2019 REGISTERED NURSE

OHIO WORKFORCE DATA SUMMARY REPORT

Ohio Board of Nursing
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Introduction

The mission of the Ohio Board of Nursing is to actively safeguard the health of the public through the effective regulation of nursing care. The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients. The Board regulates over 300,000 licenses and certificates, an increase from 223,000 in 2009.

Background

The Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health," identifies data collection as a vital component for health care planning and policymaking. The Board is pleased that this data is used for health care planning and to grow Ohio's health care workforce.

Data Collection and Reporting

The data questions are based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the HRSA National Center for Health Workforce Analysis, and the joint surveys conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN).

This report provides a general summary of the RN data collected by the Board during the 2019 RN renewal period. Because APRNs must be licensed as RNs, this report includes data reported by those RNs who are also certified as APRNs. There is a separate summary report that provides the same data for APRNs only.

- ❖ RN workforce data collected from July to October 31, 2019
- ❖ 204,685 RNs completed the workforce questions, and have an active license

The Board is pleased to provide this report and make the raw data available to all interested parties to assist with the workforce planning initiatives of government and private industry.

DEMOGRAPHIC INFORMATION

Age Distribution of Active RNs

	18-24	25-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-79	80 & Up
Working in Nursing	5,887	24,187	23,961	21,834	20,036	20,991	18,959	19,018	15,223	5,013	1,420	348	147
Active License	6,103	25,391	25,573	23,491	21,577	22,832	21,110	22,314	20,696	10,376	3,721	1,059	442
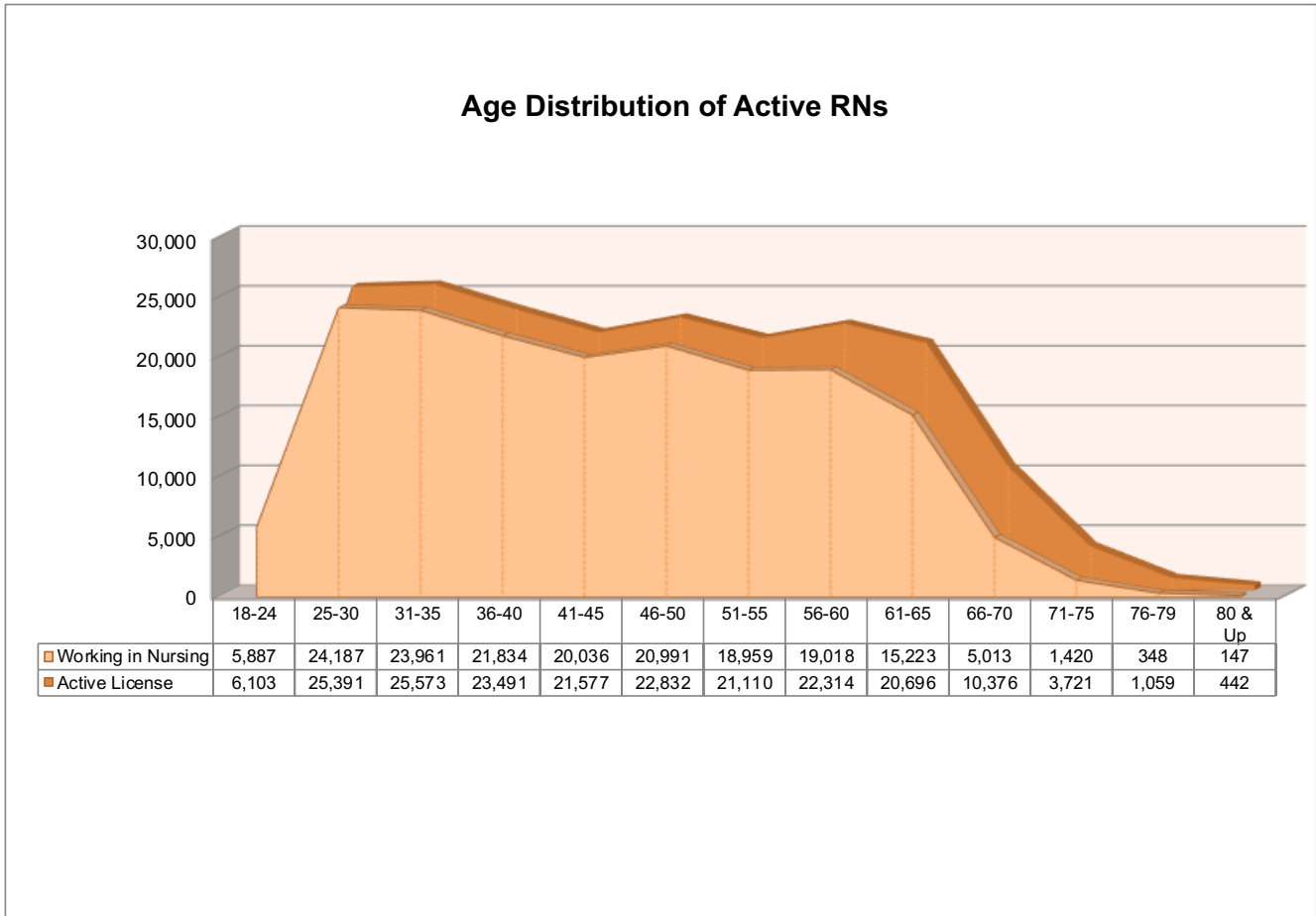
➢ 71% (146,077) of RNs with an active license are between the ages of 18 and 55 years

  ▪ 93% (135,855) of these RNs identified that they are currently employed in nursing

➢ 29% (58,608) of RNs with an active license are over age 55

  ▪ 70% (41,169) of these RNs identified that they are currently employed in nursing

Race / Ethnicity

- Hispanic 1.3%
- Other 2.9%
- African American/Black 6.6%
- American Indian or Alaska Native 0.1%
- Asian - Indian 0.3%
- Caucasian/White 88.7%
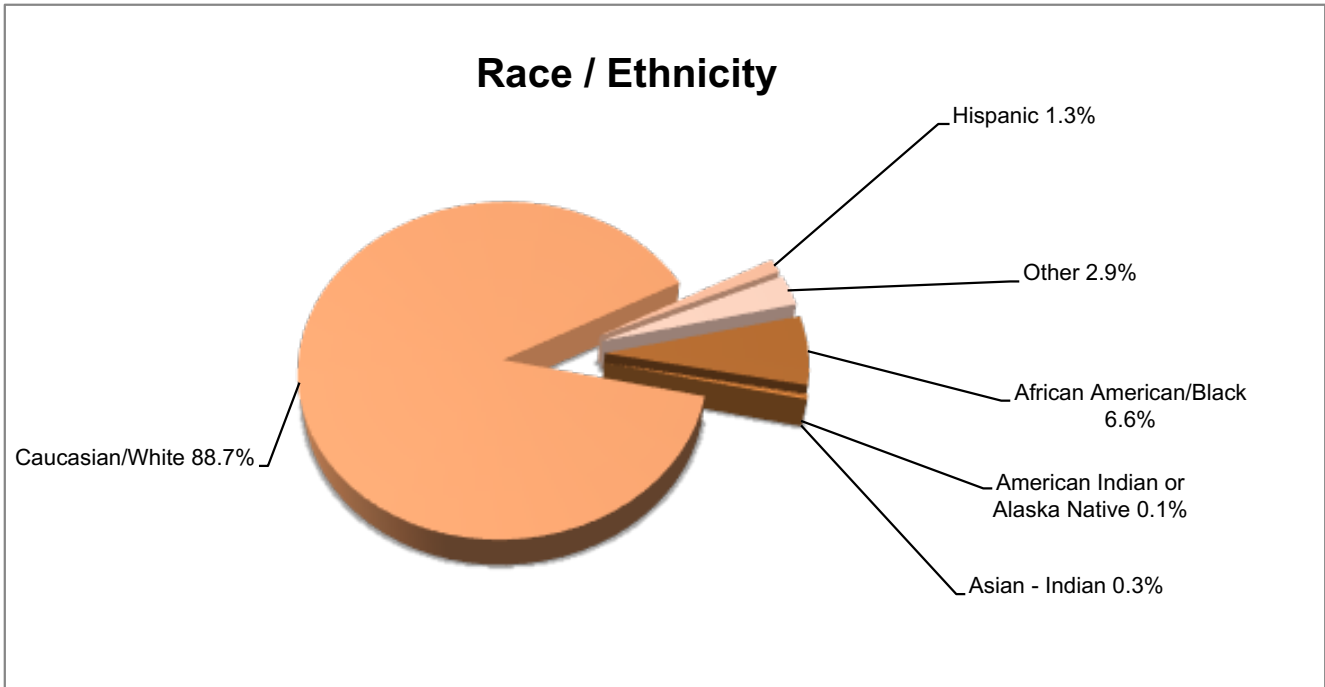
➢ 88.7% reported their race/ethnicity as White/Caucasian; the next highest percentage was 6.6% who reported their race/ethnicity as African American/Black

➢ 91% (185,588) are female; 9% (19,097) are male

Gender

- Male 9%
- Female 91%
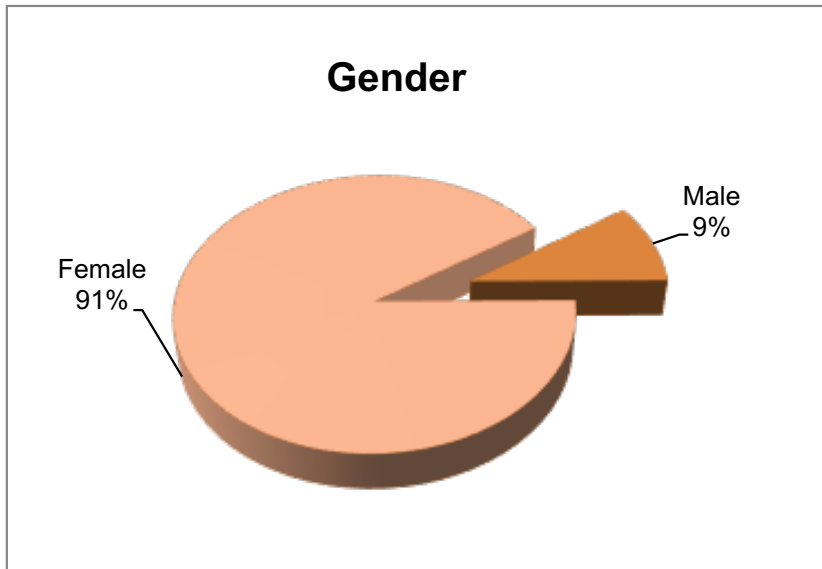
Female	185,588
Male	19,097
	204,685

Armed Forces

Service Member 1,010

Spouse of Service Member 2,020

Veteran 6,819

Spouse of Veteran 13,099

N/A 181,737
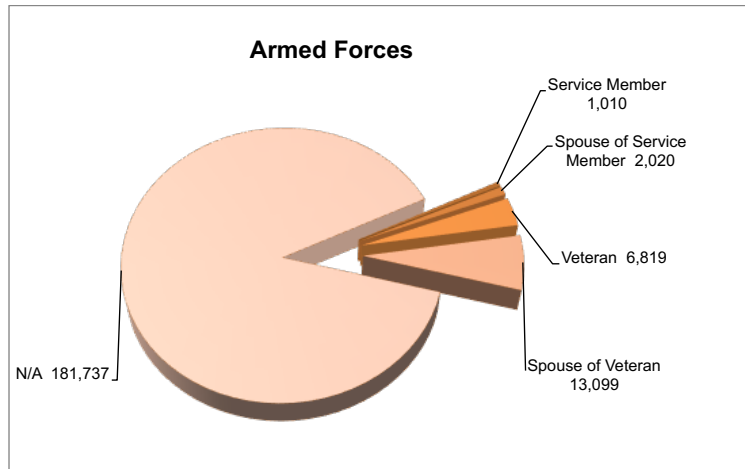
➤ 11% (22,948) reported an association with U.S. Armed Forces
- 87% (19,918) of this group are either veterans or spouses of veterans

Board Service / Leadership

No 99%

Yes 1%
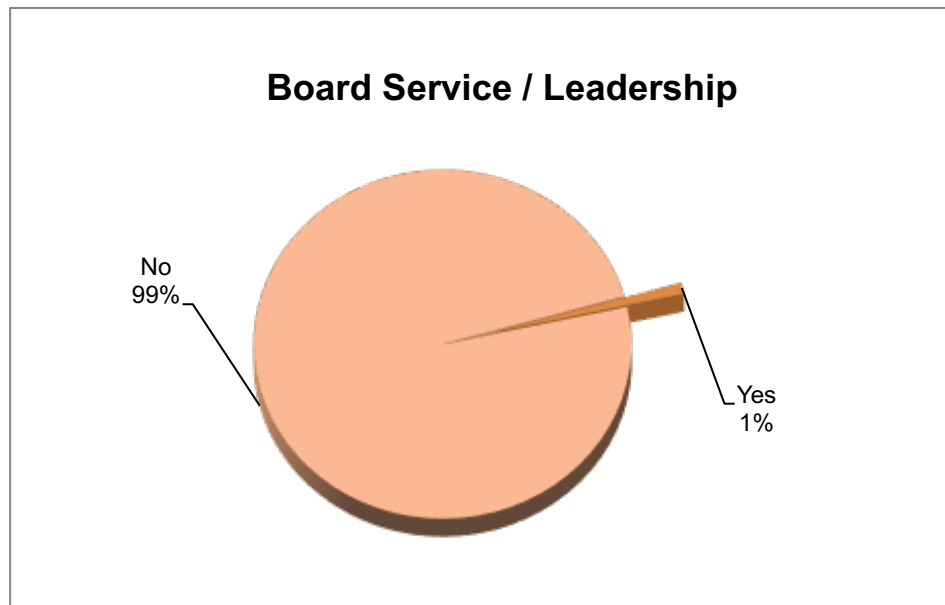
➤ Approximately 1% (2,030) indicated that they serve on a board that influences health care policy

NURSING EDUCATION

Initial Nursing Education

	RN-Associate	RN-Bachelors	RN-Diploma	Masters in Nursing	LPN	Other
Entry Level	83,908	74,677	26,609	3,944	15,331	216

- Other: 216
- LPN: 15,331
- Masters in Nursing: 3,944
- RN-Diploma: 26,609
- RN-Bachelors: 74,677
- RN-Associate: 83,908

➤ Associate degree in nursing – 41% (83,908)

➤ Baccalaureate degree in nursing – 37% (74,677)

➤ Master's in Nursing degree – 2% (3,944)

➤ Diploma program in nursing – 13% (26,609)

➤ Practical nursing education program – 7% (15,331)

Baccalaureate or Higher Level of Education Achieved

- Doctoral degree-non nursing: 987
- Doctoral degree-nursing other: 181
- Doctoral degree-nursing PhD: 622
- Doctoral degree-nursing practice (DNP): 1,644
- Masters degree-non nursing: 6,449
- Master degree-nursing: 29,567
- Baccalaureate degree-non nursing: 8,396
- Baccalaureate degree-nursing RN: 84,566

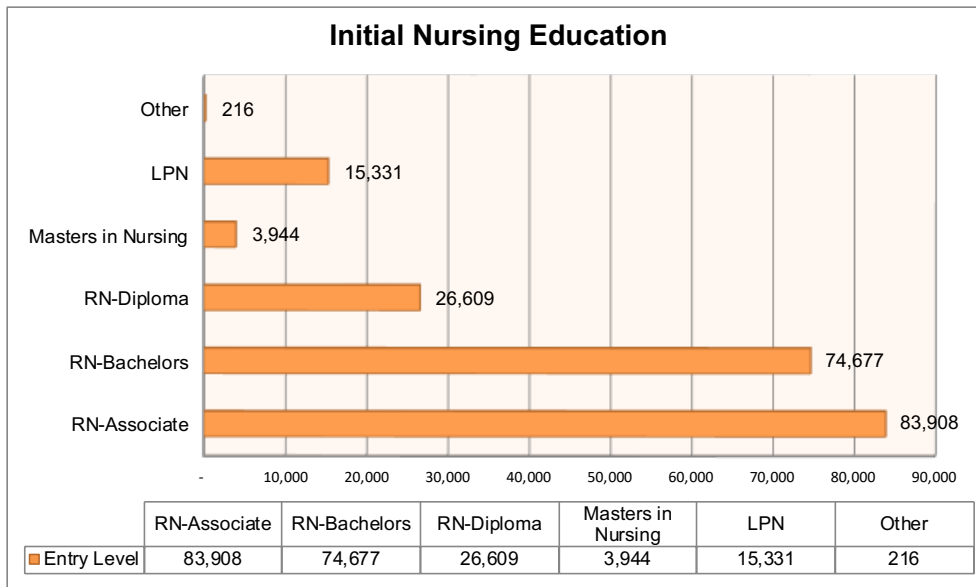|	Baccalaureate degree-nursing RN	Baccalaureate degree-non nursing	Master degree-nursing	Masters degree-non nursing	Doctoral degree-nursing practice (DNP)	Doctoral degree-nursing PhD	Doctoral degree-nursing other	Doctoral degree-non nursing
Percentage	41.3%	4.1%	14.4%	3.2%	0.8%	0.3%	0.1%	0.5%
Count	84,566	8,396	29,567	6,449	1,644	622	181	987

➤ Baccalaureate or higher degree in nursing <u>or</u> non-nursing – 65% (132,412)

➤ Higher levels of nursing education breakdown

- 64% (84,566) - Baccalaureate degree in nursing
- 22% (29,567) - Master's degree in nursing
- 2% (2,447) - PhD, DNP, or other Doctoral degree in nursing

Plans to Obtain a BSN

	Currently Enrolled	No Plans	Plan to Obtain at Some Point	Plan to Obtain in 1-5 Years	Plan to Obtain in 6-10 Years	Plan to Obtain in 11-15 Years
BSN Plans	10,205	46,167	7,111	19,386	1,120	78
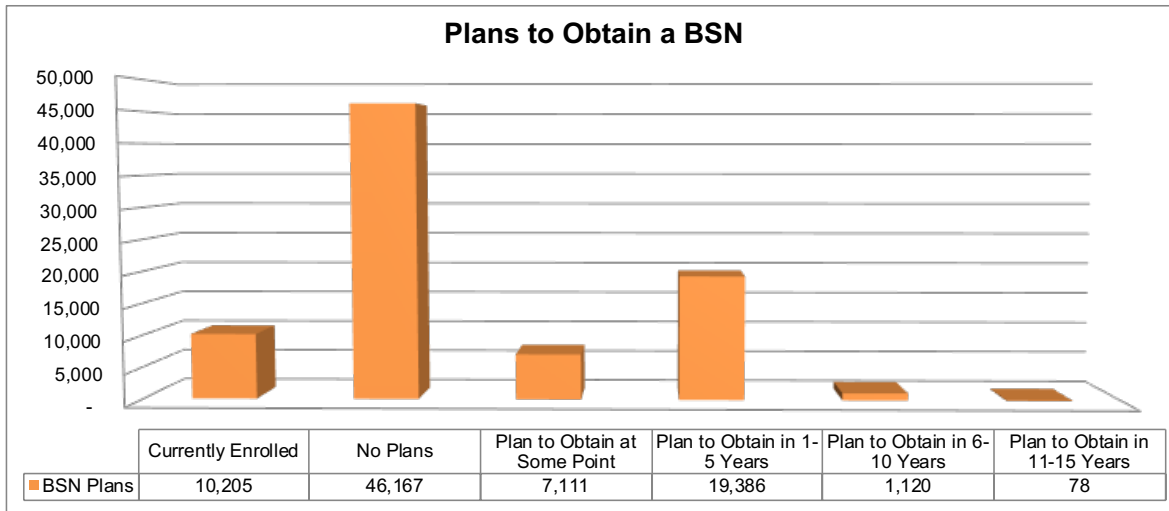
➢ For this question, 84,067 responded as follows

  ▪ Currently enrolled to obtain a BSN – 12% (10,205)

  ▪ Plan to obtain a BSN or higher degree in nursing – 33% (27,695)

  ▪ No plans to obtain a BSN or higher nursing degree – 55% (46,167)

Reasons for Not Obtaining a BSN

	Financial	Tuition Assistance	No Accessible Program	Personal and/or Work Schedule	Satisfied with Current Level	Age or Stage of Career	Out of School Too Long	School Would Be Too Difficult	Not Working in Nursing	Plan to Leave Nursing	Retired	Other
Count	2,362	1,020	40	2,791	8,157	13,202	2,395	445	1,134	3,931	5,540	5,150
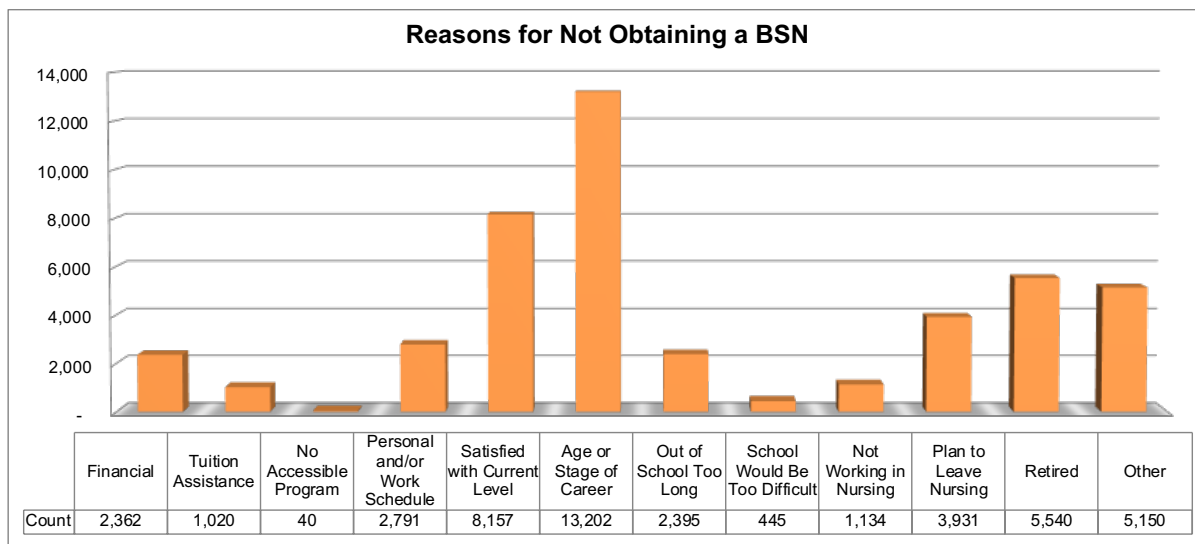
➢ For this question, 46,167 provided the following reasons for not obtaining a BSN

  ▪ Age or Stage in Career – 29% (13,202)

  ▪ Satisfied with current level of practice – 18% (8,157)

  ▪ Financial barriers / tuition assistance – 7% (3,382)

  ▪ Personal and/or work schedules – 6% (2,791)

  ▪ Plan to leave nursing; retired; not working in nursing – 23% (10,605)

  ▪ Out of school too long; too difficult – 6% (2,840)

  ▪ Other, and no accessible program – 11% (5,190)

NURSING EMPLOYMENT

Employment & Licensure Breakdown

Employed License Needed 86.00%

Retired 5.89%

Unemployed 4.52%

Volunteer Nurse 0.49%

Employed No License Needed 3.11%
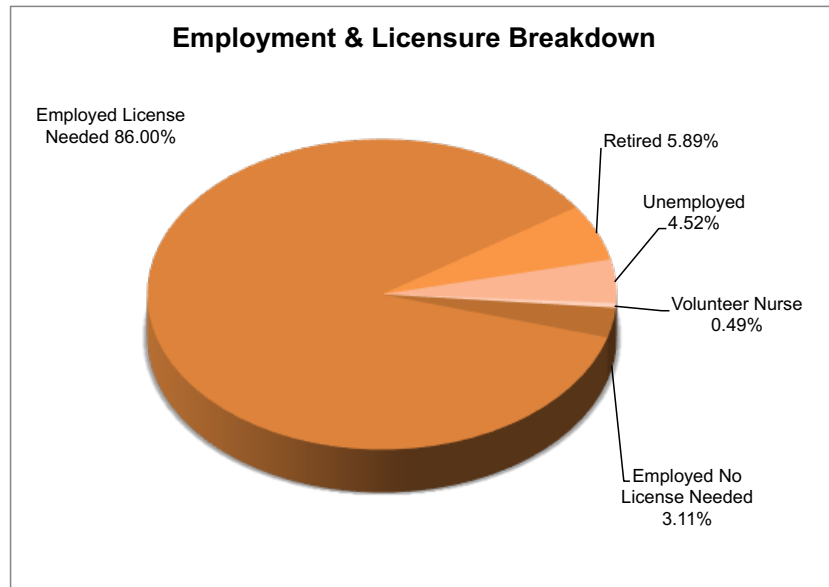
➢ 86% (176,025) are employed in a position where a nursing license is required

- 80% work full-time; 14% work part-time; 6% work on a per-diem basis
- 89% work in one position; 9% work in two positions; and 2% work in three or more positions
- 5% work 31-35 hours per week; 64% work 36-40 hours per week; 10% work 41-50 hours per week; 10% work 21-30 hours per week
- 68% worked 50-52 weeks last year; 16% worked 43-49 weeks last year; 16% worked less than 43 weeks last year

Changed Employer in the Last Year

Yes 15%

No 85%
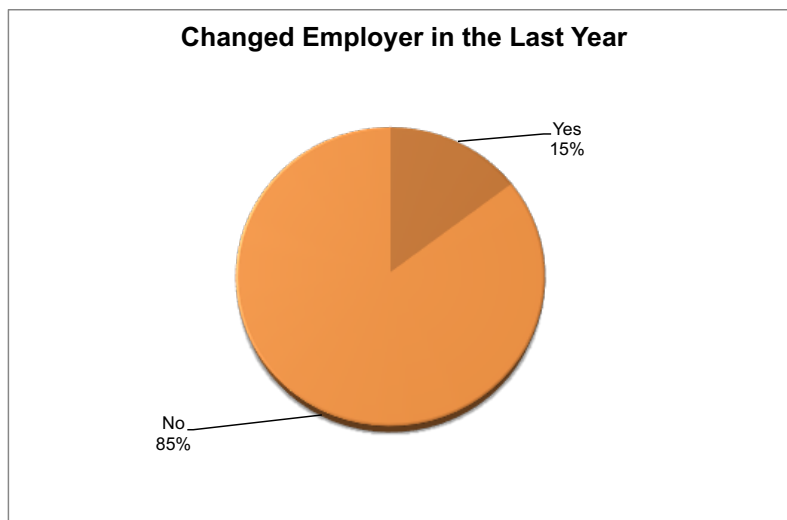
➢ 15% indicated that they had changed employers in the past year

Nursing Employment Type
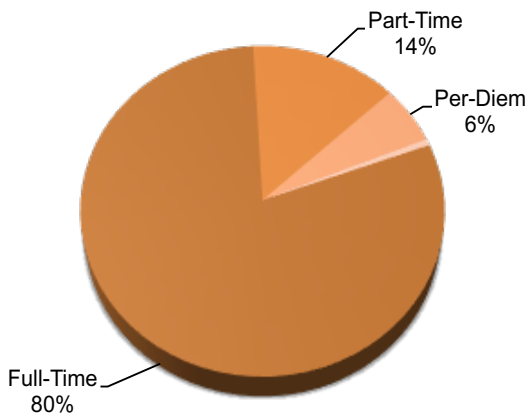
Full-Time	141,046
Part-Time	24,689
Per-Diem	10,162
Other	128
	176,025

Concurrent Paid Nursing Positions
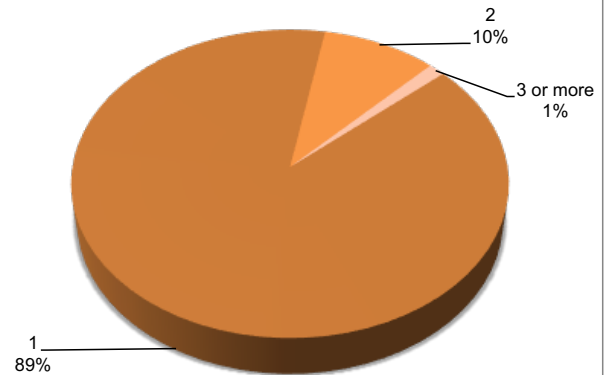
1	157,112
2	16,509
3 or more	2,404
	176,025

Hours Worked Per Week
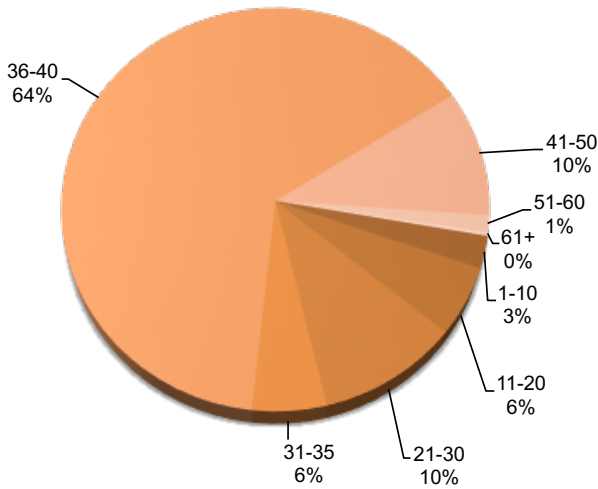
1-10	4,547
11-20	9,802
21-30	18,249
31-35	9,486
36-40	113,160
41-50	17,881
51-60	2,397
61+	503
	176,025

Nursing Weeks Worked Last Year
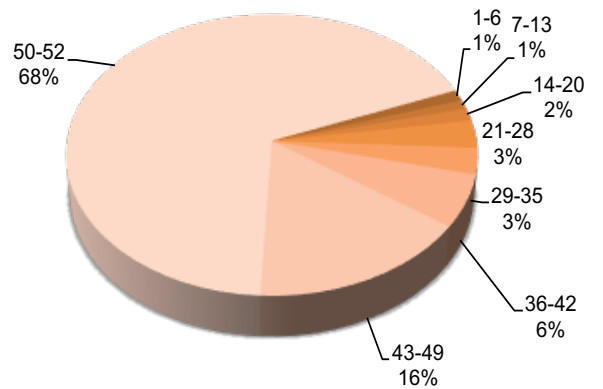
1-6	2,197
7-13	1,785
14-20	2,559
21-28	5,596
29-35	5,308
36-42	10,619
43-49	28,136
50-52	119,825
	176,025

Unemployed Nurses

Seeking a Nursing Position
45.76%

Not Seeking a Nursing Position
54.24%
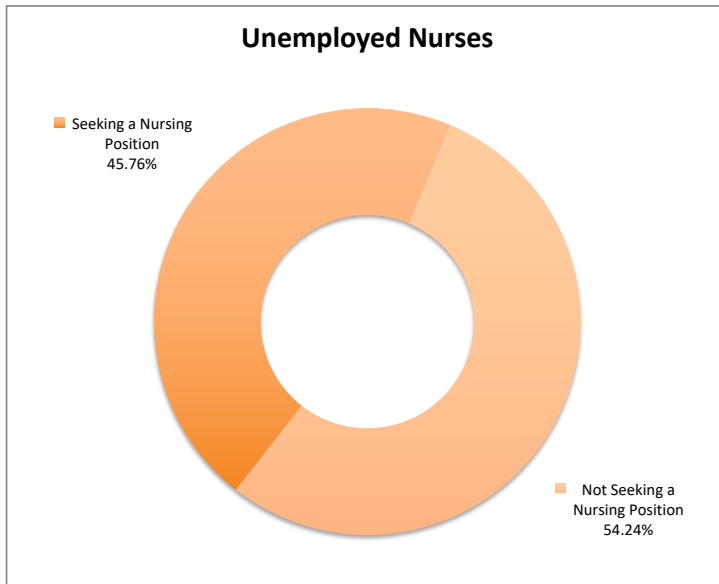
Seeking a Nursing Position	4,229
Not Seeking a Nursing Position	5,012
	9,241

➢ Of the 9,241 RNs who are unemployed, 46% (4,229) are seeking nursing employment

Reasons for Unemployment

Told by Employer BSN Needed
0.69%

Leave of Absence
9.27%

Not Interested in Nursing
6.03%

Difficulty Finding Position
7.87%

Disabled
7.65%

Inadequate Salary
0.97%

Attending School
9.62%

Home/Family Obligations
57.89%
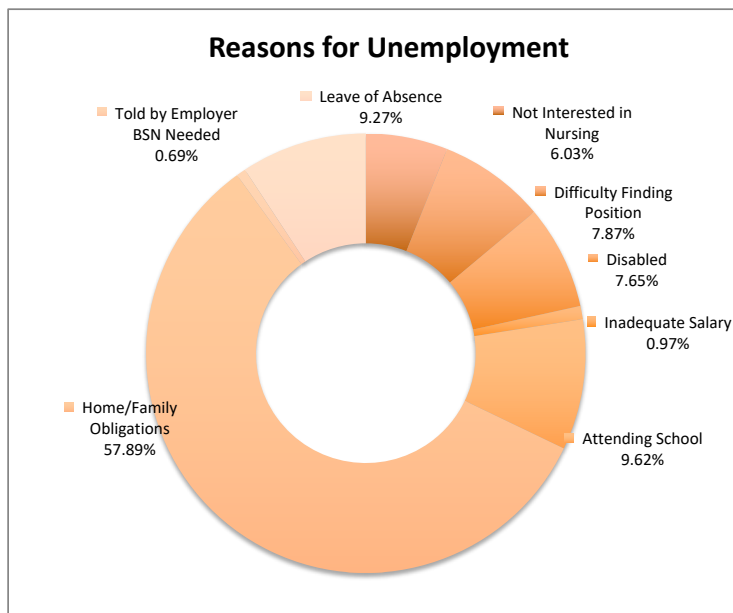
Not Interested in Nursing	557
Difficulty Finding Position	727
Disabled	707
Inadequate Salary	90
Leave of Absence	857
Attending School	889
Home/Family Obligations	5,350
Told by Employer BSN Needed	64
	9,241

➢ Primary reasons reported for unemployment

- Home and family obligations – 58% (5,350)

- Difficulty finding a position – 8% (727)

- Not interested in a nursing position – 6% (557)

- Attending School – 10% (889)

PRACTICE SETTING, POSITION TITLE, PRACTICE AREA

Primary Practice Setting

Practice Setting	Count
Ambulatory care	9,846
Ambulatory care retail setting	359
Ambulatory surgical center	3,812
APRN Owned/Operated Practice	280
Correctional facility	1,083
Education/Academia	5,003
Home care	7,975
Home care independent provider	375
Hospice	3,909
Hospital - inpatient	70,006
Hospital - outpatient	9,017
Hospital - emergency department	9,997
Hospital - federal government	1,502
Hospital - perioperative/operating room	8,796
Insurance claims and benefits	7,750
Nursing home/Extended care facility/Assisted living Center	10,701
Occupational health setting	1,348
Office/Clinic Physician Solo Practice	1,116
Office/Clinic Physician Partnership	4,382
Office/Clinic Physician Single Specialty Group	2,912
Patient Centered Medical Home	679
Policy/Planning/Regulatory	564
Public/Community health	2,967
Research	897
School health	2,348
Urgent care	970
Other health related	7,066
Other non-health related	365
Blank	

➢ Of the 176,025 who reported working in nursing, 56% (99,318) work in the hospital setting

Primary Position Title

Primary Position Title	Count
Certified Nurse Midwife	322
Certified Nurse Practitioner	12,642
Clinical Nurse Specialist	577
Certified Registered Nurse Anesthetist	2,992
Charge Nurse	13,683
Consultant	2,184
Direct patient care staff	86,563
Director/Assistant director of nursing	4,081
Educator	6,978
Manager or executive	9,694
Public sector nurse local/state/federal agency	1,626
Researcher	870
Supervisor	4,979
Telehealth nurse	6,760
Other	22,074

➢ Of the 176,025 who reported working in nursing, 49% (86,563) work as direct patient care staff

➢ Those selecting advanced practice registered nursing as their primary position were

- Certified Nurse Midwifes - < 1% (322)
- Certified Nurse Practitioners - 7% (12,642)
- Clinical Nurse Specialists - < 1% (577)
- Certified Registered Nurse Anesthetists - 2% (2,992)

Primary Practice Area

Practice Area	Count
Administration	6,140
Anesthesiology	3,154
Allergy and Immunology	289
Cardiology	9,298
Critical care	13,136
Dermatology	480
Education	4,272
Emergency care	10,130
Endocrinology	484
Family/General practice/Primary care	6,500
Gastroenterology	1,783
Geriatrics	9,084
Gynecology only	174
Infectious diseases	606
Internal medicine general	2,448
Medical - Surgical	17,459
Neonatal	3,838
Nephrology	2,697
Neurology	2,373
Obstetrics and gynecology	7,349
Occupational health	1,546
Oncology, including hematology oncology	5,906
Ophthalmology	469
Otolaryngology	248
Orthopedics	2,647
Pain Management	1,159
Pathology	13
Pediatrics - general	5,376
Pediatrics - specialties	3,014
Pediatrics - adolescents	534
Physical medicine and rehabilitation	1,276
Psychiatry	6,024
Psychiatry - child	483
Public health/preventive medicine	2,110
Pulmonology	715
Radiology/nuclear medicine	793
Research	590
Rheumatology	155
Surgery - general	7,999
Surgical specialties	4,495
Telehealth in Ohio	1,126
Telehealth Outside Ohio	3,031
Urgent care	960
Urology	527
Women's health	1,238
Other	21,897