

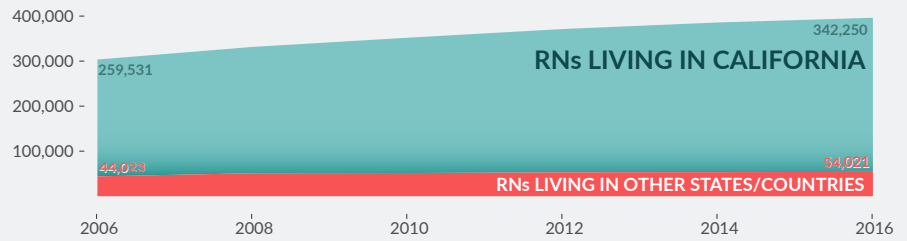
# REGISTERED NURSES in California

## ABOUT THIS SURVEY

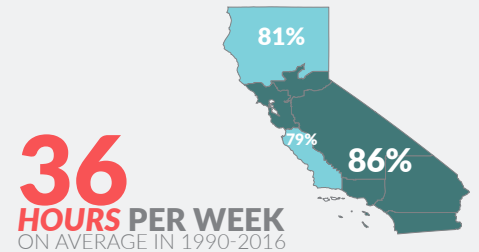
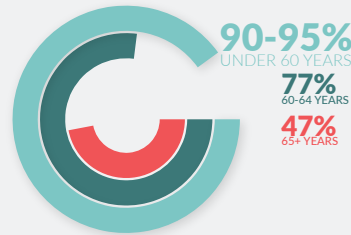
This study of California registered nurses (RNs) is the tenth survey conducted by the Board of Registered Nursing since 1990. In April, 2016, surveys were mailed to 8,000 RNs with California licenses living both within and outside California. The response rate was 53.5 percent of the eligible population, producing data from 4,178 RNs. All analyses were weighted to ensure the results represent the total population of RNs with California licenses.

The complete report is available at:

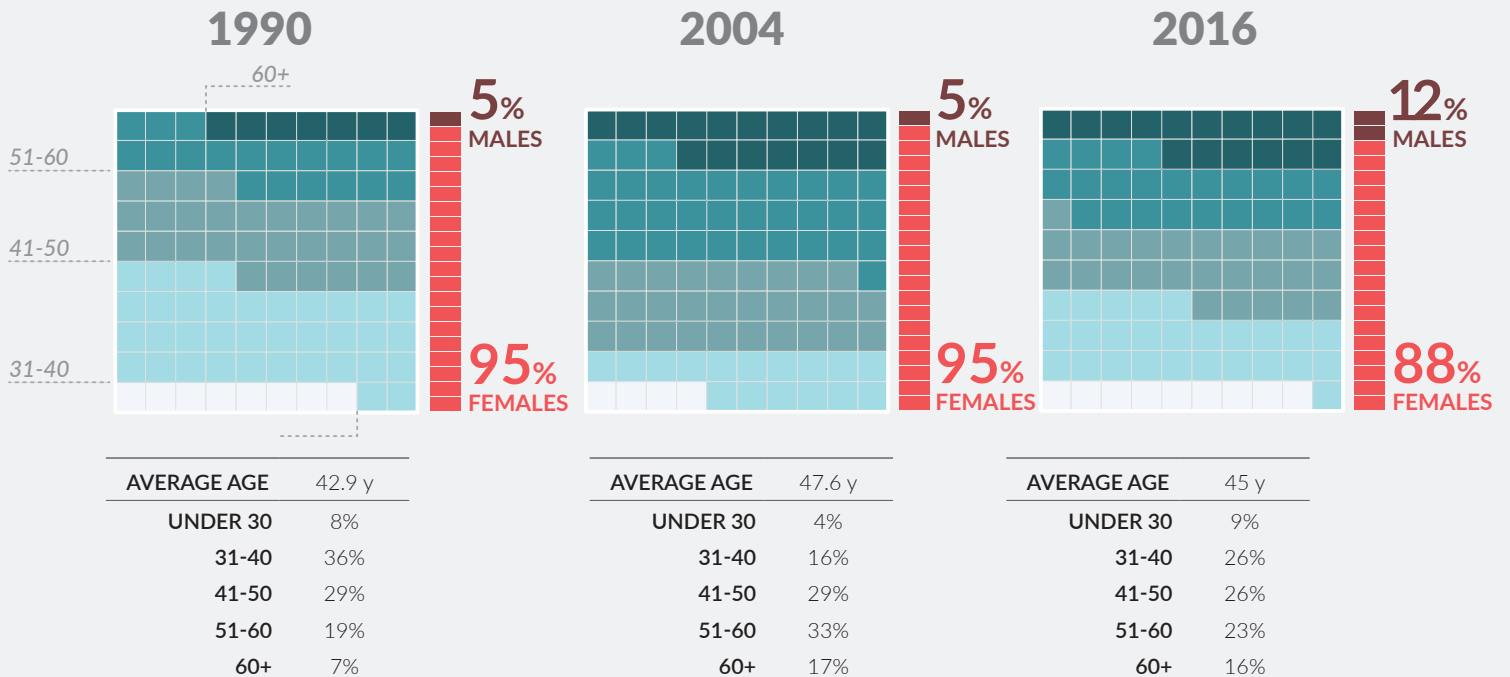
<https://rnworkforce.ucsf.edu/publications/brn2016>



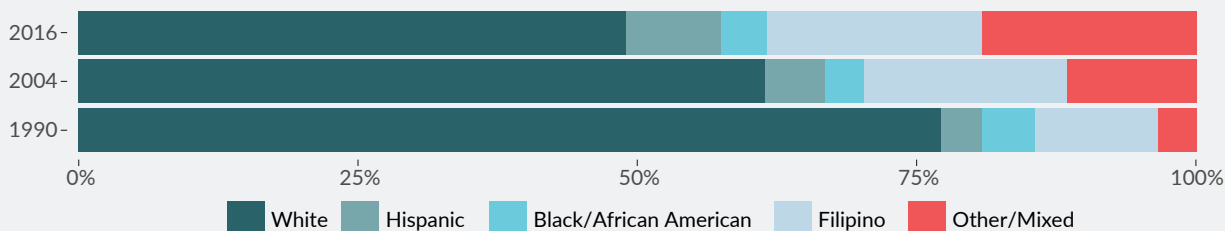
## EMPLOYMENT RATES



## AGE AND GENDER COMPOSITION



## RACE/ETHNICITY COMPOSITION

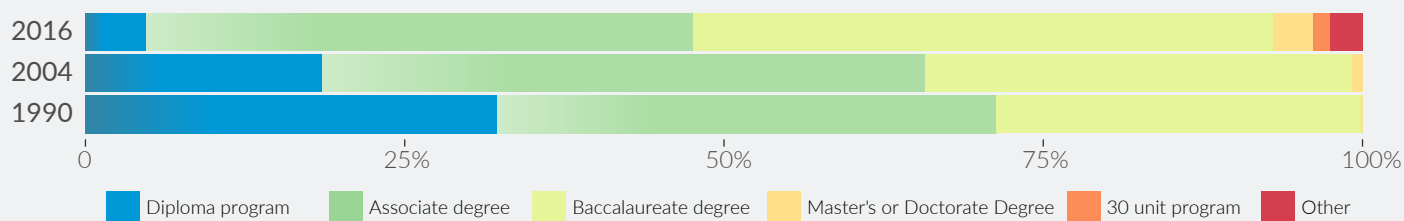


In 1990, most RNs were 31 to 40 years old. The average age of RNs has risen since then. In 2016, equal shares were 31 to 40 years old and 41 to 50 years old.

# REGISTERED NURSES in California

## EDUCATION

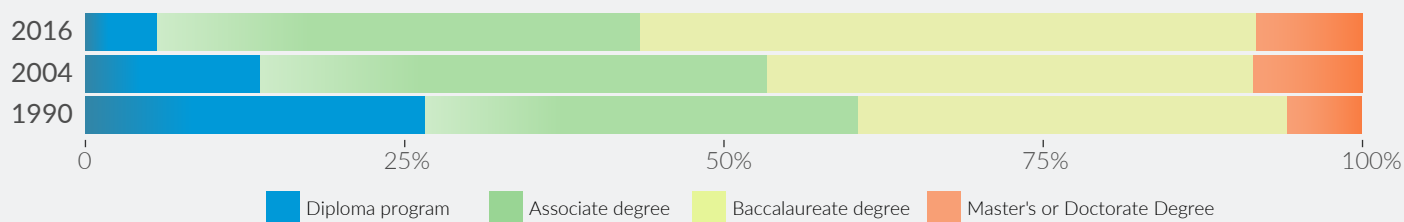
### PRE-LICENSURE EDUCATION



### AVERAGE AGE OF GRADUATION



### HIGHEST NURSING DEGREE



### CURRENTLY ENROLLED IN NURSING DEGREE OR CERTIFICATION PROGRAM

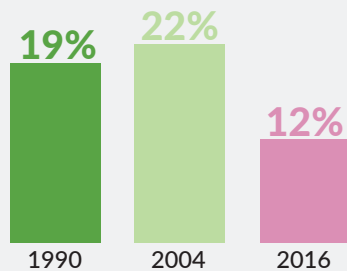


# REGISTERED NURSES in California

## JOB TITLES WORK SETTINGS

### NURSING JOB TITLES

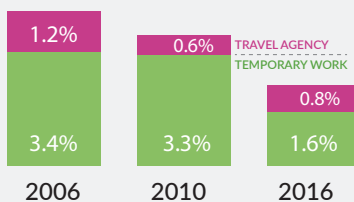
SHARE OF RNs WITH MORE THAN ONE JOB



JOB TITLE	1993	2004	2016	TREND 1993-2016
Staff Nurse/Direct patient care provider	59.5%	53.3%	51.3%	
Charge Nurse	—	—	1.9%	
Staff Nurse and Charge Nurse (both)	—	—	15.6%	
Senior management, any setting	—	—	1.8%	
Senior management, service setting	3.5%	1.7%	—	
Middle management, any setting	—	—	5.4%	
Middle management, service setting	14.5%	6.3%	—	
Front-line management	—	11.1%	2.1%	
Management/Administration, academic setting	0.2%	0.1%	—	
Clinical Nurse Specialist	3.2%	2.3%	0.5%	
Certified Registered Nurse Anesthetist	0.5%	0.4%	0.4%	
Certified Nurse Midwife	0.2%	0.2%	0.2%	
Nurse Practitioner	1.8%	3.6%	3.9%	
Educator, service setting/clinical nurse educator	2.0%	2.0%	—	
Educator, academic setting	1.3%	1.0%	—	
School Nurse	1.2%	1.9%	1.2%	
Public Health Nurse	2.2%	1.7%	1.5%	
Patient care coordinator/case manager	—	—	5.3%	
Discharge Planner	—	0.1%	—	
Case Manager	4.5%	3.9%	—	
QI/Utilization Review Nurse	—	0.7%	1.9%	
Occupational Health Nurse	—	—	0.3%	
Telenursing	—	—	1.0%	
Nurse Coordinator	—	—	—	
Consultant	0.9%	0.7%	—	
Researcher	0.8%	0.6%	0.5%	
Infection Control Nurse	—	—	0.3%	
Clinical Nurse Leader	—	—	0.3%	
Other	3.3%	8.3%	1.4%	

### NURSING WORK SETTING

SHARE OF RNs IN A TEMPORARY OR TRAVELING JOB

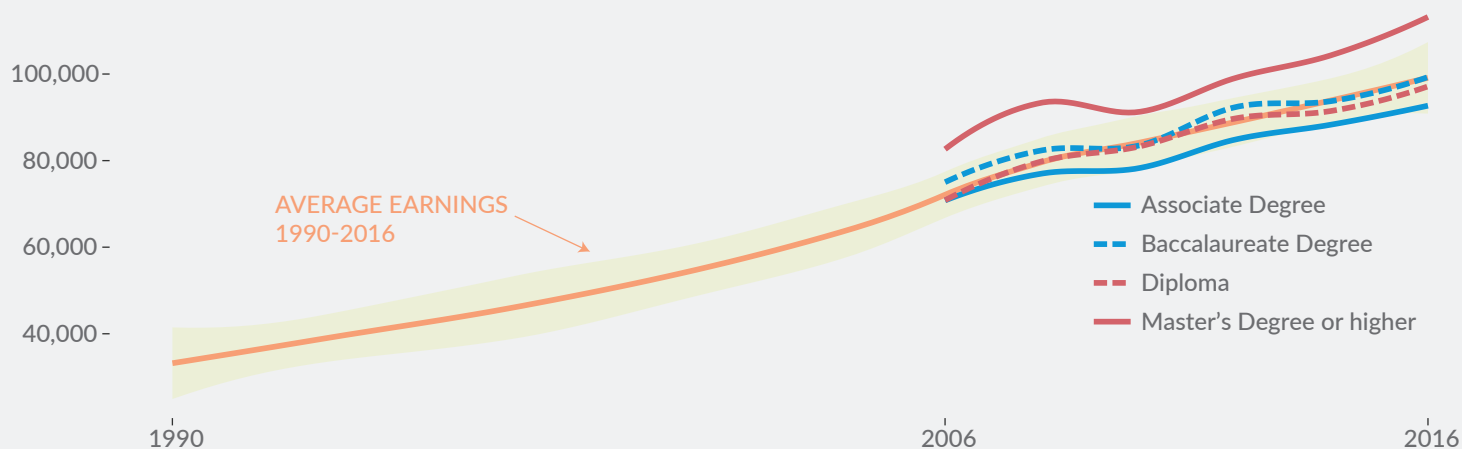


WORK SETTING	1990	2004	2016	TREND 1990-2016
Acute hospital	67.9%	60.9%	66.3%	
Hospital, inpatient or emergency	—	—	56.1%	
Hospital, nursing home unit	—	—	1.1%	
Hospital, ambulatory unit	—	—	8.1%	
Hospital, ancillary unit	—	—	0.5%	
Hospital, other department	—	—	2.1%	
Skilled nursing/extended care/ rehabilitation	5.6%	4.4%	5.1%	
Academic nursing program	1.3%	0.9%	0.9%	
Public health dept/community health agency	3.4%	2.1%	1.4%	
Home health nursing agency/service	3.8%	3.3%	3.4%	
Hospice	—	1.3%	0.3%	
Ambulatory care setting (office, surgery center)	11.8%	10.8%	8.2%	
Dialysis	—	—	1.0%	
Telenursing organization/call center	—	0.6%	0.6%	
Occupational health/employee health	1.5%	0.3%	0.4%	
School health (K-12 or college)	2.1%	2.0%	1.3%	
Mental health/drug and alcohol treatment	—	2.0%	1.6%	
Forensic setting (correctional facility, prison, jail)	—	1.1%	1.5%	
Government agency (local, state, federal)	—	2.7%	0.8%	
Case management/disease management	—	—	2.1%	
Self employed	1.1%	0.8%	0.3%	
Other	1.5%	6.9%	2.5%	

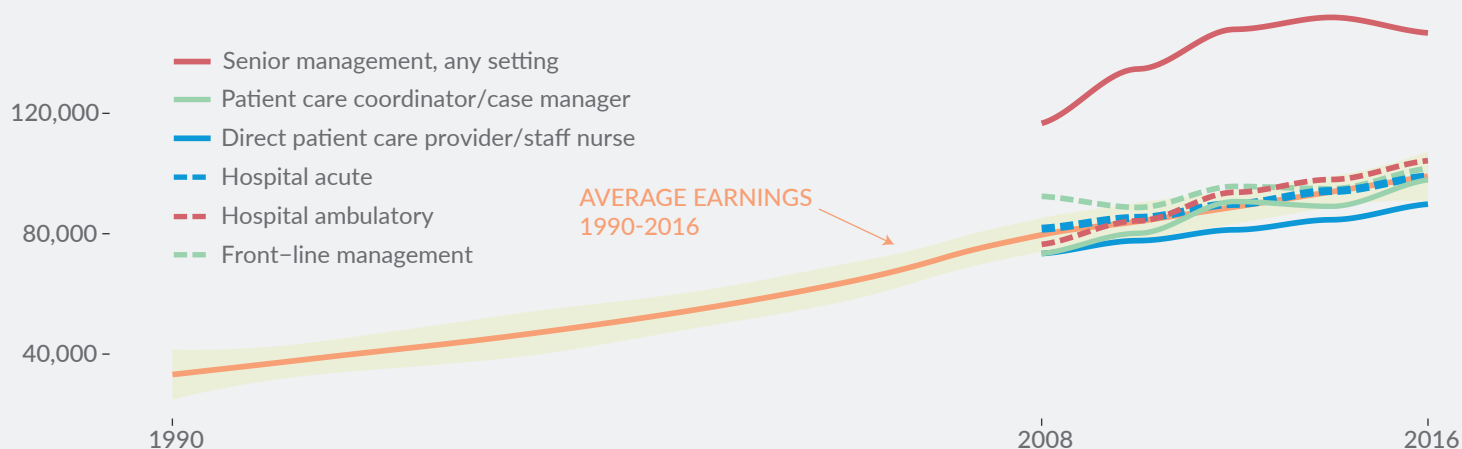
# REGISTERED NURSES in California

## EARNINGS

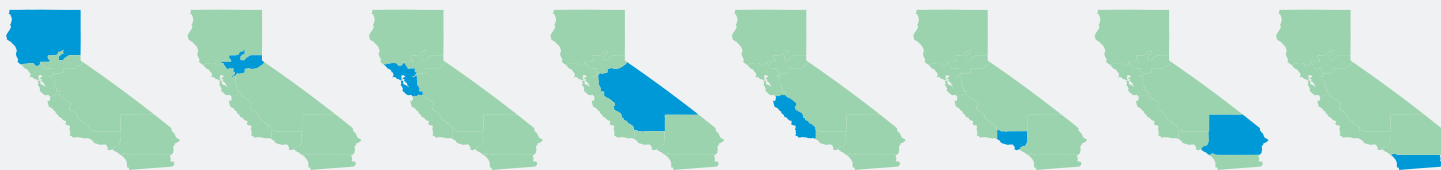
### EARNINGS BY **HIGHEST EDUCATION**



### EARNINGS BY **WORK SETTING**



### EARNINGS BY **REGION**



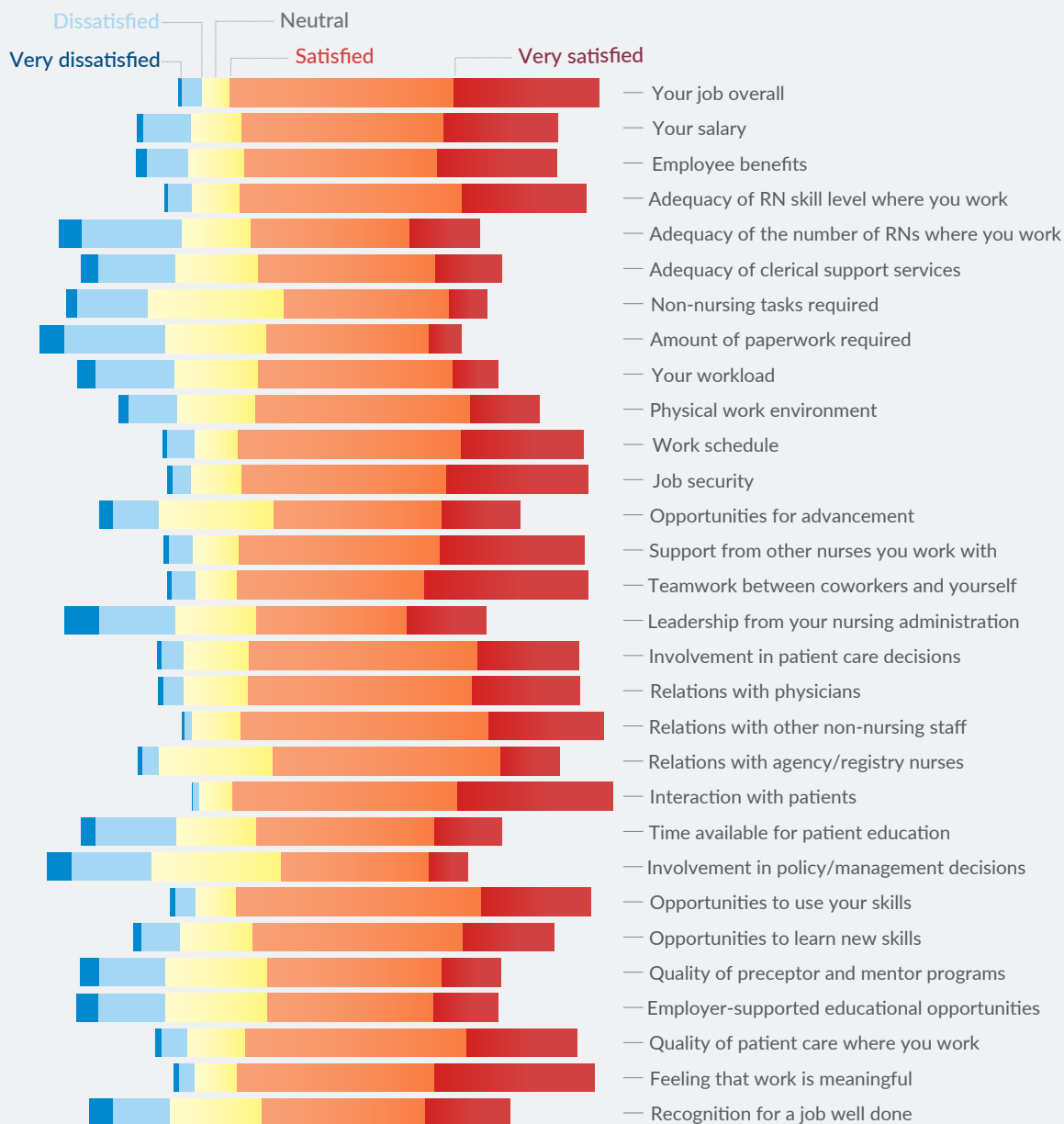
NORTHERN REGION		SACRAMENTO		BAY AREA		CENTRAL VALLEY		CENTRAL COAST		LOS ANGELES		INLAND EMPIRE		BORDER COUNTIES	
2006	\$60,160	2006	\$72,594	2006	\$78,319	2006	\$65,689	2006	\$65,715	2006	\$67,207	2006	\$66,938	2006	\$67,188
2010	\$70,763	2010	\$82,498	2010	\$93,406	2010	\$81,973	2010	\$76,563	2010	\$79,381	2010	\$77,913	2010	\$76,008
2012	\$74,387	2012	\$92,732	2012	\$98,075	2012	\$82,908	2012	\$83,096	2012	\$85,577	2012	\$81,805	2012	\$79,842
2014	\$82,318	2014	\$99,289	2014	\$102,539	2014	\$89,111	2014	\$90,601	2014	\$86,261	2014	\$84,071	2014	\$84,056
2016	\$86,777	2016	\$106,961	2016	\$111,213	2016	\$96,026	2016	\$90,940	2016	\$88,703	2016	\$91,025	2016	\$89,121

# REGISTERED NURSES in California

## JOB SATISFACTION

### JOB SATISFACTION IN 2016

Four of the five aspects of nursing that received the highest average satisfaction ratings in 2016 were the same items receiving the highest ratings in 2014: Interactions with patients, nursing profession overall, feeling that work is meaningful, and job overall. In 2014, the five items with greatest satisfaction also included relations with non-nursing staff (ranked 7th in 2016).



TOP  
5

- INTERACTION WITH PATIENTS (4.24)
- NURSING PROFESSION OVERALL (4.21)
- FEELING THAT WORK IS MEANINGFUL (4.16)
- YOUR JOB OVERALL (4.15)
- TEAMWORK (4.14)

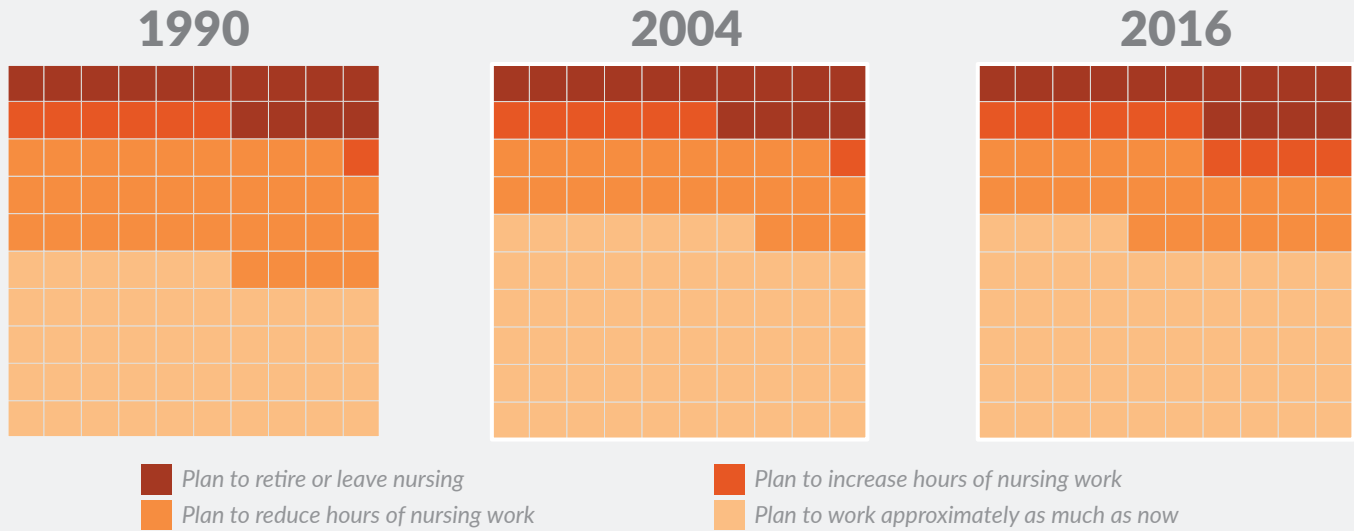
BOTTOM  
5

- AMOUNT OF PAPERWORK REQUIRED (3.18)
- INVOLVEMENT IN POLICY AND MANAGEMENT DECISIONS (3.23)
- NON-NURSING TASKS REQUIRED (3.35)
- ADEQUACY OF THE NUMBER OF RN STAFF (3.37)
- LEADERSHIP FROM NURSING ADMINISTRATION (3.39)

# REGISTERED NURSES in California

## FUTURE PLANS

### EMPLOYMENT PLANS IN 5 YEARS



### EMPLOYMENT PLANS IN 2 YEARS AND 5 YEARS – BY AGE GROUP (2016)

