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:
- 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

- < 30 years
- 30-34 years
- 35-39 years
- 40-44 years
- 45-49 years
- 50-54 years
- 55-59 years
- 60-64 years
- 65+ years
Ages of working RNs

Average ages
1990 – 42.9
1993 – 43.6
1997 – 44.6
2004 – 47.6
2006 – 47.1
2008 – 47.2
2010 – 46.3
2012 – 46.1
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

--- | --- | --- | --- | --- | --- | --- | ---
White | White | White | White | White | White | White | White
77.2% | 72.6% | 64.5% | 61.5% | 62.0% | 58.6% | 53.4% | 53.1%
Filipino | Filipino | Filipino | Filipino | Filipino | Filipino | Filipino | Filipino
3.7% | 4.5% | 4.9% | 7.5% | 5.7% | 7.5% | 7.9% | 6.6%
12.7% | 13.4% | 15.9% | 18.2% | 17.7% | 18.0% | 18.8% | 19.5%
Black | Black | Black | Black | Black | Black | Black | Black
1.0% | 1.0% | 1.0% | 1.0% | 1.0% | 1.0% | 1.0% | 1.0%
Hispanic | Hispanic | Hispanic | Hispanic | Hispanic | Hispanic | Hispanic | Hispanic
5.1% | 6.9% | 6.1% | 6.8% | 8.6% | 9.0% | 9.5% | 9.5%
5.1% | 5.1% | 5.1% | 5.1% | 5.1% | 5.1% | 5.1% | 5.1%
Mixed/Other | Mixed/Other | Mixed/Other | Mixed/Other | Mixed/Other | Mixed/Other | Mixed/Other | Mixed/Other
Diversity greater among younger RNs

- < 35 yrs: 44.7%
- 35-44 years: 36.5%
- 45-54 years: 57.2%
- 55-64 years: 64.7%
- 65 yrs +: 73.8%

- Mixed/other: 9.1%
- Asian, not Filipino or Indian: 22.8%
- Asian Indian: 32.4%
- Filipino: 13.8%
- Black/African-American: 6.4%
- Hispanic/Latino: 4.5%
- White, not Hispanic: 3.7%
Initial nursing education for working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Diploma program</th>
<th>Associate degree</th>
<th>Baccalaureate degree</th>
<th>Master's or Doctorate Degree</th>
<th>30 unit program</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>32.3%</td>
<td>39.0%</td>
<td>28.6%</td>
<td>0.1%</td>
<td>0.1%</td>
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<tr>
<td>1993</td>
<td>28.1%</td>
<td>43.0%</td>
<td>28.6%</td>
<td>0.3%</td>
<td>0.3%</td>
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<tr>
<td>1997</td>
<td>23.6%</td>
<td>44.3%</td>
<td>31.7%</td>
<td>0.5%</td>
<td>0.5%</td>
</tr>
<tr>
<td>2004</td>
<td>18.5%</td>
<td>47.3%</td>
<td>33.4%</td>
<td>0.9%</td>
<td>0.9%</td>
</tr>
<tr>
<td>2006</td>
<td>15.7%</td>
<td>47.3%</td>
<td>35.5%</td>
<td>1.6%</td>
<td>1.6%</td>
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<tr>
<td>2008</td>
<td>14.2%</td>
<td>46.8%</td>
<td>37.5%</td>
<td>1.6%</td>
<td>1.6%</td>
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<tr>
<td>2010</td>
<td>11.1%</td>
<td>45.0%</td>
<td>39.1%</td>
<td>2.9%</td>
<td>2.9%</td>
</tr>
<tr>
<td>2012</td>
<td>10.3%</td>
<td>45.8%</td>
<td>39.0%</td>
<td>0.0268</td>
<td>0.0268</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Other</th>
<th>Case manager/UR/QI</th>
<th>Educator</th>
<th>NP/CNM/CRNA</th>
<th>Clinical nurse specialist</th>
<th>Management/charge nurse</th>
<th>Direct patient care/staff nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
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<td></td>
<td></td>
<td></td>
<td>62.6%</td>
</tr>
<tr>
<td>1993</td>
<td>17.2%</td>
<td>1.8%</td>
<td>16.3%</td>
<td></td>
<td></td>
<td></td>
<td>59.5%</td>
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<tr>
<td>1997</td>
<td>19.2%</td>
<td>14.6%</td>
<td>18.3%</td>
<td>18.8%</td>
<td></td>
<td></td>
<td>62.1%</td>
</tr>
<tr>
<td>2004</td>
<td>53.3%</td>
<td>61.2%</td>
<td>58.5%</td>
<td>59.8%</td>
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<td></td>
<td>56.1%</td>
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<tr>
<td>2006</td>
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<td>2010</td>
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<tr>
<td>2012</td>
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</tbody>
</table>
Work settings of RNs for primary nursing position

- Acute hospital
- Skilled nursing
- Home health
- Public/community health agency
- Ambulatory care
- Other


- 1990: 67.9%
- 1993: 64.3%
- 1997: 60.2%
- 2004: 60.9%
- 2006: 62.7%
- 2008: 64.4%
- 2010: 63.9%
- 2012: 63.1%
Use of information technology in primary nursing job, 2010 and 2012

- Electronic patient records: 2010 - 59.6%, 70.1% (2010: 20.1% had problems with systems)
  2012 - 65.6%
- Electronic nurse charting: 2010 - 56.9%, 58.4% (2012: 65.1%)
  2012 - 63.0%
- Electronic radiology reports: 2010 - 45.0%, 54.6% (2012: 56.9%)
  2012 - 58.4%
- Electronic care plans: 2010 - 38.8%, 42.3% (2012: 58.4%)
  2012 - 54.6%
- Electronic lab reports: 2010 - 42.3%, 55.0% (2012: 65.1%)
  2012 - 63.0%
- Computerized physician orders: 2010 - 16.7%, 20.2% (2012: 33.9%)
  2012 - 33.9%
- Scanning for supplies: 2010 - 30.5%, 49.6% (2012: 55.0%)
  2012 - 47.1%
- Computerized med distribution: 2010 - 21.9%, 47.1% (2012: 55.0%)
  2012 - 47.1%
- Barcode scanning for medications: 2010 - 21.9%, 47.1% (2012: 55.0%)
  2012 - 47.1%
- Electronic med admin record: 2010 - 4.1%, 3.8% (2012: 37.9%)
  2012 - 47.1%
- Other: 2010 - 12.0%, 37.9% (2012: 47.1%)
  2012 - 37.9%
- None: 2010 - 13.9% (2012: 47.1%)

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></td>
<td></td>
<td>13.8%</td>
<td>23.3%</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 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

- Leave nursing/retire
- Increase hours
- Reduce hours
- Work as much as now
## 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

2004: 77.3% Not working, 22.7% Working
2006: 66.1% Not working, 33.9% Working
2008: 74.6% Not working, 25.4% Working
2010: 73.1% Not working, 26.9% Working
2012: 72.4% Not working, 27.5% Working
## 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

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<tr>
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</thead>
<tbody>
<tr>
<td>5.5%</td>
<td>20.4%</td>
<td>33.0%</td>
<td>34.7%</td>
<td>32.8%</td>
<td>38.0%</td>
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<tr>
<td>38.4%</td>
<td>41.6%</td>
<td>40.2%</td>
<td>21.3%</td>
<td>23.6%</td>
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</tr>
<tr>
<td>35.6%</td>
<td>19.7%</td>
<td>17.5%</td>
<td>10.2%</td>
<td>8.8%</td>
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</tr>
</tbody>
</table>
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