed in nursing or position that requires a nurse license full-time
Employment Status	Employed in nursing or position that requires a nurse license on a per-diem basis
Employment Status	Employed in nursing or position that requires a nurse license part-time
Employment Status	Retired from Work
Employment Status	Unemployed, not seeking work as a nurse
Employment Status	Unemployed, seeking work as a nurse
Employment Status	Working in nursing only as a Volunteer

Dashboard: Nursing Supply

Metric: Excess Hours

Definition: Total Count of Licensures grouped by their response to on average the number of hours over 40 hours they work weekly.

Data Source: Kentucky Board of Nursing

Elements Information:

Excess Hours	4-8 hours
Excess Hours	9-12 hours
Excess Hours	13-16 hours
Excess Hours	Greater than 16 hours
Excess Hours	Less than 4 hours
Excess Hours	Retired

Dashboard: Nursing Supply

Metric: Highest Education

Definition: Total Count of Licensures by their response to their highest level of educational attainment.

Data Source: Kentucky Board of Nursing

Elements Information:

Highest Education	Associate Degree
Highest Education	Baccalaureate Degree
Highest Education	Diploma-Nursing (RN)
Highest Education	Doctoral Degree
Highest Education	Masters Degree

Highest Education	Other Degree
Highest Education	Post Masters Certification
Highest Education	Vocational/Practical Certificate-Nursing

Dashboard: Nursing Supply

Metric: Number of Positions

Definition: Total Count of Licensures by their response to how many positions they currently hold.

Data Source: Kentucky Board of Nursing

Elements Information:

Number of Positions	One
Number of Positions	Three
Number of Positions	Two

Dashboard: Nursing Supply

Metric: Planning to Retire (in Years)

Definition: Total Count of Licensures by their response to when they plan to retire.

Data Source: Kentucky Board of Nursing

Elements Information:

Planning to Retire (in Years)	3-5 years
Planning to Retire (in Years)	5-10 years
Planning to Retire (in Years)	10-15 years
Planning to Retire (in Years)	15-20 years
Planning to Retire (in Years)	Already Retired
Planning to Retire (in Years)	Greater than 20 years
Planning to Retire (in Years)	Less than 3 years

Dashboard: Nursing Supply

Metric: Unemployment Reason

Definition: Total Count of Licensures by the reported reason they are unemployed.

Data Source: Kentucky Board of Nursing

Elements Information:

Unemployment Reason	Benefits
Unemployment Reason	Difficulty in Finding a Nursing Position
Unemployment Reason	Disabled

Unemployment Reason	Inadequate Salary
Unemployment Reason	Lack of Resources/Support on the Job
Unemployment Reason	Other Reason
Unemployment Reason	School
Unemployment Reason	Stressed/Burned Out
Unemployment Reason	Taking Care of Home or Family
Unemployment Reason	Unhealthy Work Environment

Dashboard: Nursing Supply

Metric: Years Practices as a Nurse

Definition: Total Count of Licensures by the number of years they have practices as a nurse.

Data Source: Kentucky Board of Nursing

Elements Information:

Years Practiced as Nurse	1-5 years
Years Practiced as Nurse	6-10 years
Years Practiced as Nurse	11-15 years
Years Practiced as Nurse	16-20 years
Years Practiced as Nurse	21-25 years
Years Practiced as Nurse	26-30 years
Years Practiced as Nurse	Less than 1 year
Years Practiced as Nurse	More than 30 years

Dashboard: Employment & Grads

Metric: Total Enrollment

Definition: Total count of enrollment in prelicensure programs.

Data Source:

Elements Information: 2021-2022 Total Enrollment, 2022-2023 Total Enrollment, 2023-2024 Total Enrollment

Dashboard: Employment & Grads

Metric: # Change in Total Enrollment

Definition: The difference in latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year Total Enrollment – Latest year - 1 Total Enrollment

Dashboard: Employment & Grads

Metric: New Enrollment

Definition: Total count of new enrollment in prelicensure programs.

Data Source:

Elements Information: 2021-2022 New Enrollees, 2022-2023 Total Enrollees, 2022-2023 Total Enrollees

Dashboard: Employment & Grads

Metric: # Change in New Enrollment

Definition: The difference in new enrollment between the latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year of New Enrollees – Latest Year - 1 New Enrollees

Dashboard: Employment & Grads

Metric: New Enrollment as a % of Total Enrollment

Definition: Total count of new enrollment in prelicensure programs relative to the total count of enrollment.

Data Source:

Elements Information: 2021-2022 % New Enrollees, 2022-2023 % New Enrollees, 2023-2024 % New Enrollees

Dashboard: Employment & Grads

Metric: % Change in New Enrollment

Definition: The difference in new enrollment as a percent of total enrollment between latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year % New Enrollees – Latest year - 1 % New Enrollees

Dashboard: Employment & Grads

Metric: Total Graduates

Definition: Total count of graduates from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Graduates, 2022-2023 Graduates, 2023-2024 Graduates

Dashboard: Employment & Grads

Metric: Change in New Enrollment

Definition: The difference in counts of graduates between latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year of Graduates – Latest year - 1 Graduates

Dashboard: Employment & Grads

Metric: Graduation Rate

Definition: The graduation rate from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Graduation Rate, 2022-2023 Graduation Rate, 2023-2024 Graduation Rate

Dashboard: Employment & Grads

Metric: Change in Graduation Rate

Definition: The difference in graduation rates between the latest year and the penultimate year.

Data Source:

Elements Information: Calculation: Latest year Graduation Rate – Latest year - 1 Graduation Rate

Metric: Faculty Turnover Rate

Definition: The rate at which faculty exit from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Faculty Turnover Rate, 2022-2023 Faculty Turnover Rate, 2023-2024 Faculty Turnover Rate

Dashboard: Employment & Grads

Metric: Change in Faculty Turnover Rate

Definition: The difference in Faculty Turnover rates between latest year and penultimate year.

Data Source:

Elements Information: Calculation: Latest year Faculty Turnover Rate – Latest year - 1 Faculty Turnover Rate

Dashboard: Projected Demand

Metric: Job Openings

Definition: A sum of change in employment, exits from the workforce such as retirement, and transfers from one occupation to a different occupation.

Data Source: Kentucky Labor Market Information, KYSTATS

Elements Information: Calculation: Change + Exits + Transfers

Dashboard: Projected Demand

Metric: Change

Definition: The amount needed for an occupation's employment to reach five-year projected levels (sometimes referred to as growth or decline).

Data Source: Kentucky Labor Market Information, KYSTATS

Elements Information: Change

Dashboard: Projected Demand

Metric: Exits

Definition: Those leaving the labor force (e.g. retirement).

Data Source: Kentucky Labor Market Information, KYSTATS

Elements Information: Exits

Dashboard: Projected Demand

Metric: Transfers

Definition: Those leaving an occupation for a different occupation (e.g. a Registered Nurse leaving to become a school teacher).

Data Source: Kentucky Labor Market Information, KYSTATS

Elements Information: Transfers

Dashboard: Projected Demand

Metric: Wage Information

Definition: Wages for each occupation collected from data from Labor Market Information.

Data Source: Kentucky Labor Market Information, KYSTATS

Elements Information: 25th Percentile, Median (50th), 75th Percentile

Dashboard: Hospital Vacancies

Metric: Shortage

Definition: The shortage counts as reported by KHA.

Data Source: Kentucky Hospital Association (KHA), 2024 Workforce Survey Report

Dashboard: Hospital Vacancies

Metric: Vacancy Rate

Definition: The vacancy rate as reported by KHA.

Data Source: Kentucky Hospital Association (KHA), 2024 Workforce Survey Report

Dashboard: Hospital Vacancies

Metric: Turnover Rate

Definition: The turnover rate as reported by KHA.

Data Source: Kentucky Hospital Association (KHA), 2024 Workforce Survey Report