
A Comparative Analysis of the Rural and Urban Nursing Workforce in Oregon

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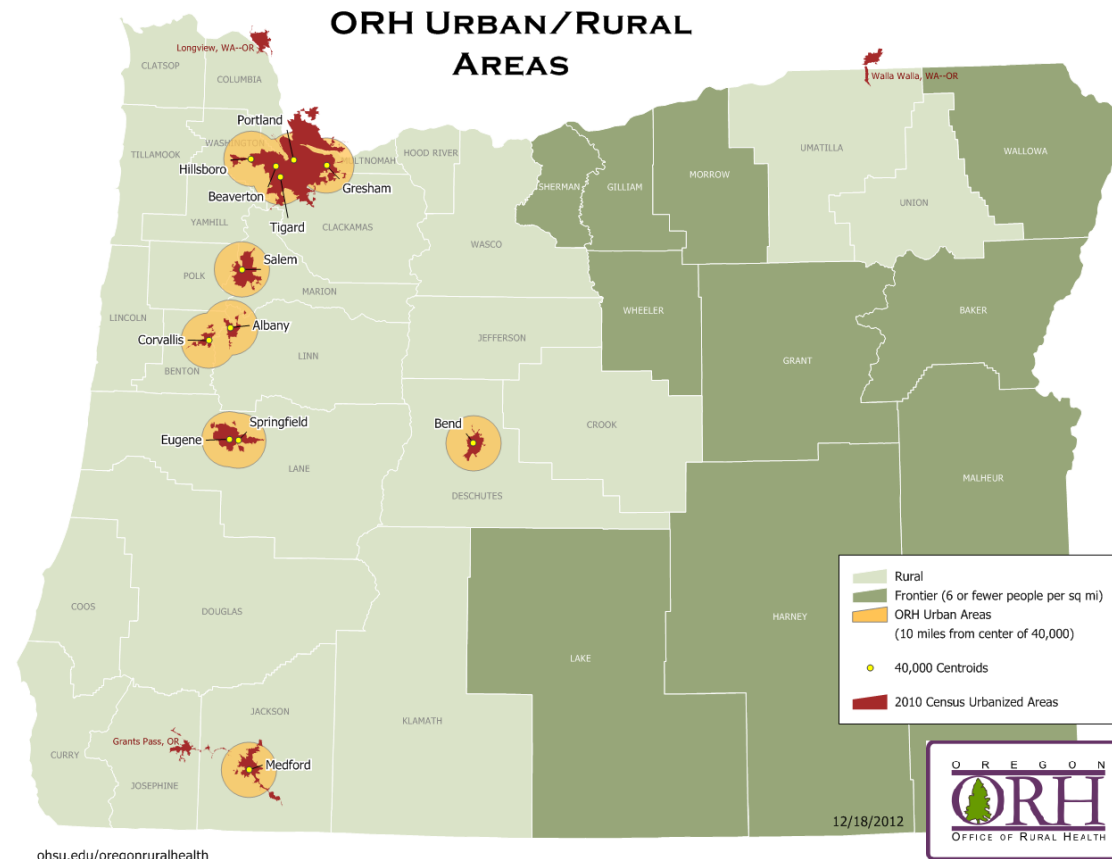
Major challenges facing Oregon's nursing workforce

- Aging of Oregon's population
- Aging nursing and healthcare workforce
- Significant shortage of nurse faculty
- Changes to healthcare reform laws

Additional Challenges For Rural Communities

- Sociocultural issues
- Educational opportunities
- Employment opportunities
- Housing

Urban / Rural Counties in Oregon



Nursing Professionals in Rural & Urban Oregon

	CNA	LPN	RN	NP
Statewide	18,025	4,943	51,926	3,467
% in Rural Counties	14.8%	12.8%	12.8%	14.3%
Pop. Ratio / Rural	379	1,544	150	1,934
Pop. Ratio / Urban	334	1,141	112	1,625

How Are Nurses Licensed?

	LPNs		
	Rural	Urban	%Rural
Endorsement	164	857	16.1%
Examination	272	2,126	11.3%

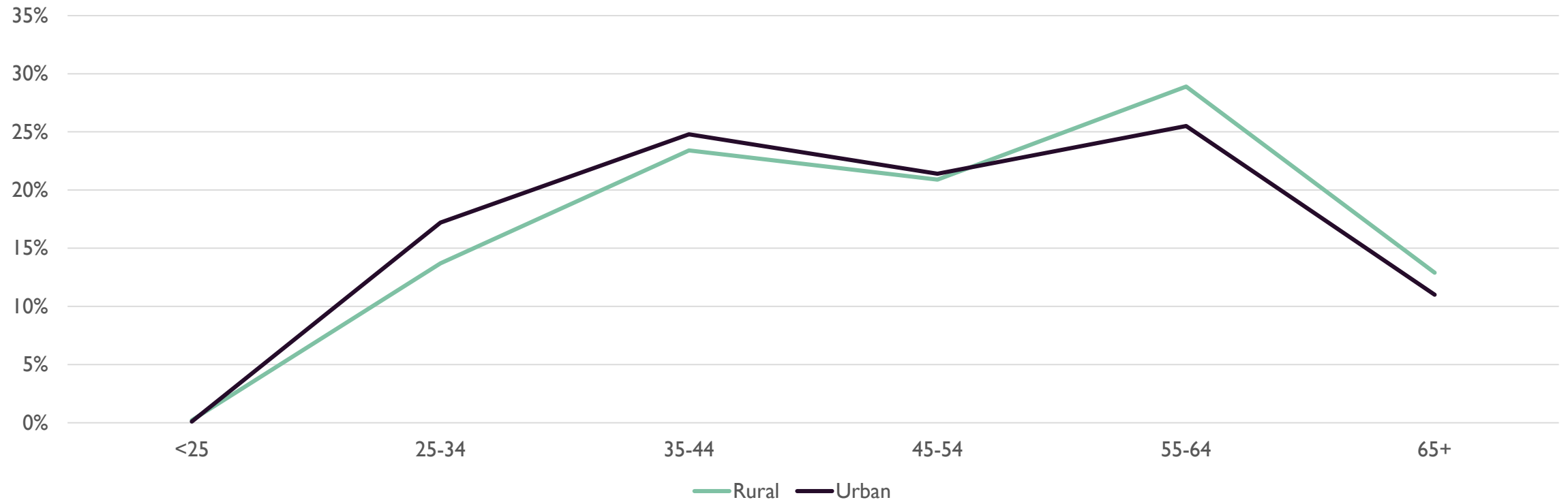
	RNs		
	Rural	Urban	%Rural
Endorsement	1,449	10,729	11.9%
Examination	3,039	19,763	13.3%

Educational Attainment for RNs and NPs

	RNs	
	Rural	Urban
Diploma	4.6%	4.9%
ADN	56.0%	38.6%
BSN	35.2%	51.3%
Master's	4.2%	5.0%
Doctorate	0.0%	0.3%

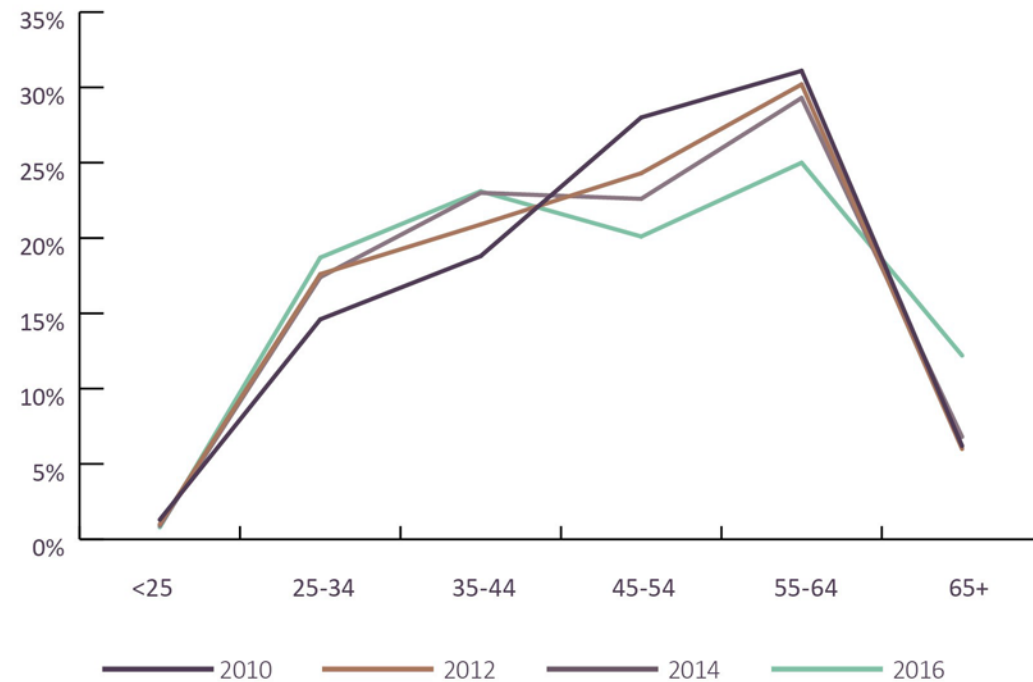
	NPs	
	Rural	Urban
Diploma	0.3%	0.1%
ADN	0.9%	0.2%
BSN	2.9%	3.2%
Master's	88.9%	89.2%
Doctorate	7.0%	7.4%

Age of RN Workforce

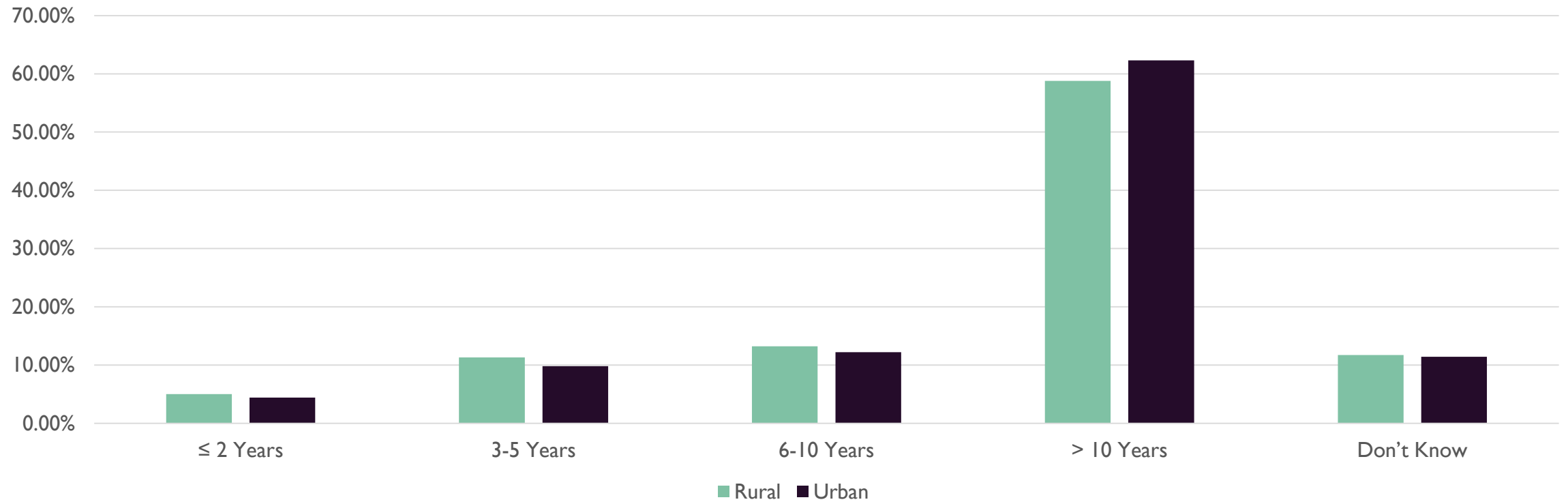


Aging of Oregon's RN Workforce

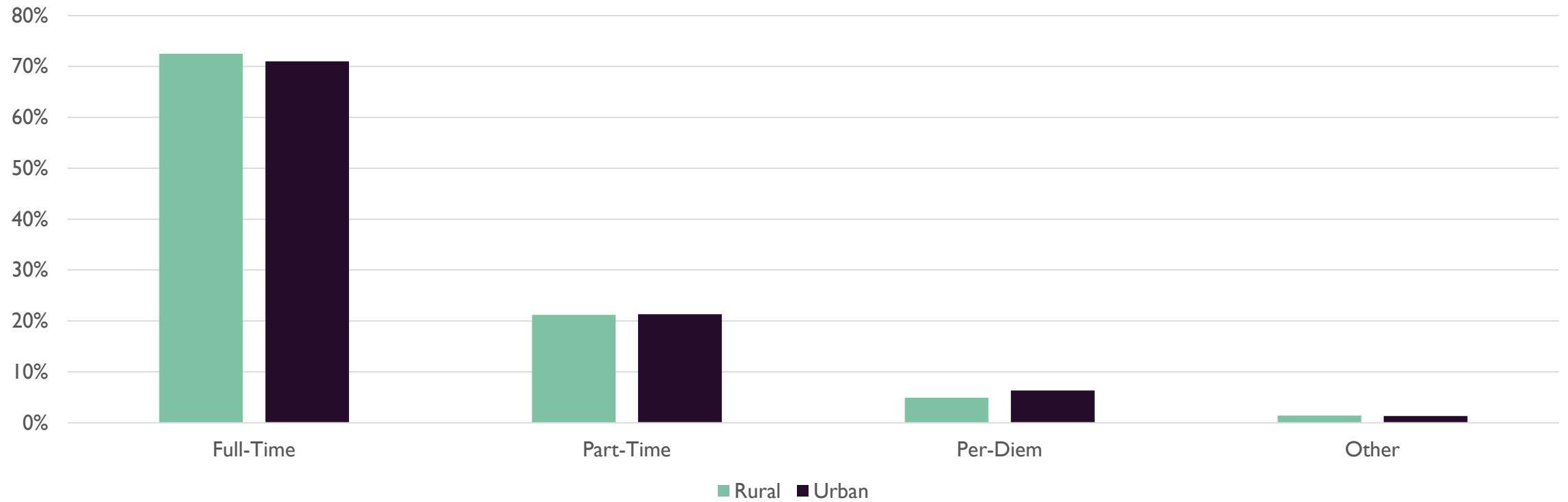
Figure 2 | Age Distribution of RNs from 2010 to 2016



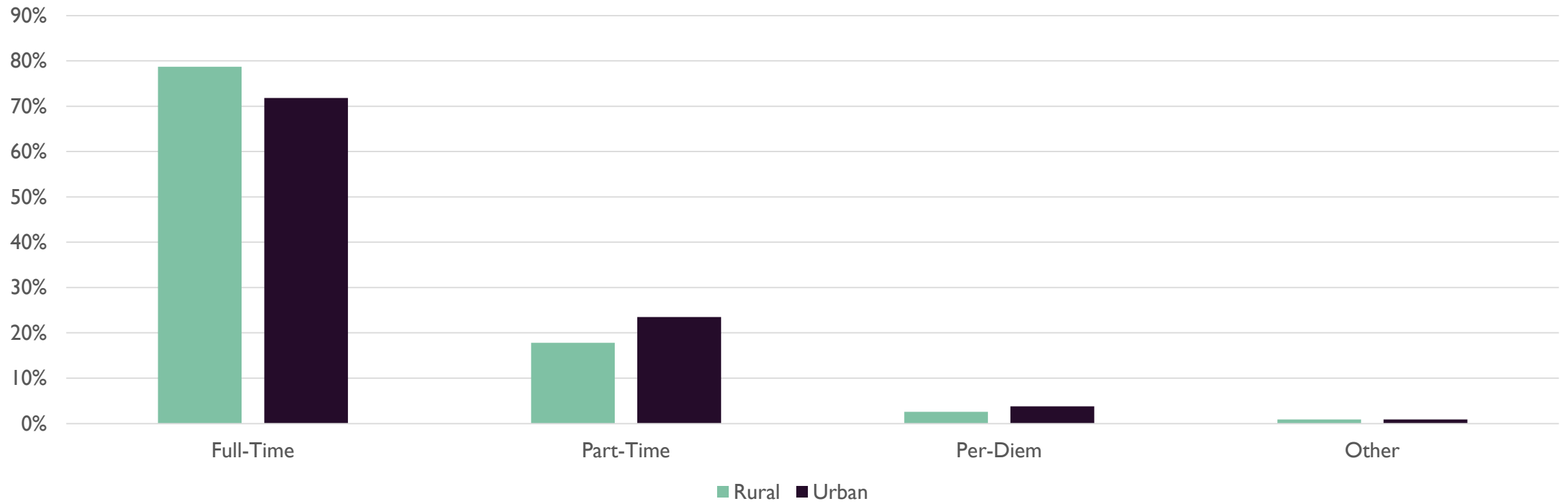
Retirement Plans for RNs



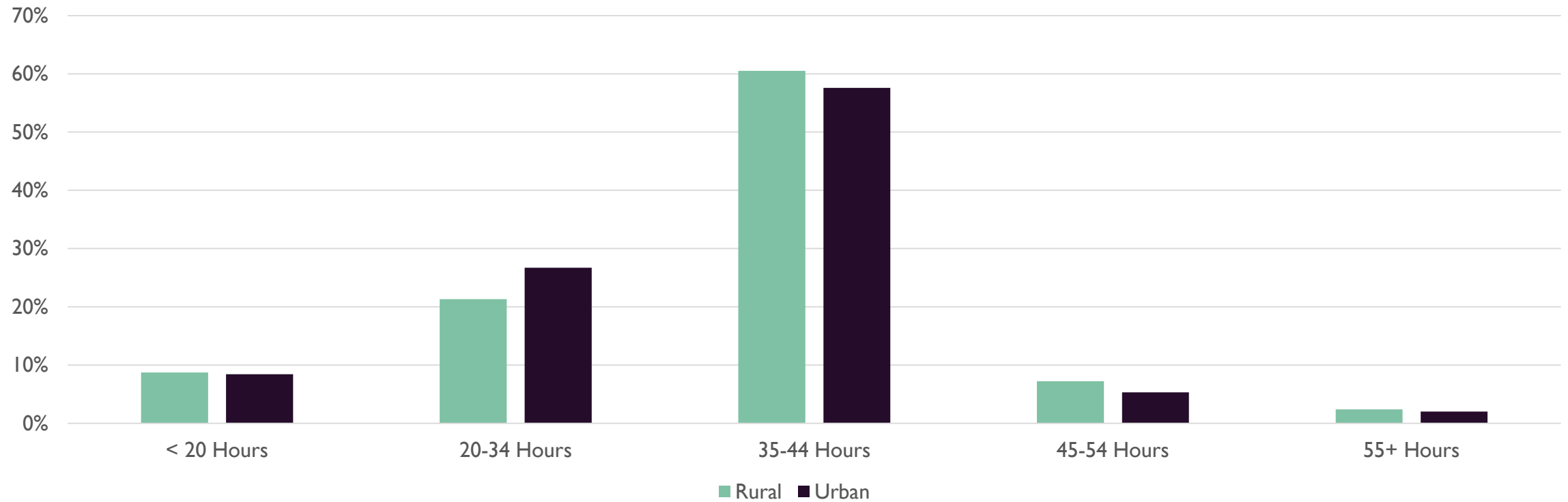
Employment Type for RNs



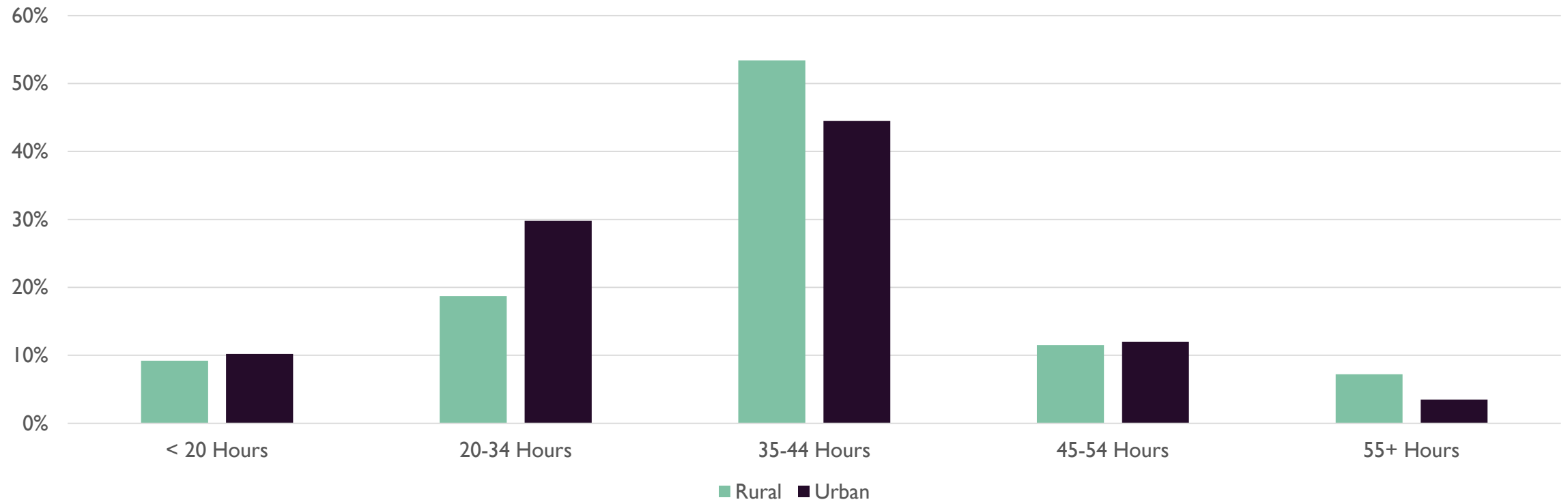
Employment Type for NPs



Typical Number of Hours Worked - RNs



Typical Number of Hours Worked - NPs



Employment Settings for RNs and NPs

	RNs	
	Rural	Urban
Hospital	55.1%	58.4%
Office / Clinic	8.4%	10.0%
Home Health	6.5%	5.2%
SNF / LTC	4.9%	3.6%
Public Health	3.5%	2.1%
Corrections	3.3%	0.7%

	NPs	
	Rural	Urban
Office / Clinic	56.3%	47.0%
Primary Care	14.4%	10.7%
Hospital	5.7%	15.7%
Public Health	5.5%	4.6%
Military / VA	3.4%	1.9%
School Health	2.9%	2.5%

Employment Positions for RNs

	Rural	Urban
Staff Nurse	62.5%	66.5%
Nurse Manager / Supervisor	10.5%	7.0%
Lead Nurse	5.4%	5.8%
Nurse Administrator	2.5%	1.5%
Quality Management	1.5%	1.2%
Nurse Consultant	1.2%	1.5%

RN Specialties

	Rural	Urban
Medical / Surgical	13.3%	12.3%
Emergency / Urgent Care	10.9%	6.7%
Surgery / Recovery	9.0%	10.5%
OB-GYN / Women's Health	7.2%	7.1%
Critical Care / ICU / CCU	7.1%	9.9%
Administration / Management	6.1%	3.8%

Next Steps – Where do we go from here?

- Complete analysis of nursing characteristics for rural localities
- Plan for localized demand studies (OCN currently conducts statewide study)
- Explore strategies to increase enrollment and graduation in rural nursing programs
- Examine migration of nurses away from rural communities



QUESTIONS?



Oregon Center for Nursing

The Oregon Center for Nursing facilitates research and collaboration for Oregon's nursing workforce to support informed, well-prepared, diverse and exceptional nursing professionals.

Strategic Objectives

- Conduct, analyze and disseminate research
- Encourage collaboration and build partnerships with diverse stakeholders to advance nursing
- Promote nursing and healthcare in all settings in which nurses practice



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