



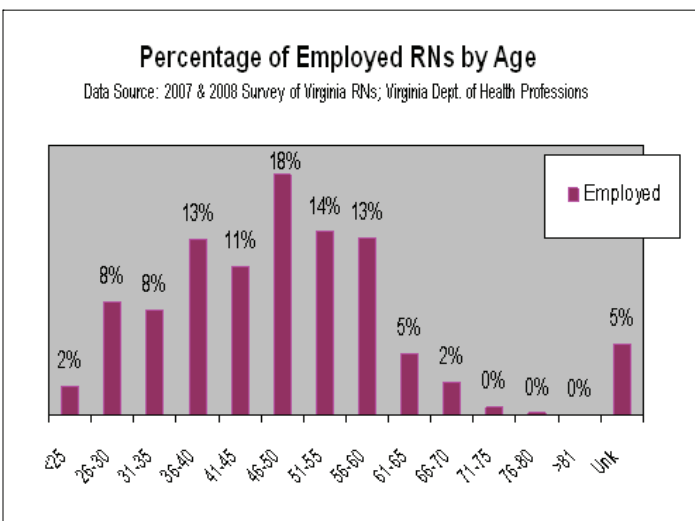
Healthcare Workforce Data Center REGISTERED NURSES

Highlights from the 2007-2008 DHP Licensure Renewal Survey

Data on the number, characteristics and workforce participation of Registered Nurses (RNs) licensed in Virginia is tracked by the Department of Health Professions from bi-annual RN re-licensure surveys. About 67,975 licensed Virginia RNs, renewed on-line and 53,785 (79%) participated in the 2007-2008 on-line survey. There were 88,846 RNs licensed in the Commonwealth in 2008. Key findings from the survey indicate modest growth and aging of Virginia's RN workforce. The average RN age of 47 years is similar to national trends.¹ Statewide, 80% of RNs are employed in nursing jobs and earn an average annual income of \$56,960. Several factors contributed to recent growth in the Virginia RN supply: Modest increases in Nursing School enrollment and graduations, more new licensees and increased workforce participation from a high rate of full-time employment and retirement deferrals. By 2014, half of all Virginia RNs will reach age 65 and 20-25% (18,248-22,810) are likely to reduce their work hours in preparation for future retirement. Beginning in 2015, increased population demand for health services in Virginia (from population growth and aging) is expected to outpace RN supply, resulting in a severe shortage that will rapidly increase in size over time.²

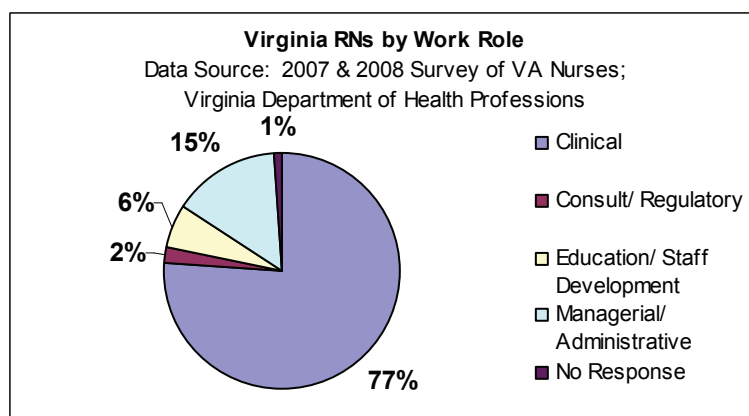
RN CHARACTERISTICS

Ethnicity: Nurses are not as diverse as the population in general. Virginia, RNs are predominately White 83% (81% US). Nurses from non-white race/ethnic groups in Virginia and the US are as follows: Black 8% VA (4% US); Hispanic 1% VA (2% US); Asian 4% VA (3% US) and Native American 0.2% VA (0.3% US).²

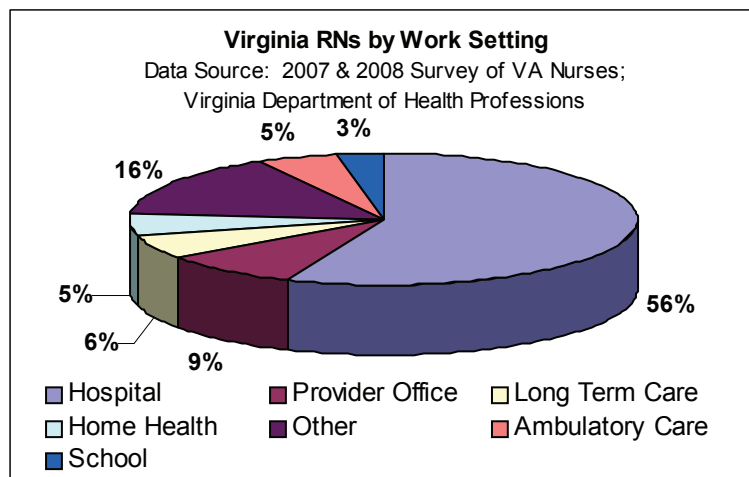


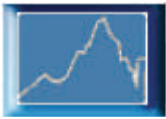
Age and Education: The average age of nurses in Virginia and the US is increasing. Nationwide new licensees average 31 years (many enter nursing as a second career).¹ Associate Degree programs are the largest producers of new RNs (40% nationwide).¹ In Virginia, survey participants identified Associate (27%) and Baccalaureate degrees (38%) as their initial nursing program.² Over 39% of all Virginia RNs have an earned BS degree (highest degree); fewer than 18% of Virginia RNs have an advanced degree (in nursing or another field).²

Position/Role: Most employed RNs work in a clinical role (77%); managerial/administrative role (15%) and education/staff development role (6%).²



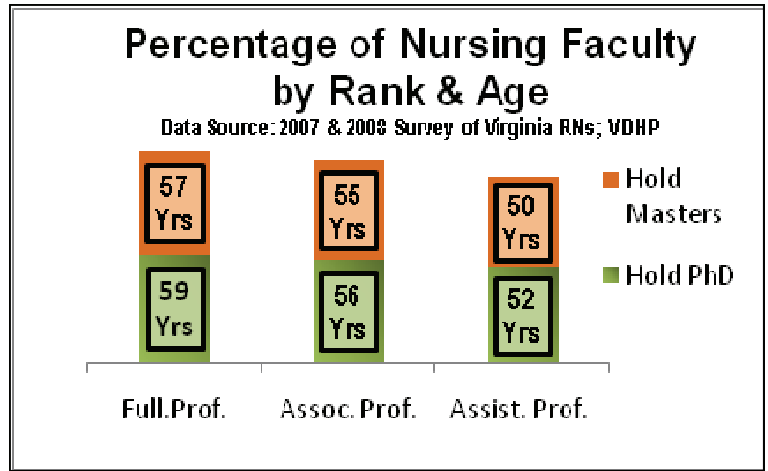
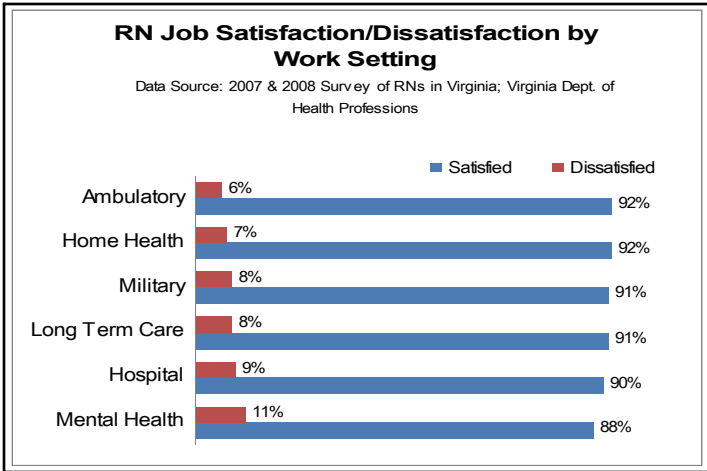
Employment Sector: Hospitals remain the dominant RN employer of all RNs (56% of RNs in VA, 56% in the US)^{1,2}. Hospitals, Long Term Care, Home Health, Ambulatory, Mental Health and Health Care Provider Offices employ 75% of all working nurses. Average turnover among RNs in hospitals nationwide was 15%.¹ About 16% of Virginia RNs report working 1 year or less in their current job.²





Job Satisfaction: 91% of Virginia RNs are satisfied in their jobs, 8% are dissatisfied. The highest rate of dissatisfaction by employment setting is found among clinical nurses in Mental Health (11%), Hospitals (9%), Long Term Care (8%), Military Facilities (8%), and Insurance companies (7%).²

Nurse Education: In 2008, Virginia had 53 RN education programs (diploma, Associate Degree and Baccalaureate Degree programs). Virginia's RN programs have increased enrollment and graduations in recent years, helping to increase the Virginia RN supply. Nurse faculty are older than nurses working in other settings (average age of faculty is over 50 years).²



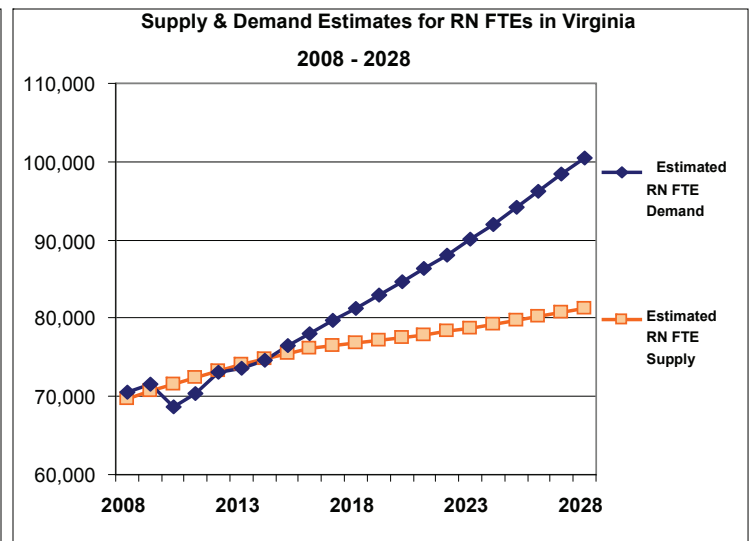
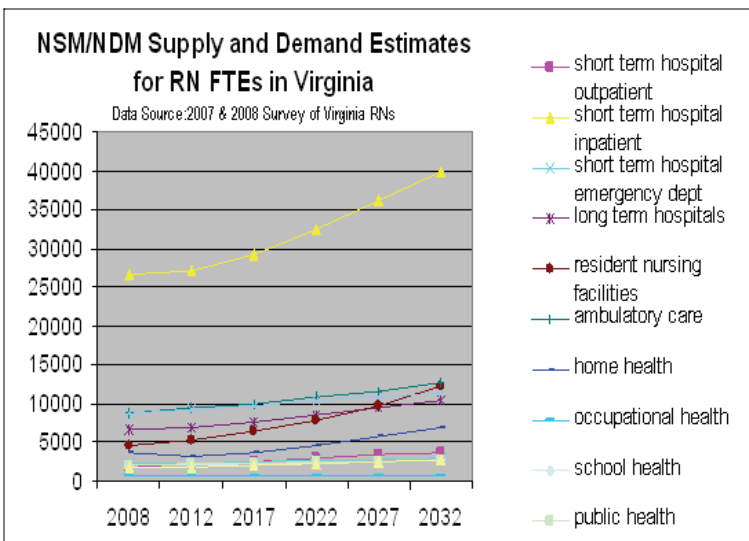
Intent to Stay, Leave or Retire

About 14% of Virginia RNs age 26 to 30 years expect to leave the workforce within the next 5 years, even as 30% of older RNs (age 66 to 70) years intend to work another 5 years. 75% of the RNs intending to leave the workforce in 6-10 years will do so because of retirement.²

Retirement by Sector: Over 20% of Virginia's RNs are expected to stop working because of retirement within five years. Employment settings with the largest number of RNs intending to retire are: Public/community/school health settings with 28% and nursing education with 25% of current RNs expecting to retire in 5 years.² Because of the lag time in producing qualified faculty, education may be challenged to replace vacancies in the future.

VIRGINIA RN SUPPLY AND DEMAND

Long-range forecasts of supply and demand for RNs in Virginia over the next 20 years show the likelihood of a worsening shortage beginning to develop around 2015 and rapidly become more severe over time. RN supply relative to demand is favorable until 2015 when age related retirements increase and demand grows due to population aging, resulting in an RN shortage. Recent RN supply growth is the result of nursing education program growth/productivity and increased RN workforce participation due to high full-time employment and deferred retirement. Current, economic conditions have contributed to higher than expected levels of workforce participation.²



[1] The Registered Nurse Population: Findings from the March 2004 National Sample Survey of Registered Nurses. June, 2006. U.S. Dept. of Health and Human Services, Health Resources and Services Administration. [2] The 2007 & 2008 On-line Re-licensure Survey of Virginia RNs, Virginia Dept of Health Professions.