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:

- 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)
14.6% of working nurses have more than one RN job.
Share of RNs employed in nursing by age

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<tbody>
<tr>
<td>&lt; 30 years</td>
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<tr>
<td>30-34 years</td>
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<td>35-39 years</td>
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<td>40-44 years</td>
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<td>45-49 years</td>
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<td>50-54 years</td>
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<td>55-59 years</td>
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<td>60-64 years</td>
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<td>65+ years</td>
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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
2014 – 46.7
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>
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<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>
<tr>
<td>2014</td>
<td>88.2%</td>
<td>11.8%</td>
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</tbody>
</table>
Gender of RNs by age group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Female (%)</th>
<th>Male (%)</th>
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</thead>
<tbody>
<tr>
<td>Under 35 years</td>
<td>88.3%</td>
<td>11.0%</td>
</tr>
<tr>
<td>35-44 years</td>
<td>83.8%</td>
<td>16.0%</td>
</tr>
<tr>
<td>45-54 years</td>
<td>86.2%</td>
<td>12.6%</td>
</tr>
<tr>
<td>55-64 years</td>
<td>87.2%</td>
<td>12.4%</td>
</tr>
<tr>
<td>65+ years</td>
<td>93.3%</td>
<td>6.1%</td>
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</tbody>
</table>
Racial/ethnic mix of working RNs

1990: 77.2% White, 12.7% Black, 1.2% Asian / P.I., 2.4% Filipino, 3.7% Hispanic, 4.9% Mixed/Other
1997: 61.5% White, 18.2% Black, 2.9% Asian / P.I., 3.7% Filipino, 6.9% Hispanic, 7.1% Mixed/Other
2004: 58.6% White, 18.0% Black, 2.8% Asian / P.I., 2.1% Filipino, 8.6% Hispanic, 7.5% Mixed/Other
2008: 51.6% White, 20.3% Black, 7.6% Asian / P.I., 2.8% Filipino, 20.3% Hispanic, 6.7% Mixed/Other
2014: 55.0% White, 20.3% Black, 8.6% Asian / P.I., 2.8% Filipino, 20.3% Hispanic, 6.7% Mixed/Other
Racial/ethnic mix of RNs, by age group

- <35 years:
  - White: 44.7%
  - Black: 38.3%
  - Asian / P.I.: 52.6%
  - Filipino: 65.9%
  - Mixed/Other: 71.3%

- 35-44 years:
  - White: 14.4%
  - Black: 27.9%
  - Asian / P.I.: 15.4%
  - Filipino: 15.2%
  - Mixed/Other: 9.9%

- 45-54 years:
  - White: 18.9%
  - Black: 9.6%
  - Asian / P.I.: 8.7%
  - Hispanic: 4.5%
  - Mixed/Other: 6.3%

- 55-64 years:
  - White: 9.7%
  - Black: 9.1%
  - Asian / P.I.: 7.6%
  - Hispanic: 3.8%
  - Mixed/Other: 9.9%

- 65+ years:
  - White: 8.9%
  - Black: 9.3%
  - Asian / P.I.: 10.3%
  - Hispanic: 5.4%
  - Mixed/Other: 4.4%
Initial nursing education for working RNs

20.9% are internationally-educated
Highest level of nursing education of working RNs

Diploma program

Associate degree

Baccalaureate degree

Master's or Doctorate Degree
Job titles of RNs for primary positions

- Direct patient care/staff nurse
- Clinical nurse specialist
- NP/CNM/CRNA
- Case manager/UR/QI
- Management/charge nurse
- Educator
- Other

Work settings of RNs for primary nursing position

2.4% work for a temporary/traveling agency
Departments within hospitals for hospital-employed RNs

- 55.6% in 1990
- 56.3% in 1997
- 53.4% in 2004
- 53.6% in 2008
- 50.5% in 2014

- 4.8% in 1990
- 5.5% in 1997
- 7.8% in 2004
- 7.9% in 2008
- 10.1% in 2014

Other type of hospital dept.
Ancillary unit in hospital
Ambulatory care dept. in hospital
Nursing home unit within hospital
Acute care hospital unit
Use of information technology in primary nursing job, 2014

- Hospital, Acute Care: 92% Yes, 8% No
- Hospital, Ambulatory: 93% Yes, 7% No
- Non-Hospital Outpatient: 76% Yes, 24% No
- Home Health: 71% Yes, 29% No
- Skilled Nursing: 53% Yes, 47% No
- Total: 89% Yes, 11% No
Average income from all nursing positions

- $31,504
- $42,163
- $45,073
- $59,937
- $73,542
- $81,428
- $82,134
- $89,940
- $93,911

Year:
- 1990
- 1993
- 1997
- 2004
- 2006
- 2008
- 2010
- 2012
- 2014
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

<table>
<thead>
<tr>
<th>Change Description</th>
<th>Percent of RNs who experienced a change, 2012</th>
<th>Percent of RNs who experienced a change, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Added secondary nursing job</td>
<td>14.3%</td>
<td>18.1%</td>
</tr>
<tr>
<td>Added secondary non-nursing job</td>
<td>1.2%</td>
<td>2.0%</td>
</tr>
<tr>
<td>Stopped secondary nursing job</td>
<td>*</td>
<td>8.9%</td>
</tr>
<tr>
<td>Stopped secondary non-nursing job</td>
<td>*</td>
<td>2.0%</td>
</tr>
<tr>
<td>Not working as RN now, but was earlier this year</td>
<td>6.5%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Working as an RN now, but was not working earlier this year</td>
<td>7.5%</td>
<td>7.4%</td>
</tr>
<tr>
<td>New Position, Same Employer</td>
<td>29.5%</td>
<td>27.4%</td>
</tr>
<tr>
<td>Same Position, New Employer</td>
<td>14.3%</td>
<td>11.8%</td>
</tr>
<tr>
<td>New Position, New Employer</td>
<td>20.6%</td>
<td>27.0%</td>
</tr>
<tr>
<td>Other</td>
<td>17.2%</td>
<td>6.8%</td>
</tr>
</tbody>
</table>
## Changes in hours worked in past year

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Leave nursing/retire</th>
<th>Increase hours</th>
<th>Reduce hours</th>
<th>Work as much as now</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>14.6%</td>
<td>32.7%</td>
<td>6.7%</td>
<td>46.1%</td>
</tr>
<tr>
<td>1997</td>
<td>9.7%</td>
<td>24.7%</td>
<td>8.5%</td>
<td>57.1%</td>
</tr>
<tr>
<td>2004</td>
<td>14.0%</td>
<td>22.1%</td>
<td>7.2%</td>
<td>56.7%</td>
</tr>
<tr>
<td>2008</td>
<td>15.5%</td>
<td>19.8%</td>
<td>10.1%</td>
<td>54.6%</td>
</tr>
<tr>
<td>2010</td>
<td>16.0%</td>
<td>15.2%</td>
<td>11.5%</td>
<td>60.2%</td>
</tr>
<tr>
<td>2012</td>
<td>11.5%</td>
<td>21.0%</td>
<td>13.1%</td>
<td>53.1%</td>
</tr>
<tr>
<td>2014</td>
<td>16.0%</td>
<td>19.9%</td>
<td>11.2%</td>
<td>53.0%</td>
</tr>
</tbody>
</table>
Employment status of active RNs who do not have a nursing job

- 2004: 77.3% working outside nursing, 22.7% not working outside nursing
- 2006: 66.1% working outside nursing, 33.9% not working outside nursing
- 2008: 74.6% working outside nursing, 25.4% not working outside nursing
- 2010: 73.1% working outside nursing, 26.9% not working outside nursing
- 2012: 72.4% working outside nursing, 27.5% not working outside nursing
- 2014: 73.7% working outside nursing, 26.3% not working outside nursing
“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)

<table>
<thead>
<tr>
<th>Year</th>
<th>Currently seeking employment in nursing</th>
<th>Plan to return to nursing in the future</th>
<th>Retired</th>
<th>Definitely will not return to nursing, but not retired</th>
<th>Undecided at this time</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>15.9%</td>
<td>15.4%</td>
<td>41.3%</td>
<td>6.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td>2012</td>
<td>23.0%</td>
<td>13.8%</td>
<td>33.1%</td>
<td>7.5%</td>
<td>22.6%</td>
</tr>
<tr>
<td>2010</td>
<td>20.3%</td>
<td>14.1%</td>
<td>32.8%</td>
<td>6.8%</td>
<td>26.1%</td>
</tr>
<tr>
<td>2008</td>
<td>4.4%</td>
<td>19.8%</td>
<td>33.7%</td>
<td>12.9%</td>
<td>29.1%</td>
</tr>
<tr>
<td>2006</td>
<td>4.7%</td>
<td>30.1%</td>
<td>15.6%</td>
<td>16.0%</td>
<td>33.7%</td>
</tr>
</tbody>
</table>
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