

2017 Recent Graduate Registered Nurse Employment Demographic Characteristics

Table 1: Employment Status by Graduation Year

	Total		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed	671	98.0%	260	99.6%	240	97.6%	167	96.5%	4	80.0%
Not Employed	14	2.0%	1	0.4%	6	2.4%	6	3.5%	1	20.0%
Total	685	100.0%	261	100.0%	246	100.0%	173	100.0%	5	100.0%

Includes ALL nurses (LPNs, RNs, and APRNs) who graduated between 2014 and 2017. License type was not captured for nurses not working in position that requires or is enhanced by their nursing license. As such, it is impossible to discern the proportion of new grad RNs who are not employed in 2017. In total, 2% of all recent graduates reported not being employed.

Table 2: Number of New Grads RNs Represented in Subsequent Tables

	Total		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Included	586	100.0%	231	100.0%	208	100.0%	145	100.0%	2	100.0%
Total	586	100.0%	231	100.0%	208	100.0%	145	100.0%	2	100.0%

Includes all LOCALLY-EMPLOYED RNs who graduated from their initial RN academic program between 2014 and 2017. Discrepancies in the total number of nurses between Table 1 and Table 2 by graduation year is explained by the exclusion of unemployed nurses and the removal of LPNs and APRNs from the by-year totals. On average, the discrepancy by graduation year between Table 1 and Table 2 is 14% per year which is consistent with the percentage of nurses who are LPNs or APRNs.

Table 3: Time Elapsed between Graduation and First Nursing Position by Graduation Year

	Total	2014	2015	2016	2017
	%	%	%	%	%
Less than 3 months	33.2%	32.9%	29.8%	38.2%	50.0%
3 months but less than 6 months	25.5%	26.8%	21.6%	29.2%	0.0%
6 months but less than 12 months	25.6%	25.5%	24.5%	27.1%	50.0%
12 months or longer	15.7%	14.7%	24.0%	5.6%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Includes only locally-employed RNs. Question specifically asked nurses to report how long it took them to obtain their first NURSING position.

Table 4: Degree Providing Academic Credential for Initial Nursing Licensure

	Total	2014	2015	2016	2017
	%	%	%	%	%
RN Diploma	0.7%	0.4%	1.0%	0.7%	0.0%
ADN	15.9%	16.5%	13.5%	18.6%	0.0%
BSN	78.8%	81.8%	80.8%	72.4%	0.0%
GEPN	4.6%	1.3%	4.8%	8.3%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5: Length of Time with Current Employer

	Total	2014	2015	2016	2017
	%	%	%	%	%
Less than 1 year	49.2%	28.7%	48.1%	83.2%	100.0%
1 to 3 years	44.3%	61.3%	47.6%	12.6%	0.0%
More than 3 years but less than 5 years	3.6%	7.0%	1.0%	2.1%	0.0%
5 or more years but less than 10 years	1.2%	0.4%	1.9%	1.4%	0.0%
10 years or longer	1.7%	2.6%	1.4%	0.7%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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Table 6: Primary Employment Setting

	Total %	2014 %	2015 %	2016 %	2017 %
Hospital	52.1%	60.0%	50.5%	41.7%	50.0%
Nursing Home/Extended Care Facility	17.1%	12.2%	18.8%	22.9%	0.0%
Assisted Living Facility	3.6%	2.6%	3.8%	4.2%	50.0%
Ambulatory Care	3.1%	2.2%	3.8%	3.5%	0.0%
Physician's Office	4.1%	2.2%	3.4%	8.3%	0.0%
Dialysis Center/Clinic	1.7%	2.6%	1.4%	0.7%	0.0%
Home Health	6.2%	7.8%	5.3%	4.9%	0.0%
Hospice	1.9%	0.9%	1.4%	4.2%	0.0%
Public Health	0.9%	0.9%	1.4%	0.0%	0.0%
Community Health	1.5%	1.7%	1.4%	1.4%	0.0%
School/Student Health	2.2%	1.3%	1.9%	4.2%	0.0%
Correctional Facility	0.2%	0.4%	0.0%	0.0%	0.0%
Occupational Health	0.2%	0.0%	0.5%	0.0%	0.0%
Insurance Claims/Benefits	1.7%	2.6%	1.9%	0.0%	0.0%
Self-Employed	0.2%	0.0%	0.5%	0.0%	0.0%
Other	3.4%	2.6%	3.8%	4.2%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Indicates CURRENT employment setting which may not reflect setting of initial employment.

Table 7: Primary Employment Position

	Total %	2014 %	2015 %	2016 %	2017 %
Staff Nurse	85.7%	91.8%	85.6%	75.9%	100.0%
Nurse Manager	2.9%	3.9%	1.4%	3.4%	0.0%
Nurse Faculty/Educator	0.3%	0.0%	1.0%	0.0%	0.0%
Consultant	0.9%	0.9%	1.0%	0.7%	0.0%
Other Healthcare-Related	9.7%	3.5%	10.6%	18.6%	0.0%
Other NOT Healthcare-Related	0.5%	0.0%	0.5%	1.4%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Indicates CURRENT employment position which may not reflect position of initial employment.

Table 8: Primary Employment Specialty

	Total %	2014 %	2015 %	2016 %	2017 %
Acute Care	43.6%	49.6%	40.9%	38.2%	50.0%
Adult Health	1.7%	1.8%	1.4%	2.1%	0.0%
Family Health	1.5%	0.9%	1.0%	3.5%	0.0%
Cardiology	2.6%	2.2%	2.9%	2.8%	0.0%
Diabetes	0.2%	0.0%	0.0%	0.7%	0.0%
Home Health	4.8%	5.7%	4.8%	3.5%	0.0%
Gerontology	14.6%	10.1%	16.3%	18.8%	50.0%
Community Health	1.2%	1.3%	1.0%	1.4%	0.0%
Nephrology	1.7%	2.6%	1.4%	0.7%	0.0%
Occupational Health	0.2%	0.0%	0.5%	0.0%	0.0%
Oncology	2.7%	5.3%	1.4%	0.7%	0.0%
Palliative/Hospice	1.2%	0.4%	1.0%	2.8%	0.0%
Pediatrics	5.0%	4.4%	5.8%	4.9%	0.0%
Perioperative	1.4%	1.3%	1.4%	1.4%	0.0%
Public Health	1.5%	1.8%	1.9%	0.7%	0.0%
Mental Health	2.6%	2.6%	2.9%	2.1%	0.0%
Rehabilitation	3.8%	2.2%	3.4%	6.9%	0.0%
School Health	0.9%	0.4%	1.0%	1.4%	0.0%
Women's Health	1.9%	1.8%	2.9%	0.7%	0.0%
Wound Care	0.3%	0.4%	0.0%	0.7%	0.0%
Other, Clinical	5.0%	4.4%	5.8%	4.9%	0.0%
Other, Non-Clinical	1.5%	0.9%	2.4%	1.4%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Indicates CURRENT employment specialty which may not reflect specialty of initial employment.

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Table 9: Nurses With Full-Time Employment

	Total	2014	2015	2016	2017
	%	%	%	%	%
Works full-time	96.1%	94.4%	97.6%	96.6%	100.0%
Does not work full-time	3.9%	5.6%	2.4%	3.4%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

"Does not work full-time" includes nurses employed on a part-time or per diem basis"

Table 10: Number of Nursing Positions Held

	Total	2014	2015	2016	2017
	%	%	%	%	%
1	89.2%	85.7%	91.8%	91.0%	100.0%
2	8.7%	12.1%	6.3%	6.9%	0.0%
3 or more	2.0%	2.2%	1.9%	2.1%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 11: Mean Number of Hours Worked per Week

	2014		2015		2016		2017	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	38.3	36.5	36.4	36.0	37.5	39.5	32.0	32.0

Table 12: Age (Categories)

	Total	2014	2015	2016	2017
	%	%	%	%	%
45 years or younger	95.0%	95.2%	95.2%	94.5%	100.0%
46 to 59 years	4.3%	3.9%	4.3%	4.8%	0.0%
60 years or older	0.7%	0.9%	0.5%	0.7%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 13: Age (Central Tendency)

	2014		2015		2016		2017	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	31.42	28.00	30.24	28.00	28.77	26.00	26.50	26.50

Table 14: Gender

	Total	2014	2015	2016	2017
	%	%	%	%	%
Male	14.5%	14.3%	16.8%	11.7%	0.0%
Female	85.5%	85.7%	83.2%	88.3%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 15: Primary Ethnic Identification

	Total	2014	2015	2016	2017
	%	%	%	%	%
African-American; Black	1.0%	1.7%	1.0%	0.0%	0.0%
American Indian/Native Alaskan	0.5%	1.3%	0.0%	0.0%	0.0%
Caucasian; White	26.0%	27.5%	21.4%	29.9%	50.0%
Native Hawaiian	7.4%	7.9%	6.3%	7.6%	50.0%
Chinese	3.6%	2.6%	4.4%	4.2%	0.0%
Filipino	28.6%	30.1%	31.1%	22.9%	0.0%
Japanese	9.5%	8.3%	9.7%	11.1%	0.0%
Korean	1.4%	1.7%	1.9%	0.0%	0.0%
Other Asian	1.0%	0.0%	1.5%	2.1%	0.0%
Samoaan	0.5%	0.0%	0.5%	1.4%	0.0%
Other Pacific Islander	0.5%	0.9%	0.5%	0.0%	0.0%
Mutiple Races/Ethnicities	20.0%	17.9%	21.8%	20.8%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 16: Native Hawaiian Ancestry

	Total %	2014 %	2015 %	2016 %	2017 %
Yes	9.4%	7.5%	8.2%	14.2%	0.0%
No	90.6%	92.5%	91.8%	85.8%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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For questions regarding the data contained in this report or for additional inquiries regarding the 2017 Hawai'i Nursing Workforce Supply Survey data, contact Carrie Oliveira, Ph.D., Associate Specialist for Workforce Research at the Hawai'i State Center for Nursing, carrieol@hawaii.edu 808-956-3959.



<http://www.hawaii-center-for-nursing.org/data-reports/>