

## **2023 Fact Sheet:**

### **Out of State Residents Licensed to Practice Nursing in Hawai'i**

#### **How many nurses licensed to practice in Hawai'i live out of state?**

- According to PVL's [2024 Geographic Report of Licenses](#), the following percentage of nurses licensed to practice in Hawai'i have addresses outside the state:
  - 713 (34%) of 2,070 LPNs
  - 19,723 (53%) of 37,278 RNs
  - 1,433 (47%) of 3,061 APRNs
- This is the first year since the Center for Nursing has been monitoring these data that less than half of RNs licensed in Hawai'i are residents of the state.
- For all licenses, the percentage of nurses who are residents of Hawai'i is at an all-time low. [See our 2014-2024 summary of nursing license counts](#).

#### **Are out of state (OOS) nurses licensed in states other than Hawai'i?**

- 33% of all nurses (LPNs = 56%; RNs = 32%; APRNs = 44%) report only being licensed in Hawai'i.
- Of the 67% of nurses who are licensed in at least one other jurisdiction, they are most likely licensed in:
  - California (61%)
  - Washington (40%)
  - New York (34%)
  - Oregon (34%)
  - Nevada (33%)
- At the time that these data were collected, none of these states were members of the Nurse Licensure Compact. Washington enacted legislation to join the NLC a month after data collection ended.
- Of the nurses who report having a license in at least one jurisdiction other than Hawai'i, 76% report that they hold a multistate license issued by an NLC member jurisdiction.

## **Are OOS nurses available for employment in Hawai'i?**

- 94% of OOS nurses report that they are currently working.
- Of the OOS nurses who are currently working:
  - 99% are working in a role that requires their nursing license
  - 85% are working in a full-time position
  - 43% have been working in their current position for 5 years or longer
  - 25% are employed as travel nurses
- Among the OOS nurses who are NOT working, their primary reasons for non-participation in the workforce include:
  - Taking care of home or family (27%)
  - Being retired (21%)
  - Being on a break from working or nursing (18%)
  - Being unable to find desired employment (8%)
  - Having a health condition or disability (6%)
  - Being enrolled in school (4%)
  - Some other reason (16%)
- These data indicate that the OOS nursing workforce is predominantly employed in full-time nursing roles and are geographically stable. Moreover, nurses who are not currently working mostly cite reasons unrelated to being unable to find work as a nurse as the reason for their current employment status. Taken the data suggest that that the majority of the OOS nursing workforce is not available to work in Hawai'i.

## **About This Report**

This report was prepared by Carrie M. Oliveira, Ph.D., Associate Specialist for Workforce Research at the Hawai'i State Center for Nursing.

The data in this report were collected on the 2023 Hawai'i Nursing Workforce Supply Survey. The data here are not included in any other report produced from that survey as all other reports focus on describing the nurses who work in Hawai'i.

Technical documentation about the method for the 2023 Nursing Workforce Supply Survey is available in the [Method Report](#) for the survey.

Please direct all questions about this report or the survey to Dr. Oliveira at [carrieol@hawaii.edu](mailto:carrieol@hawaii.edu).

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