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2010 Survey of Registered Nurses

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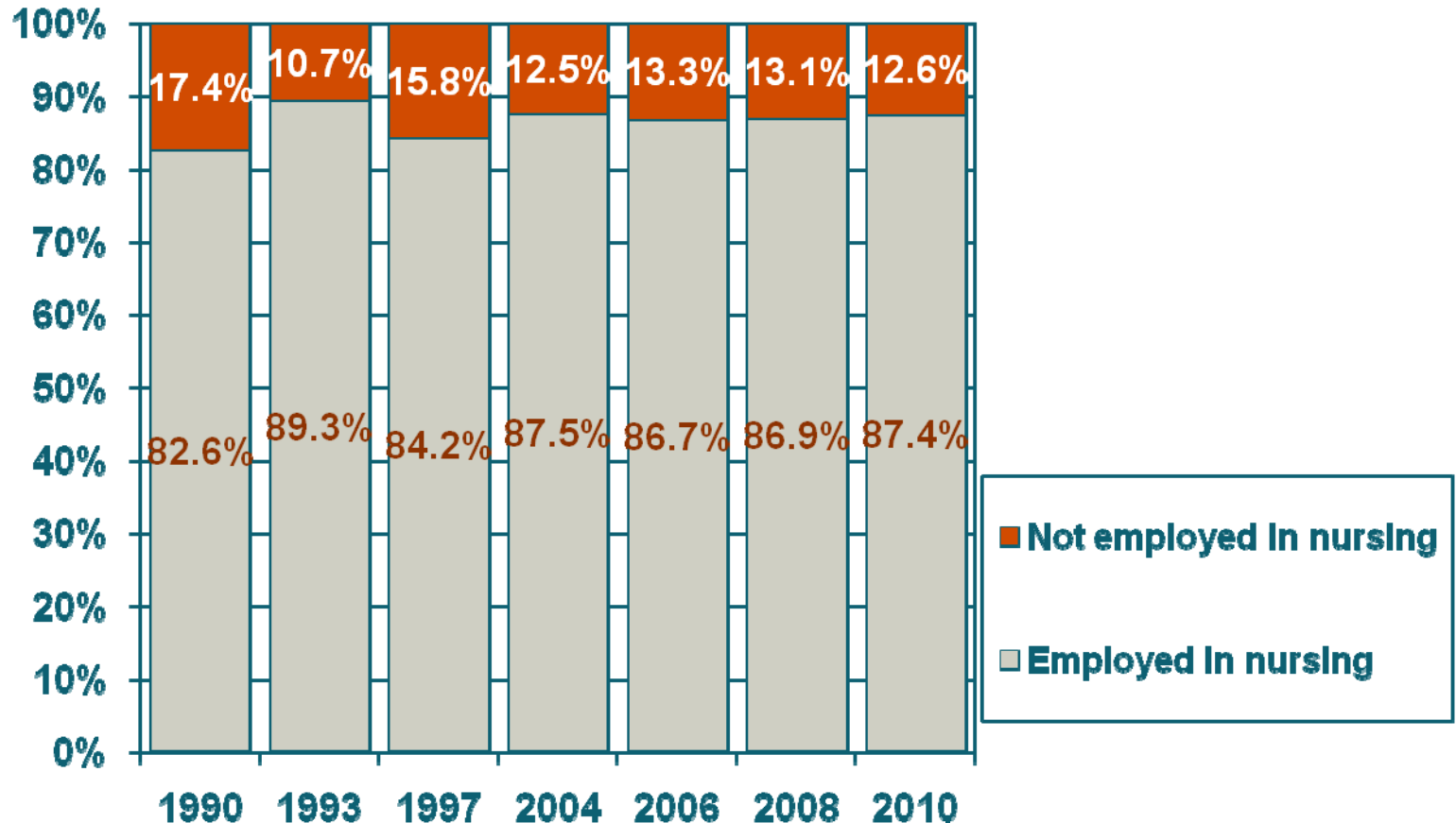
Survey of RNs, 2010

- **10,000 active RNs**
 - New survey format tested on 50% of sample
 - 62.2% response rate (highest since 1997)
- **1,000 inactive & lapsed RNs**
 - 500 inactive (unexpired) – 66.4% response rate
 - 500 lapsed in 2009 – 42.6% response rate
- **Mailed April 23, 2010 (2 weeks earlier than 2008)**
 - Paper survey with online option
 - Data collection ended August 23, 2010
- **All survey management conducted at UCSF**

Evidence of the recession

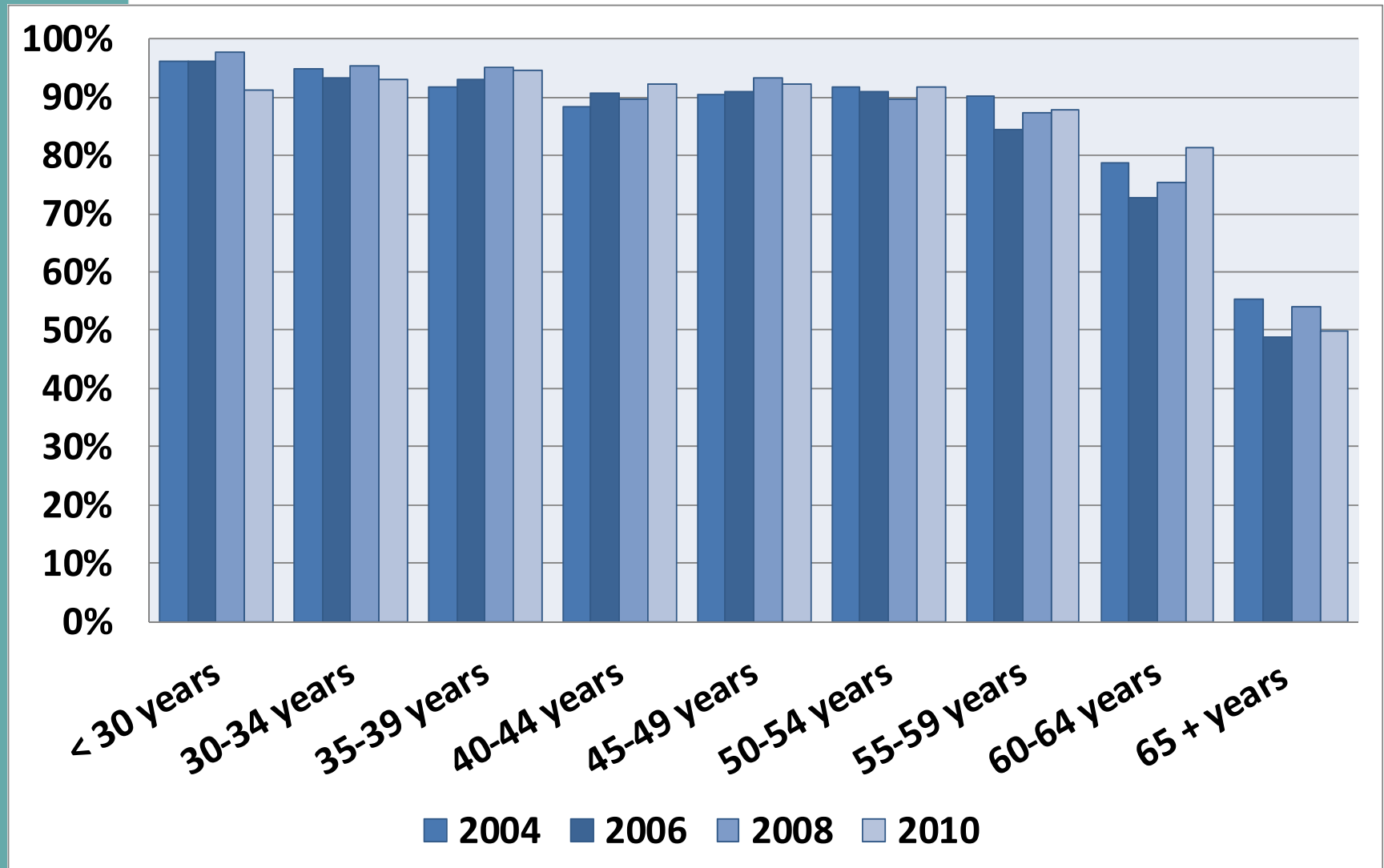
- **Employment rate is higher than in 2008**
 - Rose from 86.9% to 87.4%
- **Large increase in number of non-retired RNs looking for nursing work**
- **Higher employment of RNs age 50+**
 - Lower employment of RNs under 40 years
- **More nurses age 55+ do not plan to reduce hours or leave nursing**
 - More nurses age 35 and under plan to increase hours
- **Salaries have stabilized**

Share of RNs that works in a nursing position



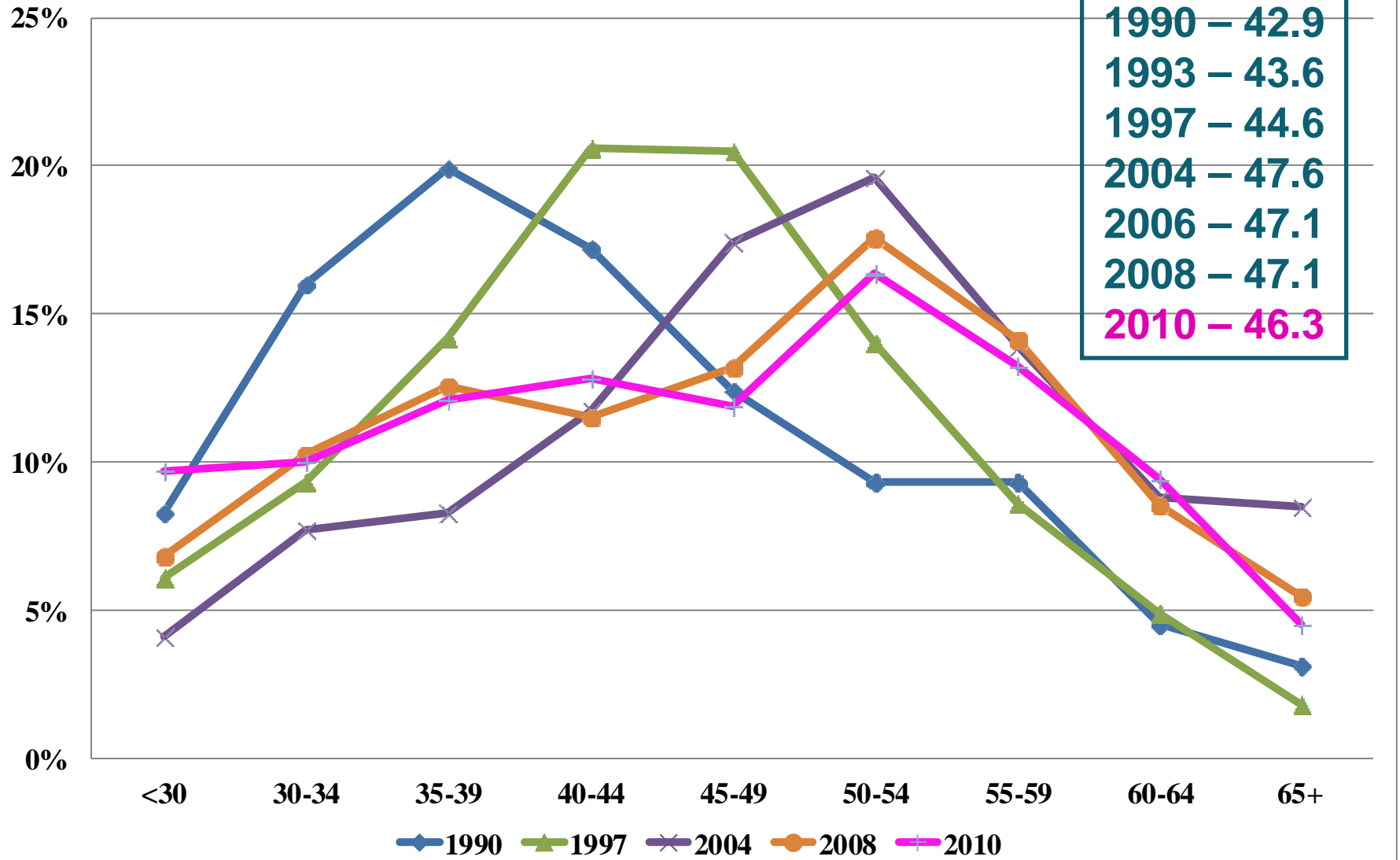
17.3% of working nurses have more than one RN job.

Share of RNs employed in nursing by age

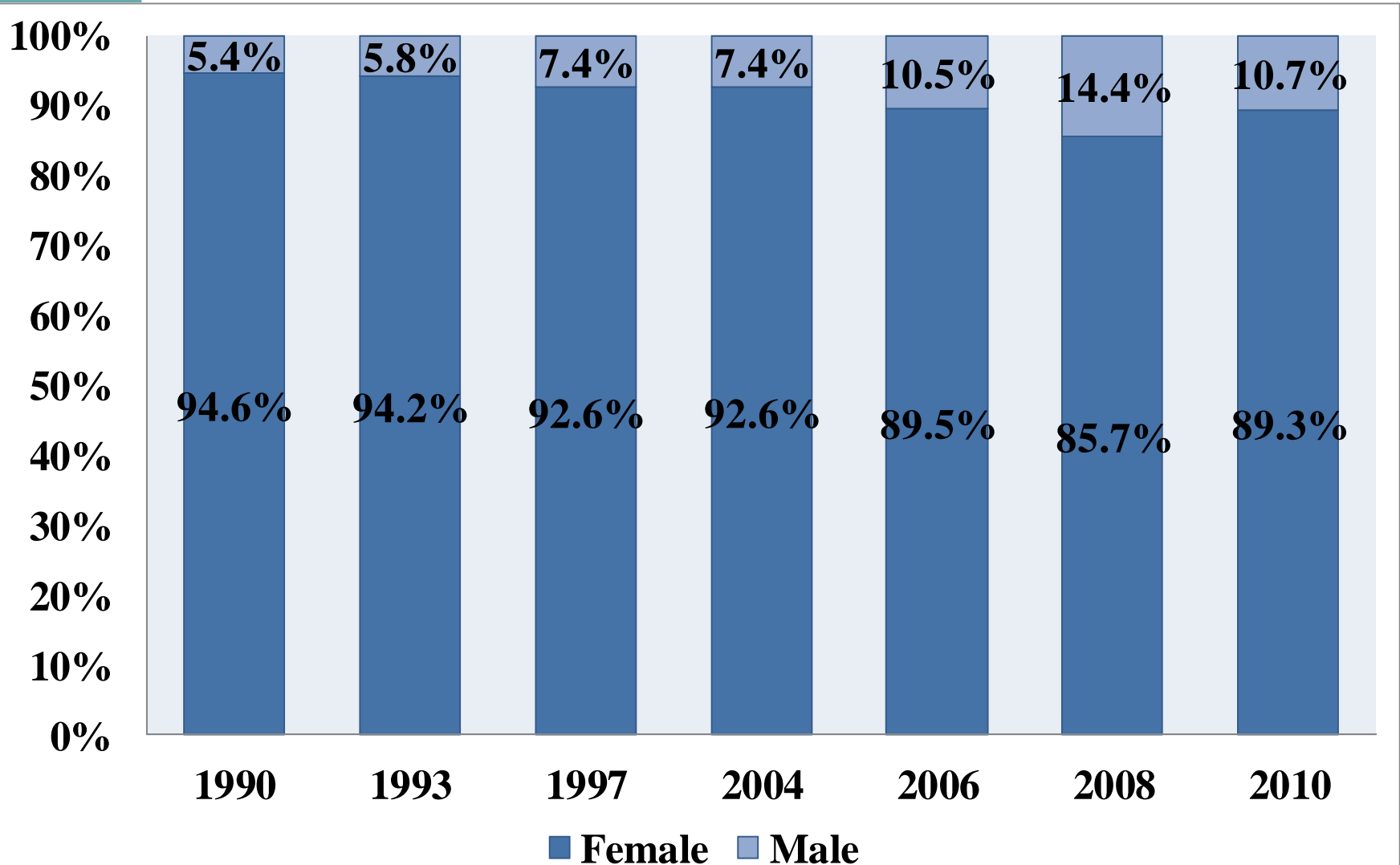


Ages of working RNs

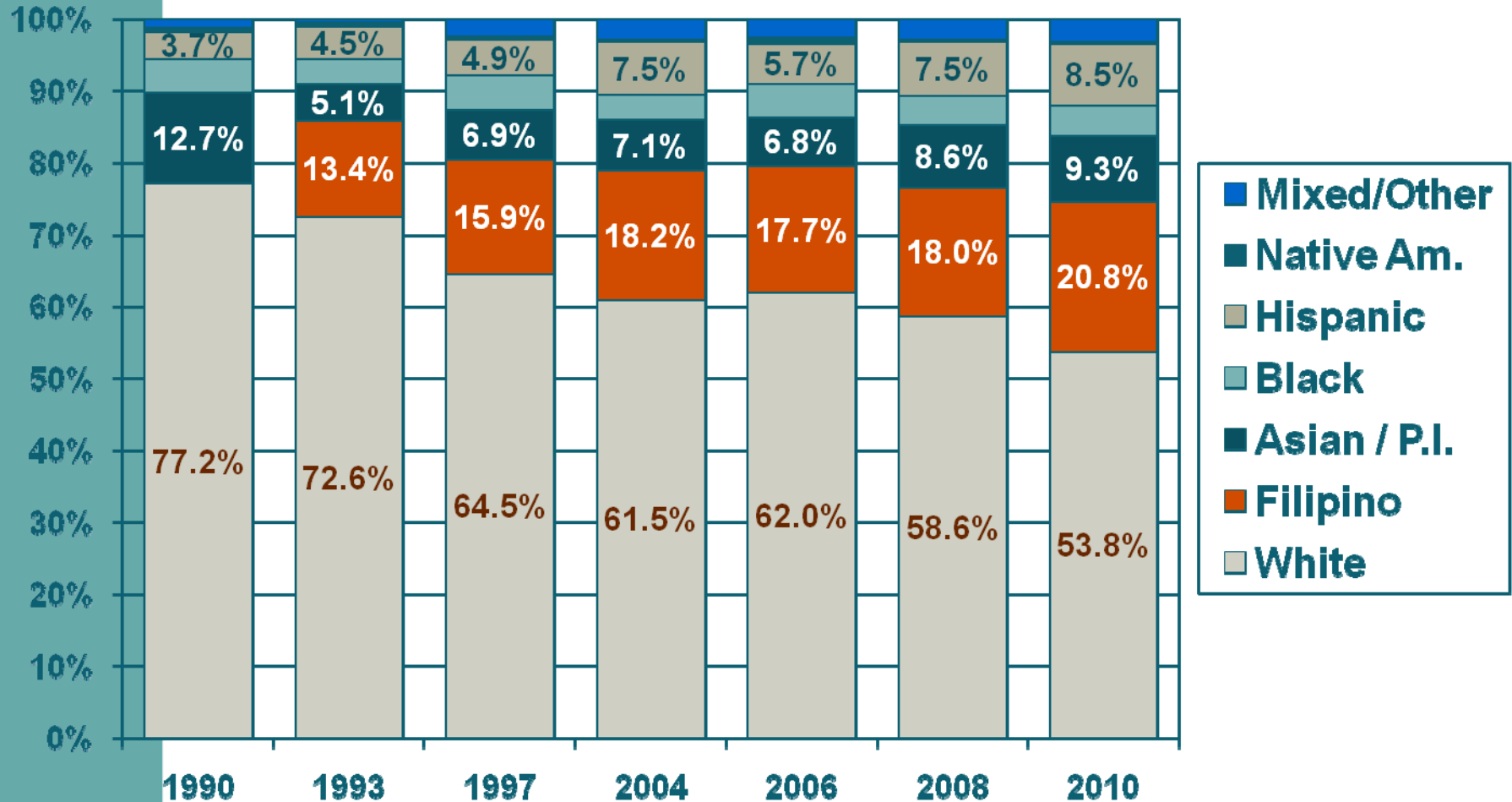
Average ages	
1990	42.9
1993	43.6
1997	44.6
2004	47.6
2006	47.1
2008	47.1
2010	46.3



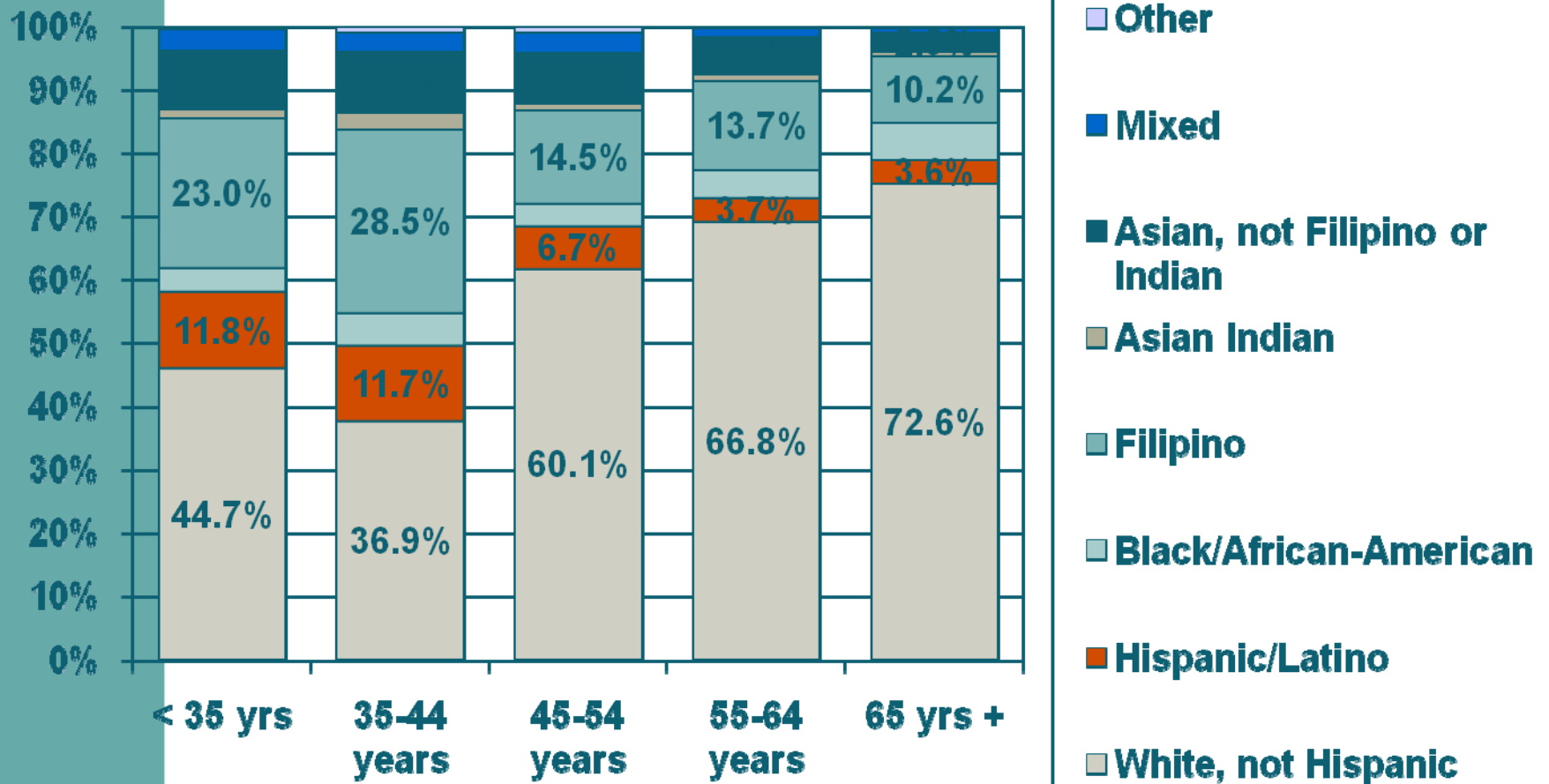
Gender of working RNs



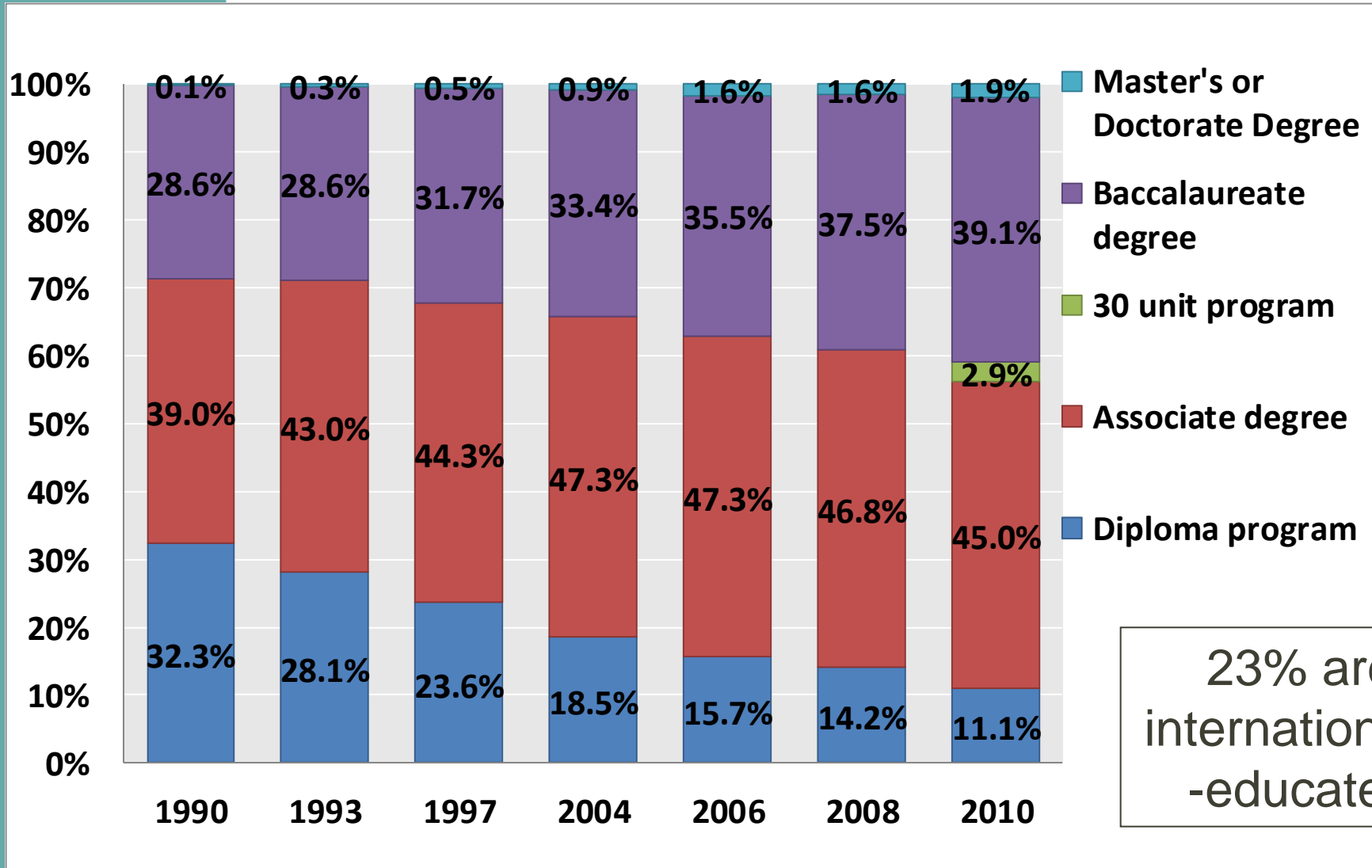
Racial/ethnic mix of working RNs



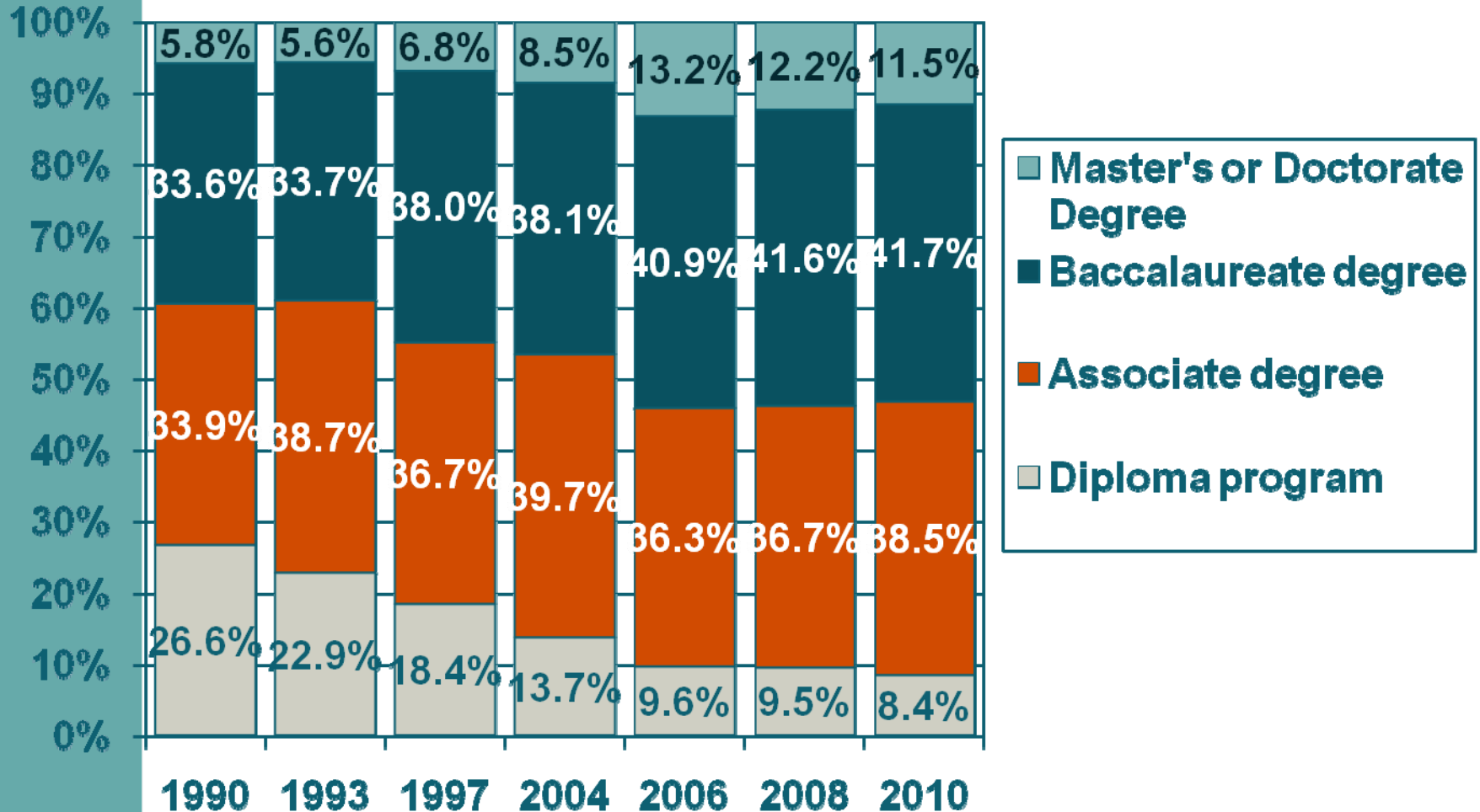
Diversity greater among younger RNs



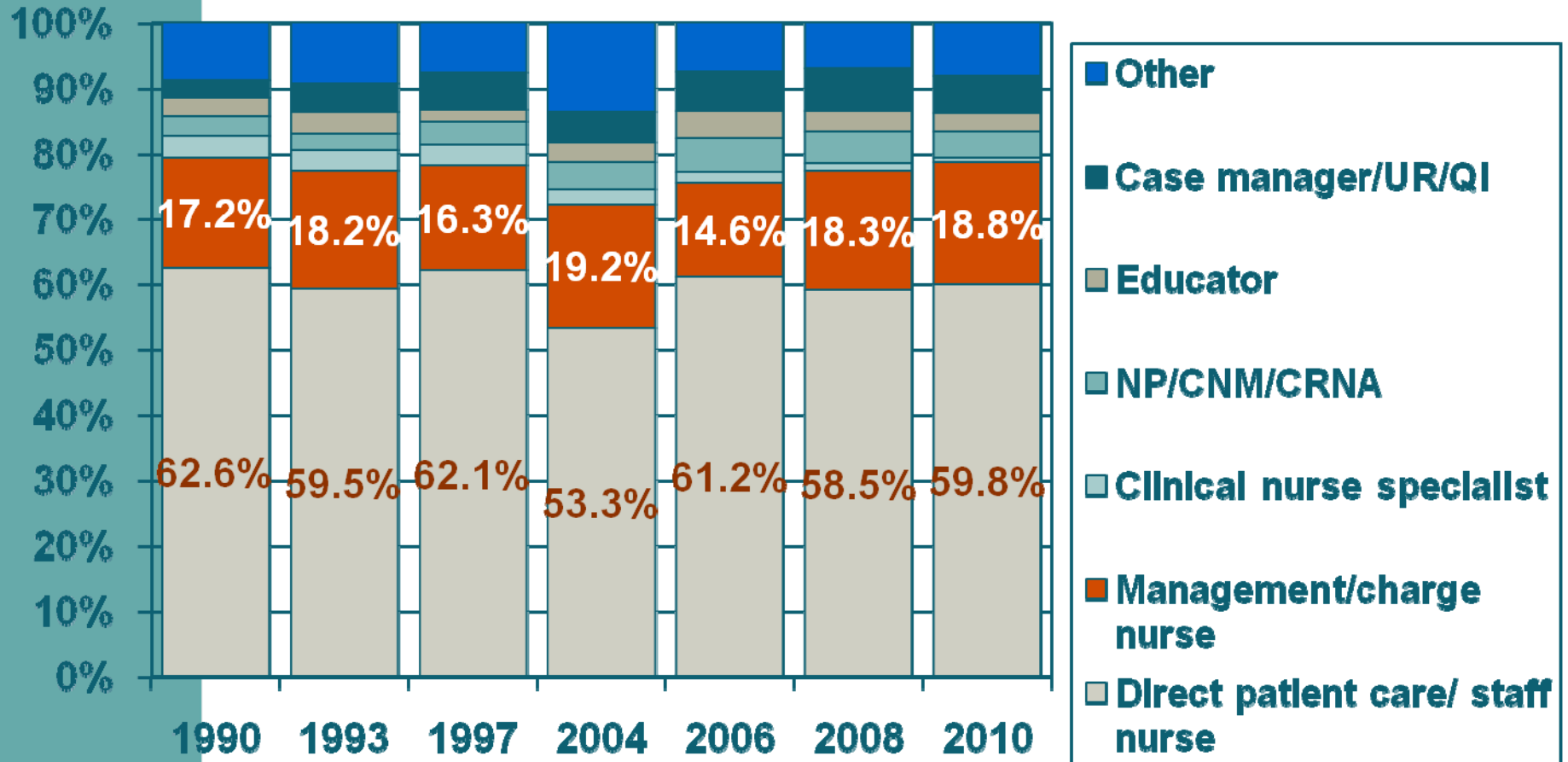
Initial nursing education for working RNs



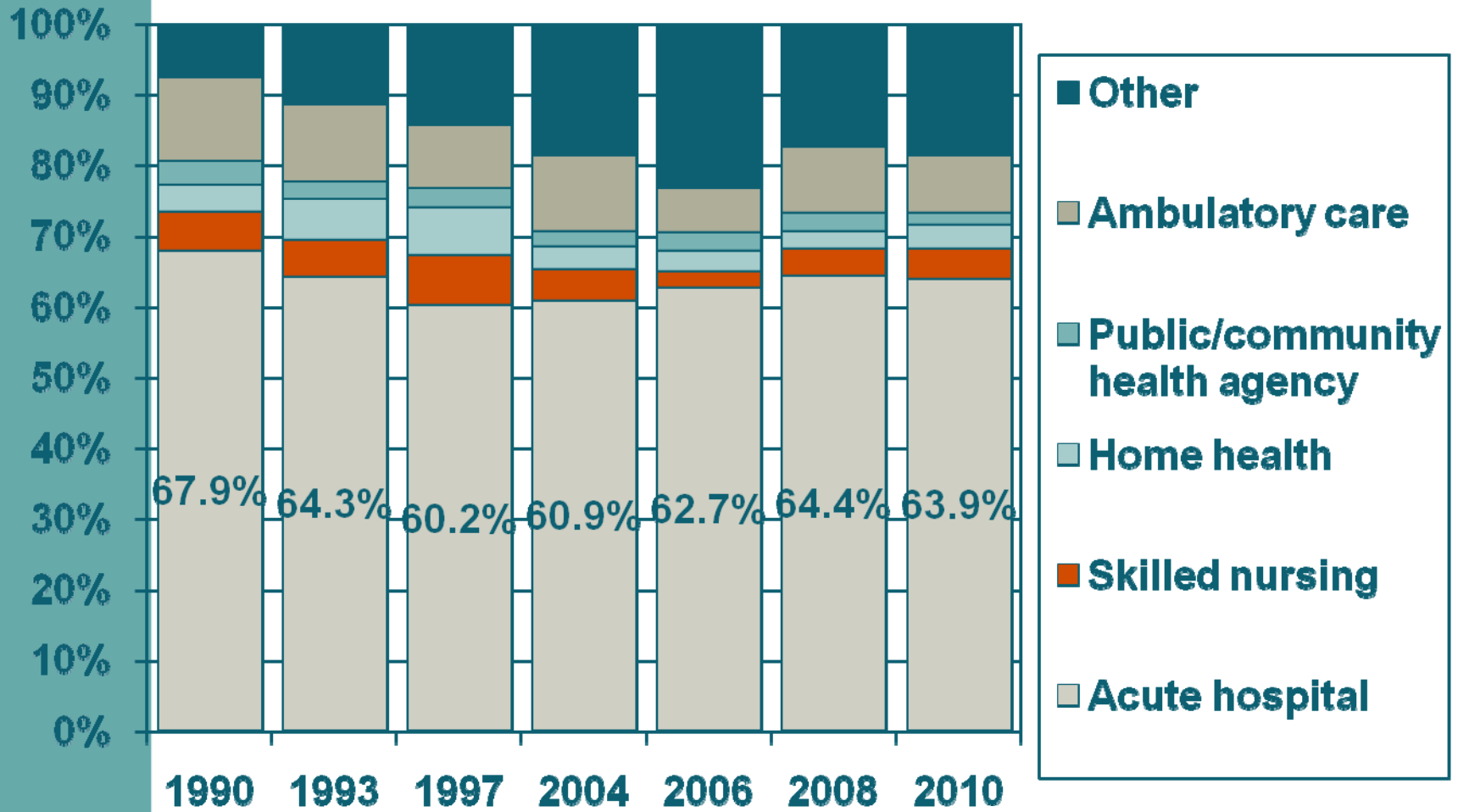
Highest level of nursing education of working RNs



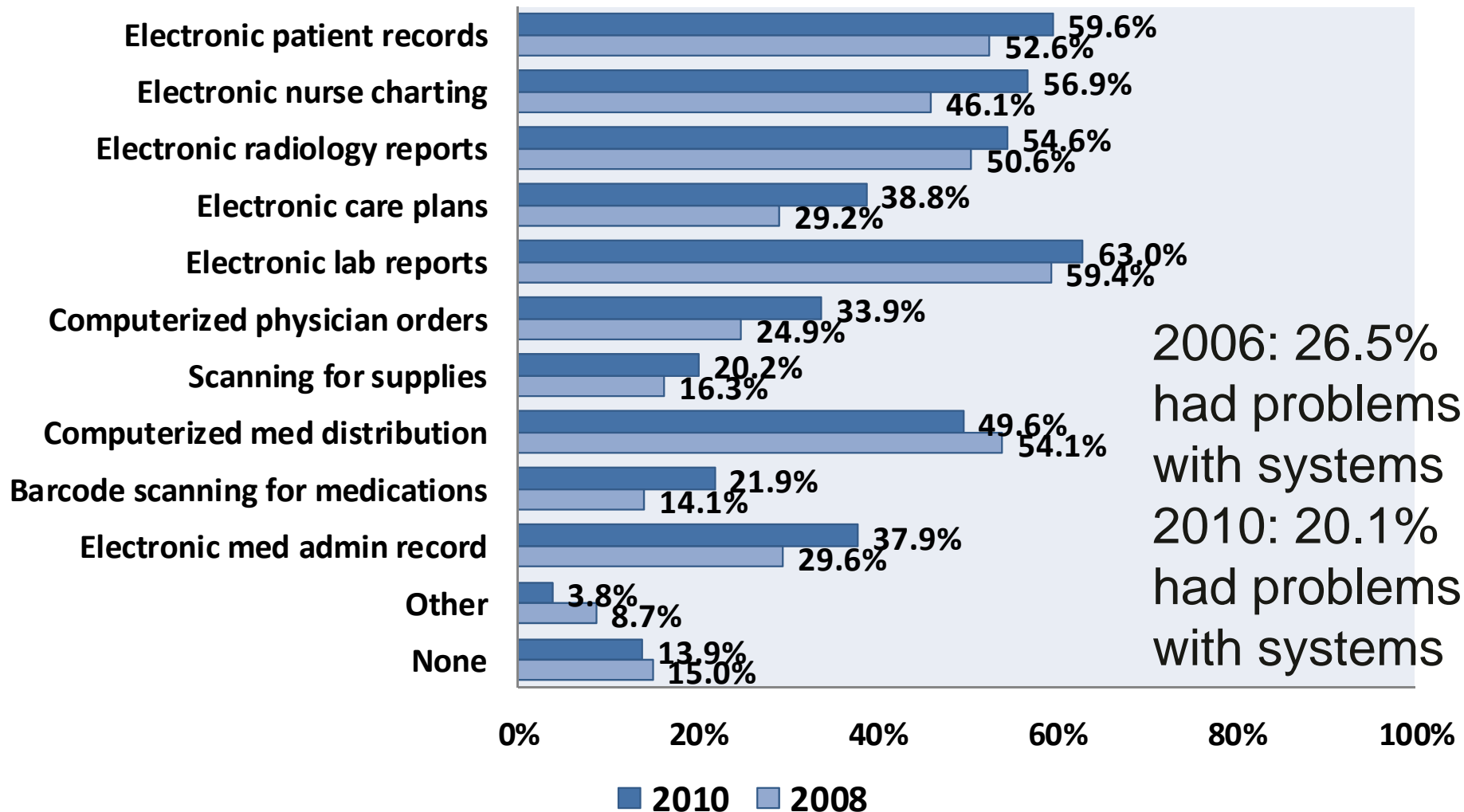
Job titles of RNs for primary positions



Work settings of RNs for primary nursing position



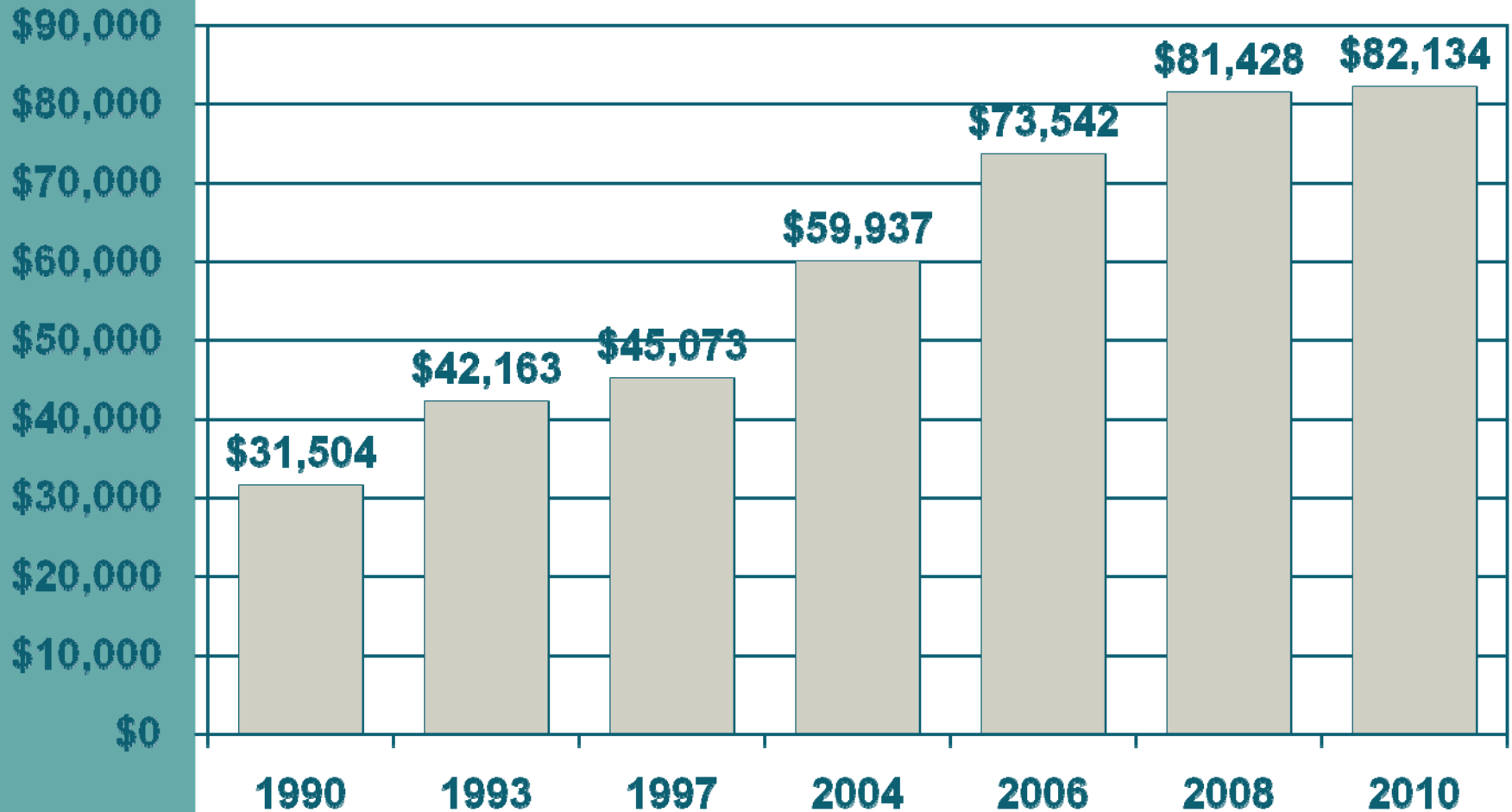
Use of information technology in primary nursing job



Temporary agency employment of California-resident RNs

	2006	2008	2010
% temp/travel	4.6%	4.1%	3.9%
<i>Reasons why...</i>			
Wages	59.5%	58.6%	28.0%
Control schedule	57.2%	56.9%	52.6%
Supplement income	36.6%	42.6%	46.2%
Control work conditions	26.1%	24.2%	9.3%
Waiting for position	12.8%	16.1%	16.5%
Unable to find job/ insufficient hours			13.8%
Other	16.1%	12.9%	5.3%

Average income from all nursing positions



Highest job satisfaction ratings

- Interactions with patients
- Feeling that work is meaningful
- Job overall
- Team work between coworkers
- Work schedule

Job security was in the top 5 in 2008, but not in 2010. Job security satisfaction dropped 2008-2010, first drop since 1990-1993. Employer-supported education satisfaction also dropped.

Lowest job satisfaction ratings

- Amount of paperwork required
- Involvement in policy and management decisions
- Leadership from administration
- Non-nursing tasks required
- Recognition for a job well done

Recognition was not in bottom 5 in 2008.

Largest improvements in job satisfaction, 2004-2010

- **Adequacy of RN staffing**
- **Benefits**
- **Adequacy of clerical support**
- **Paperwork required**
- **Nursing profession overall**
- **Salary**
- **Physical work environment**
- **Job overall**
- **Time available for patient education**
- **Non-nursing tasks**

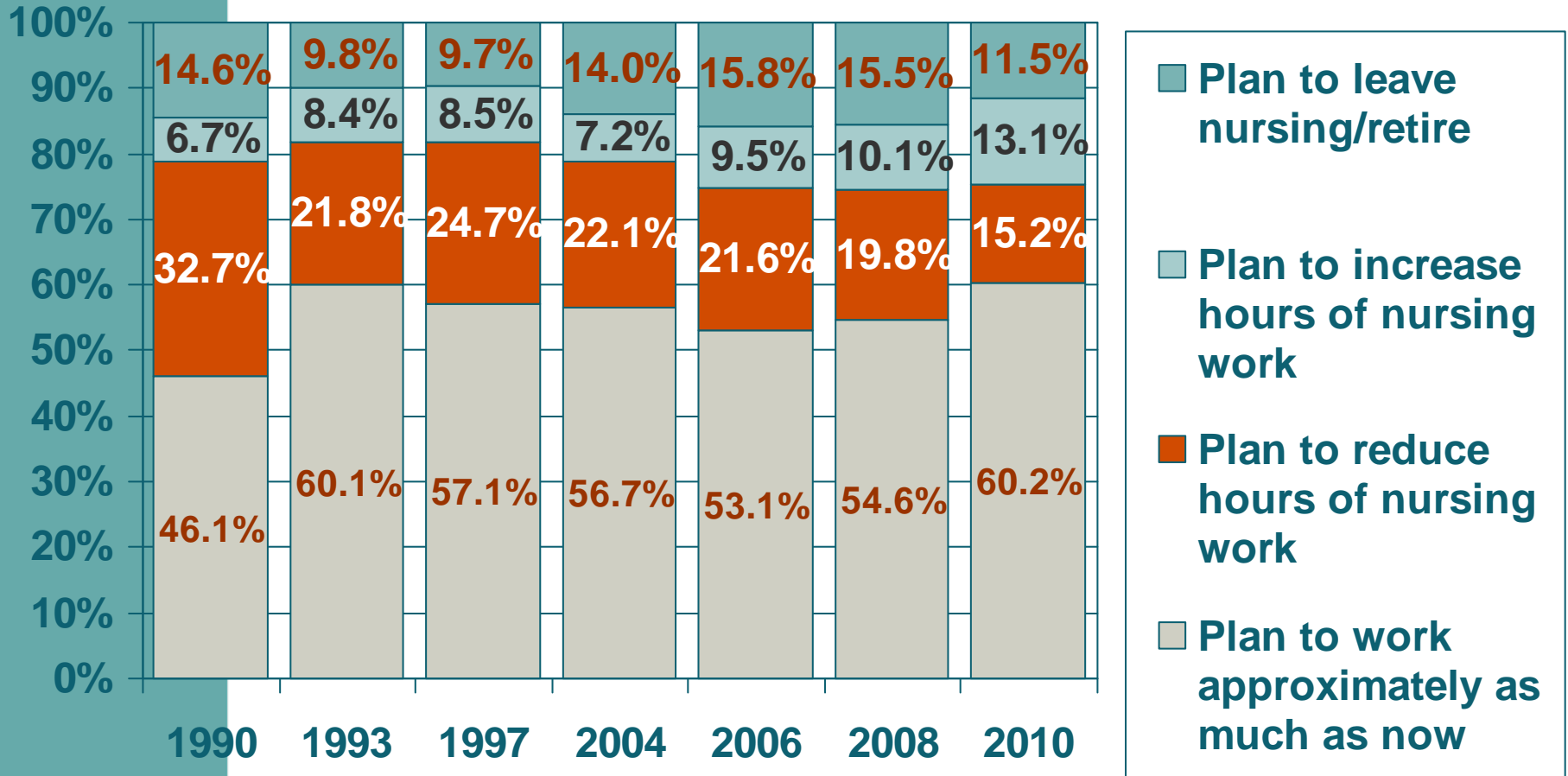
Changes in employment in past year

- **29% report a change in past year**
- **Most common:**
 - Decreased hours 26.3%
 - New position with same employer 20.6%
 - Increased hours 19.9%
 - New position with new employer 16.7%

Reasons for employment changes

- **Key reasons for decreased hours:**
 - Wanted more convenient hours
 - Salary
 - Family
- **Key reasons for increased hours**
 - Change in financial status
 - Salary
 - Family
 - Wanted more convenient hours
- **Key reasons for new RN position**
 - Salary
 - Change in financial status
 - Promotion
 - Family

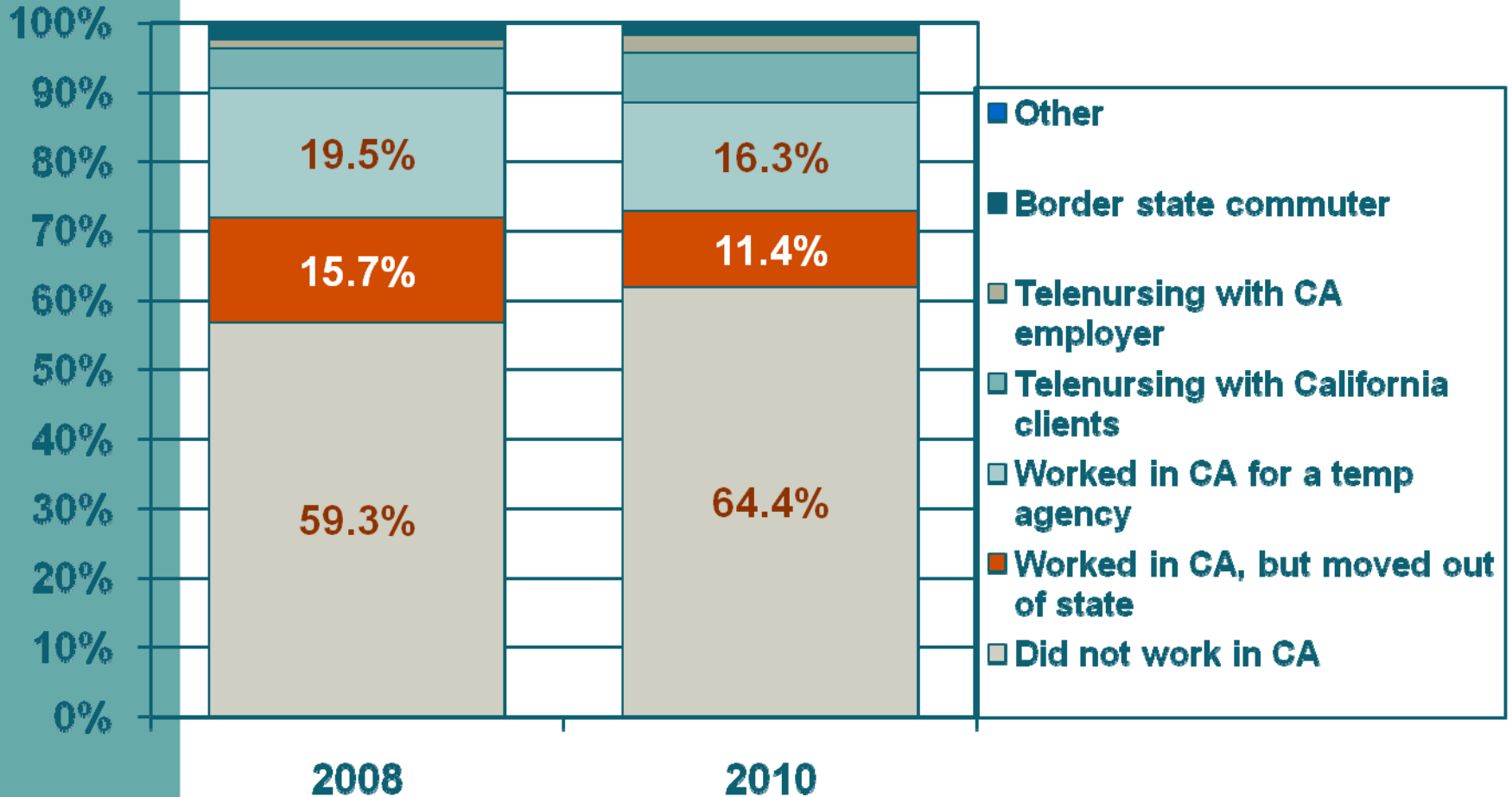
Plans for next five years for working RNs



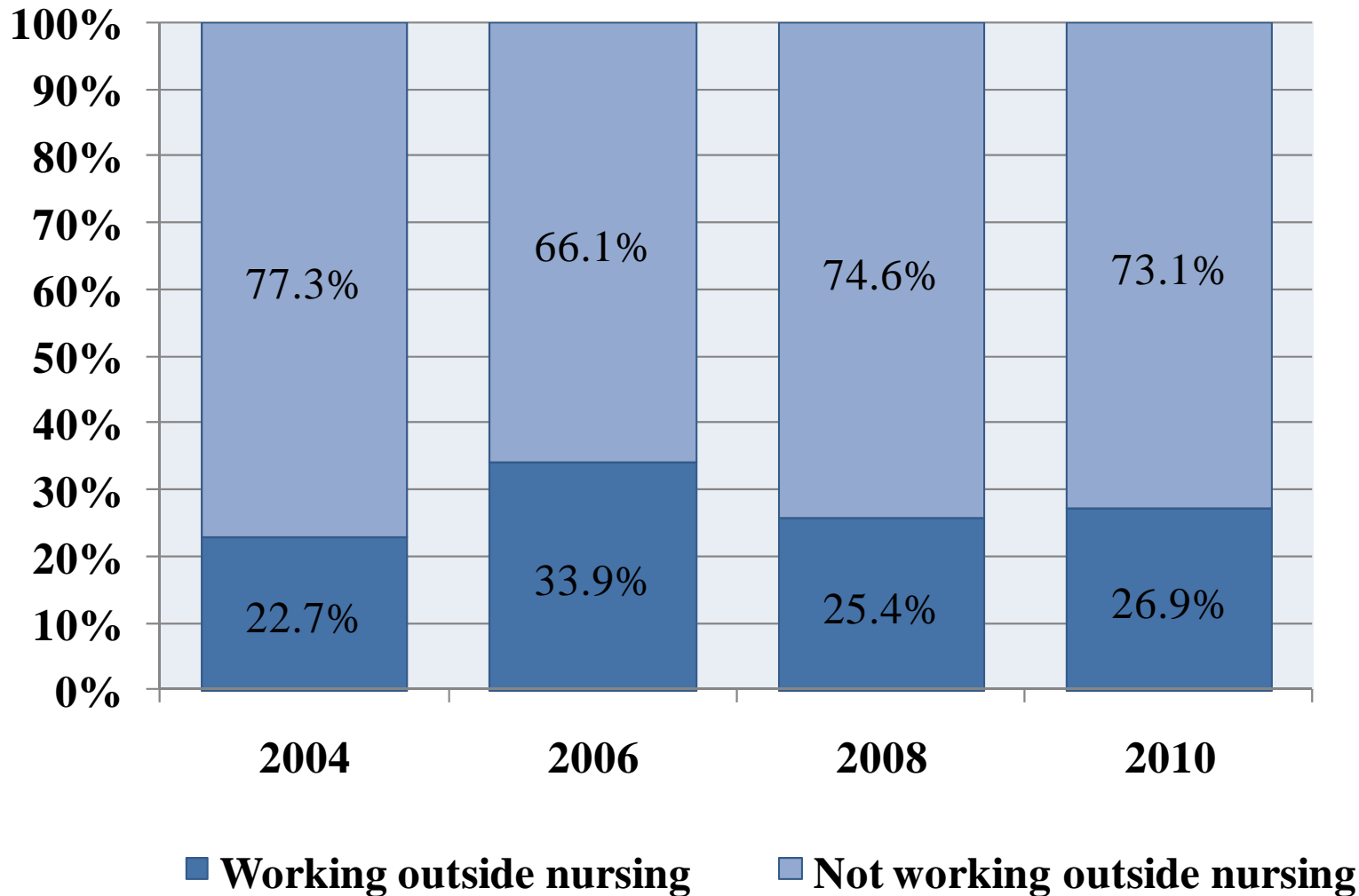
Changes in plans...

	Under 35		55-64 years	
	2008	2010	2008	2010
Work as much as now	54.8%	60.0%	41.2%	49.3%
Reduce hours	21.1%	12.6%	20.8%	18.6%
Increase hours	19.3%	25.5%	2.3%	3.9%
Leave nursing	4.7%	1.8%	35.8%	28.2%

Employment of active RNs who reside outside California



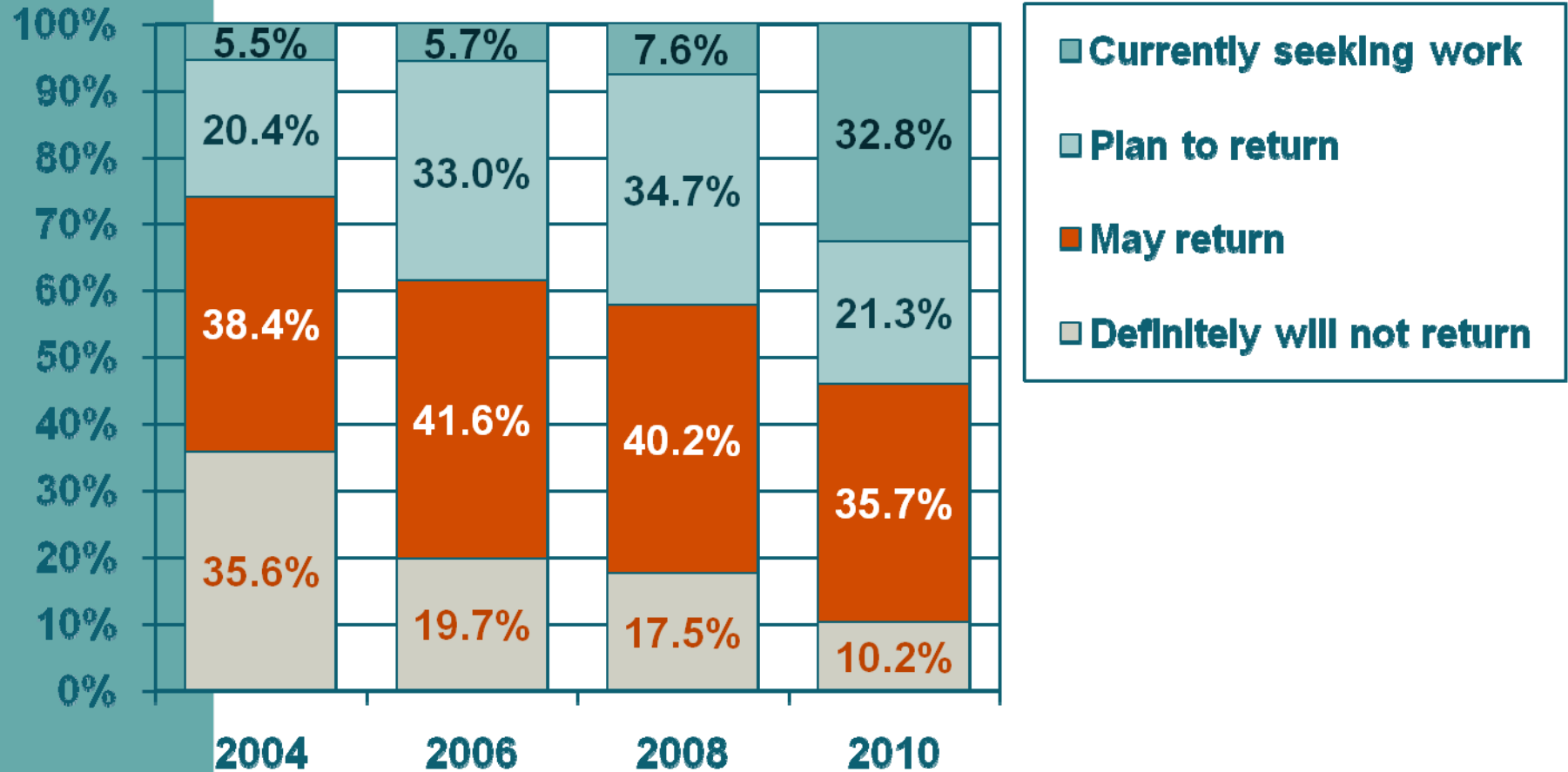
Employment status of active RNs who do not have a nursing job



Reasons for not having RN job

	2008	2010	Under 55 years	55 years and older
Retired	32.4%	34.9%	6.0%	54.3%
Childcare responsibilities	25.8%	21.9%	37.2%	11.7%
Other family responsibilities	33.8%	29.7%	34.2%	26.6%
Stress on the job	47.5%	35.7%	33.9%	36.9%
Salary	27.8%	20.1%	23.8%	17.6%
Inconvenient schedules in nursing jobs	26.9%	19.9%	25.7%	16.1%
Difficult to find a nursing position	8.1%	19.3%	33.4%	9.8%
Laid Off	*	15.7%	20.9%	12.2%

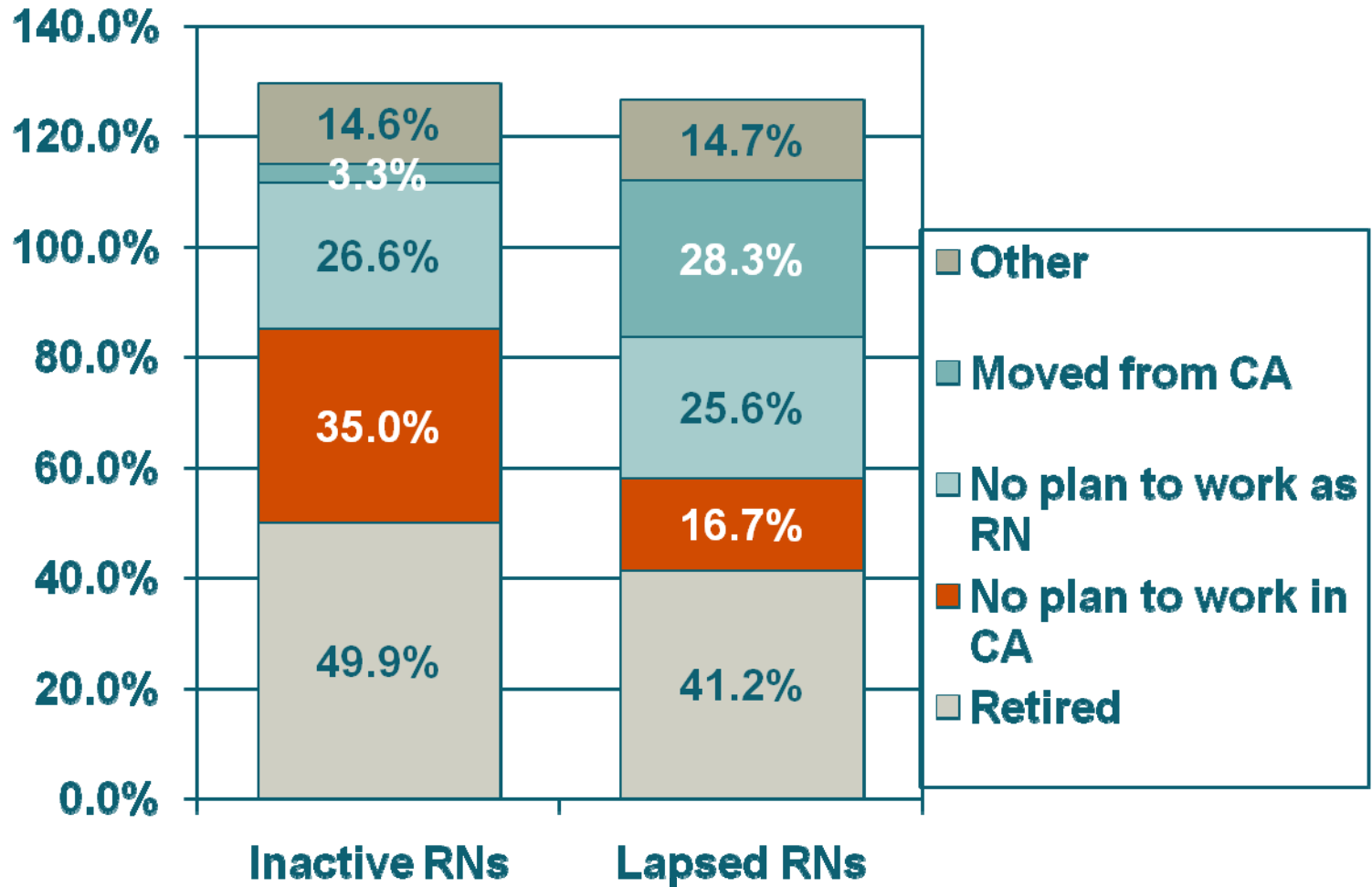
Intentions of non-retired RNs not working in nursing



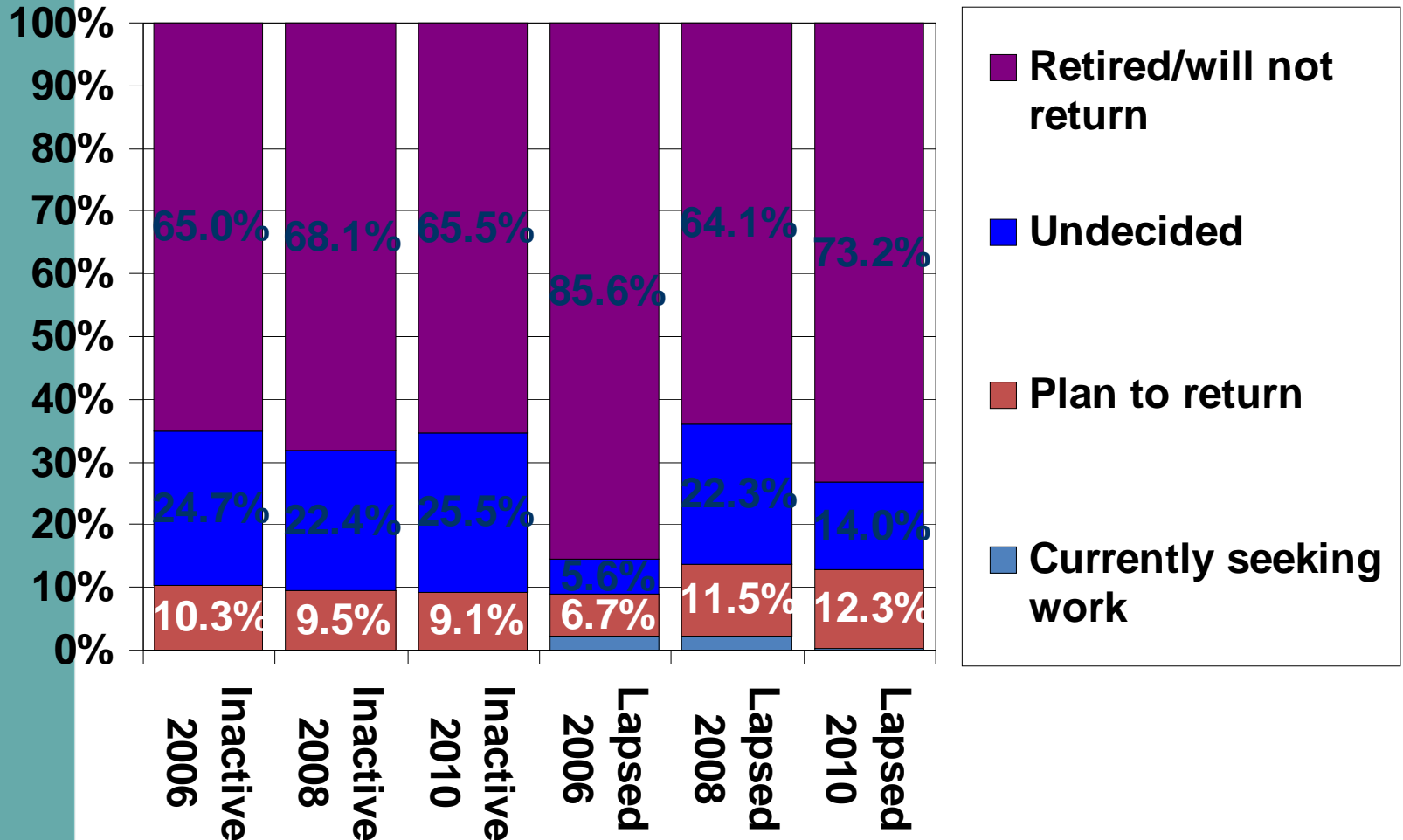
Important factors in the decision to return to nursing for active RNs who are undecided about their plans

- **Flexible work hours (80.6%)**
- **Better support from nursing management (67.1%)**
- **Availability of re-entry programs/mentoring (67%)**
- **Adequate support staff (65%)**
- **Better nurse-to-patient ratios (61.8%)**
- **Better retirement benefits (53.6%)**
- **Higher nursing salary (53.2%)**
- **More support from other nurses (51.5%)**

Reasons for lapsed and inactive licenses



Future plans for RNs with inactive or lapsed licenses



Important factors in the decision to return to nursing for inactive/lapsed RNs who are undecided

Inactive RNs

- Flexible work hours (71.3%)
- Adequate support staff (66.7%)
- Better nurse-to-patient ratios (65.8%)
- Re-entry programs/mentoring (60.3%)
- Better support from nursing management (59%)
- More support from other RNs (58.7%)

Lapsed RNs

- Re-entry programs/mentoring (90.4%)
- Adequate support staff (88.1%)
- Better nurse-to-patient ratios (77.9%)
- Flexible work hours (77.8%)
- More support from other RNs (59.9%)
- Higher salary (56.9%)

Summary of key findings

- **Employment rate rose between 2008 and 2010, especially for older RNs, and dropped for younger RNs**
- **Fewer nurses plan to retire soon**
- **More nurses want to increase hours of work**
- **Employment settings have been relatively stable**
- **Salaries have stabilized**
- **Job satisfaction continues to rise**
- **Diversity of nursing workforce is increasing**
- **More than half of RNs had post-secondary education before pursuing RN education**
- **More than half of RNs have a BSN or higher degree**