

Southeast Florida
Status Report on Nursing
Supply and Demand
July 2016



About the Southeast Florida Region

Regional Reports

The Florida Center for Nursing was established in statute to address the nurse workforce issues in the state. To that end, the Center collects and analyzes data to evaluate changes in the state's nurse supply and its demand for nurses. This report provides a regional perspective to these topics as well as a demographic summary of the area. Data are current as of 2015.

Community Demographic Information

According to 2014 U.S. Census estimates¹, the population of the Southeast Florida region represents 10.2% of the statewide population. Residents of Southeast Florida earned an average income of \$69,058. Nearly 13% of the regional population lives below poverty level, compared to the statewide poverty rate of 12.2%. The largest percentage of residents (14.1%) are between the ages of 50 and 59, and the median age is 45.5. 48.6% of the regional population are male, 51.4% are female. The majority of residents have obtained a high school diploma and have attended some college.

Nurse Workforce

In Southeast Florida, RNs remain the largest of the nursing disciplines. RNs are employed in hospitals more so than any other setting, and the greatest number of vacancies are in a hospital setting. The majority of RNs specialize in acute and critical care. Since 2010, the number of RN positions have increased overall, particularly in hospitals and home health agencies, and declined in hospices. The percentage of RNs entering retirement has increased in the past five years.

ARNPs have attained more advanced education and gained a greater workforce presence since 2010. They are employed in hospitals more so than any other setting. The majority of ARNPs specialize in adult and family health as well as anesthesia. Since 2011, the percentage of black ARNPs has increased.

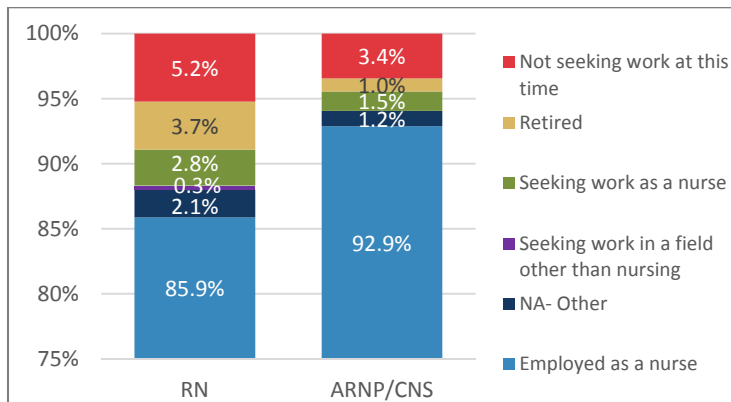
LPNs have experienced a slight decline in growth since 2013. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased, along with the number of available hospital positions. The number of vacancies has increased overall, particularly in public health and home health agencies.

The Supply of Nurses²

Change in the Potential Nurse Workforce

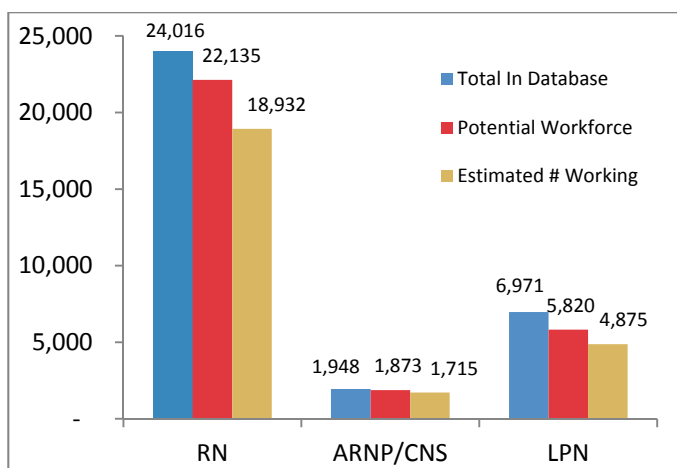
	2013	2015	% Change
RN	17,093	18,932	10.8%
ARNP/ CNS	1,400	1,715	22.5%
LPN	4,920	4,875	-0.9%

RN & ARNP Work Status, 2014-2015

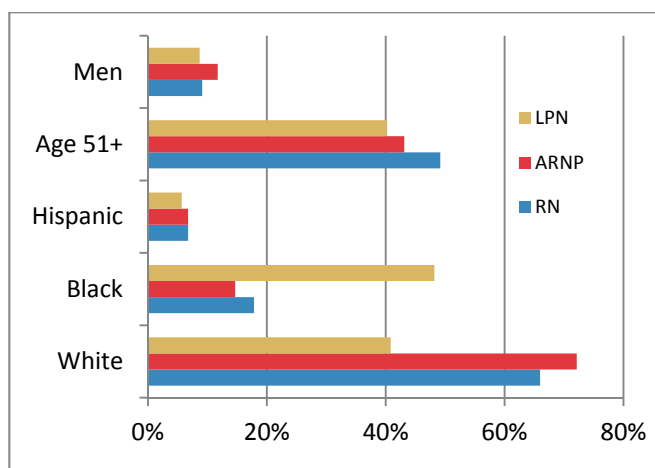


The RN and ARNP potential workforce (those with an active license, eligible to practice, and with a Florida address) increased since 2013, with the greatest growth occurring for ARNPs. The potential LPN workforce decreased by 0.9%. About 86% of RNs were employed in nursing, and 2.8% were seeking nursing employment. About 93% of ARNPs were employed in nursing. In the past five years, the percentage of RNs entering retirement has increased.

Nurse Supply as of December, 2015

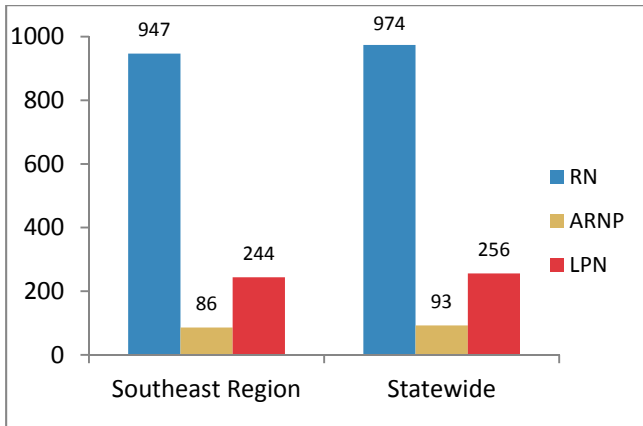


Nurse Workforce Demographics



Southeast Florida had a potential RN supply of 22,135 nurses, but 18,932 (85%) were actually working in nursing. Among working nurses, 49.2% of RNs, 43.1% of ARNPs, and 40.2% of LPNs were over age 51. Since 2010, the percentage of black ARNPs has increased.

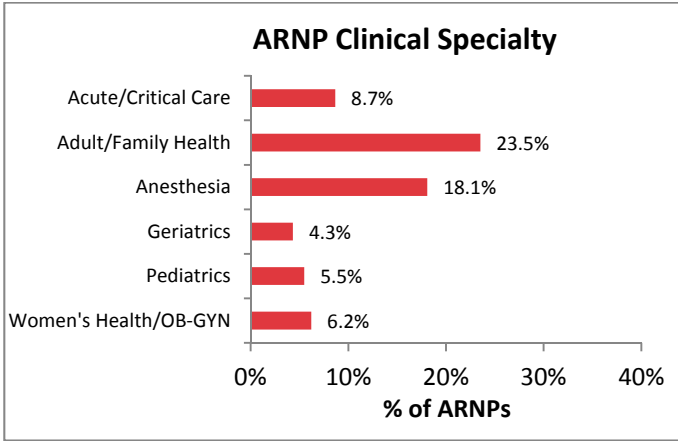
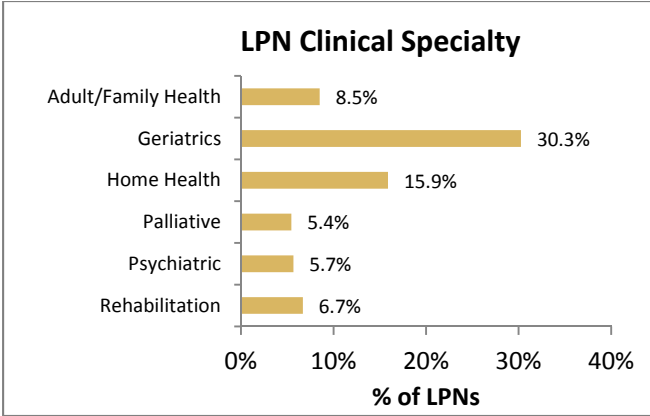
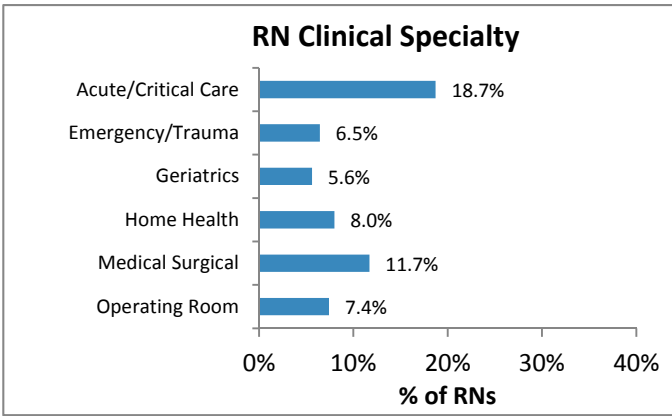
Employed Nurses per 100,000 Population



% of Nurses Employed by Setting, 2015

Setting	RN n=18,932	ARNP n=1,715	LPN n=4,875
Hospital	59.0%	37.4%	6.6%
Long-Term Care	5.9%	2.4%	40.0%
Home Health	9.3%	2.0%	20.3%
Other	5.6%	6.4%	7.8%
Physician's Office	2.8%	26.3%	8.1%
Ambulatory	4.6%	7.8%	1.5%
Hospice	3.5%	0.8%	7.1%

As of December 2015, Southeast Florida had fewer RNs, LPNs, and ARNPs per 100,000 population compared to the state overall. However, the ARNP workforce has increased since 2010. Hospitals employed 59% of RNs and 37.4% of ARNPs. Physician's offices were the second largest employer of ARNPs at 26.3%. Regarding LPNs, 40% were employed in long-term care and 20.3% in home health agencies. The percentage of LPNs employed in hospitals has declined since 2010.



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	48.9%	3.1%
BSN	35.4%	12.9%
Bachelor's Non- Nursing	8.5%	1.3%
MSN	4.7%	74.1%
Master's Non-Nursing	1.8%	1.1%
Doctorate in Nursing	0.5%	7.3%
Doctorate Non-Nursing	0.3%	0.2%

In Southeast Florida, 18.7% of RNs specialized in acute and critical care, and the percentage of those specializing in that area has decreased since 2010. Approximately 30% of LPNs specialized in geriatrics. Almost 24% of ARNPs specialized in adult and family healthcare and 18.1% specialized in anesthesia. In terms of education, the majority of RNs held a diploma, Associate’s, or BSN degree. The percentage of RNs holding a non-nursing Bachelor’s or MSN degrees increased in the past five years. About 74% of ARNPs held MSNs. Since 2010, the percentage of ARNPs holding a diploma, Associate’s, non-nursing Bachelor’s, non-nursing Master’s, and non-nursing Doctorate degrees has decreased.

Progress is being made toward achieving the Institute of Medicine’s recommendation 4 to increase the proportion of employed RNs with a BSN to 80% by 2020. Currently, 42.6% of working RNs in the region meet this recommendation; up from 38.4% in 2011.

The Demand for Nurses³

Estimated Number of Full and Part-Time Vacancies as of 06/30/2015

	Estimated # RN Vacancies	Estimated # LPN Vacancies
Hospitals	955.3	21.2
Skilled Nursing*	-	-
Home Health	350.8	295.7
Hospice	16.7	2.4
Public Health	2.2	3.4
Psychiatric*	-	-
Total	1324.9	322.7

Estimated Full and Part-Time Position Growth through 2016

	RN Position Growth	LPN Position Growth
Hospitals	533.3	6.9
Skilled Nursing*	-	-
Home Health	571.0	511.5
Hospice	15.3	1.6
Public Health	1.0	0.0
Psychiatric*	-	-
Total	1120.6	520.1

* Data for Skilled Nursing Facilities and Psychiatric Facilities not reported due to low response rates

In Southeast Florida, most of RN vacancies were within hospitals and home health agencies. The number of RN vacancies have increased overall since 2010, particularly in hospitals and home health agencies, and decreased in hospices. The majority of LPN vacancies were in home health agencies. Since 2010, LPN vacancies have increased overall, particularly in home health and public health agencies. LPN vacancies have declined in hospices over time. An estimated 1120 new RN positions and 520 new LPN positions may be created in Southeast Florida through 2016. Most of the new RN positions will be created in home health agencies and hospitals, and position growth in those industries has increased since 2010. RN position growth has declined over time in hospices and public health agencies. The majority of new LPN positions will be created in home health agencies, and position growth has increased in home health agencies and overall since 2010. In the past five years, position growth for LPNs has declined in hospitals and hospices.

There were too few skilled nursing and psychiatric hospital respondents in the Southeast region to provide reliable estimates for these industries. Additionally, due to the low response rate of the Nursing Demand Report, data related to vacancy rates and turnover rates are not reported at the regional level.

For more information:

1. Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates
2. Nurse Supply Reports, <http://www.flcenterfornursing.org/StatewideData/NurseSupplyReports.aspx>
3. Nurse Demand Reports, <http://www.flcenterfornursing.org/StatewideData/NurseDemandReports.aspx>