



## Index of Recent Nursing Workforce & Education Reports (May 2009)

### Statewide and Regional Status Reports on Nurse Supply, Demand, and Education

Link to full Statewide & Regional Reports: <http://www.flcenterfornursing.org/workforce/data.cfm>

#### Brief Report Summary:

These short reports synthesize our data on nurse supply, demand for nurses, and nursing education programs within each of six Florida regions as well as statewide.

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### Estimation of the RN Workforce as of January 2009

Link to full report: [http://www.flcenterfornursing.org/files/Workforce\\_Estimation.pdf](http://www.flcenterfornursing.org/files/Workforce_Estimation.pdf)

### Analysis of Workforce Survey Data from the RN Cohorts Renewing in 2008

Link to full report: [http://www.flcenterfornursing.org/files/2008\\_Workforce\\_Survey.pdf](http://www.flcenterfornursing.org/files/2008_Workforce_Survey.pdf)

#### Brief Report Summary:

Two-thirds of Florida's Registered Nurses (RNs) and Advanced Registered Nurse Practitioners (ARNPs) renewed their nursing licenses in 2008 and 92% opted to complete our voluntary survey during the renewal process. As a result, we now have unprecedented information on the work behaviors, employment settings, and education levels of RNs in Florida. The Estimation Report utilizes this data to present the Center's first estimates of the RN and ARNP workforces in terms of both employed nurses and nursing full-time equivalents (FTEs) **Report highlights include:**

- Approximately 85% of RNs with an active, clear license and a Florida address practice nursing within the state. Work behaviors are strongly associated with age; average FTE worked declines dramatically at ages 61 and above and one-third of the RNs not working in nursing are over the age of 61.
- There are not enough younger RNs to replace those who will be retiring. Given the large cohort of nurses nearing age 60, succession planning efforts must be implemented to prevent the "brain drain" associated with the loss of experienced nurses due to retirement.
- About 28% of working RNs hold a Bachelor's degree in nursing and 9% hold a Master's degree in nursing.

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### Licensed Nurses in Florida: 2007-2009 Trends and Longitudinal Analysis

Link to full report: [http://www.flcenterfornursing.org/files/Licensure\\_Trends\\_2007-2009.pdf](http://www.flcenterfornursing.org/files/Licensure_Trends_2007-2009.pdf)

#### Brief Report Summary:

The Florida Center for Nursing analyzes nurse licensure data to evaluate changes in the state's nurse supply and to identify the potential nurse workforce. This report describes two-year trends and a longitudinal analysis identifying nurses who joined – and left – the potential nurse workforce during 2007 and 2008. **Report highlights include:**

- Although more than 25,500 RNs joined the potential nurse workforce, more than 16,500 RNs left, resulting in a net increase of about 9,000 RNs. If these nurses had been retained, Florida's RN supply would have increased by 16% over two years (as opposed to 5.3%).
  - Florida's potential nurse workforce grew slightly older from 2007 to 2009, and more than 40% of the potential nurse workforce is over the age of 50.
  - New licensees by examination averaged 33 years of age for RNs and for LPNs, demonstrating that the average age of new nurses is also increasing. Nurses who begin a career later in life generally have shorter nursing careers.
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## 2008 Nursing Education Program Annual Report and Workforce Survey

Link to full report: [http://www.flcenterfornursing.org/files/2008\\_Education\\_Survey.pdf](http://www.flcenterfornursing.org/files/2008_Education_Survey.pdf)

### Brief Report Summary:

This report presents data from the second collaborative Annual Report and Workforce Survey for nursing programs conducted by the Florida Center for Nursing and the Florida Board of Nursing. More than 98% of all pre-licensure nursing programs responded to the survey, including 100% of Associate Degree in Nursing (ADN) and Baccalaureate Degree in Nursing (BSN) programs. **Report highlights include:**

- More than 12,000 qualified applicants were turned away from nursing education programs during academic year 2007-2008 – a number nearly capable of eliminating the nursing shortage in Florida.
- More than 50% of qualified applicants were turned away from Associate's and Bachelor's degree RN programs due to limited funding for faculty positions, faculty shortages, and limited clinical education space.
- The study also revealed a decrease in full-time faculty, leading to intensified workloads for existing faculty and significantly increased student-to-faculty ratios.
- Faculty retirements are expected to triple by 2011 and a decrease in Master's-level student enrollments indicates that there may be a limited potential pool for replacements.

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## The Economic Benefits of Resolving Florida's Nursing Shortage

Link to full report: [http://www.flcenterfornursing.org/files/Econ\\_Benefits.pdf](http://www.flcenterfornursing.org/files/Econ_Benefits.pdf)

### Brief Report Summary:

Estimates the economic benefits to state government, local government, and healthcare providers of filling vacant nursing positions and reducing nurse turnover. **Report highlights include:**

- If the 13,494 estimated nurse vacancies in 2007 were filled, Florida would realize an increase of over \$700 million in annual revenues from spending on goods and services alone. Furthermore, state and local governments would receive an additional \$52 million in tax revenues.
- The combined cost of turnover for RNs and LPNs was estimated at over \$1.4 billion in fiscal year 2006-2007.

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## Forecasting Supply, Demand, and Shortage of RNs and LPNs in Florida, 2007-2020

Link to full report: [http://www.flcenterfornursing.org/files/RN\\_LPN\\_Forecasts.pdf](http://www.flcenterfornursing.org/files/RN_LPN_Forecasts.pdf)

### Brief Report Summary:

The Florida Center for Nursing used forecasting models developed by the Health Resources and Services Administration (HRSA) with Florida-specific nurse and general population data to produce projections of the state's nurse supply, demand, and shortage through the year 2020. **Report highlights include:**

- Baseline forecasts show that Florida may face a shortage of RNs by 2020 that is capable of crippling our healthcare system and reducing access to care for Floridians. Our data demonstrates that the shortage of under 11,000 RN FTEs in 2007 is expected to grow to more than 52,000 FTEs in just 13 years.
- Demand for nursing personnel is projected to increase dramatically as Florida's general population grows older. The shortage is projected to increase more rapidly beginning in 2015, as the large Baby Boom cohort reaches typical ages for retirement and begins to require more healthcare for age-related conditions.
- Increasing production of new nurse graduates is not enough to resolve the shortage. Our forecasts show that only if nursing program graduates are increased by 15% each year **and** nurse retirement is delayed by two years will Florida see long-term success in resolving the shortage.

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*The Florida Center for Nursing is housed in the College of Health and Public Affairs at the University of Central Florida.*