Maine’s RN Nursing Workforce

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Maine’s RN Workforce

• Projected Demand for Nurses in Maine
• Selected Results Maine Minimum Nursing Data Set – National Sample Survey
• Enrollments and Graduations from Maine’s 13 nursing program
• RWJ Partners Grant – Nursing Faculty and Rural Clinical Placements
Projected Demand

- **Maine** (HRSA, July 2002) supply vs. demand FTE RNs
  - 2000 12% (demand exceeds supply 1,447)
  - 2005 9% (1,167)
  - 2010 12% (1,764)
  - 2015 22% (3,372)
  - 2020 31% (5,211)
• 2000-2010 2,721 additional jobs RNs in Maine (22.3% growth)
  – 12,182 to 14,903
  – Annual Openings (518)
    • Growth 272
    • Replacement 246
• 2002-2012 3,469 additional jobs (27% growth)
  – Annual openings (1,097)
    • Growth 240
    • Replacement 857
• Fall 2005 survey 36 hospitals, 13 home care agencies and 39 nursing facilities
  – Fall 2005 503 and projected 2006 1,031
Maine Minimum Nursing Data Set

- September 1, 2002-August 31, 2004
  - Distributed with relicensure information by Maine State Board of Nursing
  - Voluntary 15,960 responded, estimated 23,000 (est. response rate 69%)

- 8 sample surveys (beginning in 1977, last one 2000)
  - 2004 50,691 eligible sampled RNs sent surveys, 35,724 RNs responded (70.5%)
  - 2,909,467 RNs March 2004 (increase 7.9%)
- Maine sample 540 (report 84.8% employed in nursing)
Employed nurses per 100,000 population

- Nationally 825
- New England 1,107
  - Connecticut 934
  - Maine 1,145
  - Massachusetts 1,175
  - New Hampshire 1,283
  - Rhode Island 1,052
  - Vermont 1,037
Where Live and Work

• Live and work in Maine 10,903 (86.4%)
• Live and work outside of Maine 1,324 (10.5%)
• Live in Maine and work outside of Maine 241 (1.9%)
  – 133 work in New Hampshire of which the vast majority live in York county (117)
  – 54 work in Massachusetts of which the majority live in York (27) or Cumberland counties (10)
  – 5 work in Vermont
• Live outside of Maine in United States 82 (.7%)
• Live outside of United States (i.e., Canada) 63 (.5%)
Racial/Ethnic Group

- 15,103 (97.4%) White, not of Hispanic origin
- 100 (.6%) Asian/Pacific Islander
- 86 (.6%) Other
- 73 (.5%) Hispanic
- 63 (.4%) American Indian/Alaskan Native
- 56 (.4%) Multi-racial
- 24 (.2%) Black, not of Hispanic origin

Nationally, “about 7.5% of RNs did not specify their racial/ethnic background and 81.8 percent of the RN population were estimated to be White (non-Hispanic), leaving 10.6 percent in one or more of the identified racial and ethnic minority groups” (HRSA, 2004, p. 6).
Gender

• Nationally (HRSA, 2004)
  – Female 95.3%
  – Male 5.7%

• Maine
  – Female 93.4%
  – Male 6.6%
RN: Age and Years in Profession

<table>
<thead>
<tr>
<th>Status</th>
<th>Mean Age</th>
<th>Mean Years in Profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>66.7</td>
<td>42.3</td>
</tr>
<tr>
<td>Unemployed</td>
<td>52.4</td>
<td>26.9</td>
</tr>
<tr>
<td>Seeking Nursing Employment</td>
<td>51.3</td>
<td>23.7</td>
</tr>
<tr>
<td>Currently in Another Field</td>
<td>53.0</td>
<td>27.9</td>
</tr>
<tr>
<td>Currently in Nursing</td>
<td>47.4</td>
<td>20.9</td>
</tr>
<tr>
<td>All Licenses</td>
<td>48.9</td>
<td>22.6</td>
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</tbody>
</table>

Nationally average age 46.8

Years in Profession = Age in 2004 minus Year of First Nursing Degree
Age of RNs Working as Nurse vs. Not Working as Nurse

<table>
<thead>
<tr>
<th>Age Category</th>
<th>Working</th>
<th>Not Working</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 to 31</td>
<td>7.9</td>
<td>0.0</td>
</tr>
<tr>
<td>32 to 41</td>
<td>20.4</td>
<td>0.0</td>
</tr>
<tr>
<td>42 to 51</td>
<td>35.6</td>
<td>0.0</td>
</tr>
<tr>
<td>52 to 61</td>
<td>28.9</td>
<td>0.0</td>
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<tr>
<td>62 to 71</td>
<td>29.1</td>
<td>0.5</td>
</tr>
<tr>
<td>72 to 81</td>
<td>8.1</td>
<td>1.1</td>
</tr>
<tr>
<td>82 to 81</td>
<td>0.5</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Mean Age of RNs Currently Employed by County

- Androscoggin
- Aroostook
- Penobscot
- Piscataquis
- Cumberland
- Washington
- Sagadahoc
- Somerset
- Franklin
- Oxford
- Waldo
- Kennebec
- York
- MAINE
- Lincoln
- Hancock
- Knox
Initial RN Education

• Nationally (HRSA, 2004) and Maine
  – Diploma 25.2% vs. 36.5%
  – Associate Degree 42.2% vs. 31.3%
  – Baccalaureate Degree 30.5% vs. 31.0%
  – Master’s or Doctoral Degree .5% vs. 1.2%
Highest Degree Obtained

Highest Degree in Nursing

- Associates: 24%
- Bachelors: 31%
- Diploma: 32%
- Doctorate: 1%
- Masters: 12%

Highest Degree in Other Field

- Associates: 13%
- Bachelors: 50%
- Masters: 34%
- Doctorate: 3%
Advanced Practice Educational Programs Completed

• 807 (5.1%) Nurse Practitioner (NP)
• 425 (2.7%) Clinical Nurse Specialists (CNS)
• 290 (1.8%) Certified Nurse Anesthetist (CRNA)
• 68 (.4%) Certified Nurse Midwife (CNM)
• Nationally, 8.3 percent of RNs are “prepared to practice in at least one advanced practice role” which the largest group being nurse practitioners, followed by clinical nurse specialist (HRSA, 2004, p. 13).
Current Work Status: RNs and LPNs

- Employed in nursing: 84.8% RNs, 74.5% LPNs
- Employed in another field: 4.0% RNs, 11.0% LPNs
- Seeking nursing employment: 1.4% RNs, 2.3% LPNs
- Temporarily not working and not looking for a job: 4.9% RNs, 7.7% LPNs
- Retired or with no plans to return to work: 4.9% RNs, 4.5% LPNs
Type of Employer: RNs and LPNs

Nationally, 56.2% RNs employed in hospitals vs. 55.1% in Maine

- Hospital: 55.1%
- Long term care: 40.1%
- Other: 20.5%
- Ambulatory care: 8.2%
- Home health care: 5.9%
- Public/community health: 3.3%
- School health: 3.5%
- Insurance company: 2.1%
- Nursing education: 1.7%
- Occupational health: 1.2%
- Other: 1.4%
- Occupational health: 0.8%
- Long term care: 0.2%
- Nursing education: 0.1%
- Public/community health: 0.1%
- Other: 0.1%
- Ambulatory care: 0.2%
- Long term care: 0.2%
- Nursing education: 0.2%
- Occupational health: 0.2%
- Other: 0.2%
Current Employment Position

41.3% of RNs are in roles other than staff/direct patient care
Mean Hours of Employment

- Direct care number of hours per week: 24.1, 25.1
- Hired number of hours per week: 30.7, 33.8
- Preferred number of hours per week: 30.7, 32.1
- Actual number of hours worked per week: 35.9, 36.7
- If seeking work as LPN or RN, preferred number of hours per week: 27.1, 28.9

231 RNs and 63 LPNs were seeking work
Difference RNs: Hours Spent in Direct Patient Care and Hours Worked

"Care Deficit"

All respondents
Hospital
Ambulatory care
Public/community health
Occupational health
Insurance company
Long term care
Home health care
Nursing education
School health
Other
Difference RNs: Hours Worked and Hours Hired For

Mean Hours in Excess of Hired Hours/Week

- All respondents
- Hospital
- Ambulatory care
- Public/community health
- Occupational health
- Insurance company
- Long term care
- Home health care
- Nursing education
- School health
- Other
Difference RN: Hours Worked and Hours Preferred to Work

Mean Hours Worked in Excess of Preferred Hours per Week

- All respondents
- Hospital
- Ambulatory care
- Public/community health
- Occupational health
- Insurance company
- Long term care
- Home health care
- Nursing education
- School health
- Other
Type of Nursing Employment Sought (if looking)

Percent of Respondents (N=298)

- Occupational health
- Nursing education
- School health
- Insurance company
- Ambulatory care
- Other
- Long term care
- Public/community health
- Home health care
- Hospital
Reason Best Describes Why Currently Not Employed as LPN or RN

- Retired: 28.1%
- Family Responsibilities: 17.8%
- Other Career Opportunity: 12.2%
- Health Problems: 11.5%
- Adverse Working Conditions: 7.1%
- Unable to Find Desired Position: 4.8%
- Other: 4.8%
- Physical Demands: 3.1%
- Time Schedules: 3%
- Wages/Benefits: 2.8%
- Pursuing Education: 2.7%
- Unable to Find Refresher Course: 2.3%
- Other Physical Demands: 2.3%
- Time Schedules: 2.8%
- Wages/Benefits: 2.3%
- Pursuing Education: 2.7%
- Unable to Find Refresher Course: 2.3%
Age: Reason Why Currently Not Employed

- Retired: 68.2
- Family Responsibilities: 48.5
- Other Career Opportunity: 53.2
- Health Problems: 55.9
- Adverse Working Conditions: 53.5
- Unable to Find Desired Position: 53.9
- Other: 53.3
- Physical Demands: 58.1
- Time Schedules: 52
- Wages/Benefits: 51.5
- Pursuing Education: 47.6
- Unable to Find Refresher Course: 54.5
Plan to be Working in Nursing in 5 Years?

- Yes: 10,319 (80%)
- No: 820 (6%)
- Uncertain: 1,864 (14%)
Age and Plans

Percent of Those Currently in Nursing Who Plan to be in Nursing in 5 years

Age

- 23
- 25
- 27
- 29
- 31
- 33
- 35
- 37
- 39
- 41
- 43
- 45
- 47
- 49
- 51
- 53
- 55
- 57
- 59
- >60
Maine’s 13 Nursing Programs

• May soon to be 14 (York Community College)
Enrollment: Entry Level Nursing Programs

From previous year:
-1% change
ADN 2% change
BSN -2% change
Graduations: Entry-Level Nursing Programs

From previous year:
7% change
ADN 11%
BSN 7% Total
Nursing Faculty

- Fall 2005: 154 faculty, range 5 to 30 FTEs
  - 78 ADN and 76 Baccalaureate or Higher

- Age
  - 30 or younger 1 (1%)
  - 31 to 40 5 (7%)
  - 41 to 50 22 (29%)
  - 51 to 60 36 (47%)
  - 61 to 65 9 (12%)
  - 66 or older 3 (4%)
• Fall 2005 vacancies 2 programs, 2 FTE
• Projected Fall 2006 4 programs, 6 FTE
• DNP/CE survey (Fall 2005)
  – 5,500 surveys (BSN time of license), 554 returned – interest in teaching
  • 28 within Associate Degree
  • 107 within Baccalaureate or higher
  • 142 within either
  • 277 total
RWJ Partners Grant

• Background
  – Bingham and MeHAF
  – Education and Rural Clinical
Next Steps

- Continue to Survey Maine’s Nursing Educational Programs Annual
- Fully transition Maine Minimum Data Set – now online completion
- Legislature – Nursing Education
- Coordinate RWJ grant
- Reports available at [www.usm.maine.edu/conhp](http://www.usm.maine.edu/conhp) - click on workforce reports
  - Summary of hospital contributions to nursing as result of survey for Governor's office
  - Finalize Maine Minimum Data Set Report