2025 Hawai‘i Nursing Workforce Supply Statewide Report

A BIENNIAL SURVEY
OF HAWAI‘I’S NURSES

HAWAI‘I STATE CENTER FOR NURSING

2025 Hawai‘i Nursing Workforce Supply

STATEWIDE REPORT

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This report was prepared by Carrie M. Oliveira, Ph.D.,
Associate Specialist for Nursing Workforce Research
at the Hawai‘i State Center for Nursing.
carrieol@hawaii.edu / 808-956-3959

The Hawai‘i State Center for Nursing monitors the state of the nursing workforce in Hawai‘i through the collection and reporting of workforce supply, education capacity, and employer demand data. These three research activities assist entities in the public and private sectors with the development and implementation of initiatives designed to develop a robust nursing workforce that meets the healthcare needs of the people of Hawai‘i now and in the future.

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Laura Reichhardt, MS, APRN, AGPCNP-BC, FAAN, *Director*, Hawai'i State Center for Nursing

Druscilla Santiago, *Graphic Designer*, Hawai'i State Center for Nursing

The Hawai'i Board of Nursing

The Professional & Vocational Licensing Division of the Hawai'i Department of Commerce and Consumer Affairs

The National Forum of State Nursing Workforce Centers

Hawai'i State Center for Nursing Advisory Board

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Abbreviation	Definition
ACS	American Community Survey Program of the US Census Bureau
ADN	associate degree program in nursing
APRN	advanced practice registered nurse
BSN	baccalaureate degree program in nursing
CNM	certified nurse midwife
CNS	clinical nurse specialist
CRNA	certified registered nurse anesthetist
DCCA	Hawai‘i Department of Commerce and Consumer Affairs
DNP	Doctor of Nursing Practice
FNP	family nurse practitioner
GEPN	graduate entry program in nursing
HAH	Healthcare Association of Hawai‘i
HBON	Hawai‘i Board of Nursing
HSCN or The Center	Hawai‘i State Center for Nursing
LPN	licensed practical nurse
MSN	master's degree program in nursing
NCSBN	National Council of State Boards of Nursing
NP	nurse practitioner
PVL	Professional & Vocational Licensing Division of DCCA
RN	registered nurse
The Forum	The National Forum of State Nursing Workforce Centers
UHERO	The Economic Research Organization of the University of Hawai‘i

About This Report

PURPOSE

The Hawai'i State Center for Nursing (the Center) conducts the Hawai'i Nursing Workforce Supply Survey (Supply Survey) each odd-numbered year in conjunction with the Hawai'i nurse license renewal period between April and June.

The Supply Survey is the most comprehensive source of information about the nurses who work in Hawai'i. It collects data about nurses' licensure, certifications, education, employment status, practice characteristics, job satisfaction, intention to leave the workforce, professional development, and wellbeing.

This report is designed to:

- Comment on the current state of the LPN, RN, and APRN workforces in Hawai'i with emphasis on how to create sustainable workforces for the future;
- Summarize the characteristics of the LPNs, RNs, and APRNs whose primary practice location is in Hawai'i; and
- Provide cross-tabulations by county to highlight the unique characteristics and needs of the Neighbor Islands.

This report does not delve deeply into specific aspects (e.g., wellbeing) or subsets (e.g., new graduate RNs) of the nursing workforce. Additional brief reports and/or infographics will be released following this report to address more specific nursing workforce issues. Data tables and additional reports are available on our workforce reports webpage.

SURVEY METHOD

The Technical Documentation (Hawai'i State Center for Nursing, 2023b) for the 2025 survey provides detailed information about the data collection method, fielding period, sample size, margins of error, and the survey instrument.

LICENSE COUNTS

This report includes graphs showing historical data for the number of nurses licensed in Hawai'i. These were collected from the Geographic Reports of Current Licenses published annually by the Professional and Vocational Licensing Division of the Hawai'i Department of Commerce and Consumer Affairs.

In 2025, PVL produced a geographic report in March and another in September. The data in the graphs in this report are from the March 2025 report which was removed from the PVL website when the September report was published and is no longer publicly available. The data from the September report were not used to create the graphs in this report because of the unusually high incidence of licenses for which the geographic location of the nurse was unknown.

INTERPRETING DATA TABLES

Readers should note the following when reading the tables:

- All tables are cross-tabulated by county. Respondents were classified into a county based on the zip code they provided for their primary nursing employment location. If a respondent did not provide a valid zip code for an employment location in Hawai'i, that nurse was excluded from the tables in this report. As a result, the total columns may be slightly different from the percentages reported in the Statewide Data Tables by License (Hawai'i State Center for Nursing, 2025b). The statewide data tables include all nurses employed in a nursing role in Hawai'i regardless of whether they provided a valid primary workplace zip code.
- Tables include frequency distributions of responses for most variables. Excluded from the tables in this report are variables that are subsets of other variables (e.g.,

program characteristics for nurses who are currently enrolled in a nursing degree program). In many cases, cross-tabulating sub-variables would result in cell sizes that are too small to report and/or that have large margins of error.

- Frequencies are represented as percentages rounded to the nearest whole number.
- Sums of percentages across categories within a variable may not total 100% because of rounding or for variables for which respondents could provide more than 1 answer. Variables for which respondents could select multiple responses are appropriately notated.
- Because there is a margin of error around all percentages, any calculated percentage of 0% is more accurately interpreted as <1%.

INCLUSIVITY AND ACCESSIBILITY

We use the term Filipino/a to describe persons of any gender who have ethnic ancestry originating in the Philippine Islands. We use the term Latino/a to describe persons of any gender with ethnic ancestry originating in Latin America.

We use the term "Neighbor Islands" to refer to the collective of Hawai'i, Maui, and Kaua'i Counties.

We have made a concerted effort to make this document compliant with state and federal guidelines for producing accessible electronic documents. There are, however, several graphs and tables in the report that cannot be summarized well in brief alternative text. If you have difficulty accessing any of the content of this report, please contact the Hawai'i State Center for Nursing at hscndata@hawaii.edu to request the content of this report in an alternate format.

The State of Hawai‘i’s Nursing Workforce

Background

The aim of this report is to provide a complete and accurate assessment of the state of Hawai'i's nursing workforce. For each subset of the nursing workforce - LPNs, RNs, and APRNs - there is a statement of whether there is shortage or surplus of nurses, a review of the factors that have contributed to the current state of the workforce, and a description of workforce efforts that should be prioritized in the short term.

It is important to note that the Center does not subscribe to the notion that there is a single, easily calculable measure of workforce shortage. Rather, if we conclude that a shortage exists, we do so on the basis of multiple sources that, when examined together, provide evidence that Hawai'i persistently has too few nurses to care for the population. The data sources we reference throughout this discussion include the Hawai'i Nursing Workforce Supply Survey, the Hawai'i Nurse Education Capacity Survey, nursing workforce supply and demand projections, data from the Hawai'i Nurse Transition to Practice Program, qualitative data from the Center's Chief Nursing Officer and Nurse Leaders Hui collaboratives, licensing data from PVL, news reports, and other data sources as appropriate.

The LPN Workforce

SNAPSHOT

Hawai'i currently has a severe shortage of LPNs which is projected to persist through at least 2037. The shortage is due to persistently high employment demand for LPNs, highly constrained LPN education capacity, and difficulties retaining LPNs who have the desire to move on to RN practice. Despite these challenges, there are some signs of improvement including academic-practice partnerships that expand LPN education capacity, an increase in the number of LPNs who are licensed and who live in the state, and high degrees of LPN job satisfaction.

DISCUSSION

The number of LPNs licensed in the state has decreased steadily since about 2016. Between 2005 and 2016, an average of 2,300 Hawai'i residents were licensed as LPNs annually. Since 2017, the annual average dropped to 1,640[1]. In the last decade, the number of resident LPNs has decreased by 19%. The steady loss of LPNs has resulted in a workforce shortage in the state and every county. In 2024, 24% of all LPN positions statewide were vacant and were moderately difficult to fill (Healthcare Association of Hawai'i, 2024). The Center's nursing workforce supply and demand projections for 2022-2037 (Hawai'i State Center for Nursing, 2025e) found that, based on LPN staffing patterns typical of the rest of the country, Hawai'i has up to 1,800 fewer LPNs than are needed to care for Hawai'i's population. If healthcare utilization and annual changes in LPN workforce supply remain consistent, the shortage is expected to worsen by 2037. The impact of the projected shortage will be worst for Hawai'i and Kaua'i Counties as they are respectively expected to have just 14% and 10% of the LPNs they need (Hawai'i State Center for Nursing, 2025e).

The inadequate supply of LPNs stems from years of highly constrained local LPN education capacity and challenges retaining the existing workforce. Between academic years 2016-2017 and 2020-2021, Hawai'i's schools of nursing had the capacity to enroll an average of 41 new

1 Data are from PVL's annual Geographic Reports of Licenses (Hawai'i Department of Commerce and Consumer Affairs, 2025). Calculations were done by the Hawai'i State Center for Nursing.

LPN students annually (Hawai'i State Center for Nursing, 2024c). During that same period, 4 local community colleges offered LPN programs, though only 1 provided LPN education in a program separate from its ADN program (Hawai'i State Center for Nursing, 2024d). The remaining 3 schools produced LPNs via their ADN programs wherein students who intended to practice as RNs opted or were advised to stop out after the first year of the ADN program and apply for LPN licensure.

LPNs educated in RN programs tend to have brief tenures in LPN practice due to the strong incentive to complete their RN education. The average ADN program requires only 1 additional year of education beyond the LPN curriculum, prepares students for a broader scope of practice and greater variety of employment opportunities, and leads to a median increase of $50,000 in annual compensation[2].

As the LPN shortage became more widely documented (Hawai'i State Center for Nursing, 2019, 2021, 2024a; Healthcare Association of Hawai'i, 2019, 2022, 2024) and as employers expressed greater concern about the unavailability of an LPN workforce, increasing local LPN education capacity and improving LPN retention became priorities. Beginning in spring 2023, the University of Hawai'i Maui College (UHMC) began an LPN program rooted in an innovative academic-practice partnership. Rather than recruiting an LPN workforce from individuals who wanted to be RNs, UHMC admitted sheltered cohorts of students who were working for employer partners as CNAs. Grants supported much of the cost of education, which reduced the financial impact of the LPN program on students. Employers provided clinical placements for their employee-students and made work schedule modifications to allow class attendance. Because many of the LPN students had been out of school for several years, they needed support to succeed in an academic program. The UHMC staff provided academic tutoring and other wrap around services to promote student success.

Since the start of the program, 2 cohorts have graduated and over 90% of admitted students have become licensed to practice as LPNs in the state. In December of 2025, cohort 3 will graduate, and in 2026, cohort 4 will begin the program. Owing in large part to the UHMC program, since 2023, statewide LPN education capacity increased to an average of 74 students annually (Hawai'i State Center for Nursing, 2024c). For the first time since 2015, the number of LPNs licensed in the state increased between consecutive license renewal years (Hawai'i State Center for Nursing, 2025c).

In addition to the expansion of local LPN education capacity, Hawai'i's actively practicing LPNs are satisfied with in their roles which supports workforce retention. Statewide, 44% of LPNs are very satisfied and 24% are satisfied in their current position. As a result, of strong job satisfaction, 68% of LPNs plan to stay in their current roles for at least the next year while just 8% are likely or very likely to leave their current job (see Table 9). Among LPNs who plan to leave their current position in the next year, 30% want to work for a different employer or in a different setting and 24% plan to retire (Hawai'i State Center for Nursing, 2025b). By 5 years from now, 64% of LPNs plan to be working in their current position or in an LPN position in a different setting or with a different specialty. Though 17% of LPNs plan to exit the workforce within 5 years due to retirement or to pursue a career other than nursing, short-term retention among LPNs is high overall and will contribute to the stability of the workforce into the future.

PLANNING FOR THE FUTURE

Of the LPNs who currently work in the state, 52% were initially educated at a nursing

2 $50,000 is the difference in the statewide median annual income for LPN vs. the statewide median annual income for RNs.

program in Hawai‘i. In Maui and Kaua‘i Counties, however, locally educated LPNs account for 71% of the workforce. This highlights the critical importance of Hawai‘i’s schools of nursing in growing the LPN workforce, especially on the Neighbor Islands. The UHMC LPN program provides a model for how to increase LPN capacity while working directly with employers to right size the LPN workforce to match their hiring needs. It should be a priority to support the expansion of the UHMC model to include more employers who partner directly with the schools of nursing in Hawai‘i and Kaua‘i Counties to better support their own LPN workforce development.

The RN Workforce

SNAPSHOT

Hawai‘i’s current supply of RNs is sufficient to meet existing demand which means that there is neither a shortage nor a surplus of RNs in the state. Contributing to the sufficient supply of RNs is the match between schools’ production of new RNs and employer demand for new graduates, a reduction in nursing vacancies, and high levels of workforce retention.

Despite the sufficient supply of RNs statewide, there are areas on the Neighbor Islands that do not have access to the RNs they need. Given limited RN education capacity on the Neighbor Islands, employers may opt to recruit RNs from O‘ahu or out of state. Recruitment to the Neighbor Islands is difficult, however, because of the lack of affordable housing and a salary disparity between the Neighbor Islands and O‘ahu.

DISCUSSION

A news story published in November 2025 by a local television station reported that Hawai‘i is in the midst of a “years-long nursing shortage” (Richardson, 2025). The widely held belief that Hawai‘i has been laboring under a persistent shortage of RNs is inconsistent with current evidence.

The extent to which local schools of nursing produce the number of new graduate RNs that employers need to hire without creating a surplus is an important indicator of workforce equilibrium. In 2025, 242 new graduate RNs were hired by local healthcare facilities that have new graduate nurse residency programs (NRPs) (Hawai‘i State Center for Nursing, 2025d). 2025 was the second year in a row in which new graduate hiring was below the unusually high level of pandemic-era hiring but exceeded 225 new hires. These are early signs of a stable correction wherein new graduate RN demand has declined after a pandemic-induced surge but remains steady year over year.

Important to note is that nearly all of Hawai‘i’s NRPs are in acute care hospitals (Hawai‘i State Center for Nursing, 2025a). As 49% of recent graduates from local schools of nursing reported that their first job was in a setting other than a hospital, NRPs account for about half of the new graduate RN hiring in the state. This means that the approximately 430 new graduate RNs produced by Hawai‘i’s schools of nursing (Hawai‘i State Center for Nursing, 2025f) are enough to fulfill employers’ hiring needs without producing an oversupply.

Steady hiring of new graduates is one indicator of workforce equilibrium, but they account for only a portion of the workforce. Many nursing positions require specialized competencies beyond what new graduates have, so workforce adequacy is also dependent on employers’ ability to hire experienced RNs. In workforce shortage situations, employers will have difficulty hiring viable candidates into open positions. The Healthcare Association of Hawai‘i’s (2024) survey of healthcare employers reported that most RN roles were moderately difficult to fill meaning that they were vacant for 6 to 12 months. This is consistent with anecdotal reports shared with the Center by several of the state’s chief nursing

officers (CNOs) during much of 2024 and the early part of 2025. Chief nurses reported long position posting times, low numbers of applicants, and applicants who were not interested in working during the shifts or on the units advertised in job postings.

As we moved further into 2025, CNOs' anecdotes took on a more positive tone. Many of them reported that their previously vacant positions were filled. As their staffing stabilized, chief nurses also reported that they were able to reduce new graduate hiring to sustainable levels and that their utilization of travel nurses had decreased. The reduction in the utilization of travelers is especially telling. Most facilities generally have a few travelers on staff to provide coverage for RNs who are on extended leaves of absence. In times of workforce shortage, however, employers will hire travelers to cover open positions that they are unable to fill. The reduction in travelers reflects the lower numbers of hard to fill position vacancies. The decline in the utilization of travelers is reported not just by employers but is also reflected in data from the Supply Survey. In 2025, 2% of RNs statewide reported that they were working in the state as travel nurses (see Table 19), this is down from 3% in 2023 (Hawai'i State Center for Nursing, 2023a).

Workforce equilibrium is also dependent on retention of nurses in the roles that they currently occupy and the workforce in general. In 2025, 65% of RNs reported that they were satisfied or very satisfied in their current nursing role and 67% intend to stay in their current nursing role for at least the next 12 months. Among RNs who plan to leave their current position within the next year, 53% plan to continue practicing nursing in Hawai'i though with a different employer, in a different setting, or a different specialty. Just under 30% of RNs have plans to leave the workforce entirely either because of a relocation out of state (12%) or retirement (16%). These data are very similar to findings from the 2023 Supply Survey (Hawai'i State Center for Nursing, 2023a). While there is clearly opportunity to improve RNs' job satisfaction, these data demonstrate strong retention of the existing workforce which further contributes to its stability and adequacy.

PLANNING FOR THE FUTURE

Though the best available evidence indicates that there are enough RNs to care for the state's population, when we examine the workforce by county and specialty, there are areas of concern. The Center's nursing workforce projections demonstrate a concentration of RNs on O'ahu while there are workforce deficits on the Neighbor Islands. Hawai'i and Maui Counties are expected to see improvements in the adequacy of their RN supply by 2037. Kaua'i County, on the other hand, currently has just 74% of the RNs it needs and by 2037, the county is expected to have 66% of the RNs it needs to meet healthcare demand (Hawai'i State Center for Nursing, 2025e).

Kaua'i County's difficulty recruiting and retaining nurses comes from both the county's very limited capacity to educate new RNs and difficulty recruiting nurses from either other islands or the continent. Kaua'i Community College has the capacity to admit about 20 ADN students annually. However, recent faculty retirements may result in a reduction in education capacity if those faculty vacancies cannot be filled. If the county's school of nursing cannot produce enough new graduates, employers may need to prioritize recruiting RNs from other islands or from out of state. Kaua'i County's limited housing stock makes finding a home difficult for anyone moving to the island, and the extremely high housing costs (UHERO, 2025) and lower nursing salaries relative to the median in the state (see Table 20), make Kaua'i unaffordable for many. Solving the RN shortage on Kaua'i and other health provider shortages on all of the Neighbor Islands will likely require policies that address both the cost of living

and income disparity. Addressing affordability and salaries is especially important for nursing faculty to ensure the availability of sufficient educational capacity to meet workforce demands.

We want to draw attention here to the fact that RN demand in every Neighbor Island county exceeds the available workforce supply despite having a share of the state's workforce that matches its share of the state's residential population. One might expect that if a county has, say, 5% of the population, that also having 5% of the RN workforce would mean that the county has enough nurses. This, however, is not the case because of the challenges of building health systems in small, geographically dispersed populations (see UHERO, 2024 for a discussion of the relationship of Hawai'i's geography to its healthcare industry). Though many Neighbor Island residents come to O'ahu for specialty care, every county needs primary care providers, urgent care clinics, long-term care facilities, and hospitals to maintain the health of their populations. The resources necessary to create and maintain the Neighbor Island counties' healthcare infrastructure is disproportionally large relative to the size of the residential population. Thus, it is insufficient to use each county's share of the workforce relative to its share of the population as an indicator of workforce adequacy.

In addition to supporting the sustainability of the RN workforce on the Neighbor Islands, continued investment in developing a specialty RN workforce should also be a priority. Many of the state's chief nurses report greater difficulty filling open positions and higher utilization of travelers in roles such as emergency, critical care, labor & delivery, and pediatrics. Beginning in 2023, with funding from the Hawai'i Good Jobs Grant, the Center facilitated healthcare employers' access to specialty RN education. As of 2025, nearly 1,400 local RNs have received training in specialty areas including cardiac, pediatrics, critical care, and obstetrics (Hawai'i State Center for Nursing, 2024b, 2025d). The ongoing availability of specialty training programs is crucial to retaining locally educated RNs and reducing employers' need to recruit specialty nurses from out of state. Because these educational opportunities were initially funded by a grant that has since concluded, the sustainability of this pathway to specialty education needs a source of long-term funding.

The APRN Workforce

SNAPSHOT

Evaluating the extent of a shortage among APRNs is more difficult than for LPNs and RNs. This is due to several factors including the multiple roles within the APRN workforce, the complex advanced provider workforce which comprises multiple professions, and variation in whether APRNs are employed or own their own practices. To simplify our discussion of the state of the APRN workforce, we will focus on NPs who comprise 87% of the state's APRNs (see Table 30) and the need for primary care providers.

The Center's interpretation of the current state of the NP workforce is that there is an adequate but underutilized supply of NPs in the state, but there are provider shortages on the Neighbor Islands.

DISCUSSION

The Hawai'i APRN workforce has increased steadily over the past decade (Hawai'i State Center for Nursing, 2025c). Workforce projections suggest that the increase in the APRN supply over time has led to the state and every county having more primary care NPs than they need (Hawai'i State Center for Nursing, 2025e). We are disinclined to describe the state of the workforce as being in an oversupply or surplus situation. Rather, we believe that the projections reflect an underutilization of NPs.

Because Hawai‘i does not require APRNs to work under supervisory or collaborative practice agreements with physicians, NPs have the flexibility to open practices in the communities that need them. Given the shortage of primary care physicians in the state (Hawai‘i/Pacific Basin Area Health Education Center, 2024), the 79% of Hawai‘i NPs who have primary care certifications have opportunity to respond to that unmet need. Despite having the education, training, competencies, and opportunity to contribute to the primary care workforce, only 55% of primary care certified NPs report providing primary care and 57% report primarily practicing in outpatient settings where primary care is most likely to be delivered.

These data suggest that there are NPs in the state who could be contributing to the state's primary care workforce but, for unknown reasons, are not. Anecdotal reports from members of the Center's Nurse Leaders Hui indicate that Neighbor Island communities have chronic difficulty finding primary care providers. All of the available information suggests more compelling evidence that Hawai‘i's primary care NP workforce is underutilized than that there is an oversupply of NPs in the state or any county.

PLANNING FOR THE FUTURE

Though available data do not make clear why APRNs, and especially primary care certified NPs, are underutilized, the lack of public understanding of NPs and their practice and the high cost of doing business in Hawai‘i are likely contributing factors.

A public awareness campaign that provides information about the training, role, scope of practice, and how to find a primary care APRN may encourage residents to pursue care from an NP rather than waiting for an appointment with a physician. Such a campaign should also address incorrect beliefs that NPs provide suboptimal care or have worse patient outcomes than physicians. Having physician advocates participate in the campaign would lend credibility and support consumer confidence in Hawai‘i's highly qualified and expert NP workforce.

Improving public awareness and perception of the value of APRNs must coincide with reforms to business and tax regulation that improve the viability of private practices in the state. The Business Revitalization Task Force (2025) released a report describing the factors that contribute to Hawai‘i's ranking as the worst state in the nation to do business. The report provides several recommendations, some of which are already in progress, to reduce the financial cost and regulatory burden of doing business in the state. The reforms recommended by the Task Force and policies that improve reimbursement for APRNs' services can help to make private practices financially viable for more NPs. In turn, this may encourage more NPs to open their own businesses in parts of the state in greatest need for providers.

We would be remiss if we did not also mention the threat posed to the sustainability of the APRN workforce resulting from recent revisions to federal student loan borrowing limits. Beginning on July 1, 2026, the federal student loan borrowing limit for non-professional graduate degrees will be $100,000 (U.S. Department of Education, 2025). Nearly 30% of Hawai‘i's APRNs report that they completed their nursing education with more than $100,000 of student loan debt. This borrowing limit has the capacity to adversely impact the APRN workforce by making the cost of APRN education unattainable or by driving students toward other advanced practice health professions with higher borrowing limits. The revision to federal loan policy highlights the fundamental need for locally funded education support such as the Healthcare Education Loan Repayment Program.

Conclusion

Overall, the state of Hawai‘i’s nursing workforce is positive. The persistent shortage of LPNs shows early, tentative signs of improvement, there are enough RNs in the state to meet existing healthcare utilization and employment demand, and better utilization of the existing supply of primary care NPs has the potential to ameliorate the state’s provider shortage.

The Center will continue to collect, analyze, and disseminate data about the state of the workforce. We encourage nurses, employers, educators, legislators, the media, and the public to approach us with questions about nursing in Hawai‘i so that we may continue to provide our data-driven, evidence-based perspective to help drive effective workforce development strategies that positively impact the people of our state.

LPN Data Highlights and Tables by County

Highlights

LICENSE COUNTS (AS OF MARCH 2025)

- 2,249 individuals hold an active Hawai‘i LPN license.
  - This is a 36% increase compared to the previous nurse license renewal year, 2023.
  - This is a 19% decrease compared to 2015.
- 1,423 LPNs have a primary residential address in Hawai‘i. This represents 63% of all Hawai‘i LPN licenses.
  - The number of LPNs with Hawai‘i addresses increased by 15% as compared to 2023.
  - The share of LPN licenses held by Hawai‘i residents (63%) decreased by 3 percentage points vs. 2023 and 20 percentage points vs. 2015.
- Based on current license counts and responses to the Supply Survey, the Center estimates that there are 1,210 LPNs working in Hawai‘i (Hawai‘i State Center for Nursing, 2025b)

FIGURE 1. LPN LICENSES, 2015-2025

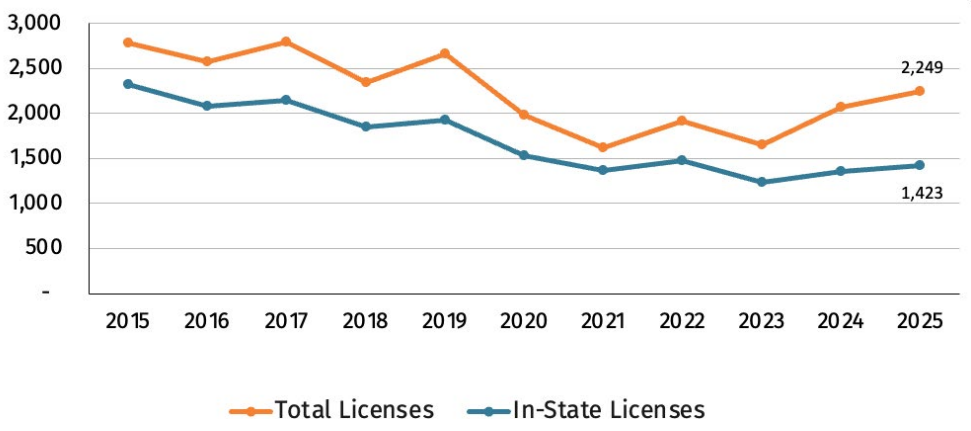
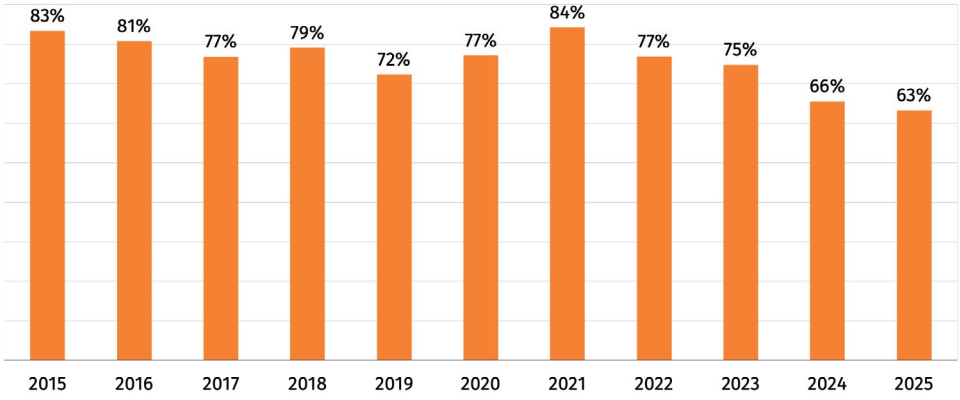


FIGURE 2. % LPN LICENSES HELD BY HAWAI‘I RESIDENTS, 2015-2025



GEOGRAPHIC DISTRIBUTION

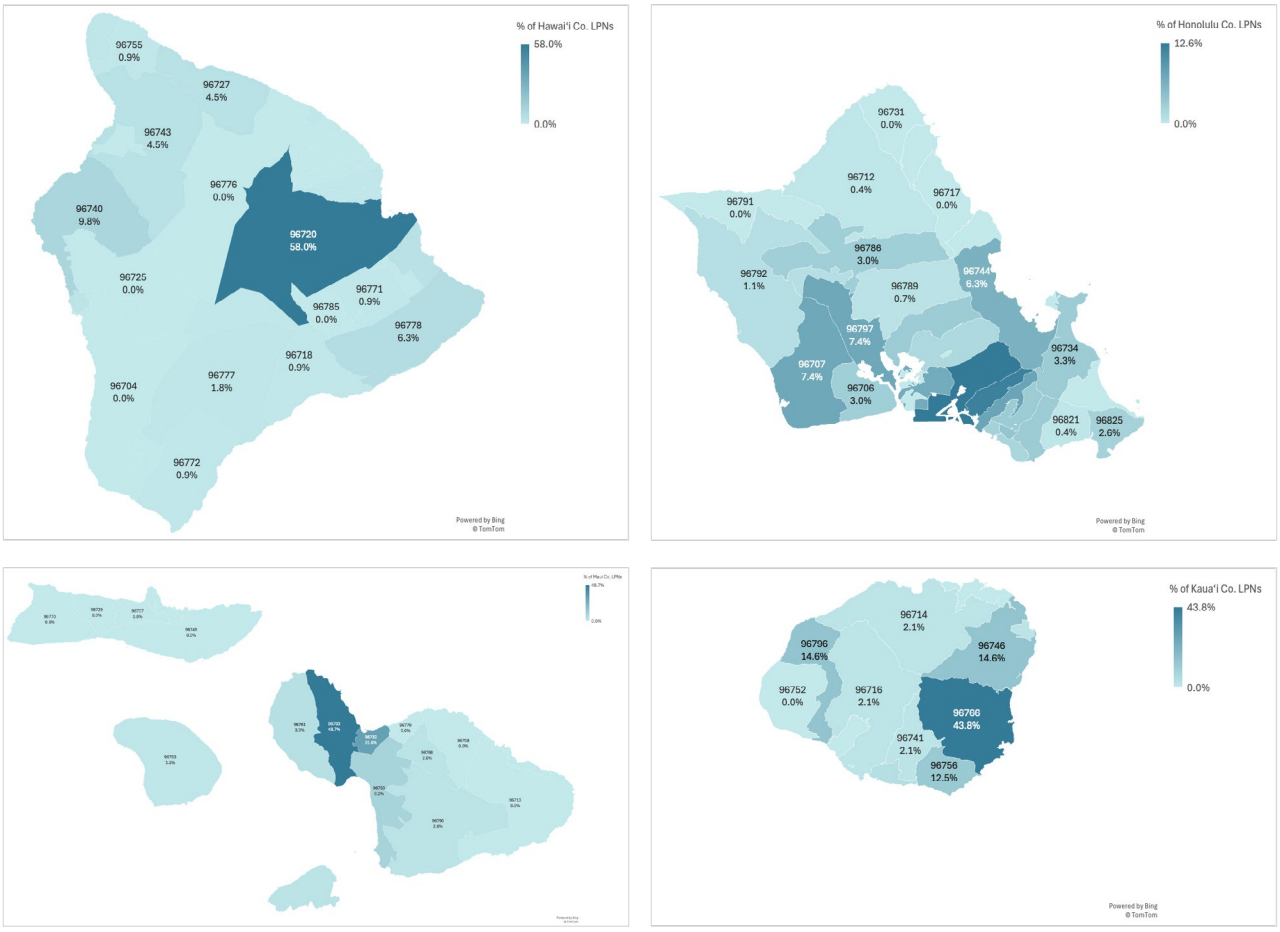
Nearly half of Hawai‘i’s LPNs work on the Neighbor Islands. Relative to the distribution of the residential population, LPNs are underrepresented in Honolulu County and overrepresented on the Neighbor Islands. Within each county, LPN employment is concentrated in the most populous zip codes or the zip codes where hospitals are located. The exception to this pattern is Honolulu County where LPN employment is also high in zip codes where long-term care facilities including care homes are located.

TABLE 1. DISTRIBUTION OF THE LPN WORKFORCE BY COUNTY

County	% of Residential Population	% of LPN Workforce
Honolulu County	70%	53%
Hawai‘i County	14%	22%
Maui County	11%	15%
Kaua‘i County	5%	10%

The residential population of the state (1,445,635) is taken from the 2024 American Community Survey 1-Year Estimates, Table DP05 (United States Census Bureau, 2024).

FIGURE 3. DISTRIBUTION OF LPNS’ PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE



LPN DEMOGRAPHICS

- Gender
  - 10% of all LPNs are male.
  - The underrepresentation of men in the LPN workforce is worse in Hawai'i and Maui Counties where men account for 5% and 4% of the LPNs in each county respectively.
- Age
  - The average age of LPNs statewide is 49.7 years. The median age is 52 years, meaning that half of the LPNs in the state are older than 52.
  - Maui and Kaua'i Counties have the youngest LPN workforces in the state. The average age of LPNs in both counties is 47 years old.
  - Hawai'i County has the oldest LPNs. The average age of the county's LPNs is 52 years, and nearly 25% of the LPNs in Hawai'i County are 60 years old or older.
- Race & Ethnicity
  - Persons of Filipino/a descent account for the largest share of the LPN workforce in the state (42%) and in every county except Hawai'i County.
  - In Hawai'i County, Filipino/a, Caucasian, and Multiethnic LPNs each account for about 25% of the workforce.
  - 13% of LPNs have Native Hawaiian ancestry. Hawai'i County has the largest proportion (21%) of LPNs who are Native Hawaiian. Honolulu County has the smallest proportion (9%) of Native Hawaiian LPNs of all the counties.

LPN LICENSURE

- Statewide, 55% of LPNs have been licensed for longer than 15 years. 15% of LPNs in the state have been licensed for 2 years or less.
- The distributions in most counties are similar to that of the state with the exception of Hawai'i County. There, just 5% of LPNs have been licensed for 2 years or fewer and 66% of LPNs have been licensed for more than 15 years.
- 5% of LPNs hold a license in at least 1 state other than Hawai'i. Maui County has the highest proportion (11%) of LPNs who have a license in at least 1 jurisdiction other than Hawai'i.

LPN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- 15% of LPNs in Hawai'i have 2 or more nursing jobs. Kaua'i County has the highest proportion of LPNs (19%) who have 2 or more nursing jobs.
- Across all of their nursing positions, 6% of LPNs work less than 20 hours, 77% work 20-40 hours, and 17% work more than 40 hours in a typical work week. Similar proportions of LPNs work more than 40 hours per week in every county. Maui has the highest proportion (12%) of LPNs who work less than 20 hours in an average week.

LPN PRIMARY EMPLOYMENT CHARACTERISTICS

- 97% of LPNs' primary position is a nursing-related role that requires a nursing license.
- 76% of LPNs' primary positions are classified as full-time.
- 79% of LPNs work 20-40 hours in their primary position. 14% spend 41 hours or more working in their primary position in a typical week.

- 5% of LPNs report being self-employed in their primary role.
- 40% of LPNs in the state have been in their current position for 10 years or longer. 14% have been in their current position for less than 1 year. Maui and Kaua'i Counties have the smallest percentage of LPNs (8% and 9%, respectively) who have been in their current position for less than 1 year.
- 7% of LPNs work as travel nurses in their primary position. Maui County has the highest percentage (13%) of LPNs whose primary position is as a travel nurse.
- The median annual pre-tax income in LPNs' primary position is $60,000. Honolulu County has the highest median annual LPN income of $64,385. All other counties have a median LPN salary within $800 of the statewide median.

LPN PRIMARY PRACTICE CHARACTERISTICS

- 75% of LPNs report that their main job function is the delivery of direct patient care.
- 72% of LPNs statewide work in outpatient settings or in long-term care/post-acute settings. 4% of LPNs report working in hospitals.
- The 2 most common primary practice specialties among LPNs statewide are adult-gerontology (20%) and family health (13%).
- 41% of LPNs report that they provide some nursing care via telehealth technology. Honolulu County has the highest proportion of LPNs who provide any amount of telehealth (46%).

LPN EDUCATION

- 85% of LPNs statewide completed an LPN certificate program as their initial nursing education. Honolulu County has the highest percentage (14%) of LPNs whose initial nursing education was a BSN program.
- 47% of LPNs completed their initial nursing education program more than 20 years ago. Kaua'i County has the most recently educated LPN workforce as 29% of its LPNs completed their initial nursing education program within the last five years.
- 52% of LPNs statewide completed their initial nursing education program in the state of Hawai'i. Honolulu is the only county in which Hawai'i-educated LPNs do not account for the largest share of the workforce; 37% of Honolulu LPNs were initially educated in another U.S. state or territory and 20% were initially educated outside the U.S.
- 59% of LPNs reported that they completed their nursing education with no student loan debt. 30% completed their nursing education with less than $30,000 of student loan debt.
- 9% of LPNs statewide are currently enrolled in a degree-leading nurse education program. The majority of currently enrolled LPNs are students in ADN programs offered by local schools of nursing (Hawai'i State Center for Nursing, 2025b).

LPN JOB SATISFACTION AND RETENTION

- 68% of LPNs report that they are satisfied or very satisfied in their current primary nursing role.
- 68% of LPNs plan to stay in their current primary nursing job through at least the next year. Among those who plan to leave their current position, 24% plan to retire, 15% want to work in a different setting, and 15% are dissatisfied with their current employer (Hawai'i State Center for Nursing, 2025b).
- By 5 years from now, 42% of LPNs expect to remain in their current position, 16% plan to retire, and 1% expect to be working in a profession other than nursing.
- 6% of LPNs report that they plan to relocate to outside the state of Hawai'i within a year.

LPN WELLBEING AT WORK

- 71% of LPNs agree or strongly agree that they feel valued by their nursing employers.
- 62% of LPNs agree or strongly agree that their employers are genuinely concerned about their physical and emotional wellbeing.
- 66% of LPNs agree or strongly agree that their employers provide needed support for their pursuit of professional development.
- 89% of LPNs agree or strongly agree that nursing is a fulfilling career.
- In the past 12 months, 32% of LPNs felt so stressed at work that they considered leaving the nursing profession and 7% researched or obtained mental healthcare to cope with work-related stress.
- 23% of LPNs report that they were physically or verbally abused by a patient or visitor at least monthly in the past year.
- 30% of LPNs report that their employer asked them to work more hours or shifts than they were scheduled for and that they did not want to work at least monthly in the past year.

LPN Data Tables

TABLE 2. LPN DEMOGRAPHIC CHARACTERISTICS						
		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Gender	Male	9%	10%	5%	4%	13%
	Female	90%	89%	95%	95%	83%
	Other/Not Reported	1%	1%	0%	1%	4%
Age in 2025 (Census Categories)	20-24	2%	1%	0%	6%	7%
	25-34	14%	15%	8%	11%	20%
	35-44	17%	17%	15%	23%	16%
	45-54	30%	28%	37%	31%	20%
	55-59	14%	14%	16%	14%	2%
	60-64	11%	10%	9%	13%	16%
	65-74	12%	14%	13%	3%	18%
	75 and older	1%	1%	1%	0%	0%
Mean Age		49.7	49.8	52.2	47.0	47.4
Median Age		52.0	51.0	53.0	49.0	49.5
Generational Group (Pew, 2019)	Generation Z (28 Years and Younger)	6%	6%	3%	8%	16%
	Millennials (29 to 44 Years)	27%	28%	21%	31%	27%
	GenX (45 to 60 Years)	46%	45%	55%	48%	27%
	Baby Boomers (61 to 79 Years)	21%	22%	22%	13%	30%
Race (Census Categories)	Multiple Races	18%	16%	22%	18%	19%
	African American or Black	3%	3%	2%	3%	4%
	Asian	52%	57%	33%	55%	58%
	Caucasian or White	14%	10%	25%	13%	10%
	Hispanic or Latino/a	5%	5%	4%	5%	0%
	Native Hawaiian or Other Pacific Islander	5%	4%	8%	4%	4%
	Prefer Not to Say	4%	4%	5%	1%	4%

TABLE 2. LPN DEMOGRAPHIC CHARACTERISTICS CONTINUED

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Ethnicity	Multiple Ethnicities	21%	20%	26%	20%	19%
	African American or Black	3%	3%	2%	3%	4%
	Chinese	1%	1%	0%	0%	2%
	Filipino/a	42%	46%	26%	51%	46%
	Japanese	4%	4%	2%	3%	8%
	Korean	1%	1%	1%	0%	0%
	Other Asian	1%	1%	1%	0%	2%
	Caucasian or White	14%	10%	25%	13%	10%
	Hispanic or Latino/a	5%	5%	4%	5%	0%
	Native Hawaiian	4%	2%	7%	3%	4%
	Samoan	1%	1%	0%	0%	0%
	Other Pacific Islander	0%	0%	1%	1%	0%
	Prefer Not to Say	4%	4%	5%	1%	4%
Any Part Native Hawaiian Ancestry	Yes	13%	9%	21%	13%	17%
	No	87%	91%	79%	87%	83%

None of the LPNs who responded to the survey reported being American Indian or Alaska Native, Middle Eastern or North African, or that they were an ethnicity not listed on the survey.

TABLE 3. LPN LICENSURE

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Years Highest License Has Been Held	2 Years or Fewer	15%	17%	5%	20%	19%
	3-5 Years	10%	9%	10%	12%	15%
	6 to 10 Years	10%	14%	9%	1%	6%
	11 to 15 Years	10%	10%	10%	12%	8%
	16 to 20 Years	16%	12%	22%	25%	13%
	21 Years or More	39%	39%	44%	30%	40%
Nurse License Jurisdictions	Only Licensed in Hawai'i	95%	98%	94%	89%	94%
	Licensed in Hawai'i and at Least One Other Jurisdiction	5%	2%	6%	11%	6%

TABLE 4. LPN TOTAL NURSING POSITIONS & TOTAL HOURS WORKED PER WEEK

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Number of Nursing Jobs Held	1 position	85%	86%	86%	84%	81%
	2 positions	11%	10%	10%	14%	13%
	3 or more positions	4%	4%	4%	1%	6%
Total Hours Worked Per Week in All Positions	19 Hours or Fewer	6%	6%	3%	12%	9%
	20 to 40 Hours	77%	77%	80%	72%	74%
	41 Hours or More	17%	17%	18%	16%	17%

TABLE 5. LPN PRIMARY EMPLOYMENT & PRIMARY POSITION CHARACTERISTICS

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Position Requires a Nursing License	Yes	97%	97%	96%	95%	100%
	No	3%	3%	4%	5%	0%
Position FTE	Full-time	76%	77%	79%	69%	75%
	Part-time	18%	16%	18%	23%	21%
	Per diem	6%	7%	3%	8%	4%
Total Hours Worked Per Week in Primary Position	19 Hours or Fewer	7%	6%	5%	16%	10%
	20 to 40 Hours	79%	78%	83%	75%	77%
	41 Hours or More	14%	16%	13%	9%	13%
Self-Employed	Self-employed	5%	6%	2%	5%	6%
	Work for someone else	95%	94%	98%	95%	94%
Time in Current Position	Less than 1 year	14%	17%	8%	9%	21%
	1 year to less than 3 years	20%	21%	20%	16%	23%
	3 years to less than 5 years	12%	9%	17%	17%	2%
	5 years to less than 10 years	14%	14%	13%	15%	13%
	10 years or longer	40%	39%	43%	43%	42%
Employed by Staffing Agency	Yes	19%	13%	22%	26%	32%
	No	81%	87%	78%	74%	68%
Travel Nurse	Yes	7%	5%	7%	13%	11%
	No	93%	95%	93%	87%	89%

TABLE 6. LPN 2024 PRE-TAX INCOME FOR PRIMARY POSITION

	All LPNs		Honolulu		Hawai'i		Maui		Kaua'i	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
2024 Pre-Tax Income	$69,144	$60,000	$66,396	$64,385	$60,639	$60,000	$89,059	$59,300	$71,556	$59,500

Reported values less than $10,000 annually were excluded from the calculation of the mean and median.

TABLE 7. LPN PRIMARY PRACTICE CHARACTERISTICS

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Job Function	Direct patient care & education	75%	74%	78%	76%	77%
	Education or training of nursing students or staff	1%	1%	0%	0%	0%
	Administration/Management	4%	4%	5%	3%	2%
	Quality/Practice improvement	1%	1%	0%	0%	0%
	Case management	1%	1%	4%	1%	0%
	Care coordination	3%	4%	2%	1%	2%
	Research	1%	1%	2%	0%	0%
	Workforce planning/development	2%	2%	2%	1%	4%
	Other	12%	11%	8%	17%	15%
Primary Position Setting Type	Acute Care Hospital	4%	5%	1%	7%	4%
	Post-Acute/Long-Term Care Facility	34%	34%	35%	28%	38%
	Ambulatory	39%	34%	44%	53%	31%
	Home Health/Hospice	9%	10%	9%	3%	17%
	All Other Settings	14%	17%	12%	11%	10%
Amount of Nursing Care Delivered via Telehealth	50% or more	7%	8%	3%	8%	5%
	Less than 50% but more than 0%	34%	38%	25%	32%	32%
	None	60%	54%	71%	60%	63%
Types of Patients Treated in Primary Position	None	5%	6%	4%	4%	0%
	Uninsured Patients	25%	17%	32%	32%	39%
	Patients covered by Medicaid	70%	66%	70%	72%	87%
	Patients covered by Medicare	73%	70%	76%	74%	84%
	Gay, lesbian, or bisexual patients	45%	40%	52%	56%	45%
	Transgender/gender non-binary patients	39%	35%	40%	47%	45%
	Patients who have substance use disorder	42%	34%	48%	49%	63%
	Patients who do not speak English	57%	54%	58%	60%	63%
	Homeless/houseless patients	41%	35%	36%	60%	61%
	Disabled patients	60%	55%	68%	56%	79%
	I don't know	9%	12%	6%	9%	5%

TABLE 7. LPN PRIMARY PRACTICE CHARACTERISTICS CONTINUED

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Practice Specialty	Administration/Management	3%	3%	3%	3%	0%
	Adult, Gerontology, or Adult-Gerontology	20%	17%	24%	19%	28%
	Cardiology/Telemetry	1%	0%	2%	0%	0%
	Critical Care	0%	0%	0%	0%	2%
	Education (Academic or Clinical)	0%	0%	0%	0%	0%
	Emergency/Trauma	1%	1%	0%	1%	0%
	Family Health	13%	10%	20%	11%	19%
	Gastroenterology	1%	1%	2%	0%	0%
	Home Health	5%	5%	6%	1%	11%
	Maternal-Child Health/Obstetrics	1%	0%	0%	3%	0%
	Medical-Surgical	2%	2%	2%	3%	0%
	Neonatal	0%	0%	1%	0%	0%
	Nephrology/Dialysis	2%	3%	2%	3%	0%
	Occupational Health	2%	3%	0%	1%	0%
	Oncology	1%	1%	1%	0%	2%
	Pain Management	0%	0%	0%	0%	2%
	Palliative Care/Hospice	2%	3%	0%	0%	2%
	Pediatrics	6%	5%	6%	14%	2%
	Perioperative/Surgical	0%	0%	1%	1%	0%
	Psychiatric-Mental/Behavioral Health	3%	3%	3%	1%	4%
	Public or Population Health	2%	2%	3%	3%	2%
	Rehabilitation	5%	7%	1%	3%	4%
	School/Student Health	2%	2%	3%	1%	2%
	Women's Health	1%	2%	1%	1%	0%
	Other Specialty	26%	29%	21%	29%	19%

TABLE 8. LPN EDUCATION

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Initial Nursing Education	LPN/LVN certificate	85%	83%	88%	86%	90%
	RN Diploma	2%	2%	2%	1%	0%
	ADN/Associate Degree in Nursing	3%	1%	2%	9%	4%
	BSN/Bachelor's Degree in Nursing	10%	14%	8%	4%	6%
	GEPN – MS/MSN	0%	0%	1%	0%	0%
Number of Years Since Completion of Initial Nurse Education Program	Five Years or Fewer	18%	17%	9%	24%	29%
	6 to 10 Years	9%	11%	9%	5%	4%
	11 to 15 Years	11%	11%	9%	13%	13%
	16 to 20 Years	15%	12%	21%	22%	8%
	21 Years or More	47%	48%	52%	36%	46%
Location of Initial Nurse Education Program	Hawai'i	52%	44%	53%	71%	71%
	Other US state or territory	34%	37%	40%	21%	23%
	Foreign country	14%	20%	7%	8%	6%
Highest Nursing Education Completed	LPN Certificate	75%	74%	83%	66%	79%
	RN Diploma	1%	1%	2%	1%	0%
	ADN	8%	5%	5%	21%	13%
	BSN	15%	19%	9%	12%	8%
	MS	0%	0%	1%	0%	0%
Total Student Loan Debt Incurred for Nursing Education	None	59%	61%	53%	62%	62%
	Less than $20,000	23%	22%	26%	18%	28%
	$20,000 to less than $30,000	7%	6%	7%	8%	4%
	$30,000 to less than $40,000	4%	4%	5%	5%	2%
	$40,000 to less than $50,000	3%	3%	3%	3%	0%
	$50,000 to less than $60,000	2%	3%	1%	4%	0%
	$60,000 to less than $70,000	1%	0%	4%	0%	2%
	$70,000 to less than $80,000	0%	0%	1%	0%	0%
	$80,000 to less than $90,000	0%	0%	1%	0%	0%
	$125,000 or more	0%	0%	0%	0%	2%
Non-Nursing Degrees Earned	None	68%	68%	72%	63%	69%
	Associate Degree	19%	19%	16%	23%	21%
	Baccalaureate Degree	13%	14%	12%	12%	10%
	Master's Degree	2%	2%	2%	3%	0%
	PhD	0%	0%	1%	0%	0%
Currently Enrolled in Nursing Degree Program	Yes	9%	10%	6%	13%	6%
	No	91%	90%	94%	87%	94%

TABLE 9. LPN JOB SATISFACTION & PLANS TO LEAVE THE WORKFORCE

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Position Job Satisfaction	Very Dissatisfied	4%	4%	4%	5%	2%
	Dissatisfied	2%	2%	4%	1%	2%
	Neutral	26%	24%	21%	32%	39%
	Satisfied	24%	23%	24%	26%	23%
	Very Satisfied	44%	47%	48%	36%	34%
Likely to Leave Primary Position within Next 12 Months	Very Likely to Stay	58%	62%	61%	56%	36%
	Likely to Stay	10%	9%	10%	12%	11%
	Uncertain	23%	22%	17%	27%	42%
	Likely to Leave	4%	3%	7%	3%	4%
	Very Likely to Leave	4%	4%	5%	3%	7%
Career Plan for 5 Years from Now	Current job	42%	41%	47%	45%	30%
	Working in a different setting	13%	15%	5%	16%	16%
	Working in a different specialty	9%	7%	8%	14%	11%
	Working in a non-nursing job	1%	2%	3%	0%	0%
	Retired	16%	17%	15%	10%	20%
	Not working for reasons other than retirement	0%	0%	1%	0%	0%
	Not sure	14%	14%	15%	12%	16%
	Other plan	4%	4%	5%	3%	7%
Lived Outside of Hawai'i 1 Year Ago	Yes	8%	8%	5%	9%	10%
	No	92%	92%	95%	91%	90%
Plan to Live Outside of Hawai'i 1 Year From Now	Yes	6%	6%	4%	7%	8%
	No	94%	94%	96%	93%	92%

TABLE 10. LPN PROFESSIONAL DEVELOPMENT ACTIVITIES

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Completed a New Graduate Nurse Residency Program	Yes	3%	2%	1%	11%	0%
	No	94%	95%	97%	86%	95%
	Currently in a new grad NRP	0%	0%	1%	1%	0%
	I don't know	3%	4%	1%	1%	5%
Preceptor for Nursing Student or Nurse in Past 2 Years	Yes	28%	28%	28%	25%	30%
	No	69%	68%	70%	72%	65%
	I don't know/I prefer not to say	4%	4%	3%	3%	5%
Received Formal Education in EBP	No Formal Training in EBP	53%	54%	54%	51%	49%
	Learned EBP in Nursing School	31%	31%	28%	36%	30%
	Learned EBP via Professional Development	22%	20%	26%	20%	28%

TABLE 11. LPN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Feel valued by nursing employer(s)	Strongly Agree	29%	34%	26%	23%	18%
	Agree	42%	39%	42%	45%	53%
	Neutral	21%	21%	20%	25%	18%
	Disagree	7%	5%	9%	7%	11%
	Strongly Disagree	1%	2%	3%	0%	0%
Feel that nursing employer(s) are genuinely concerned about physical, emotional, and psychological wellbeing.	Strongly Agree	25%	30%	24%	22%	7%
	Agree	37%	37%	28%	45%	43%
	Neutral	25%	22%	29%	23%	34%
	Disagree	10%	8%	14%	10%	14%
	Strongly Disagree	3%	3%	6%	0%	2%
Nursing employer(s) provide the support (flexible scheduling, tuition support, etc.) needed to pursue professional development goals.	Strongly Agree	25%	29%	23%	21%	13%
	Agree	41%	39%	36%	52%	42%
	Neutral	24%	24%	22%	16%	36%
	Disagree	8%	6%	14%	8%	7%
	Strongly Disagree	2%	2%	4%	3%	2%
Nursing is a fulfilling career	Strongly Agree	47%	49%	52%	33%	47%
	Agree	42%	42%	33%	58%	40%
	Neutral	10%	8%	13%	10%	13%
	Disagree	1%	2%	2%	0%	0%

TABLE 12. LPN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Stressors Experienced at Least Once in Last 12 Months	None of these have happened in the past 12 months.	64%	62%	66%	68%	67%
	Felt so stressed out at work that you considered leaving the nursing profession.	32%	33%	30%	32%	29%
	Suffered an injury at work that caused you to be unable to do your job.	3%	4%	3%	1%	2%
	Researched and/or obtained mental healthcare to help you cope with work-related stress.	7%	10%	6%	3%	2%

TABLE 13. LPN WELLBEING – FREQUENCY OF WELLBEING IMPACTING EVENTS IN THE PAST 12 MONTHS

		All LPNs	Honolulu	Hawai'i	Maui	Kaua'i
Interacted at work with someone you consider a friend	At least once per day	56%	52%	62%	64%	52%
	At least once per week	18%	18%	16%	16%	32%
	At least once per month	6%	7%	7%	7%	0%
	At least once every other month	2%	2%	0%	1%	2%
	At least once per year	3%	5%	2%	0%	0%
	Never	15%	17%	14%	11%	14%
Felt that contributions at work were meaningfully recognized?	At least once per day	30%	30%	33%	36%	19%
	At least once per week	23%	19%	34%	16%	28%
	At least once per month	18%	20%	11%	16%	26%
	At least once every other month	7%	8%	6%	5%	7%
	At least once per year	15%	17%	6%	23%	12%
	Never	7%	6%	11%	3%	9%
Been bullied, verbally abused, physically abused, or treated with incivility by a coworker, supervisor, or manager at work	At least once per day	1%	1%	3%	3%	0%
	At least once per week	6%	4%	7%	7%	7%
	At least once per month	5%	5%	2%	4%	12%
	At least once every other month	3%	3%	3%	1%	7%
	At least once per year	12%	12%	13%	13%	7%
	Never	73%	75%	72%	72%	67%
Been verbally or physically abused by a patient or a visitor	At least once per day	4%	2%	6%	3%	9%
	At least once per week	10%	9%	15%	6%	12%
	At least once per month	9%	10%	10%	7%	5%
	At least once every other month	9%	8%	10%	13%	9%
	At least once per year	16%	15%	15%	21%	9%
	Never	52%	55%	44%	51%	56%
Employer asked you to work more hours or shifts than you were scheduled for and that you did not want to work	At least once per day	3%	4%	3%	1%	7%
	At least once per week	13%	13%	11%	14%	21%
	At least once per month	13%	13%	20%	7%	12%
	At least once every other month	9%	9%	8%	11%	7%
	At least once per year	7%	7%	6%	11%	7%
	Never	53%	55%	52%	55%	45%

RN Data Highlights and Data Tables by County

Highlights

2025 LICENSE COUNTS (AS OF MARCH 2025)

- 40,231 individuals hold an active Hawai‘i RN license.
  - This is a 36% increase compared to the previous nurse license renewal year in 2023.
  - This is a 64% increase compared to 2015.
- 17,914 RNs report a primary residential address in Hawai‘i. This represents 45% of all Hawai‘i RN licenses.
  - The number of RNs with Hawai‘i addresses increased by 9% as compared to 2023.
  - The share of RN licenses held by Hawai‘i residents decreased by 2 percentage points vs. 2023 and 19 percentage points vs. 2015.
- Based on current license counts and responses to the Supply Survey, the Center estimates that there are 16,085 RNs working in Hawai‘i (Hawai‘i State Center for Nursing, 2025b)

FIGURE 4. RN LICENSES, 2015-2025

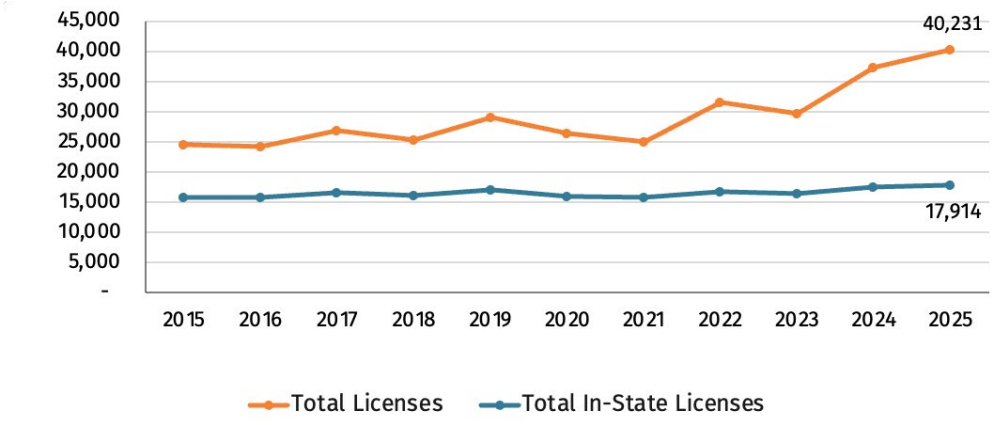
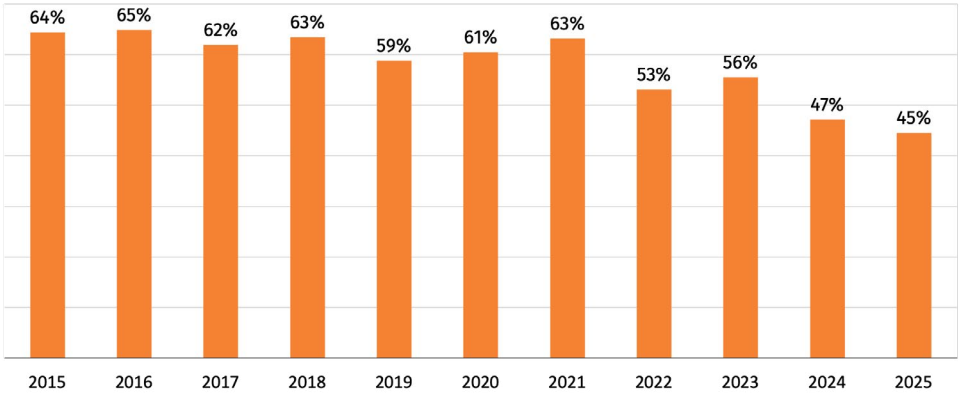


FIGURE 5. % RN LICENSES HELD BY HAWAI‘I RESIDENTS, 2015-2025



GEOGRAPHIC DISTRIBUTION

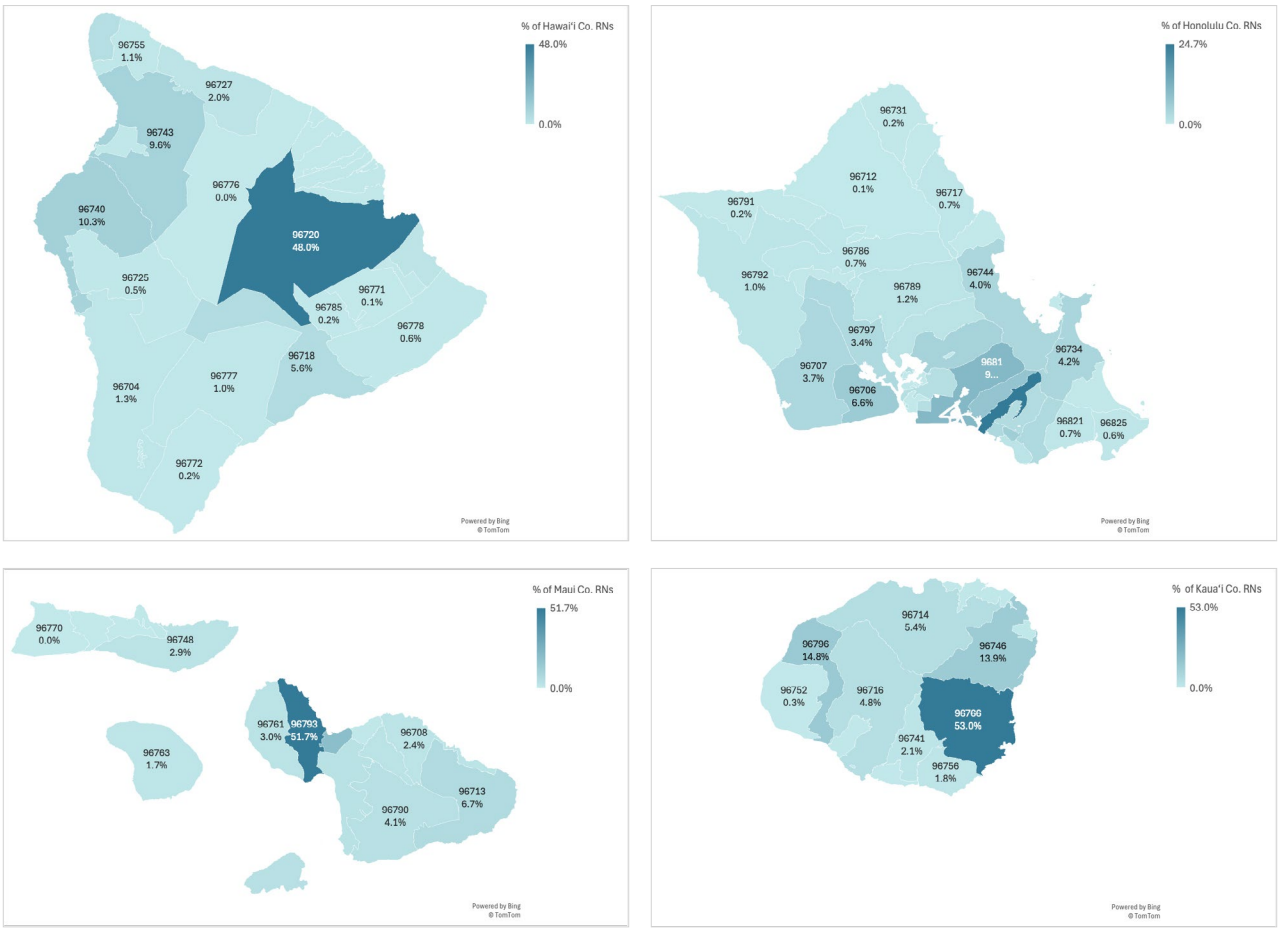
The distribution of RNs across the state is proportional to the distribution of state's residential population. Within each county, RN employment is largely concentrated in the zip codes with the highest populations and/or where hospitals are located.

TABLE 14. DISTRIBUTION OF THE RN WORKFORCE BY COUNTY

County	% of Residential Population	% of RN Workforce
Honolulu County	70%	71%
Hawai'i County	14%	14%
Maui County	11%	10%
Kaua'i County	5%	5%

The residential population of the state (1,445,635) is taken from the 2024 American Community Survey 1-Year Estimates, Table DP05 (United States Census Bureau, 2024).

FIGURE 6. DISTRIBUTION OF RNS' PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE



RN DEMOGRAPHICS

- Gender
  - 14% of RNs are male.
  - Kaua'i County has the lowest proportion of male RNs (9%) of all the counties.
- Age
  - The average age of RNs is 45.9 years. RNs on the Neighbor Islands are, on average, older by 2 years than RNs who work in Honolulu County.
  - 55% of RNs are 35-54 years old.
  - 15% of nurses 60 years or older. Hawai'i County has the largest proportion (20%) of RNs who are 60 years or older.
- Race & Ethnicity
  - Filipino/a (35%), Multiethnic (23%), and Caucasian (20%) are the largest groups by ethnicity in the statewide RN workforce.
  - The ethnic distribution of RNs varies by county. Caucasian RNs account for the largest percentage of the workforce in Hawai'i and Maui Counties. In Honolulu and Kaua'i Counties, Filipino/a nurses account for the largest share of RNs.
  - 11% of RNs have Native Hawaiian ancestry. Hawai'i County has the highest proportion (16%) of Native Hawaiian nurses of all counties.

RN LICENSURE & CERTIFICATIONS

- 29% of RNs have held an RN license for longer than 20 years. 20% of RNs have been licensed for five years or fewer.
- 4% of RNs statewide hold a license in at least 1 other jurisdiction. RNs in Hawai'i and Maui Counties are slightly more likely to be licensed in at least 1 other state.
- 60% of RNs do not hold any type of national RN certification. Among RNs who are certified, medical-surgical (7%), critical care (6%), and emergency/trauma (4%) are the most common specialty certifications held.

RN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- 22% of RNs have 2 or more nursing jobs.
- 20% of RNs report that they work 41 hours or more across all of their nursing positions in a typical week.

RN PRIMARY EMPLOYMENT CHARACTERISTICS

- 98% of RNs report that their primary nursing position requires them to hold a nursing license.
- 79% of RNs' primary nursing jobs are classified as full-time positions. 69% and 71% of RNs in Maui and Kaua'i Counties respectively reported that their primary nursing job is a full-time position which is considerably lower than in Honolulu (81%) or Hawai'i (79%) Counties.
- 13% of RNs report that they spend more than 40 hours working in a typical week in their primary nursing position.
- 35% of RNs have been in their current primary position for 10 years or longer. 13% of RNs have been in their current position for less than 1 year.

- 2% of RNs' primary position is as a travel nurse.
- The statewide median pre-tax annual income for RNs' primary position is $110,000. The median RN salary in every Neighbor Island county is lower than the statewide median by an average of $9,000 annually.

RN PRIMARY PRACTICE CHARACTERISTICS

- 66% of RNs report that their main function in their primary nursing role is the delivery of patient care. 10% of RNs report that their main job function is administration or management.
- 47% of RNs statewide work in hospitals. Outpatient settings are the second most common employment setting for RNs (18%).
- Medical-surgical (11%) and adult-gerontology (8%) are the 2 most frequently reported practice specialties for RNs statewide and in all counties.
- 73% of RNs report that they do not deliver any nursing care via telehealth.

RN EDUCATION

- 61% of RNs' initial nursing education program was a BSN. In every county, BSN programs account for the largest proportion of RNs' initial education programs. However, RNs in the Neighbor Island counties are more likely to have been initially educated in ADN programs than are RNs working in Honolulu County.
- 36% of RNs graduated from their entry to practice education program 21 years ago or longer.
- 13% of RNs graduated five or fewer years ago.
- 53% of RNs were initially educated at a school of nursing located in Hawai'i. More than half of nurses in every county were initially educated at a local school of nursing.
- 78% of Hawai'i RNs have a BSN or graduate degree in nursing. 84% of RNs working in Honolulu County have a baccalaureate or graduate degree in nursing as compared to an average of 62% of RNs working in the Neighbor Island counties.
- 45% of RNs in the state reported completing their nursing education with no student loan debt. 21% of RNs report that they completed their nursing education with $20,000-$50,000 in student loan debt.
- 5% of RNs are currently enrolled in a degree-leading nurse education program. Most are enrolled in online graduate degree programs offered by out-of-state schools (Hawai'i State Center for Nursing, 2025b).

RN JOB SATISFACTION AND RETENTION

- 65% of RNs statewide are satisfied or very satisfied in their current primary nursing position.
- 67% of RNs are likely or very likely to stay in their current nursing role for at least the next year. Among RNs who plan to leave their current job in the next 12 months, 28% are dissatisfied with their current employer, 18% want to work in a different setting, 16% plan to retire, and 12% plan to relocate out of state (Hawai'i State Center for Nursing, 2025b).

- Within the next five years, 42% of RNs expect to be in their current nursing position, 13% of RNs expect to leave the Hawai‘i nursing workforce because of retirement, 3% plan to leave nursing for another profession
- 4% of RNs expect to relocate to another state within 12 months.

RN WELLBEING AT WORK

- 66% of RNs agree or strongly agree that they are valued by their employers.
- 56% of RNs agree or strongly agree that their employers are genuinely concerned about their physical and emotional wellbeing.
- 61% of RNs agree or strongly agree that their employers provide necessary support for their professional development.
- 87% of RNs agree or strongly agree that nursing is a fulfilling career.
- In the past 12 months, 42% of RNs felt so stressed at work that they considered leaving the nursing profession and 17% researched or obtained mental healthcare to cope with work-related stress.
- 16% of RNs report that they were verbally or physically abused or bullied by a coworker or supervisor at least monthly in the past 12 months.
- 32% of RNs report that they have been verbally or physically abused by a patient or visitor at least monthly in the past 12 months.
- 35% of RNs report that they have been asked by their employer to work more hours or more shifts than they were scheduled for and that they did not want to work at least monthly in the past 12 months.

RN PROFESSIONAL DEVELOPMENT

- 22% of RNs report that they either completed or are currently enrolled in a new graduate RN residency program.
- 47% of RNs report that they have been a preceptor for a nursing student or a nurse at any point in the past 2 years.
- 51% of RNs report that they received formal education in evidence-based nursing practice in school. 32% have received training in EBP through professional development courses.

RN Data Tables

TABLE 15. RN DEMOGRAPHIC CHARACTERISTICS						
		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Gender	Male	14%	15%	14%	11%	9%
	Female	85%	84%	85%	88%	90%
	Other/Not Reported	1%	1%	1%	1%	1%
Age in 2025 (Census Categories)	20-24	1%	1%	1%	1%	1%
	25-34	18%	19%	17%	16%	14%
	35-44	29%	30%	24%	31%	26%
	45-54	26%	26%	26%	27%	31%
	55-59	11%	11%	11%	10%	9%
	60-64	7%	6%	9%	9%	9%
	65-74	7%	6%	9%	6%	9%
	75 and older	1%	1%	2%	1%	1%
Mean Age		45.9	45.3	47.7	46.4	47.9
Median Age		45.0	44.0	47.0	46.0	48.0
Generational Group (Pew, 2019)	Generation Z (28 Years and Younger)	7%	7%	7%	6%	4%
	Millennials (29 to 44 Years)	42%	43%	36%	42%	37%
	GenX (45 to 60 Years)	38%	38%	40%	38%	42%
	Baby Boomers (61 to 79 Years)	13%	12%	18%	15%	17%
Race (Census Categories)	Multiple Races	20%	18%	26%	21%	18%
	African American or Black	1%	1%	1%	0%	1%
	American Indian or Alaska Native	0%	0%	0%	0%	0%
	Asian	51%	58%	33%	38%	44%
	Caucasian or White	20%	16%	31%	31%	30%
	Hispanic or Latino/a	2%	2%	2%	2%	2%
	Middle Eastern or North African	0%	0%	0%	0%	0%
	Native Hawaiian or Other Pacific Islander	2%	2%	2%	2%	1%
	Other Race Not Listed	0%	0%	1%	0%	1%
	Prefer Not to Say	4%	3%	5%	5%	4%

TABLE 15. RN DEMOGRAPHIC CHARACTERISTICS CONTINUED

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Ethnicity	Multiple Ethnicities	23%	22%	28%	23%	20%
	African American or Black	1%	1%	1%	0%	1%
	American Indian or Alaska Native	0%	0%	0%	0%	0%
	Chinese	2%	3%	1%	1%	0%
	Filipino/a	35%	38%	21%	29%	37%
	Japanese	8%	9%	7%	4%	4%
	Korean	2%	2%	0%	1%	0%
	Other Asian	1%	2%	1%	1%	0%
	Caucasian or White	20%	16%	31%	31%	30%
	Hispanic or Latino/a	2%	2%	2%	2%	2%
	Middle Eastern or North African	0%	0%	0%	0%	0%
	Native Hawaiian	1%	1%	1%	2%	1%
	Samoan	0%	0%	0%	0%	0%
	Other Pacific Islander	0%	0%	0%	0%	1%
	Other Ethnicity Not Listed	0%	0%	1%	0%	1%
	Prefer Not to Say	4%	3%	5%	5%	4%
Any Part Native Hawaiian Ancestry	Yes	11%	10%	16%	14%	8%
	No	89%	90%	84%	86%	92%

TABLE 16. RN LICENSURE

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Years Highest License Has Been Held	2 Years or Fewer	10%	10%	10%	9%	7%
	3-5 Years	11%	10%	10%	12%	10%
	6 to 10 Years	17%	18%	16%	17%	17%
	11 to 15 Years	17%	18%	15%	18%	15%
	16 to 20 Years	16%	15%	16%	17%	17%
	21 Years or More	29%	28%	33%	27%	35%
Nurse License Jurisdictions	Only Licensed in Hawai'i	96%	96%	94%	94%	96%
	Licensed in Hawai'i and at Least One Other Jurisdiction	4%	4%	6%	6%	4%

TABLE 17. RN SPECIALTY CERTIFICATIONS

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
		%	%	%	%	%
RN National Certifications Held	None	60%	60%	63%	55%	63%
	Ambulatory Care	2%	2%	1%	2%	1%
	Critical Care	6%	6%	5%	8%	5%
	Care Coordination or Case Management	3%	3%	3%	2%	2%
	Emergency or Trauma	4%	4%	6%	5%	6%
	Gerontology	1%	1%	1%	1%	3%
	Hospice/Palliative Care	1%	1%	1%	3%	2%
	Medical-Surgical	7%	6%	7%	9%	5%
	Nephrology/Dialysis	2%	2%	1%	3%	1%
	Nurse Education	1%	1%	1%	2%	1%
	Nurse Manager/Leader/Executive	2%	2%	3%	2%	2%
	Obstetric or Maternal-Newborn or Neonatal	3%	2%	4%	3%	4%
	Oncology	2%	3%	2%	2%	2%
	Orthopedic	0%	0%	0%	0%	0%
	Pediatric	1%	1%	1%	2%	1%
	Perioperative	2%	3%	2%	2%	2%
	Psychiatric-Mental Health	2%	2%	1%	2%	1%
	Public or Population Health	1%	1%	0%	0%	1%
	Rehabilitation	1%	1%	0%	0%	2%
	Research	0%	0%	0%	0%	0%
	Wound Care/Ostomy/Continence	1%	1%	1%	1%	0%
	Other Specialty	6%	6%	4%	6%	4%

TABLE 18. RN TOTAL NURSING POSITIONS & TOTAL HOURS WORKED PER WEEK

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Number of Nursing Jobs Held	1 position	78%	77%	80%	78%	78%
	2 positions	16%	17%	14%	16%	16%
	3 or more positions	6%	6%	6%	6%	6%
Total Hours Worked Per Week in All Positions	19 Hours or Fewer	5%	4%	6%	4%	7%
	20 to 40 Hours	75%	75%	74%	78%	72%
	41 Hours or More	20%	21%	21%	18%	21%

TABLE 19. RN PRIMARY EMPLOYMENT & PRIMARY POSITION CHARACTERISTICS

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Position Requires a Nursing License	Yes	98%	98%	98%	99%	99%
	No	2%	2%	2%	1%	1%
Position FTE	Full-time	79%	81%	79%	69%	71%
	Part-time	15%	13%	15%	25%	20%
	Per diem	6%	6%	6%	6%	9%
Total Hours Worked Per Week in Primary Position	19 Hours or Fewer	5%	4%	6%	6%	8%
	20 to 40 Hours	82%	82%	79%	83%	82%
	41 Hours or More	13%	13%	15%	11%	10%
Self-Employed	Self-employed	2%	3%	3%	1%	2%
	Work for someone else	98%	97%	97%	99%	98%
Time in Current Position	Less than 1 year	13%	13%	16%	12%	9%
	1 year to less than 3 years	21%	21%	22%	19%	16%
	3 years to less than 5 years	12%	12%	12%	16%	15%
	5 years to less than 10 years	19%	19%	18%	21%	25%
	10 years or longer	35%	35%	33%	31%	36%
Employed by Staffing Agency	Yes	9%	8%	10%	10%	13%
	No	91%	92%	90%	90%	87%
Travel Nurse	Yes	2%	2%	4%	3%	3%
	No	98%	98%	96%	97%	97%

TABLE 20. RN 2024 PRE-TAX INCOME FOR PRIMARY POSITION

	All RNs		Honolulu		Hawai'i		Maui		Kaua'i	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
2024 Pre-Tax Income	$113,772	$110,000	$116,108	$114,000	$105,674	$100,000	$111,795	$103,000	$107,863	$100,000

Reported values less than $10,000 annually were excluded from the calculation of the mean and median.

TABLE 21. RN PRIMARY PRACTICE CHARACTERISTICS

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Job Function	Direct patient care & education	66%	65%	64%	70%	69%
	Education or training of nursing students or staff	3%	2%	4%	3%	3%
	Administration/Management	10%	10%	11%	9%	12%
	Quality/Practice improvement	2%	2%	2%	3%	2%
	Case management	6%	6%	7%	4%	5%
	Care coordination	4%	4%	4%	3%	2%
	Research	1%	1%	0%	1%	0%
	Workforce planning/development	1%	1%	1%	1%	2%
	Other	7%	7%	6%	6%	5%
Primary Practice Specialty	Administration/Management	6%	5%	6%	6%	8%
	Adult, Gerontology, or Adult-Gerontology	8%	8%	8%	8%	9%
	Anesthesiology	0%	0%	0%	0%	0%
	Cardiology/Telemetry	6%	7%	2%	4%	0%
	Critical Care	6%	6%	6%	6%	5%
	Education (Academic or Clinical)	1%	1%	2%	2%	3%
	Emergency/Trauma	6%	5%	8%	7%	7%
	Family Health	2%	2%	3%	2%	2%
	Gastroenterology	1%	1%	1%	1%	1%
	Home Health	3%	3%	5%	3%	4%
	Maternal-Child Health/Obstetrics	4%	3%	5%	4%	6%
	Medical-Surgical	11%	9%	14%	13%	14%
	Neonatal	1%	2%	0%	0%	0%
	Nephrology/Dialysis	3%	3%	2%	5%	2%
	Occupational Health	0%	0%	1%	0%	0%
	Oncology	3%	3%	2%	3%	4%
	Pain Management	0%	0%	0%	0%	0%
	Palliative Care/Hospice	2%	2%	1%	3%	2%
	Pediatrics	4%	5%	2%	3%	3%
	Perioperative/Surgical	6%	6%	6%	6%	5%
	Policy/Regulation	0%	0%	0%	0%	0%
	Psychiatric-Mental/Behavioral Health	4%	4%	3%	3%	4%
	Public or Population Health	2%	2%	2%	2%	1%
	Rehabilitation	2%	3%	1%	1%	2%
	School/Student Health	1%	1%	2%	2%	3%
	Women's Health	1%	1%	1%	1%	1%
	Workforce Development	0%	0%	0%	0%	0%
	Other Specialty	15%	15%	16%	15%	16%

TABLE 21. RN PRIMARY PRACTICE CHARACTERISTICS CONTINUED

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Position Setting Type	Acute Care Hospital	47%	47%	48%	44%	43%
	Post-Acute/Long-Term Care Facility	12%	12%	11%	11%	12%
	Ambulatory	18%	17%	17%	24%	21%
	Home Health/Hospice	7%	6%	8%	7%	10%
	All Other Settings	17%	18%	16%	14%	16%
Amount of Nursing Care Delivered via Telehealth	50% or more	8%	9%	5%	8%	5%
	Less than 50% but more than 0%	19%	17%	25%	18%	30%
	None	73%	74%	70%	74%	65%
Types of Patients Treated in Primary Position	None	3%	4%	2%	2%	3%
	Uninsured Patients	56%	54%	59%	59%	55%
	Patients covered by Medicaid	79%	77%	81%	84%	81%
	Patients covered by Medicare	78%	77%	79%	83%	78%
	Gay, lesbian, or bisexual patients	61%	61%	59%	60%	61%
	Transgender/gender non-binary patients	52%	53%	50%	50%	49%
	Patients who have substance use disorder	67%	66%	68%	71%	65%
	Patients who do not speak English	71%	71%	68%	73%	67%
	Homeless/houseless patients	66%	66%	65%	70%	65%
	Disabled patients	70%	70%	71%	73%	67%
	I don't know	6%	6%	7%	6%	9%

TABLE 22. RN EDUCATION

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Initial Nursing Education	LPN/LVN certificate	7%	6%	7%	14%	19%
	RN Diploma	6%	5%	6%	6%	7%
	ADN/Associate Degree in Nursing	24%	19%	38%	37%	34%
	BSN/Bachelor's Degree in Nursing	61%	68%	48%	41%	38%
	GEPN – MS/MSN	2%	2%	1%	2%	2%
	GEPN – DNP	0%	0%	0%	0%	0%
	GEPN – PhD	0%	0%	0%	0%	0%
Number of Years Since Completion of Initial Nurse Education Program	Five Years or Fewer	13%	13%	15%	11%	12%
	6 to 10 Years	15%	15%	15%	16%	12%
	11 to 15 Years	18%	19%	17%	19%	17%
	16 to 20 Years	17%	17%	16%	19%	17%
	21 Years or More	36%	35%	37%	35%	42%

TABLE 22. RN EDUCATION CONTINUED

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Location of Initial Nurse Education Program	Hawai'i	53%	54%	52%	50%	55%
	Other US state or territory	30%	28%	40%	35%	30%
	Foreign country	16%	19%	8%	15%	15%
Highest Nursing Education Completed	LPN Certificate	0%	0%	0%	0%	0%
	RN Diploma	4%	3%	4%	6%	8%
	ADN	18%	12%	32%	32%	32%
	BSN	69%	74%	56%	53%	53%
	MS	8%	8%	6%	8%	7%
	DNP	1%	1%	1%	1%	0%
	PhD	0%	0%	0%	0%	0%
Total Student Loan Debt Incurred for Nursing Education	None	45%	46%	39%	45%	51%
	Less than $20,000	15%	13%	23%	18%	18%
	$20,000 to less than $30,000	9%	8%	11%	9%	9%
	$30,000 to less than $40,000	7%	7%	6%	8%	6%
	$40,000 to less than $50,000	5%	5%	5%	5%	5%
	$50,000 to less than $60,000	4%	5%	4%	4%	3%
	$60,000 to less than $70,000	3%	3%	2%	2%	2%
	$70,000 to less than $80,000	2%	3%	2%	2%	3%
	$80,000 to less than $90,000	2%	2%	2%	1%	0%
	$90,000 to less than $100,000	2%	2%	1%	1%	1%
	$100,000 to less than $125,000	3%	3%	2%	2%	1%
	$125,000 or more	3%	3%	3%	1%	1%
Non-Nursing Degrees Earned	None	64%	65%	63%	61%	66%
	Associate Degree	14%	13%	16%	18%	13%
	Baccalaureate Degree	19%	19%	20%	20%	19%
	Master's Degree	4%	5%	4%	3%	3%
	Professional/Practice Doctorate Degree	1%	0%	1%	0%	1%
	PhD	0%	0%	0%	0%	0%
Currently Enrolled in Nursing Degree Program	Yes	5%	5%	5%	10%	3%
	No	95%	95%	95%	90%	97%

TABLE 23. RN JOB SATISFACTION & PLANS TO LEAVE THE WORKFORCE

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Position Job Satisfaction	Very Dissatisfied	3%	3%	3%	5%	4%
	Dissatisfied	5%	5%	6%	5%	8%
	Neutral	26%	28%	24%	22%	23%
	Satisfied	31%	31%	31%	34%	30%
	Very Satisfied	34%	34%	37%	34%	35%
Likely to Leave Primary Position within Next 12 Months	Very Likely to Stay	55%	55%	53%	55%	57%
	Likely to Stay	12%	13%	12%	13%	9%
	Uncertain	24%	24%	24%	24%	27%
	Likely to Leave	5%	5%	6%	4%	3%
	Very Likely to Leave	5%	4%	6%	4%	5%
Career Plan for 5 Years from Now	Current job	42%	43%	42%	41%	40%
	Working in a different setting	14%	15%	12%	15%	10%
	Working in a different specialty	10%	10%	9%	9%	10%
	Working in a non-nursing job	3%	2%	2%	3%	3%
	Retired	13%	12%	17%	14%	18%
	Not working for reasons other than retirement	1%	1%	1%	1%	1%
	Not sure	14%	14%	15%	14%	15%
	Other plan	3%	3%	3%	3%	3%
Lived Outside of Hawai'i 1 Year Ago	Yes	5%	5%	5%	5%	2%
	No	95%	95%	95%	95%	98%
Plan to Live Outside of Hawai'i 1 Year From Now	Yes	4%	4%	4%	5%	4%
	No	96%	96%	96%	95%	96%

TABLE 24. RN PROFESSIONAL DEVELOPMENT ACTIVITIES

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Completed a New Graduate Nurse Residency Program	Yes	21%	23%	20%	18%	12%
	No	75%	73%	77%	78%	85%
	Currently in a new grad NRP	1%	1%	2%	2%	0%
	I don't know	2%	2%	2%	3%	3%
Preceptor for Nursing Student or Nurse in Past 2 Years	Yes	47%	47%	49%	48%	38%
	No	51%	50%	49%	50%	59%
	I don't know/I prefer not to say	2%	2%	2%	2%	2%
Received Formal Education in EBP	No Formal Training in EBP	33%	33%	32%	32%	40%
	Learned EBP in Nursing School	51%	51%	52%	55%	48%
	Learned EBP via Professional Development	32%	33%	33%	28%	26%

TABLE 25. RN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Feel valued by nursing employer(s)	Strongly Agree	21%	21%	21%	24%	21%
	Agree	45%	45%	42%	46%	43%
	Neutral	20%	20%	21%	18%	19%
	Disagree	10%	9%	12%	9%	11%
	Strongly Disagree	4%	4%	4%	3%	6%
Feel that nursing employer(s) are genuinely concerned about physical, emotional, and psychological wellbeing.	Strongly Agree	18%	18%	16%	19%	17%
	Agree	38%	39%	36%	38%	40%
	Neutral	25%	24%	27%	28%	22%
	Disagree	13%	13%	14%	10%	13%
	Strongly Disagree	6%	6%	7%	5%	7%
Nursing employer(s) provide the support (flexible scheduling, tuition support, etc.) needed to pursue professional development goals.	Strongly Agree	19%	20%	16%	21%	16%
	Agree	41%	41%	40%	45%	42%
	Neutral	26%	26%	27%	25%	26%
	Disagree	9%	9%	12%	7%	11%
	Strongly Disagree	4%	4%	6%	2%	5%
Nursing is a fulfilling career	Strongly Agree	42%	41%	42%	43%	40%
	Agree	45%	45%	45%	43%	46%
	Neutral	10%	10%	9%	11%	11%
	Disagree	2%	2%	3%	2%	2%
	Strongly Disagree	1%	1%	0%	1%	1%

TABLE 26. RN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Stressors Experienced at Least Once in Last 12 Months	None of these have happened in the past 12 months.	51%	51%	50%	51%	50%
	Felt so stressed out at work that you considered leaving the nursing profession.	42%	42%	43%	42%	45%
	Suffered an injury at work that caused you to be unable to do your job.	5%	6%	4%	5%	4%
	Researched and/or obtained mental healthcare to help you cope with work-related stress.	17%	16%	20%	18%	14%

TABLE 27. RN WELLBEING – FREQUENCY OF WELLBEING-IMPACTING EVENTS IN THE PAST 12 MONTHS

		All RNs	Honolulu	Hawai'i	Maui	Kaua'i
Interacted at work with someone you consider a friend	At least once per day	54%	54%	54%	53%	50%
	At least once per week	30%	30%	29%	30%	37%
	At least once per month	6%	7%	6%	6%	4%
	At least once every other month	2%	2%	3%	2%	4%
	At least once per year	2%	2%	2%	3%	2%
	Never	5%	5%	6%	6%	4%
Felt that contributions at work were meaningfully recognized	At least once per day	17%	18%	15%	18%	13%
	At least once per week	24%	24%	24%	24%	27%
	At least once per month	24%	23%	25%	25%	23%
	At least once every other month	11%	10%	12%	11%	11%
	At least once per year	16%	16%	15%	16%	17%
	Never	9%	9%	9%	6%	9%
Been bullied, verbally abused, physically abused, or treated with incivility by a coworker, supervisor, or manager at work	At least once per day	2%	2%	2%	2%	2%
	At least once per week	6%	6%	7%	6%	6%
	At least once per month	8%	8%	10%	7%	8%
	At least once every other month	6%	6%	6%	7%	6%
	At least once per year	16%	16%	18%	17%	14%
	Never	62%	63%	57%	61%	63%
Been verbally or physically abused by a patient or a visitor	At least once per day	4%	5%	4%	3%	4%
	At least once per week	12%	12%	14%	12%	10%
	At least once per month	15%	15%	15%	16%	14%
	At least once every other month	10%	10%	12%	10%	9%
	At least once per year	21%	21%	19%	23%	24%
	Never	37%	37%	36%	37%	39%
Employer asked you to work more hours or shifts than you were scheduled for and that you did not want to work	At least once per day	3%	3%	2%	2%	3%
	At least once per week	16%	17%	17%	9%	13%
	At least once per month	16%	16%	17%	17%	19%
	At least once every other month	9%	9%	9%	9%	14%
	At least once per year	11%	11%	11%	14%	12%
	Never	45%	45%	44%	49%	39%

APRN Data Highlights and Data Tables by County

Highlights

2025 LICENSE COUNTS (AS OF MARCH 2025)

- 3,407 individuals hold an active Hawai‘i APRN license.
  - This is a 39% increase compared to the previous nurse license renewal year in 2023.
  - This is a 160% increase compared to 2015.
- 1,706 APRNs report a primary residential address in the state of Hawai‘i. This represents 50% of all APRN licenses.
  - The number of APRN licenses held by individuals with Hawai‘i addresses increased by 18% as compared to 2023.
  - The share of APRN licenses held by Hawai‘i residents decreased by 3 percentage points vs. 2023 and 23% percentage points vs. 2015.
- Based on current license counts and responses to the Supply Survey, the Center estimates that there are 1,545 APRNs working in Hawai‘i (Hawai‘i State Center for Nursing, 2025b)

FIGURE 7. APRN LICENSES, 2015-2025

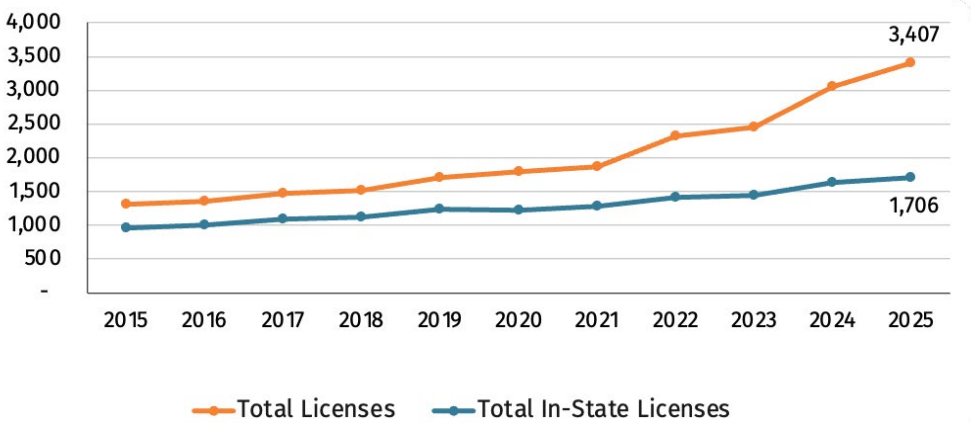
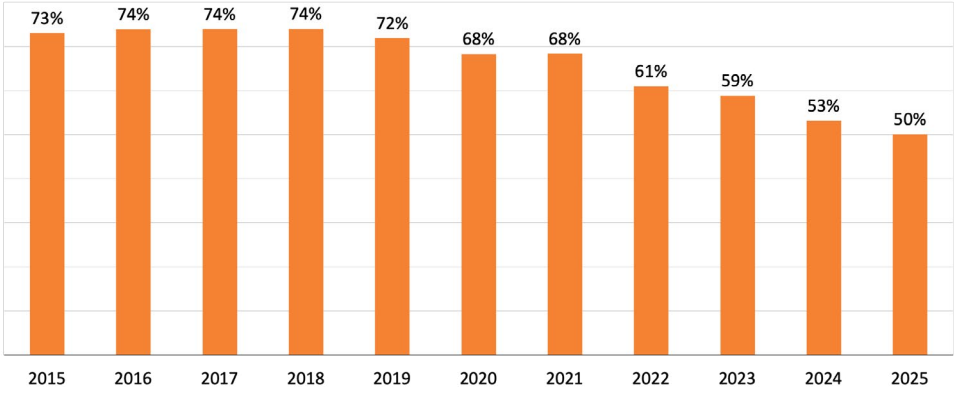


FIGURE 8. % APRN LICENSES HELD BY HAWAI‘I RESIDENTS, 2015-2025



GEOGRAPHIC DISTRIBUTION

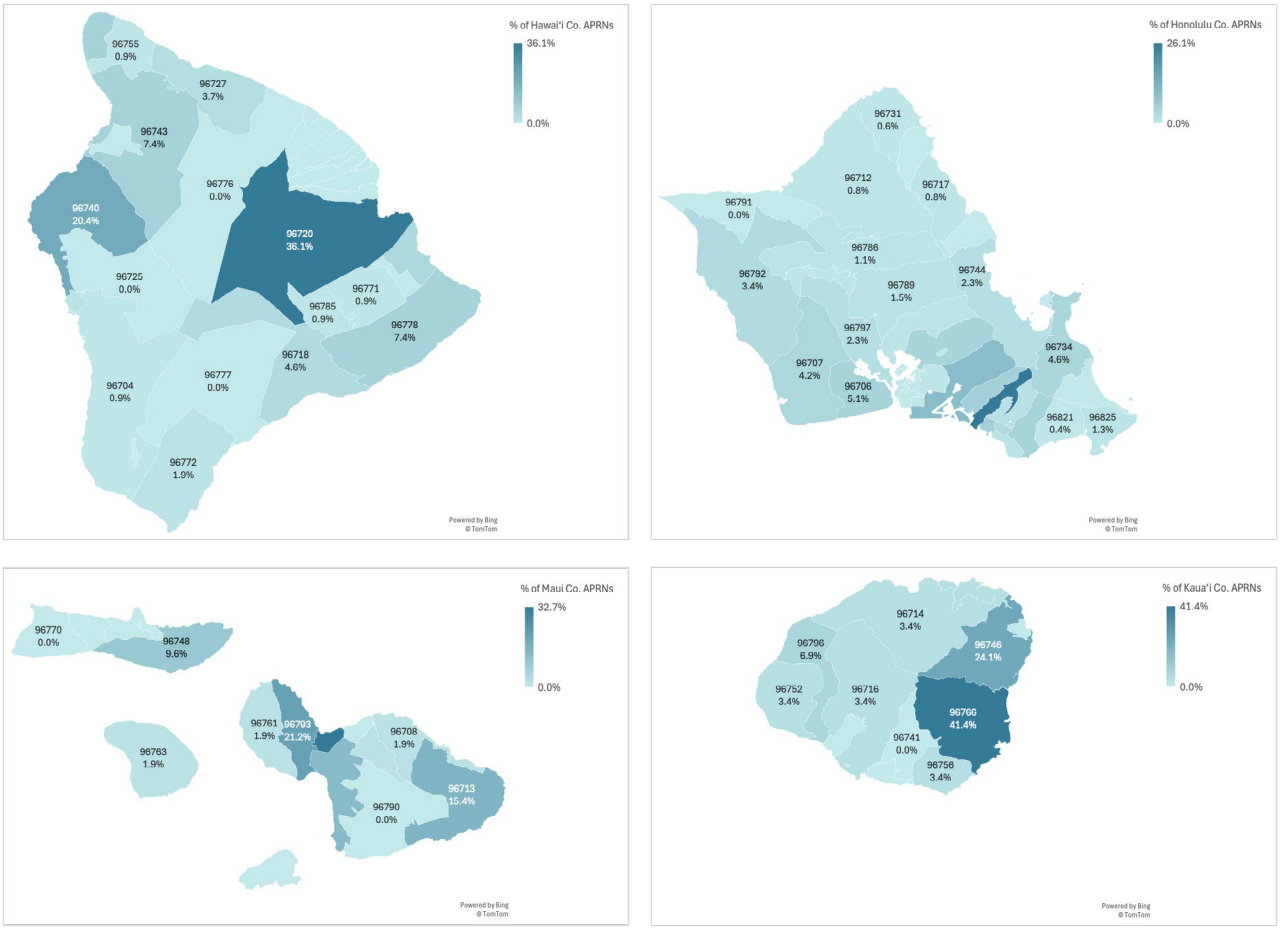
The state's APRN workforce is distributed across the counties similarly to the distribution of the residential population. Although APRNs in Hawai'i are not bound to supervisory or collaborative practice agreements with physicians and can practice anywhere, the APRN workforce is concentrated in the zip codes in each county where hospitals are located.

TABLE 28. DISTRIBUTION OF THE APRN WORKFORCE BY COUNTY

County	% of Residential Population	% of APRN Workforce
Honolulu County	70%	72%
Hawai'i County	14%	16%
Maui County	11%	8%
Kaua'i County	5%	4%

The residential population of the state (1,445,635) is taken from the 2024 American Community Survey 1-Year Estimates, Table DP05 (United States Census Bureau, 2024).

FIGURE 9. DISTRIBUTION OF APRNS' PRIMARY PRACTICE LOCATION BY COUNTY & ZIP CODE



APRN DEMOGRAPHICS

- Gender
  - 16% of APRNs statewide are men.
  - The proportion of APRNs who are men is lowest in Hawai‘i (11%) and Kaua‘i (7%) Counties.
- Age
  - The average age of APRNs statewide is 49.1 years. APRNs in Hawai‘i County are slightly older on average (52.1) than APRNs in other counties.
  - 20% of the state’s APRNs are 60 years or older. The proportion of APRNs who are age 60 or older is higher in Hawai‘i (30%) and Kaua‘i (26%) than the rest of the state.
- Race & Ethnicity
  - Caucasian APRNs account for the largest proportion of APRNs in the state (39%) and in every county. More than half of all APRNs in Hawai‘i and Maui Counties are Caucasian.
  - Multiethnic APRNs account for the second largest proportion of the workforce (23%).
  - 9% of APRNs report having Native Hawaiian ancestry. Kaua‘i County is the only county in which APRNs with Native Hawaiian ancestry account for at least 10% of the workforce.

APRN LICENSURE & CERTIFICATIONS

- 87% of the state’s APRNs are certified as NPs. CNSs and CRNAs each account for 5% of APRNs and 3% are CNMs.
- 16% of APRNs obtained their first APRN license more than 20 years ago. 32% of APRNs have been licensed as APRNs for five years or fewer. Kaua‘i has the largest proportion of APRNs (43%) who have been licensed for 5 years or fewer.
- 9% of APRNs hold a nursing license in Hawai‘i and at least 1 other jurisdiction. APRNs in Maui County (15%) are more likely to be licensed in another state than APRNs in any other county.

APRN TOTAL POSITIONS AND HOURS WORKED IN A TYPICAL WEEK

- 36% of APRNs have 2 or more nursing jobs. Hawai‘i County is the only county in which less than 30% of APRNs report having at least 2 nursing jobs.
- 39% of APRNs work more than 40 hours in a typical week across all of their nursing positions.

APRN PRIMARY EMPLOYMENT CHARACTERISTICS

- 99% of APRNs statewide report that their primary nursing position requires them to have a nursing license.
- 81% of APRNs report that their primary nursing position is a full-time role, though Honolulu is the only county in which more than 80% of APRNs report that their primary nursing job is a full-time position. APRNs working in Hawai‘i (20%), Maui (25%), and Kaua‘i (28%) Counties are more likely to have a primary position that is a part-time role than are APRNs in Honolulu County (12%).
- 26% of APRNs work more than 40 hours in their primary position in a typical week.
- 13% of APRNs report being self-employed in their primary position. APRNs in Honolulu County are substantially less likely to report being self-employed (10%) than APRNs in Hawai‘i (19%), Maui (19%), or Kaua‘i (31%) Counties.

- 54% of APRNs statewide have been in their current primary position for less than 5 years.
- 2% of APRNs report that they are travel nurses.
- The median annual pre-tax income for APRNs' primary position is $140,000. The median income for an APRN in Honolulu County is $150,000 annually while the average median income in the Neighbor Island counties is $118,000.

APRN PRIMARY PRACTICE CHARACTERISTICS

- 81% of APRNs report a primary job function of direct patient care. Administration or management is the second most reported (6%) primary job function among APRNs.
- 52% of APRNs report outpatient clinical settings as their primary practice location. APRNs in Honolulu County are notably more likely to report a primary practice setting of hospital (24%) than APRNs in any other county.
- APRNs' primary practice specialties generally correspond to their certifications. Family health (17%) and adult-gerontology (13%) are the 2 most common specialties of APRNs. 9% of APRNs statewide report a primary practice specialty of psychiatric-mental/behavioral health.
- 10% of APRNs report that at least 50% of the patient care that they deliver is provided via telehealth.
- 91% of APRNs have prescriptive authority.
- 48% of APRNs report that they provide primary care. In Hawai'i County, 58% of APRNs report that they provide primary care which is the highest proportion of all the counties.
- 76% of APRNs report that patients are billed for their services.

APRN EDUCATION

- 52% of APRNs were initially educated in BSN programs. 18% of APRNs' initial education was a graduate-entry nursing program which combines an accelerated RN program with admission to a graduate program in nursing.
- 71% of APRNs have a master's degree in nursing. 26% have a DNP or PhD in nursing.
- 3% of APRNs in Hawai'i do not have a graduate degree in nursing which is permissible for Hawai'i licensure provided that the APRN has a current APRN certification and was licensed as an APRN prior to 2009.
- 29% of APRNs report that they had $100,000 or more in student loan debt at the conclusion of their nursing education.

APRN JOB SATISFACTION AND RETENTION

- 73% of APRNs are satisfied or very satisfied in their primary position. 66% of APRNs working in Hawai'i and Kaua'i Counties report being satisfied or very satisfied with their current nursing job making them less satisfied than APRNs in Honolulu and Maui Counties.
- 69% of APRNs report that they are likely or very likely to stay in their current primary position for at least the next 12 months. The primary reasons that APRNs statewide are likely to leave their

current position are dissatisfaction with their current employer (30%), a desire to work in a different setting (23%), or plans to relocate out of state (15%) (Hawai'i State Center for Nursing, 2025b).

- Within the next 5 years, 14% of APRNs plan to leave the Hawai'i nursing workforce due to retirement.
- 5% of APRNs plan to relocate out of Hawai'i within the next 12 months.

RN WELLBEING AT WORK

- 72% of APRNs agree or strongly agree that they are valued by their employers.
- 63% of APRNs agree or strongly agree that their employers are genuinely concerned about their physical and emotional wellbeing.
- 63% of APRNs agree or strongly agree that their employers provide necessary support for their professional development.
- 88% of APRNs agree or strongly agree that nursing is a fulfilling career.
- In the past 12 months, 38% of APRNs felt so stressed at work that they considered leaving the nursing profession and 21% researched or obtained mental healthcare to cope with work-related stress.
- 15% of APRNs report that they were verbally or physically abused or bullied by a coworker or supervisor at least monthly in the past 12 months.
- 18% of APRNs report that they have been verbally or physically abused by a patient or visitor at least monthly in the past 12 months.
- 19% of APRNs report that they have been asked by their employer to work more hours or more shifts than they were scheduled for and that they did not want to work at least monthly in the past 12 months.

APRN PROFESSIONAL DEVELOPMENT

- 58% of APRNs report that they were a preceptor for a nursing student or a nurse at some point in the past 2 years.
- 79% of APRNs received formal training in evidence-based practice in nursing school.

APRN Data Tables

TABLE 29. APRN DEMOGRAPHIC CHARACTERISTICS						
		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Gender	Male	16%	17%	11%	18%	7%
	Female	83%	82%	86%	82%	93%
	Other/Not Reported	1%	1%	3%	0%	0%
Age in 2025 (Census Categories)	25-34	7%	8%	3%	2%	9%
	35-44	33%	33%	24%	47%	30%
	45-54	30%	30%	34%	24%	35%
	55-59	10%	11%	9%	10%	0%
	60-64	10%	9%	16%	8%	4%
	65-74	9%	8%	11%	8%	22%
	75 and older	1%	1%	2%	0%	0%
Mean Age		49.1	48.5	52.1	48.4	49.8
Median Age		48.0	47.0	53.0	45.0	49.0
Generational Group (Pew, 2019)	Generation Z (28 Years and Younger)	0%	0%	0%	0%	0%
	Millennials (29 to 44 Years)	39%	41%	28%	49%	39%
	GenX (45 to 60 Years)	42%	42%	46%	35%	35%
	Baby Boomers (61 to 79 Years)	19%	17%	27%	16%	26%
Race (Census Categories)	Multiple Races	20%	20%	15%	23%	31%
	African American or Black	2%	2%	3%	0%	0%
	American Indian or Alaska Native	0%	0%	0%	0%	0%
	Asian	28%	32%	16%	19%	10%
	Caucasian or White	39%	35%	50%	54%	41%
	Hispanic or Latino/a	4%	4%	5%	0%	3%
	Middle Eastern or North African	0%	0%	0%	0%	0%
	Native Hawaiian or Other Pacific Islander	1%	0%	2%	0%	0%
	Other Race Not Listed	0%	0%	1%	0%	3%
	Prefer Not to Say	6%	5%	9%	4%	10%

TABLE 29. APRN DEMOGRAPHIC CHARACTERISTICS CONTINUED

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Ethnicity	Multiple Ethnicities	23%	25%	15%	23%	31%
	African American or Black	2%	2%	3%	0%	0%
	American Indian or Alaska Native	0%	0%	0%	0%	0%
	Chinese	2%	3%	1%	0%	0%
	Filipino/a	11%	12%	6%	13%	7%
	Japanese	7%	8%	6%	2%	3%
	Korean	2%	3%	0%	2%	0%
	Other Asian	3%	3%	3%	2%	0%
	Caucasian or White	39%	35%	50%	54%	41%
	Hispanic or Latino/a	4%	4%	5%	0%	3%
	Middle Eastern or North African	0%	0%	0%	0%	0%
	Native Hawaiian	1%	0%	2%	0%	0%
	Other Ethnicity Not Listed	0%	0%	1%	0%	3%
	Prefer Not to Say	6%	5%	9%	4%	10%
Any Part Native Hawaiian Ancestry	Yes	9%	9%	6%	8%	10%
	No	91%	91%	94%	92%	90%

None of the APRNs who responded to the survey reported being under 25 years old, Samoan, or Other Pacific Islander.

TABLE 30. APRN CERTIFICATION TYPES

	All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Nurse Practitioner	79%	78%	78%	87%	79%
Certified Nurse Specialist	5%	5%	4%	4%	0%
Certified Nurse Midwife	3%	2%	6%	6%	0%
Certified Registered Nurse Anesthetist	5%	5%	6%	0%	7%
Multi Certified, at least 1 NP Cert	8%	9%	6%	4%	14%

"Multi Certified, at Least 1 NP Cert" refers to NPs who have 2 or more NP certifications or a certification in another APRN role.

TABLE 31. APRN LICENSURE

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Years Highest License Has Been Held	2 Years or Fewer	14%	14%	12%	8%	32%
	3-5 Years	18%	19%	17%	19%	11%
	6 to 10 Years	22%	21%	21%	33%	14%
	11 to 15 Years	19%	21%	14%	13%	21%
	16 to 20 Years	11%	9%	18%	13%	4%
	21 Years or More	16%	16%	19%	13%	18%
Nurse License Jurisdictions	Only Licensed in Hawai'i	91%	92%	93%	85%	93%
	Licensed in Hawai'i and at Least One Other Jurisdiction	9%	8%	7%	15%	7%

TABLE 32. APRNS WITH RN SPECIALTY CERTIFICATIONS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
		%	%	%	%	%
RN National Certifications Held	None	61%	60%	65%	69%	58%
	Ambulatory Care	3%	3%	1%	0%	0%
	Critical Care	5%	5%	3%	4%	4%
	Care Coordination or Case Management	1%	1%	2%	0%	0%
	Emergency or Trauma	4%	4%	6%	4%	4%
	Gerontology	3%	3%	2%	0%	4%
	Hospice/Palliative Care	1%	1%	2%	0%	4%
	Medical-Surgical	3%	3%	1%	0%	4%
	Nephrology/Dialysis	0%	1%	0%	0%	0%
	Nurse Education	1%	1%	2%	2%	4%
	Nurse Manager/Leader/Executive	1%	1%	0%	2%	0%
	Obstetric or Maternal-Newborn or Neonatal	3%	2%	3%	4%	4%
	Oncology	2%	2%	1%	2%	4%
	Pediatric	2%	3%	2%	0%	4%
	Perioperative	1%	1%	1%	0%	4%
	Psychiatric-Mental Health	4%	3%	4%	4%	4%
	Public or Population Health	1%	0%	3%	4%	4%
	Research	0%	0%	0%	0%	0%
	Wound Care/Ostomy/Continence	1%	1%	2%	2%	0%
	Other Specialty	11%	12%	7%	8%	12%

TABLE 33. APRN TOTAL NURSING POSITIONS & TOTAL HOURS WORKED PER WEEK

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Number of Nursing Jobs Held	1 position	64%	63%	72%	58%	55%
	2 positions	24%	25%	16%	33%	21%
	3 or more positions	12%	11%	12%	10%	24%
Total Hours Worked Per Week in All Positions	19 Hours or Fewer	5%	4%	7%	6%	7%
	20 to 40 Hours	56%	55%	60%	57%	48%
	41 Hours or More	39%	41%	33%	37%	45%

TABLE 34. APRN PRIMARY EMPLOYMENT & PRIMARY POSITION CHARACTERISTICS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Position Requires a Nursing License	Yes	99%	99%	100%	98%	97%
	No	1%	1%	0%	2%	3%
Position FTE	Full-time	81%	83%	77%	71%	66%
	Part-time	15%	12%	20%	25%	28%
	Per diem	4%	4%	3%	4%	7%
Total Hours Worked Per Week in Primary Position	19 Hours or Fewer	5%	4%	7%	8%	14%
	20 to 40 Hours	69%	70%	64%	73%	66%
	41 Hours or More	26%	26%	29%	19%	21%
Self-Employed	Self-employed	13%	10%	19%	19%	31%
	Work for someone else	87%	90%	81%	81%	69%
Time in Current Position	Less than 1 year	15%	14%	17%	21%	14%
	1 year to less than 3 years	22%	23%	18%	23%	31%
	3 years to less than 5 years	17%	16%	17%	19%	14%
	5 years to less than 10 years	22%	21%	24%	23%	21%
	10 years or longer	24%	26%	25%	13%	21%
Employed by Staffing Agency	Yes	3%	3%	4%	4%	0%
	No	97%	97%	96%	96%	100%
Travel Nurse	Yes	2%	2%	1%	0%	0%
	No	98%	98%	99%	100%	100%

TABLE 35. APRN 2024 PRE-TAX INCOME FOR PRIMARY POSITION

	Total		Honolulu		Hawai'i		Maui		Kaua'i	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
2024 Pre-Tax Income	$143,717	$140,000	$149,617	$150,000	$137,800	$125,000	$120,999	$124,000	$113,313	$105,500

Reported values less than $10,000 annually were excluded from the calculation of the mean and median.

TABLE 36. APRN PRIMARY PRACTICE CHARACTERISTICS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Job Function	Direct patient care & education	81%	79%	90%	85%	72%
	Education or training of nursing students or staff	4%	5%	2%	2%	3%
	Administration/Management	6%	7%	3%	6%	7%
	Quality/Practice improvement	1%	1%	1%	2%	0%
	Case management	1%	1%	2%	0%	3%
	Care coordination	1%	1%	1%	0%	3%
	Research	1%	1%	1%	0%	3%
	Workforce planning/development	1%	1%	0%	0%	3%
	Other	4%	5%	1%	6%	3%
Primary Position Setting Type	Acute Care Hospital	19%	24%	8%	10%	7%
	Post-Acute/Long-Term Care Facility	3%	3%	1%	4%	7%
	Ambulatory	52%	46%	69%	67%	48%
	Home Health/Hospice	4%	4%	6%	2%	10%
	All Other Settings	21%	22%	17%	17%	28%
Amount of Nursing Care Delivered via Telehealth	50% or more	10%	11%	10%	0%	9%
	Less than 50% but more than 0%	56%	51%	66%	68%	61%
	None	34%	38%	23%	32%	30%
Types of Patients Treated in Primary Position	None	3%	2%	3%	5%	9%
	Uninsured Patients	57%	56%	60%	59%	61%
	Patients covered by Medicaid	82%	81%	79%	89%	87%
	Patients covered by Medicare	80%	79%	84%	82%	70%
	Gay, lesbian, or bisexual patients	73%	72%	79%	80%	70%
	Transgender/gender non-binary patients	58%	57%	66%	55%	43%
	Patients who have substance use disorder	73%	72%	78%	75%	52%
	Patients who do not speak English	71%	73%	67%	70%	57%
	Homeless/houseless patients	65%	65%	65%	59%	61%
	Disabled patients	77%	78%	79%	73%	65%
	I don't know	4%	5%	4%	2%	4%

TABLE 36. APRN PRIMARY PRACTICE CHARACTERISTICS CONTINUED

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Practice Specialty	Administration/Management	3%	3%	2%	2%	0%
	Adult, Gerontology, or Adult-Gerontology	13%	14%	10%	13%	10%
	Anesthesiology	5%	6%	4%	0%	3%
	Cardiology/Telemetry	4%	4%	3%	4%	0%
	Critical Care	2%	2%	1%	0%	0%
	Education (Academic or Clinical)	2%	2%	1%	2%	3%
	Emergency/Trauma	2%	2%	0%	2%	0%
	Family Health	17%	14%	24%	23%	24%
	Gastroenterology	2%	1%	5%	2%	0%
	Home Health	1%	1%	1%	0%	0%
	Maternal-Child Health/Obstetrics	3%	2%	6%	4%	3%
	Medical-Surgical	1%	1%	0%	2%	0%
	Neonatal	2%	2%	1%	0%	0%
	Nephrology/Dialysis	2%	2%	1%	0%	0%
	Occupational Health	2%	2%	3%	6%	0%
	Oncology	4%	4%	4%	2%	3%
	Pain Management	1%	1%	2%	2%	0%
	Palliative Care/Hospice	3%	3%	4%	2%	3%
	Pediatrics	5%	4%	5%	6%	7%
	Perioperative/Surgical	1%	1%	0%	0%	3%
	Psychiatric-Mental/Behavioral Health	9%	9%	10%	6%	10%
	Public or Population Health	1%	0%	1%	2%	0%
	Rehabilitation	0%	0%	0%	2%	0%
	School/Student Health	1%	1%	0%	2%	0%
	Women's Health	5%	5%	5%	4%	3%
	Workforce Development	0%	0%	0%	0%	3%
	Other Specialty	12%	12%	9%	13%	21%

TABLE 37. APRN-SPECIFIC PRACTICE CHARACTERISTICS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Has Prescriptive Authority	Yes	91%	90%	92%	98%	93%
	No	9%	10%	8%	2%	7%
Primary Care Provider	Yes	48%	46%	58%	43%	52%
	No	52%	54%	42%	57%	48%
Patients Billed for Services	Yes	76%	75%	77%	80%	70%
	No	24%	25%	23%	20%	30%

TABLE 38. APRN EDUCATION

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Initial Nursing Education	LPN/LVN certificate	8%	7%	10%	8%	17%
	RN Diploma	5%	4%	6%	12%	3%
	ADN/Associate Degree in Nursing	18%	17%	22%	19%	17%
	BSN/Bachelor's Degree in Nursing	52%	53%	51%	46%	45%
	GEPN – MS/MSN	13%	14%	9%	10%	10%
	GEPN – DNP	5%	5%	2%	6%	7%
Number of Years Since Completion of Initial Nurse Education Program	Five Years or Fewer	4%	4%	3%	2%	7%
	6 to 10 Years	13%	12%	12%	15%	24%
	11 to 15 Years	21%	23%	14%	19%	7%
	16 to 20 Years	20%	19%	21%	27%	28%
	21 Years or More	42%	41%	50%	37%	34%
Location of Initial Nurse Education Program	Hawai'i	37%	40%	28%	33%	34%
	Other US state or territory	57%	53%	68%	62%	66%
	Foreign country	6%	7%	5%	6%	0%
Highest Nursing Education Completed	RN Diploma	0%	0%	1%	0%	0%
	ADN	1%	0%	1%	2%	3%
	BSN	2%	2%	3%	6%	3%
	MS	71%	72%	71%	62%	72%
	DNP	23%	23%	24%	29%	17%
	PhD	2%	3%	0%	2%	3%
Total Student Loan Debt Incurred for Nursing Education	None	24%	24%	21%	29%	24%
	Less than $20,000	7%	7%	6%	8%	14%
	$20,000 to less than $30,000	5%	6%	5%	0%	3%
	$30,000 to less than $40,000	6%	5%	8%	4%	7%
	$40,000 to less than $50,000	6%	8%	6%	0%	0%
	$50,000 to less than $60,000	7%	6%	9%	8%	3%
	$60,000 to less than $70,000	5%	4%	7%	10%	3%
	$70,000 to less than $80,000	3%	3%	5%	0%	0%
	$80,000 to less than $90,000	4%	4%	3%	8%	3%
	$90,000 to less than $100,000	4%	4%	7%	2%	0%
	$100,000 to less than $125,000	10%	9%	11%	13%	17%
	$125,000 or more	19%	19%	13%	19%	24%

TABLE 38. APRN EDUCATION CONTINUED

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Non-Nursing Degrees Earned	None	51%	50%	61%	39%	41%
	Associate Degree	9%	8%	13%	8%	22%
	Baccalaureate Degree	34%	35%	22%	45%	37%
	Master's Degree	14%	14%	11%	12%	19%
	Professional/Practice Doctorate Degree	1%	2%	0%	2%	0%
	PhD	1%	1%	2%	0%	0%
Currently Enrolled in Nursing Degree Program	Yes	4%	4%	1%	8%	0%
	No	96%	96%	99%	92%	100%

TABLE 39. APRN JOB SATISFACTION & PLANS TO LEAVE THE WORKFORCE

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Primary Position Job Satisfaction	Very Dissatisfied	4%	4%	5%	2%	7%
	Dissatisfied	5%	5%	7%	2%	3%
	Neutral	18%	18%	21%	18%	24%
	Satisfied	31%	32%	34%	20%	24%
	Very Satisfied	42%	42%	33%	58%	41%
Likely to Leave Primary Position within Next 12 Months	Very Likely to Stay	58%	60%	48%	65%	52%
	Likely to Stay	11%	10%	20%	6%	10%
	Uncertain	19%	20%	19%	13%	21%
	Likely to Leave	4%	4%	6%	4%	10%
	Very Likely to Leave	8%	7%	8%	12%	7%
Career Plan for 5 Years from Now	Current job	51%	50%	51%	61%	50%
	Working in a different setting	15%	16%	9%	16%	25%
	Working in a different specialty	5%	6%	3%	4%	4%
	Working in a non-nursing job	2%	1%	3%	4%	0%
	Retired	14%	14%	21%	2%	14%
	Not working for reasons other than retirement	0%	0%	1%	0%	0%
	Not sure	10%	11%	9%	12%	4%
	Other plan	2%	2%	3%	0%	4%
Lived Outside of Hawai'i 1 Year Ago	Yes	7%	6%	11%	8%	0%
	No	93%	94%	89%	92%	100%
Plan to Live Outside of Hawai'i 1 Year From Now	Yes	5%	5%	6%	6%	0%
	No	95%	95%	94%	94%	100%

TABLE 40. APRN PROFESSIONAL DEVELOPMENT ACTIVITIES

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Completed a New Graduate Nurse Residency Program	Yes	16%	18%	9%	12%	14%
	No	81%	80%	86%	85%	86%
	Currently in a new grad NRP	1%	1%	0%	0%	0%
	I don't know	2%	1%	4%	4%	0%
Preceptor for Nursing Student or Nurse in Past 2 Years	Yes	58%	61%	55%	50%	41%
	No	39%	36%	43%	46%	59%
	I don't know/I prefer not to say	2%	2%	2%	4%	0%
Received Formal Education in EBP	No Formal Training in EBP	7%	8%	7%	4%	0%
	Learned EBP in Nursing School	79%	77%	82%	82%	93%
	Learned EBP via Professional Development	33%	33%	34%	35%	31%

TABLE 41. APRN WELLBEING – SENTIMENTS ABOUT THE NURSING PROFESSION

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Feel valued by nursing employer(s)	Strongly Agree	32%	32%	27%	43%	36%
	Agree	39%	41%	43%	30%	21%
	Neutral	17%	14%	26%	21%	21%
	Disagree	7%	8%	1%	6%	18%
	Strongly Disagree	4%	4%	4%	0%	4%
Feel that nursing employer(s) are genuinely concerned about physical, emotional, and psychological wellbeing.	Strongly Agree	25%	24%	22%	38%	21%
	Agree	38%	40%	38%	28%	29%
	Neutral	19%	18%	23%	26%	21%
	Disagree	13%	13%	12%	6%	21%
	Strongly Disagree	5%	5%	5%	2%	7%
Nursing employer(s) provide the support (flexible scheduling, tuition support, etc.) needed to pursue professional development goals.	Strongly Agree	26%	26%	20%	40%	25%
	Agree	36%	37%	37%	28%	32%
	Neutral	23%	21%	32%	26%	25%
	Disagree	10%	10%	9%	6%	14%
	Strongly Disagree	4%	5%	2%	0%	4%
Nursing is a fulfilling career	Strongly Agree	51%	51%	47%	60%	54%
	Agree	37%	37%	39%	31%	39%
	Neutral	8%	8%	12%	6%	0%
	Disagree	2%	3%	2%	2%	4%
	Strongly Disagree	1%	1%	0%	0%	4%

TABLE 42. APRN WELLBEING – STRESSORS EXPERIENCED IN THE PAST 12 MONTHS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Stressors Experienced at Least Once in Last 12 Months	None of these have happened in the past 12 months.	55%	56%	48%	63%	48%
	Felt so stressed out at work that you considered leaving the nursing profession.	38%	37%	44%	31%	41%
	Suffered an injury at work that caused you to be unable to do your job.	2%	2%	3%	0%	0%
	Researched and/or obtained mental healthcare to help you cope with work-related stress.	21%	20%	22%	21%	30%

TABLE 43. APRN WELLBEING – FREQUENCY OF WELLBEING-IMPACTING EVENTS IN THE PAST 12 MONTHS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Interacted at work with someone you consider a friend	At least once per day	51%	51%	50%	48%	61%
	At least once per week	30%	31%	26%	35%	25%
	At least once per month	6%	7%	6%	6%	4%
	At least once every other month	4%	4%	6%	4%	0%
	At least once per year	3%	2%	4%	2%	7%
	Never	5%	5%	7%	4%	4%
Felt that contributions at work were meaningfully recognized	At least once per day	22%	20%	28%	25%	36%
	At least once per week	27%	27%	25%	35%	25%
	At least once per month	19%	20%	18%	17%	11%
	At least once every other month	9%	10%	9%	4%	7%
	At least once per year	14%	14%	11%	19%	11%
	Never	8%	9%	10%	0%	11%
Been bullied, verbally abused, physically abused, or treated with incivility by a coworker, supervisor, or manager at work	At least once per day	2%	2%	2%	0%	4%
	At least once per week	6%	7%	6%	0%	4%
	At least once per month	7%	6%	15%	6%	7%
	At least once every other month	6%	6%	8%	6%	7%
	At least once per year	16%	15%	14%	21%	21%
	Never	63%	65%	55%	67%	57%

TABLE 43. APRN WELLBEING – FREQUENCY OF WELLBEING-IMPACTING EVENTS IN THE PAST 12 MONTHS

		All APRNs	Honolulu	Hawai'i	Maui	Kaua'i
Been verbally or physically abused by a patient or a visitor	At least once per day	1%	1%	0%	0%	0%
	At least once per week	6%	5%	6%	6%	14%
	At least once per month	11%	12%	10%	13%	7%
	At least once every other month	11%	10%	18%	13%	4%
	At least once per year	29%	29%	29%	25%	32%
	Never	43%	44%	37%	44%	43%
Employer asked you to work more hours or shifts than you were scheduled for and that you did not want to work	At least once per day	2%	2%	3%	2%	4%
	At least once per week	6%	6%	3%	9%	11%
	At least once per month	11%	11%	12%	6%	7%
	At least once every other month	7%	7%	8%	6%	11%
	At least once per year	14%	13%	14%	19%	11%
	Never	60%	61%	60%	57%	57%

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APPENDIX:

Definitions of Primary Practice Settings

Setting	Definition
Acute care hospital	Any facility that provides care to patients experiencing the acute onset of one or more severe conditions.
Ambulatory	Any setting in which a person receives care for health conditions on an outpatient basis.
Community-based	Any setting in which a person receives primary care or care for chronic conditions in their place of residence or at an ambulatory facility within the community in which they live.
Home health/hospice	Home health is health care delivered to a patient in the patients' residential location provided that the patient does not reside at a long-term care facility. Hospice is care provided to a patient at end of life and has the primary goal of preserving the patient's comfort. Hospice care may be delivered in an inpatient facility or in the patient's residence. Home health/hospice are combined into a single setting as most hospice care is delivered in patients' residences.
Other/All Other	All settings not accounted for under the definitions of acute care hospital, ambulatory, post-acute/long-term care, and home/health hospice. Includes some clinical settings such clinics or health rooms at schools and any other clinical settings not specifically accounted for on the survey. Also includes non-clinical settings including academia, government agencies, and insurance companies.
Post-acute/Long-term care	Post-acute care is care that a person receives upon discharge from an acute care hospital. The specific setting in which post-acute care is delivered depends on the severity (acuity) of the patient's condition, special care needs that the patient has, and other factors. Long-term care refers to a setting in which a patient is admitted for an extended length of stay for the treatment of one or more conditions that require care beyond what is feasible in a typical residential setting. Throughout this report we combine post-acute and long-term care settings together as "post-acute/long-term care." We felt that referring to the combination of settings was most appropriate because it reflects the environment in Hawai'i in which some post-acute facilities are also long-term residential care facilities for patients with debilitating chronic conditions. Because there are very few cases in which a facility can be discretely categorized as either post-acute or long-term care, our terminology reflects both settings.