THE NATIONAL **FOR M**
OF STATE NURSING WORKFORCE CENTERS

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Results from the 2017 National Nursing Workforce Survey

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Immediate Past President, National

Forum of State Nursing Workforce Centers

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

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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

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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

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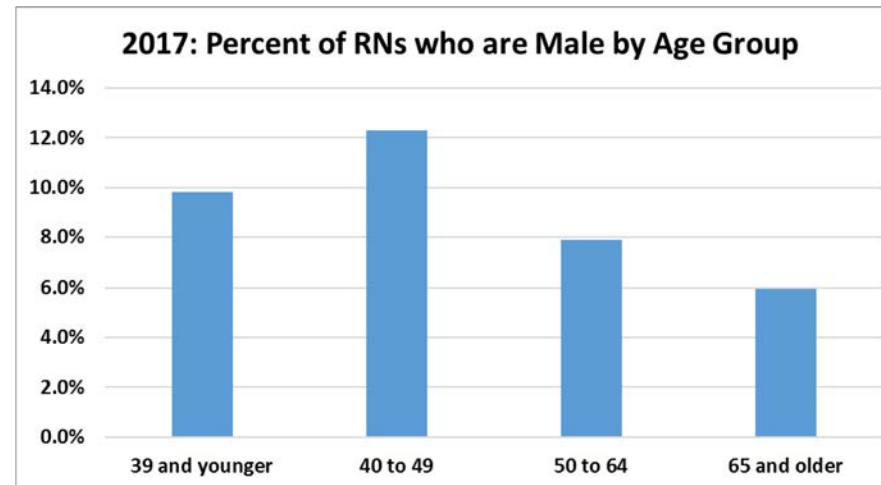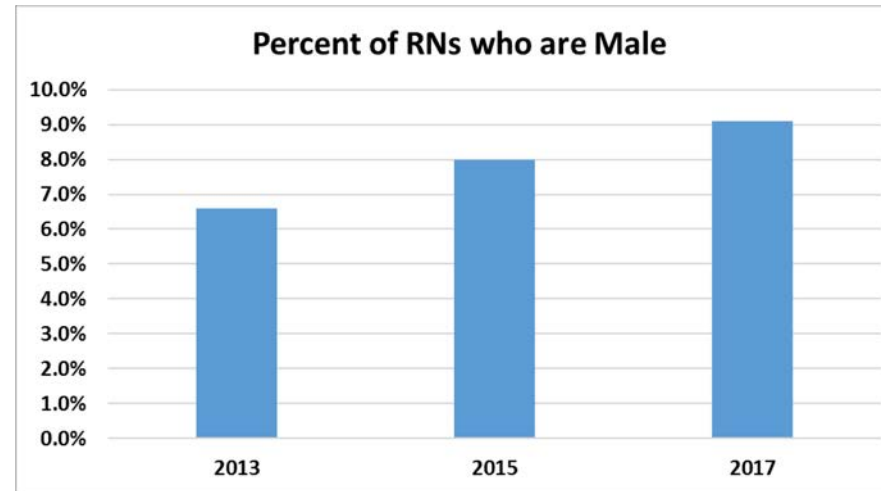
Registered Nurse Results

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Age Distribution

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

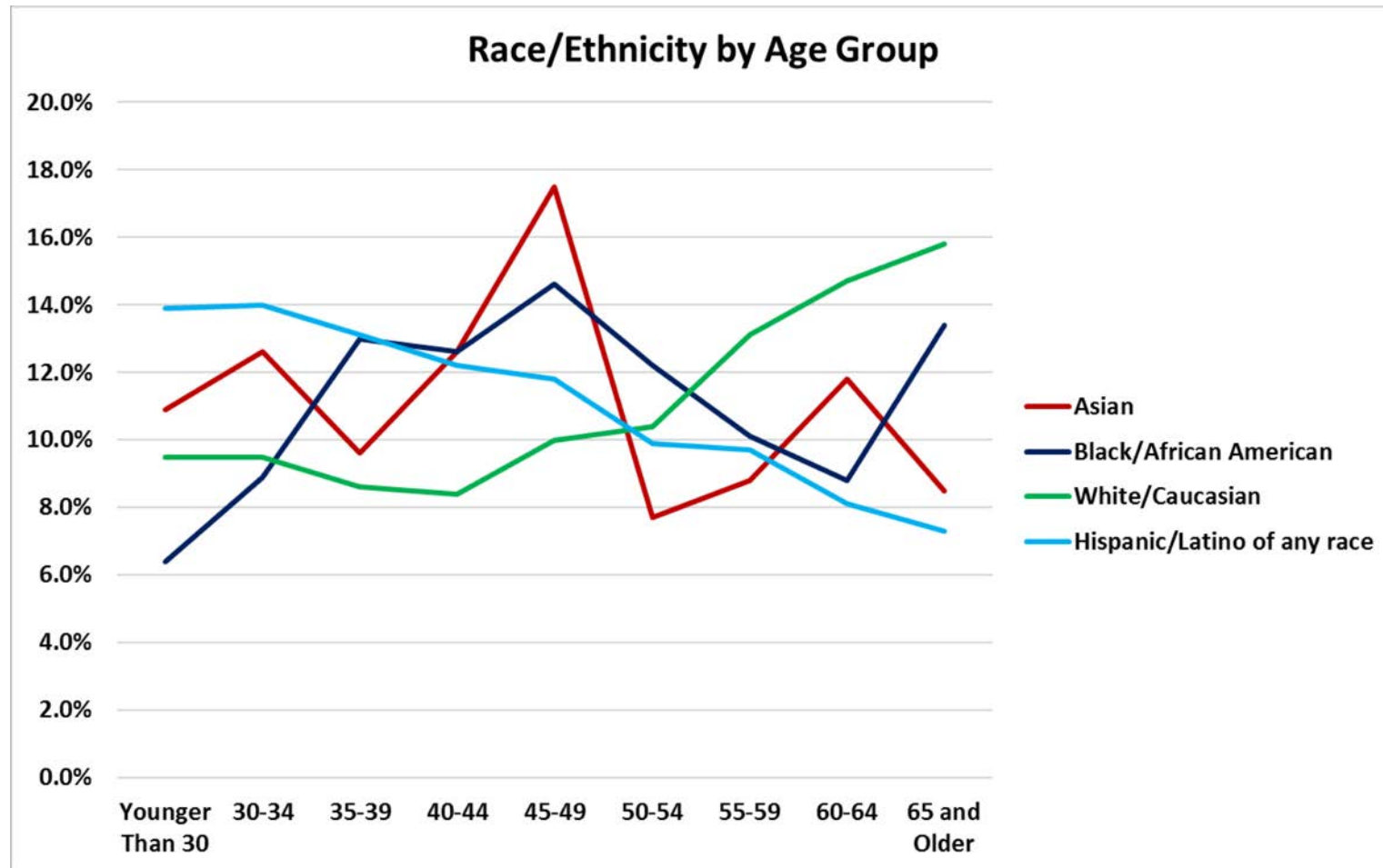Age Distribution: 2013-2017

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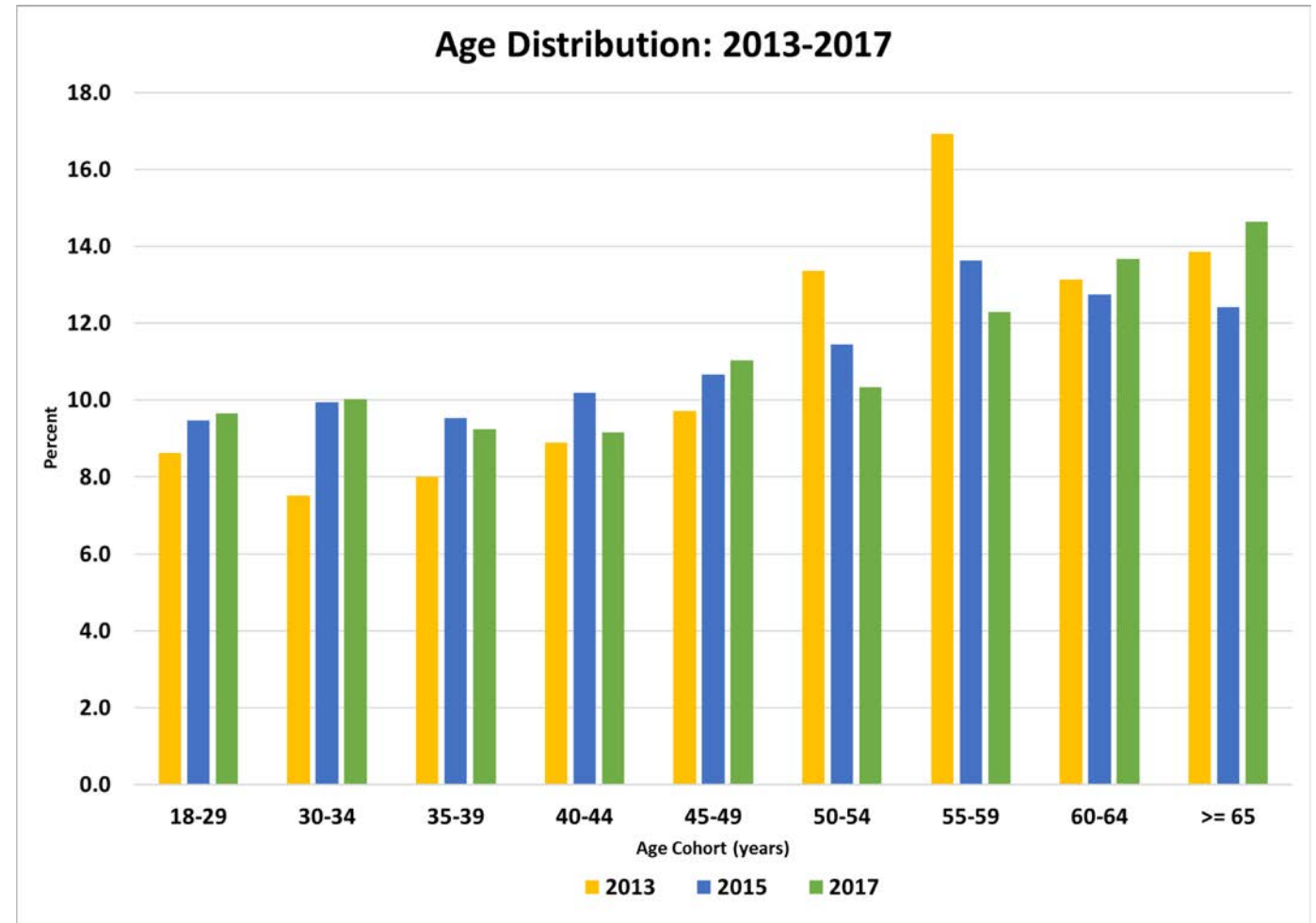
Gender Distribution

- 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

Percent of RNs who are Male

2017: Percent of RNs who are Male by Age Group
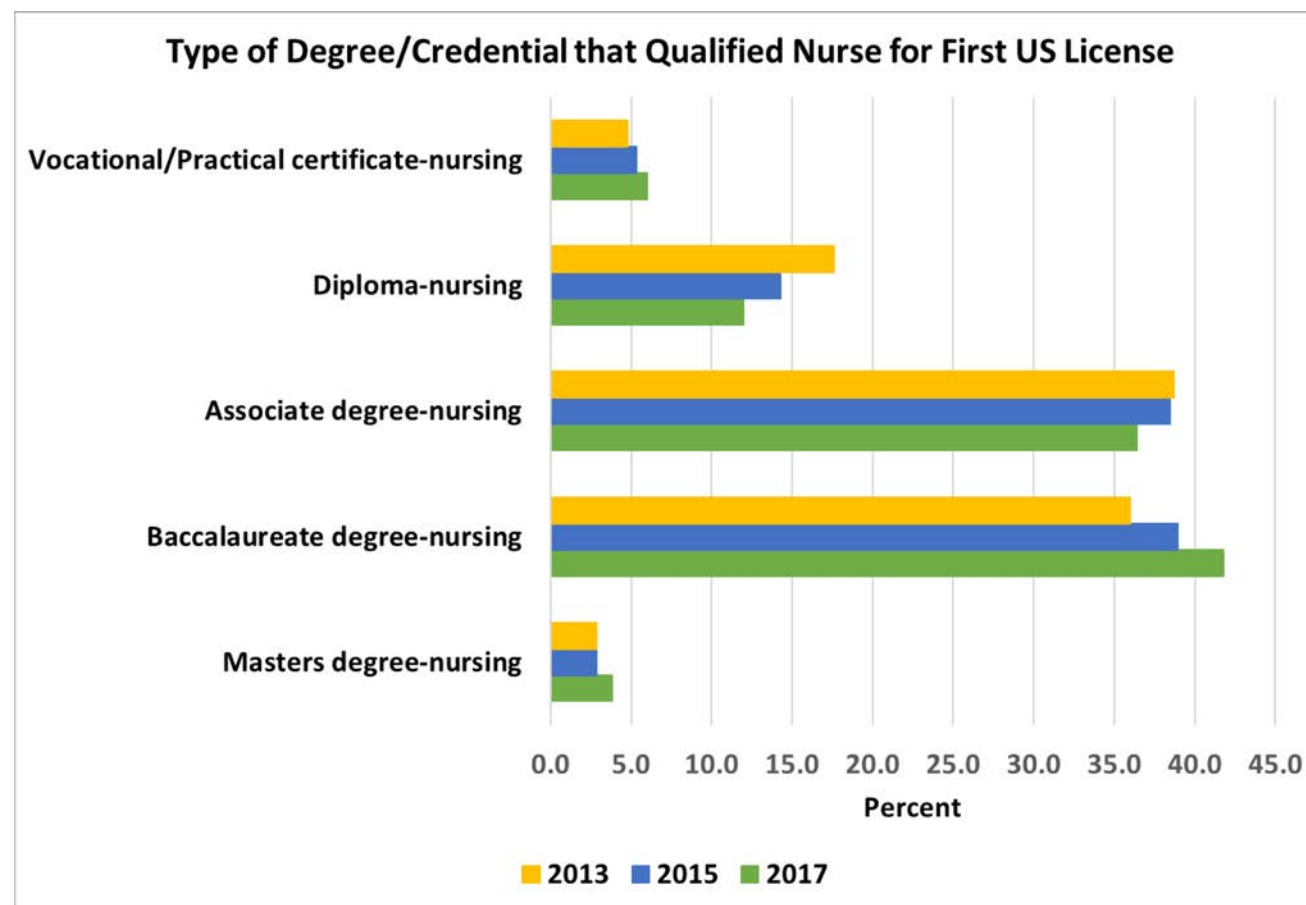
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Racial/Ethnic Diversity

- 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

Race/Ethnicity by Age Group

Legend:
- Asian (red)
- Black/African American (dark blue)
- White/Caucasian (green)
- Hispanic/Latino of any race (light blue)

Y-axis: 0.0% to 20.0%

X-axis: Younger Than 30, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65 and Older

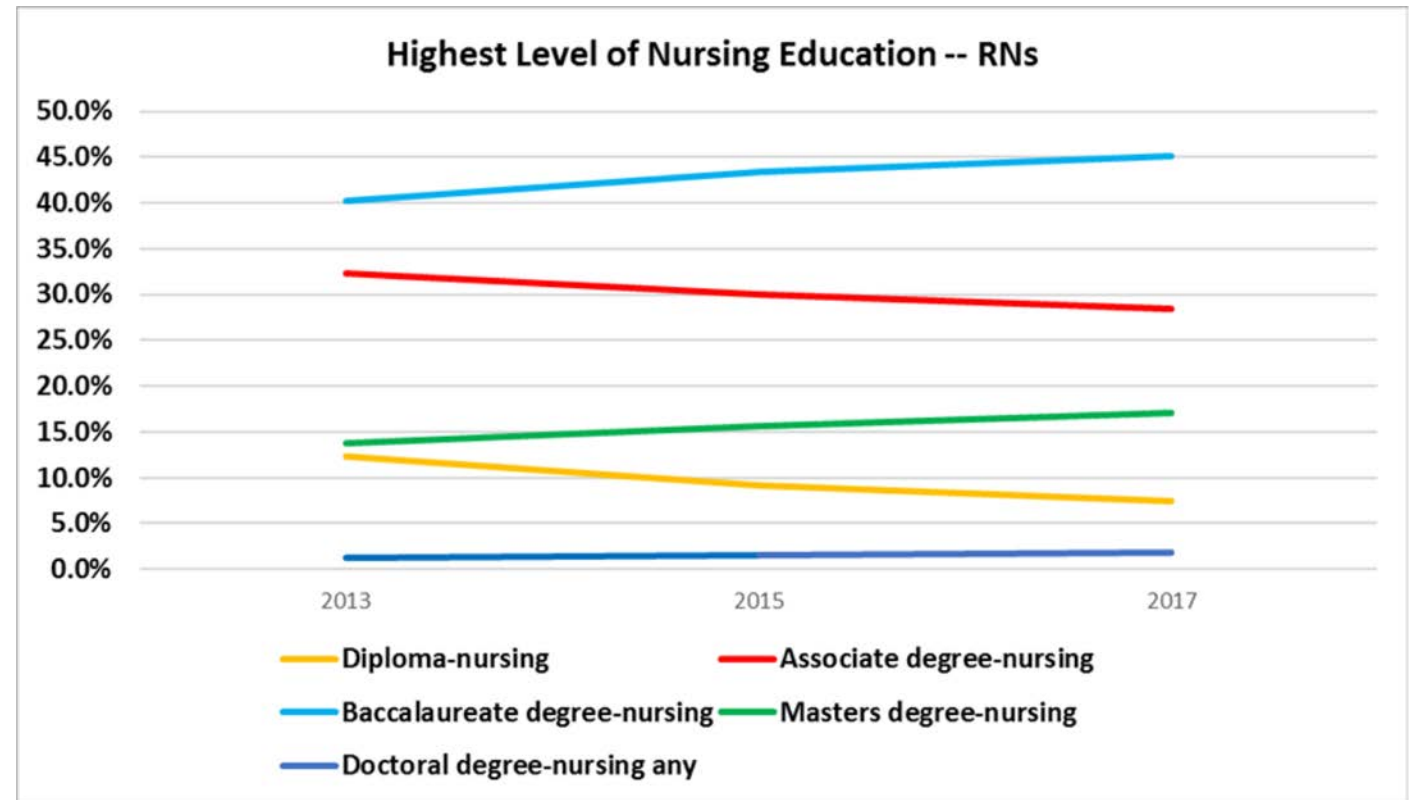**NCSBN**
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Initial Level of Nursing Education

- **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
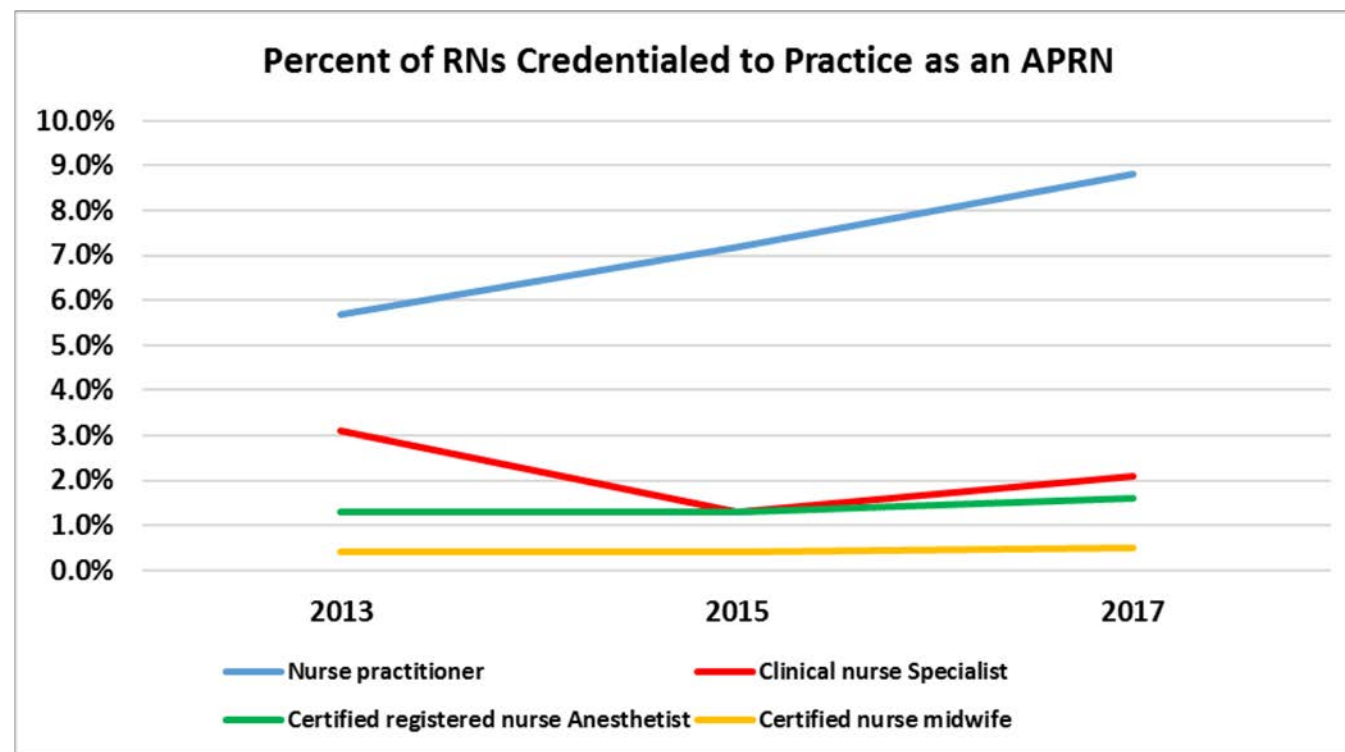
Type of Degree/Credential that Qualified Nurse for First US License

Legend: 2013, 2015, 2017

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Highest Level of Nursing Education

- **64.2%** had baccalaureate or higher degree as their **highest level** of nursing education

**Highest Level of Nursing Education -- RNs**

Legend:
- Diploma-nursing
- Associate degree-nursing
- Baccalaureate degree-nursing
- Masters degree-nursing
- Doctoral degree-nursing any

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RNs Credentialed as APRNs

- APRN 9.9% in 2017 (up from 7.3% in 2013)

Percent of RNs Credentialed to Practice as an APRN

Legend:
- Nurse practitioner
- Clinical nurse Specialist
- Certified registered nurse Anesthetist
- Certified nurse midwife

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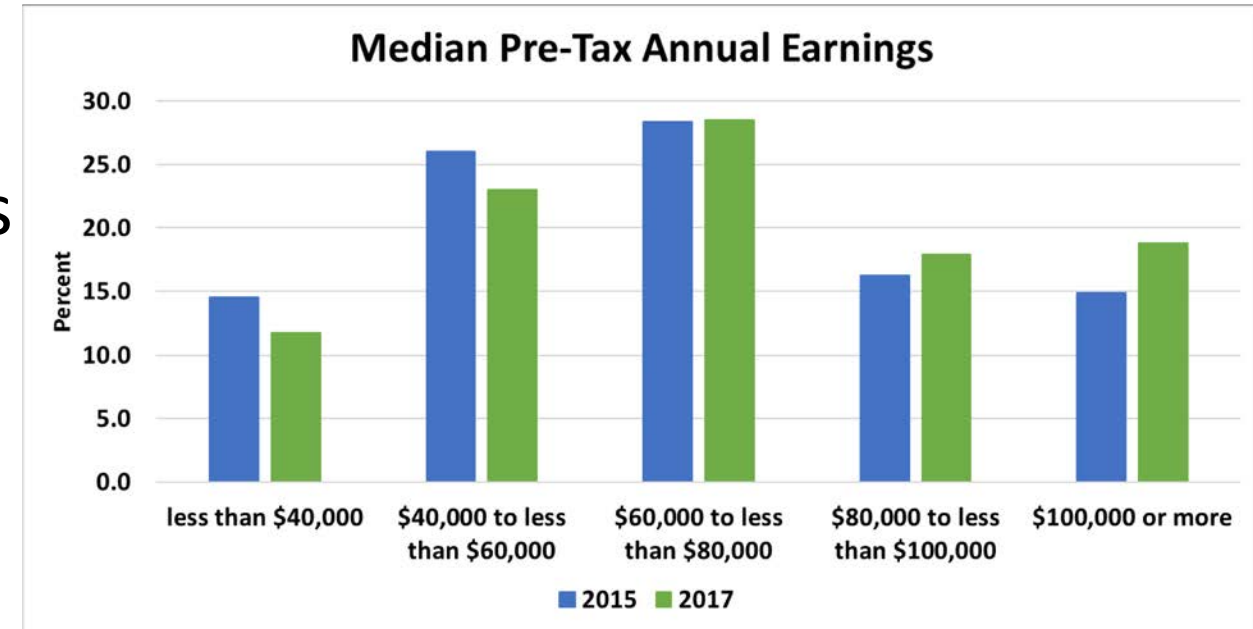# Employment Status

- 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

Employment Status: 2013-2017

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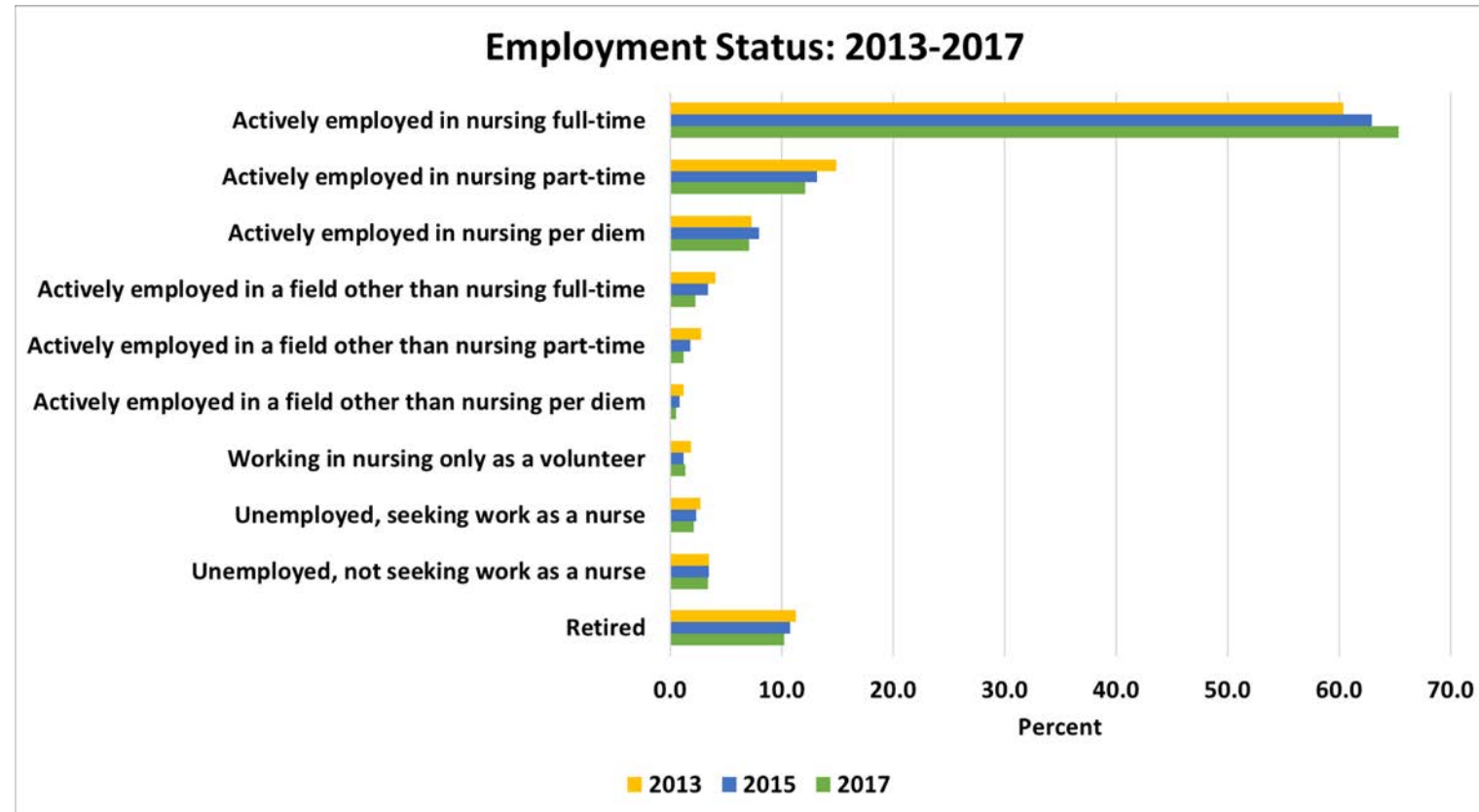
Earnings

- Median pre-tax annual earnings by responding RNs increased from $60,000 in 2015 to $63,000 in 2017

**Median Pre-Tax Annual Earnings**

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Earnings by Years Licensed and Age

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

Median Earnings by Years Licensed and Age
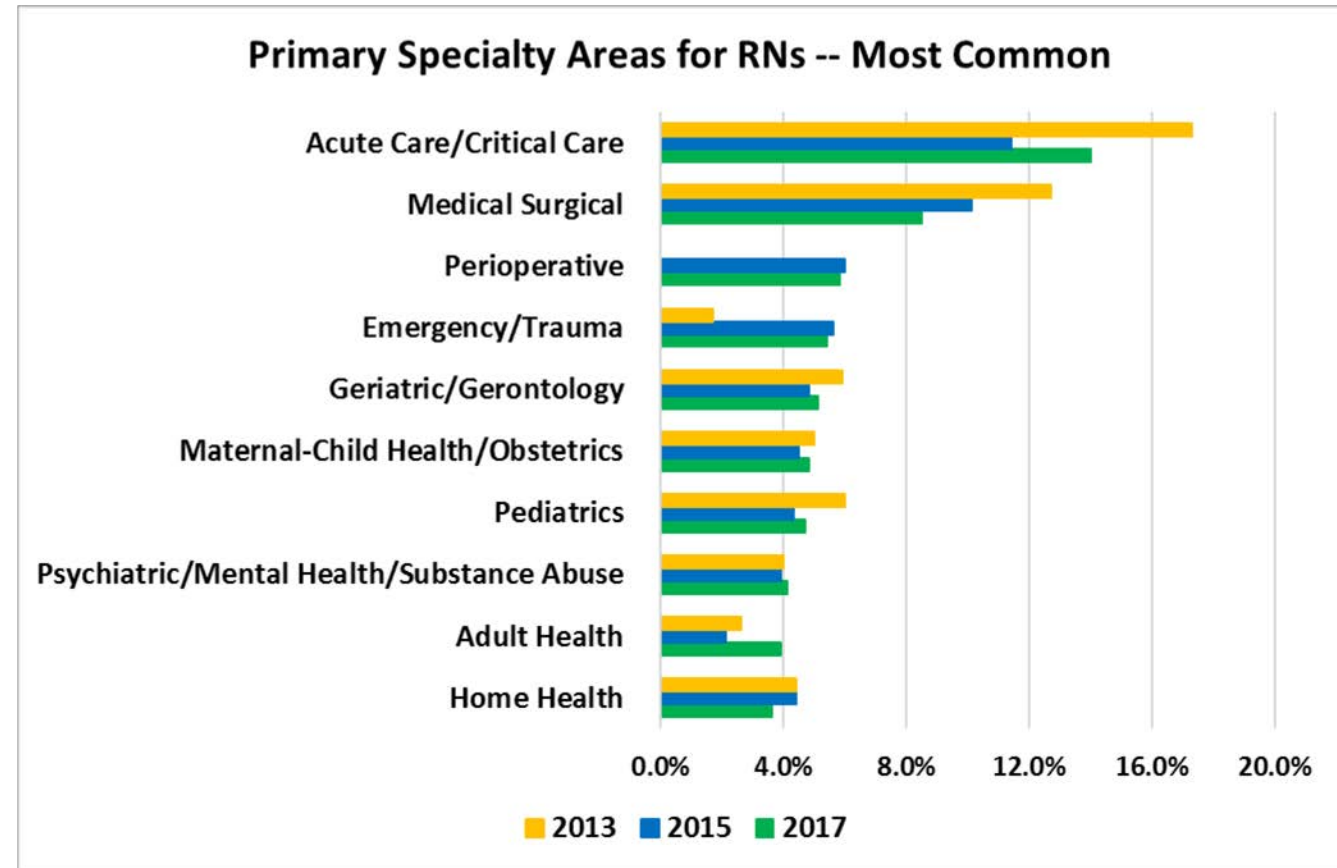
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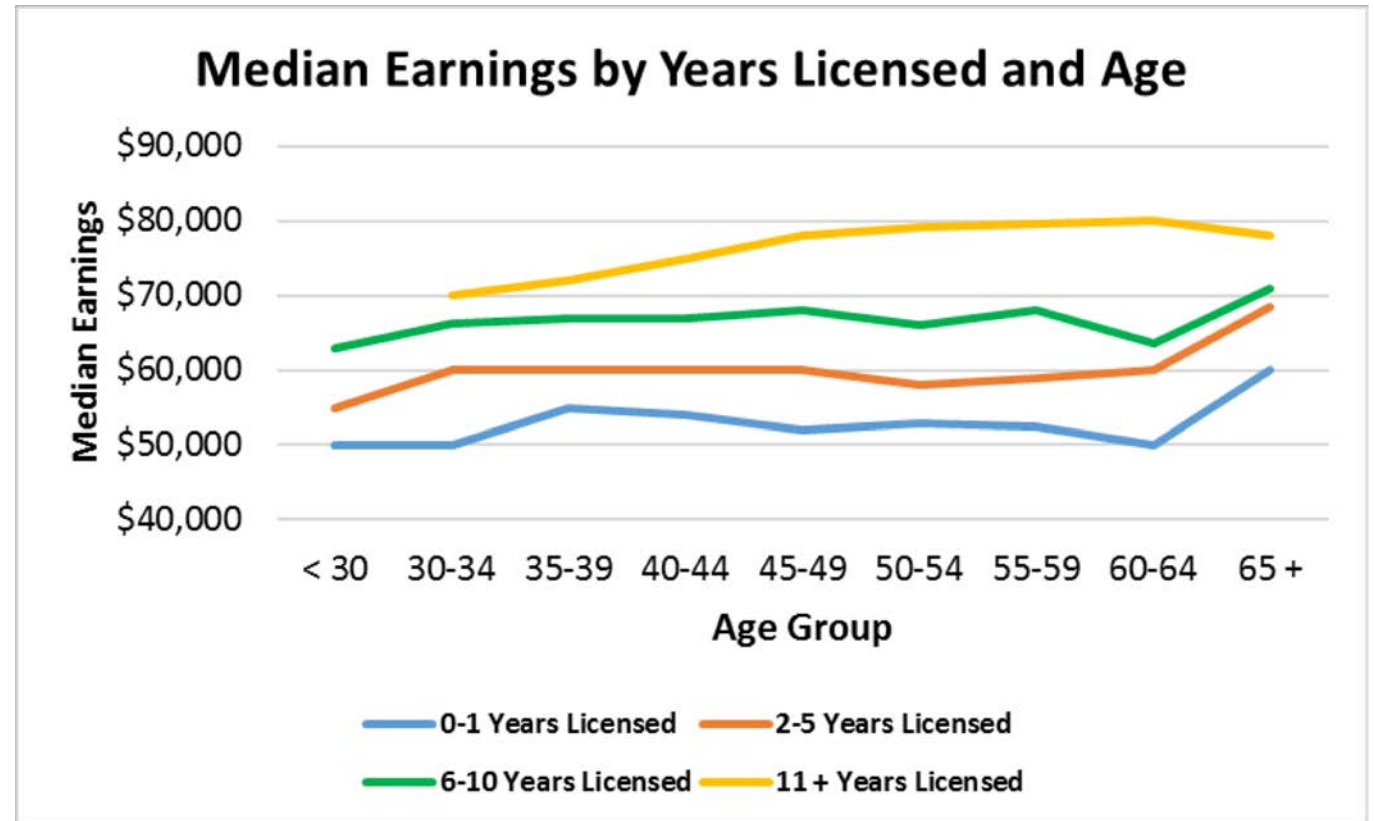
Employment Setting

- 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

Primary Practice Settings

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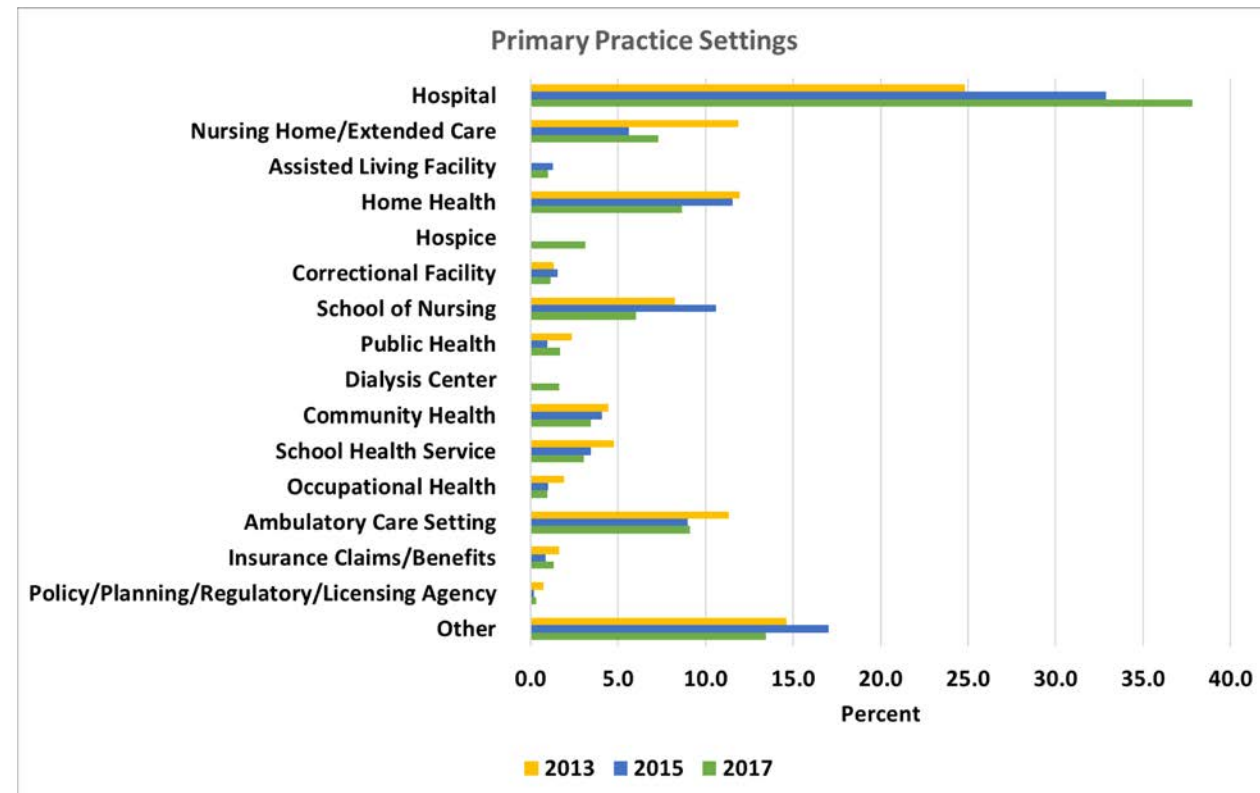
Employment Specialty

- 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%)

Primary Specialty Areas for RNs -- Most Common

Categories (top to bottom): Acute Care/Critical Care, Medical Surgical, Perioperative, Emergency/Trauma, Geriatric/Gerontology, Maternal-Child Health/Obstetrics, Pediatrics, Psychiatric/Mental Health/Substance Abuse, Adult Health, Home Health

X-axis: 0.0%, 4.0%, 8.0%, 12.0%, 16.0%, 20.0%

Legend: 2013, 2015, 2017

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Telehealth Utilization Overall

- 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

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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

Telehealth Utilization over State Borders

Telehealth Utilization over National Borders

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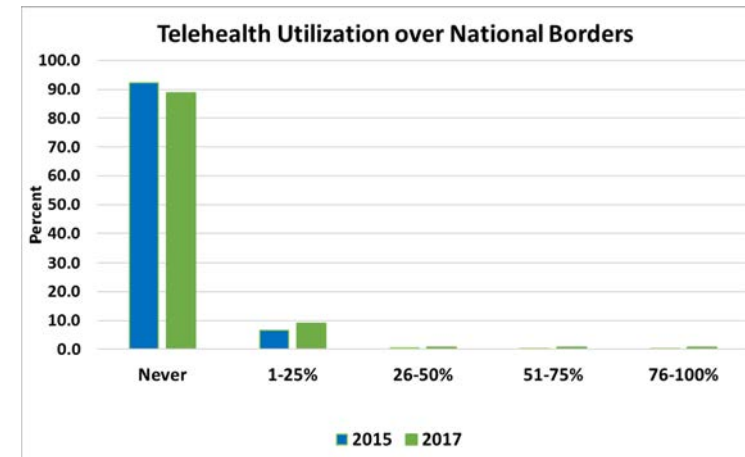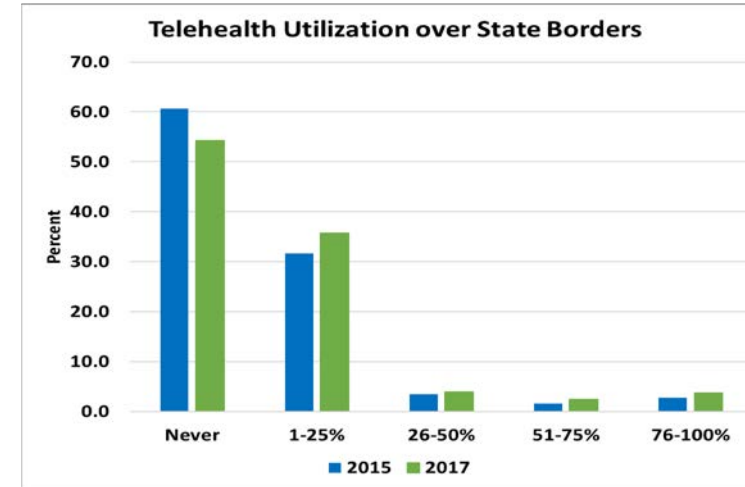
Modes of Communication Used for Telehealth

- With the exception of the telephone, usage by RNs increased in 2017 for each of the modes of communication queried

Modes of Communication

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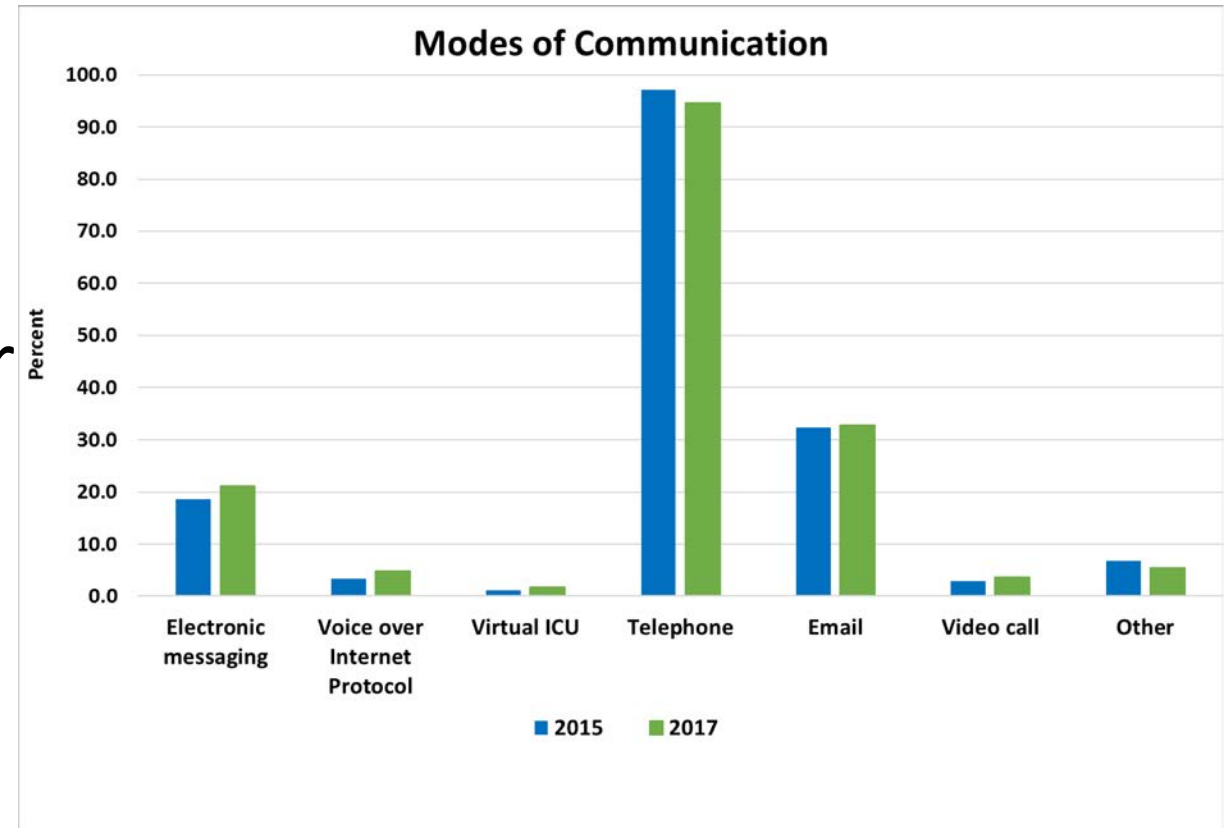
Licensed Practical/Vocational Nurse Results

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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
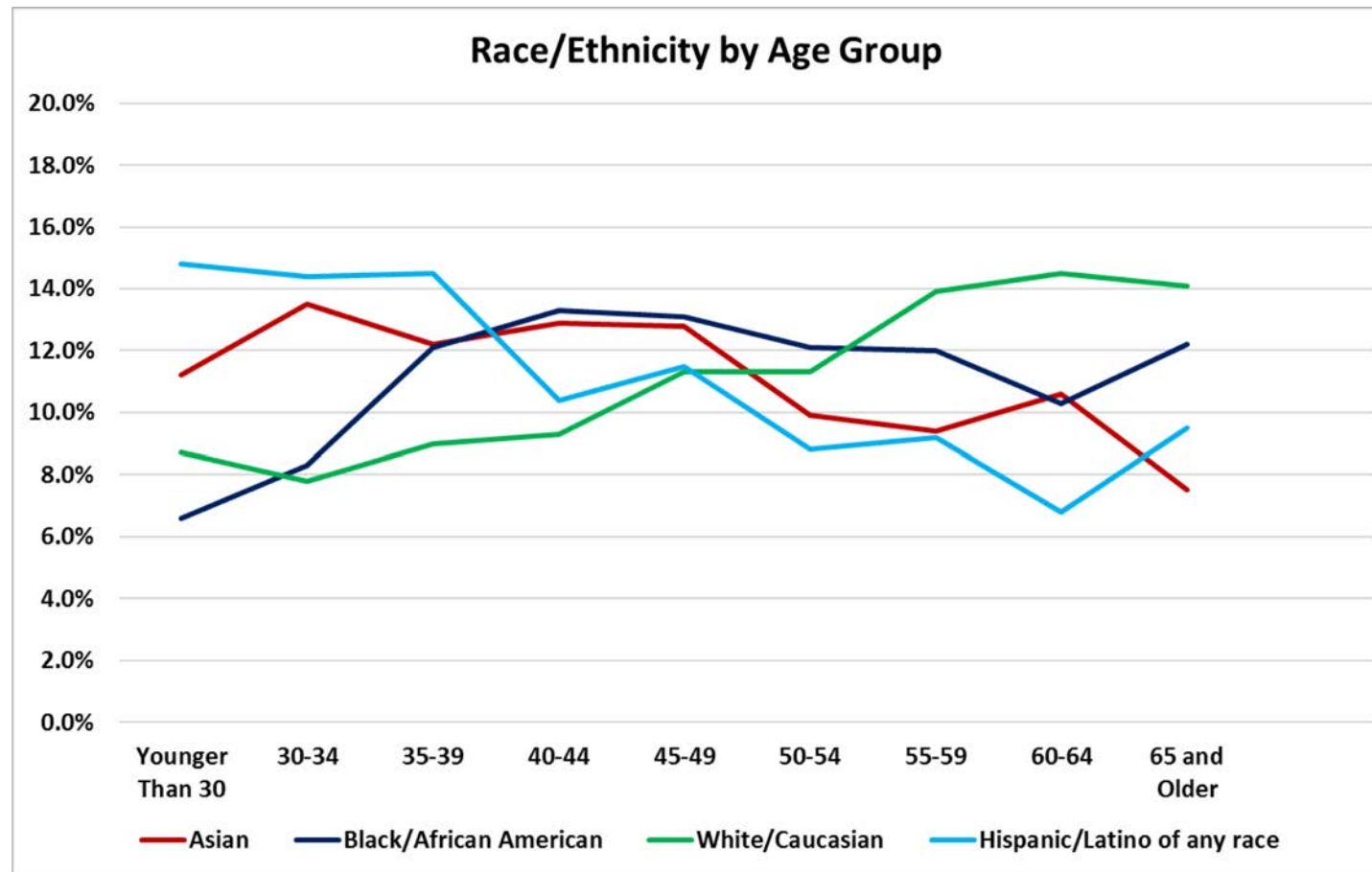

Age Distribution: 2013-2017

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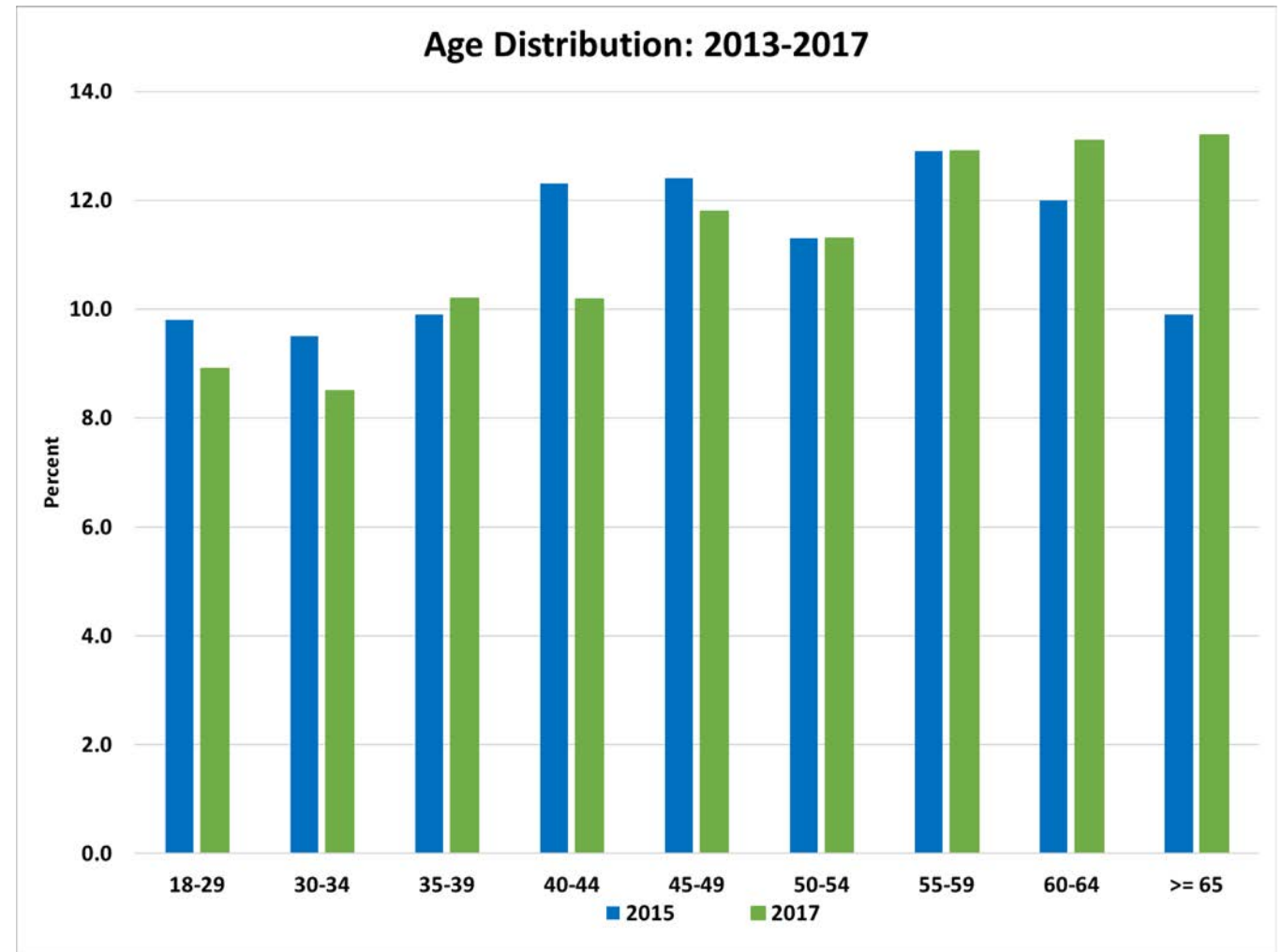
Gender Distribution

- 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
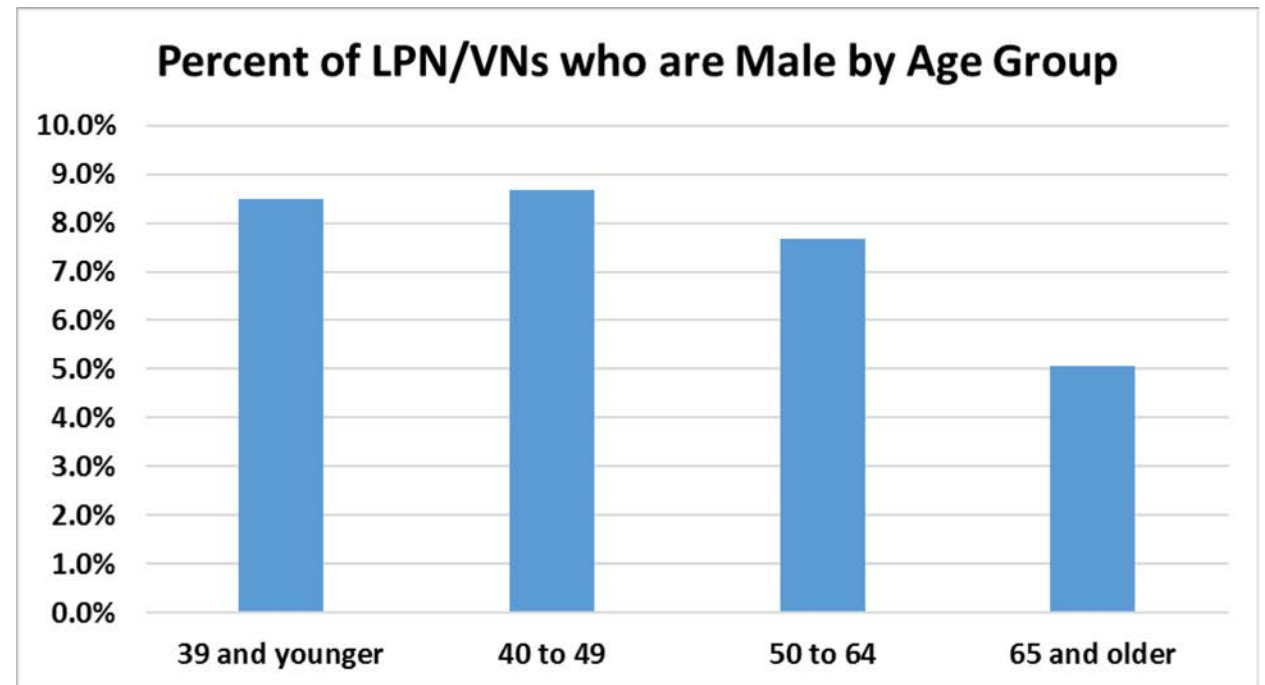
Percent of LPN/VNs who are Male by Age Group
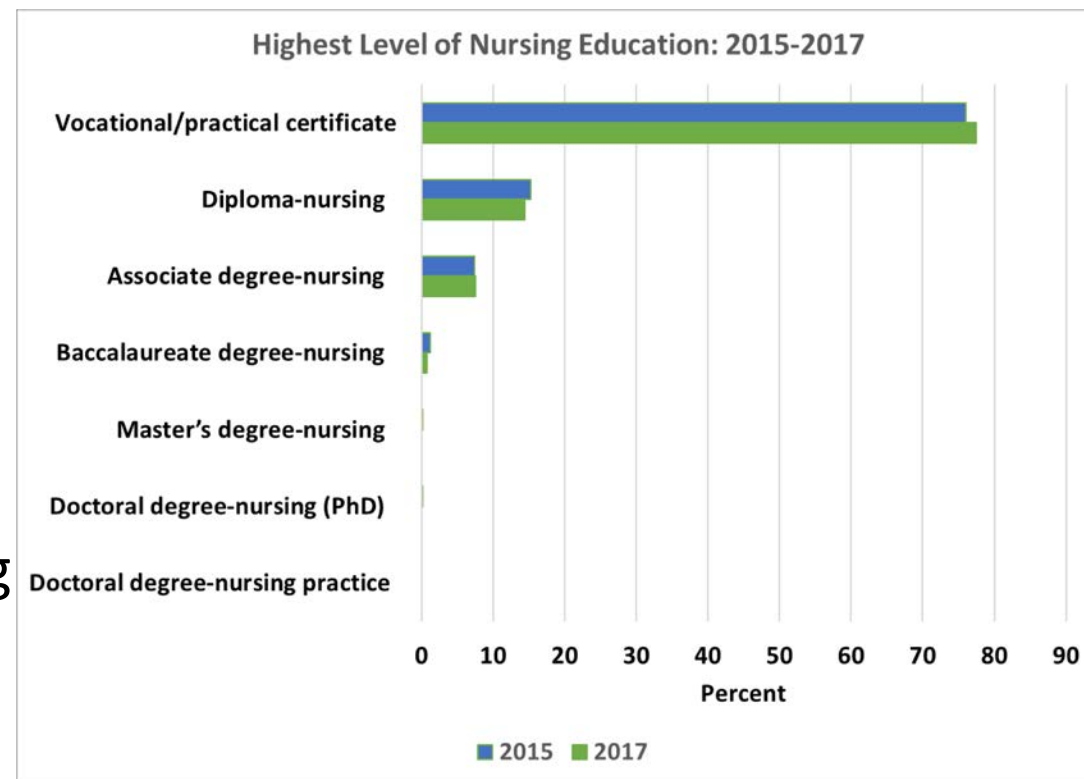
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Racial/Ethnic Diversity

- 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

Race/Ethnicity by Age Group

Legend: Asian — Black/African American — White/Caucasian — Hispanic/Latino of any race

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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

Highest Level of Nursing Education: 2015-2017

Chart categories (by Percent):
- Vocational/practical certificate
- Diploma-nursing
- Associate degree-nursing
- Baccalaureate degree-nursing
- Master's degree-nursing
- Doctoral degree-nursing (PhD)
- Doctoral degree-nursing practice

Legend: ■ 2015 ■ 2017

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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)

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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

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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

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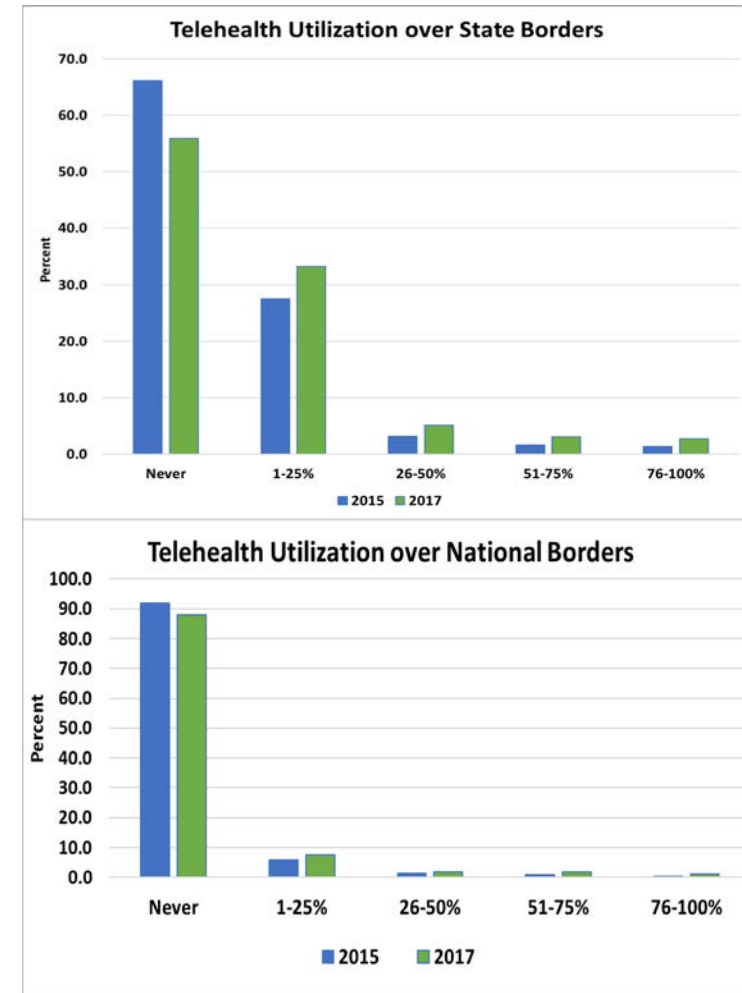
Modes of Communication Used for Telehealth

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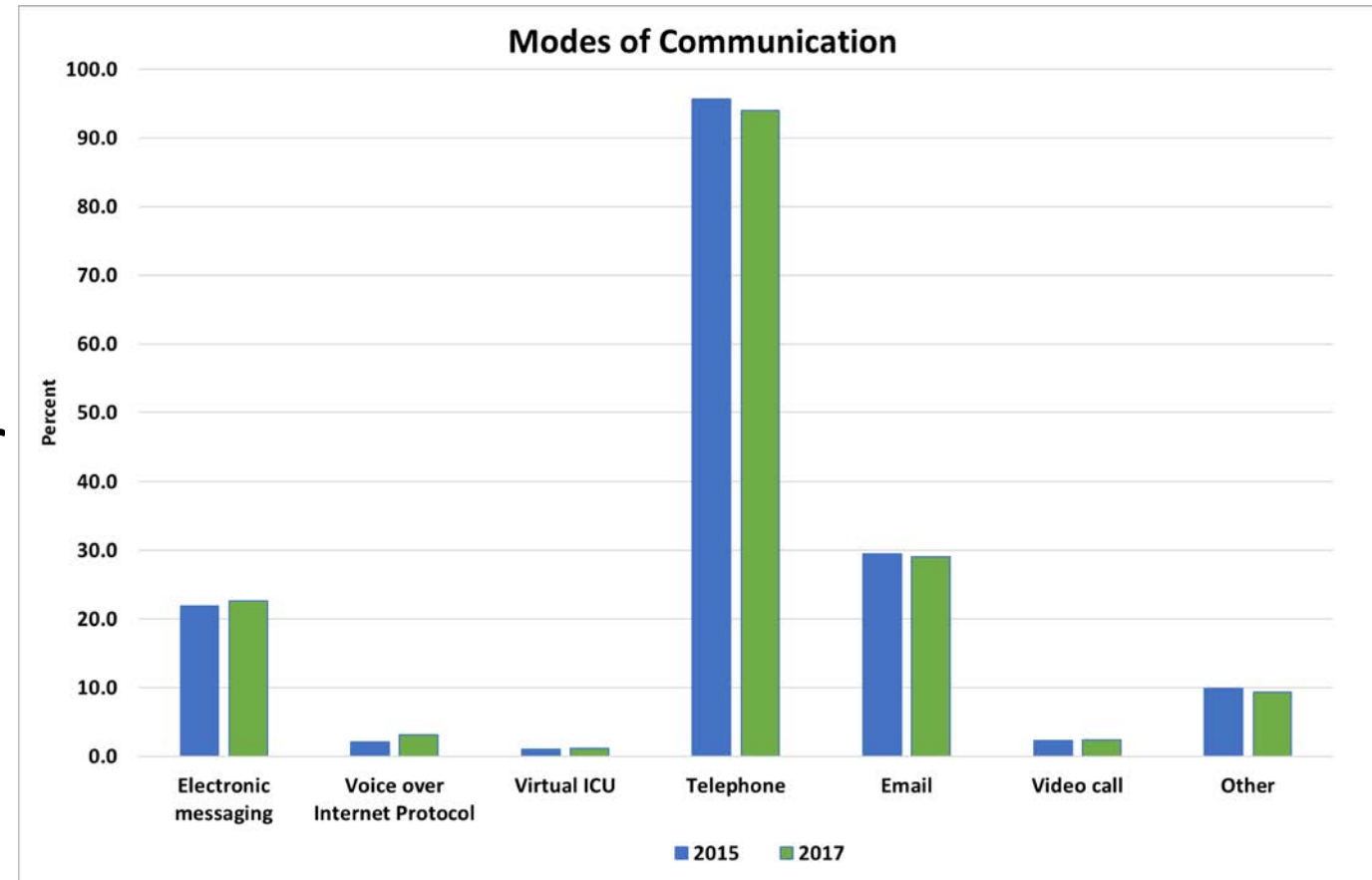
Conclusions

- 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.

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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.

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Discussion/Questions