Results from the 2017 National Nursing Workforce Survey

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October 24, 2018
Background & Introduction

• Collaborative partnership with The National Forum of State Nursing Workforce Centers
  • Cynthia Bienemy, PhD, RN
    • President, The National Forum of State Nursing Workforce Centers
    • Director, Louisiana Center for Nursing at the Louisiana State Board of Nursing
  • Pamela Lauer, MPH
    • Program Director, Texas Center for Nursing Workforce Studies
    • Research Committee Chair, National Forum of State Nursing Workforce Centers
  • Judith G. Berg, MS, RN, FACHE
    • Chief Executive Officer, Health Impact
    • Immediate Past-President, National Forum of State Nursing Workforce Centers

• Data from HRSA’s final NSSRN was completed in 2008, and reported out in 2010

• NCSBN & The Forum Partnered to fill the void of RN supply data in 2013 and 2015

• 2015 included LPN/VNs for the first time
Method

• Sample
  • All active RN and LPN/VN licensees were eligible for survey participation
  • Sampling was stratified by state
  • 153,920 RNs and 158,502 LPN/VNs were selected to be sent a survey

• Materials
  • Minimum Data Set
  • Additional telehealth and specialty setting questions added
Method

• Procedure
  • Week 1: announcement postcard and online survey link
  • Week 2: letter and survey mailed \((first class)\)
  • Week 5: letter and survey mailed \((first class)\)
  • Week 8: letter and survey mailed \((first class)\)
  • Week 13: letter and survey mailed – Utah \((first class)\)
  • Week 20: deadline for survey receipt

• Weighting
  • Nonresponse bias analysis was conducted
  • Survey responses weighted based on:
    • Age
    • Gender
    • State nursing population size

• Descriptive Analysis
Response

• Participants
  • 48,704 RNs responded:
    • 32.8% response rate
    • 28.7% online
    • 71.3% paper
  • 40,272 LPN/VNs responded:
    • 26.5% response rate
    • 24.1% online
    • 75.9% paper
Registered Nurse Results
Age Distribution

• Median Age = 53
• The percentage of nurses in both the youngest and oldest age groups have increased
Gender Distribution

• Men 9.1%

• Race/Ethnicity Groups with the highest percent males are
  • Hispanic/Latino (15.8%)
  • Asian (15.5%)
  • Native Hawaiian or Other Pacific Islander (14.9%)

• Male workforce expected to grow
Racial/Ethnic Diversity

- Individuals from racial and ethnic minority groups accounted for 39.3% of the US population in 2017
- 19.3% of respondent RNs were minorities
- Racial/ethnic diversity expected to increase
Initial Level of Nursing Education

- **41.7%** held a baccalaureate as their initial nursing education
  - Baccalaureate as initial nursing education is expected to continue to grow
- **3.8%** held a Master’s degree as their initial nursing education
• **64.2%** had baccalaureate or higher degree as their **highest level** of nursing education
RNAs Credentialed as APRNs

• APRN 9.9% in 2017 (up from 7.3% in 2013)
Employment Status

• **84.5%** of RN respondents were actively employed in nursing

• **65.3%** of RN respondents were working full-time ... an increase from **60.4%** in 2013
Earnings

• Median pre-tax annual earnings by responding RNs increased from $60,000 in 2015 to $63,000 in 2017
Earnings by Years Licensed and Age

- Median earnings for RNs are driven more by number of years licensed than age by age
Employment Setting

- 55.7% of RN respondents report their primary employment setting as being a hospital ... which is similar to the responses to the 2013 and 2015 surveys.
Employment Specialty

- **14.0%** of RN respondents report their primary employment specialty as being acute care/critical care with the second most frequent being medical-surgical (8.5%)
• **54.1%** of RNs indicated they engage in telehealth. An increase from **48.8%** in 2015
  – 31.6% between 1 – 25% of their time
  – 7.2% between 26 – 50% of their time
  – 5.6% between 51 – 75% of their time
  – 9.7% between 76 – 100% of their time ... up from **5.8%** in 2015
Cross-Border Telehealth

- Of those RNs providing nursing services remotely, increased proportions reported providing services over both state and national borders in comparison to 2015
Modes of Communication Used for Telehealth

- With the exception of the telephone, usage by RNs increased in 2017 for each of the modes of communication queried.
Licensed Practical/Vocational Nurse Results
Age Distribution

- Median Age = 54 ... an increase of a year over the 2015 median
- The percentages of nurses in the youngest age groups have decreased while the percentages in the oldest age groups have increased
Gender Distribution

• Men 7.8% (up from 7.5% in 2015)

• Race/Ethnicity Groups with the highest percent males are
  • Asian (17.9%)
  • Hispanic/Latino (14.7%)
  • Native Hawaiian or Other Pacific Islander (13.1%)

• The proportion of the LPN/VN workforce that is male is expected to grow
Racial/Ethnic Diversity

- Individuals from racial and ethnic minority groups accounted for 39.3% of the US population in 2017
- 28.9% of respondent LPN/VNs were minorities; approximately the same as in 2015
- Racial/ethnic diversity expected to increase
Highest Level of Nursing Education

• Nursing education:
  • 77.4% vocational/practical certificate-nursing
  • 14.4% diploma
  • 7.5% associate’s degree-nursing
  • 0.7% baccalaureate degree-nursing
Employment

- 64.7% of responding LPN/VNs reported being actively employed in nursing full-time ... an increase from 61.2% in 2015

- Primary employment setting
  - 31.6% nursing home/extended care
  - 14.0% home health
  - 9.5% hospitals

- Primary employment specialty
  - 30.3% geriatric/gerontology (up from 27.7% in 2015)
  - 8.8% home health (down from 9.6% in 2015)
Telehealth Utilization Overall

• 54.1% of LPN/VNs indicated they engage in telehealth. An increase from 46.1% in 2015
  – 23.2% between 1 – 25% of their time
  – 10.1% between 26 – 50% of their time
  – 8.1% between 51 – 75% of their time
  – 12.7% between 76 – 100% of their time ... up from 7.2% in 2015
Cross-Border Telehealth

• Of those LPN/VNs providing nursing services remotely, increased proportions reported providing services over both state and national borders in comparison to 2015
Modes of Communication Used for Telehealth

- Usage by LPN/VNs for each mode of communication queried was similar in 2015 and 2017
Conclusions

• The average age of RNs has remained the same since 2015, but there was a slight increase in the proportion of RNs nearing retirement.

• The average age of LPN/VNs has risen by a year since 2015 and there was a distinct increase in the proportion of LPN/VNs nearing retirement.

• The proportion of RNs who are male has steadily risen since 2013. The proportion of RNs in minority groups is expected to increase in coming years.

• The proportion of LPN/VNs who are male is unchanged since 2013. The proportion of LPN/VNs in minority groups is larger than that for RNs and that proportion is expected to increase in coming years.
Conclusions (continued)

- The trend towards RNs pursuing and achieving higher levels of education continues with increasing proportions of RNs entering practice with a BSN, earning Master’s degrees, and earning DNPs.

- The median pre-tax annual earning for RNs and LPNs/ has increased since 2015.

- Over half of RNs and LPNs engage in telehealth.

- An increasing number of RNs and LPN/VNs engage in telehealth across state borders and national borders.
Discussion/Questions