

Nursing : Impact and Issues Fact Sheet

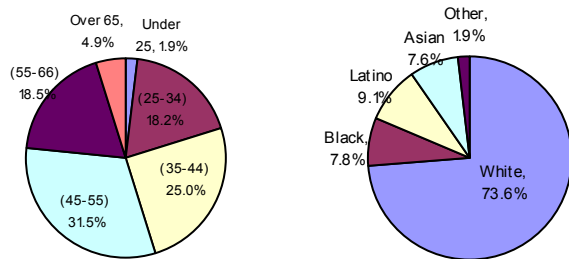
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U.S. Registered Nurses Population, 2004 ~ 2,909,357
Texas Registered Nurse Population, 2005 ~ 144,602

RN Demographics:

- Non Hispanic Whites make up 82% of the RN population in U.S. compared to 74% in Texas.
- The U.S. national average age of RNs is 46.8 years. In 2005 the Texas median age of RNs was 46 years and 48 in rural areas.
- In the U.S. 40% of all RNs are over 50 years old while in TX 80% of all RNs are over 35 years old.
- The RN workforce is predominately (94.2%) female. (TX: 90.5%)
- While males in Texas represent only 8.9% of the RN non-border population, they were 17% of RNs on the border.
- Nationwide, RN workforce at or approaching retirement age.

Distribution of RNs in Texas by Race/Ethnicity & Age, 2005

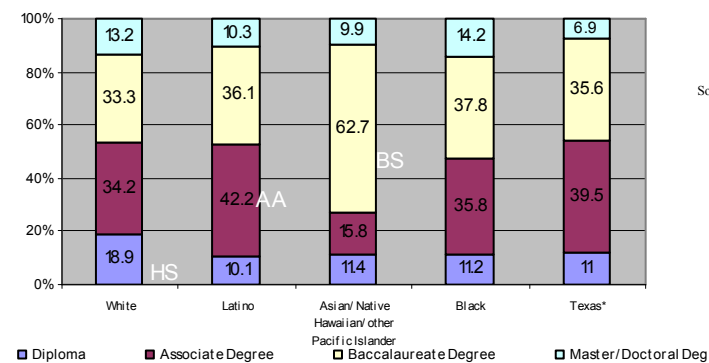


Source: Texas Board of Nurse Examiner's

Educational Attainment:

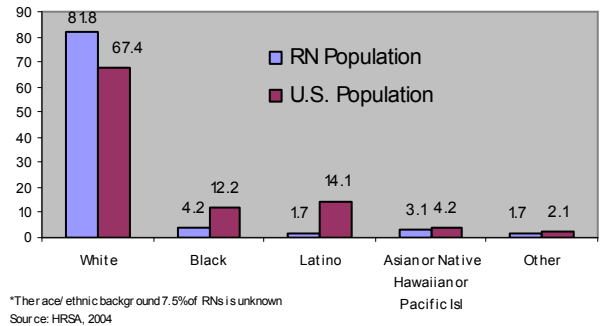
- **Nationally**, the number of masters and doctorally-prepared nurses increased an unprecedented 37% from 275,068 in 2000 to 376,901 in 2004. Nonetheless a severe RN shortage exist.
- Only a small number of RNs attain the necessary degree needed to be a nurse educator/faculty.
- The percent of RNs with a masters or doctorate degree, in Texas (6.9%), is less than the national average (13%). While Hispanic nationally only account for 5% of Bachelors and Masters degrees.
- In 2005, approximately 12,250* qualified applicants, 54% of total applicants, were not admitted to the state RN programs.
- Administrators of nursing programs cited lack of budget faculty positions, lack of qualified faculty applicants, and lack of clinical space, as reasons for denying admittance to qualified applicants.

Percent Distribution of RNs in the U.S. Racial/Ethnic Groups & TX by Highest Nursing Educational Preparation, 2004



Source: Texas Board of Nurse Examiner's; * Texas distribution is from

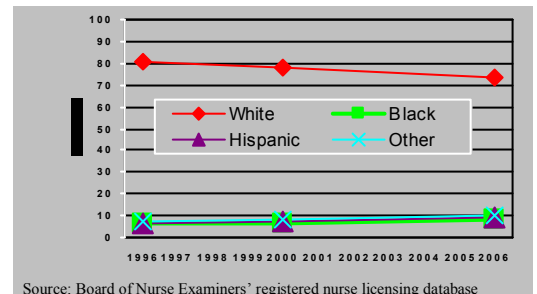
Distribution of RNs in U.S. by Race/Ethnicity; 2004



Latino Representation:

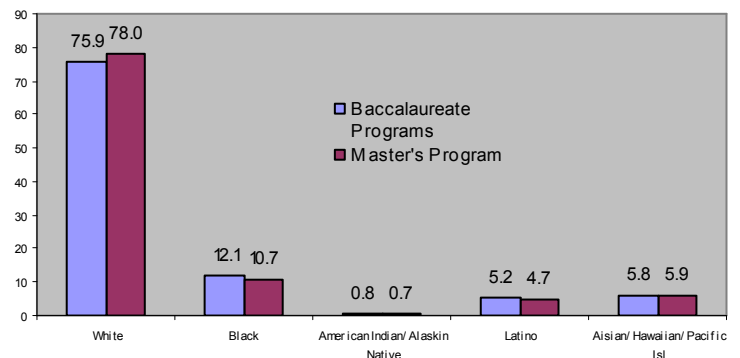
- Demand of Health Care service by communities of color is increasing as population grows.
- Latinos makeup 9.1% of the Texas RN population.

Texas RN Race/Ethnicity Trends



- **Nationally**, Latinos are the most underrepresented group of nurses, account for only 1.7% of the RN population.
- Latino nurses account for only 8.5%, 41.5%, and 34.7% of all nurses in TX, border counties, and rural border counties.
- **Nation wide**, minority nurses employed in nursing are more likely than non-minority nurses to be employed full time: 77% of Hispanic/Latino RNs and 86% of African- American and Asian/Pacific Islander RNs are working full time, compared to about 70% of Caucasian RNs.

Racial/Ethnic Diversity in Nursing Education Programs, in United States Fall 2005

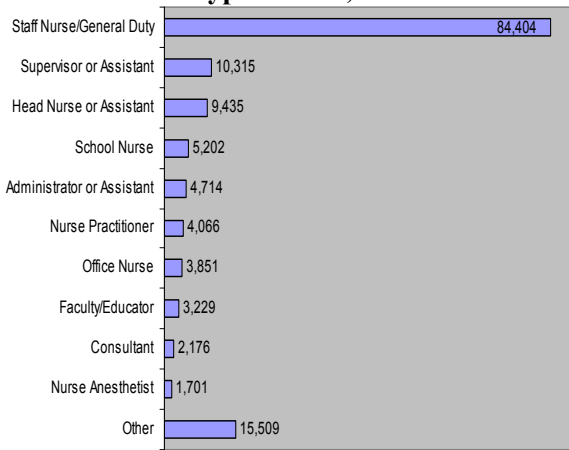


Source: American Association of Nursing, 2005-2006 Enrollment and Graduation in Baccalaureate and Graduate Programs in Nursing

Educational Institutions:

- 109 sites in Texas offer vocational nursing programs, most are in community colleges.
- 82 professional Undergraduate nursing programs.
- 18 schools of nursing offer Master's level degrees.
- 6 educational institutions offer doctorate programs in nursing.

Position Type of RNs; 2005



RN Employment Settings:

- 59% were working in hospitals
- 1.9% of RNs work in community and public health

Employment Position Type:

- 64.9 % of RNs were Head nurses, staff nurses, or general duty nurses
- 4.8% were advanced Practice nurses
- 2.2 % were faculty/educators
- 10.4% were administrative/supervisors/assistants

Psychiatric Nurses

The percent of RNs who worked in Psychiatric/Mental Health/Substance Abuse decreased from 5% in 1996 to 3.2% in 2005. In 2005 there were 70 counties in TX with no psychiatric nurses.

Nursing Income:

Average Annual Income By Hospital Setting

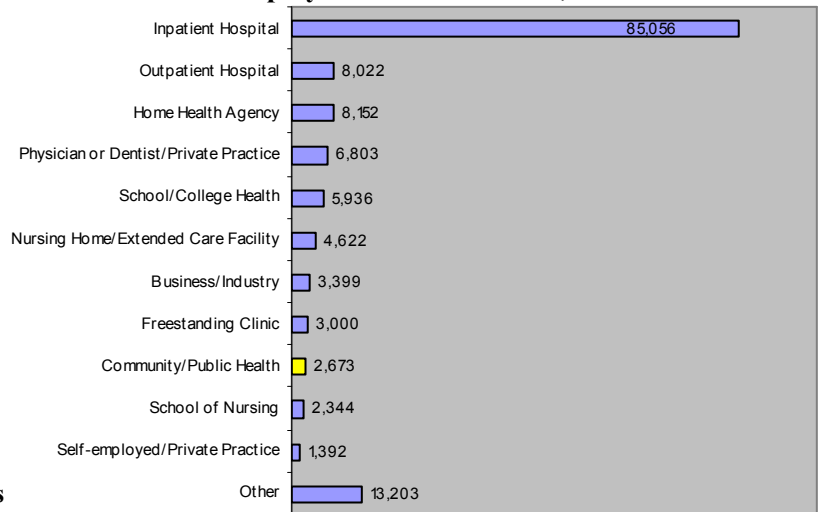
Setting	Income
National Average	\$45,500
Acute Care	\$45,000
Ambulatory Care Center/HMO	\$44,000
Community/ Home Health	\$44,600
Health Insurance Co/School	\$42,000
LPN	\$33,500
Extended Care/ Psych	\$38,500
Physician's Office	\$36,500
Operating Room	\$45,000

Source: Allied Physicians

Area	Avg Annual Earnings
	\$53,086
New England	\$57,451
Middle Atlantic	\$56,960
South Atlantic	\$51,137
East South Central	\$46,583
West South Central (TX)	\$50,521
East North Central	\$50,028
West North Central	\$46,108
Mountain (AZ,NM)	\$51,938
Pacific (CA)	\$64,685

Source: U.S Department of Health & Human Services; HRSA

Employment Fields of RNs; 2005



Licensed Vocational Nurses (LVNs)

- As of 2005 there were 61,886 LVNs actively practicing in TX.
- LVNs are one of the few health professions in TX that exceeds the U.S. average for provider-to-population ratios.
- The median age for LVNs is 46 years old.
- The LVN population is more ethnically diverse than RNs. **Whites 60.1%, Black 19%, Hispanic 18.3%**

Licensed Vocational Nurses per 100,000 Population: U.S. and Texas, 1981–2005

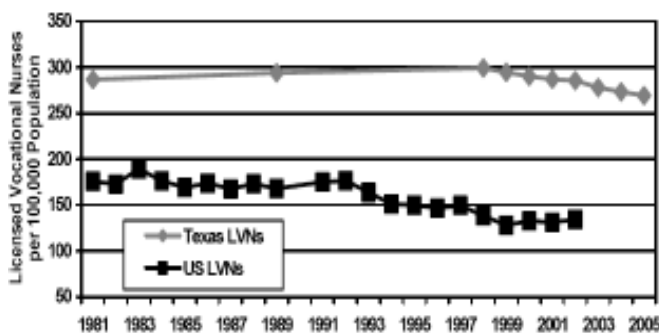
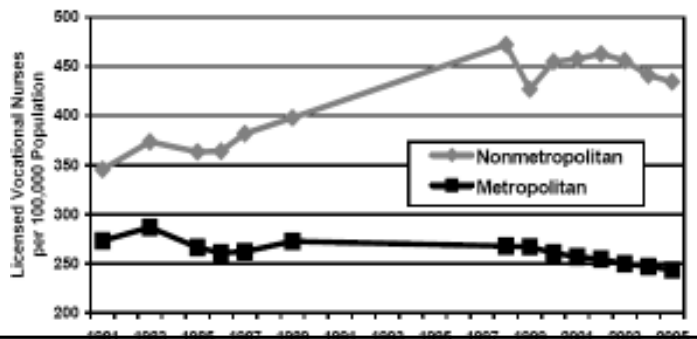
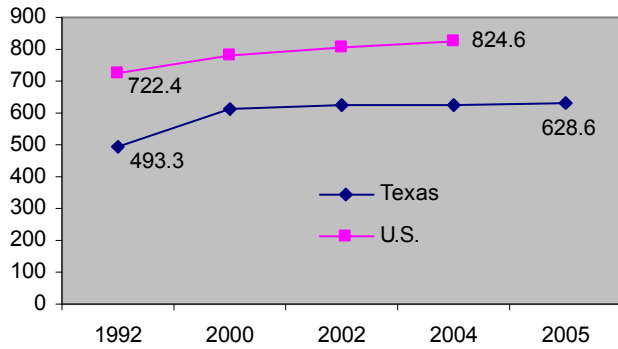


Figure 10. Licensed Vocational Nurses per 100,000 Population, Metropolitan and Non-Metropolitan Counties, Texas, 1981–2005



RN Supply Ratios Per 100,000; 1992, 2000-2005



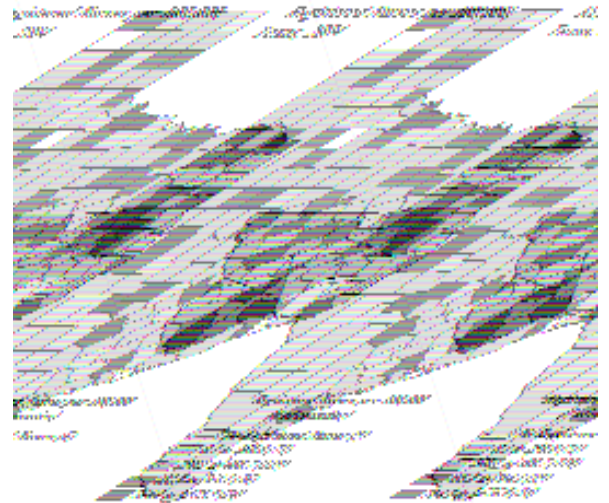
Supply Ratios:

- In 2004, Texas ranked 48th in the nation in supply ratio of RNs.
- Compared to the nation and other border states, Texas has less number of Registered Nurses.
- Geographically, Nurses along the border characteristically are younger and have a larger percentage of Hispanic nurses.

RN Short Falls:

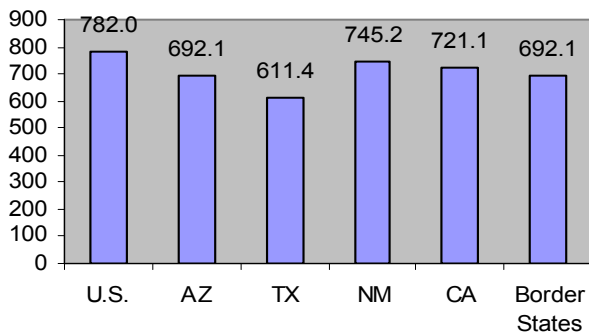
Between 1998 and 2005 there was:

- A gain of 33,226 RNs, or 29.8 %, in Texas.
- A gain of 2,309 RNs, or 31.4%, in the border areas
- A gain of 1,403, 12.2%, in the rural areas
- A gain of 54 RNs, or 7.2%, in the rural border areas



These modest gains are not enough. The demand for RNs are still out pacing supply.

RN Ratio per 100,000; 2003

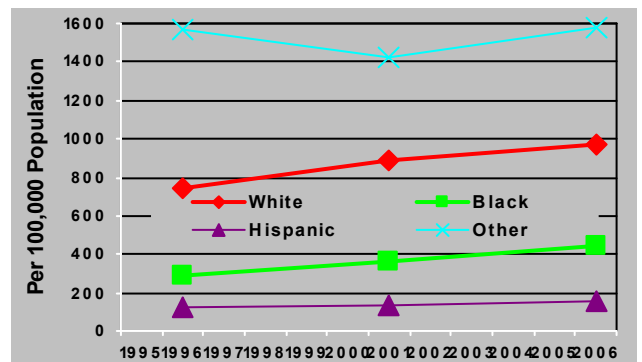


Source: HRSA 2004, Border State Profiles

- The demand for RNs is outpacing the supply.
- Rural and border county areas are in desperate need of RNs. RN migration to needy areas has yielded modest results in the past few years .

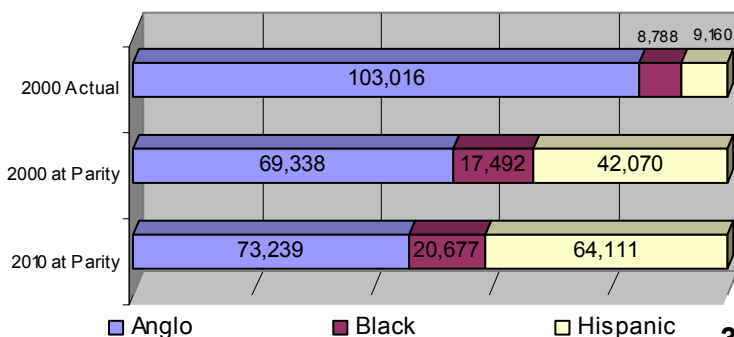
2005	Texas	Border Counties	Rural Border Counties
Hispanic Population	35.4%	85.8%	81.5%
Poverty Rate	15.4%	29.2%	28.8%
65 and over	9.9%	10.1%	11.3%
RNs per 100,000	628.6	402.6	214.8
Hispanic RNs	8.5%	41.5%	34.7%
Average Age of RNs	45.7	44.1	46.1

TX Registered Nurse Supply Ratio Trends by Race/Ethnicity 2005



Source: Board of Nurse Examiners' registered nurse licensing database

Texas Registered Nurses 2000 and at Parity in 2000 & 2010, by Race/Ethnicity



Reaching Parity

- At the current pace of Hispanic RNs entering the workforce, something significant must happen to meet the demand.
- Between 2000 and 2010, growth of Hispanic Nurses needs to grow five fold.
- Compared to the rest state, Texas border and rural areas are more likely Hispanic, older and poorer..