

## West Central Florida Status Report on Nursing Supply and Demand July 2016



### About the West Central 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 estimates<sup>1</sup>, the population of the West Central Florida region represents 22.5% of the statewide population. Residents of West Central Florida earned an average income of \$58,509. Almost 14% of the regional population lives below poverty level, compared to the statewide poverty rate of 12.2%. The largest percentage of residents (13.4%) are between the ages of 50 and 59, and the median age is 44 years. Less than 50% of the regional population are male and 51.5% are female. The majority of residents have obtained a high school diploma and have attended some college.

#### **Nurse Workforce**

In West Central 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. RN position growth has declined in hospices and public health agencies in the past five years. The percentage of RNs obtaining MSN degrees has increased since 2010. Further, the percentage of RNs entering retirement has also increased over time.

ARNPs have attained more advanced education and gained a greater workforce presence since 2010, and are employed in hospitals more so than any other setting. The majority of ARNPs specialize in adult and family health and anesthesia. Since 2010, more ARNPs are working in long-term care facilities. The percentage of black ARNPs has increased since 2011.

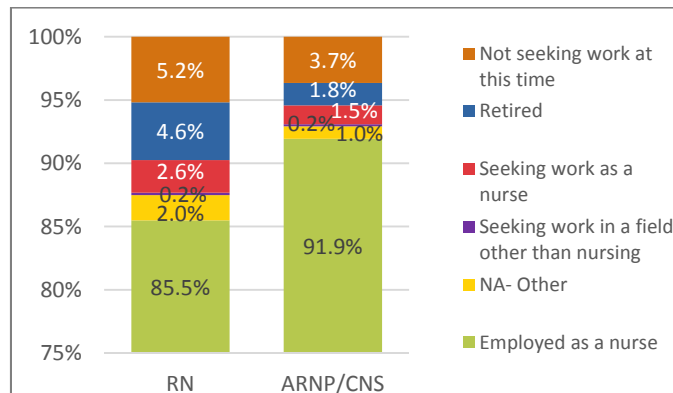
LPNs have experienced a slight decline in growth since 2011. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased, and position growth in hospitals and hospices has declined. However, the number of LPN vacancies in hospitals has increased over time (along with public health and home health agencies). LPN position growth has also increased in home health agencies.

## The Supply of Nurses<sup>1</sup>

### Change in the Potential Nurse Workforce

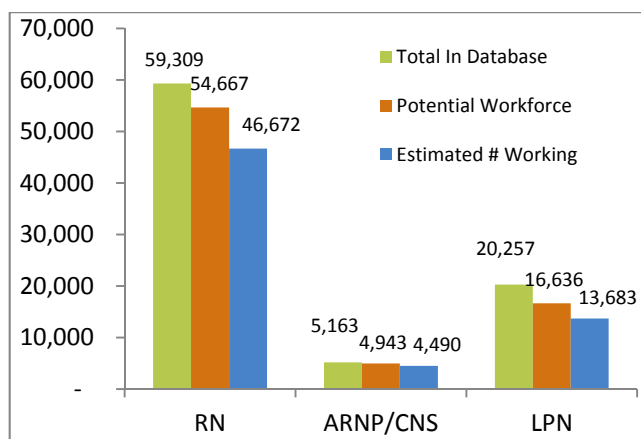
	2013	2015	% Change
<b>RN</b>	42,575	46,672	9.6%
<b>ARNP/ CNS</b>	3,686	4,490	21.8%
<b>LPN</b>	13,897	13,683	-1.5%

### RN & ARNP Work Status, 2014-2015

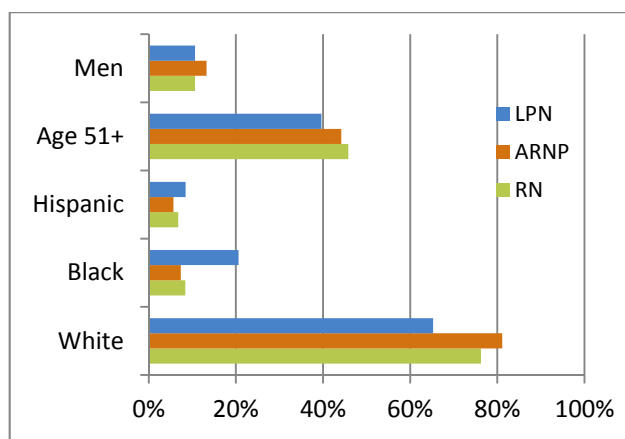


The potential RN and ARNP workforce (those with an active license, eligible to practice, and with a Florida address) in West Central Florida grew by 21.8%, with the greatest growth occurring for ARNPs. The LPN workforce declined by 1.5%. Over 85% of RNs were currently employed in a nursing position and 92% of ARNPs were employed in nursing. Since 2010, the percentage of RNs entering retirement has increased.

### Nurse Supply as of December 2015

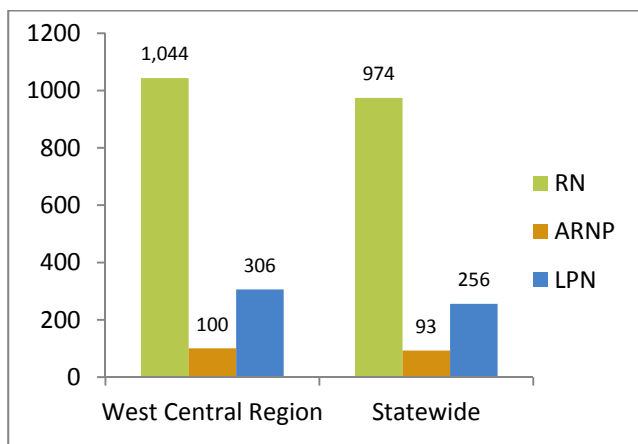


### Nurse Workforce Demographics



West Central Florida had a potential RN supply of 54,667 nurses, but only 46,672 (85%) were actually working in nursing. Among working nurses, 10.6% of RNs and LPNs, and 13.3% of ARNPs, were men. In terms of age, 45.8% of RNs, 44.2% of ARNPs, and 3.6% of LPNs are over age 51. The percentage of white nurses is higher than the state average for all three disciplines and also higher than the 2014 Census estimates (for ARNP's and RNs) for the region. Since 2011, the percentage of black ARNPs has increased.

### Employed Nurses per 100,000 Population

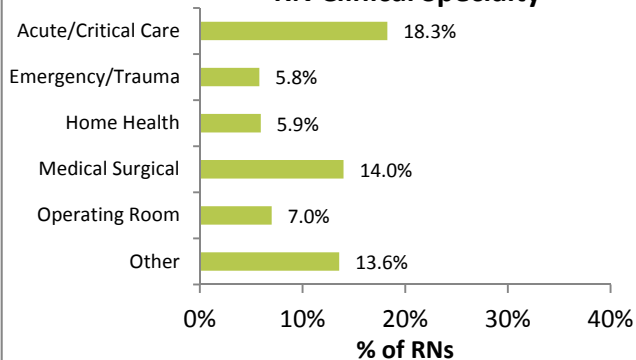


### % Nurses Employed by Setting, 2015

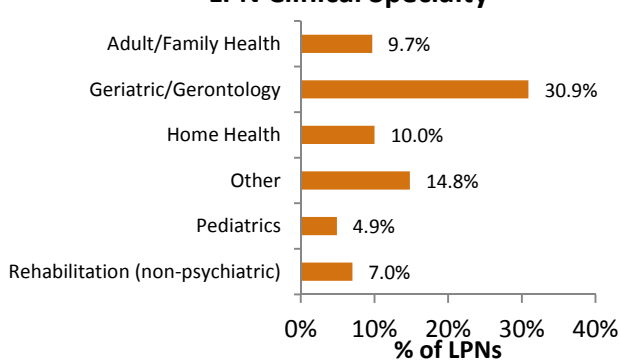
Setting	RN n=46,672	ARNP n=4,490	LPN n=13,683
Hospital	62.1%	43.4%	8.3%
Long-Term Care	5.1%	3.9%	39.8%
Home Health	6.4%	1.8%	13.4%
Other	5.9%	4.8%	6.4%
Physician's Office	2.4%	20.6%	12.4%
Ambulatory	4.7%	7.8%	2.7%

As of December 2015, West Central Florida had more RNs, ARNPs, and LPNs per 100,000 population compared to the state overall. The proportion of ARNPs has increased in the past five years. About 62% of RNs were employed in hospitals. 43.4% of ARNPs worked in hospitals, almost 20.6% worked in health provider offices. The percentage of ARNPs employed in long-term care facilities has increased since 2010. Almost 40% of LPNs were employed in long-term care, and the percentage of those employed in hospitals has declined over time.

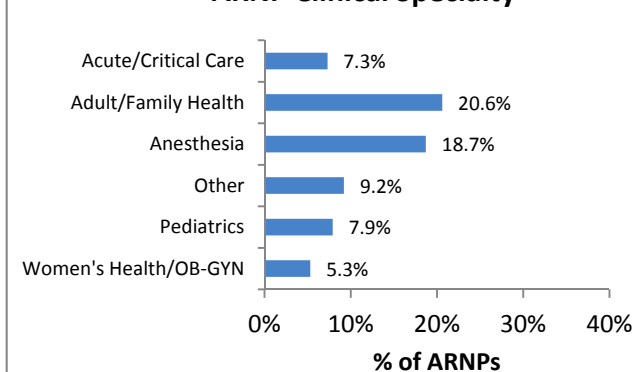
#### RN Clinical Specialty



#### LPN Clinical Specialty



#### ARNP Clinical Specialty



### Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	49.2%	2.7%
BSN	33.7%	13.3%
Bachelor's Non- Nursing	9.9%	1.2%
MSN	4.6%	77.2%
Master's Non-Nursing	2.0%	0.6%
Doctorate in Nursing	0.3%	4.9%
Doctorate Non-Nursing	0.3%	0.2%

In West Central Florida, 18.3% of RNs specialized in acute and critical care, and 30.9% of LPNs specialized in geriatrics. 20.6% of ARNPs specialized in adult and family healthcare and 18.7% specialized in anesthesia. In terms of education, the majority of RNs held a diploma or Associate’s degree. Most ARNPs (77.2%) held MSNs. Since 2010, the percentage of RNs holding MSN degrees increased. The percentage of ARNPs holding a diploma, Associate’s, non-nursing Bachelor’s, non-nursing Master’s, and non-nursing Doctorate degrees has decreased; and the percentage of those holding a BSN or nursing-related Doctorate degree increased.

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, 40.8% of working RNs in the region meet this recommendation; up from 34.8% in 2011.

## The Demand for Nurses<sup>2</sup>

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

	Estimated # RN Vacancies	Estimated # LPN Vacancies
<b>Hospitals</b>	2258.6	76.4
<b>Skilled Nursing*</b>	-	-
<b>Home Health</b>	509.0	380.2
<b>Hospice</b>	62.0	10.0
<b>Public Health</b>	10.5	9.4
<b>Psychiatric*</b>	-	-
<b>Total</b>	<b>2,840.1</b>	<b>476.0</b>

**Estimated Full and Part-Time Position Growth through 2016**

	RN Position Growth	LPN Position Growth
<b>Hospitals</b>	1353.3	12.6
<b>Skilled Nursing*</b>	-	-
<b>Home Health</b>	977.4	726.5
<b>Hospice</b>	20.3	4.1
<b>Public Health</b>	9.1	0.0
<b>Psychiatric*</b>	-	-
<b>Total</b>	<b>2,360.2</b>	<b>743.0</b>

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

In West Central 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. The majority of LPN vacancies were in home health agencies. LPN vacancies have increased overall since 2010, particularly in hospitals, home health, and public health agencies. An estimated 2,360 new RN positions and 743 new LPN positions may be created in West Central Florida through 2016. Most of the new RN positions will be created in hospitals and home health agencies. Since 2010, RN position growth has increased overall, particularly in hospitals and home health agencies. RN position growth declined in hospices and public health agencies. Most of the new LPN positions will be created in home health agencies. Since 2010, LPN position growth increased in home health agencies, and declined in hospitals and hospices.

There were too few skilled nursing and psychiatric hospital respondents in the West Central 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>