



## **ANNA Supports Fiscal Year (FY) 2025 Funding for the Nursing Workforce Development Programs**

The American Nephrology Nurses Association (ANNA) is a nonprofit organization with a membership of approximately 7,000 registered nurses and other healthcare professionals at all levels of practice. ANNA members work in settings such as chronic kidney disease management, peritoneal dialysis, hemodialysis, continuous renal replacement therapy, transplantation, industry, and government/regulatory agencies.

### **Nursing Workforce Development Programs**

The Nursing Workforce Development Programs (Title VIII of the Public Health Service Act) help meet the nation's demand for nursing services by addressing all aspects of nursing education, practice, recruitment, and retention. Their focus is to address the needs of rural and underserved communities, where nursing care is critical to improving health. The Bureau of Labor Statistics (BLS) projected that by 2032 demand for RNs would increase by 6%, translating to a need for 177,400 additional nurses. The Nursing Workforce Development Programs are the largest dedicated funding for our current and future nurses. The programs have helped bolster and sustain the nation's diverse nursing pipeline by addressing all aspects of nursing workforce demand. **ANNA supports the Nursing Community's request of \$530 million in FY 2025 funding for HRSA's Nursing Workforce Development Programs.** The following is an overview of the HRSA Nursing Workforce Development Programs:

**Advanced Nursing Education:** Supports those studying to become nurse practitioners, clinical nurse specialists, certified nurse-midwives, certified registered nurse anesthetists, nurse educators, administrators, public health nurses, and other nurses requiring a master's or doctoral degree.

**Nursing Workforce Diversity:** Helps recruit and retain students from diverse and disadvantaged backgrounds to the nursing profession – increasing access to quality, culturally sensitive patient care.

**Nurse Education, Practice, Quality, and Retention:** Assists schools of nursing, academic health centers, nurse-managed health clinics, state and local governments, and healthcare facilities in meeting the shifting demands in health care through innovative programs.

**Nurse Corps Loan Repayment and Scholarship:** Helps ensure nursing students and nurses enter into practice at healthcare facilities with a critical shortage of nurses, most often in health professional shortage areas and medically underserved regions.

**Nurse Faculty Loan Program:** Supports graduate students committed to serving as faculty members to educate the next generation of nurses.

**Comprehensive Geriatric Education:** Addresses the education of nurses who will provide direct care to America's aging population.



# Fiscal Year (FY) 2024 Appropriations

As of 7/28/2023

PROGRAM	FY 2023 Omnibus <sup>1</sup>	FY 2024 President's Budget <sup>2</sup>	FY 2023 Omnibus vs. FY 2024 President's Budget +/- (%)	FY 2024 Senate LHHS-ED Budget <sup>3</sup>	FY 2023 Omnibus vs. FY 2024 Senate LHHS-ED +/- (%)
<b>Nursing Workforce Development Programs (Title VIII)</b>	\$300.472 mil	\$349.932 mil	+ 49.460 mil (+16.46%)	\$302.472 mil	+2.000 mil (+0.67%)
Advanced Nursing Education	\$89.581 mil	\$112.581 mil <sup>4</sup>	+23.000 mil (+25.68%)	\$89.581 mil	Level funding
Nurse Practitioner Optional Fellowship Program	\$6.000 mil	\$6.000 mil <sup>5</sup>	Level funding	\$6.000 mil	Level funding
Nursing Workforce Diversity	\$24.343 mil	\$24.343 mil	Level funding	\$24.343 mil	Level funding
Nurse Education, Practice, Quality, and Retention	\$59.413 mil	\$91.873 mil	+32.460 mil (+54.63%)	\$60.413 mil	+1.000 mil (+1.68%)
Nurse Faculty Loan Program	\$28.500 mil	\$28.500 mil	Level funding	\$29.500 mil	+1.000 mil (+3.51%)
NURSE CORPS Loan Repayment and Scholarship Programs	\$92.635 mil	\$92.635 mil	Level funding	\$92.635 mil	Level funding
<b>National Institutes of Health</b>	\$47.459 bil	\$51.098 bil	+ 3.639 bil (+7.67%)	\$47.724 bil	+0.265 bil (+0.56%)
National Institute of Nursing Research	\$197.693 mil	\$197.671 mil	-0.022 mil (-0.01%)	\$197.693 mil	Level funding

<sup>1</sup> H.R.2617, Consolidated Appropriations Act, 2023. Retrieved from: <https://www.congress.gov/bill/117th-congress/house-bill/2617> and [Explanatory Statement](#)

<sup>2</sup> FY 2024 Budget in Brief. U.S. Department of Health & Human Services. Retrieved from: <https://www.hhs.gov/sites/default/files/fy-2024-budget-in-brief.pdf> and [Budget Justification for Appropriations Committee](#).

<sup>3</sup> FY 2024 Department of Labor, Health and Human Services, and Education Appropriations Act. Retrieved from: [https://www.appropriations.senate.gov/imo/media/doc/fv24\\_lhhs\\_bill\\_text.pdf](https://www.appropriations.senate.gov/imo/media/doc/fv24_lhhs_bill_text.pdf) and [Committee Report](#).

<sup>4</sup> Includes \$6 million in funding for the Nurse Practitioner Optional Fellowship Program.

<sup>5</sup> Funding included in the Advanced Nursing Education.

# TITLE VIII **NURSING** WORKFORCE DEVELOPMENT PROGRAMS

The Nursing Workforce Development Programs (Title VIII of the Public Health Service Act [42 U.S.C. 296 et seq]) help meet the nation's demand for nursing services by addressing all aspects of nursing education, practice, recruitment, and retention. Their focus is to address the needs of rural and underserved communities, where nursing care is critical to improving health.

## ADVANCED NURSING EDUCATION

Supports those studying to become our nation's nurse practitioners, clinical nurse specialists, certified nurse-midwives, certified registered nurse anesthetists, nurse educators, administrators, public health nurses, and other nurses requiring a master's or doctoral degree.

## NURSING WORKFORCE DIVERSITY

Helps recruit and retain students from diverse and disadvantaged backgrounds to the nursing profession—increasing access to quality, culturally sensitive patient care.

## NURSE EDUCATION, PRACTICE, QUALITY, AND RETENTION

Assists schools of nursing, academic health centers, nurse-managed health clinics, state and local governments, and healthcare facilities meet shifting demands in health care through innovative programs.

## NURSE CORPS LOAN REPAYMENT & SCHOLARSHIP

Helps ensure nursing students and nurses enter into practice where healthcare facilities have a critical shortage of nurses, most often in health professional shortage areas and medically underserved regions.

## NURSE FACULTY LOAN PROGRAM

Supports graduate students committed to serving as faculty members to educate the next generation of nurses.

## COMPREHENSIVE GERIATRIC EDUCATION

Addresses the education of nurses who will provide direct care to America's aging population.

**Fiscal Year (FY) 2021 Federal Funding for Title VIII Programs By State<sup>1</sup>**

State	Funding	State	Funding
AL	\$12,053,185	MT	\$2,112,843
AK	\$309,234	NE	\$3,635,517
AZ	\$5,231,021	NV	\$1,162,285
AR	\$2,502,351	NH	\$1,729,745
CA	\$19,780,139	NC	\$10,862,216
CO	\$3,900,893	NJ	\$5,192,962
CT	\$7,129,366	NM	\$2,235,878
DE	\$157,620	ND	\$681,942
DC	\$3,262,133	NY	\$21,574,711
FL	\$12,197,021	OH	\$6,793,989
GA	\$8,670,655	OK	\$1,331,899
HI	\$474,337	OR	\$5,146,421
ID	\$1,031,143	PA	\$8,892,740
IL	\$20,186,069	PR	\$1,280,532
IN	\$5,984,066	RI	\$1,159,951
IA	\$1,135,980	SC	\$5,663,579
KS	\$4,682,486	SD	\$337,596
KY	\$2,881,409	TN	\$11,995,540
LA	\$4,334,746	TX	\$9,419,939
ME	\$1,727,361	UT	\$1,967,541
MD	\$6,993,274	VT	\$105,745
MA	\$7,007,985	VA	\$4,996,395
MI	\$9,560,165	WA	\$7,873,171
MN	\$4,594,441	WV	\$1,848,155
MS	\$4,221,429	WI	\$3,768,807
MO	\$6,986,253	WY	\$554,171

# TITLE VIII NURSING WORKFORCE DEVELOPMENT PROGRAMS

REAUTHORIZED IN 2020  
AS PART OF THE  
CORONAVIRUS AID, RELIEF,  
AND ECONOMIC SECURITY  
(CARES) ACT, TITLE VIII  
PROGRAMS ARE VITAL TO  
NURSING EDUCATION AND  
THE CURRENT AND  
FUTURE WORKFORCE.

THE AMERICAN ASSOCIATION  
OF COLLEGES OF NURSING  
(AACN) IS THE NATIONAL  
VOICE FOR ACADEMIC  
NURSING REPRESENTING  
MORE THAN 875 MEMBER  
SCHOOLS THROUGHOUT  
THE COUNTRY.



AACN MEMBER SCHOOLS  
EDUCATE MORE THAN  
530,000 STUDENTS AND  
EMPLOY MORE THAN  
54,000 FACULTY.

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## TITLE VIII NURSING WORKFORCE DEVELOPMENT PROGRAMS

Administered by the U.S. Department of Health and Human Services, Health Resources and Services Administration, the Nursing Workforce Development Programs (Title VIII of the Public Health Service Act [42 U.S.C. 296 et seq.]) address all aspects of nursing workforce demand, including education, practice, recruitment, and retention. Title VIII programs were last reauthorized in March 2020 as part of the Coronavirus Aid, Relief, and Economic Security (CARES) Act [Public Law No. 116-136]. This reauthorization ensures that nursing pathways remain strong and patients across the country can continue to have access to high-quality nursing care.

### SUMMARY OF TITLE VIII PROGRAMS

#### ADVANCED NURSING EDUCATION & ADVANCED NURSING EDUCATION WORKFORCE

The Advanced Nursing Education Programs focus on increasing nurses in primary care focusing on projects that benefit rural and underserved populations or public health nursing.

#### NURSING WORKFORCE DIVERSITY

The Nursing Workforce Diversity Program increases nursing education opportunities for students from disadvantaged backgrounds, including underrepresented in nursing. The program also supports career advancement for diploma-prepared or associate degree-prepared nurses to become baccalaureate-prepared nurses and registered nurses (RNs) to become advanced practice nurses (APRNs).

#### NURSE EDUCATION, PRACTICE, QUALITY, AND RETENTION PROGRAM

The Nurse Education, Practice, Quality, and Retention Program focuses on national nursing needs and strengthens nursing workforce capacity. Three priority areas: education, practice, and retention.

#### NURSE FACULTY LOAN PROGRAM

The Nurse Faculty Loan Program works to increase qualified nursing faculty by providing low interest loans. Additional support cancels loans for individuals who become faculty.

#### NURSE CORPS SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS

The Nurse Corps Scholarship Program awards scholarships to individuals who are enrolled or accepted in a school of nursing, in exchange for service of at least two years in a Critical Shortage Facility (CSF) after graduation. The Nurse Corps Loan Repayment Program seeks to assist in the recruitment and retention of RNs and APRNs to work in CSFs or as faculty in an institution.

# DIRECT IMPACT OF TITLE VIII IN ACADEMIC YEAR 2022-2023\*

## ADVANCED NURSING EDUCATION (ANE)

ANE is comprised of many programs that help prepare more than 8,000 nursing students.

### ADVANCED NURSING EDUCATION WORKFORCE (ANEW)

- 3,474 nursing students supported, including 1,552 nurse practitioners, 1,322 nurse anesthetists, and 251 forensic nurses.
- 72% of recipients work in underserved areas after graduation.
- 60% work in medically underserved communities and/or rural areas.

### NURSE ANESTHETIST TRAINEESHIP (NAT)

- 1,475 students supported through NAT, producing 1,350 new nurse anesthetists.
- 50% of graduates working in medically underserved communities and/or rural areas one year after completing the NAT program.

## NURSING WORKFORCE DIVERSITY

- 2,033 nursing students enrolled and 531 completed the program, including 453 registered nurses and 42 nurse practitioners.
- 57% earned a bachelor's degree, 9% earned a master's degree, and 7% earned a doctoral degree.
- 65% of graduates worked or served in medically underserved communities following graduation.

## NURSE CORPS SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS

- 1,323 scholarships and loan repayments (new and continuing) awards in FY 2023.
- 152 nurse practitioners or students focusing on psychiatric-mental health were supported in 2023.
- Three-quarters of Nurse Corps providers were employed in community-based settings and 20% were in rural communities as of September 30, 2023.

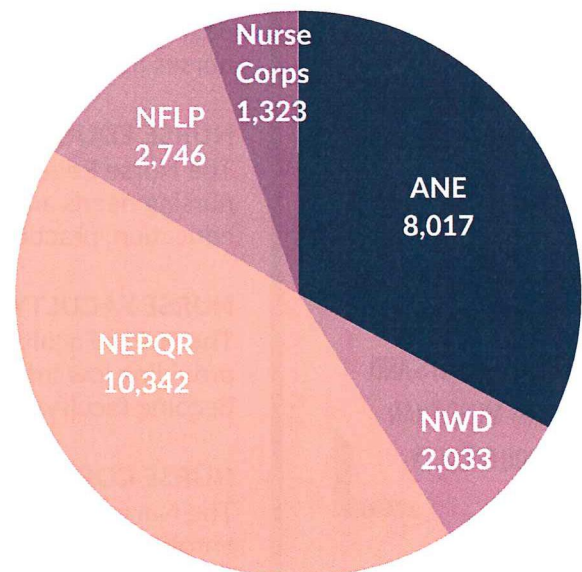
## NURSE FACULTY LOAN PROGRAM (NFLP)

- 2,746 loans provided in academic year 2022-2023 in exchange for a commitment to become nursing faculty.
- 74% of NFLP graduates were in faculty positions one year later, with the majority teaching at the bachelor's or higher level.
- 28% of NFLP nurses were hired by the grantee organizations or their partners after graduation.

## NURSE EDUCATION, PRACTICE, QUALITY, AND RETENTION PROGRAM (NEPQR)

- 10,342 nurses and nursing students benefitted from NEPQR programs.
- 2,255 completed clinical training experiences in 767 high-need and community-based settings.
- 42,465 nurses and nursing students benefitted from 853 courses, workshops, simulations, clinical rotations, and practicums supported through NEPQR programs.

## Students Supported by Title VIII in Academic Year 2022-2023\*



\*Source: Health Resources and Services Administration. Fiscal Year 2025 Budget Justification. Retrieved from: <https://www.hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2025.pdf>

# 2022 National Sample Survey of Registered Nurses Snapshot



## Demographics

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- Nursing is the nation's largest health care profession, with a current estimate of 4.3 million actively licensed registered nurses (RNs). Approximately 3.5 million of all actively licensed RNs are working as RNs.
- This is a net increase of almost 400,000 licensed RNs since 2017.
- The nursing workforce is becoming more racially and ethnically diverse. Non-Hispanic Black and non-Hispanic Asian RNs now constitute 11% and 9% of the RN workforce, respectively, compared to 8% and 5% in the previous National Sample Survey of Registered Nurses.
- Male RNs now make up 12% of the workforce (approximately 140,000).
- The nursing workforce is getting younger. In 2017, 38% of nurses were age 55+, but by 2021 they were only 34% of the workforce.



## Training and Education

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- 70% of RNs indicated that they were employed in a health-related job prior to completing their first nursing degree. The most common positions were nursing assistant (45%), licensed practical nurse/licensed vocational nurse (LPN/LVN) (16%), or home health aide (10%).
- 46% of RNs who completed their degree between 2016 and 2020, completed part online, significantly higher than the 19% for those who graduated between 2000 and 2015.
- Nearly 2 million individuals (45% of the workforce) entered the nursing workforce with a bachelor's degree, now making it the most common degree for initial U.S. licensing.
- 11% of licensed RNs have completed an additional degree qualifying them as an advanced practice registered nurse (APRN).
- 2.2 million RNs (51% of the workforce) borrowed money to finance a degree.
- RNs have approximately \$48 billion of student loan debt outstanding.
- Nearly 2 million RNs (45% of the workforce) indicated that they used federally assisted student loans to finance at least part of their initial nursing degree.



## Employment

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- Most (82%) of the 3.5 million employed RNs work full-time.
- 85% (2.9 million) of employed RNs had patient care responsibilities.
- Over 5% of the workforce are now travel nurses. In the 2018 survey, 1% of RNs worked as travel nurses. Travel nurses are younger than other RNs on average; only 13% of travel RNs are over the age of 55.
- 17% of RNs employed at the time of survey had already retired by the time they completed the survey or planned to retire within the next 5 years. This is only slightly higher, a 1 percentage point increase, from what RNs reported in the prior survey.

# 2022 National Sample Survey of Registered Nurses Snapshot



## Job Satisfaction and the Impact of the COVID-19 Pandemic

- While overall job satisfaction among RNs remains relatively high (80%), the degree of dissatisfaction grew from 11% in 2017 to almost 20% in 2021. Job satisfaction declined the most among hospital-based RNs.
- 82% of RNs who had been employed in the same position for at least a year indicated that they had felt burned out at some point in their career, with the majority reporting that their feelings of burnout increased during the pandemic.
- 26% of RNs said they felt burnout every day in 2021.
- RNs under age 34 or younger were more likely to report feeling burnout. 93% of RNs age 34 or younger reported feeling burned out. 85% of RNs age 35 – 54 reported feeling burned out, and 71% of RNs age 55 and older reported feeling burned out.
- Some changes brought on by the pandemic impacted wages. For example, nearly a quarter of RNs employed during the pandemic experienced some form of employer-driven employment disruption, including forced leave, being furloughed (with or without pay), or being laid off.
- 5% of the nursing workforce (approximately 195,000 RNs) left the nursing workforce due to the pandemic. While 43% plan to return, 19% indicated that they did not intend to come back.
- The most common reasons given for leaving the workforce were high-risk working conditions (51%), feelings of being overworked or burned out (50%), inadequate staffing (39%), and unsatisfactory safety protocols (37%).



## Nursing Workforce Projections

- At the national level, shortages are projected for RNs and LPN/LVNs through 2036.
- If labor force patterns remain the same as today, the demand for RNs in 2036 will exceed supply by 9%, resulting in a shortage of 337,970 full-time equivalent (FTE) RNs.
- The same is true for LPNs, who are estimated to experience a 12% shortage (99,070 LPN/LVN FTEs) in 2036.
- In addition to projected national shortage, inequality in geographic distribution of RNs remains.
- Nationally, non-metro areas in the U.S. are projected to have a much higher shortage of RNs (14%) than metro areas (8%) by 2036.
- Supply adequacy of RNs and LPN/LVNs among states varies considerably, ranging from projected RN shortages of almost 30% to projected oversupply of even greater percentages in other states. The same is true for LPN/LVNs, whose distribution ranges vary significantly across states.



Scan to learn more about the NSSRN or to download data and reports

## About the Survey

The National Sample Survey of Registered Nurses (NSSRN) is the longest running national sample survey of Registered Nurses in the U.S. Since 1977, the NSSRN has provided educators, health workforce leaders, and policymakers with key details and developments on the nursing workforce. In collaboration with the U.S Census Bureau, HRSA administered the 11th NSSRN data collection in 2022 and early 2023. A total of 49,234 registered nurses completed the survey via a web form or a paper questionnaire—a response rate of over 40%. The comprehensive nature of the NSSRN coupled with the large response allows for meaningful data across many different dimensions of the nursing workforce experience.