FCN Florida Center for Nursing

CELEBRATING 15 YEARS
2001 - 2016

Highlights
of the 2016

SUPPLY, DEMAND, & EDUCATION REPORTS

SUPPLY
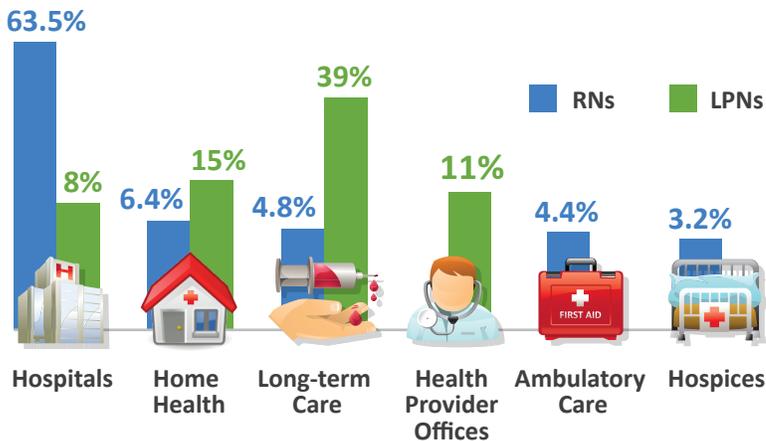
POTENTIAL NURSING WORKFORCE

The potential workforce reflects those with an active license, who are eligible to practice, and have a Florida address. Data comparison to 2013 shows...

⬆ The overall **RN (Registered Nurse)** potential workforce has **increased by approximately 15% statewide.**

⬇ The potential statewide **LPN (Licensed Practical Nurse)** workforce has **declined by almost 1%.** The primary reason for losses was a failure to renew.

⬆ The potential **ARNP (Advanced Registered Nurse Practitioner)** workforce has **increased by approximately 43%.**

TOP EMPLOYMENT SETTINGS FOR RNS & LPNS

■ RNs ■ LPNs

Setting	RNs	LPNs
Hospitals	63.5%	8%
Home Health	6.4%	15%
Long-term Care	4.8%	39%
Health Provider Offices		11%
Ambulatory Care	4.4%	
Hospices	3.2%	

MOST COMMON EMPLOYMENT SETTINGS FOR ARNPS

ARE HOSPITALS AND HEALTH PROVIDER OFFICES.

ABOUT 39% of ARNPs work IN PRIMARY CARE SETTINGS.

PERCENTAGE OF WORKING RNs with a

BACCALAUREATE IN NURSING OR HIGHER IS INCREASING.

2011 — 39.5%
2015 — 45.6%
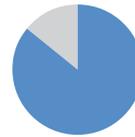
PERCENTAGE OF HISPANIC ARNPs

HAS INCREASED IN THE PAST FIVE YEARS.

This trend was observed in all regions, with the exception of the Northwest region.

EMPLOYED NURSING WORKFORCE

86% of RNs are working in nursing, statewide. These findings are consistent with the results of a 2010 HRSA national study, which estimated 85% of licensed RNs are working in nursing.

83% of the potential LPN workforce is estimated to be working.

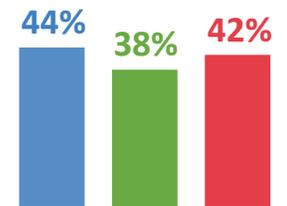**91%** of the potential ARNP workforce is estimated to be working.

AVERAGE AGE OF

RNs = 47.5
LPNs = 45.9
ARNPs = 47.4

RNs	LPNs	ARNPs
44%	38%	42%

PERCENT OVER THE AGE OF 50

PERCENTAGE OF RNs ENTERING RETIREMENT has

INCREASED IN THE PAST FIVE YEARS.

This pattern was common amongst all regions.

DEMAND

HIRING

OVER 70% OF HOSPITALS preferentially hire new graduate BSNs. This hiring pattern is not as common in other industries.

JOBS IN HOME HEALTH are often filled through temporary and per diem positions.

POSITION GROWTH
Defined as the estimated number of new positions that are planned for creation through June 2016.

RN POSITION GROWTH HAS INCREASED SINCE 2013, particularly in **home health agencies**. However, there is variability among the regions - with little to no RN position growth observed in the North Central and South regions.

LPN POSITION GROWTH HAS INCREASED SINCE 2013, particularly in **home health agencies** (with the exception of the Northwest and South regions).

VACANCIES

VACANCIES FOR RNs, LPNs, AND CNAs in home health agencies are trending upward.

Vacancies for RNs have **INCREASED BY ALMOST 40%**, particularly in home health agencies and hospitals. This trend was found among all Florida regions.

12,493 vacant RN positions estimated statewide

9,947 estimated new RN positions to be created in 2016

TURNOVER HAS INCREASED FOR RNS IN HOSPITALS (indirect care) and decreased or remained stable in other industries.

Statewide, vacancies for LPNs have **INCREASED BY ALMOST 78%** (mostly in home health agencies). This trend was found among all regions, with the exception of the Northwest and Southwest regions.
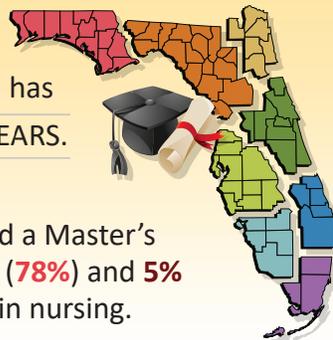
Statewide, and within all regions, hospital employment has declined for LPNs.

EDUCATION

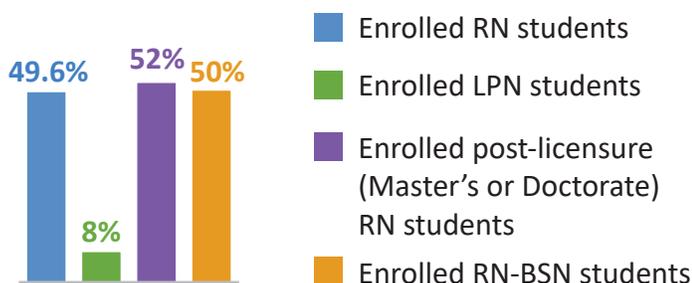**PERCENTAGE OF RNs AND ARNPs OBTAINING MORE ADVANCED EDUCATION** has INCREASED IN THE PAST FIVE YEARS.
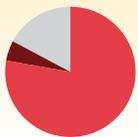
MOST ARNPs hold a Master's degree in nursing (**78%**) and **5%** have a doctorate in nursing.

STATE SCHOOL ATTENDANCE
A State school is a program within the Florida College System or State University System.

- **49.6%** Enrolled RN students
- **8%** Enrolled LPN students
- **52%** Enrolled post-licensure (Master's or Doctorate) RN students
- **50%** Enrolled RN-BSN students

RECENT GRADUATES
During the 2014-2015 academic year...

12,915 RNs graduated with 72% passing the NCLEX Examination. The 2015 national pass rate for the NCLEX Examination was 85%.

In the academic year 2015-2016...

8,044 pre-licensure nursing students graduated and are prepared to take the NCLEX-RN exam to be employed in entry-level RN positions.

1,797 students graduated and are prepared to take the NCLEX-PN Exam to be employed in entry-level LPN positions.

1,968 graduate nursing students graduated.

2,624 RN-BSN students graduated and are prepared to assume new roles and apply new knowledge to their work.