



# Nursing Workforce Diversity (NWD) Program

## Academic Years 2014-2019

HRSA is the primary federal agency for improving health care to people who are geographically isolated or economically or medically vulnerable. HRSA programs help those in need of high quality primary health care by supporting the training of health professionals – focusing in particular on the geographical distribution of providers to areas where they are needed most.

It has been demonstrated that having a diverse and skilled health workforce that is representative of the communities being served will improve the access to care and quality of services provided<sup>1</sup>. According to national estimates of the 2018 National Sample Survey of Registered Nurses (NSSRN), racial and ethnic minority groups accounted for just over one fourth of the registered nurses (RNs)<sup>2</sup> in the United States. One of the goals of the Nursing Workforce Diversity (NWD) program is to increase nursing education opportunities for individuals from disadvantaged backgrounds. This program also aims to train registered nurses who are underrepresented minorities (URMs). This report analyzes the NWD program's efforts to diversify the nursing workforce for Academic Years (AY) 2014 through 2019.

## Improving Diversity

### Trainees and Graduates for Academic Years 2014-2019

Key Characteristic	Trainee Count	Trainee Percent	Graduate Count	Graduate Percent
Underrepresented Minority	19,075	56.4%	7,284	45.9%
Hispanic/Latino	9,233	27.3%	4,090	25.8%
Black or African American	6,973	20.6%	2,906	18.3%
American Indian or Alaska Native	1,531	4.5%	744	4.7%
Native Hawaiian or Other Pacific Islander	169	0.5%	85	0.5%
Rural Background	6,869	20.3%	2,129	13.4%
Disadvantaged Background	26,753	79.1%	11,605	73.1%

Notes: These percentages are based on 33,813 Total Trained and 15,876 Total Graduates. Total Graduates are a subset of Total Trained. Key Characteristic categories are not mutually exclusive.

- Between AYs 2014-2019 the NWD Program provided 33,813 training opportunities for nursing students and produced 15,876 graduates.
- All participants of the NWD program reported coming from either a disadvantaged background or an underrepresented racial and ethnic minority group. Seventy-nine percent of the trainees were from a disadvantaged background and 56 percent were underrepresented minorities.

<sup>1</sup> U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. 2017. Nursing Workforce Projections by Ethnicity and Race 2014-2030.

<sup>2</sup> U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. 2019. Brief Summary Results from the 2018 National Sample Survey of Registered Nurses, Rockville, Maryland.

- According to national estimates in 2017, just over 5 percent of registered nurses in the United States were Hispanic and 10 percent were Non-Hispanic Black. When comparing to these national nursing estimates, the NWD nursing students were nearly five times more likely to be Hispanic/Latino and two times more likely to identify as Black or African American<sup>3</sup>.

### Most Frequent Degree Program Types for NWD Participants

Degree Earned	Trainee Count	Trainee Percent	Graduate Count	Graduate Percent
AS/AA	4,417	22.5%	1,553	26.5%
BS	785	4.0%	331	5.7%
BSN	11,528	58.6%	3,482	59.4%
DNP	467	2.4%	100	1.7%
MS	657	3.3%	108	1.8%
MSN	1,682	8.6%	269	4.6%
PhD	54	0.3%	7	0.1%

Note: These data are from students that participated in the most frequent degree program types. There are additional degrees not included on this table.

- During AYs 2014-2019, a total of 19,656 nursing students participated in a degree training program and 5,858 of those graduated.
- The majority (65 percent) of the nursing students who participated in a degree training program earned a Bachelor's Degree (BS or BSN).

### Diversity and Educational Attainment Among Individuals who Graduated from the NWD Program

Key Characteristic	Pre-licensure	BS/BSN	Nurse Practitioners
Hispanic/Latino	14.0%	8.5%	0.4%
Black or African American	15.0%	2.6%	18.7%
Disadvantaged Background	48.3%	18.7%	2.5%

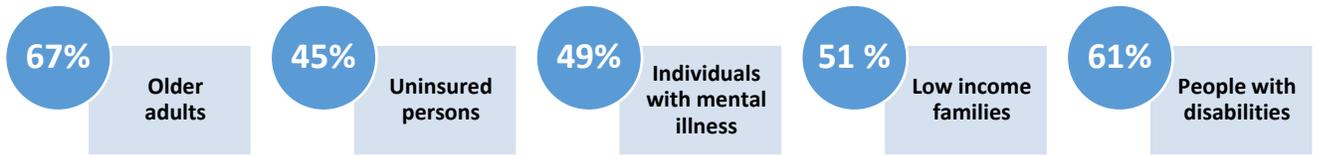
Notes: These percentages are among individuals that graduated from a degree program (n=5,858). Key Characteristic categories are not mutually exclusive.

- Among students that graduated from a degree program, almost half earned pre-licensure and came from disadvantaged backgrounds (48.3 percent).
- Those individuals who self-identified as Hispanic/Latino accounted for nearly nine percent of the undergraduate students who received their Bachelor of Science in Nursing (BS/BSN) degree.

<sup>3</sup> U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. 2017. Sex, Race, and Ethnic Diversity of U.S. Health Occupations (2011-2015), Rockville, Maryland.

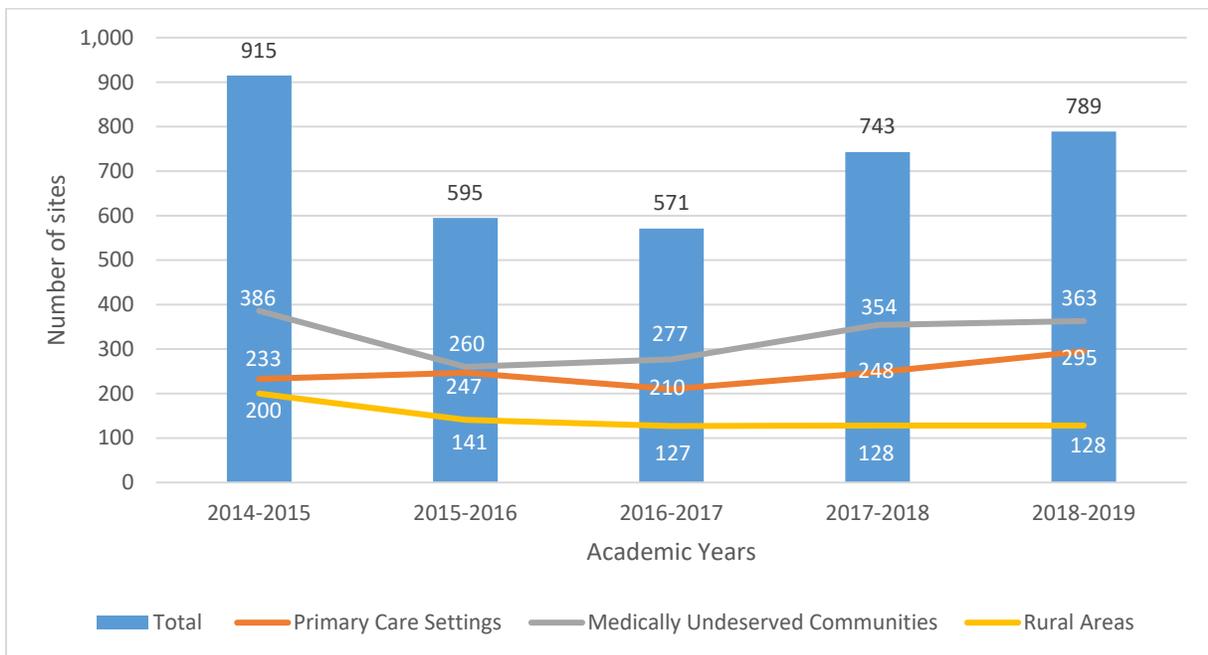
## Increasing Access to Care

### Percent of clinical training sites that offered services to specific vulnerable populations



- More than half of the clinical training sites provided services to older adults (67 percent), low income families (51 percent), and people with disabilities (61 percent).

### Characteristics of Clinical training sites



Note: Blue bars represent total training sites during a specific Academic Year. Clinical training sites locations are not mutually exclusive.

- During the five year period, 45 percent of the clinical training sites were located in a medically underserved community, and 34 percent were located in a primary care setting. One in five sites were located in a rural area.