



## Summary of Recent Nursing Workforce & Education Reports

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

Link to full statewide report:

Link to regional reports: <http://www.flcenterfornursing.org/regional/regionaldata.cfm>

#### Brief Report Summary:

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

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### Florida's Nurse Supply: Growth, Demographics, and Employment Characteristics

Link to full ARNP & RN report: [http://www.flcenterfornursing.org/files/RN\\_Supply\\_2010.pdf](http://www.flcenterfornursing.org/files/RN_Supply_2010.pdf)

Link to full LPN report: [http://www.flcenterfornursing.org/files/LPN\\_Supply\\_2010.pdf](http://www.flcenterfornursing.org/files/LPN_Supply_2010.pdf)

#### Brief Report Summary:

The Center analyzes nurse licensure and workforce survey data to evaluate changes in the state's nurse supply and to identify characteristics of the workforce. This report describes two-year trends and a longitudinal analysis identifying nurses who joined – and left – the nurse supply during 2008 and 2009. **Report highlights include:**

- The potential nurse workforce increased by 3.3%, exceeding pre-recession projections.
- Though Florida gained more than 27,000 RNs over the past two years, nearly 60% of this gain was erased by losses to the RN workforce--resulting in a net gain of only about 11,000 RNs. Losses to the Licensed Practical Nurse (LPN) workforce were even more dramatic, with a net gain of only about 28%.
- Workforce participation rates were at historic highs. However, 46.5% of the RN workforce is over the age of 50 years and can be expected to retire during the next 15 years. In addition, the number of hours worked declines dramatically among those in the workforce aged 61 and older.
- Florida's geographic and demographic diversity mean that growth and adequacy of the nurse supply vary substantially across regions of the state.

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### Workforce Demand in Nursing-Intensive Healthcare Settings: 2009 Vacancies and 2012 Growth Projections

Link to full report: [http://www.flcenterfornursing.org/files/2010\\_Demand\\_Report.pdf](http://www.flcenterfornursing.org/files/2010_Demand_Report.pdf)

Link to industry-specific reports: <http://www.flcenterfornursing.org/workforce/demand.cfm>

#### Brief Report Summary:

In 2009, the Center conducted a survey of nurse employers in six industry groups. All hospitals, psychiatric hospitals, skilled nursing facilities (nursing homes), home health agencies, public health departments, and hospices in Florida were asked about their current and future demand for nursing personnel. **Report highlights include:**

- The estimated number of vacant positions as of June 30, 2009 was approximately 6,800 RNs, 1,400 LPNs, and 4,000 CNAs.
- Though vacancy rates have declined since the 2007 survey, employers reported substantial unmet need for budgeted positions. Thus, the number of budgeted positions may not be keeping pace with perceived need.
- Expected growth in nursing positions through 2011 is estimated to be about 8,200 RN positions, 3,100 LPN positions, and 5,000 CNA positions.
- Median turnover rates remained above 15% in most industries and for most personnel types.

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## Florida Nursing Education Capacity and Nurse Faculty Supply/Demand: 2007-2009 Trends

Link to full report: [http://www.flcenterfornursing.org/files/2010\\_Education\\_Report.pdf](http://www.flcenterfornursing.org/files/2010_Education_Report.pdf)

### Brief Report Summary:

This report analyzes trends in Florida's nursing education capacity and faculty supply and demand using three years of data from the collaborative Annual Report and Workforce Survey for Nursing Programs conducted by the Florida Center for Nursing and the Florida Board of Nursing. **Report highlights include:**

- More than 13,000 qualified applicants were turned away from nursing education programs during academic year 2008-2009 – 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.

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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 (those assuming no additional effort to resolve the shortage) show that Florida may face a shortage of Registered Nurses (RNs) by 2020 that is capable of crippling our healthcare system and reducing access to or quality of 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. If nursing program graduates are increased by 15% each year (beginning in 2010) **and** nurse retirement is delayed by two years (beginning in 2009), Florida will still experience a nursing shortage over the next five years. However, immediate implementation of these interventions could have long-term success in resolving the shortage.
- HRSA's Nurse Supply Model (used in this report) likely underestimates the number of nurses leaving the profession at young ages due to dissatisfaction with nursing or a specific employment setting.