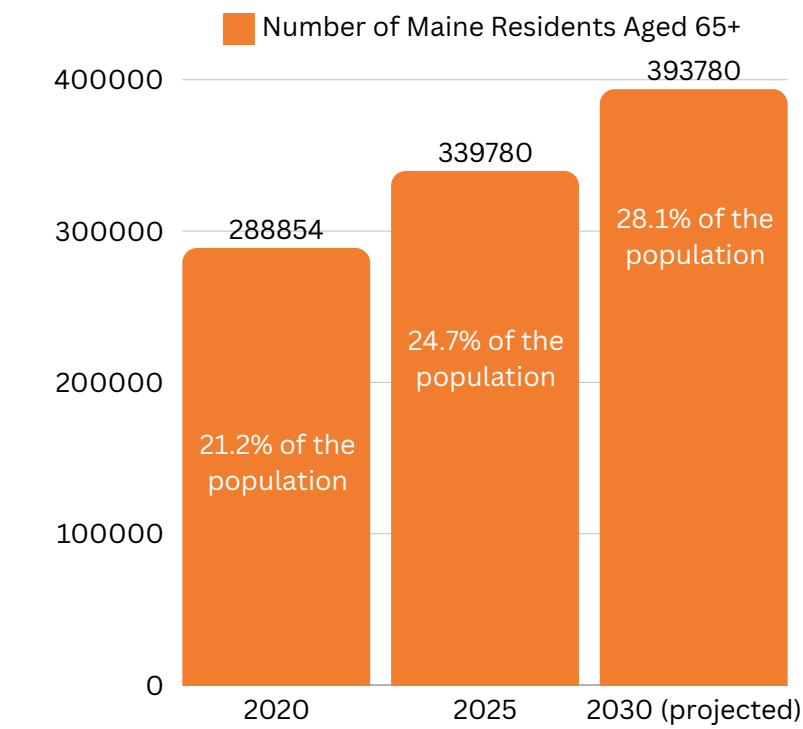


The Nursing Workforce in Maine: A Supply and Demand Challenge

Age Trends of Maine’s Population

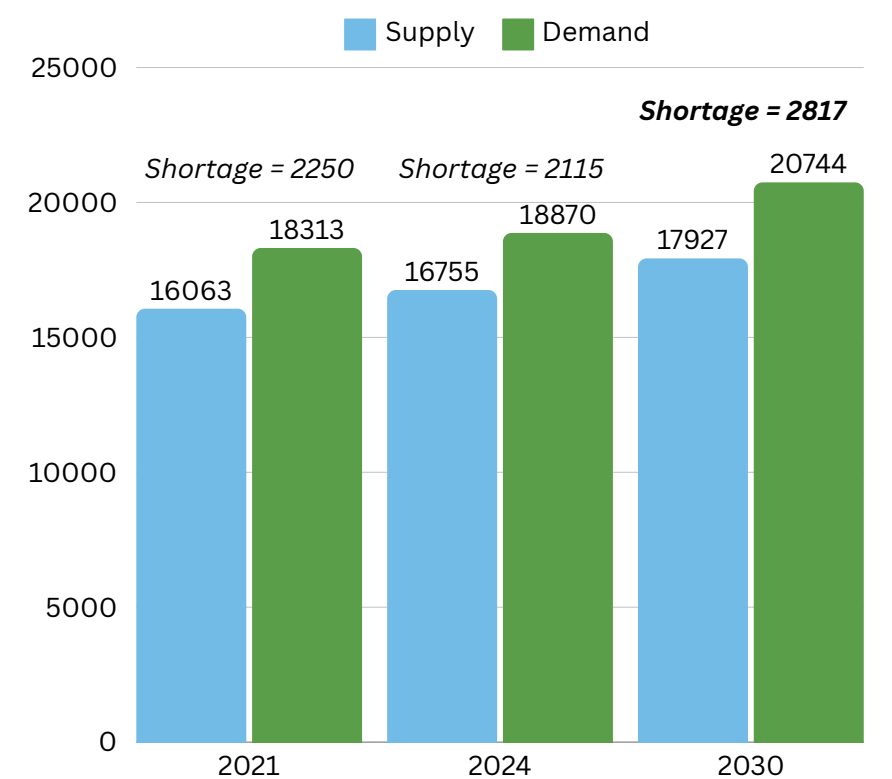
Those age 65+, on average, use 2-3 times the level of healthcare services than those younger.

Maine’s older adult population is expected to grow by 36.2% between 2020 and 2030.



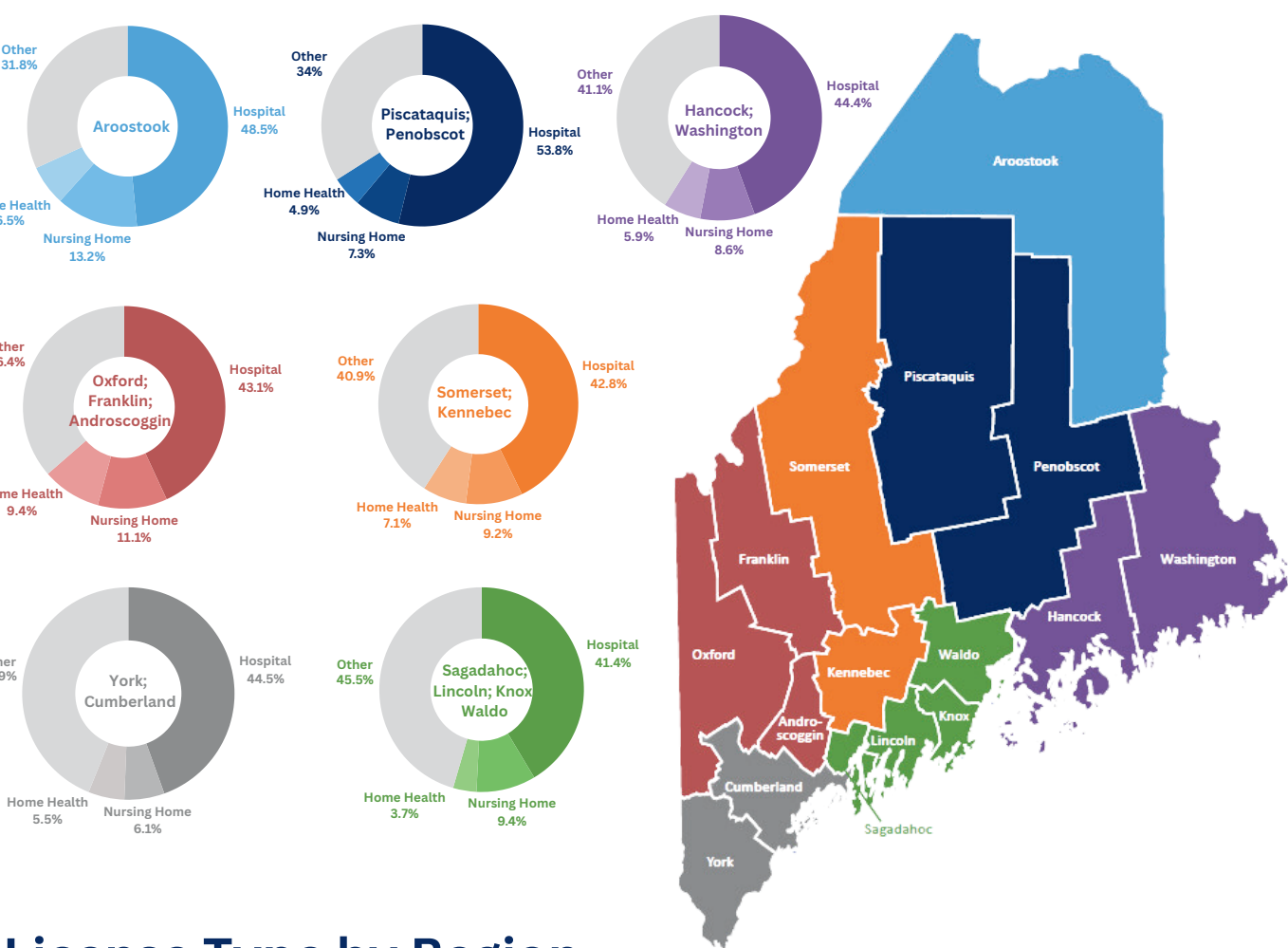
Forecast – Additional RNs Needed

Due to a large increase in the proportion of those aged 65+ (36% more from 2020 to 2030), the demand for RNs will increase, resulting in a shortage of 2,817 RNs in 2030.

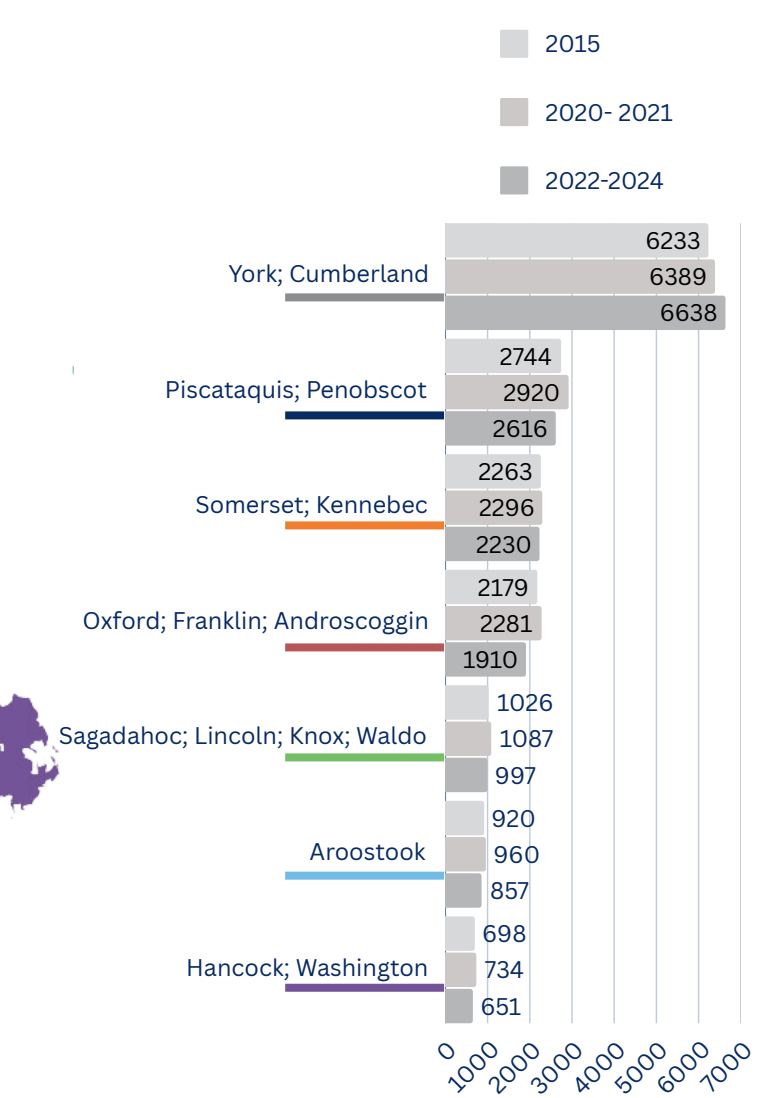


Workforce Setting by Region

While all care settings will be impacted, non-acute care settings are likely to see the largest surge in demand while subsequently having the least RNs working in those settings.



Working RNs by Region



License Type by Region

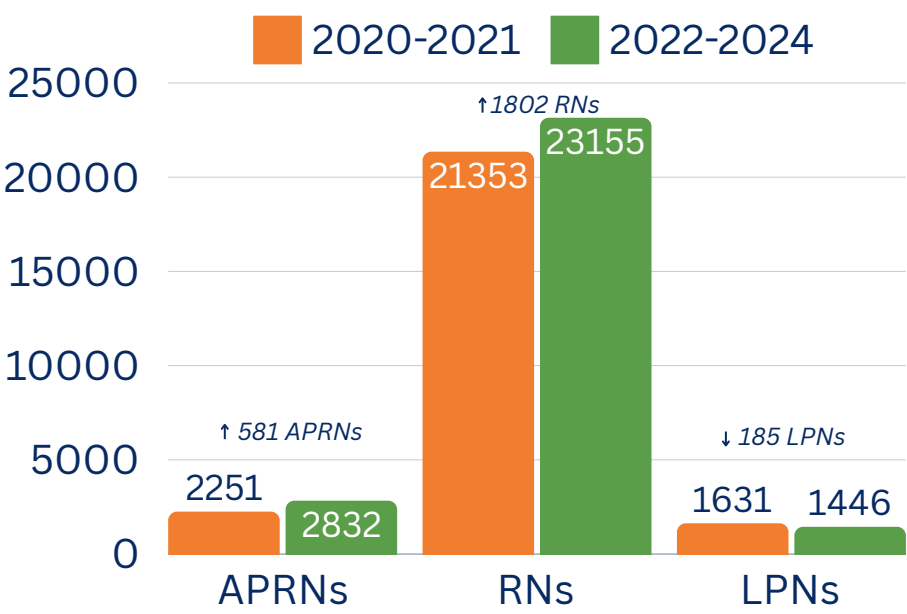
There are three levels of licensure for nurses in Maine: Advanced Practice Registered Nurse (APRN), Registered Nurse (RN) and Licensed Practical Nurse (LPN). Below is a breakdown by region.

Region	APRNs '20/'21	APRNs '23/'24	RNs '20/'21	RNs '23/'24	LPNs '20/'21	LPNs '23/'24
Aroostook	10%	12%	82%	80%	8%	8%
Piscataquis; Penobscot	10%	11%	85%	85%	5%	4%
Hancock; Washington	10%	13%	83%	81%	7%	6%
Oxford; Franklin; Androscoggin	9%	11%	83%	81%	8%	8%
Somerset; Kennebec	9%	10%	85%	85%	6%	5%
York; Cumberland	11%	13%	84%	83%	5%	5%
Sagadahoc; Lincoln; Knox; Waldo	11%	13%	83%	81%	6%	5%

The need for more nurses will continue to grow and peak over the next 7 years. There are regional differences of expected need and anticipated shortages.

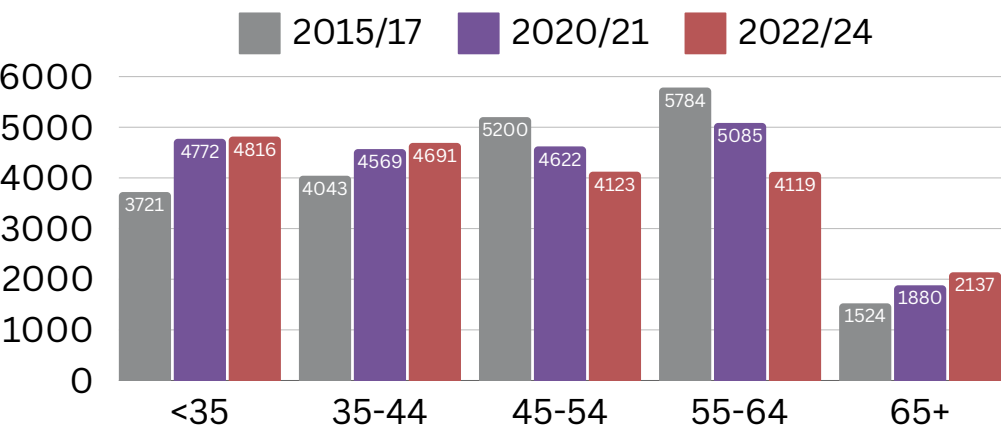
Strong efforts over the past 10 years have helped address the supply and demand challenges.

Trends in Nurses Licensed in Maine



Age Trends for Maine’s RN Workforce

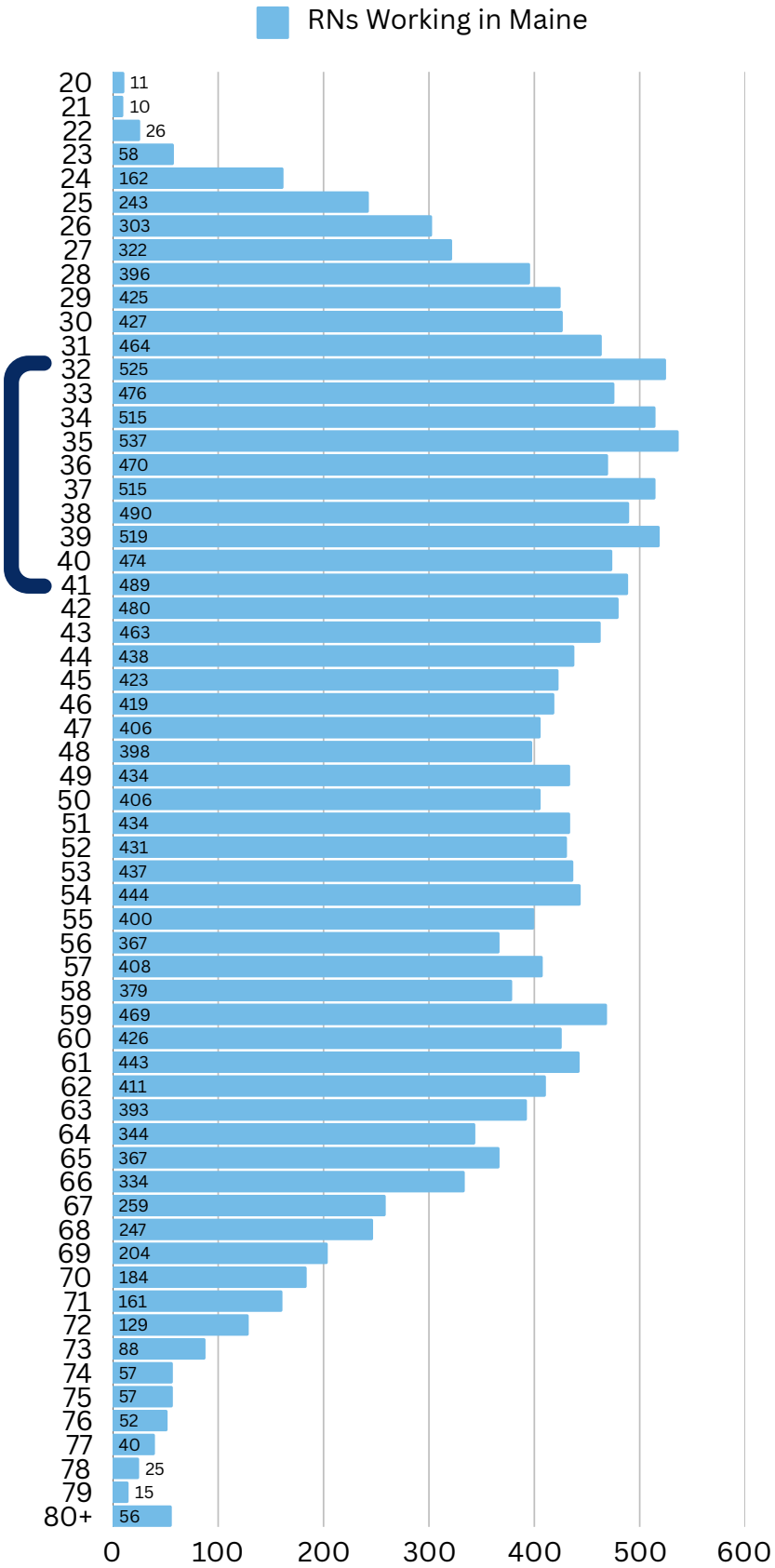
Statewide nursing education and clinical site partnerships have successfully graduated new nurses into the workforce, resulting in a positive trend of younger nurses entering the workforce to replace retiring nurses.



Good news: Maine has more mid-career aged nurses than other US states. As we hit the acceleration of demand that will peak in 2027, this workforce cohort will be critical.

Ages of Maine’s RN Workforce

Here we show the exact age (in 2024) of RNs licensed by Maine. The largest 10-year cohort is the 32-41 group.



TAKEAWAYS

What Can We Do

- ➔ Join nursing leadership organizations like Organization of Maine Nurse Leaders (OMNL) and Maine Nursing Action Coalition (MeNAC) to stay close to a collective solution.
- ➔ Convene and continue to align strategic priorities of nursing across organizations, academia and practice settings.
- ➔ Continue to educate and recruit while building pathways for all who face barriers to education, including New Mainers, who could help fill health care jobs in the state.
- ➔ Provide proper onboarding support, including education and training for preceptors. Explore solutions to procuring clinical faculty and placements for new and transitioning nurses.