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2012 Survey of Registered Nurses

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BRN Surveys of RNs - background

- **BRN required to collect and report data on the state's RN workforce every 2 years**
- **Surveys conducted:**
 - Sporadically – 1990, 1993, 1997
 - Regularly – 2004, 2006, 2008, 2010, 2012
- **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

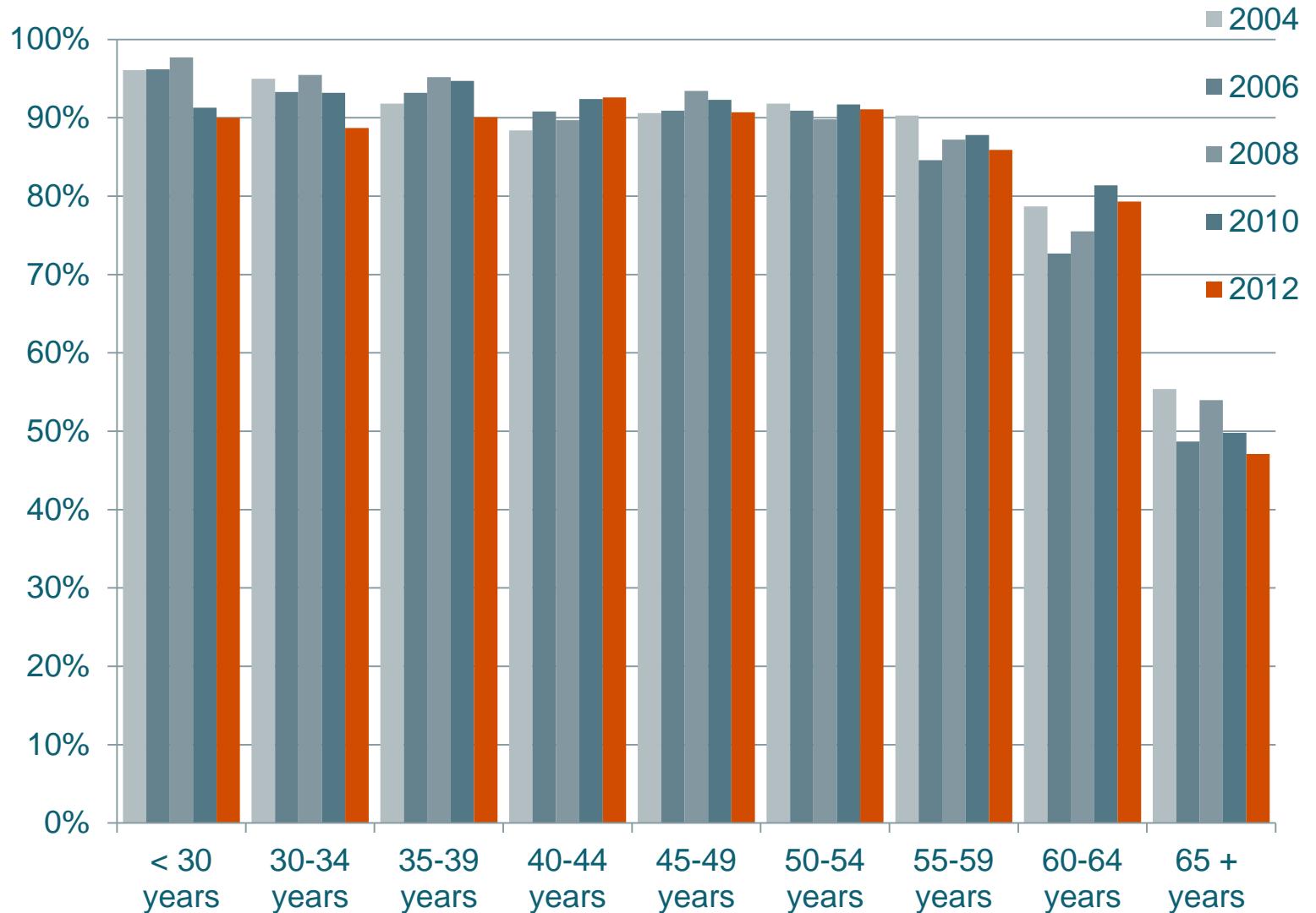
- **Employment rate is lower than in 2010**
 - Dropped to 85.1% in 2012, from 87.4% in 2010
- **Employment dropped across all age groups**
 - Biggest drop for RNs under 40 years
- **Bigger share of non-working RNs say it's difficult to find an RN position**
- **Share of non-retired RNs currently seeking 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

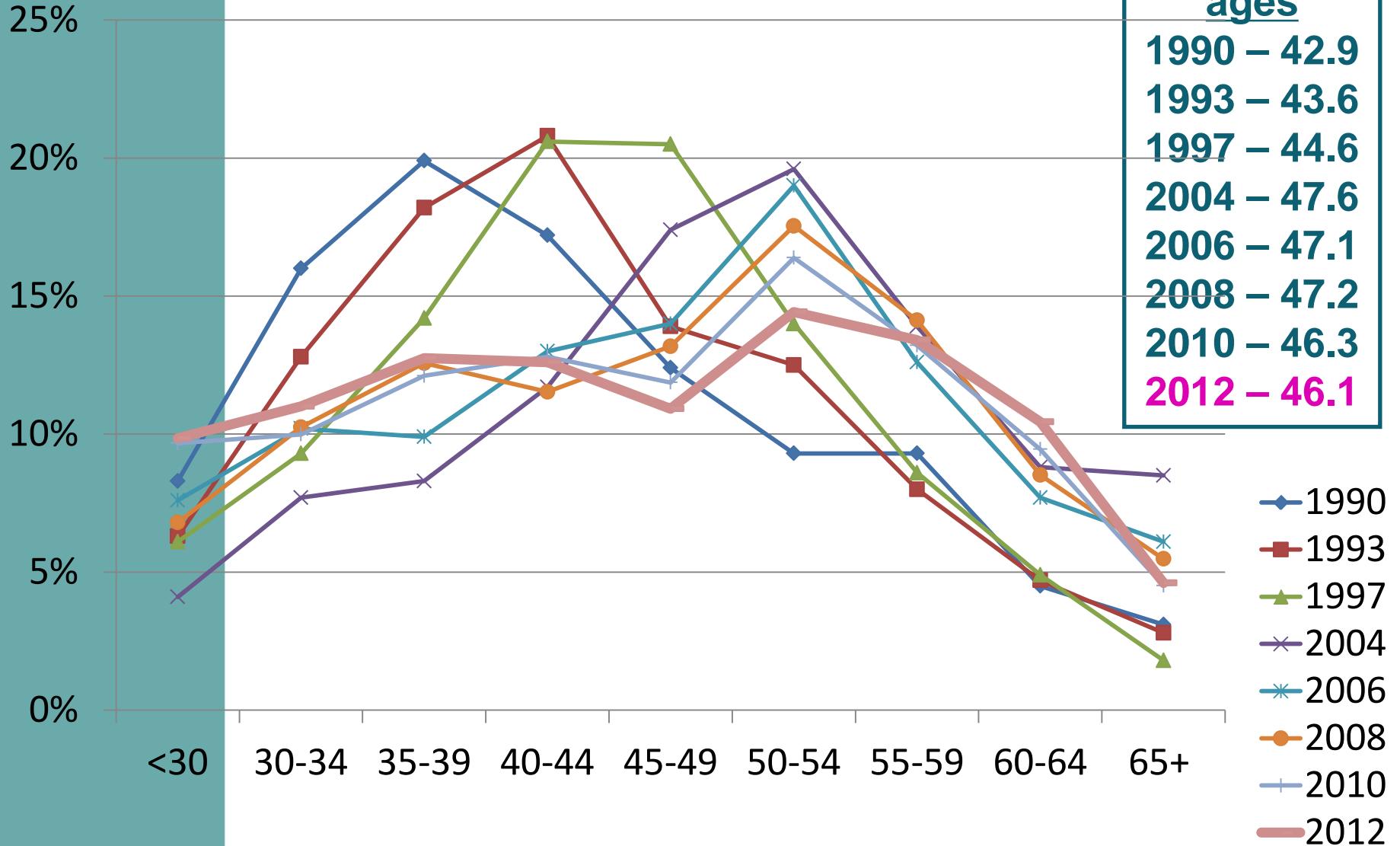


15.5% of working nurses have more than one RN job.

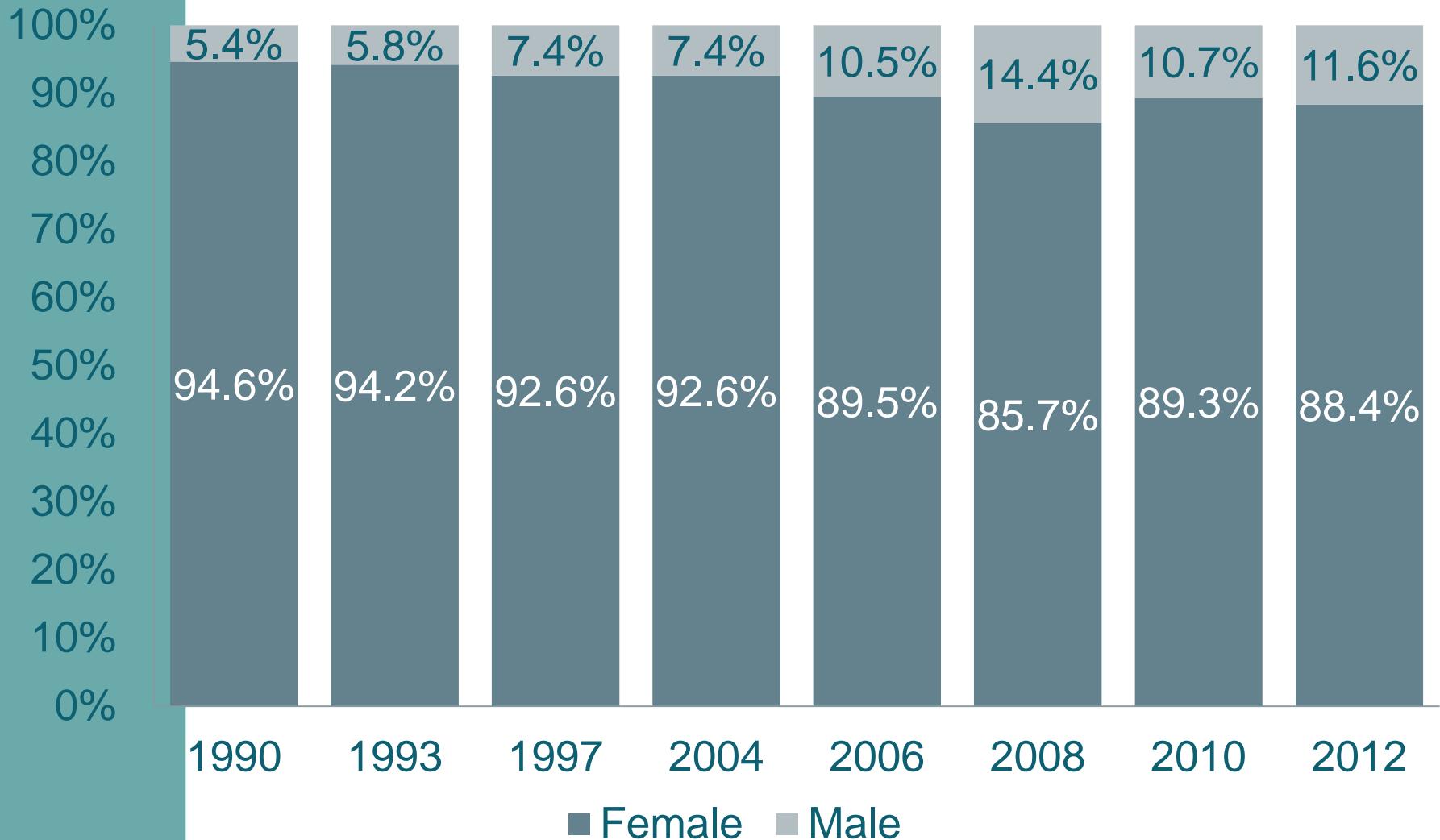
Share of RNs employed in nursing by age



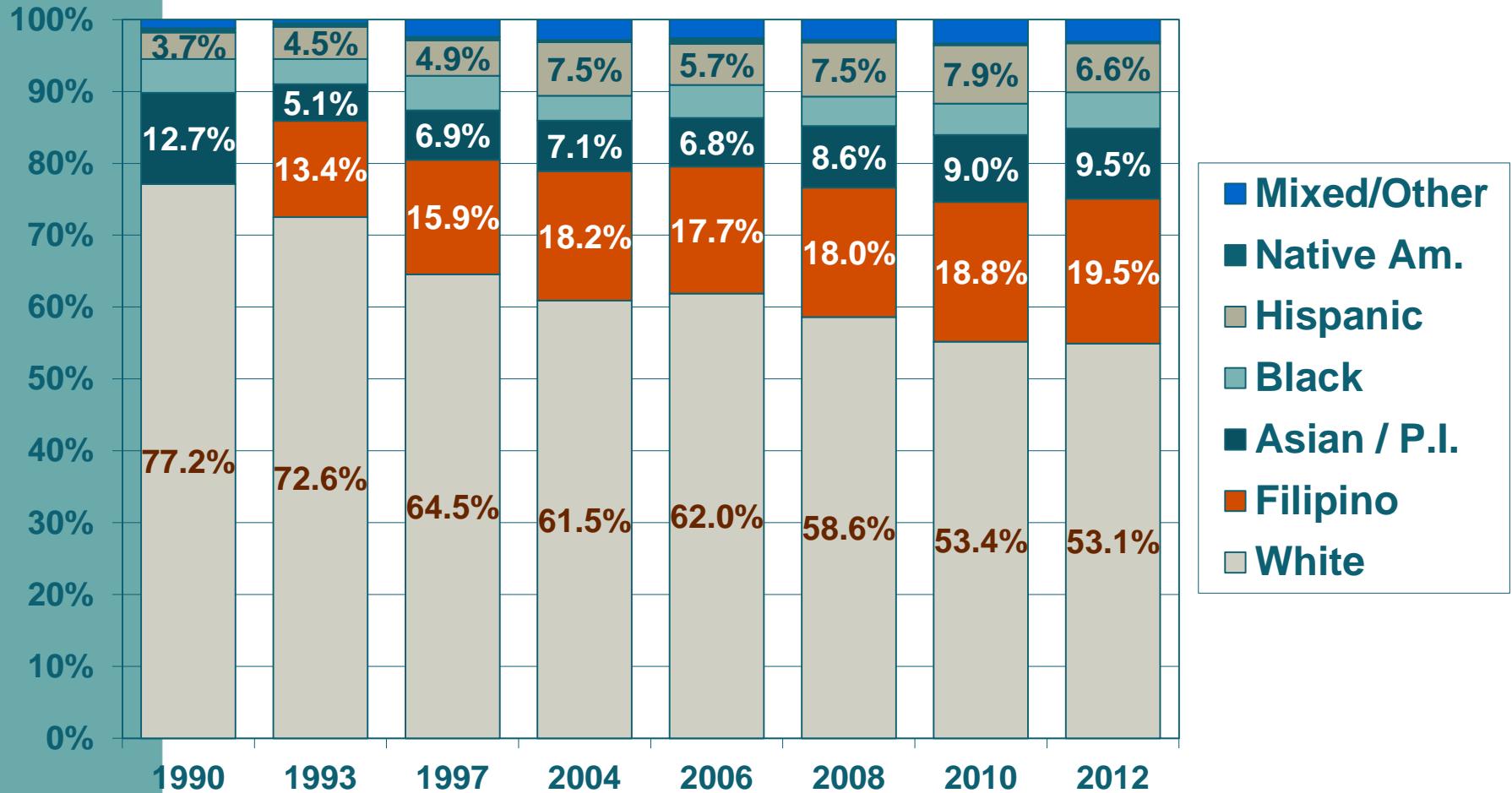
Ages of working RNs



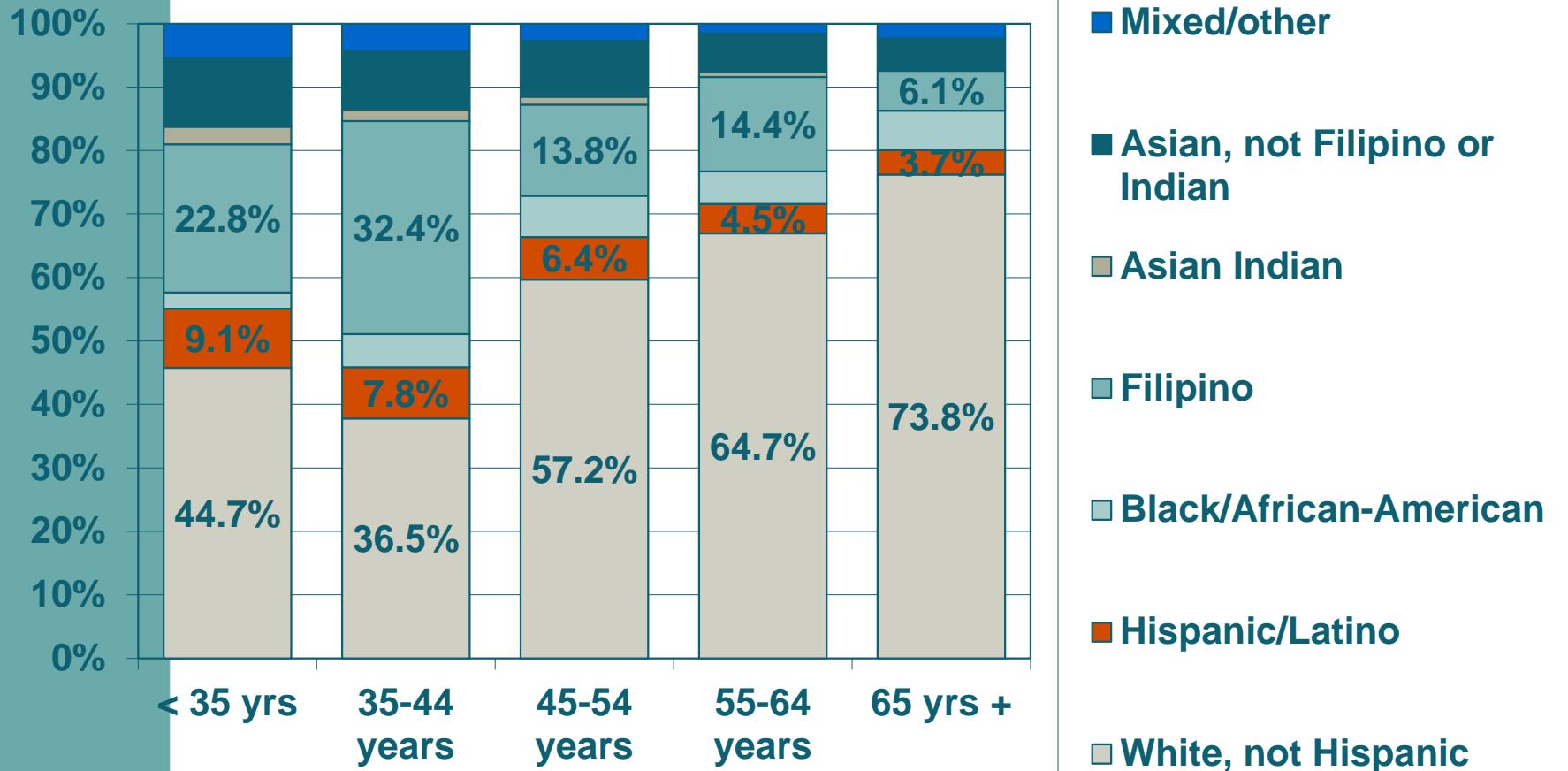
Gender of working RNs



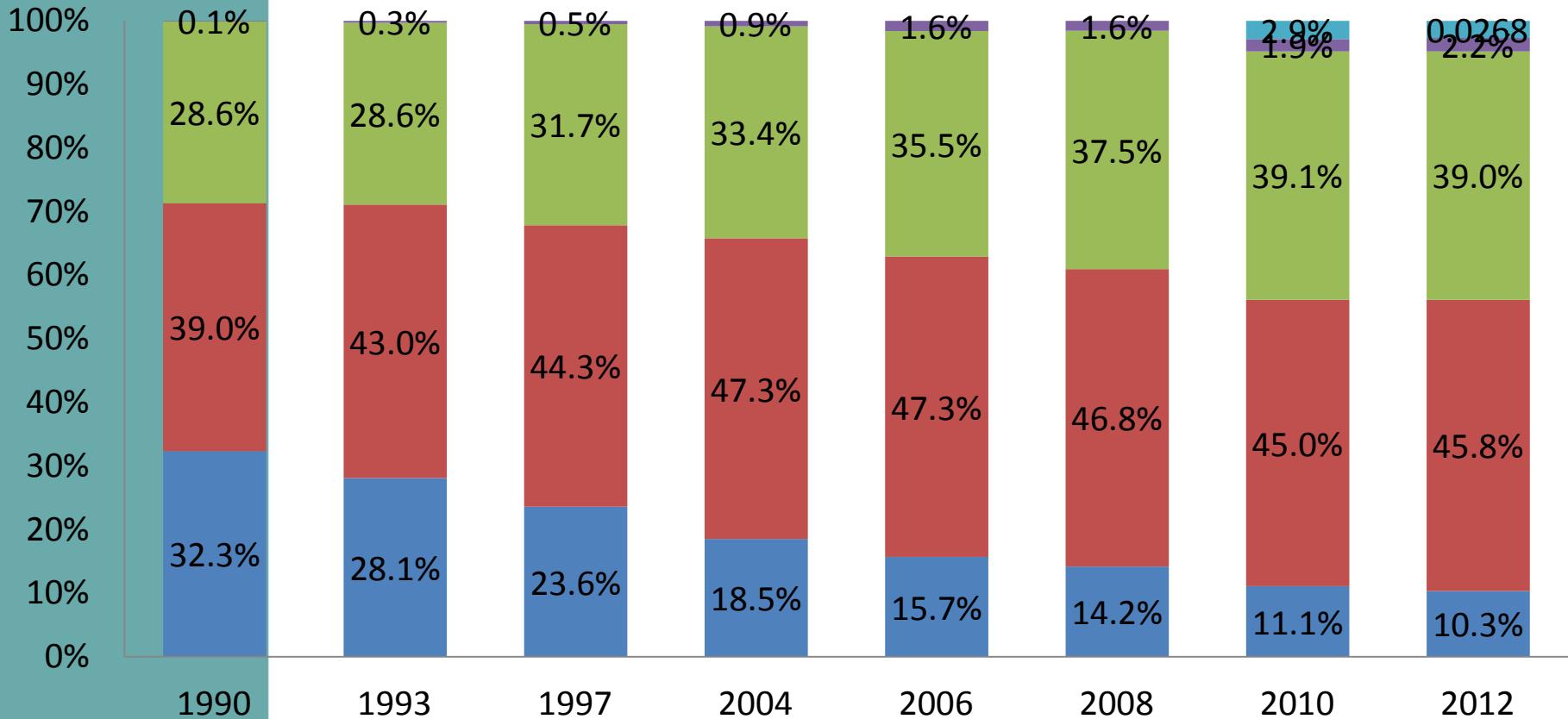
Racial/ethnic mix of working RNs



Diversity greater among younger RNs



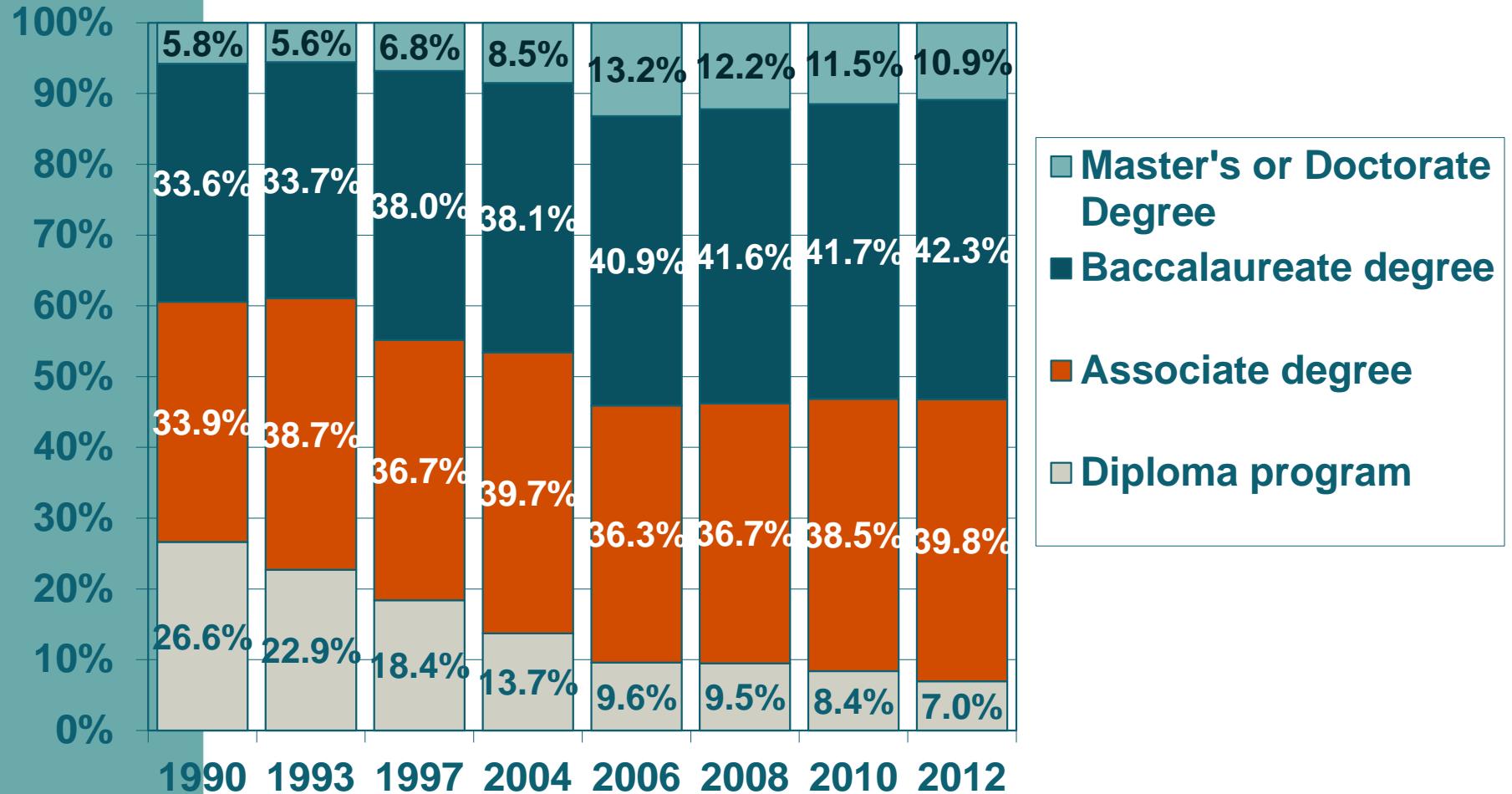
Initial nursing education for working RNs



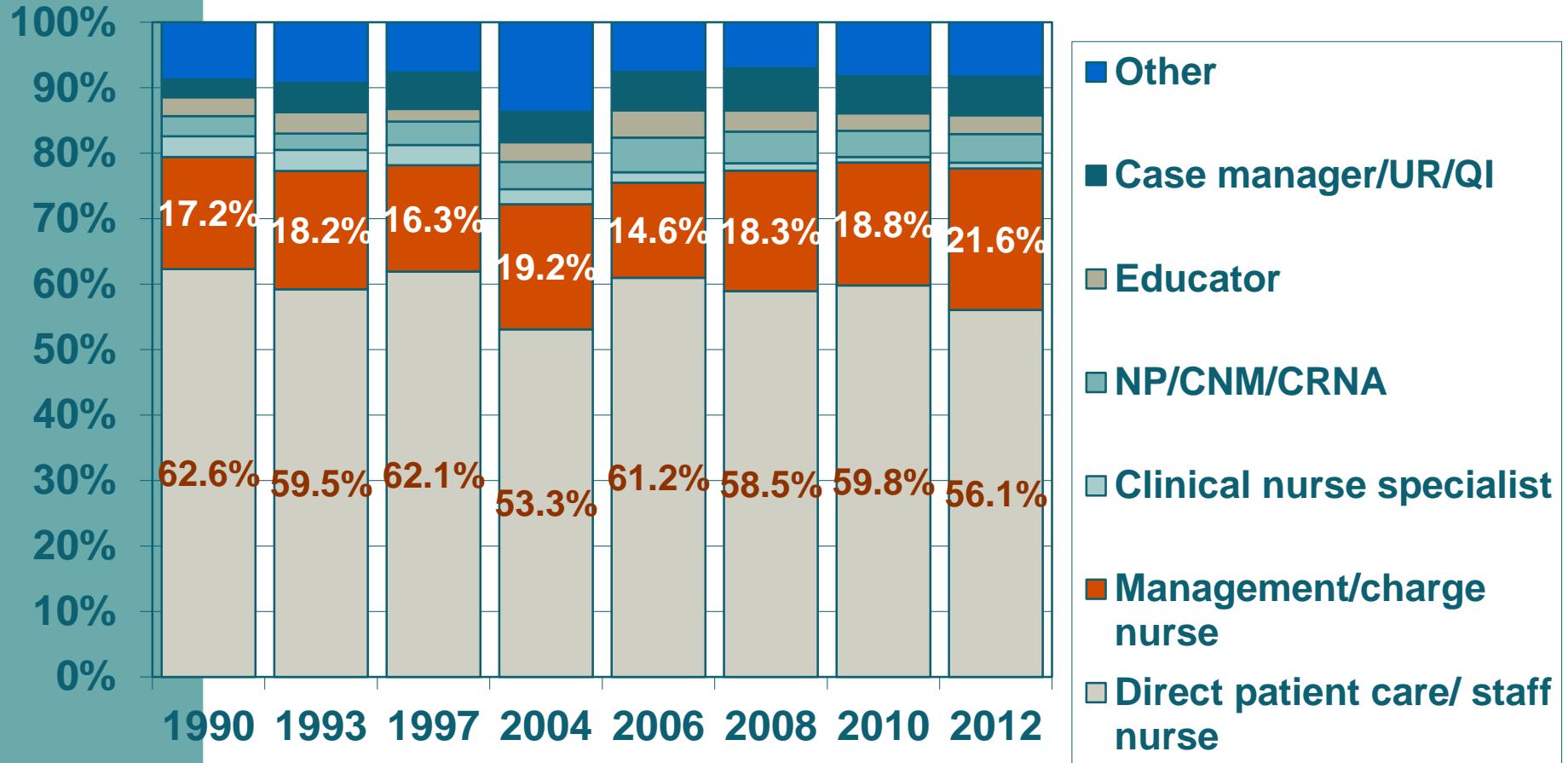
- Diploma program
- Associate degree
- Baccalaureate degree
- Master's or Doctorate Degree
- 30 unit program

20.7% are internationally-educated

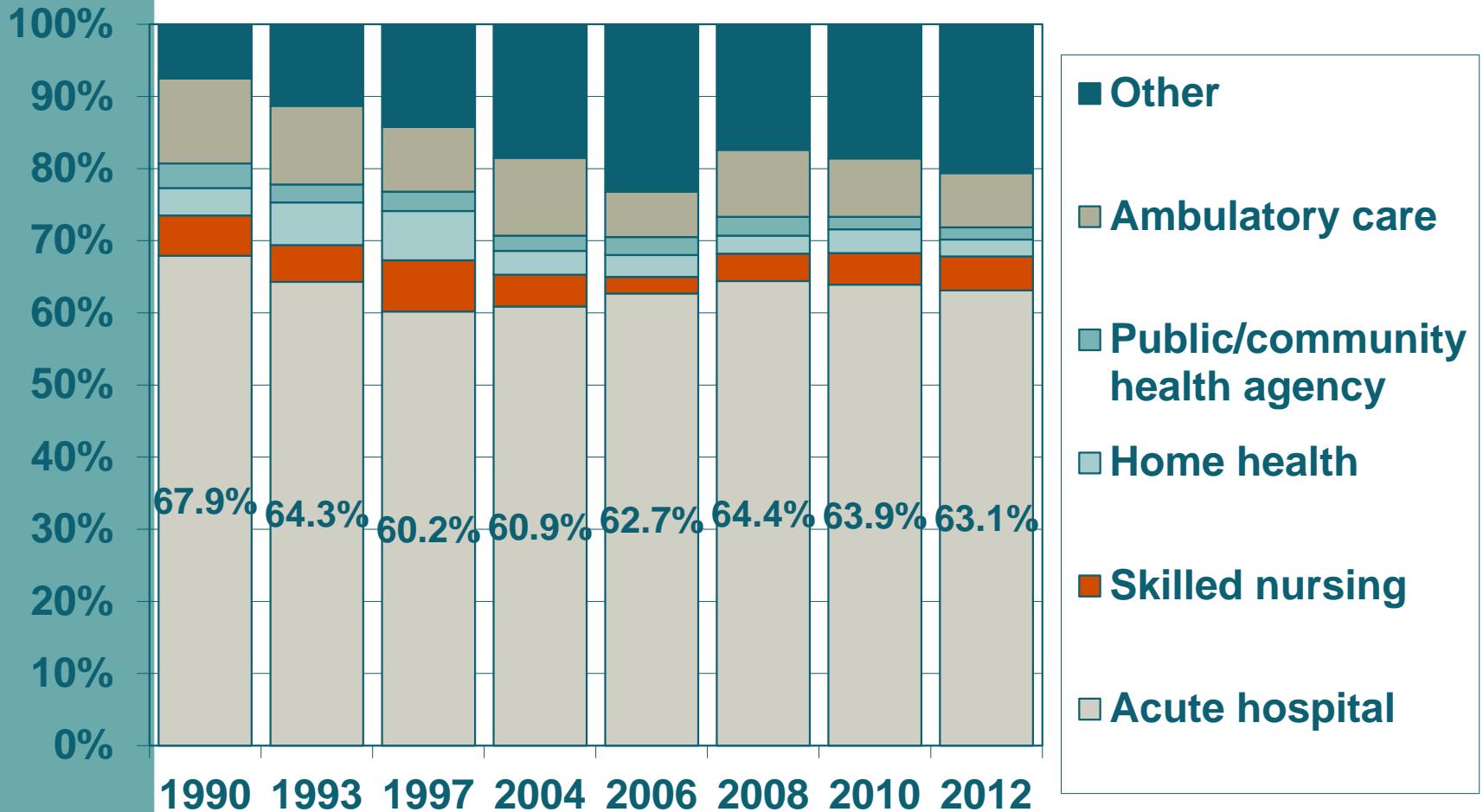
Highest level of nursing education of working RNs



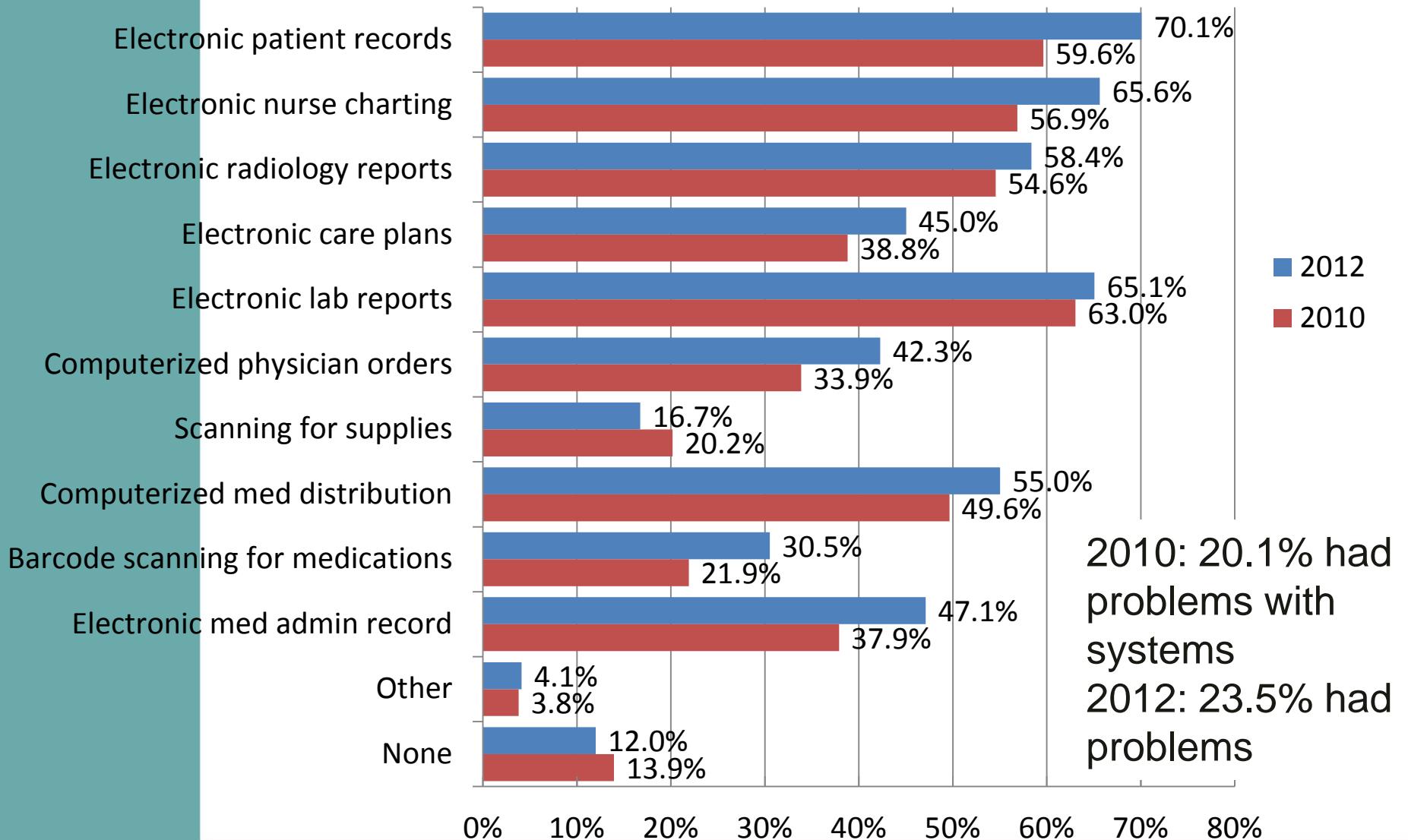
Job titles of RNs for primary positions



Work settings of RNs for primary nursing position



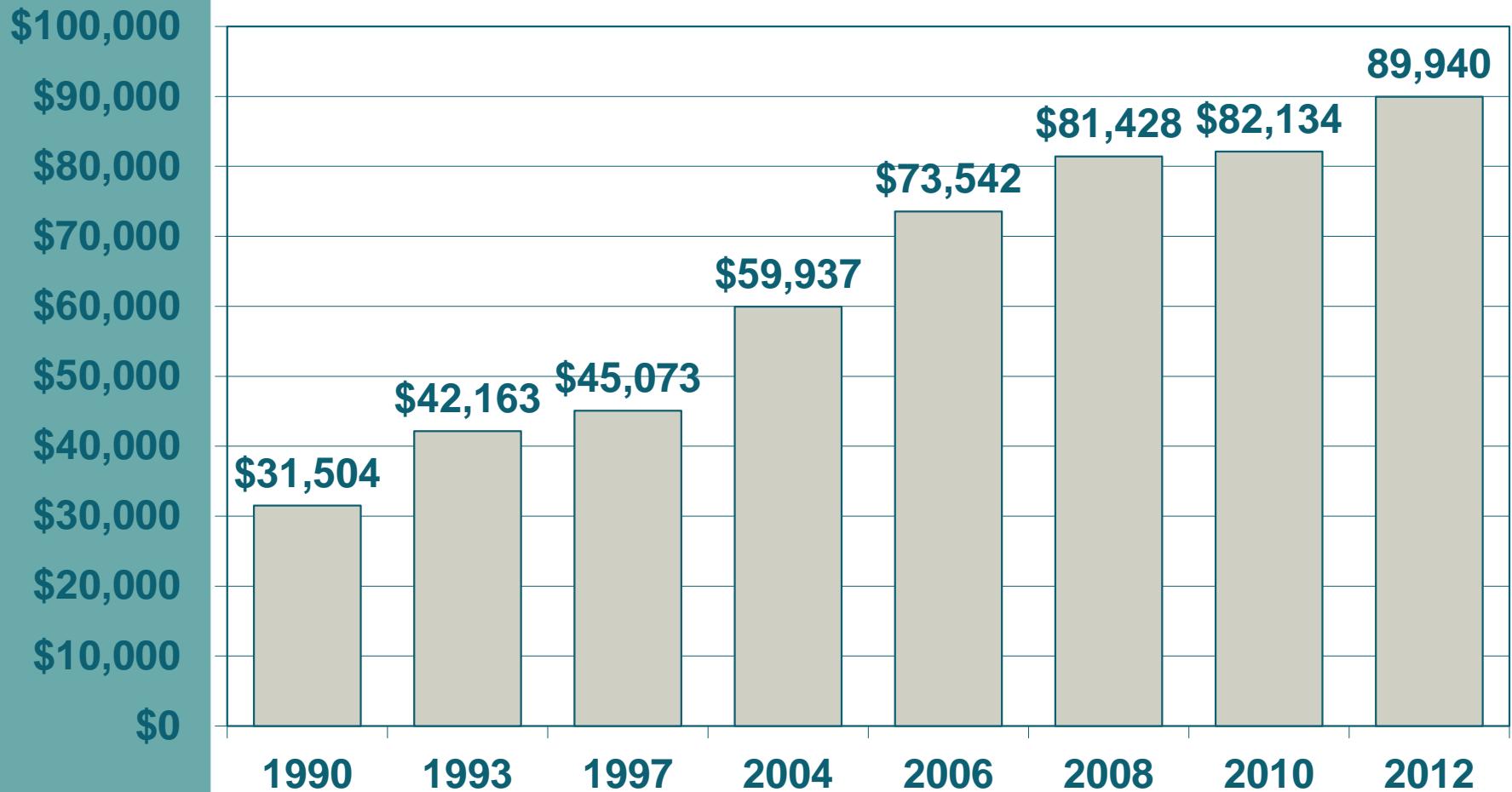
Use of information technology in primary nursing job, 2010 and 2012



Temporary agency employment of California-resident RNs

	2006	2008	2010	2012
% temp/travel	4.6%	4.1%	3.9%	2.6%
<i>Reasons why...</i>				
Wages	59.5%	58.6%	28.0%	38.7%
Control schedule	57.2%	56.9%	52.6%	49.2%
Supplement income	36.6%	42.6%	46.2%	40.9%
Control work conditions	26.1%	24.2%	9.3%	15.2%
Waiting for position	12.8%	16.1%	16.5%	25.5%
Unable to find job/ insufficient hours			13.8%	23.3%

Average income from all nursing positions



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 2nd 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

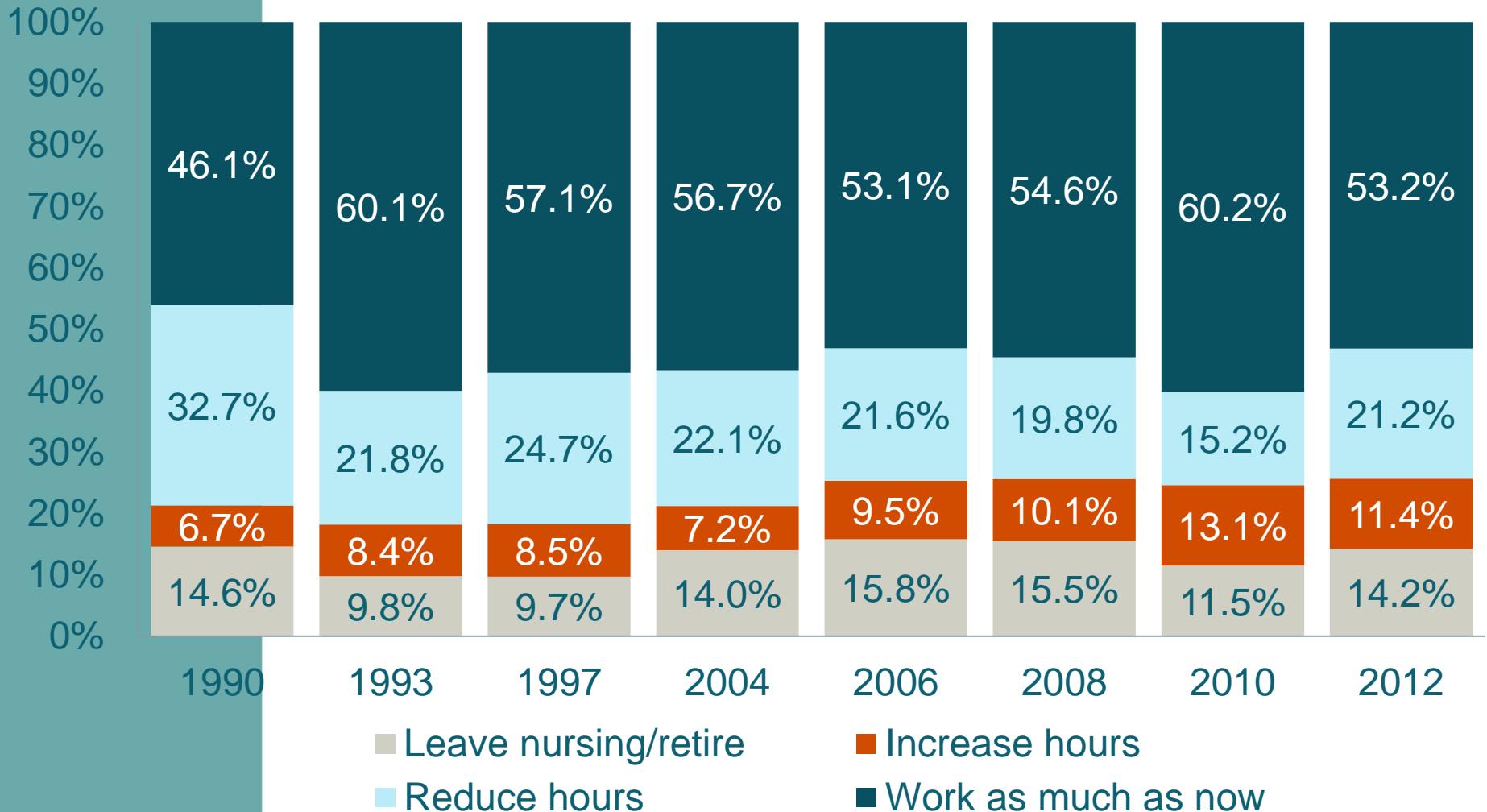
Changes in hours worked in past year

- **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

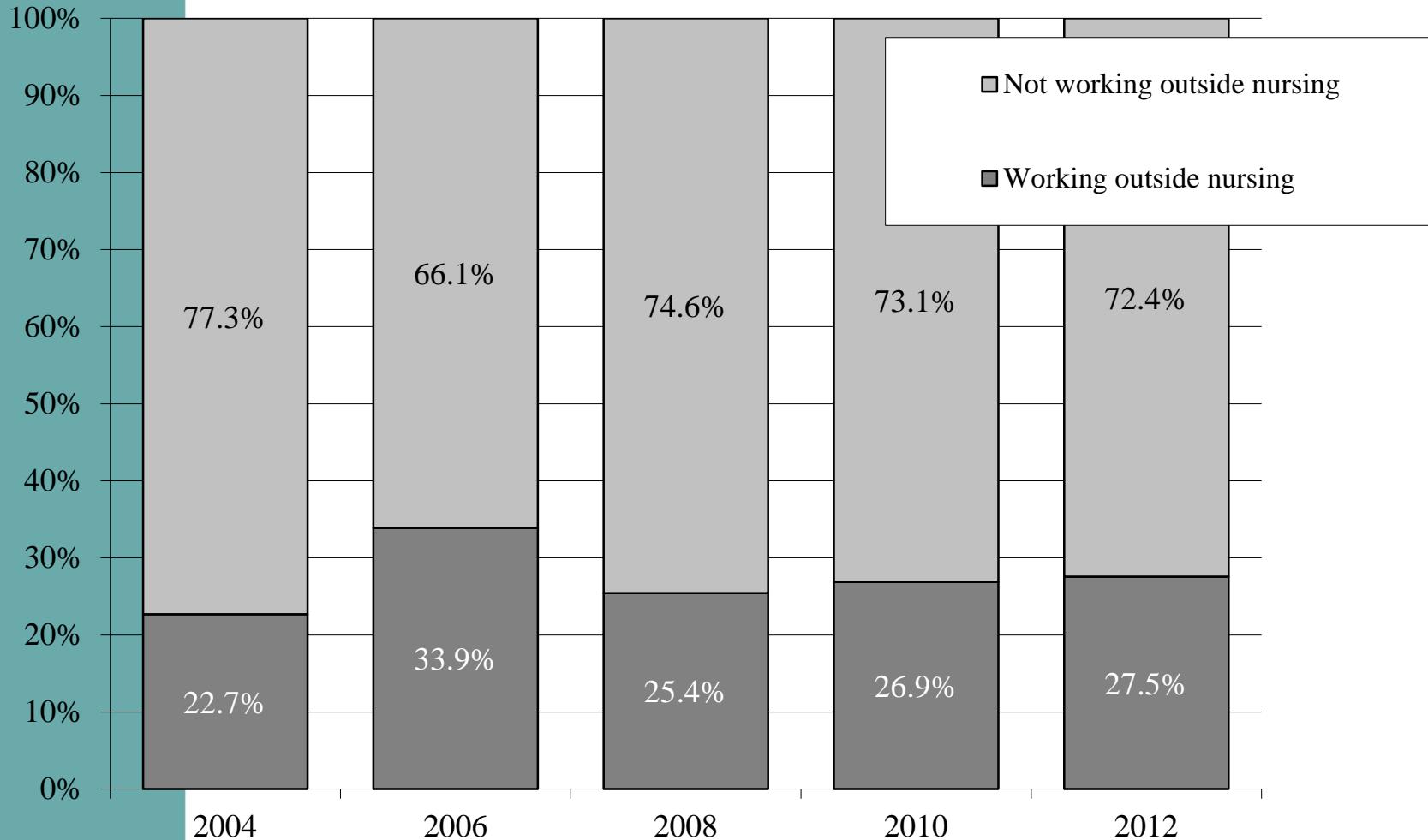
Plans for next 5 years for working RNs



Changes in plans...

	Under 35			55-64 years		
	2008	2010	2012	2008	2010	2012
Work as much as now	54.8%	60.0%	50.0%	41.2%	49.3%	43.4%
Reduce hours	21.1%	12.6%	24.0%	20.8%	18.6%	18.9%
Increase hours	19.3%	25.5%	23.4%	2.3%	3.9%	2.7%
Leave nursing	4.7%	1.8%	2.5%	35.8%	28.2%	35.0%

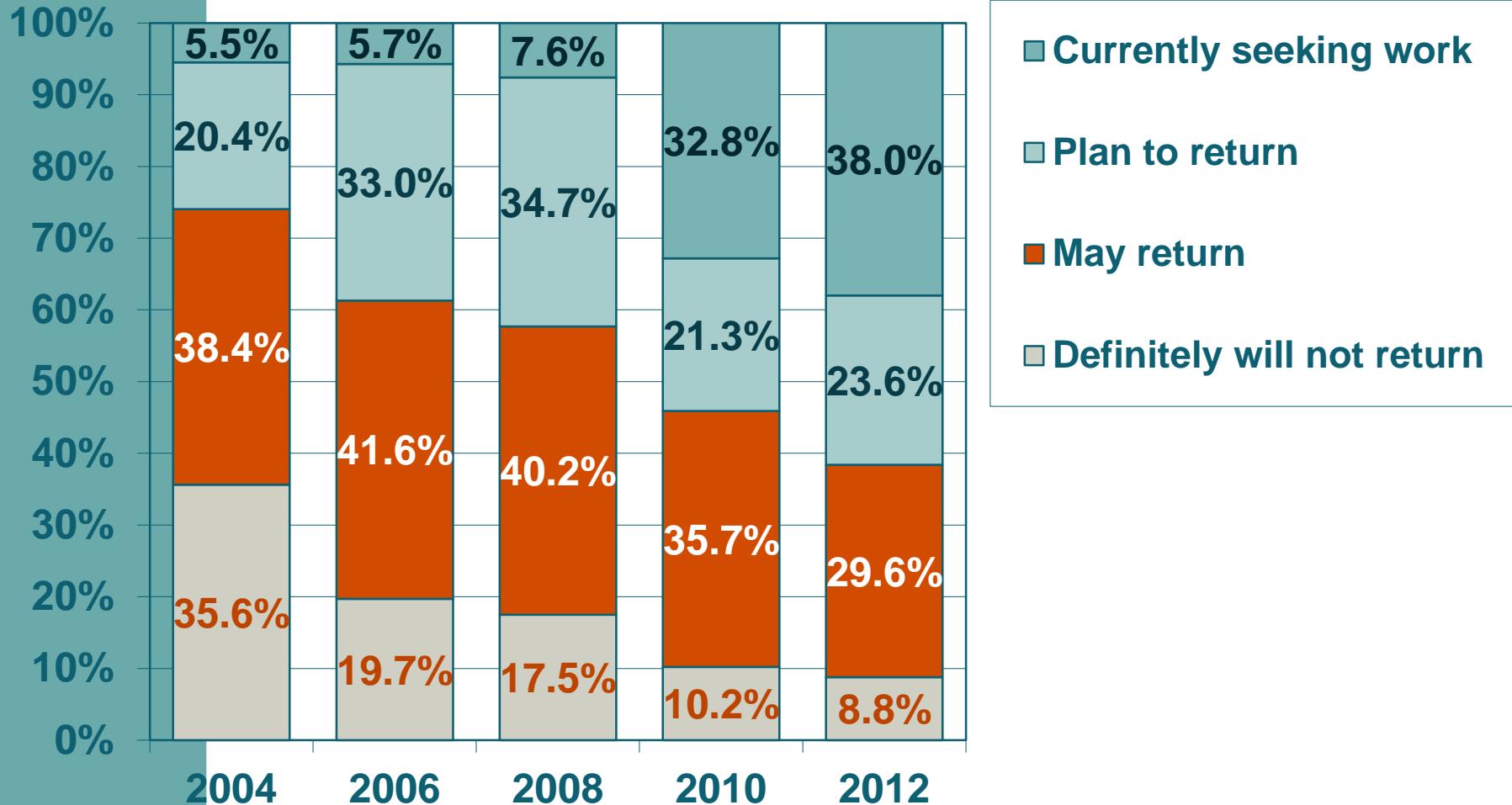
Employment status of active RNs who do not have a nursing job



Reasons for not having RN job

	2008	2010	2012	Under 55 years	55 years and older
Retired	32.4%	34.9%	35.9%	8.0%	52.2%
Childcare responsibilities	25.8%	21.9%	18.5%	36.9%	7.8%
Other family responsibilities	33.8%	29.7%	23.8%	34.0%	17.8%
Stress on the job	47.5%	35.7%	32.2%	35.3%	30.4%
Salary	27.8%	20.1%	20.1%	26.0%	16.6%
Inconvenient schedules in nursing jobs	26.9%	19.9%	23.6%	29.3%	20.3%
Difficult to find a nursing position	8.1%	19.3%			
Cannot find any RN work			20.8%	35.5%	12.2%
Difficult to find desired RN job			28.3%	40.6%	21.2%
Laid Off	*	15.7%	7.8%	7.0%	8.2%

Intentions of non-retired RNs not working in nursing



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**