



University of California
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2014 Survey of Registered Nurses

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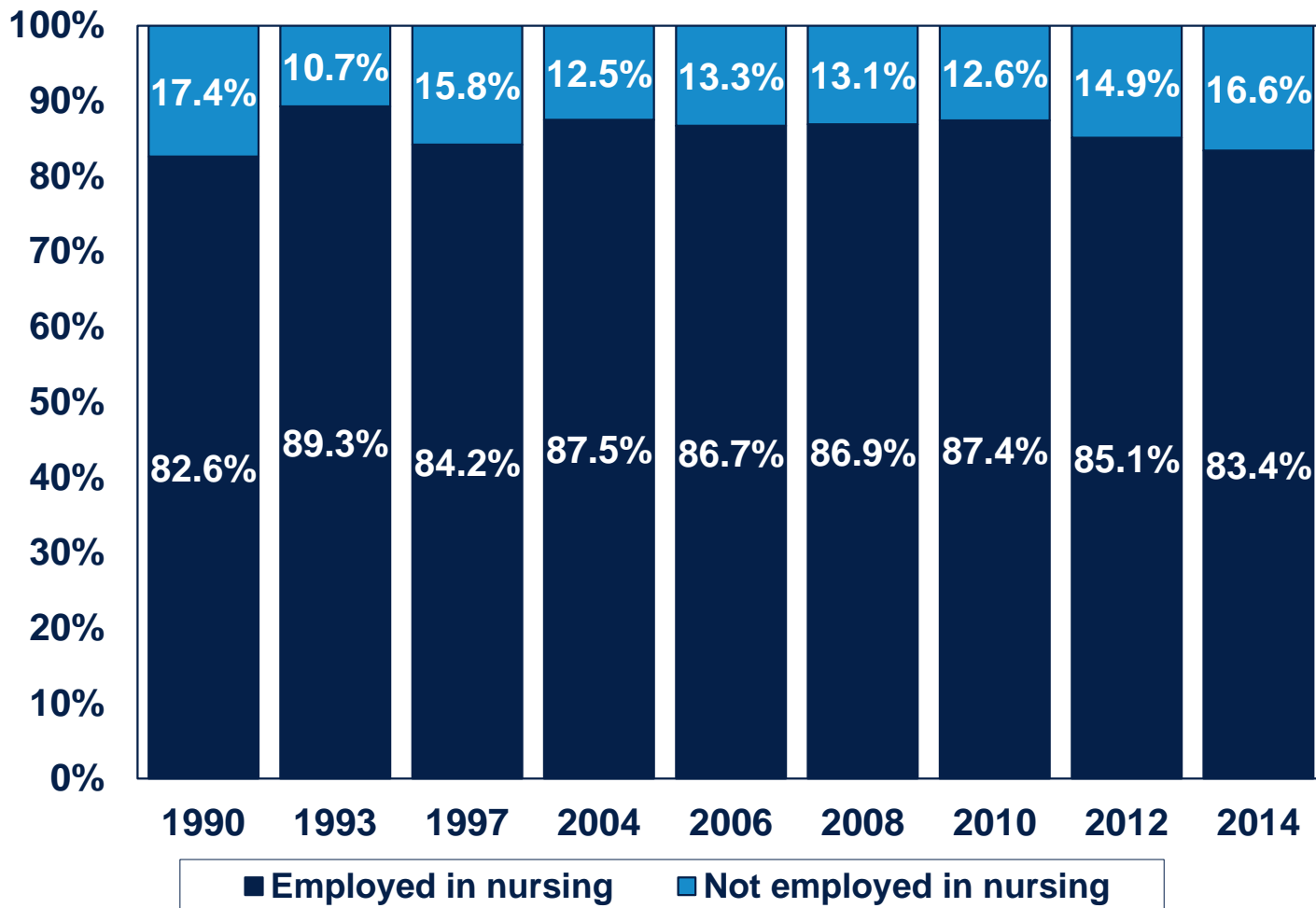
BRN Surveys of RNs - background

- 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, 2014
- 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

Survey of RNs, 2014

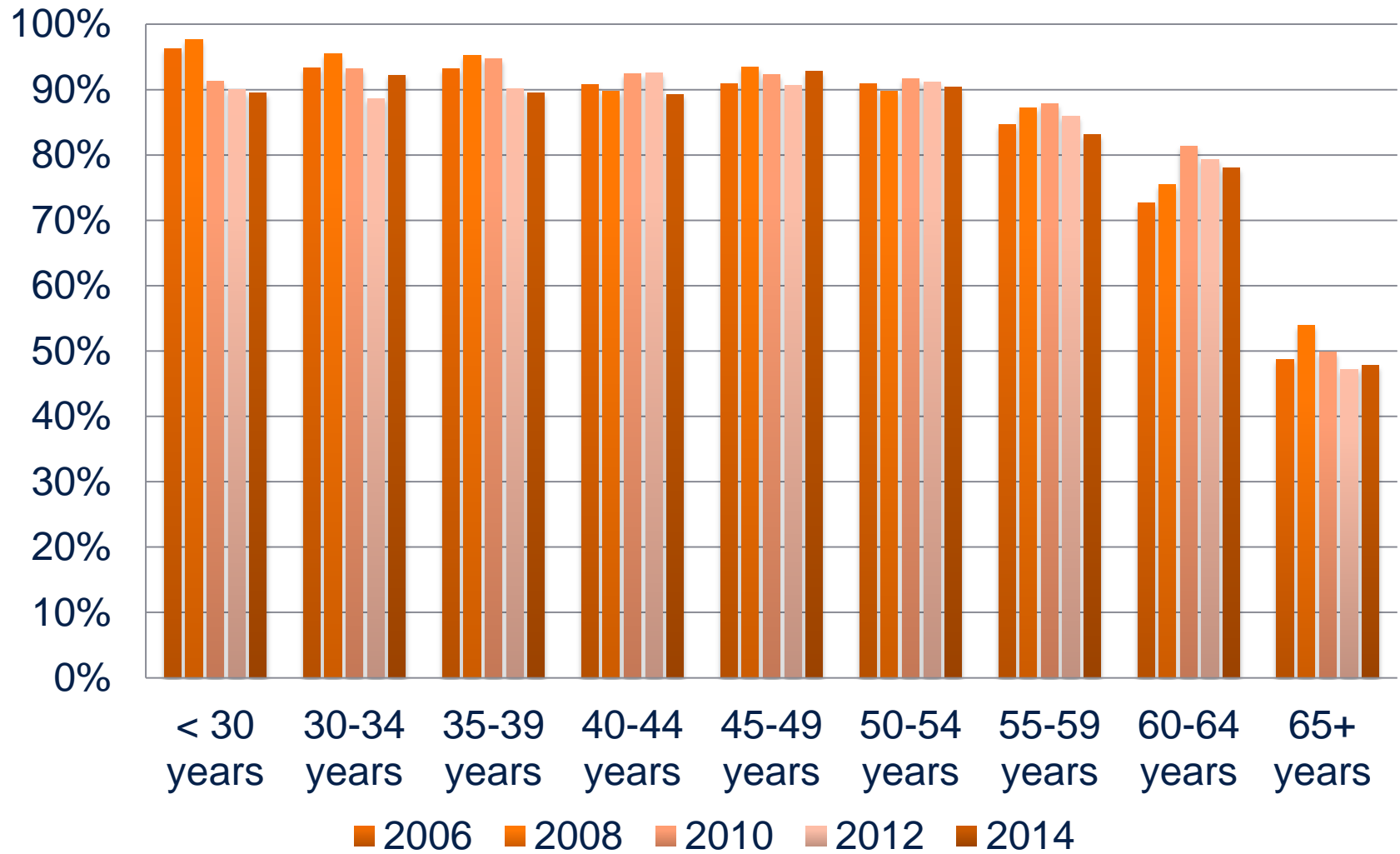
- 10,000 active RNs
 - Same sample size as last survey
- Mailed April 4, 2014
 - Paper survey with online option
- Multiple reminders
 - Postcard 2-3 weeks after first mailing
 - Re-mailing to non-respondents 2 weeks later
 - 2 more postcards
- Data collection ended September 4, 2014
- 57% response rate (similar to 2012)

Share of RNs that works in nursing

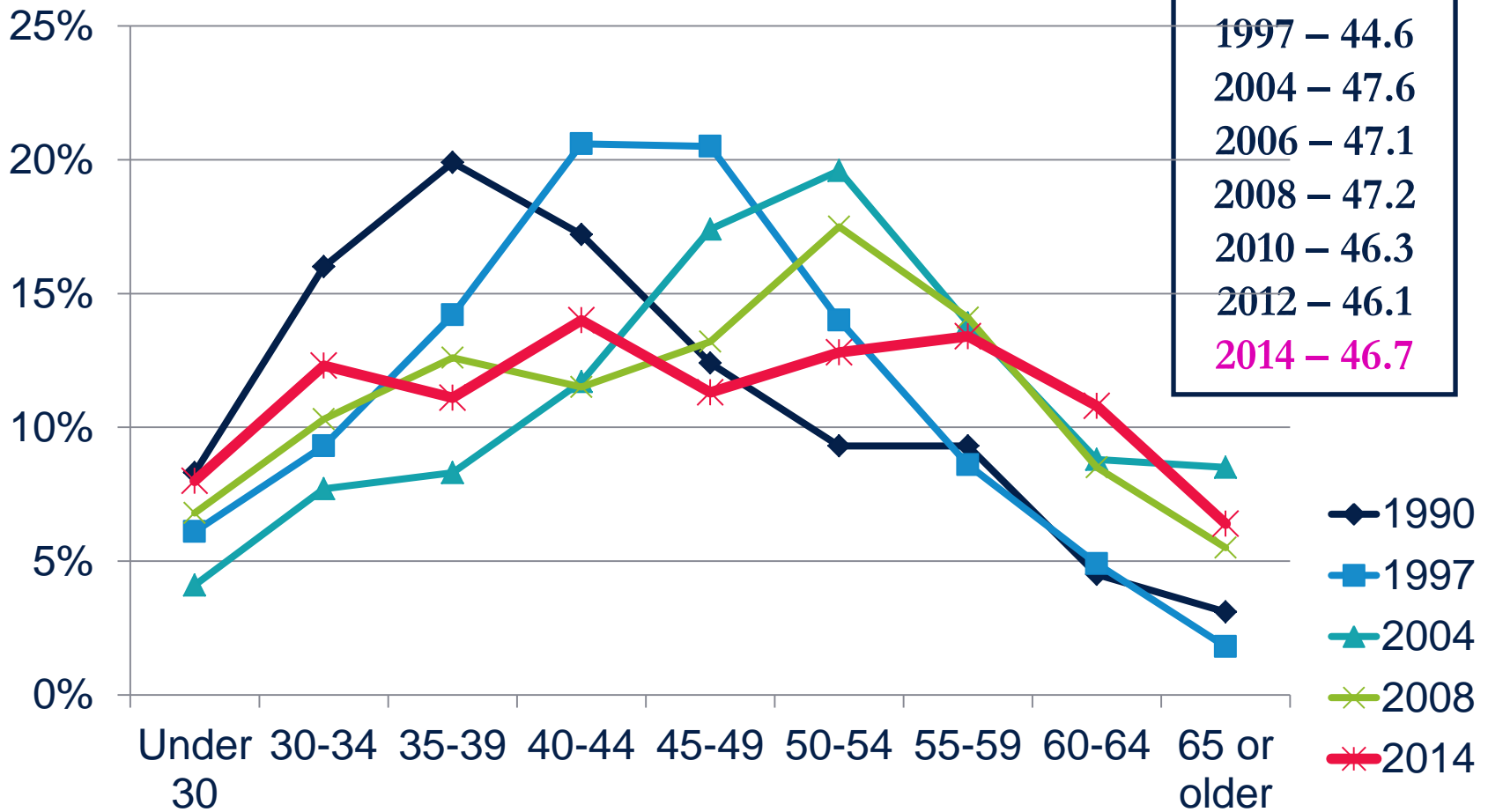


14.6% of working nurses have more than one RN job.

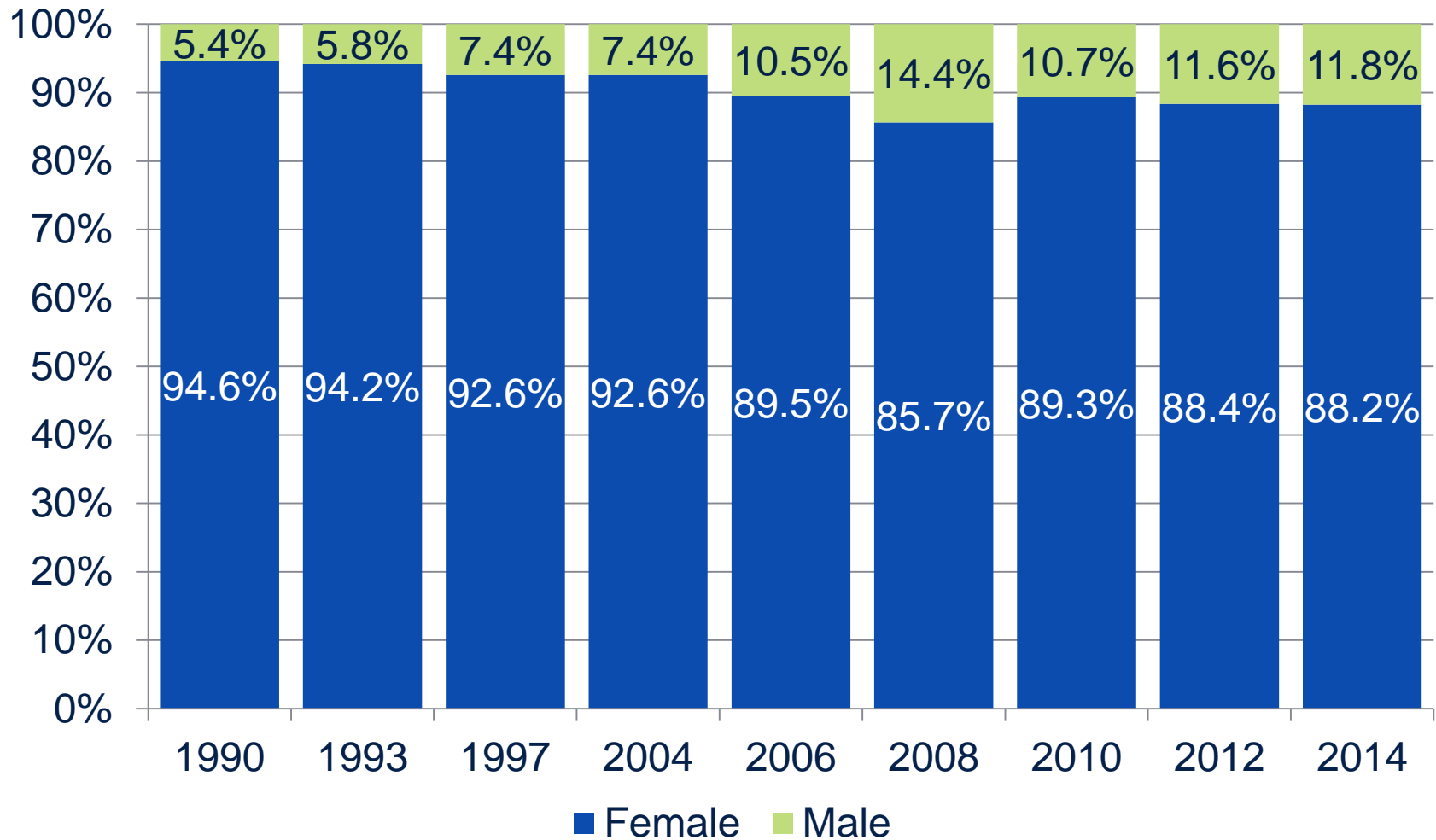
Share of RNs employed in nursing by age



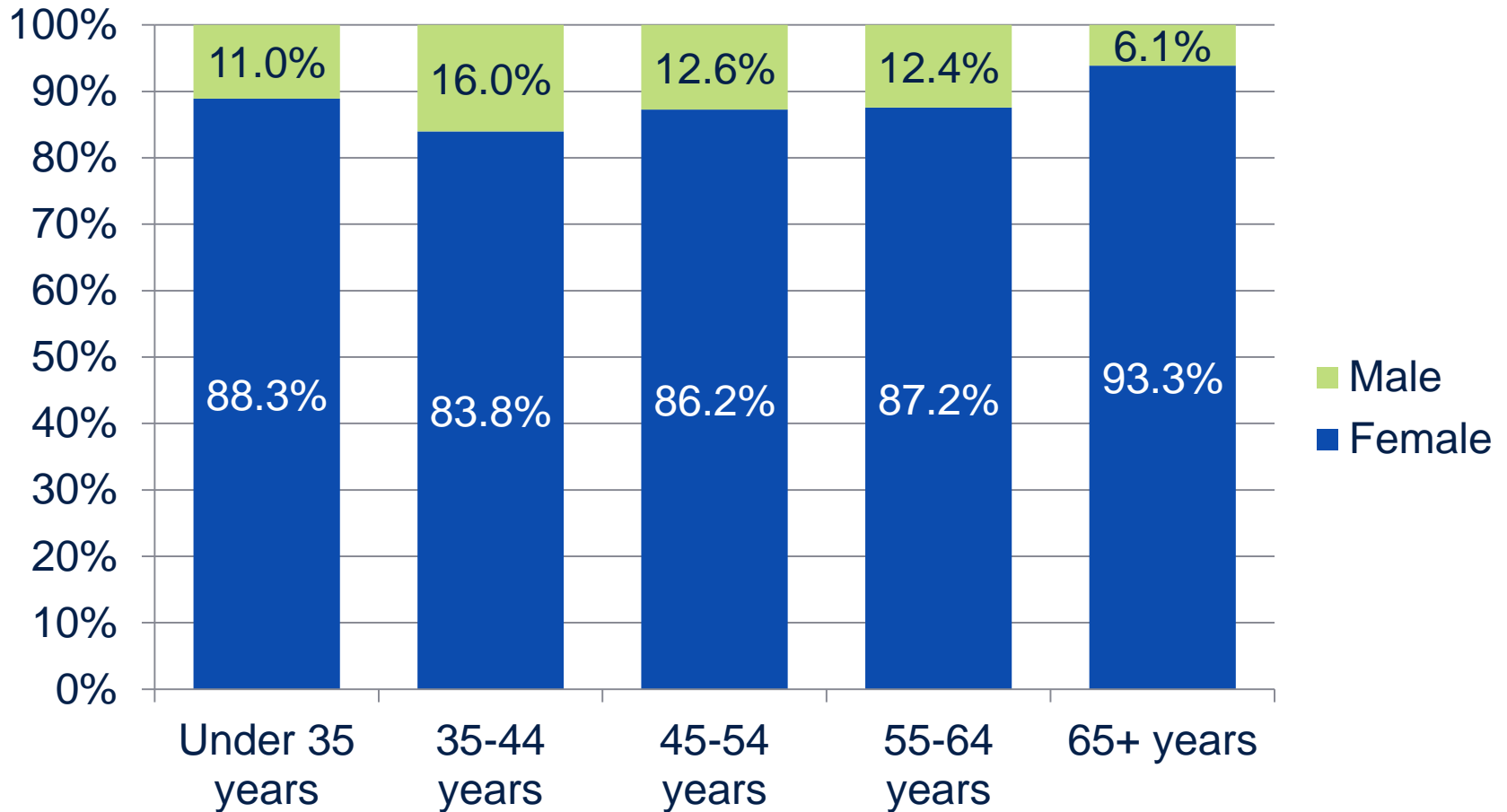
Ages of working RNs



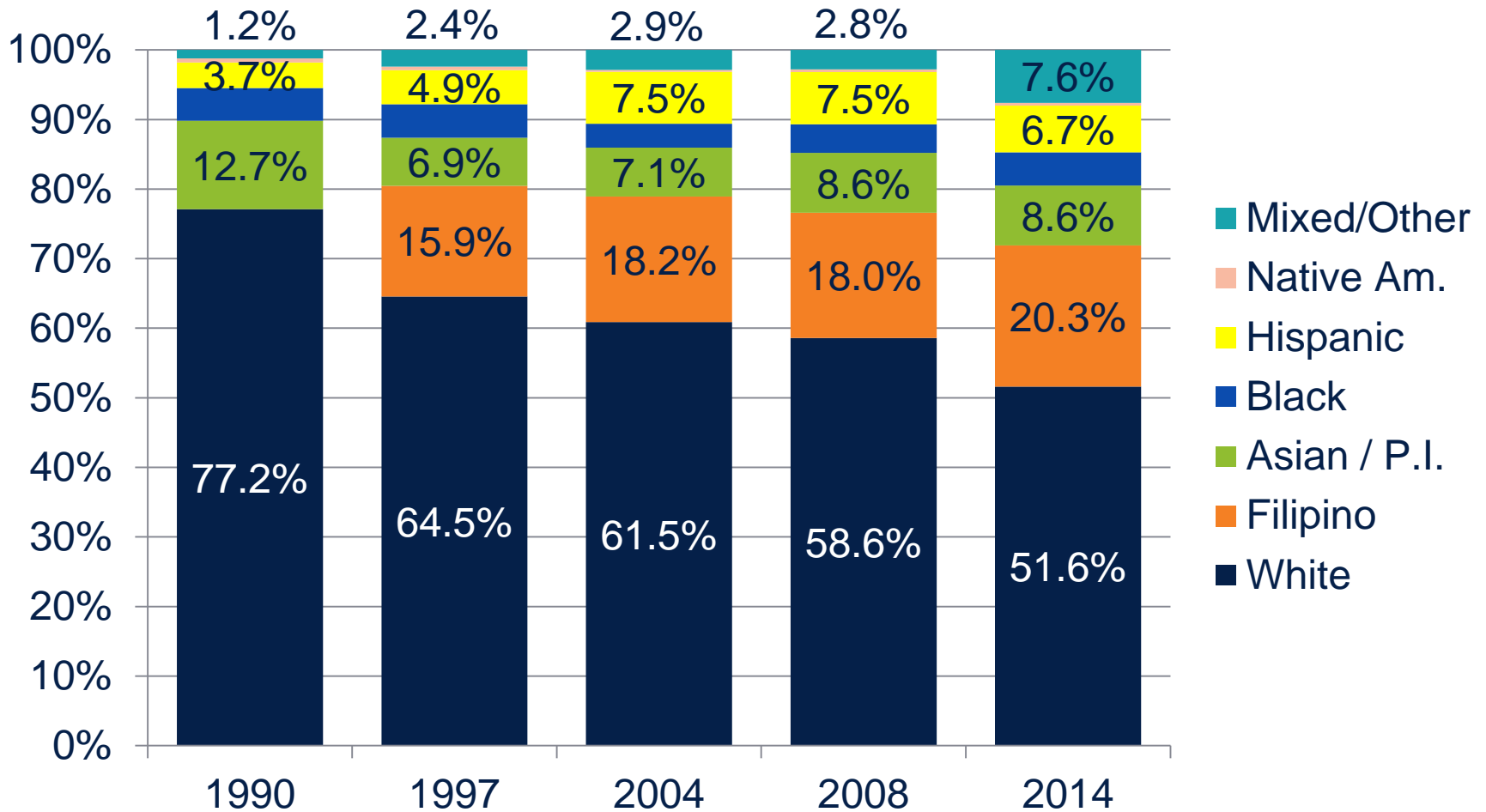
Gender of working RNs



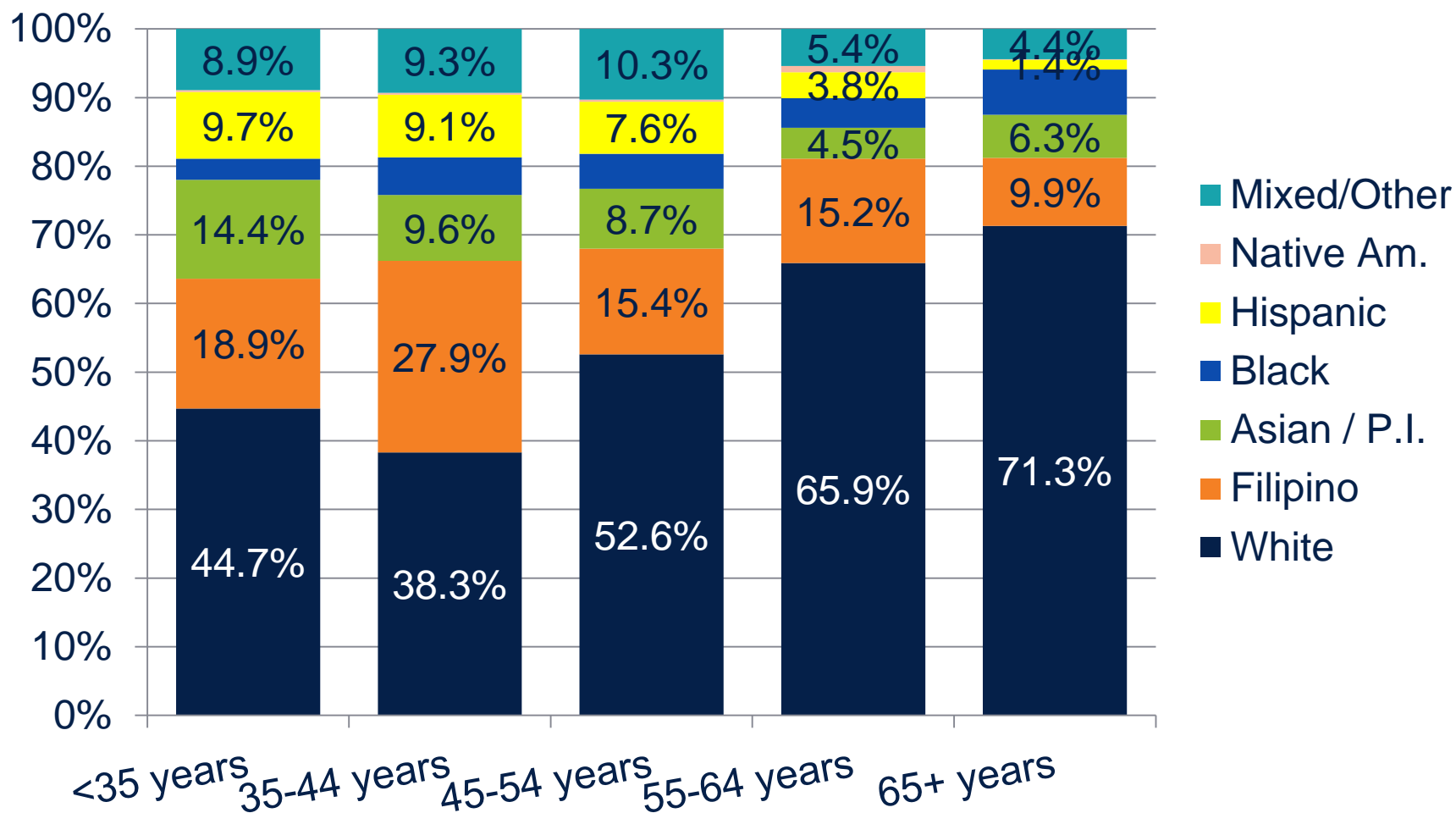
Gender of RNs by age group



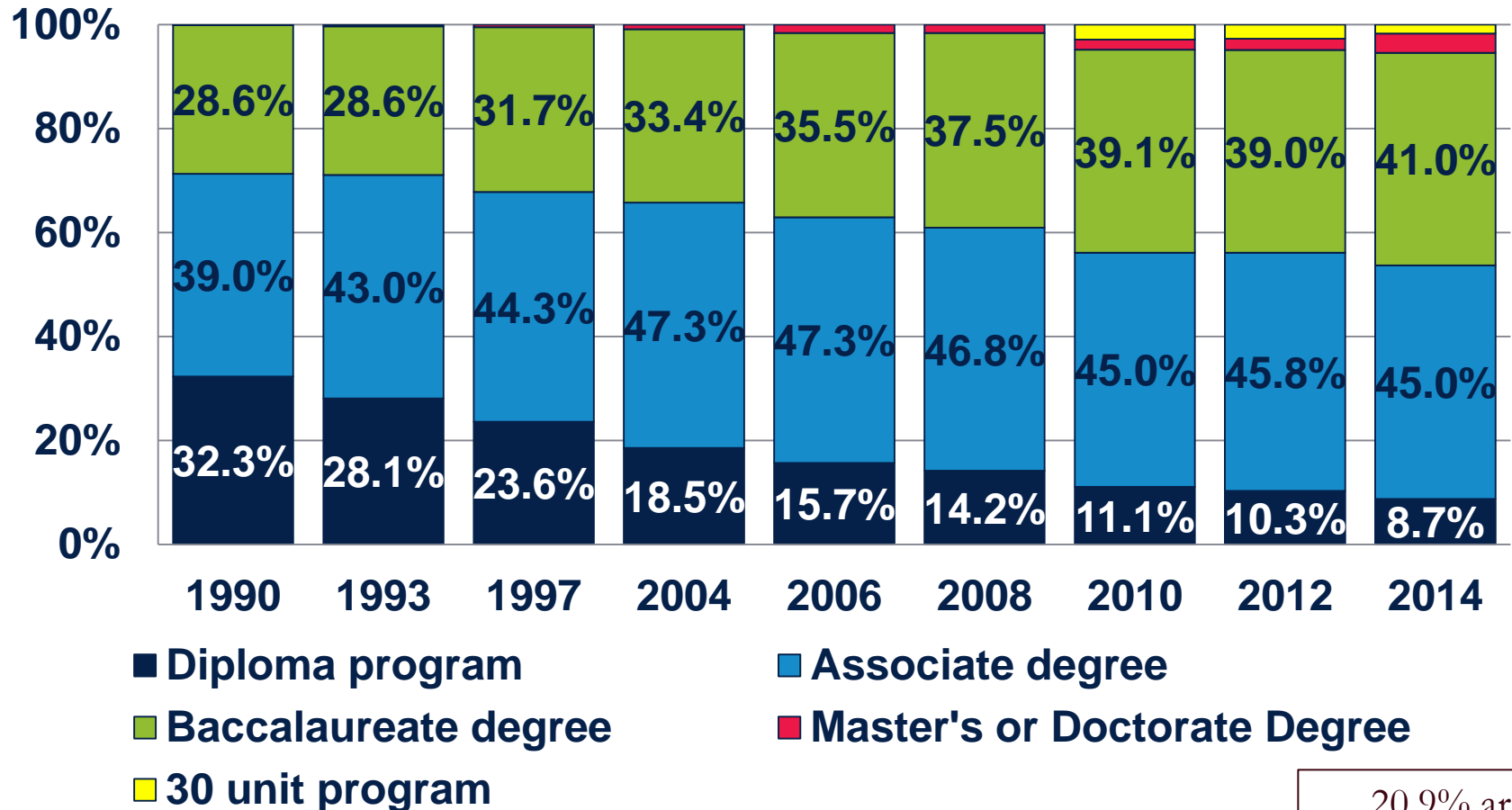
Racial/ethnic mix of working RNs



Racial/ethnic mix of RNs, by age group

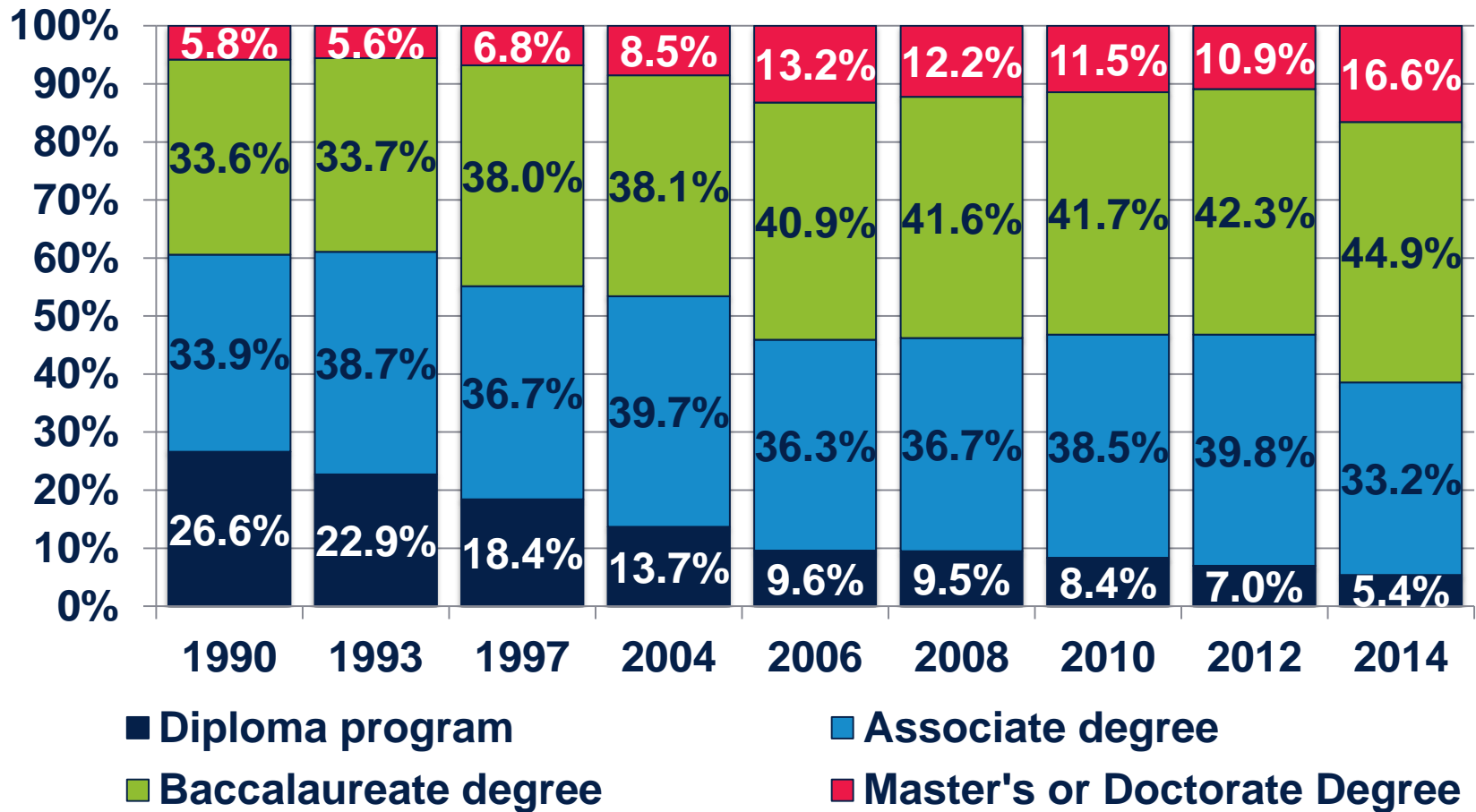


Initial nursing education for working RNs

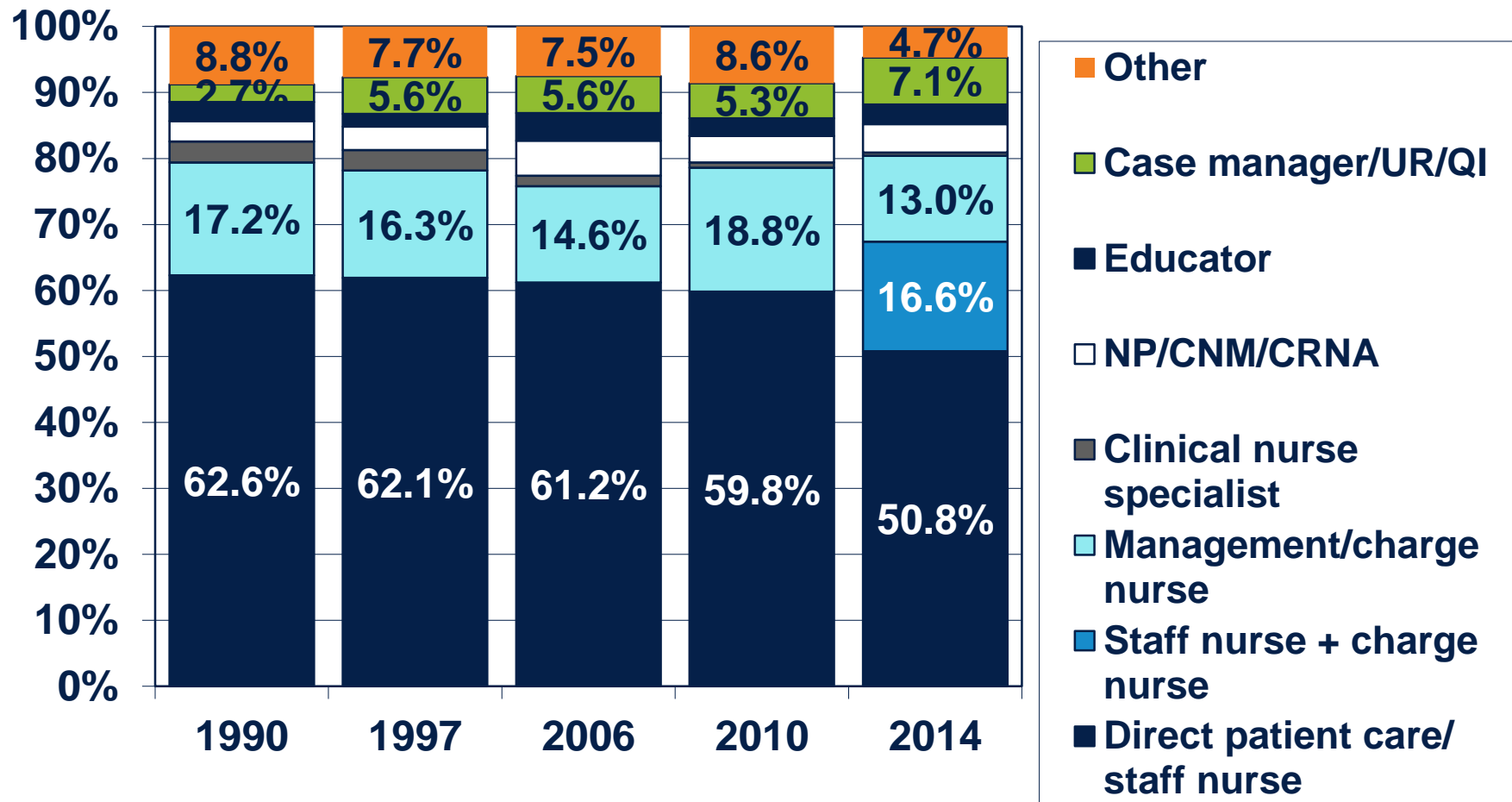


20.9% are internationally-educated

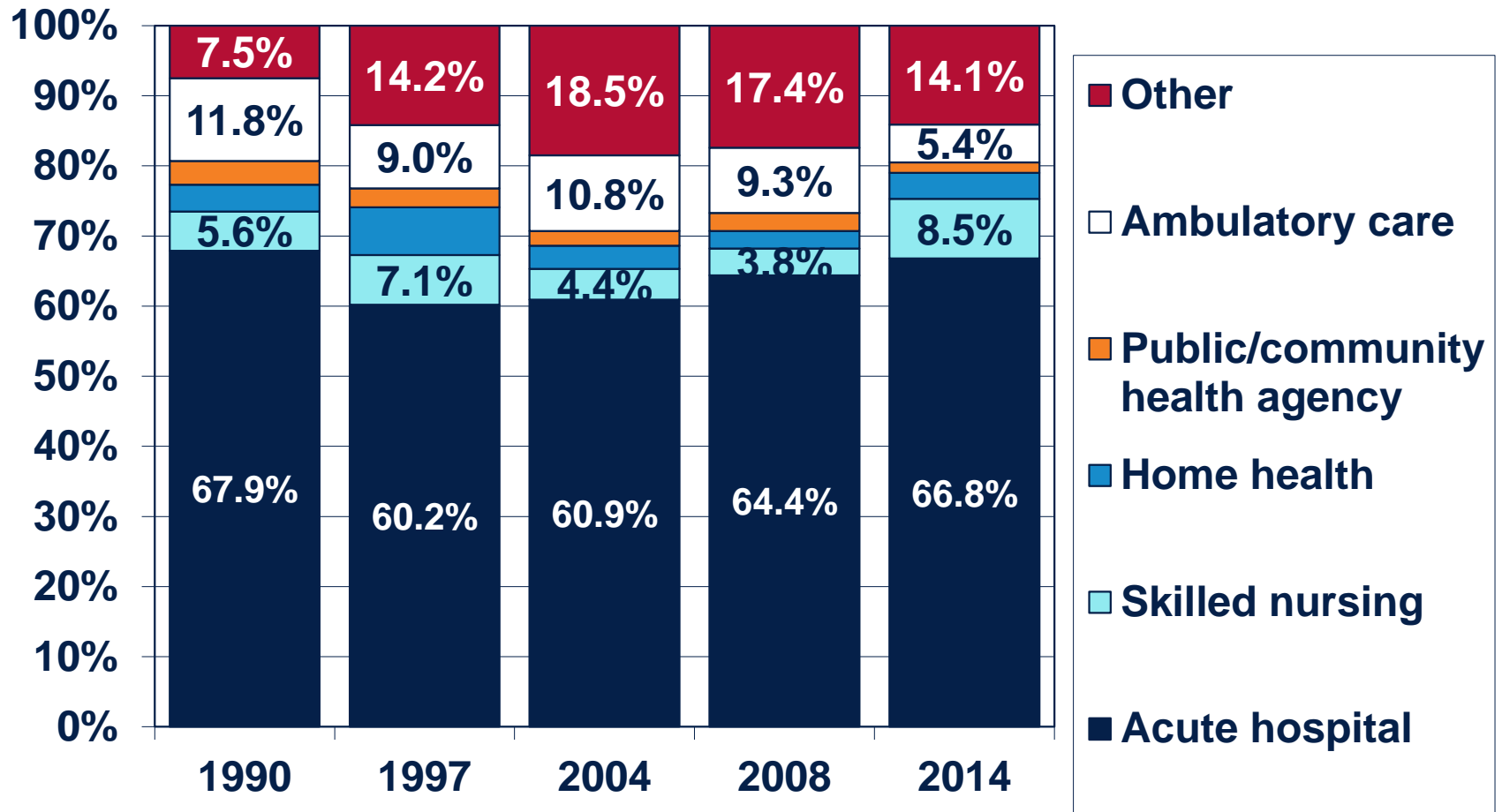
Highest level of nursing education of working RNs



Job titles of RNs for primary positions

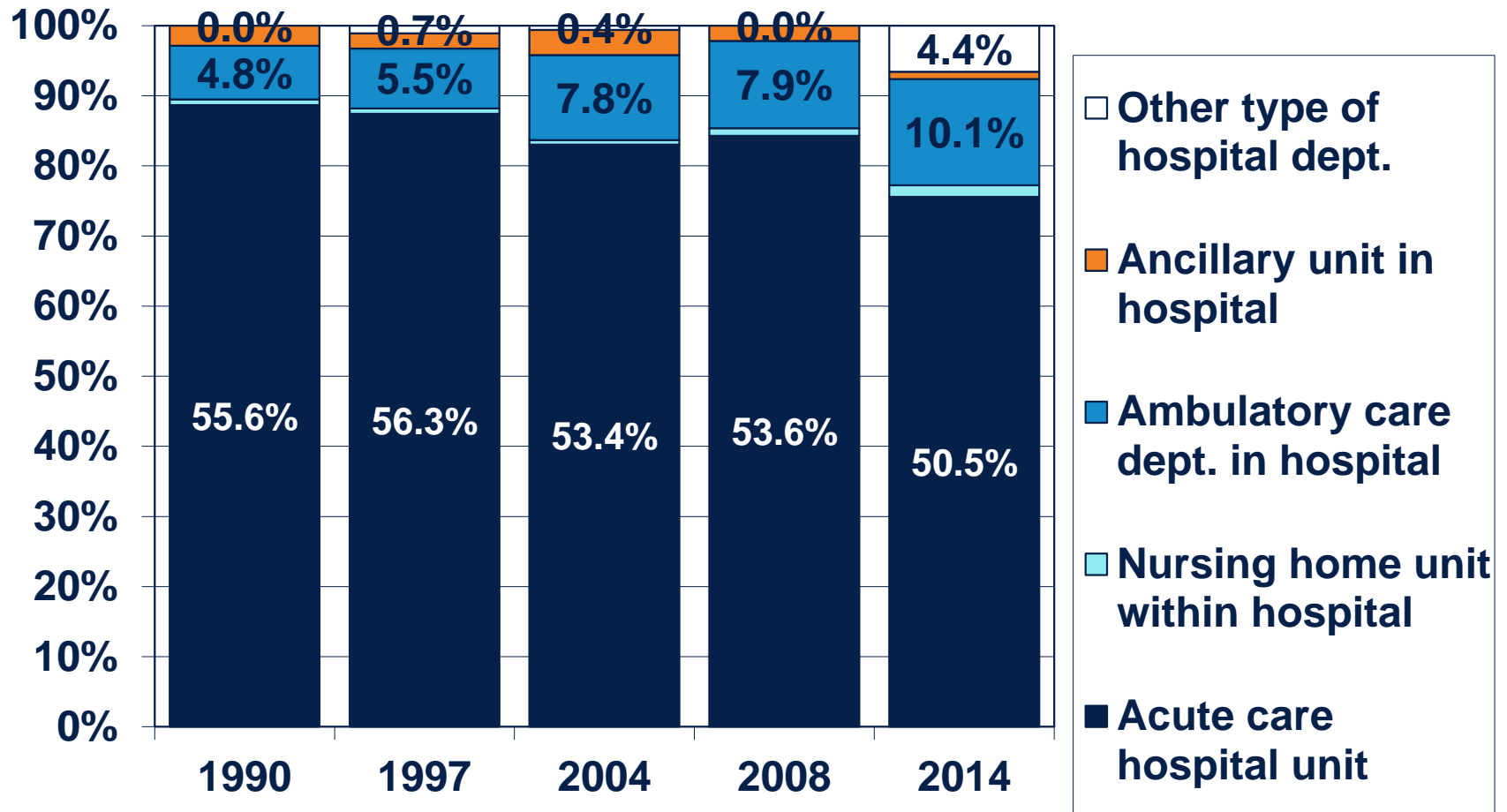


Work settings of RNs for primary nursing position

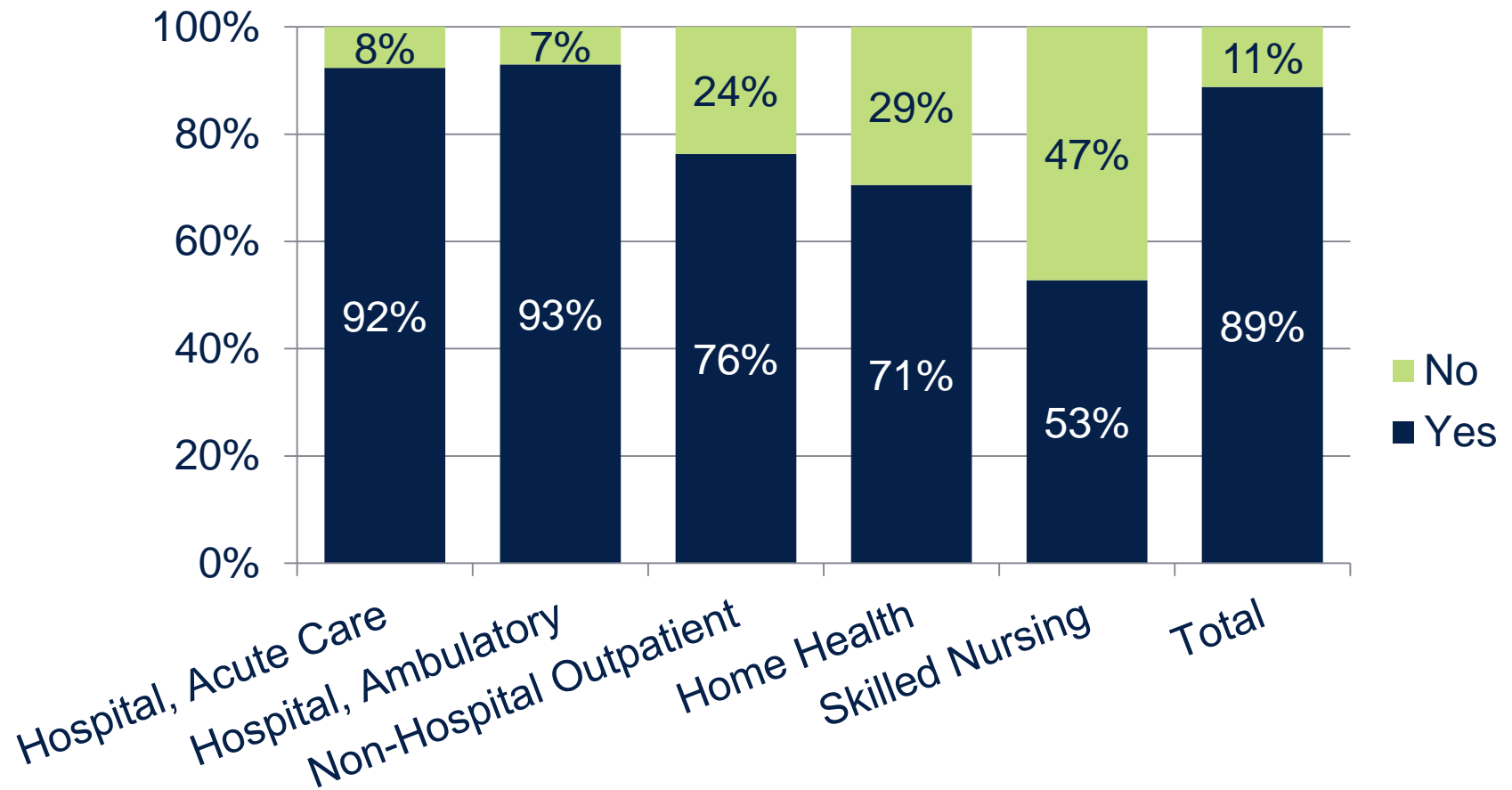


2.4% work for a temporary/traveling agency

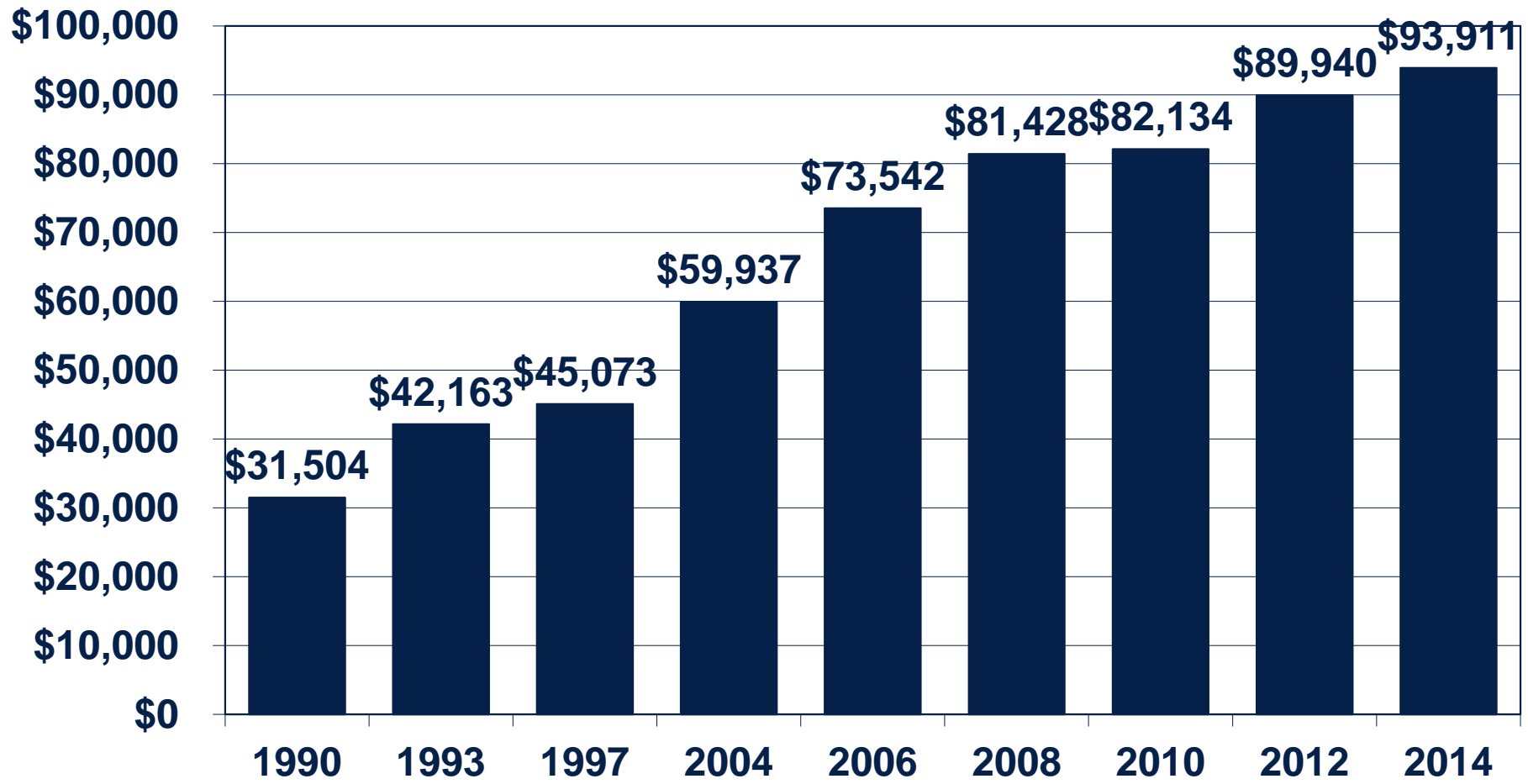
Departments within hospitals for hospital-employed RNs



Use of information technology in primary nursing job, 2014



Average income from all nursing positions



Highest job satisfaction ratings

- Interactions with patients
- Nursing profession overall
- Feeling that work is meaningful
- Job overall
- Relations with other non-nursing staff

Teamwork between coworkers was in the top 5 in 2012, but was replaced by Nursing profession overall in 2014.

Lowest job satisfaction ratings

- Involvement in policy and management decisions
- Amount of paperwork required
- Non-nursing tasks required
- Employer-supported education/training programs
- Quality of preceptor/mentor programs

Relations with agency/registry nurses was in the bottom 5 in 2012 but was replaced with employer-supported education training programs in 2014.

Largest changes in job satisfaction, 2012-2014

■ Improved:

- Leadership from nursing administration
- Amount of paperwork required
- Opportunities for advancement
- Relations with physicians

■ Worsened:

- Support of other nurses with whom you work
- Adequacy of RN staffing where you work
- Quality of preceptor and mentor programs
- Adequacy of clerical support services

Changes in employment setting in past year

	Percent of RNs who experienced a change, 2012	Percent of RNs who experienced a change, 2014
Added secondary nursing job	14.3%	18.1%
Added secondary non-nursing job	1.2%	2.0%
Stopped secondary nursing job	*	8.9%
Stopped secondary non-nursing job	*	2.0%
Not working as RN now, but was earlier this year	6.5%	4.4%
Working as an RN now, but was not working earlier this year	7.5%	7.4%
New Position, Same Employer	29.5%	27.4%
Same Position, New Employer	14.3%	11.8%
New Position, New Employer	20.6%	27.0%
Other	17.2%	6.8%

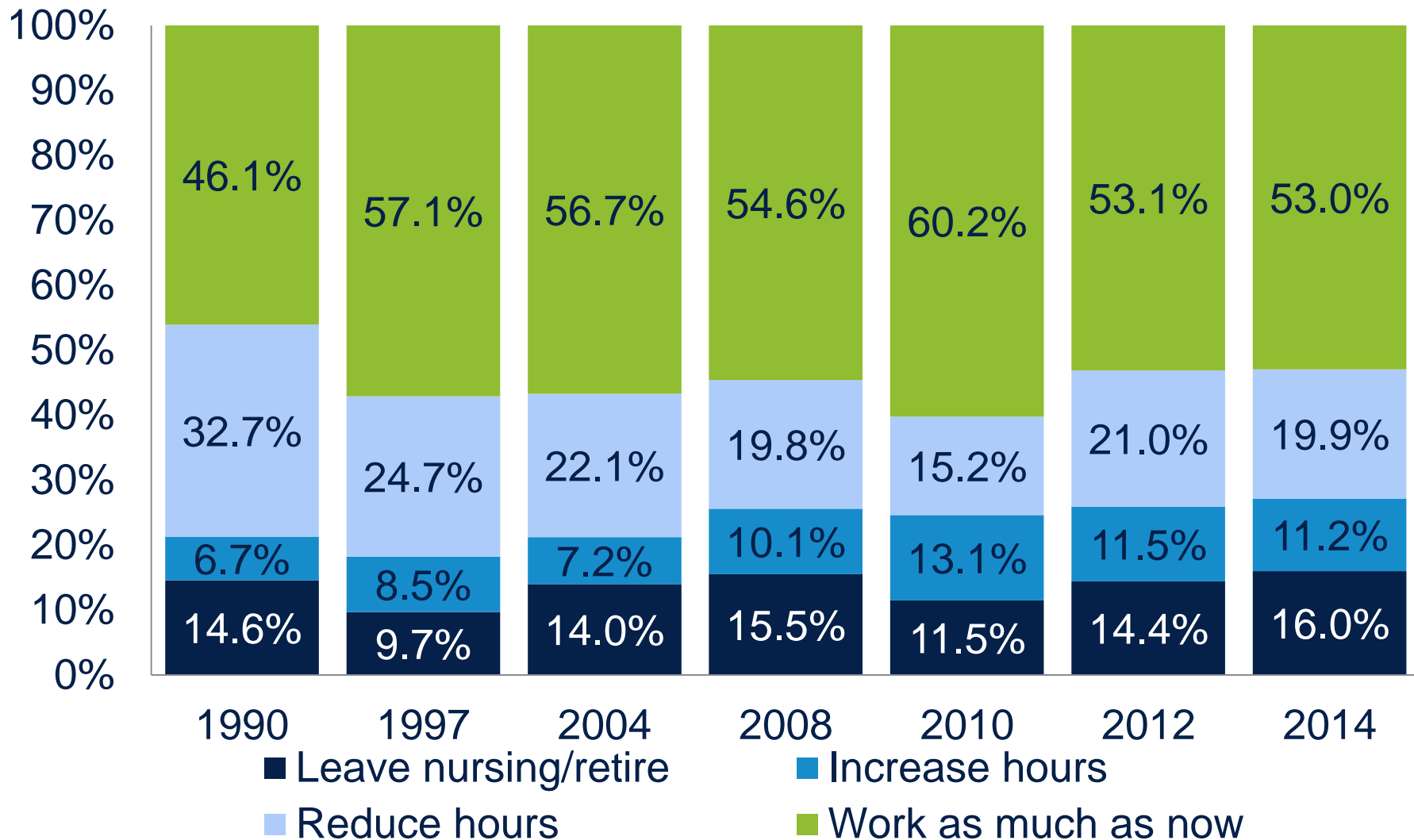
Changes in hours worked in past year

	Percent of RNs who experienced a change, 2012	Percent of RNs who experienced a change, 2014
Did not work in past year	19.8%	17.3%
Increase in hours, imposed by employer	11.0%	13.6%
Increase in hours, by choice	28.9%	28.1%
Decrease in hours, imposed by employer	14.1%	12.6%
Decrease in hours, by choice	21.4%	28.7%
Other	11.1%	18.1%

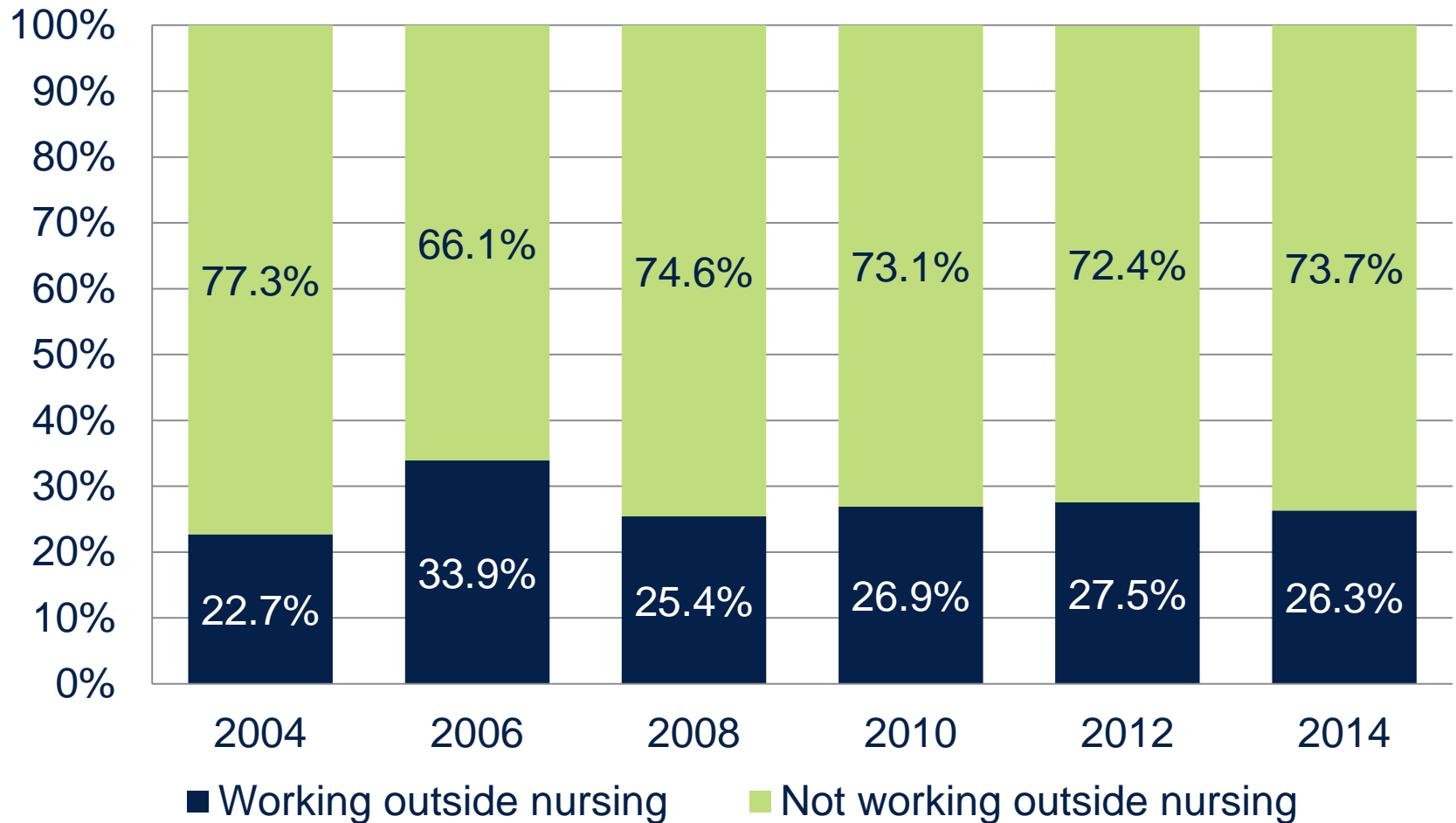
Reasons for employment changes

- Reasons for changes in work status, employer, or position:
 - Desire to use skills or learn new skills
 - Salary
 - Stress on the job
 - Benefits
 - Other family responsibilities
- Reasons for changes in work hours:
 - Salary
 - Other family responsibilities
 - Desire to use skills or learn new skills
 - Benefits

Plans for next 5 years for working RNs



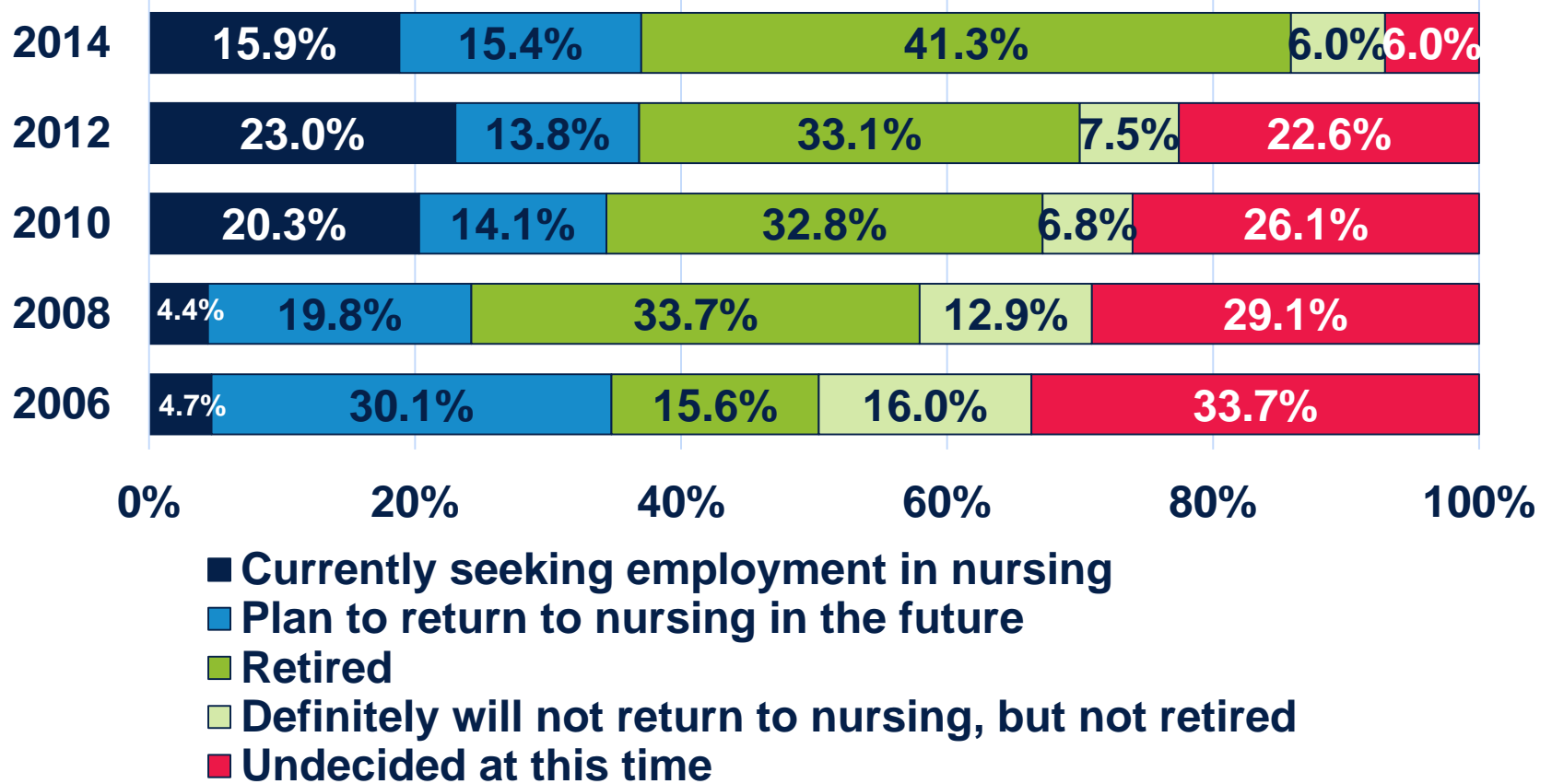
Employment status of active RNs who do not have a nursing job



“Very important” reasons for not having RN job

- Family responsibilities (33.5%)
- Non-job-related illness/injury (20.0%)
- Childcare responsibilities (18.2%)
- Moving to a different area (15.8%)
- Travel (14.5%)
- Retirement (14.4%)
- Increase between 2012 and 2014 in the share who said they are not working because they were laid off (5.9% in 2012 and 11.9% in 2014)
- Decreases in the shares reporting that it was difficult to find a nursing position or to find a desired position

Intentions of non-retired RNs not working in nursing (5 years)



Summary of key findings

- Age distribution is fairly “flat” – similar numbers in each age group
- Diversity of nursing workforce is slowly increasing
- Employment settings have been relatively stable
 - More hospital-employed RNs in ambulatory care
- More than 60% of RNs have a BSN or higher degree

Summary of key findings

- Employment rate dropped again in 2014
 - Dropped to 83.4% in 2014, from 87.4% in 2010
 - Fewer RNs hold multiple jobs
- Employment rates for younger RNs still lower than historic averages
- Fewer nurses want to increase hours of work
 - A higher share is planning to retire within 5 years
- Salaries are continuing to rise
- Job satisfaction dropped in many areas

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