



Ohio Board of Nursing

2013

Workforce Data Report

Background

- ❑ Mission of the Board
- ❑ Workforce Data Questions
- ❑ Data Collection
 - ✓ RN data collected May to August 31, 2013
 - ✓ 166,764 completed the questions
 - ✓ 97% of RNs with an active license responded
 - ✓ RNs and APRNs

Information

- Demographic
- Nursing Education
- Nursing Employment
- Practice Setting, Position Title, Practice Area

Demographics - RNs

- 71% (118,369) of RNs with an active license are between the ages of 18 and 55 years
 - 92% (108,340) of these RNs identified they are currently employed in nursing

- 29% (48,395) of RNs with an active license are over age 55
 - 72% (35,053) of these RNs identified they are currently employed in nursing

Demographics - RNs

- 90.4% reported their race/ethnicity as White/Caucasian; the next highest percentage was 5.0% who reported their race/ethnicity as African American/Black
- 92% (153,642) are female; 8% (13,122) are male
- 6% reported being proficient in a language other than English, primarily Spanish, French, German, Russian, Chinese, Hindi, and Italian

Nursing Education - RNs

Initial Nursing Education

- Associate degree in nursing - 44% (73,242)
- Baccalaureate degree in nursing - 31% (51,167)
- Diploma program in nursing - 20% (32,738)
- Practical nursing education program and later became a RN - 5% (8,011)

Nursing Education - RNs

Baccalaureate or Higher Levels of Education

- Baccalaureate or higher degree in nursing – 45% (74,273)
- Baccalaureate or higher degree in nursing or non-nursing – 54% (89,749)
- Higher levels of nursing education breakdown
 - 34% (56,737) - Baccalaureate degree in nursing
 - 10% (16,564) - Masters degree in nursing
 - 0.6% (972) - PhD, DNP, or other Doctoral degree in nursing

Nursing Education - RNs

Plans to Obtain a Baccalaureate Degree In Nursing (BSN)

- Currently enrolled to obtain a BSN - 12% (10,607)
- Plan to obtain a BSN or higher degree in nursing - 37% (32,678)
- No plans to obtain a BSN or higher nursing degree - 51% (44,177)

Nursing Education - RNs

Reasons for Not Obtaining a BSN

- Satisfied with current level of practice – 30% (23,849)
- Financial barriers – 18% (14,300)
- Personal and/or work schedules – 17% (13,266)
- Other – 35% (23,849)

Nursing Employment - RNs

- 86% (144,350) are employed in a position where a nursing license is required
 - 76% work full-time; 17% work part-time; 6% work on a per-diem basis
 - 87% work in one position; 11% work in two positions; and 1% work in three or more positions
 - 51% work 31-40 hours per week; 24% work 41-50 hours per week; 11% work 21-30 hours per week
 - 67% worked 50-52 weeks last year; 17% worked 43-49 weeks last year

Nursing Employment - RNs

- Of the 8,537 RNs who are unemployed, 43% (3,624) are seeking nursing employment

- Primary reasons reported for unemployment
 - Home and family obligations – 47% (3,966)
 - Other (Unspecified) – 16% (1,398)
 - Difficulty finding a position – 12% (1,013)
 - Not interested in a nursing position – 5% (459)

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA - RNs

- 45% (75,762) reported direct patient care staff or floor nurse as their position title

- The hospital setting was the primary practice setting reported
 - In-patient – 39% (65,485)
 - Out-patient – 6% (10,514)
 - Emergency department – 5% (8,485)
 - Hospital, federal government – 1% (1,754)

Workforce Data - APRNs

□ Data Collection

- ✓ APRN workforce data collected from May to August 31, 2013
- ✓ 10,633 APRNs completed the workforce questions
- ✓ 99% of APRNs with an active certificate of authority to practice in Ohio responded

Demographics - APRNs

- 71% (7,547) of APRNs with an active certificate are between the ages of 18 and 55 years
 - 92% (6,941) of these APRNs identified that they are currently employed in nursing

- 29% (3,086) of APRNs with an active certificate are over age 55
 - 88% (2,703) of these APRNs identified that they are currently employed in nursing

Demographics - APRNs

- 90.9% (9,669) reported their race/ethnicity as White/Caucasian; the next highest percentage was 3.8% (407) who reported their race/ethnicity as African American/Black
- 87% (9,251) are female; 13% (1,382) are male
- 6.6% reported being proficient in a language other than English, primarily Spanish, French, German, Russian, Chinese, Hindi, and Italian

Employment- APRNs

- 95.2% (10,119) are employed in a position where a nursing license is required
 - 74% work full-time; 13% work part-time; 3% work on a per-diem basis
 - 74% work in one position; 14% work in two positions; and 3% work in three or more positions
 - 32% work 31-40 hours per week; 36% work 41-50 hours per week; 8% work 21-30 hours per week
 - 55% worked 50-52 weeks last year; 24% worked 43-49 weeks last year

Employment- APRNs

- Of the 229 APRNs who are unemployed, 50% (115) reported that they are seeking nursing employment

- Primary reasons reported for unemployment
 - Home and family obligations – 34% (77)
 - Attending school 19% (43)
 - Difficulty finding a position – 11% (25)
 - Other (Unspecified) – 22% (50)

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA - APRNs

➤ Titles as reported

- 48% (5,083) Certified Nurse Practitioner
- 22% (2,294) Certified Registered Nurse Anesthetist
- 6% (680) Certified Nurse Specialist
- 2% (193) Certified Nurse Midwife

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA - APRNs

- The hospital setting was the primary practice setting reported
 - In-patient – 33% (3,540)
 - Out-patient – 12% (1,253)
 - Emergency department – 2% (250)
 - Hospital, federal government – 2% (209)

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA - APRNs

- Primary Practice Area
 - Anesthesiology – 2,019
 - Other – 1,248
 - Family/General practice/Primary care – 1,203
 - Pediatrics (general and specialties and adolescents) – 761
 - Obstetrics and gynecology – 400
 - Psychiatry/Mental Health - 417
 - Internal medicine general – 427
 - Geriatrics – 384

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA - APRNs

- Secondary employment
- Employment location by zip code

2013 Data

Board web site: www.nursing.ohio.gov

Ohio Center for Nursing: www.ohiocenterfornursing.org

Information and Reports

- ✓ RN and APRN Workforce Data – 2013
- ✓ Annual Reports – Board of Nursing
- ✓ Summary of Pre-licensure Education Program Annual Reports

Implications – IOM Report

IOM Report Recommendations

1. Remove scope-of-practice barriers
2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
3. Implement nurse residency programs
4. Increase the proportion of nurses with a baccalaureate degree to 80% by 2020
5. Double the number of nurses with a doctorate by 2020
6. Ensure that nurses engage in lifelong learning
7. Prepare and enable nurses to lead change to advance health
8. Build an infrastructure for the collection and analysis of interprofessional health care workforce data

Implications

Ohio Action Coalition

- Implementation – IOM Report
- Work Groups of the Ohio Action Coalition
 - ❑ Data/Research
 - ❑ Increasing BSNs in the workforce
 - ❑ Advanced Education
 - ❑ Scope of Practice/Nurses Practicing to the Full Extent of Licensure
 - ❑ Residency Programs/Transition to Practice

The Future...

- Education
- Health care planning
- Policy development