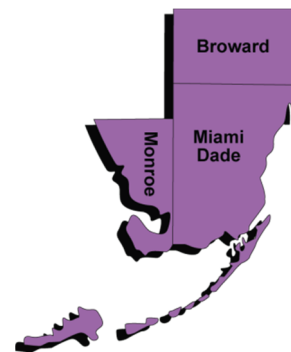


South Florida
Status Report on Nursing
Supply and Demand
July 2016



About the South 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 South Florida region represents 23.2% of the statewide population. Residents of South Florida earned an average income of \$73,678. About 13% of the regional population lives below poverty level, compared to the statewide poverty rate of 12.2%. The largest percentage of residents (15.1%) are between the ages of 50 to 59, and the median age is 41.8. Less than 49% of the regional population are male and 51.4% are female. The majority of residents have obtained a high school diploma and attended some college.

Nurse Workforce

In South 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 home health agencies, and declined in hospices. The percentage of RNs entering retirement has increased in the past five years, and the percentage of those seeking work in a field other than nursing has declined.

ARNPs have gained a greater workforce presence since 2010, and the level of their educational attainment has increased over time. They are employed in hospitals more so than any other setting. The majority of ARNPs specialize in acute and critical care. Since 2010, the percentage of Hispanic nurses has increased. The percentage of those seeking work in a field other than nursing has declined in the past five years.

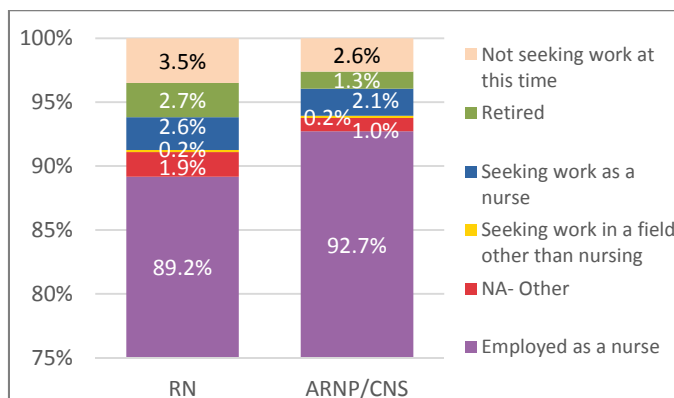
LPNs have experienced a slight decline in growth since 2013. Currently, the majority of LPNs work in long-term care settings, and the greatest number of vacancies are in home health agencies. The majority of LPNs specialize in geriatrics. Since 2010, the number of LPNs working in hospitals has decreased, along with the number of available positions in hospitals and hospices. However, the number of overall vacancies has increased over time. Position growth in home health agencies has increased in the past five years.

The Supply of Nurses¹

Change in the Potential Nurse Workforce

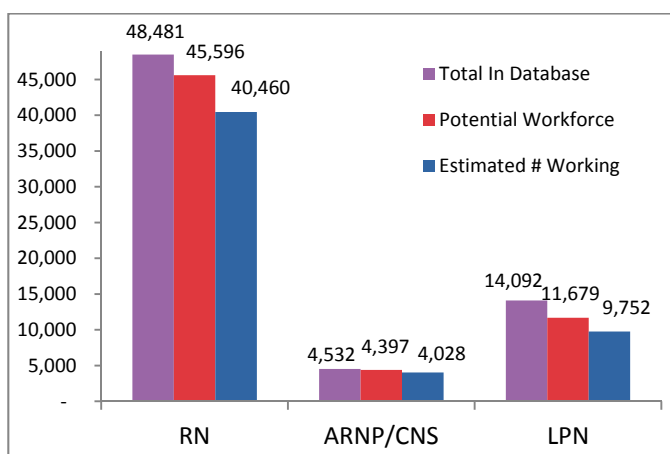
	2013	2015	% Change
RN	37,480	40,460	8.0%
ARNP/ CNS	3,037	4,028	32.6%
LPN	9,825	9,752	-0.7%

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

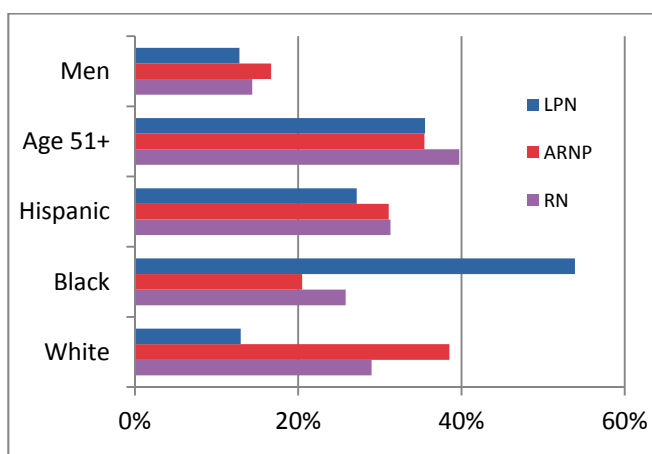


The South Florida RN and ARNP potential workforce (those with an active license, eligible to practice, and with a Florida address) increased since 2013, with the greatest growth occurring for ARNPs. The potential LPN workforce decreased by 0.7%. About 89% of RNs were employed in nursing, and 2.6% were seeking nursing employment. Nearly 93% of ARNPs were employed in nursing. In the past five years, the percentage of RNs entering retirement has increased. The percentage of RNs and ARNPs seeking work in a field other than nursing decreased over time.

Nurse Supply as of December 2015

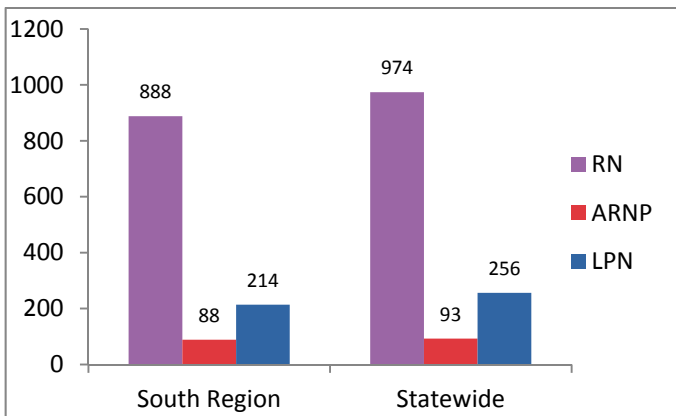


Nurse Workforce Demographics



South Florida had a potential RN supply of 45,596 nurses, but only 40,460 (89%) were actually working in nursing. Among working nurses, 14.4% of RNs, 16.7% of ARNPs, and 12.8% of LPNs were men (higher than that the state average). South Florida was more racially and ethnically diverse than the state overall, and the percentage of Hispanic ARNPs has increased since 2010.

Employed Nurses per 100,000 Population

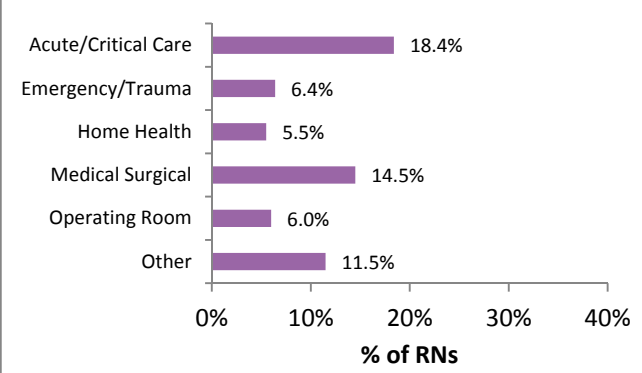


% of Employed Nurses by Setting, 2015

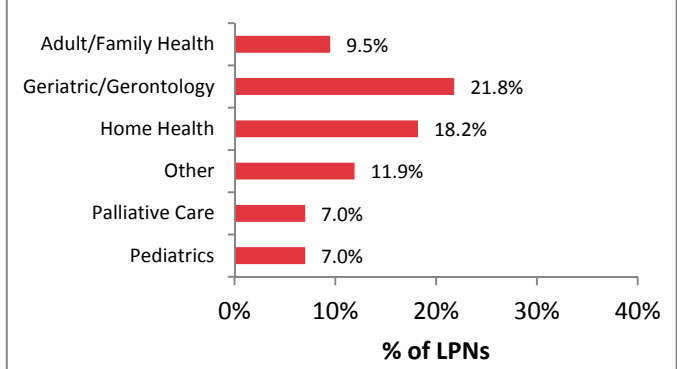
Setting	RN n=40,460	ARNP n=4,028	LPN n=9,752
Hospital	67.2%	52.3%	9.0%
Home Health	6.3%	2.8%	22.4%
Long-Term Care	3.8%	1.5%	32.1%
Other	4.4%	4.1%	6.8%
Hospice	2.9%	0.7%	9.9%
Ambulatory	3.2%	6.0%	2.2%
Physician's Office	1.6%	13.9%	4.1%

As of December 2015, South Florida had fewer LPNs, RNs and ARNPs per 100,000 population than did the state overall. However, the proportion of ARNPs has increased in the past five years. About 67% of RNs were employed in hospitals, as were 52.3% of ARNPs. 32% of LPNs were employed in long-term care, and 22.4% were employed in home health agencies. The percentage of LPNs employed in a hospital setting has declined since 2010.

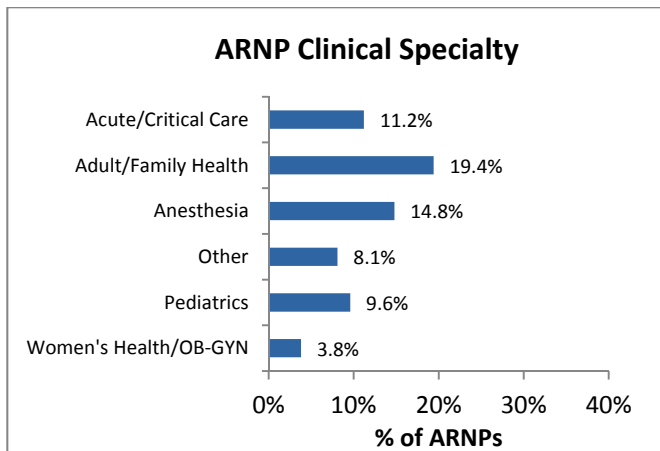
RN Clinical Specialty



LPN Clinical Specialty



ARNP Clinical Specialty



Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	36.0%	1.3%
BSN	44.4%	14.8%
Bachelor's Non-Nursing	8.8%	0.8%
MSN	6.4%	75.3%
Master's Non-Nursing	2.2%	0.4%
Doctorate in Nursing	0.4%	7.1%
Doctorate Non-Nursing	1.8%	0.2%

In South Florida, 18.4% of RNs specialized in acute and critical care. For LPNs, 21.8% specialized in geriatrics, and 18.2% specialized in home health. For ARNPs, 19.4% specialized in adult and family healthcare, and 14.8% specialized in anesthesia. Since 2010, the percentage of RNs specializing in acute and critical care has declined. In terms of education, the majority of RNs held a diploma, Associate's, or BSN degree. The number of RNs holding non-nursing Bachelor's, MSNs, and non-nursing Doctorate's degrees has increased since 2010. Over 75% of ARNPs held MSNs and the percentage of those holding Bachelor's and Doctorate degrees has increased within the past five years.

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, 55.2% of working RNs in the region meet this recommendation; up from 47.6% 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	1,682.8	25.7
Skilled Nursing*	-	-
Home Health	1036.2	900.0
Hospice	20.0	13.0
Public Health	1.7	1.5
Psychiatric*	-	-
Total	2740.7	940.3

Estimated Full and Part-Time Position Growth through 2016

	RN Position Growth	LPN Position Growth
Hospitals	699.7	9.9
Skilled Nursing*	-	-
Home Health	2196.4	1923.7
Hospice	26.0	4.0
Public Health	1.9	0.0
Psychiatric*	-	-
Total	2924.1	1937.6

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

In South Florida, most of RN vacancies were within hospitals and home health agencies, and the number of vacancies have increased overall since 2010, particularly in home health agencies. The majority of LPN vacancies were in home health agencies. LPN vacancies have increased overall since 2010, yet declined in hospitals. An estimated 2,710 new RN positions and 940 new LPN positions may be created in South Florida through 2016. Since 2010, LPN position growth has increased overall, particularly in home health agencies. However, position growth declined in hospitals for LPNs over time.

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