
UNSOM Health Policy Report

Registered Nurse Workforce in Nevada

Findings from the *2013 National Workforce Survey of Registered Nurses*

May 2014

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Overview

Registered Nurse Workforce in Nevada (May 2014) provides current statewide and regional estimates about the registered nurse (RN) population and workforce in Nevada. In 2013, the National Council of State Boards of Nursing and the Forum of State Nursing Workforce Centers collaborated with nursing boards in fifty states and territories, including District of Columbia, and surveyed a representative sample of the RN population for the *2013 National Workforce Survey of Registered Nurses*. The nationwide survey included the distribution of 1,813 questionnaires to a subsample of RNs licensed by the State of Nevada. The Nevada subsample generated 613 responses for a response rate of 33.8%.

Data in this report compares estimates for the Nevada and US RN population, and includes information on the state and national distribution registered nurses by race and ethnicity, age, gender, education, licensure type and certification, current employment status, and job characteristics. Estimates contained in this report were prepared by the University of Nevada School of Medicine's Office of Statewide Initiatives utilizing data provided by the Nevada State Board of Nursing provided the data used in this analysis.

Survey Data and Responses

The nationwide survey was conducted between in January 2013 and March 2013. A total of 109,853 surveys were randomly distributed to licensed RNs in the United States and its territories. A total of 42,294 surveys were received for a response rate of 38.5%. The survey team distributed 1,813 surveys to a random sample of the Nevada licensed RN population, including out-of-state registered nurses holding a Nevada license. The survey generated 613 responses. The Nevada response rate was 33.8%.



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The analysis contained in this report divides the Nevada data into three geographical regions:

1. Southern Urban Region (Clark and Nye Counties)
2. Northern Urban Region (Carson City, Douglas, Storey, and Washoe Counties)
3. Rural and Frontier Region (Churchill, Elko, Esmeralda, Eureka, Humboldt, Lander, Lincoln, Lyon, Mineral, Pershing, and White Pine Counties)

In some of the tables, “Region Unknown” represents respondents that only provided information at the state level and no data at the county level.

Table 1 summarizes the principal findings of the sample population by place of employment and place of residence. Nearly four of five (77.5%) nurses are employed in Nevada and almost 90 percent live in Nevada regardless of employment status. Throughout this report, the RN workforce in Nevada includes employed RNs (475) and unemployed RNs (13), totaling to a Nevada workforce sample of 488 RNs. On some of the questions, there were no responses resulting in a varying number of total responses of less than 488.

Table 1: Survey Responses of the RN Population by Residence and Place of Employment in Nevada – 2013

Place of Employment	Place of Residence					
	Nevada		Outside of Nevada		Total Responses	
	Number	Percent	Number	Percent	Number	Percent
Nevada	469	76.5	6	1.0	475	77.5
Outside of Nevada	19	3.1	52	8.5	71	11.4
Unemployed	13	2.1	6	1.0	19	3.1
Retired	29	4.7	2	0.3	31	5.1
Other	13	2.1	4	0.7	17	2.8
Total	543	88.6	70	11.4	613	100.0

Demographics

This section provides information about distribution of the Nevada RN population by gender, age, and race and ethnicity. RNs in Nevada are predominantly white women, aged 45 to 64 years old. When compared to national percentages, Nevada has more male nurses and over twice as many Asian RNs.

Table 2 highlights the gender distribution of the RN workforce in Nevada and the US. In Nevada, 91.6% of RNs are women, and 8.4 percent are men. Male RNs are a relatively small, yet growing, segment of the nursing workforce. In Nevada, the estimated percentage of male RNs (8.4%) is slightly higher than the national estimate (6.6%). Table 3 and Figure 1 highlight distribution the Nevada RN population by gender and region.

Table 2: Gender Distribution of the RN Population in Nevada and the US – 2013

Gender	Total RNs			
	Nevada		United States	
	Number	Percent	Number	Percent
Men	39	8.4	2,679	6.6
Women	423	91.6	37,686	93.4
Total Responses	462	100.0	40,365	100.0
No Response	26	–	1,929	–
Total	488	–	42,294	–

Table 3: Gender Distribution of the RN Population by Region in Nevada – 2013

Gender	Total RNs									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Men	28	10.4	5	3.8	3	13.6	3	7.4	39	8.4
Women	241	89.6	126	96.2	19	86.4	37	92.6	423	91.6
Total	269	100.0	131	100.0	22	100.0	40	100.0	462	100.0

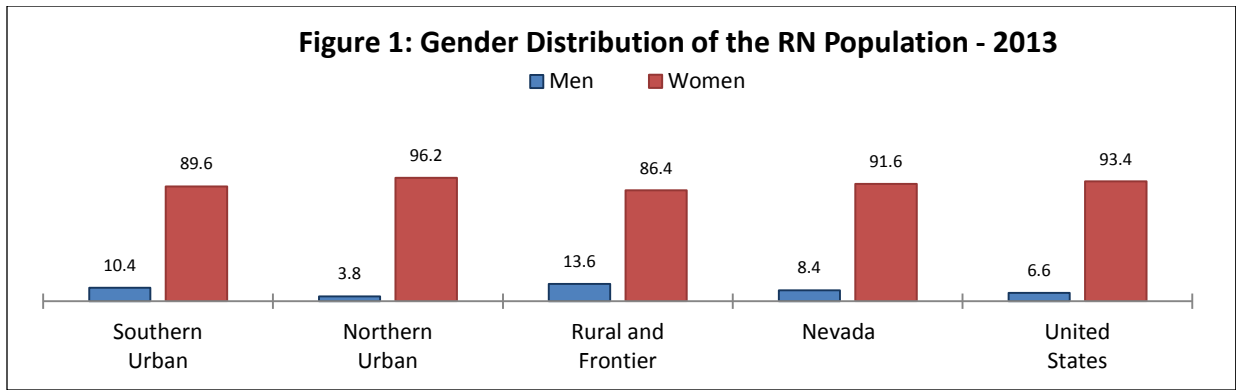


Table 4 and Figure 2 present data on the self-reported racial and ethnic characteristics of the RN population. The percentage for each race and ethnic group, except for white RNs (72.2%) and black RNs (3.1%) is higher in Nevada than the US. The Asian RN population in Nevada is almost three times higher than the national estimate. The estimated percentage of Hispanic RNs in Nevada (3.7%) is considerably lower than the percentage of Hispanics in the overall population (25 to 30%).

Table 4: Distribution of the RN Population by Race and Ethnicity in Nevada and the US – 2013

Race/Ethnicity	Total RNs			
	Nevada		United States	
	Number	Percent	Number	Percent
American Indian/Alaska Native	8	1.7	453	1.1
Asian	79	16.6	2,561	6.0
Black/African American	15	3.1	2,632	6.2
Native Hawaiian/Other Pacific Islander	8	1.7	237	0.6
White	349	72.2	34,838	81.7
Hispanic/Latino	18	3.7	1,407	3.3
Other	6	1.2	506	1.2
Total	483	100.0	42,634	100.0

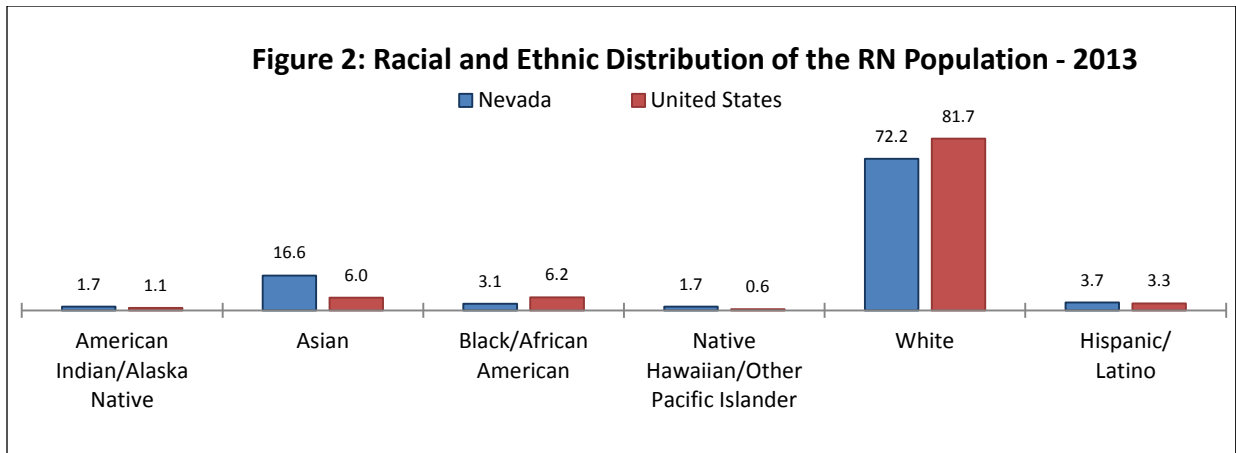


Table 5 highlights race and ethnic distribution of the RN population by region. There is greater overall racial and ethnic diversity in the southern urban RN population. The northern and rural regions of the state have greater percentages of self-reported white RNs and smaller percentages of non-white and Hispanic RNs, as compared to the southern region of the state.

Table 5: Distribution of the RN Population by Race and Ethnicity by Region in Nevada – 2013

Race/Ethnicity	Total RNs									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
American Indian / Alaska Native	3	1.1	4	2.8	0	0.0	1	2.4	8	1.7
Asian	62	22.4	11	7.8	0	0.0	6	14.3	79	16.6
Black / African American	12	4.3	2	1.4	0	0.0	1	2.4	15	3.1
Native Hawaiian / Other Pacific Islander	6	2.2	1	0.7	0	0.0	1	2.4	8	1.7
White	183	66.1	114	80.9	21	91.3	31	73.8	349	72.2
Hispanic / Latino	9	3.2	6	4.3	1	4.3	2	4.8	18	3.7
Other	2	0.7	3	2.1	1	4.3	0	0.0	6	1.2
Total	277	100.0	141	100.0	23	100.0	42	100.0	483	100.0

Figure 3 and Tables 6 and 7 provide information on the age distribution and average age of the RN population in Nevada and the US. In Nevada and nationally, the age category with the highest percentage of RNs was the 55 to 64 years of age category. Nearly one in ten licensed RNs in Nevada (9.1%) are over the age of 65, as compared to 7.9% nationally. Table 7 reveals that the average age of the RN population in Nevada is slightly higher than the US.

Table 6: Age Distribution of RN Population in Nevada – 2013

Age Groups	Total RNs									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 and Under	41	17.0	17	13.9	3	15.0	2	8.3	63	15.5
35-44	51	21.2	20	16.4	1	5.0	1	4.2	73	17.9
45-54	56	23.2	27	21.1	8	40.0	4	16.7	95	23.3
55-64	77	32.0	43	35.2	6	30.0	13	54.2	139	34.2
65 and Older	16	6.6	15	12.3	2	10.0	4	16.7	37	9.1
Total	241	100.0	122	100.0	20	100.0	24	100.0	407	100.0

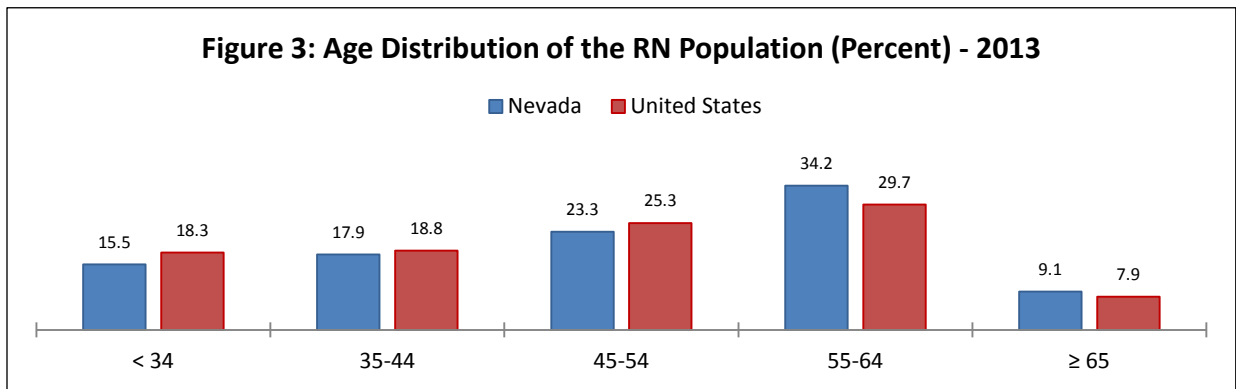


Table 7: Average Age of RN Population in Nevada and the US – 2013

Age	Total RNs					
	Southern Urban	Northern Urban	Rural and Frontier	Region Unknown	Nevada	United States
Mean	48.3	51.3	51.2	55.9	50.7	50.0
Median	49.0	54.0	51.0	58.5	53.0	52.0

Education

In this survey, RNs were asked to indicate their initial nursing degree at the time they obtained their first US nursing license. They were also asked to indicate their highest level of education to date. The following tables and figures detail these educational trends for the RN population in Nevada and the US. As compared to the national RN population, Nevada has slightly higher proportions of RNs with associate and baccalaureate degrees, and has a lower proportion of RNs with certificates and diplomas, regardless of their highest level of education. While Nevada has a similar level of baccalaureate-trained RNs than the US, Nevada possesses a much lower percentage of masters-in-nursing educated RNs.

Table 8: Type of Initial Nursing Degree for the First US Nursing License in Nevada and the US – 2013

Initial Education	Total RNs			
	Nevada		United States	
	Number	Percent	Number	Percent
Certificate in Nursing	21	4.5	1,994	4.8
Diploma in Nursing	51	10.9	7,365	17.6
Associate Degree in Nursing	201	42.8	16,152	38.6
Baccalaureate Degree in Nursing	186	39.6	15,019	35.9
Master Degree in Nursing	11	2.3	1,218	2.9
Doctoral Degree in Nursing	0	0.0	74	0.2
Total	470	100.0	40,993	100.0

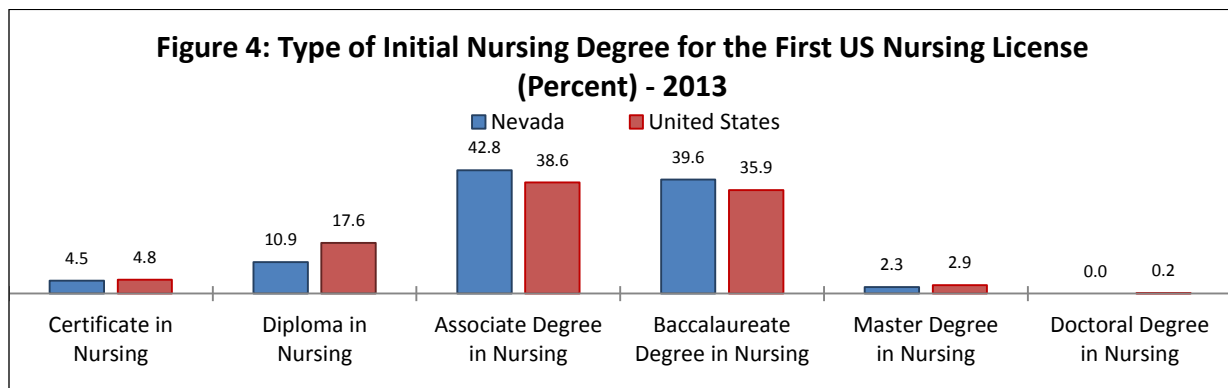


Table 9: Highest Level of Education for the RN Population in Nevada and the US – 2013

Highest Level of Education	Total RNs			
	Nevada		United States	
	Number	Percent	Number	Percent
Certificate in Nursing	–	–	25	0.1
Diploma in Nursing	29	6.2	4,319	10.5
Associate Degree in Nursing	143	30.5	11,332	27.6
Associate Degree in Other Field	2	0.4	286	0.7
Baccalaureate Degree in Nursing	160	34.1	14,097	34.4
Baccalaureate Degree in Other Field	44	9.4	3,091	7.5
Master Degree in Nursing	45	9.6	4,846	11.8
Master Degree in Other Field	30	6.4	2,203	5.4
Doctoral Degree in Nursing	5	1.0	423	1.0
Doctoral Degree in Other Field	10	2.1	396	1.0
Total	469	100.0	40,993	100.0

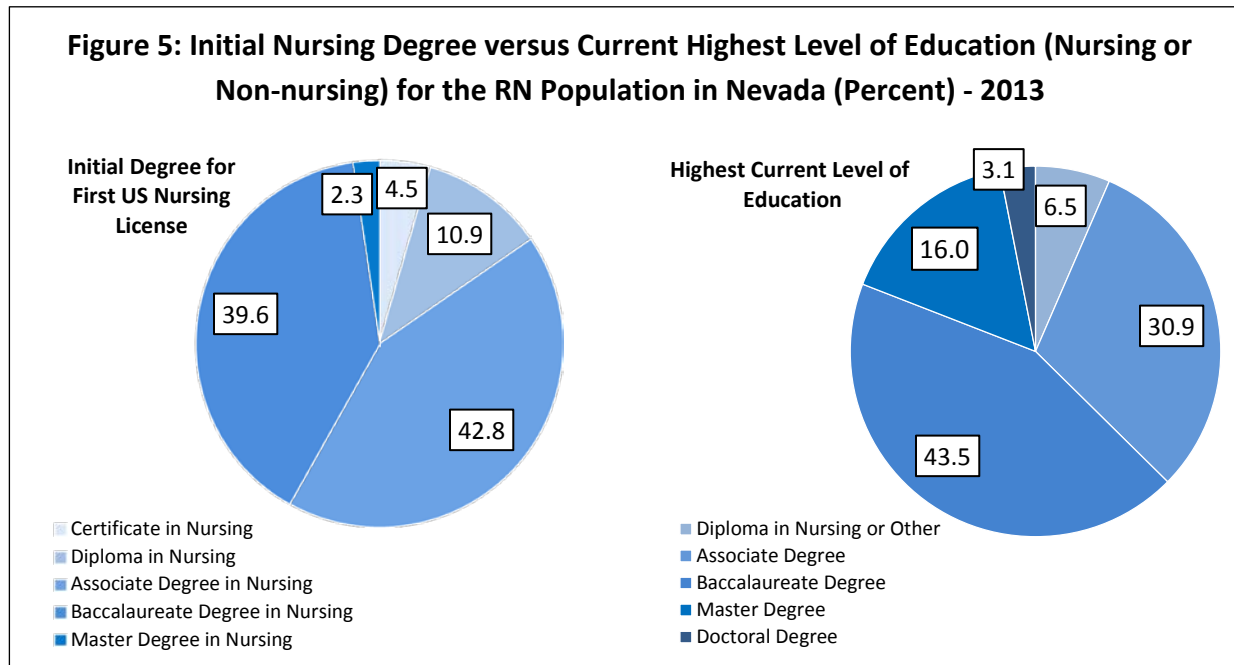


Table 10: Distribution of the RN Population by Highest Level of Education by Region in Nevada – 2013

Highest Education	Total RNs									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Diploma in Nursing	19	7.0	4	2.6	2	8.7	3	12.0	29	6.2
Associate Degree in Nursing	73	27.0	48	31.8	15	65.2	5	20.0	143	30.5
Associate Degree in Other Field	0	0.0	1	0.7	0	0.0	1	4.0	2	0.4
Baccalaureate Degree in Nursing	97	35.9	45	29.8	2	8.7	9	36.0	160	34.1
Baccalaureate Degree in Other Field	25	9.3	16	10.6	2	8.7	1	4.0	44	9.4
Master Degree in Nursing	24	8.9	20	13.2	0	0.0	1	4.0	45	9.6
Master Degree in Other Field	22	8.1	2	1.3	0	0.0	3	12.0	30	6.4
Doctoral Degree in Nursing	4	1.5	5	3.3	0	0.0	0	0.0	5	1.0
Doctoral Degree in Other Field	6	2.2	10	6.6	2	8.7	2	8.0	10	2.1
Total	270	100.0	151	100.0	23	100.0	25	100.0	469	100.0

Advanced Practice Registered Nurses

Tables 11 and 12 provide a snapshot of the number and percent of Advanced Practice RNs in Nevada and the US. For the purposes of this survey, Advanced Practice RNs include Nurse Practitioners, Clinical Nurse Specialists, Certified Registered Nurse Anesthetists, and Nurse Midwives. There is a smaller percentage of RNs in Nevada who are Advanced Practice RNs (5.9%), as compared to the US (7.2%). Even though no rural and frontier Advanced Practice RNs responded to the survey, according to the Nevada State Board of Nursing, there are over 60 Advanced Practice RNs with an active license licensees in rural and frontier Nevada.

Table 11: Advanced Practice RN Population in Nevada and the US – 2013

Type of License	Total RNs			
	Nevada		United States	
	Number	Percent	Number	Percent
Registered Nurse	459	94.1	39,522	92.8
Advanced Practice Registered Nurse	29	5.9	3,046	7.2
Total	488	100.0	42,568	100.0

Table 12: Advanced Practice RN Population by Region in Nevada – 2013

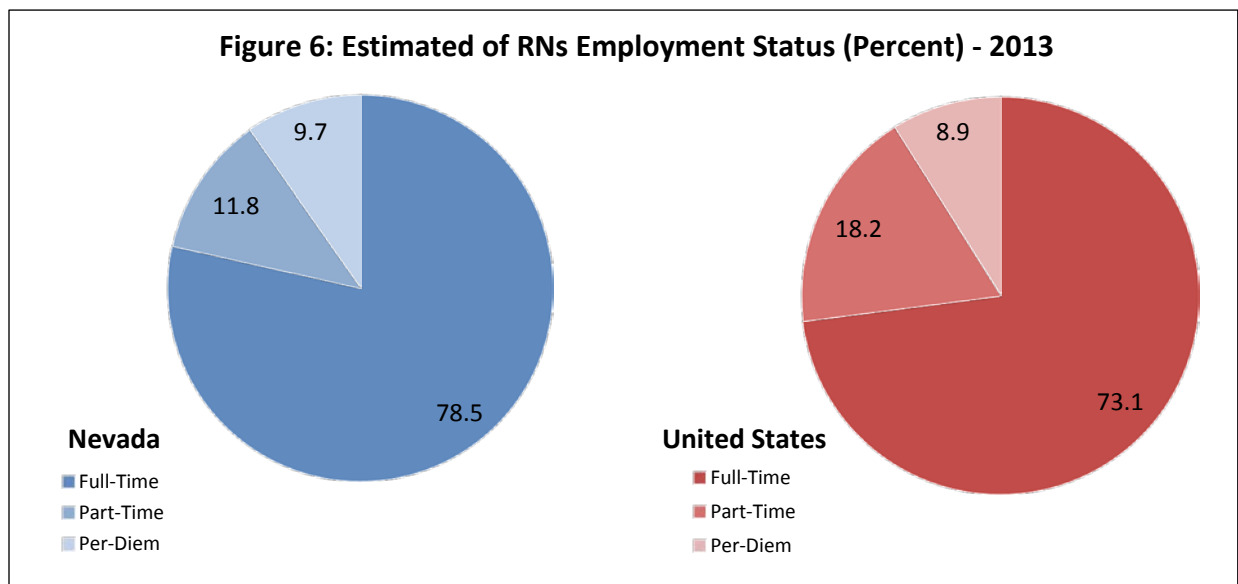
Type of License	Total RNs									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Registered Nurse	262	94.2	133	92.4	23	100.0	41	93.5	459	94.1
Advanced Practice	16	5.8	11	7.6	0	0.0	2	6.5	29	5.9
Total	278	100.0	144	100.0	23	100.0	44	100.0	488	100.0

Employment Status

The final set of tables and figures provide information on employment trends of the RN population in Nevada and the US. Table 13 highlights the employment status of RNs actively employed in nursing. Full-time employment in Nevada is higher (78.5%) than the US (73.1%). The rural and frontier region in Nevada has the highest full-time employment (87.0%). Part-time employment in the US is higher (18.3%) than in Nevada (11.8%). The northern urban region in Nevada has the highest part-time employment (18.3%). Per-diem employment is slightly higher in Nevada (9.7%) than the US (8.9%). Survey respondents may not have answered all questions pertaining to active employment. Therefore, the total number of responses varies from question to question.

Table 13: Distribution of the RN Workforce by Employment Status in Nevada and the US – 2013

Regions of Employment	RN Workforce							
	Full-Time		Part-Time		Per-Diem		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Southern Urban	233	83.1	23	8.3	24	8.6	280	100.0
Northern Urban	98	69.0	26	18.3	18	12.7	142	100.0
Rural and Frontier	20	87.0	2	8.7	1	4.3	23	100.0
Region Unknown	22	73.3	5	16.7	3	10.0	30	100.0
Nevada	373	78.5	56	11.8	46	9.7	475	100.0
United States	25,447	73.1	6,276	18.2	3,069	8.9	34,792	100.0



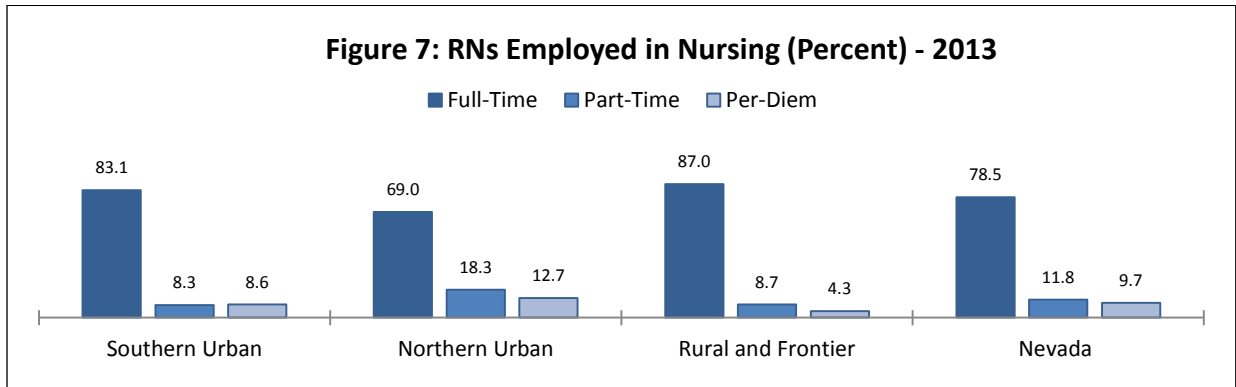


Table 14 describes the primary nursing employment setting in both Nevada and the US. Six out of ten RNs in Nevada work in hospitals. Ambulatory care is the second-most reported employment setting (11.2%), followed by home health (5.1%). Other primary nursing practice position settings in Nevada have a much smaller percentage of RNs in each work setting.

Table 14: Distribution of RNs by Primary Nursing Practice Position Setting – 2013

Work Setting of Primary Nursing Position	RN Employed Workforce			
	Nevada		United States	
	Number	Percent	Number	Percent
Hospital	288	61.0	19,343	56.5
Ambulatory Care Setting	53	11.2	2,994	8.7
Nursing Home/Extended Care/Assisted Living Facility	12	2.5	2,211	6.5
Home Health	24	5.1	2,058	6.0
School Health Service	14	3.0	1,146	3.3
Academic Setting	15	3.2	1,012	3.0
Community Health	4	0.8	740	2.2
Public Health	8	1.7	609	1.8
Insurance Claims/Benefits	3	0.6	477	1.4
Correctional Facility	6	1.3	229	0.7
Occupational Health	1	0.2	224	0.7
Policy/Planning/Regulatory/Licensing Agency	2	0.4	152	0.4
Other	42	8.9	3,042	8.9
Total	472	100.0	34,237	100.0

Table 15 highlights the distribution of the RN workforce by work setting and region in Nevada. The rural and frontier region has the highest percentage (73.9%) of RNs working in hospitals. Ambulatory care was the second-most frequently reported work setting for the southern (12.7%) and northern (11.2%) urban regions. Home health was the second-most frequent reported work setting in the rural and frontier (13.3%) region.

Table 15: Distribution of RNs by Primary Nursing Practice Position Setting and Region in Nevada – 2013

Work Setting of Primary Nursing Position	RN Employed Workforce									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Hospital	171	62.0	84	58.7	17	73.9	16	53.3	288	61.0
Ambulatory Care Setting	35	12.7	16	11.2	0	0.0	2	6.7	53	11.2
Nursing Home / Extended Care / Assisted Living Facility	8	2.9	3	2.1	0	0.0	1	3.3	12	2.5
Home Health	10	3.6	8	5.6	2	8.7	4	13.3	24	5.1
School Health Service	8	2.9	3	2.1	1	4.3	2	6.7	14	3.0
Academic Setting	8	2.9	6	4.2	0	0.0	1	3.3	15	3.2
Community Health	4	1.4	0	0.0	0	0.0	0	0.0	4	0.8
Public Health	3	1.1	3	2.1	1	4.3	1	3.3	8	1.7
Insurance Claims/Benefits	2	0.7	1	0.7	0	0.0	0	0.0	3	0.6
Correctional Facility	3	1.1	2	1.4	0	0.0	1	3.3	6	1.3
Occupational Health	0	0.0	1	0.7	0	0.0	0	0.0	1	0.2
Policy/Planning/Regulatory/ Licensing Agency	1	0.4	1	0.7	0	0.0	0	0.0	2	0.4
Other	23	8.3	15	10.5	2	8.7	2	6.7	42	8.9
Total	276	100.0	143	100.0	23	100.0	30	100.0	472	100.0

Table 16 highlights the frequency of self-reported position titles. Staff nurse was the most frequently reported title by RNs in Nevada (64.3%) and nationally (63.8%). Nurse manager was reported by 11.0% of RNs in both Nevada and the US. In Table 17, staff nurse was the most common RN position title.

Table 16: Distribution of Registered Nurses Practice Position Title – 2013

Practice Position Title	RN Employed Workforce			
	Nevada		United States	
	Number	Percent	Number	Percent
Staff Nurse	304	64.3	21,902	63.8
Nurse Manager	52	11.0	3,792	11.0
Advance Practice Nurse	26	5.5	2,531	7.4
Nurse Faculty	19	4.0	1,105	3.2
Nurse Executive	18	3.8	834	2.4
Consultant	5	1.1	772	2.2
Nurse Researcher	3	0.6	251	0.7
Other – Health Related	45	9.7	3,069	8.9
Other – Health Unrelated	1	0.2	99	0.2
Total	473	100.0	34,355	100.0

Table 17: Distribution of RN Workforce by Nursing Practice Position Title and Region in Nevada – 2013

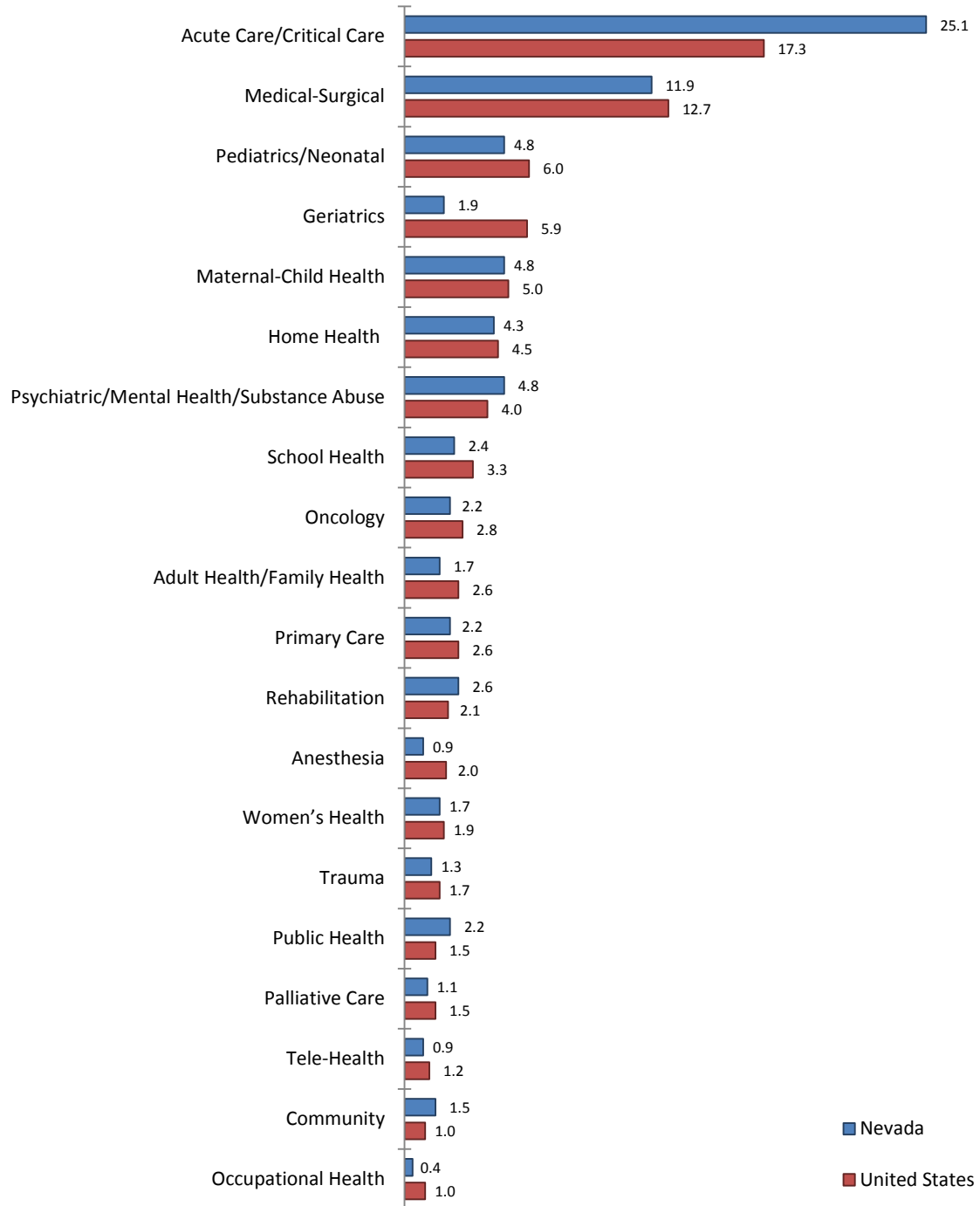
Nursing Practice Position Title	RN Employed Workforce									
	Southern Urban		Northern Urban		Rural and Frontier		Region Unknown		Nevada	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Staff Nurse	178	63.8	93	65.5	14	63.6	19	63.3	304	64.3
Nurse Manager	32	11.5	16	11.3	3	13.6	1	3.3	52	11.0
Advance Practice Nurse	15	5.4	9	6.3	0	0.0	2	6.7	26	5.5
Nurse Faculty	12	4.3	4	2.8	0	0.0	3	10.0	19	4.0
Nurse Executive	11	3.9	6	4.2	1	4.5	0	0.0	18	3.8
Consultant	3	1.1	2	1.4	0	0.0	0	0.0	5	1.1
Nurse Researcher	2	0.7	1	0.7	0	0.0	0	0.0	3	0.6
Other - Health Related	25	9.0	11	7.7	4	18.2	5	16.7	45	9.7
Other - Health Unrelated	1	0.4	0	0.0	0	0.0	0	0.0	1	0.2
Total	279	100.0	142	100.0	22	100.0	30	100.0	473	100.0

Table 18 details the distribution of the RN workforce in Nevada by employment specialty. A quarter of RNs in Nevada and 17.3% nationally reported their employment specialty as acute care/critical care. The geriatric specialty area has the biggest disparity between RNs in Nevada (1.9%) and the US (5.9%).

Table 18: Distribution of the RN Workforce by Employment Specialty in Nevada and the US – 2013

Employment Specialty	RN Employed Workforce			
	Nevada		United States	
	Number	Percent	Number	Percent
Acute Care/Critical Care	116	25.0	5,789	17.3
Medical-Surgical	55	11.9	4,249	12.7
Pediatrics/Neonatal	22	4.7	1,996	6.0
Geriatrics	9	1.9	1,989	5.9
Maternal-Child Health	22	4.7	1,662	5.0
Home Health	20	4.3	1,515	4.5
Psychiatric/Mental Health/Substance Abuse	22	4.7	1,341	4.0
School Health	11	2.4	1,097	3.3
Oncology	10	2.2	953	2.8
Adult Health/Family Health	8	1.7	872	2.6
Primary Care	10	2.2	857	2.6
Rehabilitation	12	2.6	691	2.1
Anesthesia	4	0.9	654	2.0
Women’s Health	8	1.7	651	1.9
Trauma	6	1.3	566	1.7
Public Health	10	2.2	511	1.5
Palliative Care	5	1.1	499	1.5
Tele-Health	4	0.9	388	1.2
Community	7	1.5	335	1.0
Occupational Health	2	0.4	333	1.0
Other	100	21.6	6,568	19.6
Total Responses	464	100.0	33,516	100.0
No Responses	11	–	883	–
Total	475	–	34,399	–

**Figure 8: Distribution of Registered Nurses by Practice Position
Employment Specialty - 2013**



Conclusion

Table 19 summarizes key characteristics of the Nevada RN population derived from the national sample undertaken by the National Council of State Boards of Nursing and the Forum of State Nursing Workforce Centers. For additional information on this report, please contact Dr. Packham at (775) 784-1235 or jpackham@medicine.nevada.edu. A complete list of reports and publications produced by the Office of Statewide Initiatives at the University of Nevada School of Medicine can be found at <http://www.medicine.nevada.edu/statewide/>.

Table 19: Summary Profile of the RN Population in Nevada and the US – 2013

RN Characteristics	Total RNs					
	Southern Urban	Northern Urban	Rural and Frontier	Region Unknown	Nevada	United States
Male (%)	10.4	3.8	13.6	7.4	8.4	6.6
Female (%)	89.6	96.2	86.4	92.6	91.6	93.4
Average Age	48	51	51	56	51	50
Registered Nurses (%)	94.2	92.4	100.0	93.5	94.1	92.8
Advance Practice RNs (%)	5.8	7.6	0.0	6.5	5.9	7.2
Full-Time Employment (%)	83.1	69.0	87.0	73.3	60.8	60.2
Part-Time Employment (%)	8.3	18.3	8.7	16.7	9.1	14.8
Per-Diem Employment (%)	8.6	12.7	4.3	10.0	7.5	7.3



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