FCN Florida Center for Nursing

The State of the Nursing Workforce in Florida

2023

The FCN is proudly headquartered at the University of South Florida College of Nursing.

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Headquartered at the University of South Florida College of Nursing
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If you require this report in an alternate format, please contact us via email at FLCenterforNursing@usf.edu.

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List of Acronyms & Abbreviations

Acronym/ Abbreviation	Definition
APRN	Advanced Practice Registered Nurse
BLS	Bureau of Labor Statistics
COVID-19	Coronavirus disease 2019
CRNA	Certified Registered Nurse Anesthetist
EC	East Central
FBON	Florida Board of Nursing
FCN	Florida Center for Nursing
FTE	Full-time Equivalent
HRSA	Health Resources & Services Administration
LPN	Licensed Practical Nurse
MDS	Minimum Data Set
MQA	Florida Department of Health, Division of Medical Quality Assurance
NC	North Central
NE	Northeast
NP	Nurse Practitioner
NW	Northwest
OEWS	Occupational Employment and Wage Statistics
PSAV	Postsecondary Adult Vocational
RN	Registered Nurse
SE	Southeast
SOC	Standard Occupation Classification
SW	Southwest
U.S.	United States
WC	West Central

Introduction

The Florida Center for Nursing (FCN) was established in 2001 to address issues related to Florida's nurse supply, demand, and shortages (Florida Statute §464.0195). Consistent with Florida statute (§464.0195), the FCN conducted a statistically valid biennial data driven analysis of the current supply and demand of the nursing workforce.

This report provides information about the supply and demand of Florida's nursing workforce. Scientific evaluation of data will allow the FCN to address issues related to the nursing workforce, including issues of recruitment, retention, and utilization of nurse workforce resources. The goal is to provide an ongoing strategy for the allocation of the state's resources directed towards nursing.

Regions of Florida

The Florida Center for nursing aggregates statewide and regional data. Regions are identified as northwest, north central, northeast, east central, west central, southeast, southwest, and south.

The **Northwest** region covers Bay, Calhoun, Escambia, Franklin, Gulf, Holmes, Jackson, Liberty, Okaloosa, Santa Rosa, Walton, and Washington counties.

The **North Central** region covers Alachua, Bradford, Citrus, Columbia, Dixie, Gadsden, Gilchrist, Hamilton, Jefferson, Lafayette, Leon, Levy, Madison, Marion, Suwannee, Taylor, Union, and Wakulla counties.

The **Northeast** region covers Baker, Clay, Duval, Nassau, Putnam, and St. Johns counties.

The **East Central** region covers Brevard, Flagler, Lake, Orange, Osceola, Seminole, Sumter, and Volusia counties.

The **West Central** region covers DeSoto, Hardee, Hernando, Highlands, Hillsborough, Manatee, Pasco, Pinellas, Polk, and Sarasota counties.

The **Southeast** region covers Indian River, Martin, Okeechobee, Palm Beach, and St. Lucie counties.

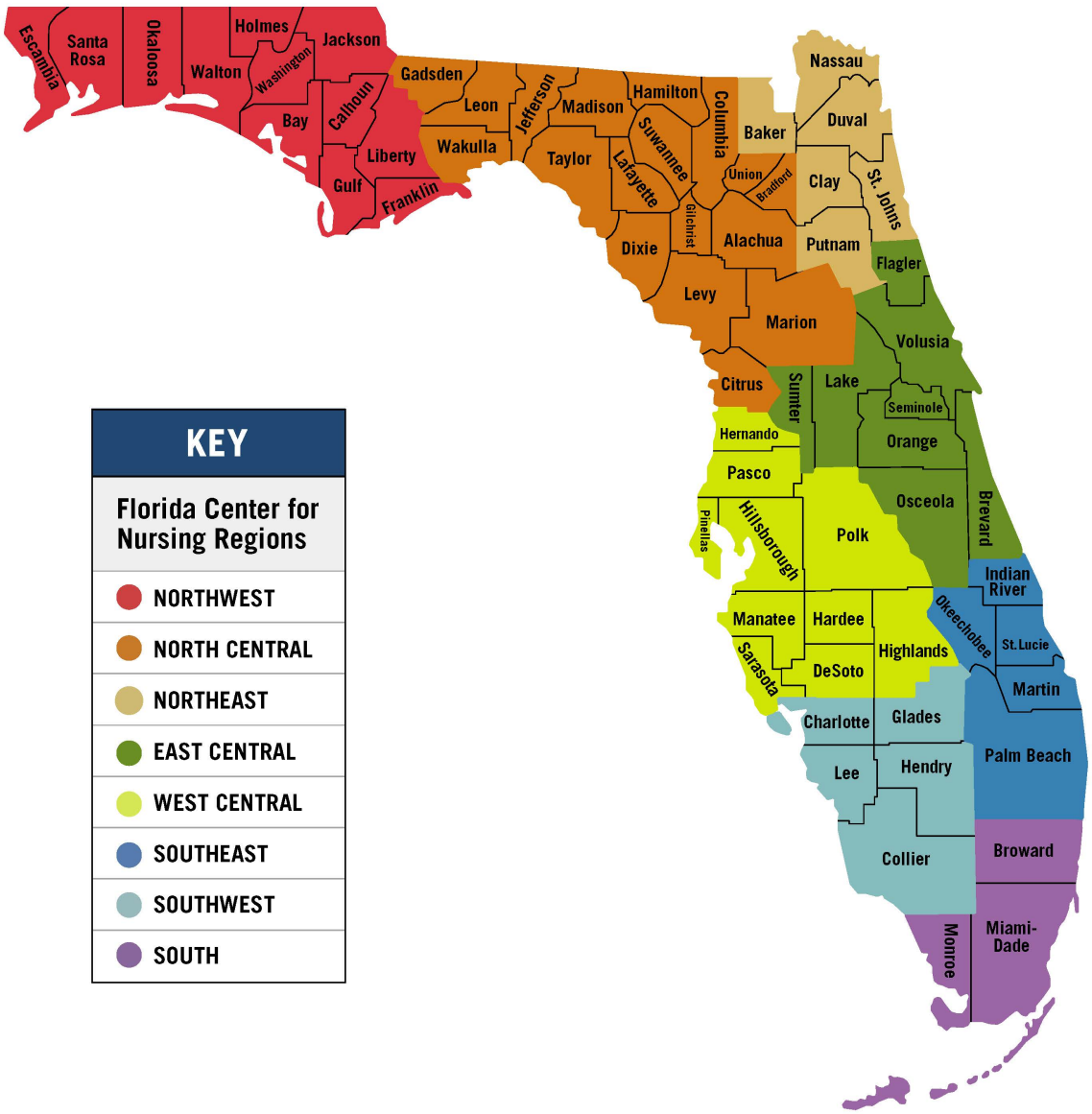
The **Southwest** region covers Charlotte, Collier, Glades, Hendry, and Lee counties.

The **South** region covers Broward, Miami-Dade, and Monroe counties.

The following map demonstrates the 8 geographic regions of Florida.

Image.

Regional map of Florida.



Supply of Nurses in Florida

FCN Florida Center for Nursing

Overview of Supply of Nurses in Florida

Since 2006, the FCN has obtained nurse licensure data from the Florida Board of Nursing (FBON) for analyses directed in statute. The FBON licensure database contains the most complete information specific to the regulation of Florida nurses, however the FBON licensure data do not include information about the work behavior or intention of nurses. Since 2008, the FCN has partnered with FBON and the Florida Department of Health, Division of Medical Quality Assurance (MQA) to integrate a voluntary Workforce Survey into the online nursing licensure renewal process. The Workforce Survey generates important data for workforce analysis, such as work status, hours worked, and highest degree held. Measurements include those established by the National Forum of State Nursing Workforce Centers minimum data set.

Supply Methodology

License Data

The Florida Department of Health, Division of Medical Quality Assurance (MQA) provided information for all licensed LPNs, RNs, and APRNs in the state. Variables obtained through MQA license data included age, sex, race/ethnicity, and address. Following the completion of a two-year license renewal cycle, the FCN extracted data from static files received from MQA. This data extract included records for each nursing license held in Florida by Licensed Practical Nurses (LPNs), Registered Nurses (RNs), and Advanced Practice Registered Nurses (APRNs). Renewal cycles are based on the licensee's expiration date of either April 30 or July 31.

Survey Design and Distribution

Additional data used for this report was collected using a survey instrument designed by the FCN called the FCN Nursing Workforce Survey (see Appendix A). Questions included in the FCN Nursing Workforce Survey were updated to coincide with the National Forum of State Nursing Workforce Center's Minimum Nurse Supply Dataset (MDS)[1]. Other revisions made to the survey involved rephrasing of questions to simplify or shorten items for clarity, as well as adding response selections to be as inclusive as possible of all options. The survey instrument was offered electronically to all nurses at the time of licensure renewal.

[1] https://nursingworkforcecenters.org/wp-content/uploads/2021/12/National-Forum-Supply-Minimum-Dataset_September-2016-1.pdf

Using a unique file number as an identifier, workforce survey data were merged with licensure data. Duplicate cases were removed so that nurses holding more than one license (e.g., LPN and RN or RN and APRN) were not counted more than once in summary totals. The lowest level license was removed and only a nurse's highest level license was used in summary totals. Because the FCN is primarily interested in the amount of nursing labor provided in Florida, licensure and survey data were cleaned and subset to isolate nurses who could reasonably be practicing nursing within the State of Florida. This subset is called the potential nurse workforce. To be included in the potential nurse workforce, licensees must hold an active license indicating eligibility to practice.

Statewide Comparisons to National Data

When appropriate, the statewide workforce data was compared to population data from the U.S. Census Bureau [2] and the National Council of State Board of Nursing and the National Forum of State Nursing Workforce Centers' national nursing workforce data.[3]

Limitations

Responses to the FCN Nursing Workforce Survey are self-reported. As a result, there was a possibility of misinterpretation or confusion of the survey questions among the recipients. Likewise, non-response of individual survey questions may have impacted variable calculations.

Newly licensed nurses in Florida are not exposed to the FCN Nursing Workforce Survey until they renew their licenses for the first time, therefore the FCN Nursing Workforce Survey data does not represent the entire supply of Florida's nursing workforce.

The FCN used available licensure information for non-respondents when possible.

The methodology utilized to remove duplicate cases from the data set assumes that nurses with multiple levels of licensure practice at the highest level of licensure. This assumption is not able to be verified with the data set utilized for analysis.

Statewide counts of active licenses include nurses who were classified as "Foreign", "Out of State", or "Unknown", and may not reside in the State of Florida but do hold an active Florida nursing license. These cases were removed when reporting regional counts so that the sum of nurses in and across each region does not equal the statewide total.

The opportunity to ask nurses how COVID-19 impacted their job intentions was recognized, however an item could not be added to the FCN Nursing Workforce Survey until the next license renewal cycle. Hence, the FCN did not collect data regarding the impact of COVID-19 on

[2] U.S. Census Bureau. https://www.census.gov/data.html
[3] Smiley et al. (2023). The 2022 National Nursing Workforce Survey. *Journal of Nursing Regulation, 14*(1), Supplement 2, S1-S90. https://doi.org/10.1016/S2155-8256(23)00047-9.

nurses' employment intentions until 2022. The impact of COVID-19 on nurses' employment intentions will be reported in the next FCN nursing workforce report.

The FCN was not authorized to change licensing items or survey items related to gender, therefore only sex (male/female) data was collected and reported.

Finally, the supply study data were collected during licensure renewal cycles during a global pandemic (COVID-19). Because of this, some survey responses may have been affected as nurses potentially experienced changes to their normal employment routines during the survey distribution and data collection processes.

Supply Findings

During the 2020-2021 license renewal cycle, Florida was home to 441,361 active nursing licenses made up of 69,511 LPN; 326,669 RN; and 45,181 APRN licenses. Licensees held either single-state or multi-state licenses. Multi-state licenses made up 19.6% of LPN licenses, 22.2% of RN licenses, and 16.9% of APRN licenses.

There were 366,235 nurses in Florida (83%) that responded to the FCN Nursing Workforce Survey.

	Active Licenses	Responses	Response Rate
LPN	69,511	57,548	82.8%
RN	326,669	280,152	85.8%
APRN	45,181	28,535	63.2%
Statewide Total	441,361	366,235	83%

Statewide Demographic Characteristics

Age

The median ages of nurses were 48, 46, and 45 years for LPNs, RNs, and APRNs respectively. The mean age of LPNs was 47.7 and the mean age of both RNs and APRNs was 46.6. The table below provides a comparison of the ages of the LPNs, RNs, and APRNs that make up Florida's nursing workforce to the U.S. nursing workforce and state and U.S. census data.

Age	FL LPNs	FL RNs	FL APRNs	FL NURSES	U.S. NURSES	Florida	United States
29 or younger	12.5%	14.8%	5.2%	11.2%	10.9%	33.7%	38.3%
30 - 39	21.8%	24.3%	31.5%	24.6%	24.2%	12.9%	13.6%
40 - 49	22.2%	20.6%	27.8%	21.5%	21.8%	12.1%	12.4%
50 - 59	22.3%	20.3%	21.1%	21.1%	21.4%	13.3%	12.9%
60 or older	21.1%	20.1%	14.4%	21.6%	21.7%	27.9%	22.8%

Sex

Florida has a higher percentage of male nurses compared to the national percentage. The table below compares the sex of the LPNs, RNs, and APRNs that make up Florida's nursing workforce to the U.S. nursing workforce and state and U.S. census data.

Sex	FL LPNs	FL RNs	FL APRNs	FL NURSES	U.S. NURSES	Florida	United States
Female	90.0%	87.0%	83.9%	87.0%	89.0%	50.8%	50.5%
Male	10.0%	13.0%	16.1%	13.0%	11.0%	49.2%	49.5%

Race and Ethnicity

Florida's nursing workforce is more diverse compared to the U.S. nursing workforce. The following table provides the race and ethnicity characteristics of the LPNs, RNs, and APRNs that make up Florida's nursing workforce compared to characteristics of the U.S. nursing workforce and the population characteristics of Florida and the U.S.

Race/Ethnicity	FL LPNs	FL RNs	FL APRNs	FL NURSES	U.S. NURSES	Florida	United States
White	49.8%	59.3%	60.4%	57.9%	77.6%	52.7%	59.3%
Black	32.3%	14.6%	13.8%	17.3%	8.3%	15.5%	12.6%
Native	0.3%	0.2%	0.2%	0.2%	0.6%	0.3%	0.7%
Asian	2.5%	6.3%	5.2%	5.6%	7.2%	2.9%	5.9%
Other	2.3%	2.1%	2.0%	2.1%	3.4%	1.9%	2.5%
Hispanic	11.5%	16.1%	17.4%	15.5%	7.7%	26.8%	18.9%
Not Provided	1.3%	1.3%	1.0%	1.3%	-	-	-

Education

The following table provides the highest level of nursing education earned by the LPNs, RNs, and APRNs that make up Florida's nursing workforce compared to the national workforce.

Highest Nursing Degree	FL LPNs	FL RNs	FL APRNs	U.S. LPNs	U.S. RNs
Vocational/PN Certificate	77.7%	-	-	71.8%	-
Diploma	11.1%	4.5%	0.6%	12.2%	4.1%
Associate Degree	9.7%	39.8%	0.8%	13.1%	24.3%
Baccalaureate	1.4%	44.6%	2.3%	2.9%	51.1%
Master's	0.1%	9.9%	83.9%	0.0%	17.9%
DNP	0.0%	0.8%	10.5%	0.0%	1.6%
PhD Nursing	0.0%	0.3%	1.4%	0.0%	0.9%
Other Doctoral	0.0%	0.1%	0.5%	0.0%	0.2%

In 2010, the Institute of Medicine (IOM), now known as the National Academy of Medicine, released *The Future of Nursing: Leading Change, Advancing Health*, a landmark report which called for increasing the number of baccalaureate-prepared nurses in the workforce to 80% by 2020.[4] Florida continues to fall short of the IOM's 80% goal, however there has been an increasing percentage of RNs in the workforce with a BSN or higher degree since 2017.

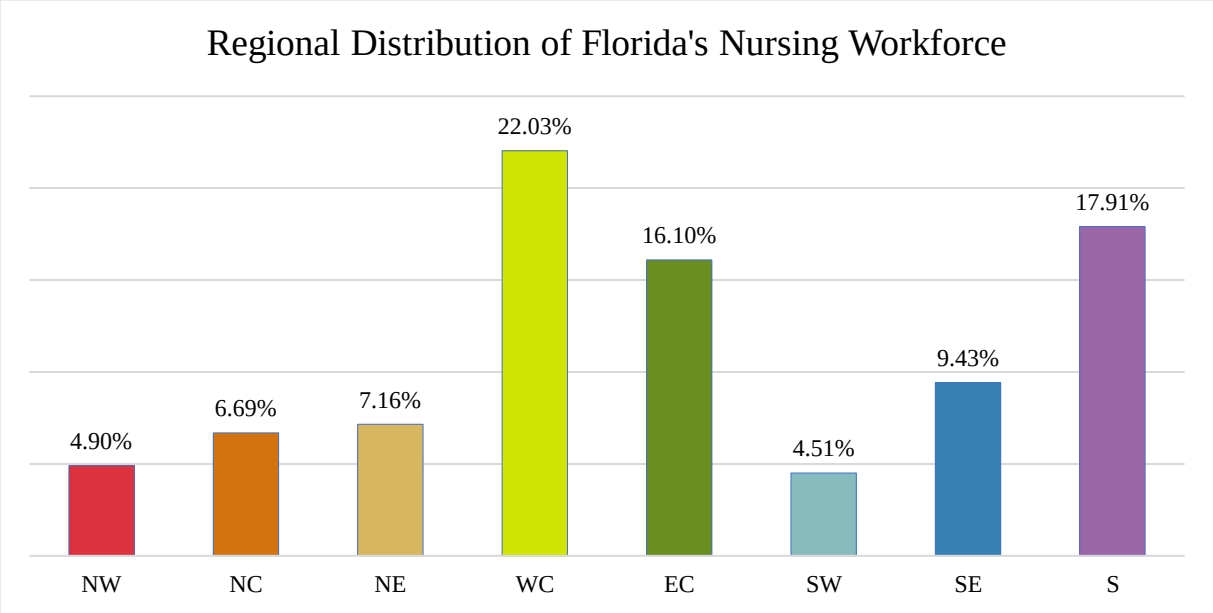
RN Educational Attainment	2017	2019	2021
ADN/Diploma	56%	49%	44%
BSN	36%	43%	45%
Graduate (any)	7%	8%	11%

Practice Characteristics

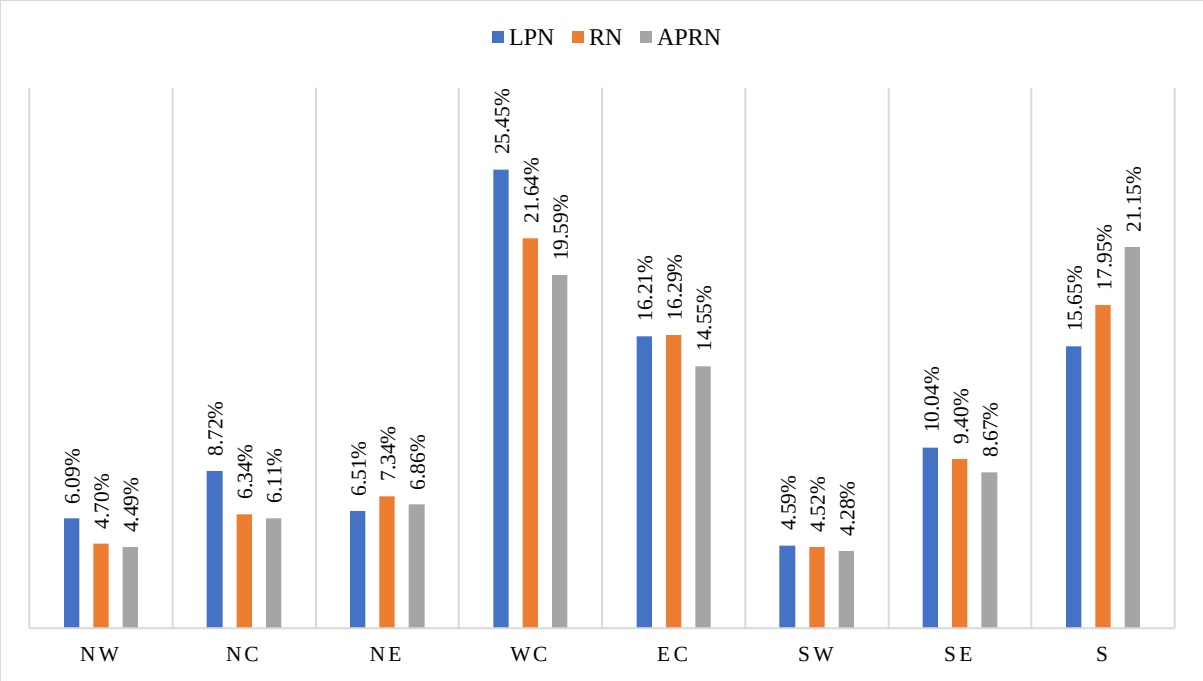
Geographic Distribution

The West Central, South, and East Central regions contribute to more than half of the state's nursing workforce. About 10% of the licensees live out of state and less than 1% of licensees live outside of the U.S. The table below lists the regional distribution of the state's active nursing licenses.

[4] Institute of Medicine. (2011). *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press. https://doi.org/10.17226/12956.



When comparing the regional distribution of Florida's nursing workforce by license type, the West Central region is home to the largest percentage of LPNs and RNs, while the South region is home to the largest percentage of APRNs.



Workplace Setting

The majority of Florida's LPNs work in an elderly care setting. Most of Florida's RNs work in a hospital setting and the majority of APRNs work in hospital and physician practice settings.

	FL LPNs	FL RNs	FL APRNs
Hospital	6.3%	61.8%	37.1%
Home Health	17.4%	6.5%	2.4%
Physician	10.3%	3.1%	27.3%
Ambulatory Care	2.5%	4.8%	7.4%
Elderly Care	40.8%	8.4%	4.6%
Academic Setting	0.5%	1.6%	3.0%
Community Health	2.5%	1.2%	4.5%
Carceral	4.0%	0.8%	0.9%
Urgent Care/Walk-in	1.1%	0.5%	4.0%

Specialty Distribution

The top specialty that most closely corresponds to the nursing practice position of LPNs is geriatric care. The top specialties that most closely corresponds to the nursing practice positions of RNs are medical surgical and critical care. The top specialty that most closely corresponds to the nursing practice position of APRNs is adult/family health.

	FL LPNs	FL RNs	Fl APRNs
Geriatric/Gerontology	30%	5%	4%
Medical Surgical	3%	13%	2%
Critical Care	1%	13%	4%
Adult/Family Health	11%	5%	28%
Home Health	14%	6%	1%
Emergency/Trauma	1%	7%	3%
Pediatrics	6%	4%	6%
Cardiology	1%	5%	4%
Psychiatric/Mental Health/Substance Abuse	4%	3%	5%

Operating Room	-	4%	1%
Rehabilitation (non-psychiatric)	4%	2%	-
Oncology	1%	3%	3%
Perioperative	-	4%	-
Palliative Care/Hos..	2%	2%	1%
Women's Health/OB-GYN	1%	2%	4%
Maternal-Child Health	-	2%	1%
Community	3%	1%	1%
Anesthesia	-	1%	15%
Neonatal	-	2%	1%
School Health	2%	1%	-
Nephrology	1%	1%	1%
Public Health	2%	1%	-
Telehealth	1%	1%	-
Information Technology	-	1%	-
Occupational health	-	1%	1%
Other Acute care	2%	3%	3%

Employment

Most of Florida's nursing workforce hold full-time employment and work between 21-40 hours per week. A higher percentage of LPNs and APRNs report working more than 40 hours per week compared to RNs.

		FL LPNs	**FL RNs**	**FL APRNs**
Total Hours/Week	Up to 20 hours	5.6%	5.4%	6.1%
	21-40 hours	63.3%	69.3%	59.1%
	More than 40 hours	31.1%	25.3%	34.8%
Employment Status	Per diem	8.6%	7.9%	5%
	Part-Time	9.6%	8.2%	12%
	Full-Time	81.8%	83.9%	83%

Number of Years Licensed

The table and graphs below identify the years since initial Florida licensure.

Years Licensed in FL	Fl LPNs	FL RNs	FL APRNs
0 or 1	13.1%	17.4%	25.7%
2-4	16.8%	18.7%	26.8%
5-9	21.3%	21.9%	22.2%
10-14	15.5%	11.8%	10.2%
15-19	11.1%	9.0%	6.0%
20 or more	22.3%	21.2%	9.3%

Intention for Future Work

Most nurses in Florida reported plans for the next 5 years include working the same as they currently do and advancing their education.

Employment plans for the next 5 years	FL LPNs	FL RNs	FL APRNs
Work the Same	45.9%	52.4%	65.2%
Advance Education	34.8%	32.0%	16.8%
Work Less	7.7%	8.7%	9.4%
Work More	11.9%	7.9%	6.6%
Leave / Retire	5.8%	7.2%	4.7%

Regional Supply of Nurses in Florida

Northwest Region

During the 2020-2021 license renewal cycle, the Northwest (NW) region, including Bay, Calhoun, Escambia, Franklin, Gulf, Holmes, Jackson, Liberty, Okaloosa, Santa Rosa, Walton, and Washington counties, was home to 21,704 active nursing licenses.

There were 18,551 nurses from the Northwest region (85.5%) that responded to the FCN Nursing Workforce Survey.

NORTHWEST REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
NW LPNs	46	46.4	4,320	21.5%
NW RNs	46	46.3	15,354	25.9%
NW APRNs	46	46.9	2,030	14.9%

	NW LPNs	**NW RNs**	**NW APRNs**	**FL NURSES**	**U.S. NURSES**	**NW Region**	**Florida**	**United States**
Age								
29 or younger	10.9%	13.2%	3.1%	11.2%	10.9%	36.6%	33.7%	38.3%
30 - 39	24.7%	23.9%	30.1%	24.6%	24.2%	13.7%	12.9%	13.6%
40 - 49	23.3%	20.4%	26.5%	21.5%	21.8%	11.8%	12.1%	12.4%
50 - 59	21.2%	21.2%	23.1%	21.1%	21.4%	13.0%	13.3%	12.9%
60 or older	19.9%	21.2%	17.2%	21.6%	21.7%	24.8%	27.9%	22.8%
Sex								
Female	91.6%	88.5%	81.7%	87.0%	89.0%	49.1%	50.8%	50.5%
Male	8.4%	11.5%	18.3%	13.0%	11.0%	50.9%	49.2%	49.5%
Race/Ethnicity								
White	71.2%	83.4%	86.1%	57.9%	77.6%	72.9%	52.7%	59.3%
Black	19.4%	6.5%	5.4%	17.3%	8.3%	13.5%	15.5%	12.6%
Native	0.6%	0.7%	0.2%	0.2%	0.6%	0.7%	0.3%	0.7%
Asian	2.3%	3.8%	2.6%	5.6%	7.2%	2.4%	2.9%	5.9%

Other	1.6%	1.4%	0.9%	2.1%	3.4%	3.3%	1.9%	2.5%
Hispanic	3.8%	3.4%	3.9%	15.5%	7.7%	7.1%	26.8%	18.9%
Not Provided	1.1%	0.9%	0.8%	1.3%	-	-	-	-

Highest Nursing Degree	**NW LPNs**	**NW RNs**	**NW APRNs**
Vocational/PN Certificate	86.4%	0%	0%
Diploma	7.3%	3.0%	0.7%
Associate Degree	5.6%	49.6%	1.8%
Baccalaureate	0.6%	38.6%	3.1%
Master's	0.1%	8.0%	83.4%
DNP	0.0%	0.6%	9.8%
PhD Nursing	0.0%	0.1%	0.6%
Other Doctoral	0.0%	0.0%	0.6%

North Central Region

During the 2020-2021 license renewal cycle, the North Central (NC) region, including Alachua, Bradford, Citrus, Columbia, Dixie, Gadsden, Gilchrist, Hamilton, Jefferson, Lafayette, Leon, Levy, Madison, Marion, Suwannee, Taylor, Union, and Wakulla counties, was home to 29,527 active nursing licenses.

There were 24,646 nurses from the North Central region (83.5%) that responded to the FCN Nursing Workforce Survey.

NORTH CENTRAL REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
NC LPNs	46	46.4	6,060	20.6%
NC RNs	46	46.9	20,705	21.2%
NC APRNs	46	47.7	2,762	10.5%

	NC LPNs	**NC RNs**	**NC APRNs**	**FL NURSES**	**U.S. NURSES**	**NC Region**	**Florida**	**United States**
Age								
29 or younger	13.1%	13.2%	4.1%	11.2%	10.9%	36.9%	33.7%	38.3%
30 - 39	23.6%	23.9%	28.3%	24.6%	24.2%	11.9%	12.9%	13.6%
40 - 49	20.4%	19.2%	25.9%	21.5%	21.8%	10.6%	12.1%	12.4%
50 - 59	21.8%	19.4%	19.7%	21.1%	21.4%	11.8%	13.3%	12.9%
60 or older	21.1%	24.4%	22.1%	21.6%	21.7%	28.8%	27.9%	22.8%
Sex								
Female	91.3%	86.9%	86.1%	87.0%	89.0%	50.6%	50.8%	50.5%
Male	8.7%	13.1%	13.9%	13.0%	11.0%	49.4%	49.2%	49.5%
Race/Ethnicity								
White	61.5%	72.4%	74.8%	57.9%	77.6%	66.1%	52.7%	59.3%
Black	28.3%	10.9%	12.1%	17.3%	8.3%	18.9%	15.5%	12.6%
Native	0.4%	0.3%	0.0%	0.2%	0.6%	0.3%	0.3%	0.7%
Asian	1.7%	7.0%	4.0%	5.6%	7.2%	2.6%	2.9%	5.9%

Other	1.6%	1.3%	1.6%	2.1%	3.4%	2.0%	1.9%	2.5%
Hispanic	5.5%	6.7%	6.7%	15.5%	7.7%	10.0%	26.8%	18.9%
Not Provided	1.1%	1.4%	0.8%	1.3%	-	-	-	-

Highest Nursing Degree	**NC LPNs**	**NC RNs**	**NC APRNs**
Vocational/PN Certificate	83.6%	0%	0%
Diploma	9.9%	3.5%	0.5%
Associate Degree	5.6%	47.5%	1.1%
Baccalaureate	0.7%	39.3%	2.8%
Master's	0.1%	8.5%	79.1%
DNP	0.0%	0.8%	13.5%
PhD Nursing	0.0%	0.4%	2.5%
Other Doctoral	0.0%	0.0%	0.5%

Northeast Region

During the 2020-2021 license renewal cycle, the Northeast (NE) region, including Baker, Clay, Duval, Nassau, Putnam, and St. Johns counties, was home to 31,594 active nursing licenses.

There were 26,795 nurses from the Northeast region (84.8%) that responded to the FCN Nursing Workforce Survey.

NORTHEAST REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
NE LPNs	46	46.8	4,523	22.1%
NE RNs	45	46	23,971	21.1%
NE APRNs	44	45.6	3,100	12.5%

	NE LPNs	**NE RNs**	**NE APRNs**	**FL NURSES**	**U.S. NURSES**	**NE Region**	**Florida**	**United States**
Age								
29 or younger	10.9%	12.6%	3.1%	11.2%	10.9%	36.9%	33.7%	38.3%
30 - 39	24.0%	25.4%	32.2%	24.6%	24.2%	14.1%	12.9%	13.6%
40 - 49	22.4%	22.0%	31.1%	21.5%	21.8%	12.3%	12.1%	12.4%
50 - 59	21.8%	19.8%	19.1%	21.1%	21.4%	13.1%	13.3%	12.9%
60 or older	20.8%	20.3%	14.5%	21.6%	21.7%	23.6%	27.9%	22.8%
Sex								
Female	91.1%	88.6%	86.4%	87.0%	89.0%	51.0%	50.8%	50.5%
Male	8.9%	11.4%	13.6%	13.0%	11.0%	49.0%	49.2%	49.5%
Race/Ethnicity								
White	48.6%	68.6%	71.4%	57.9%	77.6%	61.7%	52.7%	59.3%
Black	36.7%	14.6%	12.0%	17.3%	8.3%	21.2%	15.5%	12.6%
Native	0.4%	0.3%	0.4%	0.2%	0.6%	0.3%	0.3%	0.7%
Asian	4.2%	8.1%	6.4%	5.6%	7.2%	4.0%	2.9%	5.9%
Other	2.5%	1.7%	1.7%	2.1%	3.4%	2.6%	1.9%	2.5%

Hispanic	6.2%	5.3%	7.0%	15.5%	7.7%	10.3%	26.8%	18.9%
Not Provided	1.4%	1.3%	1.1%	1.3%	-	-	-	-

Highest Nursing Degree	**NE LPNs**	**NE RNs**	**NE APRNs**
Vocational/PN Certificate	77.6%	0%	0%
Diploma	12.8%	3.0%	0.3%
Associate Degree	7.9%	36.8%	0.5%
Baccalaureate	1.6%	49.2%	2.1%
Master's	0.0%	9.7%	80.2%
DNP	0.0%	1.0%	15.2%
PhD Nursing	0.0%	0.2%	1.5%
Other Doctoral	0.1%	0.0%	0.2%

East Central Region

During the 2020-2021 license renewal cycle, the East Central (EC) region, including Brevard, Flagler, Lake, Orange, Osceola, Seminole, Sumter, and Volusia counties, was home to 71,061 active nursing licenses.

There were 59,280 nurses from the East Central region (83.4%) that responded to the FCN Nursing Workforce Survey.

EAST CENTRAL REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
EC LPNs	48	48.2	11,265	18.7%
EC RNs	46	46.7	53,222	20.7%
EC APRNs	44	46.1	6,574	12.2%

	EC LPNs	**EC RNs**	**EC APRNs**	**FL NURSES**	**U.S. NURSES**	**EC Region**	**Florida**	**United States**
Age								
29 or younger	9.3%	12.2%	3.7%	11.2%	10.9%	34.5%	33.7%	38.3%
30 - 39	21.4%	24.2%	32.4%	24.6%	24.2%	13.4%	12.9%	13.6%
40 - 49	22.5%	20.8%	27.7%	21.5%	21.8%	12.4%	12.1%	12.4%
50 - 59	22.7%	20.4%	21.1%	21.1%	21.4%	13.0%	13.3%	12.9%
60 or older	24.0%	22.4%	15.1%	21.6%	21.7%	26.7%	27.9%	22.8%
Sex								
Female	91.1%	88.0%	85.6%	87.0%	89.0%	50.8%	50.8%	50.5%
Male	8.9%	12.0%	14.4%	13.0%	11.0%	49.2%	49.2%	49.5%
Race/Ethnicity								
White	50.1%	60.6%	61.7%	57.9%	77.6%	54.4%	52.7%	59.3%
Black	31.3%	12.9%	13.7%	17.3%	8.3%	13.8%	15.5%	12.6%
Native	0.3%	0.2%	0.2%	0.2%	0.6%	0.3%	0.3%	0.7%
Asian	2.5%	7.7%	7.5%	5.6%	7.2%	3.7%	2.9%	5.9%

Other	2.7%	2.4%	2.4%	2.1%	3.4%	2.0%	1.9%	2.5%
Hispanic	11.9%	14.9%	13.4%	15.5%	7.7%	25.7%	26.8%	18.9%
Not Provided	1.3%	1.3%	1.0%	1.3%	-	-	-	

Highest Nursing Degree	**EC LPNs**	**EC RNs**	**EC APRNs**
Vocational/PN Certificate	77.5%	0%	0%
Diploma	13.1%	4.5%	0.4%
Associate Degree	8.1%	38.5%	0.7%
Baccalaureate	1.2%	46.7%	2.2%
Master's	0.1%	9.5%	88.2%
DNP	0.0%	0.5%	7.2%
PhD Nursing	0.0%	0.2%	0.9%
Other Doctoral	0.1%	0.1%	0.3%

West Central Region

During the 2020-2021 license renewal cycle, the West Central (WC) region, including DeSoto, Hardee, Hernando, Highlands, Hillsborough, Manatee, Pasco, Pinellas, Polk, and Sarasota counties, was home to 97,245 active nursing licenses.

There were 81,879 nurses from the West Central region (84.2%) that responded to the FCN Nursing Workforce Survey.

WEST CENTRAL REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
WC LPNs	48	47.8	17,694	18.2%
WC RNs	47	47.2	70,701	20.8%
WC APRNs	45	46.5	8,850	11.3%

	WC LPNs	**WC RNs**	**WC APRNs**	**FL NURSES**	**U.S. NURSES**	**WC Region**	**Florida**	**United States**
Age								
29 or younger	10.5%	11.9%	3.4%	11.2%	10.9%	32.6%	33.7%	38.3%
30 - 39	21.6%	23.6%	31.7%	24.6%	24.2%	12.7%	12.9%	13.6%
40 - 49	21.8%	20.4%	27.2%	21.5%	21.8%	11.8%	12.1%	12.4%
50 - 59	22.8%	20.7%	20.8%	21.1%	21.4%	13.2%	13.3%	12.9%
60 or older	23.3%	23.5%	16.9%	21.6%	21.7%	29.6%	27.9%	22.8%
Sex								
Female	89.4%	87.8%	86.0%	87.0%	89.0%	51.0%	50.8%	50.5%
Male	10.6%	12.2%	14.0%	13.0%	11.0%	49.0%	49.2%	49.5%
Race/Ethnicity								
White	58.3%	69.5%	71.1%	57.9%	77.6%	62.2%	52.7%	59.3%
Black	24.4%	9.9%	10.6%	17.3%	8.3%	11.4%	15.5%	12.6%
Native	0.3%	0.2%	0.1%	0.2%	0.6%	0.2%	0.3%	0.7%
Asian	2.7%	5.9%	5.3%	5.6%	7.2%	3.1%	2.9%	5.9%

Other	2.1%	1.8%	1.8%	2.1%	3.4%	2.0%	1.9%	2.5%
Hispanic	11.0%	11.5%	10.2%	15.5%	7.7%	21.1%	26.8%	18.9%
Not Provided	1.2%	1.2%	0.9%	1.3%	-	-	-	-

Highest Nursing Degree	**WC LPNs**	**WC RNs**	**WC APRNs**
Vocational/PN Certificate	81.0%	0%	0%
Diploma	11.3%	4.9%	0.7%
Associate Degree	6.7%	43.1%	0.6%
Baccalaureate	0.9%	42.7%	2.2%
Master's	0.1%	8.5%	86.5%
DNP	0.0%	0.5%	8.2%
PhD Nursing	0.0%	0.2%	1.2%
Other Doctoral	0.1%	0.1%	0.5%

Southeast Region

During the 2020-2021 license renewal cycle, the Southeast (SE) region, including Indian River, Martin, Okeechobee, Palm Beach, and St. Lucie counties, was home to 41,616 active nursing licenses.

There were 31,432 nurses from the Southeast region (75.5%) that responded to the FCN Nursing Workforce Survey.

SOUTHEAST REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
SE LPNs	49	48.6	6,977	17%
SE RNs	49	48.4	30,722	21.2%
SE APRNs	46	47.4	3,917	12.1%

	SE LPNs	**SE RNs**	**SE APRNs**	**FL NURSES**	**U.S. NURSES**	**SE Region**	**Florida**	**United States**
Age								
29 or younger	10.1%	10.4%	3.1%	11.2%	10.9%	31.0%	33.7%	38.3%
30 - 39	19.9%	22.2%	28.5%	24.6%	24.2%	11.6%	12.9%	13.6%
40 - 49	20.9%	19.2%	26.9%	21.5%	21.8%	11.3%	12.1%	12.4%
50 - 59	23.1%	21.6%	23.2%	21.1%	21.4%	13.2%	13.3%	12.9%
60 or older	25.9%	26.7%	18.3%	21.6%	21.7%	32.8%	27.9%	22.8%
Sex								
Female	90.8%	89.1%	87.0%	87.0%	89.0%	51.0%	50.8%	50.5%
Male	9.2%	10.9%	13.0%	13.0%	11.0%	49.0%	49.2%	49.5%
Race/Ethnicity								
White	44.8%	60.1%	62.2%	57.9%	77.6%	56.4%	52.7%	59.3%
Black	41.2%	21.0%	18.3%	17.3%	8.3%	17.3%	15.5%	12.6%
Native	0.2%	0.2%	0.2%	0.2%	0.6%	0.2%	0.3%	0.7%
Asian	1.8%	5.2%	4.7%	5.6%	7.2%	2.5%	2.9%	5.9%

Other	2.5%	2.1%	1.6%	2.1%	3.4%	1.6%	1.9%	2.5%
Hispanic	8.3%	10.0%	11.6%	15.5%	7.7%	22.1%	26.8%	18.9%
Not Provided	1.2%	1.5%	1.3%	1.3%	-	-	-	-

Highest Nursing Degree	**SE LPNs**	**SE RNs**	**SE APRNs**
Vocational/PN Certificate	70.1%	0%	0%
Diploma	12.3%	5.6%	1.1%
Associate Degree	16.2%	45.2%	1.1%
Baccalaureate	1.3%	39.5%	2.9%
Master's	0.2%	8.5%	82.2%
DNP	0.0%	0.7%	10.9%
PhD Nursing	0.0%	0.4%	1.3%
Other Doctoral	0.0%	0.1%	0.4%

Southwest Region

During the 2020-2021 license renewal cycle, the Southwest (SW) region, including Charlotte, Collier, Glades, Hendry, and Lee counties, was home to 19,889 active nursing licenses.

There were 18,963 nurses from the Southwest region (95.3%) that responded to the FCN Nursing Workforce Survey.

SOUTHWEST REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
SW LPNs	49	48.3	3,191	17.7%
SW RNs	49	48.5	14,762	22.9%
SW APRNs	48	48.6	1,936	15%

	SW LPNs	**SW RNs**	**SW APRNs**	**FL NURSES**	**U.S. NURSES**	**SW Region**	**Florida**	**United States**
Age								
29 or younger	10.9%	11.7%	3.3%	11.2%	10.9%	27.9%	33.7%	38.3%
30 - 39	18.4%	20.7%	24.6%	24.6%	24.2%	10.2%	12.9%	13.6%
40 - 49	23.0%	18.1%	25.4%	21.5%	21.8%	10.1%	12.1%	12.4%
50 - 59	22.7%	22.1%	25.2%	21.1%	21.4%	12.8%	13.3%	12.9%
60 or older	24.9%	27.4%	21.6%	21.6%	21.7%	39.0%	27.9%	22.8%
Sex								
Female	89.6%	88.2%	83.8%	87.0%	89.0%	50.5%	50.8%	50.5%
Male	10.4%	11.8%	16.2%	13.0%	11.0%	49.5%	49.2%	49.5%
Race/Ethnicity								
White	55.1%	71.4%	71.5%	57.9%	77.6%	65.4%	52.7%	59.3%
Black	26.4%	9.0%	8.0%	17.3%	8.3%	7.4%	15.5%	12.6%
Native	0.1%	0.2%	0.3%	0.2%	0.6%	0.3%	0.3%	0.7%
Asian	1.8%	2.9%	3.2%	5.6%	7.2%	1.6%	2.9%	5.9%
Other	1.6%	1.5%	1.7%	2.1%	3.4%	1.3%	1.9%	2.5%

Hispanic	13.6%	13.7%	14.2%	15.5%	7.7%	24.0%	26.8%	18.9%
Not Provided	1.3%	1.3%	1.0%	1.3%	-	-	-	-

Highest Nursing Degree	**SW LPNs**	**SW RNs**	**SW APRNs**
Vocational/PN Certificate	82.2%	0%	0%
Diploma	9.9%	7.3%	1.5%
Associate Degree	6.9%	44.1%	1.8%
Baccalaureate	0.7%	38.4%	2.6%
Master's	0.1%	9.2%	84.3%
DNP	0.1%	0.6%	7.6%
PhD Nursing	0.0%	0.3%	1.4%
Other Doctoral	0.0%	0.1%	0.8%

South Region

During the 2020-2021 license renewal cycle, the South region, including Broward, Miami-Dade, and Monroe counties, was home to 79,055 active nursing licenses.

There were 63,823 nurses from the South region (80.7%) that responded to the FCN Nursing Workforce Survey.

SOUTH REGION				
	Median Age	**Mean Age**	**Active Licenses**	**Multi-State Licenses**
South LPNs	48	47.9	10,876	15.8%
South RNs	44	45.3	58,625	21.2%
South APRNs	45	45.6	9,554	10.4%

	South LPNs	**South RNs**	**South APRNs**	**FL NURSES**	**U.S. NURSES**	**South Region**	**Florida**	**United States**
Age								
29 or younger	11.4%	12.9%	3.5%	11.2%	10.9%	34.4%	33.7%	38.3%
30 - 39	20.0%	26.9%	31.0%	24.6%	24.2%	13.9%	12.9%	13.6%
40 - 49	21.0%	22.0%	30.0%	21.5%	21.8%	13.7%	12.1%	12.4%
50 - 59	23.6%	20.3%	24.4%	21.1%	21.4%	14.4%	13.3%	12.9%
60 or older	23.9%	17.9%	11.1%	21.6%	21.7%	23.6%	27.9%	22.8%
Sex								
Female	88.0%	83.4%	79.6%	87.0%	89.0%	50.9%	50.8%	50.5%
Male	12.0%	16.6%	20.4%	13.0%	11.0%	49.1%	49.2%	49.5%
Race/Ethnicity								
White	20.6%	25.3%	27.4%	57.9%	77.6%	22.7%	52.7%	59.3%
Black	49.2%	25.0%	18.9%	17.3%	8.3%	20.5%	15.5%	12.6%
Native	0.1%	0.1%	0.1%	0.2%	0.6%	0.1%	0.3%	0.7%
Asian	2.2%	6.6%	4.8%	5.6%	7.2%	2.4%	2.9%	5.9%
Other	3.0%	2.7%	2.5%	2.1%	3.4%	1.2%	1.9%	2.5%
Hispanic	23.2%	39.0%	45.5%	15.5%	7.7%	53.0%	26.8%	18.9%

Not Provided	1.6%	1.3%	0.8%	1.3%	-	-	-	-

Highest Nursing Degree	**South LPNs**	**South RNs**	**South APRNs**
Vocational/PN Certificate	69.5%	0%	0%
Diploma	8.7%	3.8%	0.2%
Associate Degree	18.4%	34.4%	0.3%
Baccalaureate	3.0%	48.6%	1.3%
Master's	0.3%	11.8%	84.2%
DNP	0.0%	0.8%	11.9%
PhD Nursing	0.0%	0.4%	1.6%
Other Doctoral	0.0%	0.1%	0.5%

Demand for Nurses in Florida

FCN Florida Center for Nursing

Overview of Demand Trends for Nurses in Florida

The demand trends for nurses in Florida identify data as it is related to capacity of the nursing workforce and labor characteristics.

Demand Methodology

The analyses in this report are performed using data from state and national workforce databases. The data were analyzed in terms of nursing occupations for Licensed Practical Nurses (LPNs), Registered Nurses (RNs), Nurse Practitioners (NPs), Certified Registered Nurse Anesthetists (CRNAs), Nurse Midwives, and Nursing Faculty.

Limitations

Demand projections provide a statewide picture of demand and do not consider regional variation in the availability of health care facilities and jobs. In addition, demand projections could be impacted by several assumptions:

- Future employer demand is based on historical information. Changes in the health care facility utilization of nurses, increased utilization of different types of providers such as Medical Assistants, CNAs and other providers will impact future demand.
- Labor market estimates are based on the Bureau of Labor Statistics model and reflects employment modeling for all industries and does not entirely account for differences in the health care industry.
- Demand estimates include the historical turnover or churn of nurses. This includes the movement of nurses in the same facility to new positions, between employers and in and out of state.

Florida Specific Reports

The Florida Department of Economic Opportunity develops a **College Projections Report** that includes the Fastest Growing Occupations between 2020 and 2028. This report can be found at https://lmsresources.labormarketinfo.com/college_projections/index.html

The **2022-2023 Florida Statewide Demand Occupations list** ranks occupations based on several selection criteria including requiring at least a Postsecondary Adult Vocational (PSAV) certificate, college credit certificate or associate degree training, having 500 annual openings or an average growth rate of 1.6% or 1,200 annual openings with any positive growth, at least an average wage of $16.14/hour and entry wage of $13.18/hour and whether the occupation is a

high skill/high wage occupation with a mean wage of $25.28/hour and entry wage of $16.14/hour.

Florida also develops an annual report of number of **Online Job Ads** for Top Occupations in Demand in Florida requiring a bachelor's degree. This report utilizes data from The Conference Board, Help Wanted Online (HWOL). This report can be found at https://lmsresources.labormarketinfo.com/special/hwol_occupations_req_bachelors_florida.xlsx

Occupational Employment and Wage Statistics (OEWS)

This is a program of the U.S. Department of Labor, Bureau of Labor Statistics (BLS). This federal-state cooperative program produces employment and wage estimates for nearly 867 occupations. Each year the Florida Department of Employment Opportunity compiles occupational employment and wage estimates that feed into the National Bureau of Labor Statistics. The data are presented statewide, and regionally utilizing Standard Occupation Classification (SOC) codes. For more information go to https://floridajobs.org/workforce-statistics/data-center/statistical-programs/occupational-employment-statistics-and-wages

At the national level, estimates for a given reference period are based on a sample of 1.1 million business establishments collected in six semiannual panels for three consecutive years. Using six data panels to produce each set of estimates allows data to be produced at very detailed levels of occupation, geography, and industry, but it also means that sudden changes in staffing patterns or wages are reflected in the OEWS estimates only gradually. Data limitations for this data source include periodic changes in the SOC codes and analysis changes from year to year. For more information go to https://www.bls.gov/oes/current/oes_tec.htm

Bureau of Labor Statistics (BLS) Demand Projections

Long-term demand projections have been developed by the Florida Department of Employment Opportunity utilizing a national workforce projection model through the U.S. Bureau of Labor Statistics. Employment projections provide job seekers, policy makers, and training providers an idea of how many jobs exist within industries and occupations, how the number of jobs is expected to change over time, and what the future demand for workers will be. Projections show expected changes in employment by industry and occupation, the current and projected employment counts, estimated growth rates, and average annual openings. For more information go to https://floridajobs.org/workforce-statistics/data-center/statistical-programs/employment-projections.

Temporary employers and those with less than 50 openings are not included in the projections. In addition, employers provide job titles and descriptions which are then coded using the Standard Occupational Classification (S0C) system. This SOC system codes nurses as LPN, RN, Nurse

Anesthetists, Nurse Practitioners Nurse Anesthetists, and Post-secondary Nursing Instructors. Nurses serving in executive positions and in other types of positions would have different SOC codes. More information about this is available at https://www.bls.gov/oes/methods_21.pdf

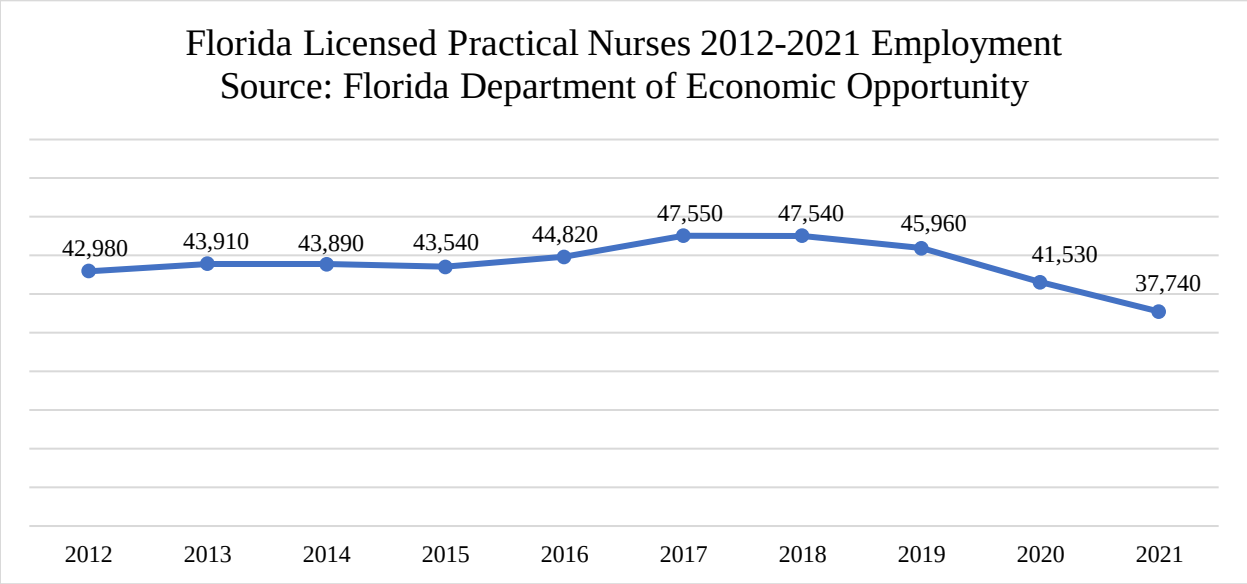
Health Resources & Services Administration (HRSA) Health Workforce Simulation Model

The Health Resources and Service Administration (HRSA) recently released the HRSA Health Workforce Simulation Model (HWSM) projections. The interactive dashboard can be found by clicking the following link https://data.hrsa.gov/topics/health-workforce/workforce-projections. More information about this model can be found at: https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand/technical-documentation/nursing/data

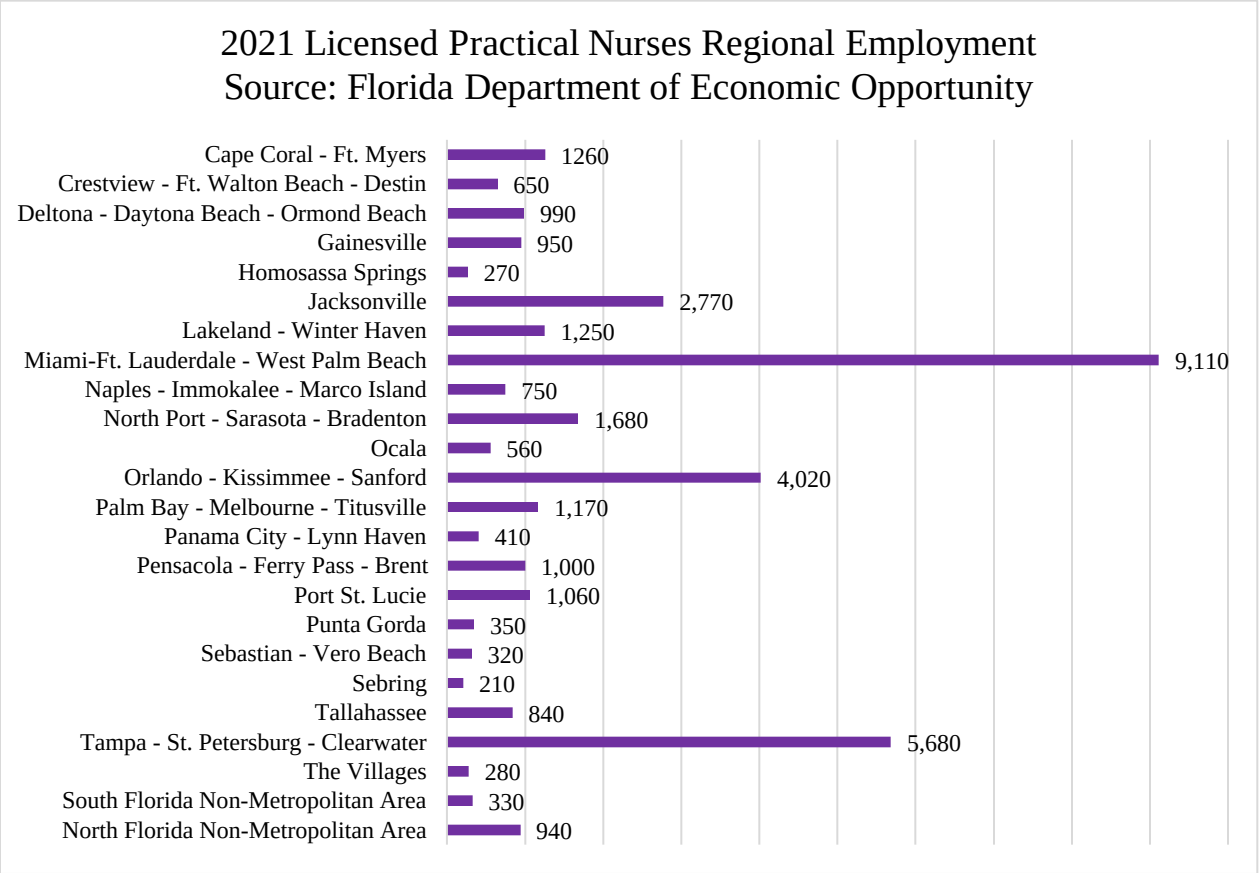
Limitations of the HRSA model include modeling of long-term supply and demand workforce implications of COVID-19. The long-term implications of long-COVID-19 on provider demand is not well understood. The pandemic appears to have exacerbated already high burnout levels among many health care workers. HWSM supply inputs such as hours worked, and retirement patterns are based largely on pre-COVID-19 data. The model currently lacks a market mechanism where labor costs respond to imbalances between supply and demand. Another limitation is the utilization of American Community Survey Data or Occupational Employment and Wage Statistics (OEWS) data to estimate the starting year supply of many health occupations. Many states, however, have access to more complete supply data collected through the licensure/certification processes. There are more limitations included in the HRSA technical report.

Demand for Licensed Practical Nurses

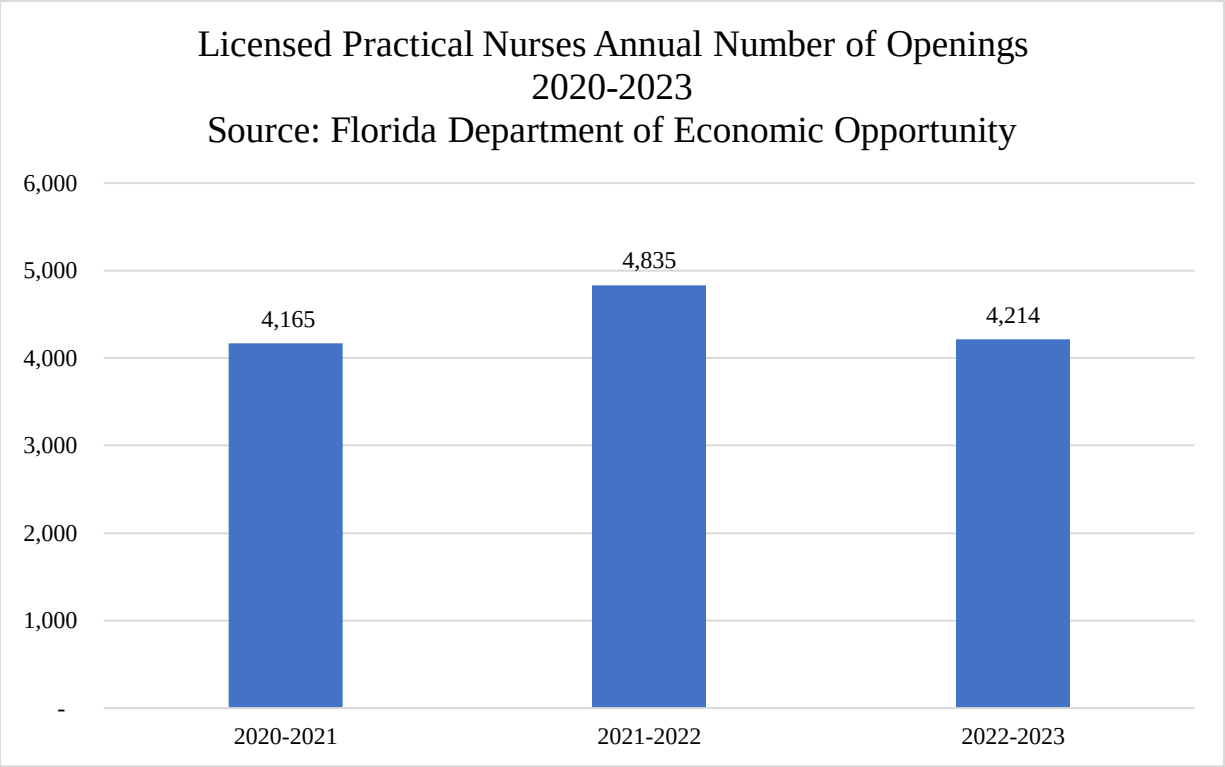
The number of jobs for LPNs in Florida decreased by 12.19% between 2012 and 2021.



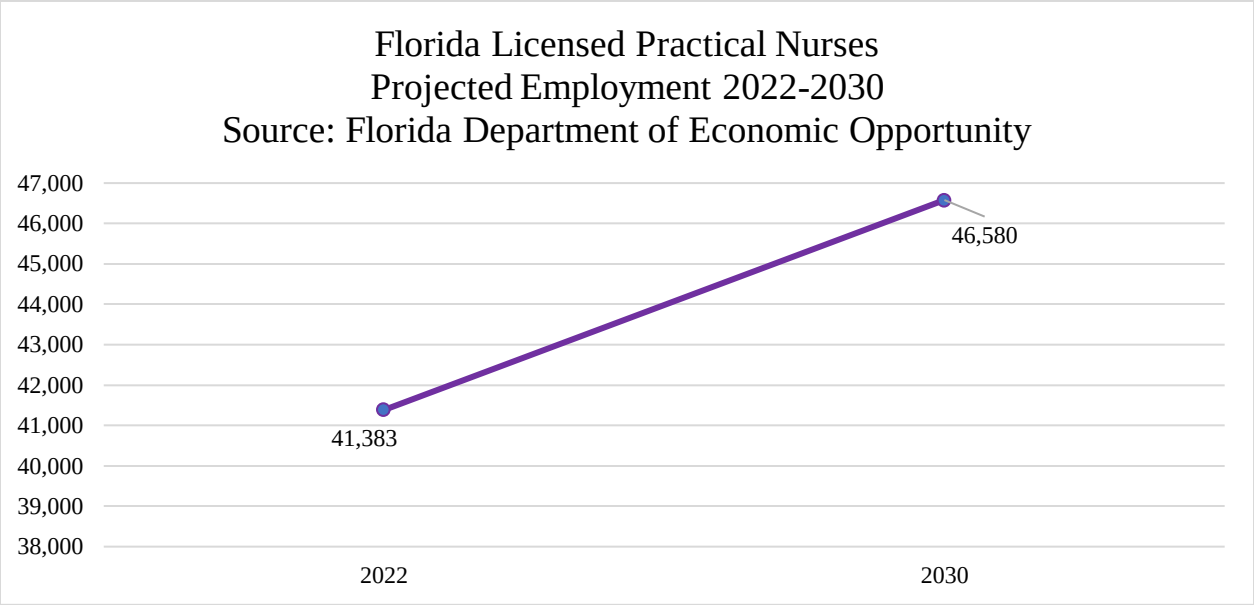
In 2021, Miami-Ft. Lauderdale-West Palm Beach region had the most LPN jobs.



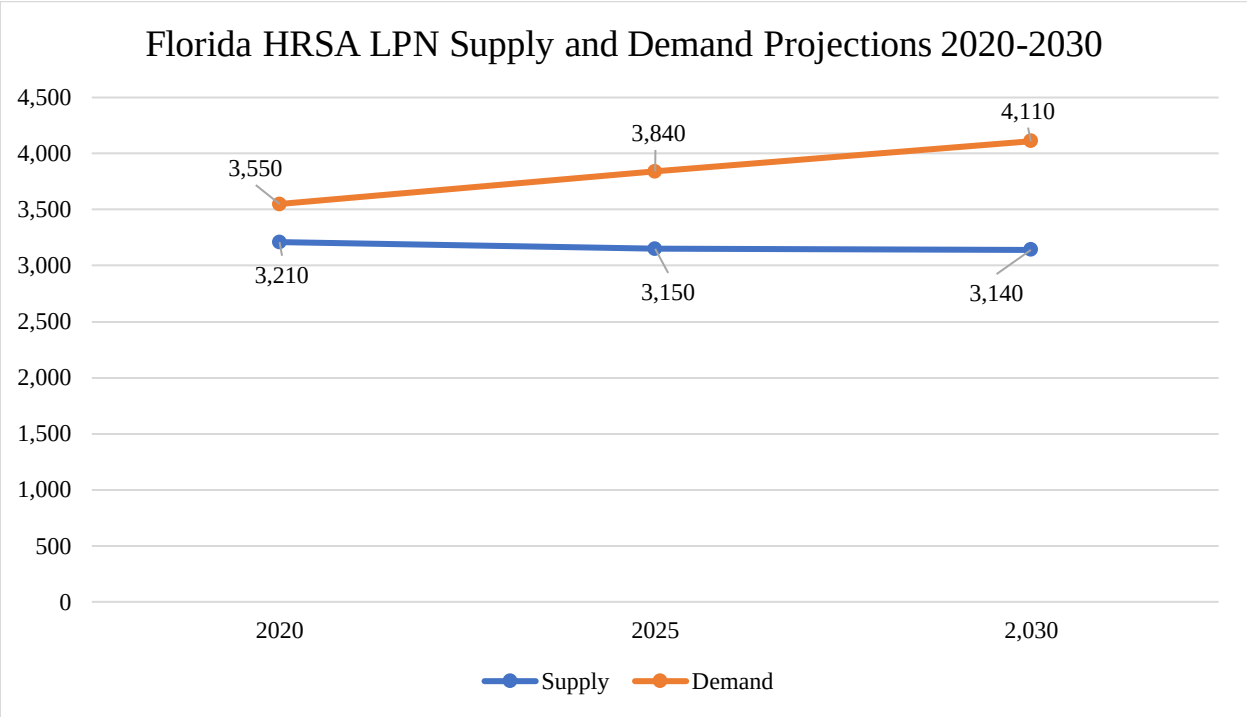
According to the Florida Statewide Demands Occupation list, LPNs ranked 16th (2020-2021), 17th (2021-2022) and 28th (2022-2023) in highest number of annual job openings.



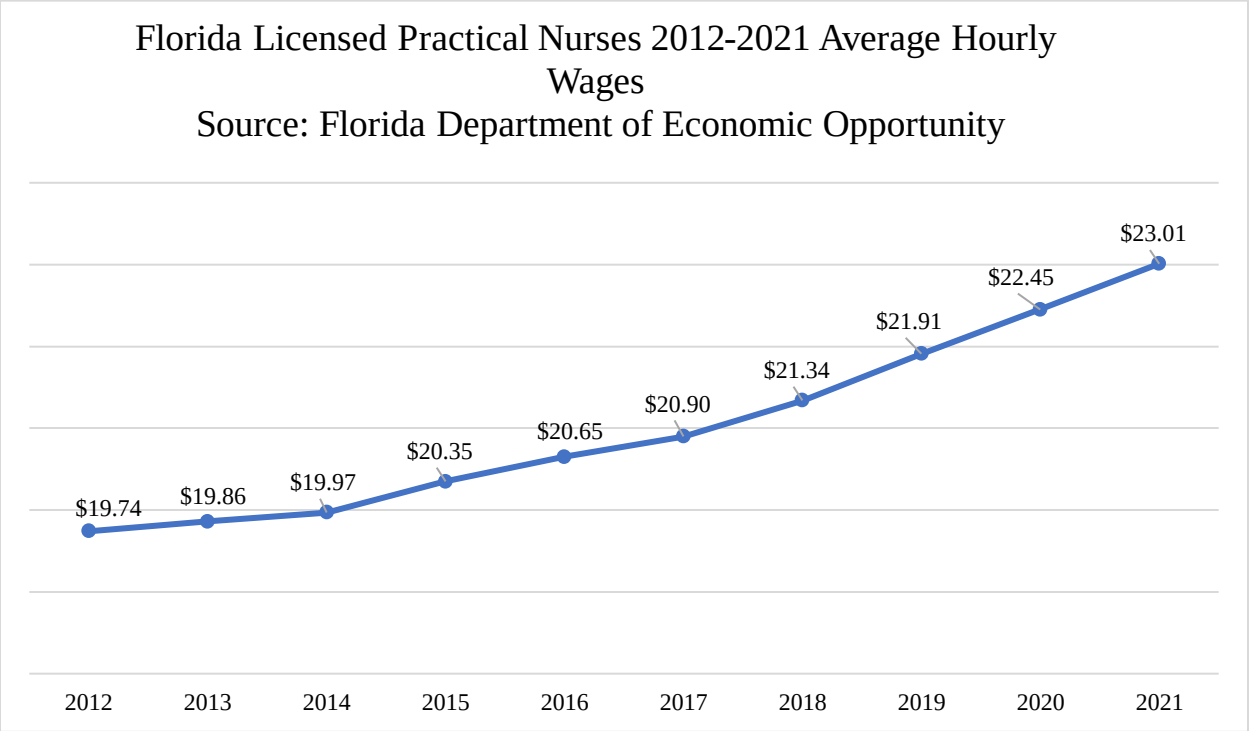
LPN jobs have a projected growth of 5,197 jobs (12.6%) from 2022-2030 with a total of 31,747 job openings over the eight-year period.



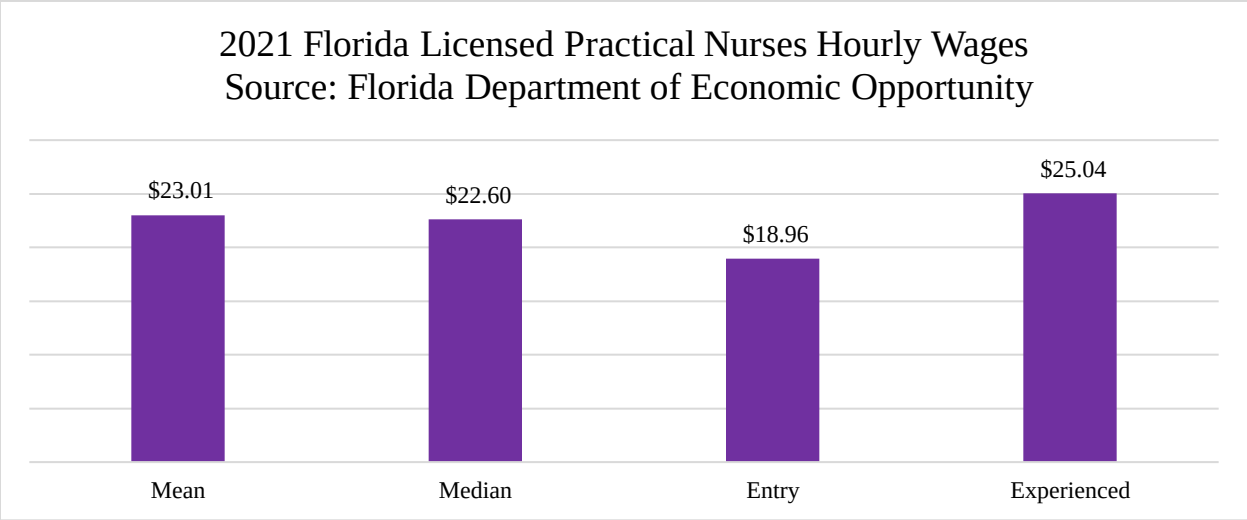
According to the HRSA Supply and Demand dashboard, the current shortage of LPNs is projected to grow through 2030. Please note that HRSA develops projections for Full-time Equivalent (FTE) rather than total count.



Florida LPN average hourly wages have grown by 16.57% from 2012 to 2021.

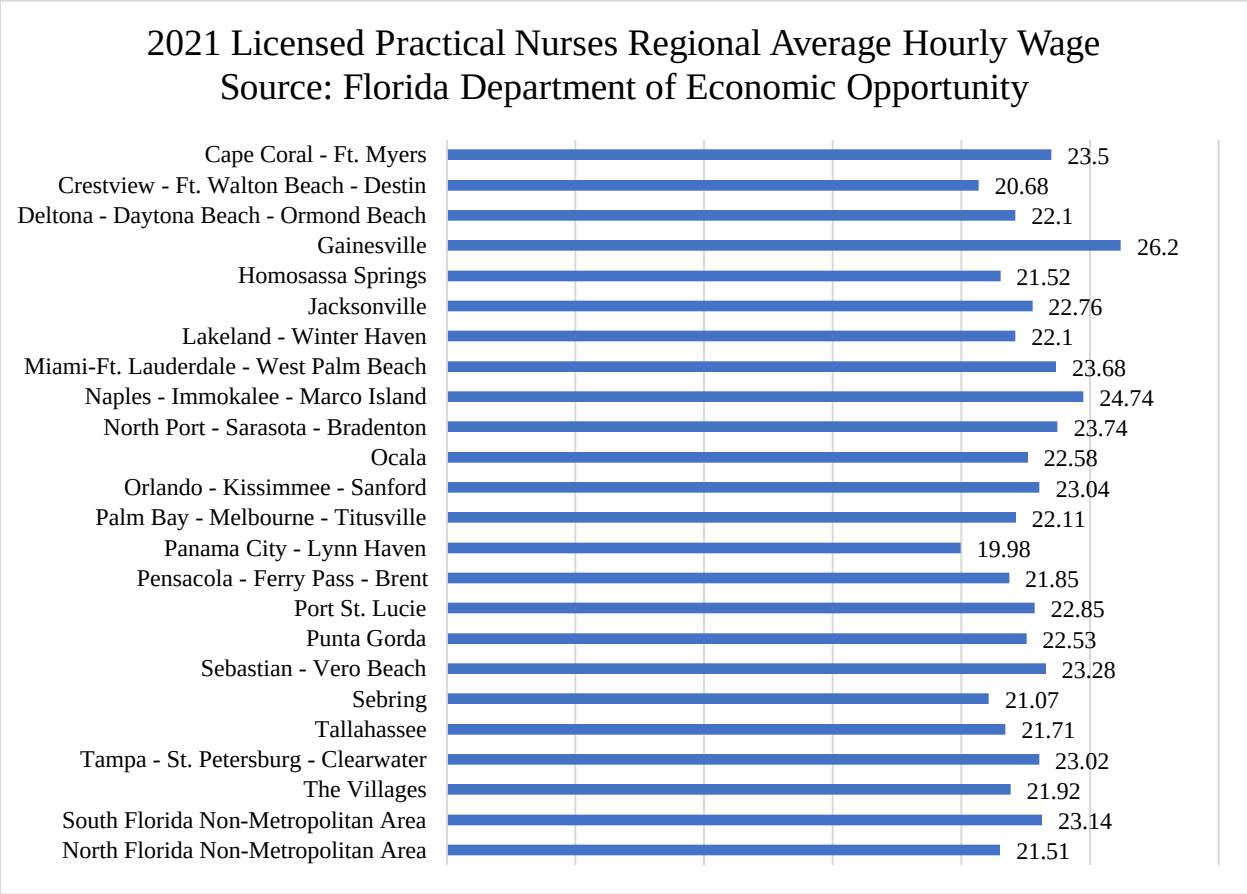


There is a small difference between mean and median hourly wages for Florida LPNs and a 32% difference between entry and experienced wages.

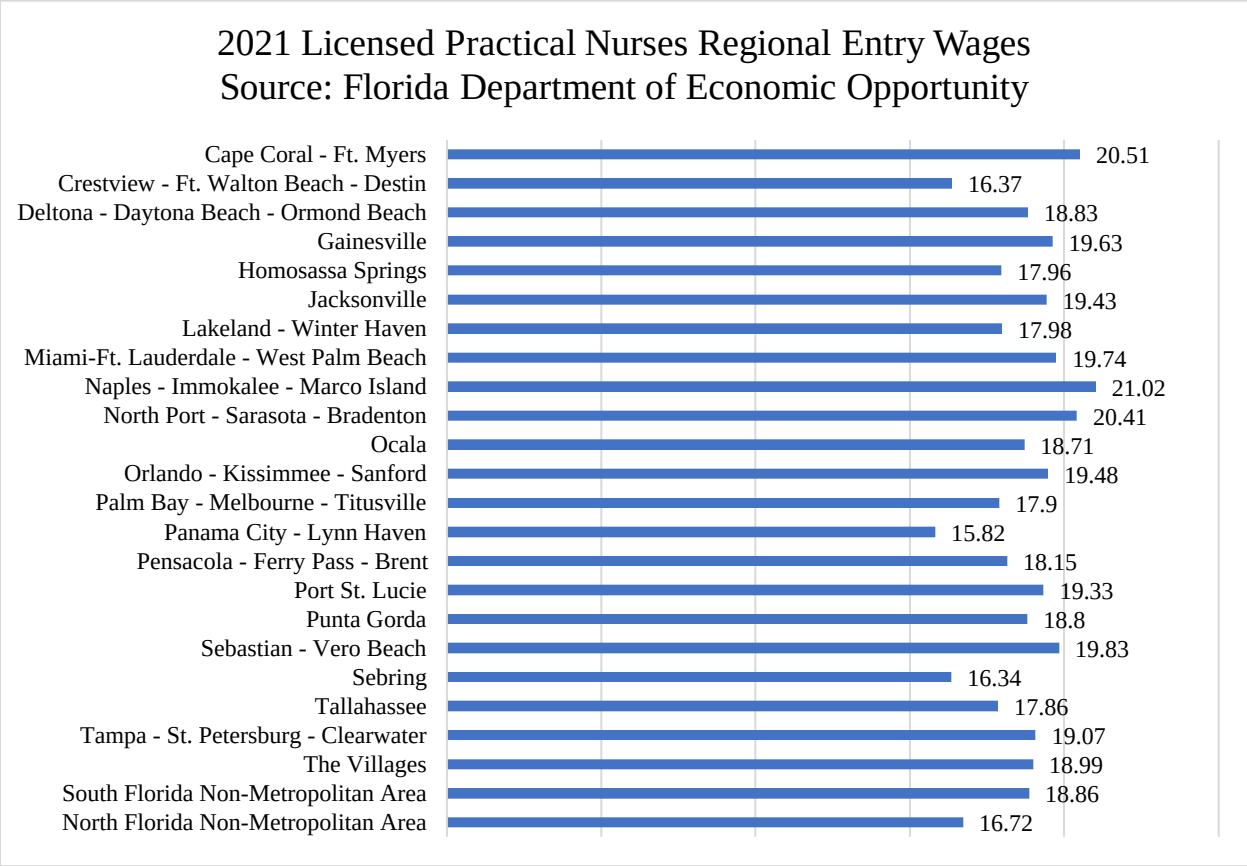


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

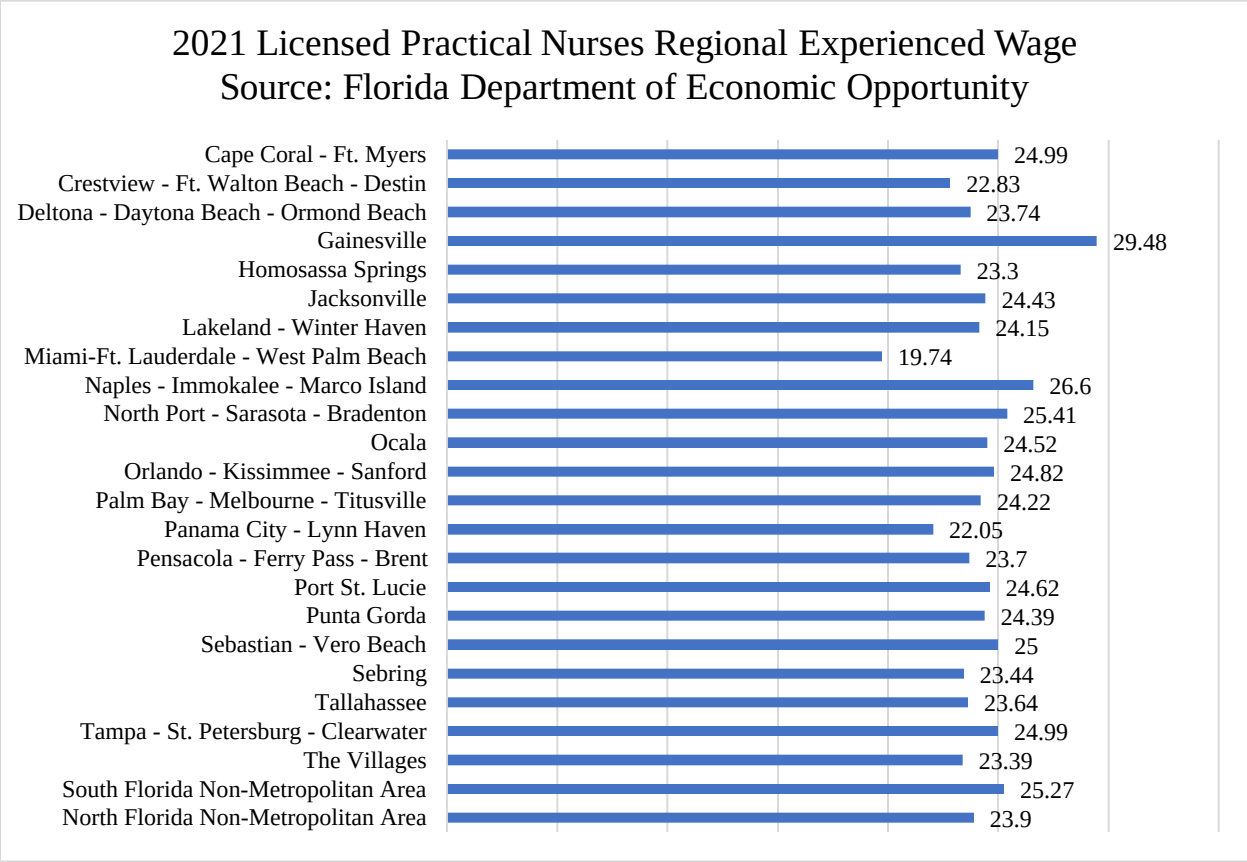
Florida LPN jobs in Gainesville have the greatest average hourly wage.



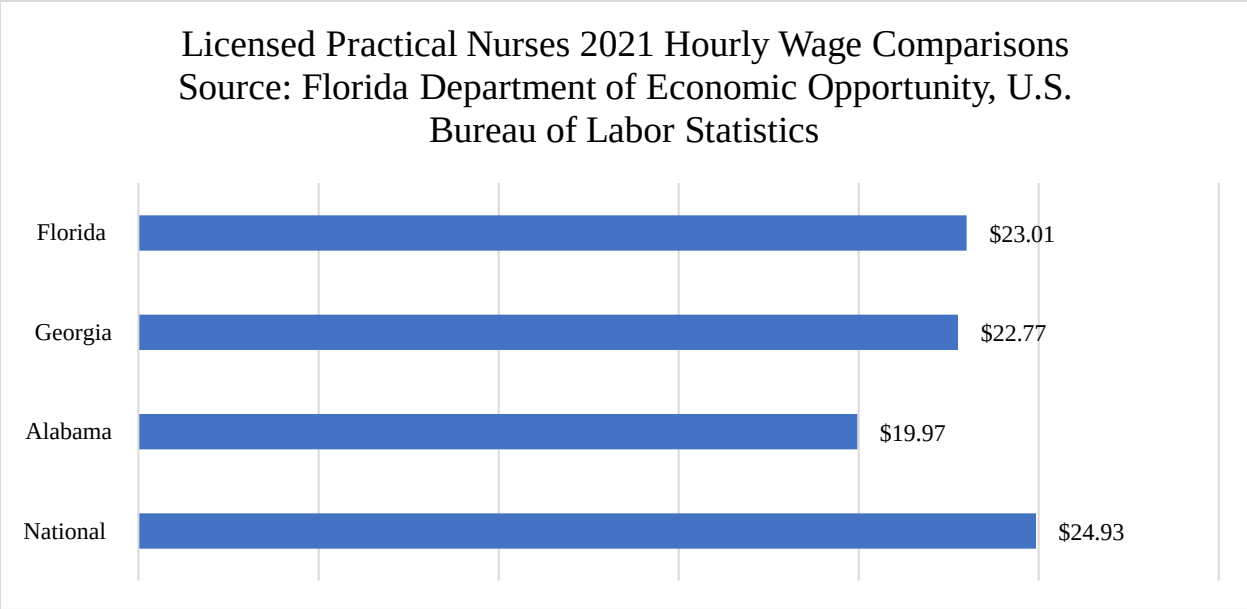
Florida LPN jobs in Naples-Immokalee-Marco Island have the greatest entry hourly wage.



Florida LPN jobs in Gainesville have the greatest experienced hourly wage.

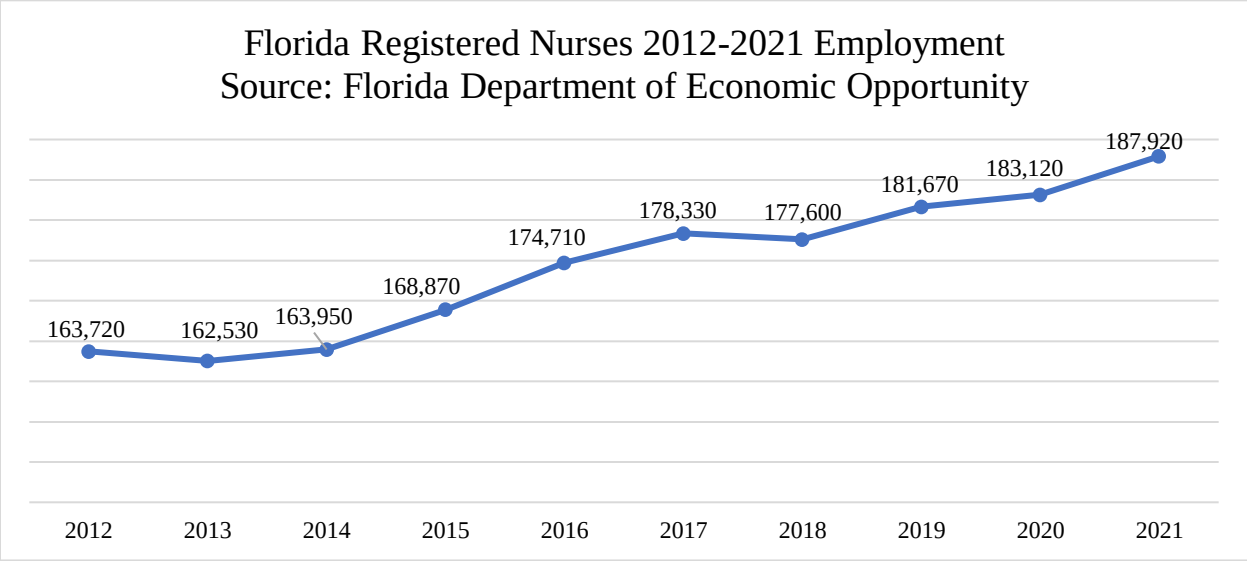


Florida LPN hourly wages are higher than Georgia and Alabama but are below the national average.

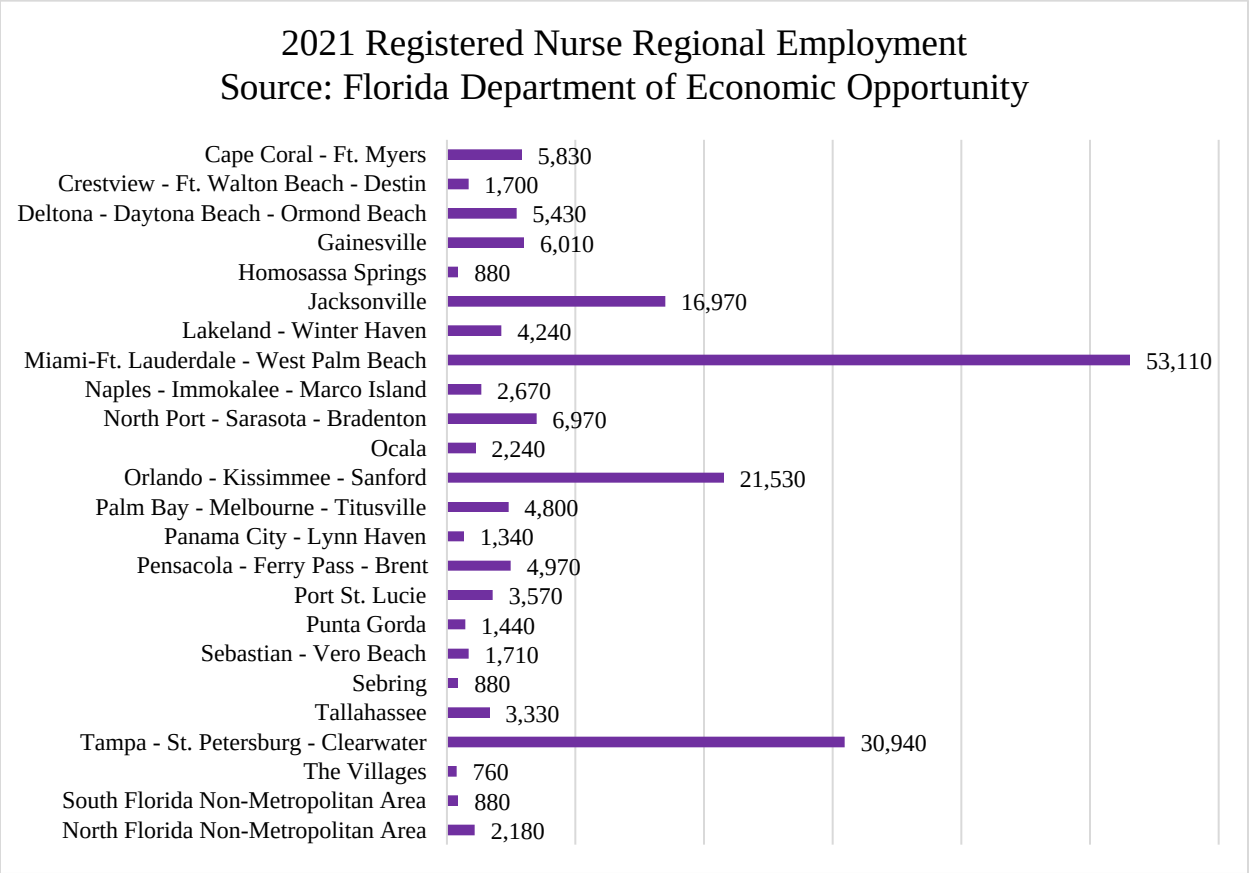


Demand for Registered Nurses

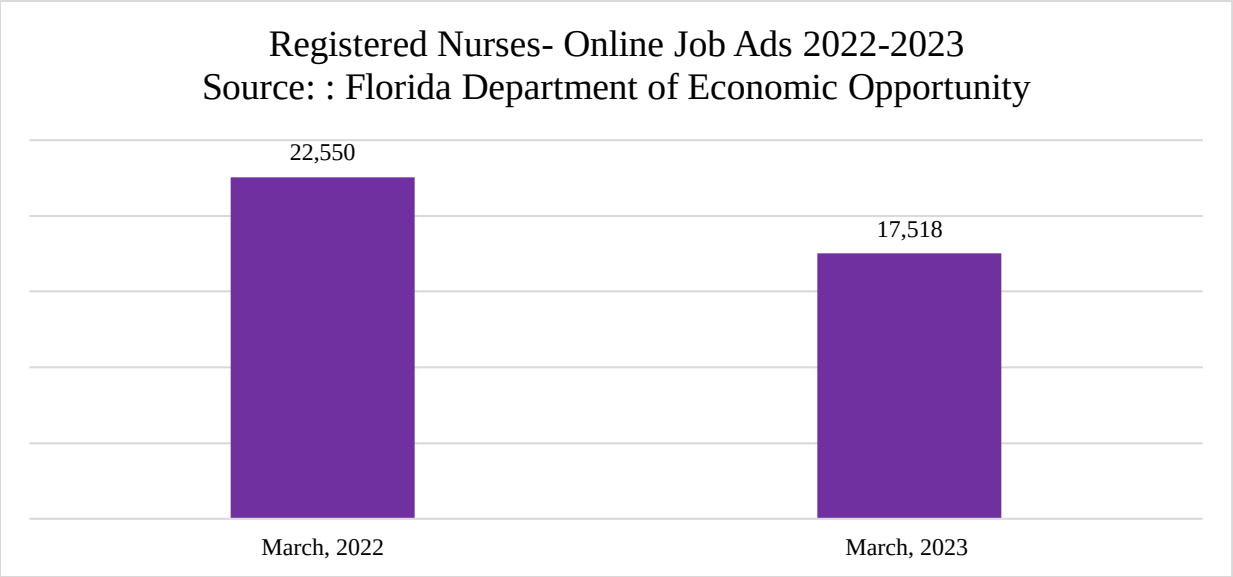
The number of jobs for RNs in Florida increased by 14.78% between 2012 and 2021.



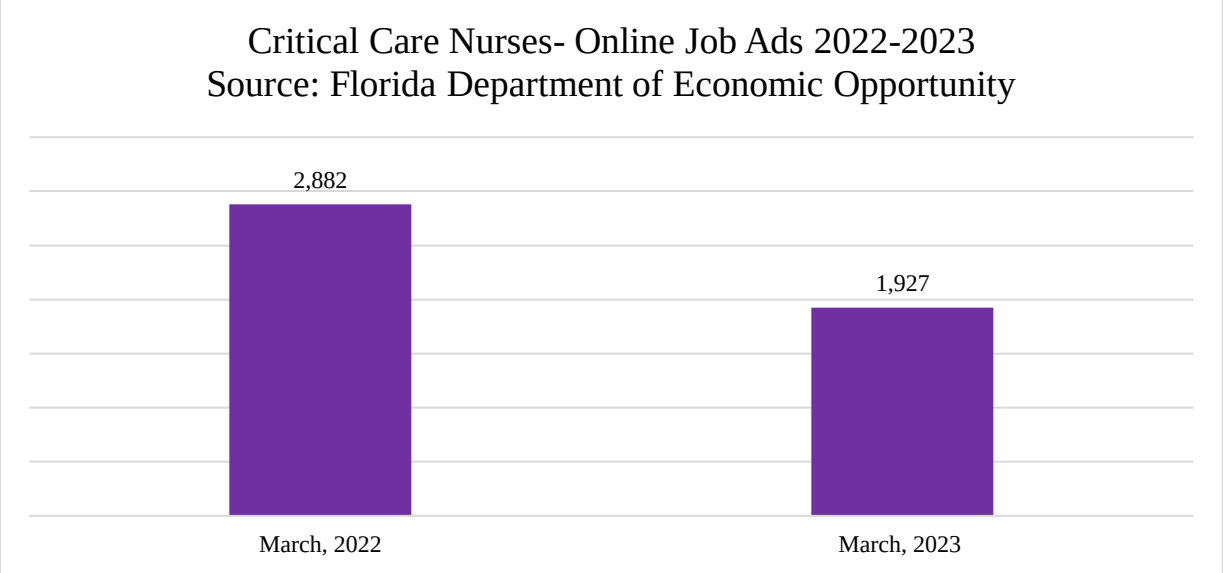
In 2021, Miami-Ft. Lauderdale-West Palm Beach region had the most RN jobs.



Utilizing online job ad data, RNs had the most online ads of any bachelor's level occupation in an analysis of March Job Postings in 2022 and 2023.

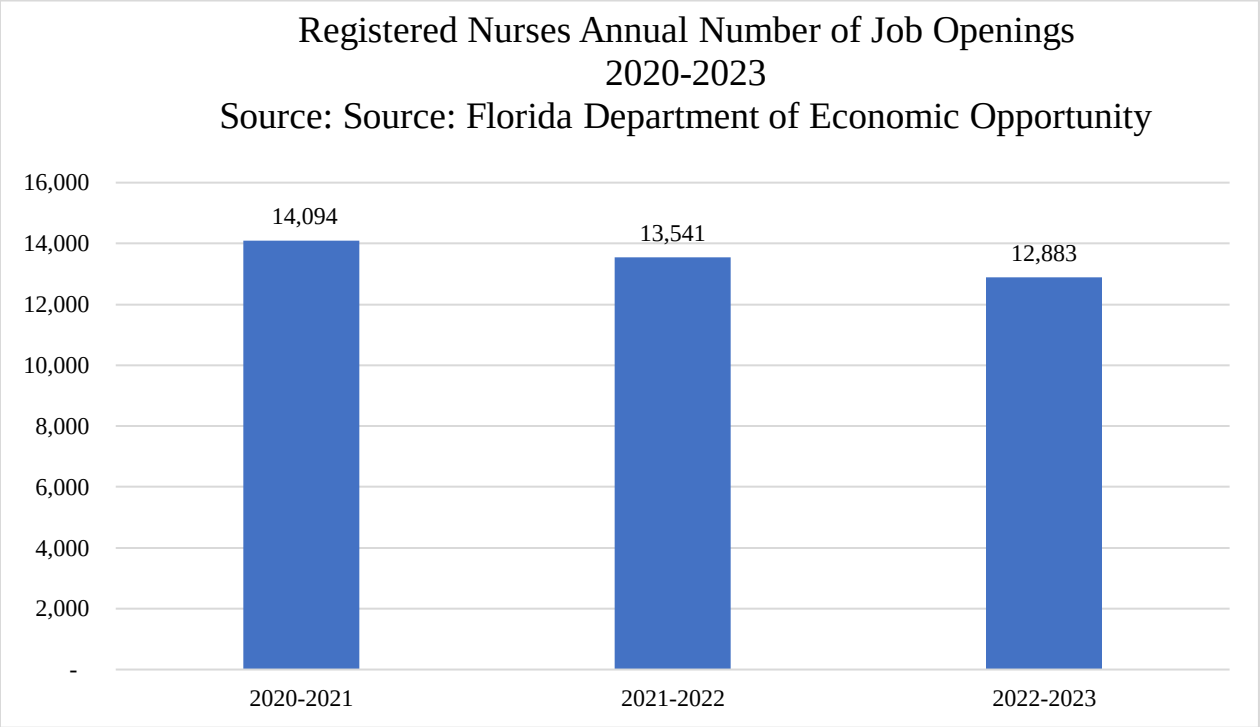


Utilizing online job ad data, Critical Care Nurses had the 8th highest (2022) and 9th highest (2023) number of online ads of any bachelor's level occupation in an analysis of March Job Postings in 2022 and 2023.

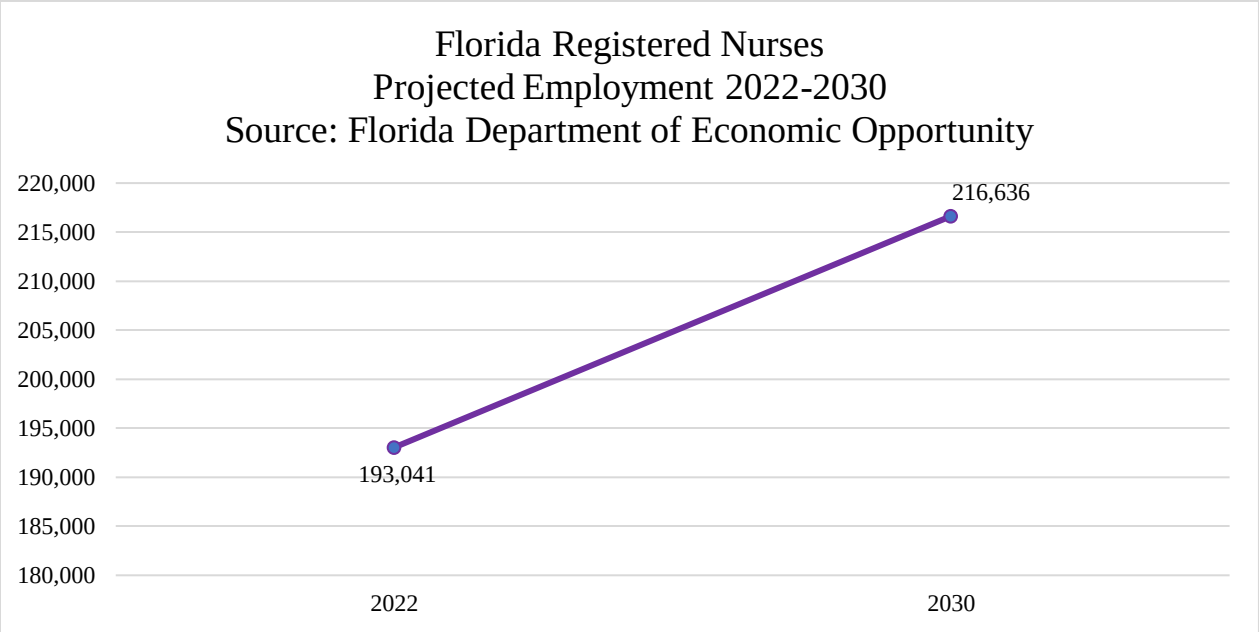


RNs are ranked 7th in occupations gaining the most new jobs across all education levels in Florida according to state labor market data.

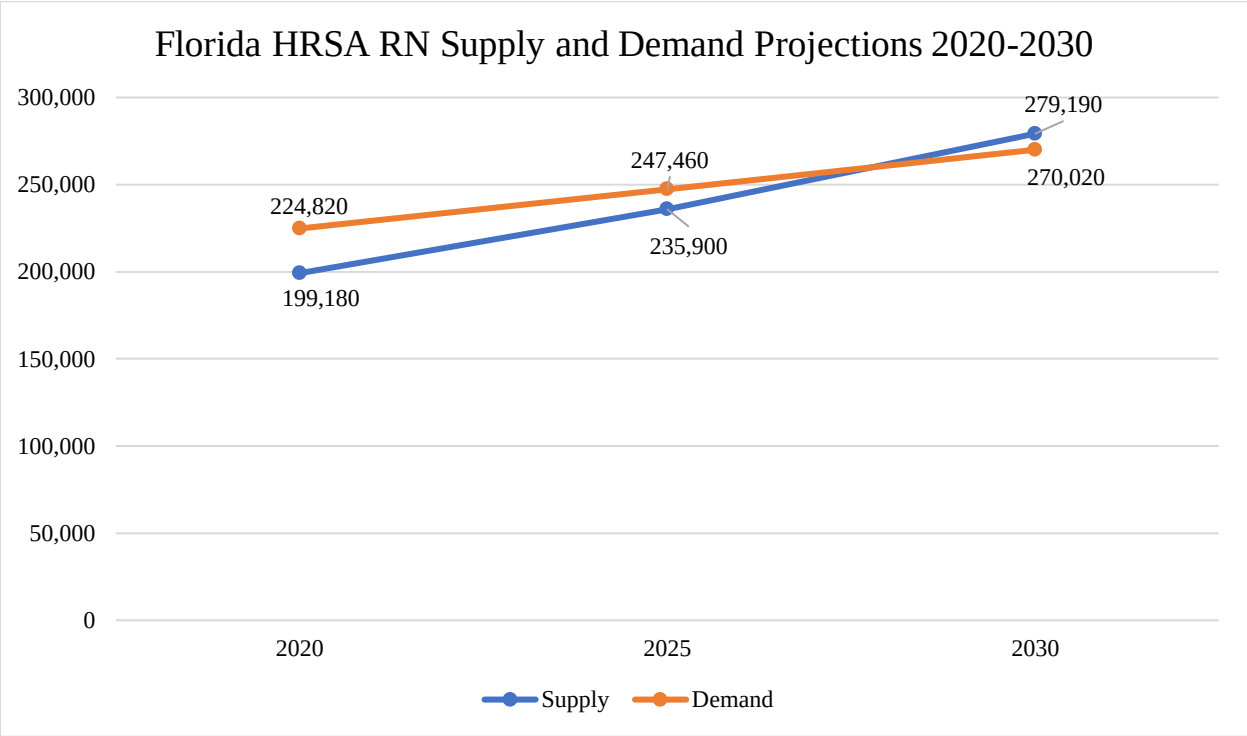
According to the Florida Statewide Demands Occupation list, RNs ranked 1st (2020-2021), 2nd (2021-2022) and 1st (2022-2023) in highest number of annual job openings. RNs are categorized as a High Skill, High Wage occupation in Florida.



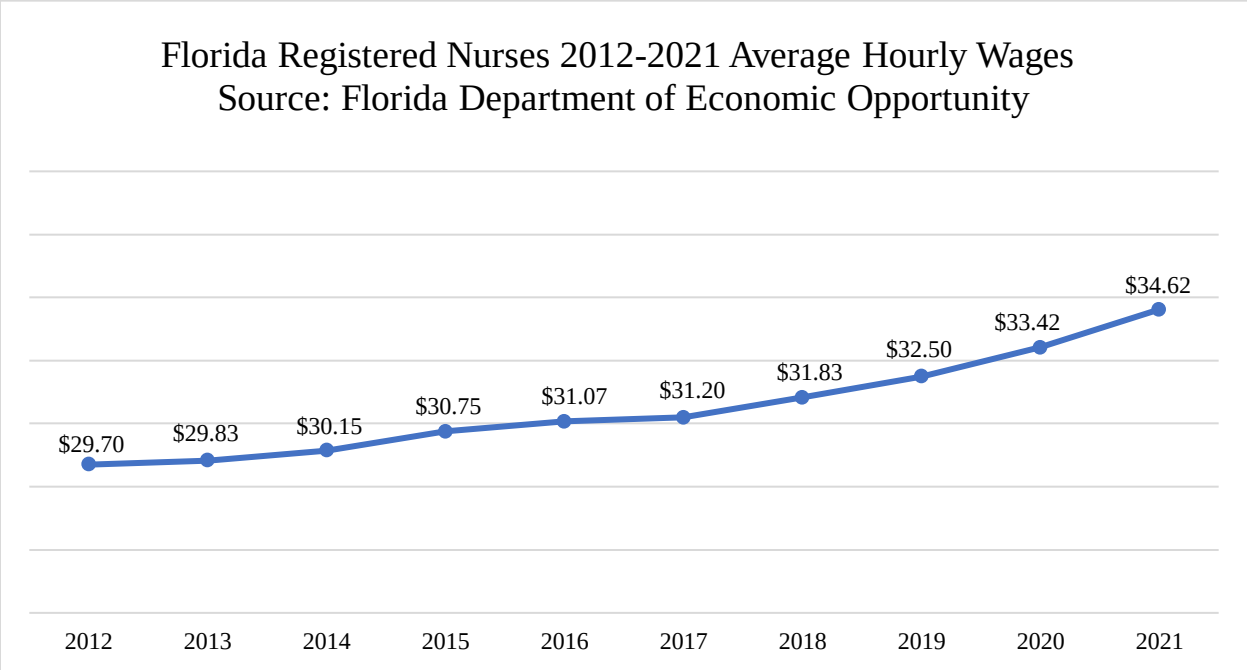
RNs jobs have a projected growth of 23,595 jobs (12.2%) from 2022-2030 with a total of 108,546 job openings over the eight-year period.



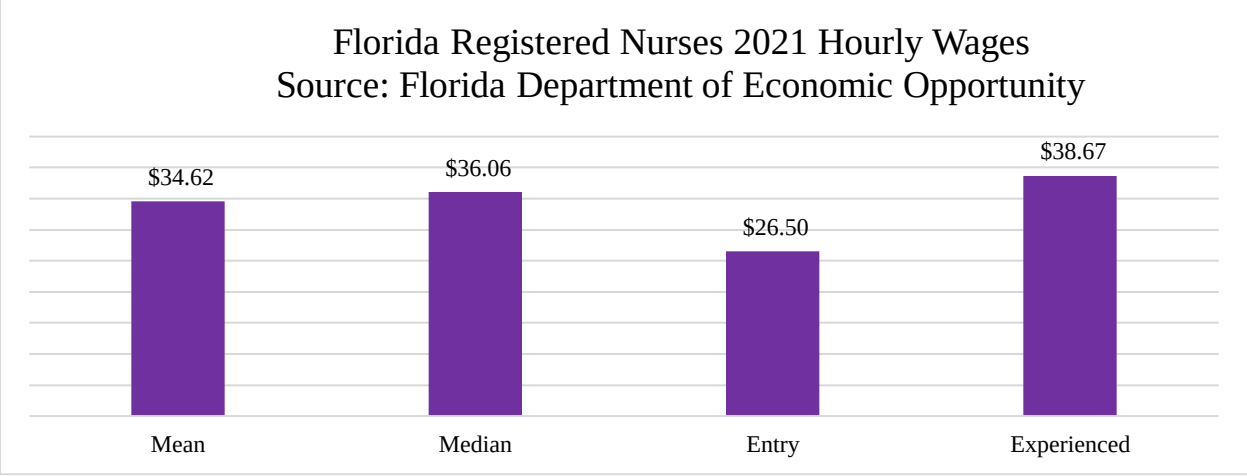
According to the HRSA Supply and Demand dashboard, the current shortage of RNs is projected to decrease by 2030. Please note that HRSA develops projections for Full-time Equivalent (FTE) rather than total count.



Florida RN average hourly wages have grown by 16.57% from 2012 to 2021.

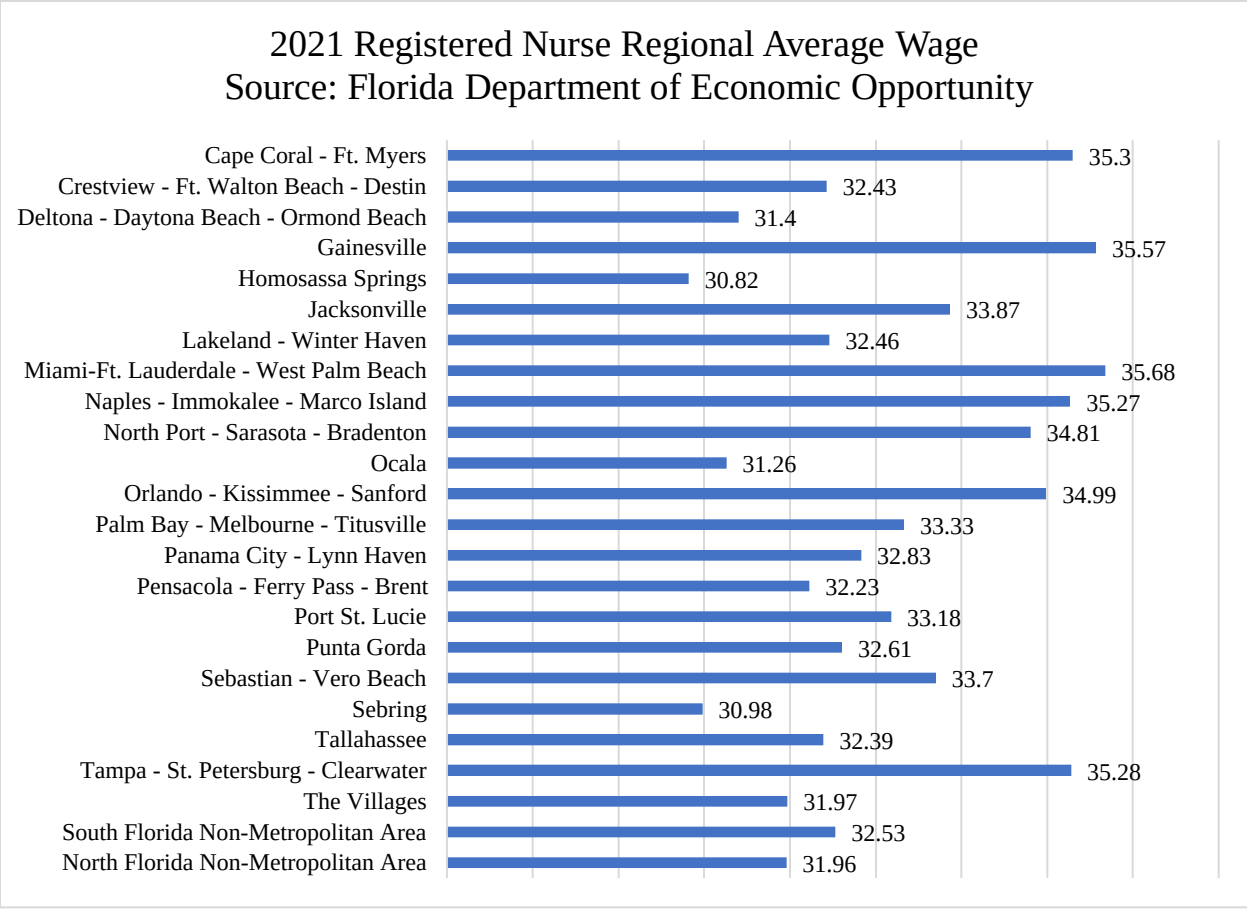


There is a small difference between mean and median hourly wages for Florida RNs and a 46% difference between entry and experienced wages.

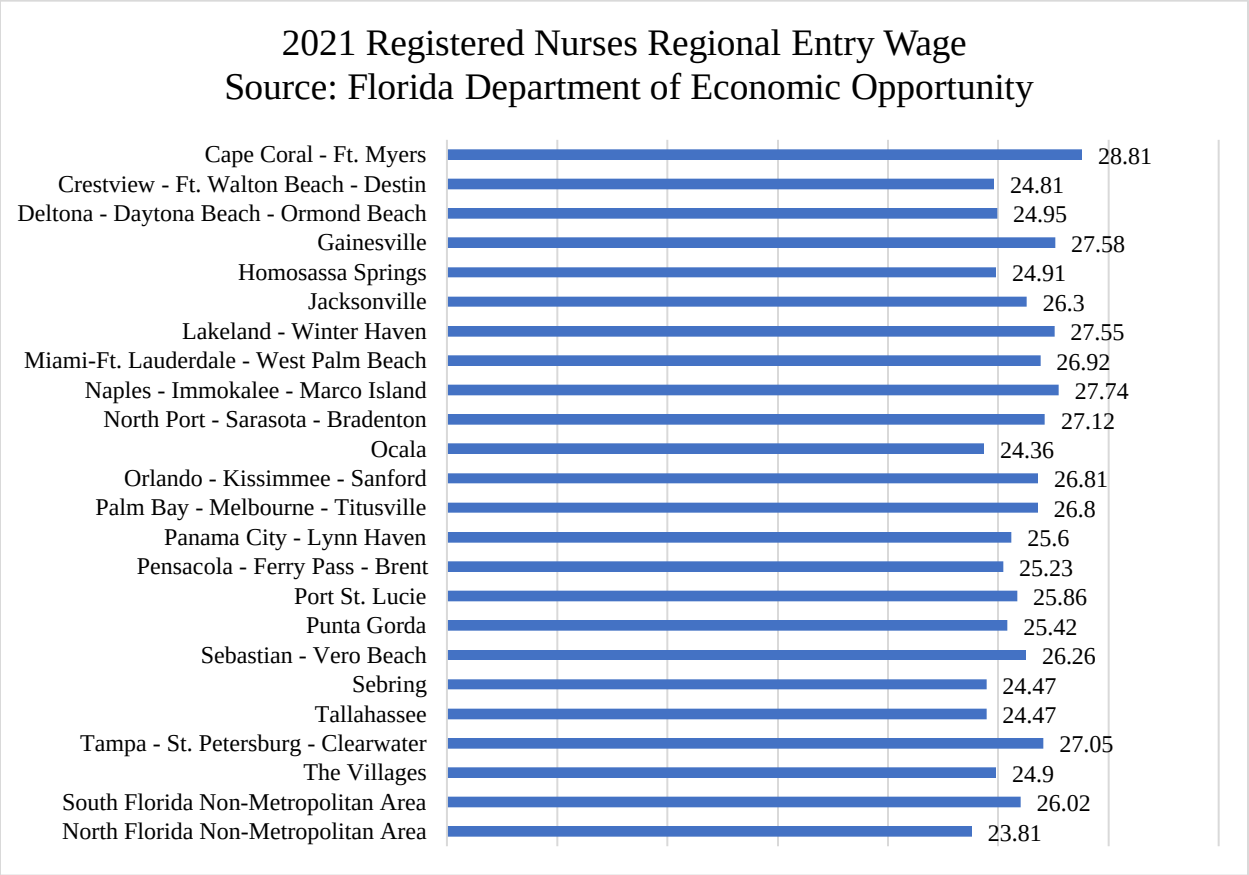


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

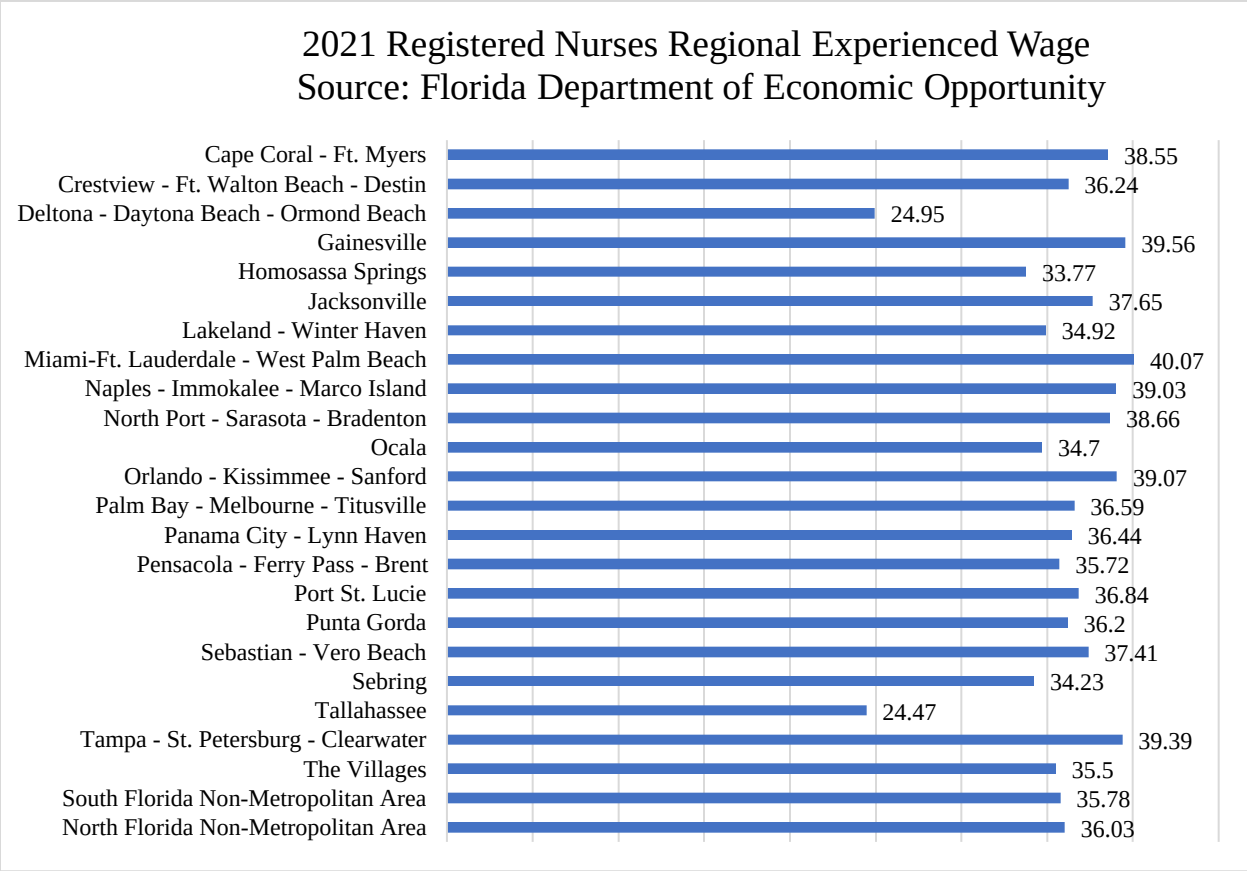
Florida RN jobs in Miami-Ft. Lauderdale-West Palm Beach have the greatest average hourly wage.



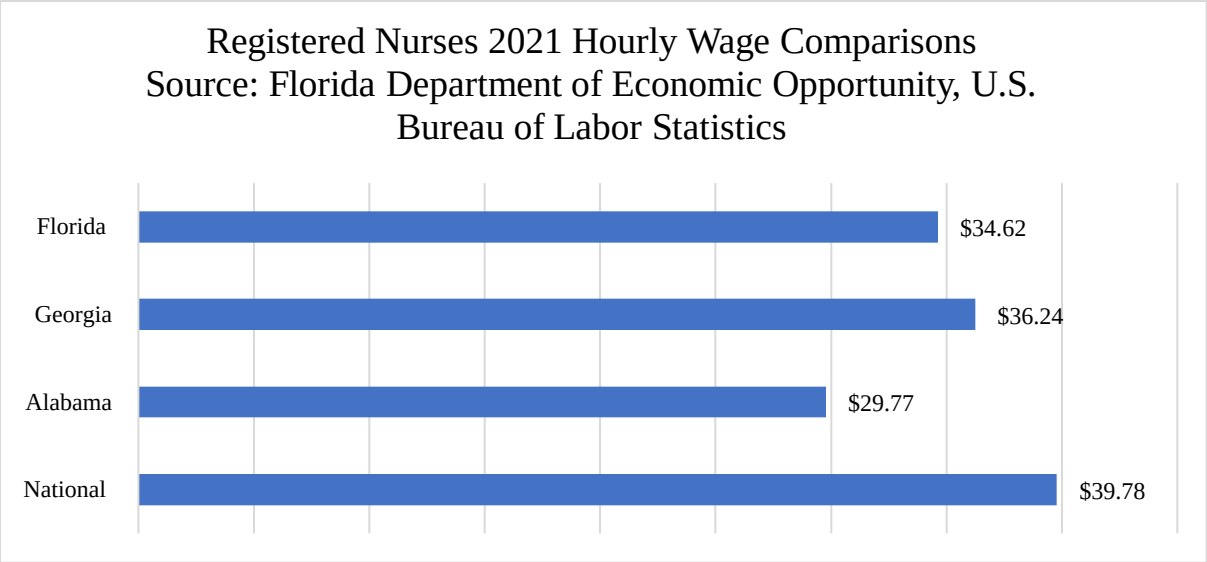
Florida RN jobs in Cape Coral-Ft. Myers have the greatest entry hourly wage.



Florida RN jobs in Miami-Ft. Lauderdale-West Palm Beach have the greatest experienced hourly wage.

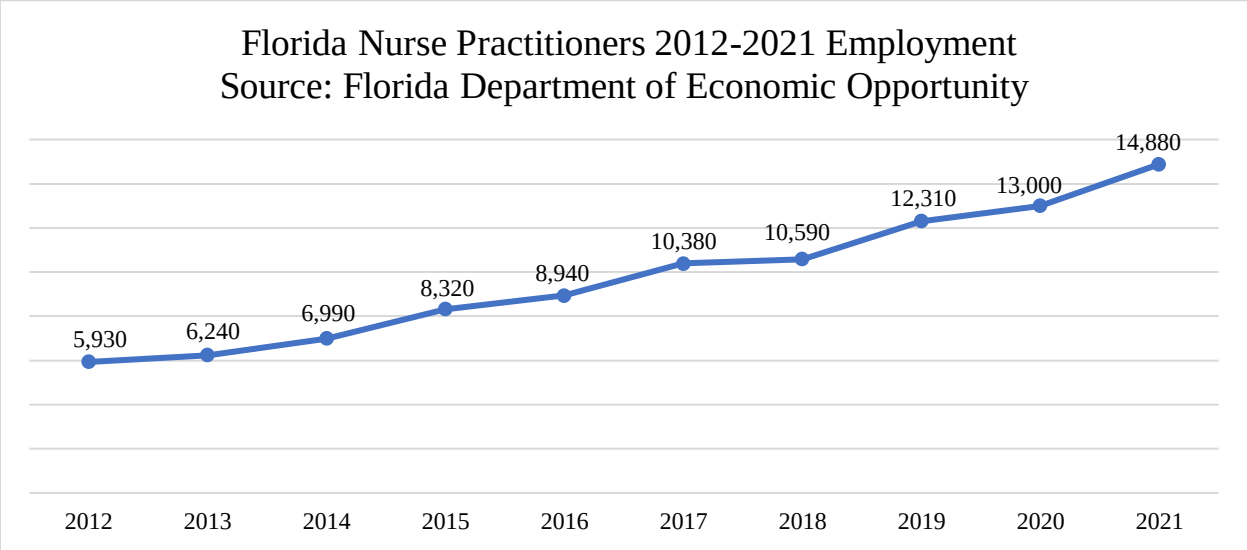


Florida RN hourly wages are higher than Alabama but are below Georgia and the national average.

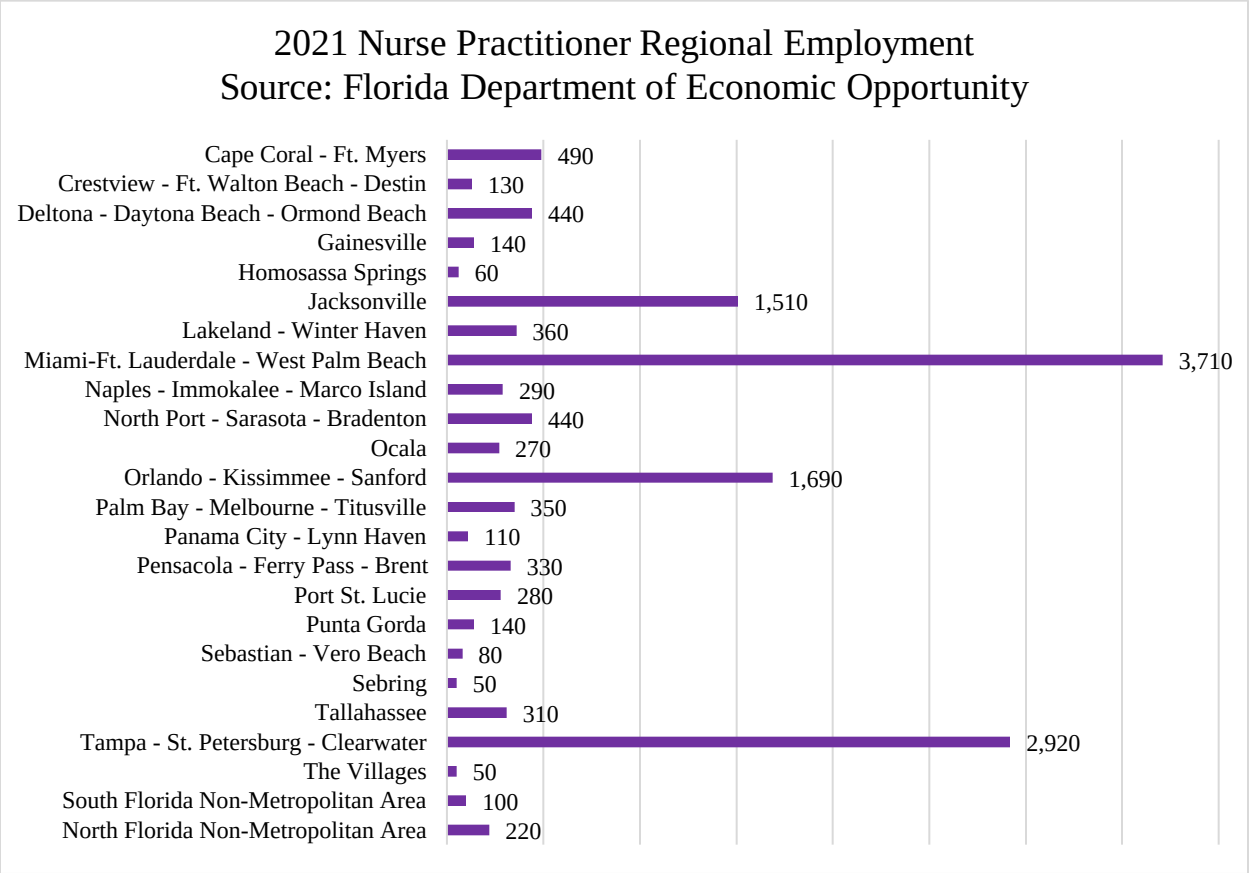


Demand for Nurse Practitioners

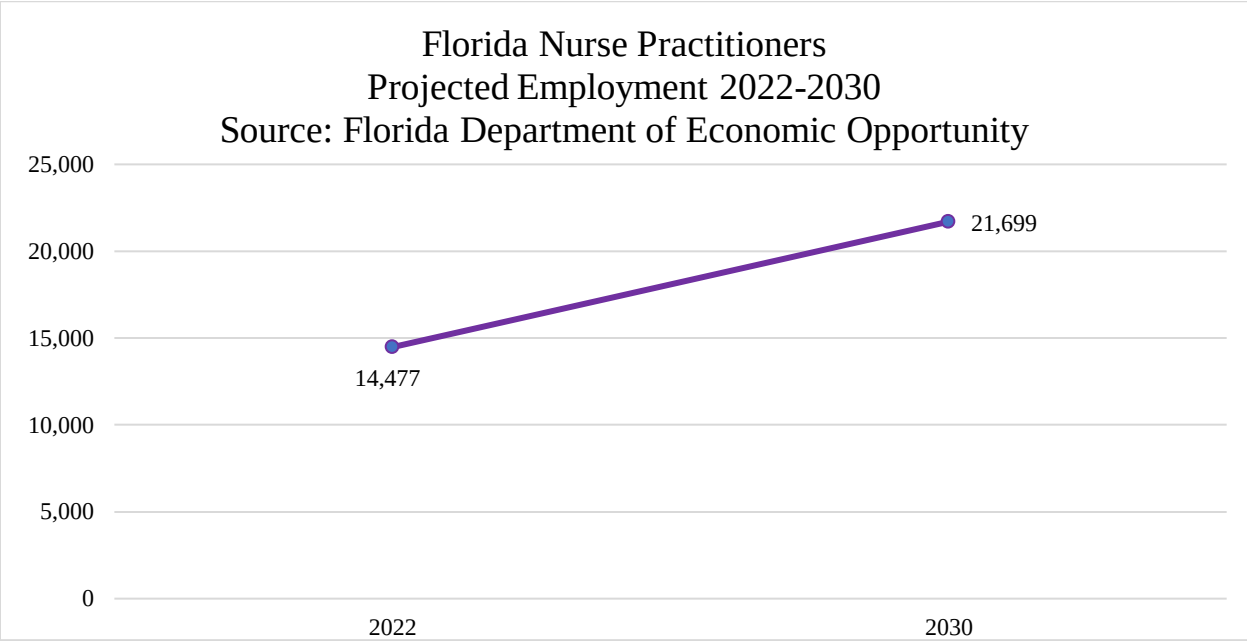
The number of jobs for NPs in Florida increased by 150.93% between 2012 and 2021.



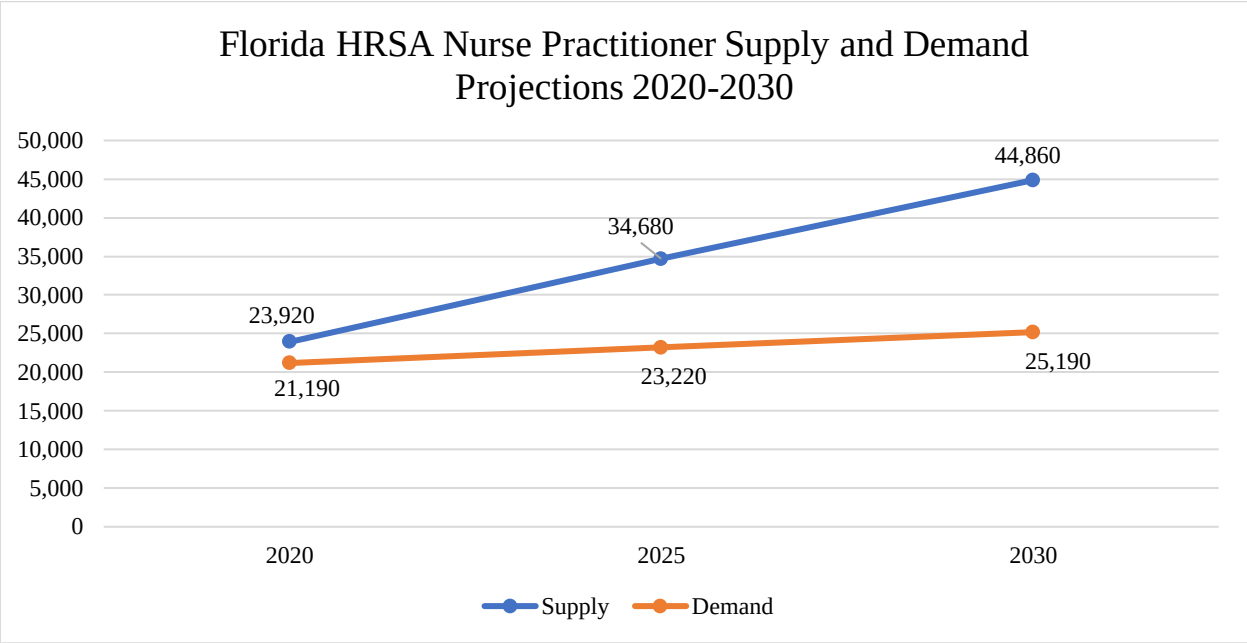
In 2021, Miami-Ft. Lauderdale-West Palm Beach region had the most NP jobs.



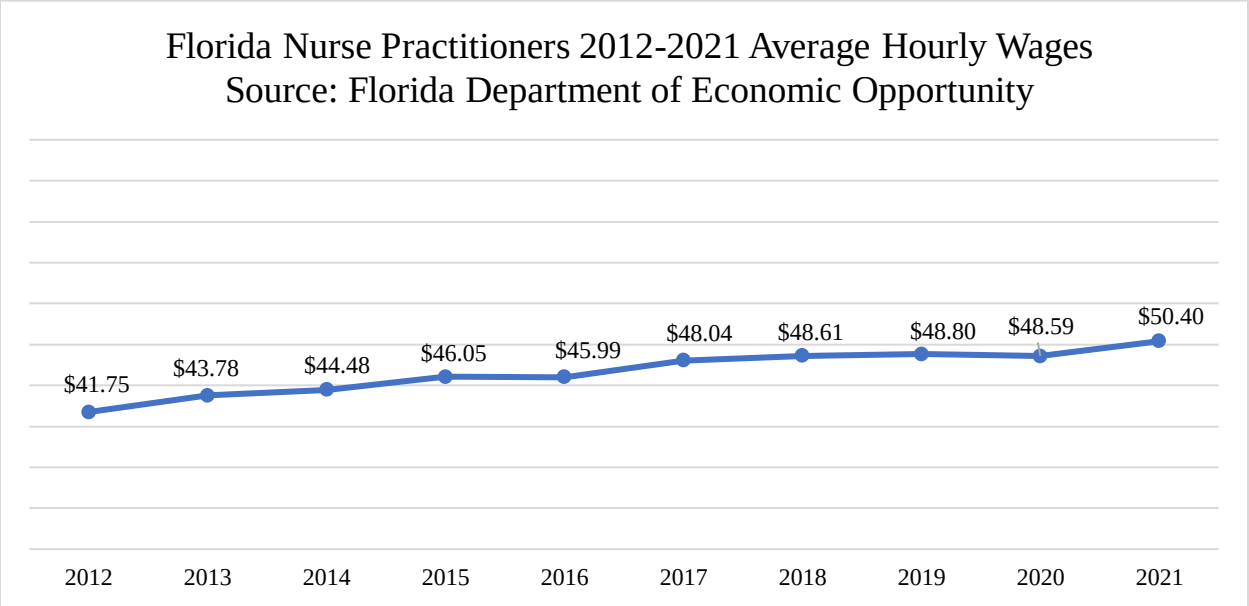
Florida labor market projections indicate a projected growth of 7,222 jobs (49.9%) from 2022-2030 with a total of 14,778 job openings over the eight-year period. Nurse practitioners are ranked 1st in Florida as the fastest growing occupations requiring a college degree.



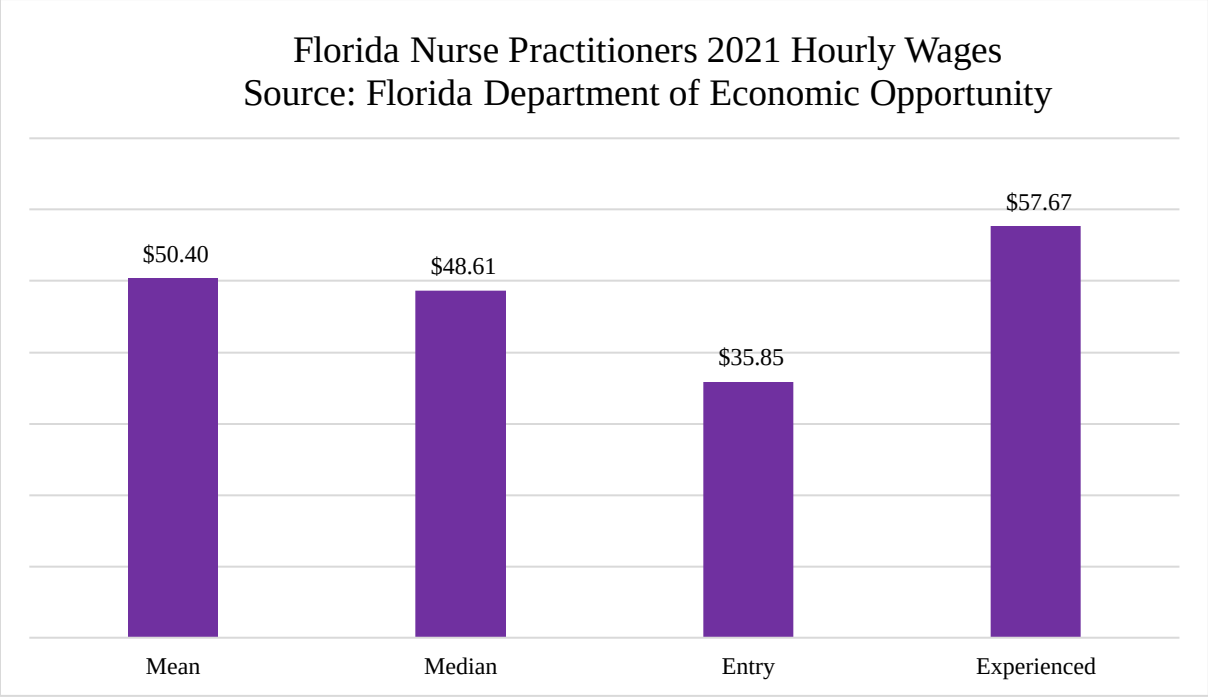
According to the HRSA Supply and Demand dashboard, there is currently a greater supply of NPs than demand and this is projected to increase by 2030. Please note that HRSA develops projections for Full-time Equivalent (FTE) rather than total count.



Florida NP average hourly wages have grown by 20.72% from 2012 to 2021.

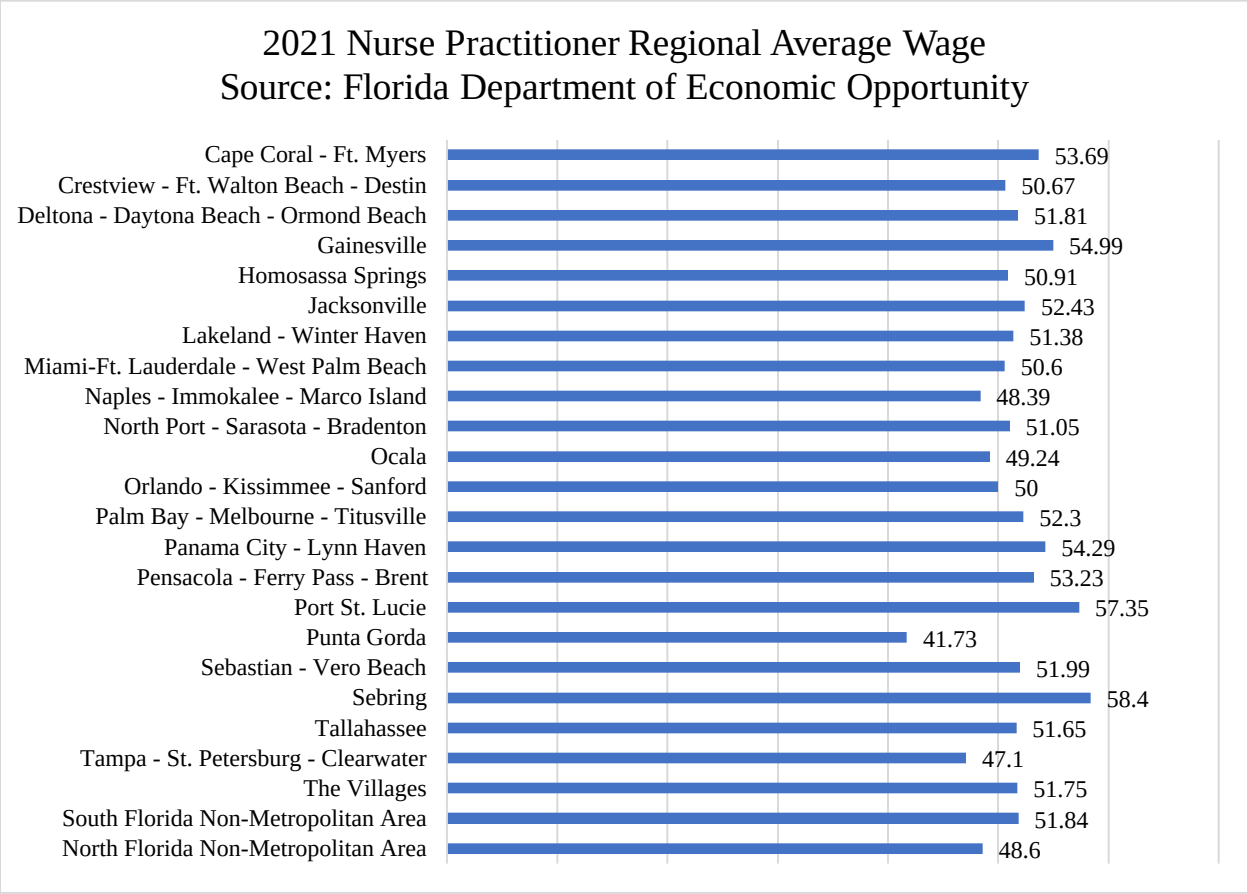


There is a small difference between mean and median hourly wages for Florida NPs and a 61% difference between entry and experienced wages.

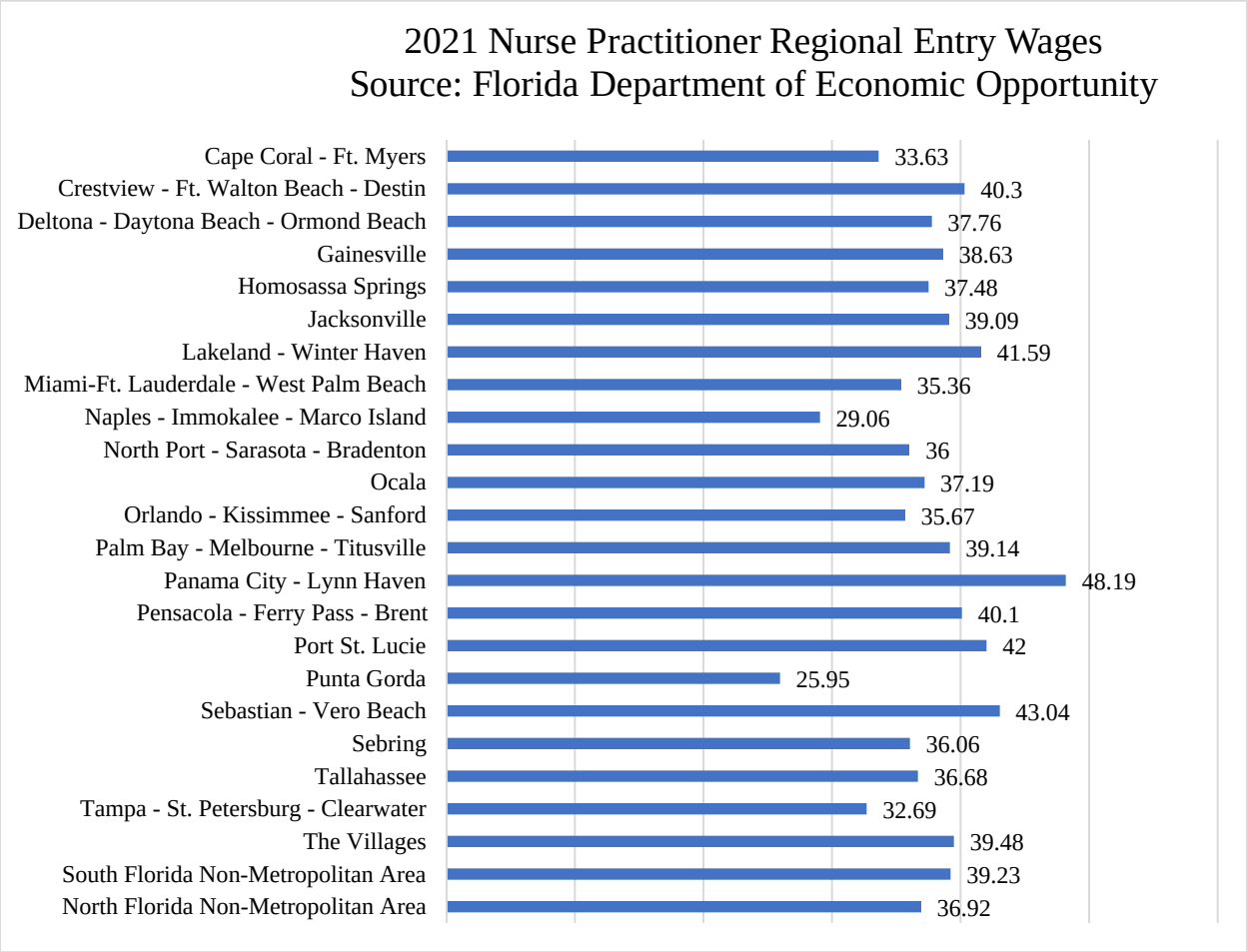


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

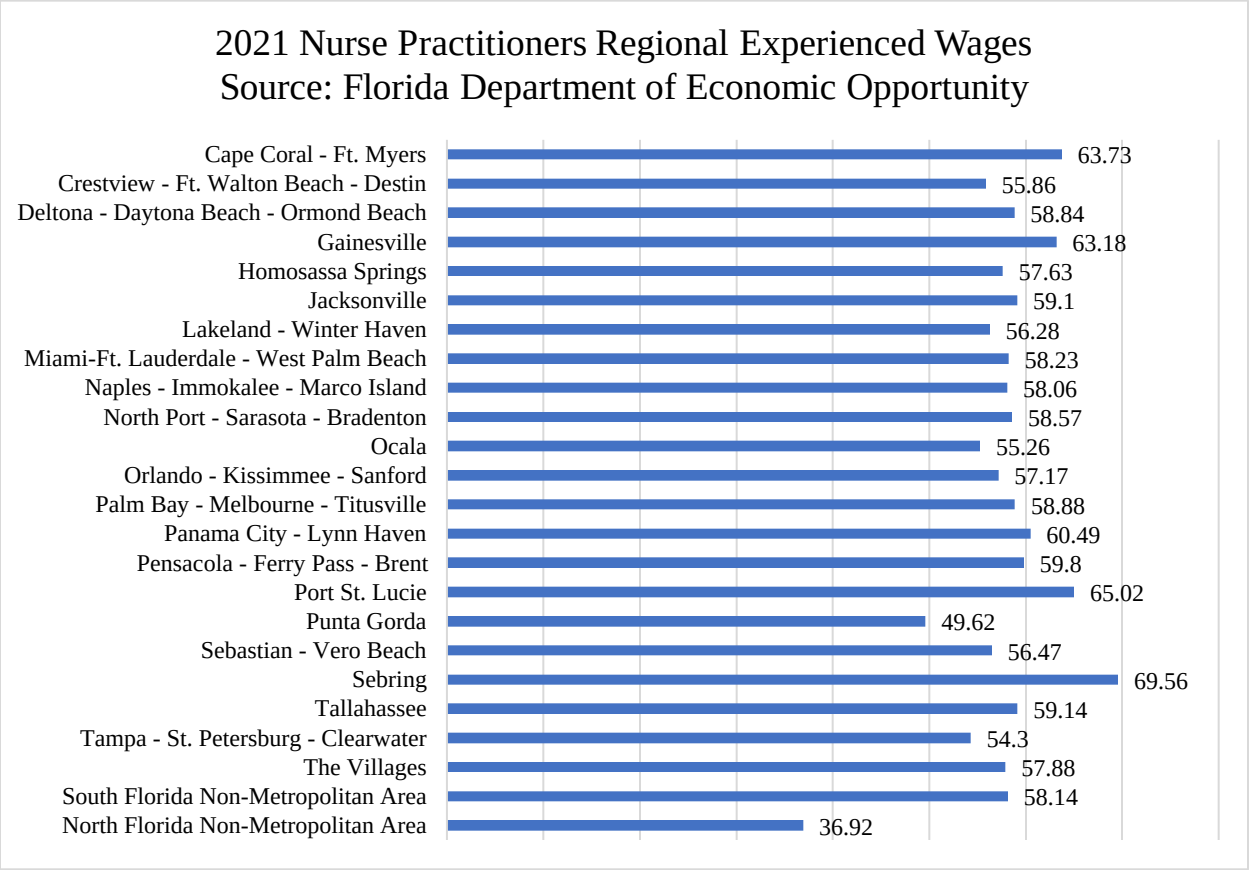
Florida NP jobs in Sebring have the greatest average hourly wage.



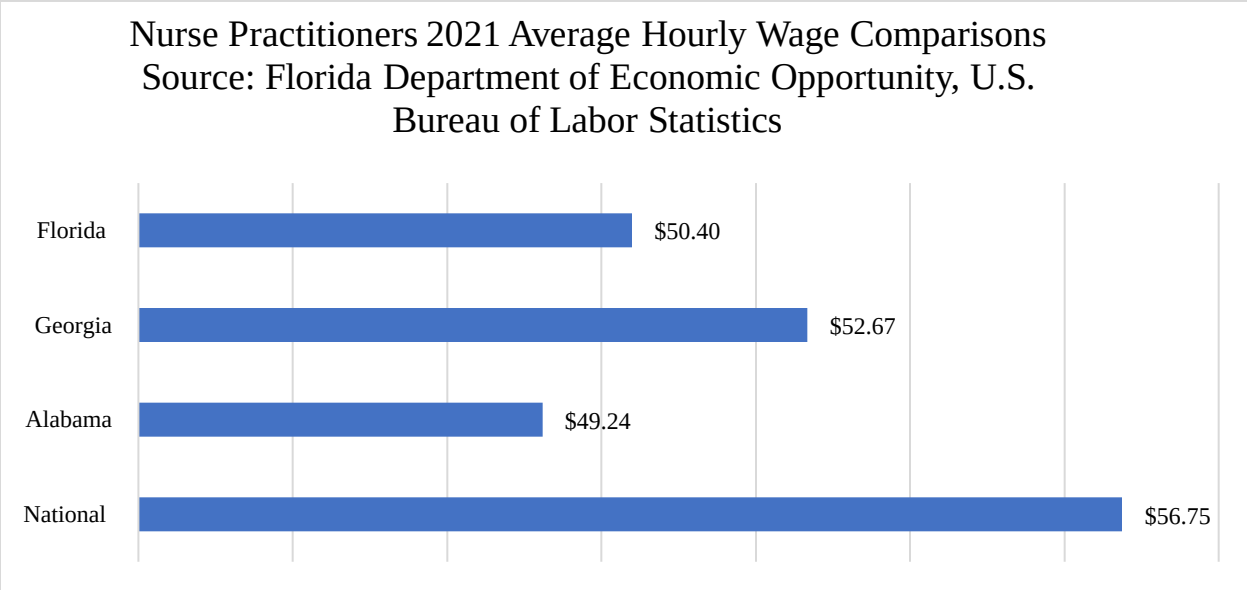
Florida NP jobs in Panama City-Lynn Haven have the greatest entry hourly wage.



Florida NP jobs in Sebring have the greatest experienced hourly wage.

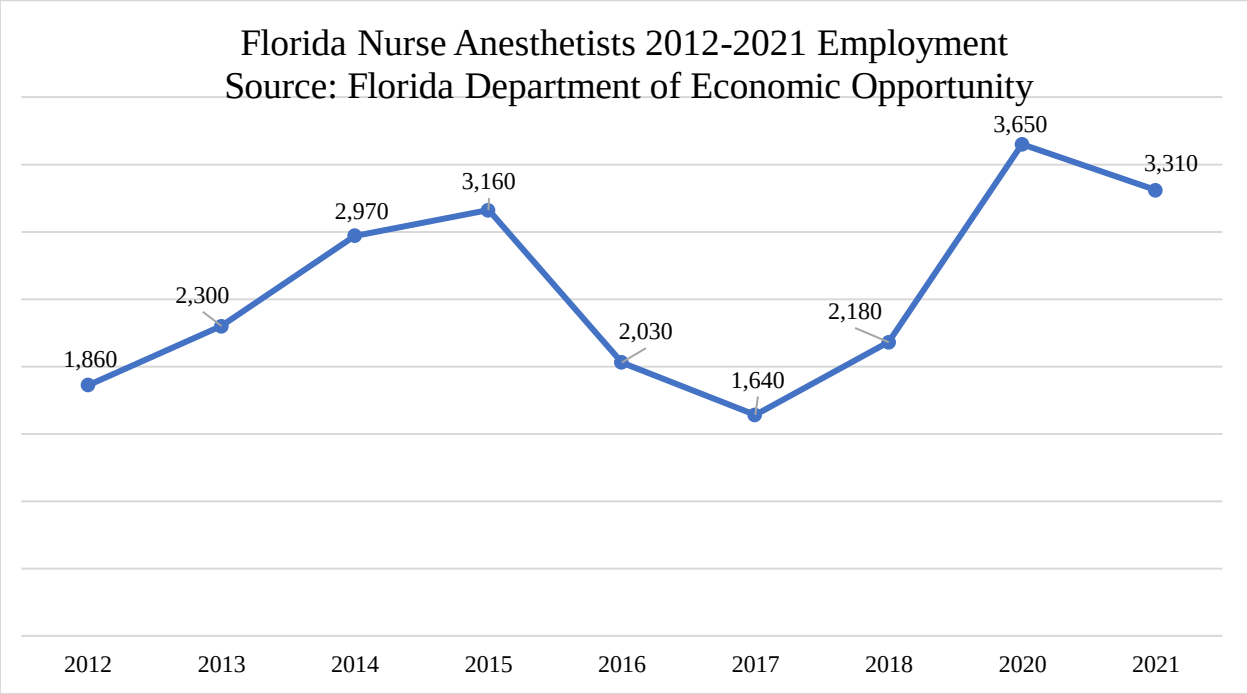


Florida NP average hourly wages are higher than Alabama but are below Georgia and the national average.



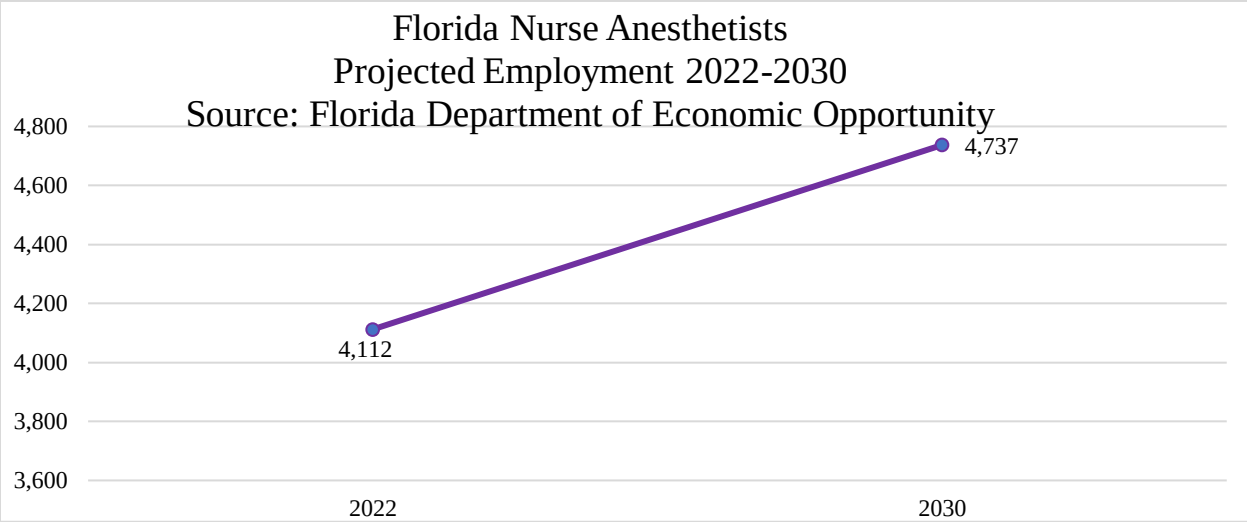
Demand for Certified Registered Nurse Anesthetists

The number of jobs for CRNAs in Florida increased by 78% between 2012 and 2021.

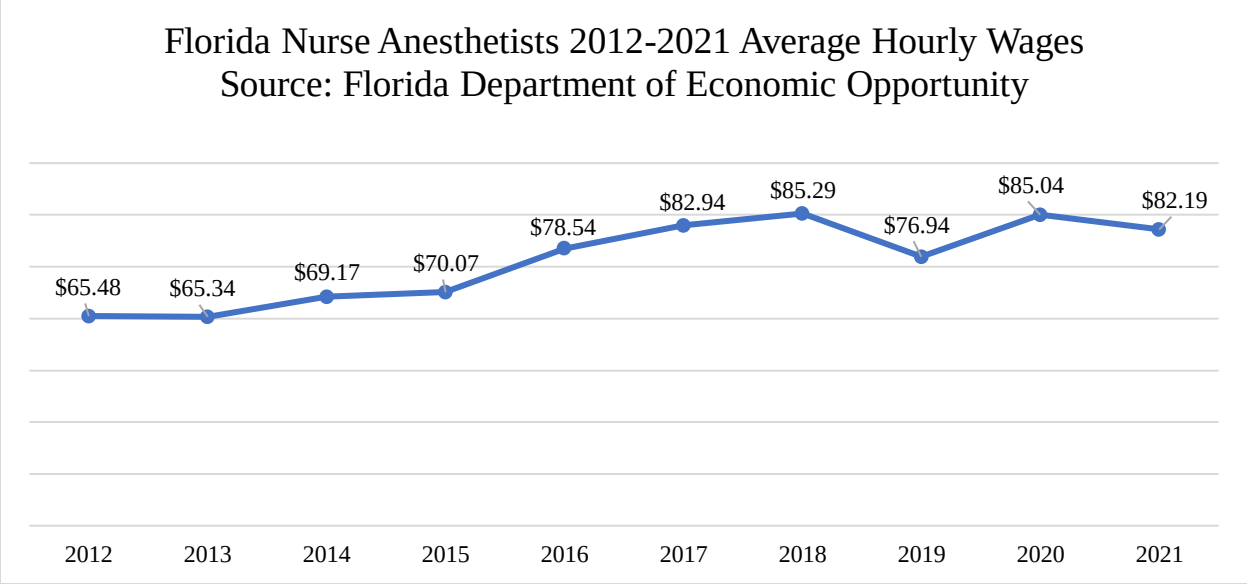


Note: 2019 data was unavailable

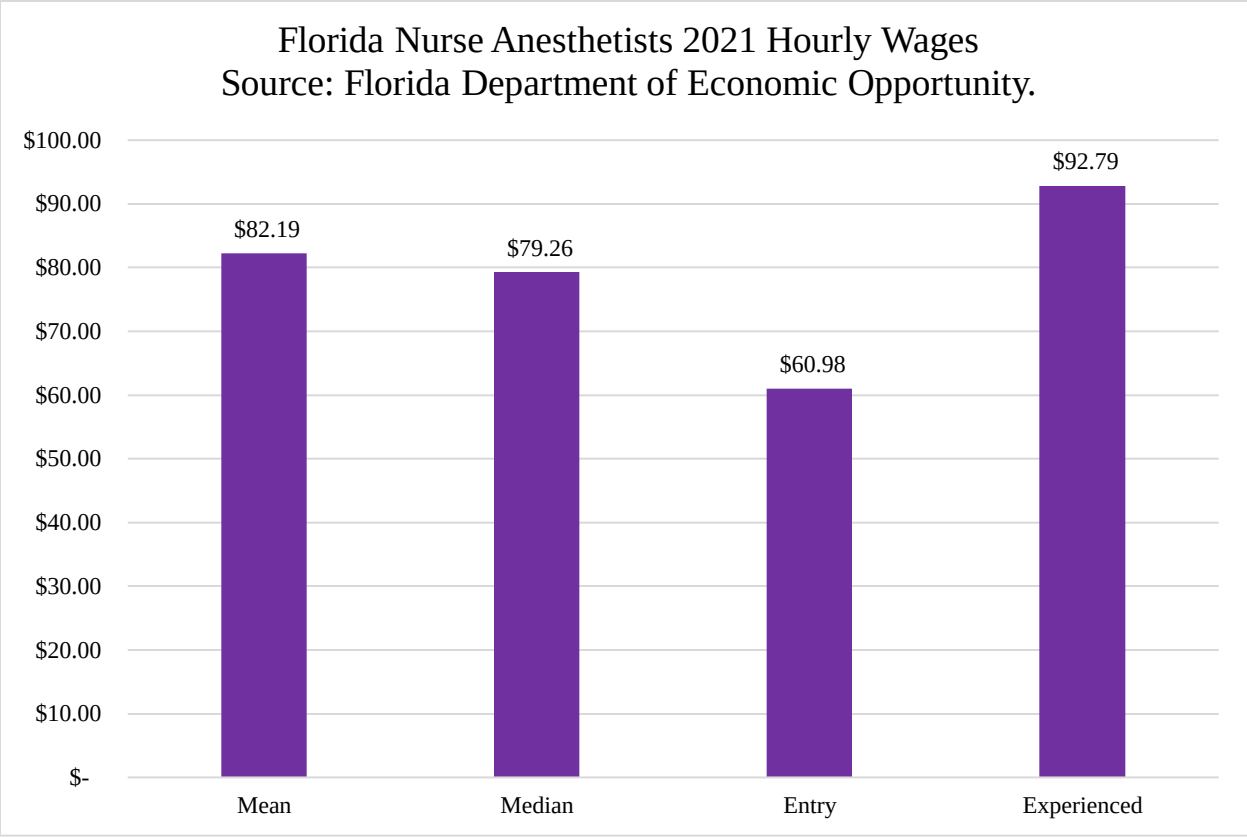
Florida labor market projections indicate a growth of 625 jobs (15.2%) from 2022-2030 with a total of 2,380 job openings over the eight-year period.



Florida CRNA average hourly wages have grown by 25.52% from 2012 to 2021.

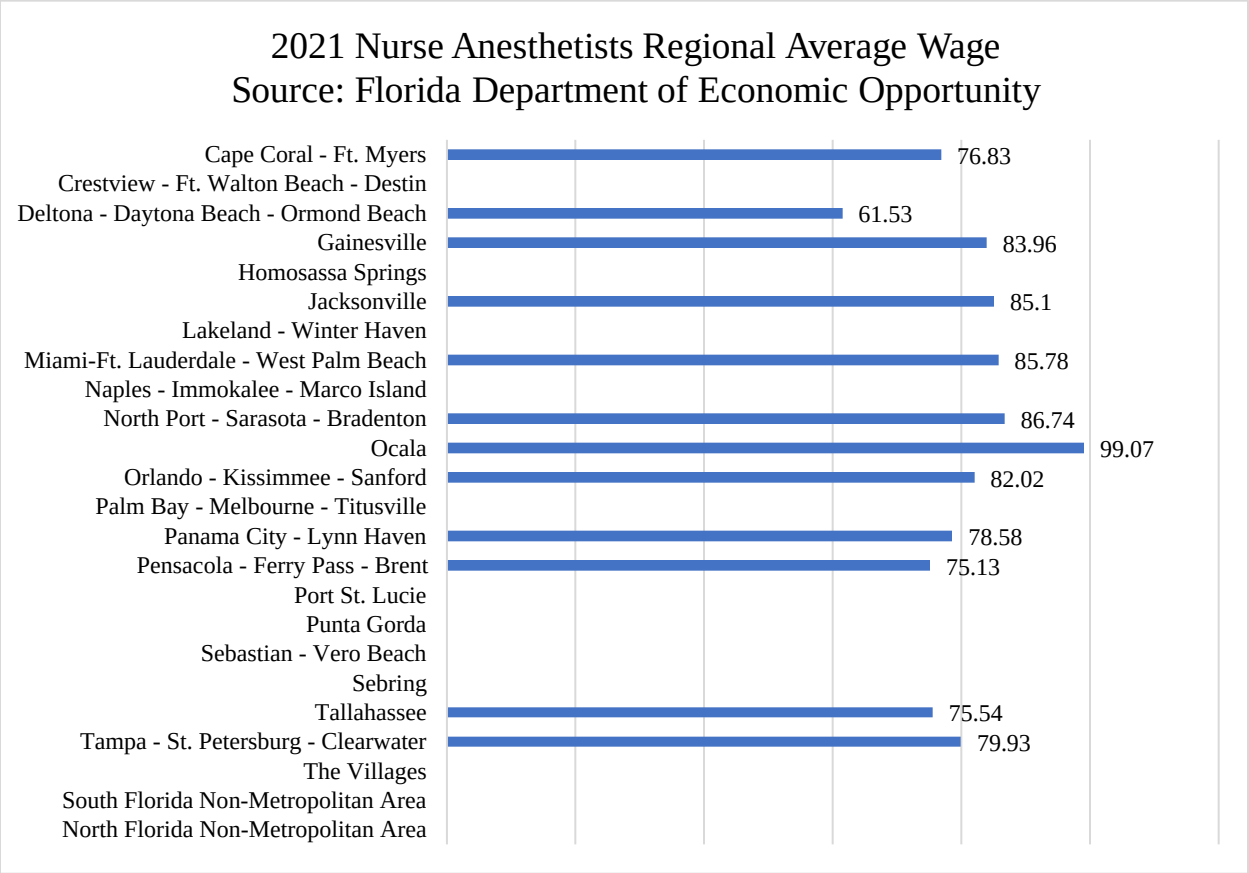


There is a small difference between mean and median hourly wages for Florida CRNAs and a 52% difference between entry and experienced wages.

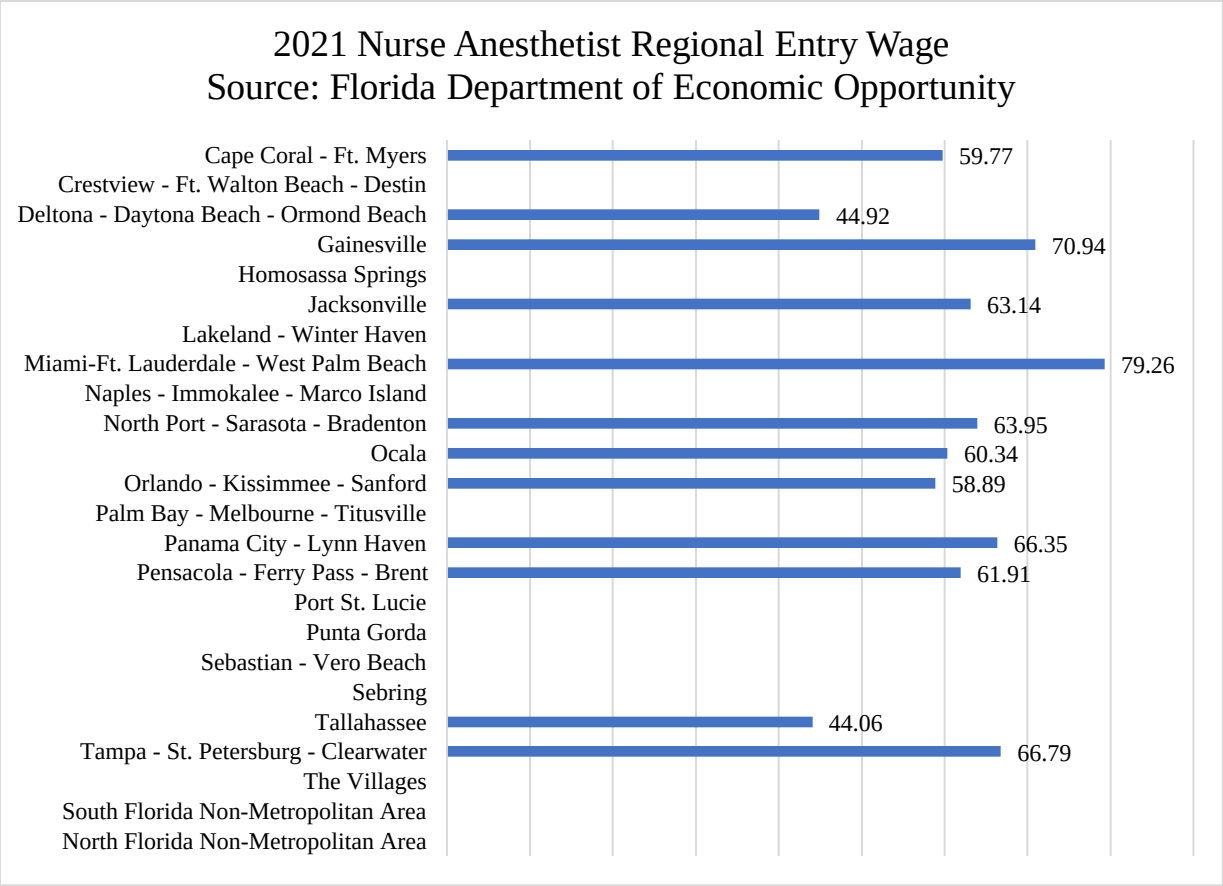


Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

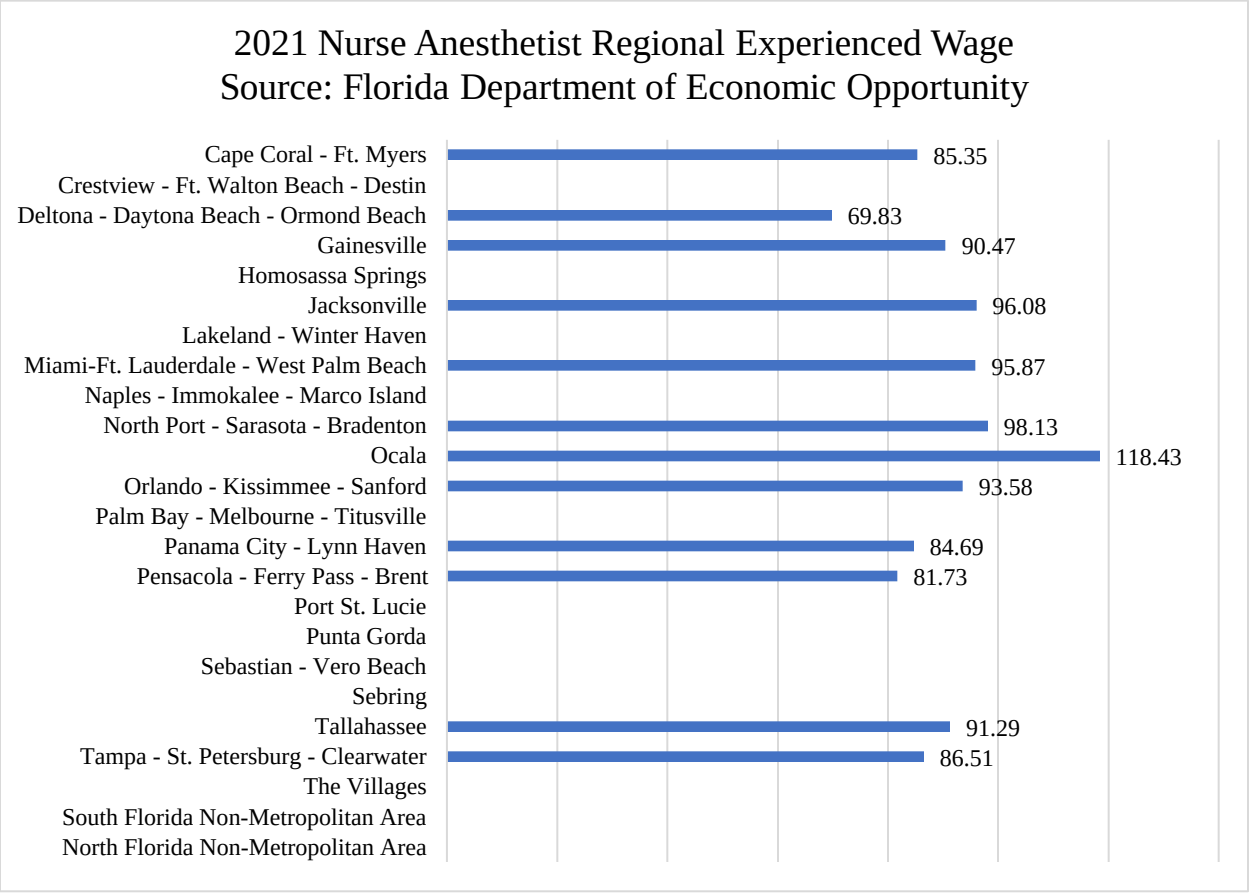
Florida CRNA jobs in Ocala have the greatest average hourly wage.



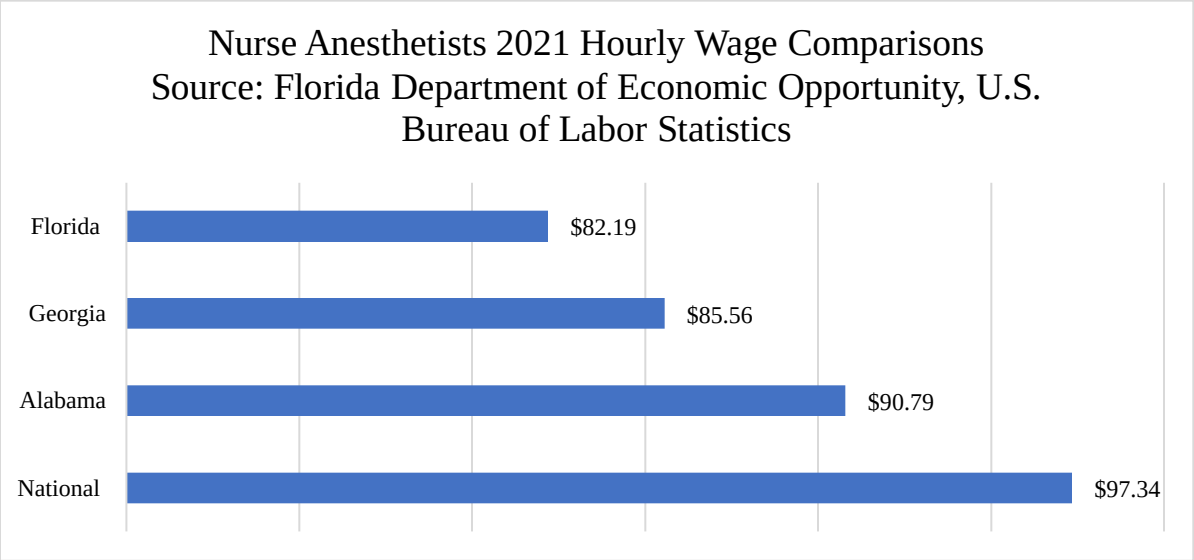
Florida CRNA jobs in Miami-Ft. Lauderdale-West Palm Beach have the greatest entry hourly wage.



Florida CRNA jobs in Ocala have the greatest experienced hourly wage.

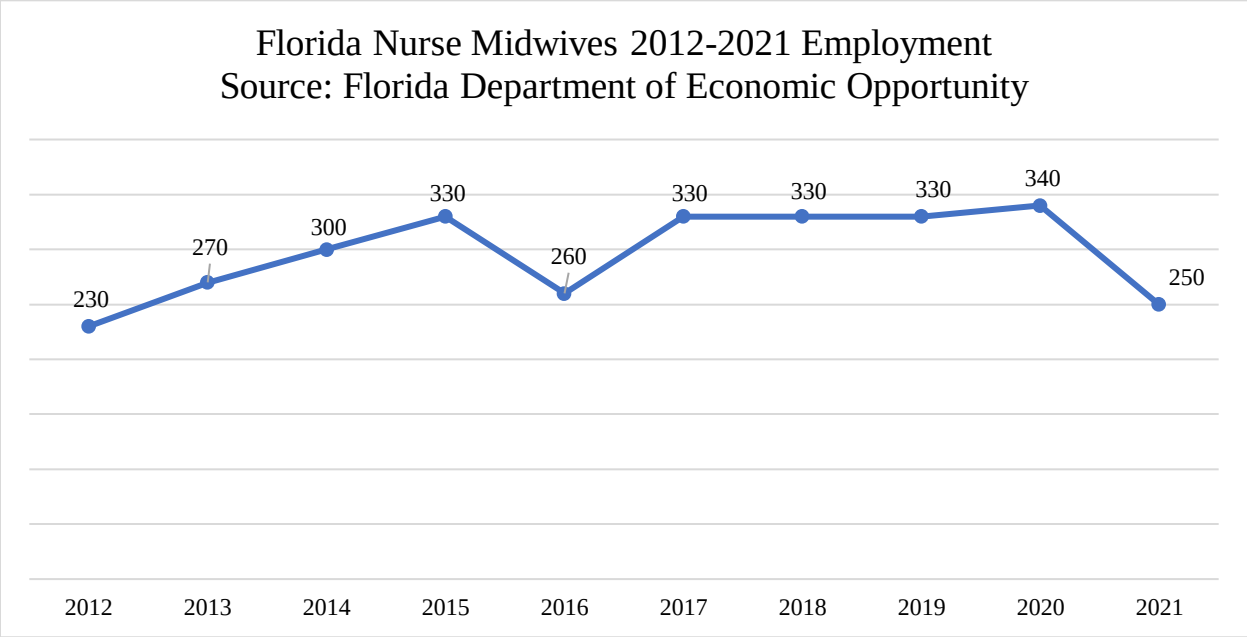


Florida CRNA average hourly wages are lower than Georgia, Alabama and the national average.

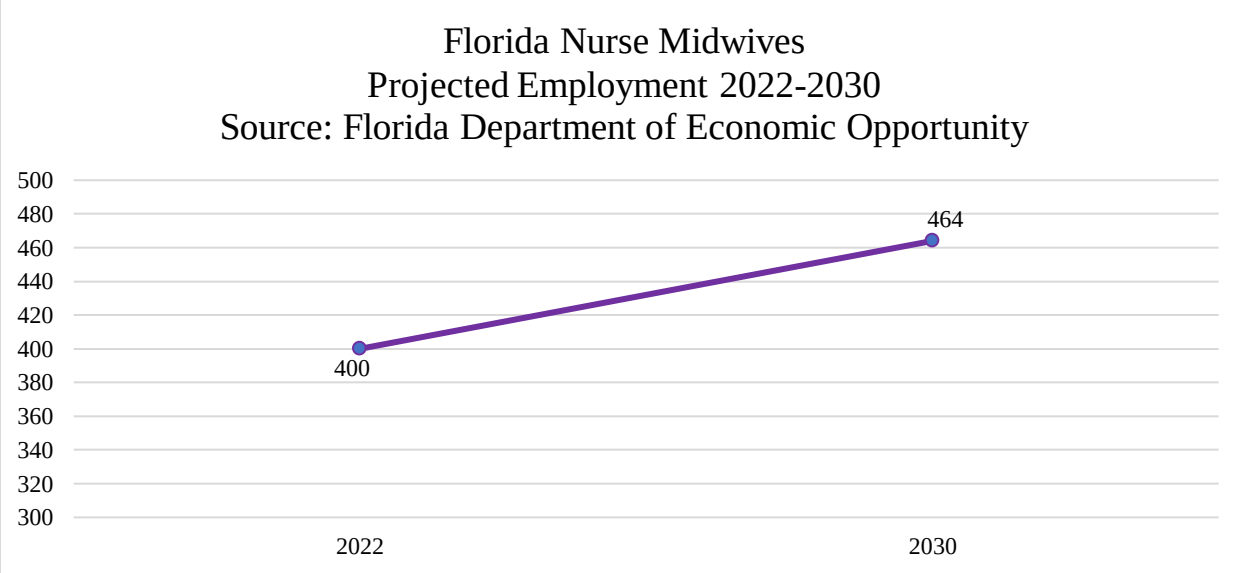


Demand for Nurse Midwives

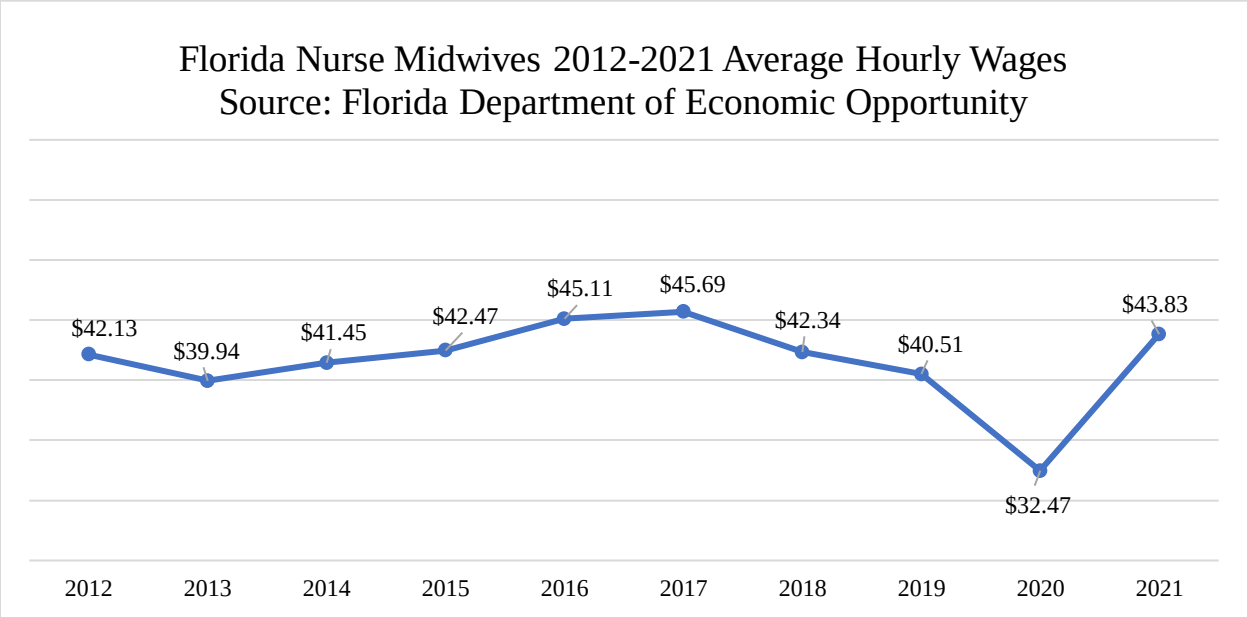
The number of jobs for Nurse Midwives in Florida increased by 8.7% between 2012 and 2021.



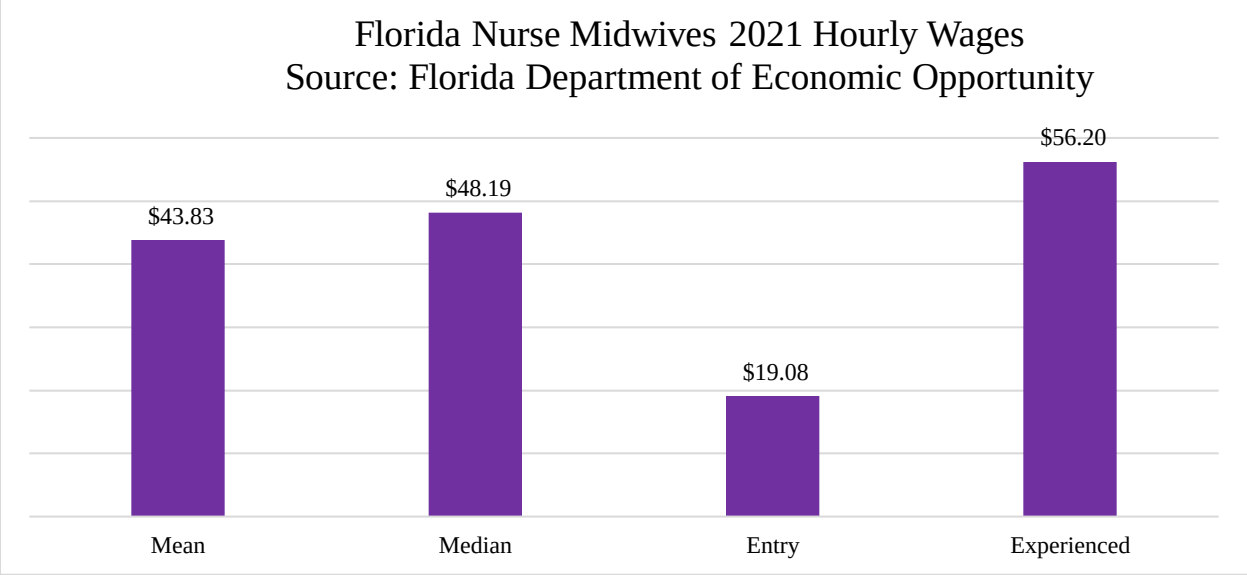
Florida labor market projections indicate a growth of 64 jobs (16%) from 2022-2030 with a total of 244 job openings over the eight-year period.



Florida Nurse Midwife average hourly wages have grown by 4.04% from 2012 to 2021.

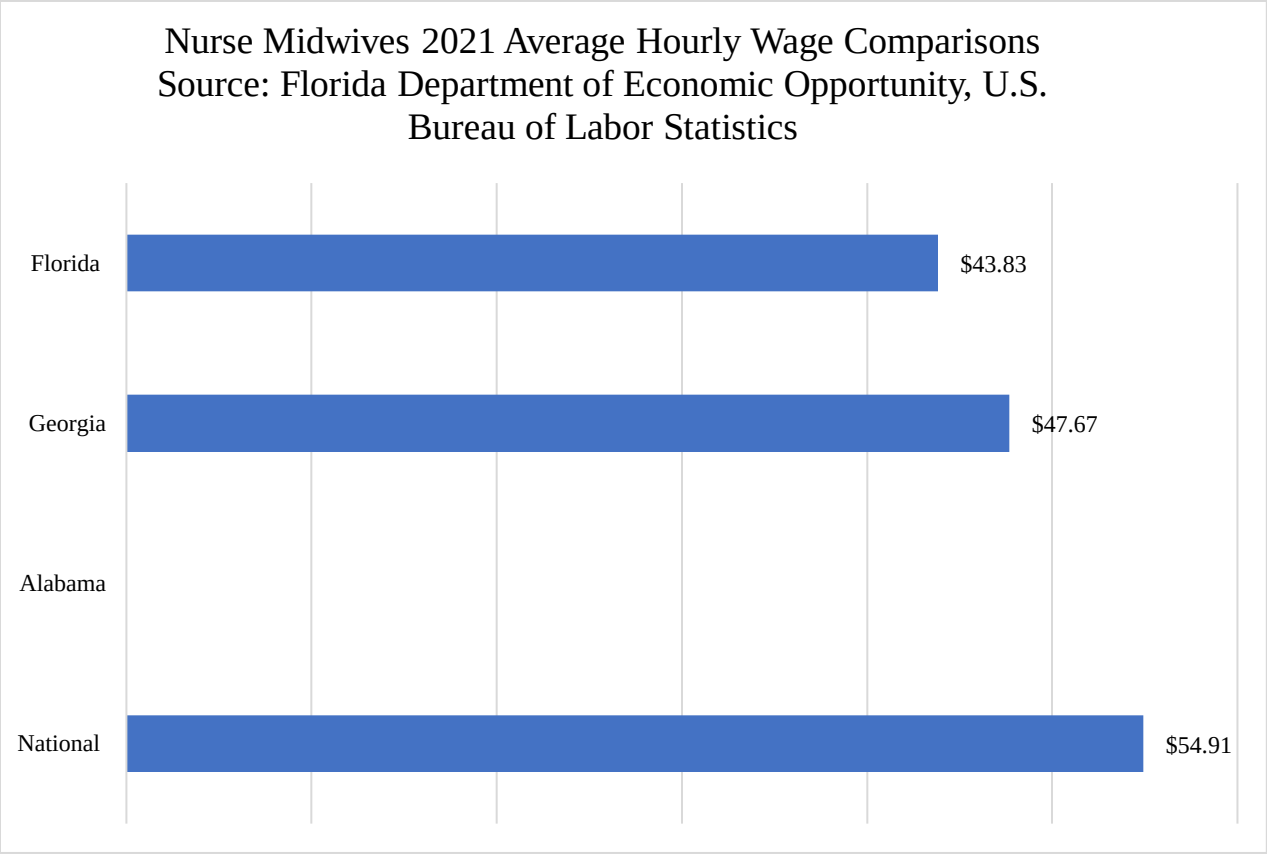


There is a small difference between mean and median hourly wages for Florida Nurse Midwives and a 194.55% difference between entry and experienced wages.



Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

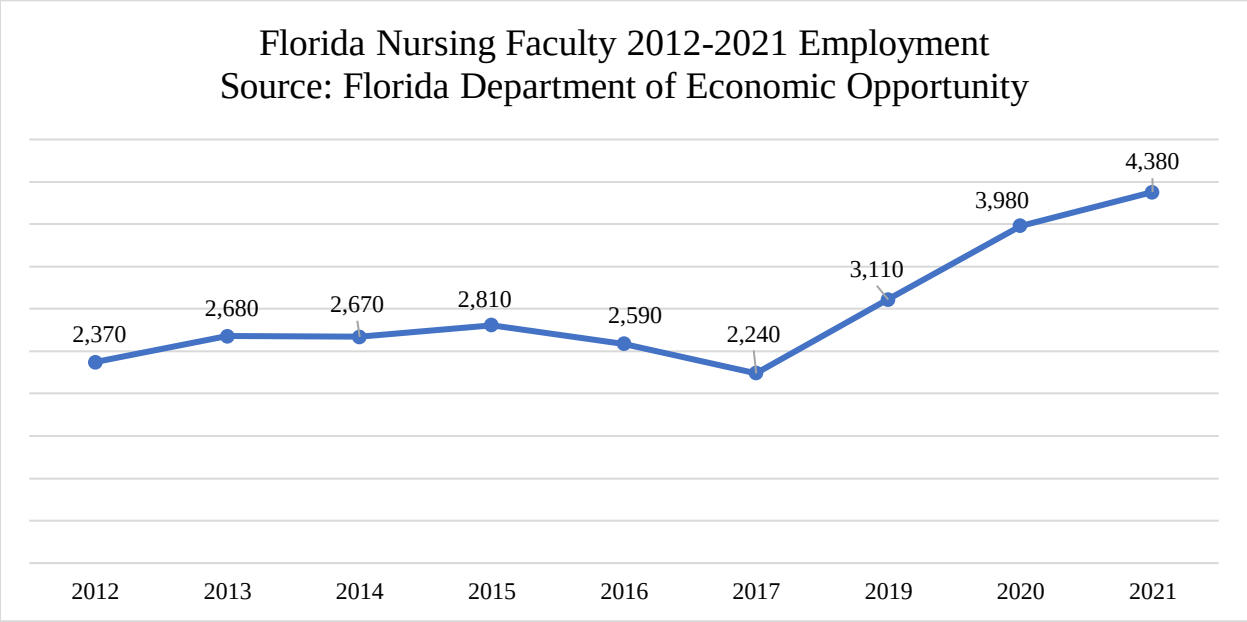
Florida Nurse Midwife average hourly wages are lower than Georgia and the national average. Data for Alabama is not available for comparison.



Note: Alabama Nurse Midwife average wages are unavailable.

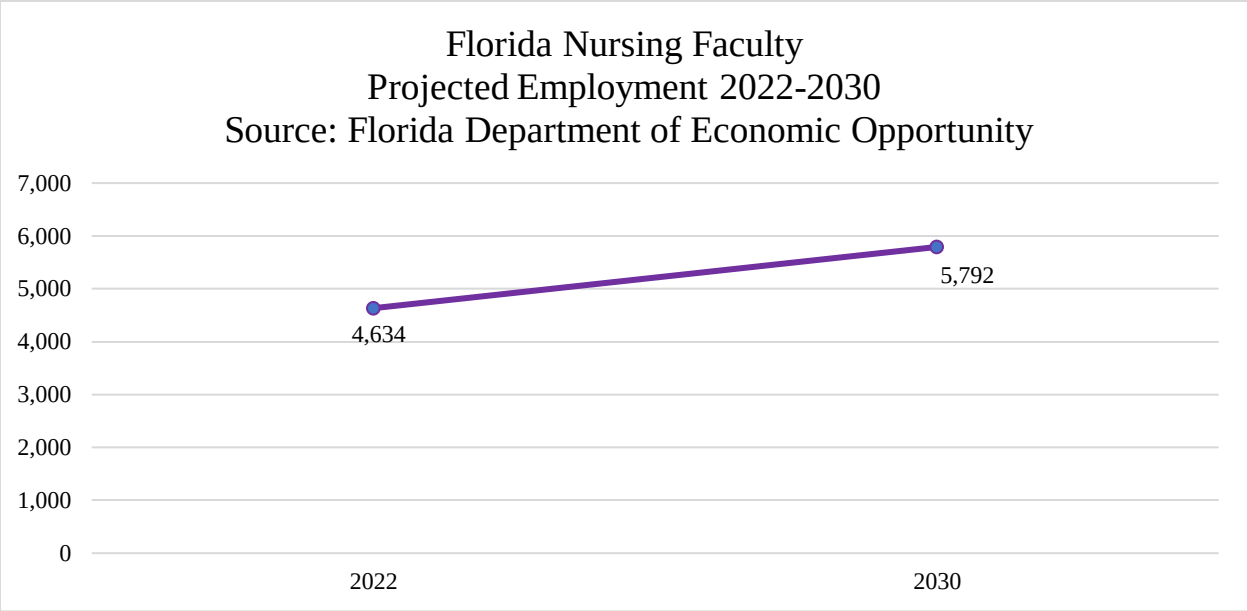
Demand for Nursing Faculty

The number of jobs for Nursing Faculty in Florida increased by 84.81% between 2012 and 2021.

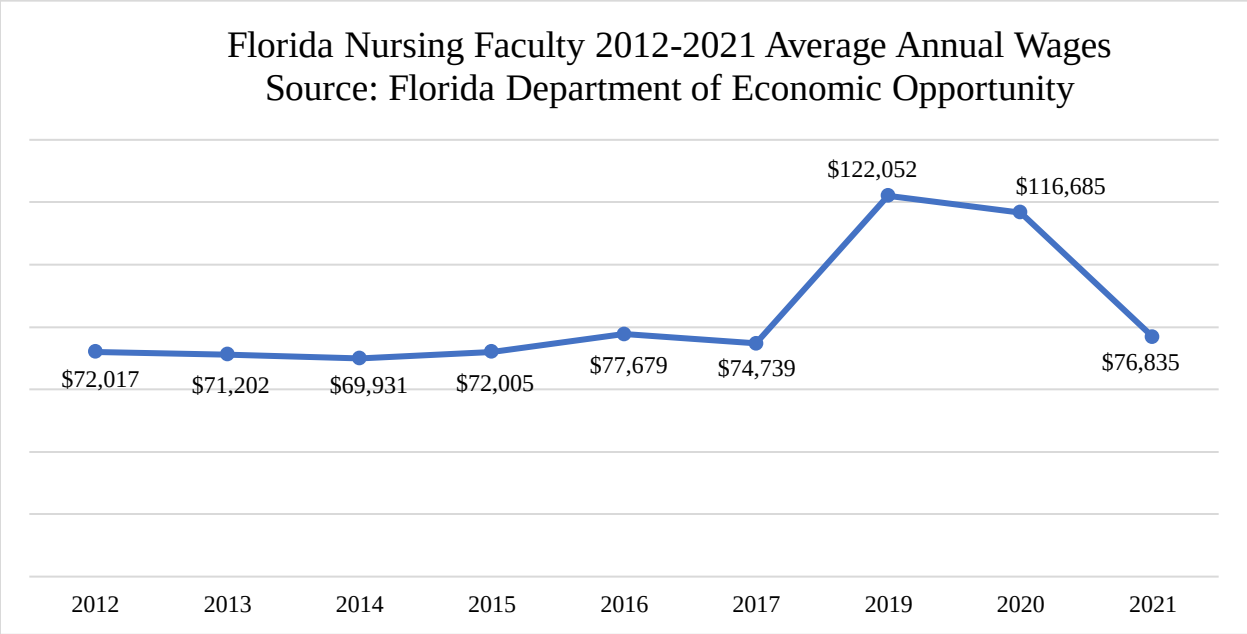


Note: 2018 data is unavailable.

Florida labor market projections indicate a growth of 1,158 jobs (25%) from 2022-2030 with a total of 4,972 job openings over the eight-year period.

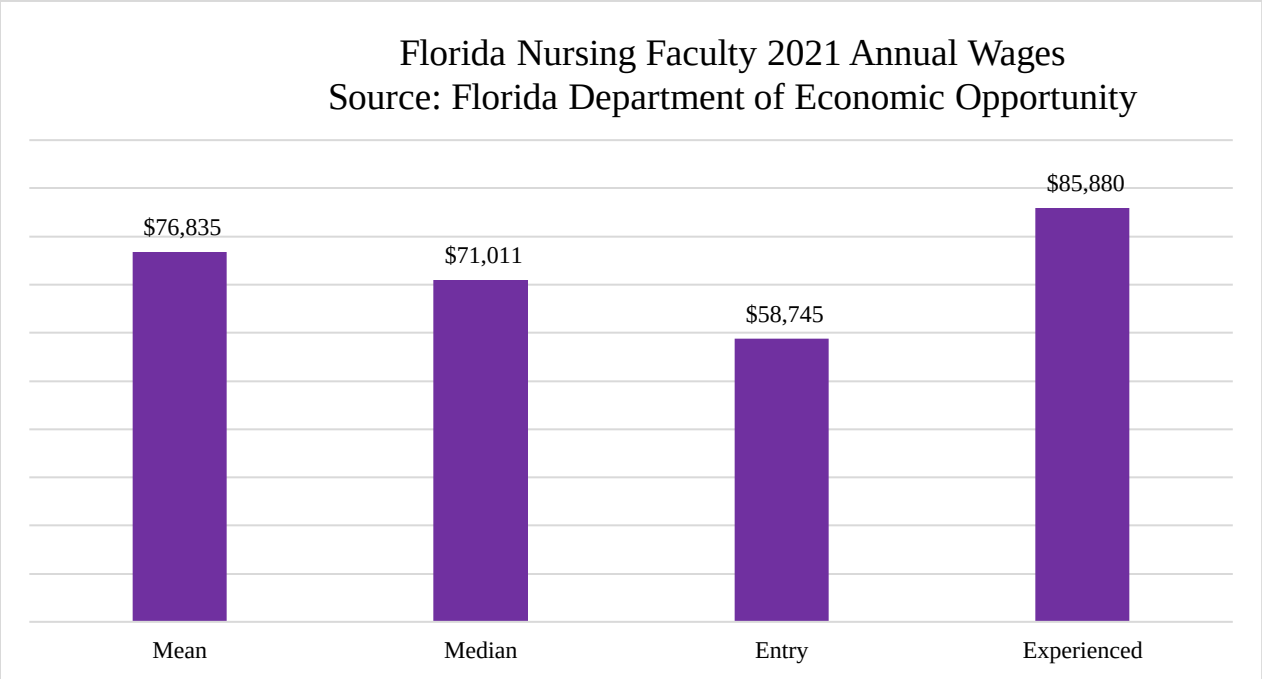


Florida Nursing Faculty average hourly wages have grown by 6.69% from 2012 to 2021.



Note: 2018 data is unavailable.

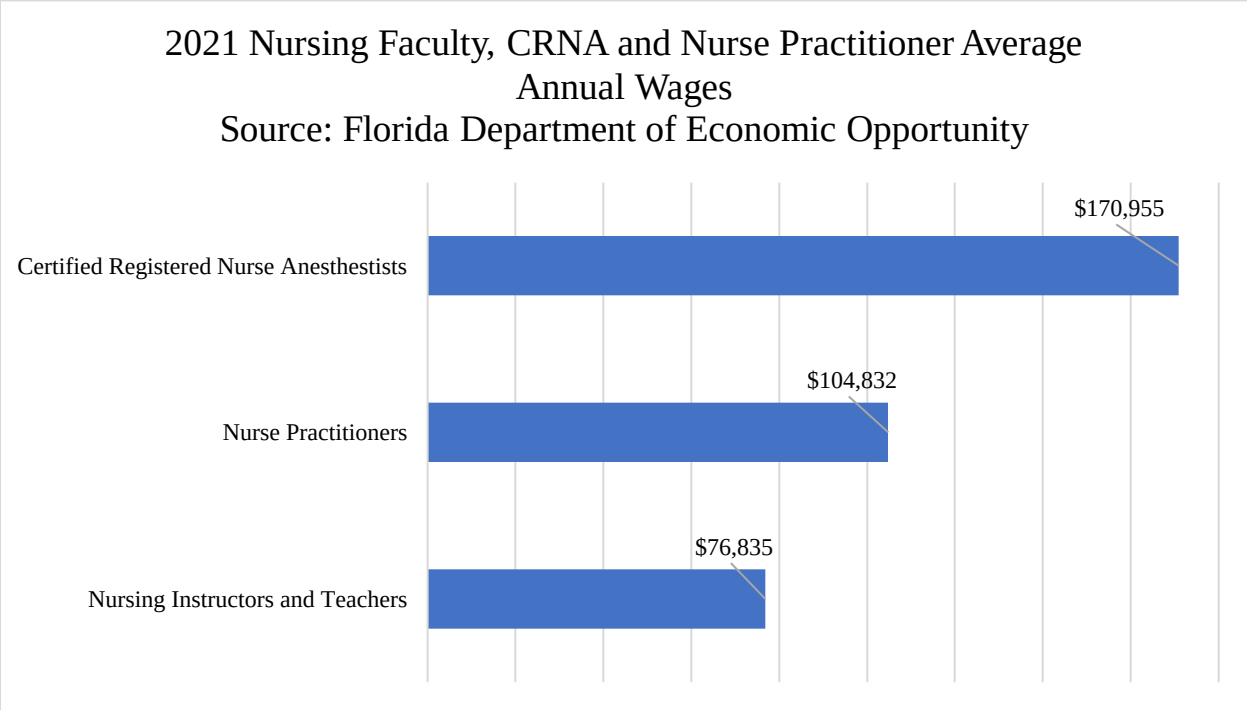
There is a small difference between mean and median hourly wages for Florida Nursing Faculty and a 46% difference between entry and experienced wages.



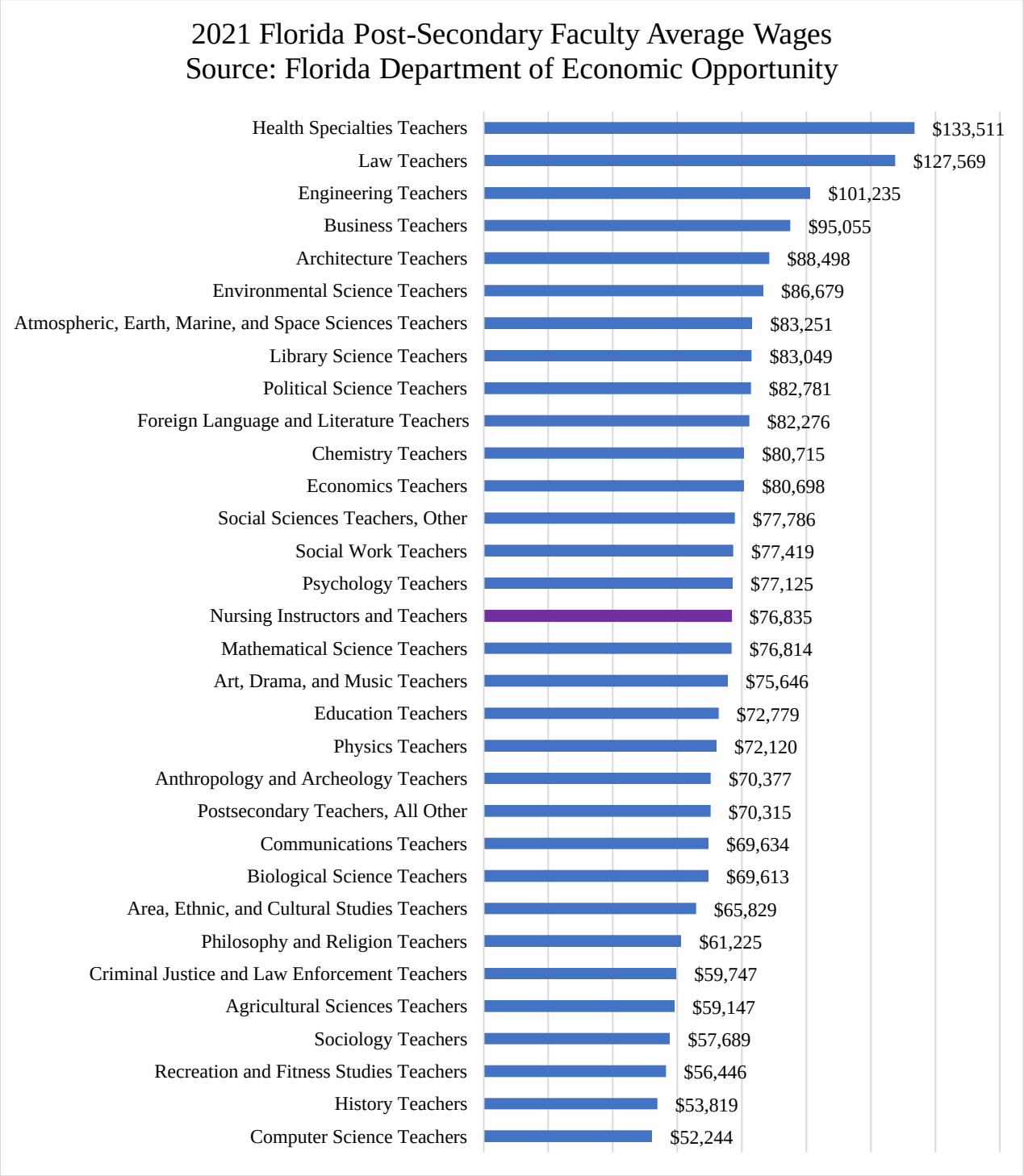
Note: Entry wage is defined as the average wage earned by the lowest third of all workers in that occupation. Experienced wage is defined as the average wage earned by the upper two-thirds of all workers in that occupation.

Florida Nursing Faculty average wages are higher than Georgia but less than Alabama and the national average.

Florida Nursing Faculty average annual wages are 36.44% lower than NP average annual wage and 122.50% lower than CRNA average annual wage.



Florida Nursing Faculty average wages are 42% lower than the Health Specialties Faculty which have the highest faculty wage. Health Specialty faculty include dentistry, laboratory technology, medicine, pharmacy, public health, therapy, and veterinary medicine.



Conclusion

The Florida Center for Nursing is optimistic that this report provides an accurate and robust depiction of the supply and demand of the nursing workforce in Florida. The FCN's study of supply and demand of the state's nursing workforce identifies the demographic and practice characteristics of Florida's nurses and what demand for each type of nursing looks like. It is important to utilize this data to make well-informed decisions related to policy that aligns with the educational and supply pipelines of nurses in the state.

Nurses are critical to the health and wellness of the people of Florida. Our state and the future of nursing in Florida is dependent upon implementation of innovative strategies to ensure an adequate supply of qualified nurses to meet the needs of our state and communities. The Florida Center for Nursing headquartered at the University of South Florida is poised to develop a statewide strategic plan for nursing manpower in Florida, implement strategies, and develop best practices for nursing in our state.

Appendix A.

Florida Center for Nursing (FCN) Nursing Workforce Survey for license renewal cycle 2020-2021.

Introductory Language:

In this section, the Florida Center for Nursing is asking you to provide information about your employment and educational attainment. Your answers are critical to estimate future need for nurses, to guide policy decisions, and to demonstrate the impact of nurse shortages in the State of Florida. No individual data will be reported; your responses will be combined and analyzed with those of all other nurses. Analysis of this information is published every 2 years in the FCN's Statewide Nurse Supply Reports.

Nursing License Questions

1. Do you have a Florida only nursing license or a multi-state license?

a. Multi-state/ Nurse Licensure Compact License

b. Florida Only

(Display 1a. and 1b. if 1 = Multistate/NLC)

1a: In which state do you work the most hours per week?

(Drop down box with 50 states plus DC)

1b. In which other states, if any, have you worked since obtaining a compact license? (Please select all that apply)

(No Other States" at the top of the list of states instead of listing it alphabetically, drop down box with 50 states, excluding Florida, plus DC)

(Display 1c. **if 1 = FL Only**)

1c. In which other states, if any, have you worked in the last two years? (Please select all that apply)

(No Other States" at the top of the list of states instead of listing it alphabetically, drop down box with 50 states, excluding Florida plus DC)

2. Year of initial U.S. licensure

3. In what country were you initially licensed as an RN or LPN?

4. What type of nursing degree/credential qualified you for your first U.S. nursing license?

a. Vocational/Practical certificate- nursing

b. Diploma- nursing

c. Associate degree- nursing

d. Baccalaureate degree- nursing

    1. traditional

    2. second degree/ accelerated

e. Master's degree- nursing

f. PhD- nursing

g. DNP- nursing

5. Name of the school where you obtained the nursing degree/ credential that qualified you for your first U.S. nursing license.

6. What is your highest level of education in nursing?

a. Vocational/Practical certificate- nursing

b. Diploma- nursing

c. Associate degree- nursing

d. Baccalaureate degree- nursing

e. Master's degree- nursing

f. Doctoral degree- Nursing (PhD)

g. Doctoral degree- Nursing (DNP)

h. Other doctoral degree

7. Have you completed any non-nursing degrees (after high school)?

a. yes

b. no

(Display 7a. **if 7=Yes**)

7a. What is your highest level of education in a NON-NURSING field? (Select only one)

a. Associate degree –non-Nursing

b. Baccalaureate degree–non-Nursing

c. Master's degree–Business Related

d. Master's degree–Health Related

e. Master's degree–Other

f. Law degree (JD)

g. Doctorate in medicine (MD, DO)

h. Doctoral degree–Other health discipline

i. Doctoral degree–Other

8. Are you credentialed to practice as one of the following Advanced Practice Nurse certifications? (Select all that apply)

a. Certified Registered Nurse Anesthetist (CRNA)

b. Certified Nurse Midwife (CNM)

c. Clinical Nurse Specialist (CNS)

d. Nurse Practitioner (any specialty)

e. Psychiatric Nurse Practitioner

f. None of the above

Nursing Employment Questions

9. Are you actively employed for pay in one or more nursing positions or in a position that requires a nursing license?

a. Yes

b. No

(Display 10 **if 9 = Yes**)

10. Is your primary employment in nursing located/based in the State of Florida?

a. Yes

b. No

(Display 11 **if 9 = No)**

11. Have you worked any hours in nursing in the State of Florida during the past calendar year?

a. Yes

b. No

(Display 12 - 20 **if 11 = Yes**)

12. In which county is your primary employment located? (Note: if your employment spans multiple counties, please select the county in which you work the most hours.)

(Drop down list of counties)

13. In how many positions are you currently employed as a nurse?

a. 1

b. 2

c. 3 or more

14. Do you provide direct nursing care to patients in your primary employment position?

a. Yes

b. No

15. Which of the following best describes your main nursing position? *Your main position is the one at which you work the most hours during your regular work year.*

a. Full-time

b. Part-time

c. Per diem

16. How many hours do you work during a typical week in all your nursing positions? *(For per diem or part time employees who do not work regularly, please provide the approximate number of hours per week during the weeks that you do work).*

(Drop down box, range 0 - 80)

17. In total, how many weeks do you work during a typical year in all your nursing positions? (Includes paid time off) (Note: year-round employment = 52 weeks).

(Drop down box- First option: Year-round (52 weeks) followed by numeric range, 1-51 weeks)

18. Please identify the type of setting that most closely corresponds to your <u>main</u> nursing practice position. (Select only one)

a. Hospital
b. Nursing Home/Extended Care
c. Assisted Living Facility
d. Home Health
e. Correctional Facility
f. Academic Setting
g. Public Health
h. Community Health
i. Healthcare Consulting/ Product Sales
j. Urgent Care/Walk-in Clinic
k. Dialysis Center
l. School Health Service
m. Occupational Health
n. Hospice
o. Ambulatory Care Setting
p. Insurance Claims/Benefits
q. Policy/Planning/Regulatory/Licensing Agency
r. Physician's Office
s. Temporary / Staffing Agency
t. Other (please specify)
u. Telehealth

19. Please identify the position title that most closely corresponds to your main nursing practice position. (Select only one)

a. Staff Nurse

b. Advanced Practice Nurse

c. Nurse Executive/ Administrator

d. Nurse Manager

e. Nursing Faculty

f. Quality Management/ Risk Management

g. Utilization Review/ Infection Control

h. Nurse Researcher (non-faculty)

i. Consultant

j. Travel Nurse

k. Case Manager

l. Educator

m. Other- health related

n. Other- non-health related

20. Please identify the employment specialty that most closely corresponds to your main nursing practice position. (Select only one)

a. Critical Care

b. Adult/ Family Health

c. Anesthesia

d. Cardiology

e. Community

f. Emergency/ Trauma

g. Geriatric/ Gerontology

h. Home health

i. Information technology

j. Maternal- child health

k. Medical Surgical

l. Neonatal

m. Nephrology

n. Occupational health

o. Oncology

p. Operating room

q. Palliative Care/ Hospice

r. Pediatrics

s. Perioperative

t. Psychiatric Mental Health/ Substance Misuse

u. Public Health

v. Rehabilitation (non-psychiatric)

w. School health

x. Telehealth

y. Women's health/ OB-GYN

z. Other

(Display 21 **if 9 = No)**

21. If not currently employed for pay in nursing, please select the option that best describes your status. (Select only one).

a. Seeking work as a nurse

b. Seeking work in a field other than nursing

c. Not seeking work currently

d. Retired

e. Volunteer work in the nursing field

f. Employed in a non-nursing field/ position

(Display 22. **if 21 = c)**

22. If not currently seeking work, please indicate the reasons. (Select all that apply)

a. Taking care of home and family

b. Currently enrolled in school

c. Disabled or illness

d. Difficulty in finding a nursing position

e. Inadequate salary

f. Volunteer position in nursing

g. Retired

h. Other (please specify) _____

Display 23 **if 21 = B or F**

23. Please describe any factors/reasons contributing to your employment (or efforts to seek employment) in a non-nursing position, rather than a nursing position.
(Open ended text box – text limit ~ 400 characters)

Non-Nursing Employment

24. Do you work any hours for pay in a field other than nursing?

a. Yes

b. No

(Display 25 **if 24=Yes or 21 =F**)

25. Which of the following best describes your non-nursing position? (Select one)

a. Full-time

b. Part-time

c. Per diem

Other Nursing Employment

26. Do you perform any nursing work as a volunteer?

a. Yes

b. No

27. What are your nursing employment plans for the next 5 years? (Select all that apply)

a. Work in nursing as much as I do now

b. Work in nursing less than I do now

c. Work in nursing more than I do now

d. Advance my nursing education/nursing credentials

e. Relocate my nursing employment into Florida

f. Relocate my nursing employment out of Florida

g. Leave nursing

h. Retire from nursing

i. Other/ Don't know

Demographics

28. Which of the following best describes your current military status? (Select all that apply)

a. Current member of Armed Service

b. Spouse/Partner of current service member

c. Spouse/Partner of a veteran

d. Current member of Reserves or National Guard

e. Veteran

f. No affiliation with armed services

29. What is the zip code of your primary legal residence? (Legal residence refers to your home address used for your driver's license, tax forms, etc.)

SURVEY COMPLETION PAGE

You have reached the end of the survey. Thank you for your participation.

The Florida Center for Nursing is the definitive source for information, research and strategies addressing the dynamic nurse workforce needs in our state. The Center's research provides a comprehensive look at Florida's nurse population to assist statewide efforts and policy related to nurse supply and demand, such as alleviating nurse shortages. For inquiries concerning the Florida Center for Nursing contact FLCenterforNursing@usf.edu.

Click on the "Back to MQA Online Services" link above to continue with your renewal.