

Table 8 illustrates the expected growth and nursing workforce gap for each type of nurse in the State of Nebraska through the year 2025.

Table 8: Nursing Workforce Projections and supply gaps (unfilled FTE positions) for RNs, APRNs, and LPNs

Nurse Type:	Growth, 2020-2025	2025 Expected Nursing Workforce Gap
RN	4.7%	-3,238
APRN	-1.1%	-592
LPN	1.8%	-1,606
Total Nursing Workforce Expected Growth	3.8%	-5,436

The Center for Nursing has a current website <https://center4nursing.nebraska.gov>.

Strategic Goals and a link to the defining statute can be found at:

<https://center4nursing.nebraska.gov/about>.

Current Shortage Data (2022 biennial report) and Workforce Supply and Demand information can be found at <https://center4nursing.nebraska.gov/data>

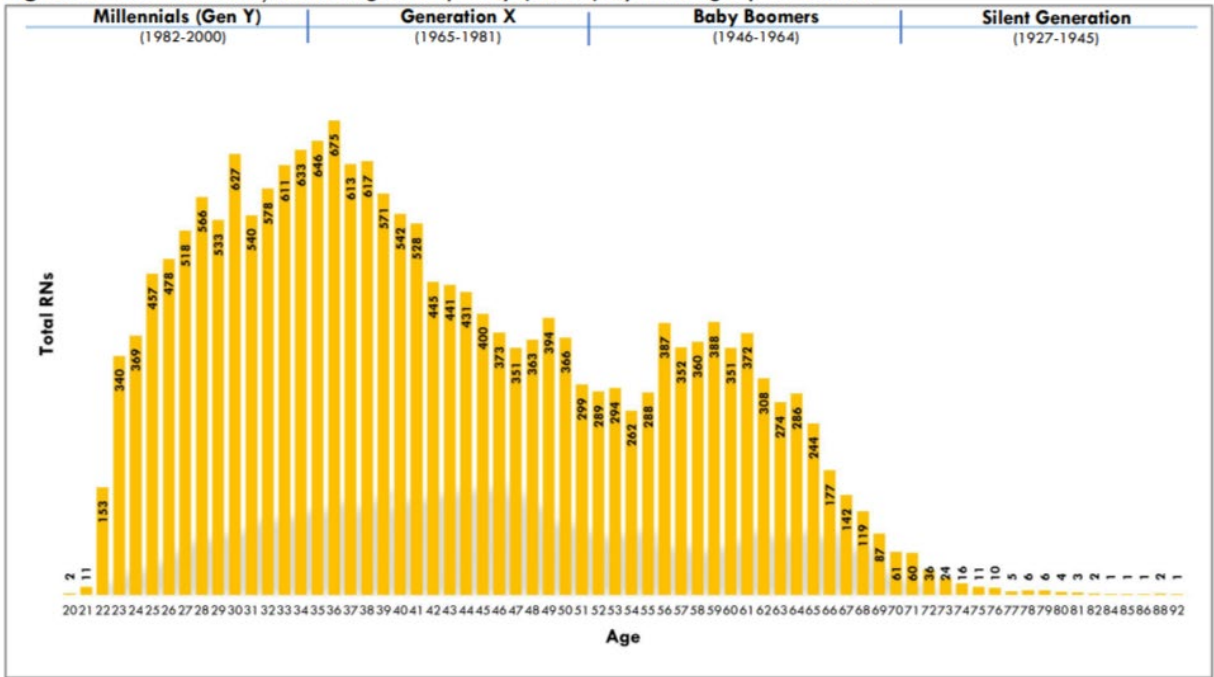
The 2022 biennial report illustrates nearly 2,600 fewer nurses (RNs, APRNs, and LPNs) working in Nebraska when compared to 2018/19 (24,531 vs. 27,106, respectively), which represents a decrease of 9.5% in the nursing workforce.

6.9% of nurses (RNs and APRNs) are very likely to leave their primary employment over the next 12 months compared to 5.9% in 2018. The largest generation group of nurses who are planning to leave their employment are Generation Y/Millennials (43%), followed by Baby Boomers (25%), and then by Generation X (24%).

Nearly 1,000 nurses between the ages of 24 and 55 are “very likely” to leave their employment over the next 12 months. They represent two-thirds of all nurses who are planning to leave their employment over the next 12 months.

This graph provides a snapshot of RNs per generational group.

Figure 5: Nebraska RN/APRN Age Frequency (2021) by Demographic Cohort



What is interesting, yet concerning about this snapshot is that the NE Baby Boomer's are just now in 2022-23 beginning to retire in droves. That means we must retain the Gen X and Millennials (Gen Y) to uphold the existing workforce in NE. This is bound to change the way students are recruited into nursing, as well as ongoing models of care delivery and work environments. Millennial workers are not the same as Baby Boomers and have very different work life balance expectations.

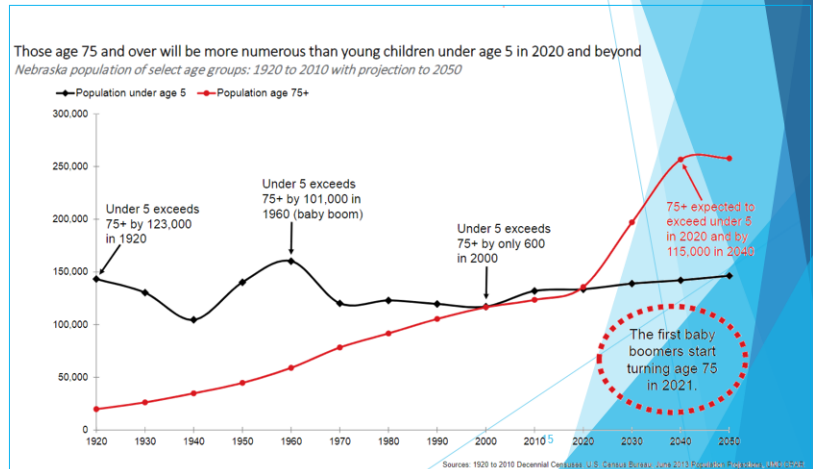
Couple the generational issues with the demand and the numbers are staggering. The following graph shows the scene in another way, complicated by the increased need for nursing care based on the future health needs of Nebraskans.

Nebraska Shifting Demographics

Nebraska population of select age groups (under 5 and over 75): 1990 to 2010 with projection to 2050

The UNO Center for Public Affairs Research (CPAR) reports that in 2020 for the first time ever in the history of our state, the proportion of the population >75 years of age exceeds that <5 years of age. By 2040, the number of Nebraskans >75 years of age is projected to exceed those <5 years of age by 115,000.

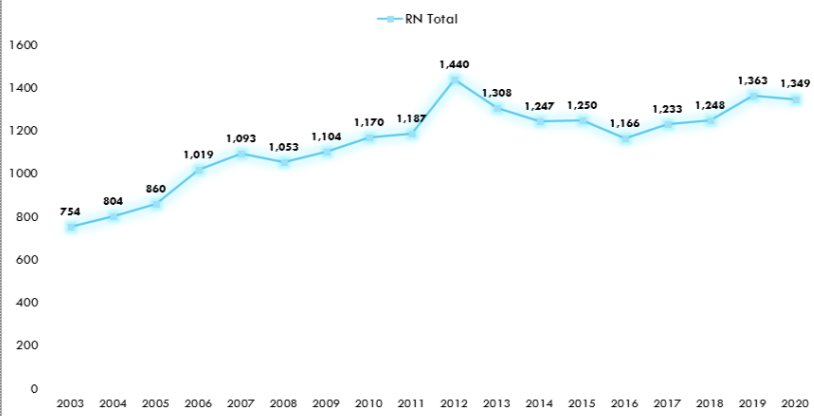
- The relationship of increasing age to chronic disease has been well-established. Eighty (80) percent of older adults have at least one chronic disease—77% have two.
- Four chronic diseases—heart disease, cancer, stroke and diabetes—cause almost two-thirds of all deaths. According to the National Council on Aging, chronic disease accounts for 75% of all health care spending.



One must also examine the supply side of the supply vs demand model for nurses in NE.

RN Supply - the Educational Pipeline

RN (Associate & Bachelor) NCLEX Testers Educated in Nebraska Programs: 2003-2020



Overall, between 2003 and 2020, RN NCLEX testers increased 79%

Between 2010 and 2020, RN NCLEX testers increased 15%

Nurses primarily increase through production (or education). The above snapshot substantiates that Nebraska schools rose to the challenge from the last shortage in 2000 and have increased graduates who have licensed in the state of NE by nearly 80%.