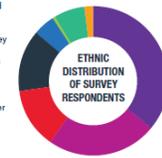# HealthImpact

CALIFORNIA Newly Licensed RN Employment Survey

FALL 2020

Since 2010, HealthImpact has conducted a survey of newly licensed registered nurses (RNs) focused on employment and entry into the workforce. Additional survey questions were added in the fall of 2019 to understand the social determinants of health and education both when they were nursing students and as they entered the workplace.

RNs newly licensed by exam in California in the prior 12-month period between September 2019 and August 2020 were invited to participate in the study. A total of 3,058 eligible nurses completed the survey for a 27.9% survey response rate. Download the entire report here: bit.ly/RNSurvey2020

ETHNIC DISTRIBUTION OF SURVEY RESPONDENTS

- Caucasian, White, European, Middle Eastern
- Central American, South American, Cuban, Mexican, Other Hispanic
- Fijian, Filipino, Guamanian, Hawaiian, Samoan, Tongan
- Cambodian, Chinese, Indian, Indonesian, Japanese, Korean, Laotian/Hmong, Pakistani, Thai, Vietnamese
- African American, African, Black
- American Indian, Alaskan Native
- Other/Mixed
- Prefer to Not Answer

ONE-WAY COMMUTE TIME

- 2019 Nursing School | Shortest Average
- 2019 Nursing School | Longest Average
- 2019 During Work
- 2020 Nursing School | Shortest Average
- 2020 Nursing School | Longest Average
- 2020 During Work

0%   25%   50%   75%   100%

IN MINUTES
- 1-30
- 31-59
- 60-89
- 90+

AMOUNT OF STUDENT DEBT AT ACADEMIC PROGRAM COMPLETION

2019

$200,000	$29,000	$42,000
Maximum	Median	Mean

2020

$200,000	$28,000	$43,000
Maximum	Median	Mean

LEVEL OF CONFIDENCE TO PAY BACK STUDENT DEBT

2019

2020

0%   25%   50%   75%   100%

- Very Concerned
- Some Concern
- Confident
- Very Confident
- NA/No Student Loans or Education Debt

PERCENT OF RNs CONSIDERING JOB OR CAREER CHANGE WITHIN 1-2 YEARS

2019

2020

- No
- Yes, with same employer
- Yes, with different employer
- Yes, outside of nursing