BRN Surveys of RNs - background

• BRN required to collect and report data on the state’s RN workforce every 2 years
• Surveys conducted:
• Survey of RNs with active licenses, all years
  – Survey of RNs with inactive/lapsed licenses, 2004-10
• These data feed into forecasts of RN supply published by the BRN
• UCSF has been the contractor since 2006
  – All survey management conducted by UCSF since 2008
Survey of RNs, 2012

• 10,000 active RNs
  – Same sample size as last survey
• Mailed April 2, 2012 (2 weeks earlier than 2010)
  – Paper survey with online option
• Multiple reminders
  – Postcard 2-3 weeks after first mailing
  – Re-mailing to non-respondents 2 weeks later
  – 2 more postcards
• Data collection ended August, 2012
• 56.1% response rate (6 points lower than last time)
Evidence of the recession

- Employment rate is lower than in 2010
  - Dropped to 85.1% in 2012, from 87.4% in 2010
- Employment dropped across all age groups
  - Biggest drop for RNs under 40 years
- Bigger share of non-working RNs say it’s difficult to find an RN position
- Share of non-retired RNs currently seeking work increased
- More nurses age 55+ are planning to retire
  - Fewer nurses age 35 and under plan to increase hours
Share of RNs that works in a nursing position

- 1990: 17.4% Employed in nursing, 82.6% Not employed in nursing
- 1993: 10.7% Employed in nursing, 89.3% Not employed in nursing
- 1997: 15.8% Employed in nursing, 84.2% Not employed in nursing
- 2004: 12.5% Employed in nursing, 87.5% Not employed in nursing
- 2006: 13.3% Employed in nursing, 86.7% Not employed in nursing
- 2008: 13.1% Employed in nursing, 86.9% Not employed in nursing
- 2010: 12.6% Employed in nursing, 87.4% Not employed in nursing
- 2012: 14.9% Employed in nursing, 85.1% Not employed in nursing

15.5% of working nurses have more than one RN job.
Share of RNs employed in nursing by age
Ages of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>42.9</td>
</tr>
<tr>
<td>1993</td>
<td>43.6</td>
</tr>
<tr>
<td>1997</td>
<td>44.6</td>
</tr>
<tr>
<td>2004</td>
<td>47.6</td>
</tr>
<tr>
<td>2006</td>
<td>47.1</td>
</tr>
<tr>
<td>2008</td>
<td>47.2</td>
</tr>
<tr>
<td>2010</td>
<td>46.3</td>
</tr>
<tr>
<td>2012</td>
<td>46.1</td>
</tr>
</tbody>
</table>
Gender of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>94.6%</td>
<td>5.4%</td>
</tr>
<tr>
<td>1993</td>
<td>94.2%</td>
<td>5.8%</td>
</tr>
<tr>
<td>1997</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2004</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2006</td>
<td>89.5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2008</td>
<td>85.7%</td>
<td>14.4%</td>
</tr>
<tr>
<td>2010</td>
<td>89.3%</td>
<td>10.7%</td>
</tr>
<tr>
<td>2012</td>
<td>88.4%</td>
<td>11.6%</td>
</tr>
</tbody>
</table>
Racial/ethnic mix of working RNs

Year:
- 1990: 77.2%
- 1993: 72.6%
- 1997: 64.5%
- 2004: 58.6%
- 2006: 53.4%
- 2008: 53.1%
- 2010: 53.1%
- 2012: 53.1%

Categories:
- White
- Black
- Hispanic
- Native Am.
- Asian / P.I.
- Filipino
- Mixed/Other
Diversity greater among younger RNs

- < 35 yrs: 22.8% (Mixed/other) 32.4% (Asian, not Filipino or Indian) 13.8% (Filipino) 6.4% (Black/African-American) 57.2% (Asian Indian) 4.5% (Hispanic/Latino) 3.7% (White, not Hispanic)
- 35-44 years: 22.8% 36.5% 57.2% 64.7% 73.8%
- 45-54 years: 9.1% 7.8% 13.8% 14.4% 6.1%
- 55-64 years: 7.8% 13.8% 14.4% 6.1%
- 65 yrs+: 6.1% 73.8%
Initial nursing education for working RNs

- 20.7% are internationally-educated

1990: 32.3% Diploma program, 39.0% Baccalaureate degree, 28.6% Associate degree

1993: 32.3% Diploma program, 39.0% Baccalaureate degree, 28.6% Associate degree

1997: 38.6% Diploma program, 44.3% Baccalaureate degree, 28.6% Associate degree

2004: 18.5% Diploma program, 47.3% Baccalaureate degree, 28.6% Associate degree

2006: 15.7% Diploma program, 47.3% Baccalaureate degree, 28.6% Associate degree

2008: 11.1% Diploma program, 46.8% Baccalaureate degree, 28.6% Associate degree

2010: 11.1% Diploma program, 45.0% Baccalaureate degree, 28.6% Associate degree

2012: 10.3% Diploma program, 45.8% Baccalaureate degree, 28.6% Associate degree

Legend:
- Diploma program
- Associate degree
- Baccalaureate degree
- Master's or Doctorate Degree
- 30 unit program

20.7% are internationally-educated
Highest level of nursing education of working RNs

- Master's or Doctorate Degree
- Baccalaureate degree
- Associate degree
- Diploma program
Job titles of RNs for primary positions

- Other
- Case manager/UR/QI
- Educator
- NP/CNM/CRNA
- Clinical nurse specialist
- Management/charge nurse
- Direct patient care/staff nurse
Work settings of RNs for primary nursing position

67.9% 64.3% 60.2% 60.9% 62.7% 64.4% 63.9% 63.1%

Use of information technology in primary nursing job, 2010 and 2012

- Electronic patient records: 70.1% (2012) vs. 65.6% (2010)
- Electronic nurse charting: 65.1% (2012) vs. 56.9% (2010)
- Electronic radiology reports: 58.4% (2012) vs. 54.6% (2010)
- Electronic care plans: 45.0% (2012) vs. 42.3% (2010)
- Electronic lab reports: 38.8% (2012) vs. 30.5% (2010)
- Computerized physician orders: 42.3% (2012) vs. 33.9% (2010)
- Scanning for supplies: 16.7% (2012) vs. 20.2% (2010)
- Computerized med distribution: 55.0% (2012) vs. 49.6% (2010)
- Barcode scanning for medications: 30.5% (2012) vs. 21.9% (2010)
- Electronic med admin record: 47.1% (2012) vs. 37.9% (2010)
- Other: 4.1% (2010) vs. 3.8% (2012)
- None: 12.0% (2010) vs. 13.9% (2012)

2010: 20.1% had problems with systems
2012: 23.5% had problems
## Temporary agency employment of California-resident RNs

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>% temp/travel</td>
<td>4.6%</td>
<td>4.1%</td>
<td>3.9%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Wages</td>
<td>59.5%</td>
<td>58.6%</td>
<td>28.0%</td>
<td>38.7%</td>
</tr>
<tr>
<td>Control schedule</td>
<td>57.2%</td>
<td>56.9%</td>
<td>52.6%</td>
<td>49.2%</td>
</tr>
<tr>
<td>Supplement income</td>
<td>36.6%</td>
<td>42.6%</td>
<td>46.2%</td>
<td>40.9%</td>
</tr>
<tr>
<td>Control work conditions</td>
<td>26.1%</td>
<td>24.2%</td>
<td>9.3%</td>
<td>15.2%</td>
</tr>
<tr>
<td>Waiting for position</td>
<td>12.8%</td>
<td>16.1%</td>
<td>16.5%</td>
<td>25.5%</td>
</tr>
<tr>
<td>Unable to find job/ insufficient hours</td>
<td>13.8%</td>
<td>23.3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Average income from all nursing positions

- 1990: $31,504
- 1993: $42,163
- 1997: $45,073
- 2004: $59,937
- 2006: $73,542
- 2008: $81,428
- 2010: $82,134
- 2012: $89,940
Highest job satisfaction ratings

- Interactions with patients
- Job overall
- Relations with other non-nursing staff
- Feeling that work is meaningful
- Team work between coworkers

Work schedule was in the top 5 in 2010, but not in 2012.
Lowest job satisfaction ratings

- Relations with agency or registry nurses
- Amount of paperwork required
- Involvement in policy and management decisions
- Non-nursing tasks required
- Quality of preceptor/mentor programs

Relations with agency/registry nurses and Quality of preceptor/mentor programs were not in bottom 5 in 2010.
Largest changes in job satisfaction, 2010-2012

• Improved:
  – Recognition for a job well done
  – Quality of preceptor and mentor programs
  – Involvement in management/policy decisions

• Worsened:
  – Employer-supported educational opportunities
  – Employee benefits
  – Job security
  – Physical work environment
  – Workload
Changes in employment setting in past year

- Added 2\textsuperscript{nd} nursing job 14.3%
- Not working now, but was earlier in the year 6.5%
- Was not working earlier, but am now 7.5%
- New position with same employer 29.5%
  - Was 20.6\% in 2010
- Same position with different employer 14.3%
- New position with different employer 20.6%
  - Was 16.7\% in 2010
Changes in hours worked in past year

• 39.2% report a change in work hours
  – Increased hours, employer imposed 11.0%
  – Increased hours by choice 28.9%
  – Decreased hours, employer imposed 14.1%
  – Decreased hours by choice 21.4%

• In 2010…
  – 26.3% Decreased hours
  – 19.9% Increased hours
Reasons for employment changes

- **Key reasons for adding 2nd job or increasing hours**
  - Salary
  - Change in financial status
  - Family responsibilities

- **Key reasons for reduced hours**
  - Family responsibilities
  - Salary
  - Employer reduced hours
  - Change in financial status

- **Key reasons for new RN position**
  - Salary
  - Family responsibilities
  - Change in financial status
Plans for next 5 years for working RNs

- **Work as much as now**
  - 1990: 46.1%
  - 1993: 60.1%
  - 1997: 57.1%
  - 2004: 56.7%
  - 2006: 53.1%
  - 2008: 54.6%
  - 2010: 60.2%
  - 2012: 53.2%

- **Increase hours**
  - 1990: 14.6%
  - 1993: 8.4%
  - 1997: 8.5%
  - 2004: 7.2%
  - 2006: 9.5%
  - 2008: 10.1%
  - 2010: 13.1%
  - 2012: 11.4%

- **Reduce hours**
  - 1990: 32.7%
  - 1993: 21.8%
  - 1997: 24.7%
  - 2004: 22.1%
  - 2006: 21.6%
  - 2008: 19.8%
  - 2010: 15.2%
  - 2012: 21.2%

- **Leave nursing/retire**
  - 1990: 6.7%
  - 1993: 9.8%
  - 1997: 9.7%
  - 2004: 14.0%
  - 2006: 15.8%
  - 2008: 15.5%
  - 2010: 11.5%
  - 2012: 14.2%
### Changes in plans…

<table>
<thead>
<tr>
<th></th>
<th>Under 35</th>
<th></th>
<th></th>
<th>55-64 years</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Work as much as now</td>
<td>54.8%</td>
<td>60.0%</td>
<td>50.0%</td>
<td>41.2%</td>
<td>49.3%</td>
<td>43.4%</td>
</tr>
<tr>
<td>Reduce hours</td>
<td>21.1%</td>
<td>12.6%</td>
<td>24.0%</td>
<td>20.8%</td>
<td>18.6%</td>
<td>18.9%</td>
</tr>
<tr>
<td>Increase hours</td>
<td>19.3%</td>
<td>25.5%</td>
<td>23.4%</td>
<td>2.3%</td>
<td>3.9%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Leave nursing</td>
<td>4.7%</td>
<td>1.8%</td>
<td>2.5%</td>
<td>35.8%</td>
<td>28.2%</td>
<td>35.0%</td>
</tr>
</tbody>
</table>
Employment status of active RNs who do not have a nursing job

- Not working outside nursing
- Working outside nursing

<table>
<thead>
<tr>
<th>Year</th>
<th>Not Working outside Nursing</th>
<th>Working outside Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>77.3%</td>
<td>22.7%</td>
</tr>
<tr>
<td>2006</td>
<td>66.1%</td>
<td>33.9%</td>
</tr>
<tr>
<td>2008</td>
<td>74.6%</td>
<td>25.4%</td>
</tr>
<tr>
<td>2010</td>
<td>73.1%</td>
<td>26.9%</td>
</tr>
<tr>
<td>2012</td>
<td>72.4%</td>
<td>27.5%</td>
</tr>
</tbody>
</table>
## Reasons for not having RN job

<table>
<thead>
<tr>
<th>Reason</th>
<th>2008</th>
<th>2010</th>
<th>2012</th>
<th>Under 55 years</th>
<th>55 years and older</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>32.4%</td>
<td>34.9%</td>
<td>35.9%</td>
<td>8.0%</td>
<td>52.2%</td>
</tr>
<tr>
<td>Childcare responsibilities</td>
<td>25.8%</td>
<td>21.9%</td>
<td>18.5%</td>
<td>36.9%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Other family responsibilities</td>
<td>33.8%</td>
<td>29.7%</td>
<td>23.8%</td>
<td>34.0%</td>
<td>17.8%</td>
</tr>
<tr>
<td>Stress on the job</td>
<td>47.5%</td>
<td>35.7%</td>
<td>32.2%</td>
<td>35.3%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Salary</td>
<td>27.8%</td>
<td>20.1%</td>
<td>20.1%</td>
<td>26.0%</td>
<td>16.6%</td>
</tr>
<tr>
<td>Inconvenient schedules in nursing jobs</td>
<td>26.9%</td>
<td>19.9%</td>
<td>23.6%</td>
<td>29.3%</td>
<td>20.3%</td>
</tr>
<tr>
<td>Difficult to find a nursing position</td>
<td>8.1%</td>
<td>19.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cannot find any RN work</td>
<td></td>
<td></td>
<td></td>
<td>20.8%</td>
<td>35.5%</td>
</tr>
<tr>
<td>Difficult to find desired RN job</td>
<td></td>
<td></td>
<td></td>
<td>28.3%</td>
<td>40.6%</td>
</tr>
<tr>
<td>Laid Off</td>
<td>*</td>
<td>15.7%</td>
<td>7.8%</td>
<td>7.0%</td>
<td>8.2%</td>
</tr>
</tbody>
</table>
Intentions of non-retired RNs not working in nursing

- Currently seeking work
- Plan to return
- May return
- Definitely will not return

2004: 5.5%, 20.4%, 38.4%, 35.6%
2006: 5.7%, 33.0%, 41.6%, 19.7%
2008: 7.6%, 34.7%, 40.2%, 17.5%
2010: 32.8%, 21.3%, 35.7%, 10.2%
2012: 38.0%, 23.6%, 29.6%, 8.8%
Summary of key findings

• Age distribution is now bimodal
  – One group age 50+
  – Younger group under age 45

• Diversity of nursing workforce is slowly increasing

• Employment settings have been relatively stable
  – Slight increase in RNs in management roles

• More than half of RNs have a BSN or higher degree
Summary of key findings

• Employment rate dropped between 2010 and 2012, especially for younger RNs
• More non-retired RNs are looking for work
• The share of older RNs planning to retire in 5 years increased
• Fewer nurses want to increase hours of work
• Salaries have risen – more in 2010-2012 than in prior two years
• Job satisfaction dropped in many areas