

Southwest Florida Status Report on Nursing Supply and Demand July 2016

About the Southwest 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 Southwest Florida region represents 6.2% of the statewide population. Residents of Southwest Florida earned an average income of \$62,480. 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%) are between the ages of 60 to 69, and the median age is 45.5 years. Over half of the regional population are male, 49.3% are female. The majority of residents have obtained a high school diploma.

Nurse Workforce

In Southwest 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 public health agencies. The percentage of Hispanic RNs has increased since 2011. The percentage of RNs obtaining MSN degrees and entering retirement has increased in the past five years.

ARNPs have attained more advanced education and gained a greater workforce presence since 2011, and are employed in hospitals more so than any other setting. The majority of ARNPs specialize in anesthesia. Since 2010, more ARNPs are working in home health agencies. The percentage of black and Hispanic ARNPs has increased since 2011.

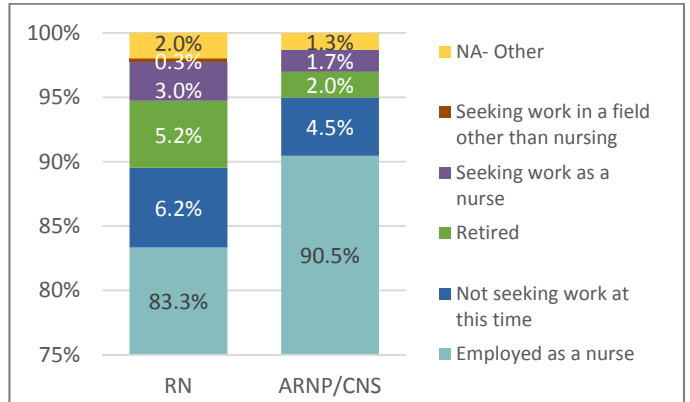
LPNs have experienced the slowest rate of increase. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased, along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

The Supply of Nurses¹

Change in the Potential Nurse Workforce

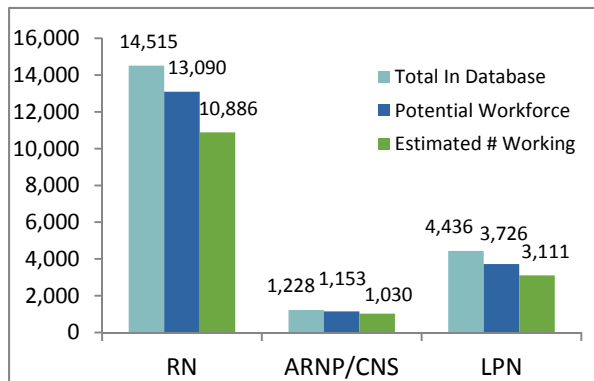
	2013	2015	% Change
RN	10,052	10,886	8.3%
ARNP/ CNS	836	1,030	23.2%
LPN	3,049	3,111	2.0%

RN & ARNP Work Status (%), 2014-2015

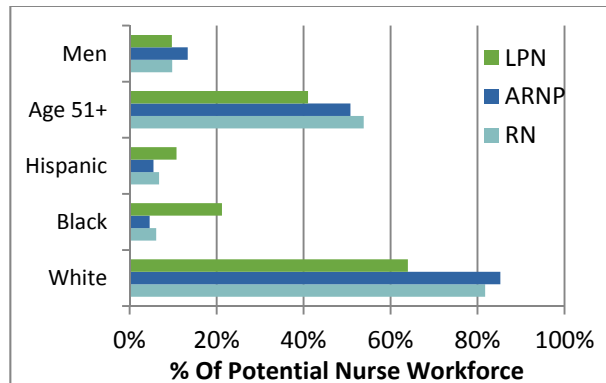


The RN, ARNP, and LPN potential workforce (those with an active license, eligible to practice, and with a Florida address) increased since 2013, with the greatest growth occurring for ARNPs. About 83% of RNs and 91% of ARNPs were employed in nursing. Since 2010, the percentage of RNs reporting that they retired has increased.

Nurse Supply as of December 2015

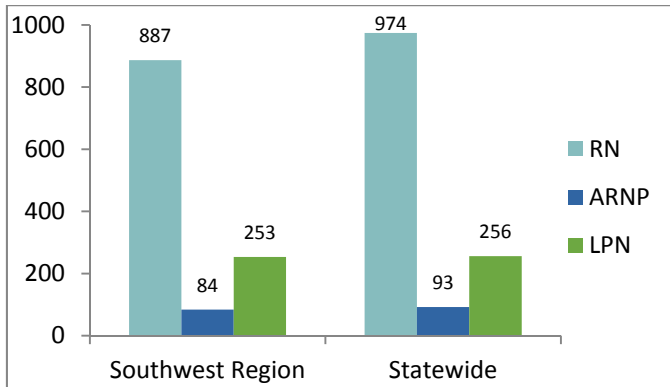


Nurse Workforce Demographics



As of December 2015, Southwest Florida had a potential workforce of 13,090 RNs, but only 10,886 (83%) were actually working in nursing. Among working nurses, 9.8% of RNs, 13.3% of ARNPs, and 9.7% of LPNs were men (about the same as statewide), and 53.8% of RNs and 50.8% of ARNPs were over age 51 (higher than the statewide average). Since 2010, the percentage of Hispanic RNs and LPNs has increased; and the percentage of Hispanic and black ARNPs increased.

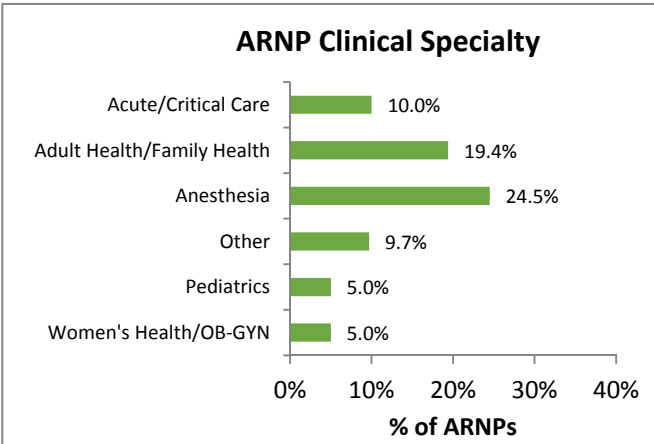
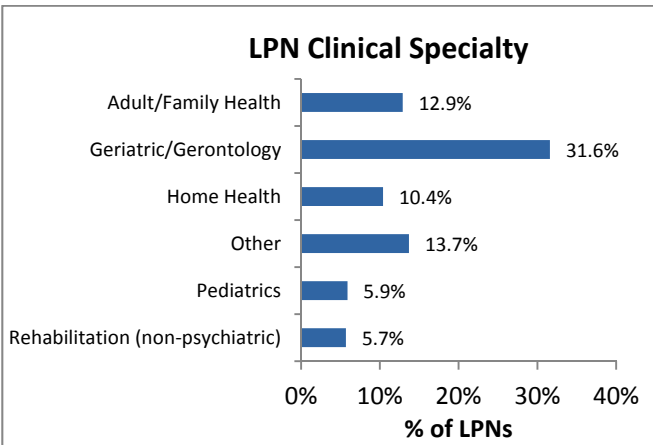
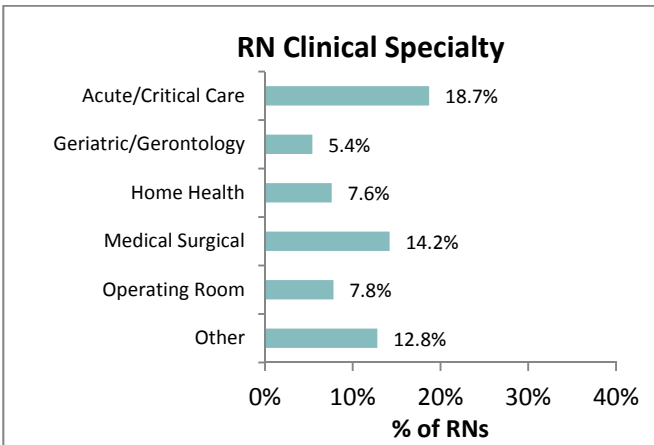
Employed Nurses per 100,000 Population



% of Nurses Employed by Setting, 2015

Setting	RN n=10,886	ARNP n=1,030	LPN n=3,111
Hospital	58.9%	40.3%	6.0%
Long-Term Care	5.3%	2.7%	40.6%
Home Health	8.6%	2.5%	14.1%
Physician's Office	3.5%	23.0%	16.9%
Ambulatory	5.9%	11.0%	2.9%
Other	5.4%	4.3%	4.9%
Hospice	3.8%	1.6%	3.3%

As of December 2015, Southwest Florida had less RNs, ARNPs, and LPNs per 100,000 population than did the state. Hospitals are the leading employers of RNs (58.9%) and ARNPs (40.3%). The percentage of ARNPs employed in home health agencies has increased since 2010. Most LPNs (40.6%) were employed in long-term care and the percentage of those employed in hospitals has declined over time.



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	51.5%	3.3%
BSN	32.5%	13.6%
Bachelor's Non-Nursing	8.9%	1.9%
MSN	4.5%	73.4%
Master's Non-Nursing	2.1%	1.5%
Doctorate in Nursing	0.3%	6.1%
Doctorate Non-Nursing	0.4%	0.3%

In Southwest Florida, 18.7% of RNs specialized in acute and critical care, and 14.2% specialized in medical surgical. About 32% of LPNs specialized in geriatrics. For ARNPs, 24.5% specialized in anesthesia and 19.4% specialized in adult and family healthcare. In terms of education, the majority of RNs held a diploma, Associate’s, or BSN degree. Just over 73% 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. The percentage of ARNPs holding BSNs and nursing-related Doctorate degrees increased over time.

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, 39.7% of working RNs in the region meet this recommendation; up from 33.9% 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	403.0	6.2
Skilled Nursing*	-	-
Home Health	181.3	56.0
Hospice	12.0	0.0
Public Health	4.0	2.6
Psychiatric*	-	-
Total	600.4	64.8

Estimated Full and Part-Time Position Growth through 2016

	RN Position Growth	LPN Position Growth
Hospitals	385.3	1.8
Skilled Nursing*	-	-
Home Health	198.2	144.0
Hospice	14.0	1.0
Public Health	1.8	0.0
Psychiatric*	-	-
Total	599.4	146.8

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

In Southwest 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 in public health agencies since 2010. An estimated 599 new RN positions and 147 new LPN positions may be created in Southwest 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. Most of the new LPN positions will be created in home health agencies; and there has been a decline in position growth in hospitals in the past five years.

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