

Who Provides Nursing  
Care for Our Kids?

# PEDIATRIC NURSING

**Workforce Report 2022**

A Demographic Profile of 53,000  
PNCB-Certified Nursing Professionals



# A MESSAGE FROM OUR LEADERS



**Michael Maymi**  
DNP, APRN, CPNP-AC, CCRN, CNE  
PNCB BOARD CHAIR

As your PNCB Board of Directors Chair, I'm delighted to share our first-ever demographic profile of more than 53,000 pediatric nursing professionals. This report is the largest of its kind for our specialty, and it describes characteristics for PNCB-certified registered nurse and advanced practice nurse populations. Our statistics shed light on ethnic/racial identity, gender, average age, years of experience, education levels, top subspecialties, international certificants, and special interests.

As a Hispanic male pediatric nurse practitioner, I must call out that diversity of gender and race/ethnicity falls way behind those characteristics for the children, teens, and young adults we serve.

But a core goal of our new strategic plan is to cultivate a diverse, equitable, and inclusive community to support a growing pediatric nursing workforce.

We have developed measures, and we are actively putting the data to work with the goal of addressing issues and communicating progress. For example, we recently used the data to benchmark diversity within our volunteer groups and explore ways to increase it.

As a pediatric nurse, you lift up children and families—and each other—every day. PNCB will continue to develop practices and projects to advance diversity, equity, inclusion, and belonging (DEIB) **and** create a culture of engagement, satisfaction, and resiliency, including new programs. Thank you for being on this journey with us.



**Sheri Sesay-Tuffour**  
PhD, CAE, ICE-CCP  
PNCB CEO

As Dr. Maymi noted, we have a lot of exciting projects in the works, such as:

- developing a new adolescent care competency program to support that unique population
- exploring a behavioral health competency program for CPNP-ACs
- creating wellness resources for pediatric nursing professionals

Our Institute of Pediatric Nursing Committee continues to dive deeper into workforce issues and will soon launch programs to develop more leaders in our specialty.

PNCB is moving forward thoughtfully and with your input to develop meaningful experiences to learn and grow.

**But we can't do it alone.  
Please take the next steps with us...**

# NEXT STEPS

1

## Share this report with your network.

Colleagues, supervisors, hiring managers, educators, students, and others can benefit.

2

## Get involved with our new opportunities.

Soon we'll announce new Diversity, Equity, Inclusion, and Belonging (DEIB) recognition programs: two scholarships plus a team-based award. Additional volunteer roles for a variety of projects are being developed too. Please apply, nominate a colleague, or raise your hand when opportunities open.

3

## Use our IPN resources.

PNCB's Institute of Pediatric Nursing committee offers a wealth of resources. Encourage nursing students, teens, and even elementary school children to consider pediatric nursing for their future. Explore LGBTQIA+ sensitive nursing care for youth. Read about growing the Latino nursing workforce. All at [www.ipedsnursing.org](http://www.ipedsnursing.org).

4

## Learn and earn CE for free.

Take our [Effects of Racism on Child & Adolescent Health](#) module and receive 1.5 contact hours plus a packet of resources to support your practice. Watch for our upcoming module on increasing racial and ethnic diversity in the nursing workforce.

## DATA NOTES

Data are current as of August 30, 2022. Select data sets represent information only gathered on the annual recertification application (November 1, 2021 to February 28, 2022) and thus exclude information about newly passing certificants who have not recertified yet. Passing exam candidate data represent the date range of August 1, 2021 to August 30, 2022.




In most cases, data sets count individuals not certifications. For example, if someone holds three PNCB certifications, their gender identity is only counted one time. However, a CPN who also holds CPNP-PC certification may be counted twice based on answers to both recertification applications (e.g., roles, subspecialties).

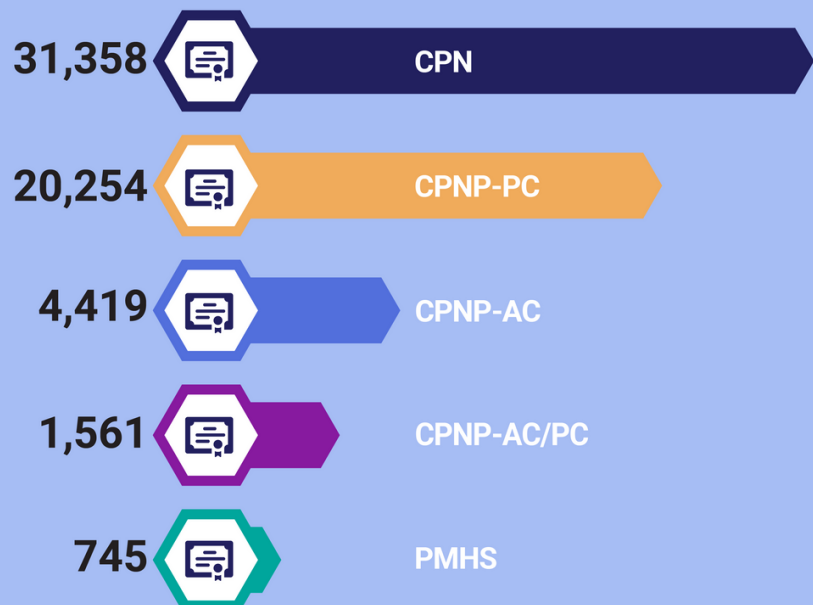
## 1. Number of PNCB-Certified Nursing Professionals by Certification Type

The Pediatric Nursing Certification Board (PNCB) is the largest and most essential organization for the certification, continuing education, and competency development of nursing professionals who provide care for children, adolescents, and young adults.

More than 50,000 registered nurses (RNs) and advanced practice nurses (APRNs) hold a PNCB certification. These nursing professionals play an essential role in delivering the best possible health care so that kids live their healthiest lives, physically and emotionally.

Workforce data help to understand and support this specialized workforce. Learn more about our work at [www.pncb.org](http://www.pncb.org) and the Institute of Pediatric Nursing (IPN) at [www.ipedsnursing.org](http://www.ipedsnursing.org).

-  Certified Pediatric Nurses (**CPN**): experience-based RN credential
-  Certified Pediatric Nurse Practitioners – Primary Care (**CPNP-PC**): entry-to-practice APRN credential
-  Certified Pediatric Nurse Practitioners – Acute Care (**CPNP-AC**): entry-to-practice APRN credential
-  Dually Certified Pediatric Nurse Practitioners (**CPNP-AC/PC**): entry-to-practice APRN credential
-  Pediatric Primary Care Mental Health Specialists (**PMHS**): specialty APRN credential of added qualifications



## 2. Gender Identity

The overwhelming majority of the PNCB-certified workforce are female (95%). There was no statistically significant variance between certification types.

Across all specialties, men make up 9.4% of the RN workforce according to a 2020 study.<sup>1</sup>

Among PNCB certificants who do not identify as female:



### 3. Ethnicity / Race

The majority of the PNCB-certified workforce identify as White (79%). There was no statistically significant variance between certification types.

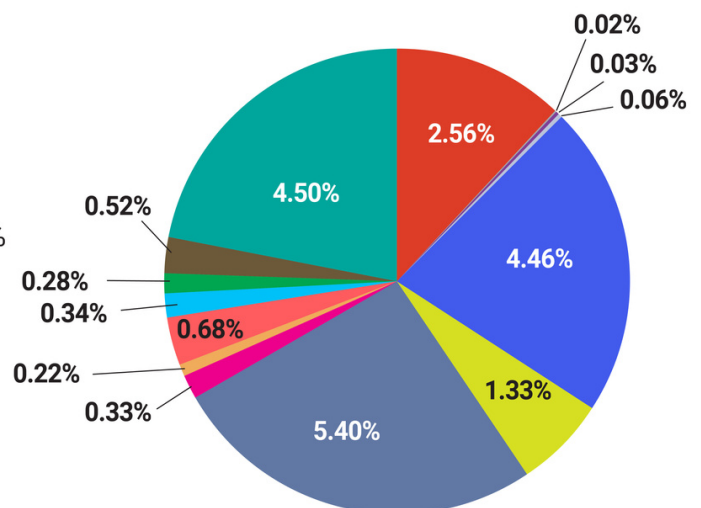
Across all specialties, nearly 81% of RNs report being White/Caucasian according to a 2020 study.<sup>1</sup>

In 2020, children of color became the majority of children in the U.S.<sup>4</sup>

## Ethnicity/Race

79% of PNCB certificants identify as White/Caucasian.  
21% of PNCB certificants identify as one of the following:

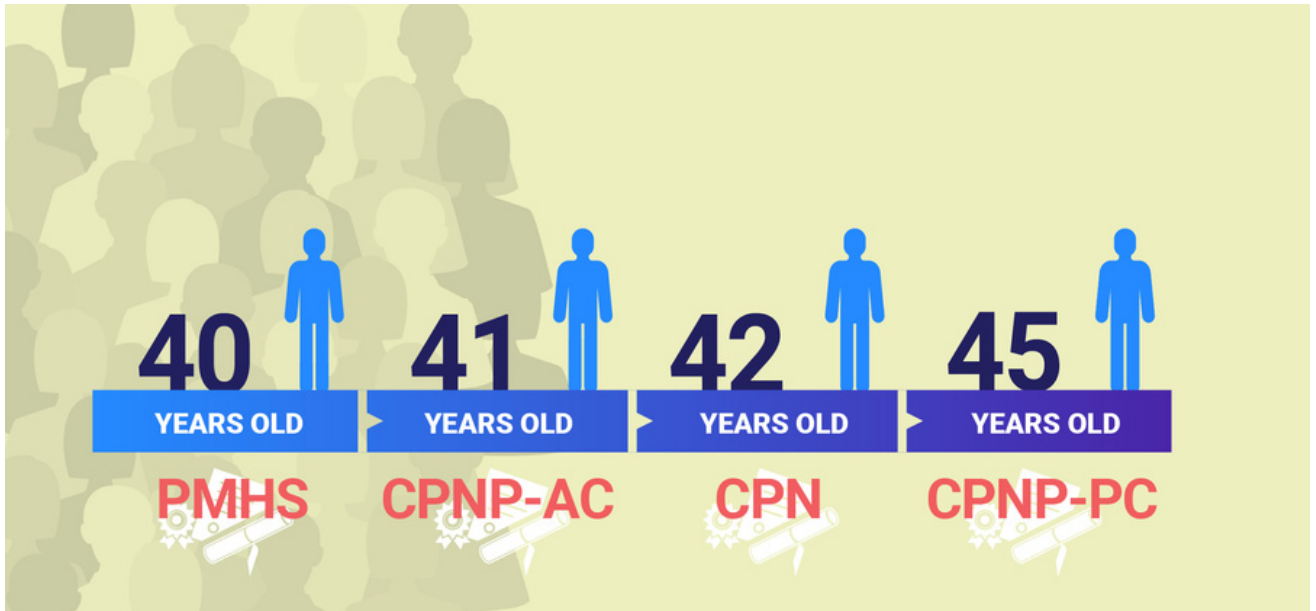
- African American - 2.56%
- Afro-Latino - 0.06%
- Alaskan Native - 0.02%
- Asian - 4.46%
- Black - 1.33%
- Hispanic or Latino - 5.40%
- Indian/Pakistani - 0.34%
- Middle Eastern or North African - 0.22%
- Multiracial - 0.68%
- Native American/Indigenous - 0.33%
- Native Hawaiian - 0.03%
- Other Pacific Islander - 0.28%
- Other Race - 0.52%
- Prefer not to answer - 4.50%



#### 4. Average Age

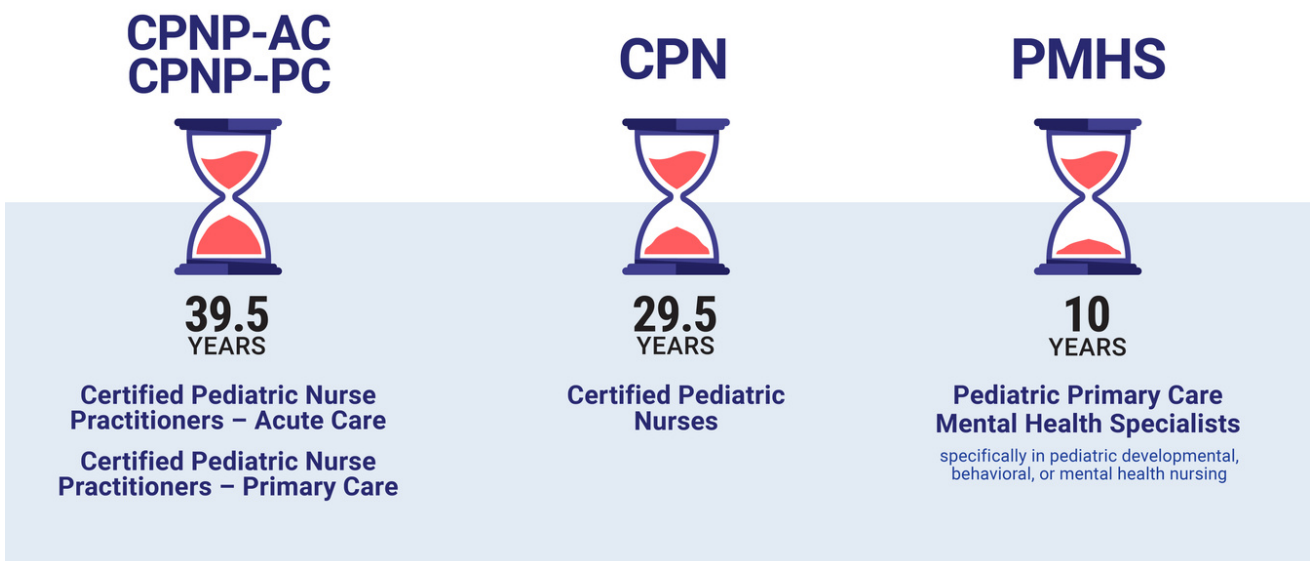
The PNCB-certified workforce is younger than average.

The average age of RNs across all specialties is 52.<sup>1</sup>



#### 5. Average Number of Years of Pediatric Nursing Experience

However, despite the younger average age, PNCB-certified nursing professionals offer extensive pediatric-specific experience to patients, families, and health care employers.



## 6. Highest Level of Nursing Education

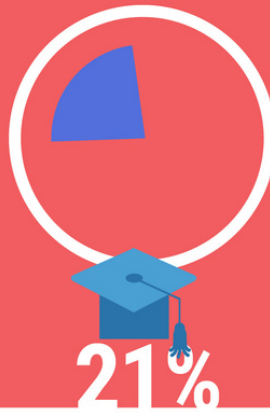
# Highest Level of Nursing Education

To be eligible to sit for the CPNP-AC, CPNP-PC, or PMHS exams, a master's degree is required

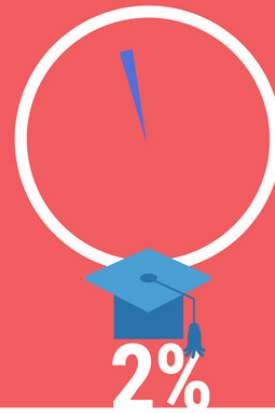
RN-level CPN credential holders, 90% have earned bachelor's degree or above:



**Bachelor's  
Degree**



**Master's  
Degree**

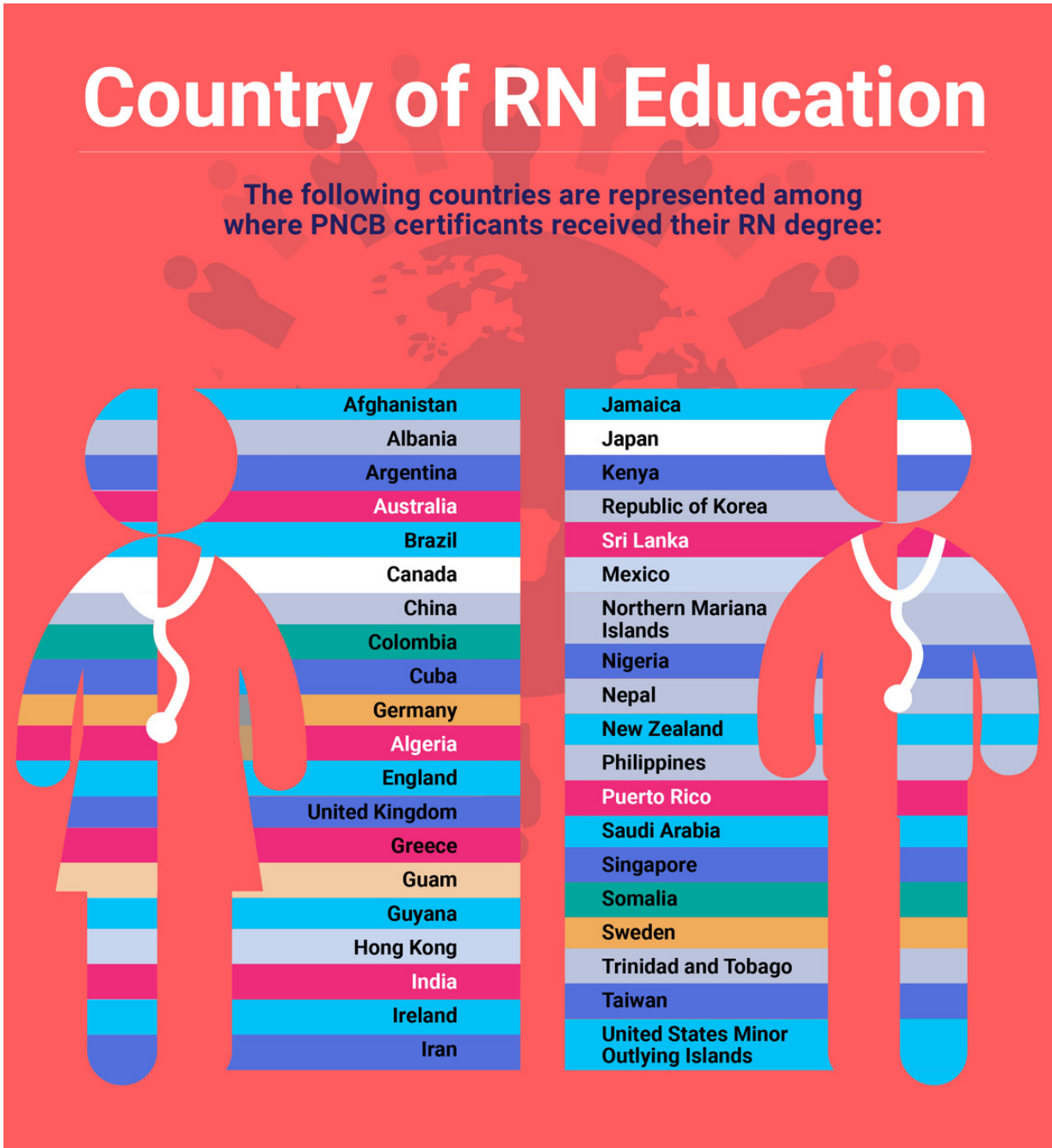


**Doctoral  
Degree**  
(e.g., PhD, DNP)



## 7. Country of RN Education

Beyond the United States, the following countries are represented among where PNCB certificants received their RN degree.

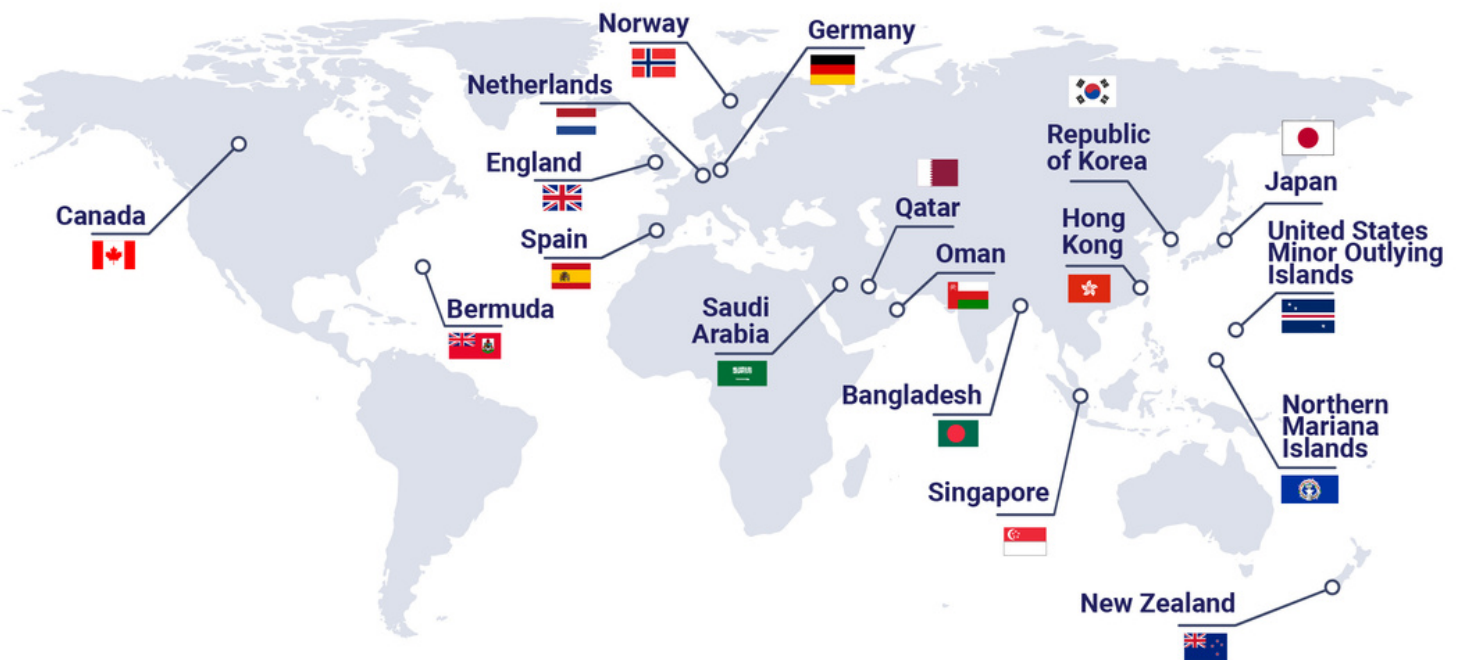


## 8. Geography

PNCB-certified nursing professionals live and work in the following areas beyond the United States.

PNCB will be expanding its influence in global markets as supported by the [2022-2027 Strategic Plan](#).

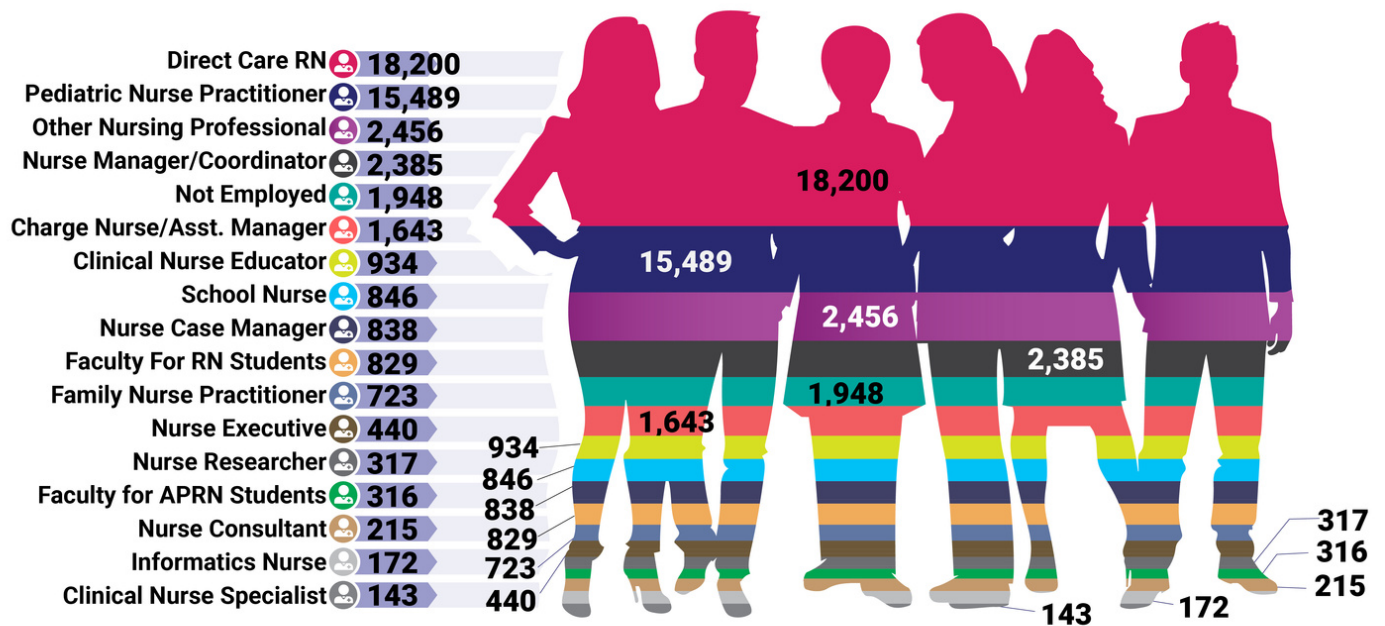
### PNCB-certified nursing professionals beyond the U.S.



## 9. Main Role / Job Title

PNCB-certified nursing professionals work in a variety of roles.

Although these data reflect what certificants consider their primary role, many are actively employed in more than one role such as direct care *and* faculty.



## 10. Employment Setting: Certified Pediatric Nurses

### CPN

10,434	Children's Hosp: Freestanding
7,107	Children's Hosp: Major Med CTR
2,128	Community Hosp
1,996	Outpatient Specialty Care
1,336	Outpatient Primary Care
1,266	Other
1,158	Major Medical Center
738	None
653	School-based Health
356	Home Health
337	Ambulatory Surgery Center
314	Urgent Care
199	Public Health/community
93	Rehab or Extended Care CTR
58	Psych/mental Health Facility

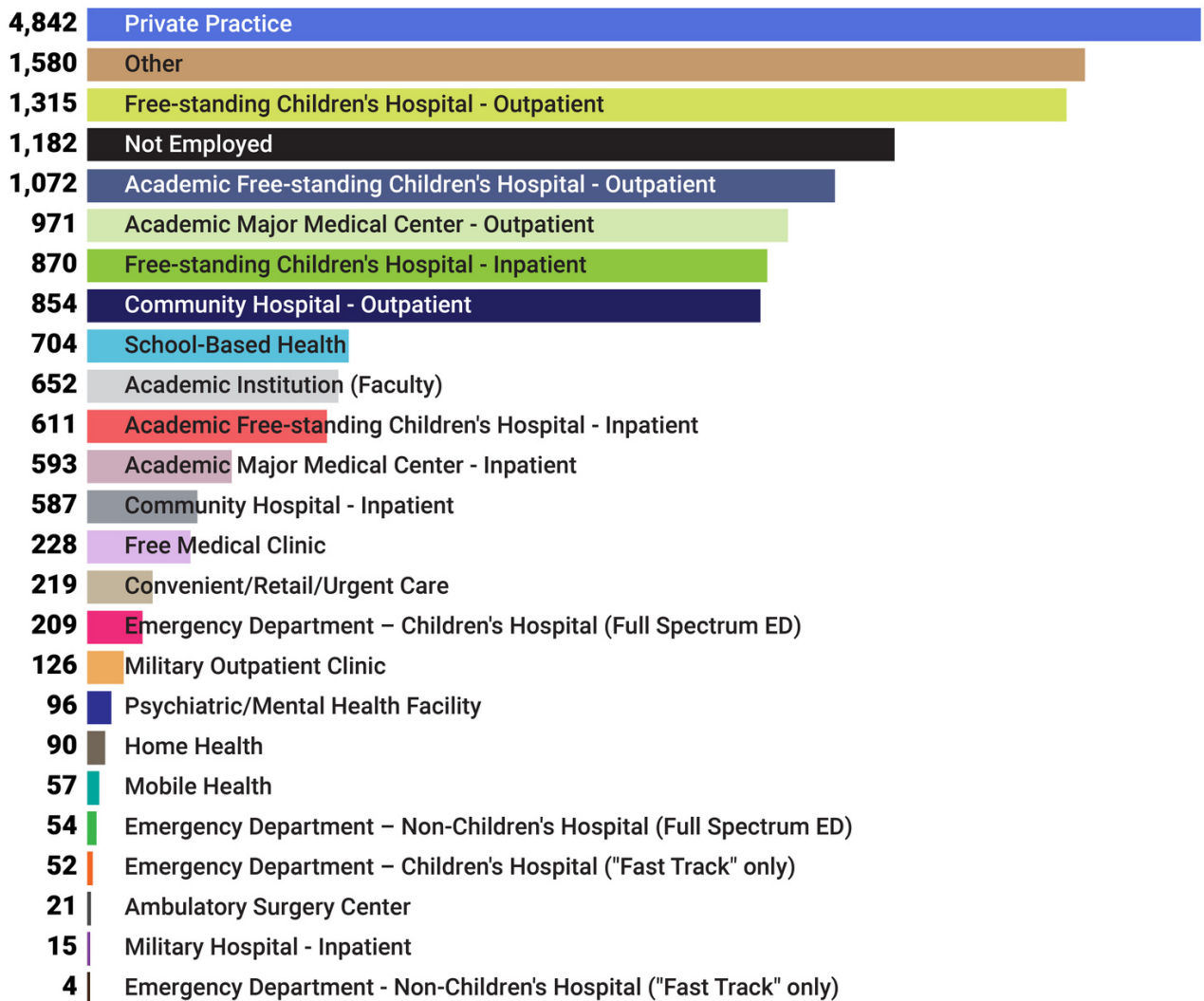
## 11. Employment Setting: Pediatric Primary Care Mental Health Specialist

### PMHS

178	Primary Care - Pediatrics
77	Peds Outpatient Clinic or Subspecialty Practice - Dev/Behavioral Peds
62	Peds Outpatient Clinic or Subspecialty Practice - Psychiatry Practice
54	Other
26	Peds Outpatient Clinic or Subspecialty Practice - Other
19	Peds Outpatient Clinic or Subspecialty Practice - Neurology Practice
17	School-based Health
7	Primary Care - Family Practice

## 12. Employment Setting: Certified Pediatric Nurse Practitioners - Primary Care

### CPNP-PC



## 13. Employment Setting: Certified Pediatric Nurse Practitioners - Acute Care

# CPNP-AC

896	Free-standing Children's Hospital - Inpatient
736	Academic Free-standing Children's Hospital - Inpatient
435	Academic Major Medical Center - Inpatient
209	Free-standing Children's Hospital - Outpatient
193	Private Practice
190	Community Hospital - Inpatient
179	Academic Free-standing Children's Hospital - Outpatient
158	Emergency Department – Children's Hospital (Full Spectrum ED)
134	Other
112	Academic Major Medical Center - Outpatient
109	Not Employed
92	Academic Institution (Faculty)
64	Community Hospital - Outpatient
52	Convenient/Retail/Urgent Care
31	Emergency Department – Non-Children's Hospital (Full Spectrum ED)
22	School-Based Health
15	Emergency Department – Children's Hospital ("Fast Track" only)
7	Military Outpatient Clinic
7	Mobile Health
6	Ambulatory Surgery Center
5	Free Medical Clinic
5	Home Health
4	Military Hospital - Inpatient
2	Psychiatric/Mental Health Facility

14. Top 10 Subspecialties by Certification Type in Rank Order,  
If a Subspecialty Is Indicated: Certified Pediatric Nurse

**TOP 10**  
SUBSPECIALTIES  
**CPN**

- **Hematology/Oncology**
- **Critical Care**
- **Perioperative**
- **Cardiovascular**
- **Emergency**
- **Neurology/Neurosurgery**
- **General Surgery**
- **Neonatology**
- **Pulmonary**
- **Gastroenterology**

15. Top 10 Subspecialties by Certification Type in Rank Order,  
If a Subspecialty Is Indicated:  
Certified Pediatric Nurse Practitioner - Acute Care

**TOP 10**  
SUBSPECIALTIES  
**CPNP**  
-AC

- **Critical Care**
- **Cardiovascular**
- **Hematology/Oncology**
- **Emergency**
- **General Surgery**
- **Neurology/Neurosurgery**
- **Neonatology**
- **Pulmonary**
- **Transplant**
- **Trauma**



16. Top 10 Specialties by Certification Type in Rank Order,  
If a Subspecialty Is Indicated:  
Certified Pediatric Nurse Practitioner - Primary Care

**TOP 10**  
SUBSPECIALTIES  
**CPNP**  
-PC

- **Hematology/Oncology**
- **Neonatology**
- **Behavioral/Mental Health**
- **Neurology/Neurosurgery**
- **Adolescent Medicine**
- **Cardiovascular**
- **Emergency**
- **Gastroenterology**
- **Endocrine**
- **Developmental Pediatrics**

17. Top 10 Specialties by Certification Type in Rank Order,  
If a Subspecialty Is Indicated:

Dually Certified Pediatric Nurse Practitioner - Acute Care/Primary Care

**TOP 10**  
SUBSPECIALTIES  
DUALY CERTIFIED  
**CPNP**  
AC/PC

- **Critical Care**
- **Cardiovascular**
- **Hematology/Oncology**
- **Emergency**
- **General Surgery**
- **Neonatology**
- **Neurology/Neurosurgery**
- **Pulmonary**
- **Urgent Care/Convenient  
Care**
- **Trauma**

18. Top 10 Subspecialties by Certification Type in Rank Order,  
If a Subspecialty Is Indicated:  
Pediatric Primary Care Mental Health Specialist

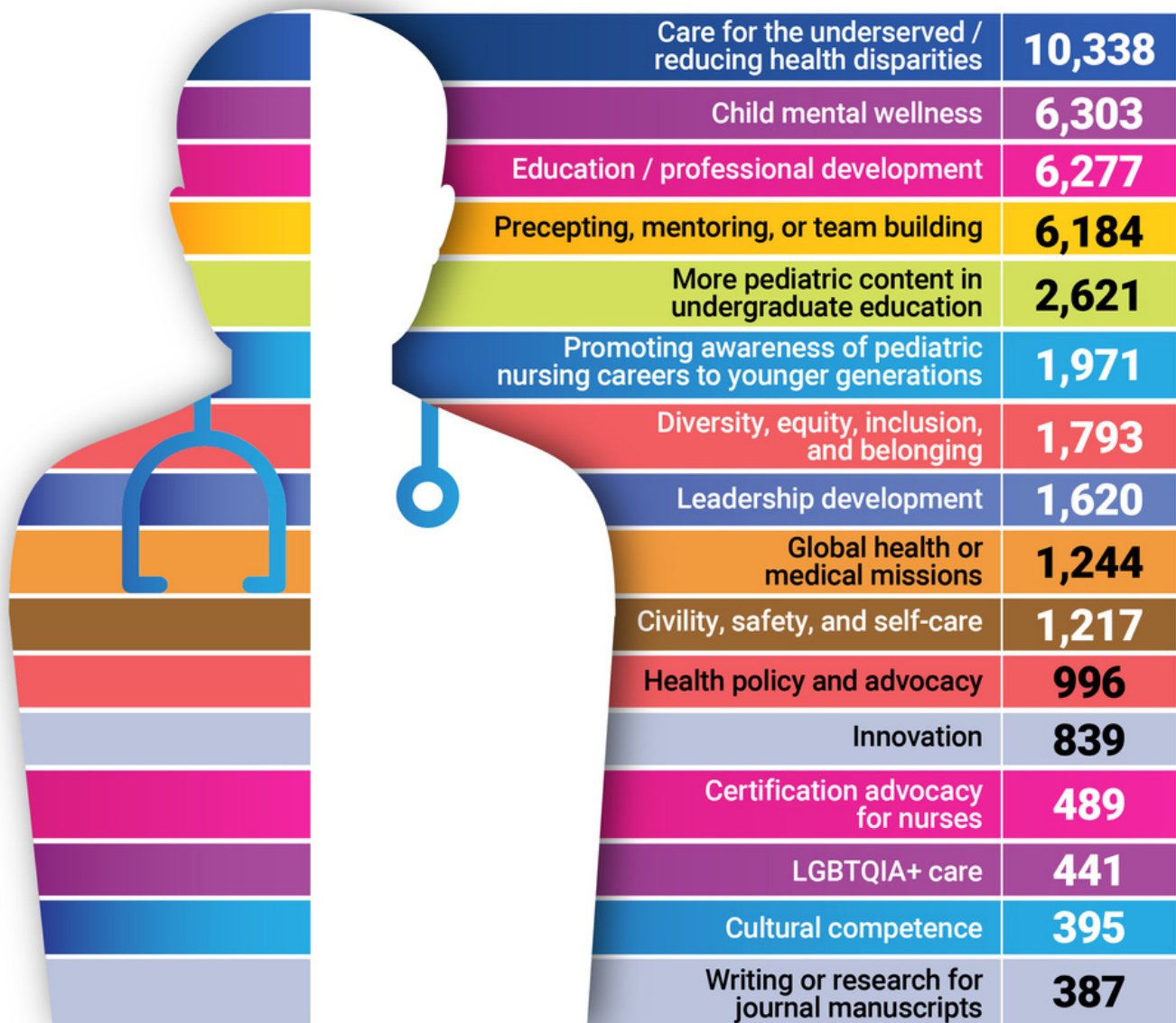


**TOP 10**  
SUBSPECIALTIES  
**PMHS**

- **Behavioral/Mental Health**
- **Developmental Pediatrics**
- **Adolescent Medicine**
- **Neurology/Neurosurgery**
- **Endocrine**
- **Urgent Care/Convenient Care**
- **Child Maltreatment**
- **Gastroenterology**
- **Gynecology**

# SPECIAL INTERESTS

When certified nurses complete their annual renewal application, PNCB asks what they are most passionate about.



# REFERENCES

[1] Smiley, R. A., Ruttinger, C., Oliveira, C. M., Hudson, L. R., Allgeyer, R., Reneau, K. A., Silvestre, J. H., & Alexander, M. (2021). The 2020 National Nursing Workforce Survey. *Journal of Nursing Regulation*, 12(1). [https://doi.org/10.1016/s2155-8256\(21\)00027-2](https://doi.org/10.1016/s2155-8256(21)00027-2).

[2] U.S. Census Bureau. (2022, April 5). National Population by Characteristics: 2020-2021. Annual Estimates of the Resident Population by Single Year of Age and Sex for the United States: April 1, 2020 to July 1, 2021. <https://census.gov/data/datasets/time-series/demo/popest/2020s-national-detail.html>.

[3] The Trevor Project. (2021, July 13). Brief: Diversity of Nonbinary Youth. 2021 National Survey on LGBTQ Youth Mental Health. <https://www.thetrevorproject.org/research-briefs/diversity-of-nonbinary-youth/>.

[4] Vespa, J., Medina, L., & Armstrong, D. (2020). Demographic Turning Points for the United States: Population Projections for 2020 to 2060. U.S. Census Bureau Current Population Reports. <https://www.census.gov/content/dam/Census/library/publications/2020/demo/p25-1144.pdf>.

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PNCB data retrieved from the Pediatric Nursing Certification Board database during August 2022.

# ACKNOWLEDGEMENTS

PNCB thanks the many certificants who continue to share their photographs for the website's **Faces of Certification** program to celebrate an individual's commitment to certification.

Any PNCB certificant can submit their photo **here**. Selected for this year's cover:

Raulin Feria CPN	Monica Wilson CPN	Beth Heuer CPNP-PC PMHS	Jose Ramirez CPN	Heather Vincequere CPN
JD Murphy CPNP-AC				Lori Neptun CPN
Melina Burns CPN				Camilla Saheb-Nasab CPN
Monina Chan Galapon CPNP-PC				Eric Hebert CPNP-AC/PC
Bryan Manalo CPN	Christie Lomongo Jones CPN	Jordan Lee Slowik CPN	Avis Johnson-Smith CPNP-PC PMHS	Denishia Karnell Tatum CPNP-PC
Tonya Brooks CPNP-PC	Dina Longstaff CPN	Amanda Jakubowski CPNP-PC	Jean Fletcher CPNP-PC PMHS	Tyree Darnell Smith CPNP-AC



A healthier world... one child at a time.