

## Key Nursing Workforce Research Findings from 2019

Informational Brief: September 2019

### Healthcare Association of Hawai'i Employer Demand Survey

#### **Project Background:**

The Healthcare Association of Hawai'i (HAH) convened a Healthcare Workforce Initiative (HWI) in response to one of the organization's priorities to focus on workforce development. The HWI was led by a steering committee comprising members from healthcare industry and a working group comprising non-industry partners including the Hawai'i State Center for Nursing.

On August 26, 2019, HAH made their [Health Workforce Initiative Report](#) available to the public. The report provides information about the availability of educational opportunities and employment-demand for 76 non-physician, patient-facing healthcare professions throughout the state. You can find all of the HWI's publicly available materials on their [webpage](#).

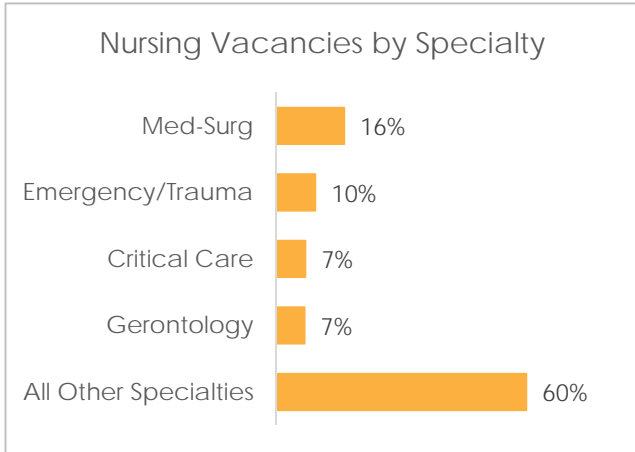
#### **Key Nursing-Related Findings:**

- ▼ Of the estimated 2,200 vacant non-physician healthcare profession positions, 32% are nursing (LPN, RN, NP) positions.
- ▼ The vacancy rates for nursing are: LPNs=20%, RNs=6%, NPs=15%. The overall vacancy rate across all health professions is 10%.
- ▼ Of the total 144 vacant LPN roles, 83% are in post-acute, community-based settings such as health system outpatient clinics, home health, and nursing homes.
- ▼ Acute care hospitals report the greatest demand for RNs with competency in the medical-surgical, emergency/trauma, and critical care specialties.
- ▼ NP vacancies are predominantly in acute care hospitals where the NP vacancy rate is 20%.
- ▼ RN case managers account for 6% of all nursing vacancies.

#### **Immediate Implications for Nursing Workforce Development:**

Hawai'i is not experiencing an RN shortage, but we need to increase our specialty workforce.

Though RN roles account for the single largest subset of all healthcare vacancies, Hawai'i is not experiencing an RN nursing shortage. However, employers report that filling some specialty

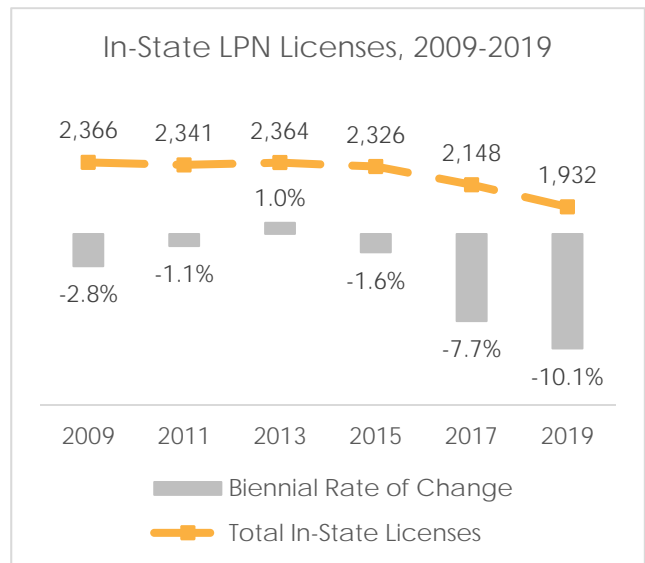


nursing roles is especially challenging. Because schools of nursing cannot feasibly create specialty RN programs (see the Center’s Education Capacity Report, AY 2017-2018 for discussion), employers are largely responsible for developing their own specialty workforces. It is not necessarily the case, however, that employers have the necessary financial, personnel, or other resources to provide training and education necessary to support nurses’ transition into high-demand specialties.

This challenge may be addressed if we can identify and implement a model of specialty RN development that leverages the combined instructional, curriculum, and clinical education/training resources of the state’s numerous employers and schools of nursing.

**The dwindling LPN workforce predominantly affects community-based settings.**

According to data released by the Professional & Vocational Licensing division of DCCA in July, 2019, the number of LPN licenses held by Hawai’i residents declined by 10% between 2017 and 2019. This makes 2019 the third consecutive license renewal year in which the number of LPNs licensed in Hawai’i decreased. HAH’s data indicate that 20% of all LPN positions statewide are vacant. This likely stems from the persistent and hastening loss of LPNs from the workforce.



The overwhelming majority (83%) of vacant LPN positions are in post-acute community-based settings like nursing homes, health system clinics, and home health. LPNs are a vital component of community-based care models. As the average inpatient length of stay in hospitals decreases and the share of the population of aged 65 years and older increases, the demand for community-based care will rise. Ensuring that the population continues to have access to quality nursing care where they live will require creative solutions to either increase the LPN workforce or find cost-effective methods of adapting to the decline.

## Hawai'i State Nurse Education Capacity Report, Academic Year 2017-2008

### Project Background:

The Center conducts the education capacity survey following the conclusion of each academic year. The purpose of the report is to inventory the nurse education programs offered by local schools of nursing and identify significant changes in enrollment demand for nursing programs, schools' admission cohort sizes, and the number of new nurses who graduate and enter the workforce each year. Schools also report on any challenges that adversely impact their programs which is information that assists the Center in knowing where to focus any education-related workforce development initiatives.

A new section in [the Education Capacity Report for Academic Year 2017-2018](#) discusses employment opportunities for new graduate generalist RNs, specialty RNs, and nurse practitioners. Among the data sources included in the discussion of employment demand were HAH's HWI report and occupational projections from the Department of Labor and Industrial Relations

### Key Findings:

- ▼ Demand for entry-to-practice programs exceeds schools' capacity to enroll new students by an average of 1.75 fully-qualified applicants per opening.
- ▼ 40 students graduated from LPN certificate programs which is too few to fill existing LPN vacancies.
- ▼ 370 students graduated from undergraduate RN programs. This exceeds the number of existing openings for generalist RNs, but when turnover and job growth are considered, these graduates are necessary to maintain equilibrium between workforce supply and employer demand.
- ▼ Graduates from graduate-entry and post-license primary care NP programs is insufficient to fill existing vacancies, anticipated job growth, or the primary care health provider shortage in the state.
- ▼ The vacancy rate for full-time faculty statewide is 7%. The top two challenges reported by schools of nursing are related to the recruitment and retention of nurse faculty.
- ▼ 40% of schools reported that their programs were adversely affected by a lack of clinical training sites.

### Immediate Implications for Nursing Workforce Development:

The survey data gave rise to two key workforce development implications. First, schools and employers need to work collaboratively to identify viable solutions for the clinical placement shortage. Second, we must identify viable and sustainable strategies to recruit and retain nurse faculty. We invite you to read the full report for a thorough discussion of both of these issues.

# 2017-2018 HAWAII STATE NURSE EDUCATION CAPACITY

This infographic provides key statistics for the 2017-2018 Hawai'i State Nurse Education Capacity Survey. For the full report, visit our website: [hawaiiicenterfornursing.org/data-reports](http://hawaiiicenterfornursing.org/data-reports)

## PRE-LICENSE PROGRAMS

## POST-LICENSE PROGRAMS

### TOTAL GRADUATES

**444**

LPN = 40  
ADN = 131  
BSN = 239  
GEPN = 34

**135**

RN to BSN = 82  
MSN = 34  
DNP = 9  
PhD = 10

### NEIGHBOR ISLAND GRADUATES

**31%**

**12%**

### KEY DEMOGRAPHICS

**19%** MALE **17%**

\*13% of the current nursing workforce is male.

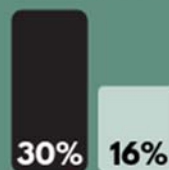
**11%** NATIVE HAWAIIAN **9%**

\*11% of the current nursing workforce is Native Hawaiian.

## NURSING FACULTY

### KEY DEMOGRAPHICS

#### Over 60 Years Old



#### Male



#### Native Hawaiian



#### Caucasian



■ Faculty ■ Nursing Workforce

### VACANCY RATES

**7%** FULL-TIME **2%** PART-TIME **5%** OVERALL

## TOP 3 CHALLENGES

These have been identified by Schools of Nursing as factors that adversely impact their programs.

- 1 Difficulty filling full-time faculty positions
- 2 Lack of funding for faculty raises or new hires
- 3 Insufficient resources for new program development



# 2019 Hawai'i Nursing Workforce Supply Survey & Report

## Project Background:

The Center conducts a survey of nurses renewing their licenses during the Board of Nursing's biennial renewal period which occurs between April and June of every odd-numbered year. The survey asks nurses to report on their demographic, educational, employment, and primary practice characteristics. Additionally, nurses answer questions related to their plans for the future including their intentions to leave their current position or the profession of nursing.

During the 2019 relicensing period, 12,308 nurses completed the survey. This represents a response rate of 46% of all nurses who renewed a license in 2019. The large volume of responses makes the Center's workforce supply survey and report the most comprehensive, detailed, and accurate source of information about the Hawai'i nursing workforce.

## What You Can Expect from the 2019 Report:

- ✔ Release in the second half of November, 2019.
- ✔ More efficient data presentation including summaries, important graphs, and cleaner data tables.

### LPN DEMOGRAPHIC CHARACTERISTICS

#### Key Findings At-a-Glance

- ✔ Men account for 11% of the total LPN workforce.
- ✔ The median age of LPNs in Hawai'i is 47 years old.
- ✔ Maui County has the youngest LPN workforce of all counties. It is the only county in which the median age is younger than the statewide median and in which Baby Boomers account for less than 30% of workforce.
- ✔ 23% of the statewide residential population and statewide LPN workforce report being multi-racial.
- ✔ Filipino account for 45% of the statewide LPN workforce. In contrast 16% of the statewide population is of Filipino ancestry.
- ✔ Native Hawaiian nurses are underrepresented in the statewide LPN workforce. Persons of Native Hawaiian ancestry account for 24% of the statewide residential population but only 13% of LPNs.

Figure 3. Distribution of the LPN Workforce by Generation in the State and Counties.

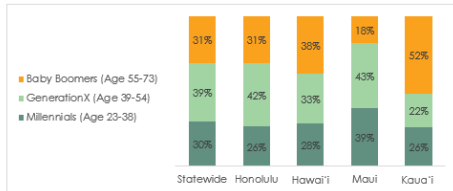


Table 3. Demographic Characteristics of the Residential Population and Hawai'i LPNs.

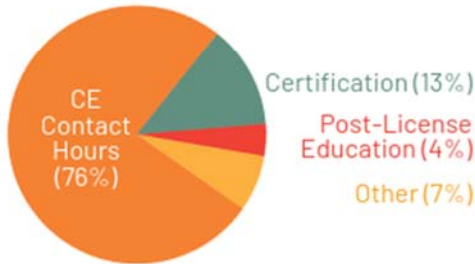
	Population	Statewide	Honolulu	Hawai'i	Maui	Kaua'i
<b>Gender</b>						
Males	49.7%	10.7%	12.1%	6.5%	2.6%	25.8%
Females	50.3%	88.0%	87.0%	92.5%	96.1%	74.2%
Other/Prefer Not to Say	--	1.3%	**	**	**	0.0%
<b>Age</b>						
Median Age	39.2	47.0	48.0	47.0	45.0	55.5
20-24 Years	7.2%	1.3%	**	**	**	0.0%
25-34 Years	15.4%	22.2%	20.1%	21.0%	26.9%	25.0%
35-44 Years	12.6%	19.2%	19.3%	19.8%	20.9%	**
45-54 Years	12.2%	25.6%	27.9%	19.8%	32.8%	**
55-59 Years	6.3%	12.2%	12.6%	14.8%	7.5%	21.4%
60-64 Years	5.5%	13.7%	12.6%	21.0%	10.4%	17.9%
65-74 Years	9.4%	5.3%	6.3%	**	0.0%	**
75 and Older Years	10.8%	**	**	0.0%	0.0%	**
<b>Generation</b>						
Population						
Millennials (Age 23-38)	--	29.9%	26.4%	28.4%	38.8%	25.9%
Generation X (Age 39-54)	--	39.0%	42.3%	33.3%	43.3%	22.2%
Baby Boomers (Age 55-73)	--	31.2%	31.3%	38.3%	17.9%	51.9%
<b>Race</b>						
Population						
Two or More Races	22.5%	22.9%	19.4%	32.5%	27.9%	21.4%
One Race	77.5%	77.1%	80.6%	67.5%	72.1%	78.6%
White	20.8%	15.9%	13.7%	21.7%	20.6%	**
Black	2.1%	2.9%	4.2%	**	0.0%	0.0%
American Indian/Alaska Native	0.1%	**	0.0%	**	0.0%	0.0%
Chinese	6.1%	1.4%	2.6%	0.0%	0.0%	0.0%

- ✔ Layered maps comparing the distribution of the population with the distribution of the workforce.
- ✔ [More infographics](#): Lifelong Learning, Demographics, Generations, New Graduate RNs.
- ✔ Twitter posts ([@HiCtr4Nursing](#)) containing data that are relevant to national dialog about nursing workforce development.

A 2019 Snapshot of  
**LIFELONG LEARNING**  
 in Hawai'i's Nursing Workforce

**IOM's Future of Nursing Report (2010) Recommendation 6: Ensure that nurses engage in lifelong learning.** Accrediting bodies, schools of nursing, health care organizations, and continuing competency educators from multiple health professions should collaborate to ensure that nurses and nursing students and faculty continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

**CONTINUING COMPETENCY**  
 LEARN. GROW. SUCCEED.



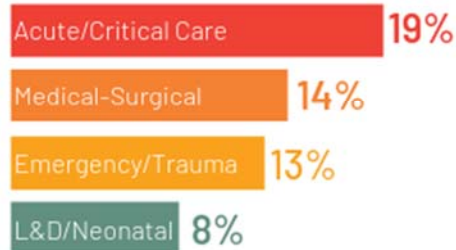
**CERTIFICATION**



**1 in 3** RNs hold a national certification

**Specialties**

Top RN Certifications



**ACADEMIC PROGRESSION**

**6%** are currently enrolled in a nurse education program  
**37 years old** is the median age of nurses returning to school



**1 in 5** have made academic progression in nursing  
**10%** of LPNs are currently working toward an RN degree

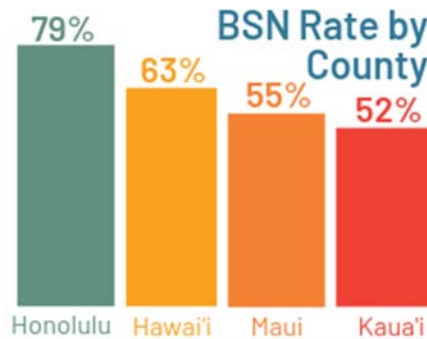
**BACCALAUREATE PREPARATION**

According to the Campaign for Action (2017), Hawai'i's statewide BSN rate is the highest in the country.



**73%**  
**56%**

**82** RN-to-BSN students graduated in academic year 2017-2018  
**17%** of RN-to-BSN graduates were from neighbor island schools



**3 in 4** APRNs were initially educated at the baccalaureate level or higher

**PRECEPTING STUDENTS**



**1 in 3** nurses report that they have precepted nursing students in the last two years

**3900** preceptor hours were provided by APRNs to NP students from January - August 2019\*

\*Preceptor hours include rotations reported via the Hawai'i Preceptor Tax Credit website through academic year 18-19.

The data contained in this infographic are excerpts from the 2019 Hawai'i Nursing Workforce Supply survey and report. For additional infographics and to read the full report, visit <https://www.hawaiicenterfornursing.org/data-reports/>.