



SEPTEMBER 2024

# California's Nurse Practitioner **Workforce** Understanding Demographics, Education, and Scope of Practice

# Overview

Nurse practitioners (NPs) are registered nurses who have completed additional education to prepare them to deliver a broad range of services including the diagnosis and treatment of acute and chronic illnesses. They provide a broad array of primary, specialty, and acute health services. To better understand the NP workforce, the California Health Care Foundation and the University of California San Francisco conducted the Survey of California Nurse Practitioners and Nurse-Midwives from July 18, 2022, to March 31, 2023 (see [Appendix A](#) for the methodology). This report presents survey findings from practicing NPs, including information on their demographics, education, practice setting and environment, and characteristics of the patients they serve.

Key Findings Include:

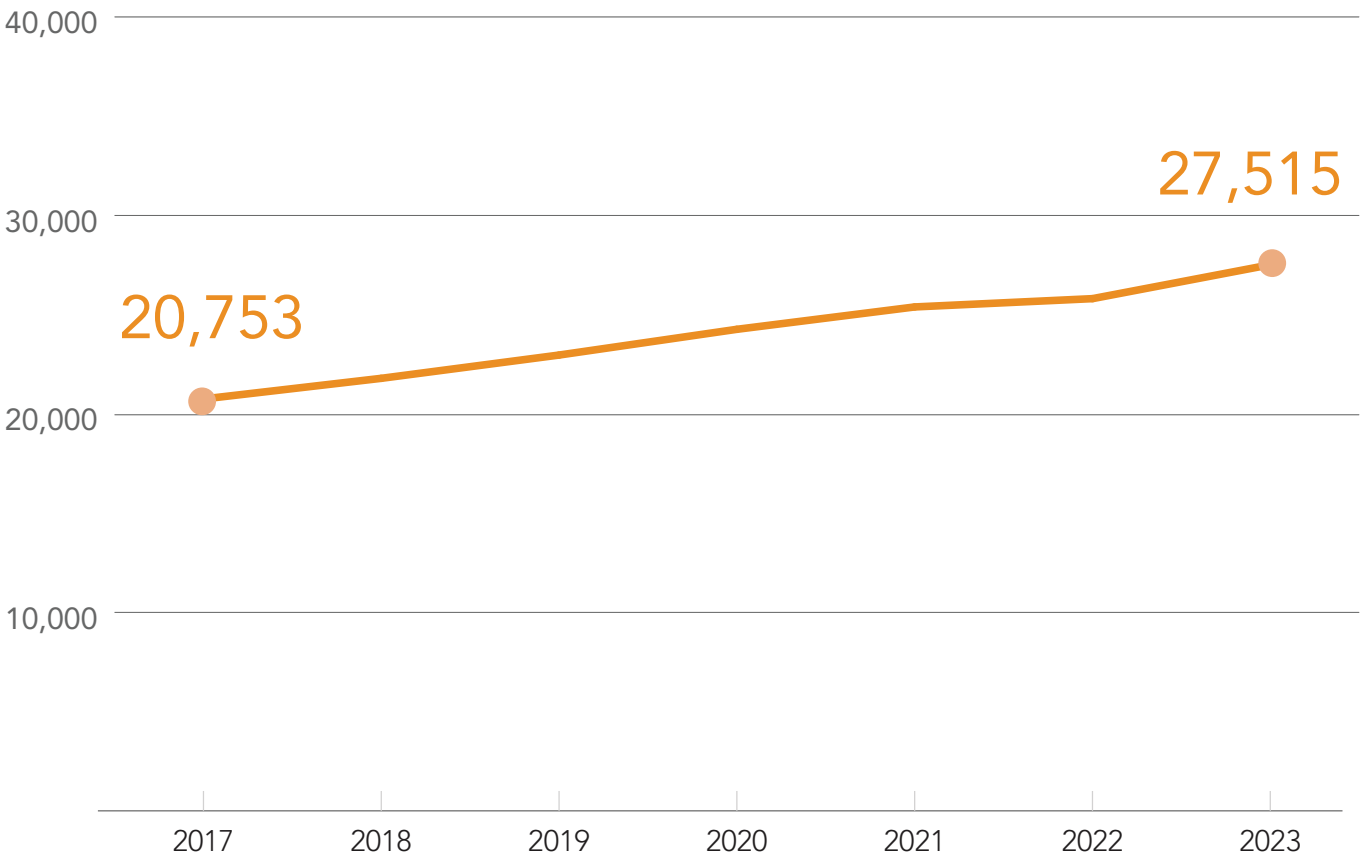
- The number of licensed nurse practitioners in California increased 33% from 20,753 in 2017 to 27,515 in 2023. Not all licensed NPs practice as NPs.
- The race/ethnicity of practicing NPs does not match the population of California. In 2023, 47% of NPs were White compared to 35% of the state's residents. In contrast, only 10% of NPs were Latino/x compared to 40% of the state's population.
- More than 4 in 10 practicing NPs (44%) indicated that they speak at least one non-English language fluently. The most common language NPs reported speaking was Spanish.
- In 2023, the median age of practicing NPs in California was 52 years old. More than 2 in 10 (22%) were at or near retirement age.
- Nearly half of practicing NPs (48%) provided primary care.
- More than half of practicing NPs (56%) said that in their principal position they work in a community they considered underserved.
- Most practicing nurse practitioners reported high levels of satisfaction with their NP careers; 77% said they are "very satisfied" or "satisfied." Nearly 9 in 10 nurse practitioners said they are "always," "almost always," or "often" able to practice to the fullest legal scope of their positions (89%) and to the fullest extent of their expertise (88%).
- Most NPs (59%) said that lack of adequate clinical or professional mentoring has presented an obstacle to their practicing as an NP at least "to some extent."
- One in three NPs (33%) reported that lack of physician supervision presented an obstacle to their practicing at least "to some extent."
- In the next five years, half of NPs planned to decrease their hours or leave the workforce: 35% said they planned to decrease their hours, 8% to retire, 5% to take a temporary break from NP work, and 3% to leave NP work entirely.

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# Number of Licensed Nurse Practitioners

## California, 2017 to 2023



### Overview of NPs in California

The number of licensed nurse practitioners in California increased 33% from 20,753 in 2017 to 27,515 in 2023. Not all licensed NPs practice as NPs.

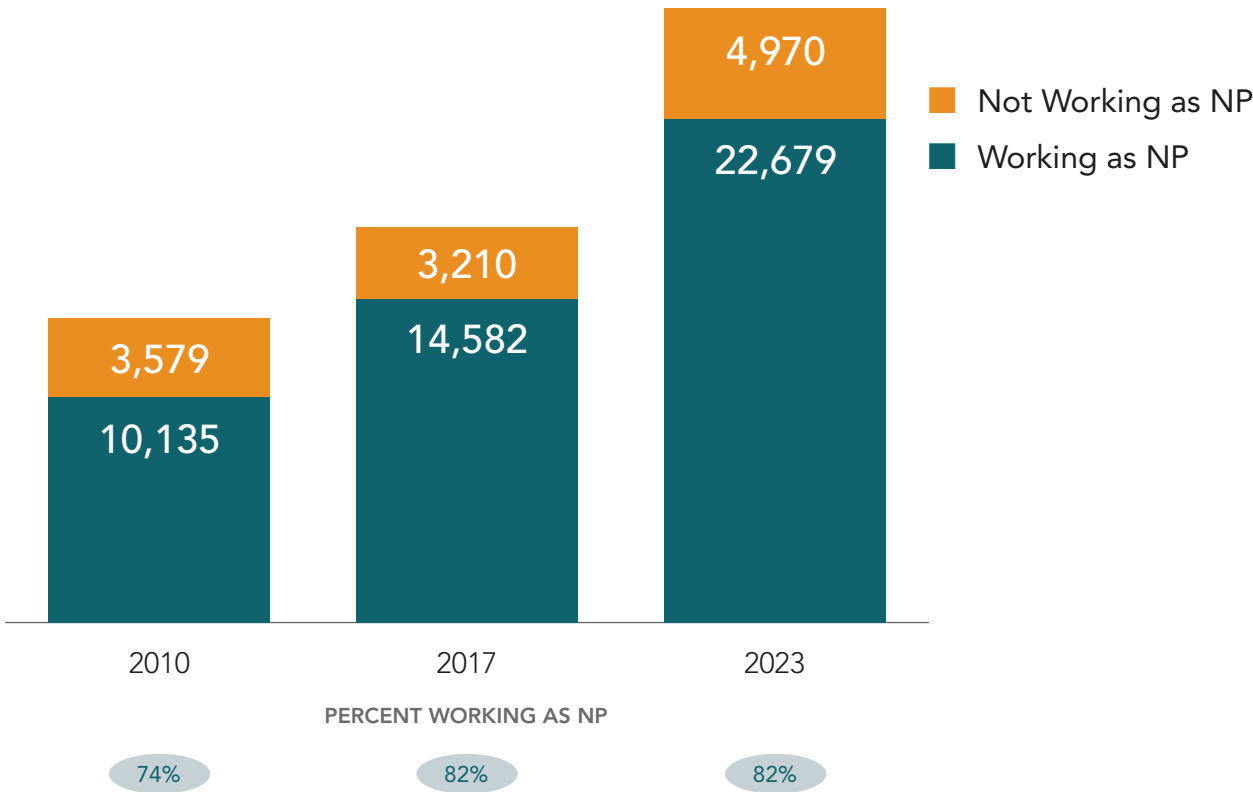
Notes: Data are based on fiscal year (July 1 through June 30 of noted year) and include nurse practitioners with an active California license and a California address of record.

Source: "DCA Annual Licensing Statistics," California Department of Consumer Affairs, accessed June 25, 2024.

# Nurse Practitioners, by Working Status

## California, 2010, 2017, and 2023

Q: Are you currently working for pay in any job that requires your NP or NM certification?



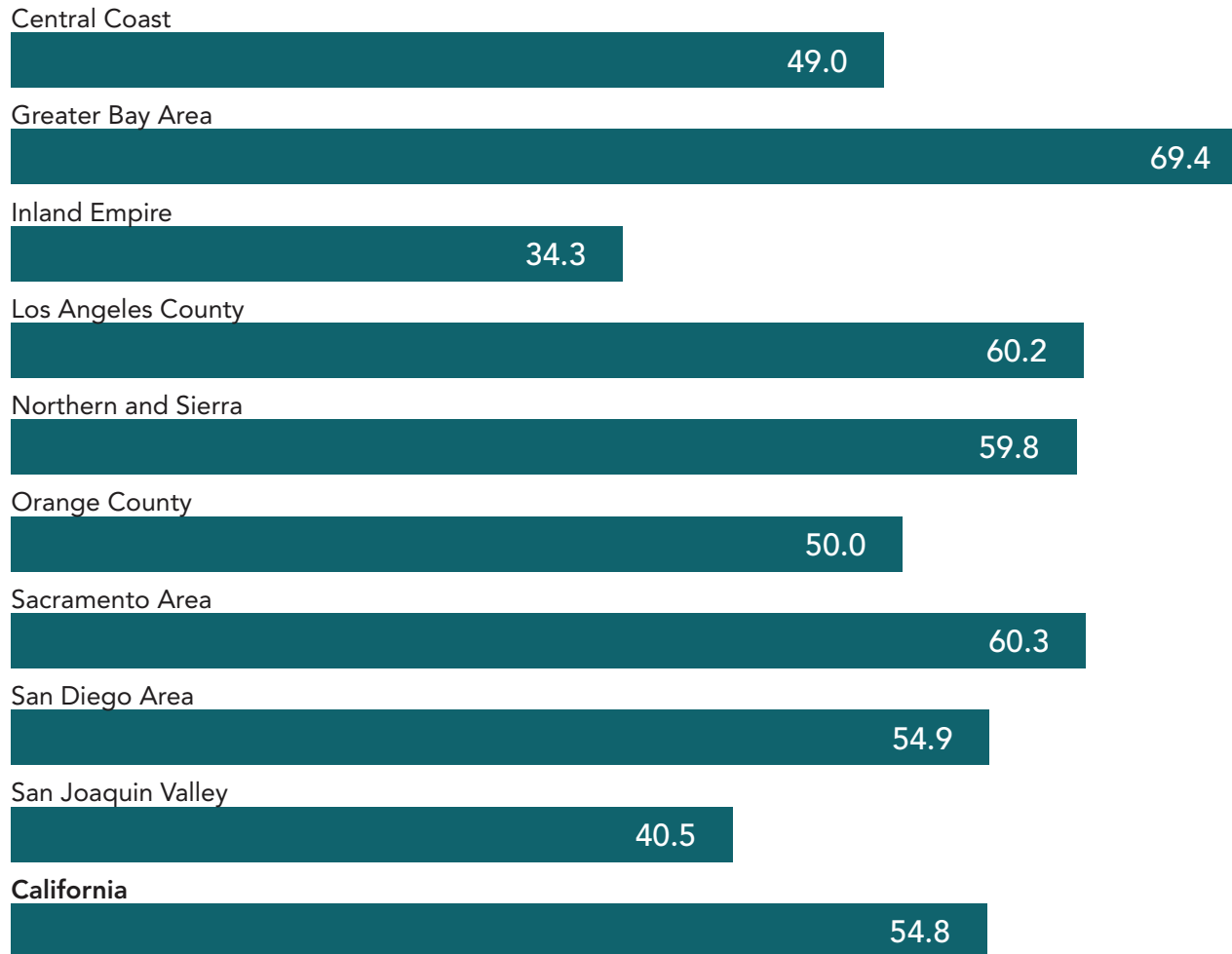
### Overview of NPs in California

The number of nurse practitioners working in a job that requires NP certification more than doubled from 2010 to 2023. In 2023, 82% of licensed NPs were working in a job that required NP certification.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse-midwives (NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data include all NPs working in a job that requires NP certification, which is a different and slightly larger population than NPs practicing as an NP.

Source: *Survey of California Nurse Practitioners and Nurse-Midwives* conducted by UCSF July 18, 2022 to March 31, 2023; Joanne Spetz et al., *2017 Survey of Nurse Practitioners and Certified Nurse Midwives*, Philip R. Lee Institute for Health Policy Studies & Healthforce Center at UCSF, April 11, 2018; Joanne Spetz et al., *2010 Survey of Nurse Practitioners and Certified Nurse Midwives*, University of California San Francisco, December 2011.

# Practicing Nurse Practitioners per 100,000 Population by Region, California, 2023



## Overview of NPs in California

The supply of practicing nurse practitioners per 100,000 populations ranged across California, from a low of 34 in the Inland Empire to a high of 69 in the Greater Bay Area. The state average was 55 practicing NPs per 100,000 population.

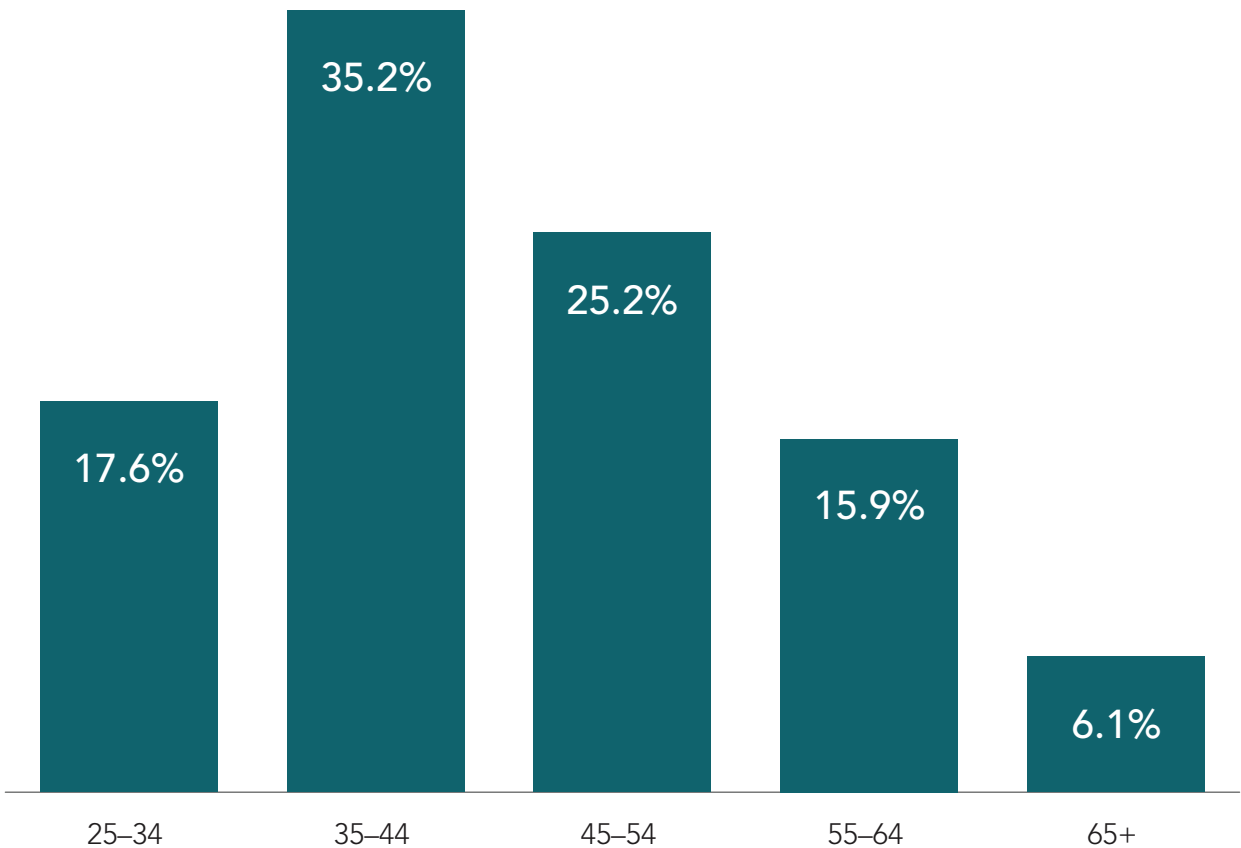
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Population data are from January 1, 2023. See [Appendix B](#) for definitions of regions.

Source: *Survey of California Nurse Practitioners and Nurse Midwives* conducted by UCSF July 18, 2022 to March 31, 2023; "Population and Housing Estimates for Cities, Counties, and the State," State of California Department of Finance, May 1, 2023.

# Practicing Nurse Practitioners, by Age Group

## California, 2023

Q: In what year were you born? (n = 670)



### Demographics of NPs in California

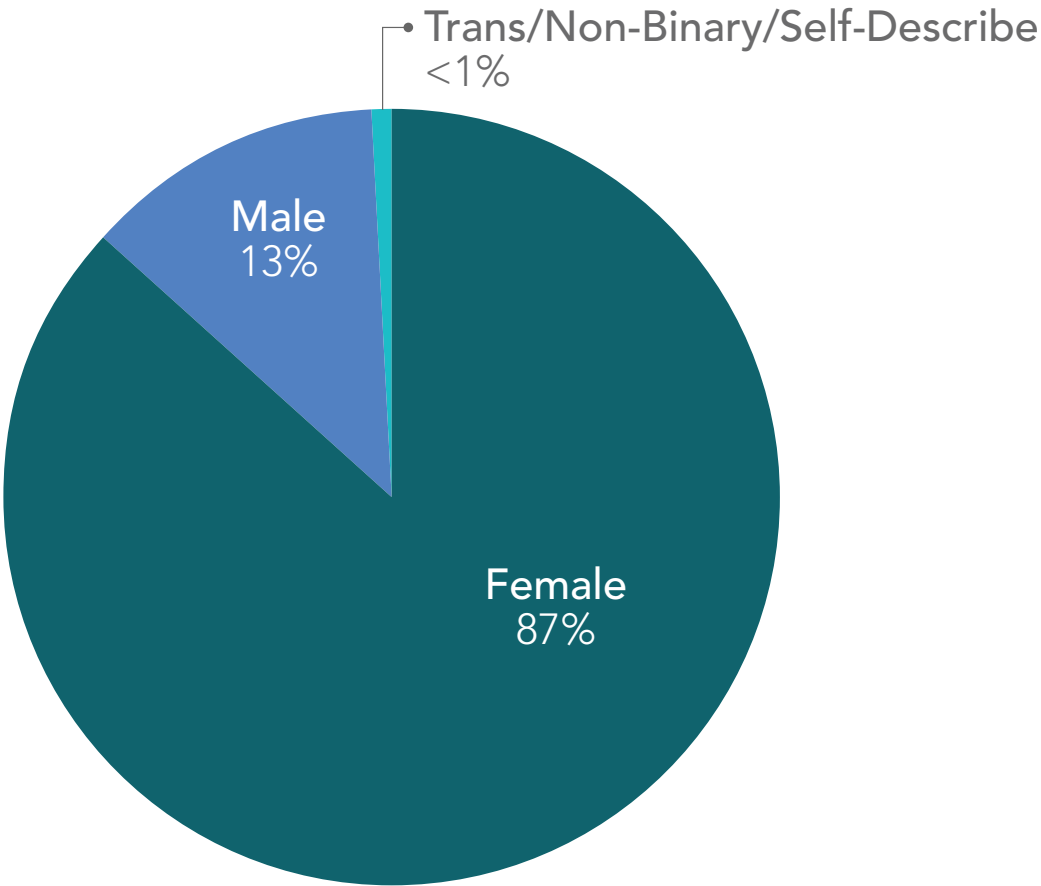
In 2023, the median age of practicing nurse practitioners in California was 52 years old (not shown). Six in ten practicing NPs were between the ages of 35 and 54. More than 2 in 10 were at or near retirement age, with 16% age 55 to 64 and 6% age 65 or older.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives, 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners, by Gender California, 2023

Q: What is your gender identity? (n = 656)



## Demographics of NPs in California

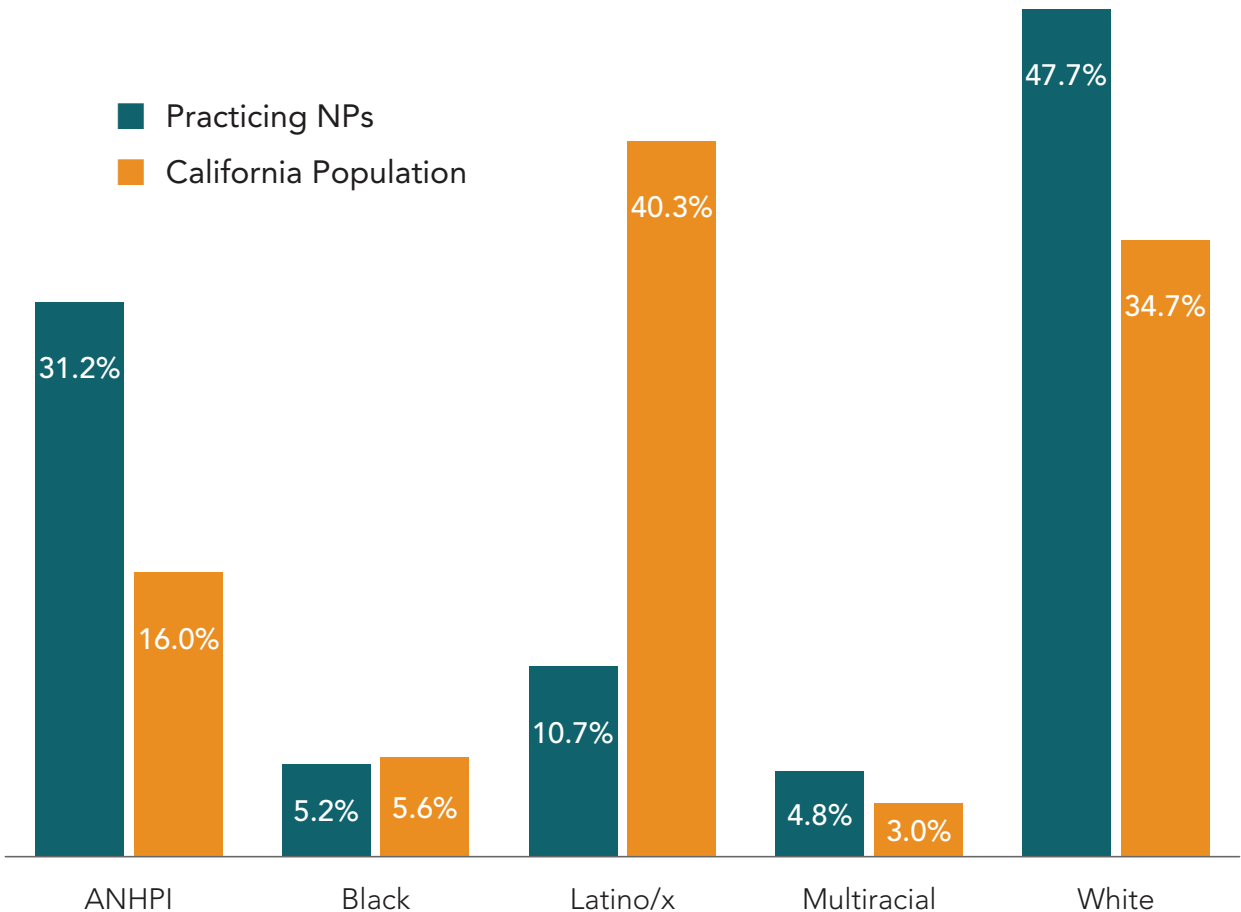
In 2023, 87% of practicing nurse practitioners were female, 13% were male, and less than 1% were transexual, non-binary, or preferred to self-describe.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Overall, 0.3% identified as trans man, 0.1% as non-binary, and 0.2% preferred to self-describe. Figures may not sum due to rounding.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners and Total Population by Race/Ethnicity, California, 2023

Q: What is your racial/ethnic background? Check all that apply. (n = 657)



## Demographics of NPs in California

In 2023, only 11% of practicing nurse practitioners were Latino/x, while 40% of the state's population was Latino/x. Nearly half of practicing NPs in California were White, compared to 35% of the state's population. Three in 10 NPs were Asian, Native Hawaiian, and Pacific Islander, compared to 16% of the state's population.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. The number identifying as American Indian and Alaska Native was too small to report. ANHPI is Asian, Native Hawaiian, and Pacific Islander.

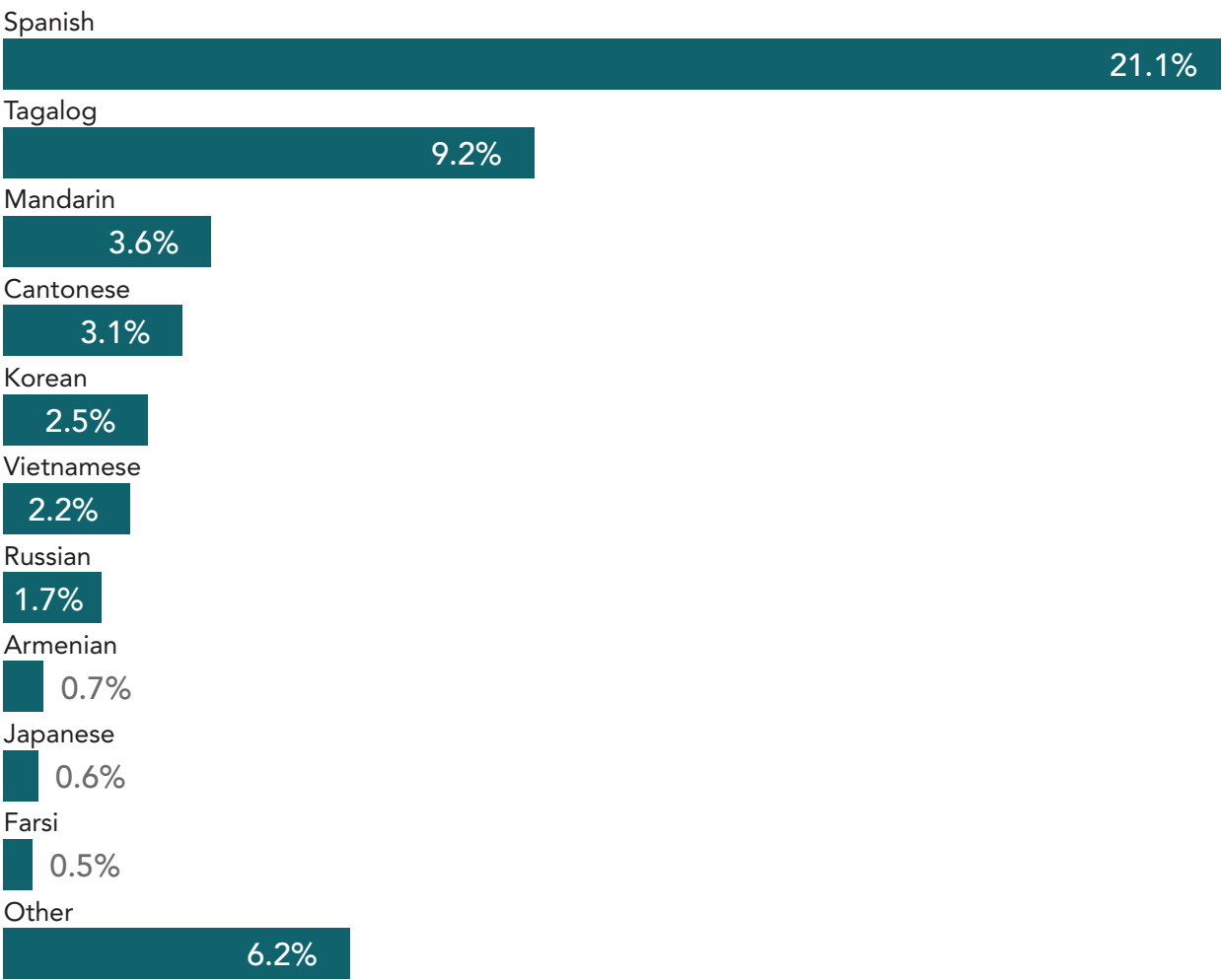
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023); "Our Changing Population: California," USAFacts, last updated July 2022.



# Practicing Nurse Practitioners, by Languages Spoken

## California, 2023

Q: Do you speak any of these non-English languages fluently? (n = 269)



### Demographics of NPs in California

More than 4 in 10 practicing NPs (44%) reported that they were fluent in a language other than English. The most common non-English language that NPs reported speaking fluently was Spanish (21%), followed by Tagalog (9%), Mandarin (4%), and Cantonese (3%).

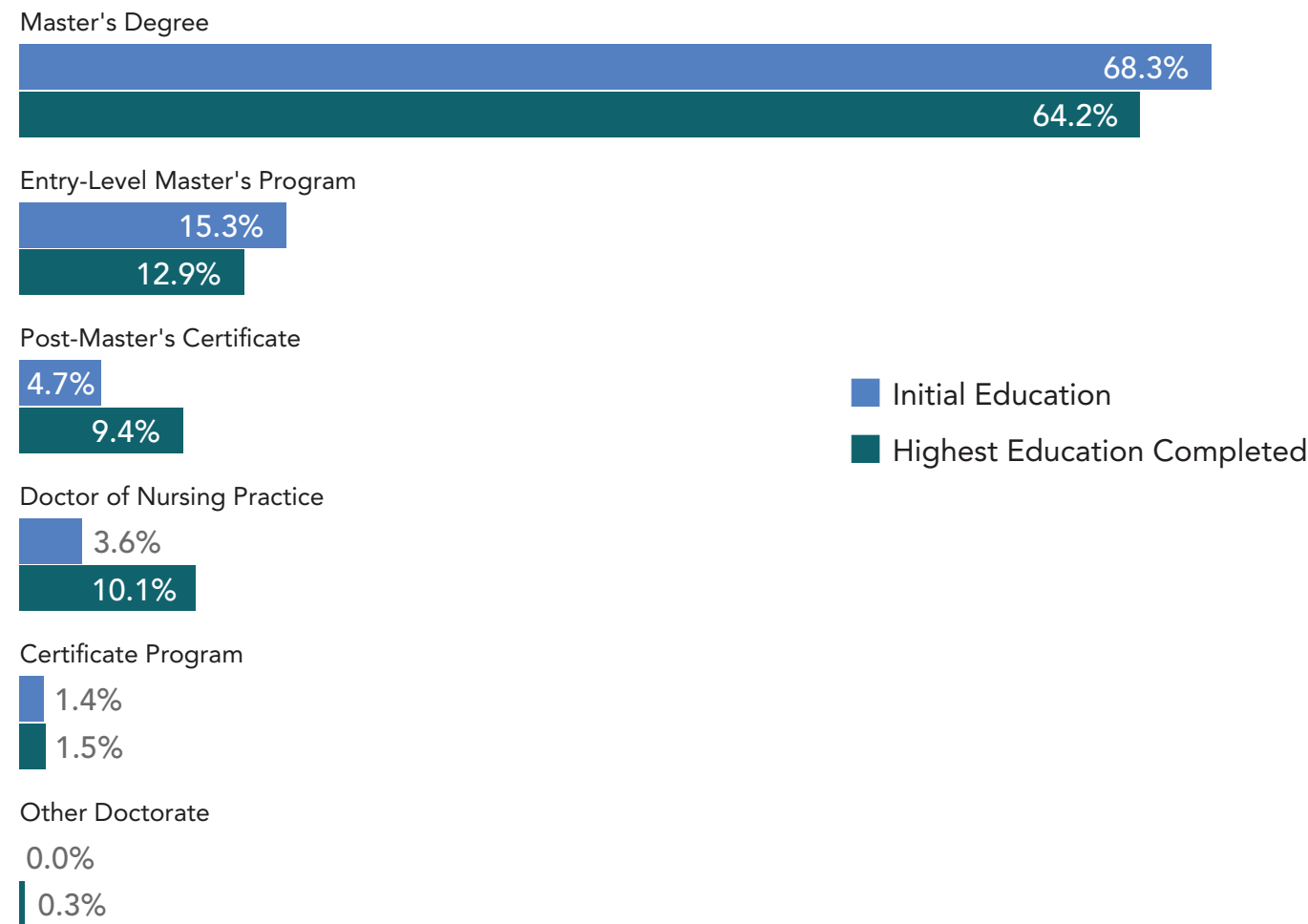
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. No respondents said they spoke Arabic fluently.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioner Education, by Program Type

## California, 2023

Q: Which nursing education program(s) have you completed? Check all that apply. (n = 621)



### Education of Practicing NPs

More than 8 in 10 practicing nurse practitioners received a master's degree (including entry-level master's degrees) as their initial nursing educational degree. Master's degrees were also the most common highest education completed. One in 10 practicing NPs completed a doctor of nursing practice program.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Certificate Program is for those without a master's degree. Other self-reported types of education are not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Gap Between Initial RN Licensure and NP Education by NP Education Program, California, 2023

Q: In what year did you obtain your first RN license (in any state or country)? (n = 658) Which nursing [NP] education program(s) have you completed? Indicate the year completed. (n = 559)

MEDIAN IN YEARS

Entry-Level Master's Program

2.7

n = 76

Master's Degree

7.7

n = 398

Post-Master's Certificate

12.8

n = 43

Certificate Program (no master's degree)

6.8

n = 18

Doctor of Nursing Practice

11.3

n = 22

Overall

7.3

n = 559

## Education of Practicing NPs

On average, nurse practitioners completed their NP educational training 7.3 years after receiving their initial registered nurse licensure. The time gap was shortest for those who completed an entry-level master's program at 2.7 years and longest for those who completed a post-master's certificate at 12.8 years or a doctor of nursing practice at 11.3 years.

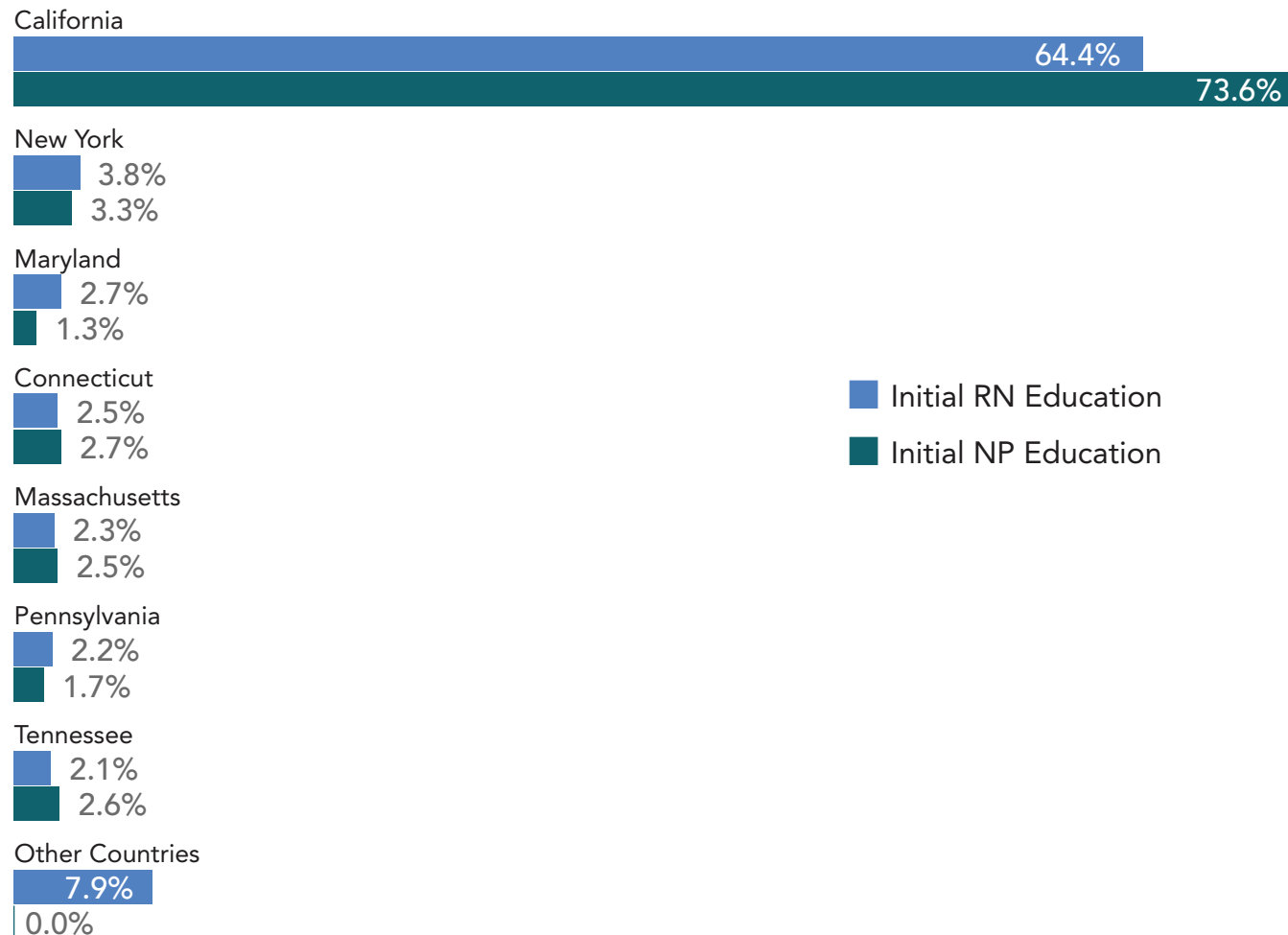
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Other not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Location of Nursing Education, by State and Type

## California, 2023

Q: In which state or country was your initial RN or NP education completed? (n = 657 for RN; n = 634 for NP education)



### Education of Practicing NPs

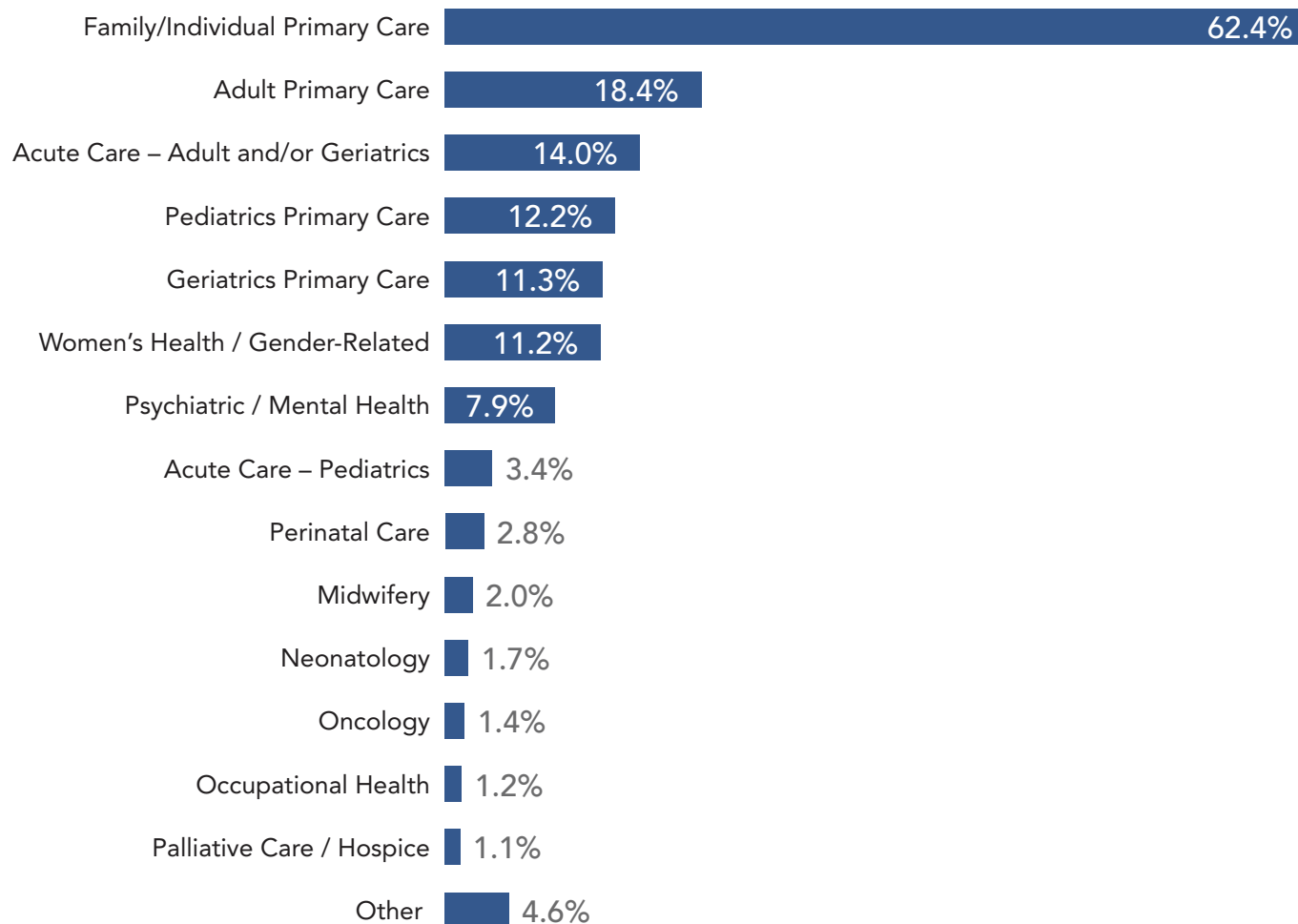
Nearly two in three nurse practitioners received their initial registered nursing (RN) education in California, and nearly three in four NPs completed their initial NP education in the state. Only 8% of NPs completed their RN education in another country.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data shown only for the seven states with the largest responses. Other states not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Clinical Fields of NP Educational Preparation, by Field California, 2023

Q: Please indicate your clinical fields of NP educational preparation. Check all that apply. (n = 666)



## Education of Practicing NPs

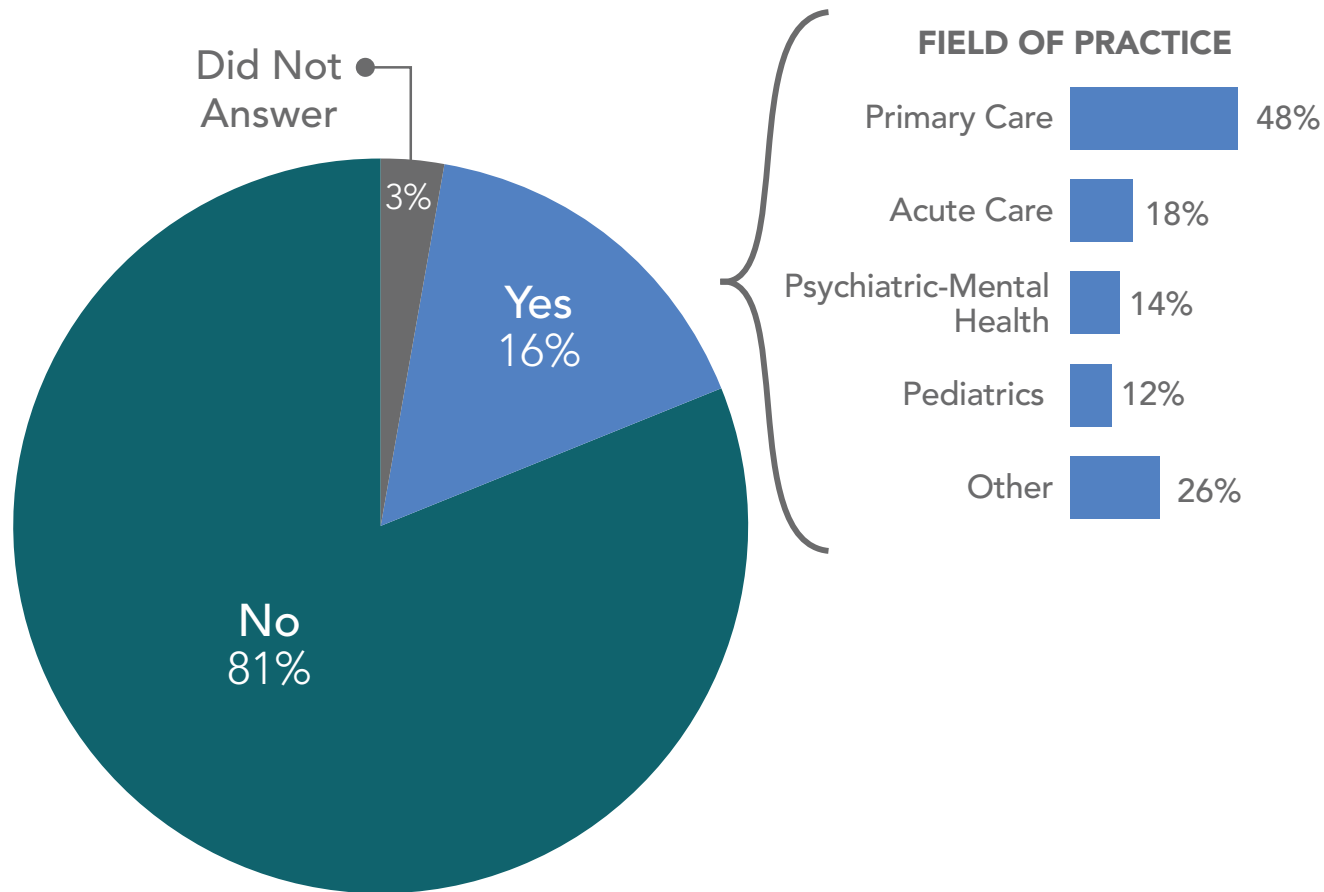
More than 6 in 10 practicing NPs received education in family and individual primary care, and nearly 2 in 10 in adult primary care. Fewer NPs reported receiving training in acute care or specialty fields.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Residency Training Completed by Practicing Nurse Practitioners by Field, California, 2023

Q: Did you complete a residency, training program, or fellowship beyond your APRN program? (n = 646)



## Education of Practicing NPs

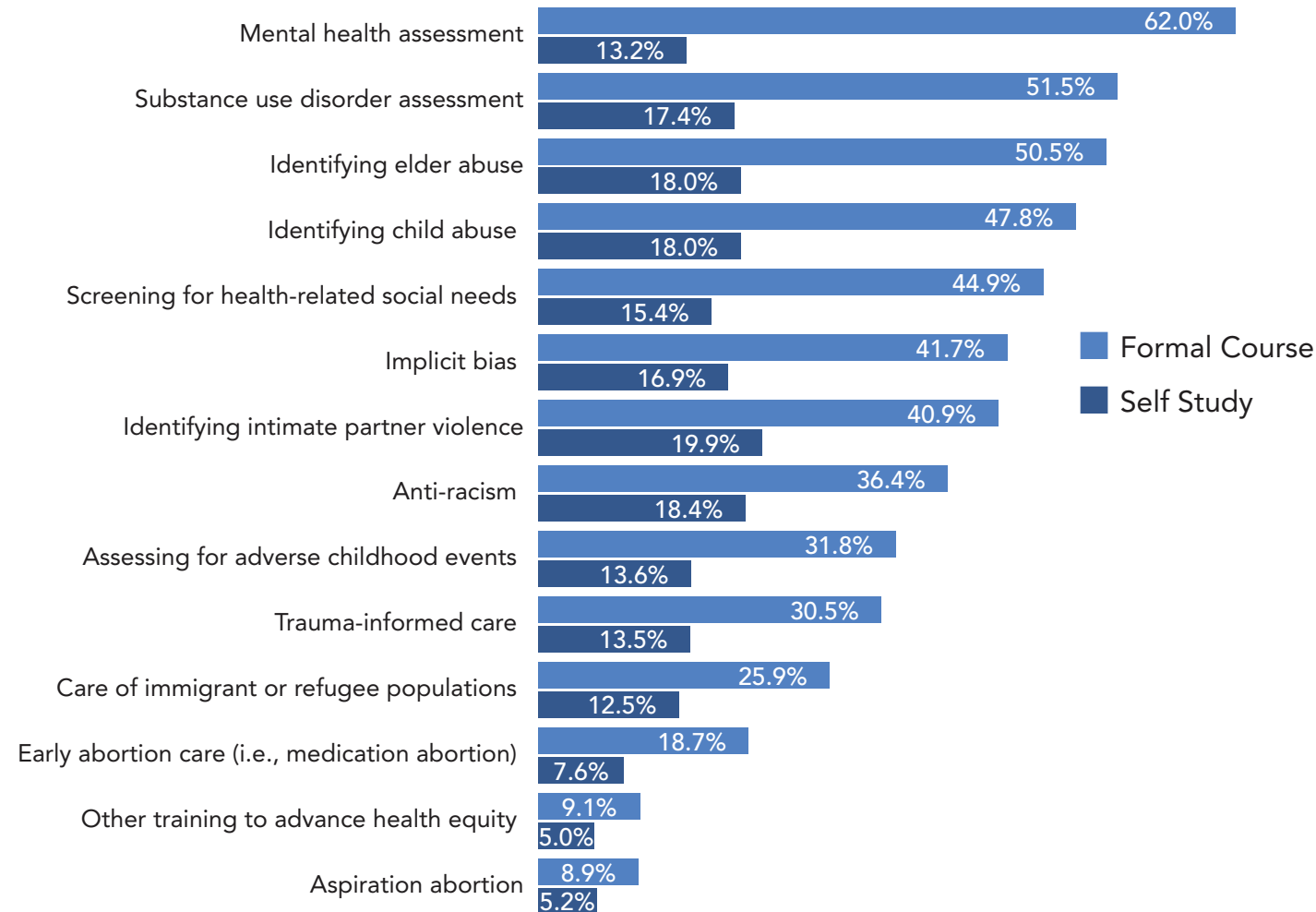
Sixteen percent of practicing nurse practitioners completed a residency, training program, or fellowship beyond their advanced practice nursing program. Among NPs who completed a residency, nearly half trained in primary care.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. APRN is advanced practice registered nurse.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Training in Specific Topics by Practicing Nurse Practitioners by Type, California, 2023

Q: Have you received training in... (n = 575)



## Education of Practicing NPs

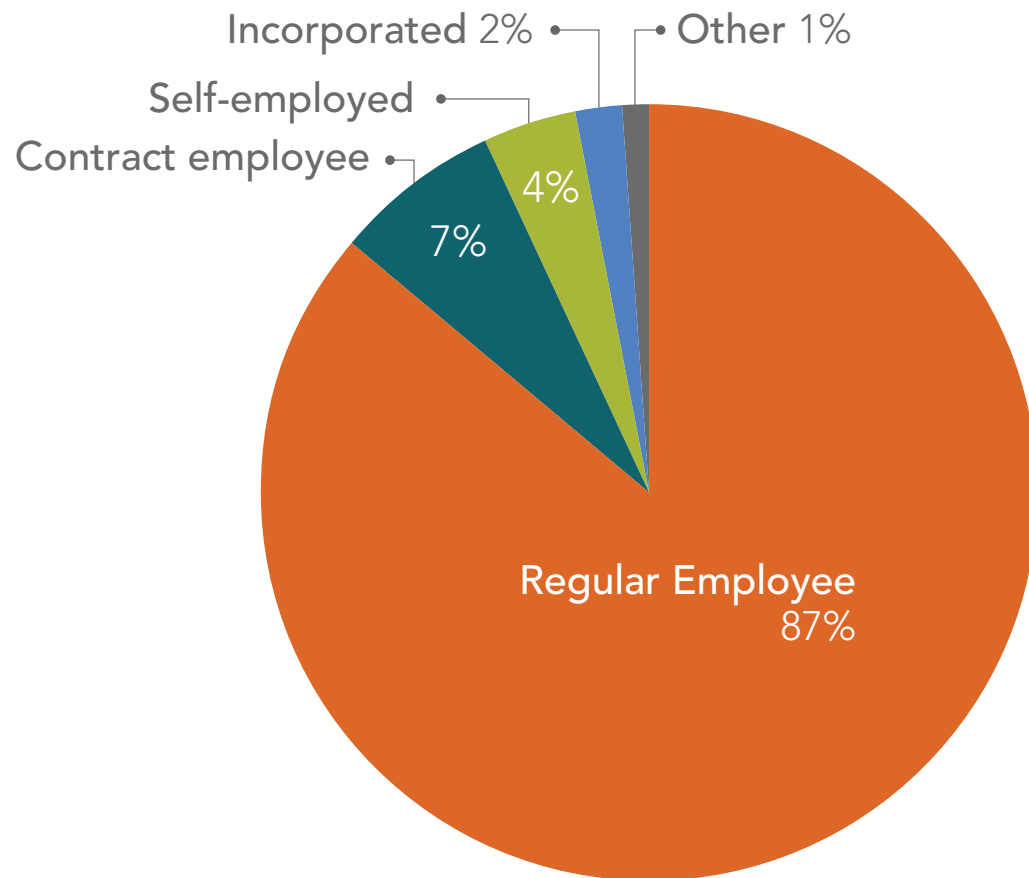
Most practicing nurse practitioners have received training via a formal course in both mental health and substance use disorder assessment, as well as identifying elder abuse.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Employment Status of Practicing Nurse Practitioners California, 2023

Q: What is your employment status in your principal position? (n = 653)



## Characteristics of Work Settings

In their principal position, where they spend the most time, the vast majority of practicing NPs (87%) were regular employees, and 7% were contract employees.

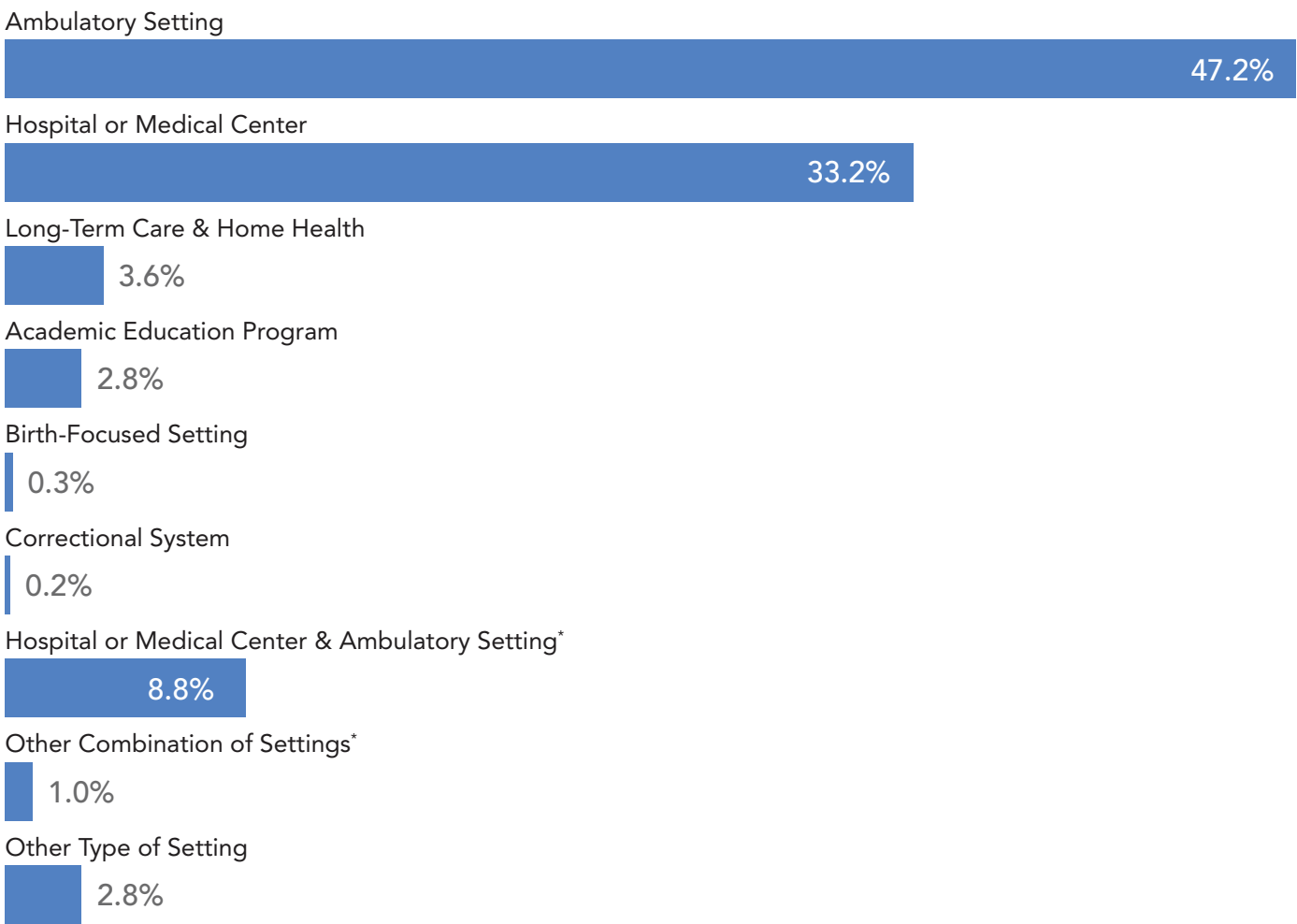
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Four in five practicing nurse practitioners (81%) reported having one position (not shown).

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).



# Clinical Practice Settings of Practicing Nurse Practitioners California, 2023

Q: Which of the following best describes the type of setting of your NP position? Check only one. (n = 656)



\* Respondent chose more than one setting.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. *Other* reflects written-in responses.

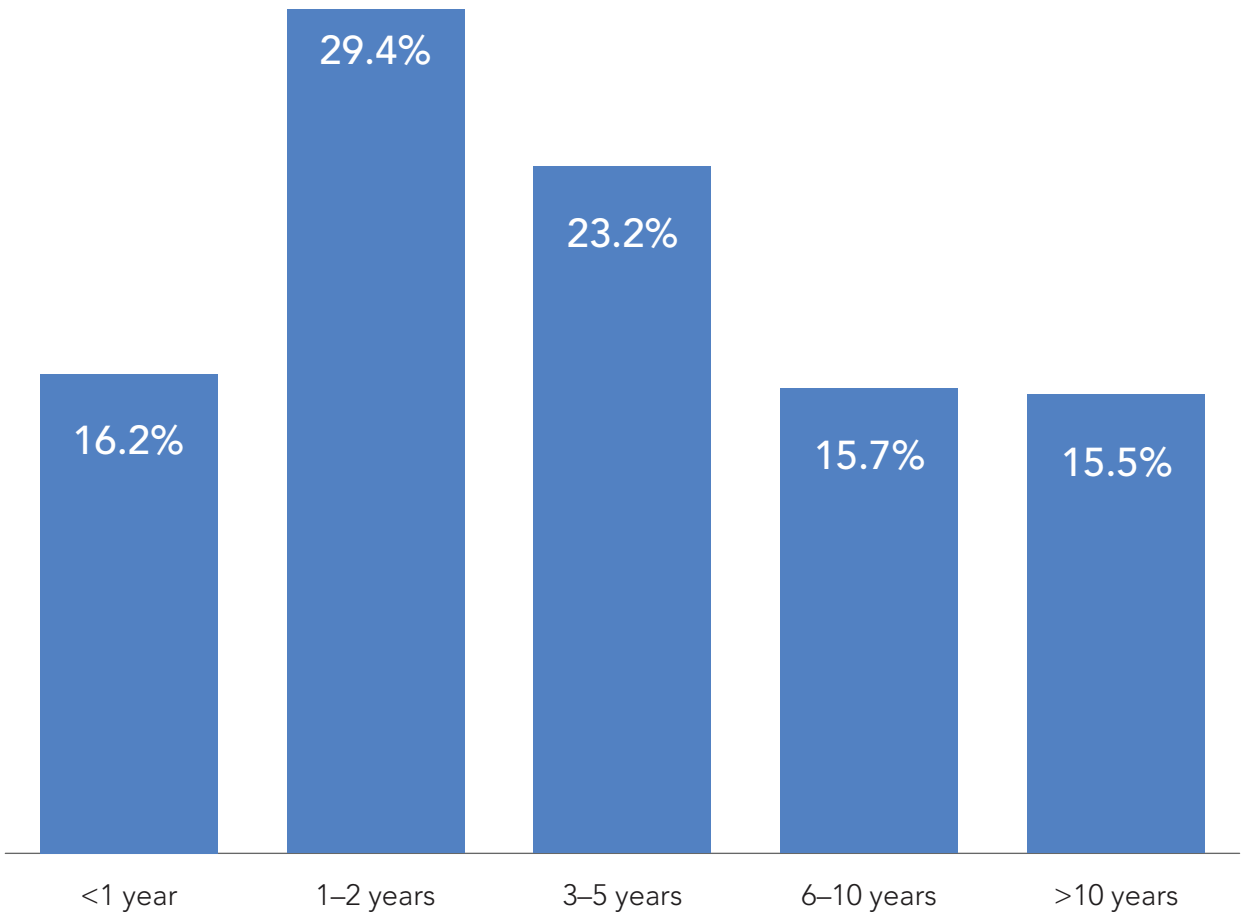
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

## Characteristics of Work Settings

Nearly half of practicing NPs (47%) reported working in an ambulatory setting in their principal position. One in three said they work in a hospital or medical center.

# Practicing Nurse Practitioners, by Length of Time in Position California, 2023

Q: How long have you had this position? (n = 662)



## Characteristics of Work Settings

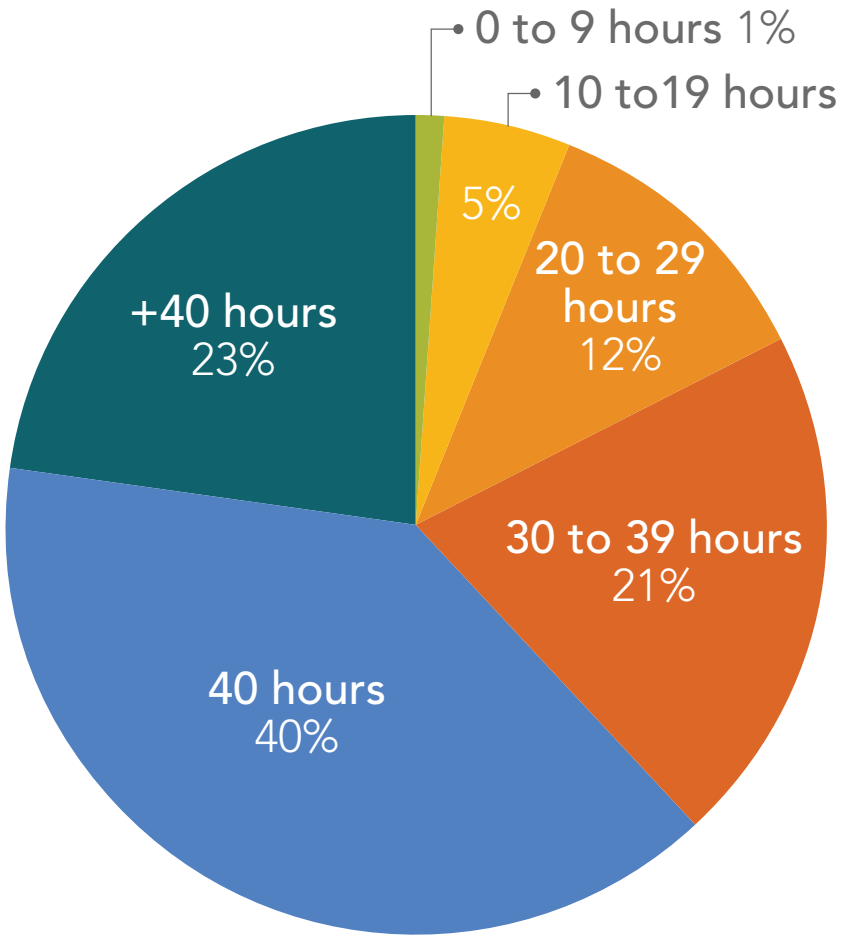
Thirty-one percent of NPs have held their current positions for six years or longer. Forty-five percent of practicing NPs have been in their current position for two years or less. The average amount of time NPs have had their current position was 5.6 years (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Hours Worked per Week by Practicing Nurse Practitioners California, 2023

Q: How many hours per week do you work on average in this NP position? (n = 667)



## Characteristics of Work Settings

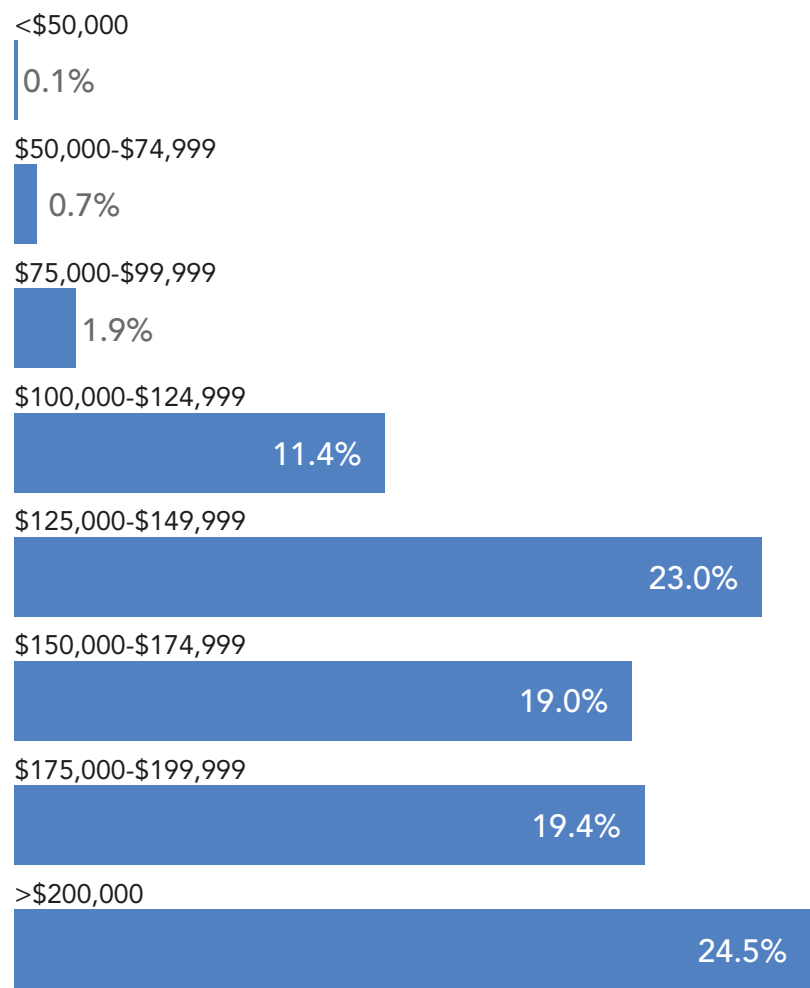
About 6 in 10 practicing NPs (62%) reported working 40 hours or more per week in NP positions. Among the 40% who worked less than full time, 21% worked 30 to 39 hours a week. On average, practicing NPs reported working 38 hours per week (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Hours combined for principal and secondary positions.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Annual Earnings for Practicing NPs Who Worked 40 Hours or More Per Week, California, 2023

Q: What are your total annual earnings (before taxes) for this NP position? (n = 602)



## Characteristics of Work Settings

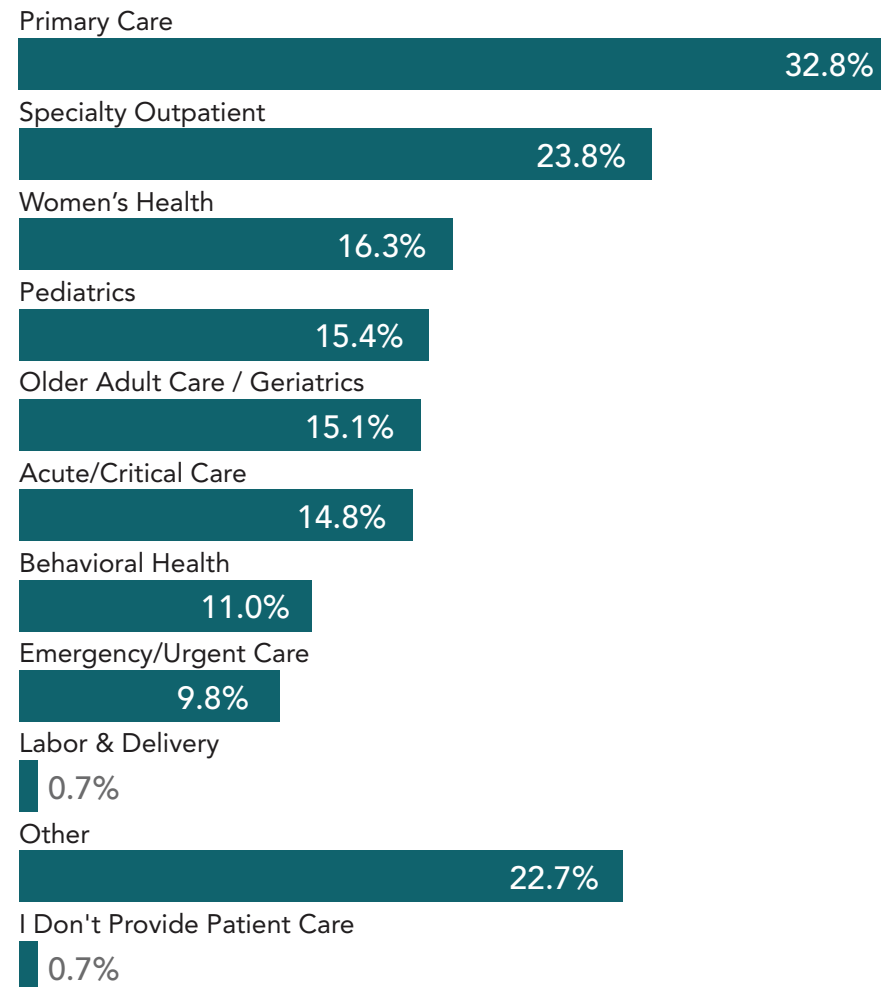
Sixty-three percent of nurse practitioners who worked 40 hours or more per week earned over \$150,000 per year, and 25% earned \$200,000 or more. On average, practicing NPs who worked 40 hours or more per week earned \$172,017 annually from their work in NP positions (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Combined earnings from primary and secondary NP positions.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Focus of Care in Employment Setting of Practicing Nurse Practitioners, California, 2023

Q: What type of care do you provide? Check all that apply. (n = 655)



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position. Note that this was a separate question from the one reported on [page 21](#). While the percentage reporting "primary care" here is lower, many of the other types of care could also be considered primary care. Other was a field for written-in responses.

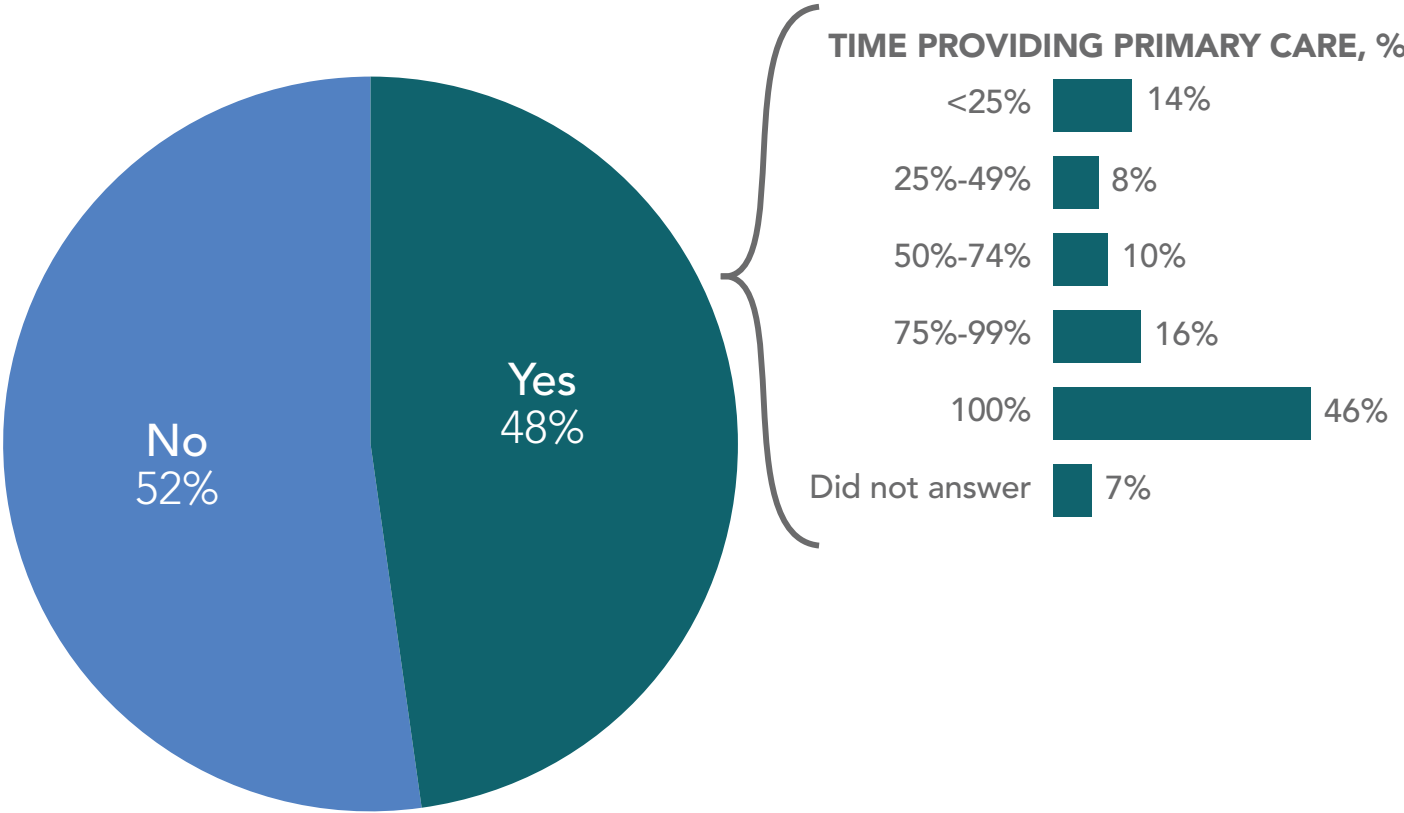
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

## Characteristics of Work Settings

Practicing nurse practitioners provided many types of clinical care in 2023. One in three provided primary care, and nearly one in four provided specialty outpatient care. About 1 in 10 provided behavioral health care. Other written-in responses from NPs included hospice and palliative care, cardiology, and oncology.

# Practicing Nurse Practitioners Providing Any Primary Care California, 2023

Q: Do you provide any primary care in this position, meaning that you act as the first contact and principal point of continuing care for your patients? (n = 651)



## Characteristics of Work Settings

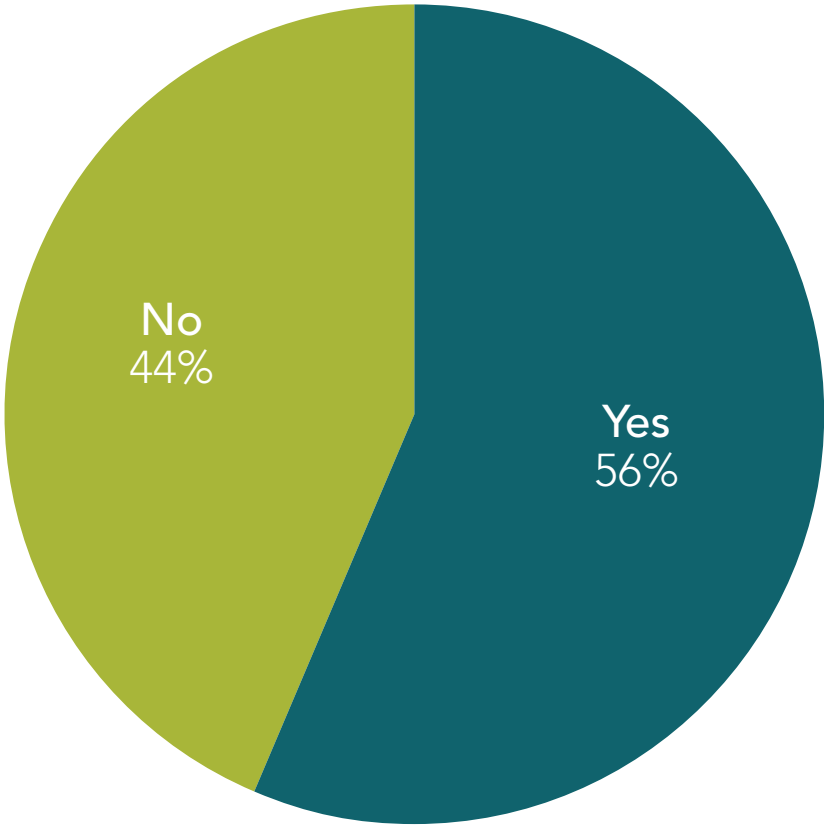
Nearly half of practicing NPs (48%) reported providing primary care, defined as acting as the first and principal point of continuing care for your patients. Among those providing primary care, 46% spent all of their time providing primary care. On average, NPs providing primary care spent 68% of their time on primary care (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners Who Work in Underserved Communities, California, 2023

Q: Are any of your practice sites in an underserved community? (n = 640)



## Characteristics of Work Settings

More than half of practicing NPs (56%) reported working in a community they considered underserved\* in their principal position.

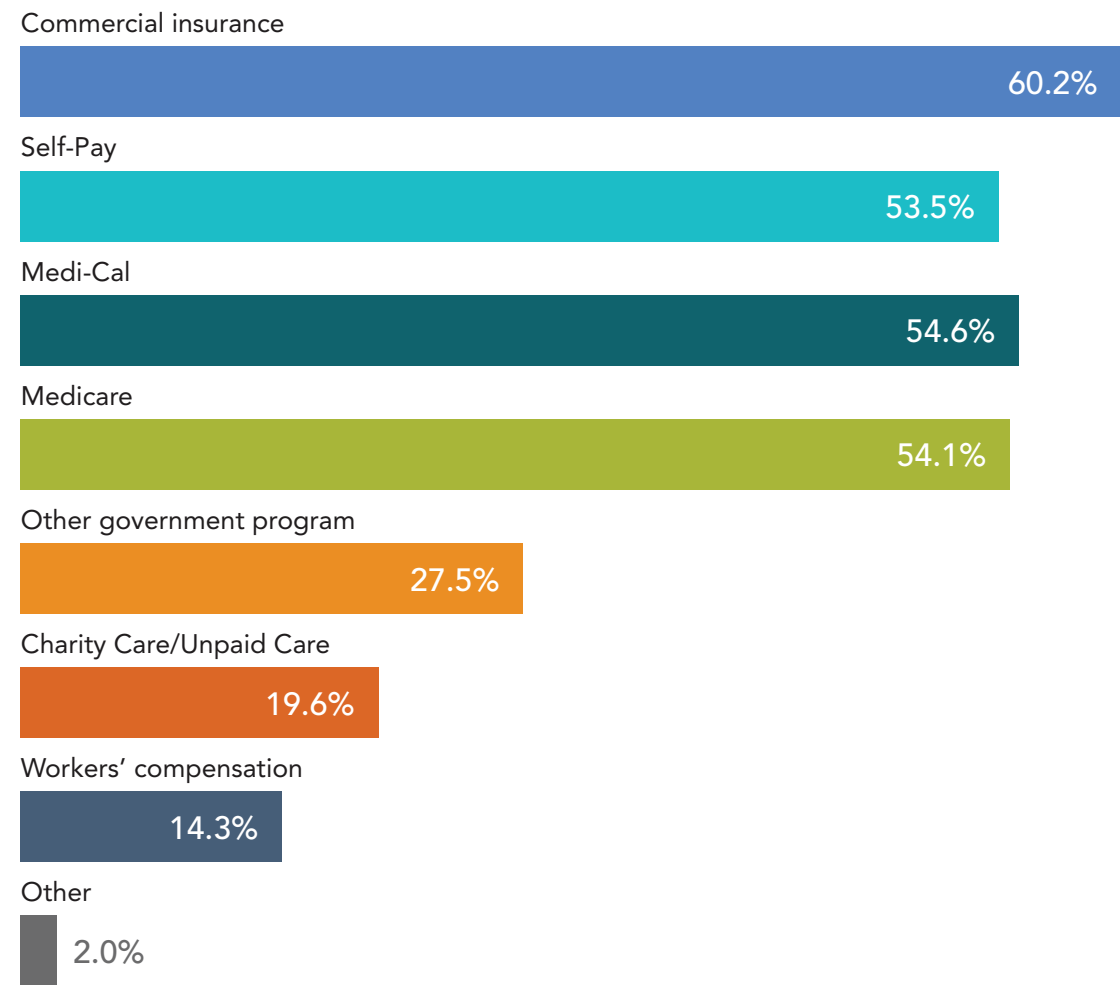
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

\* Underserved community was not defined in the survey.

# Type of Patients Accepted at Nurse Practitioner Setting by Insurance Type, California, 2023

Q: Which types of patients is your practice/setting currently accepting? Check all that apply. (n = 565)



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position. Commercial, Medi-Cal, and Medicare include both managed care and fee-for-service.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

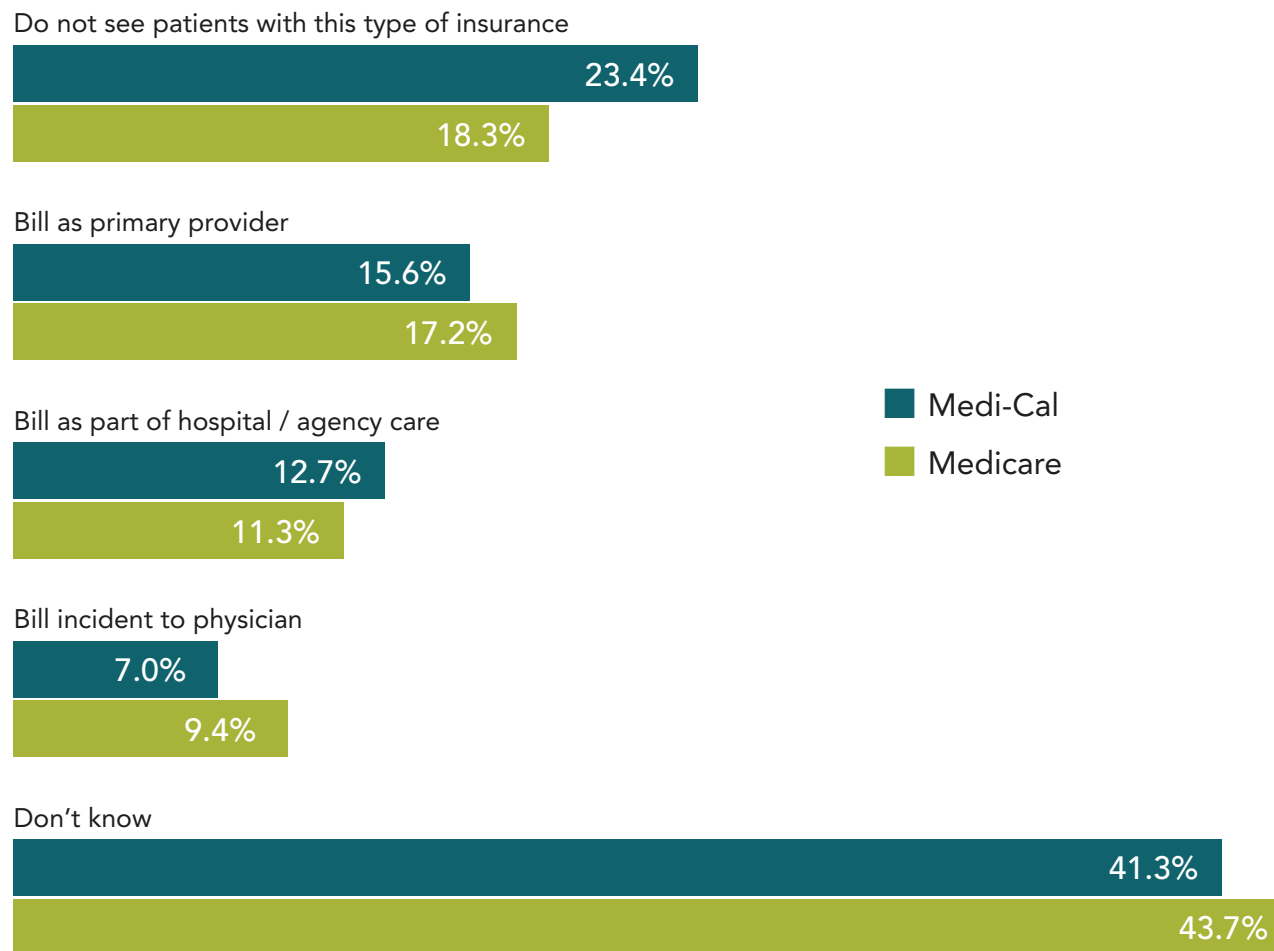
## Characteristics of Work Settings

The most common type of insurance accepted at nurse practitioner settings was commercial insurance (60%), including both fee-for-service and managed care. About 54% of practicing nurse practitioners worked at settings that accepted patients with Medi-Cal and Medicare coverage, including both fee-for-service and managed care patients. One in five NPs worked at settings that accepted patients covered with charity care or who did not pay.



# How Practicing Nurse Practitioner Services Are Billed for Medi-Cal and Medicare Patients, California, 2023

Q: How is most of your care for Medi-Cal/Medicare patients billed? (n = 587 for Medi-Cal; n = 577 for Medicare)



## Characteristics of Work Settings

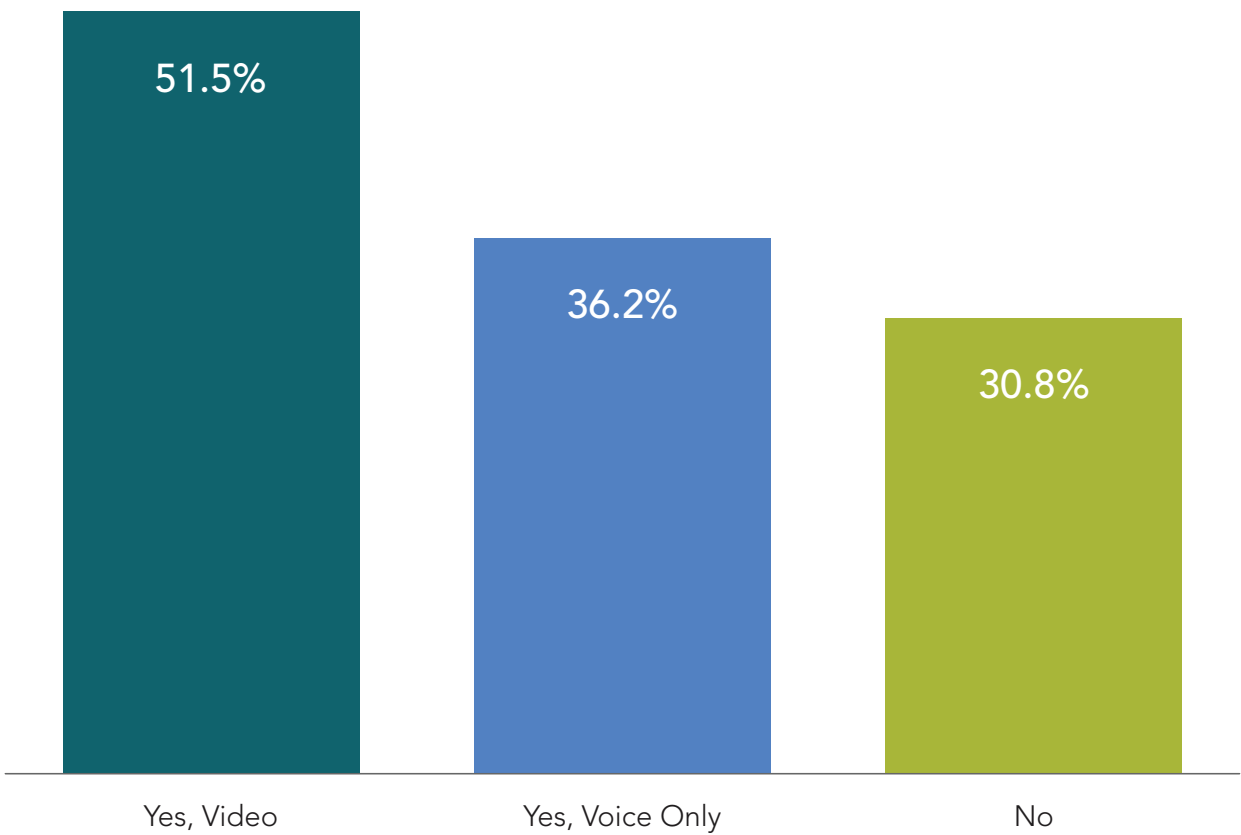
More than 4 in 10 practicing nurse practitioners did not know how their services are billed for Medi-Cal and Medicare patients. Twenty-three percent of NPs did not see Medi-Cal patients, and 18% did not see Medicare patients. Sixteen percent of NPs reported that their services were billed as a primary provider for Medi-Cal and 17% as a primary provider for Medicare.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners Who Provide Telehealth, by Type California, 2023

Q: Do you provide telehealth services in this position? (n = 638)



## Characteristics of Work Settings

In their principal position, 52% of practicing NPs provided video telehealth services and 36% provided voice only telehealth services. NPs who offered video services reported spending an average of 26% of their time providing video telehealth (not shown). Those who provided telehealth services via voice only spent an average of 21% of their time doing so (not shown).

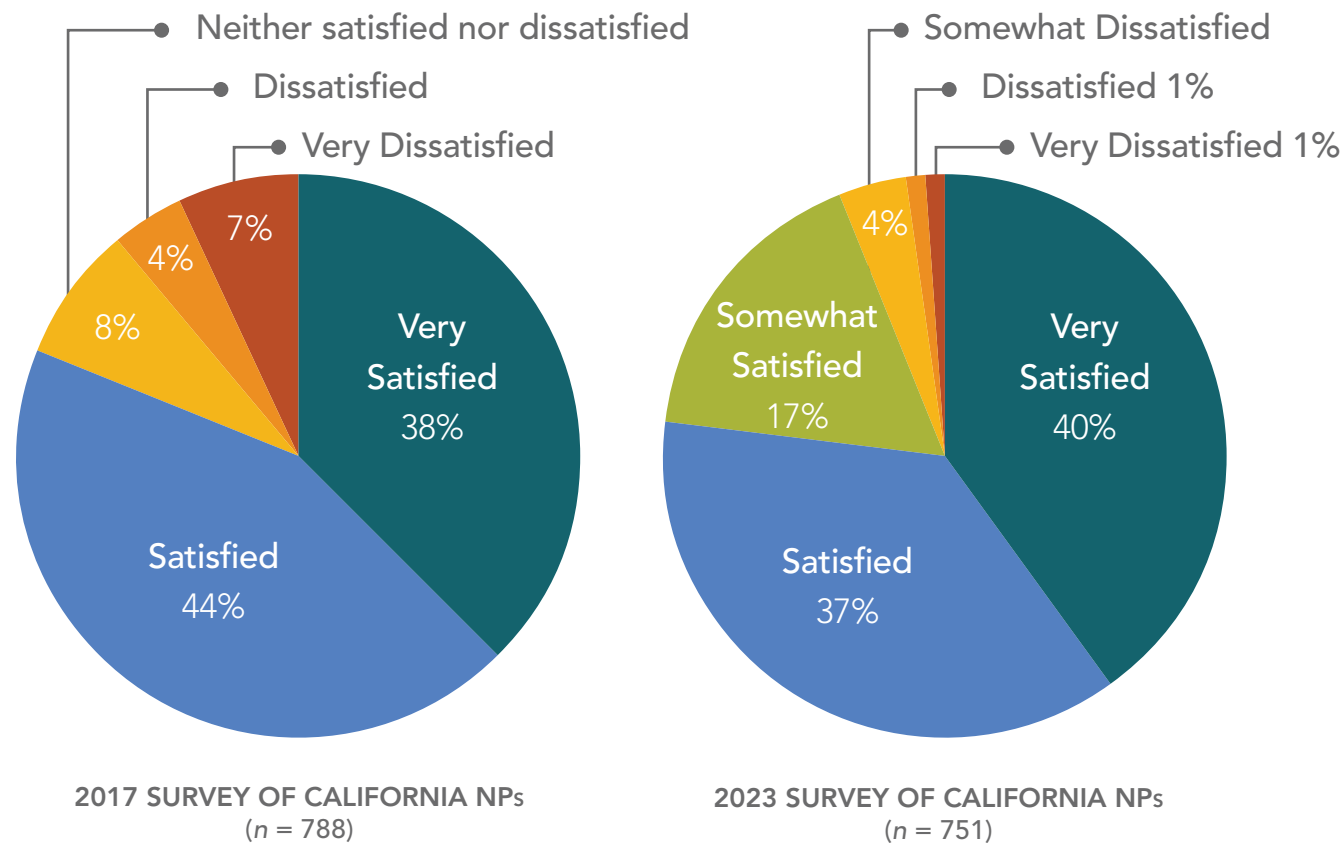
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Nurse Practitioner Career Satisfaction

## California, 2017 and 2023

Q: How satisfied are you with your NP career?



### Practice Environments

Most working nurse practitioners reported high levels of satisfaction with their NP careers. Forty percent said they were “very satisfied,” and 37% “satisfied” with their NP career. Only 2% said they were “dissatisfied” or “very dissatisfied.” The high levels of satisfaction are similar to a 2017 survey of NPs, although 10% of NPs in that survey were “dissatisfied” or “very dissatisfied”.

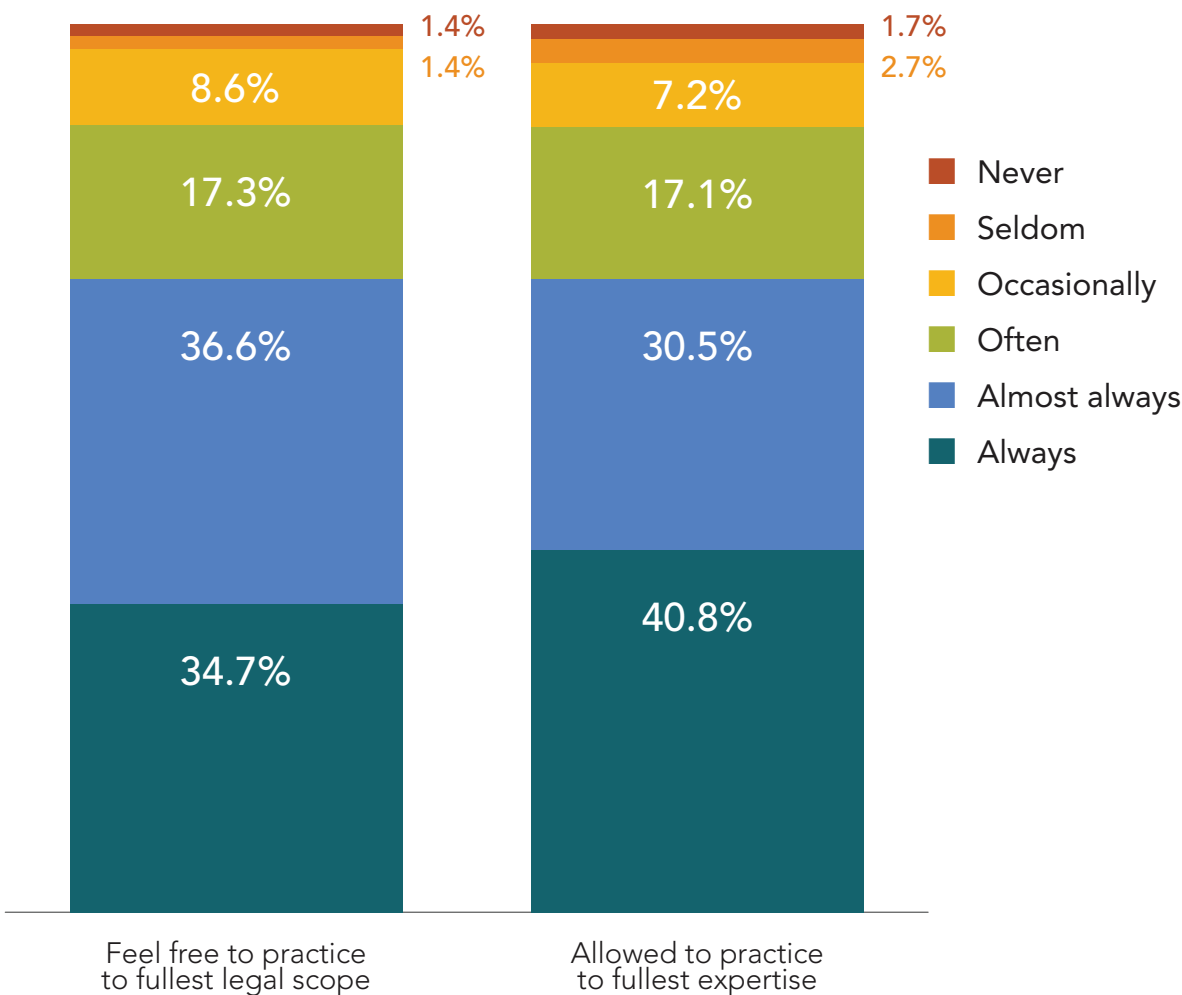
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 36 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data include all NPs working in a job that requires their NP certification, which is a different and slightly larger population than NPs who are practicing as an NP.

Source: *Survey of California Nurse Practitioners and Nurse Midwives* conducted by UCSF (July 18, 2022 to March 31, 2023); Joanne Spetz et al., *2017 Survey of Nurse Practitioners and Certified Nurse Midwives*, Philip R. Lee Institute for Health Policy Studies & Healthforce Center at UCSF, April 11, 2018.

# Scope of Practice of Practicing Nurse Practitioners

## California, 2023

Q: Do you feel free to practice to the fullest extent of legal scope? (n = 657)  
Are you allowed to practice to the fullest extent of your expertise? (n = 642)



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

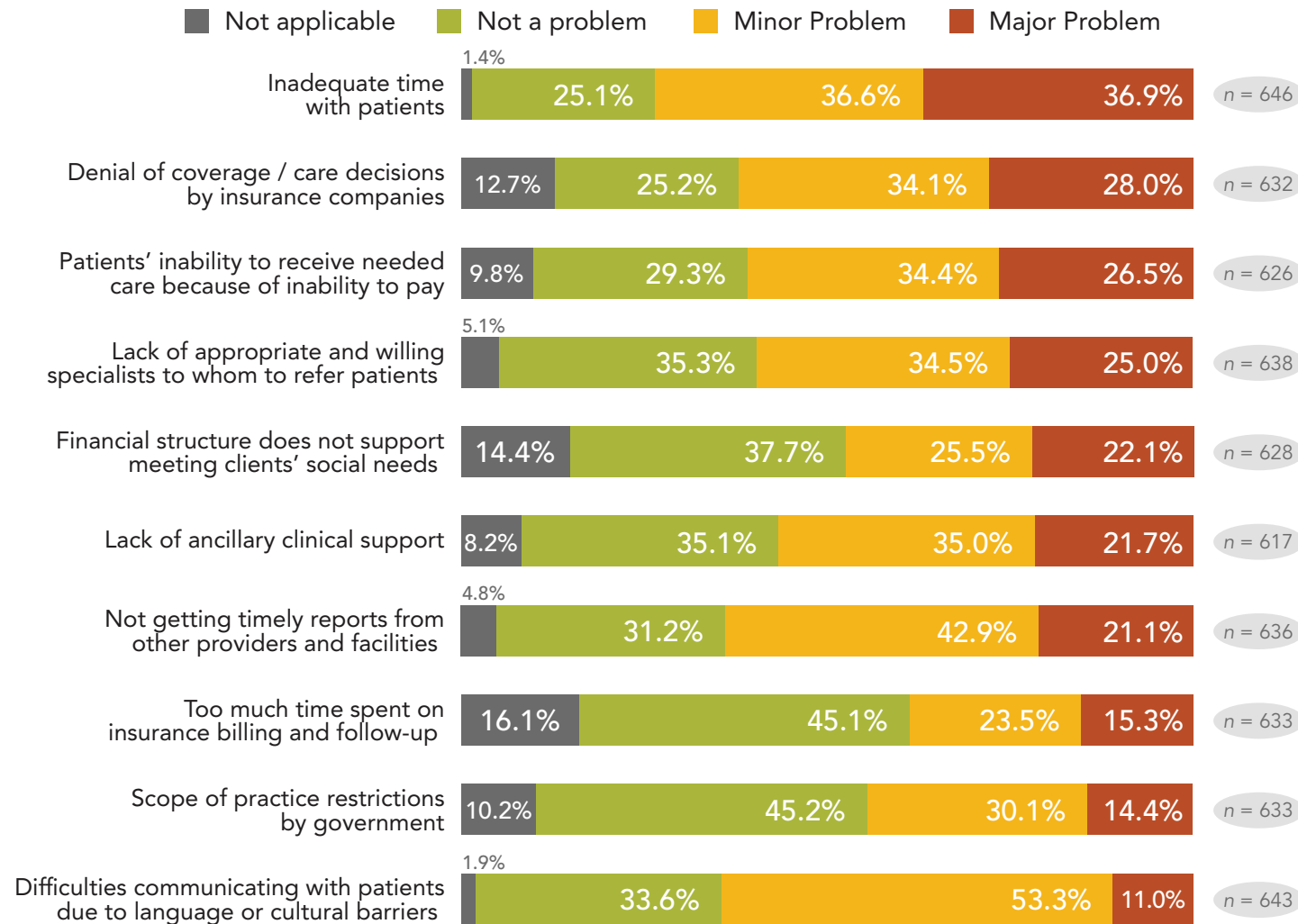
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

### Practice Environments

Seven in 10 nurse practitioners felt they were “always” or “almost always” able to practice to the fullest legal scope of their positions. Similarly, 7 in 10 said they were “always” or “almost always” allowed to practice to the fullest extent of their expertise. About 11% of NPs said they can only “occasionally,” “seldom,” or “never” practice to their fullest legal scope or expertise.

# Factors Interfering with Care Provided by Practicing Nurse Practitioners, California, 2023

Q: How much do these factors interfere with the care you provide?



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

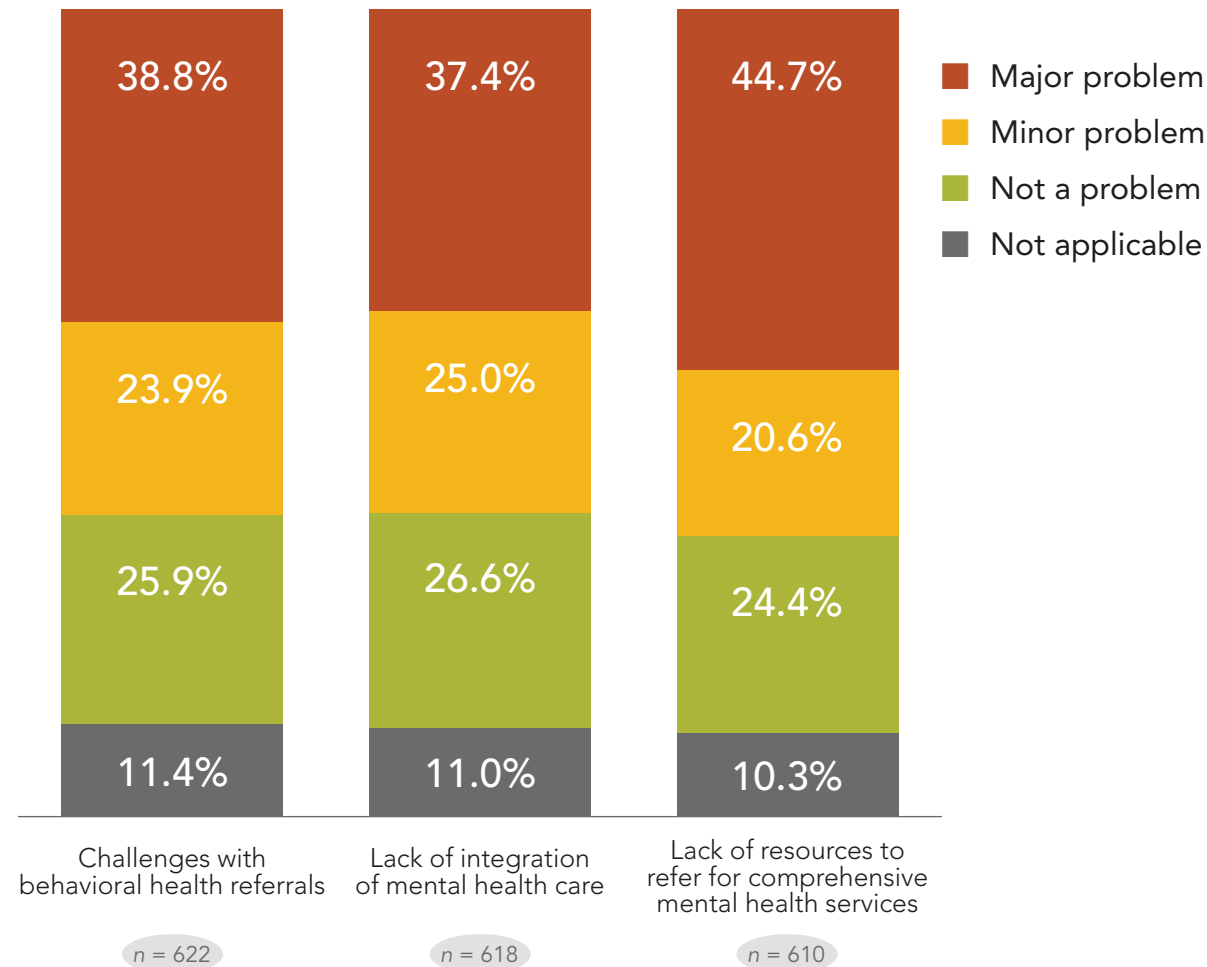
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

## Practice Environments

Nurse practitioners reported that many factors interfere with the care they provide. Nearly three in four said that inadequate time with patients is a "major" or "minor" problem. More than one in four NPs said that denial of coverage of care by insurance companies is a "major" problem, as is patients' inability to receive needed care due to inability to pay.

# Factors Interfering with Care Provided by Practicing Nurse Practitioners: Behavioral Health, California, 2023

Q: How much do these factors interfere with the care you provide?



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Not applicable not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

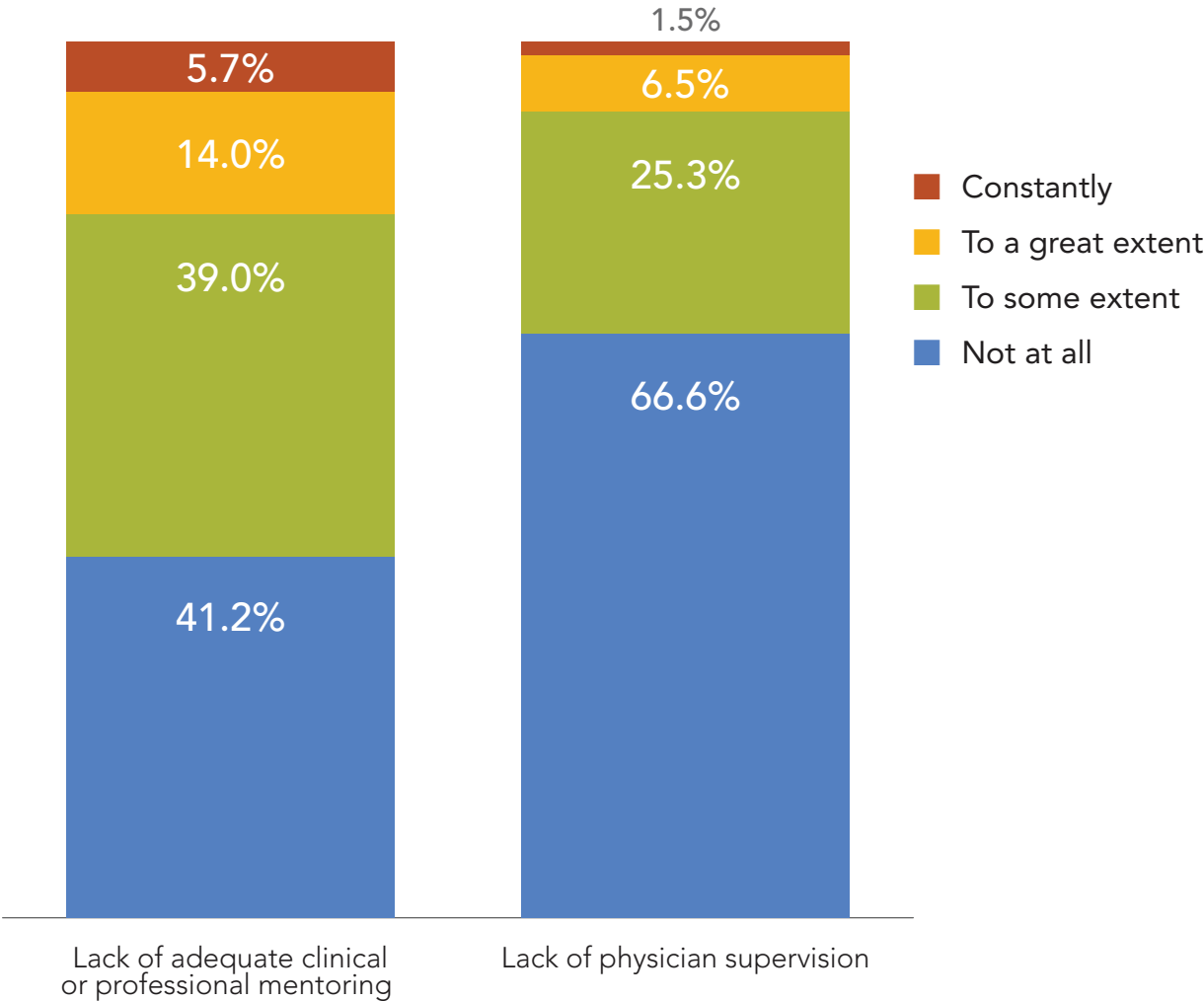
## Practice Environments

Multiple factors related to behavioral health integration interfere with the care nurse practitioners provide to their patients. More than 4 in 10 NPs said that lack of resources for comprehensive mental health services is a “major” problem.

# Obstacles to Practicing as a Nurse Practitioner

## California, 2023

Q: In the past three years, indicate if you have encountered any of these obstacles to practicing as an NP. (n = 559)



### Practice Environments

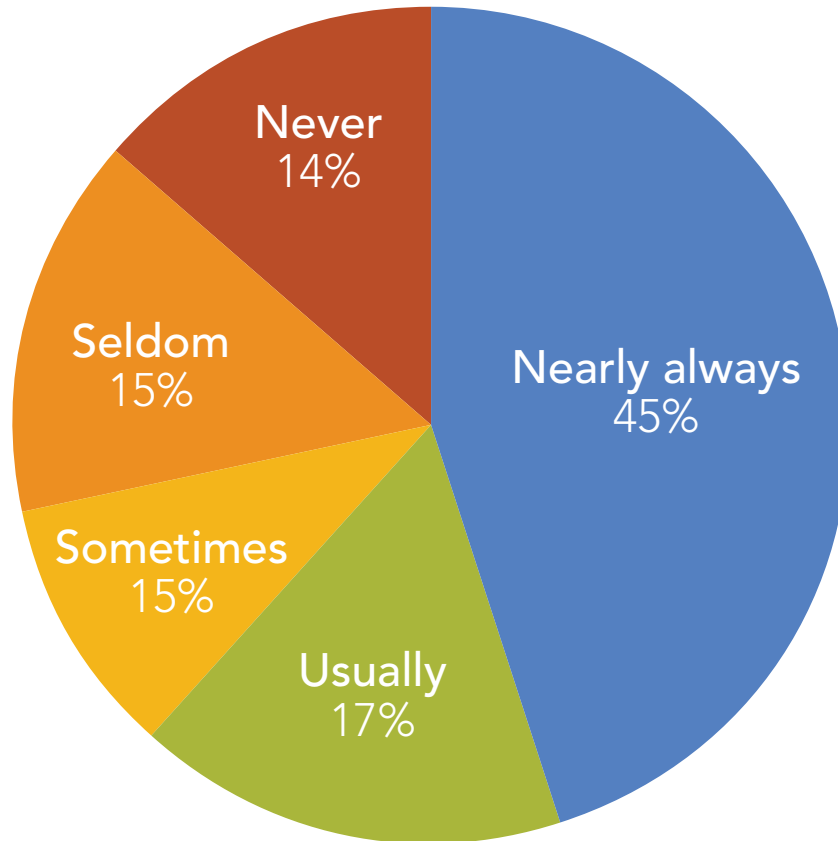
Most nurse practitioners said that lack of adequate clinical or professional mentoring has presented an obstacle to their practicing as an NP at least “to some extent,” with 20% saying this has been an obstacle “to a great extent” or “constantly.” One in three NPs reported that lack of physician supervision presented an obstacle to their practicing as an NP at least “to some extent.”

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners and Physician Presence On-Site California, 2023

Q: How often is a physician present on-site to discuss patient problems as they occur? (n = 651)



## Practice Environments

Forty-five percent of nurse practitioners said that a physician was on-site to discuss patient problems as they occur “nearly always” or 76% to 100% of the time. Seven in 10 NPs indicated that their official collaborating physician was within their practice and at their site (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Nearly always is 76% to 100% of the time; usually is 51% to 75% of the time; sometimes is 26% to 50% of the time; and seldom is ≤25% of the time.

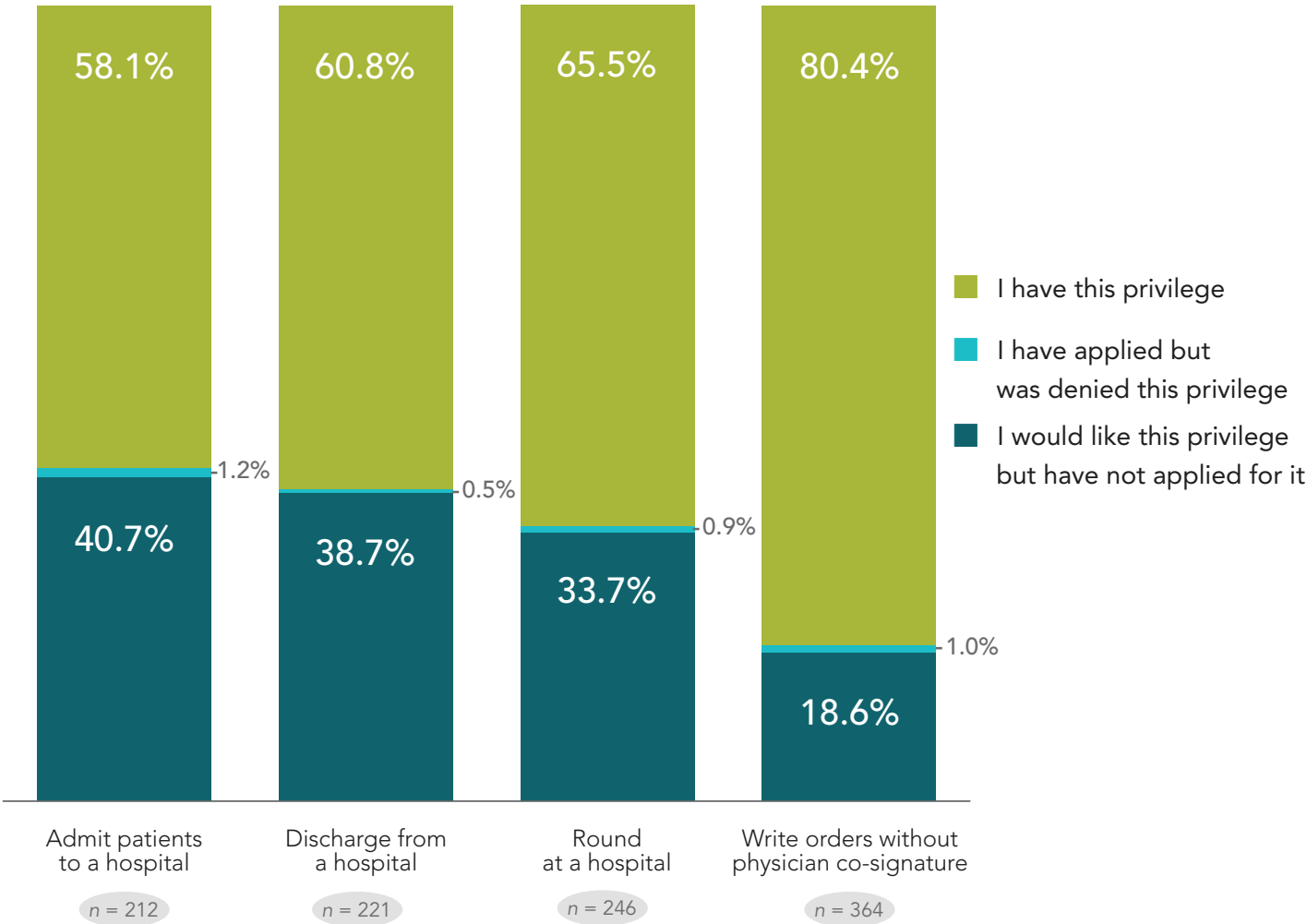
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).



# Practicing Nurse Practitioners with Hospital Privileges

## California, 2023

Q: Please indicate if you have or have applied for each of these hospital privileges for your current APRN role(s). Skip any privileges in which you are not interested.



### Practice Environments

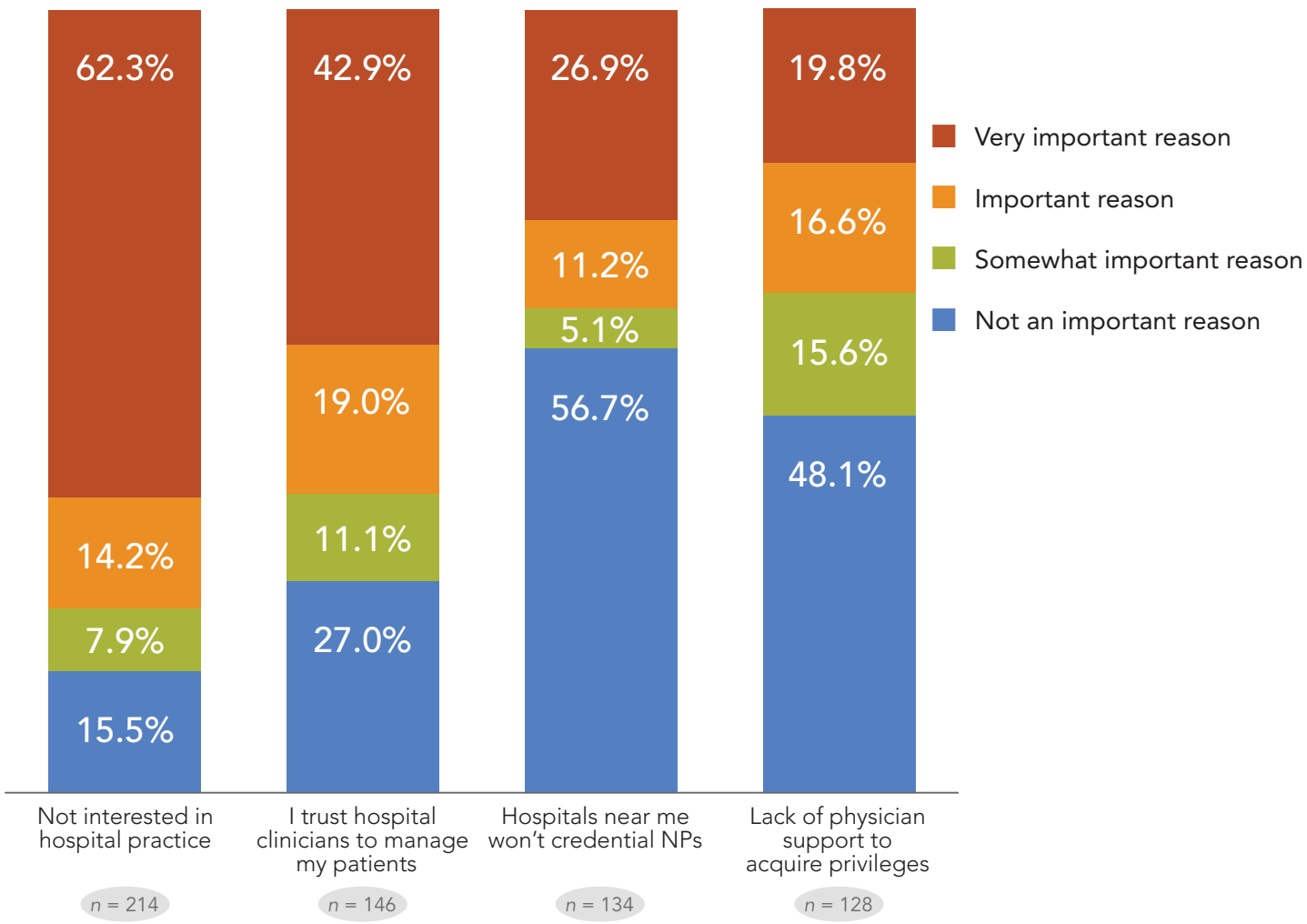
Most nurse practitioners who were interested in hospital privileges had them. Eight in 10 reported holding privileges to write orders without a physician co-signature, and 6 in 10 can discharge patients from a hospital. About 4 in 10 NPs said they would like to be able to admit and discharge patients from a hospital but have not applied for this privilege. Only 1% of NPs have applied for hospital privileges and been denied.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Not applicable not shown. APRN is advanced practice registered nurse.  
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners Without Hospital Privileges

## California, 2023

Q: If you don't have hospital privileges, why not? (n = 214)



### Practice Environments

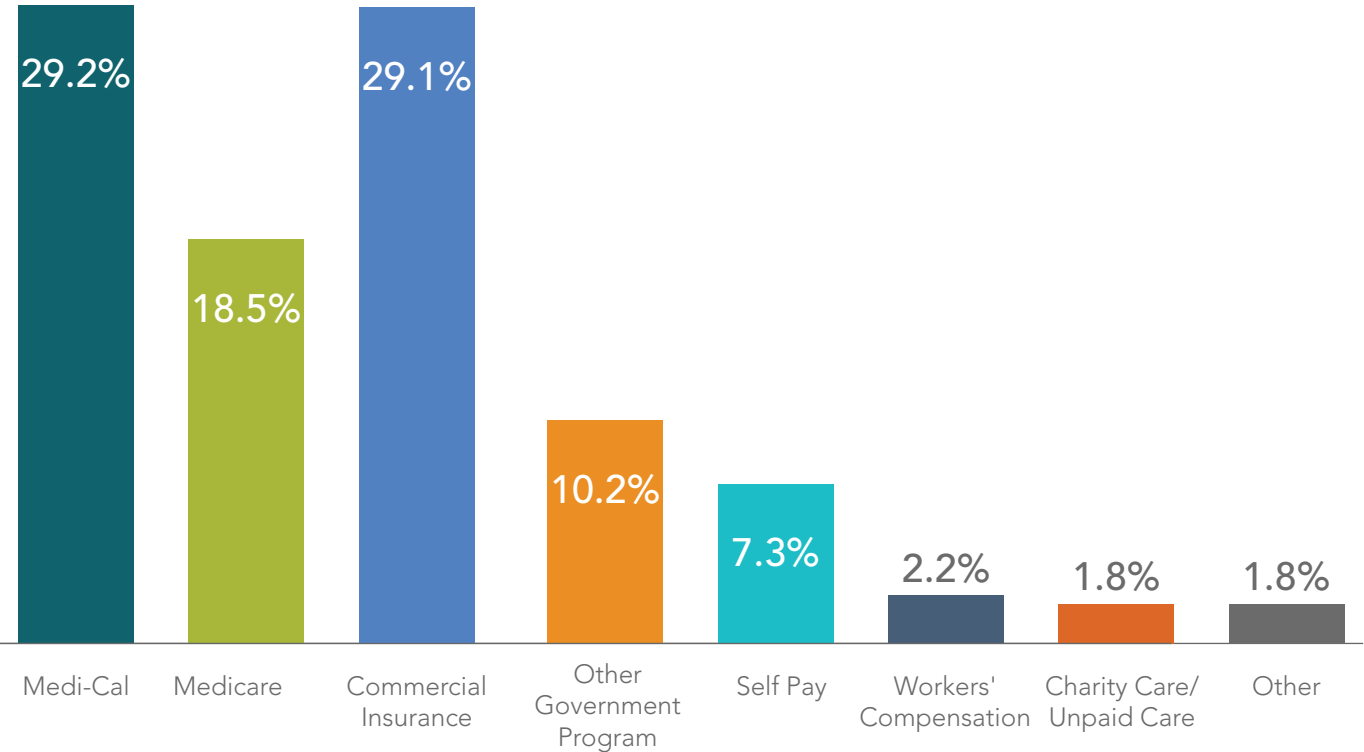
Not being interested in hospital practice was a “very important” or “important” reason for three in four nurse practitioners who did not have hospital privileges. More than one in three NPs reported that hospitals near them won’t credential NPs and lack of physician support were “very important” or “important” reasons for not having hospital privileges.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Not applicable not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Average Patient Population of Practicing Nurse Practitioners by Insurance, California, 2023

Q: Over the past 12 months, what percentage of your patients do you estimate paid for care by... (n = 504)



## Demographics of Patients Served

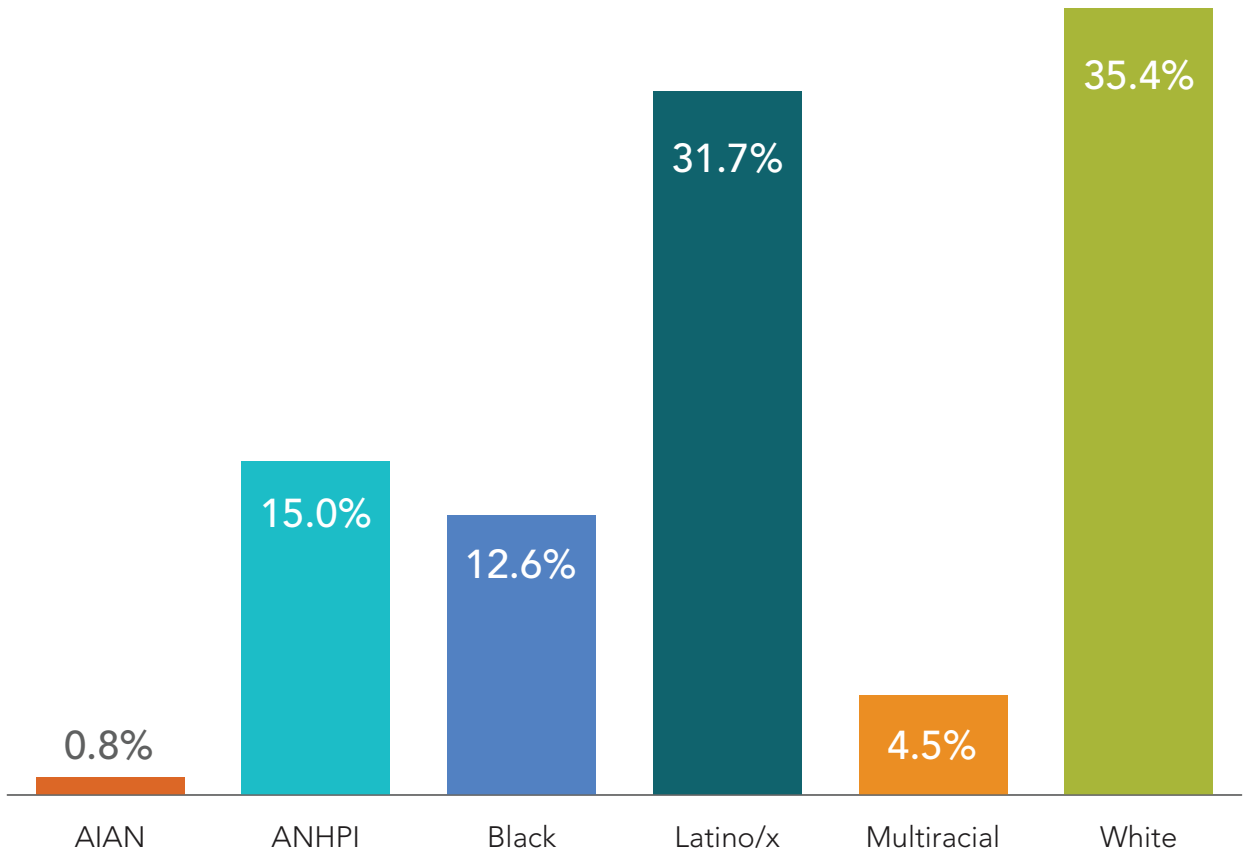
On average, about 30% of nurse practitioners' patients had Medi-Cal coverage and 30% had commercial coverage. Nearly nine in ten NPs (88%) said they had no charity care/unpaid care patients, and 37% had no Medi-Cal patients (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Commercial, Medi-Cal, and Medicare include managed care and fee-for-service.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Average Patient Population of Practicing Nurse Practitioners by Race/Ethnicity, California, 2023

Q: What do you estimate is the racial/ethnic composition of your patient population? (n = 598)



## Demographics of Patients Served

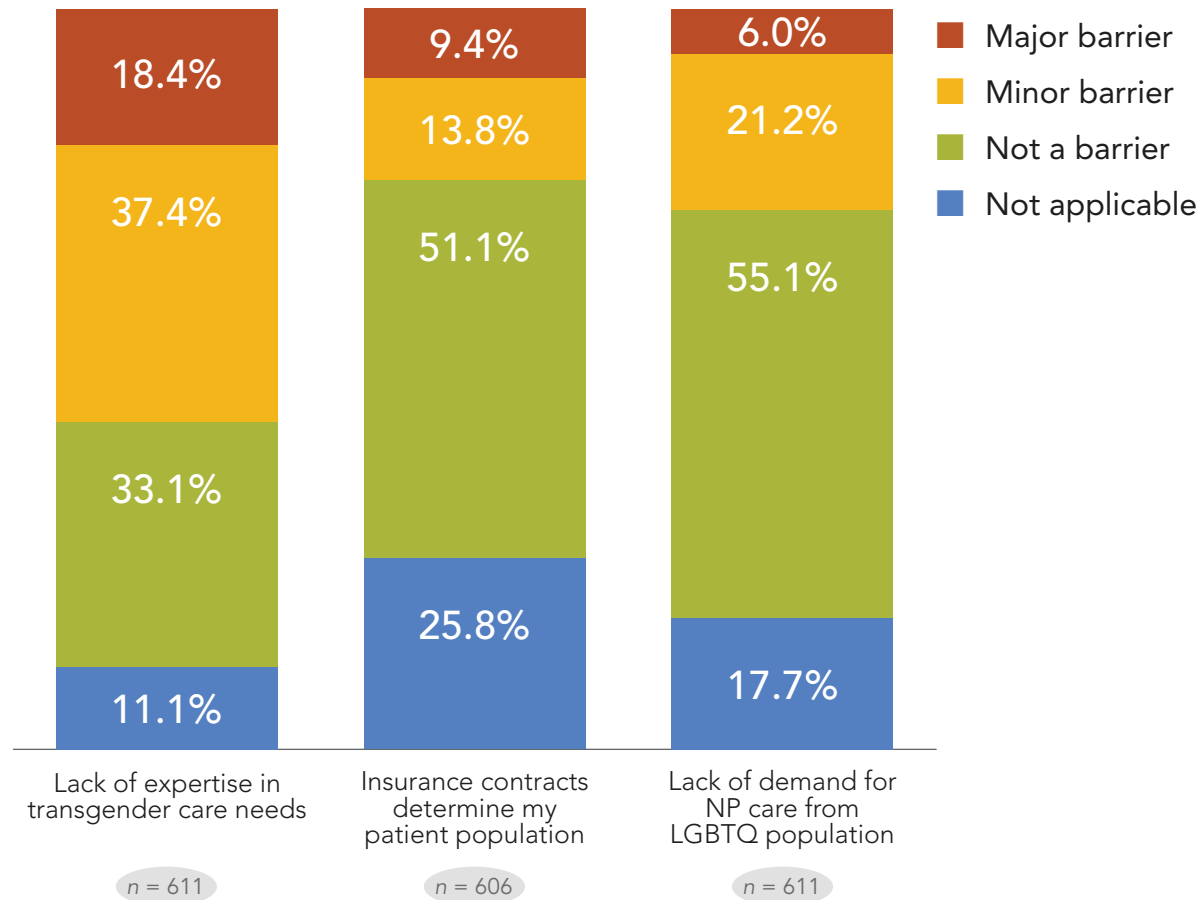
Nurse practitioners saw a diverse mix of patients, with an average of 35% White patients; 32% Latino/x patients; 15% Asian, Native Hawaiian, and Pacific Islander patients; and 13% Black patients.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Mean percentage of patients. *AIAN* is Alaska Native and American Indian. *ANHPI* is Asian, Native Hawaiian, and Pacific Islander.

Source: *Survey of California Nurse Practitioners and Nurse Midwives* conducted by UCSF (July 18, 2022 to March 31, 2023).

# Barriers for Practicing Nurse Practitioners to Serving More Patients Who Are LGBTQ, California, 2023

Q: What barriers exist to your practice serving more patients who are LGBTQ (lesbian/gay/bisexual/transgender/queer)? (n = 618)



## Demographics of Patients Served

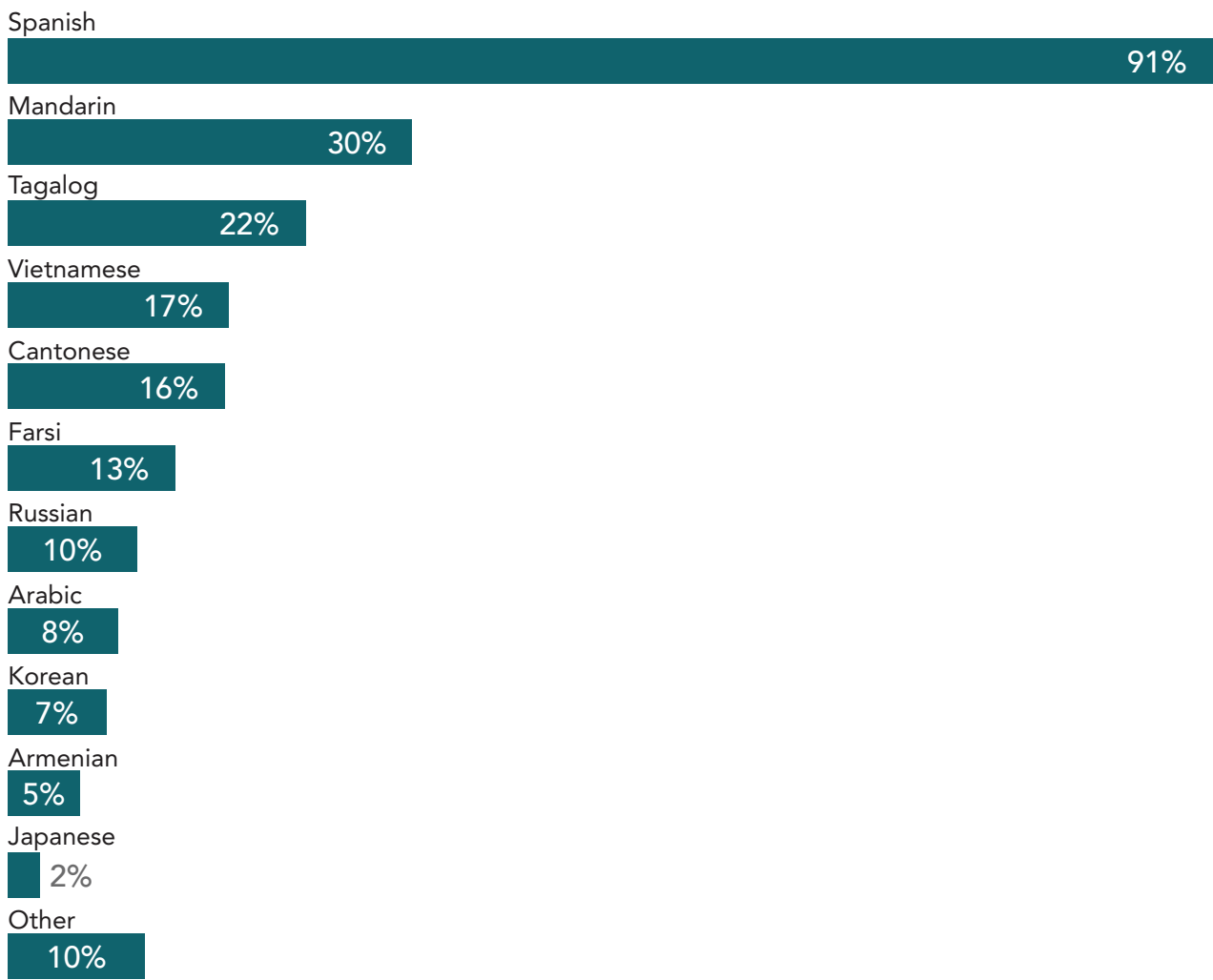
Nurse practitioners face barriers to serving more patients who identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ). More than half of NPs said that lack of expertise in transgender care needs was a "minor" (37%) or "major" barrier (18%) to serving more patients who are LGBTQ.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Most Common Non-English Languages Spoken by NP Patients California, 2023

Q: Indicate the three most common non-English languages spoken by your patients. (n = 620)



## Demographics of Patients Served

Nurse practitioners reported that one-third of their patients, on average, preferred to receive care in a language other than English (not shown). The most common languages that patients preferred to receive care in were Spanish, Chinese, Tagalog, and Vietnamese.

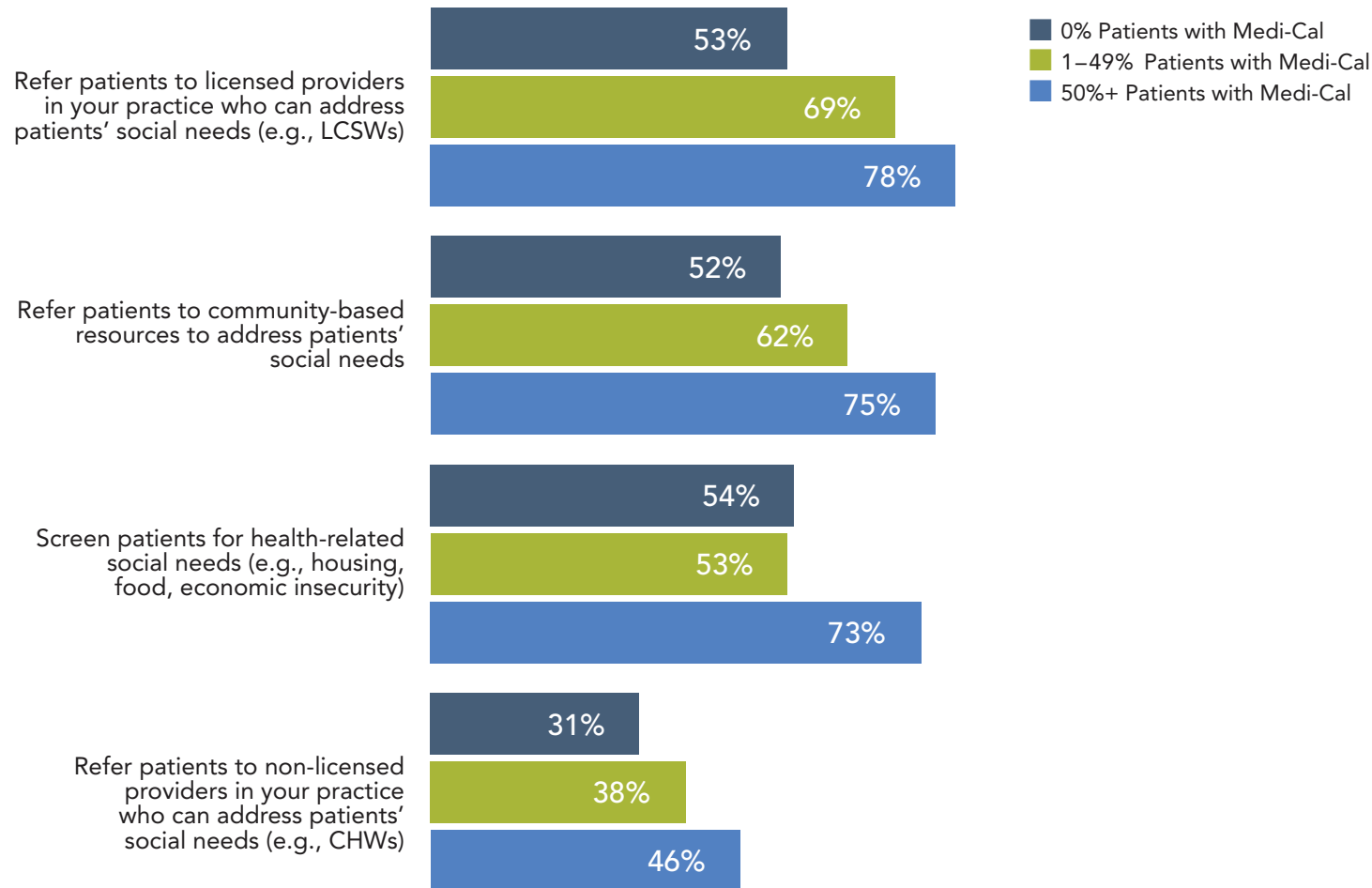
Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data reported for principal position.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Practicing Nurse Practitioners Addressing Social Needs of Patients, by Percent of Patients with Medi-Cal, California, 2023

Q: Which of the following do you participate in or do on a regular basis in your practice? Check all that apply. (n = 345)

Over the past 12 months, what percentage of your patients do you estimate paid for care by Medi-Cal? (n = 504)



## Demographics of Patients Served

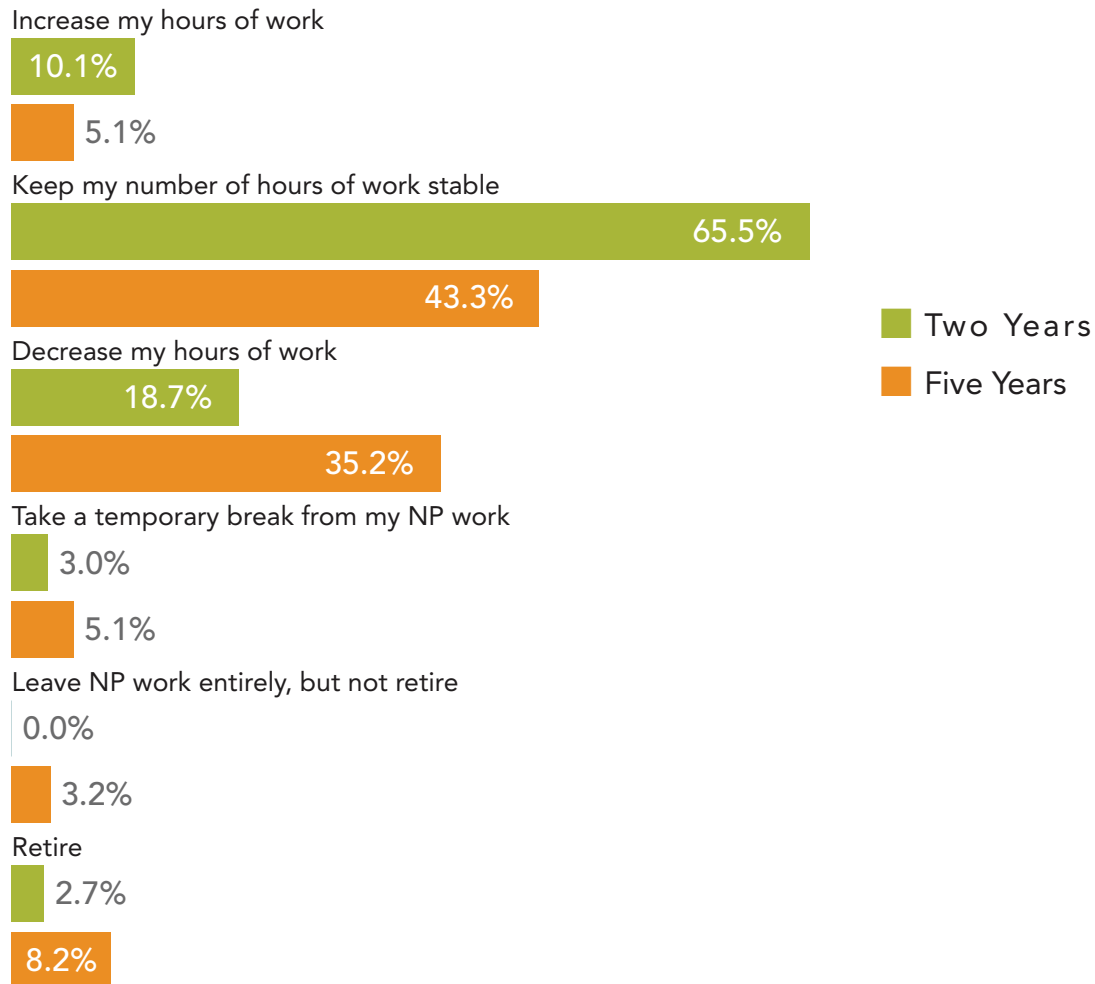
Nurse practitioners who saw patients with Medi-Cal were more likely to regularly screen and/or refer patients for health-related social needs than those who do not have any Medi-Cal patients. Three in four NPs whose caseloads include 50% or more Medi-Cal enrollees reported that they refer patients to licensed providers and to community-based resources to address their social needs.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. CHW is community health worker; LCSW is licensed clinical social worker.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Future Practice Plans of Practicing Nurse Practitioners California, 2023

Q: What are your practice and/or employment plans regarding your NP practice in the next two (n = 545) and five years (n = 469)?



## Future Employment Plans

Two in three nurse practitioners planned to keep their hours stable in the next two years, and more than 4 in 10 plan to keep their hours stable in the next five years. In the next five years, 35% of NPs planned to decrease their hours, 8% planned to retire, 5% planned to take a temporary break from NP work, and 3% planned to leave NP work entirely.

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

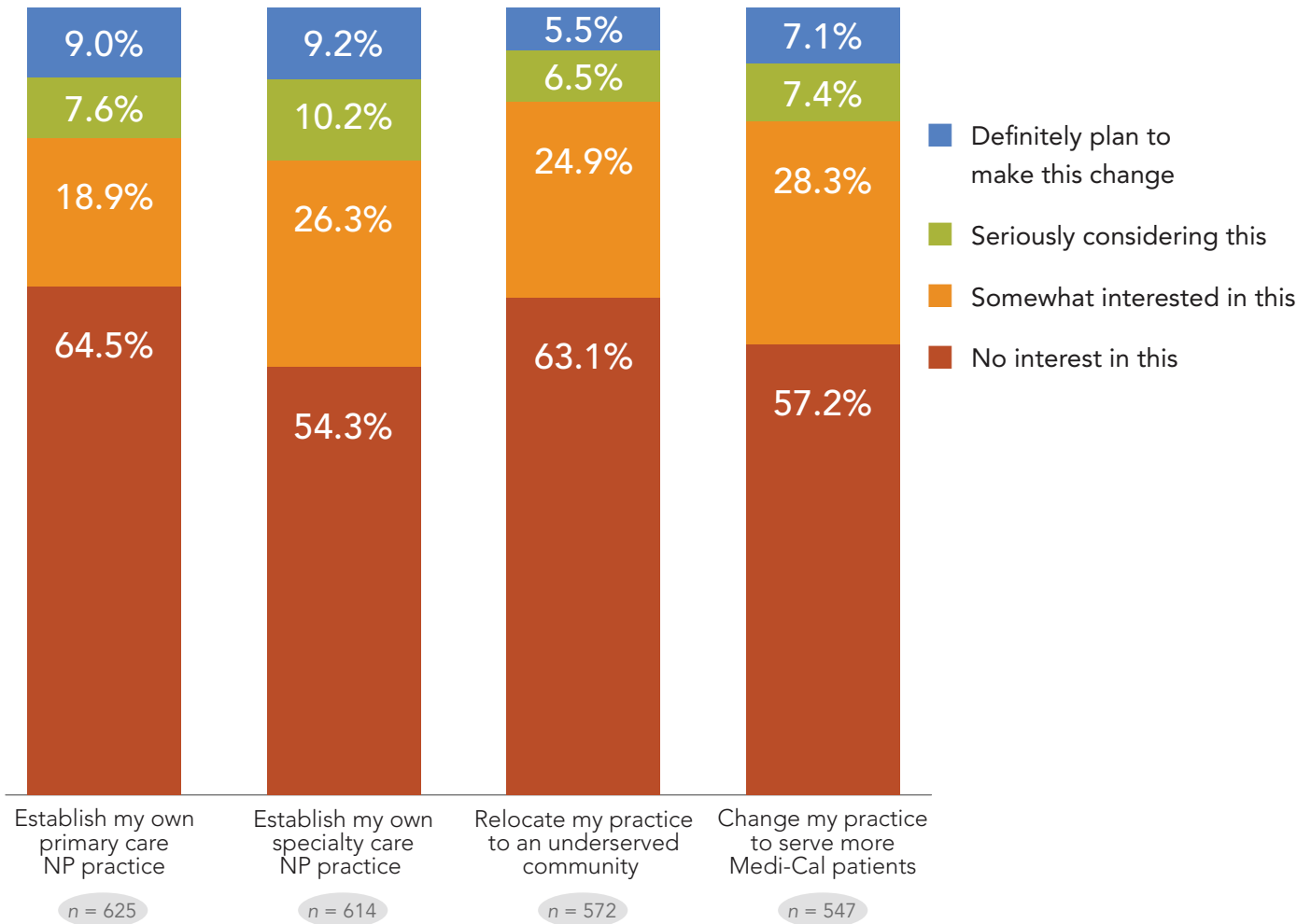
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).



# Practice Plans of Practicing Nurse Practitioners After AB 890

## California, 2023

Q: California regulations will soon be established to allow NPs to practice without physician supervision. To what degree are you interested in making each of these types of changes in your employment or practice due to this change?



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

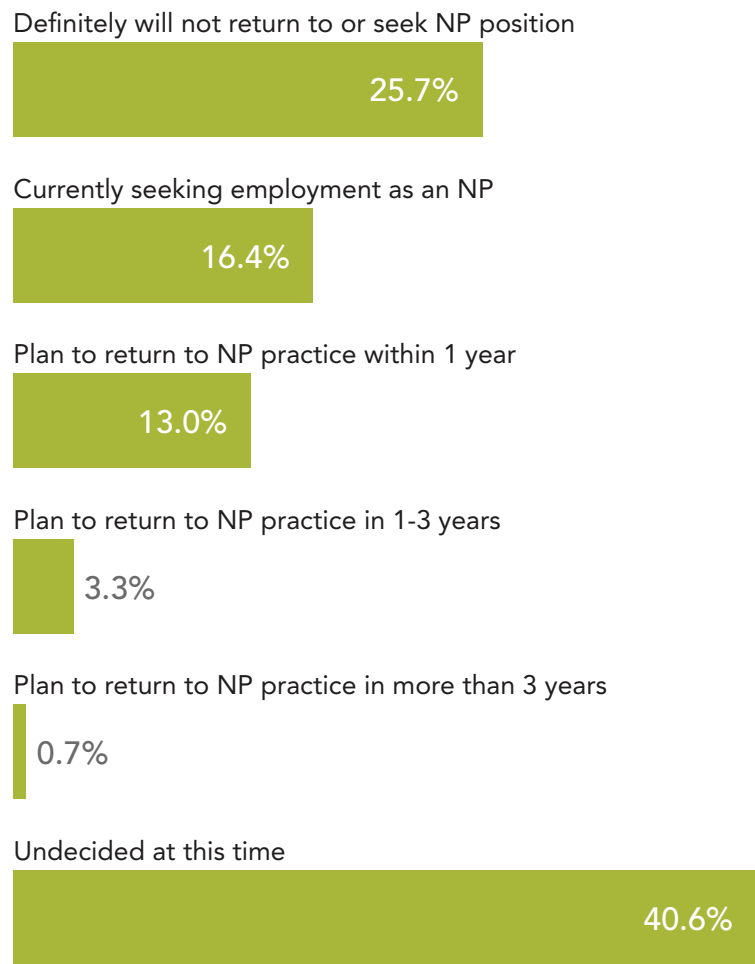
Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

### Future Employment Plans

In January 2023, a new California (AB 890) law went into effect that enables nurse practitioners who meet certain criteria to practice without physician supervision. Nearly two in three nurse practitioners said they have no interest in establishing their own primary care NP practice, while one in three expressed at least some interest. NPs were more evenly split on interest in establishing their own specialty care practice, with 54% saying they had no interest and 46% saying they were somewhat, seriously, or definitely interested. And 43% of NPs said they were somewhat, seriously, or definitely interested in changing their practice to serve more Medi-Cal patients.

# Future Intentions Among Non-Practicing Nurse Practitioners California, 2023

Q: For those not practicing as an NP, what are your intentions regarding work as an NP? Check only one. (n = 202)



## Future Employment Plans

Among nurse practitioners not currently practicing as an NP, 16% were currently seeking work as an NP. Four in ten were undecided. One in four said they definitely do not plan to return to work as an NP. Among those who definitely do not plan to return, the majority (77%) were age 65 or older (not shown).

Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

# Reasons for Not Practicing, Non-Practicing Nurse Practitioners California, 2023

Q: How important are these reasons for not practicing as an APRN? (n = 211)

PERCENTAGE WHO SAY EACH IS "VERY IMPORTANT" OR "IMPORTANT"



Notes: Sample includes 875 nurse practitioners (NPs) and 118 dual-licensed NP/nurse midwives (NMs), 670 of whom are practicing as nurse practitioners (632 NPs and 38 NP/NMs). Data are weighted to reflect the full statewide population of NPs with active California licenses. Data reported only for respondents who answered this question. Data for those who answered "Somewhat Important," "Not Important," or "Does Not Apply" for each reason are not shown.

Source: Survey of California Nurse Practitioners and Nurse Midwives conducted by UCSF (July 18, 2022 to March 31, 2023).

## Future Employment Plans

Nurse practitioners reported many reasons for not currently practicing. Among those who are not practicing, 8 in 10 said that being retired was a "very important" or "important" reason. Nearly 7 in 10 NPs said that stress/fatigue specific to NP role and lack of good management or leadership to support their practice were "very important" or "important" reasons.

## Appendix A: Methodology

- The *Survey of California Nurse Practitioners and Nurse-Midwives* was conducted by UCSF from July 18, 2022, to March 31, 2023.
- UCSF worked with an advisory group of stakeholders to develop the survey questionnaire. Survey development included reviewing the 2017 California Board of Registered Nursing Survey of Nurse Practitioners and the Nurse Practitioner Primary Care Organizational Climate Questionnaire, and consulting staff at the California Association for Nurse Practitioners.
- The survey was sent to 3,600 NPs (3,300 licensed nurse practitioners [NPs] and 300 dual-licensed nurse practitioner-nurse-midwives [NP-NMs]) with active NP licenses and addresses in California. The survey was also sent to 400 licensed NMs, but their responses were not included in this report. The survey sample was stratified by region to ensure adequate numbers in each region for regional analyses.
- The survey was administered online and via a paper survey mailed to NPs to maximize the response rate. The survey was sent by email to 492 NPs (432 NPs and 60 dual-licensed NP-NMs). A paper version of the survey was mailed to all NPs who did not complete the online version. The survey packet included information on how to complete the survey, the survey instrument, a postage-paid return envelope, and a link and instructions for accessing the online version of the survey. Approximately 46% of respondents completed the survey online. Upon survey completion, respondents received a \$5 gift card.
- A total of 993 NPs completed the survey, for a 28.3% response rate for the eligible population. A total of 96 cases were determined to be ineligible due to the survey packet being returned for lack of a current mailing address ( $n = 95$ ) or reported death ( $n = 1$ ).
- To address differential response rates by age group and region, and to account for the stratification of the sample design, weights were used to ensure that all analyses reflected the full statewide population of NPs with active California licenses. The responses were weighted per the sample design (regional stratification) and then the weights were raked to match the age distribution of each of NPs and NP-NMs based on Board of Registered Nursing reports. The sample size and weighting ensure that the data presented in this report are representative of the statewide population of NPs.

# Appendix B: California Counties Included in Regions



REGION	COUNTIES
Central Coast	Monterey, San Benito, San Luis Obispo, Santa Barbara, Santa Cruz, Ventura
Greater Bay Area	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma
Inland Empire	Riverside, San Bernardino
Los Angeles County	Los Angeles
Northern and Sierra	Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Glenn, Humboldt, Inyo, Lake, Lassen, Mariposa, Mendocino, Modoc, Mono, Nevada, Plumas, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yuba
Orange County	Orange
Sacramento Area	El Dorado, Placer, Sacramento, Yolo
San Diego Area	Imperial, San Diego
San Joaquin Valley	Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, Tulare

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### Acknowledgments

The authors acknowledge **Garrett Chan**, PhD, president and CEO, HealthImpact for his reviews of the report and **Ulrike Muench**, PhD, affiliated faculty, Philip R. Lee Institute for Health Policy Studies, UCSF for her contributions to the survey questionnaire.

### About CHCF

The California Health Care Foundation is dedicated to advancing meaningful, measurable improvements in the way the health care delivery system provides care to the people of California, particularly those with low incomes and those whose needs are not well served by the status quo. We work to ensure that people have access to the care they need, when they need it, at a price they can afford.

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