

Current Employment Demand by Nursing Role

Information Brief

Licensed Practical Nurses:

The Healthcare Association of Hawai'i (HAH) identified that though LPNs only account for 9% of total nursing positions, they represent 21% of all vacant nursing roles. The Department of Labor and Industrial Relationsⁱⁱ (DLIR) projects an increase of 160 LPN positions by 2026, representing a 12.4% increase since 2016. If LPN enrollments and graduations remain constant over the next seven years, the shortfall between LPN supply and employment demand will worsen and the demands for this role in the future will be unmet.ⁱⁱⁱ

Registered Nurses:

HAHⁱ identified that there are currently 463 open positions. This equates to a 6% vacancy rate for registered nursing roles and accounts for 21% of the total healthcare vacancies reported by healthcare employers in Hawai'i. Further, HAHⁱ found that 40% of all vacant RN positions are in specialty areas. Department of Labor and Industrial Relations (DLIR)ⁱⁱ projects a 13% growth in RN employment from 2016 to 2026. Hawai'i's schools of nursing can support the continued equilibrium between employment demand and workforce supply by maintaining the existing enrollment capacity in their entry-to-practice RN programs.ⁱⁱⁱ

Nurse Practitioners:

Nurse Practitioners are one of the four Advanced Practice Registered Nursing roles and the only type of APRN for which in-state schools provide academic education. The Hawai'i-Pacific Basin AHEC^{iv} found that the state has a shortage of 396 APRN FTEs. DLIR projects an increase in NP positions by 37% by 2026 which will likely exacerbate the current shortage without accelerated growth of APRNs in this state.

Reference List

ⁱ Healthcare Association of Hawai'i. (2019). Hawai'i Healthcare Workforce Initiative: 2019 Report. Retrieved from: hah.org

ⁱⁱ DLIR (Department of Labor and Industrial Relations) (2018). Long-term Occupational Projections, State of Hawai'i, 2016-2026, (Revised). Retrieved from hiwi.org.

ⁱⁱⁱ Hawai'i State Center for Nursing (2019). Hawai'i State Nurse Education Capacity Report: Academic Year 2017-2018.

^{iv} AHEC (Hawai'i-Pacific Basin Area Health Education Center), (2018). *The Shortage of Providers in Hawai'i*. Retrieved from ahec.hawaii.edu