

# DC BOARD OF NURSING REGISTERED NURSES

The District of Columbia's Board of Nursing (DC BON), supported by DC Health's Health Systems and Preparedness Administration (HSPA), licenses all registered nurses. To collect standard information across all licensing boards (e.g. demographics, workforce capacity, access to care, special topics) HSPA and the Community Health Administration (CHA) partnered to develop a licensure survey, which is now administered to all renewal applicants during the Board's biennial licensure renewal process.

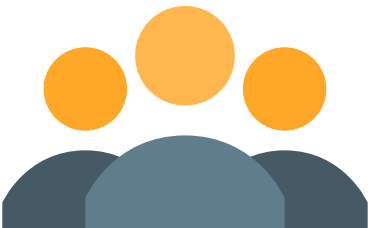
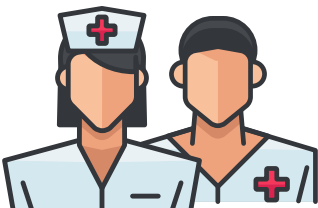
The DC Primary Care Office (PCO) developed this fact sheet based on its analysis of 2024 DC BON Licensure Survey data. Within, information regarding total licensed providers reflects all board-licensed providers with an active license status as of August 15, 2024. Information regarding licensees providing clinical care in DC reflects a subset of Board-licensed providers who 1. applied for license renewal during the 2024 cycle (i.e., were administered the survey); 2. reported a practice location in DC; and 3. reported providing clinical medical care to patients.

## Key Findings

- Licensed registered nurses providing care in DC are ninety percent female and approximately ten percent are male.
- There is representation in each racial and ethnic group amongst registered nurses. However, there is an under-representation of almost seven percent for those that are Hispanic or Latino.
- Two-thirds of licensed registered nurses providing clinical care in DC are between the ages of 31 - 50 years of age.
- Almost fifty percent of licensed registered nurses providing clinical care in DC reported experiencing no symptoms of burn out.
- Sixty-four percent of licensed registered nurses providing clinical care in DC reported having a supportive work environment, but many reported challenges with their work pace and EMR stress. Organizational improvement in work pace and EMR stress may improve workforce wellness.

# DC LICENSED REGISTERED NURSES (NP)

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|    | <b>Total Licensed</b><br>Total number of board-licensed providers with an active license status as of August 15, 2024.  | <b>3-4</b>  |
| <hr style="border-top: 1px dashed #0056b3;"/>                                       |   |             |
|  | <b>Providing Clinical Care in DC</b><br>Subset of board-licensed providers who<br>1. applied for license renewal during the 2024 cycle;<br>2. reported a practice location in DC; and<br>3. reported providing clinical medical care to patients. | <b>5-10</b> |

# DC LICENSED REGISTERED NURSES (RN)



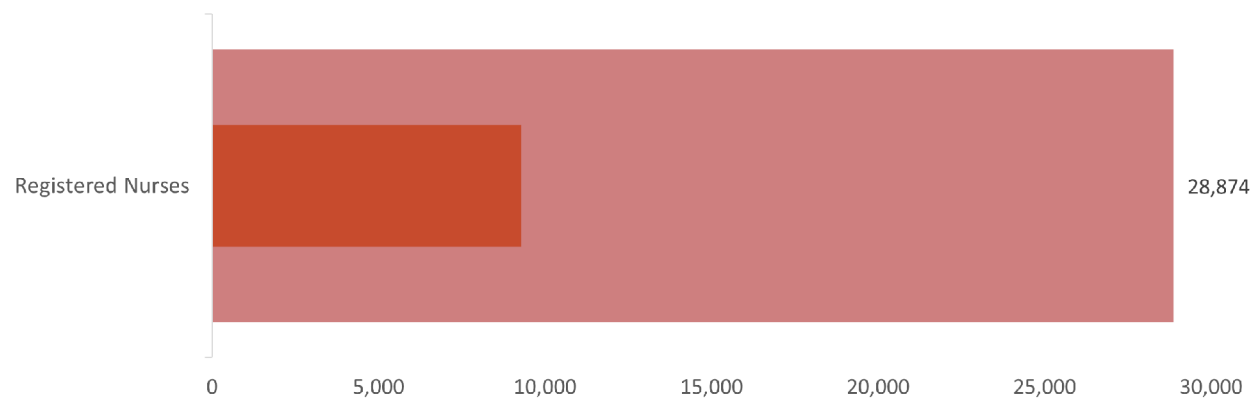
28,874

Total Licensed  
Registered Nurses



9,287

Licensed Registered Nurses  
Providing Clinical Care in DC



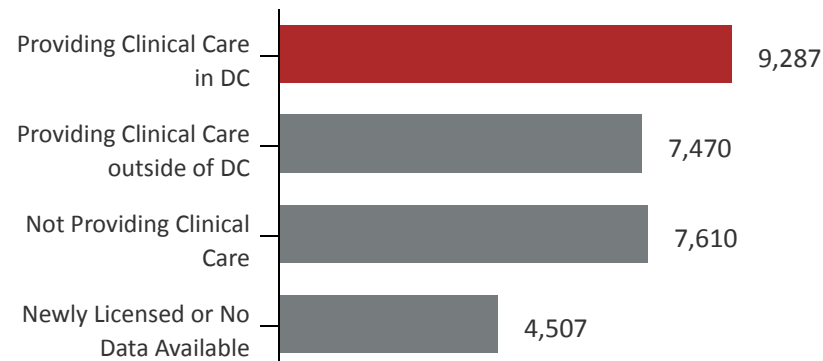
|                               |                   |
|-------------------------------|-------------------|
|                               | Registered Nurses |
| Providing Clinical Care in DC | 9,287             |
| Total Licensed                | 28,874            |

# DC LICENSED REGISTERED NURSES (RN)

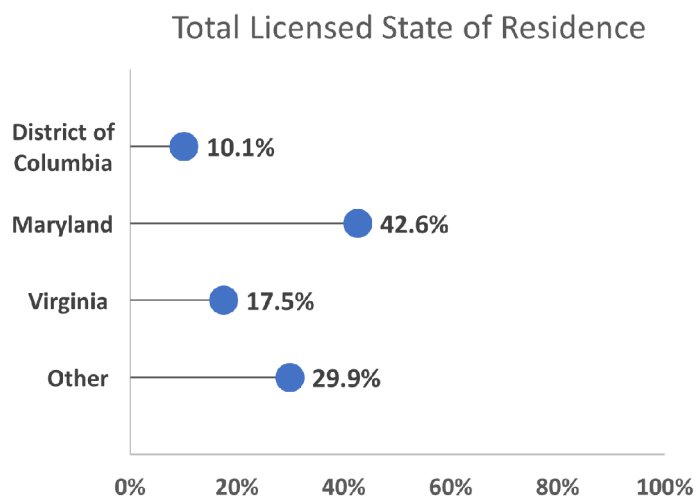


**28,874**  
Total Licensed  
Registered Nurses

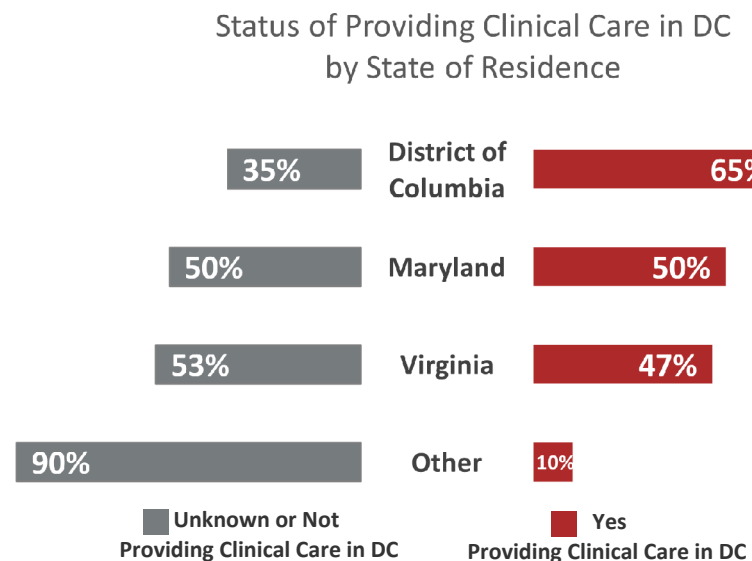
## Total Licensed Registered Nurses by Clinical Care Status and Location



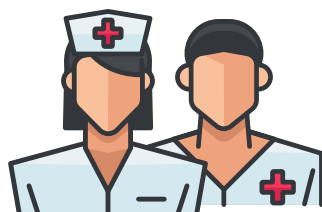
## DC Licensed Registered Nurses State of Residence Compared to Status of Providing Clinical Care in DC



VS



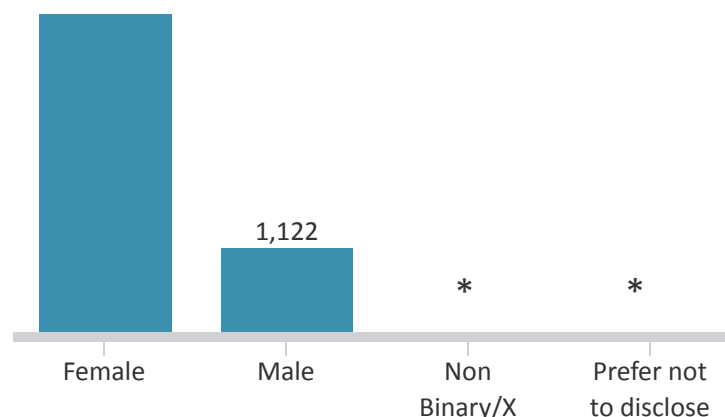
# LICENSED REGISTERED NURSES PRACTICING IN DC



9,287

Licensed Registered Nurses Providing Clinical Care in the District of Columbia

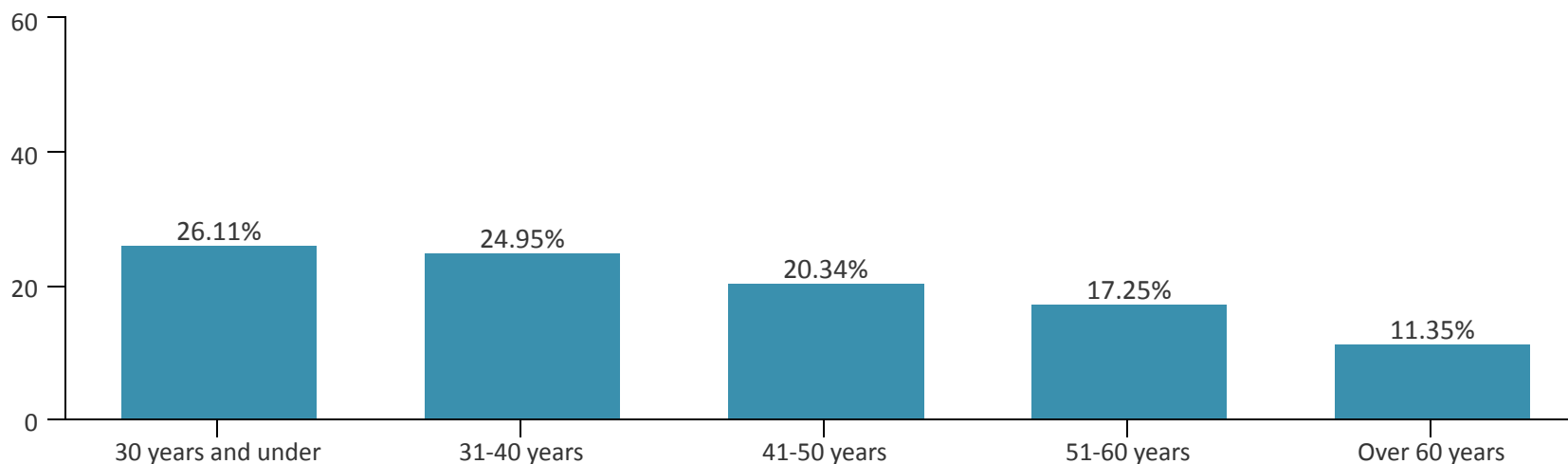
Gender



87.8%

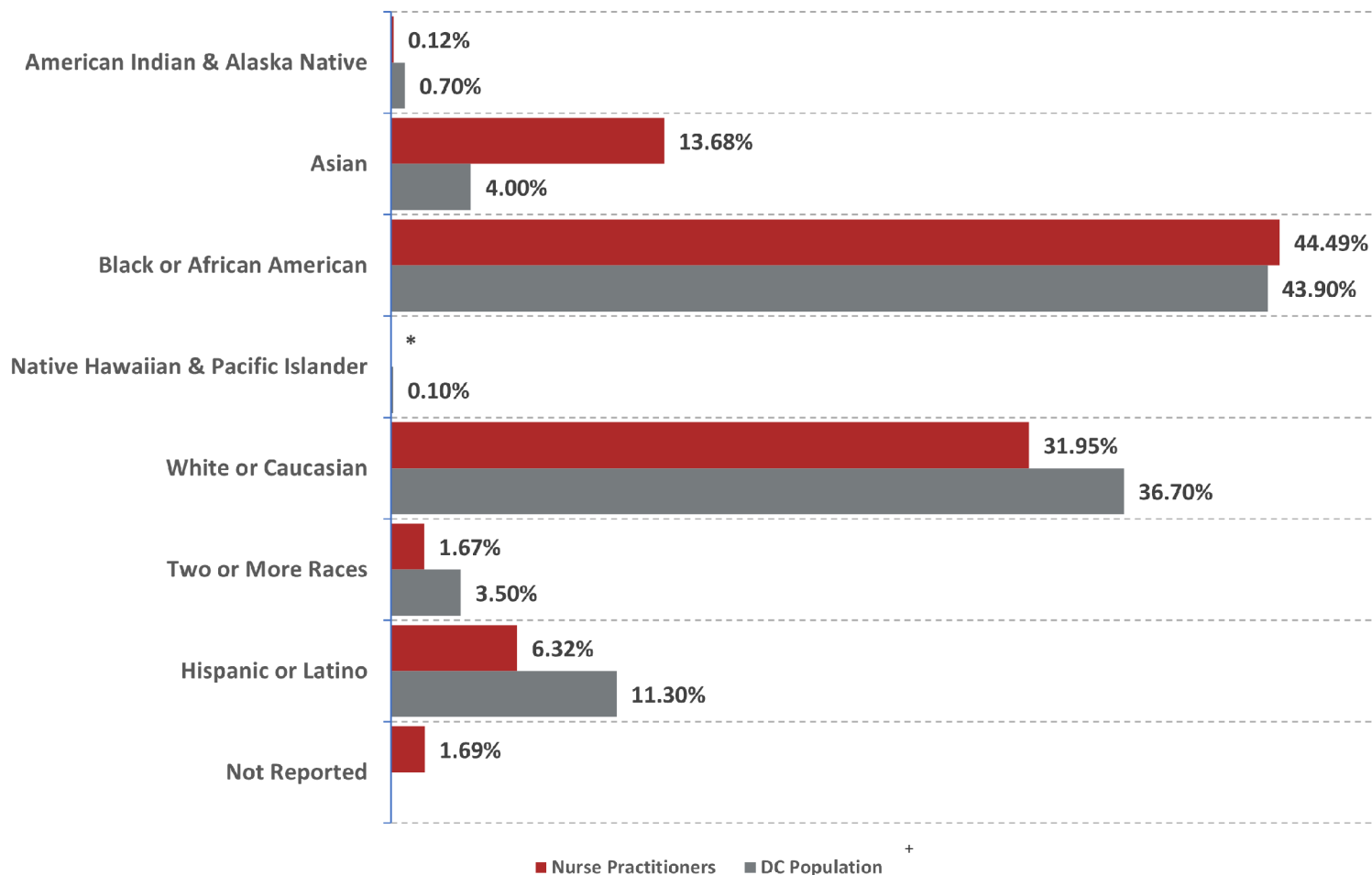
of licensed registered nurses providing care in District of Columbia are female.

Age Distribution



# LICENSED REGISTERED NURSES PRACTICING IN DC

## Race/Ethnicity - Licensed Registered Nurses Practicing in DC vs DC Population



+Source: 2022 American Community Survey (ACS) Census data DC Population

**44.5%** of licensed registered nurses practicing in the District of Columbia are Black or African American.

The racial/ethnic distribution of licensed registered nurses practicing in the District of Columbia are nearly equal or better than the geographic representation for the District, in all five racial categories. However, there is under-representation amongst Hispanic or Latino(-4.98%) registered nurses.

# LICENSED REGISTERED NURSES PRACTICING IN DC

## Percentage of Licensed Registered Nurses Practicing in DC at Multiple Practice Locations

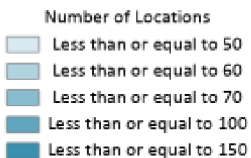
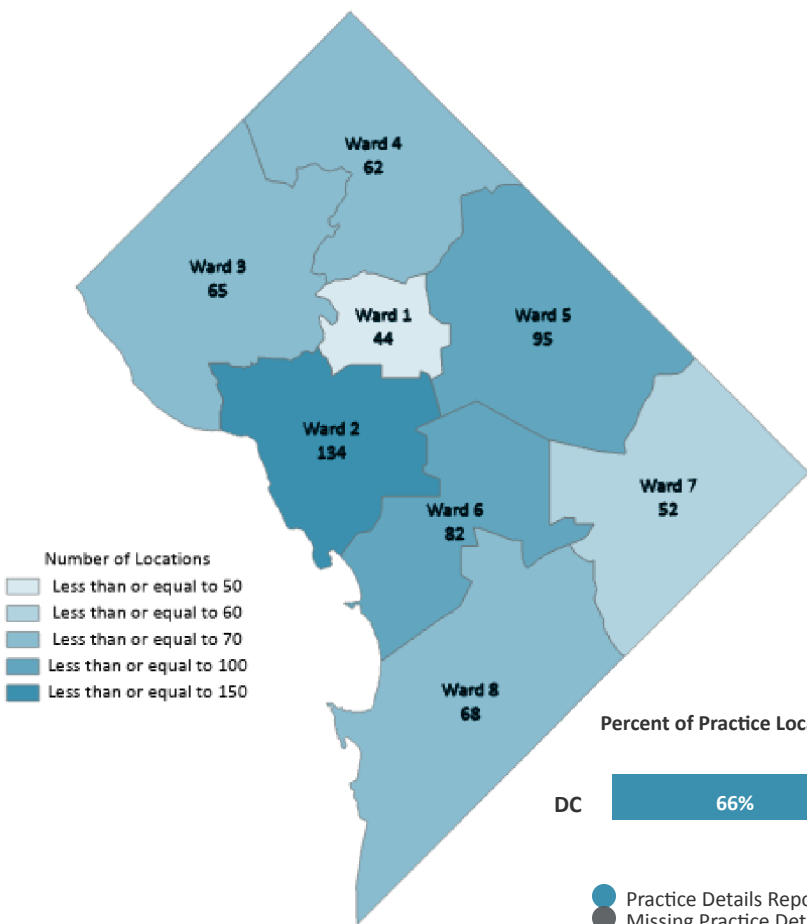


Approximately nine in ten registered nurses reported working at one practice location in DC

# LICENSED REGISTERED NURSES PRACTICING IN DC

## Overview of Clinical Care Practice Locations

### Number of Clinical Care Practice Locations by Ward



### Percent of Practice Locations Mapped



### Data Limitations

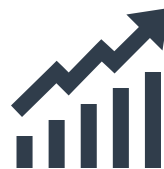
- Practice Locations are mapped with 80% fidelity
- Missing details of the address could not be mapped

### Clinical Care Practice Findings



22.3%

of practice locations providing clinical care, that were reported and mapped, are located in Ward 2.



Projected Growth

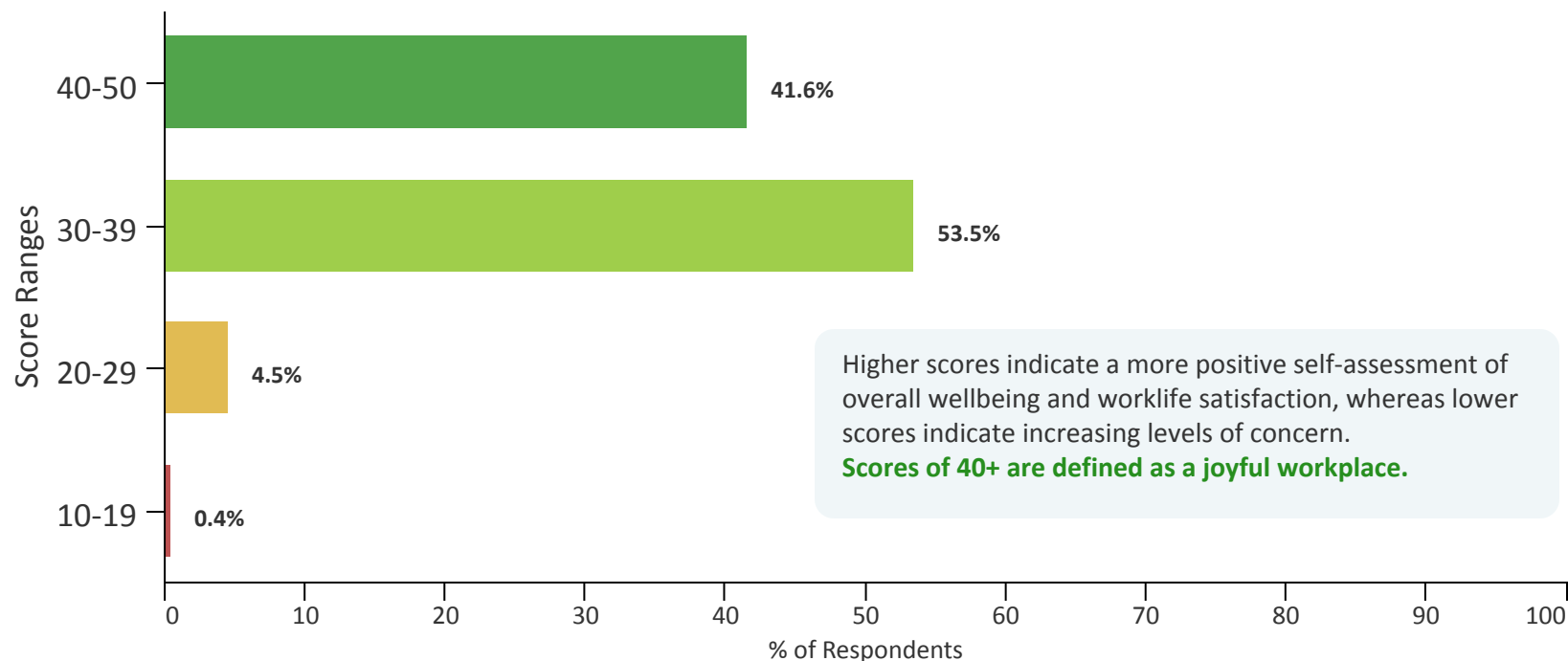
10%

of providers reported increasing their practice hours or adding a practice location over the next two years.



# LICENSED REGISTERED NURSES PRACTICING IN DC

## Self-Assessment of Worklife and Wellness\* among Licensed Registered Nurses Practicing in DC\*\* (Mini Z 2.0 Survey - Full Scale Scores)



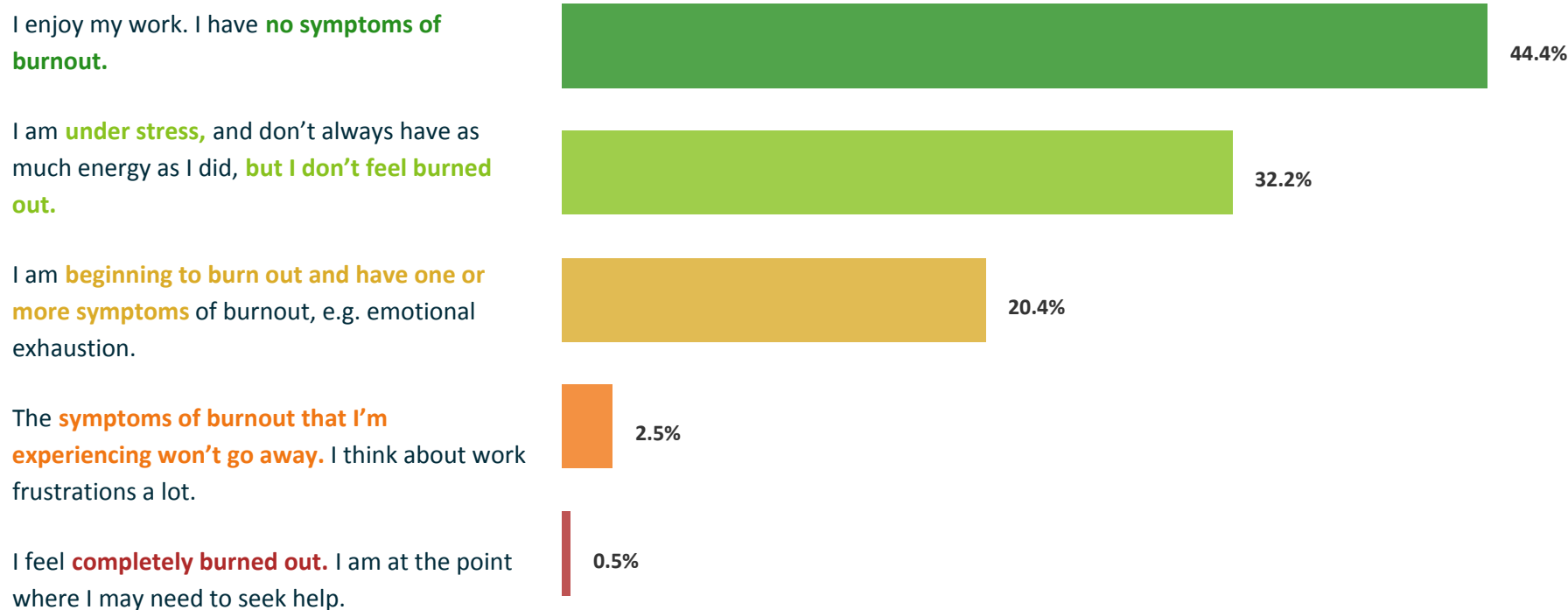
**41.6%** of licensed registered nurses practicing in the District reported Mini Z 2.0 full scale scores of 40+, indicating a **joyful workplace**.

\*The licensure survey includes the Mini Z 2.0, a 10-question tool assessing work satisfaction, stress, burnout, and 7 potential drivers of burnout in practicing clinicians; the Mini Z 2.0 is a psychometrically sound measure of worklife and wellness in practicing clinicians, validated externally against the Maslach Burnout Inventory (MBI).

\*\*Answering each question was optional; full scale scores are reported only for respondents who completed all Mini Z 2.0 questions; approximately 78.3 percent (7,274/9,287) of licensed registered nurses practicing in DC completed all questions on the Mini Z 2.0 survey.

# LICENSED REGISTERED NURSES PRACTICING IN DC

## Self-Assessment of Burnout\* among Licensed Registered Nurses Practicing in DC\*\* (Mini Z 2.0 Survey - Question 2 Responses)



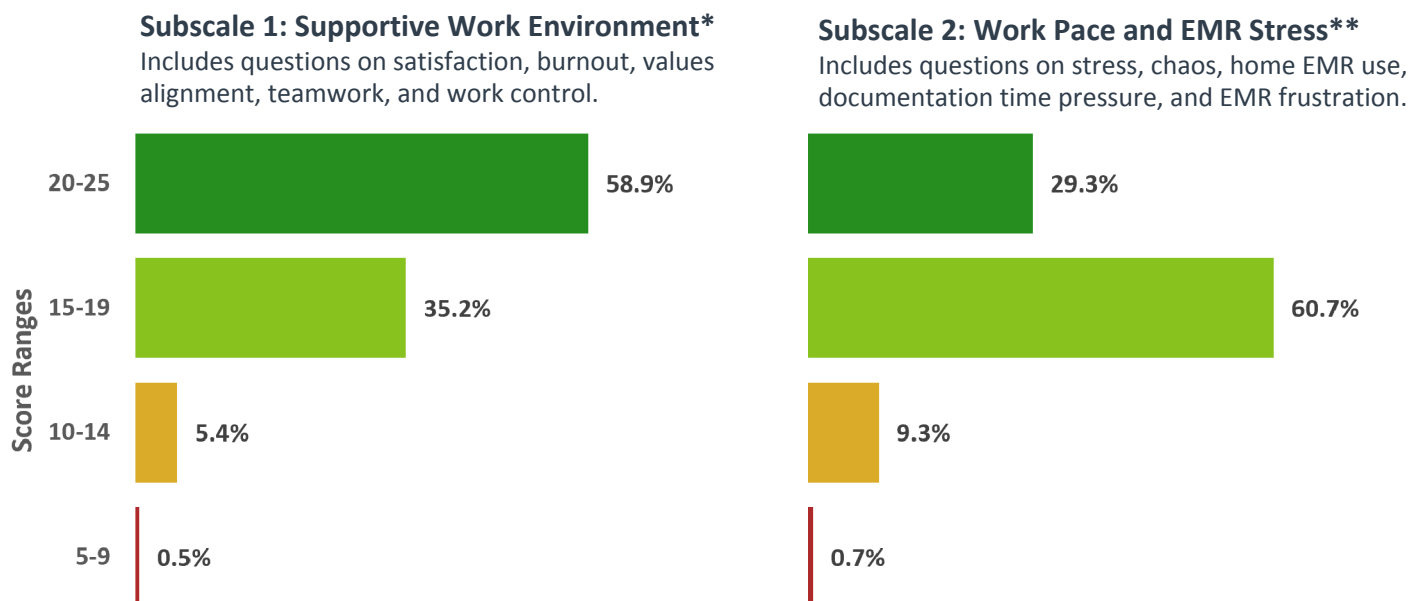
**76.6%** of licensed registered nurses practicing DC reported experiencing **no symptoms of burnout (44.42%) or some stress but not feeling burned out (32.22%).**

\*Assessment based on the Mini Z 2.0 burnout question; concurrent validity of the burnout question was assessed with the Maslach Burnout Inventory (MBI) emotional exhaustion (EE) subscale and determined to be a valid single-item measure of burnout.

\*\*Approximately 94.7 percent (8,796/9,287) of licensed registered nurses practicing in DC responded to the question.

# LICENSED REGISTERED NURSES PRACTICING IN DC

## Self-Assessment of Worklife and Wellness among Licensed Registered Nurses Practicing in DC (Mini Z 2.0 Survey - Subscale Scores)



### 58.9%

of licensed registered nurses practicing in DC reported Subscale 1 scores of 20+, indicating a **supportive work environment**.

### 29.3%

of licensed registered nurses practicing in DC reported Subscale 2 scores of 20+, indicating **reasonable pace and manageable EMR stress**.

\*Approximately 92.4 percent (8,577/9,287) of licensed registered nurses practicing in DC completed all questions in subscale 1.

\*\* Approximately 80.2 percent (7,447/9,287) of licensed registered nurses practicing in DC completed all questions in subscale 2.