



**Statewide
Status Report on Nursing
Supply and Demand
June 2016**

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 an overall statewide perspective to these topics as well as a demographic summary of the area. Data are current as of 2015.

State Demographic Information

According to 2014 U.S. Census estimates¹, the population of Florida is approximately 19,361,792, representing 6.2% of the country-wide population. Residents of Florida earned an average income of \$67,143. A little over 12% of the population lives below poverty level, compared to the country-wide poverty rate of 11.5%. The largest percentage of residents (13.8%) are between the ages of 50 and 59, and the median age is 41.2. In terms of gender, 48.9% of the state population are male and 51.1% are female. The majority of residents have obtained a high school diploma and have attended some college.

Nurse Workforce

In 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. The percentage of RNs entering retirement has increased in the past five years. The percentage of those obtaining more advanced education 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 percentage of ARNPs employed in home health agencies has increased since 2010. The majority of ARNPs specialize in adult and family health and anesthesia. Since 2011, the percentage of Hispanic ARNPs has increased.

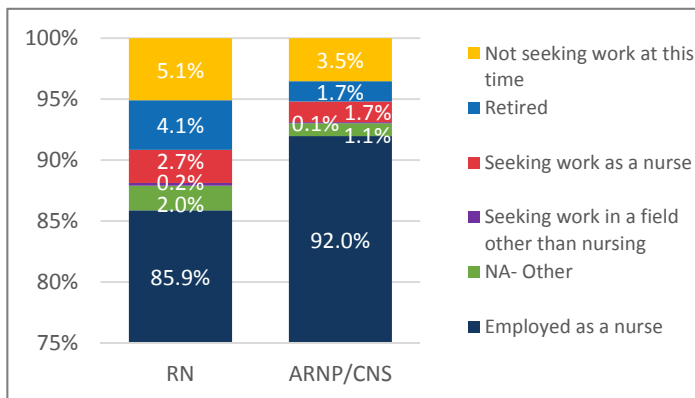
LPNs have experienced a slight decline in growth since 2013. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics, and the percentage of those specializing in medical surgical and acute and critical care has declined in the past five years. Since 2010, the number of LPNs working in hospitals has decreased. The number of LPN vacancies and position growth has increased overall, particularly in home health agencies. Vacancies have declined in hospices over time, and position growth has declined in hospitals and hospices for LPNs.

The Supply of Nurses²

Change in the Potential Nurse Workforce

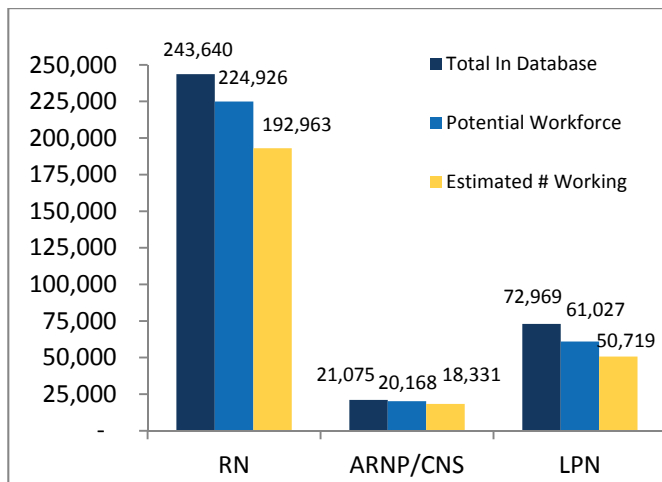
	2013	2015	% Change
RN	194,959	224,926	15.4%
ARNP/ CNS	14,103	20,168	43.0%
LPN	61,324	61,027	-0.5%

RN & ARNP Work Status, 2014-2015

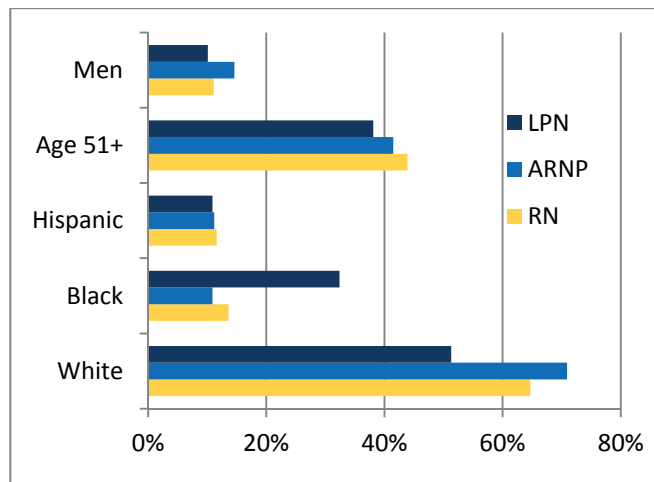


The RN and ARNP potential workforce (those with an active license, eligible to practice, and with a Florida address) increased since 2013, with the greatest growth occurring for ARNPs. The potential LPN workforce decreased by -0.5%. Almost 86% of RNs were employed in a nursing position, and 2.7% were seeking nursing employment. For ARNPs, 92% were employed in nursing. In the past five years, the percentage of RNs entering retirement has increased.

Nurse Supply as of December 2015

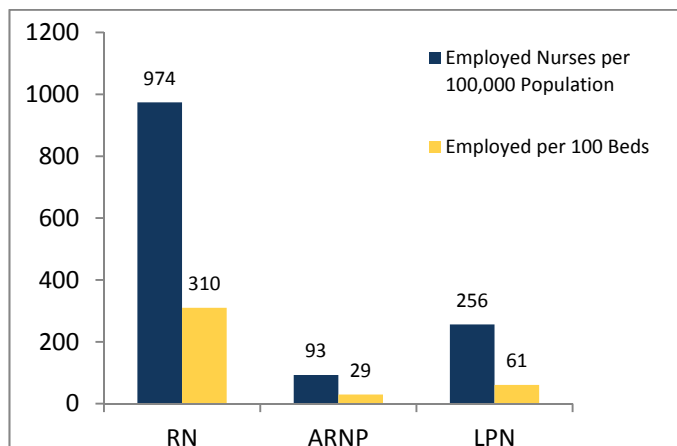


Nurse Workforce Demographics



Florida had a potential RN supply of 224,926 nurses, but only 192,963 (85.8%) were actually working in nursing. Among working nurses, 11.1% of RNs, 14.6% of ARNPs, and 10.0% of LPNs were men; and over 62% of all nurses were white. In terms of age, 43.9% of RNs, 41.5% of ARNPs, and 38.1% of LPNs were age 51 and older. Since 2011, the percentage of Hispanic ARNPs increased.

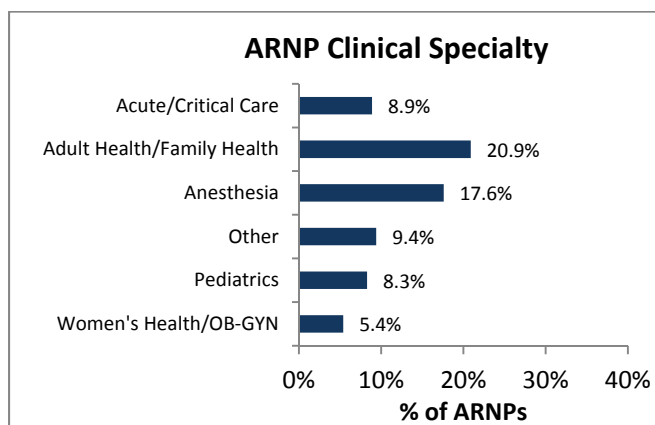
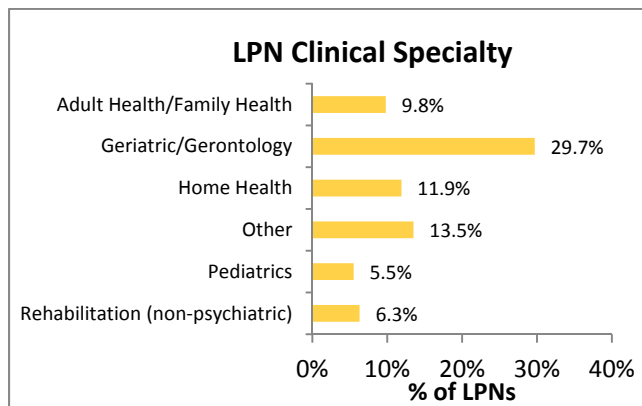
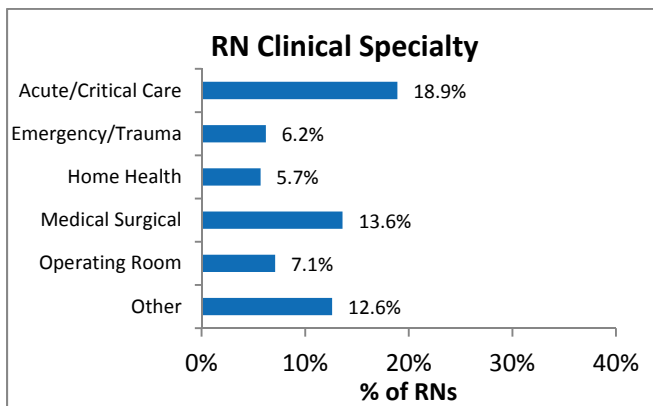
Employed Nurses per 100,000 Population



% of Nurses Employed by Setting, 2015

Setting	RN n=193,025	ARNP n=18,337	LPN n=50,719
Hospital	63.5%	44.3%	7.8%
Long-Term Care	4.8%	2.6%	38.8%
Home Health	6.4%	2.0%	15.4%
Other	5.2%	4.7%	6.5%
Physician/Health Provider Office	2.6%	21.1%	10.6%
Ambulatory Care	4.4%	7.1%	2.3%

As of December 2015, Florida had about 974 RNs, 93 ARNPs, and 256 LPNs per 100,000 population. As of 2010, there was an estimated 921 RNs per 100K population nationwide. The proportion of Florida ARNPs has increased in the past five years. Almost 64% of RNs were employed in hospitals. For ARNPs, 44.3% were employed in hospitals, and 21.1% were employed in physician's offices. 38.8% of LPNs were employed in long-term care. The percentage of ARNPs employed in a home health agencies has increased since 2010, and the percentage of LPNs employed in hospitals has declined.



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	45.7%	3.3%
BSN	37.7%	11.4%
Bachelor's Non-Nursing	8.7%	1.2%
MSN	5.2%	78.5%
Master's Non-Nursing	1.9%	0.6%
Doctorate in Nursing	0.3%	4.9%
Doctorate Non-Nursing	0.6%	0.1%

In Florida, 18.9% of RNs specialized in acute and critical care, and 29.7% of LPNs specialized in geriatrics. Almost 26% of ARNPs specialized in adult and family health and 17.6% specialized in anesthesia. Since 2010, the percentage of LPNs specializing in medical surgical and acute and critical care has declined. In terms of education, the majority of RNs held a diploma, Associate's, or BSN degree. Over 78% of ARNPs held MSNs. Since 2010, the percentage of RNs holding a non-nursing Bachelor's or MSN degree increased. ARNPs holding a diploma, Associate's, non-nursing Bachelor's, non-nursing Master's, or non-nursing Doctorate degree has decreased; and the percentage of those holding a nursing-related Doctorate has 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, 45.6% of working RNs in the region meet this recommendation; up from 39.5% 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	9,340.9	197.8
Skilled Nursing*	-	-
Home Health	3,040.3	2490.3
Public Health	40.2	61.1
Hospice	162.7	28.2
Psychiatric*	-	-
Total	12,584.0	2,777.4

Estimated Full and Part-Time Position Growth through 2015

	RN Position Growth	LPN Position Growth
Hospitals	4,434.6	42.5
Skilled Nursing*	-	-
Home Health	6,059.0	4,870.6
Public Health	19.2	0.0
Hospice	118.1	17.5
Psychiatric*	-	-
Totals	10,630.9	4,930.6

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

In 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; and vacancies have increased overall, particularly in home health agencies, in the past five years. Further, LPN vacancies in hospices have declined over time. An estimated 10,630 new RN positions and 4,930 new LPN positions may be created in Florida through 2016. Most of the new RN and LPN positions will be created in home health agencies. Since 2010, RN position growth in hospitals has increased, and growth in hospices and public health agencies has declined. Since 2010, LPN position growth has increased overall, particularly in home health agencies; and declined in hospitals and hospice.

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