

# HAWAII'S NEW GRADUATE RN WORKFORCE FREQUENTLY ASKED QUESTIONS (FAQS)

## 2021 HAWAII NURSING WORKFORCE SUPPLY

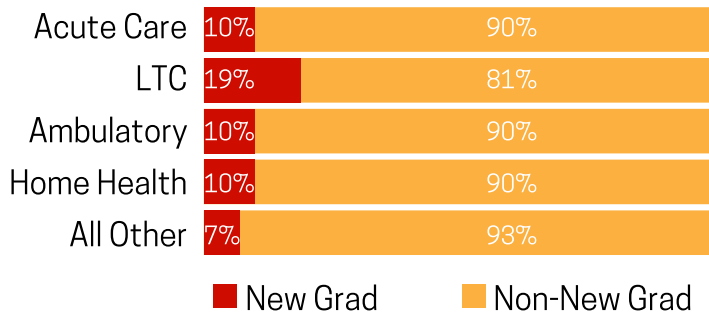
This infographic summarizes answers to frequently asked questions about Hawaii's new graduate RN workforce. We focus on RNs who live and work in Hawaii and who graduated from their pre-licensure RN education program between 2017 and 2021.

### How many new grad RNs are in the Hawaii workforce and where do they work?

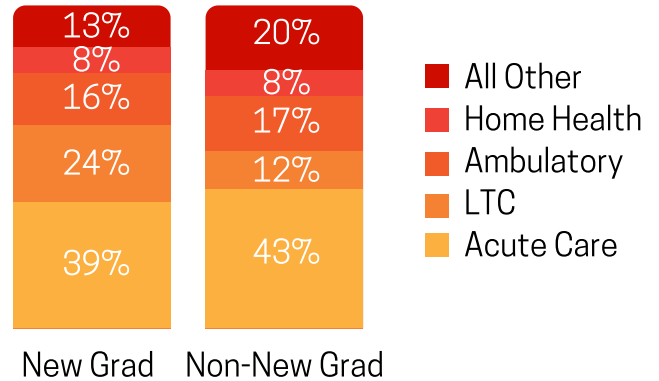


**11%** of RNs are new grads.

#### Proportion of New Grad RNs in Each Practice Setting Type



#### Primary Practice Setting for New Grad RNs vs. Non-New Grad RNs



### What is the educational background of the new grad RN workforce?

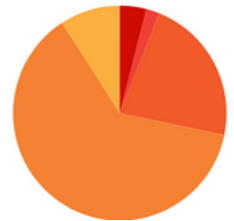
**3 in 4** new grad RNs were educated in the state of Hawaii.



**10%** of new grad RNs are enrolled in a nursing degree-leading program.

#### Initial Degree Earned

- LPN Certificate - 4%
- RN Diploma - 2%
- ADN - 22%
- BSN - 62%
- GEPN - 9%



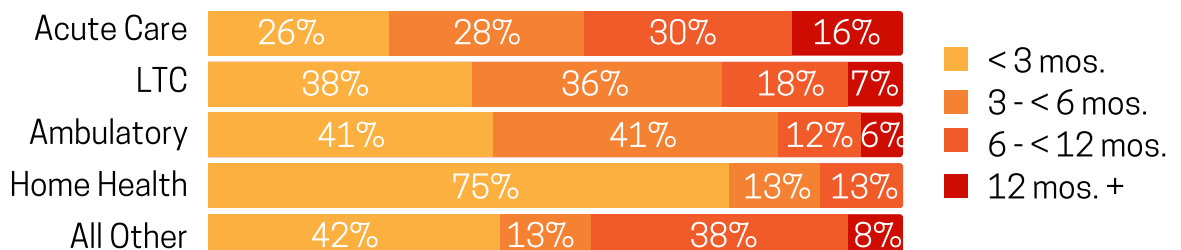
### How long does it take for new grad RNs to enter the workforce?

**83%** of new grad RNs were licensed within 6 months of graduation.



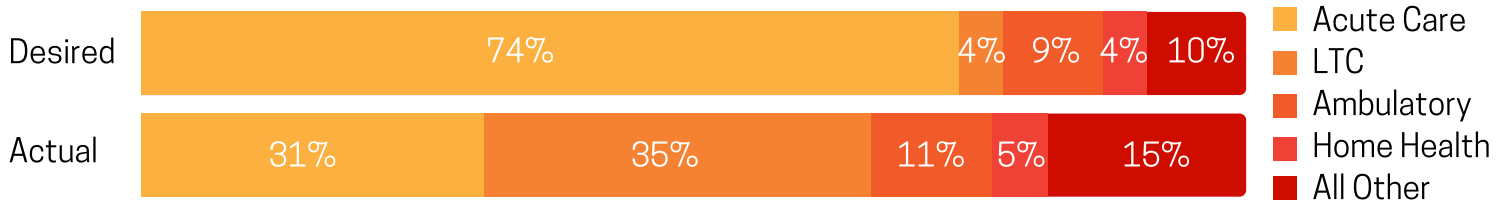
**65%** of new grad RNs entered the workforce within 6 months of graduation.

#### Time Elapsed Between Graduation and First Nursing Job Attainment by Initial Job Setting



## Where are new grad RNs finding jobs?

### Desired and Actual First Nursing Job Setting New Grad RNs



**Myth: There are no jobs for new grad RNs in Hawaii.**

**Fact:** 95% of new grad RNs from local schools, living in Hawaii, are currently working in license-relevant roles in the state. 88% of locally educated new grad RNs joined the workforce within one year of graduation.



**Myth: Hospitals don't want to hire new grad RNs.**

**Fact:** The percentage of RNs who work in hospitals has decreased from 62% to 42% over the last 15 years. The number of new grad RNs that hospitals hire is appropriate for the total share of the workforce that they employ.

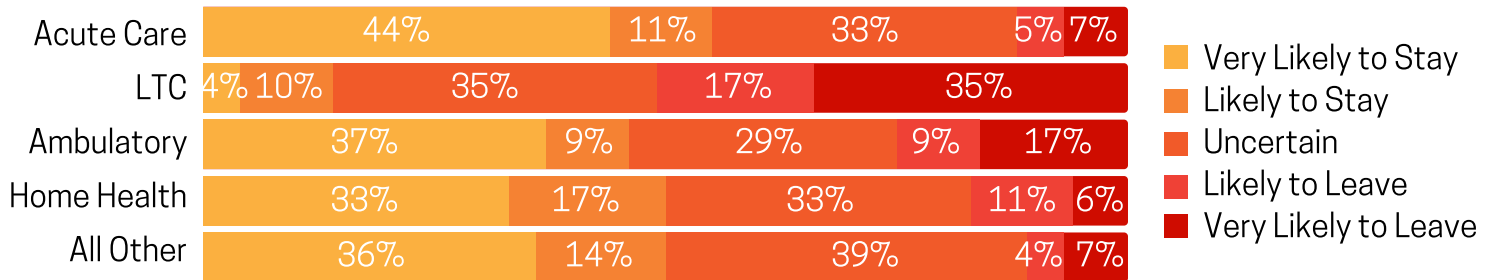


**Myth: Hawaii loses large numbers of new grad RNs to out-of-state employers.**

**Fact:** Schools have difficulty keeping track of their graduates so we are unable to estimate how many new grad RNs leave to work out of state. However, our best data suggest that about 90% of local students remain in Hawaii after graduation.

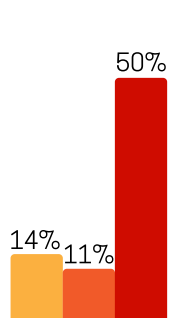
## Are new grad RNs likely to leave their jobs?

### New Grad RNs' Intention to Leave their Current Position by Mid-2022 by Primary Practice Setting

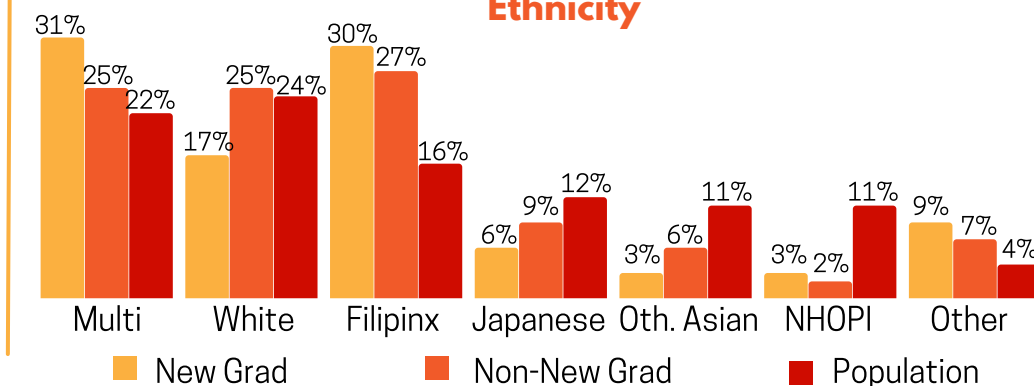


## Are new grad RNs demographically more diverse than experienced nurses?

### Male



### Ethnicity



### Native Hawaiian

