



University of California  
San Francisco



California Board of  
Registered Nursing

# 2017 Survey of Nurse Practitioners (NPs) and Certified Nurse-Midwives (CNMs)

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Preliminary Findings - November 2017



# Background

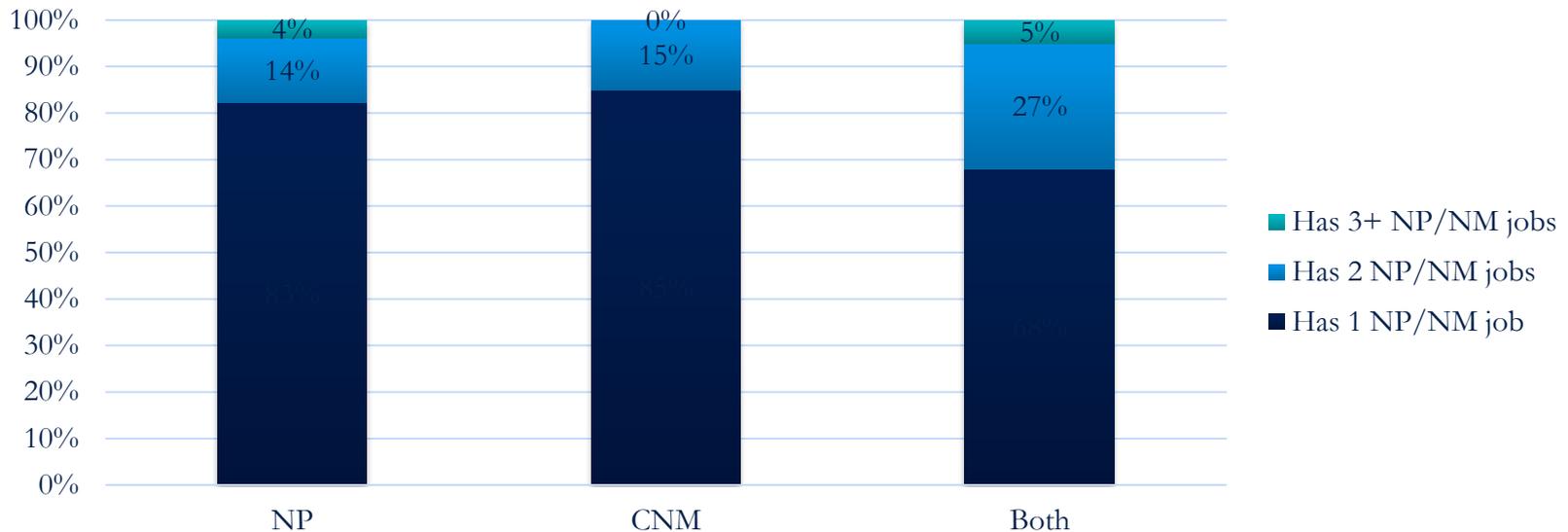
- Last BRN NP-CNM survey conducted 2010
- Small numbers of NPs and CNMs in Biennial RN Surveys
- What changes have occurred over the past 7 years?

# NP/CNM Survey

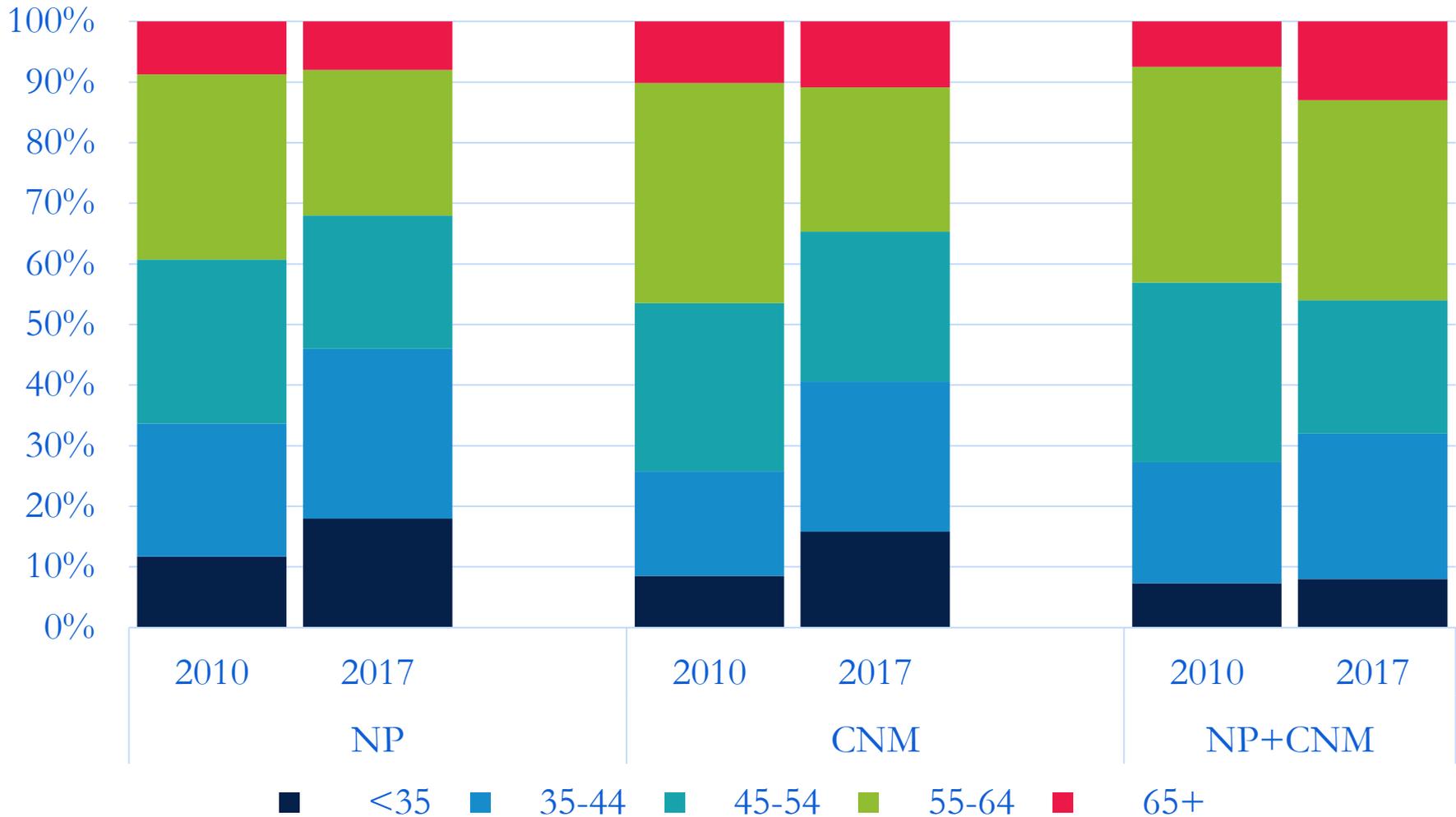
- 12-page survey for NPs & CNMs
  - Education
  - Employment, clinical practice & patient population
  - Barriers to practice
- 2,500 surveys mailed
- 66% response rate (1,664 completions)
- 1,616 valid responses
  - 1,269 NPs
  - 177 CNMs
  - 170 dual-certified

# How many NPs & CNMs live & work in California?

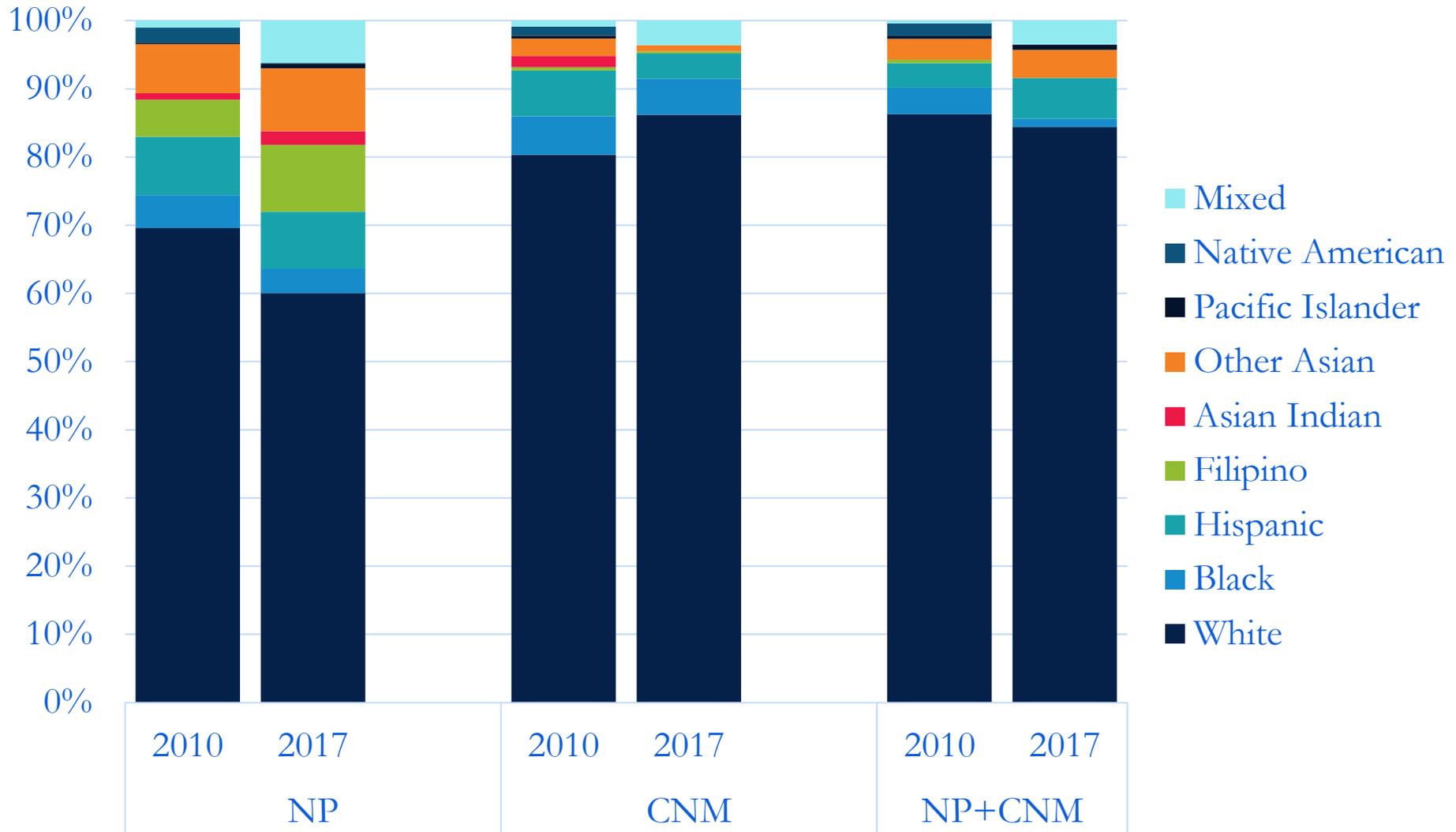
	NPs	CNMs	Both NP & CNM
# living in California	17,287	511	505
# working as NPs/CNMs	14,145	364	437
% working as NPs/CNMs	81.8%	71.2%	86.5%



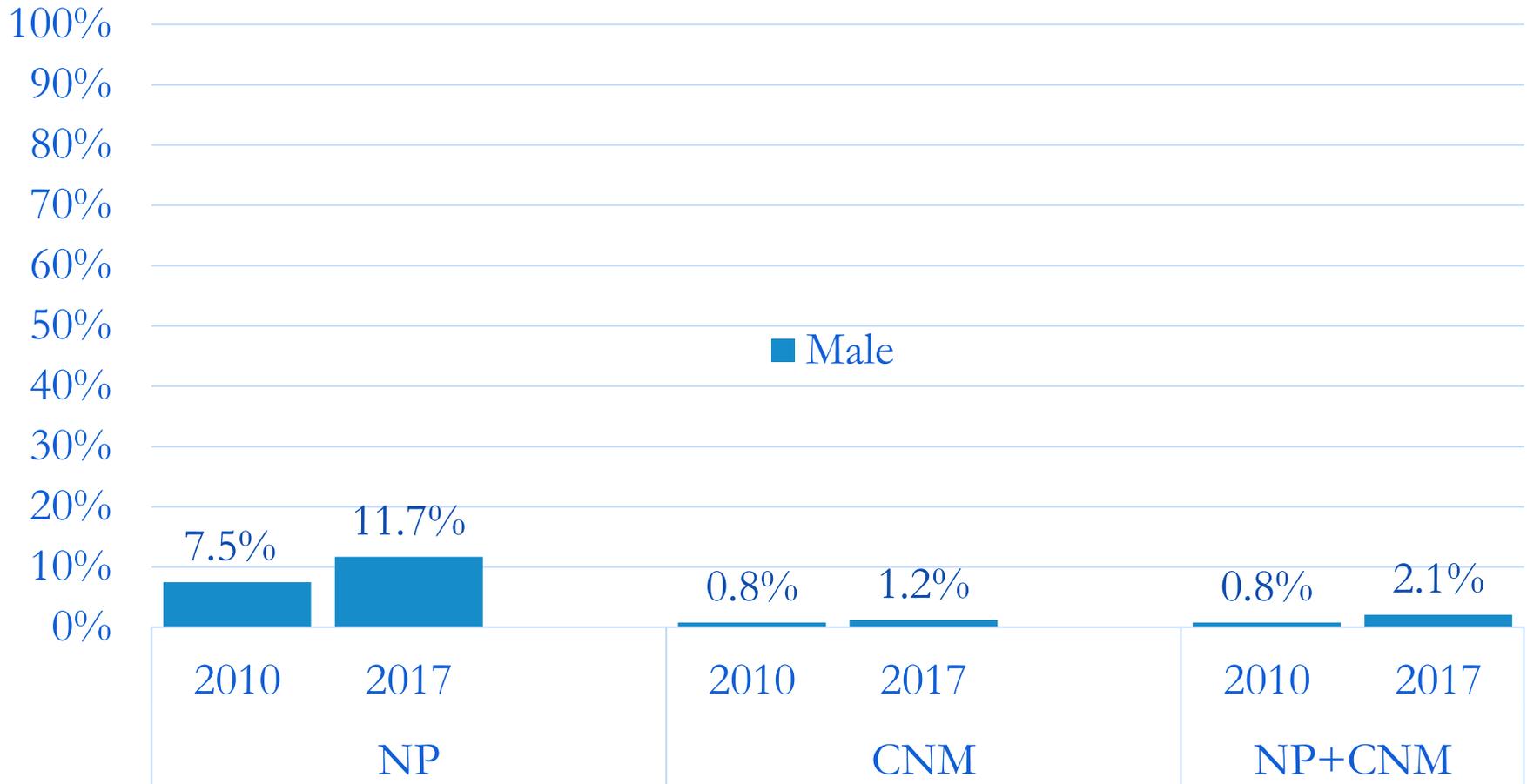
# How old are employed NPs and CNMs?



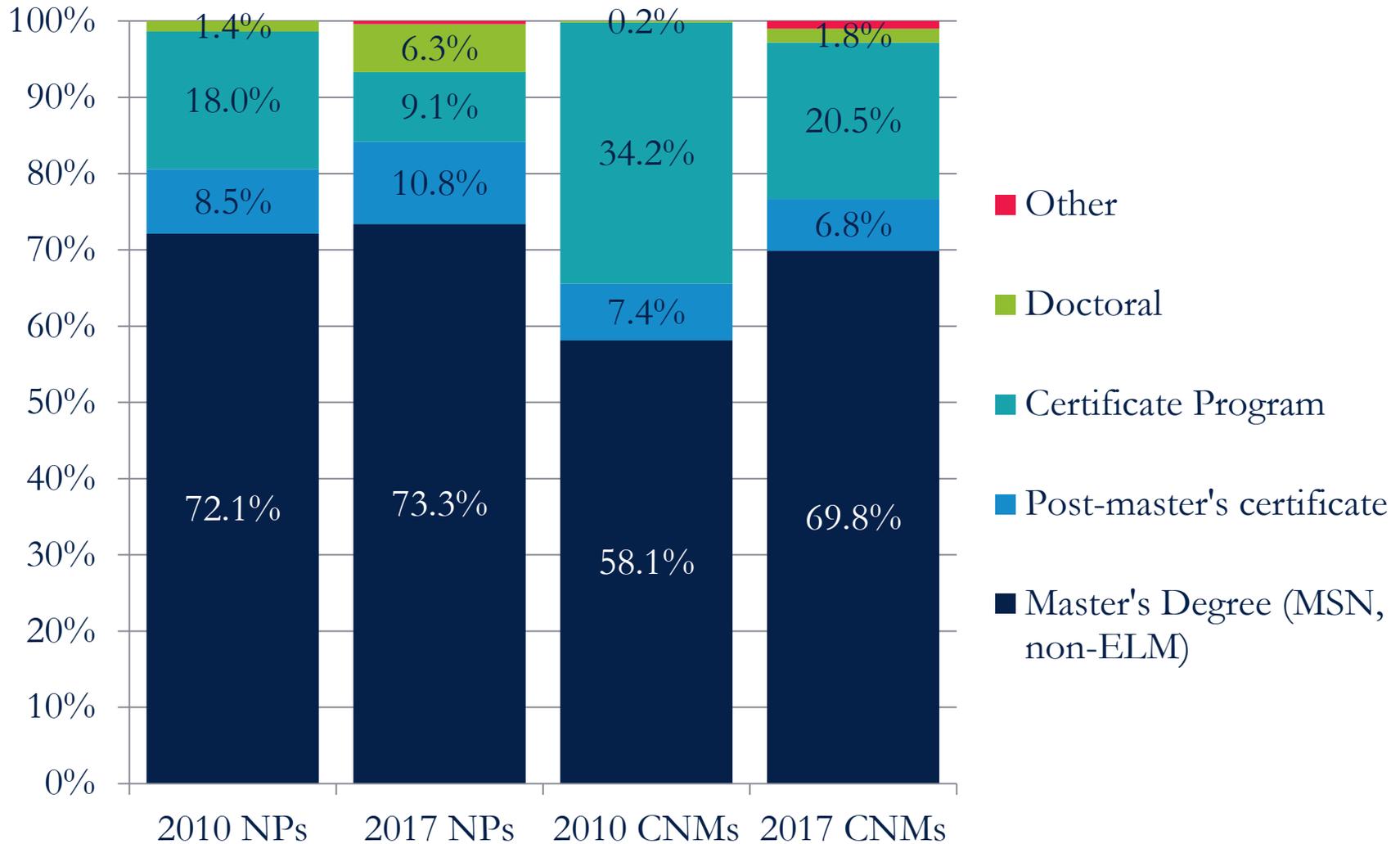
# Diversity of employed NPs & CNMs



# Gender diversity of employed NPs & CNMs

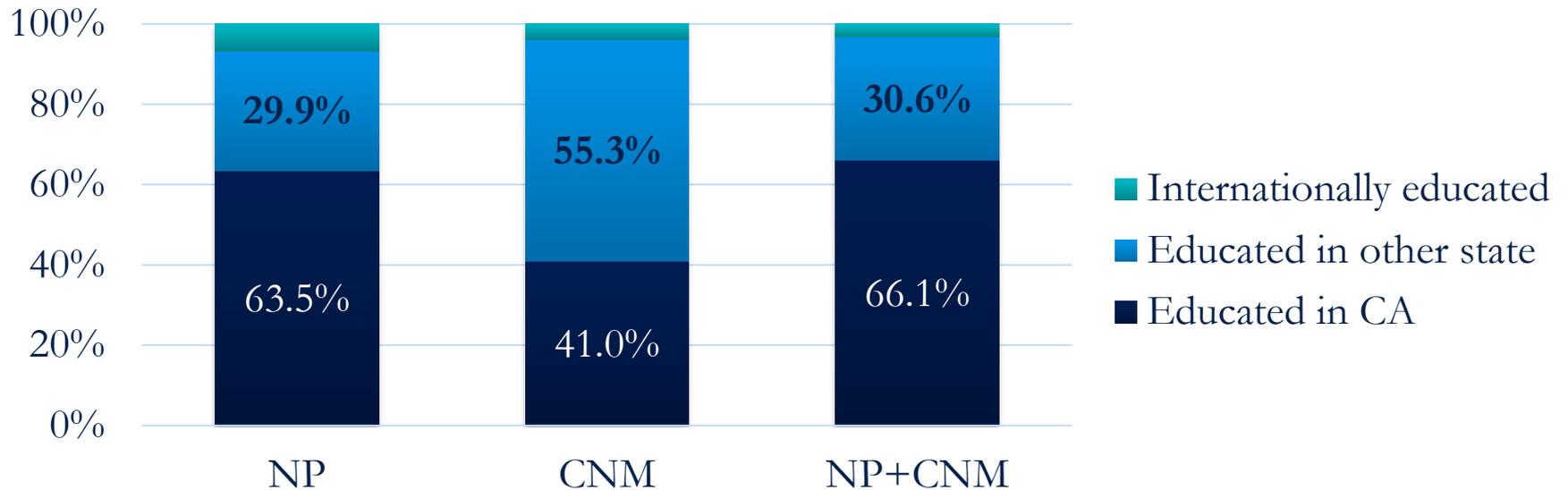


# Highest education of employed NPs & CNMs

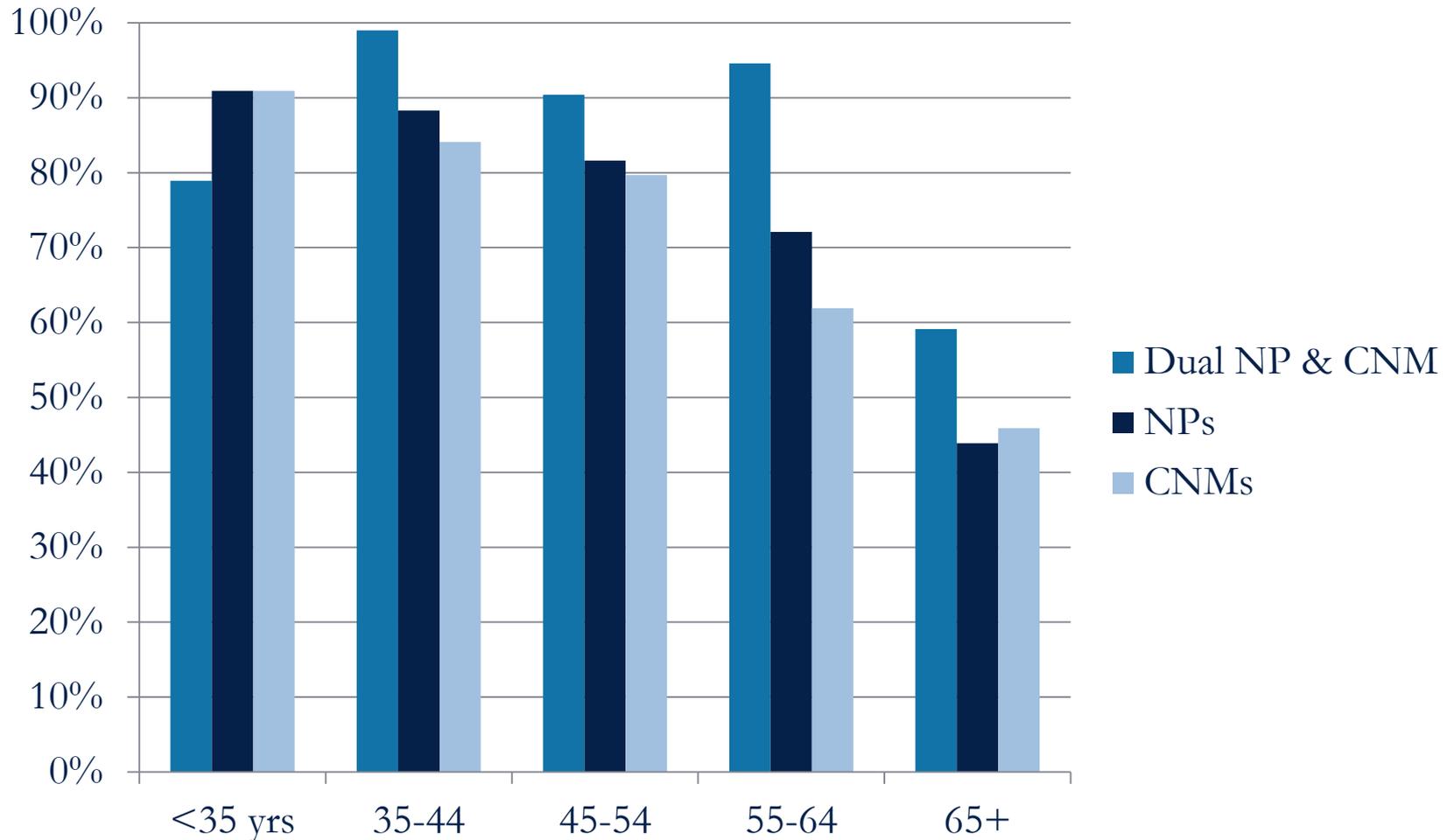


# Initial RN education of NPs & CNMs

Initial APRN education	NPs	CNM	NP+CNM
Diploma	7%	10.7%	10.4%
AT + 30-unit	27.8%	14.2%	25.4%
BSN	57.5%	73.4%	57.1%
MSN + ELM	6.9%	1.7%	7.2%
Doctoral	0.8%	0%	0%



# Employment rate by age group, 2017



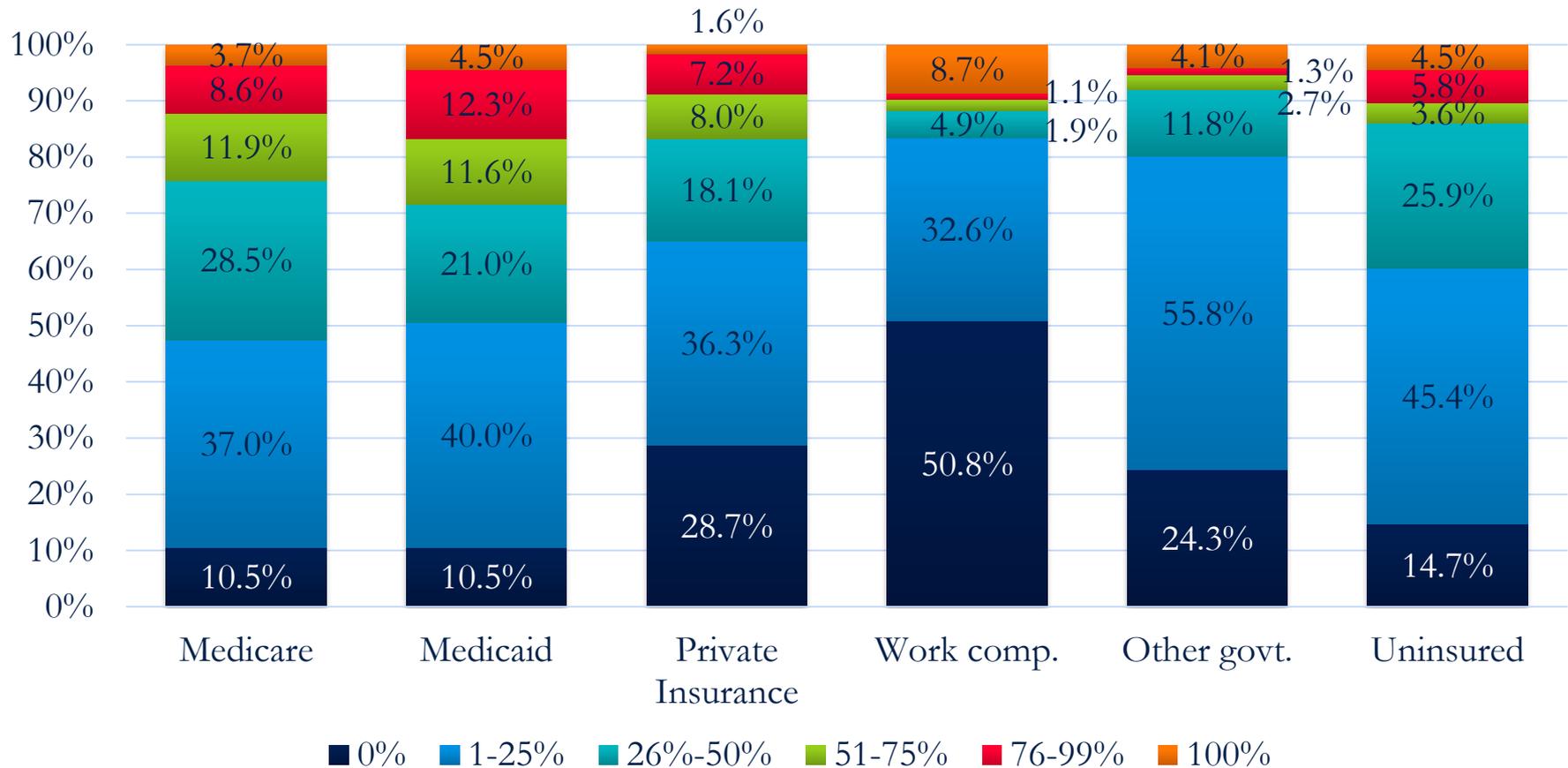
# Work settings

	<b>NPs</b>	<b>NMs</b>	<b>NP+NM</b>
Hospital setting	25.8%	43.6%	50.8%
Clinic setting	60.2%	48.9%	43.0%
Hospital acute	10.2%	1.3%	1.1%
Hospital outpatient clinic	10.5%	0.7%	3.5%
Community Health Center	11.3%	11%	11.7%
Private MD/DO Practice	16.0%	8.7%	13.0%
Private primary care group	23.3%	12.4%	13.4%
HMO/Managed Care	1.1%	6.1%	1.7%
Veterans Administration	5.9%	2.8%	5.8%
Academic education	1.9%	0 %	1.4%

# Job titles of NPs & CNMs employed in these roles

	<b>NPs</b>	<b>CNMs</b>	<b>NP+CNM</b>
Nurse Practitioner	94.8%	0.0%	19.8%
Certified Nurse Midwife	0.0%	97.1%	74.9%
Middle management position	0.4%	1.8%	0.0%

# Estimated shares of patients with types of payment (% reporting share in principal position)



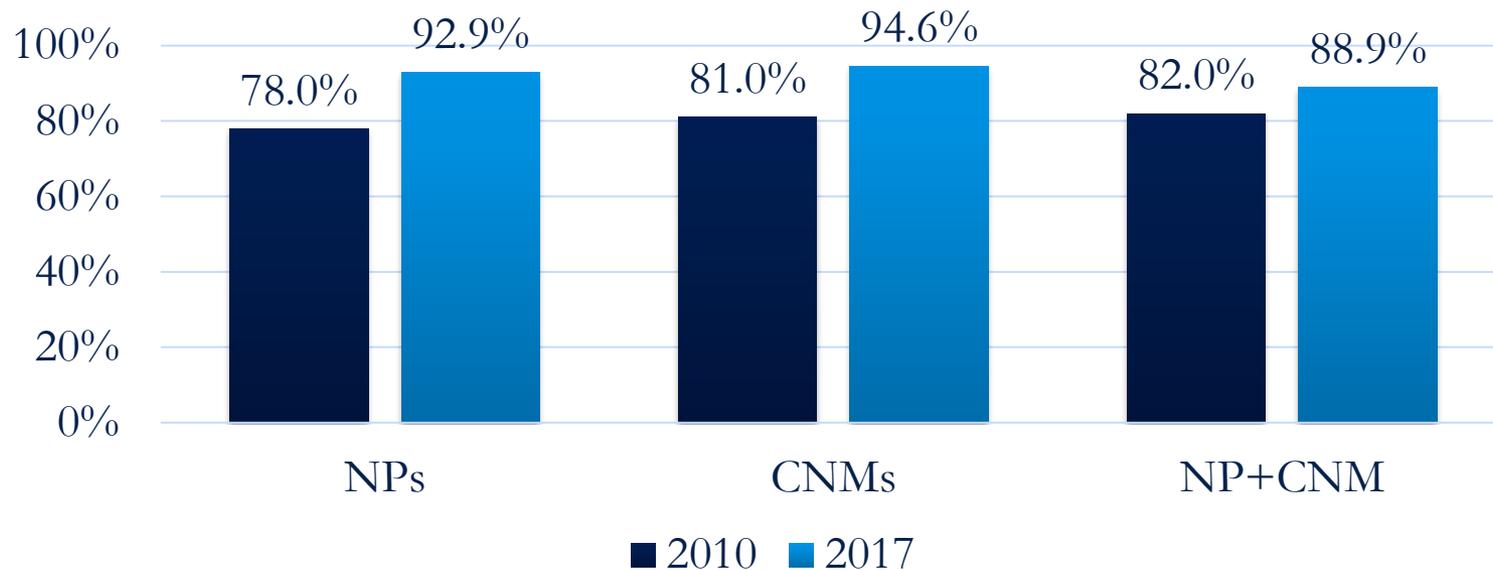
# Types of patient currently accepted by practices in which NPs & CNMs work

	<b>NPs</b>	<b>CNMs</b>	<b>NP+CNM</b>
Medicare	80.0%	49.5%	63.7%
Medicaid	69.8%	71.1%	61.5%
Private Ins	76.9%	77.2%	86.9%
Work comp	25.6%	8.6%	5.6%
Other gov	38.5%	28.3%	34.4%
Uninsured	54.1%	38.5%	46.0%

# Medicare/Medicaid national provider numbers & payment

29.9% of NPs are primary care providers for private plans  
20.5% of CNMs are primary care providers for private plans  
28.5% of NP+CNMs are primary care providers for private plans

## Has a Medicare/Medicaid National Provider Identifier



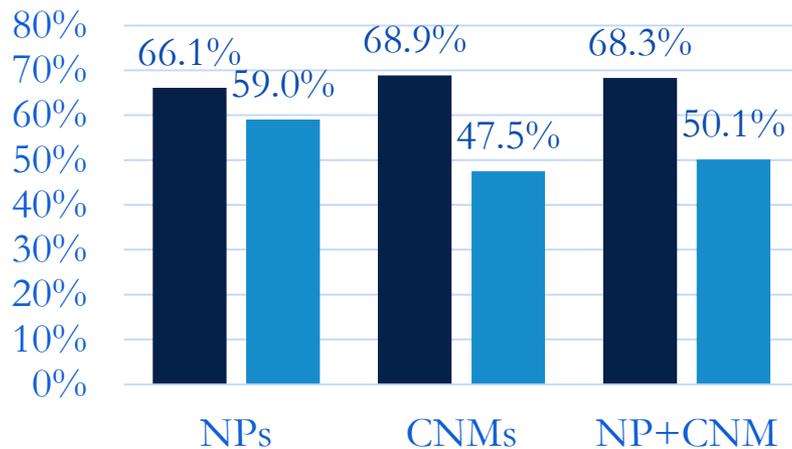
# Medicare/Medi-Cal billing

	NPs		CNMs		NP+CNM	
	2010	2017	2010	2017	2010	2017
<b>Medicare billing</b>						
Bill directly	20.8%	25.1%	27.9%	10.9%	24.6%	18.5%
Incident to physician	29.9%	18.8%	13.6%	7.4%	24.7%	11.8%
Don't know	49.2%	41.8%	58.6%	60.9%	50.7%	53.3%
<b>Medi-Cal billing</b>						
Bill directly	22.9%	24.9%	34.4%	18.2%	30.9%	28.6%
Incident to physician	25.2%	18.1%	15.8%	9.9%	24.5%	11.7%
Don't know	51.9%	40.2%	49.8%	60.7%	44.6%	49.3%

# What share of NPs & CNMs provide primary care?

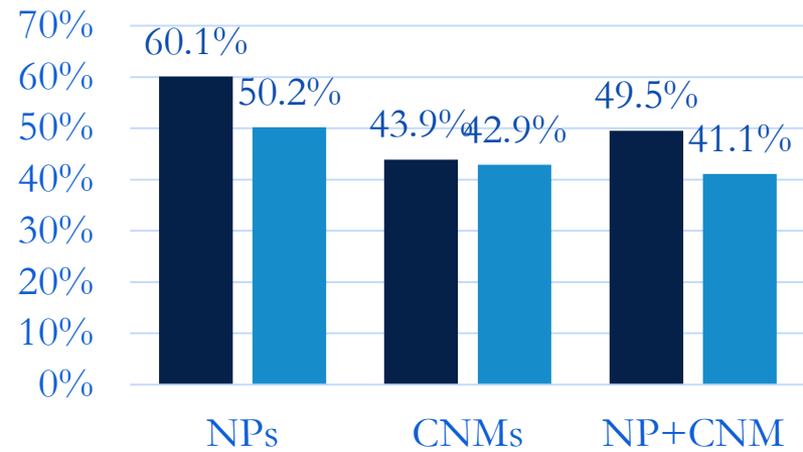
	NPs		CNMs		NP+CNM	
	2010	2017	2010	2017	2010	2017
First APRN job	66.1%	59%	68.9%	47.5%	68.3%	50.1%
Second APRN job	60.1%	50.2%	43.9%	42.9%	49.5%	41.1%

First APRN job



■ 2010

Second APRN job



■ 2010

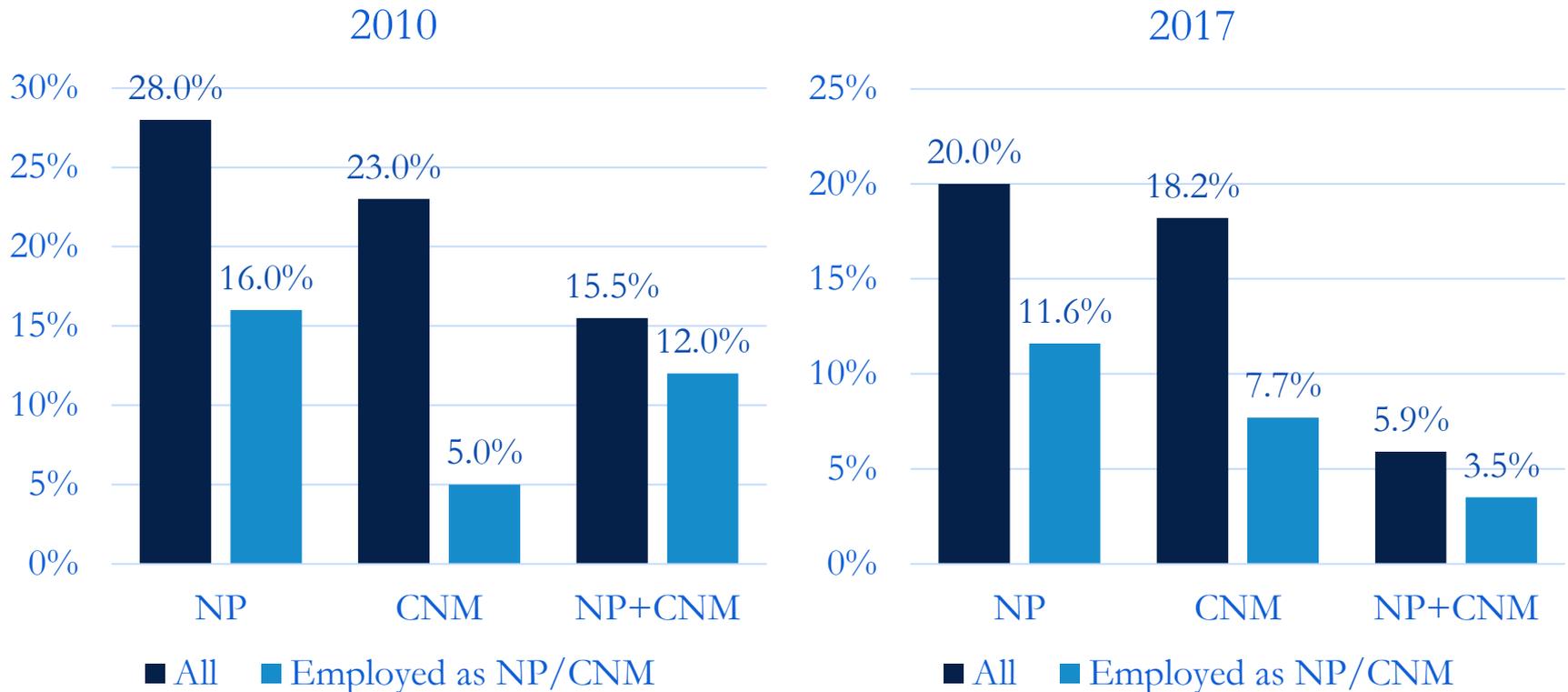
# Scope of practice

	Always	Almost always	To a considerable degree	Occasionally	Seldom	Never
Using your NP/CNM skills fully?	58.5%	23.8%	12.6%	2.2%	1.7%	1.1%
Allowed to practice the fullest extent of the legal scope of practice.	57.7%	21.4%	15.6%	3.3%	1.6%	0.5%

# Barriers to providing high-quality care reported by NPs and CNMs

	Not a problem	Minor problem	Major problem
Inadequate time with patients	29.6%	43.2%	25.1%
Denial of coverage/care decisions by insurance companies	27.2%	39.4%	22.7%
Too little involvement in decisions in your organization	42.8%	33.9%	17.7%
Patients' inability to receive needed care because of inability to pay	33.1%	41.5%	16.9%
Lack of administrative support	45.2%	34.2%	16.8%
Quality issues outside of your control	32.5%	46.6%	15.5%
Lack of qualified specialists in your area	51.7%	29.0%	15.3%
Lack of ancillary clinical support (such as MAs)	49.1%	32.3%	14.6%
Lack of access/support for educational advancement	53.9%	28.2%	13.7%
Not getting timely reports from other providers and facilities	38.5%	44.1%	12.2%

# Percent of NPs/CNMs working in non-NP/CNM RN jobs



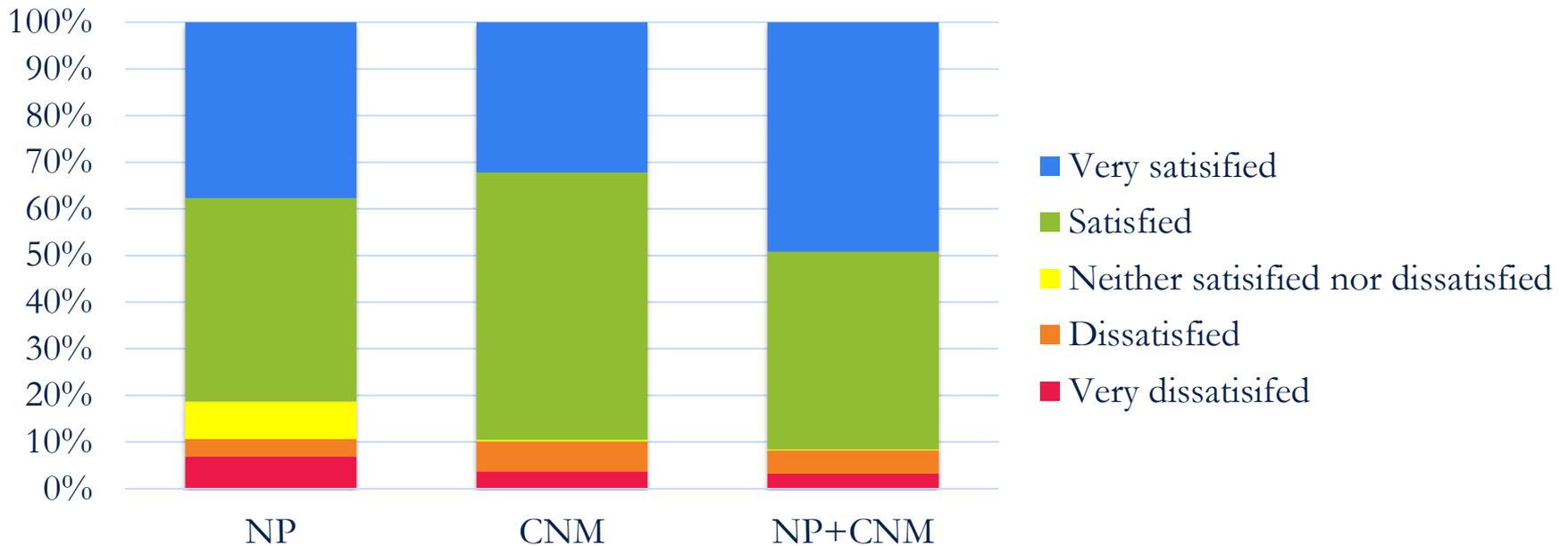
# Reasons for not working as NP/CNM

(% saying “very important”)

	Not at all important	Somewhat important	Important	Very important
Lack of NP/CNM jobs/practice opportunities in desired location	16.8%	5.5%	14.5%	31.4%
Childcare/family responsibilities	14.4%	9.0%	6.4%	31.2%
Lack of NP/CNM jobs in desired type of facility	17.3%	7.6%	10.6%	30.4%
Lack of NP/CNM jobs in desired specialty	15.8%	7.0%	19.0%	25.9%
Retired	12.2%	5.6%	4.3%	22.2%
Dissatisfied with benefits/salary	15.8%	9.7%	12.4%	21.3%
Lack of good management/ leadership	16.2%	10.2%	14.5%	21.3%
Overall lack of NP/CNM jobs	18.8%	10.7%	14.8%	21.2%
Inconvenient schedules	18.4%	13.3%	9.9%	19.2%

# Overall satisfaction with NP/CNM practice

	NP	CNM	NP+CNM
Very dissatisfied	6.9%	3.7%	3.2%
Dissatisfied	3.7%	6.4%	5.0%
Neither satisfied nor dissatisfied	8.1%	0.4%	0.2%
Satisfied	43.6%	57.2%	42.4%
Very satisfied	37.7%	32.2%	49.1%





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