2015 REGISTERED NURSE

OHIO WORKFORCE DATA SUMMARY REPORT
OCTOBER 2015

Ohio Board of Nursing
17 S. High Street, Suite 400
Columbus, Ohio 43215-7410

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[*] Number of RNs participating on boards amended June 20, 2016

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Introduction

The mission of the Ohio Board of Nursing is to actively safeguard the health of the public through the effective regulation of nursing care. The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients. The Board regulates over 280,000 licenses and certificates, an increase from 223,000 in 2008. In fiscal year 2015, newly licensed registered nurses totaled 13,829.

Background

The Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health," identifies data collection as a vital component for health care planning and policymaking. Governor Kasich and the Ohio legislature have established growing Ohio's workforce as a priority.

The 2015 renewal cycle was the second data collection period for registered nurses. The Board is pleased to continue to work with stakeholders including the Ohio Department of Health, the Health Policy Institute of Ohio, the Ohio Action Coalition, and the Ohio Action Coalition's Data/Research Work Group consisting of nursing educators, administrators, and practitioners.

The data questions are based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the HRSA National Center for Health Workforce Analysis, and the joint 2013 survey conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN).

Data Collection and Reporting

This report provides a general summary of the RN data collected by the Ohio Board of Nursing during the 2015 RN renewal period. Because APRNs must be licensed as RNs, this report includes data reported by those RNs who are also certified as APRNs. There is a separate summary report that provides the same data for APRNs only.

- ❖ RN workforce data collected from May to August 31, 2015
- ❖ 183,188 RNs completed the workforce questions

The Board is pleased to provide this report and make the raw data available to all interested parties including the Ohio Department of Health, the Health Policy Institute of Ohio, the Ohio Action Coalition, nursing associations, HRSA, and NCSBN. The Board is proud that the data will assist with the workforce planning initiatives of government and private industry.

DEMOGRAPHIC INFORMATION

Age Distribution of Active RNs

	18-24	25-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-79	80 & Up
Working in Nursing	3,487	20,893	18,708	17,377	19,297	17,790	20,159	19,808	13,294	3,904	1,096	254	96
Active License	3,586	22,022	20,107	18,871	21,042	19,637	22,917	23,533	18,500	8,562	3,128	877	406
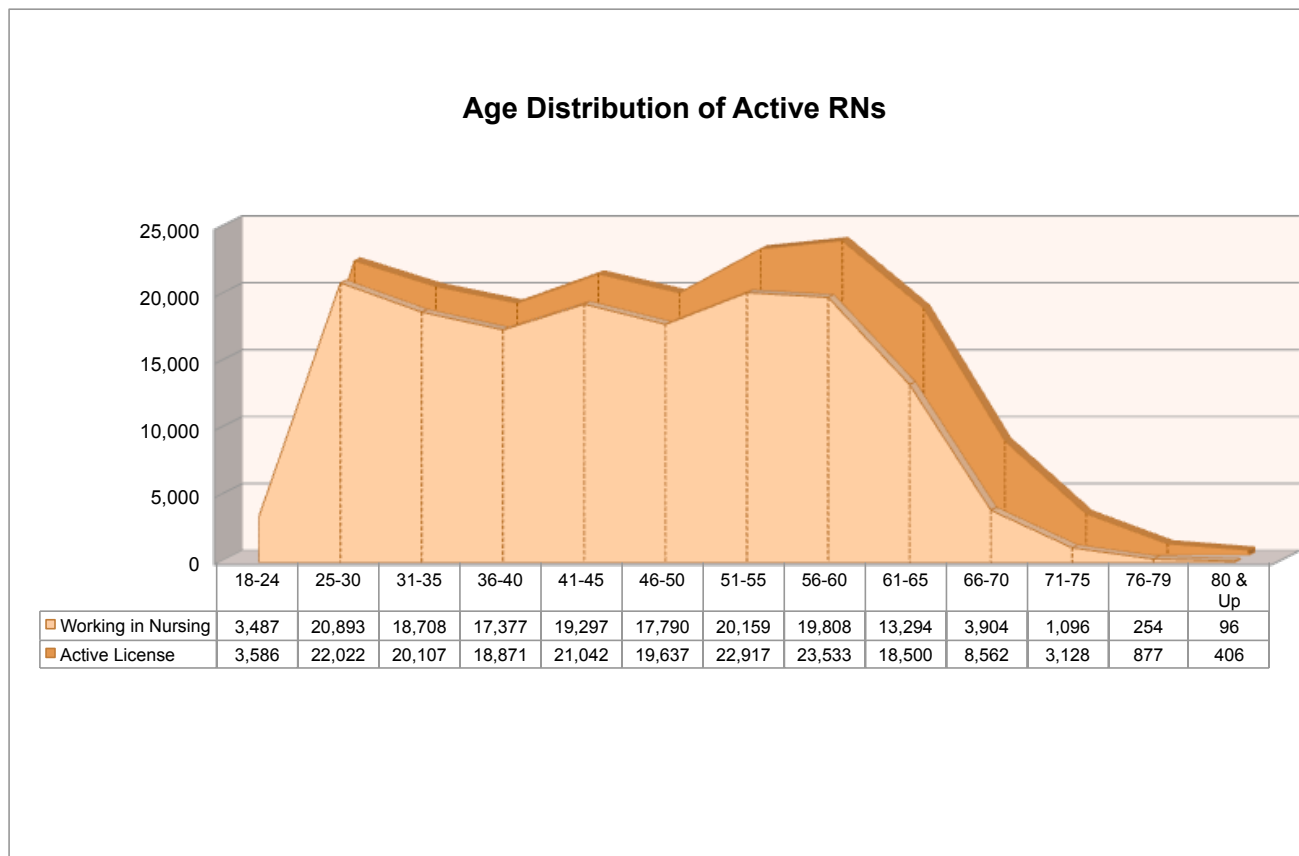
➢ 70% (128,182) of RNs with an active license are between the ages of 18 and 55 years

▪ 92% (117,711) of these RNs identified that they are currently employed in nursing

➢ 30% (55,006) of RNs with an active license are over age 55

▪ 70% (38,452) of these RNs identified that they are currently employed in nursing

Race / Ethnicity

Hispanic/Latino 0.9%

Native Hawaiian or Other Pacific Islander 0.2%

Other 1.4%

Declined to Answer 1.7%

African American/Black 5.4%

American Indian or Alaska Native 0.1%

Asian - Indian 1.0%

Caucasian/White 89.3%
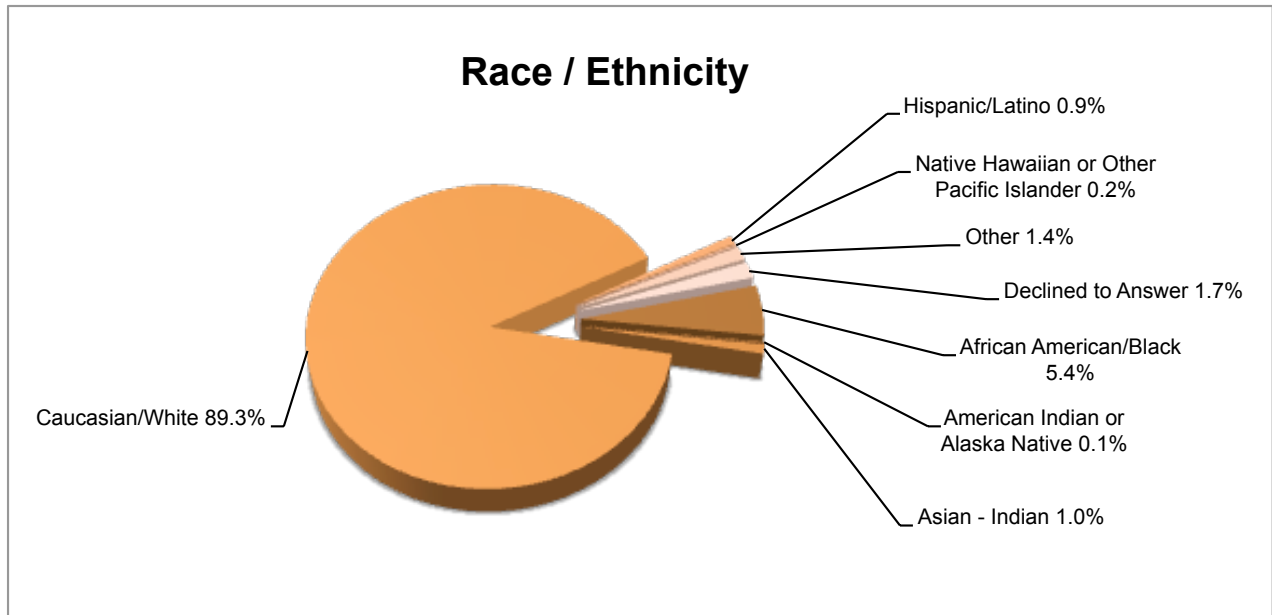
➢ 89.3% reported their race/ethnicity as White/Caucasian; the next highest percentage was 5.4% who reported their race/ethnicity as African American/Black

➢ 92% (167,822) are female; 8% (15,366) are male

Gender

Male 8%
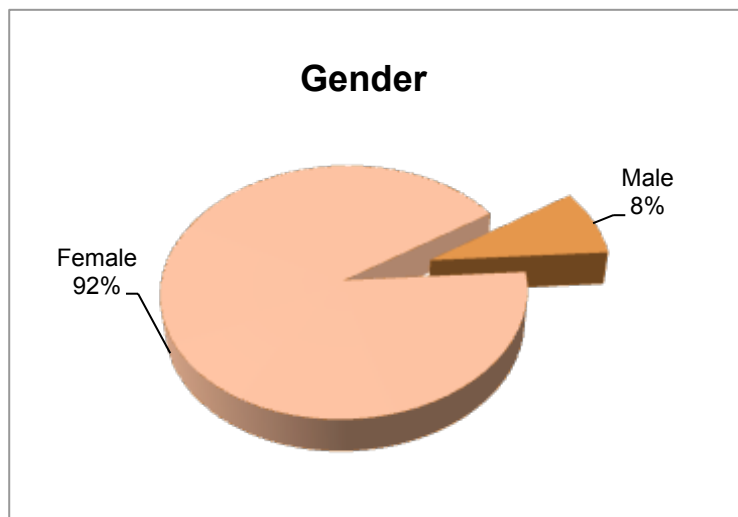
Female 92%

Female	167,822
Male	15,366
	183,188

Secondary Languages

Yes 9%

None Indicated 91%

Breakdown of Secondary Languages

ASL 500

Spanish 2,119

Chinese 321

French 717

German 504

Ukranian 170

Other 11,653

None Indicated
167,204
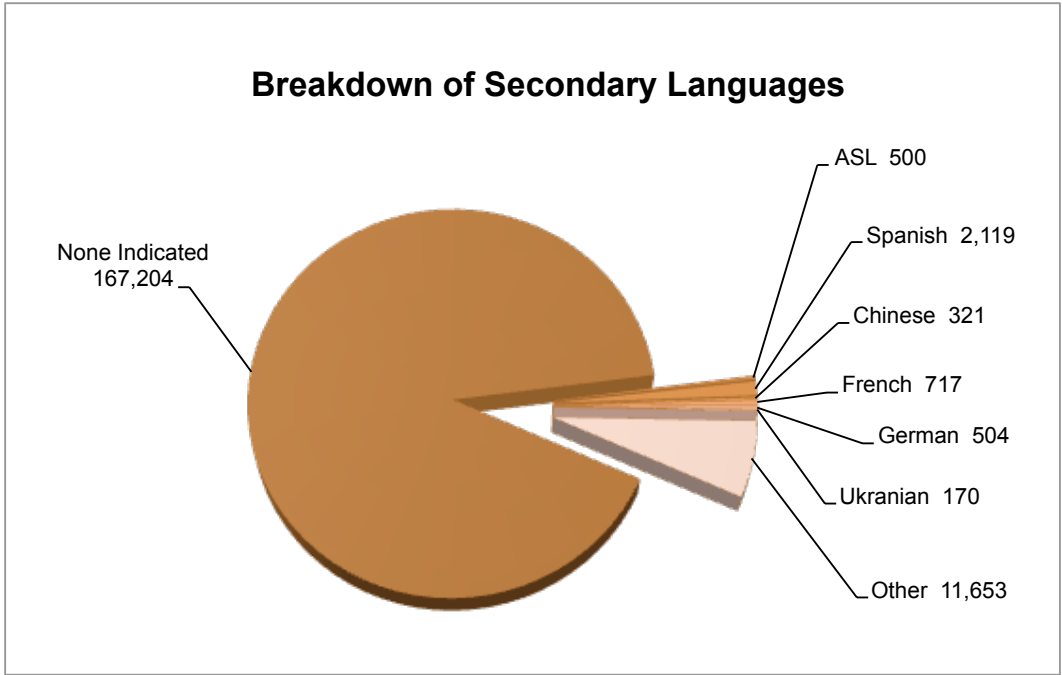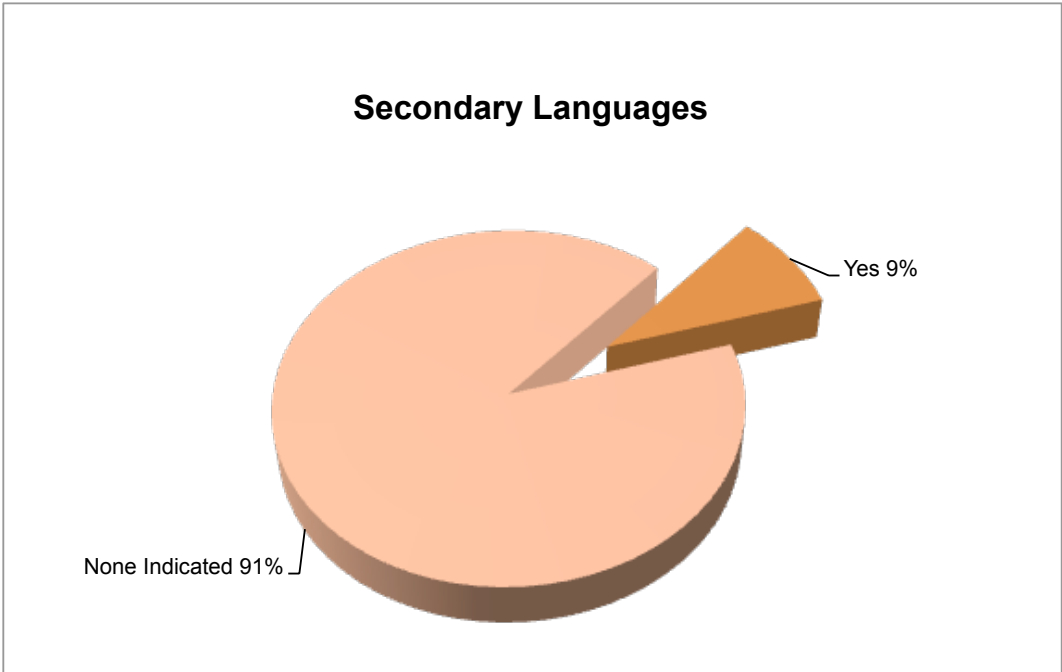
➢ 9% reported being proficient in a language other than English

➢ 0.3% (500) reported being proficient in American Sign Language (ASL)

Armed Forces

Service Member 997

Spouse of Service Member 1,211

Veteran 5,792

Spouse of Veteran 6,733

N/A 168,455
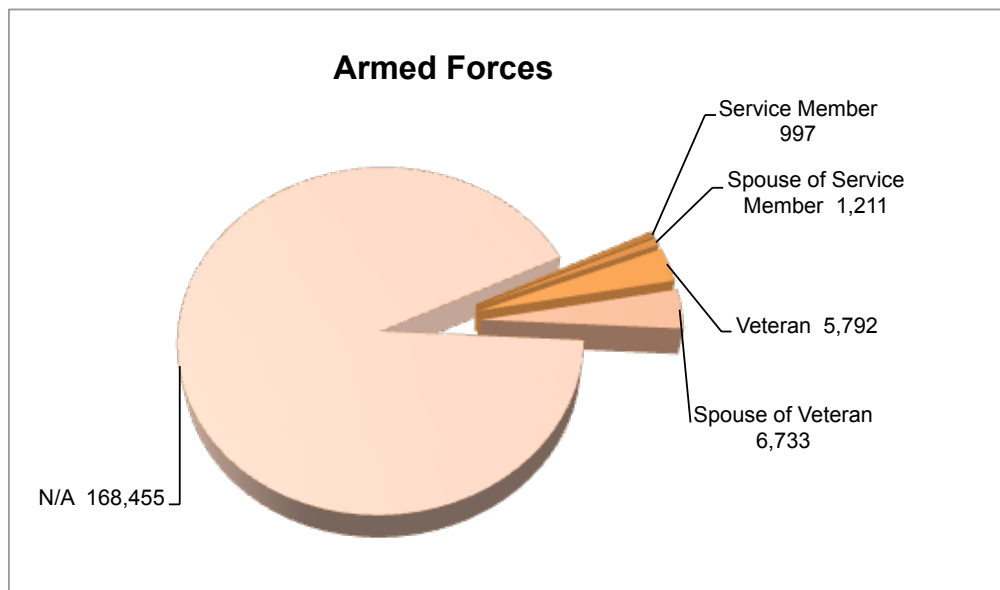
➢ 8% (14,733) reported an association with U.S. Armed Forces

▪ 85% (12,525) of this group are either veterans or spouses of veterans

Board Service / Leadership

No
99%

Yes
1%
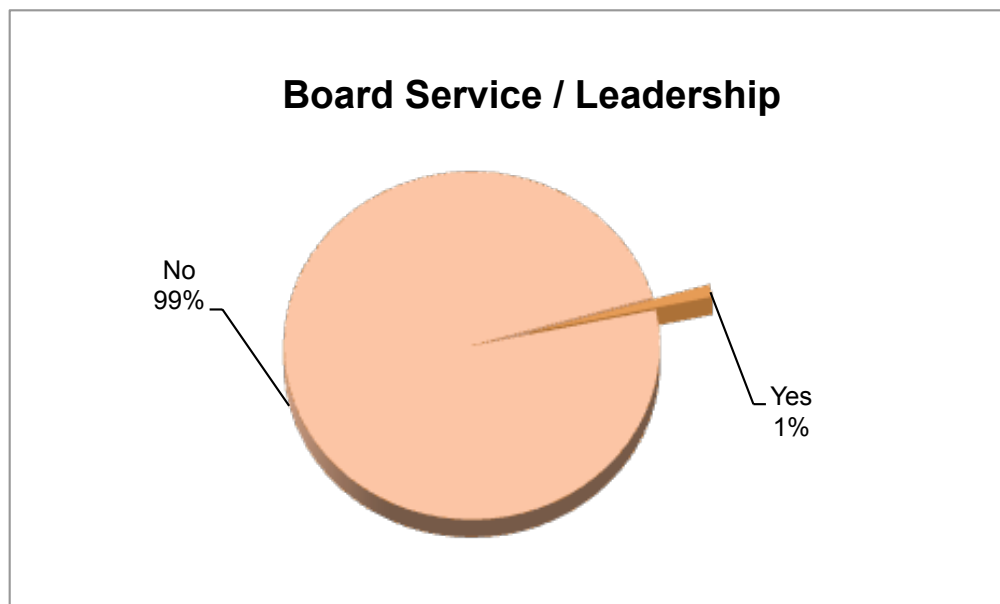
➢ Approximately 1% (2,092) indicated that they serve on a board that influences health care policy

*Number of RNs participating on boards amended June 20, 2016

NURSING EDUCATION

Initial Nursing Education

	RN-Associate	RN-Bachelors	RN-Diploma	Masters in Nursing	LPN	Other
Entry Level	80,490	58,693	31,720	2,161	9,148	976
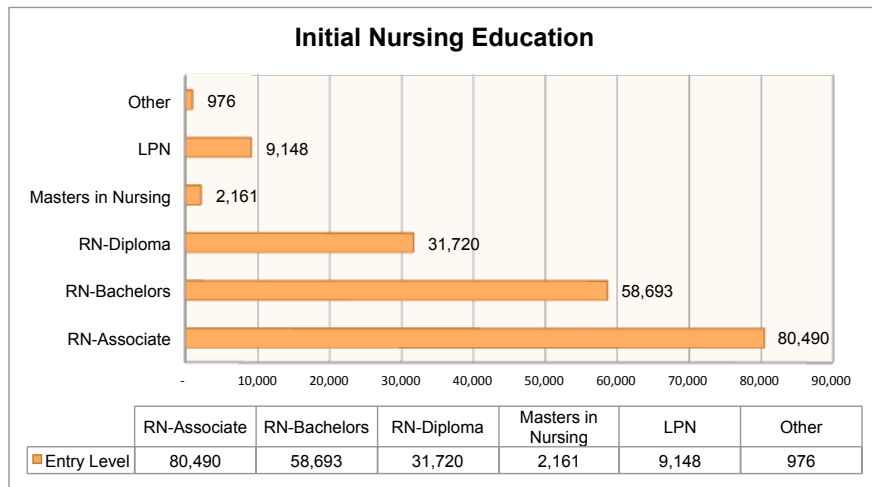
- ➢ Associate degree in nursing – 44% (80,490)

- ➢ Baccalaureate degree in nursing – 32% (58,693)

- ➢ Masters in Nursing degree – 1% (2,161)

- ➢ Diploma program in nursing – 17% (31,720)

- ➢ Practical nursing education program and later became a RN – 5% (9,148)

Baccalaureate or Higher Level of Education Achieved

	Baccalaureate degree-nursing RN	Baccalaureate degree-non nursing	Master degree-nursing	Masters degree-non nursing	Doctoral degree-nursing practice (DNP)	Doctoral degree-nursing PhD	Doctoral degree-nursing other	Doctoral degree-non nursing
Percentage	35.8%	5.2%	11.3%	3.2%	0.4%	0.3%	0.1%	0.5%
Count	65,589	9,489	20,753	5,938	647	534	156	908
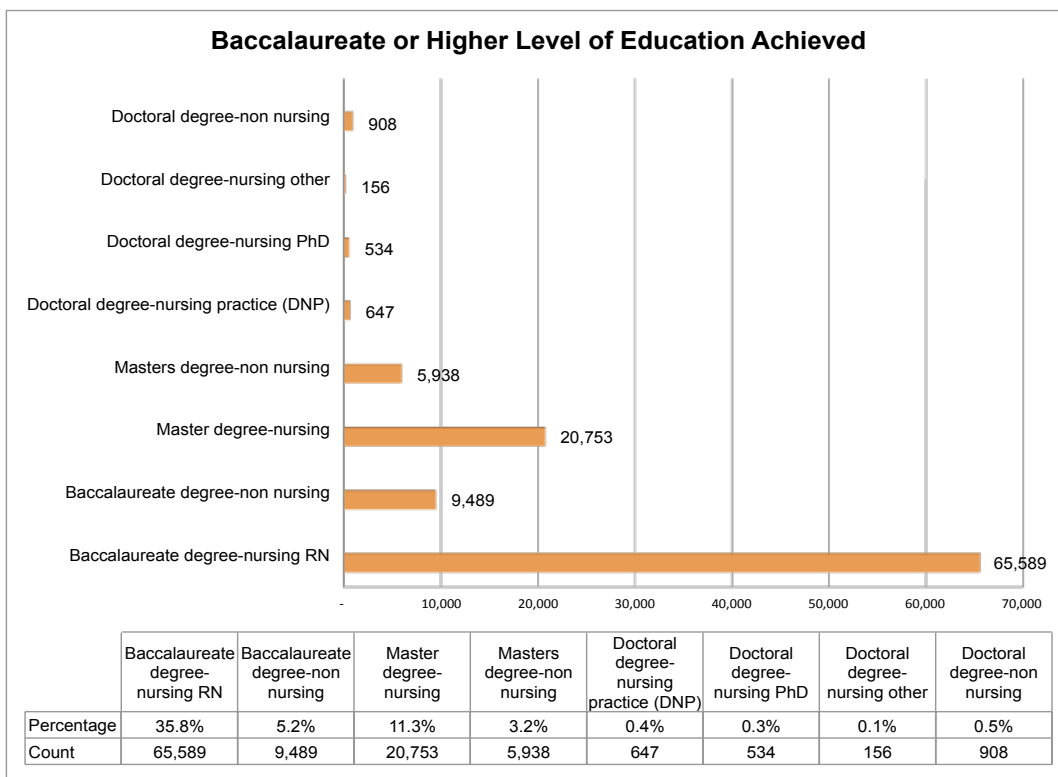
- ➢ Baccalaureate or higher degree in nursing – 48% (87,679)
- ➢ Baccalaureate or higher degree in nursing or non-nursing – 57% (104,014)
- ➢ Higher levels of nursing education breakdown
    - ▪ 36% (65,589) - Baccalaureate degree in nursing
    - ▪ 11% (20,753) - Masters degree in nursing
    - ▪ 0.7% (1,337) - PhD, DNP, or other Doctoral degree in nursing

Plans to Obtain a BSN

	Currently Enrolled	No Plans	Plan to Obtain at Some Point	Plan to Obtain in 1-5 Years	Plan to Obtain in 6-10 Years	Plan to Obtain in 11-15 Years
BSN Plans	12,678	47,410	14,522	15,085	341	186
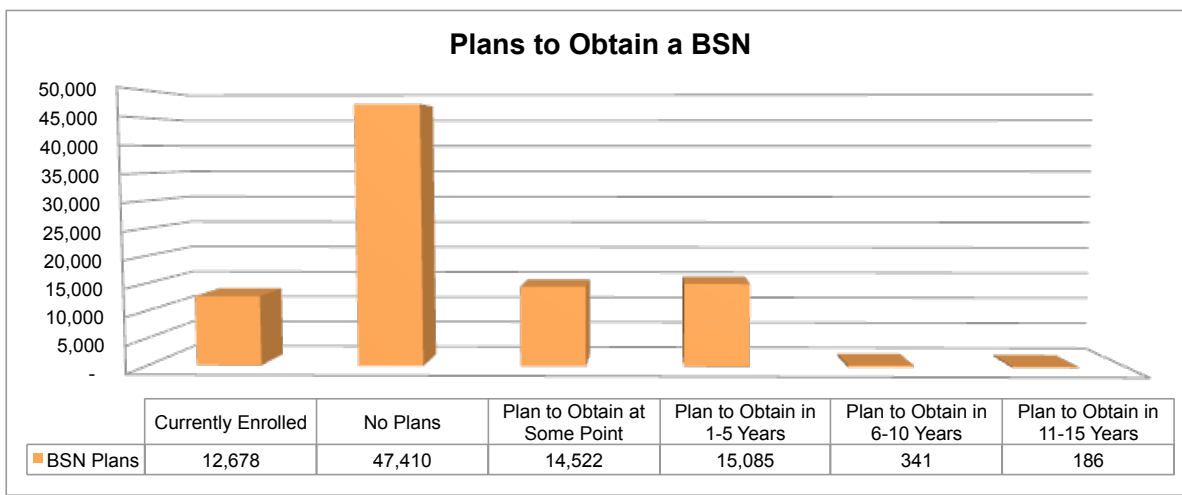
➢ For this question, 90,222 responded as follows

- Currently enrolled to obtain a BSN – 14% (12,678)

- Plan to obtain a BSN or higher degree in nursing – 33% (30,134)

- No plans to obtain a BSN or higher nursing degree – 53% (47,410)

Reasons for Not Obtaining a BSN

	Financial	Tuition Assistance	No Accessible Program	Personal and/or Work Schedule	Satisfied with Current Level	Stage of Career	Out of School Too Long	School Would Be Too Difficult	Not Working in Nursing	Plan to Leave Nursing	Retired	Other
Count	9,973	870	92	6,461	5,867	27,906	881	143	1,621	1,917	3,798	24,918
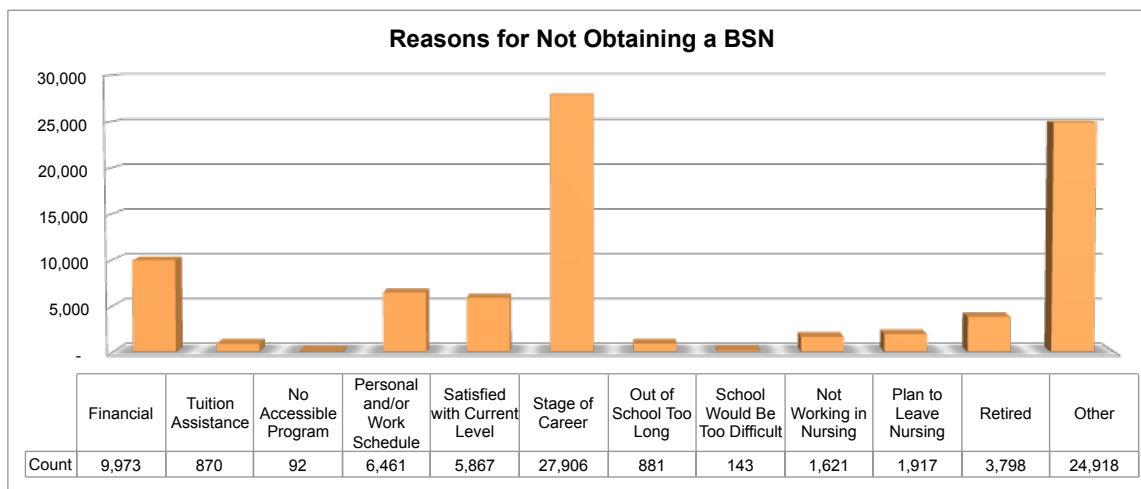
➢ For this question, 84,447 provided the following reasons for not obtaining a BSN

- Age or Stage in Career – 33% (27,906)

- Satisfied with current level of practice – 7% (5,867)

- Financial barriers – 13% (10,843)

- Personal and/or work schedules – 8% (6,461)

- Plan to leave nursing; retired; not working in nursing – 9% (7,336)

- Out of school too long; too hard – 1% (1,034)

- Other – 29% (24,918)

NURSING EMPLOYMENT

Employment & Licensure Breakdown

Employed License Needed 85.23%

Retired 5.73%

Unemployed 5.05%

Volunteer Nurse 0.63%

Other 0.36%

Employed No License Needed 3.00%
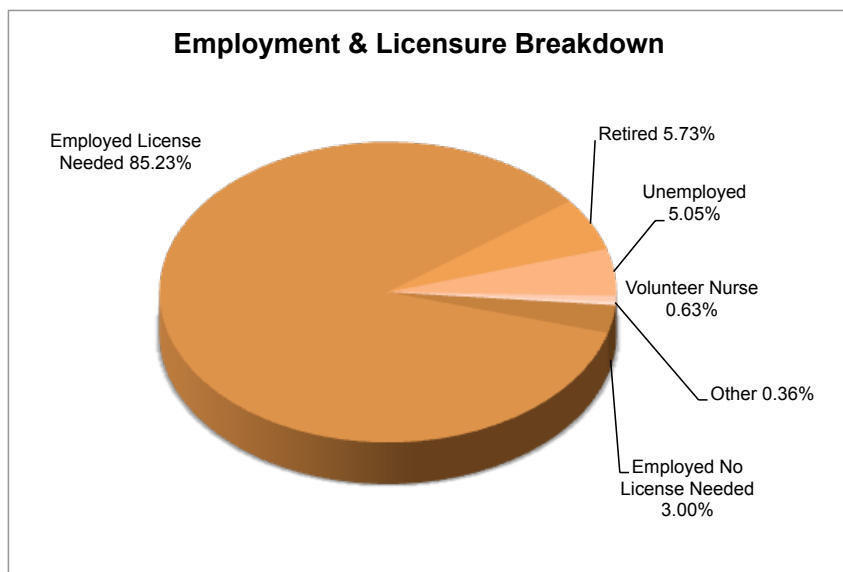
- ➢ 85% (156,131) are employed in a position where a nursing license is required

  - ▪ 78% work full-time; 16% work part-time; 6% work on a per-diem basis
  - ▪ 88% work in one position; 10% work in two positions; and 2% work in three or more positions
  - ▪ 7% work 31-35 hours per week; 46% work 36-40 hours per week; 23% work 41-50 hours per week; 10% work 21-30 hours per week
  - ▪ 68% worked 50-52 weeks last year; 17% worked 43-49 weeks last year

Changed Employer in the Last Year

N/A 9%

Yes 13%

No 78%
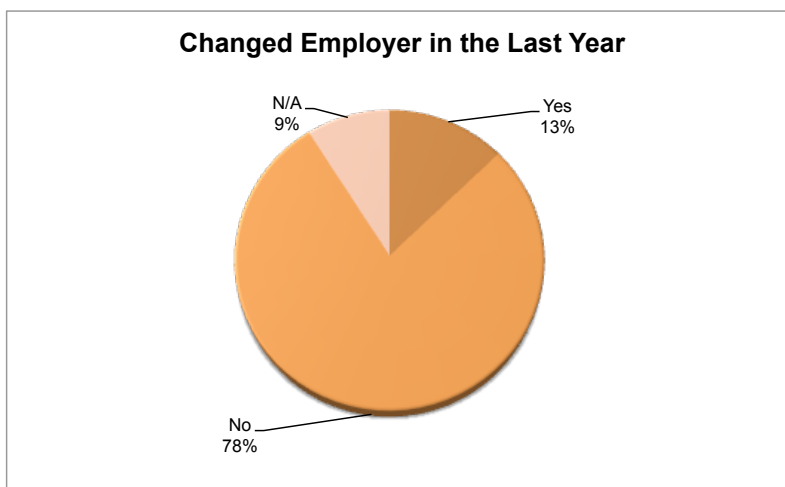
- ➢ 13% indicated that they had changed employers in the past year

Unemployed Nurses
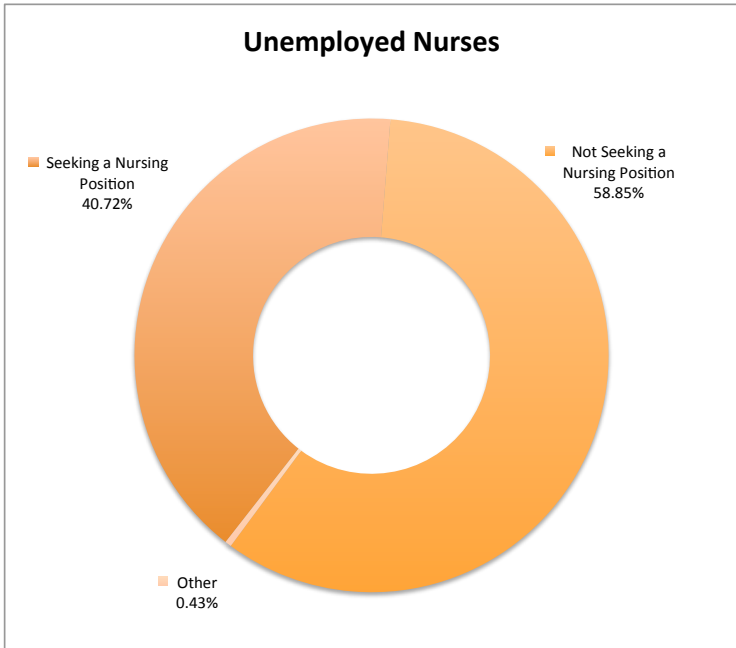
Seeking a Nursing Position	3,766
Not Seeking a Nursing Position	5,443
Other	40
	9,249

➢ Of the 9,249 RNs who are unemployed, 41% (3,766) are seeking nursing employment

Reasons for Unemployment
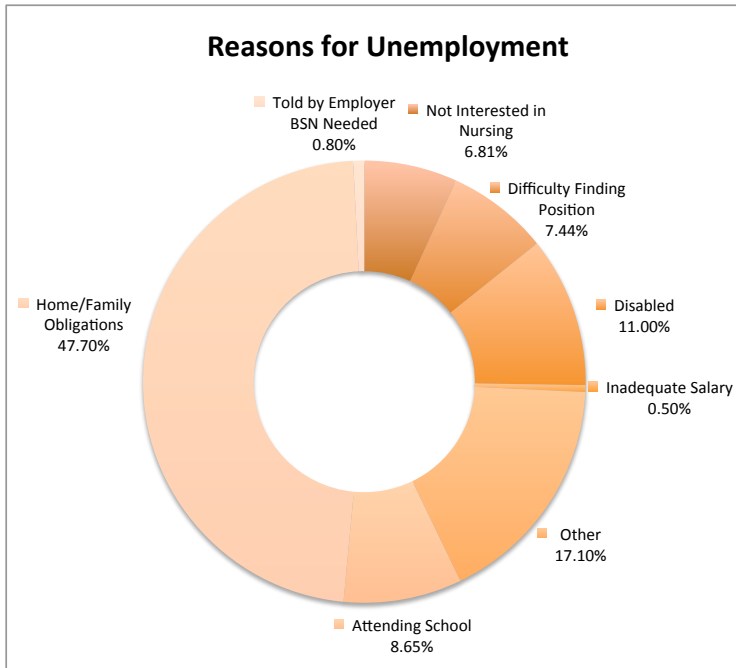
Not Interested in Nursing	630
Difficulty Finding Position	688
Disabled	1,017
Inadequate Salary	46
Other	1,582
Attending School	800
Home/Family Obligations	4,412
Told by Employer BSN Needed	74
	9,249

➢ Primary reasons reported for unemployment
- Home and family obligations – 48% (4,412)
- Difficulty finding a position – 7% (688)
- Not interested in a nursing position – 7% (630)
- Other (Unspecified) – 17% (1,582)

➢ Although in a previous question regarding employment, 156,131 RNs reported needing a license for employment, for the following questions, 156,163 reporting working as a nurse.

Nursing Employment Type

Part-Time
16%

Per-Diem
6%
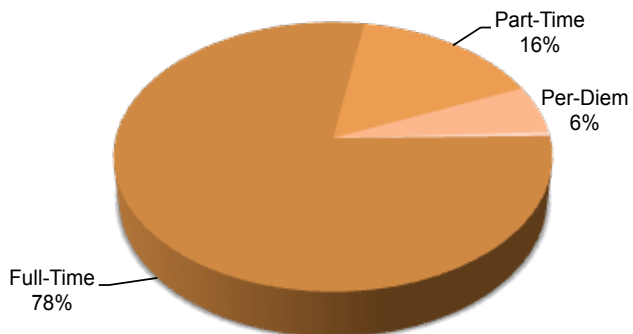
Full-Time
78%

Full-Time	121,664
Part-Time	24,756
Per-Diem	9,001
Other	742
	156,163

Concurrent Paid Nursing Positions

2
10%

3 or more
2%

1
88%
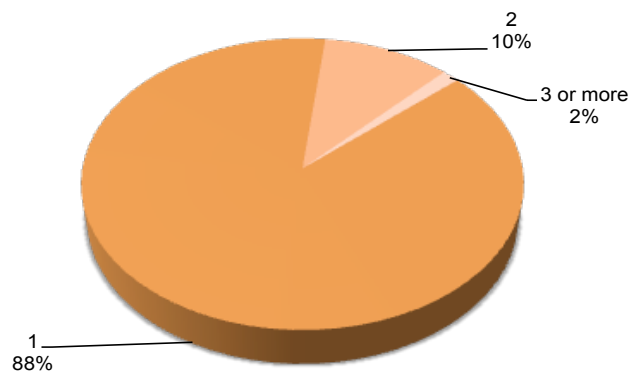
1	137,753
2	16,202
3 or more	2,202
Other	6
	156,163

Hours Worked Per Week

41-50
23%

51-60
4%

61+   2%

1-10
3%

11-20
5%

21-30
10%
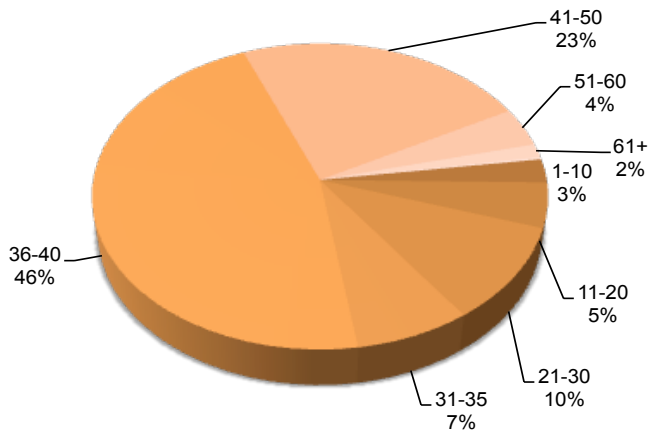
31-35
7%

36-40
46%

1-10	3,874
11-20	7,415
21-30	15,877
31-35	11,578
36-40	72,389
41-50	36,046
51-60	6,380
61+	2,246
Other	358
	156,163

Nursing Weeks Worked Last Year

Other
0%

1-6
1%

7-13
1%

14-20
2%

21-28
4%

29-35
2%

36-42
5%
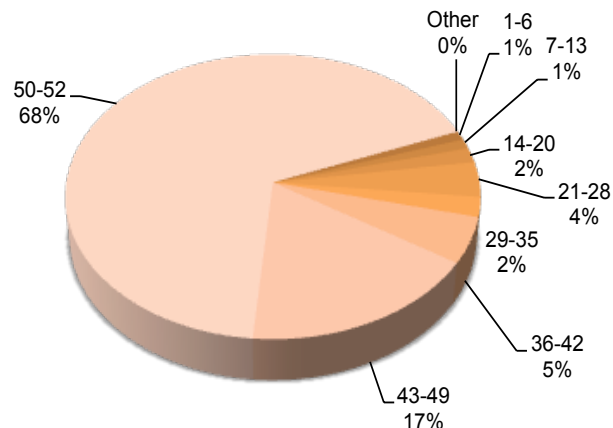
43-49
17%

50-52
68%

1-6	1,563
7-13	1,712
14-20	2,596
21-28	6,201
29-35	3,518
36-42	8,147
43-49	27,044
50-52	105,272
Other	110
	156,163

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA

Primary Practice Setting

Practice Setting	Count
Ambulatory care	5,871
Ambulatory care retail setting	306
Ambulatory surgical center	3,621
APRN Owned/Operated Practice	227
Correctional facility	1,005
Education/Academia	4,377
Home care	8,034
Home care independent provider	514
Hospice	3,553
Hospital - inpatient	61,006
Hospital - outpatient	7,618
Hospital - emergency department	8,914
Hospital - federal government	1,645
Hospital - perioperative/operating room	9,528
Insurance claims and benefits	4,528
Nursing home/Extended care facility/Assisted living	11,077
Occupational health setting	1,127
Office/Clinic Physician Solo Practice	830
Office/Clinic Physician Partnership	3,308
Office/Clinic Physician Single Specialty Group	3,158
Patient Centered Medical Home	563
Policy/Planning/Regulatory	472
Public/Community health	2,523
Research	942
School health	2,119
Urgent care	580
Other health related	7,738
Other non-health related	375
Blank	604

➢ Of the 156,163 who reported working in nursing, 57% (88,711) work in the hospital setting

Primary Position Title

Position	Count
Certified Nurse Midwife	247
Certified Nurse Practitioner	6,977
Clinical Nurse Specialist	688
Certified Registered Nurse Anesthetist	2,589
Charge Nurse	13,315
Consultant	2,132
Direct patient care staff	78,341
Director/Assistant director of nursing	3,989
Educator	6,341
Manager or executive	9,828
Public sector nurse local/state/federal agency	2,006
Researcher	878
Supervisor	5,230
Telehealth nurse	4,310
Other	18,193
Blank	1,099

➢ Of the 156,163 who reported working in nursing, 50% (78,341) work as direct patient care staff or as a floor nurse

➢ Those selecting advanced practice nursing as their primary position were

- Certified Nurse Midwifes - < 1% (247)
- Certified Nurse Practitioners - 4% (6,977)
- Clinical Nurse Specialists - < 1% (688)
- Certified Registered Nurse Anesthetists - 2% (2,589)

Primary Practice Area

Primary Practice Area	Count
Administration	5,371
Anesthesiology	2,638
Allergy and Immunology	224
Cardiology	8,779
Critical care	12,551
Dermatology	369
Education	3,764
Emergency care	9,066
Endocrinology	427
Family/General practice/Primary care	4,911
Gastroenterology	2,047
Geriatrics	13,401
Gynecology only	165
Infectious diseases	577
Internal medicine general	1,836
Medical - Surgical	15,899
Neonatal	3,257
Nephrology	2,307
Neurology	1,962
Obstetrics and gynecology	7,060
Occupational health	1,368
Oncology, including hematology oncology	5,100
Ophthalmology	358
Otolaryngology	205
Orthopedics	2,678
Pain Management	979
Pathology	6
Pediatrics - general	4,399
Pediatrics - specialties	2,596
Pediatrics - adolescents	1,419
Physical medicine and rehabilitation	869
Psychiatry	4,876
Psychiatry - child	388
Public health/preventive medicine	1,956
Pulmonology	548
Radiology/nuclear medicine	670
Research	469
Rheumatology	127
Surgery - general	7,161
Surgical specialties	4,056
Telehealth in Ohio	1,017
Telehealth Outside Ohio	1,655
Urgent care	474
Urology	379
Women's health	868
Other	14,791
Blank	140