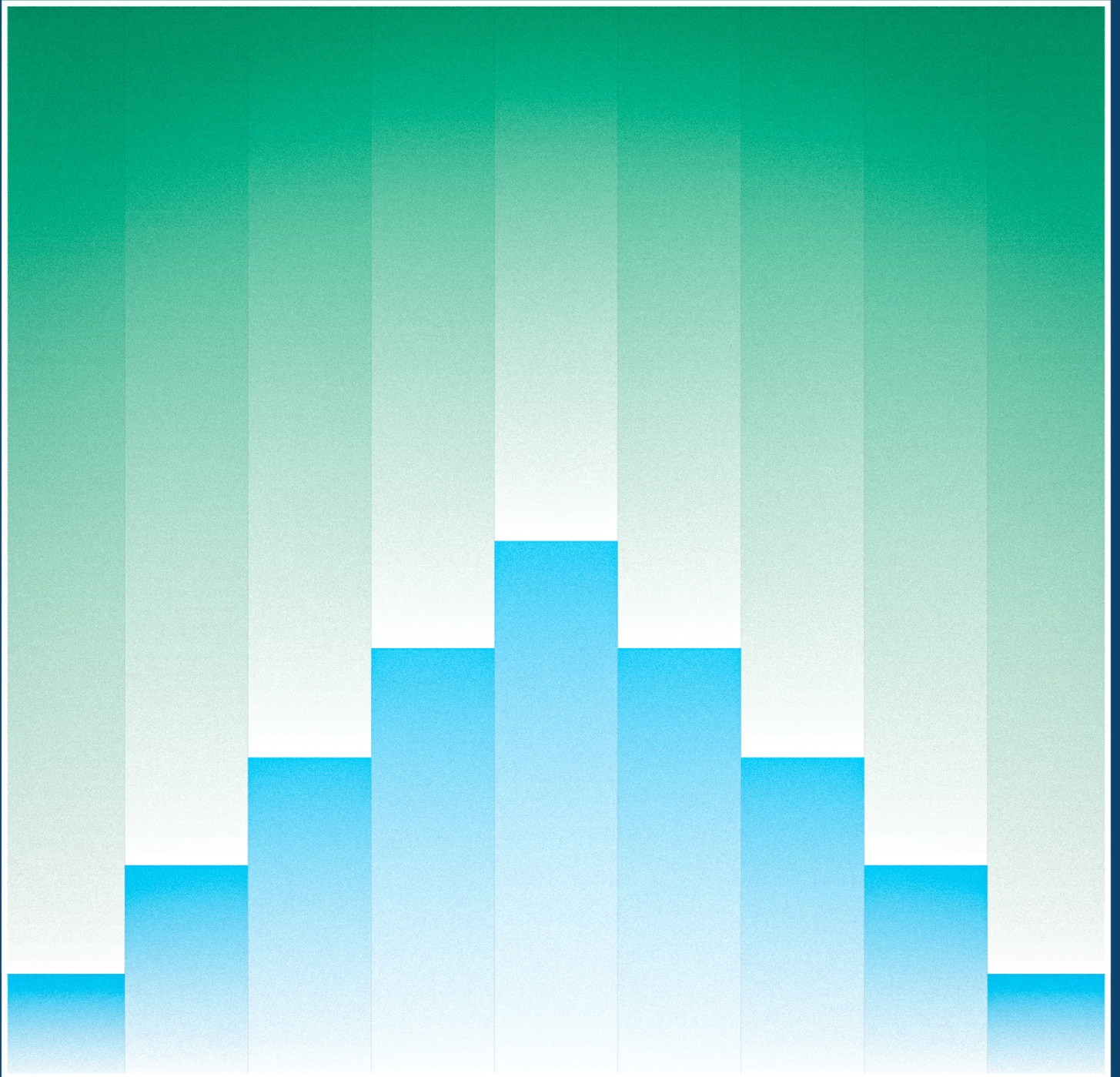


INDIANA REGISTERED NURSES HEALTH WORKFORCE

2023 DATA REPORT



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

ACKNOWLEDGEMENTS

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AUTHORS

Yan Ge, Research Data Assistant

Sierra Vaughn, Assistant Director of Data and Research

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Department of Family Medicine
Indiana University School of Medicine
980 Indiana Avenue
Indianapolis, IN 46202



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EXECUTIVE SUMMARY

Registered nurses (RNs) are licensed health care professionals who provide and coordinate patient care and provide health education to the public.¹ RNs work in a wide variety of professional settings, including hospitals, physicians' offices, nursing care facilities, and schools.² Because of the foundational support that RNs provide in health care, they are in high demand.³

This 2023 data report presents an overview of RNs and advanced practice registered nurses (APRNs) in Indiana, highlighting significant findings related to their demographics, education, and practice characteristics. Key takeaways from this reported are listed below.

Demographics

- Indiana nurses are predominantly female (89.0% of RNs and 89.8% of APRNs) and White (88.7% of RNs and 87.8% of APRNs).
- The average age for both groups is similar, with RNs at 45.2 years and APRNs at 44.4 years. Males exhibit slightly more racial and ethnic diversity among both RNs and APRNs.

Education

- Most RNs and APRNs reported receiving their qualifying education in Indiana and showed limited interest in pursuing further education
- A nearly equal proportion of RNs qualified for their license with either an associate degree (47.2%) or a baccalaureate degree (46.2%). Around half (50.2%) of APRNs qualified for their nursing license with a baccalaureate degree, while less than a third qualified with an associate degree (30.7%).
- Among RNs, 46.0% reported their highest education as a baccalaureate degree, while 89.8% APRNs have a master's degree.

Employment Characteristics

- A notable percentage of Indiana nurses reported providing telemedicine services (79.1% of RNs and 55.5% of APRNs). RNs and APRNs also indicated providing services in addiction and obstetrics, with 7.5% of RNs and 15.3% of APRNs delivering addiction care and 9.1% of RNs and 10.6% of APRNs offering obstetric services.
- Approximately 51.3% of RNs and 26.4% of APRNs work in hospitals at their primary practice.

¹ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Registered Nurses, at <https://www.bls.gov/ooh/healthcare/registered-nurses.htm> (visited April 8, 2024).

² Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Registered Nurses.

³ *Why nurses are the heart of healthcare*. (2022, March 23). Edward-Elmhurst Health. <https://www.eehealth.org/blog/2022/03/why-nurses-are-the-heart-of-healthcare/>



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Additionally, 18.0% of RNs and 45.4% of APRNs work in outpatient clinics.

- Specialty areas varied among nurses, with acute care/critical care (15.6%) being most common among RNs and primary care (36.1%) for APRNs.
- Geographically, there is a clear urban-rural divide in the distribution of nurses. Urban counties like Marion, Allen, and Lake had good nursing workforce capacity, while rural counties such as Crawford, Fountain, and Switzerland faced nursing shortages.



INTRODUCTION

RNs are essential health care professionals who provide services such as assessments, monitoring, patient education, and treatment planning.⁴ Moreover, they coordinate the care for every patient they see, from drawing blood and educating patients on their health to working closely with doctors on medical teams.⁵

RNs that pursue further education and training – such as a master’s degree nursing and advanced clinical training – can be recognized as an advanced practice registered nurse (APRN). APRNs are prepared to provide primary and preventive healthcare services to the public. They treat and diagnose illnesses, advise on health issues, and manage chronic disease. APRN roles include Nurse Practitioners, Clinical Nurse Specialists, Certified Nurse Midwives, and Certified Registered Nurse Anesthetists.⁶ Though APRNs do not have a separate license in Indiana, they can obtain a prescriptive authority license.

Given the significant contributions RNs and APRNs make to the health workforce, understanding their demographic, education characteristics, practice characteristics, and settings is vital to informing health workforce policy and supporting the identification of workforce shortages.

The Bowen Center for Health Workforce Research and Policy (Bowen Center) supports the State of Indiana in developing sustainable data management processes and publishing timely workforce data that can be used to inform policy and planning. This 2023 Indiana Registered Nurses Data Report presents an overview of the supply and characteristics of licensed RNs in the state, highlighting significant findings related to their demographics, education, and practice characteristics.

METHODOLOGY

DATA COLLECTION

The supplemental survey questions administered to RNs during the 2023 license renewal cycle can be found on [IU Indianapolis ScholarWorks](#). Supplemental survey data collected during the renewal period and basic licensure data (name, license number, etc.) were extracted and exported into separate text files by the Indiana Professional Licensing Agency (IPLA) after the close of the license renewal period.

DATA MANAGEMENT PROCEDURES

Supplemental survey data were cleaned and coded per processes outlined in the Bowen Center data

⁴ Regis College. (2021, May 18). *What is a Registered Nurse’s Responsibilities?* <https://www.regiscollege.edu/blog/nursing/registered-nurse-responsibilities>

⁵ Regis College. (2021, May 18). *What is a Registered Nurse’s Responsibilities?*

⁶ American Nurses Association. (2017, October 14). *What is Nursing & What do nurses do?* <https://www.nursingworld.org/practice-policy/workforce/what-is-nursing/>



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management procedures document (available at: <http://hdl.handle.net/1805/16704>). After completing these procedures, the survey data file was merged to the licensure data file by unique license number to create the 2023 Registered Nurses Workforce Master File. This master file was then uploaded to the Indiana Health Professions Database. Verification and geocoding of license address and self-reported practice address(es) were provided by Melissa Data, Inc.

Additional variables were generated through data management processes. A full-time equivalency (FTE) was generated based on self-reported hours in direct patient care, as outlined in Table 1. FTE assignment strategy was implemented for all reported practice locations. Address cleaning and geocoding procedures also resulted in additional variables related to geographic location and rurality based on criteria outlined by the United States Department of Agriculture (more information can be found here: <https://www.ers.usda.gov/data-products/rural-urban-commuting-area-codes/documentation/>).

Table 1. FTE conversion based for reported hours in direct patient care

Reported hours in patient care	Conversion
0 hours in patient care/Not applicable	0.0 FTE
1 - 4 hours in patient care	0.1 FTE
5 - 8 hours in patient care	0.2 FTE
9 - 12 hours in patient care	0.3 FTE
13 - 16 hours in patient care	0.4 FTE
17 - 20 hours in patient care	0.5 FTE
21 - 24 hours in patient care	0.6 FTE
25 - 28 hours in patient care	0.7 FTE
29 - 32 hours in patient care	0.8 FTE
33 - 36 hours in patient care	0.9 FTE
37 - 40 hours in patient care	1.0 FTE
41 or more hours in patient care	1.0 FTE

Finally, all percentages are rounded to the nearest one decimal. The results from this rounding can produce percentages that may total to slightly more or less than 100%.

LIMITATIONS

There are some limitations to this report that should be noted. First, the information presented in this report is largely based on self-reported data which introduces the potential for some level of response bias. This bias, however, is likely diminished by the statutory requirement for RNs to provide specified information during online renewal and their attestation that all information provided is accurate.

Additionally, changes to the survey tools over the last several biennial renewal cycles limit longitudinal analysis. Care is being taken to minimize future changes to supplemental survey questions to ensure confidence in future longitudinal analyses.



REPORT STRUCTURE

This report includes four sections of summary data:

Section I: Overall License Renewals

Section II: Total Actively Practicing RNs

Section III: Total Actively Practicing APRNs

Section IV: Geographic Distribution

This data report provides key information on Indiana’s RNs. Additional data can be viewed or requested online at [Bowen Health Workforce – Information Portal \(bowenportal.org\)](https://www.bowenportal.org).



SECTION I: TOTAL LICENSE RENEWALS

TOTAL RENEWALS

A total of 117,214 RN licenses were renewed in 2023. Of these, most were renewed online (N=103,864; 88.6%), and nearly all had an active license status (N=116,365; 99.3%) had an active license. Aside from those with an active license status the remaining 0.7% had a license status of ‘valid to practice while under review’ or ‘probation’. All of these license statuses are valid for active practice in the State of Indiana.

Table 1.1 provides more information RN license renewals for 2023.

Table 1.1 License status of registered nursing in Indiana, based on renewals status

	Online Renewals (Survey Respondents)		Offline Renewals		Total Renewals	
	N	%	N	%	N	%
Total	103,864	100.0	13,350	100.0	117,214	100.0
License Status						
Active	103,114	99.3	13,251	99.3	116,365	99.3
Valid to practice while under review	434	0.4	65	0.5	499	0.4
Probation	316	0.3	34	0.3	350	0.3

Source: Indiana Registered Nurse and Supplemental Survey Data, 2023

Notes: the licenses statuses active, valid to practice while under review, and probation are considered actively license statuses as license health professionals may still practice under these license statuses.

EMPLOYMENT STATUS AND PRACTICE LOCATION

Of the 103,864 RNs who renewed their license online and responded to the supplemental survey, 80.8% reported actively working in nursing positions, either part-time, full-time, or per diem. Another 9.4% reported being retired. Table 1.2 provides a full description of the reported employment status of RNs who renewed their license in 2023.

Table 1.2 Reported employment status of registered nurses who renewed their license online

Employment Status	N	%
Actively employed in nursing full-time	66,768	64.3
Actively employed in nursing part-time	12,806	12.3
Actively employed in nursing per diem	4,309	4.2
Actively employed in a field other than nursing full-time	3,059	3.0
Actively employed in a field other than nursing part-time	836	0.8
Actively employed in a field other than nursing on a per diem basis	203	0.2
Working in nursing only as a volunteer	697	0.7
Unemployed and seeking work as a nurse	1,719	1.7
Unemployed and not seeking work as a nurse	3,634	3.5
Retired	9,808	9.4
Non-Respondent	25	0.02

Source: Indiana Registered Nurse and Supplemental Survey Data, 2023



SECTION II: ACTIVELY PRACTICING REGISTERED NURSES

REPORTING SAMPLE

The strategy outlined in Figure 2.1 was used to produce a reporting sample of RNs that actively practice in Indiana. The 2023 reporting sample includes RNs who, 1) have an active license status, 2) renewed their license online, 3) reported actively practicing, and 4) reported providing telehealth to Indiana residents or having a practice address in Indiana. Of the 117,214 RNs who renewed their Indiana license in 2023, 64,684 (49.3%) met all criteria for inclusion in the reporting sample.

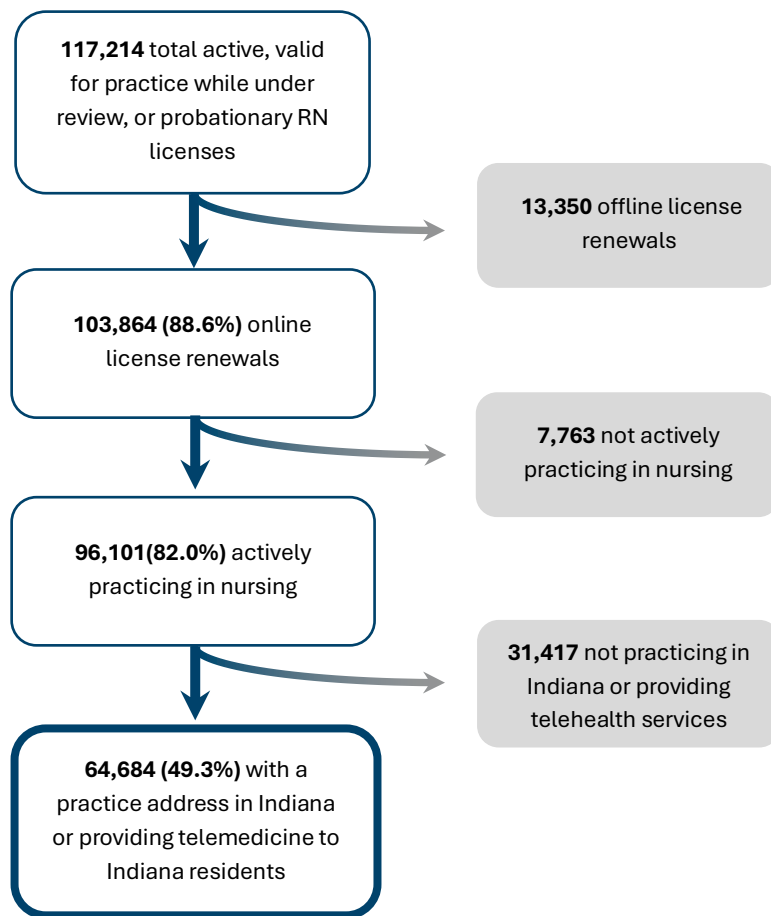


Figure 2.1 Results of sample selection criteria for Indiana Registered Nurses



DEMOGRAPHICS

Demographically, Indiana’s RNs were predominantly female (90.2%), White (89.2%), and non-Hispanic (96.7%), with an average age of 45.5 (Table 2.1). Male RNs were slightly younger than their female counterparts, with an average age of 44.4 (versus 46.0). Male RNs also exhibited greater racial diversity (14.8% non-White for males versus 10.3% non-White for females) and slightly greater ethnic diversity (4.3% Hispanic or Latino for males versus 3.2% for females).

Table 2.1: Registered nurse demographic characteristics

	Female		Male		Gender not Available		Total	
	N	%	N	%	N	%	N	%
Total (with row %)	58,368	90.2	4,427	6.8	1,889	2.9	64,684	100.0
Mean Age	46.0		44.4		34.0		45.5	
Age Groups								
Under 35	12,824	22.0	1,138	25.7	1,252	66.3	15,214	23.5
35 - 44	16,065	27.5	1,233	27.9	365	19.3	17,663	27.3
45 - 54	14,196	24.3	1,129	25.5	150	7.9	15,475	23.9
55 - 64	11,664	20.0	733	16.6	70	3.7	12,467	19.3
65 and older	3,515	6.0	181	4.1	26	1.4	3,722	5.8
Age not available	104	0.2	13	0.2	26	1.4	143	0.2
Ethnicity								
Hispanic, Latino/a or Spanish origin	1,842	3.2	191	4.3	110	5.8	2,143	3.3
Not Hispanic, Latino/a or Spanish origin	56,526	96.8	4,236	95.7	1,779	94.2	62,541	96.7
Race								
White/Caucasian	52,382	89.7	3,773	85.2	1,560	82.6	57,715	89.2
Asian	985	1.7	153	3.5	85	4.5	1,223	1.9
Black or African American	2,725	4.7	238	5.4	149	7.9	3,112	4.8
Native Hawaiian/Pacific Islander	90	0.2	5	0.1	5	0.3	100	0.2
American Indian or Alaska Native	90	0.2	10	0.2	4	0.2	104	0.2
Other	604	1.0	85	1.9	29	1.5	718	1.1
Multiracial	726	1.2	85	1.9	33	1.75	844	1.3
Race not Available	766	1.3	78	1.8	24	1.3	868	1.3

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

Notes: Data on gender was not provided for every respondent by the IPLA. Age was calculated as the difference between the respondent's date of birth and the date of survey completion.



EDUCATION

Most RNs practicing in Indiana reported qualifying for their first nursing license with either an associate degree in nursing (47.2%) or a baccalaureate degree in nursing (46.2%) (Table 2.2). Regarding the location of their education, the majority of Indiana RNs (80.1%) completed their qualifying education in Indiana, while 12.6% (N = 8,130) completed their education in one of Indiana's contiguous states.

When reporting their highest level of education in nursing, the majority indicated a baccalaureate degree (47.7%), followed by an associate degree (21.5%) and a master's degree (19.1%) (Table 2.3). Concerning future educational plans, 79.0% stated they had no intention of pursuing further education within the next two years (Table 2.4). However, 8.3% reported plans to pursue a master's degree in nursing, and 6.8% planned to pursue a baccalaureate degree in nursing.

Table 2.2 Registered nurse qualifying education

	Indiana		Contiguous States		Another State (Not Listed)		Another Country (Not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
Total (with row %)	51,810	80.1	8,130	12.6	3,905	6.0	839	1.3	64,684	100.0
Qualifying Degree										
Diploma - nursing	1,302	2.5	446	5.5	248	6.4	141	16.8	2,137	3.3
Associate degree - nursing	24,252	46.8	4,448	54.7	1,711	43.8	98	11.7	30,509	47.2
Baccalaureate degree - nursing	24,712	47.7	2,839	34.9	1,746	44.7	568	67.7	29,865	46.2
Master's degree - nursing	1,438	2.8	369	4.5	178	4.6	27	3.2	2,012	3.1
Doctoral degree- nursing (DNP)	101	0.2	22	0.3	20	0.5	4	0.5	147	0.2
Doctoral degree- nursing (PhD)	3	0.0	1	0.0	1	0.0	1	0.1	6	0.0
Doctoral degree- nursing (Other)	2	0.0	5	0.1	1	0.0	0	0.0	8	0.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

Note: Note: Contiguous states include Michigan, Ohio, Kentucky, and Illinois.

Table 2.3 Registered Nurse Highest Education and Education Plans

	N	%
Total	64,684	
Highest Nursing Education		
Diploma - nursing	1,240	1.9
Associate degree - nursing	19,051	21.5
Baccalaureate degree - nursing	30,873	47.7
Master's degree - nursing	12,367	19.1
Doctoral degree- nursing (DNP)	1,007	1.6



Table 2.3 Registered Nurse Highest Education and Education Plans

	N	%
Doctoral degree- nursing (PhD)	109	0.2
Doctoral degree - nursing (other)	37	0.1
Highest Non-Nursing Education		
Not Applicable	47,053	72.7
Vocational/practical certificate - non-nursing	1,030	1.6
Diploma - non-nursing	1,551	2.4
Associate degree - non-nursing	4,060	6.3
Baccalaureate degree - non-nursing	9,470	13.1
Master's degree - non-nursing	2,349	3.6
Doctoral degree - non-nursing	171	0.3

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

Table 2.4 Registered nurse highest education and education plans

	N	%
Education Planning to Pursue in the Next 2 Years		
Associate's degree - nursing	1,001	1.55
Associate's degree - other field	90	0.14
Bachelor's degree - nursing	4,417	6.8
Bachelor's degree - other field	186	0.3
Master's degree - nursing	5,350	8.3
Master's degree - other field	649	1.0
Doctor of Nursing Practice (DNP)	1,535	2.4
PhD - Nursing	177	0.3
Doctoral degree - other field	162	0.3
No intention to pursue further education	51,117	79.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

EMPLOYMENT AND PRACTICE CHARACTERISTICS

EMPLOYMENT CHARACTERISTICS

Table 2.5 provides a summary of RNs’ reported employment characteristics. The highest proportion 61.9% reported practicing as a staff nurse, followed by 12.1% practicing as a clinical advanced practice registered nurse. Most (87.8%) reported having one paid position in nursing, and an additional 10.7% reported having two paid positions. When reporting their employment plans, the majority (79.4%) of RNs reported they would continue as they are. Finally, most RNs (81.0%) reported not providing telemedicine services.



Table 2.5 Registered nurse employment characteristics

	N	%
Primary Workforce Position		
Consultant/nurse researcher	480	0.7
Nurse executive	1,215	1.9
Nurse manager	5,857	9.1
Clinical advanced practice registered nurse	7,800	12.1
Staff nurse	40,048	61.9
Nurse educator (faculty)	952	1.5
Nurse educator (staff development)	741	1.2
Nurse educator (patient educator)	814	1.3
Other - health related	4,643	7.2
Not applicable	2,019	3.1
Clinical preceptor	115	0.2
Total Paid Positions in Nursing		
0 positions or N/A	197	0.3
1 position	56,819	87.8
2 positions	6,937	10.7
3 positions	624	1.0
4 or more positions	103	0.2
Non-Respondents	4	0.0
Employment Plans		
Increase hours	3,370	5.2
Decrease hours	3,170	4.9
Seek non-clinical job in the field of nursing	1,264	2.0
Seek non-clinical job in a field other than nursing	446	0.7
Retire	1,683	2.6
Continue as you are	51,352	79.4
Unknown	3,399	5.3
Providing Telemedicine Services		
Yes	12,278	19.0
No	52,406	81.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



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PRACTICE SETTING

Just over half (52.9%) of RNs reported working in a hospital setting, followed by 17.7% who reported working in an outpatient clinic (Table 2.6). The majority (85.9%) did not report a secondary work setting, suggesting most RNs have only one work setting.

Table 2.6 Registered nurse primary work setting

Work Setting	Primary Setting		Secondary Setting	
	N	%	N	%
Hospital	34,193	52.9	3,534	5.5
Nursing home/extended care facility	3,330	5.2	579	0.9
Home health	2,192	3.4	661	1.0
Correctional facility	319	0.5	70	0.1
Academic institution	894	1.4	372	0.6
Public/community health agency	2,135	3.3	276	0.4
School-based health	1,376	2.1	226	0.4
Occupational health	538	0.8	117	0.2
Outpatient clinic	11,439	17.7	1,335	2.1
Insurance claims/benefits	790	1.2	37	0.1
Policy/planning/licensing agency	54	0.1	12	0.0
Other	4,524	7.0	1,364	2.1
Not applicable	350	0.5	55,584	85.9
Assisted living	252	0.4	62	0.1
Hospice	1,140	1.8	177	0.3
Telemedicine	1,158	1.8	278	0.4

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

EMPLOYMENT SPECIALTY AND SERVICES

This subsection summarizes the distribution of RN employment specialty overall (Table 2.7) as well as services provided (Table 2.8 – 2.10) and population served (Table 2.11-2.12). It's important to note that RNs were able to indicate more than one service type or population they serve. Therefore, only unique counts are provided for each type of service or population. The final column in each table provides unique number of total RNs across all reporting categories in that respective table.

OVERALL EMPLOYMENT SPECIALTY DISTRIBUTION

RNs most commonly reported an employment specialty as other (18.6%), followed by acute care/critical care (15.7%) (Table 2.7). The majority (86.3%) of RNs only reported a primary specialty. It should be noted that because of the high percentage of nurses that select other for their practice specialty, the 2023 supplemental survey allowed respondents that selected this option to explain their specialty. Further investigation of these responses will help to inform the structure of practice specialty options for future supplemental surveys.



Table 2.7 Registered nurse employment specialty

Employment Specialty	Primary Specialty		Secondary Specialty	
	N	%	N	%
Acute care/critical care	10,120	15.7	1,385	2.1
Adult health	3,680	5.7	537	0.8
Anesthesia	1,032	1.6	228	0.4
Community	453	0.7	173	0.3
Geriatric/gerontology	2,638	4.1	602	0.9
Home health	1,370	2.1	363	0.6
Maternal-child health	1,728	2.7	178	0.3
Medical surgical	4,289	6.6	391	0.6
Occupational health	388	0.6	99	0.2
Oncology	2,083	3.2	173	0.3
Palliative care	650	1.0	127	0.2
Patient education	360	0.6	0	0.0
Pediatrics	2,040	3.2	306	0.5
Public health	694	1.1	127	0.2
Psychiatric/mental health/substance abuse	2,516	3.9	489	0.8
Rehabilitation	1,090	1.7	149	0.2
School health	1,216	1.9	186	0.3
Trauma	1,093	1.7	165	0.3
Women's health	2,264	3.5	253	0.4
Other	12,000	18.6	2,182	3.4
Not applicable/I do not provide direct patient care	7,552	11.7	55,800	86.3
Nephrology	688	1.1	109	0.2
Family health	3,203	5.0	501	0.8
Neonatal	1,537	2.4	161	0.3

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

SERVICES AND POPULATIONS

This subsection provides a summary of the services provided and populations served as reported by Indiana RNs in the license renewal survey.

It should be noted that RNs were able to identify more than one service or population. Therefore, these practice characteristics cannot be examined similar in the same way as other questions that allowed single-select options. Because of this, the following report tables examine the total number of RNs that either reported providing each service or serving each population, based on their reported primary practice employment specialty.



ADDICTION SERVICES

Indiana's RNs provided a variety of addiction services (Table 2.8). Of all the RNs in the report sample, 4,539 (70.1%) reported at least one addiction service listed below. Over half of these RNs reported providing either addiction counseling (N = 2,572; 56.7%) or addiction screening (N = 2,273; 50.1%). Unsurprisingly, over one-fourth of RNs providing addiction services had an employment specialty in Psychiatric/Mental Health/Substance Abuse (27.5%), followed by Acute Care/Critical Care (19.1%) and Family Health (10.5%).

Table 2.8 Addiction services by employment specialty, registered nurse

Employment Specialty	Addiction Counseling		MAT - Methadone		MAT - Buprenorphine		MAT - Naltrexone		Screening for Addiction		Unique Count Providing Addiction Services	
	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	464	18.0	241	25.4	190	10.8	183	11.6	430	18.9	866	19.1
Adult health	154	6.0	69	7.3	133	7.5	118	7.5	144	6.3	311	6.9
Anesthesia	4	0.2	5	0.5	7	0.4	5	0.3	6	0.3	12	0.3
Community	20	0.8	6	0.6	15	0.9	14	0.9	22	1.0	36	0.8
Geriatric/gerontology	30	1.2	26	2.7	28	1.6	18	1.1	20	0.9	69	1.5
Home health	8	0.3	8	0.8	2	0.1	1	0.1	6	0.3	18	0.4
Maternal-child health	26	1.0	38	4.0	62	3.5	22	1.4	55	2.4	124	2.7
Medical surgical	130	5.1	109	11.5	92	5.2	54	3.4	106	4.7	263	5.8
Occupational health	6	0.2	1	0.1	2	0.1	2	0.1	3	0.1	8	0.2
Oncology	12	0.5	11	1.2	9	0.5	3	0.2	7	0.3	26	0.6
Palliative care	11	0.4	13	1.4	9	0.5	9	0.6	13	0.6	27	0.6
Patient education	2	0.1	1	0.1	1	0.1	1	0.1	4	0.2	5	0.1
Pediatrics	11	0.4	5	0.5	3	0.2	2	0.1	16	0.7	26	0.6
Public health	33	1.3	9	1.0	17	1.0	17	1.1	31	1.4	59	1.3
Psychiatric/mental health/substance abuse	920	35.8	200	21.1	725	41.1	751	47.5	602	26.5	1,248	27.5
Rehabilitation	26	1.0	11	1.2	16	0.9	13	0.8	9	0.4	43	1.0
School health	7	0.3	0	0.0	1	0.1	1	0.1	4	0.2	12	0.3
Trauma	89	3.5	41	4.3	36	2.0	50	3.2	100	4.4	160	3.5
Women's health	42	1.6	30	3.2	63	3.6	17	1.1	119	5.2	174	3.8
Other	181	7.0	57	6.0	127	7.2	107	6.8	165	7.3	351	7.7
Not applicable/I do not provide direct patient care	114	4.4	38	4.0	65	3.7	45	2.9	109	4.8	204	4.5
Nephrology	2	0.1	1	0.1	0	0.0	0	0.0	0	0.0	3	0.1
Family health	278	10.8	21	2.2	156	8.8	145	9.2	294	12.9	475	10.5
Neonatal	2	0.1	9	1.0	5	0.3	2	0.1	8	0.4	19	0.4
Total	2,572	100.0	950	100.0	1,764	100.0	1,580	100.0	2,273	100.0	4,539	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



OBSTETRIC SERVICES

A total of 6,539 Indiana RNs (10.1% of the total workforce) reported providing at least one obstetric service (Table 2.9). By obstetric services provided, the most reported service was post-natal services (N = 4,009), followed by labor and delivery (N = 3,502). The largest proportion (29.6%) reported women's health as their employment specialty, followed by maternal-child health specialty (25.2%).

Table 2.9 Obstetrics services by employment specialty, registered nurse

Employment Specialty	Pre-Natal Services		Labor and Delivery		Post-Natal Services		High-Risk Pregnancy Screening		Treatment for OUD-affected Pregnancy		High Risk Pregnancy Services		Unique Count Providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	73	2.9	134	3.8	117	2.9	69	4.9	23	4.6	115	6.4	267	4.1
Adult health	20	0.8	8	0.2	14	0.4	9	0.6	7	1.4	9	0.5	44	0.7
Anesthesia	3	0.1	100	2.9	8	0.2	2	0.1	2	0.4	13	0.7	103	1.6
Community	27	1.1	6	0.2	21	0.5	15	1.1	3	0.6	10	0.6	34	0.5
Geriatric/gerontology	2	0.1	2	0.1	3	0.1	1	0.1	0	0.0	4	0.2	7	0.1
Home health	17	0.7	7	0.2	17	0.4	4	0.3	0	0.0	8	0.5	28	0.4
Maternal-child health	691	27.1	1,248	35.6	1,048	26.1	322	23.0	96	19.0	499	27.9	1,646	25.2
Medical surgical	7	0.3	22	0.6	14	0.4	4	0.3	2	0.4	12	0.7	41	0.6
Occupational health	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Oncology	3	0.1	2	0.1	3	0.1	2	0.1	1	0.2	2	0.1	6	0.1
Palliative care	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Patient education	21	0.8	10	0.3	14	0.4	6	0.4	0	0.0	4	0.2	29	0.4
Pediatrics	22	0.9	13	0.4	170	4.2	9	0.6	2	0.4	10	0.6	181	2.8
Public health	86	3.4	16	0.5	72	1.8	35	2.5	2	0.4	34	1.9	115	1.8
Psychiatric mental health/substance abuse	21	0.8	7	0.2	14	0.4	13	0.9	131	25.9	25	1.4	163	2.5
Rehabilitation	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0	1	0.1	2	0.0
School health	3	0.1	12	0.3	5	0.1	2	0.1	0	0.0	3	0.2	17	0.3
Trauma	25	1.0	41	1.2	25	0.6	26	1.9	11	2.2	52	2.9	74	1.1
Women's health	1,091	42.8	1,269	36.2	1,110	27.7	648	46.2	140	27.7	686	38.4	1,937	29.6
Other	98	3.8	173	4.9	124	3.1	58	4.1	18	3.6	79	4.4	297	4.5
Not applicable/I do not provide direct patient care	164	6.4	149	4.3	170	4.2	86	6.1	25	4.9	104	5.8	291	4.5
Nephrology	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	1	0.1	2	0.0
Family health	119	4.7	31	0.9	121	3.0	69	4.9	31	6.1	29	1.6	228	3.5
Neonatal	57	2.2	251	7.2	936	23.4	22	1.6	12	2.4	89	5.0	1,026	15.7
Total	2,551	100.0	3,502	100.0	4,009	100.0	1,402	100.0	506	100.0	1,789	100.0	6,539	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



OTHER SERVICES

Beyond addiction and obstetric services, 9,745 Indiana RNs (15.1% of the total workforce) reported providing other services listed in Table 2.10. Most reported providing dementia/Alzheimer’s care (N = 8,492; 87.1%). A small number of RNs (N = 379) reported providing services as a sexual assault nurse examiner. Around one-fifth of these RNs reported an employment specialty in geriatric/gerontology (20.2%), followed by 16.7% in acute care/critical care.

Table 2.10 Other services by employment specialty, registered nurse

Employment Specialty	Dementia/ Alzheimer's Care		Hepatitis C Treatment/ Management		HIV/AIDS Treatment/ Management		Sexual Assault Nurse Examiner		Unique Count Providing These Services	
	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	1,447	17.0	455	25.3	326	24.5	117	30.9	1,626	16.7
Adult health	651	7.7	202	11.2	133	10.0	10	2.6	783	8.0
Anesthesia	12	0.1	1	0.1	1	0.1	2	0.5	15	0.2
Community	48	0.6	24	1.3	17	1.3	4	1.1	69	0.7
Geriatric/gerontology	1,962	23.1	54	3.0	33	2.5	0	0.0	1,967	20.2
Home health	358	4.2	9	0.5	11	0.8	2	0.5	362	3.7
Maternal-child health	7	0.1	13	0.7	16	1.2	7	1.9	36	0.4
Medical surgical	913	10.8	162	9.0	118	8.9	10	2.6	928	9.5
Occupational health	3	0.0	4	0.2	5	0.4	2	0.5	11	0.1
Oncology	64	0.8	15	0.8	13	1.0	6	1.6	78	0.8
Palliative care	329	3.9	9	0.5	12	0.9	2	0.5	330	3.4
Patient education	13	0.2	3	0.2	3	0.2	1	0.3	17	0.2
Pediatrics	9	0.1	13	0.7	10	0.8	15	4.0	38	0.4
Public health	49	0.6	57	3.2	45	3.4	6	1.6	111	1.1
Psychiatric/mental health/substance abuse	521	6.1	131	7.3	91	6.8	11	2.9	634	6.5
Rehabilitation	342	4.0	26	1.5	18	1.4	0	0.0	344	3.5
School health	11	0.1	0	0.0	3	0.2	5	1.3	19	0.2
Trauma	148	1.7	72	4.0	69	5.2	47	12.4	204	2.1
Women's health	11	0.1	28	1.6	38	2.9	10	2.6	64	0.7
Other	672	7.9	234	13.0	170	12.8	90	23.8	958	9.8
Not applicable/I do not provide direct patient care	507	6.0	95	5.3	78	5.9	19	5.0	590	6.1
Nephrology	14	0.2	10	0.6	4	0.3	0	0.0	22	0.2
Family health	397	4.7	174	9.7	114	8.6	12	3.2	524	5.4
Neonatal	4	0.1	6	0.3	5	0.4	1	0.3	15	0.2
Total	8,492	100.0	1,797	100.0	1,333	100.0	379	100.0	9,745	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



PEDIATRIC POPULATIONS SERVED

A total of 31,216 Indiana RNs (48.3% of the total workforce) reported serving pediatric populations (Table 2.11). The highest proportion of these RNs reported serving adolescents (N = 27,032; 86.6%), and the most reported employment specialty was other (21.2%), followed by acute care/critical care (12.4%).

Table 2.11 Pediatric populations served by RNs by employment specialty

Employment Specialty	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Unique Count Serving Pediatric Populations	
	N	%	N	%	N	%	N	%
Acute care/critical care	2,218	14.1	2,939	14.1	3,781	13.99	3,859	12.4
Adult health	132	0.8	362	1.7	735	2.72	756	2.4
Anesthesia	246	1.6	762	3.7	845	3.13	857	2.8
Community	133	0.8	225	1.1	257	0.95	275	0.9
Geriatric/gerontology	21	0.1	40	0.2	63	0.23	72	0.2
Home health	167	1.1	362	1.7	402	1.49	497	1.6
Maternal-child health	1,538	9.8	140	0.7	614	2.27	1,597	5.1
Medical surgical	241	1.5	945	4.5	1,365	5.05	1,394	4.5
Occupational health	19	0.1	62	0.3	109	0.4	109	0.4
Oncology	62	0.4	115	0.6	256	1.0	259	0.8
Palliative care	48	0.3	78	0.4	100	0.4	100	0.3
Patient education	45	0.3	86	0.4	137	0.5	149	0.5
Pediatrics	1,680	10.7	1,970	9.5	1,914	7.1	2,008	6.4
Public health	340	2.2	436	2.1	480	1.8	530	1.7
Psychiatric/mental health/substance abuse	22	0.1	578	2.8	1,111	4.1	1,121	3.6
Rehabilitation	8	0.1	32	0.2	152	0.6	153	0.5
School health	36	0.2	892	4.3	984	3.6	1,183	3.8
Trauma	642	4.1	761	3.7	876	3.2	877	2.8
Women's health	1,260	8.0	142	0.7	1,065	3.9	1,854	5.9
Other	2,247	14.3	5,241	25.2	6,488	24.0	6,630	21.2
Not applicable/I do not provide direct patient care	1,411	9.0	1,939	9.3	2,335	8.6	2,524	8.1
Nephrology	19	0.1	23	0.1	58	0.2	58	0.2
Family health	1,719	10.9	2,623	12.6	2,822	10.4	2,838	9.1
Neonatal	1,516	9.6	80	0.4	83	0.3	1,516	4.9
Total	15,770	100.0	20,833	100.0	27,032	100.0	31,216	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



ADULT AND SPECIAL POPULATIONS SERVED

Overall, 57,172 Indiana RNs (88.4% of the workforce) reported providing services to adults and other specialty populations (Table 2.12). Most of these RNs reported serving adults (N = 51,834; 90.7%), followed by the geriatric population (N = 43,949; 76.9%). The highest proportion of these RNs reported having an employment specialty as other (19.9%) or acute care/critical care (16.9%).

Table 2.12 Adult and Special Populations Served by RNs by Employment Specialty

Employment Specialty	Adults		Geriatric		Pregnant Women		Individuals who are Incarcerated		Individuals with Disabilities		Individuals in Recovery		Unique Count Serving These Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Acute care/critical care	9,567	18.5	8,473	19.3	2,901	17.2	3,574	28.7	4,749	19.8	2,785	23.0	9,670	16.9
Adult health	3,274	6.3	2,684	6.1	375	2.2	461	3.7	1,131	4.7	474	3.9	3,509	6.1
Anesthesia	984	1.9	906	2.1	499	3.0	480	3.9	637	2.7	412	3.4	999	1.8
Community	382	0.7	333	0.8	162	1.0	69	0.6	216	0.9	112	0.9	407	0.7
Geriatric/gerontology	1,130	2.2	2,554	5.8	21	0.1	17	0.1	561	2.3	94	0.8	2,578	4.5
Home health	1,070	2.1	1,035	2.4	95	0.6	15	0.1	647	2.7	61	0.5	1,263	2.2
Maternal-child health	996	1.9	105	0.2	1,534	9.1	160	1.3	169	0.7	161	1.3	1,692	3.0
Medical surgical	4,133	8.0	3,679	8.4	557	3.3	1,035	8.3	1,712	7.1	730	6.0	4,166	7.3
Occupational health	374	0.7	140	0.2	47	0.3	10	0.1	55	0.2	26	0.2	374	0.7
Oncology	1,982	3.8	1,470	3.3	283	1.7	351	2.8	566	2.4	178	1.5	1,992	3.5
Palliative care	537	1.0	579	1.3	17	0.1	32	0.3	210	0.9	52	0.4	632	1.1
Patient education	322	0.6	261	0.6	101	0.6	29	0.2	125	0.5	38	0.3	343	0.6
Pediatrics	559	1.1	136	0.3	123	0.7	42	0.3	530	2.2	41	0.4	881	1.5
Public health	588	1.2	482	1.1	341	2.0	176	1.4	327	1.4	206	1.7	630	1.1
Psychiatric/mental health/substance abuse	2,187	4.2	1,478	3.4	573	3.4	284	2.3	905	3.8	1,120	9.2	2,294	4.0
Rehabilitation	885	1.7	918	2.1	25	0.2	38	0.3	349	1.5	130	1.1	1,053	1.8
School health	327	0.6	87	0.2	48	0.3	13	0.1	212	0.9	9	0.1	435	0.8
Trauma	1,042	2.0	959	2.2	718	4.3	724	5.8	787	3.3	612	5.1	1,048	1.8
Women's health	1,569	3.0	499	1.1	1,934	11.4	297	2.4	354	1.5	265	2.2	2,223	3.9
Other	11,041	21.3	9,641	21.9	3,608	21.3	3,528	28.3	5,661	23.6	2,681	22.1	11,358	19.9
Not applicable/I do not provide direct patient care	5,056	9.8	4,127	9.4	1,490	8.8	788	6.3	1,993	8.3	894	7.4	5,650	9.9
Nephrology	643	1.2	522	1.2	36	0.2	60	0.5	244	1.0	47	0.4	663	1.2
Family health	3,076	5.9	2,864	6.5	1,269	7.5	277	2.2	1,817	7.6	981	8.1	3,104	5.3
Neonatal	110	0.2	17	0.0	151	0.9	9	0.1	17	0.1	10	0.1	208	0.4
Total	51,834	100.0	43,949	100.0	16,908	100.0	12,469	100.0	23,974	100.0	12,119	100.0	57,172	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



SECTION III: ACTIVELY PRACTICING ADVANCED PRACTICE REGISTERED NURSES

REPORTING SAMPLE

Indiana’s advanced practice registered nurses (APRNs) are identified based on whether they have an active APRN prescriptive authority license, have an active certified nurse midwife license, or reported their primary practice or secondary practice position as a clinical APRN. Of the 64,684 RNs reported in Indiana, 9,134 (14.1%) were identified as APRNs who actively practice in Indiana or provide telemedicine to Indiana residents. Indiana’s APRNs practice in several roles (Figure 3.1). The majority (89.3%) reported their role as a nurse practitioner.

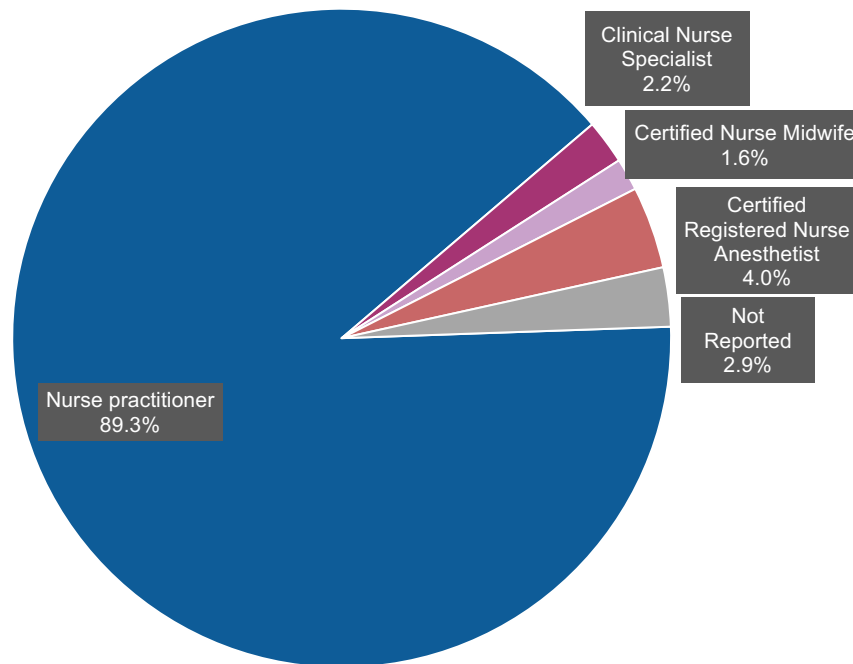


Figure 3.1 Distribution of roles among Indiana’s advanced practice registered nurses

DEMOGRAPHICS

Demographically, Indiana’s APRNs were predominantly female (90.5%), White (88.0%), and non-Hispanic (97.1%) (Table 3.1). The average age of the APRN workforce is 45.4 years old, with both female and male APRNs closely matching this average. Similar to the RN workforce, male APRNs have slightly greater racial diversity.

Table 3.1: Advanced practice registered nurse demographic characteristics

	Female		Male		Gender not Available		Total	
	N	%	N	%	N	%	N	%
Total (with row %)	8,270	90.5	755	8.3	109	1.2	9,134	100.0
Mean Age	45.5		45.1		39.5		45.4	
Age Groups								
Under 35	1,379	16.7	129	17.1	49	45.0	1,557	17.1
35 - 44	3,128	37.8	275	36.4	32	29.4	3,435	37.6
45 - 54	2,139	25.9	212	28.1	11	10.1	2,362	25.9
55 - 64	1,225	14.8	115	15.2	12	11.0	1,352	14.8
65 and older	389	4.7	23	3.1	3	2.8	415	4.5
Age not available	10	0.1	1	0.1	2	1.8	13	0.1
Ethnicity								
Hispanic, Latino/a or Spanish Origin	229	2.8	32	4.2	5	4.6	266	2.9
Not Hispanic, Latino/a or Spanish Origin	8,041	97.2	723	95.8	104	95.4	8,868	97.1
Race								
White/Caucasian	7,312	88.4	635	84.1	88	80.7	8,035	88.0
Asian	134	1.6	21	2.8	3	2.8	158	1.7
Black or African American	444	5.4	51	6.8	9	8.3	504	5.5
Native Hawaiian/Pacific Islander	12	0.2	2	0.3	0	0.0	14	0.2
American Indian or Alaska Native	14	0.2	1	0.1	0	0.0	15	0.2
Other	93	1.1	15	2.0	4	3.7	112	1.2
Multiracial	100	1.2	13	1.7	1	0.9	114	1.3
Race not Available	161	2.0	17	2.3	4	3.7	182	2.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

Notes: Data on gender was not provided for every respondent by the Indiana Professional Licensing Agency (IPLA). Age was calculated as the difference between the respondent’s date of birth and the date of survey completion.



EDUCATION

Most of Indiana's APRNs were educated in Indiana (74.0%), predominantly at the baccalaureate level (Table 3.3). Over half (50.2%) qualified for their nursing license with a baccalaureate nursing degree, and another 30.7% reported qualifying with an associate nursing degree.

The majority of Indiana's APRNs indicated a master's degree in nursing was their highest level of education (89.8%). Most APRNs (74.1%) also reported no highest non-nursing education. However, 13.2% reported having a baccalaureate degree in non-nursing areas. Looking ahead to further education, 89.5% of APRNs reported no intention to pursue further education, though 6.6% plan to pursue a Doctor of Nursing Practice (DNP).

Table 3.2 Advanced practice registered nurse qualifying education

	Indiana		Contiguous States		Another State (Not Listed)		Another Country (Not U.S.)		Total	
	N	%	N	%	N	%	N	%	N	%
Total (with row %)	6,762	74.0	1488	16.3	826	9.0	58	0.6	9134	100.0
Qualifying Degree										
Diploma - nursing	124	1.8	76	5.1	47	5.7	9	15.5	256	2.8
Associate degree - nursing	2,090	30.9	485	32.6	218	26.4	9	15.5	2,802	30.7
Baccalaureate degree - nursing	3,476	51.4	671	45.1	416	50.4	19	32.8	4,582	50.2
Master's degree - nursing	999	14.8	236	15.9	128	15.5	17	29.3	1,380	15.1
Doctoral degree- nursing (DNP)	71	1.1	17	1.1	15	1.8	4	6.9	107	1.2
Doctoral degree- nursing (PhD)	1	0.0	1	0.1	1	0.1	0	0.0	3	0.0
Doctoral degree- nursing (Other)	1	0.0	2	0.1	1	0.1	0	0.0	4	0.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

Table 3.3 Advanced practice registered nurse highest education and education plans

	N	%
Total	9,134	100.0
Highest Nursing Education		
Diploma - nursing	4	0.0
Associate degree - nursing	23	0.3
Baccalaureate degree - nursing	123	1.4
Master's degree - nursing	8,204	89.8
Doctoral degree- nursing (DNP)	722	7.9
Doctoral degree- nursing (PHD)	36	0.4
Doctoral degree- nursing (Other)	22	0.2
Highest Non-Nursing Education		
Not Applicable	6,764	74.1
Vocational/practical certificate -non-nursing	75	0.8
Diploma - non-nursing	64	0.7
Associate degree - non-nursing	265	2.9
Baccalaureate degree - non-nursing	1,203	13.2
Master's degree - non-nursing	703	7.7



Table 3.3 Advanced practice registered nurse highest education and education plans

	N	%
Doctoral degree - non-nursing	60	0.7
Education Planning to Pursue in the Next 2 Years		
Associate's degree- nursing	20	0.2
Associate's degree- other field	12	0.1
Bachelor's degree- nursing	4	0.0
Bachelor's degree - other field	5	0.1
Master's degree - nursing	123	1.4
Master's degree - other field	94	1.0
Doctor of Nursing Practice (DNP)	601	6.6
PhD - nursing	51	0.6
Doctoral degree - other field	47	0.5
No intention to pursue further education	8,177	89.5

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

PRACTICE CHARACTERISTICS

EMPLOYMENT CHARACTERISTIC

Most of Indiana’s APRNs reported their primary position as a clinical advanced practice registered nurse (85.4%). Most also reported having only one paid position (81.1%), while 15.7% reported two positions. When reporting their employment plans for the next 2 years, 82.9% indicated they would continue as they were, while 10.4% planned to either increase (5.2%) or decrease (5.2%) their working hours. Just over half of APRNs provided telemedicine services (54.9%).

Table 3.4 Advanced practice registered nurse employment characteristics

	N	%
Primary Workforce Position		
Consultant/nurse researcher	17	0.2
Nurse executive	62	0.7
Nurse manager	48	0.5
Clinical advanced practice registered nurse	7,800	85.4
Staff nurse	257	2.8
Nurse educator (faculty)	95	1.0
Nurse educator (staff development)	7	0.1
Nurse educator (patient educator)	12	0.1
Other - health related	343	3.8
Not applicable	486	5.3
Clinical preceptor	7	0.1
Total Paid Positions in Nursing		
0 positions or N/A	34	0.4
1 position	7,407	81.1
2 positions	1,435	15.7
3 positions	210	2.3
4 or more positions	47	0.5



Table 3.4 Advanced practice registered nurse employment characteristics

	N	%
Non-Respondents	1	0.0
Employment Plans for Next 2 Years		
Continue as you are	7,569	82.9
Increase hours	477	5.2
Decrease hours	476	5.2
Seek non-clinical job in the field of nursing	60	0.7
Seek non-clinical job in a field other than nursing	31	0.3
Retire	156	1.7
Unknown	365	4.0
Providing Telemedicine Services		
Yes	5,010	54.9
No	4,124	45.2

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023

PRIMARY WORK SETTING

Nearly half of Indiana's APRNS reported their primary practice setting as an outpatient clinic (45.7%), and another one-fourth reported practicing in a hospital setting (Table 3.5). As for the secondary setting, most (73.8%) reported no secondary practice setting, though 8.1% reported practicing in an outpatient clinic and 6.4% reported practicing in a hospital.

Table 3.5 Advanced practice registered nurse work setting

Work Setting	Primary Setting		Secondary Setting	
	N	%	N	%
Hospital	2,318	25.4	581	636.0
Nursing home/extended care facility	355	3.9	94	1.0
Home health	143	1.6	83	0.9
Correctional facility	49	0.5	20	0.2
Academic institution	121	1.3	99	1.1
Public/community health agency	666	7.3	96	1.1
School-based health	59	0.7	19	0.2
Occupational health	146	1.6	48	0.5
Outpatient clinic	4,177	45.7	739	8.1
Insurance claims/benefits	12	0.1	1	0.0
Policy/planning/licensing agency	1	0.0	2	0.0
Other	620	6.8	370	4.1
Not applicable	52	0.6	6,742	73.8
Assisted living	29	0.3	9	0.1
Hospice	67	0.7	62	0.7
Telehealth	319	3.5	169	1.9

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



EMPLOYMENT SPECIALTY AND SERVICES

This subsection summarizes the distribution of APRN employment specialty (Table 3.6), the distribution of services provided (Table 3.7 – 3.9), and population served (Table 3.10 – 3.11). As with RNs, APRNs were able to indicate more than one service type or population they serve. Therefore, only unique counts are provided for each type of service or population. The final column in each table provides the unique number of total APRNs across all reporting categories.

APRN SPECIALTY DISTRIBUTION

The most reported APRN specialty is primary care (36.8%) (Table 3.6). An additional 7.6% reported psychiatry (adult and child) as their specialty and another 7.5% indicated internal medicine subspecialties as their specialty. Among the APRNs who reported providing telemedicine, 44.3% reported a specialty in primary care, and another 11.2% reported a specialty in psychiatry. On the other hand, 27.8% of those who did not provide telemedicine reported the same specialty, and an additional 10.7% reported anesthesiology, pathology, radiology or emergency medicine.

Table 3.6 Advanced practice registered nurse employment specialty and telemedicine services

APRN Specialty	Total		Providing Telemedicine Services			
			Yes		No	
	N	%	N	%	N	%
Total (with row %)	9,134	100.0	5,010	54.9	4,124	45.1
Primary care specialties	3,363	36.8	2,217	44.3	1,146	27.8
Internal medicine subspecialties	685	7.5	284	5.7	401	9.7
Pediatric subspecialties	390	4.3	196	3.9	194	4.7
Obstetrics & gynecology	439	4.8	240	4.8	199	4.8
General surgery	62	0.7	16	0.3	46	1.1
Surgical specialties	352	3.9	119	2.4	233	5.7
Psychiatry (adult and child)	694	7.6	560	11.2	134	3.3
Anesthesiology, pathology, radiology, or emergency medicine	472	5.2	32	0.6	440	10.7
Other specialty	2,601	28.5	1,319	26.3	1,282	31.1
Not applicable/I am not an APRN	76	0.8	27	0.5	49	1.2

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



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ADDICTION SERVICES

Of all APRNs in the report sample, 1,376 (15.1%) reported at least one of the addiction services listed below in Table 3.7. Most of these APRNs reported that they provide either addiction counseling (N = 823; 59.8%) or addiction screening (N = 790; 57.4%). The most frequently reported specialty of those APRNs who reported providing addiction services is primary care specialty (41.7%), followed by psychiatry (adult and child) (29.4%).

Table 3.7 Addiction services by employment specialty, advanced practice registered nurse

APRN Specialty	Screening for Addiction		Addiction Counseling		MAT - Methadone		MAT - Naltrexone		MAT - Buprenorphine		Unique Count Providing Addiction Services	
	N	%	N	%	N	%	N	%	N	%	N	%
Primary care specialties	345	43.7	346	42.0	20	27.8	198	35.2	211	35.2	574	41.7
Internal medicine subspecialties	36	4.6	52	6.3	6	8.3	10	1.8	24	4.0	80	5.8
Pediatric subspecialties	7	0.6	2	0.2	1	1.4	1	0.2	2	0.3	9	0.7
Obstetrics & gynecology	58	7.3	18	2.2	3	4.2	7	1.2	24	4.0	73	5.3
General surgery	2	0.3	0	0.0	0	0.0	0	0.0	0	0.0	2	0.2
Surgical specialties	7	0.9	5	0.6	1	1.4	1	0.2	1	0.2	12	0.9
Psychiatry (adult and child)	229	29.0	269	32.7	13	18.1	257	45.7	213	35.5	405	29.4
Anesthesiology, pathology, radiology, or emergency medicine	7	0.9	8	1.0	1	1.4	2	0.4	6	1.0	15	1.1
Other specialty	96	12.2	121	14.7	26	36.1	84	14.9	116	19.3	202	14.7
Not applicable/I am not an APRN	3	0.4	2	0.2	1	1.4	3	0.5	3	0.5	4	0.3
Total	790	100.0	823	100.0	72	100.0	563	100.0	600	100.0	1,376	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



OBSTETRIC SERVICES

The obstetric services that Indiana APRNs reported providing are summarized in Table 3.8. A total of 942 Indiana APRNs (10.3% of the report sample) reported providing at least one obstetric service, and the most reported services were post-natal services (N = 534; 56.7%) and pre-natal services (N = 465; 49.4%). More than one-third of these APRNs (37.2%) reported obstetrics & gynecology as their specialty, and 22.3% had a specialty in primary care (22.3%).

Table 3.8 Obstetric services by employment specialty, advanced practice registered nurses

APRN Specialty	High-Risk Pregnancy Services		High-Risk Pregnancy Screening		Pre-Natal Services		Labor and Delivery		Post-Natal Services		Treatment for OUD-affected Pregnancy		Unique Count providing Obstetric Services	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Primary care specialties	18	6.9	52	16.0	86	18.5	18	5.7	108	20.2	46	24.9	210	22.3
Internal medicine subspecialties	1	0.4	1	0.3	2	0.4	0	0.0	3	0.6	3	1.6	8	0.9
Pediatric subspecialties	4	1.5	3	0.9	8	1.7	13	4.1	84	15.7	3	1.6	87	9.2
Obstetrics & gynecology	193	74.2	248	76.3	312	67.1	183	57.6	260	48.7	38	20.5	350	37.2
General surgery	0	0.0	0	0.0	0	0.0	2	0.6	1	0.2	0	0.0	3	0.3
Surgical specialties	1	0.4	1	0.3	1	0.2	4	1.3	2	0.4	0	0.0	5	0.5
Psychiatry (adult and child)	7	2.7	4	1.2	14	3.0	1	0.3	9	1.7	53	28.7	70	7.4
Anesthesiology, pathology, radiology, or emergency medicine	12	4.6	2	0.6	3	0.7	77	24.2	5	0.9	1	0.5	83	8.8
Other specialty	22	8.5	14	4.3	36	7.7	16	5.0	58	10.9	39	21.1	119	12.6
None of the above	2	0.8	0	0.0	3	0.7	4	1.3	4	0.8	2	1.1	7	0.7
Total	260	100.0	325	100.0	465	100.0	318	100.0	534	100.0	185	100.0	942	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



PEDIATRIC POPULATIONS SERVED

More than half of Indiana's APRNs reported serving pediatric populations (N=5,548; 60.7% of the report sample), as seen in Table 3.9. Nearly all reported serving adolescents (n=5,347; 96.4%), while 71.9% reported serving children (N=3,990). Among these APRNs, most reported a specialty either as primary care (44.1%) or other (20.0%).

Table 3.9 Pediatric populations served by employment specialty, advanced practice registered nurses

APRN Specialty	Newborns		Children (ages 2 - 10)		Adolescents (ages 11 - 19)		Unique Count Serving Pediatric Populations	
	N	%	N	%	N	%	N	%
Primary care specialties	1,320	54.0	2,122	53.2	2,423	45.3	2,444	44.1
Internal medicine subspecialties	22	0.9	53	1.3	140	2.6	141	2.5
Pediatric subspecialties	333	13.6	300	7.5	296	5.5	381	6.9
Obstetrics & gynecology	75	3.1	24	0.6	349	6.5	372	6.7
General surgery	9	0.4	19	0.5	32	0.6	32	0.6
Surgical specialties	34	1.4	94	2.4	184	3.4	186	3.4
Psychiatry (adult and child)	7	0.3	264	6.6	438	8.2	440	7.9
Anesthesiology, pathology, radiology, or emergency medicine	174	7.1	364	9.1	405	7.6	408	7.4
Other specialty	448	18.3	724	18.2	1,048	19.6	1,108	20.0
None of the above	21	0.9	26	0.7	32	0.6	36	0.6
Total	2,443	100.0	3,990	100.0	5,347	100.0	5,548	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



ADULT AND SPECIAL POPULATIONS SERVED

Table 3.10 provides a summary of the Indiana APRNs serving adults and other special populations. Overall, 8,391 APRNs (91.9 % of the total report sample) reported providing services to these populations. Nearly all reported serving adults (N = 8,084; 96.3%). The majority also reported serving the geriatric population (N = 6,962; 83.0%). More than one-third of these APRNs also reported having a specialty in primary care (37.8%).

Table 3.10 Adult and Special Populations Served by Employment Specialty, Advanced Practice Registered Nurses

APRN Specialty	Adults		Geriatric		Pregnant Women		Individuals who are incarcerated		Individuals with Disabilities		Individuals in Recovery		Unique Count Serving Adults and Special Populations	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Primary care specialties	3,063	37.9	2,832	40.7	1,055	34.5	276	20.1	1,683	41.0	911	39.6	3,169	37.8
Internal medicine subspecialties	652	8.1	581	8.4	107	3.5	101	7.4	249	6.1	124	5.4	665	7.9
Pediatric subspecialties	73	0.9	8	0.1	18	0.6	5	0.4	80	2.0	4	0.2	132	1.6
Obstetrics & gynecology	395	4.9	218	3.1	360	11.8	92	6.7	120	2.9	83	3.6	425	5.1
General surgery	58	0.7	45	0.7	16	0.5	14	1.0	21	0.5	11	0.5	58	0.7
Surgical specialties	341	4.2	301	4.3	98	3.2	116	8.4	170	4.1	55	2.4	344	4.1
Psychiatry (adult and child)	640	7.9	503	7.2	284	9.3	75	5.5	357	8.7	370	16.1	654	7.8
Anesthesiology, pathology, radiology, or emergency medicine	445	5.5	416	6.0	316	10.3	247	18.0	323	7.9	225	9.8	451	5.4
Other specialty	2,352	29.1	2,008	28.8	786	25.7	436	31.7	1,079	26.3	506	22.0	2,422	28.9
None of the above	65	0.8	50	0.7	22	0.7	13	1.0	23	0.6	13	0.6	71	0.9
Total	8,084	100.0	6,962	100.0	3,062	100.0	1,375	100.0	4,105	100.0	2,302	100.0	8,391	100.0

Source: Indiana Registered Nurse License and Supplemental Survey Data, 2023



SECTION IV: GEOGRAPHIC DISTRIBUTION

DISTRIBUTION OF INDIANA REGISTERED NURSES

The geographic distribution of Indiana’s RNs is summarized in Table 4.1 and Map 4.1. All Indiana counties have at least 1 reported FTE among active practicing RNs. Generally, urban counties have more RNs and lower population-to-FTE ratios, indicating higher nursing capacity. Urban counties like Marion, Allen, and Lake had a significantly higher number of RNs and FTEs, with Marion County, for instance, having a population-to-FTE ratio of 77.1:1. Conversely, rural counties such as Crawford, Fountain, and Switzerland exhibited lower numbers of RNs and higher population-to-FTE ratios, reflecting limited access to nursing care.

Table 4.1 Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Adams	Rural	36,288	204	162.5	223.3
Allen	Urban	394,545	5,718	4,812.7	82.0
Bartholomew	Urban	84,003	886	733.6	114.5
Benton	Urban	8,729	15	11.0	793.5
Blackford	Rural	11,893	54	44.4	267.9
Boone	Urban	76,120	352	277.9	273.9
Brown	Urban	15,653	26	21.5	728.0
Carroll	Urban	20,525	53	44.1	465.4
Cass	Rural	37,666	273	240.6	156.6
Clark	Urban	125,467	946	727.8	172.4
Clay	Urban	26,460	112	81.8	323.5
Clinton	Rural	32,730	109	78.1	419.1
Crawford	Rural	10,438	12	8.1	1,288.6
Daviess	Rural	33,656	258	204.0	165.0
Dearborn	Urban	51,215	327	258.5	198.1
Decatur	Rural	26,399	172	133.4	197.9
DeKalb	Rural	44,198	239	185.6	238.1
Delaware	Urban	112,321	1,230	1,018.6	110.3
Dubois	Rural	43,546	610	491.0	88.7
Elkhart	Urban	206,409	1,461	1,191.9	173.2
Fayette	Rural	23,362	96	81.6	286.3
Floyd	Urban	80,809	1,170	898.5	89.9
Fountain	Rural	16,731	31	23.1	724.3
Franklin	Urban	23,096	87	64.4	358.6
Fulton	Rural	20,358	113	86.7	234.8
Gibson	Rural	32,904	167	128.7	255.7
Grant	Rural	66,200	551	458.6	144.4



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Table 4.1 Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Greene	Rural	31,196	170	137.0	227.7
Hamilton	Urban	371,645	3,357	2,620.4	141.8
Hancock	Urban	86,166	441	357.7	240.9
Harrison	Urban	40,006	226	175.8	227.6
Hendricks	Urban	186,387	1,496	1,184.1	157.4
Henry	Rural	48,929	304	257.0	190.4
Howard	Urban	83,831	846	719.2	116.6
Huntington	Rural	36,781	203	161.3	228.0
Jackson	Rural	46,460	337	291.1	159.6
Jasper	Urban	33,535	119	88.5	378.9
Jay	Rural	20,032	111	84.3	237.6
Jefferson	Rural	33,056	284	243.2	135.9
Jennings	Rural	27,622	73	54.3	508.7
Johnson	Urban	167,819	857	674.2	248.9
Knox	Rural	36,070	537	451.0	80.0
Kosciusko	Rural	80,364	392	316.6	253.8
LaGrange	Rural	40,907	139	107.4	380.9
Lake	Urban	500,598	5,012	4,111.9	121.7
LaPorte	Urban	111,706	916	751.1	148.7
Lawrence	Rural	45,084	285	215.9	208.8
Madison	Urban	132,504	1,050	871.2	152.1
Marion	Urban	968,460	14,959	12,565.6	77.1
Marshall	Rural	46,352	300	239.0	193.9
Martin	Rural	9,897	25	21.8	454.0
Miami	Rural	35,402	124	102.5	345.4
Monroe	Urban	139,342	1,426	1,182.3	117.9
Montgomery	Rural	38,573	159	132.6	290.9
Morgan	Urban	73,227	355	286.9	255.2
Newton	Urban	13,960	20	15.9	878.0
Noble	Rural	47,430	209	154.0	308.0
Ohio	Urban	6,004	9	6.4	938.1
Orange	Rural	19,638	96	80.4	244.3
Owen	Urban	21,532	37	32.7	658.5
Parke	Rural	16,484	46	31.0	531.7
Perry	Rural	19,209	130	100.3	191.5
Pike	Rural	12,106	36	27.0	448.4
Porter	Urban	175,335	1,223	989.8	177.1
Posey	Urban	25,040	40	33.8	740.8
Pulaski	Rural	12,385	77	62.9	196.9
Putnam	Rural	37,567	151	126.0	298.2
Randolph	Rural	24,216	109	85.4	283.6



Table 4.1 Capacity and Geographic Distribution of Indiana RNs

County	Rurality	Population	Total RNs	FTE	Population to FTE Ratio
Ripley	Rural	29,227	218	165.3	176.8
Rush	Rural	16,847	99	80.3	209.8
Scott	Rural	24,657	124	101.0	244.1
Shelby	Urban	45,231	307	267.1	169.3
Spencer	Rural	19,910	71	54.9	362.7
St. Joseph	Urban	272,848	2,735	2,293.6	119.0
Starke	Rural	23,206	80	58.9	394.0
Steuben	Rural	34,917	198	150.1	232.6
Sullivan	Urban	20,757	152	119.4	173.8
Switzerland	Rural	10,019	18	15.5	646.4
Tippecanoe	Urban	188,792	1,842	1,580.7	119.4
Tipton	Urban	15,256	74	59.4	256.8
Union	Rural	6,973	13	10.0	697.3
Vanderburgh	Urban	179,810	2,405	2,037.3	88.3
Vermillion	Urban	15,417	85	68.2	226.1
Vigo	Urban	106,153	1,405	1,191.4	89.1
Wabash	Rural	30,670	151	124.3	246.7
Warren	Urban	8,518	41	29.9	284.9
Warrick	Urban	65,867	1,277	1,054.0	62.5
Washington	Urban	28,205	72	62.5	451.3
Wayne	Rural	66,127	852	747.5	88.5
Wells	Urban	28,555	128	98.5	289.9
White	Rural	24,917	93	73.1	340.9
Whitley	Urban	34,742	165	128.2	271.0

Source: Indiana Registered Nurse Re-Licensure Survey, 2023; U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

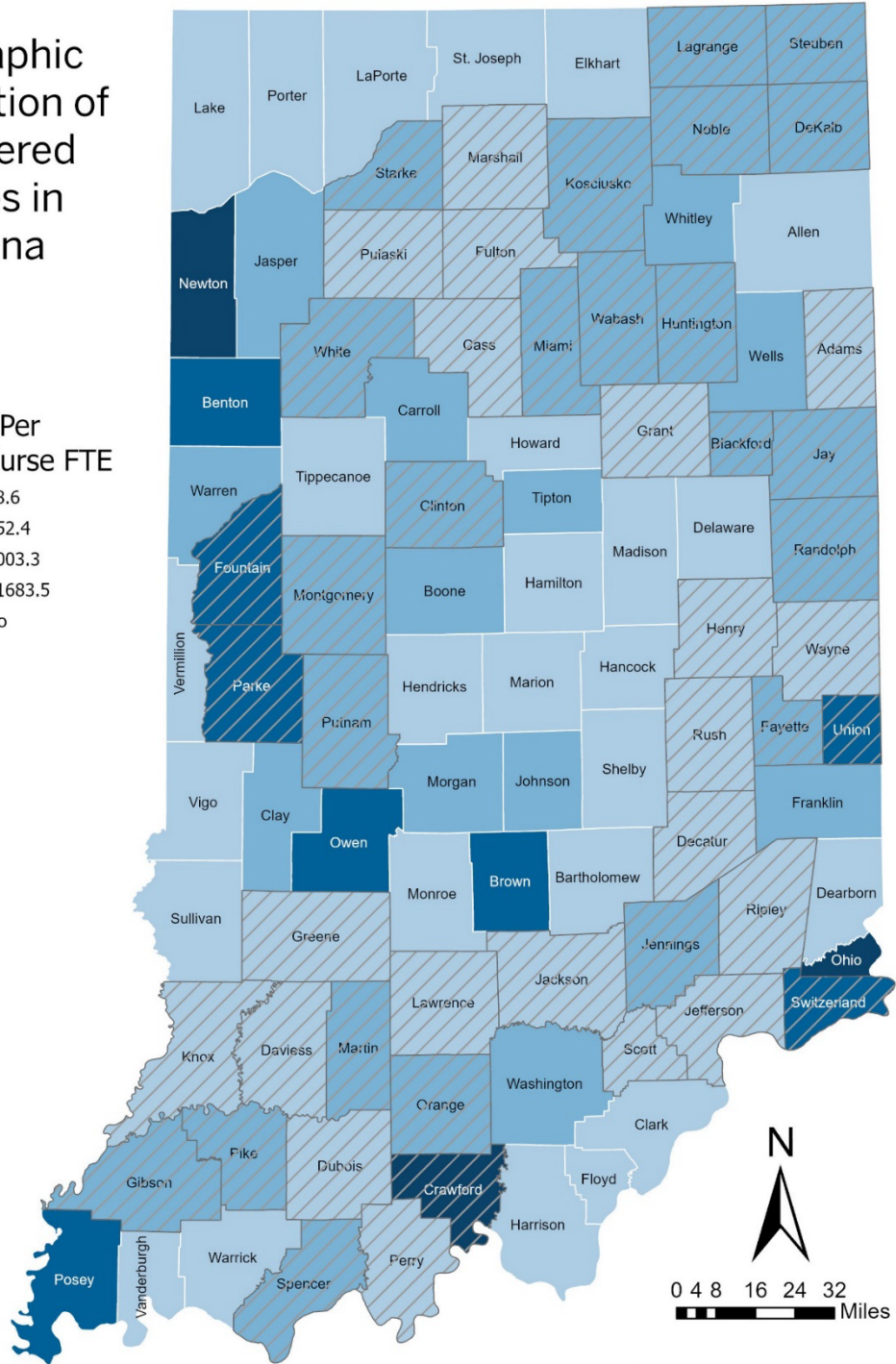
Note: Population-to-provider FTE ratios cannot be calculated for counties with no reported RN FTE.



Geographic Distribution of Registered Nurses in Indiana

Residents Per Register Nurse FTE

- 72.7 - 268.6
- 268.6 - 552.4
- 552.4 - 1003.3
- 1003.3 - 1683.5
- Non-Metro



Source: Indiana Registered Nurses License and Supplemental Survey Data, 2023. US Department of Agriculture, Rural-Urban Continuum codes, 2023.



DISTRIBUTION OF APRNS

The geographic distribution of APRNs is summarized in Table 4.2 and Map 4.2. Like Indiana's RNs, there is a rural-urban divide. Urban counties like Marion, Allen, and Vanderburgh had high numbers of APRNs and lower population-to-FTE ratios, indicating better access to health care services.

Conversely, rural counties such as Crawford and Fountain had fewer APRNs and population-to-FTE ratios larger than 3,000:1, suggesting limited health care accessibility.

Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Adams	Rural	36,288	32	27.7	1,310.0
Allen	Urban	394,545	750	649.4	607.6
Bartholomew	Urban	84,003	132	115.1	729.8
Benton	Urban	8,729	4	2.4	3,637.1
Blackford	Rural	11,893	7	6.9	1,723.6
Boone	Urban	76,120	45	36.6	2,079.8
Brown	Urban	15,653	6	5.0	3,130.6
Carroll	Urban	20,525	22	17.9	1,146.6
Cass	Rural	37,666	36	28.0	1,345.2
Clark	Urban	125,467	206	137.7	911.2
Clay	Urban	26,460	18	14.8	1,787.8
Clinton	Rural	32,730	12	8.5	3,850.6
Crawford	Rural	10,438	4	2.5	4,175.2
Daviess	Rural	33,656	55	43.8	768.4
Dearborn	Urban	51,215	59	38.5	1,330.3
Decatur	Rural	26,399	28	22.1	1,194.5
DeKalb	Rural	44,198	33	25.0	1,767.9
Delaware	Urban	112,321	156	138.0	813.9
Dubois	Rural	43,546	64	50.3	865.7
Elkhart	Urban	206,409	217	184.9	1,116.3
Fayette	Rural	23,362	17	16.4	1,424.5
Floyd	Urban	80,809	201	141.6	570.7
Fountain	Rural	16,731	7	5.1	3,280.6
Franklin	Urban	23,096	19	11.2	2,062.1
Fulton	Rural	20,358	19	16.3	1,249.0
Gibson	Rural	32,904	32	22.1	1,488.9
Grant	Rural	66,200	75	54.8	1,208.0
Greene	Rural	31,196	25	21.7	1,437.6
Hamilton	Urban	371,645	445	340.2	1,092.4
Hancock	Urban	86,166	89	68.8	1,252.4
Harrison	Urban	40,006	39	30.2	1,324.7



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Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Hendricks	Urban	186,387	240	195.2	954.9
Henry	Rural	48,929	41	36.5	1,340.5
Howard	Urban	83,831	110	92.5	906.3
Huntington	Rural	36,781	23	19.0	1,935.8
Jackson	Rural	46,460	50	44.2	1,051.1
Jasper	Urban	33,535	22	16.8	1,996.1
Jay	Rural	20,032	17	14.7	1,362.7
Jefferson	Rural	33,056	47	37.2	888.6
Jennings	Rural	27,622	12	7.7	3,587.3
Johnson	Urban	167,819	192	152.4	1,101.2
Knox	Rural	36,070	66	58.4	617.6
Kosciusko	Rural	80,364	56	48.8	1,646.8
LaGrange	Rural	40,907	31	22.7	1,802.1
Lake	Urban	500,598	654	534.9	935.9
LaPorte	Urban	111,706	130	113.4	985.1
Lawrence	Rural	45,084	56	41.7	1,081.2
Madison	Urban	132,504	149	118.9	1,114.4
Marion	Urban	968,460	1,921	1,633.0	593.1
Marshall	Rural	46,352	39	31.4	1,476.2
Martin	Rural	9,897	5	4.6	2,151.5
Miami	Rural	35,402	20	18.0	1,966.8
Monroe	Urban	139,342	194	166.3	837.9
Montgomery	Rural	38,573	25	22.9	1,684.4
Morgan	Urban	73,227	53	40.3	1,817.0
Newton	Urban	13,960	4	2.7	5,170.4
Noble	Rural	47,430	28	18.7	2,536.4
Ohio	Urban	6,004	1	0.6	10,006.7
Orange	Rural	19,638	14	13.0	1,510.6
Owen	Urban	21,532	7	6.9	3,120.6
Parke	Rural	16,484	13	9.1	1,811.4
Perry	Rural	19,209	17	12.2	1,574.5
Pike	Rural	12,106	4	3.8	3,185.8
Porter	Urban	175,335	180	150.8	1,162.7
Posey	Urban	25,040	5	5.7	4,393.0
Pulaski	Rural	12,385	12	9.8	1,263.8
Putnam	Rural	37,567	26	21.7	1,731.2
Randolph	Rural	24,216	21	17.4	1,391.7
Ripley	Rural	29,227	25	19.0	1,538.3
Rush	Rural	16,847	17	15.1	1,115.7
Scott	Rural	24,657	19	17.3	1,425.3
Shelby	Urban	45,231	63	56.2	804.8



Table 4.2 Capacity and Geographic Distribution of Indiana APRNs

County	Rurality	Population	Total APRNs	FTE	Population to FTE Ratio
Spencer	Rural	19,910	10	6.5	3,063.1
St. Joseph	Urban	272,848	333	283.9	961.1
Starke	Rural	23,206	21	16.3	1,423.7
Steuben	Rural	34,917	29	22.1	1,580.0
Sullivan	Urban	20,757	25	21.1	983.7
Switzerland	Rural	10,019	4	3.2	3,130.9
Tippecanoe	Urban	188,792	298	263.2	717.3
Tipton	Urban	15,256	9	6.3	2,421.6
Union	Rural	6,973	5	4.2	1,660.2
Vanderburgh	Urban	179,810	391	343.8	523.0
Vermillion	Urban	15,417	20	14.8	1,041.7
Vigo	Urban	106,153	214	173.6	611.5
Wabash	Rural	30,670	22	18.1	1,694.5
Warren	Urban	8,518	4	1.2	7,098.3
Warrick	Urban	65,867	156	129.8	507.4
Washington	Urban	28,205	16	15.0	1,880.3
Wayne	Rural	66,127	123	106.7	619.7
Wells	Urban	28,555	11	10.1	2,827.2
White	Rural	24,917	10	8.9	2,799.7
Whitley	Urban	34,742	18	13.4	2,592.7







Source: Indiana Registered Nurse Re-Licensure Survey, 2023; U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates

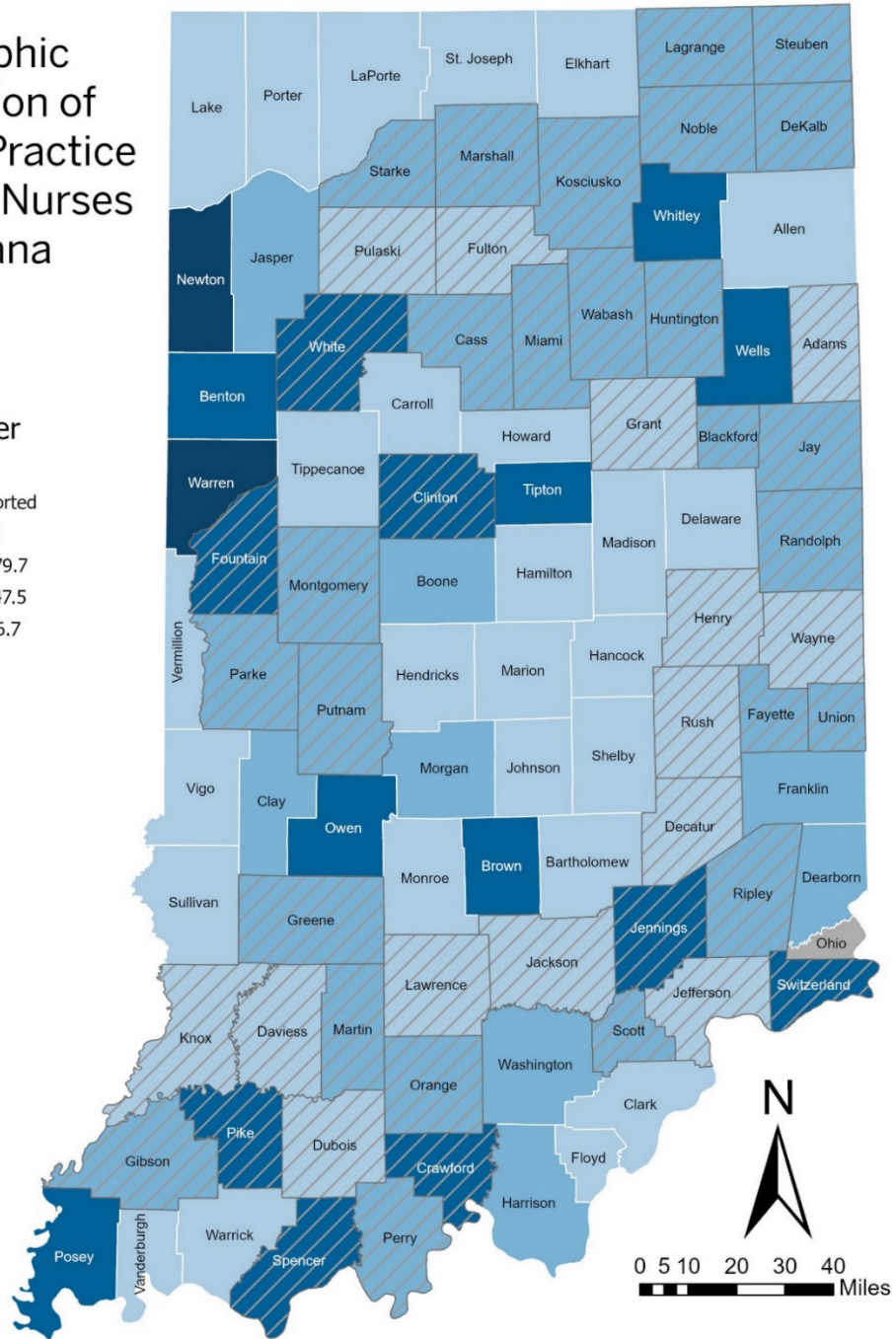
Note: Population-to-provider FTE ratios cannot be calculated for counties with no reported APRN FTE.



Geographic Distribution of Advanced Practice Registered Nurses in Indiana

Residents Per APRN FTE

-  No FTE Reported
-  0.1 - 1356.9
-  1356.9 - 2679.7
-  2679.7 - 5547.5
-  5547.5 - 9306.7
-  Non-Metro



Source: Indiana Registered Nurses License and Supplemental Survey Data, 2023. US Department of Agriculture, Rural-Urban Continuum codes, 2023.
 Notes: Residents per APRN FTE ratio could not be counted in counties where there was no reported APRN FTE.

