2024 National Nursing Workforce Survey Snapshot - RN
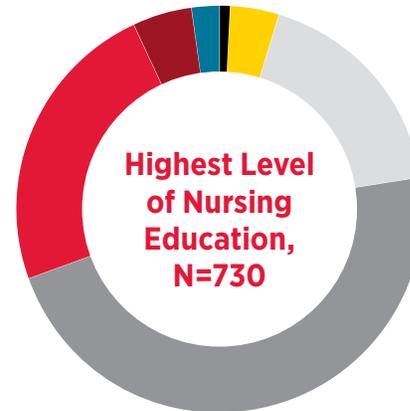
Age Distribution of Maryland RNs, N=698

- >=65 — 19%
- 60-64 — 14%
- 55-59 — 12%
- 50-54 — 12%
- 45-49 — 10%
- 40-44 — 11%
- 35-39 — 11%
- 30-34 — 5%
- 18-29 — 6%

(axis: 0%, 5%, 10%, 15%, 20%)

Race, N=730

- Asian — 6%
- Black — 20%
- White — 66%
- Other — 4%
- > One Race — 4%

(axis: 0%, 20%, 40%, 60%, 80%)
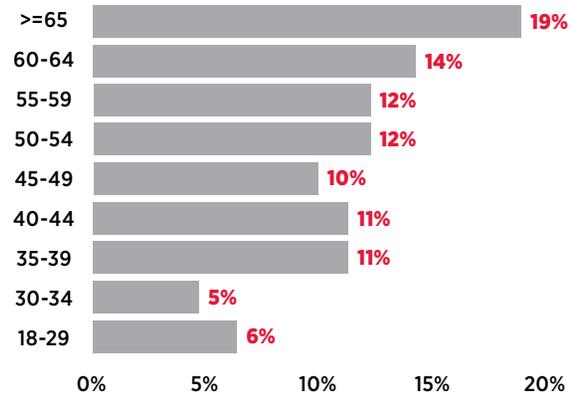
45% of MD RNs are ≥ age 55
Compared to **40%** nationally
Median age is 53

Highest Level of Nursing Education, N=730

- **Diploma** 1%
- **Associate** 4%
- **BSN** 18%
- **Master's** 48%
- **PhD** 24%
- **DNP** 5%
- **Other Doctoral** 2%

Gender Distribution, N=717
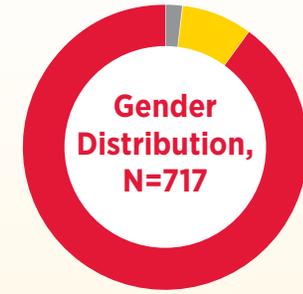
- **Nonbinary** .4%
- **Female** 91%
- **Male** 9%

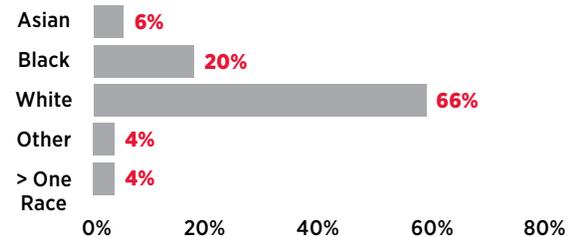## Plans to Leave or Retire, N=690

- Stay — 60%
- Retire — 25%
- Leave — 14%

Median Salary, N=77
$90,000

Percent making > $100,000

37.8% ⬆ by **10%**

Smiley, R. A., Kaminski-Ozturk, N., Reid, M., Burwell, P. M., Oliveira, C. M., Shobo, Y., Allgeyer, R. L., Zhong, E., O'Hara, C., Volk, A., & Martin, B. (2025). The 2024 National Nursing Workforce Survey. Journal of Nursing Regulation, 16 (Suppl.), S1 - S88. *https://doi.org/10.1016/S2155-8256(25)00047-X*

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