

Essentia Health Nurses: Highly Valued and Well Compensated

Essentia works hard to ensure our registered nurses (RNs) are supported and compensated to reflect the healthy difference they make for patients. We have industry-leading retention rates and excellent success recruiting into the profession.

Twin Ports acute care RNs are well compensated



\$87,000

starting full-time
pay for RN with
2-year degree



\$100,000

Average annual pay for an
RN working a .8 FTE
4 days/week



77%

Take Essentia's health
insurance worth up to
\$29K/year
family coverage

68% of RNs work fewer than 30 hours/week (designated FTE)



94% choose to
work
part-time



Full benefits at
24 hours
/week



Plus support:

22% More support staff* for
RNs in '24 vs. '22

*Nursing Assistants, Health Unit
Coordinators



Magnet excellence programs
and development opportunities

Essentia nurses stay at Essentia

At a time when nurses are in high demand nationally and can get jobs anywhere,
our nurses overwhelmingly choose to remain at Essentia.

Nurse tenure

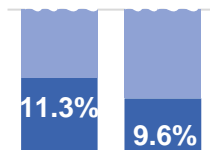
56%

have greater than

5 years

tenure

Acute RN turnover



Top 25%ile national
average

Essentia
East
Market

As of November 2024

Nursing vacancies



5.2%

Twin Ports
vacancy rate

As of June 30, 2024



9.5%

National
comparison
to 50th
percentile
benchmark

*Unless noted, stats pertain to Essentia acute care
RNs in the Twin Ports (St. Mary's Medical Center,
Essentia Health-Duluth, St. Mary's Hospital-Superior
and Home Care Hospice)*

