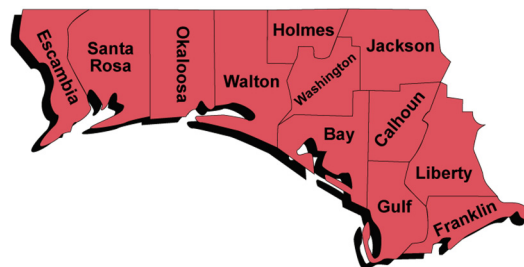


Northwest Florida
Status Report on Nursing
Supply and Demand
July 2016



About the Northwest 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 Northwest Florida region represents 5.3% of the statewide population. Residents of Northwest Florida earned an average income of \$56,402. Approximately 14% of the regional population lives below poverty level, compared to the statewide poverty rate of 12.2%. The largest percentage of residents (14.6%) are between the ages of 50 to 59, and the median age is 40.1. Over 50% of the regional population are male, 49.1% are female. The majority of residents have obtained a high school diploma and have attended some college.

Nurse Workforce

In Northwest 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 and public health agencies.

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

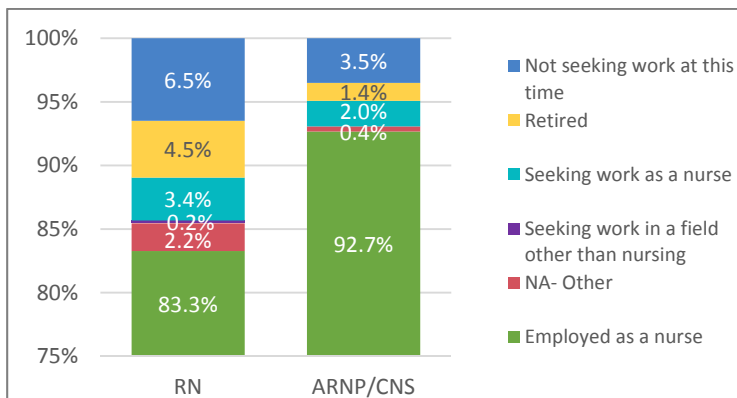
LPNs have experienced a slight decline in growth since 2011. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased, along with the number of available hospital positions. The number of vacancies has increased in public health and home health agencies.

The Supply of Nurses¹

Change in the Potential Nurse Workforce

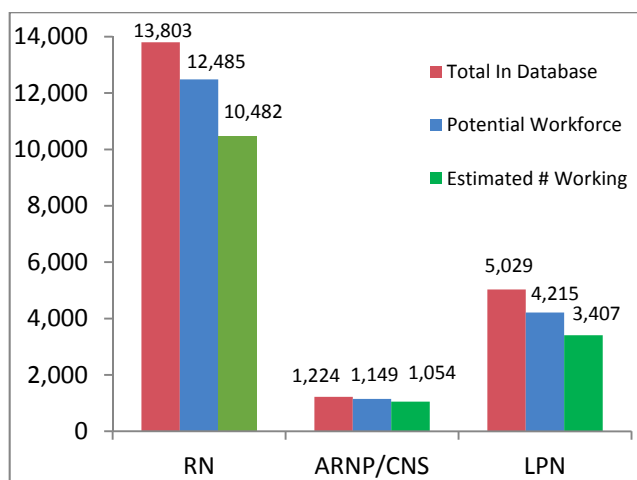
	2013	2015	% Change
RN	9,789	10,482	7.1%
ARNP/ CNS	821	1,054	28.4%
LPN	3,443	3,407	-1.0%

RN & ARNP Work Status, 2014-2015

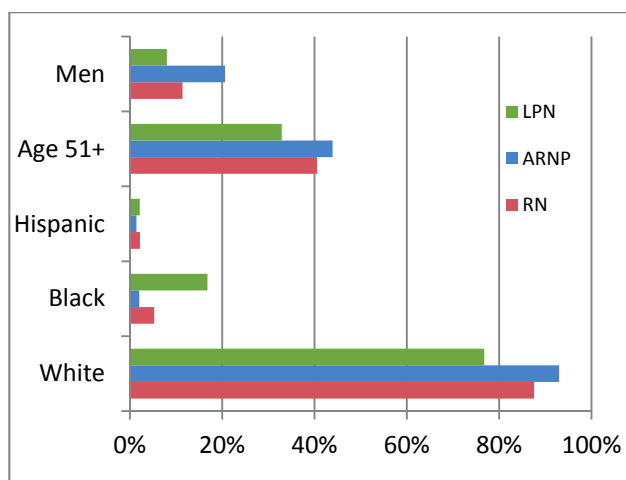


The RN and ARNP potential workforce (those with an active license, eligible to practice, and with a Florida address) increased since 2011, with the greatest growth occurring for ARNPs. The LPN workforce declined by 1.0%. About 85.8% of RNs were working in nursing and 4.5% were seeking nursing employment. 88.5% of ARNPs were working in nursing.

Nurse Supply as of December 2015

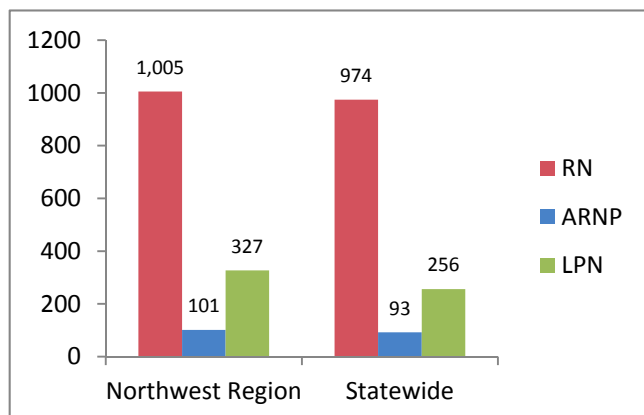


Nurse Workforce Demographics



Northwest Florida had a potential RN supply of 12,485 nurses, but only 10,482 (83.9%) were actually working in nursing. The proportion of non-white nurses in all three disciplines is lower than the state average, and also lower than the 2014 Census estimates for the region. In terms of age, 40.5% of RNs, 43.9% of ARNPs, and 32.9% of LPNs are over the age of 51.

Employed Nurses per 100,000 Population

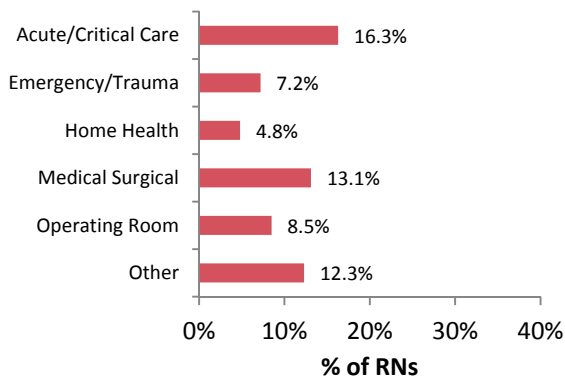


% of Nurses Employed by Setting, 2015

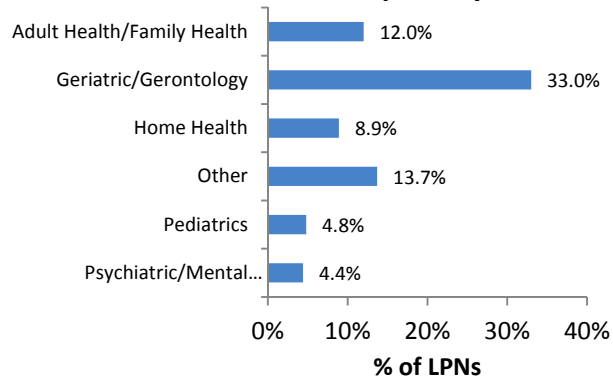
Setting	RN n=10,482	ARNP n=1,054	LPN n=3,407
Hospital	61.1%	41.7%	9.0%
Long-Term Care	6.0%	2.7%	38.2%
Physician's Office	4.2%	22.1%	15.6%
Home Health	5.0%	0.8%	11.2%
Other	5.5%	4.9%	6.4%
Ambulatory	5.2%	8.9%	1.8%
Correctional Facility	2.0%	2.6%	7.2%

As of December 2015, Northwest Florida had more RNs, ARNPs, and LPNs per 100,000 population than did the state. The proportion of ARNPs has increased in the past five years. 61.1% of RNs were employed in hospitals. Almost 42% of ARNPs were employed in hospitals, and 22.1% were employed in physician's offices. Since 2010, the percentage of ARNPs employed in home health agencies has decreased, and the percentage of those working in long-term healthcare settings increased. About 38% of LPNs were employed in long-term care, and the percentage of those employed in hospitals has declined over time.

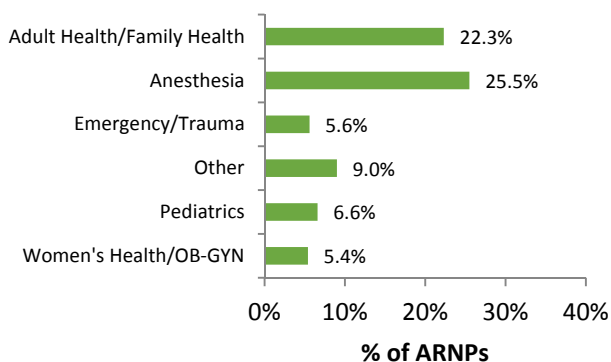
RN Clinical Specialty



LPN Clinical Specialty



ARNP Clinical Specialty



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	55.5%	2.9%
BSN	31.0%	12.3%
Bachelor's Non- Nursing	7.3%	1.5%
MSN	4.3%	76.9%
Master's Non-Nursing	1.6%	0.6%
Doctorate in Nursing	0.2%	5.6%
Doctorate Non-Nursing	0.1%	0.2%

In Northwest Florida, 16.3% of RNs specialized in acute and critical care, and 33% of LPNs specialized in geriatrics. For ARNPs, 25.5% specialized in anesthesia and 21.3% specialized in adult and family healthcare. In terms of education, the majority of RNs held a diploma, Associate’s, or BSN degree. Approximately 77% of ARNPs held MSNs. Since 2010, the percentage of RNs holding a non-nursing Bachelor’s degree, while those with a non-nursing Master’s degree declined. In the past five years, the percentage of ARNPs holding a nursing-related Doctorate increased. The percentage of ARNPs holding a diploma, Associate’s, non-nursing Bachelor’s, and non-nursing Master’s 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, 37.2% of working RNs in the region meet this recommendation; up from 32.8% 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	560.5	6.7
Skilled Nursing*	-	-
Home Health	66.5	31.6
Hospice	8.0	0.0
Public Health	2.3	7.7
Psychiatric*	-	-
Total	637.3	46.0

Estimated Full and Part-Time Position Growth through 2016

	RN Position Growth	LPN Position Growth
Hospitals	271.2	1.8
Skilled Nursing*	-	-
Home Health	92.3	69.5
Hospice	16.1	2.5
Public Health	1.6	0.0
Psychiatric*	-	-
Total	381.2	73.9

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

In Northwest Florida, most of RN vacancies were within hospitals and home health agencies. The number of RN vacancies has increased overall since 2010, particularly in hospitals and home health agencies, while it has decreased in public health agencies. The majority of LPN vacancies were in home health agencies. LPN vacancies have increased in home health and public health agencies since 2010. However, overall LPN vacancies have declined in the past five years, particularly in hospitals. An estimated 381 new RN positions and 74 new LPN positions may be created in Northwest Florida through 2016. Most of the new RN positions will be created in hospitals. Since 2010, RN position growth in public health agencies has declined.

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