

FAST FACTS

The Nursing Workforce 2014: Growth, Salaries, Education, Demographics & Trends

RN Job Growth Rate (new and replacement)-By State/Region, 2012-2022)

- □ 14 states project an annual growth rate of 20% or more, with 8 in the West and Texas (TX, UT, AZ, CO, ID, AK, MT, WA).
- □ 30 states are projected to have annual growth rates of 15 percent or more (38 states when including those whose latest figures are 2010-2020).
- □ 10 states are projected to account for half of the job growth: TX, CA, FL, NY, PA, OH, NC, IL, MI, MA.

Source: U.S. Dept. of Labor, Bureau of Labor Statistics

Note: KY, ME, MI, NC, RI, TX, WI, WV had figures available only for 2010-2020

Overall New Job Growth and Replacement Needs (2012-2022)*

- □ Nurse employment to increase from 2.86 million to 3.44 million jobs (20.2%)
 □ Projected number of new RN jobs: 574,400.
- ☐ Current RNs projected to retire/leave labor force: 555,100.
- □ Total number of new RNs needed (new jobs and replacements): 1.13 million

Source: U.S. Dept. of Labor, Bureau of Labor Statistics

<u>Median RN Salaries</u> (Median means half of RNs are above, half below)

National median salary for RNs (2013): \$66,200

The highest median salaries are in the Northeast and West. Of the 17 states (and Washington, DC) with salaries above the national median (\$66,200), 9 were West (CA, HI, AK, OR, NV, WA, AZ, CO, TX) and 8 were Northeast (MA, NJ, DC, CT, NY, RI, MD, DE).

10 states with the lowest median salaries (lowest first): SD, IA, WV, AL, MS, AR, ND, NE, KS, TN.

Source: U.S. Dept. of Labor, Bureau of Labor Statistics

^{*}Figures include RNs and advanced practice registered nurses (APRNs).

Average (Mean) RN and APRN Salaries

□ Registered nurses: \$68,910□ Nurse practitioners: \$95,070

☐ All advanced practice registered nurses: \$109,352

□ Nursing instructors and teachers, post-secondary: \$70,200

Source: Bureau of Labor Statistics, Occupational Employment Statistics



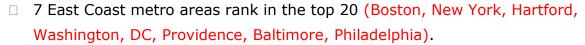
RN Median Salaries in Top 50 Metro Areas

☐ The top 5 highest salaries are in California

☐ The highest salary (San Francisco, \$131,800) is two times or more higher than the bottom 25 areas

□ 19 of the top 20 areas are in the West (including Houston) or Northeast.

□ Of the bottom 25 areas, 13 are in the South and 9 are in the Midwest/Central (including KY, OK).



☐ The 10 largest metro areas (in order) do not reflect highest median salaries:

1. New York (7th highest salary)

2. Los Angeles (4th)

3. Chicago (21st)

4. Dallas (22nd)

5. Houston (12th)

Source: U.S. Dept. of Bureau of Labor Statistics

6. Philadelphia (16th)

7. Washington, DC (14th)

8. Miami (45th)

9. Atlanta (27th)

10.Boston (6th)

Occupations with the most annual openings (2012-2022)

 RN ranks first of all occupations requiring at least an associate's degree for entry: 105,260. (Only two others are projected to increase more than 10,000 per year: pre-school teachers, dental hygienists.)

Source: U.S. Dept. of Bureau of Labor Statistics

Occupations with the largest employment

☐ For all education levels, RNs rank 5th (2012): 2.8 million.

Source: U.S. Dept. of Bureau of Labor Statistics

Highest Concentration of RNs per 100,000 Population, in order

22 states and Washington, DC have more than 1 nurse for every 100 people.
 The 15 states with highest concentration, in order: SD, MA, NE, ME, RI, DE, ND, MT, PA, IA, OH, MN, WI, MO, TN.



Of the 17 states with the lowest concentration (less than 0.9 per 100 residents), 13 are Mountain/West and Texas: (CO, WA, OR, AK, AZ, NM, WY, TX, CA, NV, HI, UT, ID)

Source: Health Resources and Services Administration, The U.S. Nursing Workforce: Trends in Supply and Education

Rural/Urban RNs

□ 445,000 RNs (15.7% of RNs) live in rural areas. (17% of the U.S. population lives in rural areas).

□ Per 100 residents, the U.S. has 0.85 RNs in rural areas and 0.93 RNs in urban areas.

Urban RNs have higher levels of education compared to rural RNs. Urban: 46.6% have a bachelor's, 11.4% a master's or doctoral degree. Rural: 33.9% and 6.8%, respectively.

Source: Health Resources and Services Administration, The U.S. Nursing Workforce: Trends in Supply and Education

Age

□ Average: 50

□ Percentage of working nurses over age 50: 53 percent

Source: The National Council of State Boards of Nursing and The Forum of State Nursing Workforce Centers 2013 National Workforce Survey of RNs

Percentage of Nurses

Under Age 40

1980	54%
1992	44.8%
2000	31.7%
2004	26.6%
2008	29.5%

Source: Health Resources and Services Administration, National Sample Survey of RNs

Gender

Percentage of nurses licensed between 2010 and 2013 who were male: 11 percent

	Percentage of nurses licensed before 2000 who were male: 5 percent The National Council of State Boards of Nursing and The Forum of State Nursing Workforce 2013 National Workforce Survey of RNs.
	Percentage of male nurses: 9 percent Increase in proportion of males in the RN Workforce, 2000-2010: 12.5%: Health Resources and Services Administration, The U.S. Nursing Workforce: Trends in Supply ucation
<u>Nursi</u>	ing Education
	Licensure Since 2000 – Average number passing exam annually
	2010-2013 (4 years): 143,809
	 Average annual increase from 2005-2009: 22.8%
	2005-2009 (5 years): 117,141
	 Average annual increase from 2000-2004: 58.3%
	2000-2004 (5 years): 74,021
Source	: National Council of State Boards of Nursing
	Nursing Schools
П	Job offers at time of graduation for nurses earning a bachelor's (BSN)
	degree: 59%
	 For nursing master's degree graduates: 67%
	New BSN graduates employed in nursing 4-to-6 months after graduation: 89%
	RN job offers at graduation by region: • South: 68%
	Midwest: 59%
	Northeast: 50%
	• West: 47%
	Job offer at time of graduation for new college graduates, all professions:
	29.3%
Source	: American Association of Colleges of Nursing
	Hiring Preferences for Nursing School Graduates
	Require new hires to have a minimum of a bachelor's degree (BSN):
	43.7% of hospitals and other healthcare settings

	Express strong preference for BSN graduates: 78.6%
Source	e: American Association of Colleges of Nursing
	Nursing Education – Institute of Medicine Goal:
	80% of RNs to hold a bachelor's degree or higher by 2020
Source	: Institute of Medicine, "The Future of Nursing"
	Currently, 55% of the RN workforce holds a bachelor's or higher
Source	: Health Resources and Services Administration, The U.S. Nursing Workforce: Trends in Suppl
and Ed	ucation
	Nursing School Capacity/Faculty Shortage
	Qualified applicants turned away from nursing baccalaureate and graduate
	programs (2012): 79,659
	National nurse faculty vacancy rate (2013): 8.3 percent
	Percentage of full-time nursing faculty age 50 and over: 72 percent (Source:
	NCSBN 2013 National Workforce Survey of RNs)
	Average age of doctorally-prepared nurse faculty holding title of "professor"
	(2013): 61.3
	Average age of master's degree-prepared nurse faculty holding title of
	"professor" (2013): 57.2

Source: American Association of Colleges of Nursing