

State of the Nursing Workforce in Arkansas

Report from the Arkansas Center for Nursing, Inc.

October 10, 2017



Purpose

What exactly is a state nurse workforce entity?

These state initiatives are made up of people who work to increase the supply of nurses and resolve the critical nursing shortage.

The concept of *Taking the Long View* reflects the focus of workforce efforts being transformed from quick fixes to long-range strategic planning. This involves the collection of data that allows the identification of imbalances between supply and demand and allows for forecasting efforts that drive nursing workforce development and policy recommendations.



Minimum Data Sets

Since 2009, the National Forum of State Nursing Workforce Centers has offered a recommended minimum set of data to survey about the nursing workforce to standardize information collected by each state.

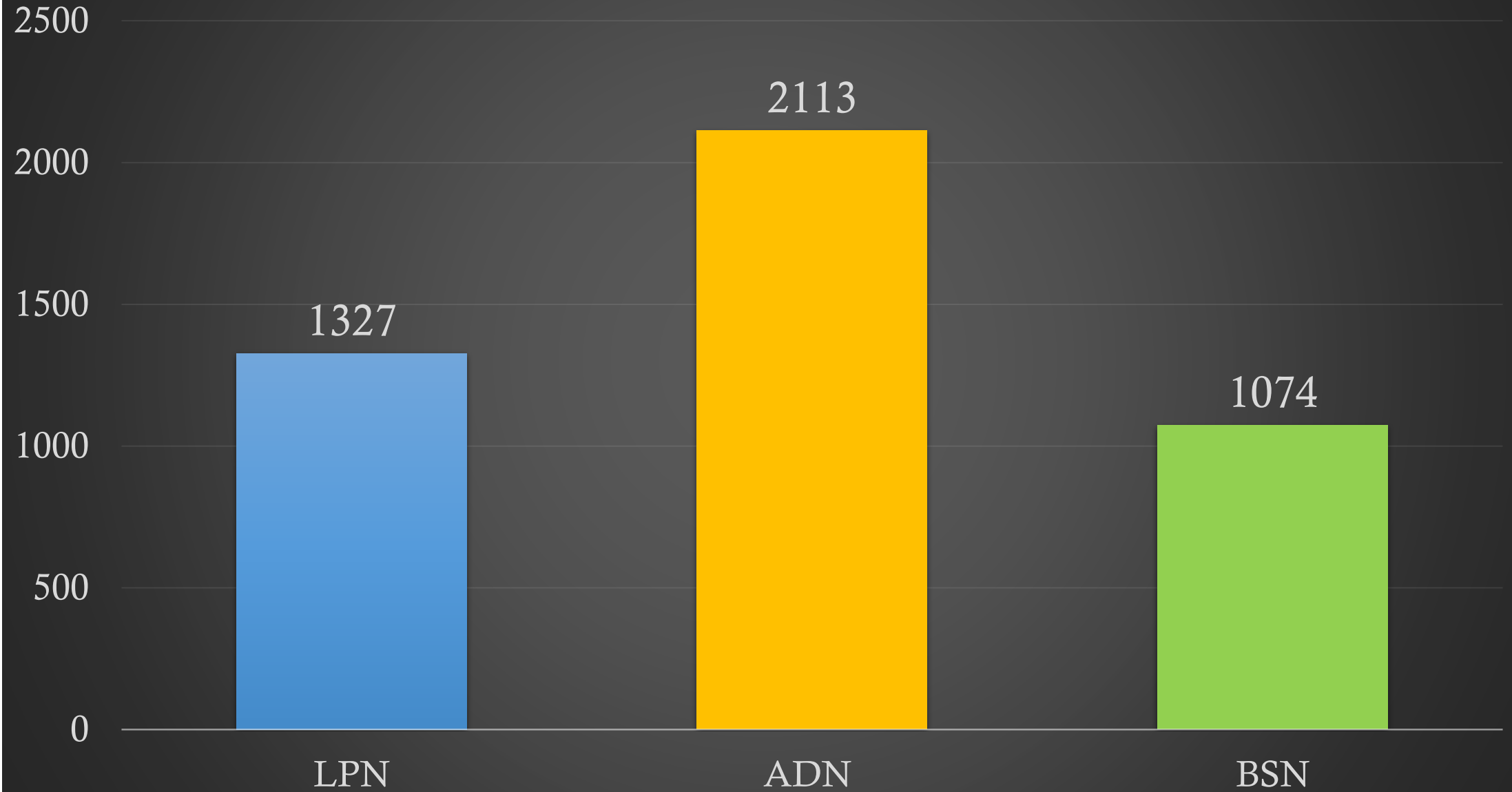
- Nursing Education Minimum Data Set
- Nursing Supply Minimum Data Set
- Nursing Demand Minimum Data Set



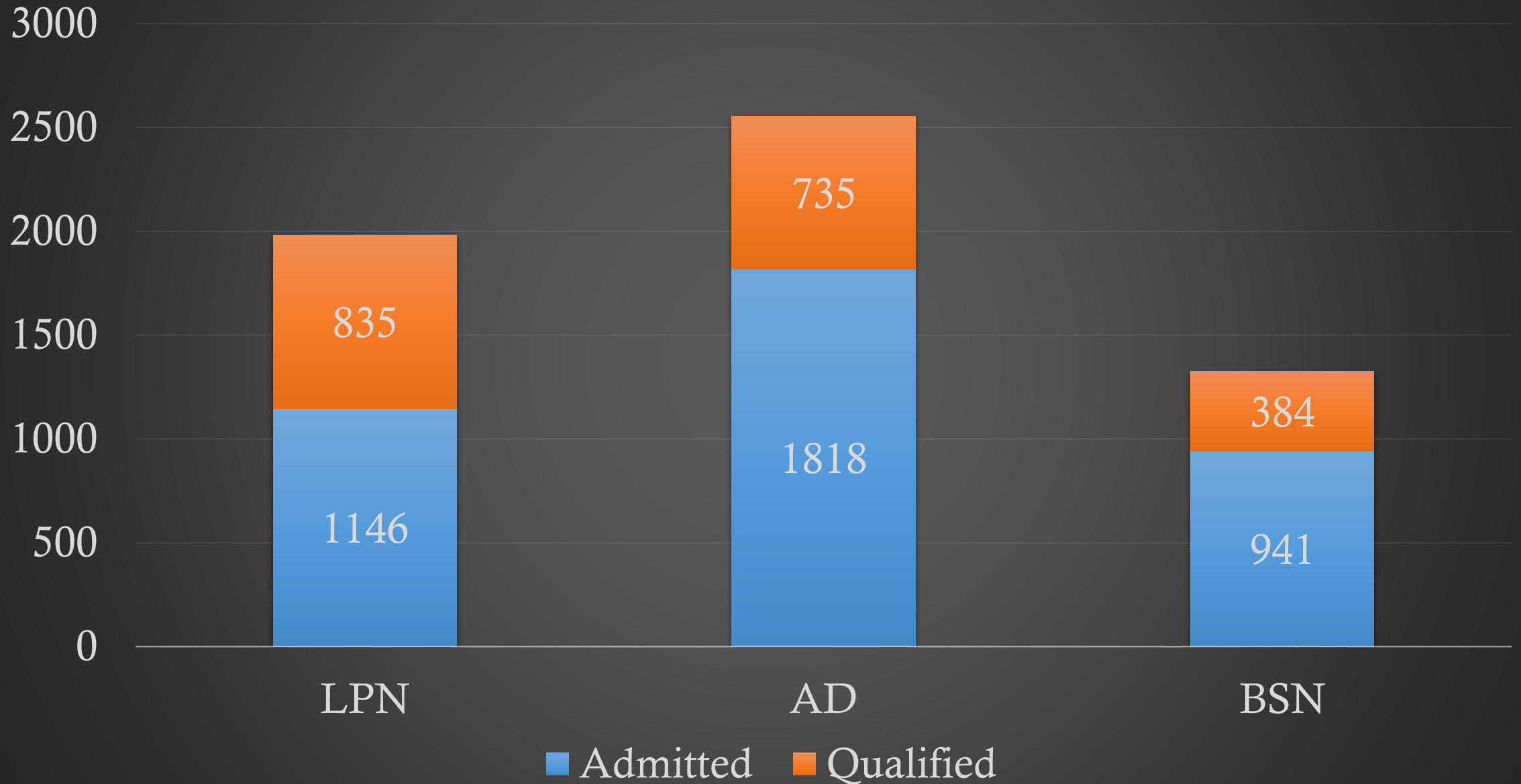
Nursing Education

- Nursing Education Data includes:
 - Capacity Information by Program Type
 - Applicant Information by Program Type
 - Student Demographics
 - Program Completion and Board Passage Rates by Program Type
 - Nursing Faculty Position Information by Program Type
 - Nursing Faculty Demographics
 - Nursing Faculty Education
- Nursing Education Programs
 - (26) LPN Programs
 - (18) ADN Programs
 - (12) BSN Programs

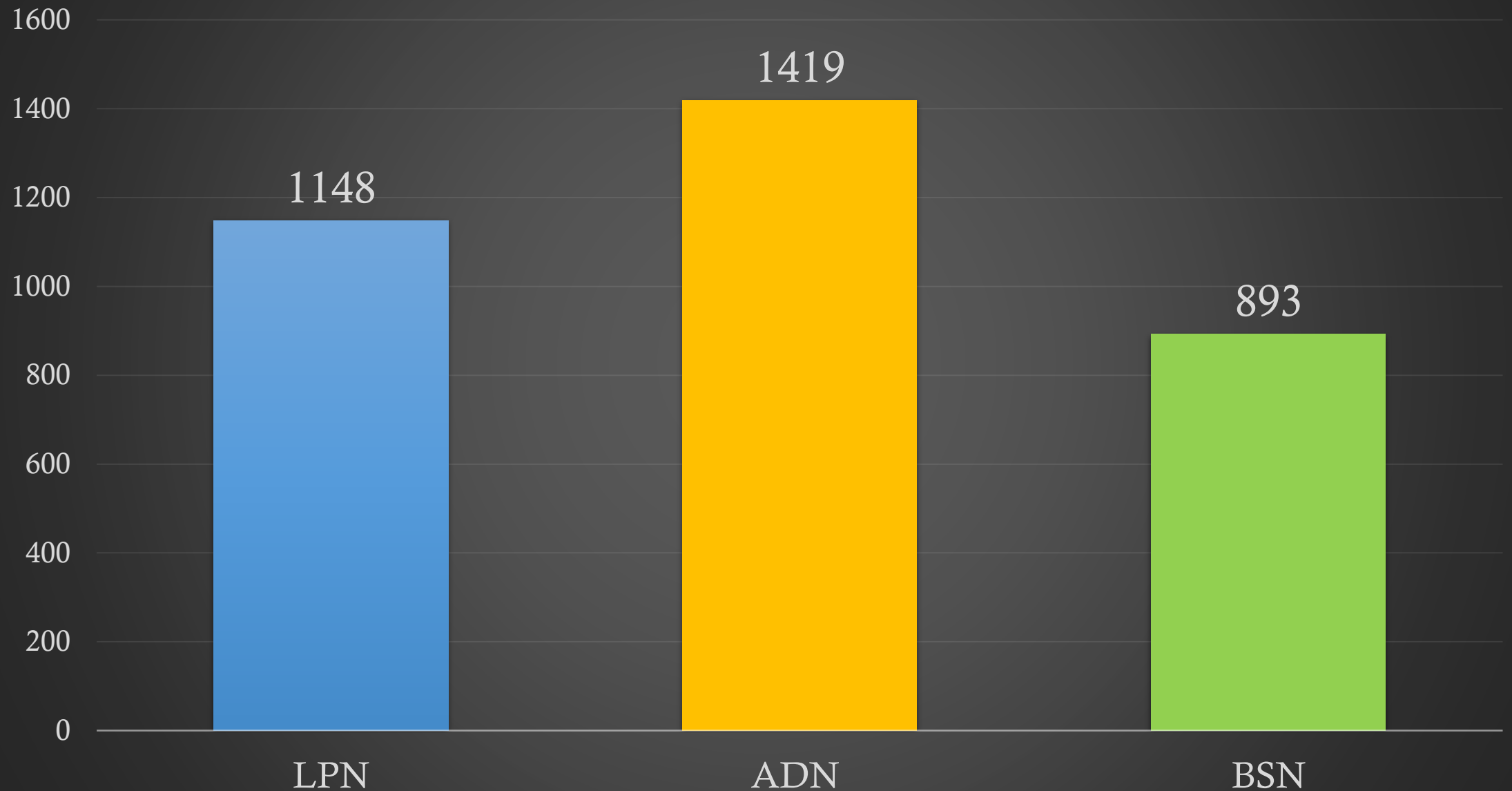
Seats for New Students



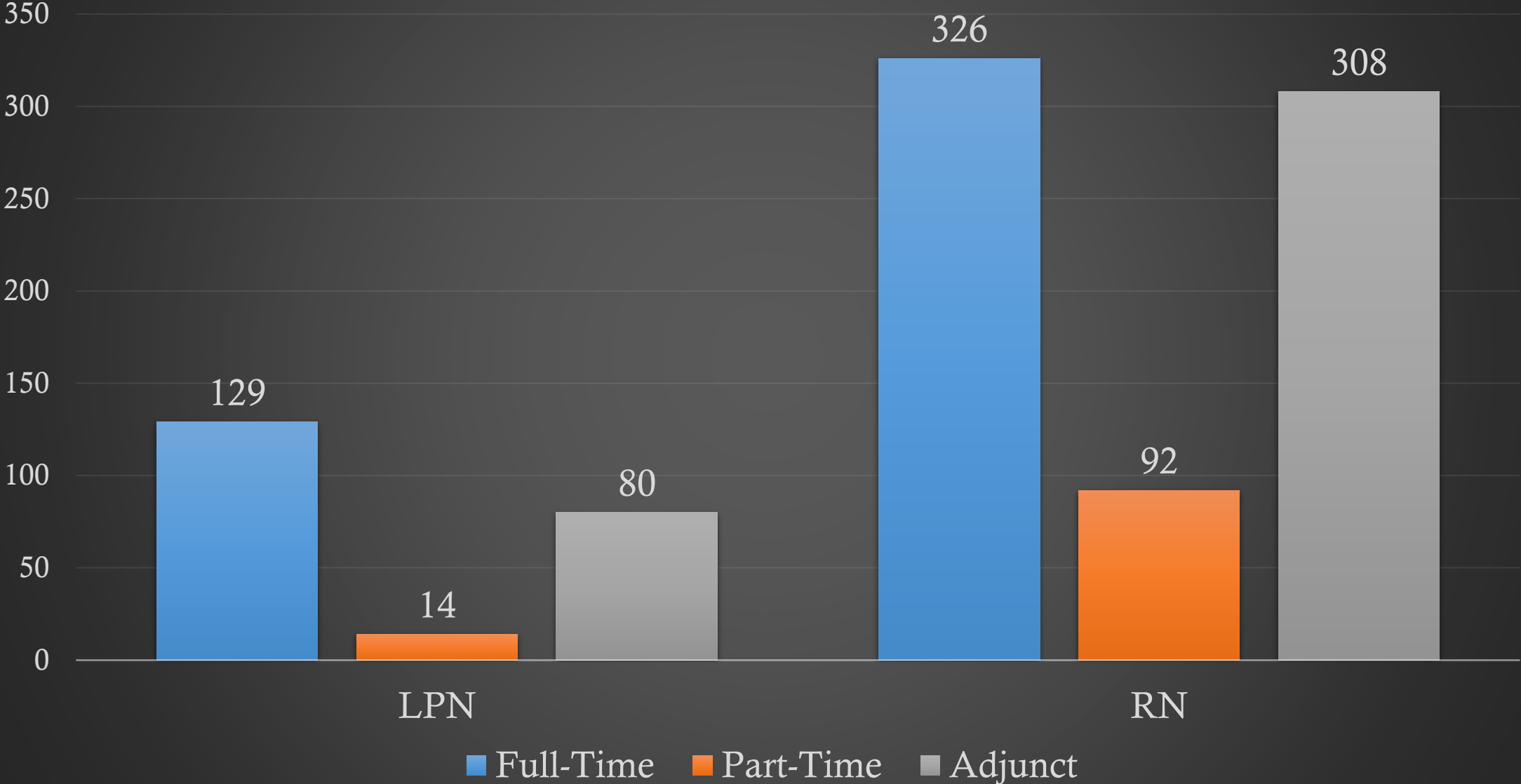
Admitted Applicants



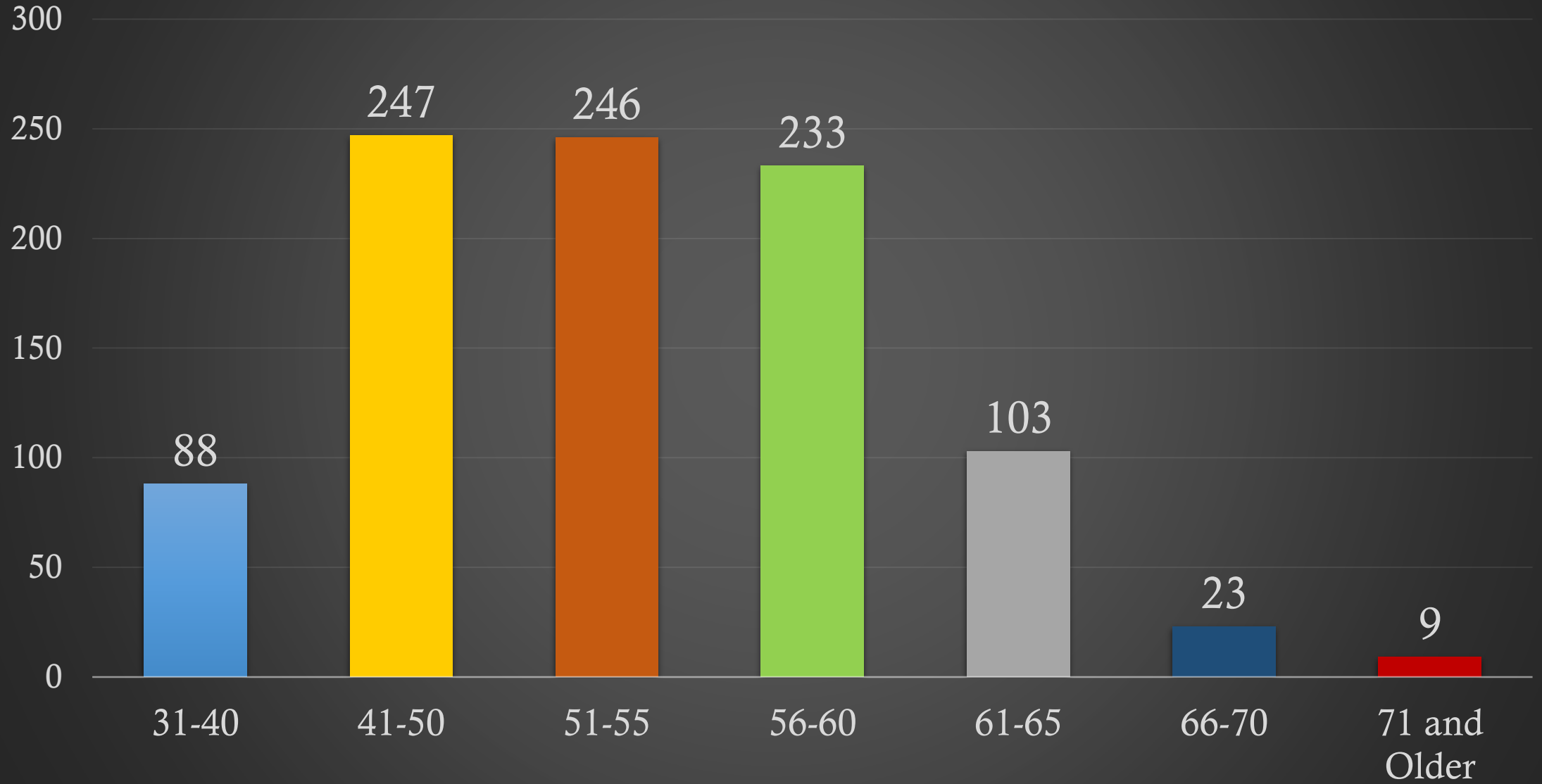
Graduates



Faculty Counts



Faculty Age



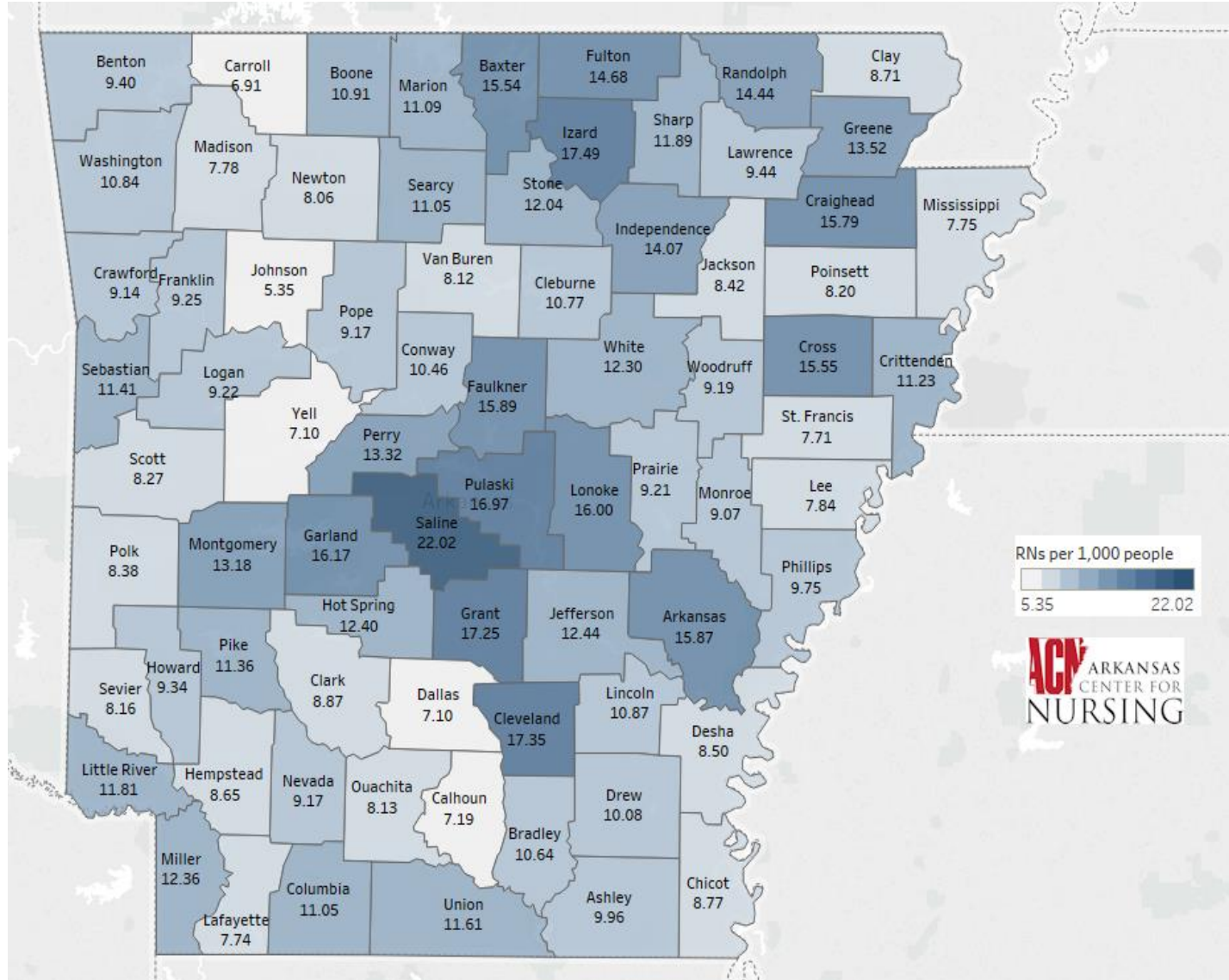


Nursing Supply

Nurses are the largest group in the healthcare workforce. Nurses practice with a wide range of credentials and in a variety of work settings. The nursing workforce in Arkansas includes

Nurses	Arkansas Residents	Nonresidents	Total
RNs	37,683	3,548	41,231
LPNs	14,811	677	14,941
LPTNs	83	4	87
CNPs	2,260	344	2,604
CRNAs	604	184	788
CNSs	153	13	166
CNMs	26	7	33

Ratio of RNs per 1,000 people in Rural and Urban counties



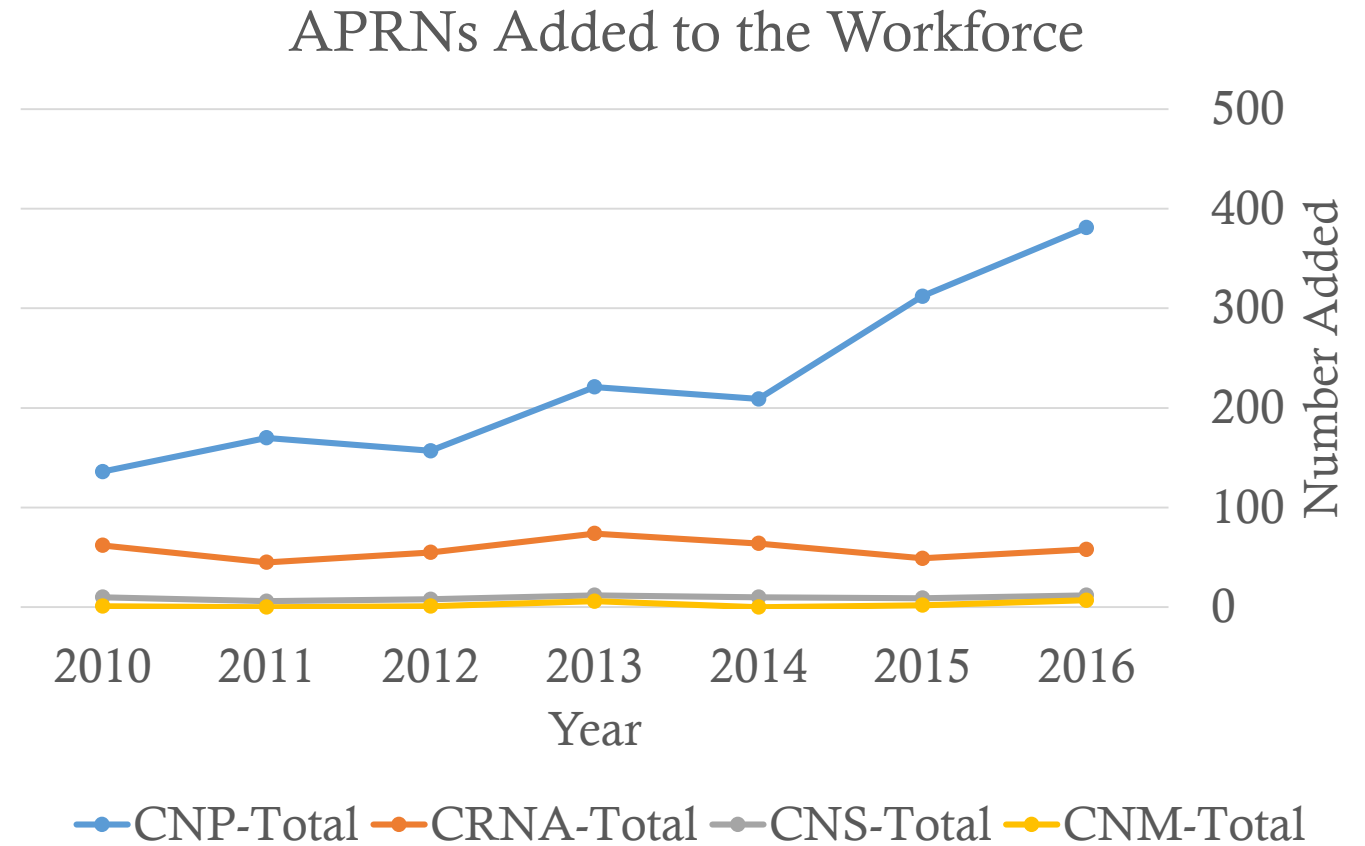
In 2017, Arkansas had 12.61 RNs per 1,000 people which is greater than the national average of 8.84/1,000 people¹.

There is wide variation in the ratio of RNs in each county from the lowest ratio of 5.35/1,000 people in Johnson County to the highest ratio of 22.02/1,000 people in Saline County. The average ratio in rural counties is 10.36/1,000 versus 12.98/1,000 in urban counties.

¹(U.S. Bureau of Labor Statistics, 2016; U.S. Census Bureau, 2016)

New nurses added to the workforce (2010-2016)

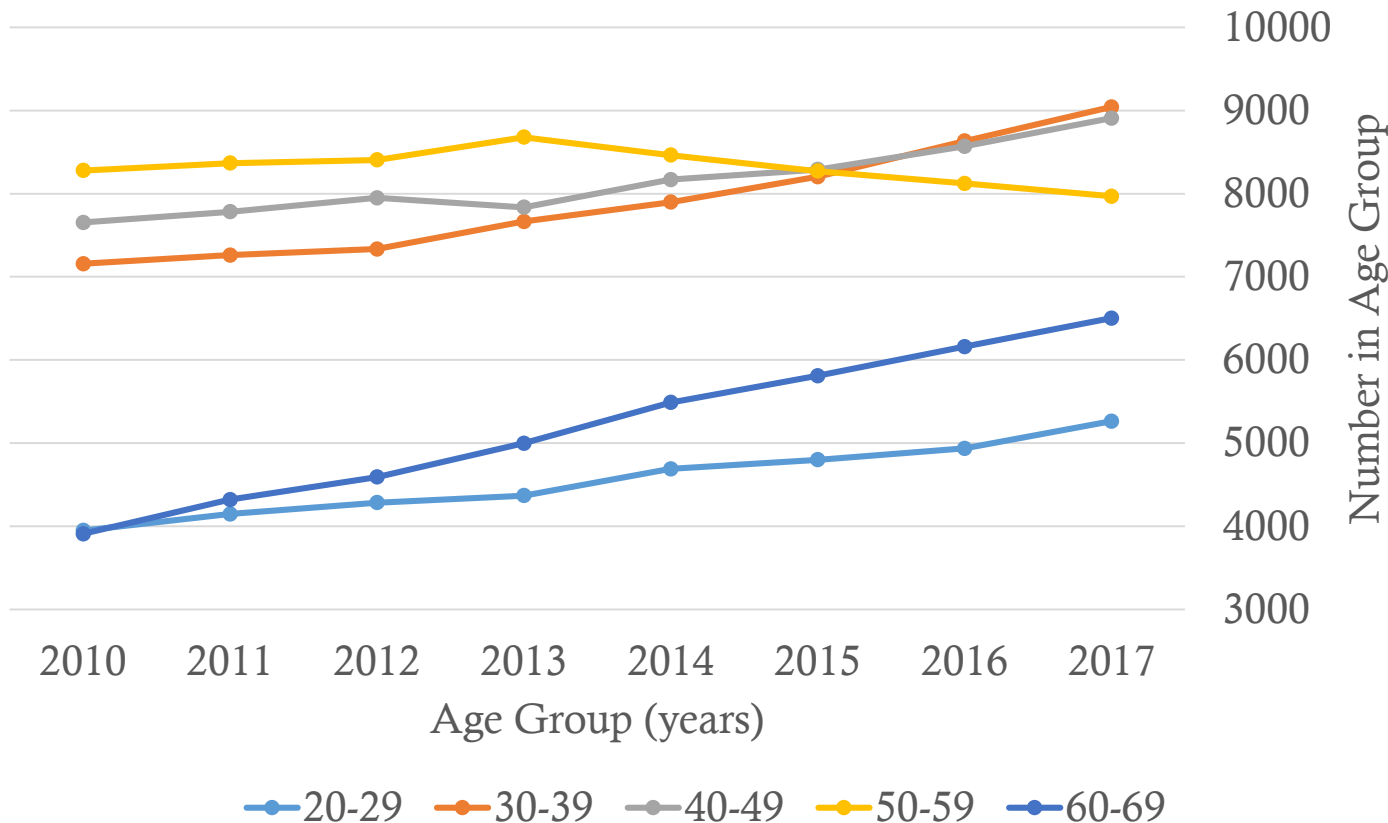
In Arkansas, nurses are added to the workforce each year either as new licensees/new graduates (New) or by endorsement (End) from another state. The total number of RNs has increased steadily since 2013. The number of LPNs added to the workforce has declined since 2010. The number of CNPs added to the workforce has increased dramatically in the last two years while the number of CRNAs, CNSs, and CNMs has remained relatively flat since 2010.





Age of Nurses

Age of RNs (2010-2017)



Nationally, the nursing profession has aged significantly. The average age of an RN has increased from 38 years in 1980 to 45 years in 2016. Sixty-one percent of RNs are age 40 or older, and 39% are over the age of 50¹.

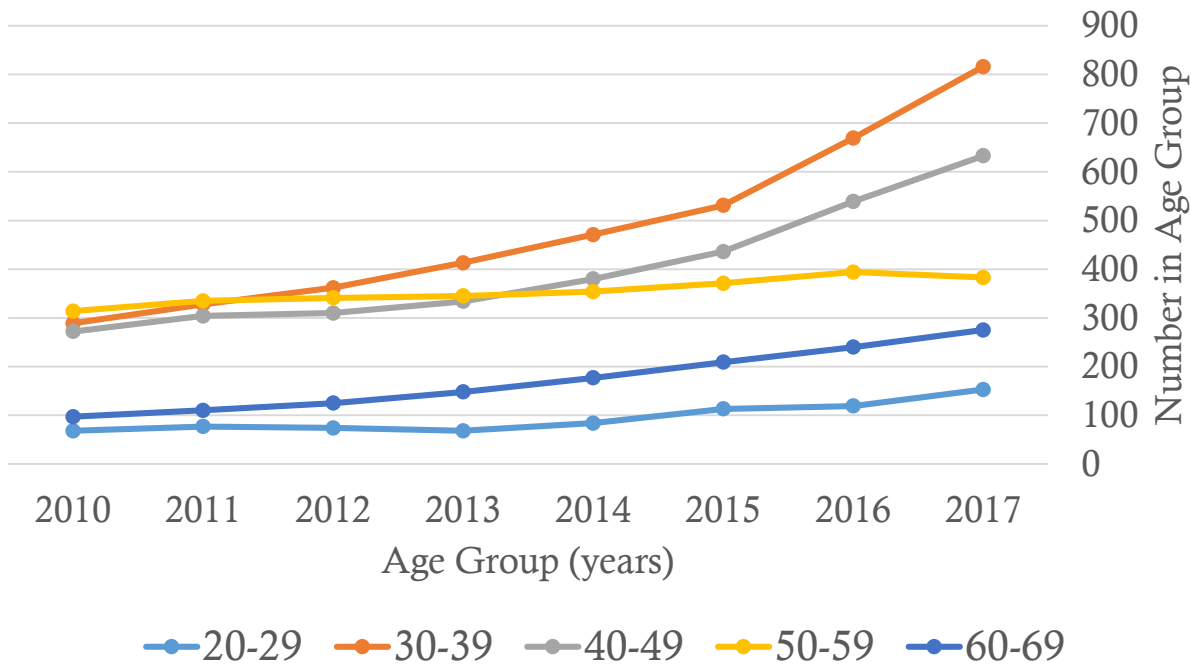
In 2017, 62% of RNs in Arkansas were age 40 or older and 38.4% were over the age of 50.

¹Georgetown University (2017)



Age of Nurses

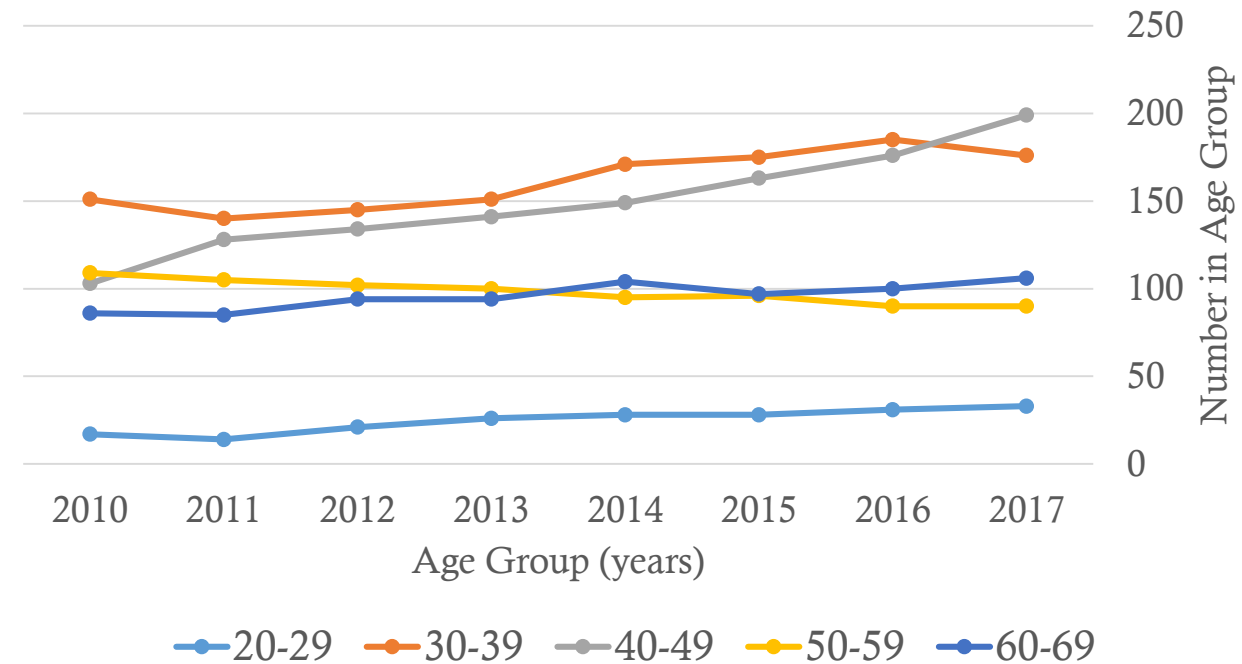
Age of CNPs (2010-2017)



In 2017, 57.1% of CNPs were over 40 and 29.1% were over 50.

In 2010, 65.7% were over 40 and 39.5% were over 50.

Age of CRNAs (2010-2017)



In 2017, 65.4% of CRNAs were over 40 and 32.5% were over 50.

In 2010, 64% were over 40 and 41.9% were over 50.



Nursing Demand

- **Why collect workforce data on the state level?**
- The standard nurse demand dataset recommended by the National Forum of State Nursing Workforce Centers includes data collection for **Nursing Assistants, Licensed Practical/Vocational Nurses, Registered Nurses and Advanced Practice Nurses**. Facilities to be surveyed include acute care hospitals, long term care/nursing facilities, public health and Medicare/Medicaid certified home health care agencies.



Industry & Occupational Projections

- *Healthcare Practitioners and Technical Occupations* are estimated to add 11,983 jobs by the end of 2024.
- This group could see 2,865 annual job openings with 1,203 due to growth and expansion and 1,662 for replacement.

Published By: Department of Workforce Services, Healthcare and Nursing Data

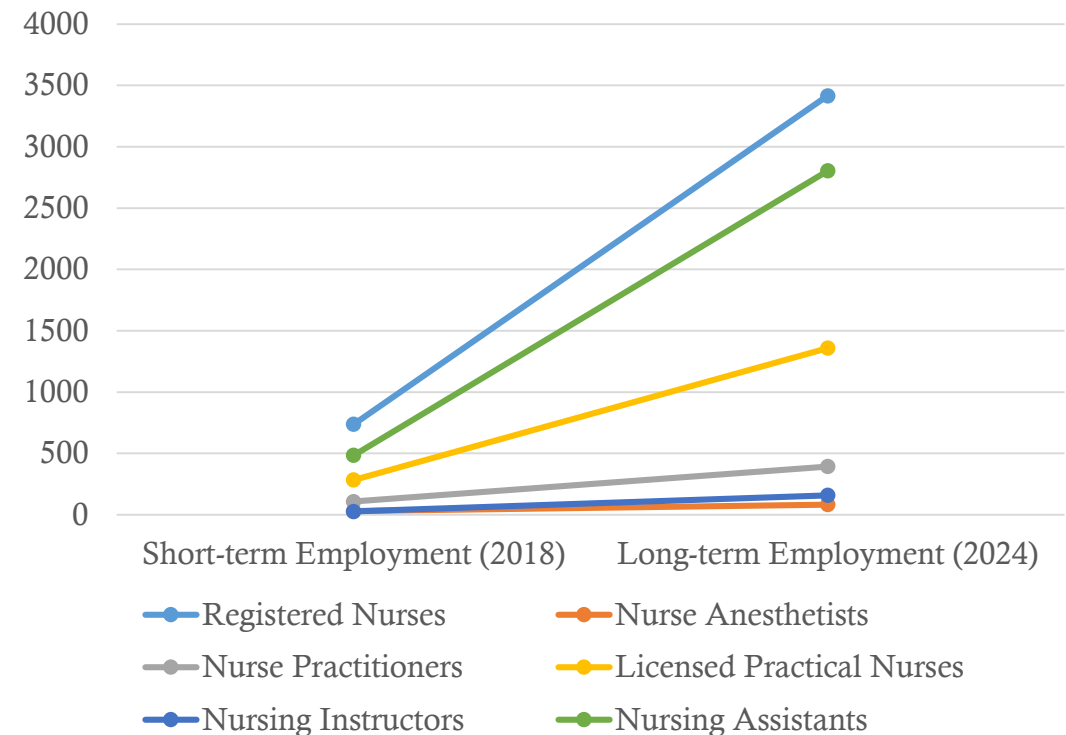
- Arkansas Statewide Short-Term Industry and Occupational Projections 2016-2018
- Arkansas Long-Term Industry and Occupational Projections 2014 – 2024



Top 20 Growing Occupations by Net Growth

- *Registered Nurses* are driving growth.
- Predicted to see continued growth with 3,415 jobs.
- Expected to place among the top five Top 20 Growing Occupations by 2024.
- *2016 - 2018 percent growth = 3.2% vs. 15.38% by 2024*

Growth in Numbers Employed in Nursing





Top 20 Occupations by Total Annual Openings

- *Nursing Assistants* are predicted to see continued growth with 2,804 jobs and listed on the Top 20 Occupations by Total Annual Openings
 - 2016 – 2018 percent growth = 2.59% vs. 15.34% by 2024
- *Licensed Practical and Licensed Vocational Nurses* are predicated to see continued growth with 1,358 jobs and listed on the Top 20 Occupations by Total Annual Openings
 - 2016 – 2018 percent growth = 2.36% vs. 11.74% by 2024



Top 20 Fastest Growing Occupations by Percent Growth

- *Nurse Practitioners* are predicted to see continued growth with 1,475 jobs and listed in the Top 20 Fastest Growing Occupations by Percent Growth
- 2016 – 2018 percent growth 7.58% vs. **36.32 %** by 2024

