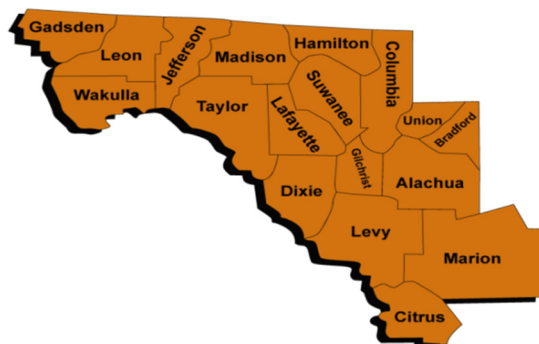


# North Central Florida Status Report on Nursing Supply and Demand July 2016



## About the North Central 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 estimates<sup>1</sup>, the population of the North Central Florida region represents 7.2% of the statewide population. Residents of North Central Florida earned an average income of \$52,061. Almost 16% 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 and 59, and the median age is 41.2 years. In terms of gender, 49.5% of the regional population are male and 50.5% are female. The majority of residents have obtained a high school diploma and have attended some college.

### Nurse Workforce

In North Central Florida, RNs remain the largest of the nursing disciplines. The level of their educational attainment has increased over time, and they are employed in hospitals more so than any other setting. Since 2010, a greater percentage of RNs are seeking work in the nursing field. In the past five years, the number of RN positions has declined in public health agencies. However, the number of vacancies has increased overall, particularly in home health agencies and hospitals. The percentage of RNs entering retirement has increased in the past five years.

ARNPs have also attained more advanced education and gained a greater workforce presence since 2010. They are employed in hospitals and physicians' offices more so than any other setting. Since 2010, fewer ARNPs are specializing in acute and critical care.

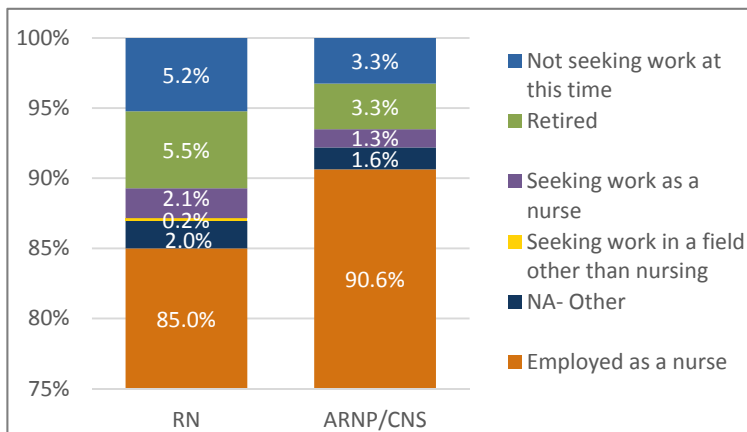
LPNs have experienced the slowest rate of increase. Currently, the majority of LPNs work in long-term care settings. Since 2010, the number of LPNs working in hospitals has decreased. The number of vacancies in hospitals, home health agencies, and public health agencies has increased over time, while vacancies in hospices has declined. Overall, the availability of positions for LPNs has decreased in the past five years.

## The Supply of Nurses<sup>1</sup>

Change in the Potential Nurse Workforce

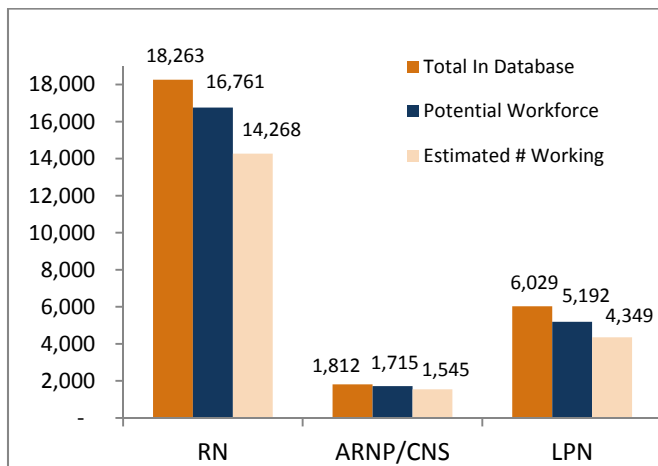
	2013	2015	% Change
<b>RN</b>	13,680	14,268	4.3%
<b>ARNP/CNS</b>	1,374	1,545	12.4%
<b>LPN</b>	4,379	4,349	-0.7%

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

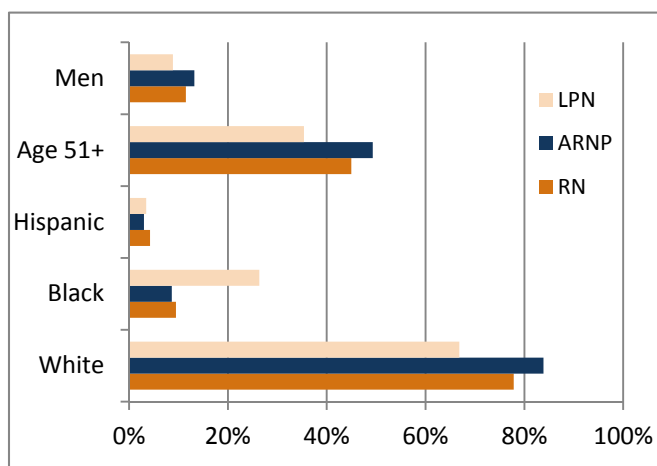


The RN and ARNP potential workforce (those with an active license, eligible to practice, and with a Florida address) increased from 2013 to 2015 for the North Central region; and the potential LPN workforce decreased. About 85% of RNs were employed in nursing and about 2% were seeking nursing employment. In the past five years, the percentage of RNs entering retirement has nearly doubled. Approximately 91% of ARNPs were employed in nursing in 2015.

Nurse Supply as of December, 2015

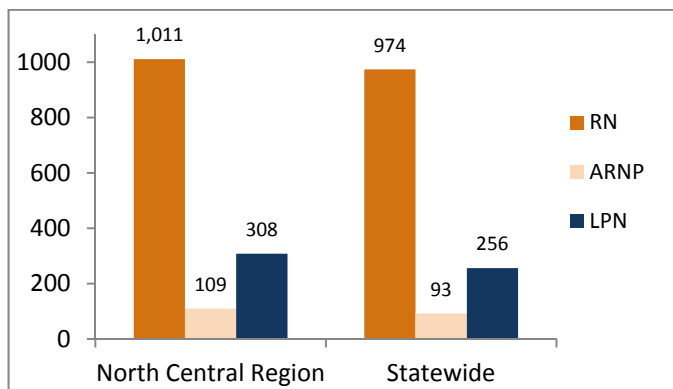


Nurse Workforce Demographics



North Central Florida had a potential RN supply of 16,761 nurses, but 14,268 (85%) were actually working in nursing. 83% of the potential LPN workforce are working in nursing. Among working nurses, 45% of RNs, 49% of ARNPs, and 35% of LPNs are over the age of 51.

### Employed Nurses per 100,000 Population

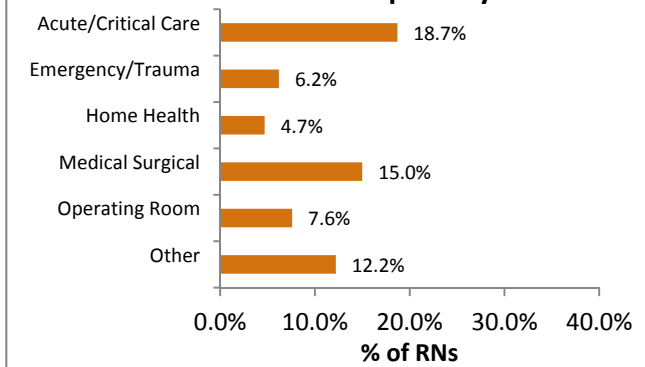


### % Nurses Employed by Setting, 2015

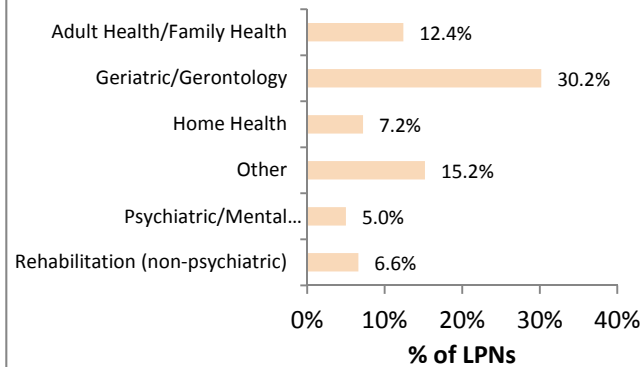
Setting	RN n=14,268	ARNP n=1,545	LPN n=4,349
Hospital	65.1%	35.8%	8.7%
Long-Term Care	4.2%	2.1%	38.0%
Physician's Office	3.0%	24.7%	15.7%
Home Health	4.9%	1.7%	8.2%
Other	4.9%	5.6%	5.5%
Ambulatory Care	4.3%	5.5%	3.0%
Correctional Facility	2.1%	2.0%	8.8%

As of December 2015, North Central Florida had more RNs, ARNPs, and LPNs per 100,000 population than did the state overall. Over 65% of RNs were employed in hospitals. For ARNPs, 35.8% were employed in hospitals, and 24.7% were employed in physician's offices. For LPNs, 38% were employed in long-term care.

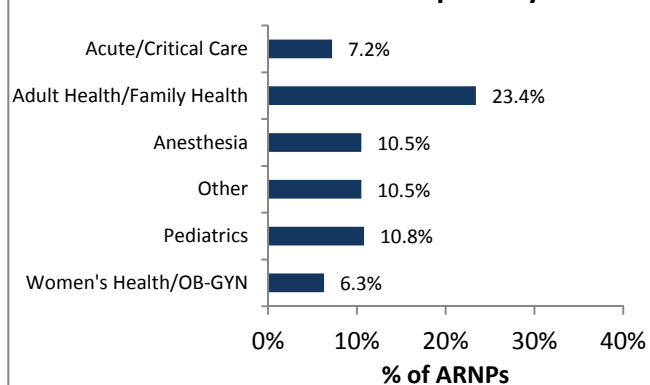
### RN Clinical Specialty



### LPN Clinical Specialty



### ARNP Clinical Specialty



### Highest Education Degree among Employed Nurses

Highest Degree Held	RN	ARNP
Diploma/Associate	50.1%	2.5%
BSN	34.1%	10.2%
Bachelor's Non- Nursing	8.4%	1.2%
MSN	5.1%	76.6%
Master's Non-Nursing	1.7%	0.6%
Doctorate in Nursing	0.4%	8.7%
Doctorate Non-Nursing	0.2%	0.1%

In North Central Florida, 18.7% of RNs specialized in acute and critical care, and 30.2% of LPNs specialized in geriatrics. For ARNPs, 23.4% specialized in adult and family healthcare. Since 2010, the percentage of ARNPs 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 proportion of RNs holding non-nursing Bachelor's or MSNs degrees has increased since 2010; and the percentage holding a non-nursing Master's degree has declined. Nearly 77% of ARNPs held MSNs. The percentage of ARNPs holding a diploma, Associate's and non-nursing Master's degrees has declined in the past five years. Additionally, more ARNPs have obtained a Doctorate in nursing than in previous 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, 41.5% of working RNs in the region meet this recommendation; up from 36.9% in 2011.

## The Demand for Nurses<sup>2</sup>

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

	Estimated # RN Vacancies	Estimated # LPN Vacancies
Hospitals	1195.8	27.3
Skilled Nursing*	-	-
Home Health	92.2	49.1
Hospice	14.0	0.7
Public Health	4.3	14.0
Psychiatric*	-	-
<b>Total</b>	<b>1306.3</b>	<b>91.1</b>

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

### Estimated Full and Part-Time Position Growth through 2016

	RN Position Growth	LPN Position Growth
Hospitals	258.6	3.3
Skilled Nursing*	-	-
Home Health	161.3	102.6
Hospice	10.2	1.1
Public Health	1.9	0.0
Psychiatric*	-	-
<b>Total</b>	<b>432.0</b>	<b>106.9</b>

In North Central Florida, most of RN vacancies were within hospitals. The number of 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 hospitals, home health agencies, and public health agencies since 2010, and decreased in hospices. An estimated 432 new RN positions and 107 new LPN positions may be created in North Central Florida through 2016. Most of the new RN will be created in hospitals, while there was a decline in position growth in public health agencies. The majority of new LPN positions will be created in home health agencies. Over time, there has been a decline in overall position growth for LPNs, particularly in hospitals, hospices, and public health agencies.

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