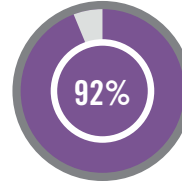
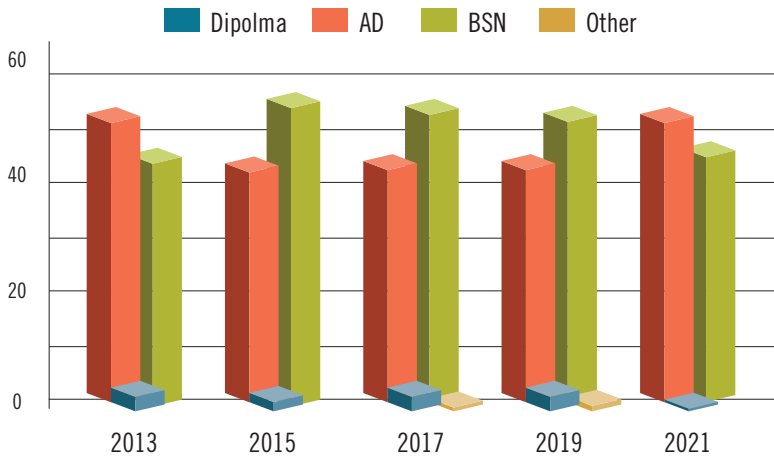


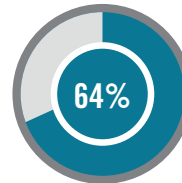
2021 LOUISIANA SNAPSHOT OF NEWLY LICENSED REGISTERED NURSES (NLRNs) SURVEY RESULTS

EDUCATIONAL PREPARATION OF NLRNs



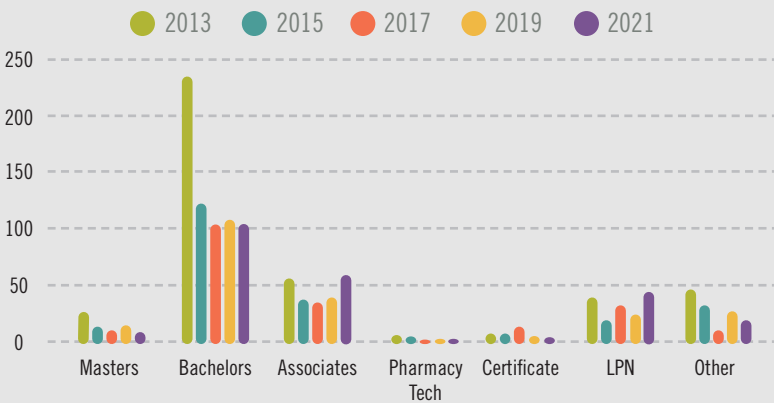
92% of the NLRNs in 2021 passed the NCLEX-RN on initial take.

64% took the NCLEX-RN within 2-7 weeks after graduation.



“I had no issues finding employment. I receive (and still receive) mail/emails regarding employment opportunities in the region.”

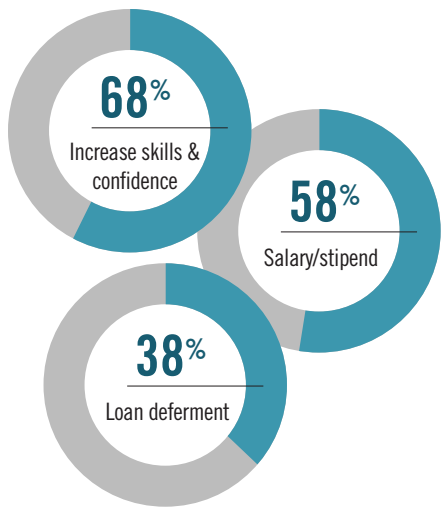
NLRNs WITH DEGREES OR CERTIFICATES IN OTHER FIELDS



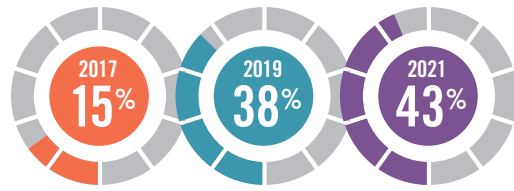
98% of NLRNs were working at the time they completed the survey.



WHAT MOTIVATES NLRNs TO PARTICIPATE IN NURSE RESIDENCY PROGRAMS?

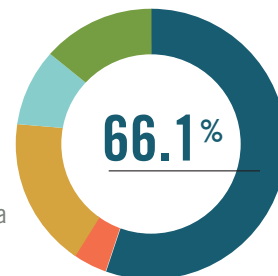


NLRNs PARTICIPATION IN NURSE RESIDENCY PROGRAMS



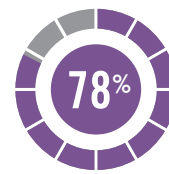
REASONS FOR NOT PARTICIPATING IN A NURSE RESIDENCY PROGRAM

- Program not offered
- Fee required (0%)
- Don't see the value
- No salary/stipend
- None offered related to my specialty area
- Other

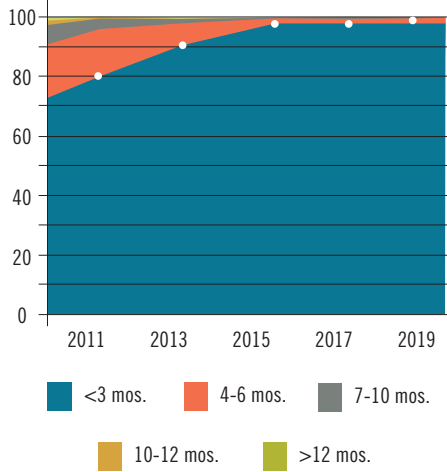


“Longer training/ orientation and I feel every new nurse should be orientated to each area in the hospital before being pulled to a unit that you have not worked on prior.”

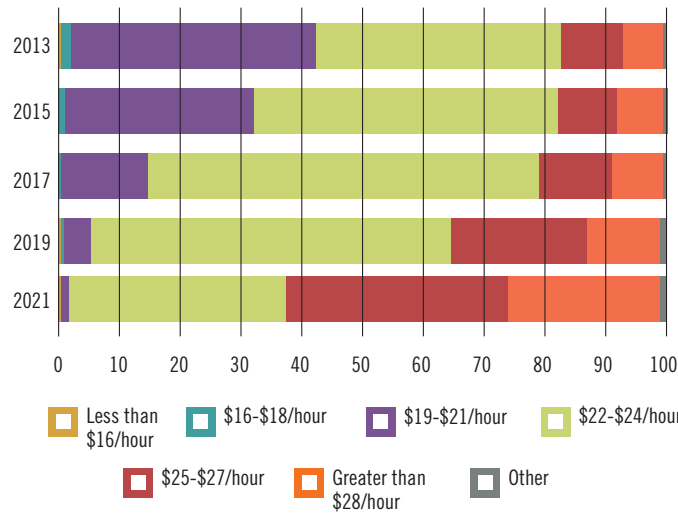
78% OF THE NLRNs REPORTED WORKING IN THEIR JOB OF CHOICE.



LENGTH OF TIME TO FIND A POSITION AS A NLRNs



STARTING SALARIES FOR NLRNs

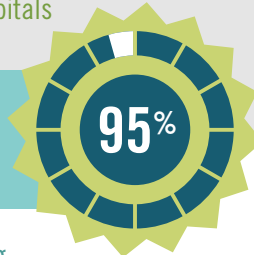


“Finding employment is not the problem in LA. Finding employment with fare wages is the main issue.”



- 72% of NLRNs work in Acute Care Hospitals
- 6% work in Home Health/Community/Public Health
- 5% work in Other Facilities
- 5% work in Clinic/Ambulatory Care
- 5% work in Long Term Care/Skilled Nursing Facilities
- 2% work in Psychiatric Hospitals
- 2% work in Physician Offices and Hospice
- 1% work in Dialysis Centers and Rehabilitation Hospitals

In 2021, 95% of the NLRNs were working full-time, 2% were part-time and 3% were working on a per diem basis.



Thirty-three percent of the NLRNs reported changing employment settings at least once since their initial position as a RN.



REASONS GIVEN BY NLRNs FOR CHANGING EMPLOYMENT



“Employment is everywhere; finding a job isn’t hard. The problem is keeping nurses once they are hired on the unit. Nurses wear about 20+ different hats each shift. The compensation/benefits/incentives sometimes just don’t add up enough to make it worth it and that’s why we lose nurses not just from units or employers but from the profession altogether.”