

The New Graduate RN Workforce in Hawai'i

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 - LIVE:
 - Claim credit commensurate to your participation in the activity
 - Complete an evaluation form
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 - Complete 100% of the activity
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- The learning topic is non-clinical (i.e. leadership, communication skills training). Therefore the activity is exempt from identifying, mitigating, and disclosing relevant financial interest for speakers, faculty, or planners.
- All participants were sent disclosure information via email prior to this webinar.
- If you are joining us only by a phone number that was not provided in your registration and would like to receive the CNE evaluation, please email hscfn@hawaii.edu.



Learner Outcomes

By the end of this presentation, participants will be able to:

- describe the demographic and educational characteristics of the new graduate RN workforce, and
- describe the new graduate RN job market in Hawaii



Why We Need to Talk about New Grads



About the Data

- Two data sources
 - Hawai'i Nursing Workforce Supply Survey
 - Hawai'i Nurse Education Capacity Report
- “New Graduates” are defined as RNs who
 - completed their RN education between 2017 and 2021
 - live in Hawai'i
 - work in a license-related primary job in Hawai'i



New Grad RN FAQ #1:

How many
new grads are
in the
workforce and
where do they
work?



Test Your Knowledge



How many prospective RNs graduated from local ADN and BSN programs in AY 2019-2020?

- A. 260
- B. 320
- C. 400
- D. 430

Answer: 400; does not include RN to BSN students or GEPN students.

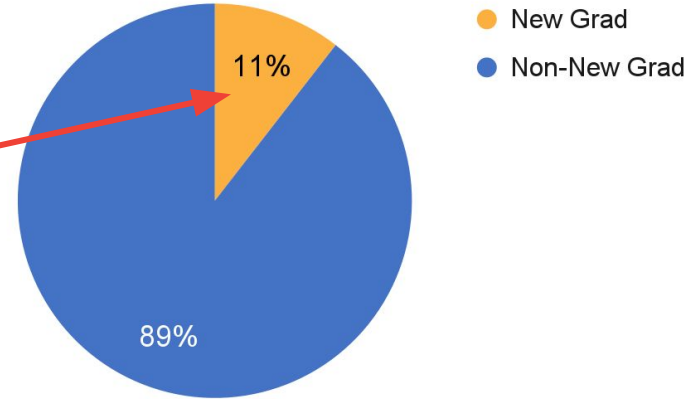


Answer:

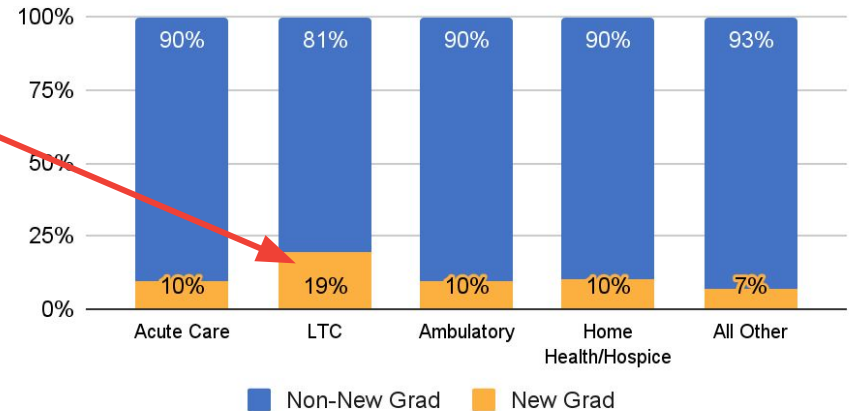
About 10% of the entire RN workforce are new graduates.

New grad RNs are disproportionately employed in LTC/post-acute settings.

% of New Grads in the RN Workforce



% of New Grads in the RN Workforce by Setting



New Grad RN FAQ #2:

Are there jobs
for new grads
in Hawai'i? If
so, where are
they?



Test Your Knowledge



What percentage of new graduate RNs got their first **nursing job** within 6 months of graduating?

- A. 25%
- B. 35%
- C. 55%
- D. 65%

Answer: 65%. This includes the time it took to take and pass the NCLEX-RN and get their licenses.

For about 45% of new grads, this took less than 3 months.

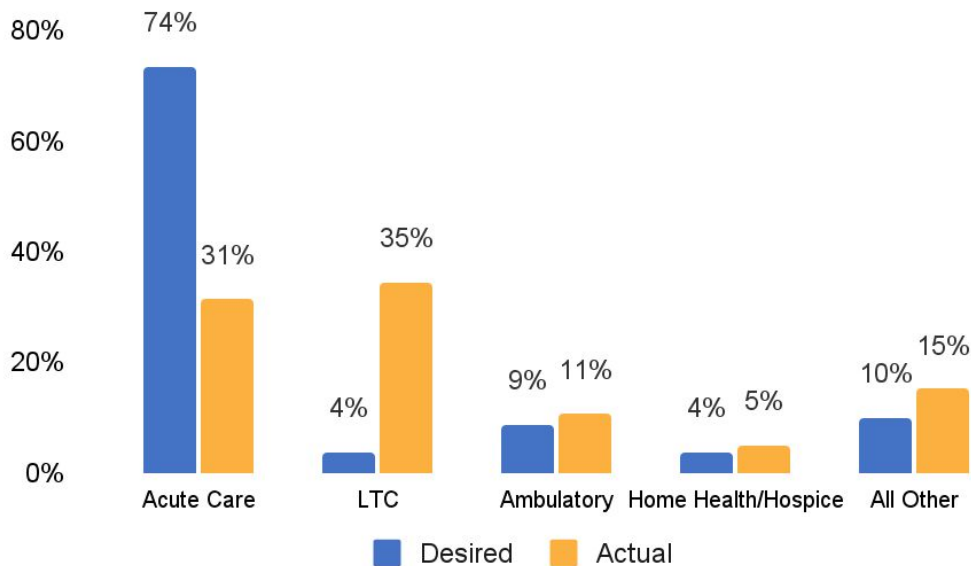


Answer:

Yes, there are jobs for new grads in Hawai'i, but NOT in their preferred setting.

75% of new grads want to work in hospitals, but majority get their first job in non-acute settings.

New Grad RNs' Desired and Actual Initial Job Setting



New Grad RN FAQ #3:

Why don't
hospitals want
to hire new
graduates?



Test Your Knowledge



What percentage the entire RN workforce reported working in an acute care hospital in 2021?

- A. 39%
- B. 42%
- C. 51%
- D. 62%

Answer: 42%. This is lower than the national proportion of 57% ([Smiley et al., 2021](#)).

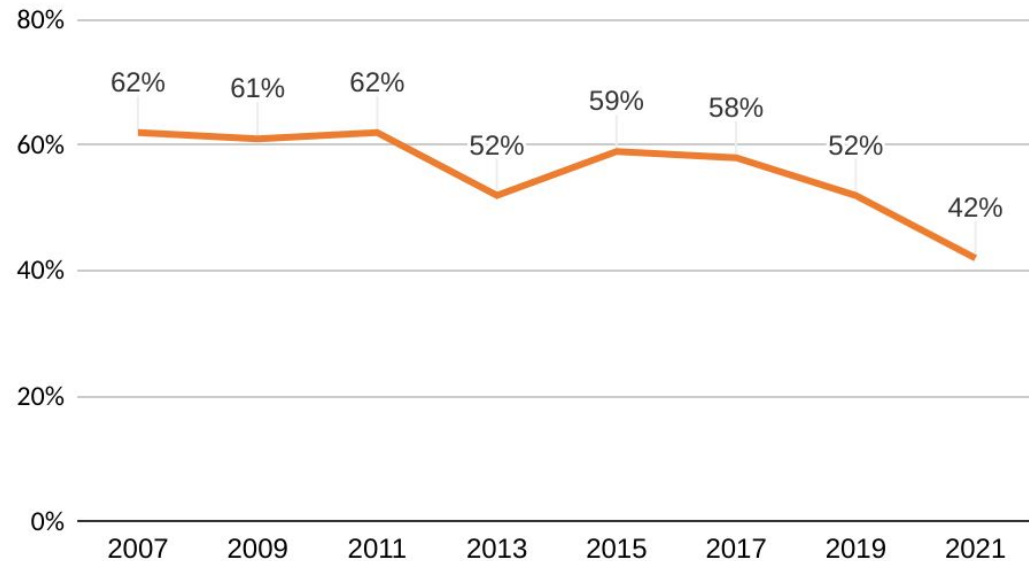


Answer:

Hospitals hire an appropriate number of new grads given their need for specialty RNs and the shift of care delivery into ambulatory settings.



% of All RNs Employed in Hospitals, 2007-2021



New Grad RN FAQ #4:

How many
locally-
educated RNs
does Hawai'i
lose to jobs
out of state?



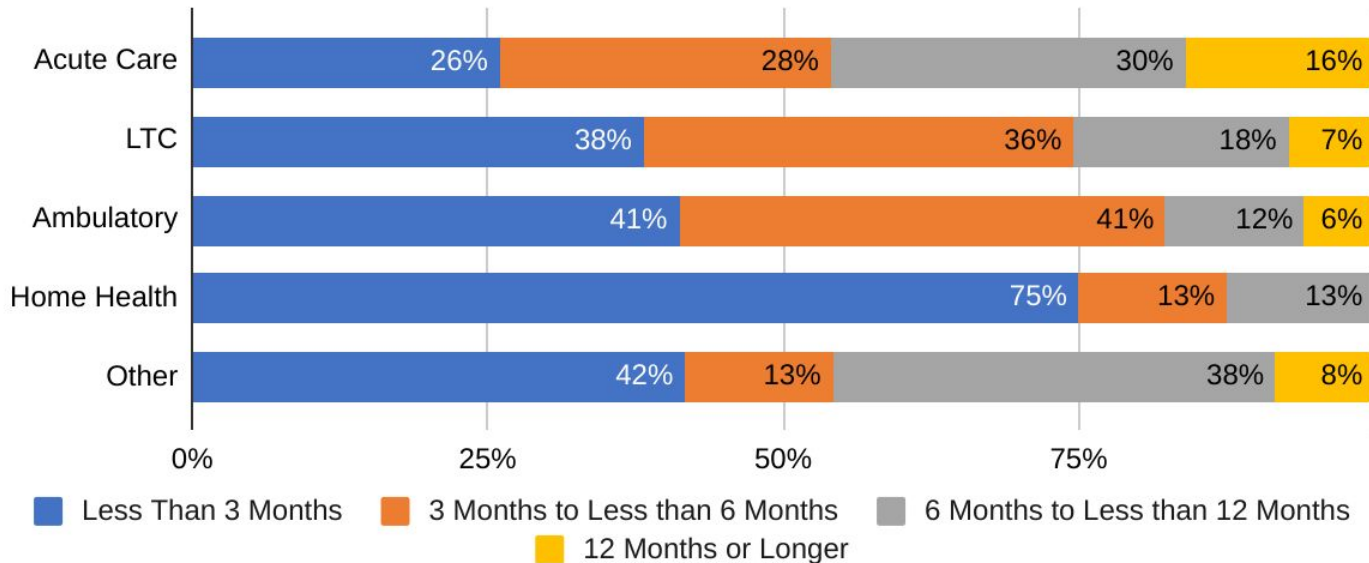
? Great Question ?

- The Center doesn't have access to these data.
- Schools rely on graduates to update them about job status and location.
- Our best data from 2019 suggests that 10% of locally-educated grads are out of state. This is a probable underestimate.

Answer:

We can't estimate this accurately, however new grads who really want to get an acute care job within 6 months of graduation have a better shot if they leave the state.

New Grad RNs' Time to First Job by Initial Job Setting



New Grad RN FAQ #5:

How likely are
new grad RNs
to leave their
current jobs?



Test Your Knowledge



What percentage of new graduate RNs are likely or very likely to leave their current job within 1 year?

- A. 10%
- B. 12%
- C. 24%
- D. 33%

Answer: 24%. In contrast, 14% of non-new grads plan to leave their current jobs within a year.



Answer:

Nearly 1 in 4 new grads plans to leave their current job.

New grads employed in LTC are most likely to have plans to leave their job (52%).

New Grad RNs' Intention to Leave Current Job within 1 Year



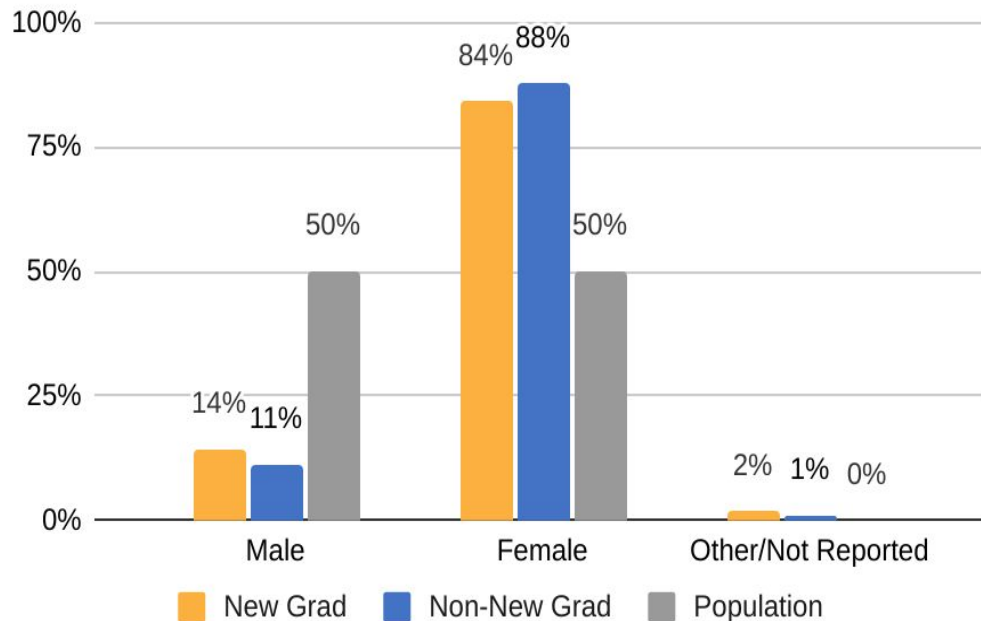
New Grad RN FAQ #6

Are new grads more demographically representative of the population than non-new grads?

Answer:
Yes, but only slightly.



Gender of RNs and the Hawaii Population



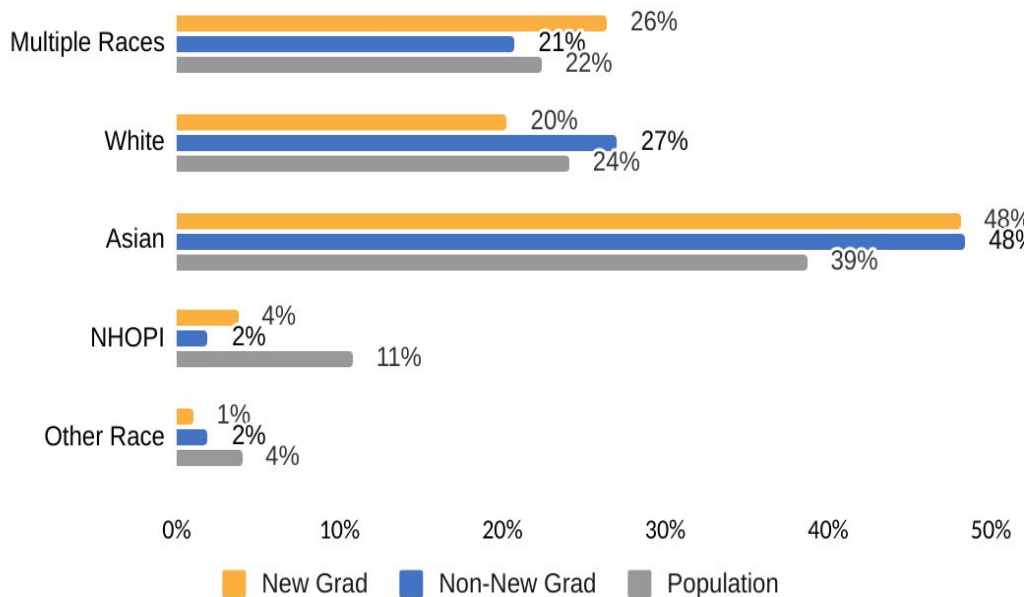
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Race of RNs and Hawaii Population



New Grad RN FAQ #6

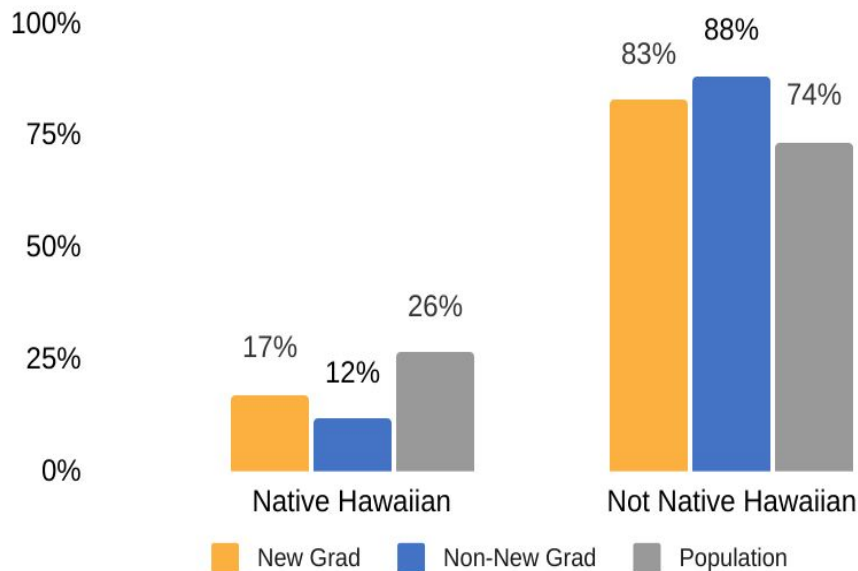
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Native Hawaiian Ancestry for RNs and Hawaii Population



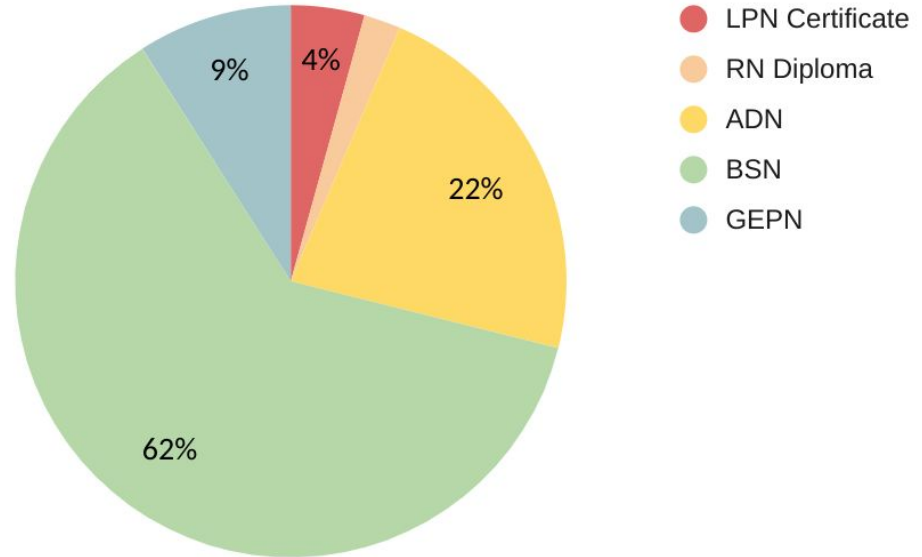
New Grad RN FAQ #7

Do most new graduates enter practice with a BSN?

Answer:
Yes. More than 70% of new grads entered practice after completing BSN or GEPN programs.



Initial Nursing Education of New Grad RNs

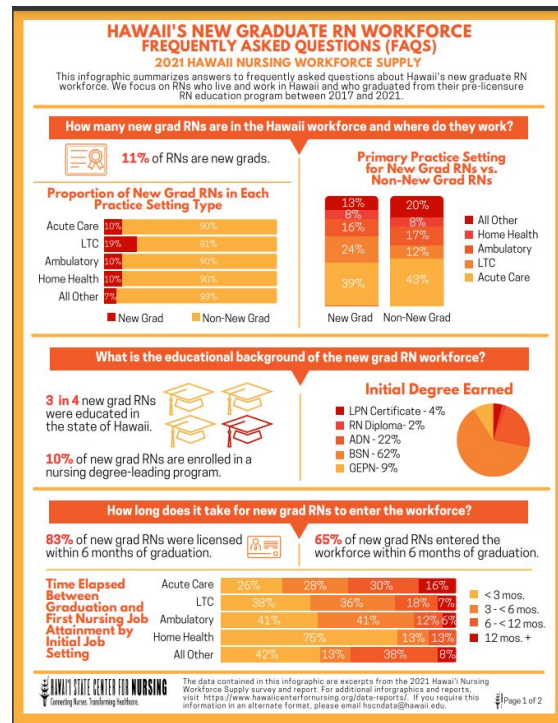
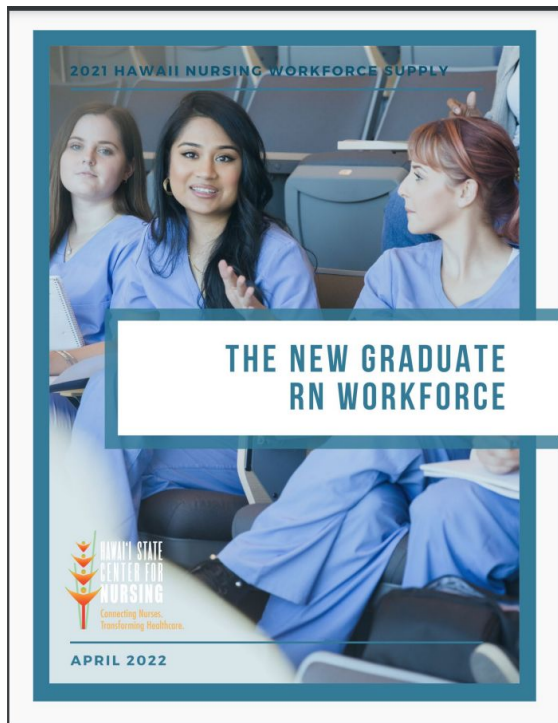


Key Takeaways

- There are jobs in Hawaii for new grads, but most of them are in non-acute settings where new grads prefer not to work.
- Greater job availability in non-acute settings reflects an overall shift in where healthcare is delivered.
- We cannot accurately quantify the number of locally-educated new grads who leave the state for work.
- More than half of new grads working in LTC plan to leave their jobs within 1 year.
- New grads are only slightly more demographically similar to the state's population than non-new grads.



For More Information



<https://www.hawaiicenterfornursing.org/data-reports/>



Evaluation Required for CNE



Continuing Nursing Education Activity
Evaluation:
The New Graduate RN Workforce in Hawai'i
May 31, 2022

Introduction

Thank you for participating in the continuing nursing education (CNE) activity *The New Graduate RN Workforce in Hawai'i*.

This evaluation will assist the Hawai'i State Center for Nursing in continually improving our CNE offerings. We appreciate your candid feedback.

In order to receive proof of completion of up to 1.0 contact hours of continuing nursing education, you must:

1. claim credit commensurate to your participation in the activity, and
2. complete this evaluation.

No one but the Evaluator at the Hawai'i State Center for Nursing will see your name attached to your evaluation responses. Presenters and other individuals involved in the planning and execution of this learning activity will only have access to your data once your identifying information has been removed.

For LIVE participants:

- Complete by 11:45 pm on 6/7/2022.
- Link will be sent by email from hscfn@hawaii.edu.

For ENDURING participants:

- Link is available in the video description or the Center's website.



For More Information

- Carrie Oliveira: carrieol@hawaii.edu
- Hawaiiicenterfornursing.org
- @HiCtr4Nursing on [Twitter](#), [Instagram](#), and [Facebook](#)
- Be on the lookout for an email from hscfn@hawaii.edu with the link to the online evaluation and the slide deck from today's presentation.

Mahalo!

