

# REGISTERED NURSES (RNs) 2023 HAWAII NURSING WORKFORCE SUPPLY

RNs are a critical part of the healthcare team that works to develop and implement a patient's plan of care for optimal health. They conduct comprehensive assessments, give skilled nursing care to patients, and provide education to patients and caregivers.

## LICENSURE

There are **14,545** licensed RNs working in Hawaii.



### # OF YEARS LICENSED

< 6 years **(19%)**

6 - 10 years **(18%)**

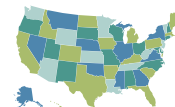
11-20 years **(36%)**

21+ years **(30%)**

**44%** of RNs with Hawaii licenses **live out of state.\***

\*This data references all nurses licensed in Hawaii. All other data in this infographic references nurses working in Hawaii.

**400** RNs hold a **multi-state** license.



## DEMOGRAPHICS



**14%** of registered nurses identify as male.



**1 in 10** RNs report having **Native Hawaiian** ancestry.

## AGE BY GENERATION



**GenZ**  
<27 Years  
**4%**



**Millennials**  
27-42 Years  
**40%**

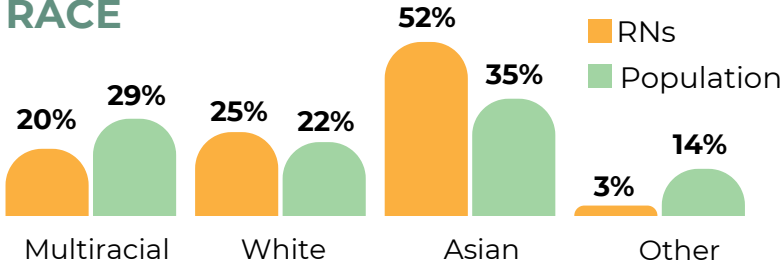


**GenX**  
43-58 Years  
**39%**



**Baby Boomers**  
59-77 Years  
**4%**

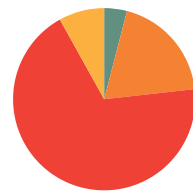
## RACE



## EDUCATION

### HIGHEST DEGREE EARNED

- Diploma - **4%**
- Associate - **19%**
- Baccalaureate - **68%**
- Graduate - **8%**



**53%** of RNs were **educated in** the state of **Hawaii**.

**76%** of RNs hold a **BSN or higher degree**.



**6%** of RNs are **enrolled in a nursing degree-leading program**.

**3 in 5** RNs have received formal **evidence-based practice training**.



## WORK SETTING



**52%** of RNs work in **non-hospital** settings.

**Nearly half** of all RNs have been in their current position for **less than 5 years**.

## EMPLOYMENT

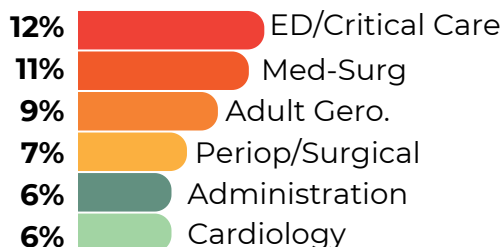
**20%** of RNs only work **part-time or per diem**.

**1 in 3** RNs provide nursing care via **telehealth**.



**2 in 3** RNs provide **direct patient care or education**.

## TOP SPECIALTIES



## TOP CERTIFICATIONS

**Critical Care**



**Med-Surg**

**ED & Trauma**



**OB & Mother-Baby**

## WELLBEING & RETENTION



**83%** of RNs feel that nursing is a fulfilling career.



**1 in 2** RNs have felt so **stressed** at work they have considered **leaving the profession** in the last 12 months.



**13%** of RNs plan to **retire** in the next 5 years.