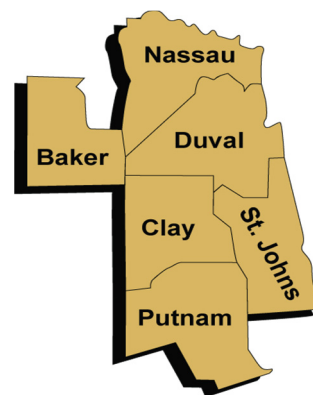


**Northeast Florida
Status Report on Nursing
Supply and Demand
July 2016**



About the Northeast 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 Northeast Florida region represents 7.5% of the statewide population. Residents of Northeast Florida earned an average income of \$69,418. About 12% of the regional population lives below poverty level, compared to the statewide poverty rate of 12.2%. The largest percentage of residents (14.8%) are between the ages of 45 and 54, and the median age is 40.2. Fewer than 50% of the regional population are male and 50.6% are female. The majority of residents have obtained a high school diploma and have attended some college.

Nurse Workforce

In Northeast Florida, RNs remain the largest of the nursing disciplines, and they are employed in hospitals more so than any other setting. Since 2010, the number of vacancies have increased in hospitals, home health agencies, and overall. RN position growth is highest in home health agencies, and position growth in hospitals has increased in the last five years. The percentage of RNs entering retirement has increased in the past five years, and the percentage of black RNs has declined 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 healthcare and anesthesia. Since 2010, more ARNPs are working in hospitals. The percentage of ARNPs seeking work as a nurse has increased over time.

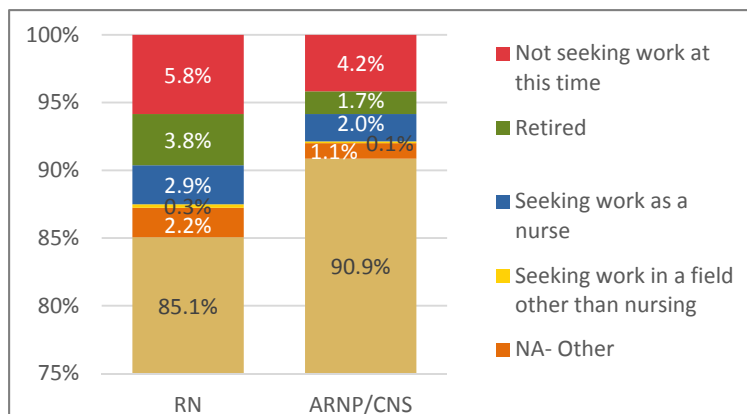
LPNs have experienced the slowest rate of increase. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased. The number of vacancies for LPNs has increased overall, particularly in home health agencies. Overall LPN position growth has increased over time.

The Supply of Nurses¹

Change in the Potential Nurse Workforce

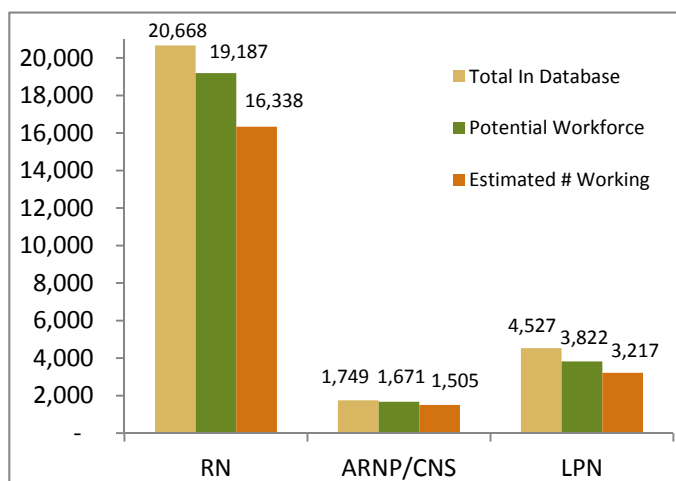
	2013	2015	% Change
RN	15,047	16,338	8.6%
ARNP/CNS	1,211	1,505	24.3%
LPN	3,063	3,217	5.0%

RN & ARNP Work Status, 2014-2015

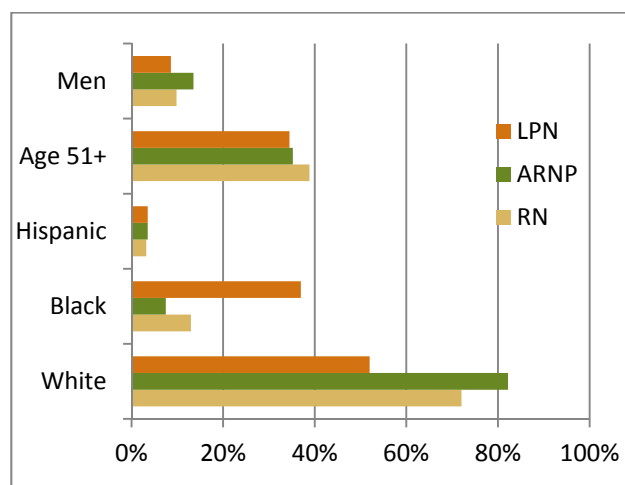


The potential ARNP workforce (those with an active license, eligible to practice, and with a Florida address) in Northeast Florida increased by 24%, while the potential RN and LPN workforce experienced more modest growth. About 85% of RNs and 91% of ARNPs were employed in nursing. In the past five years, the percentage of RNs entering retirement has increased.

Nurse Supply as of December 2015

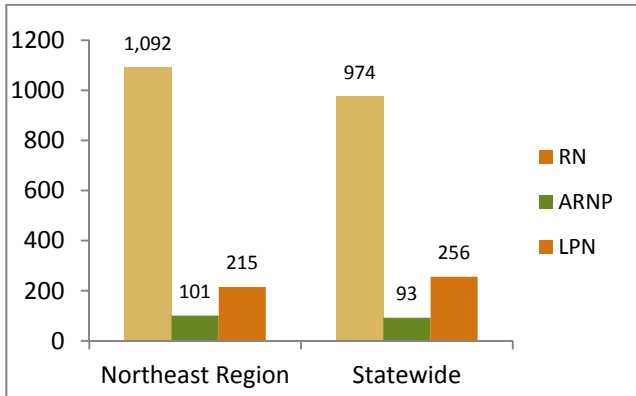


Nurse Workforce Demographics



Northeast Florida had a potential RN supply of 19,187 nurses, but only 16,338 (85%) were actually working in nursing. Among working nurses, 9.8% of RNs, 13.5% of ARNPs, and 8.6% of LPNs were men, and about 37.8% of all nurses were over age 51. The percentage of black RNs has decreased since 2011.

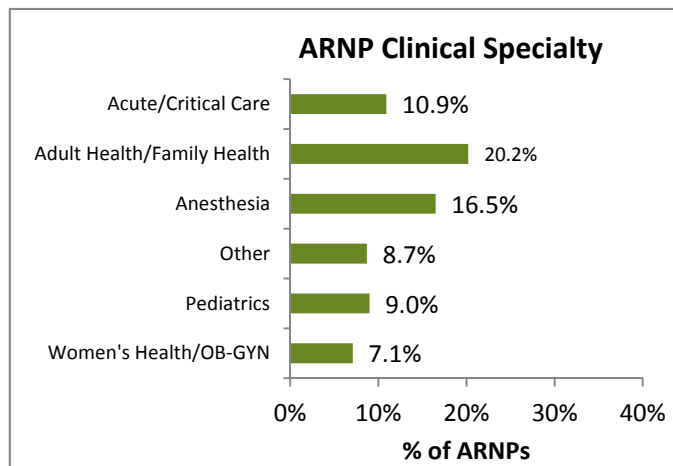
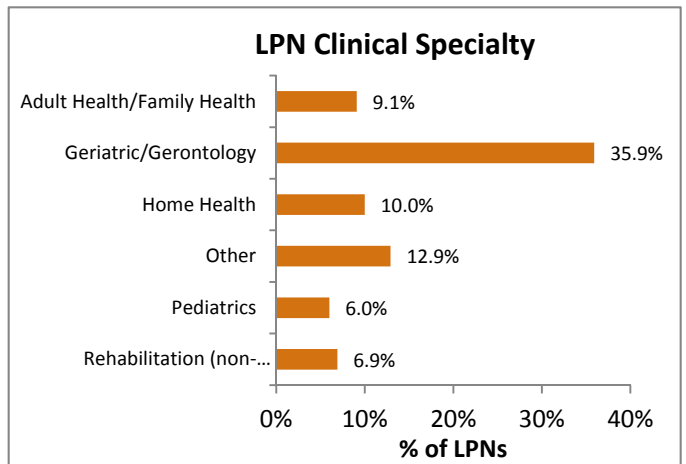
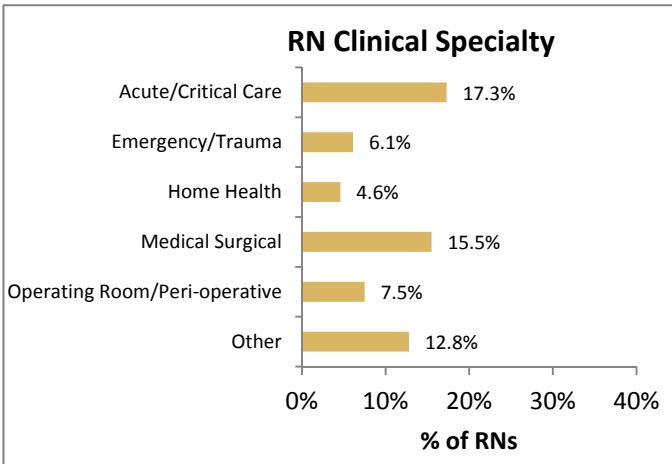
Employed Nurses per 100,000 Population



% of Nurses Employed by Setting, 2015

Setting	RN n=16,338	ARNP n=1,505	LPN n=3,217
Hospital	64.5%	44.5%	6.2%
Long-Term Care	4.2%	2.7%	45.9%
Home Health	5.4%	1.8%	13.9%
Physician/Health Provider Office	2.9%	22.8%	9.0%
Other	4.7%	4.2%	8.0%
Ambulatory	4.7%	6.9%	2.2%
Hospice	3.0%	1.1%	3.6%

As of December 2015, Northeast Florida had more RNs and ARNPs, but fewer LPNs, per 100,000 population compared to the state. The proportion of employed ARNPs per 100,000 population has increased in the past five years. Nearly 65% of RNs were employed in hospitals, as were 44.5% of ARNPs. Almost 45.9% of LPNs were employed in long-term care. While the percentage ARNPs employed in a hospital setting has increased since 2010, the percentage of LPNs has declined.



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	42.4%	2.2%
BSN	42.9%	13.5%
Bachelor's Non-Nursing	7.4%	0.5%
MSN	5.4%	75.4%
Master's Non-Nursing	1.3%	0.7%
Doctorate in Nursing	0.5%	7.7%
Doctorate Non-nursing	0.2%	0.0%

In Northeast Florida, 17.3% of RNs specialized in acute and critical care, and 35.9% of LPNs specialized in geriatrics. For ARNPs, 20.2% specialized in adult and family healthcare, and 16.5% specialized in anesthesia. In terms of education, the majority of RNs held a diploma, Associate's, or BSN degree. Since 2010, the percentage of RNs holding an MSN degree has increased. A large percentage (75.4%) of ARNPs held MSNs. The percentage of ARNPs holding Bachelor's and Doctorate's degrees has increased within the past five years, while the percentage of those holding Diploma, Associate's Bachelor's, or Master's degrees in a non-nursing field declined.

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, 50.2% of working RNs in the region meet this recommendation; up from 43.9% in 2011.

The Demand for Nurses²

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

	Estimated # RN Vacancies	Estimated # LPN Vacancies
Hospitals	777.9	6.3
Skilled Nursing	-	-
Home Health	152.2	145.4
Hospice	0.0	0.0
Public Health	4.1	3.7
Psychiatric	-	-
Total	934.1	155.3

Estimated Full and Part-Time Position Growth through 2015

	RN Position Growth	LPN Position Growth
Hospitals	350.5	2.2
Skilled Nursing	-	-
Home Health	330.9	268.1
Hospice	0.0	0.0
Public Health	1.3	0.0
Psychiatric	-	-
Total	682.6	270.3

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

In Northeast Florida, most of RN vacancies were within hospitals and home health agencies, and the number of vacancies have increased in hospitals, home health agencies, and overall since 2010. Most of the LPN vacancies were within home health agencies, and vacancies in home health agencies and overall have increased since 2010. An estimated 683 new RN positions and 270 new LPN positions may be created in Northeast Florida through 2016. The majority of RN positions are expected to be within hospitals and home health agencies, and position growth for RNs have increased overall and in hospitals since 2010. Most of new LPN positions are expected to be in home health agencies, and overall position growth has increased since 2010.

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