



Collaboration for: Promotion Education Advancement of Nursing Careers

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Focusing on Nursing's Future

Market Demands

- ◆ As **life spans** increase, more nursing care will be needed for health promotion, acute illness, and chronic conditions. According to the U.S. Census Bureau, in 2000 there were approximately 763,000 persons in Indiana in the 65+ age group. That number is expected to grow to 1,260,000 by 2025 (62% increase).
- ◆ It is projected 12% of the U.S. population will be over age 85 by the year 2030. Average **life expectancy** has reached 75.5 years.
- ◆ **Technological** and **scientific breakthroughs** will drive complex patient care demands that require a well-educated nurse workforce prepared at all levels – associate, baccalaureate, and graduate degrees.
- ◆ A growing **complexity** of environmental and social problems creates an increased need for nursing services. As healthcare delivery shifts to a health promotion focus, more care will be provided in homes.
- ◆ The explosion of healthcare knowledge brings **specialization** to the nursing role.
- ◆ The **nursing workforce is aging**.
- ◆ The implication of an aging nursing workforce is more pronounced for **nursing faculty**. In a 2007 survey conducted by the Indiana Nursing Workforce Development Coalition, 59% of current faculty are expected to reach retirement age by 2020.
- ◆ The **demand** for RNs in hospitals – although fluctuating -- is predicted to climb 36% by 2020 due to the acuity and complexity of patient care. Hospitals will remain the major employer of registered nurses.
- ◆ The Department of Health and Human Services predicts the **demand** for RNs will outpace the supply by 12% in the year 2010; 20% in 2015; and 29% in 2020.
- ◆ There is an increased demand for masters and doctoral prepared nurses for advanced practice, clinical specialties, teaching, management, and research. Currently, **13% of nurses hold advanced degrees**.

OVER

Nursing's Profile

- ◆ Nursing is the nation's largest health care profession, with more than 2.9 million registered nurses nationwide; 83% are employed in nursing.
 - 58.3% are employed full-time
 - 24.8% are employed part-time
- ◆ Nursing students account for more than half (52%) of all health profession students in the United States.
- ◆ The average age of RNs is 46 years. More than 73.4% of RNs are 40 years or older; 25.5% are over 54 years of age. Only 8% of RNs are under age 30.
- ◆ The average age at graduation from undergraduate nursing programs is 30 years.
- ◆ The numbers of men in nursing has increased to 165,839 (5.7%). Over 9.8 % of graduates from nursing programs are men. Men comprised 10.7% of admission to basic RN programs.
- ◆ National salaries for full-time Registered Nurses averaged \$59,730 in September 2007.
- ◆ Nurses comprise the largest single component of hospital staff, are the primary providers of hospital patient care, and deliver most of the nation's long-term care.
- ◆ Most health care services involve some form of care by nurses.
 - 56.2% of nurses are employed in hospital settings
 - 43.8% of nurses are employed in non-hospital settings
- ◆ RNs spend approximately 59.8% of their time providing direct patient care.
- ◆ There are over 50 specialties in which RNs can become certified.

*Indiana Health Industry Forum, July 15, 2003
American Association of Colleges of Nursing, 2006
United States Department of Health & Human Services, 2007
HRSA, Bureau of Health Professions, 2004 National Sample Survey of
Registered Nurses, Preliminary Report, December 2005
American Hospital Association, 2007
U.S. Bureau of Labor Statistics, 2007*

Career Paths

Individual nursing practice is determined by the career path selected and is dependent upon education, experience, work setting and geographical location. The demand for nurses spans all career paths. National salaries for full-time registered nurses averaged \$59,730.

CAREER PATH	ROLE	AVERAGE STARTING SALARY
Clinician Clinical Staff Nurse	Provides scientific, psychological, and technological knowledge in the care of patients and families Provides primary care and specialized advanced nursing services to patients and families	\$40,000-50,000
Advanced Practice Nurse	Includes clinical specialist, nurse practitioner, nurse midwife and nurse anesthetist	\$60,000-88,000/yr+ \$90,000-113,000/yr+
Educator Clinical Instructor College/University Professor Staff Development Specialist Patient Education Specialist	Utilizes educational Methodologies to present current information in patient care settings, universities, and communities. Positions may include instructor, professor, university or college administrator, chair, or dean	\$40,000-90,000/yr+
Researcher	Utilizes statistical methodologies to discover or establish facts, principles, or relationships	\$60,000-90,000/yr+
Administrator/Manager	Coordinates the use of human, financial, and technological resources to provide patient care services. Positions may include facilitator, manager, director, chief nurse executive, or vice president. Salary is commensurate with scope of responsibility	\$60,000-120,000+

Career Diversity

The settings in which nurses work are reflective of the specialties in nursing. While 56% of RNs are employed in hospitals, increasingly nurses are delivering care in a wide range of settings listed below:

HOSPITALS SETTINGS	NON-HOSPITAL SETTINGS	
Critical Care Emergency Maternal/Child Care Medical: Cardiology, Diabetes, Gastroenterology, Gerontology, Nephrology, Neurology, Oncology, Pulmonary, Rehabilitation, Renal, Rheumatology, Urology Operating Room/Recovery Room Pediatrics Psychiatric/Mental Health Surgical: Burn, Cardiovascular, Otorhinolaryngology (Ear/Nose/Throat), Gastroenterology, Orthopedics, Plastic/Reconstructive, Transplant	Public/Community Health Mental Health Agencies Home Healthcare Physician's Office Occupational Health Extended Care Facilities Clinics/Health Centers Outpatient Surgery Centers Community Schools, Day Care Centers Independent Practice, Consultants Schools of Nursing Senior Centers, Shelters, Churches	Insurance Research Centers Hospices Military Branches

Expectations of RNs

Registered nurses will be sought for:

- ◆ Knowledge and caring
- ◆ Critical thinking skills
- ◆ Respectful of diversity
- ◆ Competence to practice in varied settings:
 - hospitals
 - home
 - ambulatory
 - long term care
 - preventive
- ◆ Computer literacy
 - accessing knowledge
 - synthesizing knowledge
- ◆ Effective communication skills
- ◆ Ability to incorporate patient and family involvement in care decisions
- ◆ Ability to plan and manage care collaboratively with patients, families, communities, and other members of the healthcare team
- ◆ Leadership
- ◆ Participation in quality improvement
- ◆ Ability to manage change
- ◆ Evaluation of care given
- ◆ Evidence-based practice



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