



Idaho Nursing Workforce

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Objectives

1. Discuss the Idaho Nursing Workforce project outputs.
2. Present an overview of national nursing workforce data from the National Forum for Nursing Workforce.
3. Present the current data of the Idaho nursing workforce and projections to 2025.
4. Discuss mitigation strategies to manage projected nurse shortages.

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IALN Program Organization Chart

Idaho Nursing Workforce 2018 Timeline

- **January**—Biennial report content outline developed
- **February**—Idaho Nursing Workforce Forum
- **March-May**—Data collection, survey, analysis and report draft
- **July**--2018 Biennial Report available

**National Data from
National Forum for
Nursing Workforce
2017**

National Forum Nursing Workforce (NFNW)

- Each state has a Nursing Workforce Center.
- IALN is the Idaho Workforce Center and a member of NFNW.
- Annual data collection by state submission of detailed report.
- NFNW has MOUs with NCSBN
- Each state with MOUs with state BONs
- NFNW is contracted with Federal Gov. to produce data through the Research Committee.

4 year Workforce Projections for the United States

- Nationally—more nursing jobs available than any other profession at 100,000 + PER YEAR.
- 500,000 current RNs expected to retire by 2022.
- U.S. Bureau of Labor Statistics projects the need to produce 1.13 million new RNs for expansion and replacement of retirees, and avoid a nursing shortage.

4 year Workforce Projections for the United States

- The fastest RN employment growth is projected in the West and Mountain states.
- The slowest growth is anticipated in the Northeast and Midwest.
- In every state, growth is projected at 11 percent or more annually through 2022.

Federal Bureau of Labor Statistics

Selected Employment Projections and Replacement needs									
Replacement Needs by Detailed Occupation (Numbers in thousands)			Employment Projections by Detailed Occupation						
			Employment				Change, 2012—22		Job openings due to growth and replacements
			Number		% of U.S. total employment				
2012 National Employment Matrix title and code	2012—22 Replacement needs	2012	2022	2012	2022	Number	%		
Registered nurses	29-1141	525.7	2,711.5	3,238.4	1.9	2.0	526.8	19.4	1,052.6
Nurse anesthetists	29-1151	6.8	35.2	43.9	0.0	0.0	8.8	24.9	15.6
Nurse midwives	29-1161	1.2	6.0	7.7	0.0	0.0	1.7	28.6	2.9
Nurse practitioners	29-1171	21.4	110.2	147.3	0.1	0.1	37.1	33.7	58.5
RNs and APRNs		555.1	2,862.9	3,437.3	2.0	2.1	574.4	20.1	1,129.6
Nursing instructors and teachers, postsecondary	25-1072	10.2	67.8	91.8	0.0	0.1	24.0	35.4	34.2
Licensed practical and licensed vocational nurses	29-2061	180.3	738.4	921.3	0.5	0.6	182.9	24.8	363.1
Nursing assistants	31-1014	281.4	1,479.8	1,792.0	1.0	1.1	312.2	21.1	593.6



FOR IMMEDIATE RELEASE: WEDNESDAY, DECEMBER 20, 2017

Idaho is Nation's Fastest-Growing State

Census Bureau Reports

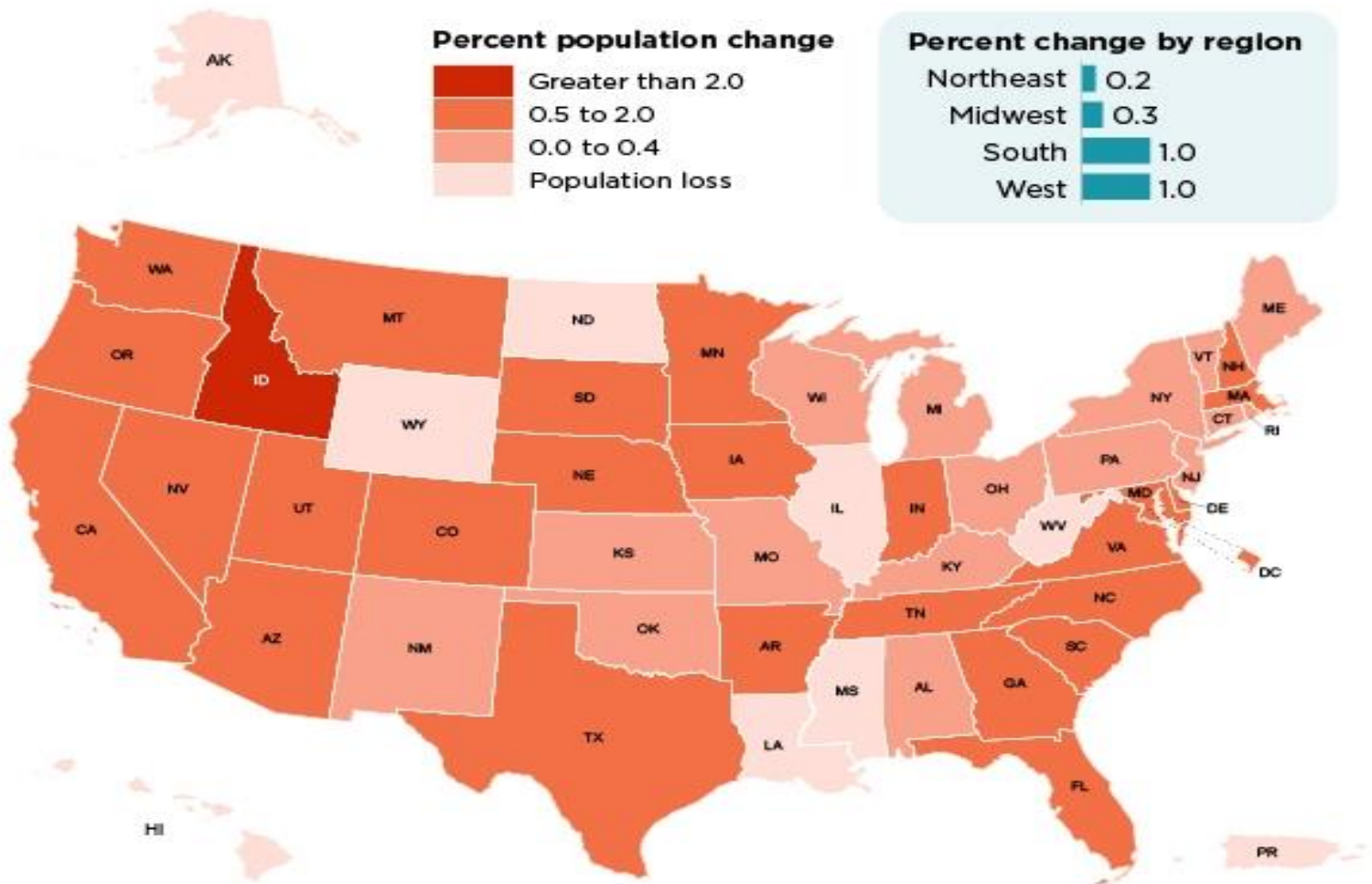
December 20, 2017

Release Number: CB17-210

- **Domestic Migration** for Idaho, Nevada, Washington
- More Births than Deaths for Utah
- 2.2% Idaho population increase in 1 year to 1.7M
- Following Idaho were NEVADA, UTAH, WASHINGTON, ARIZONA, FLORIDA

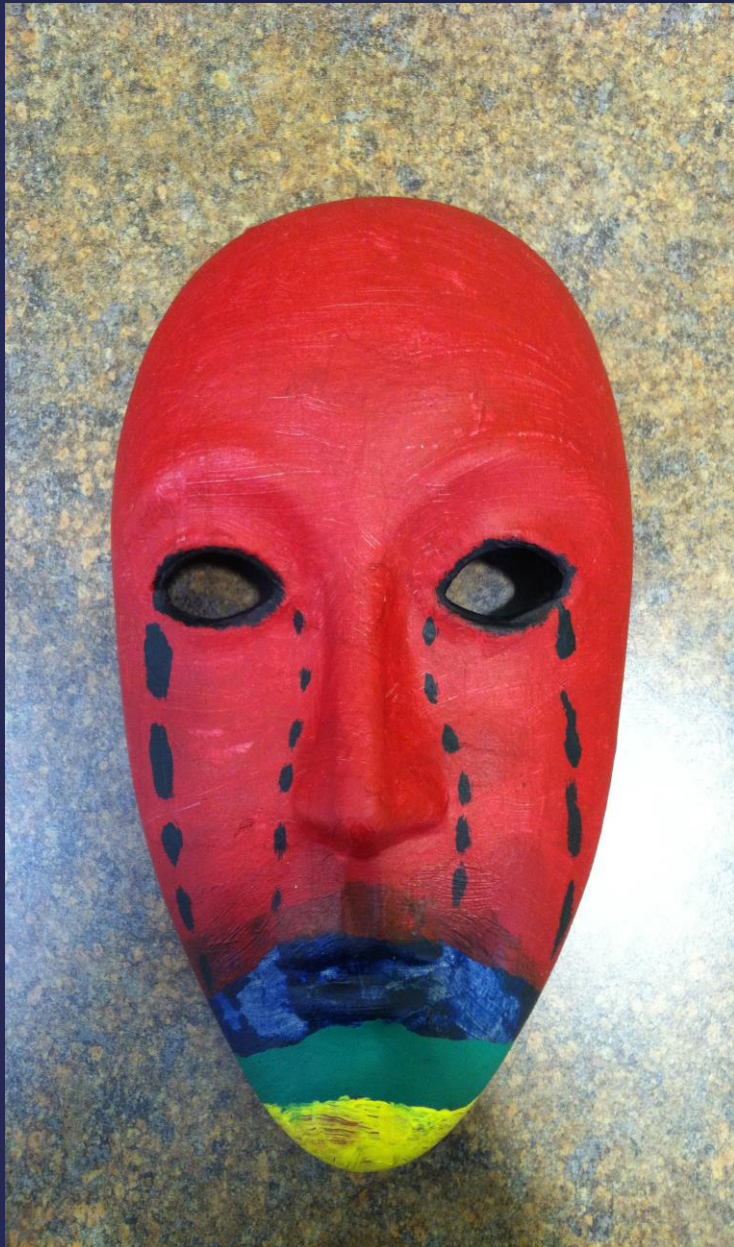
Idaho is Nation's Fastest-Growing State

Population Change From July 1, 2016, to July 1, 2017



December 2017 Data

- Idaho boasts a strong economy and an unemployment rate of 2.9%.
- The state's Department of Labor published a forecast predicting population would grow by about 1.4% annually through 2025.
- 2025 Idaho's population to about 1.9 million residents.



Idaho's Current and Future Nursing Workforce

NURSE WORKFORCE

How many we have.

How many we need?

Meeting the future demand,

strategies for success.

After 2017 RN License Renewal

TYPE	TOTAL LICENSED	OUT OF IDAHO	IDAHO RESIDENT	EMPLOYED IN IDAHO * [payroll tax, may not be as a nurse]
LPN	3,650	444	3206	2541
RN	23,046	5635	17411	16402
EDUCATORS	193	0	193	193
NP	1,370			
CRNA	518			
CNM	65			
CNS	50			

Workforce Diversity

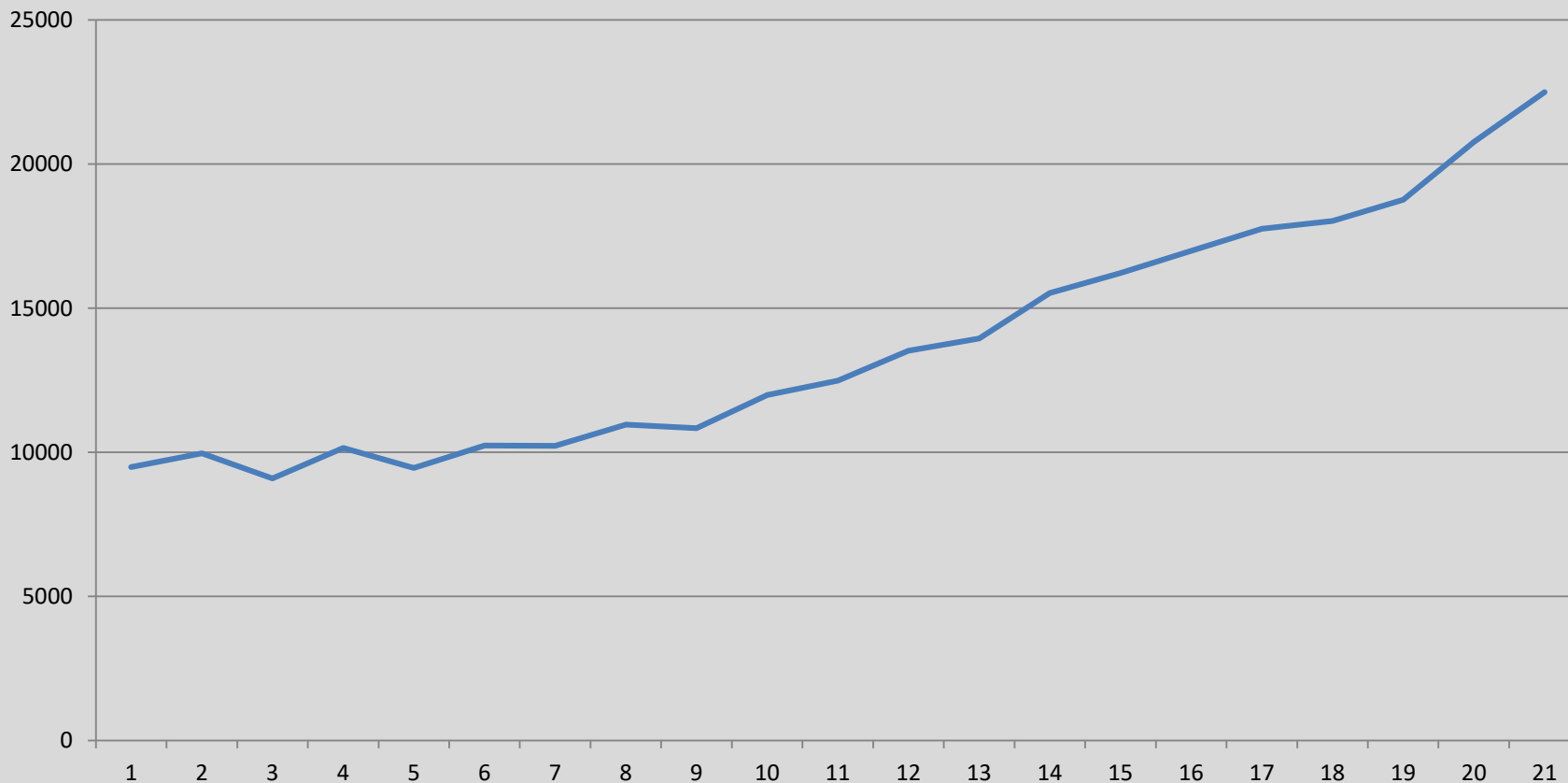
	IDAHO POPULATION	LPN	RN	APRN	NATIONAL COMPARE
FEMALE	825,330 50%	91%	86%	69%	50.2%
MALE	826,095 50%	9%	14%	31%	49.8%
African American	0.8%	0.8%	0.4%	0.5%	13.3%
Native American	1.7%	--	--	--	1.2%
Hispanic	12.2%	6%	0.6%	0.4%	17.6%
Asian	1.5%	--	--	--	5.6%
White	82.5%	90.6%	92%	93%	61.6%
All other	1.1%	4.5%	7%	6.4%	NA

History of 20 Year RN Increase

1997-2017

9,489 To 23,046

[average of 670 yearly]



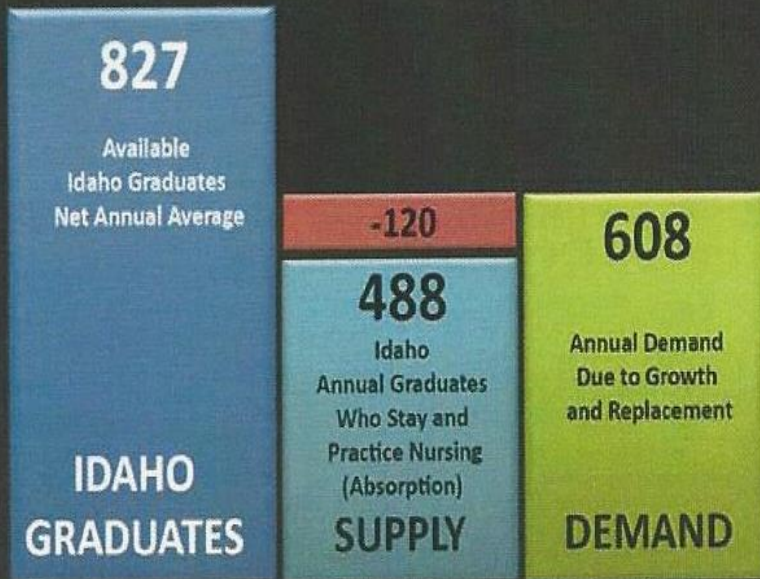
RN Ages

AGE	2015	2017
25-34	20.2%	18.6%
35-44	23.79%	25.4%
45-54	23.63%	20.2%
55-64	25.08%	22.0%
>65	5.2%	12.6%
NOT REPORTED	0.1%	1.2%

Issue: 2017 data of 12.6% RN age 65 or older represents 2,833 RNs who could potentially leave the workforce within 1-5 years.

2015 and 2017 Comparisons

Figure 2. RN Idaho State Totals
Near Equilibrium

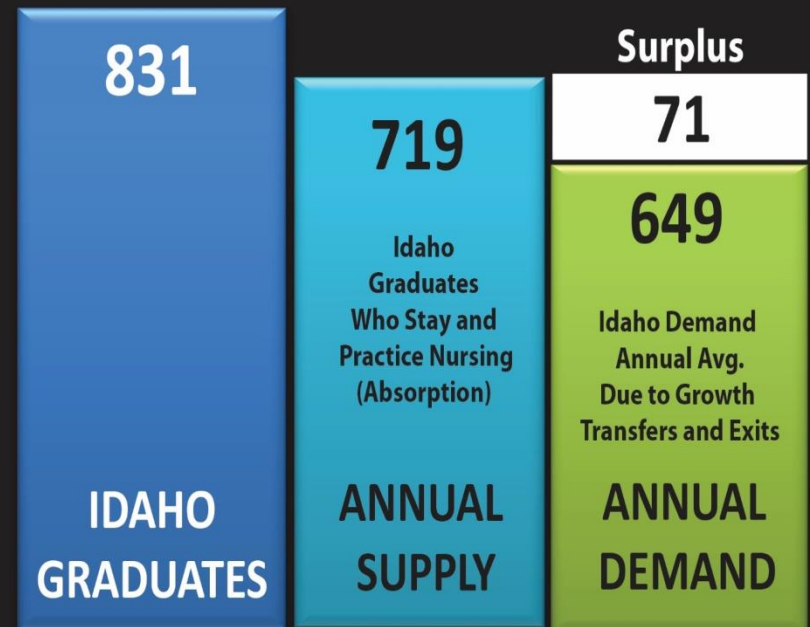


IDAHO GRADUATES is the total estimated Idaho graduates each year that choose to stay in the nursing profession. *SUPPLY* is the total estimated Idaho graduates each year that choose to stay in the nursing profession in Idaho. *DEMAND* is the total number of new nurses expected to be generated by Idaho's economy due to growth and replacement each year (2012-2022).

Potential Annual Nursing Shortage

Potential Annual Nursing Surplus

Registered Nurse Snapshot
Annual Supply, Demand and Potential Gaps



Graduates is the total estimated Idaho nursing graduates each year.

Annual Supply is the total of Idaho graduates each year that choose to stay in the nursing profession in Idaho.

Demand is the total number of new nursing opportunities to be generated by Idaho's economy due to growth, transfers and exits each year (2016-2020).

Potential Annual Nursing Shortage

Potential Annual Nursing Surplus

2017 RN per 1000 population

	Active RN	Population	RN per 1000
United States	3,316,111	320,090,857	10.35
Idaho	16,402	1,654,930	9.91

Source: Bureau of Labor Statistics, Oct 2017
Idaho Dept of Labor census count
Idaho BON license data base

Idaho RN Needs to Year 2025

year	Idaho population	RN living & working in Idaho without student impact	RN Need to meet standard 1:10 per 1000	Current RN age > 65	Current RN age 55-64	RN Loss by age Impact on standard	Impact of graduates 750 yr remain in Idaho
2017	1,700,000	16402	17,000	2833	3608	(589)	0
2018	1,723,800	15327	17,238	1133	3608	(211)	539
2019	1,747,933	15272	17,479	453	3608	(1,527)	(777)
2020	1,772,404	15625	17,724	181	3608	(1,827)	(1,077)
2021	1,797,218	15942	17,972	73	3408	(1,722)	(972)
2022	1,822,379	16323	18,224	29	3208	(1,657)	(907)
2023	1,847,892	15931	18,479	12	2208	(1,531)	(781)
2024	1,873,763	16149	18,738	5	1808	(2,182)	(1,432)
2025	1,899,995	16371	19,000	2	1408	(2,226)	(1,476)

* Using Exponential Decay Methodology to calculate annual retirement ranges

RN Workforce Summary

- Today, supply is not meeting demand statewide.
- Nurse supply is below national average.
- Graduate numbers remain around 800-830/yr.
- Idaho salaries are lowest of the 6 surrounding states for both RN and APRN.
- Out-migration of RN and new grads is growing threat to maintaining Idaho workforce with Oregon and Washington project 6,000 nurse shortage within 5.

RN Workforce Summary

- Increased number of older nurses currently in the workforce, 12% are 65 years or older and current new grads cannot meet replacement and increased population demand.
- Minimal diversity in the nursing workforce not reflective of the state population.
- Nurse distribution statewide does not support sufficient numbers in rural areas to meet needs.

RN Summary MAJOR IMPACT

- By year 2025 Idaho will face a RN shortage:
 - 2229 RN shortage if we DO NOT retain 750 new graduates in Idaho on average each year.
 - 1476 RN shortage if we DO retain 750 new graduates.
 - **If we increase graduates by 300 yearly for 5 years starting 2020, we can mitigate the shortage.**

LPN WORKFORCE

Idaho LPN License Numbers



1997= 3268

2017= 3650

LPN Ages

- 25-34 years = 19.3%
- 35-44 years = 23.3%
- 45-54 years = 20.1%
- 55-64 years = 24.4%
- > 65 years = 10.4%
- Not reported = 2.5%

2017

Licensed Practical Nurse Snapshot

Annual Supply, Demand and Potential Gaps



Graduates is the total estimated Idaho nursing graduates each year.

Annual Supply is the total of Idaho graduates each year that choose to stay in the nursing profession in Idaho.

Demand is the total number of new nursing opportunities to to be generated by Idaho's economy due to growth, transfers and exits each year (2016-2020).

Potential Annual Nursing Shortage

Potential Annual Nursing Surplus

LPN Workforce Summary

- Idaho produces sufficient numbers of LPNs annually on a state-wide basis, but distribution is a big issue.
- LPNs are historically not a mobile workforce.
- 35% LPNs are >55 years old.
- LPNs are mal-distributed throughout the state with southeast and northern Idaho with excess employable LPNs.
- Southwest Idaho only has 1 program at Carrington College.
- Southwest Idaho job demand is 50+ annually and production is only 25 average.
- Licensed LPN numbers have been stagnant for 20 years.
- Current plan to expand CWI nursing to include LPN program.

NP WORKFORCE

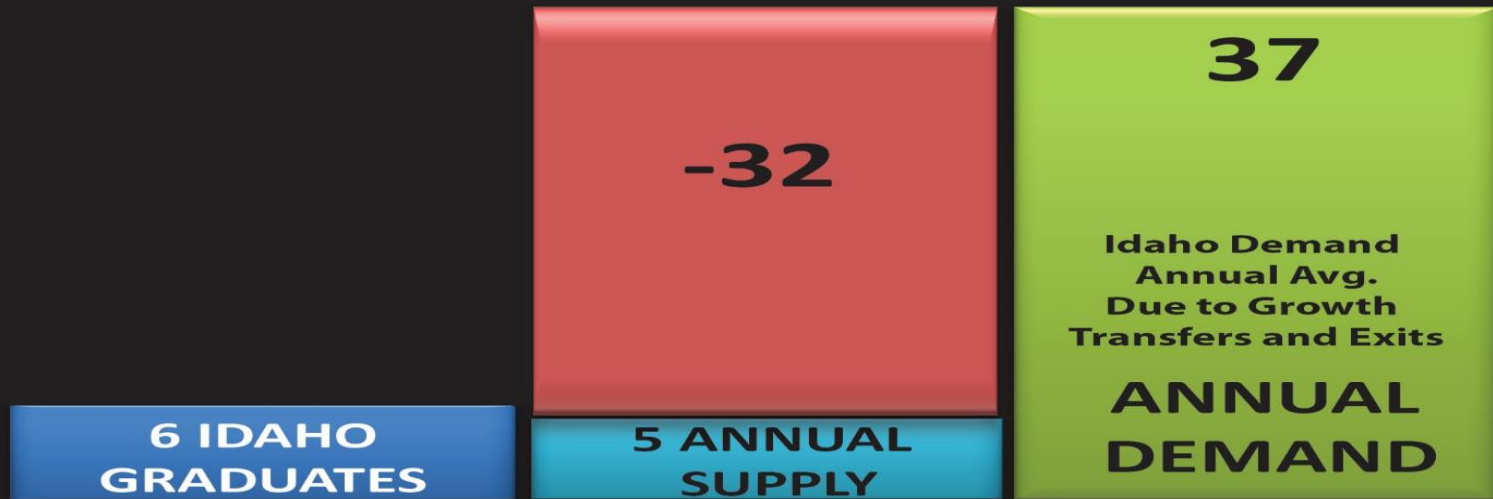
NP Age

AGE	PERCENT
25-34	10.1%
35-44	31.7%
45-54	25.5%
55-64	23.3%
>65	9.4%

Age is an issue for the NP with 32.7% older than 55 years.

Advanced Practice Registered Nurse Snapshot

Annual Supply, Demand and Potential Gaps



Graduates is the total estimated Idaho nursing graduates each year.

Annual Supply is the total of Idaho graduates each year that choose to stay in the nursing profession in Idaho.

Demand is the total number of new nursing opportunities to to be generated by Idaho's economy due to growth, transfers and exits each year (2016-2020).

Potential Annual Nursing Shortage

Potential Annual Nursing Surplus

2017 Idaho NP graduates =22

APRN Summary

- Idaho relies on recruitment and in-migration for CRNA and CNM.
- NPs are greatest number of APRNs followed by CRNAs.
- Current state education programs focus on NP.
- Future threats for clinical placement during education.
- Most NPs employed in Treasure Valley.
- Rural communities face difficulty recruiting NPs due to salary, lifestyle, call coverage, and spouse employment limitations.
- 35% of APRNs are within 10 years of retirement.



**Shortage, Surplus or
Maldistribution**

Northern Idaho

Northern Idaho is experiencing a significant shortage of RNs and APRNs with moderate deficit challenges in the LPN labor market. Since the last report we have seen competition for healthcare workers become tighter, The region's proximity to the Washington border and the associated workforce deficits in that border state will continue to be a significant draw from the Northern Idaho graduate pipeline.

LPN

Regional Deficit (-)



RN

Significant Regional Deficit (-)



APRN

Significant Regional Deficit (-)



North Central Idaho

Due to the heavy volume of RN nursing graduates from Lewis-Clark State College, north central Idaho produces a surplus of RNs, at equilibrium for LPNs and in a slight deficit position for the APRN occupation.

LPN

Regional
Equilibrium(=)



RN

Regional Surplus (+)



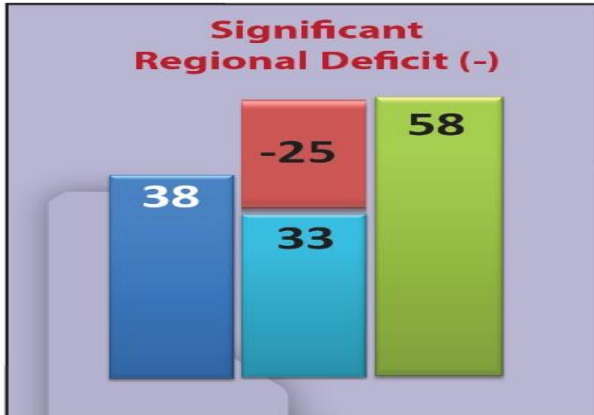
APRN

Regional Deficit (-)

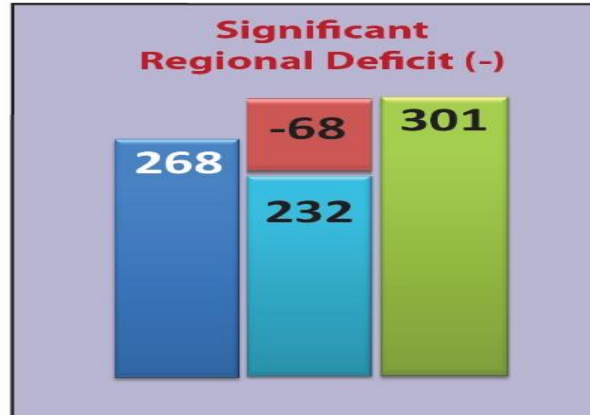


Southwestern Idaho

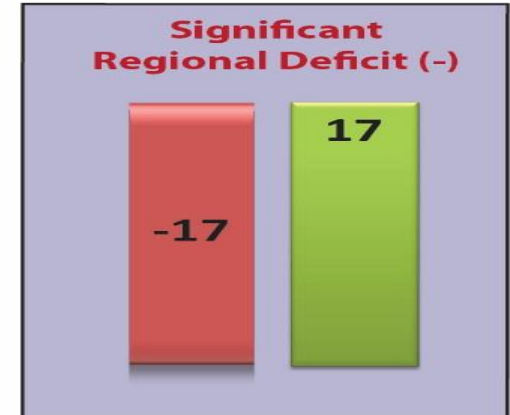
LPN



RN



APRN



The fast-growing and aging population in the southwestern region is the primary cause for varying levels of shortages in RNs, LPNs and APRNs. This region of the state is forced to rely heavily on a nursing graduate pipeline from other regions around Idaho as well as from contiguous states to meet its workforce needs. With four of Idaho's six contiguous states running nursing workforce deficits there is increased pressure to recruit nurses from outside the Pacific Northwest and Rocky Mountain region.

South Central Idaho

LPN

**Significant
Regional Surplus (+)**



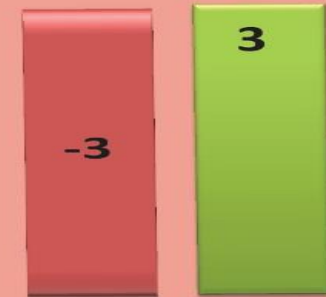
RN

**Near Regional
Equilibrium (=)**

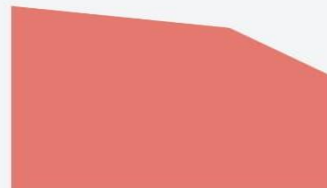


APRN

Regional Deficit (-)

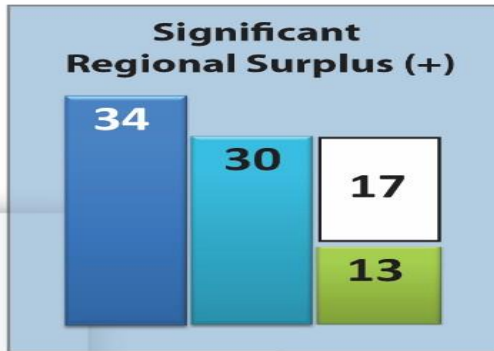


South Central Idaho produces a significant surplus of LPNs due to the College of Southern Idaho, it maintains an equilibrium for RNs and continues to experience a slight deficit position for APRNs. This region produces LPNs to narrow the gap of LPN shortages in contiguous regions.

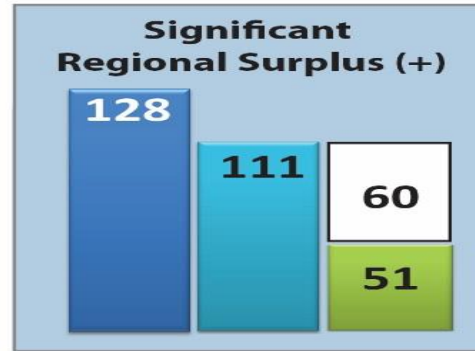


Southeastern Idaho

LPN



RN



APRN



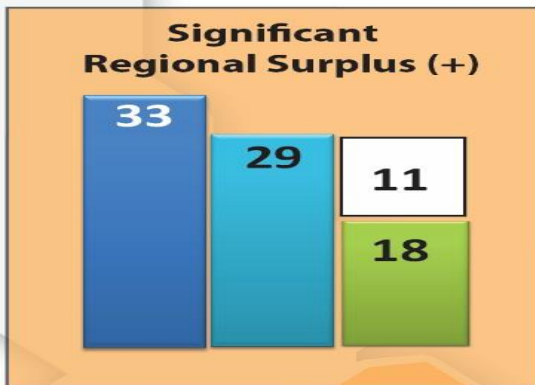
Southeastern Idaho contributes heavily to the nursing workforce in Idaho producing around 170 nurses each year, creating surpluses for LPNs, RNs and APRNs. The surpluses in this region are vital in order to mitigate nursing workforce deficits in other regions of the state.



Eastern Idaho

Eastern Idaho benefits from Brigham Young University-Idaho's production of well over 250 nurses each year, resulting in surpluses of both RNs and LPNs. However, since APRNs are not trained in this region, the labor market is tight, requiring employers to attract workers from southeastern Idaho and other contiguous regions that produce APRNs.

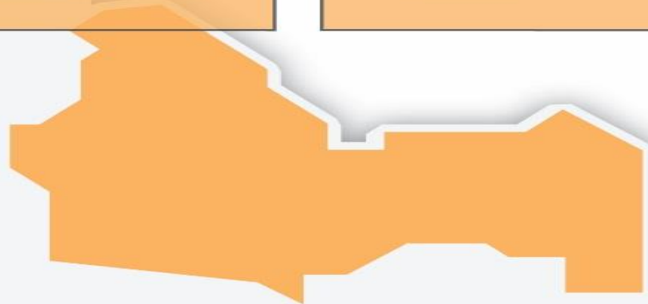
LPN



RN



APRN



EDUCATION PROGRAMS

2016 Nursing Program Admissions

PROGRAM	LPN	RN ASSOCIATE	RN BSN	Masters DEGREE	Doctorate DEGREE
BSU			120	25	13
BYU-I			280		
CARRINGTON	78	79			
CSI	49	50			
CWI		40			
EITC	25	41			
ISU	36	33	101		20
LCSC	6		78		
NIC	19	71			
NNU			41		
totals	213	314	620	25	33

Nursing Program Expansion Constraints

*rank order of significance
as reported by Idaho schools*

1. Lack of clinical site availability
2. Lack of qualified faculty
3. Scheduling constraints with other classes or clinical site used by another program
4. Funding
5. Campus facility infrastructure cannot support more students

Summary--What Impacts Idaho

1. Projected Census Increase through 2025, mostly in Treasure Valley
2. Nurse retirements with 35% nurses in all categories older than 55 years in 2017
3. Already below RN to population standard
4. LPN numbers/programs are limited and traditionally a non-mobile workforce
5. Consistent numbers of RN/LPN graduates for past 15 years
6. Out-migration of graduate nurses between 75-100/yr.
7. Surrounding states with shortages and greater salaries
8. Graduates are younger, consistent with national trends
9. Future needs can only be met if we increase graduates
10. Rural settings will continue with difficult recruitment under the current system

Summary—What to do about it!

- Plan to increase nurse graduates by 400 per year starting in 2020. [Even with that Idaho faces a 1,000 RN vacancy in 2025.]
- Industry to partner with schools to support qualified faculty and increased clinical space.
- Competitive salary with surrounding states to mitigate out-migration.
- Schools to evaluate Idaho resident admission rates and admission policies.
- Incentive ICU, ER, OB and OR preceptorship training.



Enough!!!!

Thank You